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January 31, 2018 Proposed Faculty Senate Minutes

The meeting, held in the Seminar Room, Rosenstiel School of Marine and Atmospheric Science Campus, opened at 3:31 p.m.

CHAIR'S REMARKS

Senate Chair Tomás Salerno welcomed attendees to the Marine Campus and to the new semester. He explained that the President was currently out of the country and therefore not able to attend today's meeting.

He pointed out that item B4 on the agenda had been removed, noting that it was not yet ready for Faculty Senate discussion. There had been a robust discussion at the General Welfare Committee (GWC), and feedback was given to both Human Resources (HR) and the Police Chief for their consideration. In response to this item, a member suggested that the Senate Office only accept documents that are signed and sponsored. A discussion followed that included comments that the recent history of cumulative changes implemented by the university administration in processes and procedures have not been adequately beta-tested, but were implemented prematurely including Ariba, Workday and CaneLink; the recent policy change in building access permission that resulted in various unfortunate consequences; and the consistent "over-reaching" for safety issues by the police department. Suggestions followed on ways to resolve the building access issues, as well as the recommendation that when new policies are implemented, that there be enough resources to efficiently accommodate the changes. Another Senate member raised the issue of treating employees and faculty with respect and dignity, and to carefully screen potential candidates for the VP of Human Resources position for her or his adherence to these values. The Provost responded to the issues, outlined the steps that have been taken to resolve some of these concerns, and noted that he would remind deans again at the ADPC meeting of the deans' responsibilities in notifying facilities of their own personnel's security access.

The Chair thanked the GWC members for their expertise and time spent reviewing and summarizing the comments of this year's quadrennial evaluations – a massive undertaking this round, with 3 deans and 18 chairs reviewed. He reminded members that he does not review any of the evaluations from the Miller School of Medicine, but these instead are reviewed by First Vice Chair Linda Neider. All results have been delivered. The next steps, as mandated in the *Faculty Manual*, are for the appointing authorities to schedule feedback meetings with the voting faculty and a GWC representative. The GWC representative attends each of the meetings to assure that the process is followed.

The Board of Trustees has requested budget information earlier than usual this year, therefore the Faculty Senate Budget and Compensation Committee has submitted their recommendations to

the administration for budget parameters for next year's budget. This is an important committee, and it is important that they, on behalf of the faculty, have a strong voice.

The Medical School and UHealth have been granted approval by the Board of Trustees to offer a one-time voluntary retirement program. The program is available to tenured faculty who are at least 59 years old as of May 31, 2018. For eligible faculty who agree to release tenure and separate employment no later than 5/31/18, the program provides one-year base salary in a lump sum and the offer of the UM/Aetna HRA medical plan up to age 65. The program was presented to the GWC and this serves as notice for the Faculty Senate. Further, we understand that the School Council was informed. Anyone with questions can reach out to Dr. David Birnbach, Vice Provost for Faculty Affairs or Cristina Elgarresta in HR.

The Chair stated his appreciation to President Frenk and Dr. Knaul for their generous donation to the UM General Scholarship Fund on behalf of the Faculty Senate Chair. Having gotten through school on a scholarship, the Chair especially appreciated the gesture. The Chair asked members to amend their calendars to reflect that the March 28 Faculty Senate meeting hosted by the President has been moved to the following Wednesday, April 4.

In the spring semester, the Senate officers will host an appreciation luncheon for the standing committee chairs, the Senate's representatives on various University committees, and the office staff as a token of their thanks for all of the hard work done throughout the academic year.

The Chair invited meeting attendees to join him for Happy Hour after the meeting at the restaurant on the Marine School Campus.

PROVOST'S REMARKS

The Provost noted that in the first week in March there would be a SACSCOC visit on campus. He also pointed out that he will be creating an academic calendar review committee to review the academic calendar. Currently, the fall semester is 15 weeks exactly, so there is no room to reduce instruction in the event of an emergency, as turned out to be the case this past fall semester due to the disruption from the recent hurricane. Because the 15 weeks include finals week, it is not possible to make finals optional. Classes with optional finals for this semester have been identified, and they have worked to finalize this year. However, going forward, there will need to be some changes to allow for more flexibility and in order to appropriately comply with federal regulations.

The President has presented the UM Roadmap Initiative to the Board of Trustees, and plans to present it to the Faculty Senate at a future meeting. The Provost has been working with the deans to develop school-level strategic plans in order to plan for the next campaign.

SACSCOC requires a revised mission statement for the University. Therefore, he is requesting that a revised statement will be added to the agendas for the February 14 GWC and February 28 Faculty Senate meetings for approval.

The Provost entertained questions from the floor.

INTRODUCTION OF AND REMARKS BY DAVID BECHER, Ed.D., ASSOCIATE PROVOST, DATA GOVERNANCE AND INSTITUTIONAL RESEARCH, OFFICE OF PLANNING, INSTITUTIONAL RESEARCH, AND ASSESSMENT

Dr. Becher explained that he came from a proprietary sector of higher education – an online institution – where he had established the Institutional Research office. He pointed out that he is already working with the Faculty Senate committees, who have requested faculty salary analysis. He noted that he looks forward to the challenges in his new position at UM and to adding higher value to the office by maximizing the talents currently in place.

STUDENT GOVERNMENT REPRESENTATIVES' REMARKS

Graduate Student Association President Becca Ann Yahr, introduced herself and pointed out that she was attending today's meeting but that shortly there would be an election to select the Faculty Senate representative from their organization.

APPROVAL OF TODAY'S AGENDA

A motion was made, seconded, and the agenda was approved unanimously.

OTHER ANNOUNCEMENTS

There were none.

APPROVAL OF MINUTES OF NOVEMBER 29, 2017

A motion was made, seconded, and the minutes were approved unanimously.

General Matters

UNANIMOUS CONSENT AGENDA

[Unless there is an objection, these materials will be submitted and approved on documents only, and submitted to the Faculty Senate in the same format for their approval. Legislation will be written for this item pending no objections.]

BUSINESS SCHOOL PROPOSAL TO REVISE THE BUSINESS LAW MINOR FOR NON-BUSINESS UNDERGRADUATES

There were no questions for the proponents.

There were no objections to this proposal from the GWC.

There were no objections to this proposal.

BUSINESS SCHOOL GRADUATE BUSINESS PROGRAM CHANGES

- 1) Removal of Concentrations from full time two-year MBA Program;
- 2) Name Change for Miami Global Executive MBA for the Americas Program (Reference Legislation #2016-28);
- 3) Name Change and Restructuring of Certificate in Business Administration;
- 4) Name Change and Restructuring of Master of Science in Management Studies;
- 5) Name Change and Restructuring of Master of International Business Studies;
- 6) Restructuring of Certificate in Leadership; and

7) Restructuring of Master of Science in Business Analytics Curriculum.

Professor and Vice Dean Patricia Abril outlined the 12 proposals that fall into 7 categories as outlined on the agenda. She pointed out that the materials constituted a large document that required considerable time to draft, which has been adequately vetted and approved as required by the Faculty Senate.

The proponent entertained questions from the floor responding that the programs are expected to have a positive impact on the revenue, and that the degrees will remain – a Master of Arts of X or Master of Sciences of Y.

This proposal comes forward with the unanimous approval of the GWC.

A motion was made, seconded, and approved unanimously.

SCHOOL OF ARCHITECTURE PROPOSAL TO CREATE 1) A MASTER OF CONSTRUCTION MANAGEMENT, AND 2) AN EXECUTIVE MASTER OF CONSTRUCTION MANAGEMENT

Assistant Professor Armando Montero outlined that the proposal has taken two years to develop, vet and consult with other entities. He pointed out that the program receives support from the deans of the College of Engineering, Business School and Law School. Previously, the Architecture Dean had supported the College of Engineering's proposal for a program with a similar name. He anticipates that the creation of these two programs will lead to valuable collaboration between the two, school and college. He noted that these programs were created to increase students' success rates in securing employment after graduation.

A friendly amendment was made and accepted to specify that this is two programs: 1) Master and 2) Executive Master. The degree name remains Master of Construction, as noted on page 17 of the proposal.

This proposal comes forward with the majority approval of the GWC.

A motion was made, seconded, and approved by majority with 1 against, and 1 abstention.

RECOMMENDATION FOR FACULTY SENATE APPORTIONMENT FOR 2018 – 2019

The recommendation is for a constant of 11, resulting in 49 Faculty Senate members, the number that nets the closest to the maximum of 50 members (as allowed according to the *Faculty Manual* Section B3.3). I explained that there was a number in the table that had been corrected since it was presented to the GWC. However, this number fell outside the acceptable range of Senate members, effectually rendering the correction a moot point.

There were no questions.

This proposal comes forward with the unanimous approval of the GWC.

A motion was made, seconded, and approved unanimously.

OTHER BUSINESS

College of Engineering Senate member James Tien announced that a joint regional symposium of "Engineering and Medicine: A Critical Partnership in Technology," will be held at UM for the second time, on February 26, 2018. He distributed information sheets to interested members.

EXECUTIVE SESSION [Non-senate members and non-voting senate members were excused from the meeting at this point. Executive Session minutes are on a separate page.]

ADJOURNMENT

The meeting adjourned at 5:20 p.m.

Respectfully submitted,
Robyn Hardeman
Secretary of the Faculty Senate

Elected Senate officers:
Tomás Salerno, Chair;
Linda Neider, First Vice Chair;
JoNel Newman, Second Vice Chair

Background materials included with hard-copy minutes.