



MEMORANDUM

TO: President Edward T. Foote, II

FROM: Dr. John Knoblock JK
Chairman, Faculty Senate

DATE: May 2, 1988

SUBJECT: Faculty Senate Legislation #87027(C) -
Policy on Good Academic Standing, Warning,
Probation, and Dismissal

The Faculty Senate, at its meeting of April 25, 1988, voted to approve Faculty Senate Legislation #87027(C) - Policy on Good Academic Standing, Warning, Probation, and Dismissal. The text of the legislation is attached for your action.

JK/b

Attachment

cc: Provost Luis Glaser



Faculty Senate Action, 87027
Class C Legislation

Policy on Good Academic Standing, Warning, Probation, and Dismissal

I. BULLETIN LANGUAGE

For students who enter as freshmen:

Freshmen whose cumulative grade point average (CGPA) is below 2.0 shall be issued a *warning* and those whose CGPA is below 1.5 shall be placed on *probation* for the following semester. Students who have completed three or more semesters shall be placed on *probation* for the following semester if their CGPA is below 2.0. If at the end of the fifth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the CGPA remains below 2.0.

For transfer students:

Students whose University of Miami grade point average after one semester is below 1.5 shall be placed on *probation* for the following semester. Students who have completed two or more semesters at the University of Miami shall be placed on *probation* for the following semester if their cumulative grade point average for University of Miami courses (UMCGPA) is below 2.0. If at the end of the fourth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the UMCGPA remains below 2.0.

For all students:

Failure to make satisfactory progress toward meeting degree requirements as specified by each school may also result in probationary status or dismissal. Students are in *good academic standing* only if they are not on probation. Students whose semester grade point average is below 2.0 shall be issued a *warning* that their work does not meet University expectations.

Students who wish to appeal their dismissal (or probation) for academic reasons must do so in writing to the appropriate undergraduate dean within 30 days of the notice of dismissal (or probation). Those who have been dismissed for academic reasons shall not be considered for readmission by any school at the University until at least two regular semesters have elapsed since their dismissal.

II. OTHER PROVISIONS

Provisions for advising and limits on course loads for students in warning or probationary status:

Students admitted in selectivity index five should be advised that for their first semester they should limit their course load to twelve hours or four courses. Students placed in warning status cannot take more than four courses or twelve hours unless given permission by their advisors. Students placed on probation are limited to a course load of twelve hours or four courses.

III. IMPLEMENTATION

The implementation of these policies, rather than those currently published as presently in effect or to be in effect in 1990, is contingent on the development and implementation of acceptable programs of counseling and advising [for students in academic difficulty]. This shall be certified by the Senate Council under the provisions of Bylaw 10.

[In terms of the discussion of the Senate, the term *students in academic difficulty* is understood to include incoming students in selectivity indices four, five, and six.]

Faculty Senate Action, 87027
Class C Legislation

Policy on Good Academic Standing, Warning, Probation, and Dismissal

I. BULLETIN LANGUAGE

For students who enter as freshmen:

Freshmen whose cumulative grade point average (CGPA) is below 2.0 shall be issued a *warning* and those whose CGPA is below 1.5 shall be placed on *probation* for the following semester. Students who have completed three or more semesters shall be placed on *probation* for the following semester if their CGPA is below 2.0. If at the end of the fifth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the CGPA remains below 2.0.

For transfer students:

Students whose University of Miami grade point average after one semester is below 1.5 shall be placed on *probation* for the following semester. Students who have completed two or more semesters at the University of Miami shall be placed on *probation* for the following semester if their cumulative grade point average for University of Miami courses (UMCGPA) is below 2.0. If at the end of the fourth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the UMCGPA remains below 2.0.

For all students:

Failure to make satisfactory progress toward meeting degree requirements as specified by each school may also result in probationary status or dismissal. Students are in *good academic standing* only if they are not on probation. Students whose semester grade point average is below 2.0 shall be issued a *warning* that their work does not meet University expectations.

Students who wish to appeal their dismissal (or probation) for academic reasons must do so in writing to the appropriate undergraduate dean within 30 days of the notice of dismissal (or probation). Those who have been dismissed for academic reasons shall not be considered for readmission by any school at the University until at least two regular semesters have elapsed since their dismissal.

II. OTHER PROVISIONS

Provisions for advising and limits on course loads for students in warning or probationary status:

Students admitted in selectivity index five should be advised that for their first semester they should limit their course load to twelve hours or four courses. Students placed in warning status cannot take more than four courses or twelve hours unless given permission by their advisors. Students placed on probation are limited to a course load of twelve hours or four courses.

III. IMPLEMENTATION

The implementation of these policies, rather than those currently published as presently in effect or to be in effect in 1990, is contingent on the development and implementation of acceptable programs of counseling and advising [for students in academic difficulty]. This shall be certified by the Senate Council under the provisions of Bylaw 10.

[In terms of the discussion of the Senate, the term *students in academic difficulty* is understood to include incoming students in selectivity indices four, five, and six.]

**Faculty Senate Action, 87027
Class C Legislation**

Policy on Good Academic Standing, Warning, Probation, and Dismissal

I. BULLETIN LANGUAGE

For students who enter as freshmen:

Freshmen whose cumulative grade point average (CGPA) is below 2.0 shall be issued a *warning* and those whose CGPA is below 1.5 shall be placed on *probation* for the following semester. Students who have completed three or more semesters shall be placed on *probation* for the following semester if their CGPA is below 2.0. If at the end of the fifth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the CGPA remains below 2.0.

For transfer students:

Students whose University of Miami grade point average after one semester is below 1.5 shall be placed on *probation* for the following semester. Students who have completed two or more semesters at the University of Miami shall be placed on *probation* for the following semester if their cumulative grade point average for University of Miami courses (UMCGPA) is below 2.0. If at the end of the fourth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student shall be *dismissed* if the UMCGPA remains below 2.0.

For all students:

Failure to make satisfactory progress toward meeting degree requirements as specified by each school may also result in probationary status or dismissal. Students are in *good academic standing* only if they are not on probation. Students whose semester grade point average is below 2.0 shall be issued a *warning* that their work does not meet University expectations.

Students who wish to appeal their dismissal (or probation) for academic reasons must do so in writing to the appropriate undergraduate dean within 30 days of the notice of dismissal (or probation). Those who have been dismissed for academic reasons shall not be considered for readmission by any school at the University until at least two regular semesters have elapsed since their dismissal.

II. OTHER PROVISIONS

Provisions for advising and limits on course loads for students in warning or probationary status:

Students admitted in selectivity index five should be advised that for their first semester they should limit their course load to twelve hours or four courses. Students placed in warning status cannot take more than four courses or twelve hours unless given permission by their advisors. Students placed on probation are limited to a course load of twelve hours or four courses.

III. IMPLEMENTATION

The implementation of these policies, rather than those currently published as presently in effect or to be in effect in 1990, is contingent on the development and implementation of acceptable programs of counseling and advising [for students in academic difficulty]. This shall be certified by the Senate Council under the provisions of Bylaw 10.

[In terms of the discussion of the Senate, the term *students in academic difficulty* is understood to include incoming students in selectivity indices four, five, and six.]

CAPSULE:

Faculty Senate Legislation #87027(C) -
Policy on Good Academic Standing, Warning, Probation,
and Dismissal

RESPONSE BY THE PRESIDENT:

DATE: 5/27/88

APPROVED: No. 327

OFFICE OR INDIVIDUAL TO IMPLEMENT OR PUBLISH: _____

EFFECTIVE DATE OF LEGISLATION: _____

NOT APPROVED AND REFERRED TO: Revised

REMARKS (IF NOT APPROVED): Memoandum on

The way.

cc Revised



MEMORANDUM

October 2, 1990

TO: George Alexandrakis, Chairperson
Faculty Senate

Ross Murfin, Vice Provost
Undergraduate Affairs

FROM: David Wilson, Dean

A handwritten signature in dark ink, appearing to read "David Wilson", written over the printed name.

I suggest the following change (underlined) in the Bulletin, p. 23 (Good Academic Standing, Probation, and Dismissal):

WARNING

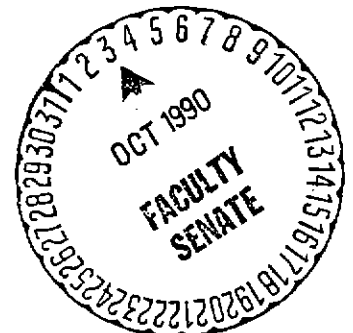
A student whose semester grade-point average (SGPA) or cumulative grade-point average (CGPA) falls below 2.0 shall receive a Warning. All students who...

The reason for the change is to allow any student who has below a 2.0 CGPA to be placed on warning, rather than just those students who earned less than a 2.0 in the previous semester. Otherwise, students who are below a 2.0 in CGPA, but above probation levels, are not uniformly in "warning" status. I believe that such a warning to all students below a 2.0 CGPA was occurring before our latest round of revisions in standards for probation and dismissal. Perhaps the change was an oversight. It impacts on us when we respond to requests from other Universities for the status of students who might wish to transfer. It also would appear to be appropriate to place in warning status any student whose overall level of performance, if continued, will be inadequate for graduation.

DLW/nt

cc: Rita Deutsch

College of Arts & Sciences
Office of the Dean
P.O. Box 248004
Coral Gables, Florida 33124
(305) 284-4117





M E M O R A N D U M

TO: Dr. Alan Swan, Vice Chairman, Senate
Dr. Kamal Yacoub
Dr. Eugene Clasby
Dr. Howard Pospesel, Chairman *pro tem* Academic Standards Committee
Dr. William Betsch

FROM: John Knoblock, Chairman
Faculty Senate

DATE: July 21, 1988

SUBJECT: Standards for Good Academic Standing

At its meeting of June 27, the Senate Council voted to establish a sub-committee of the Senate Council to draft a new set of standards for good academic standing for consideration by the Academic Standards Committee of the Senate. The Committee is asked to complete its work by the beginning of the Fall Term. The Council requests that the Academic Standards Committee complete its report for presentation at the October 3, 1988 meeting of the Senate Council. The Senate Council asks that Dr. Swan chair this special sub-committee.

JK/ca

Suggested changes to Section 1.5

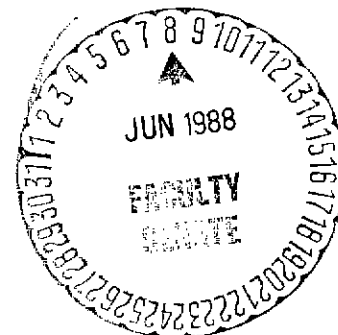
- 1) Educator Faculty -- Purpose of the Bylaw
- 2) This Bylaw section...
- 3) Its purpose is, *first* to extend
- 4) University's academic mission; and *second*
- 5) Educator Faculty *will not only will* perform...
but *will continuously continually* improve...
will stay abreast of, *will* engage with their...

Suggested changes to Section 1.5.7

- 1) Sentence 1 - capitalize Chair and Dean *and between the Provost and the Council of the Faculty Senate* it is determined that the member's services are no longer needed because of changes in...
- 2) Following their consultations, the Provost and Senate Council...
- 3) Process as follows: vote of faculty, recommendation of Dean, discussion between Provost and Senate Council
- 4) The Council's discussion regarding "equities", in the fourth line from the bottom of Section 1.5.7, means that financial considerations are not themselves a sufficient condition for the termination of one person over another person when they are equally well-qualified. Further, unless there is some real question of merit in terms of their skills or abilities, seniority shall prevail.

PENDING AND DISAPPROVED LEGISLATION

Dr. Alexandrakis reviewed the list of pending and disapproved legislation. He discussed the memorandum received from the President disapproving Legislation #87020(B) - Committee on Lowe. Dr. Knoblock read the President's response in disapproving Legislation #87019(C) - 60 Credit for Graduation. He asked Vice Provost Sugrue for a synopsis of the facts referred to by President Foote with regard to admission of transfer students. It was suggested by Dr. Clasby that a small committee, similar to the past Joint Referral Committee, be established to redraft disapproved legislation for resubmission to the President. Dr. Swan explained the intent of Legislation #87021(C) - Bylaw on Grievance Committee as meaning that recommendations from that Committee will automatically become effective unless expressly vetoed by the President. Legislation #87028-Disestablishment of the Guidance Center was discussed and several questions were raised concerning who would determine salary recommendations for the academic and service activities of the Guidance Center faculty. Vice Provost Sugrue reported that he has summarized the Deans' comments on Legislation #87023(C) - General Education Requirements. Several schools have requested exceptions, particularly to the writing requirement. It was suggested that technical problems presented by the schools be discussed with the Provost. The Chairman inquired about the status of Legislation #87001(B) - Bylaw on Faculty Appointment, Promotion and Tenure. It was agreed that since more than a year has passed, the concerns of the Council should be conveyed to the President in light of the Provost's recommendation to pass the legislation. Dr. Alexandrakis reviewed Legislation #87027(C) - Good Academic Standing. He informed the Council that the deleted *Bulletin* page concerning good academic standards would be re-inserted by order of the President. It was agreed to hear a report from the Provost regarding the matter.




Edward T. Foote II
President

M E M O R A N D U M

June 6, 1988

TO: John H. Knoblock
Chairman, Faculty Senate

FROM: Edward T. Foote II 

SUBJECT: Faculty Senate Legislation #87027(C)
Policy on Good Academic Standing, Warning,
Probation, and Dismissal

I have not approved this recommended change in policy, as you have been notified. Here briefly are my reasons.

The proposal seems to miss the mark, which, as I have understood it, is to provide a more educationally sound but less harsh measurement of academic achievement than presently exists, consistent with appropriate academic standards. Many fine private universities--Duke, Washington University, etc.--make allowances for late bloomers, difficulties in transition from high school to college and all the rest that can happen to 17-year-olds, with a more "forgiving" system in the freshman year. Please recall the data presented to the various committees studying this problem.

This proposal, however, although it lowers the threshold for probation, heavily saddles the slow starter for the balance of his or her career. The rapid escalation to a 2.00 GPA requirement makes it exceptionally difficult for students to survive a slow start. This system, like the present existing one, would still place an inexplicably high proportion of our student body in needless academic jeopardy. Many who might have stayed to graduate would leave, as now.

The problem of retention is obviously more complicated than just our grading system. But our grading system, despite the changes and refinements of recent years, still seems to be out of step with comparable institutions. More importantly, it seems to frustrate rather than further the basic goal of encouraging and helping our students to get an education and graduate.

Dr. John H. Knoblock
June 6, 1988
Page Two

As you know, there is deep and growing concern among trustees about this problem. The Chairman of the Board has asked the Academic Affairs Committee to meet as soon as possible. Mr. Kraslow has scheduled a meeting June 16, which I hope you and/or your colleagues will be able to attend.

It is unfortunate that the efforts of recent months have not yet fashioned an acceptable solution. I have asked the Provost to work with the Senate during the summer so that we can adopt necessary changes as early in the fall as possible.

ETF:ac

Report of the Ad Hoc Committee on Academic Probation Regulations

Professor Knoblock presented the Council's *motion* and explained that the basic changes to the proposed regulations do not place students on probation as early as previously nor do they dismiss students in their first year provided they attain a 1.5 cumulative grade point average. Dean Wilson summarized the Committee's thoughts on giving freshman students additional time to raise their cumulative grade point average to 2.0 before being dismissed from the University. He noted that the graduation requirement for a 2.0 grade point average has not been changed. The following contingencies noted in the report must be in place before the new regulations are adopted: 1) that restrictions on the course load be imposed on students admitted in selectivity index five, those on warning and those on probation; and 2) the development and implementation of acceptable programs of counseling and advising for students in academic difficulty. Dean Wilson indicated that the Freshman Institute would be monitoring students for a full year with special advising for those students involved in that program. He noted that the College of Arts and Sciences is experimenting with matched pairs of freshman students scoring less than 2.0 in their first semester. The Dean stated that an intervention study is being conducted on half the students with individual counseling, meetings with faculty, peer group meetings with a counselor, and testing to determine their weaknesses. The results will be compared with the control group who were not involved in any of the personal programs. The *motion carried*. It was *moved* by Professor Yacoub, and seconded, to reconsider the previous action and to amend the regulations as follows: GPA below 1.5 a student would be placed on probation; GPA between 1.5 and 2.0 a student would be issued a warning. The *motion to amend carried*. The *motion as amended carried*.

Report on the Bylaw on Faculty Appointment, Promotion and Tenure

Professor Knoblock explained the proposed additions to Sections 3.7 with regard to the official retirement age at the University. It was *moved*, and seconded, to approve the addition. The *motion carried*. Sections 9.1.2 was amended as proposed with an editorial change. Sections 9.3, Types of Review; Section 9.5, Annual Reviews; and Section 9.6.1, Teaching Evaluation, were amended as proposed. In Section 9.6.2, External Letters, paragraph 2, it was *moved, and seconded*, to delete the italicized sentence. The *motion failed*. Professor Knoblock explained the Council's recommendation on Section 9.9.1, School Advisory Boards, to amend the present language, "the Dean *shall* establish" with "may establish". The *motion failed*. It was *moved* by Professor Clasby, and seconded, to authorize the Senate Council, by unanimous vote as provided in Bylaw 10.3, to approve the final language with regard to the paragraph dealing with School Advisory Boards. The *motion carried*.

Professor Knoblock informed the Senate that the Council recommended the ten percent cap on Educator Faculty be retained, excluding the School of Medicine, category two Educator Faculty, and the School of Nursing. After discussion,

SENATE COUNCIL MEETING

APRIL 18, 1988

GUESTS: Mr. Paul Dee, Provost Luis Glaser, Dr. Howard Pospesel, Dr. Mary Sapp

CALL TO ORDER AND APPROVAL OF MINUTES

The meeting was called to order at 2:00 P.M. by Dr. Knoblock. The approval of the minutes of the February 22 Special Executive Session and the Regular Senate Council meeting of March 14 were deferred to another meeting.

DISCONTINUANCE OF GUIDANCE CENTER

It was *moved* by Dr. Yacoub, seconded by Dr. Tims, to agenda this item for the Faculty Senate meeting without recommendation from the Senate Council. The *motion carried with two opposed.*

REPORT ON RETIREMENT

Dr. Steven Green reported on the progress of the proposed changes to the Employee Retirement Plan. He outlined several possibilities to reduce the vulnerability regarding the projected possible costs. A provisional report, without final figures, will be presented to the Board of Trustees at their annual meeting on May 17, 1988.

PROPOSAL FOR SPECIALIST DEGREE IN MUSIC EDUCATION

Professor Susan Seiler, presented the report of the ad hoc committee to review the proposed Specialist Degree in Music Education. It was *moved* by Dr. Yacoub, seconded by Professor Seiler, to recommend the proposed degree to the Faculty Senate and to agenda the item for the next Senate meeting. The *motion carried with one opposed and two abstentions.*

REPORT ON ACADEMIC PROBATION REGULATIONS

Dr. Knoblock presented the report of the ad hoc committee on academic probation and recommendations for changing the proposed academic probations regulations which would take effect in 1990. It was suggested that more advising be given to students, especially those who are in probation or dismissal status. The Provost noted that the Strategic Plan provides for an increase of freshman students and a steady decrease of transfer students with an overall growth by 1993 of three hundred students. Several problems were discussed with respect to resources for tutoring and mentoring, retention of students, and restriction of courses for marginal students. Dr. Awad suggested that a model study be conducted of randomly selected freshman students this Fall. The responsibility of seeing these students would fall to a volunteer group of faculty members with a view toward

resolving the retention problem. Dr. Pospesel compared the existing policy with the proposed changes. It was *moved* by Dr. Alexandrakis, seconded by Dr. Honikman, to amend page 3 of the committee's recommendations so that: 1) first semester students in selectivity index #5 be strongly advised to enroll only in four courses rather than five in consideration of the adjustment to the college environment in the freshman year; 2) students in warning status are permitted to take only four courses unless their advisor waives that restriction; and 3) students in probation cannot take more than four courses or twelve credits. *The motion as amended carried. The main motion, including the amendments, was unanimously adopted.*

REPORT ON THE BYLAW ON FACULTY APPOINTMENT, PROMOTION AND TENURE

Dr. Knoblock led the discussion of the proposed bylaw changes as compared with the Provost's suggested changes. It was agreed that the discussion concerning the appointment of a faculty member as a full professor, without having a national reputation, would be part of the record leading to the legislative item.

JOHN - Changes to Bylaw

- 6.6.3 Omit "normally"
- 8.2 Add "reasonable" opportunity
- 8.3 Repeat Section 3.8
- 9.1.3 Revise wording - departmental standards must be approved by the school
- 9.4 Anything written which is part of the consideration becomes part of the file. (Alan and Paul to resolve language.)
- 9.5 Clarification of annual reviews
- 9.6.1 Teaching evaluation not required for promotion to full professor or once tenure has been granted. There should be more than one evaluation.
- 9.6.2 External letters - strike "shall be prepared with the approval of the appropriate voting faculty"
- 9.6.3 It was agreed to redraft the existing language to clarify the establishment of sub-committees to evaluate a candidate's contribution to knowledge.
- 9.6.4 Add "for cause" to permit reconsideration of evaluation
- 9.7.1 The Chair shall prepare written statement, circulate to faculty prior to transmission to dean.
- 9.8.1 Strike "with the assistance of the designated member of the appropriate voting faculty"
- 9.9.1 Change "shall establish" to "may establish"

Educator Faculty

It was agreed that in category two, the Medical School would be allowed three categories of Educator Faculty: clinician educators, educators and lecturers. The School will establish a limit. The Provost and Council discussed the problem of Educator Faculty, category two, on main campus. It was agreed to forward the legislation to the Senate with the following restrictions: 1) category one - Schools of Law, Medicine, and Nursing; 2) category two - restricted to the School of Medicine; and 3) lecturers for everyone with subsequent determination whether or not to repeal the limitation. Discussion of Educator Faculty for the library and

MEMORANDUM

April 18, 1988

TO: Dr. John Knoblock, Chairman
Faculty Senate and Government

FROM: AD HOC COMMITTEE ON ACADEMIC PROBATION
Dean Jack Borsting
Dean David Wilson
Mr. Paul Orehovec
Dr. John Fitzgerald
Dr. Marion Jefferson
Dr. Howard Pospesel
Dr. Frederick Tims, Chair

SUBJECT: COMMITTEE REPORT

The Ad Hoc Committee on Academic Probation was charged with examining the University's academic probation requirements and reporting its recommendations to the Faculty Senate. This report will summarize the deliberations and conclusions of the Committee and propose changes in the academic probation regulations.

BACKGROUND

The deliberations of the Committee were based on an intensive study of data compiled by the Offices of the Vice Provost for Undergraduate Affairs and Planning and Institutional Research.

The study of the data revealed that less than one-half of our enrolled students graduate after five years, whereas our peer institutions have 70-95% graduation rates. Approximately one-half of these "drop outs" were in academic difficulty.

It is ironic that during a time when the University has attracted better students (Average SAT scores of entering freshmen rose from 1016 in 1982 to 1106 in 1986.) academic difficulties have increased. (The percentage of new freshmen with GPAs below 2.0 increased from 16.5% in 1984 to 23% in 1986.)

A review of academic probation standards in peer private institutions indicates that the University of Miami probation standards are out of line, not only with institutions having higher admission standards but also with those of comparable standards. In fact, the University standards for academic probation are more similar to those of large state universities, while private institutions have traditionally taken a more nurturing stance toward students having academic difficulties.

CONCLUSIONS

After a detailed study of the issue the Committee concluded that the current standards for academic probation appear to contribute to the University's retention problem. And the standards scheduled to go into effect in 1990-1991 would have an even more disastrous effect on retention. Therefore, the Committee is proposing that existing probation standards be modified.

The history of the development of the current standards suggests that in writing and adopting these regulations the major question of how they would affect retention of students was not adequately examined. It is particularly important that probation policies do not result in the loss of students who have the potential and motivation to be successful in pursuing an undergraduate degree at the University.

It was observed that present probation standards impact heavily on freshmen and first-year transfer students. The Committee concluded that the standards should take into account that students often experience difficulty adjusting to university life, and that many who perform poorly at first show steady academic improvement after an initial adjustment period.

The concept of "freshman forgiveness"--a policy embraced by many private selective universities--was attractive to the Committee. This policy recognizes that since academic performance is characteristically lower in the freshman year, that a freshman should be granted leniency, or another chance to succeed academically.

A number of probation models were generated by Committee members, and each was submitted to a careful analysis of its impact on students' welfare and retention. It was the consensus of the Committee that an acceptable policy should address the following considerations:

- Allowing new students a second chance to succeed academically.
- Maintaining high academic standards and expectations, including the requirement of a 2.00 or better CGPA for graduation.
- Financial aid requirements.
- The moral and ethical obligation of the University to provide admitted students with the needed support services to be successful academically.
- The moral and ethical responsibility of the University to dismiss students early who demonstrate little chance of successfully earning a degree.

RECOMMENDATIONS

After considerable discussion and evaluation of various options, it is the recommendation of the Committee that the attached PROPOSED ACADEMIC PROBATION REGULATIONS be adopted as best meeting the needs of the students, faculty, and the University as a whole. These regulations should replace the current sections on GOOD ACADEMIC STANDING, WARNING, PROBATION, AND DISMISSAL on pages 48 and 49 of the 1987-1988 Undergraduate Studies Bulletin.

It is further recommended that the adoption of the new regulations be contingent on the development and implementation of acceptable programs of counseling and advising for students in academic difficulty. The recommendation specifically made is as follows:

All students issued a Warning or placed on Probation will be given special advising and, at the discretion of the advisor, be placed under possible course restrictions. (These course restrictions may be in number and/or types of courses allowable.)

Supporting data and projections from Planning and Institutional Research are attached.

It was moved and seconded to amend the italicized paragraph of the recommendations to read:

Students admitted in selectivity index five should be advised that for their first semester they should limit their course load to twelve hours or four courses. Students placed in warning status cannot take more than four courses or twelve hours unless given permission by their advisors. Students placed on probation are limited to a course load of twelve hours or four courses.

PROPOSED ACADEMIC PROBATION REGULATIONS

GOOD ACADEMIC STANDING, WARNING, PROBATION, AND DISMISSAL

For students who enter as freshmen:

Freshmen whose cumulative grade point average (CGPA) is below 1.5 will be placed on probation for the following semester. Students who have completed three or more semesters will be placed on probation for the following semester if their cumulative grade point average (CGPA) is below 2.0. If at the end of the fifth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student will be dismissed if the CGPA remains below 2.0.

For transfer students:

Students whose University of Miami grade point average after one semester is below 1.5 will be placed on probation for the following semester. Students who have completed two or more semesters at the University of Miami will be placed on probation for the following semester if their cumulative grade point average for University of Miami courses (UMCGPA) is below 2.0. If at the end of the fourth (or any subsequent) semester at the University, a student has been on probation for the last two semesters, the student will be dismissed if the UMCGPA remains below 2.00.

For all students:

Failure to make satisfactory progress toward meeting degree requirements as specified by each school may also result in probationary status or dismissal. Students are in good academic standing only if they are not on probation. Students whose semester grade point average is below 2.0 will be issued a warning that their work does not meet University expectations.

Students who wish to appeal their dismissal (or probation) for academic reasons must do so in writing to the appropriate undergraduate dean within 30 days of the notice of dismissal (or probation). Those who have been dismissed for academic reasons will not be considered for readmission by any school at the University until at least two regular semesters have elapsed since their dismissal.

EFFECTS OF PROBATION MODELS--USING FALL 1984 COHORT

PERCENT OF 1984 COHORT SUBJECT TO PROBATION OR DISMISSAL--CURRENT STANDARDS

SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	2	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	1	2.7%
2	12	5.8%	4	2.0%	2	1.3%	3	1.9%	1	0.7%	2	1.4%	3	2.4%
3	18	6.6%	12	4.7%	0	0.0%	3	1.5%	4	2.2%	1	0.6%	2	1.2%
4	40	11.0%	34	10.3%	16	6.3%	11	4.6%	10	4.7%	14	6.6%	5	2.5%
5	79	20.2%	61	16.9%	31	11.8%	27	11.1%	20	9.5%	17	8.6%	16	8.1%
6	27	19.0%	30	22.7%	18	16.7%	18	17.6%	17	17.9%	22	23.7%	15	18.8%
Intern'l	15	10.7%	11	8.3%	11	10.0%	8	7.4%	11	11.2%	10	10.9%	4	5.0%
TOTAL	193	12.3%	152	10.4%	78	6.8%	70	6.4%	63	6.5%	67	7.1%	46	5.2%

PERCENT OF 1984 COHORT SUBJECT TO DISMISSAL--CURRENT STANDARDS

SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	4	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	0	0.0%	6	2.4%	0	0.0%	1	0.5%	0	0.0%	0	0.0%	0	0.0%
4	0	0.0%	18	5.5%	9	3.5%	2	0.8%	2	0.9%	3	1.4%	2	10.0%
5	0	0.0%	34	9.4%	18	6.9%	10	4.1%	7	3.3%	5	2.5%	5	2.5%
6	0	0.0%	14	10.6%	11	10.2%	6	5.9%	5	5.3%	11	11.8%	4	5.0%
Intern'l	0	0.0%	7	5.3%	6	5.5%	4	3.7%	4	4.1%	4	4.4%	2	2.5%
TOTAL	0	0.0%	83	5.7%	44	3.8%	23	2.1%	18	1.9%	23	2.4%	13	1.5%

EFFECTS OF PROBATION MODELS--USING FALL 1984 COHORT

PERCENT OF 1984 COHORT SUBJECT TO PROBATION OR DISMISSAL--MODEL A

SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	2	3.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	1	2.7%
2	10	4.9%	4	2.0%	2	1.3%	3	1.9%	1	0.7%	2	1.4%	3	2.4%
3	13	4.8%	7	2.8%	3	1.4%	5	2.5%	4	2.2%	1	0.6%	2	1.2%
4	29	8.0%	20	6.1%	27	10.6%	15	6.3%	11	5.2%	15	7.0%	6	3.0%
5	58	14.8%	40	11.1%	48	18.3%	35	14.3%	22	10.4%	16	8.1%	18	9.1%
6	17	12.0%	17	12.9%	24	22.2%	23	22.6%	21	22.1%	24	25.8%	15	18.8%
Intern'l	10	7.1%	7	5.3%	17	15.5%	9	8.3%	11	11.2%	10	10.9%	5	6.3%
TOTAL	139	8.9%	95	6.5%	121	10.5%	90	8.2%	70	7.2%	69	7.3%	50	5.6%

PERCENT OF 1984 COHORT SUBJECT TO DISMISSAL--MODEL A

SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.8%
3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	1	0.6%	1	0.6%
4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	1.9%	5	2.4%	2	1.0%
5	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	5.7%	11	5.6%	11	5.6%
6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	11.6%	12	12.9%	10	12.5%
Intern'l	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	5.1%	5	5.4%	3	3.8%
TOTAL	0	0.0%	0	0.0%	0	0.0%	0	0.0%	33	3.4%	34	3.6%	28	3.2%

Note: These numbers are only for students who were enrolled in the semester indicated. Students who dropped out earlier for academic reasons are not included. Therefore the percentage subject to probation would be underestimated if standards are eased.

{**Boldface** indicates additions; *italics* deletions}

3.7

Term Appointments Following Retirement

According to the University retirement plans, the official retirement age at the University of Miami is 65 years and the incumbent may complete the fiscal year in which the 65th birthday occurs. Faculty members terminate their regular employment with the University at the end of the academic year (June 1 to May 31) in which they reach age seventy (70). At the discretion of the President, faculty members may be requested to continue to serve full-time after that year on a year-to-year basis, provided the concerned department or school initiates the request. Faculty members may not be continued beyond the fiscal year in which they reach the age of 72 without the approval of the Board of Trustees. Faculty members under consideration for full-time appointment beyond the retirement age shall be notified of the decision as early as possible.

9.1.2

Special additional criteria may be adopted by departments, by vote of their tenured faculty and with the approval of the school faculty, and by schools by vote of their faculty. Such additional criteria shall not conflict with the *Faculty Manual*. Departments and schools shall consult with the Faculty Senate Council to determine whether such additional standards conform to the *Faculty Manual*. Following certification of the Faculty Senate Council, copies of such special additional criteria shall be provided the Dean and the President.

9.3

Types of Review

The Regular Faculty of each school and department undertakes two types of review of the performance of its members:

Annual Reviews of each individual's accomplishments for the purposes of salary increases; and

Special Reviews for the purposes of reappointment, promotion, and the award of tenure.

The Research and Educator Faculty of each school are subject to Annual Reviews and Special Reviews for the purposes of reappointment and promotion.

9.5

Annual Reviews

Each tenured and untenured member of the faculty shall be reviewed annually by the appropriate faculty based upon a systematic evaluation of the past year's work. *This review is normally undertaken in the spring to award salary increases.*

9.6.1

Teaching Evaluation

The file of candidates for reappointment, promotion to associate professor, and tenure shall include the an assessment of classroom teaching made by the

appropriate voting tenured faculty on the basis of classroom visitation by peers and, where appropriate, an interpretation of the results of formal student evaluations by the Chair. The faculty of each college and school is authorized to develop procedure governing the peer review and classroom visitations by faculty who are evaluating the teaching of non-tenured members.

9.6.2

External Letters

The file of a candidate for tenure or for promotion to full professor shall include at least three written evaluations of the scholarly work of the candidate solicited from scholars specializing in the field of work who hold tenured positions at comparable universities.

Such letters are solicited by the Chair following consultation with the candidate and the appropriate voting faculty. The content of letters requesting written evaluations shall be *prepared with the approval of the appropriate voting faculty and shall* be shown to the candidate. Letters of evaluation are confidential, but such letters may be seen by anyone directly concerned in making the promotion or tenure decision.

Copies of each letter used to solicit external reviews shall be included in the candidate's file. The Chair shall supply the voting faculty and the Dean with a list of external reviewers, indicating how and why each was selected. If outside letters are solicited from reviewers recommended by the candidate, the nature of any relationship shall be indicated. Candidates shall be permitted to identify persons who are thought to be unsuitable external reviewers and the reasons for that judgment.

9.9.1

School Advisory Boards

In departmentalized schools where Deans do not perform the role of the Chair in the Annual and Special Reviews, the Dean *shall* may establish an Advisory Board to assist in the review of candidates from each department of the School.

GOOD ACADEMIC STANDING, WARNING, PROBATION, AND DISMISSAL

A student is in good academic standing only if he or she is not currently on probation for deficient academic performance. Students whose academic work is deficient will be issued a warning, placed on probation, or dismissed from the University, in accordance with the following criteria:

(CGPA = Cumulative Grade Point Average)

(SGPA = Semester Grade Point Average)

At the End of Semester

I: GPA 1.00-1.99 : Warning
GPA below 1.00 : Probation

II: CGPA 1.50-1.99 CGPA: Warning
CGPA below 1.50 but SGPA above 2.00 : Warning
CGPA below 1.50 and SGPA below 2.00 : Probation

III & Subsequent Semesters:

CGPA below 2.00 but SGPA above 2.00 : Warning
CGPA below 2.00 and SGPA below 2.00 : Probation

Students may be placed on probation a total of two semesters (not necessarily consecutive), excluding the probation issued to new freshmen at the end of their first semester. The third time the CGPA & SGPA fall below the minimums listed above the student will be dismissed.

Failure to make satisfactory progress toward meeting degree requirements as specified by each school may also result in probationary status or dismissal.

Those who wish to appeal their dismissal (or probation) for academic reasons must do so in writing to the appropriate undergraduate dean within 30 days of the notice of dismissal (or probation).

Students who have been dismissed for academic reasons will not be considered for readmission by any school at the University until at least two regular semesters have elapsed since their dismissal.

NOTE: For part-time students, 1 semester = 12 hours.

Advantages of Proposal M over Proposal A:

1. It is appropriate to make a distinction between those students who perform inadequately their first semester and those who do miserably. A student, for instance, who attempts 15 hours and receives grades of B-, C-, C-, D+, and E should not be dealt with in the same manner as one whose GPA is below 1.00. Both students need special academic counseling, but only those who are in serious difficulty should be placed on probation. This is an appropriate form of "freshmen forgiveness."
2. Proposal M allows for the regular dismissal of students at the end of the fourth semester. Proposal A allows for the retention of poor students until the end of the fifth semester. To dismiss significant numbers of students in the middle of the academic year would have a severely adverse impact on the morale in the residential colleges, and is poor academic policy in general.
3. It is important to reward students who are making academic progress. Those who have gone from a first semester GPA of 0.07 to a second semester GPA of 2.50 should not again be placed on probation simply because the CGPA remains below 2.00. It is appropriate to warn these students and require special academic counseling, but it is poor motivational strategy to reward their efforts with another probation.

EFFECTS OF PROBATION MODELS--USING FALL 1984 COHORT

PERCENT OF 1984 COHORT SUBJECT TO PROBATION OR DISMISSAL--MODEL M

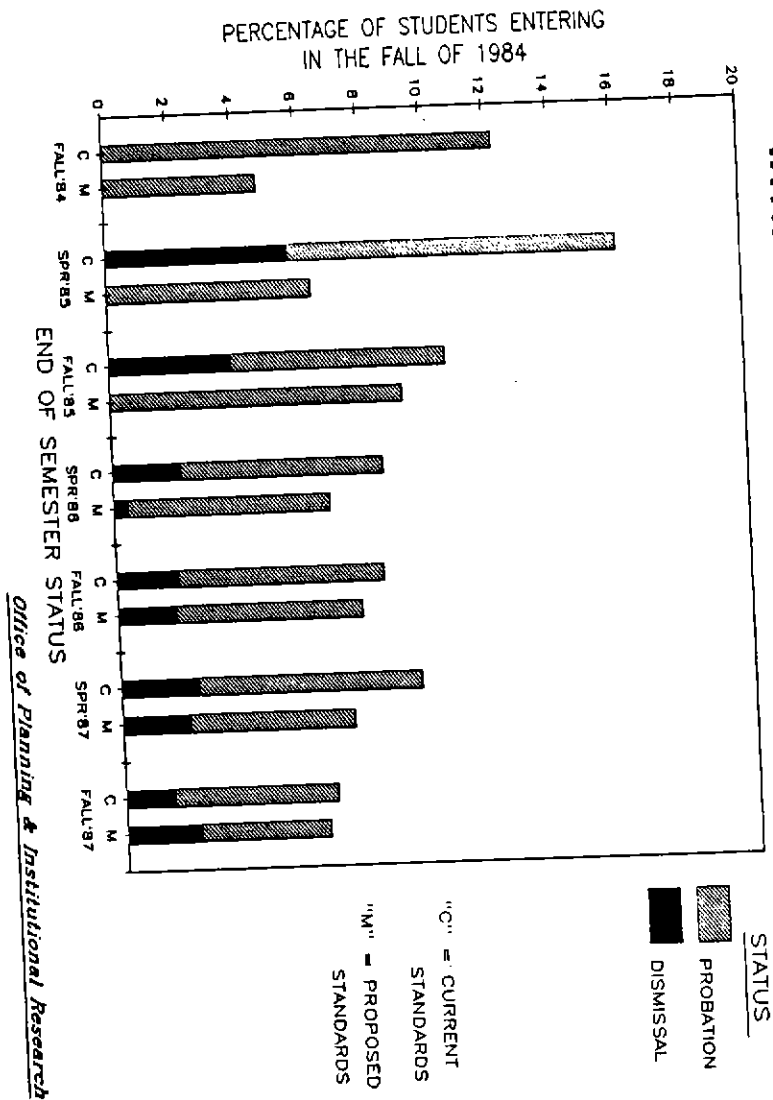
SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	1	1.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.7%	1	2.7%
2	6	2.9%	4	2.0%	1	0.6%	3	1.9%	1	0.7%	1	0.7%	3	2.4%
3	6	2.2%	7	2.8%	2	1.0%	5	2.5%	4	2.2%	0	0.0%	1	0.6%
4	15	4.1%	19	5.8%	22	8.6%	10	4.2%	7	3.3%	11	5.2%	3	1.5%
5	35	8.9%	40	11.1%	44	16.8%	29	11.9%	20	9.5%	7	3.5%	12	6.1%
6	7	4.9%	17	12.9%	21	19.4%	16	15.7%	16	16.9%	20	21.5%	14	17.5%
Intern'l	6	4.3%	7	5.3%	16	14.6%	7	6.5%	9	9.2%	9	9.8%	2	2.5%
TOTAL	76	4.8%	94	6.4%	106	9.2%	70	6.4%	57	5.9%	49	5.2%	36	4.1%

PERCENT OF 1984 COHORT SUBJECT TO DISMISSAL--MODEL M

SELECTIVITY	Fall 1984		Spring 1985		Fall 1985		Spring 1986		Fall 1986		Spring 1987		Fall 1987	
1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	1	0.6%
4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	0.5%	2	0.9%	2	1.0%
5	0	0.0%	0	0.0%	0	0.0%	1	0.4%	9	4.3%	3	1.5%	6	3.1%
6	0	0.0%	0	0.0%	0	0.0%	2	2.0%	6	6.3%	9	9.7%	10	12.5%
Intern'l	0	0.0%	0	0.0%	0	0.0%	1	0.9%	2	2.0%	6	6.5%	1	1.3%
TOTAL	0	0.0%	0	0.0%	0	0.0%	4	0.4%	19	1.8%	20	2.1%	20	2.3%

Note: These numbers are only for students who were enrolled in the semester indicated. Students who dropped out earlier for academic reasons are not included. Therefore the percentage subject to probation would be underestimated if standards are eased.

COMPARISON OF PROPOSED ACADEMIC STANDARDS WITH CURRENT ACADEMIC STANDARDS



Review of OSCAR (cont.)

should those courses be closed. This would allow a student to complete registration during one visit to the registration area. Some flexibility has been built into the system to allow a student to return to the registration area to change a section of a course. However, the student would have to obtain the proper signatures to change a course selection not already approved by an advisor. Each academic area will have daily access to course tally screens to assist in advising.

Academic Probation Regulations Report

Dr. Frederick Tims, Chairman of the Academic Probation Regulations Committee, reported statistics from several comparable institutions regarding graduation and attrition rates. Several proposals are being discussed and such areas as freshman attrition, academic bankruptcy, and freshman forgiveness are being considered by the committee. The Chairman indicated that category I and II students and those on full or partial scholarships tend to leave the University in fewer numbers than those students admitted in the lower categories. The Council viewed anything less than a significant limitation on the number of credits probationary students can take, detailed monitoring, and a restriction of forgiveness to the freshman year as being as counter-productive to the retention problem. After discussion, it was *moved*, and seconded, that the Chairman appoint a committee to look into the effect of the residential colleges on the retention rate. The *motion carried*. Dr. Knoblock will request that Dr. Ash report to the Council on the status of our residential college system.

Physical Therapy Proposal

Dr. Brass, chairman of the sub-committee to review the Physical Therapy proposal, reviewed the deliberations and recommendations of the committee. The differences between the MSPT and the MPT degrees were discussed. It was *moved* by Dr. Tims, seconded by Dr. Allegro, to recommend to the Senate approval of the Master of Physical Therapy degree for persons coming into the program at the entry level and the Master of Science in Physical Therapy for those persons who have a Bachelor's degree in Physical Therapy. The *motion carried*. The Committee will extract from the proposal pertinent data to include an extrapolation of the number of students, the curriculum, participating faculty, and a projected budget. Dr. Brass made two suggestions for additions to the new guidelines for reviewing programs: 1) that a letter of request be obtained from the relevant librarian certifying that library projections have been reviewed; and 2) that the appropriate administrator indicate his review and approval of the budget projections.

The meeting was adjourned to Executive Session by Dr. Knoblock.

F

MEMORANDUM

TO: Dean Jack Borsting
Dean David Wilson
Dr. John Fitzgerald
Dr. Marian Jefferson
Dr. Howard Pospesel
Dr. Frederick Tims

FROM: Dr. John Knoblock
Chairman, Faculty Senate

DATE: February 10, 1988

SUBJECT: Appointment to Ad Hoc Committee

I ask each of you to serve on an ad hoc committee, with Dr. Tims acting as Chairman, to examine the academic probation regulations and to prepare a report for the Senate Council's meeting on March 14.

JK/b

ALTERNATIVE PROPOSALS REGARDING PROBATION

13

(Differences shown in bracketed [bold type])

Council Recommendation

Probation

Students [who, in the previous semester, received a Warning or were on Probation as provided below, shall be placed or continued] on Probation if their cumulative grade-point average (CGPA) in University of Miami courses is below the following levels:

Credits Earned ¹	CGPA
fewer than 33 credits	1.7
33-64 credits	1.8
65-96 credits	1.9
more than 96 credits	2.0

First-semester freshmen who have a semester grade-point average below 1.3 [and any other student whose semester grade-point average falls below 1.0,] shall be placed on probation. In addition, students who fail to make satisfactory progress toward meeting the degree requirements specified by their School may be put on Probation by the Academic Standing Committee of the School. Students on Probation must meet with their academic advisor before enrolling for the following semester and shall be restricted to a 13-credit load.

Academic Standards Committee Recommendation

Students other than first semester-freshmen whose cumulative grade-point average (CGPA) in University of Miami courses is below the following levels shall be placed on Probation.

Credits Earned ²	CGPA
fewer than 33 credits	1.7
33-64 credits	1.8
65-96 credits	1.9
more than 96 credits	2.0

First-semester freshmen who have a semester grade-point average below 1.3 shall be placed on Probation. In addition, students who fail to make satisfactory progress toward meeting the degree requirements specified by their School may be put on Probation by the Academic Standing Committee of the School. Students on Probation must meet with their academic advisor before enrolling for the following semester and shall be restricted to a 13-credit load.

¹ Total credits earned including work taken elsewhere and accepted by the University of Miami.

² Same as Note 1.

Faculty Senate Legislation #87027 (C)

II. OTHER PROVISIONS

Provisions for advising and limits on course loads for students in warning or probationary status:

Students admitted in selectivity index five should be advised that for their first semester they should limit their course load to twelve hours or four courses. Students placed in warning status cannot take more than four courses or twelve hours unless given permission by their advisors. Students placed on probation are limited to a course load of twelve hours or four courses.

III. IMPLEMENTATION

The implementation of these policies, rather than those currently published as presently in effect or to be in effect in 1990, is contingent on the development and implementation of acceptable programs of counseling and advising [for students in academic difficulty]. This shall be certified by the Senate Council under the provisions of Bylaw 10.

[In terms of the discussion of the Senate, the term students in academic difficulty is understood to include incoming students in selectivity indices four, five, and six.]