

MEMORANDUM

TO: President Edward T. Foote II

FROM: *[Handwritten mark]* Dr. Kamal Yacoub
 Chair, Faculty Senate *[Handwritten signature: Kamal Yacoub]*

DATE: September 13, 1994

SUBJECT: Faculty Senate Legislation #94001(B) -
 University of Miami's Nondiscrimination Policy

The Faculty Senate, at its meeting of August 29, 1994, voted to approve Faculty Senate Legislation #94001(B) - University of Miami's Nondiscrimination Policy. The text of the legislation follows:

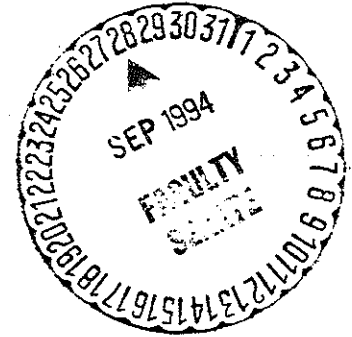
The University of Miami does not discriminate against any individual on the basis of race, creed, color, sex, age, disability, sexual orientation, veteran's status, or national origin. The University does not intend by this commitment to require compliance with this policy by governmental or external organizations that associate with but are not controlled by the University, or to extend insurance or similar benefits beyond those now provided by other policies of the University, except as required by law.

This legislation is now forwarded to your for your action.

9/27/94
Kamal,
I approve.
Thanks.
[Handwritten initials]



KY/b

cc: Provost Luis Glaser



MEMORANDUM

TO: President Edward T. Foote II

FROM:  Dr. Kamal Yacoub
Chair, Faculty Senate 

DATE: September 13, 1994

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KY/b

cc: Provost Luis Glaser

9/27/94
Kamal,
I appreciate
Thanks.
277

CAPSULE: Faculty Senate Legislation #94001(B) -
University of Miami's Nondiscrimination Policy

RESPONSE BY THE PRESIDENT:

DATE: 9/27/94

APPROVED: [Signature]

OFFICE OR INDIVIDUAL TO IMPLEMENT OR PUBLISH: [Signature]

EFFECTIVE DATE OF LEGISLATION: _____

NOT APPROVED AND REFERRED TO: _____

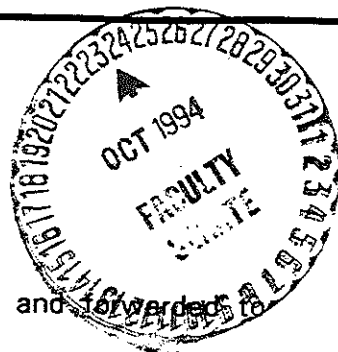
REMARKS (IF NOT APPROVED): _____

NEWS FROM THE FACULTY SENATE

Senate Meetings of August 29, and September 26, 1994

*Does this mean that special scholarships reserved only for African-Americans violate University policy?
Tom Robinson
284-2495*

POLICY ON NON-DISCRIMINATION



The following policy statement on non-discrimination was approved and forwarded to President Foote, who also approved it.

"The University of Miami does not discriminate against any individual on the basis of race, creed, color, sex, age, disability, sexual orientation, veteran's status, or national origin. The University does not intend by this commitment to require compliance with this policy by governmental or external organizations that associate with but are not controlled by the University, or to extend insurance or similar benefits beyond those now provided by other policies of the University, except as required by law."

SENATE ADVISORY COUNCIL

The membership of the Council which advises the Senate Chair was augmented by the addition of W.M. Awad and S.M. Green. The other members are G.C. Alexandrakis, E.S. Clasby, J.H. Knoblock, W.J. Whelan and Vice Chairs L.S. Carrier and L. DeSantis.

FACULTY MANUAL

A new edition of the Faculty Manual has been issued in a ring binder, to facilitate the inclusion of future changes. E.S. Clasby, P.T. Dee and J.H. Knoblock were commended for the roles in producing this edition, the first since 1985. All full-time faculty should now be in possession of a copy. If not, they should notify the Provost's Office.

DEPARTMENT NAME CHANGE

Approval was given to the proposed change of name of the Department of Psychiatry to Department of Psychiatry and Behavioral Sciences.

FRESHMAN ENROLLMENT

The Provost announced that there would be a shortfall in freshman enrollment relative to the budgeted figure. Nevertheless, the University's overall budget would be able to accommodate the resulting decrease in tuition income.

PENDING RESIGNATION OF DEAN FOGEL

President Foote announced the intent of Senior Vice President and Dean Bernard J. Fogel (School of Medicine) to resign at the end of the 1996 academic year after 15 years of service.

FACILITIES AND PLANNING

The administration was urged to improve communications with faculty and students concerning pending construction projects and to streamline the procedures involved in initiating, and making decisions on, such projects.

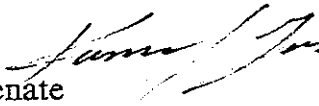
NEXT SENATE MEETING

The next meeting of the Senate will take place on Monday, October 24 at 3:00 p.m. in the Faculty Club, Brescia Avenue, Coral Gables. All faculty are invited.



MEMORANDUM

TO: President Edward T. Foote II

FROM: Kamal Yacoub 
Chair, Faculty Senate

DATE: April 20, 1994

SUBJECT: Faculty Senate Legislation #93006(B) -
Policy on Nondiscrimination

The Faculty Senate, at its meeting on February 21, voted to approve Faculty Senate Legislation #93006(B) - Policy on Nondiscrimination. The text of the policy is as follows:

"Consonant with present University policy as outlined in the minutes of the Faculty Senate of February 21, 1994, the Faculty Senate resolved that it is the policy of the University of Miami that no citizen of the United States or any other person within the jurisdiction thereof shall, on the grounds of race, creed, color, gender, age, disability, sexual orientation, veteran's status, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of the University."

The following was read into the Faculty Senate's minutes of February 21:

"It is the sense of the Faculty Senate that the following interpretation presently governs University policy concerning nondiscrimination:

"The University does not discriminate in its programs and activities on any of the bases set forth in its nondiscrimination policy. It does not intend by this commitment to require the University to enforce compliance by governmental or external agencies that associate with but are not controlled by the University, or necessarily to extend insurance and similar benefits beyond those now protected by other policies of the University."

This legislation is now forwarded to you for your action.

KY/b
cc: Provost Luis Glaser

CAPSULE: Faculty Senate Legislation #93006(B) -
Policy on Nondiscrimination

RESPONSE BY THE PRESIDENT: DATE: _____

APPROVED: _____

OFFICE OR INDIVIDUAL TO IMPLEMENT OR PUBLISH: _____

EFFECTIVE DATE OF LEGISLATION: _____

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

Sam Thompson. In response to a question about the endowment, the President responded that it is now approximately \$240M. The Cornerstone Campaign has raised approximately \$25M toward the \$50M goal. It was suggested that the Memorial Classroom Building outside benches be returned since they provided a place for faculty and students to meet informally.

Approval of Minutes

The minutes of the April 25 Faculty Senate meeting were presented for approval. Dr. Carrier corrected page 3, Academic Standards Committee Report, by adding the following information: "Page 29 of the Bulletin, Grading System, will be changed to reflect a failure by an "F" grade rather than an "E". The Executive Session on page 6 was corrected as follows: Paragraph 2, line 5, "...for acts arising out of, or in the course of, their ...". The corrected minutes were approved.

Excused Absences and Other Announcements

Excuses absences were approved for Professors Bisno, Fell, McCoy, Nielsen, Rogers, Rothe, Schwartz, Whelan and Zame. Dr. Green explained the proposed changes to the UM Care health plan and indicated that the plan would improve with no additional cost to the employee. He said that the Employee Benefits Committee has proposed a dental plan to cover catastrophic dental expense. Several changes will be made to the high deductible health plan including increases in the premium, the co-payment, and the cost of out-of-network expense, but the deductible amount will not increase.

Proposed Name Change for the Department of Psychiatry (First Reading)

The proposal to change the name of the Department of Psychiatry to the Department of Psychiatry and Behavioral Sciences was discussed. Faculty members from a few pertinent departments complained that their chairs had not discussed this issue with the faculty. It was suggested that the Deans be informed of this issue and be requested to ask the pertinent chairs to discuss this issue with their faculties before the next meeting of the Senate scheduled for September 26.

Nondiscrimination Policy

The proposed language for the University of Miami's Nondiscrimination Policy was discussed. It was *moved* and seconded to approve the language as proposed. During the discussion several Senators expressed their objection to the last sentence in the proposed

policy. The *motion* to approve the proposed language *carried* by a vote of 25 in favor, 10 opposed, with no abstentions.

Tenure and Voting Rights (Information Item)

The Chair explained the background of the agreement reached with the President and Provost regarding a particular case in the College of Engineering concerning the voting rights of a tenured faculty member of one department being appointed to chair another department. Following discussion, there appeared to be a similar case in the Business School where different arrangements had been made. It was agreed that the Chairman would appoint a committee to propose general guidelines on this issue.

Faculty Senate Calendar

The proposed calendar was approved as presented.

Faculty Senate Standing Committees

The Standing Committee list was reviewed and several changes were noted for correction.

1994-95 Advisory Council

The Chairman nominated Professors Awad and Green to be added to the 1994-95 Advisory Council to strengthen the interface with the General Welfare Committee. The Senate agreed to the addition of the two nominees.

The remainder of the meeting was held in Executive Session.