



MEMORANDUM

To: Donna E. Shalala, President

From: Mary Coombes
Chair, Faculty Senate

Date: December 6, 2005

Subject: Faculty Senate Legislation #2005-02(B) – Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities

The Faculty Senate, at its November 30, 2005 meeting, voted unanimously to approve a proposal from the Miller School of Medicine to establish the J. Weiss Center for Social, Medical, and Health Inequalities. The proposal is enclosed for your reference.

This legislation is now forwarded to you for your action. If approved, the establishment would become effective immediately.

MC/kl

cc: Thomas LeBlanc, Executive Vice President and Provost
✓ John Clarkson, Dean, Miller School of Medicine
✓ Bernard Fogel, Dean Emeritus, Miller School of Medicine

[Please contact the Senate office to view this proposal.]

Faculty Senate
1252 Memorial Drive, 325 Ashe Admin. Bldg.
Coral Gables, Florida 33146
Phone: (305) 284-3721 • Fax: (305) 284-5515
<http://www.miami.edu/FacultySenate>
email: facsen@miami.edu



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From: Mary Coombes *Mary Coombes*
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✓ John Clarkson, Dean, Miller School of Medicine
✓ Bernard Fogel, Dean Emeritus, Miller School of Medicine

CAPSULE: Faculty Senate Legislation #2005-02(B) – Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities

PRESIDENT'S RESPONSE

APPROVED:  DATE: Jan 11 2005
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Dean of Medical School

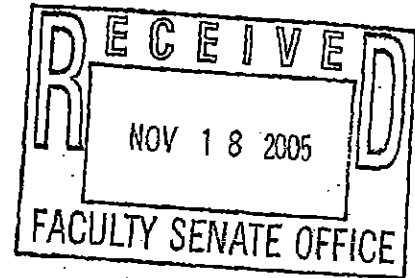
EFFECTIVE DATE OF LEGISLATION: _____
(if other than June 1 next following)

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

November 18, 2005

Professor Mary I. Coombs
Chair
The Faculty Senate
325 Ashe Administration Building
Coral Gables Campus 4634



Re: Proposal for the Jay W. Weiss Center for
Social Medicine and Health Inequalities

Dear Professor Coombs:

At the General Welfare Committee meeting of the Faculty Senate on November 16, 2005, I was asked to expand on two issues:

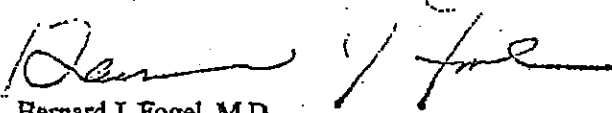
1. The committee, which strongly embraced the proposal, wanted to know why the Center was presented solely as a School of Medicine undertaking. Several members of the committee felt the Center should be University-wide, multidisciplinary, and involve other schools and departments. We agree, but did not want to be presumptuous and go beyond what we hoped to accomplish during the initial years of the Center's existence. With an ultimate goal of creating a "Medical Peace Corps," it is our intention to make the Center a University-wide resource. Several medical school programs, such as those related to homeless health care and international medicine, already have extensive experience working on a broad scale across sites and with diverse stakeholders.
2. The Committee's second request was for us to expand on the organizational chart and describe how appointments of faculty members, staff, and Board members will be made, as well as to whom these individuals report and who is responsible for their evaluations.
 - i. The Medical Director will be recruited by a faculty committee and report to the Dean of the medical school.
 - ii. The Executive Director will be recruited by an internal working group* and, until a medical director is recruited, report to the Dean of the medical school.

- iii. The Governing Board was chosen by the internal working group with the Dean agreeing to serve as first chair of the board.
- iv. The Faculty Steering Committee was chosen by the internal working group.
- v. The Residency Program Director was asked to serve by the Dean and the Chair of the Department of Medicine.
- vi. The M.D. Curriculum Pathway Leader will be chosen by the Governing Board with input from Faculty Steering Committee.

*(*The internal working group that worked on the project start-up included the dean, chair of department of medicine, dean for medical education, dean emeritus, assistant vice president for medical development, and members of the Weiss family.)*

I hope the above addresses the Committee's concerns. Please contact me if you have any further questions. Thank you.

Sincerely yours,



Bernard J. Fogel, M.D.
Senior Advisor to the President and Dean Emeritus
Miller School of Medicine at the University of Miami

BJF:bd

A: FACULTY SENATE

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Introduction

The Miller School of Medicine at the University of Miami will establish the Jay W. Weiss Center for Social Medicine and Health Inequalities to honor the memory of the best friend the School has ever had and to carry on the legacy of humanitarianism that he enacted as a father, community leader, and champion of those in need.

Social Medicine focuses on the social conditions and characteristics of patients; the systemic causes of illness and the barriers to effective care; and the social responsibilities of the medical professional. Social Medicine intersects with other fields of study, including health economics; bioethics; public health and epidemiology; and health systems research.

The Jay W. Weiss Center for Social Medicine and Health Inequalities will have three purposes:

- To operate education programs in social medicine for M.D. candidates and residents as well as practicing physicians and the general public;
- To effect policy change that increases social medicine services and addresses the systemic causes of health inequities; and
- To become the organizational home for the School's existing social medicine-related activities as well as to develop new programs that reflect the School's mission of teaching, research, patient care, and community service.

This document sets out the Center's vision, mission, and goals, as well as the strategy and activities to achieve those goals.

Vision

For the Jay Weiss Center to be a major locus of service, research and education in Social Medicine

Mission

To reduce health disparities and ensure access to quality medical care at home and abroad; to affect health policy to better help the medically underserved; and to elevate humanitarian values in medical education

Goals

- To coordinate appropriate social medicine programs and activities under the aegis of the Jay Weiss Center
- To instill humanitarian values and a keen awareness of medical ethics in students, residents, and faculty
- To enact creative humanitarian responses to local and global health problems
- To establish innovative service programs that offer opportunities for interdisciplinary research on diseases, health disparities, medical ethics, and new forms of care
- To cultivate philanthropic support for social medicine
- To focus on primary care, prevention, and screening for the homeless, school children, immigrants, and women; and on the impact poverty has on infectious diseases such as HIV and tuberculosis
- To promote technical assistance, education, and research exchange programs between the School and other organizations locally and overseas
- To heighten awareness among medical professionals and the general public about social medicine

- To undertake policy and advocacy work that increases the amount of social medicine services and attacks the systemic causes of health disparities (We are sensitive to the need to avoid lobbying)

Strategy

The Jay Weiss Center will provide an overarching organizational structure and common identity to social medicine activities. Taking a holistic perspective on the School's humanitarian work and creating a framework of shared goals, the Center will add value by coordinating activities, facilitating communication, and creating and enhancing programs.

The Center will not have management or fiscal authority over social medicine-based activities that are based in departments, centers, or institutes. It will serve as a clearinghouse of information dissemination and fundraising expertise and will foster programmatic partnerships internally and across institutions (consistent with internal and external stakeholders' needs and requirements) when funders are seeking multidisciplinary approaches.

The Center's approach will be incremental, building on existing programs locally and internationally. Initially, the Center will create, along with the Office of Medical Education, a social medicine pathway for the M.D. curriculum, and a Jay Weiss Residency in Global Health Equity and Internal Medicine in cooperation with the Department of Internal Medicine. The Center will seek over time to expand the residency program to include other disciplines.

Longer term goals are to establish a public policy and advocacy capability; start continuing medical education in social medicine for practicing physicians; support and enhance current programs selected by the Center's board; and, potentially, create a pilot project for an International Health Service Corps (Medical Peace Corps).

To secure support for its activities, the Center will work closely with its Governing and Administrative Board to target individuals, foundations, and other entities that support the advancement of social medicine.

Center Activities

EDUCATION

The Center will educate students, house staff, practicing physicians, and the general public locally and internationally about the medical, public health, and social justice issues involved with social medicine. The field of social medicine involves not only traditional medical care but makes use of the insights of anthropologists, sociologists, epidemiologists, and scholars from other fields. A major effort will be made to engage undergraduates who evince a special passion for this field but who may not have followed the traditional undergraduate pre-medicine track.

As it starts operation, the Center will focus on establishment of an M.D. social medicine pathway and a residency program in Global Health Equity and Internal Medicine.

M.D. Social Medicine Pathway

Starting in 2001, the medical school curriculum adopted an integrated, learner-centered model, introducing explicit new themes that include professionalism, medical humanities, cultural competencies, leadership and interdisciplinary teamwork. The curriculum reform also meant the establishment of "pathways of emphasis" such as genetic medicine, primary care, community health, child care, and dermatology. These pathways are intended to give students experiences in a specific field while still stressing the basic shared knowledge that all physicians gain in medical school. Two of these pathways are operational, with new ones to come online each year. One of the pathways still to be started is social medicine.

The challenge for each pathway is to secure the resources needed to offer a robust menu of courses and other activities. The substance of each pathway consists of: coordinated coursework, both required and elective; access to faculty mentors; research opportunities; and participation in local and national scientific and professional seminars and conferences.

The Jay Weiss Center will be the catalyst to jumpstart the social medicine pathway, providing assistance in the development and support of new courses. The goals of the new pathway will be to:

Goal I: Prepare M.D. students for work in underserved communities and with special populations

Objectives: Place faculty on the medical school admissions committee who will preferentially seek out and endorse applicants with a track record of

international health experiences and who have demonstrated exceptional humanitarian qualities
Support the medical students' free community health fairs

Support the medical student free volunteer evening clinic

Support and coordinate efforts with the existing community-based courses, Generalist Primary Care, and Family Medicine and Community Health

Develop new clinical elective courses working with diverse and underserved populations in South Florida

Goal II: Increase students' cross-cultural competency

Objectives: Work with course coordinators to enhance the existing curriculum in cultural diversity

Work with medical student organizations that already offer activities in cultural diversity

Create new activities designed to prepare students for their experiences in diverse underserved communities in South Florida

Goal III: Encourage research on global health issues

Objectives: Work with the course coordinator to use, whenever possible, global health examples in the Population Medicine and Epidemiology course

Pair interested students to faculty to work on research projects in global health

Work with the coordinators of the Eastern Student Research Forum (ESRF) to establish a section for presenting research work in the area of global health

Provide stipends to students to support their participation in meetings where their research projects in global health are presented

Build research projects into all international medicine experiences

Goal IV: Raise awareness of social policy and ethical issues related to global health

Objectives: Work with course coordinator to include global health issues in the Medical Ethics course

When preparing students to work with immigrant populations in South Florida, introduce the effects of US and foreign policies on those populations' health status

Develop a new elective course in social policy and international health

Goal V: Introduce students to the challenges of practicing in resource poor settings

Objectives: Work with course coordinators in the community based clerkships to include resource and access issues whenever discussing patient management

Promote student research that compares patient outcomes in resource poor settings with other less challenged settings

The Center will work with the Office of Admissions and Medical Education to identify five student candidates for the Social Medicine pathway each year. The Social Medicine pathway may include volunteer experiences with Project Medishare in years one and two, and international health electives in years three and four.

Residency in Global Health Equity and Internal Medicine

The Jay Weiss Residency in Global Health Equity and Internal Medicine will prepare graduates for leadership roles, with the goal of ameliorating health disparities as they affect the poor both in the U.S. and abroad. This program results from the working relationship developed between Partners in Health and Medishare, along with faculty from Harvard Medical School and the Miller School of Medicine. Harvard has a similar program, the Hiatt Residency in Health Equity in Internal Medicine, based at the Brigham and Women's Hospital in Boston.

For residents, electives in the second and third year will be modified to allow one-month training experiences in public health, tropical medicine and with nurses and community health workers. All residents may be expected to spend one month with our sister residency program in *Cap Haitien*, Haiti or with Dr. Paul Farmer at *Hopital Zanmi Lasante* in *Cange* Haiti.

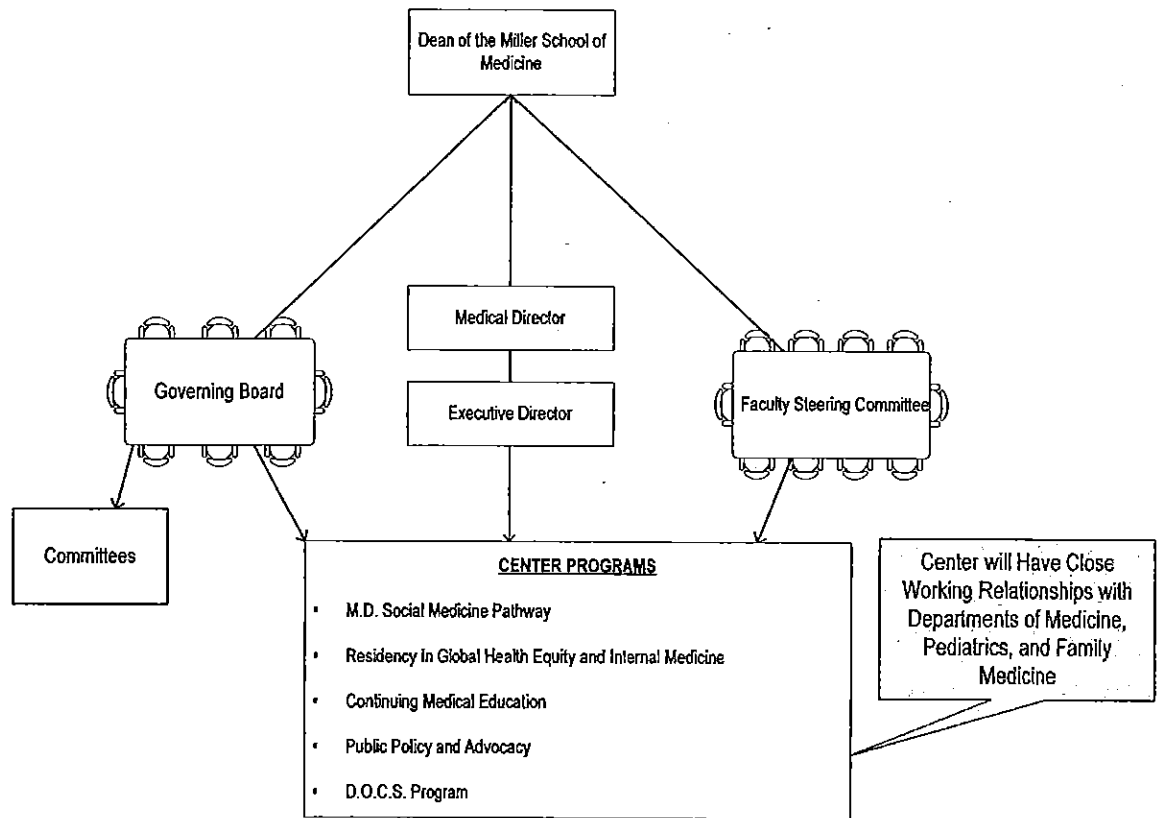
Goals:

By the end of their training, residents will have achieved the ability to:

- Evaluate and address the social determinants of health and disease
- Assess and impact health systems
- Carry out research relating to health disparities and global health
- Acquire skills in advocacy, leadership, and operational management of global health programs
- Obtain in-depth knowledge about the specific health problems affecting one geographic region of the world
- Develop a strong base in the ethics of international medical practice and research
- Master language fluency to practice medicine and carry out research in geographic area of interest

Organizational Structure

Jay W. Weiss Center for Social Medicine and Health Inequalities

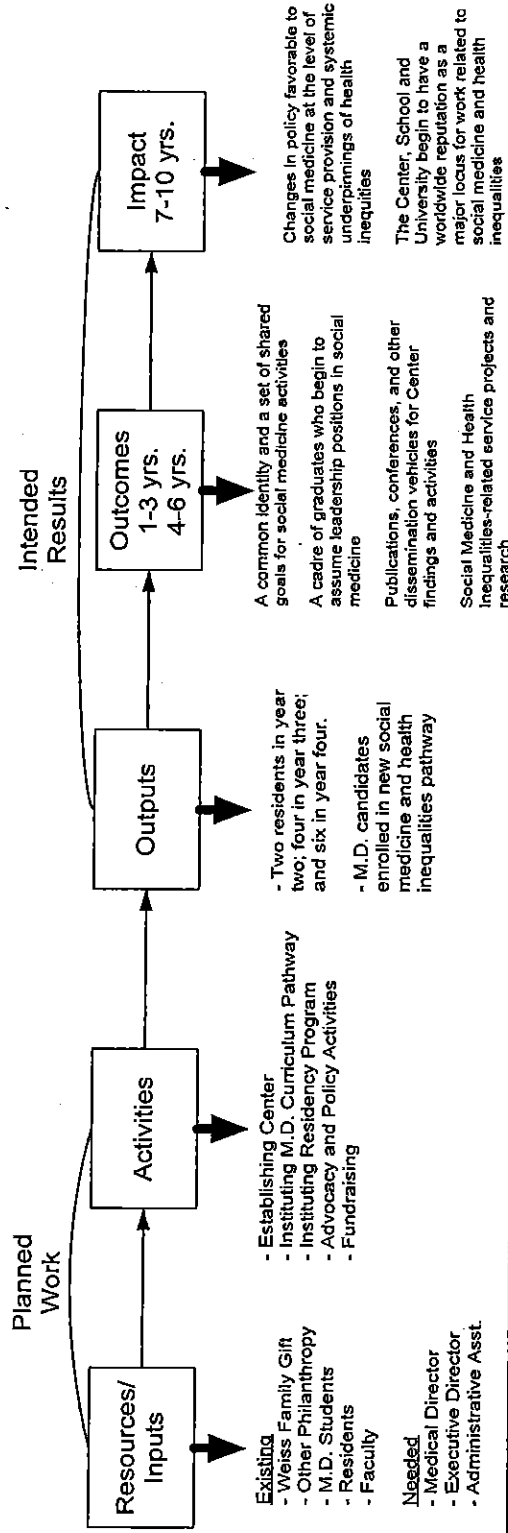


Implementation Timetable

<u>April – Sept. 2005:</u>	Assemble Governing Committee/Board
<u>Nov. 2005:</u>	Announce creation of Center
<u>Dec. 2005:</u>	Program Director and assistant start work Begin social medicine pathway for the M.D. curriculum Enroll first two residents in Residency Program in Global Health Equity and Internal Medicine
<u>Sept. 2007:</u>	Medical Director appointed Development Director hired
Possible Future Hire:	Public Policy and Education Director

Jay W. Weiss Center for Social Medicine and Health Inequalities

Logic Model



PLANNED WORK describes resources needed to implement program and what you intend to do.

Resources include the human, financial, organizational, and community resources a program has available to direct toward doing the work. Sometimes this component is referred to as *inputs*.

Program Activities are what the program does with the resources. Activities are the processes, tools, events, technology, and actions that are an intentional part of the program implementation. These interventions are used to bring about the intended program changes or results.

INTENDED RESULTS include all of the program's desired results (outputs, outcomes, and impact).

Outputs are the direct products of program activities and may include types, levels and targets of services to be delivered by the program.

Outcomes are the specific changes in program participants' behavior, knowledge, skills, status and level of functioning. Short-term outcomes should be attainable within 1-3 years, while longer-term outcomes should be achievable within a 4-6 year timeframe. The logical progression from short-term to long-term outcomes should be reflected in impact occurring within about 7-10 years.

Impact is the fundamental intended or unintended change occurring in organizations, communities or systems as a result of program activities within 7-10 years. Impact often occurs after the conclusion of project funding.

How to Read
Logic Model

Budget

EXPENSES	Year 1	Year 2	Year 3	Year 4	Total
Executive Director (1.0 FTE, CFB .345)	150,000	154,500	159,135	163,909	627,544
Administrative Assistant (1.0 FTE, CFB.345)	51,870	53,426	55,029	56,680	217,005
Faculty Support	100,000	103,000	106,090	109,272.7	418,363
Overhead	75,000	75,000	75,000	75,000	300,000

Resident Education (No. of Residents)	0	2	4	6	
Residents Salaries (.33 FTE)	0	40,000	84,000	132,000	256,000
Resident Lodging-Board (\$11K/yr., .33FTE)	0	5,400	10,800	16,200	32,400
Res. Med. Ed. Dir Internal Medicine .40 FTE, CFB .243)	70,000	72,100	74,263	76,491	292,854

M.D. Education					
Student travel, lodging, board	15,000	17,500	20,000	25,000	77,500
Social Medicine Pathway	35,000	50,000	50,000	50,000	185,000

Total Expenses	496,870	570,928	634,321	704,559	2,406,666
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REVENUES

Weiss Family Gift					
Jay W. Weiss Memorial Fund					
Corporate Support					
Individual Major Gifts					
Special Events					
Total Revenue					

*Salaries are increased by 3% per year; faculty support for teaching expenses at UM and outside.

MILLER
SCHOOL OF MEDICINE

November 10, 2005

General Welfare Committee of
The Faculty Senate

To The Committee:

I am pleased to add my endorsement to the proposal for the establishment of the Jay W. Weiss Center for Social Medicine and Health Inequality. The Department of Medicine has played an integral role, along with several other departments and programs at the Miller School of Medicine, in helping to formulate and bring about some of the programs and priorities for this Center and I am thus very happy to respond.

The departmental faculty were polled by email regarding their willingness to support this proposal officially and the results were, in fact, truly overwhelming. Of the faculty responding thus far (well over 50% in the last 24 hours) only one faculty member voted no; the rest were positive.

Thus, on the basis of a compelling and overwhelming faculty vote and the involvement and commitment of a number of Department of Medicine faculty, I am pleased to inform the committee that the Department of Medicine is fully supportive to the proposal to establish this Center as described in the information attached.

Sincerely,



Laurence B. Gardner, M.D.
Kathleen and Stanley Glaser Professor
Chair, Department of Medicine



MILLER
SCHOOL OF MEDICINE

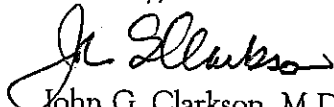
November 16, 2005

General Welfare Committee of
The Faculty Senate

To The Committee:

The proposal to establish the Jay W. Weiss Center for Social Medicine and Health Inequalities was presented to the Medical School Council at the Dean's August 23, 2005 meeting. I am pleased to inform you that the Medical School Council fully supported and approved this proposal at the aforementioned meeting.

Sincerely,


John G. Clarkson, M.D.
Senior Vice President for
Medical Affairs and Dean

/bmn

L:Angie\Jay Weiss Center\Letter from JGC for GWC approval.doc



Senior Vice President for Medical Affairs and Dean • Leonard M. Miller School of Medicine
Post Office Box 016099 (R-699) • Miami, Florida 33101
Location: 1600 N.W. 10th Avenue, RMSB 1140 • Miami, Florida 33136
305-243-6545 • Fax: 305-243-4888

Faculty Senate Office

From: Faculty Senate Office
Sent: Tuesday, January 10, 2006 2:35 PM
To: Clarkson, John G.; Fogel, Bernard J.
Subject: Approved legislation

The below link is your copy of Legislation #2005-02(B) - Establishment of the J. Weiss Center for Social, Medical, and Health, and Inequalities

<https://www.miami.edu/faculty-senate/2005-legislation/2005-02B.pdf>

Regards,
Robyn Hardeman

Faculty Senate Office
1252 Memorial Drive
325 Ashe Admin. Building
Coral Gables, Florida 33146
Loc. 4634
Phone: (305) 284-3721
Fax: (305) 284-5515
<http://www.miami.edu/fs>

Faculty Senate Office

From: Faculty Senate Office
Sent: Friday, December 09, 2005 1:50 PM
To: Leblanc, Roger M.; Clarkson, John G.; Fogel, Bernard J.
Cc: Markowitz, Elizabeth Paz; Robitaille, Magaly
Subject: Faculty Senate Legislation
Attachments: 2005-02(B)-J-Weiss Center-Social-Medical-hlth-Inequalities.doc

The attached is your copy of the legislation that was sent today to the President for her approval.

Regards,
Robyn Hardeman

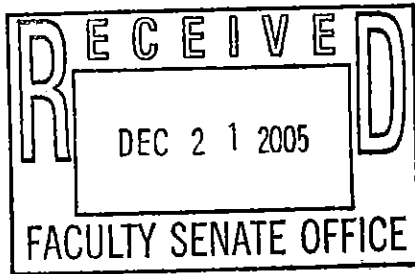
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November 30, 2005
Faculty Senate minutes

The meeting, held in the RMSB building at the Miller School of Medicine, opened at 3:30 p.m.

IN/OUT KL RH F C



memorandum to Senators included with the agenda.

Dorothy Hicks, retired Medical Director for the

meeting shortly, an important new benefit will be offered for dependent financial planning. It will permit faculty to participate in the Faculty Retirement Plan and, if they wish, any other investment options; it will also give them options for investment in real estate and goal. This will be provided by an independent company of interest in the University. The company has a long history of operation, at a very modest fee, to have the company put

APPROVAL OF AGENDA

The meeting agenda *passed unanimously*.

PRESIDENT'S REMARKS

The President reported that as the Search Committee brings in candidates for the Dean position at the Miller School of Medicine, she and the Provost informally spend time with each candidate to get to know the person. The Search Committee will be meeting shortly to present three or four final candidates and the President and Provost will then hold formal interviews. She reported the death of Sam Yarger, Dean of the School of Education. She is giving an endowed lecture at the American Educational Research meeting this year, which will be dedicated to him. The President shared the various new and ongoing building plans. Regarding the health care changes that were made without input from the Senate, she reviewed the chronology of events that led to the lack of input and stated that the administration will strive for a system that gives the Senate ample time to participate. The President answered questions from the floor.

APPROVAL OF MINUTES

The minutes of September 28, 2005, *passed unanimously*.

PROPOSAL FOR THE ESTABLISHMENT OF THE J. WEISS CENTER FOR SOCIAL, MEDICAL, AND HEALTH INEQUALITIES

Bernard Fogel presented a proposal to establish the J. Weiss Center for Social, Medical, and Health Inequities in the Miller School of Medicine. He stated that the plan is eventually to make the Center a University-wide resource. After discussion, *a motion was made* to approve the proposal. *The motion passed unanimously*.

CANCER BIOLOGY PH.D. PROGRAM PROPOSAL

Richard Bookman presented a proposal to create a Cancer Biology Ph.D. Program. He informed the Senate that this program resembles the current Neuroscience program, which is one of the Miller School of Medicine's most successful programs. After discussion, *a motion was made* to

Faculty Senate Office

From: Faculty Senate List [SENATE@LISTSERV.MIAMI.EDU] on behalf of Faculty Senate Office [facsen@MIAMI.EDU]
Sent: Tuesday, February 07, 2006 4:26 PM
To: SENATE@LISTSERV.MIAMI.EDU
Subject: FACULTY SENATE NEWSLETTER

A "Reply" to this message will be sent to its author, not to all other recipients. If you want to follow up with a message that is distributed to the entire "SENATE" mailing list, then use the "Reply to All" function or button on your email program.

If you have problems reading the text in this e-mail, visit the following link:
http://www.miami.edu/UMH/CDA/UMH_Main/1,1770,2460-1;44500-3,00.html

SENATE NEWSLETTER

This newsletter contains information of general interest to the Faculty as well as a summary of the Senate meeting of January 25, 2006. Materials related to this meeting may be found by following the links from <http://www.miami.edu/FacultySenate>.

ANNOUNCEMENTS

Please mark your calendars for a number of academic or celebratory events that the Faculty Senate is sponsoring:

Professor Richard Light will present a workshop on "The Role of Academic Assessment in Teaching, Research, and Student Learning" on Tuesday, February 21, from 3:00 to 5:00 p.m. in the James W. McLamore Executive Education Center, 3rd floor dining room, in the Jenkins Building in the School of Business.

The Outstanding Teaching Award ceremony, honoring Diana M. Lopez, Professor of Microbiology and Immunology, will take place on Wednesday, March 1, at 4:00 in the Storer Auditorium.

We have now raised over \$45,000 for the John H. Knoblock Memorial Fund and will be officially naming the Senate offices in his honor at a ceremony on March 29, 2006. A more detailed announcement will be made later.

The Distinguished Faculty Scholar Award ceremony, honoring William Whelan, Professor of Biochemistry and Molecular Biology, will take place on Wednesday, April 5, at 4:00 in the Storer Auditorium.

GENERAL INFORMATION

Approval of Legislation:

Legislation #2005-02(B) - Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-02B.pdf> to view legislation)

Legislation #2005-03(B) - Establishment of Cancer Biology Ph.D. Program (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-03B.pdf> to view legislation)

Legislation #2005-04(B) - Modification of the Faculty Manual Regarding Misconduct in Research Policy (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-04b.pdf> to view legislation)

Legislation #2005-05(B) - Establishment of the Johnson A. Edosomwan Leadership Institute (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-05b.pdf> to view legislation)

IMPORTANT SENATE ACTIONS: JANUARY 25, 2006 MEETING Provost LeBlanc shared with the Senate a summary of the discussions that have taken place regarding a change in the retirement plan. These discussions have been going on for over a year with the Senate's General Welfare Committee, appropriate administrators, and consultants from Towers Perrin. The University is seeking to reduce the volatility of the current retirement plan for staff, which is a defined benefit plan.

Because of such volatility the University took out a large loan a few years ago, which required financial belt-tightening. In discussions between the GWC and the administration, a consensus emerged to move from a defined benefit plan for staff to a defined contribution plan for new staff. Federal regulations require that retirement plans be similar for both faculty and staff, so the proposed change would also have to apply to new faculty hires. Several proposals have been discussed, including match plans (where part of the University's contribution comes automatically and the remainder is paid only as a match against an employee contribution) and no-match plans. Within each type of plan, the provost presented several options that varied in the percentages to be contributed and in the expected additional cost to the University. After a lengthy discussion, the Senate agreed to take the position that the Provost will consider the comments and do his best for the staff and the faculty as he seeks the approval of the Board of Trustees for a new plan.

As required by Faculty Manual section B3.3, "From the data available on November 15 of each year the Chair shall recommend, and the Senate approve, an apportionment of senators such that a school with faculty tenured in that school shall receive N senators if its voting faculty

(F) is equal to or exceeds the value of a constant (K) times the sum of the sequence two plus three plus four . . . up to N: that is, $F \geq [2+3+4+ \dots + N] \times K$. The value of the constant (K) shall be selected each year by the Senate upon recommendation of the Chair such that the Senate shall consist of 30 50 voting members. In any apportionment, the Graduate School shall have exactly two senators." After discussion, the Senate voted unanimously to accept the apportionment using the constant of ten giving the Senate a total of 47 members (a change from the current 48).

The Senate indicated its concern about professional boxing at the BankUnited Center, as indicated in Legislation #2005-06(D) below; at the meeting President Shalala concurred with our concerns and informed us that there will be no further such events at the Center.

The Senate has approved and legislation has been forwarded to the President on the following issues:

Legislation #2005-06(D) - Resolution regarding the presentation of professional boxing at the University's BankUnited Center. (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-06.pdf> to view legislation)

Legislation #2005-07(D) - Amendment to the charge of the Outstanding Teaching Award Committee (section C19.3 of the Faculty Manual) (visit <https://www.miami.edu/faculty-senate/2005-legislation/2005-07.pdf> to view legislation)

Faculty Senate Office
325 Ashe Admin. Bldg.
Loc 4634
(305)284-3721 (office)
(305)284-5515 (fax)
<http://www.miami.edu/FacultySenate>

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UNSUBSCRIBE SENATE

Faculty Senate Office

From: Faculty Senate Office
Sent: Tuesday, January 10, 2006 2:30 PM
To: Markowitz, Elizabeth Paz
Subject: approved legislation

The following approved legislation links are sent for your records:

- Legislation #2005-01(B)- Name change for the Women's Studies program in the College of Arts and Sciences

<https://www.miami.edu/faculty-senate/2005-legislation/2005-01B.pdf>

- Legislation #2005-02(B)- Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities

<https://www.miami.edu/faculty-senate/2005-legislation/2005-02B.pdf>

- Legislation #2005-03(B)- Establishment of Cancer Biology Ph.D. Program

<https://www.miami.edu/faculty-senate/2005-legislation/2005-03B.pdf>

- Legislation #2005-04(B)- Modification of the Faculty Manual Regarding Misconduct in Research Policy

<https://www.miami.edu/faculty-senate/2005-legislation/2005-04b.pdf>

- Legislation #2005-05(B)- Establishment of the Johnson A. Edosomwan Leadership Institute

<https://www.miami.edu/faculty-senate/2005-legislation/2005-05b.pdf>

Thanks,

Robyn

Faculty Senate Office
1252 Memorial Drive
325 Ashe Admin. Building
Coral Gables, Florida 33146
Loc. 4634
Phone: (305) 284-3721
Fax: (305) 284-5515
<http://www.miami.edu/fs>

Faculty Senate Office

From: Faculty Senate Office
Sent: Wednesday, August 02, 2006 10:37 AM
To: Brenner, Lynne; Brown, Otis B.; Buckley, Reba; Cabrera, Jose M.; Carpintero, Yvette M.; Garcia, Cecilia; Glemaud, Rose-Kellie; Goff-Tlemsani, Sarah Elaine; Goldschmidt, Pascal J.; Gonzalez, Martha Lopez; Grogg, Sam; Halleran, Michael Ros; Herrera, Marisela; Hipp, James William; Lepisto, Catherine; Lynch, Dennis O.; Orehovec, Paul Martin; Peragallo, Nilda P; Plater-Zyberk, Elizabeth M.; Prilleltensky, Isaac; Ripoll, Blanca Ileana; Robitaille, Magaly; Schwab, Edna L; Segrera-Guerra, Lourdes Eileen; Stadmire, Dawn Renee; Sugrue, Paul K; Temares, M. Lewis; Ullmann, Steven G.; Walker, William
Cc: Markowitz, Elizabeth Paz
Subject: Approved Faculty Senate Legislation

Below is a complete list of legislation that has been approved for 2005-06:

Legislation #2005-01(B) - Name change for the Women's Studies program in the College of Arts and Sciences
<https://www6.miami.edu/faculty-senate/2005-legislation/2005-01B.pdf>

Legislation #2005-02(B) - Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities
<https://www6.miami.edu/faculty-senate/2005-legislation/2005-02B.pdf>

Legislation #2005-03(B)- Establishment of Cancer Biology Ph.D.
 Program <https://www6.miami.edu/faculty-senate/2005-legislation/2005-03B.pdf>

Legislation #2005-04(B)- Modification of the Faculty Manual Regarding Misconduct in Research Policy
<https://www.miami.edu/faculty-senate/2005-legislation/2005-04b.pdf>

Legislation #2005-05(B)- Establishment of the Johnson A. Edosomwan Leadership Institute
<https://www.miami.edu/faculty-senate/2005-legislation/2005-05b.pdf>

Legislation #2005-06(D) - Resolution regarding the presentation of professional boxing at the University's BankUnited Center <https://www.miami.edu/faculty-senate/2005-legislation/2005-06.pdf>

Legislation #2005-07 (D) - Amendment to the charge of the Outstanding Teaching Award Committee (section C19.3 of the Faculty Manual) <https://www.miami.edu/faculty-senate/2005-legislation/2005-07.pdf>

Legislation #2005-08 (B) - Establishment of the Wallace H. Coulter Center for Translational Research <https://www.miami.edu/faculty-senate/2005-legislation/2005-08B.pdf>

Legislation #2005-09 (D) - Modification to the charge of the James W. McLamore Outstanding Service Award <https://www.miami.edu/faculty-senate/2005-legislation/2005-09.pdf>

Legislation #2005-10 (B) - Modification of Faculty Senate apportionment formula (Faculty Manual section B3.3) <https://www.miami.edu/faculty-senate/2005-legislation/2005-10.pdf>

Academic Deans' Policy Council
Minutes of the Meeting of December 7, 2005

Provost LeBlanc informed the deans about the need to centralize such information as: stipend budgets, tuition waivers, health insurance, etc. Steve Ullmann reported that the training has been done. Another training session will take place in a few weeks, and support will be provided.

Senate Matters

Mary Coombs reported that the Faculty Senate approved the J. Weiss Center for social, medical, and health inequalities; and approved a Cancer Biology Ph.D. program. ^{#200502} Dates for award ceremonies have changed. The new dates are: The James W. McLamore Award will be held February 1 and the Distinguished Faculty Scholar Award will be held April 5. ^{-#2005-03}

Respectfully submitted,

Academic Deans' Policy Council
Minutes of the Meeting of January 11, 2006

Faculty Housing

Provost LeBlanc briefed the deans about faculty housing resources. He has met with Dave Lieberman and Diane Cook regarding data, commuter distance, rental and housing costs. He discussed residential properties owned by UM that can house faculty, namely the Four Fillies Farm, and a major development project near the Metro Zoo, rental housing around campus, and the 16 townhouses of University Village. By providing affordable housing within easy commuting distance, faculty can become more active in the university community. He will meet with Dave Lieberman and Diane Cook to discuss other potential projects. He asked the deans for ideas or suggestions. Dave Lieberman discussed subsidized housing, and other approaches that should be studied, noting that our actions impact the University's budget, and would need Board approval.

Senate Matters

Mary Coombs reported that the Senate approved the name change of the Women's Studies program to Women's and Gender Studies Program; ²⁰⁰⁵⁻⁰¹ the establishment of the Jay Weiss Center for Social, Medical, and Health Inequalities; ⁻²⁰⁰⁵⁰² establishment of the Cancer Biology Ph.D. Program; ⁻²⁰⁰⁵⁻⁰³ and the establishment of the Johnson A. Edosomwan Leadership Institute. ⁻²⁰⁰⁵⁻⁰⁵ The Faculty Manual policy regarding misconduct in research had to be changed ⁻²⁰⁰⁵⁻⁰⁵

Faculty Senate Office

From: Faculty Senate Office
Sent: Friday, June 09, 2006 12:57 PM
To: DL - Faculty - All Campuses
Subject: Faculty Senate Legislation for the 2005-2006 term

As required by the Faculty Manual, the Secretary of the Senate is to notify faculty of all approved legislation.

Visit <https://www.miami.edu/faculty-senate/Temp/legislation.pdf> to view a list of and links to the legislation for the 2005-2006 term.

Please note that you will need to have Adobe Acrobat Reader to access the information. For a free download, visit: <http://www.adobe.com/products/acrobat/readstep.html>.

If you are not able to access the links by clicking on them within this e-mail, copy the entire url from https to .pdf (or .html) and paste it in your browser.

Please contact the Senate office if you have any questions.

Thank you.

Kimberly Litman
Faculty Senate Office
325 Ashe Admin. Bldg.
Loc 4634
(305)284-3721 (office)
(305)284-5515 (fax)
<http://www.miami.edu/FacultySenate>

LIST OF FACULTY SENATE LEGISLATION FOR THE 2005-2006 TERM
(click on the link to view legislation)

- **Name change for the Women's Studies program in the College of Arts and Sciences**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-01B.pdf>
- **Establishment of the J. Weiss Center for Social, Medical, and Health Inequalities**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-02B.pdf>
- **Establishment of Cancer Biology Ph.D. Program**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-03B.pdf>
- **Modification of the Faculty Manual Regarding Misconduct in Research Policy**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-04b.pdf>
- **Establishment of the Johnson A. Edosomwan Leadership Institute**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-05b.pdf>
- **Resolution regarding the presentation of professional boxing at the University's BankUnited Center**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-06.pdf>
- **Amendment to the charge of the Outstanding Teaching Award Committee (section C19.3 of the Faculty Manual)**
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<https://www.miami.edu/faculty-senate/2005-legislation/2005-09.pdf>
- **Modification of Faculty Senate apportionment formula (Faculty Manual section B3.3)**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-10.pdf>
- **Resolution wishing Henry King Stanford a rapid and full recovery**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-11.pdf>
- **Vote of confidence for the Provost in creating a culture of academic excellence**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-12.pdf>
- **Modification of the Faculty Manual regarding Misconduct in Research Policy (Addendum to Legislation #2005-04(B) approved on 12/29/05)**
<https://www.miami.edu/faculty-senate/2005-legislation/2005-13.pdf>



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UM Home > Faculty Senate Home page > **11-30-05 Faculty Senate Agenda**

11-30-05 Faculty Senate Agenda

FACULTY SENATE MEETING

Miller School of Medicine

Rosenstiel Medical School Building (RMSB), 4th Fl Auditorium,

November 30, 2005 - 3:30 P.M.

AGENDA

***FOR YOUR CONVENIENCE, CLICK HERE FOR A COMPLETE AGENDA PACKET (just click and print)**

(Item B2 is not included in the packet, click on the B2 below to print.)

A.	<u>Introductory Matters</u>	Approx. Time
	A1. <u>#Chair's remarks</u>	3:30
	A2. President's remarks	3:35
	A3. Approval of today's agenda	3:55
	A4. <u>#Approval of minutes of September 28, 2005</u>	4:00
	(note: there was no October Senate meeting due to hurricane Wilma)	
	A5. Other announcements	4:05
B.	<u>General Matters</u>	
	B1. <u>#Proposal for the establishment of the J. Weiss Center for Social, Medical, and Health Inequalities - B. Fogel</u>	4:10
	B2. <u>#Cancer Biology Program proposal - R. Bookman</u>	4:25
	B3. Election of General Welfare Committee representative for the School of Communication	4:45
	B4. Proposed resolution from the Senate regarding Unicco	4:50
	B5. <u>#Information item: Fall enrollment report</u>	
C.	<u>Other Business</u>	5:10
D.	<u>Executive Session</u>	5:15
	D1. James W. McLamore Outstanding Service Award recommendations	
	D2. Outstanding Teaching Award Recommendation	
E.	<u>Adjournment</u>	

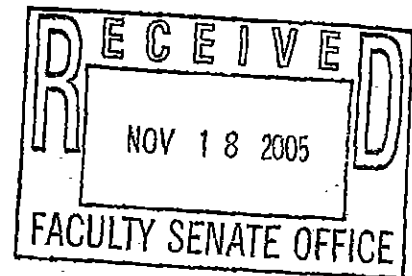
related material linked in Adobe Acrobat format. You must have Adobe Acrobat Reader installed on your computer in order to access the material. [Click here](#) for installing



11/30/05 FS agenda item B1

November 18, 2005

Professor Mary I. Coombs
Chair
The Faculty Senate
325 Ashe Administration Building
Coral Gables Campus 4634



Re: Proposal for the Jay W. Weiss Center for
Social Medicine and Health Inequalities

Dear Professor Coombs:

At the General Welfare Committee meeting of the Faculty Senate on November 16, 2005, I was asked to expand on two issues:

1. The committee, which strongly embraced the proposal, wanted to know why the Center was presented solely as a School of Medicine undertaking. Several members of the committee felt the Center should be University-wide, multidisciplinary, and involve other schools and departments. We agree, but did not want to be presumptuous and go beyond what we hoped to accomplish during the initial years of the Center's existence. With an ultimate goal of creating a "Medical Peace Corps," it is our intention to make the Center a University-wide resource. Several medical school programs, such as those related to homeless health care and international medicine, already have extensive experience working on a broad scale across sites and with diverse stakeholders.
2. The Committee's second request was for us to expand on the organizational chart and describe how appointments of faculty members, staff, and Board members will be made, as well as to whom these individuals report and who is responsible for their evaluations.
 - i. The Medical Director will be recruited by a faculty committee and report to the Dean of the medical school.
 - ii. The Executive Director will be recruited by an internal working group* and, until a medical director is recruited, report to the Dean of the medical school.

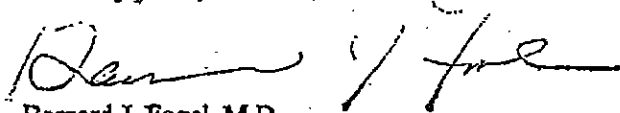
Senior Advisor to the President and Dean Emeritus
P.O. Box 016099 (M860)
Miami, Florida 33101
305-243-3243 • Fax: 305-243-3244

- iii. The Governing Board was chosen by the internal working group with the Dean agreeing to serve as first chair of the board.
- iv. The Faculty Steering Committee was chosen by the internal working group.
- v. The Residency Program Director was asked to serve by the Dean and the Chair of the Department of Medicine.
- vi. The M.D. Curriculum Pathway Leader will be chosen by the Governing Board with input from Faculty Steering Committee.

*(*The internal working group that worked on the project start-up included the dean, chair of department of medicine, dean for medical education, dean emeritus, assistant vice president for medical development, and members of the Weiss family.)*

I hope the above addresses the Committee's concerns. Please contact me if you have any further questions. Thank you.

Sincerely yours,



Bernard J. Fogel, M.D.
Senior Advisor to the President and Dean Emeritus
Miller School of Medicine at the University of Miami

BJF:bd

A- FACULTY SENATE

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Introduction

The Miller School of Medicine at the University of Miami will establish the Jay W. Weiss Center for Social Medicine and Health Inequalities to honor the memory of the best friend the School has ever had and to carry on the legacy of humanitarianism that he enacted as a father, community leader, and champion of those in need.

Social Medicine focuses on the social conditions and characteristics of patients; the systemic causes of illness and the barriers to effective care; and the social responsibilities of the medical professional. Social Medicine intersects with other fields of study, including health economics; bioethics; public health and epidemiology; and health systems research.

The Jay W. Weiss Center for Social Medicine and Health Inequalities will have three purposes:

- To operate education programs in social medicine for M.D. candidates and residents as well as practicing physicians and the general public;
- To effect policy change that increases social medicine services and addresses the systemic causes of health inequities; and
- To become the organizational home for the School's existing social medicine-related activities as well as to develop new programs that reflect the School's mission of teaching, research, patient care, and community service.

This document sets out the Center's vision, mission, and goals, as well as the strategy and activities to achieve those goals.

Vision

For the Jay Weiss Center to be a major locus of service, research and education in Social Medicine

Mission

To reduce health disparities and ensure access to quality medical care at home and abroad; to affect health policy to better help the medically underserved; and to elevate humanitarian values in medical education

Goals

- To coordinate appropriate social medicine programs and activities under the aegis of the Jay Weiss Center
- To instill humanitarian values and a keen awareness of medical ethics in students, residents, and faculty
- To enact creative humanitarian responses to local and global health problems
- To establish innovative service programs that offer opportunities for interdisciplinary research on diseases, health disparities, medical ethics, and new forms of care
- To cultivate philanthropic support for social medicine
- To focus on primary care, prevention, and screening for the homeless, school children, immigrants, and women; and on the impact poverty has on infectious diseases such as HIV and tuberculosis
- To promote technical assistance, education, and research exchange programs between the School and other organizations locally and overseas
- To heighten awareness among medical professionals and the general public about social medicine

- To undertake policy and advocacy work that increases the amount of social medicine services and attacks the systemic causes of health disparities (We are sensitive to the need to avoid lobbying)

Strategy

The Jay Weiss Center will provide an overarching organizational structure and common identity to social medicine activities. Taking a holistic perspective on the School's humanitarian work and creating a framework of shared goals, the Center will add value by coordinating activities, facilitating communication, and creating and enhancing programs.

The Center will not have management or fiscal authority over social medicine-based activities that are based in departments, centers, or institutes. It will serve as a clearinghouse of information dissemination and fundraising expertise and will foster programmatic partnerships internally and across institutions (consistent with internal and external stakeholders' needs and requirements) when funders are seeking multidisciplinary approaches.

The Center's approach will be incremental, building on existing programs locally and internationally. Initially, the Center will create, along with the Office of Medical Education, a social medicine pathway for the M.D. curriculum, and a Jay Weiss Residency in Global Health Equity and Internal Medicine in cooperation with the Department of Internal Medicine. The Center will seek over time to expand the residency program to include other disciplines.

Longer term goals are to establish a public policy and advocacy capability; start continuing medical education in social medicine for practicing physicians; support and enhance current programs selected by the Center's board; and, potentially, create a pilot project for an International Health Service Corps (Medical Peace Corps).

To secure support for its activities, the Center will work closely with its Governing and Administrative Board to target individuals, foundations, and other entities that support the advancement of social medicine.

Center Activities

EDUCATION

The Center will educate students, house staff, practicing physicians, and the general public locally and internationally about the medical, public health, and social justice issues involved with social medicine. The field of social medicine involves not only traditional medical care but makes use of the insights of anthropologists, sociologists, epidemiologists, and scholars from other fields. A major effort will be made to engage undergraduates who evince a special passion for this field but who may not have followed the traditional undergraduate pre-medicine track.

As it starts operation, the Center will focus on establishment of an M.D. social medicine pathway and a residency program in Global Health Equity and Internal Medicine.

M.D. Social Medicine Pathway

Starting in 2001, the medical school curriculum adopted an integrated, learner-centered model, introducing explicit new themes that include professionalism, medical humanities, cultural competencies, leadership and interdisciplinary teamwork. The curriculum reform also meant the establishment of “pathways of emphasis” such as genetic medicine, primary care, community health, child care, and dermatology. These pathways are intended to give students experiences in a specific field while still stressing the basic shared knowledge that all physicians gain in medical school. Two of these pathways are operational, with new ones to come online each year. One of the pathways still to be started is social medicine.

The challenge for each pathway is to secure the resources needed to offer a robust menu of courses and other activities. The substance of each pathway consists of: coordinated coursework, both required and elective; access to faculty mentors; research opportunities; and participation in local and national scientific and professional seminars and conferences.

The Jay Weiss Center will be the catalyst to jumpstart the social medicine pathway, providing assistance in the development and support of new courses. The goals of the new pathway will be to:

Goal I: Prepare M.D. students for work in underserved communities and with special populations

Objectives: Place faculty on the medical school admissions committee who will preferentially seek out and endorse applicants with a track record of

international health experiences and who have demonstrated exceptional humanitarian qualities

Support the medical students' free community health fairs

Support the medical student free volunteer evening clinic

Support and coordinate efforts with the existing community-based courses, Generalist Primary Care, and Family Medicine and Community Health

Develop new clinical elective courses working with diverse and underserved populations in South Florida

Goal II: Increase students' cross-cultural competency

Objectives: Work with course coordinators to enhance the existing curriculum in cultural diversity

Work with medical student organizations that already offer activities in cultural diversity

Create new activities designed to prepare students for their experiences in diverse underserved communities in South Florida

Goal III: Encourage research on global health issues

Objectives: Work with the course coordinator to use, whenever possible, global health examples in the Population Medicine and Epidemiology course

Pair interested students to faculty to work on research projects in global health

Work with the coordinators of the Eastern Student Research Forum (ESRF) to establish a section for presenting research work in the area of global health

Provide stipends to students to support their participation in meetings where their research projects in global health are presented

Build research projects into all international medicine experiences

Goal IV: Raise awareness of social policy and ethical issues related to global health

Objectives: Work with course coordinator to include global health issues in the Medical Ethics course

When preparing students to work with immigrant populations in South Florida, introduce the effects of US and foreign policies on those populations' health status

Develop a new elective course in social policy and international health

Goal V: Introduce students to the challenges of practicing in resource poor settings

Objectives: Work with course coordinators in the community based clerkships to include resource and access issues whenever discussing patient management

Promote student research that compares patient outcomes in resource poor settings with other less challenged settings

The Center will work with the Office of Admissions and Medical Education to identify five student candidates for the Social Medicine pathway each year. The Social Medicine pathway may include volunteer experiences with Project Medishare in years one and two, and international health electives in years three and four.

Residency in Global Health Equity and Internal Medicine

The Jay Weiss Residency in Global Health Equity and Internal Medicine will prepare graduates for leadership roles, with the goal of ameliorating health disparities as they affect the poor both in the U.S. and abroad. This program results from the working relationship developed between Partners in Health and Medishare, along with faculty from Harvard Medical School and the Miller School of Medicine. Harvard has a similar program, the Hiatt Residency in Health Equity in Internal Medicine, based at the Brigham and Women's Hospital in Boston.

For residents, electives in the second and third year will be modified to allow one-month training experiences in public health, tropical medicine and with nurses and community health workers. All residents may be expected to spend one month with our sister residency program in *Cap Haitien*, Haiti or with Dr. Paul Farmer at *Hopital Zanmi Lasante* in *Cange* Haiti.

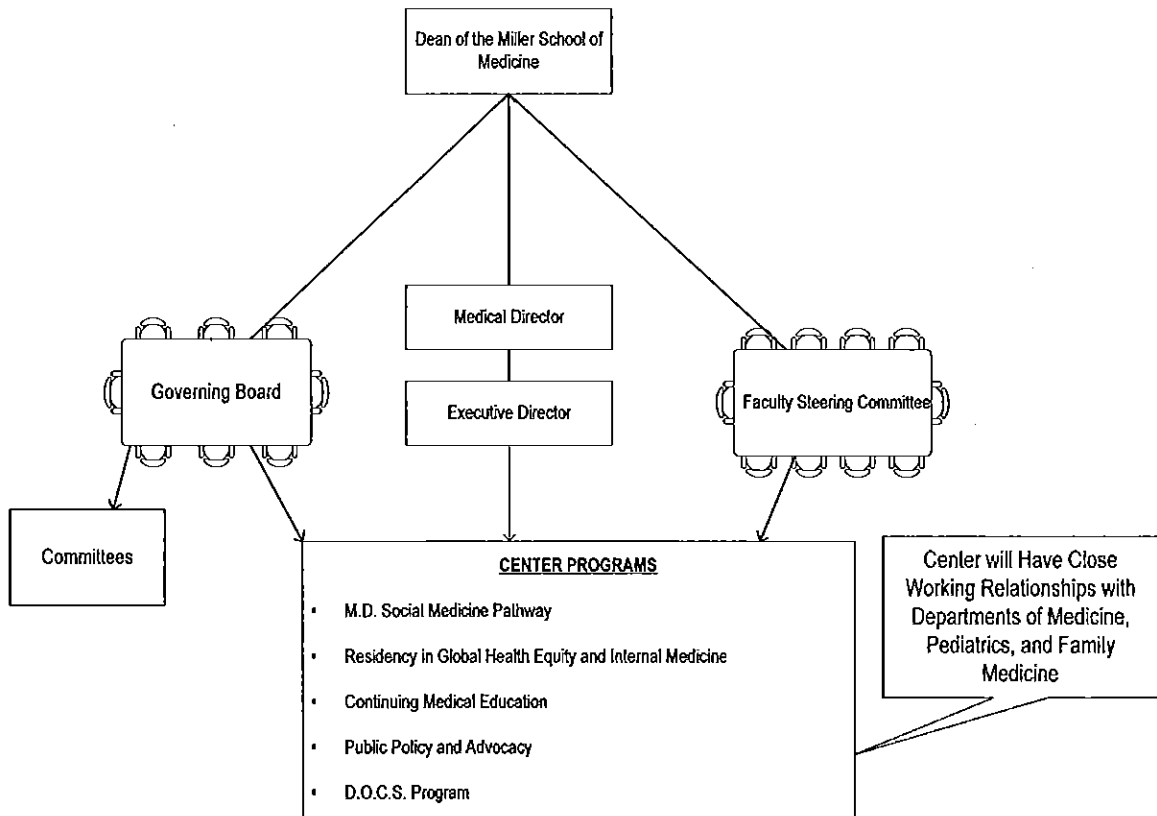
Goals:

By the end of their training, residents will have achieved the ability to:

- Evaluate and address the social determinants of health and disease
- Assess and impact health systems
- Carry out research relating to health disparities and global health
- Acquire skills in advocacy, leadership, and operational management of global health programs
- Obtain in-depth knowledge about the specific health problems affecting one geographic region of the world
- Develop a strong base in the ethics of international medical practice and research
- Master language fluency to practice medicine and carry out research in geographic area of interest

Organizational Structure

Jay W. Weiss Center for Social Medicine and Health Inequalities

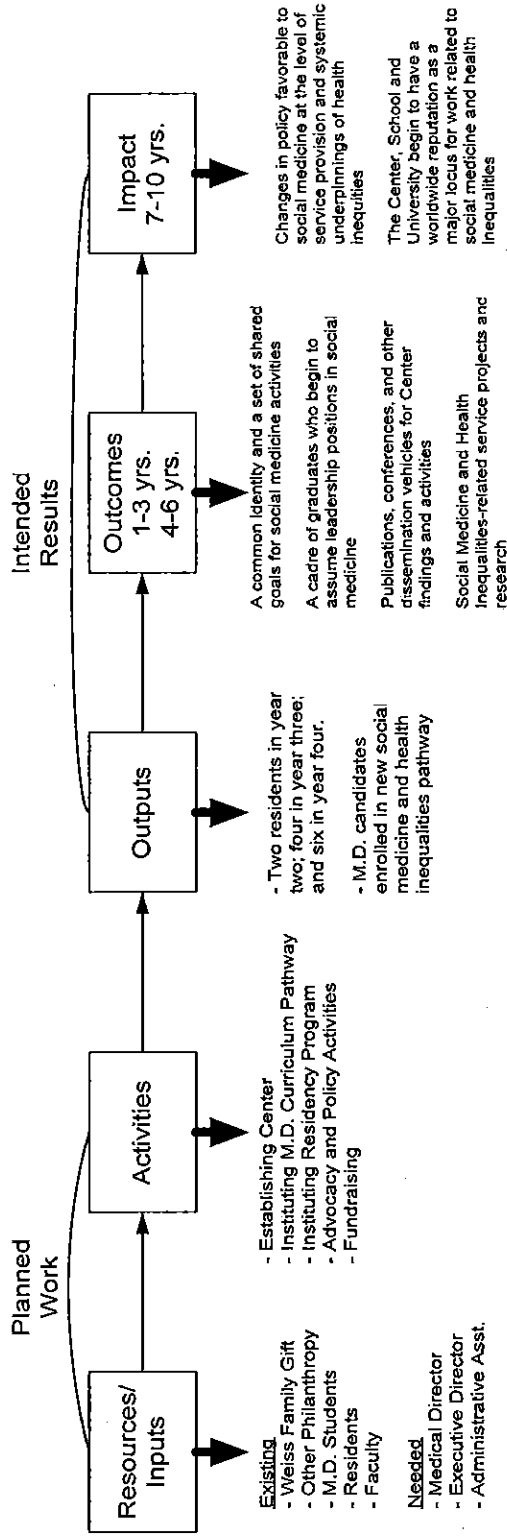


Implementation Timetable

<u>April – Sept. 2005:</u>	Assemble Governing Committee/Board
<u>Nov. 2005:</u>	Announce creation of Center
<u>Dec. 2005:</u>	Program Director and assistant start work Begin social medicine pathway for the M.D. curriculum Enroll first two residents in Residency Program in Global Health Equity and Internal Medicine
<u>Sept. 2007:</u>	Medical Director appointed Development Director hired
Possible Future Hire:	Public Policy and Education Director

Jay W. Weiss Center for Social Medicine and Health Inequalities

Logic Model



PLANNED WORK describes resources needed to implement program and what you intend to do:

Resources include the human, financial, organizational, and community resources a program has available to direct toward doing the work. Sometimes this component is referred to as *inputs*.

Program Activities are what the program does with the resources. **Activities** are the processes, tools, events, technology, and actions that are an intentional part of the program implementation. These interventions are used to bring about the intended program changes or results.

INTENDED RESULTS include all of the program's desired results (outputs, outcomes, and impact).

Outputs are the direct products of program activities and may include types, levels and targets of services to be delivered by the program.

Outcomes are the specific changes in program participants' behavior, knowledge, skills, status and level of functioning. Short-term outcomes should be attainable within 1-3 years, while longer-term outcomes should be achievable within a 4-6 year timeframe. The logical progression from short-term to long-term outcomes should be reflected in impact occurring within about 7-10 years.

Impact is the fundamental intended or unintended change occurring in organizations, communities or systems as a result of program activities within 7-10 years. Impact often occurs after the conclusion of project funding.

How to Read
Logic Model

Budget

EXPENSES	Year 1	Year 2	Year 3	Year 4	Total
Executive Director (1.0 FTE, CFB .345)	150,000	154,500	159,135	163,909	627,544
Administrative Assistant (1.0 FTE,CFB.345)	51,870	53,426	55,029	56,680	217,005
Faculty Support	100,000	103000	106090	109272.7	418,363
Overhead	75000	75000	75000	75000	300000
Resident Education (No. of Residents)	0	2	4	6	
Residents Salaries (.33 FTE)	0	40,000	84,000	132,000	256,000
Resident Lodging-Board (\$11K/yr,.33FTE)	0	5,400	10,800	16,200	32,400
Res. Med. Ed. Dir Internal Medicine .40 FTE, CFB .243)	70,000	72,100	74,263	76,491	292,854
M.D. Education					
Student travel, lodging, board	15,000	17,500	20,000	25,000	77,500
Social Medicine Pathway	35,000	50,000	50,000	50,000	185,000
Total Expenses	496,870	570,928	634,321	704,559	2,406,666

REVENUES					
Weiss Family Gift					
Jay W. Weiss Memorial Fund					
Corporate Support					
Individual Major Gifts					
Special Events					
Total Revenue					

*Salaries are increased by 3% per year; faculty support for teaching expenses at UM and outside.

pg. 2000010

General Welfare Committee

November 16, 2005

3:30 p.m.

School of Law Library-(conference room, 4th floor)

1. Chair's remarks (3:30)
2. #Proposed revision of the University's Demonstration Policy – M. Borgeest (3:35)
3. #Faculty pursuing a degree in the department in which they have an academic appointment – S. Ullmann (3:50)
4. #Cancer Biology Ph.D. Program proposal – R. Bookman (4:05)
5. #Proposal for the establishment of the J. Weiss Center for Social, Medical, and Health Inequalities – B. Fogel (4:20)
6. Outstanding Teaching Award – E. Clasby (4:35)
 - a) nomination for 2006
 - b) #modification of charge
7. #Interpretation of the Faculty Manual by General Counsel – A. Swan (4:50)
8. Unico issue re: wages, health benefits, and bid to unionize (5:10)

related material included

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- To cultivate philanthropic support for social medicine
- To focus on primary care, prevention, and screening for the homeless, school children, immigrants, and women; and on the impact poverty has on infectious diseases such as HIV and tuberculosis
- To promote technical assistance, education, and research exchange programs between the School and other organizations locally and overseas
- To heighten awareness among medical professionals and the general public about social medicine

- To undertake policy and advocacy work that increases the amount of social medicine services and attacks the systemic causes of health disparities (We are sensitive to the need to avoid lobbying)

Strategy

The Jay Weiss Center will provide an overarching organizational structure and common identity to social medicine activities. Taking a holistic perspective on the School's humanitarian work and creating a framework of shared goals, the Center will add value by coordinating activities, facilitating communication, and creating and enhancing programs.

The Center will not have management or fiscal authority over social medicine-based activities that are based in departments, centers, or institutes. It will serve as a clearinghouse of information dissemination and fundraising expertise and will foster programmatic partnerships internally and across institutions (consistent with internal and external stakeholders' needs and requirements) when funders are seeking multidisciplinary approaches.

The Center's approach will be incremental, building on existing programs locally and internationally. Initially, the Center will create, along with the Office of Medical Education, a social medicine pathway for the M.D. curriculum, and a Jay Weiss Residency in Global Health Equity and Internal Medicine in cooperation with the Department of Internal Medicine. The Center will seek over time to expand the residency program to include other disciplines.

Longer term goals are to establish a public policy and advocacy capability; start continuing medical education in social medicine for practicing physicians; support and enhance current programs selected by the Center's board; and, potentially, create a pilot project for an International Health Service Corps (Medical Peace Corps).

To secure support for its activities, the Center will work closely with its Governing and Administrative Board to target individuals, foundations, and other entities that support the advancement of social medicine.

Center Activities

EDUCATION

The Center will educate students, house staff, practicing physicians, and the general public locally and internationally about the medical, public health, and social justice issues involved with social medicine. The field of social medicine involves not only traditional medical care but makes use of the insights of anthropologists, sociologists, epidemiologists, and scholars from other fields. A major effort will be made to engage undergraduates who evince a special passion for this field but who may not have followed the traditional undergraduate pre-medicine track.

As it starts operation, the Center will focus on establishment of an M.D. social medicine pathway and a residency program in Global Health Equity and Internal Medicine.

M.D. Social Medicine Pathway

Starting in 2001, the medical school curriculum adopted an integrated, learner-centered model, introducing explicit new themes that include professionalism, medical humanities, cultural competencies, leadership and interdisciplinary teamwork. The curriculum reform also meant the establishment of "pathways of emphasis" such as genetic medicine, primary care, community health, child care, and dermatology. These pathways are intended to give students experiences in a specific field while still stressing the basic shared knowledge that all physicians gain in medical school. Two of these pathways are operational, with new ones to come online each year. One of the pathways still to be started is social medicine.

The challenge for each pathway is to secure the resources needed to offer a robust menu of courses and other activities. The substance of each pathway consists of: coordinated coursework, both required and elective; access to faculty mentors; research opportunities; and participation in local and national scientific and professional seminars and conferences.

The Jay Weiss Center will be the catalyst to jumpstart the social medicine pathway, providing assistance in the development and support of new courses. The goals of the new pathway will be to:

Goal I: Prepare M.D. students for work in underserved communities and with special populations

Objectives: Place faculty on the medical school admissions committee who will preferentially seek out and endorse applicants with a track record of

international health experiences and who have demonstrated exceptional humanitarian qualities

Support the medical students' free community health fairs

Support the medical student free volunteer evening clinic

Support and coordinate efforts with the existing community-based courses, Generalist Primary Care, and Family Medicine and Community Health

Develop new clinical elective courses working with diverse and underserved populations in South Florida

Goal II: Increase students' cross-cultural competency

Objectives: Work with course coordinators to enhance the existing curriculum in cultural diversity

Work with medical student organizations that already offer activities in cultural diversity

Create new activities designed to prepare students for their experiences in diverse underserved communities in South Florida

Goal III: Encourage research on global health issues

Objectives: Work with the course coordinator to use, whenever possible, global health examples in the Population Medicine and Epidemiology course

Pair interested students to faculty to work on research projects in global health

Work with the coordinators of the Eastern Student Research Forum (ESRF) to establish a section for presenting research work in the area of global health

Provide stipends to students to support their participation in meetings where their research projects in global health are presented

Build research projects into all international medicine experiences

Goal IV: Raise awareness of social policy and ethical issues related to global health

Objectives: Work with course coordinator to include global health issues in the Medical Ethics course

When preparing students to work with immigrant populations in South Florida, introduce the effects of US and foreign policies on those populations' health status

Develop a new elective course in social policy and international health

Goal V: Introduce students to the challenges of practicing in resource poor settings

Objectives: Work with course coordinators in the community based clerkships to include resource and access issues whenever discussing patient management

Promote student research that compares patient outcomes in resource poor settings with other less challenged settings

The Center will work with the Office of Admissions and Medical Education to identify five student candidates for the Social Medicine pathway each year. The Social Medicine pathway may include volunteer experiences with Project Medishare in years one and two, and international health electives in years three and four.

Residency in Global Health Equity and Internal Medicine

The Jay Weiss Residency in Global Health Equity and Internal Medicine will prepare graduates for leadership roles, with the goal of ameliorating health disparities as they affect the poor both in the U.S. and abroad. This program results from the working relationship developed between Partners in Health and Medishare, along with faculty from Harvard Medical School and the Miller School of Medicine. Harvard has a similar program, the Hiatt Residency in Health Equity in Internal Medicine, based at the Brigham and Women's Hospital in Boston.

For residents, electives in the second and third year will be modified to allow one-month training experiences in public health, tropical medicine and with nurses and community health workers. All residents may be expected to spend one month with our sister residency program in *Cap Haitien*, Haiti or with Dr. Paul Farmer at *Hopital Zanmi Lasante* in *Cange* Haiti.

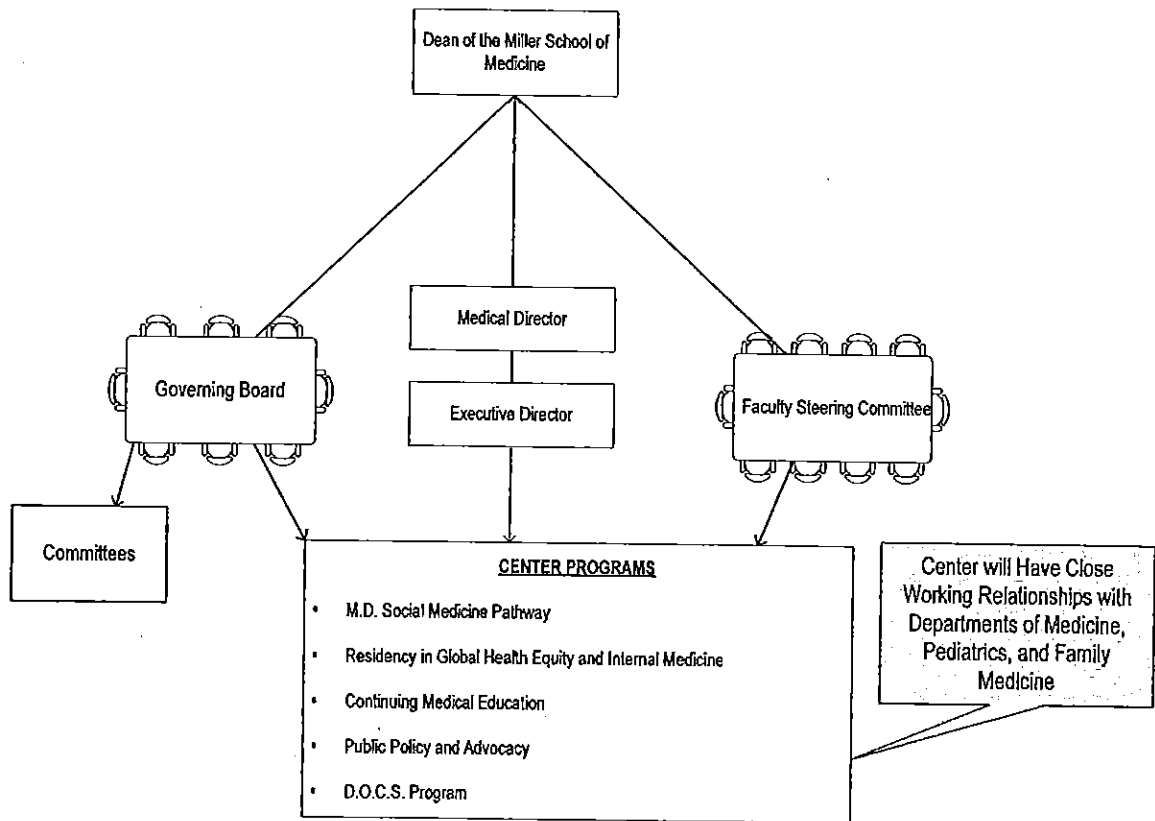
Goals:

By the end of their training, residents will have achieved the ability to:

- Evaluate and address the social determinants of health and disease
- Assess and impact health systems
- Carry out research relating to health disparities and global health
- Acquire skills in advocacy, leadership, and operational management of global health programs
- Obtain in-depth knowledge about the specific health problems affecting one geographic region of the world
- Develop a strong base in the ethics of international medical practice and research
- Master language fluency to practice medicine and carry out research in geographic area of interest

Organizational Structure

Jay W. Weiss Center for Social Medicine and Health Inequalities

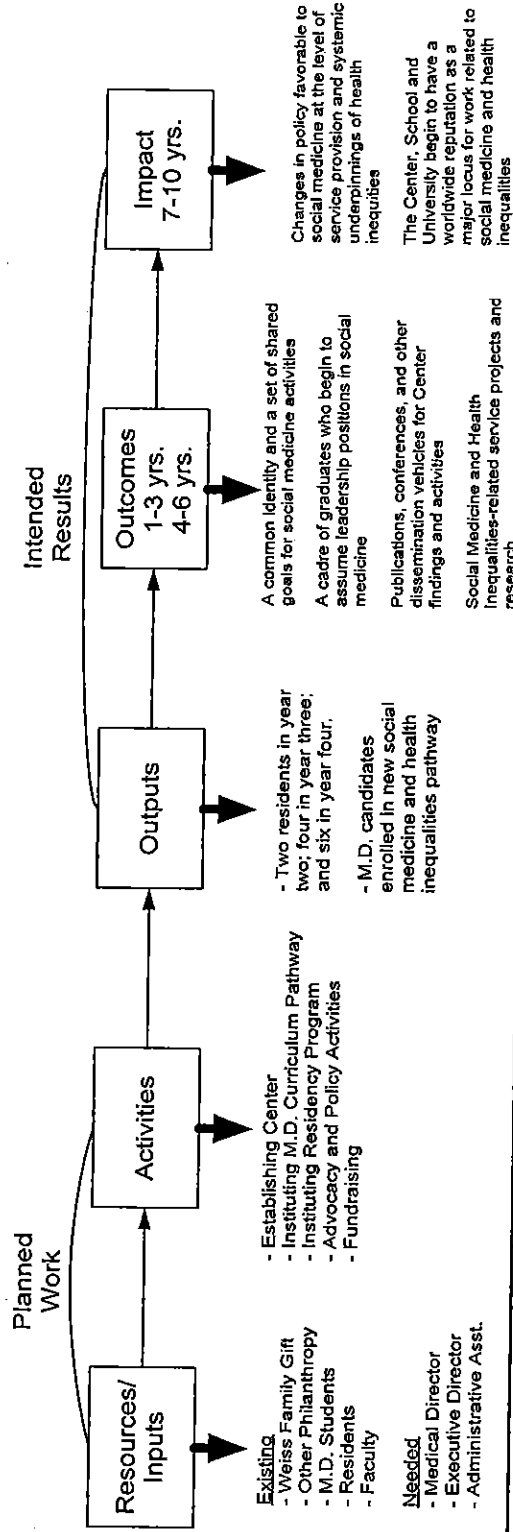


Implementation Timetable

<u>April – Sept. 2005:</u>	Assemble Governing Committee/Board
<u>Nov. 2005:</u>	Announce creation of Center
<u>Dec. 2005:</u>	Program Director and assistant start work Begin social medicine pathway for the M.D. curriculum Enroll first two residents in Residency Program in Global Health Equity and Internal Medicine
<u>Sept. 2007:</u>	Medical Director appointed Development Director hired
Possible Future Hire:	Public Policy and Education Director

Jay W. Weiss Center for Social Medicine and Health Inequalities

Logic Model



PLANNED WORK describes resources needed to implement program and what you intend to do.

Resources include the human, financial, organizational, and community resources a program has available to direct toward doing the work. Sometimes this component is referred to as *Inputs*.

Activities are what the program does with the resources. **Activities** are the processes, tools, events, technology, and actions that are an intentional part of the program implementation. These interventions are used to bring about the intended program changes or results.

INTENDED RESULTS include all of the program's desired results (outputs, outcomes, and impact).

Outputs are the direct products of program activities and may include types, levels and targets of services to be delivered by the program.

Outcomes are the specific changes in program participants' behavior, knowledge, skills, status, and level of functioning. Short-term outcomes should be attainable within 1-3 years, while longer term outcomes should be achievable within a 4-6 year timeframe. The logical progress from short-term to long-term outcomes should be reflected in impact occurring within about 7-10 years.

Impact is the fundamental intended or unintended change occurring in organizations, communities or systems as a result of program activities within 7-10 years. Impact often occurs after the conclusion of project funding.

How to Read
Logic Model

Budget

EXPENSES

	Year 1	Year 2	Year 3	Year 4	Total
Executive Director (1.0 FTE, CFB .345)	150,000	154,500	159,135	163,909	627,544
Administrative Assistant (1.0 FTE, CFB.345)	51,870	53,426	55,029	56,680	217,005
Faculty Support	100,000	103,000	106,090	109,272.7	418,363
Overhead	75,000	75,000	75,000	75,000	300,000

Resident Education (No. of Residents)	0	2	4	6	
Residents Salaries (.33 FTE)	0	40,000	84,000	132,000	256,000
Resident Lodging-Board (\$11K/yr., 33FTE)	0	5,400	10,800	16,200	32,400
Res. Med. Ed. Dir Internal Medicine .40 FTE, CFB .243)	70,000	72,100	74,263	76,491	292,854

M.D. Education

Student travel, lodging, board	15,000	17,500	20,000	25,000	77,500
Social Medicine Pathway	35,000	50,000	50,000	50,000	185,000

Total Expenses	496,870	570,928	634,321	704,559	2,406,666
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REVENUES

Weiss Family Gift					
Jay W. Weiss Memorial Fund					
Corporate Support					
Individual Major Gifts					
Special Events					
Total Revenue					

*Salaries are increased by 3% per year; faculty support for teaching expenses at UM and outside.

Tracking Sheet

KL

Subject: J. Weiss Center for Social, Medical, and Health Inequalities

Page 1 of 2

History of action taken

DATE	ACTION TAKEN
	Apparently Cyndy Augustyn contacted M. Coombs and Richard Thurer and provided documentation to review to determine if it was something that needed Senate approval.
3/14/05	M. Coombs emailed C. Augustyn as follows: After consultation with Richard Thurer, we think, even if perhaps in an excess of caution, this should come to the Senate. It crosses school lines (med and nursing) and refers to approval by the president and the board of trustees. Given that level of review/ involvement, it would be wise for the senate to also review it. In any event, given the documentation that has already been prepared, which you sent Richard and me, I don't see that there will be any real problem in getting approval, nor is there much more to do (approval by relevant deans and faculty/faculty councils and ADPC)-the Senate office has a guideline memo on this.
	I sent C. Augustyn with a cc to M. Coombs, R. Thurer, and Anthony Armstrong a link to the requirement information for submitting a proposal.
7/8/05	Sent A. Armstrong an email asking if they would be presenting a proposal in August. If not, I asked for a time frame.
8/12/05	Did not receive any response, so I sent a follow-up email to Anthony Armstrong asking for a response or letting me know who I should be contacting if not him.
8/12/05	He responded that he has been in discussion with the principals and Marsha Kegley, who came to the conclusion that they would like to defer the presentation to the October meeting. He asked that I email Marsha directly to confirm that.
8/12/05	Sent M. Kegley email and gave deadline dates to submit material for October meeting. Added to Senate calendar for October and set reminder tickler for 9/26/05.
9/28/05	Sent email asking if plan was still to bring proposal forward in October.
10/3/05	Received no response to 9/28 follow-up email so I sent another email asking for the status.
10/5/05	Received a call from Bridgette Nevils (6-2658) in Medical Development advising us that the name of the Center will no longer be Humanitarian Medicine but would now be called the J. Weiss Center for Social, Medical, and Health Inequalities and that Dr. Altman's office would be handling this from now on. She asked that I remove A. Armstrong and M. Kegley as contacts and asked that I keep her (Bridgette) in the loop.
	She said that the proposal will not be coming forward in October but they are shooting for November. She will advise Dr. Altman to have the report ready by Nov. 1. they have a copy of the guidelines.
	Follow-up reminder set for Nov. 1.

Faculty Senate Office

From: Faculty Senate Office
Sent: Monday, March 14, 2005 5:12 PM
To: 'Mary I. Coombs'; Augustyn, Cynthia L
Cc: Thurer, Richard J; Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

Copied below is a link to the requirements for submitting proposals for the establishment of centers and institutes:

http://www.miami.edu/UMH/CDA/UMH_Main/1,1770,3013-1;27036-3,00.html

Please contact me at your convenience if you have any questions.

Thank you, Kim Litman

Kimberly Litman
Faculty Senate Office
325 Ashe Admin. Bldg.
Loc 4634
(305)284-3721 (office)
(305)284-5515 (fax)
<http://www.miami.edu/FacultySenate>

-----Original Message-----

From: Mary I. Coombs [mailto:mcoombs@law.miami.edu]
Sent: Monday, March 14, 2005 4:55 PM
To: Augustyn, Cynthia L
Cc: Thurer, Richard J; Faculty Senate Office; Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

Kim/Robyn

Please get this guideline to Cindy/Tony. Thanks Mary

-----Original Message-----

From: Augustyn, Cynthia L [mailto:CAugusty@med.miami.edu]
Sent: Monday, March 14, 2005 4:12 PM
To: Mary I. Coombs
Cc: Thurer, Richard J; Faculty Senate Office; Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

Can you send me the guideline memo so I can forward it to Tony Armstrong? Thanks for your review!

cindy

cynthia augustyn
associate general counsel
305.243.5500
305.243.3500 (fax)

The information contained in this transmission may contain privileged and confidential information, including information protected by federal and state privacy laws. It is intended only for the use of the person(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution, or duplication of this communication is strictly prohibited. If you are not the intended recipient, please contact sender by reply email and destroy all copies of this original message.

-----Original Message-----

MILLER

SCHOOL OF MEDICINE

November 10, 2005

General Welfare Committee of
The Faculty Senate

To The Committee:

I am pleased to add my endorsement to the proposal for the establishment of the Jay W. Weiss Center for Social Medicine and Health Inequality. The Department of Medicine has played an integral role, along with several other departments and programs at the Miller School of Medicine, in helping to formulate and bring about some of the programs and priorities for this Center and I am thus very happy to respond.

The departmental faculty were polled by email regarding their willingness to support this proposal officially and the results were, in fact, truly overwhelming. Of the faculty responding thus far (well over 50% in the last 24 hours) only one faculty member voted no; the rest were positive.

Thus, on the basis of a compelling and overwhelming faculty vote and the involvement and commitment of a number of Department of Medicine faculty, I am pleased to inform the committee that the Department of Medicine is fully supportive to the proposal to establish this Center as described in the information attached.

Sincerely,



Laurence B. Gardner, M.D.
Kathleen and Stanley Glaser Professor
Chair, Department of Medicine



MILLER
SCHOOL OF MEDICINE

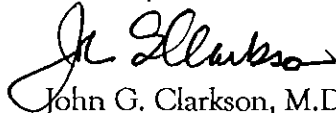
November 16, 2005

General Welfare Committee of
The Faculty Senate

To The Committee:

The proposal to establish the Jay W. Weiss Center for Social Medicine and Health Inequalities was presented to the Medical School Council at the Dean's August 23, 2005 meeting. I am pleased to inform you that the Medical School Council fully supported and approved this proposal at the aforementioned meeting.

Sincerely,



John G. Clarkson, M.D.
Senior Vice President for
Medical Affairs and Dean

/bmn

L:\Angie\Jay Weiss Center\Letter from JGC for GWC approval.doc



Faculty Senate Office

From: Faculty Senate Office
Sent: Friday, August 12, 2005 11:46 AM
To: Kegley, Marsha P
Cc: Armstrong, Anthony E
Subject: Proposal for the Center for Humanitarian Medicine

It is my understanding that the plan is to present the proposal for the Center for Humanitarian Medicine at the October General Welfare and Faculty Senate meetings. Please be advised that proposals need to be received by the Senate 2 weeks prior to the General Welfare Committee meeting so that the officers can review it, make any necessary comments, and then it is included with the agenda packet and sent to GWC members for their review prior to the meeting. Note: I believe that there was a change since the proposal guidelines were sent to you. Your instructions may state that proposals are due in the Senate office 1 week prior to the GWC meetings. That has been changed to two weeks but we understand that there may need to be some flexibility on our end. The October General Welfare Committee meets on October 19th so the proposal should be in the Senate office by October 5th. I'll be in touch with you around the end of September to find out who will be presenting to GWC, timing of agenda, etc. Once the GWC approves the proposal to go forward to the Senate, the Senate meets on October 26th. Both meetings begin at 3:30 and are generally over by 5:30.

Let me know if you have any questions.

Thank you, Kim

Kimberly Litman
Secretary of the Senate
Faculty Senate Office
325 Ashe Admin. Bldg.
Loc 4634
(305)284-3721 (office)
(305)284-5515 (fax)
<http://www.miami.edu/FacultySenate>

Faculty Senate Office

From: Armstrong, Anthony E [AArmstrong2@med.miami.edu]
Sent: Friday, August 12, 2005 10:19 AM
To: Faculty Senate Office
Subject: RE: center for humanitarian medicine

Hello,
I have been in discussion with the principals & Marsha Kegley, who came to the conclusion that they would like to defer the presentation to the October meeting. It would be a good idea to email Marsha directly for confirmation of that.
best regards, Tony Armstrong

-----Original Message-----
From: Faculty Senate Office [mailto:facsen@miami.edu]
Sent: Friday, August 12, 2005 10:15 AM
To: Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

I just returned from vacation and am following up on a few things. My records show that I have not received a response to my e-mail copied below.

Please let me know if I should be directing it to someone other than you.

Thanks, Kim

-----Original Message-----
From: Faculty Senate Office
Sent: Friday, July 08, 2005 9:14 AM
To: Armstrong, Anthony E
Subject: FW: center for humanitarian medicine

I am preparing the August General Welfare and Senate agendas and would like to know if that is when you plan on presenting a proposal for the establishment of the Center for Humanitarian Medicine. If not, please let me know your timeframe so that I can tentatively slate it for the appropriate agendas.

Thank you, Kim

Kimberly Litman
Faculty Senate Office
325 Ashe Admin. Bldg.
Loc 4634
(305)284-3721 (office)
(305)284-5515 (fax)
<http://www.miami.edu/FacultySenate>

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From: Faculty Senate Office
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Cc: Thurer, Richard J; Armstrong, Anthony E
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Kimberly Litman
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Sent: Monday, March 14, 2005 4:55 PM
To: Augustyn, Cynthia L
Cc: Thurer, Richard J; Faculty Senate Office; Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

Kim/Robyn

Please get this guideline to Cindy/Tony. Thanks Mary

-----Original Message-----

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Sent: Monday, March 14, 2005 4:12 PM
To: Mary I. Coombs
Cc: Thurer, Richard J; Faculty Senate Office; Armstrong, Anthony E
Subject: RE: center for humanitarian medicine

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cindy

cynthia augustyn
associate general counsel
305.243.5500
305.243.3500 (fax)

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-----Original Message-----

From: Mary I. Coombs [mailto:mcoombs@law.miami.edu]
Sent: Monday, March 14, 2005 3:54 PM
To: Augustyn, Cynthia L
Cc: Thurer, Richard J; Faculty Senate Office
Subject: center for humanitarian medicine

Cindy

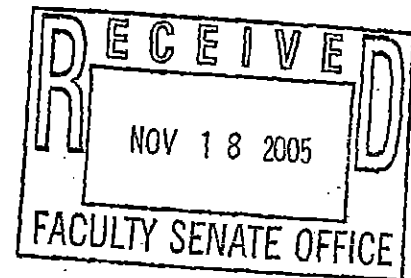
After consultation with Richard Thurer, we think, even if perhaps in an excess of caution, this should come to the Senate. It crosses school lines (med and nursing) and refers to approval by the president and the board of trustees. Given that level of review/involvement, it would be wise for the senate to also review it. In any event, given the documentation that has already been prepared, which you sent Richard and me, I don't see that there will be any real problem in getting approval, nor is there much more to do (approval by relevant deans and faculty/faculty councils and ADPC) - the Senate office has a guideline memo on this.

Mary

PS I gather this Friday is our last scheduled 7 am meeting!!

November 18, 2005

Professor Mary I. Coombs
Chair
The Faculty Senate
325 Ashe Administration Building
Coral Gables Campus 4634



Re: Proposal for the Jay W. Weiss Center for
Social Medicine and Health Inequalities

Dear Professor Coombs:

At the General Welfare Committee meeting of the Faculty Senate on November 16, 2005, I was asked to expand on two issues:

1. The committee, which strongly embraced the proposal, wanted to know why the Center was presented solely as a School of Medicine undertaking. Several members of the committee felt the Center should be University-wide, multidisciplinary, and involve other schools and departments. We agree, but did not want to be presumptuous and go beyond what we hoped to accomplish during the initial years of the Center's existence. With an ultimate goal of creating a "Medical Peace Corps," it is our intention to make the Center a University-wide resource. Several medical school programs, such as those related to homeless health care and international medicine, already have extensive experience working on a broad scale across sites and with diverse stakeholders.
2. The Committee's second request was for us to expand on the organizational chart and describe how appointments of faculty members, staff, and Board members will be made, as well as to whom these individuals report and who is responsible for their evaluations.
 - i. The Medical Director will be recruited by a faculty committee and report to the Dean of the medical school.
 - ii. The Executive Director will be recruited by an internal working group* and, until a medical director is recruited, report to the Dean of the medical school.

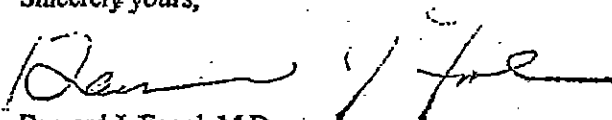
Senior Advisor to the President and Dean Emeritus
P.O. Box 016099 (M860)
Miami, Florida 33101
305-243-3243 • Fax: 305-243-3244

- iii. The Governing Board was chosen by the internal working group with the Dean agreeing to serve as first chair of the board.
- iv. The Faculty Steering Committee was chosen by the internal working group.
- v. The Residency Program Director was asked to serve by the Dean and the Chair of the Department of Medicine.
- vi. The M.D. Curriculum Pathway Leader will be chosen by the Governing Board with input from Faculty Steering Committee.

*(*The internal working group that worked on the project start-up included the dean, chair of department of medicine, dean for medical education, dean emeritus, assistant vice president for medical development, and members of the Weiss family.)*

I hope the above addresses the Committee's concerns. Please contact me if you have any further questions. Thank you.

Sincerely yours,



Bernard J. Fogel, M.D.
Senior Advisor to the President and Dean Emeritus
Miller School of Medicine at the University of Miami

BJF:bd

A: FACULTY SENATE

CONTENTS

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Introduction

The Miller School of Medicine at the University of Miami will establish the Jay W. Weiss Center for Social Medicine and Health Inequalities to honor the memory of the best friend the School has ever had and to carry on the legacy of humanitarianism that he enacted as a father, community leader, and champion of those in need.

Social Medicine focuses on the social conditions and characteristics of patients; the systemic causes of illness and the barriers to effective care; and the social responsibilities of the medical professional. Social Medicine intersects with other fields of study, including health economics; bioethics; public health and epidemiology; and health systems research.

The Jay W. Weiss Center for Social Medicine and Health Inequalities will have three purposes:

- To operate education programs in social medicine for M.D. candidates and residents as well as practicing physicians and the general public;
- To effect policy change that increases social medicine services and addresses the systemic causes of health inequities; and
- To become the organizational home for the School's existing social medicine-related activities as well as to develop new programs that reflect the School's mission of teaching, research, patient care, and community service.

This document sets out the Center's vision, mission, and goals, as well as the strategy and activities to achieve those goals.

Vision

For the Jay Weiss Center to be a major locus of service, research and education in Social Medicine

Mission

To reduce health disparities and ensure access to quality medical care at home and abroad; to affect health policy to better help the medically underserved; and to elevate humanitarian values in medical education

Goals

- To coordinate appropriate social medicine programs and activities under the aegis of the Jay Weiss Center
- To instill humanitarian values and a keen awareness of medical ethics in students, residents, and faculty
- To enact creative humanitarian responses to local and global health problems
- To establish innovative service programs that offer opportunities for interdisciplinary research on diseases, health disparities, medical ethics, and new forms of care
- To cultivate philanthropic support for social medicine
- To focus on primary care, prevention, and screening for the homeless, school children, immigrants, and women; and on the impact poverty has on infectious diseases such as HIV and tuberculosis
- To promote technical assistance, education, and research exchange programs between the School and other organizations locally and overseas
- To heighten awareness among medical professionals and the general public about social medicine

- To undertake policy and advocacy work that increases the amount of social medicine services and attacks the systemic causes of health disparities (We are sensitive to the need to avoid lobbying)

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The Jay Weiss Center will provide an overarching organizational structure and common identity to social medicine activities. Taking a holistic perspective on the School's humanitarian work and creating a framework of shared goals, the Center will add value by coordinating activities, facilitating communication, and creating and enhancing programs.

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The Center's approach will be incremental, building on existing programs locally and internationally. Initially, the Center will create, along with the Office of Medical Education, a social medicine pathway for the M.D. curriculum, and a Jay Weiss Residency in Global Health Equity and Internal Medicine in cooperation with the Department of Internal Medicine. The Center will seek over time to expand the residency program to include other disciplines.

Longer term goals are to establish a public policy and advocacy capability; start continuing medical education in social medicine for practicing physicians; support and enhance current programs selected by the Center's board; and, potentially, create a pilot project for an International Health Service Corps (Medical Peace Corps).

To secure support for its activities, the Center will work closely with its Governing and Administrative Board to target individuals, foundations, and other entities that support the advancement of social medicine.

Center Activities

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As it starts operation, the Center will focus on establishment of an M.D. social medicine pathway and a residency program in Global Health Equity and Internal Medicine.

M.D. Social Medicine Pathway

Starting in 2001, the medical school curriculum adopted an integrated, learner-centered model, introducing explicit new themes that include professionalism, medical humanities, cultural competencies, leadership and interdisciplinary teamwork. The curriculum reform also meant the establishment of "pathways of emphasis" such as genetic medicine, primary care, community health, child care, and dermatology. These pathways are intended to give students experiences in a specific field while still stressing the basic shared knowledge that all physicians gain in medical school. Two of these pathways are operational, with new ones to come online each year. One of the pathways still to be started is social medicine.

The challenge for each pathway is to secure the resources needed to offer a robust menu of courses and other activities. The substance of each pathway consists of: coordinated coursework, both required and elective; access to faculty mentors; research opportunities; and participation in local and national scientific and professional seminars and conferences.

The Jay Weiss Center will be the catalyst to jumpstart the social medicine pathway, providing assistance in the development and support of new courses. The goals of the new pathway will be to:

Goal I: Prepare M.D. students for work in underserved communities and with special populations

Objectives: Place faculty on the medical school admissions committee who will preferentially seek out and endorse applicants with a track record of

international health experiences and who have demonstrated exceptional humanitarian qualities

Support the medical students' free community health fairs

Support the medical student free volunteer evening clinic

Support and coordinate efforts with the existing community-based courses, Generalist Primary Care, and Family Medicine and Community Health

Develop new clinical elective courses working with diverse and underserved populations in South Florida

Goal II: Increase students' cross-cultural competency

Objectives: Work with course coordinators to enhance the existing curriculum in cultural diversity

Work with medical student organizations that already offer activities in cultural diversity

Create new activities designed to prepare students for their experiences in diverse underserved communities in South Florida

Goal III: Encourage research on global health issues

Objectives: Work with the course coordinator to use, whenever possible, global health examples in the Population Medicine and Epidemiology course

Pair interested students to faculty to work on research projects in global health

Work with the coordinators of the Eastern Student Research Forum (ESRF) to establish a section for presenting research work in the area of global health

Provide stipends to students to support their participation in meetings where their research projects in global health are presented

Build research projects into all international medicine experiences

Goal IV: Raise awareness of social policy and ethical issues related to global health

Objectives: Work with course coordinator to include global health issues in the Medical Ethics course

When preparing students to work with immigrant populations in South Florida, introduce the effects of US and foreign policies on those populations' health status

Develop a new elective course in social policy and international health

Goal V: Introduce students to the challenges of practicing in resource poor settings

Objectives: Work with course coordinators in the community based clerkships to include resource and access issues whenever discussing patient management

Promote student research that compares patient outcomes in resource poor settings with other less challenged settings

The Center will work with the Office of Admissions and Medical Education to identify five student candidates for the Social Medicine pathway each year. The Social Medicine pathway may include volunteer experiences with Project Medishare in years one and two, and international health electives in years three and four.

Residency in Global Health Equity and Internal Medicine

The Jay Weiss Residency in Global Health Equity and Internal Medicine will prepare graduates for leadership roles, with the goal of ameliorating health disparities as they affect the poor both in the U.S. and abroad. This program results from the working relationship developed between Partners in Health and Medishare, along with faculty from Harvard Medical School and the Miller School of Medicine. Harvard has a similar program, the Hiatt Residency in Health Equity in Internal Medicine, based at the Brigham and Women's Hospital in Boston.

For residents, electives in the second and third year will be modified to allow one-month training experiences in public health, tropical medicine and with nurses and community health workers. All residents may be expected to spend one month with our sister residency program in *Cap Haitien*, Haiti or with Dr. Paul Farmer at *Hopital Zanmi Lasante* in *Cange* Haiti.

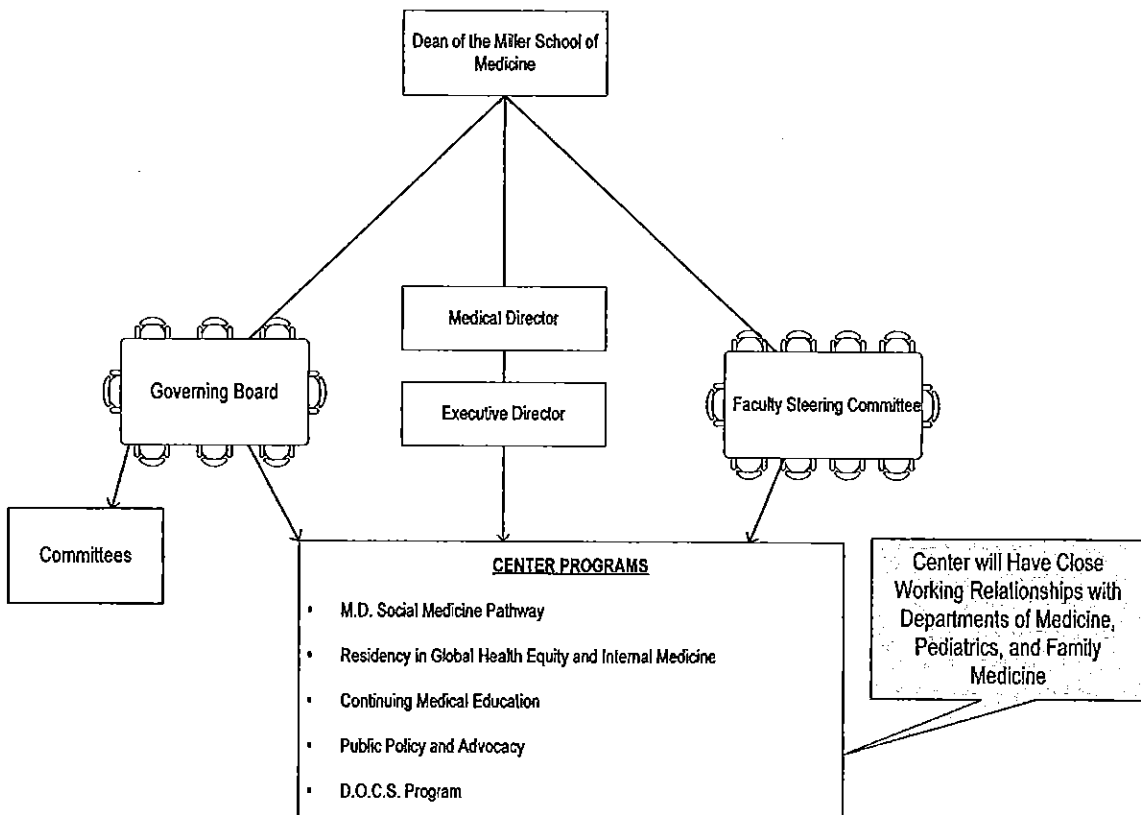
Goals:

By the end of their training, residents will have achieved the ability to:

- Evaluate and address the social determinants of health and disease
- Assess and impact health systems
- Carry out research relating to health disparities and global health
- Acquire skills in advocacy, leadership, and operational management of global health programs
- Obtain in-depth knowledge about the specific health problems affecting one geographic region of the world
- Develop a strong base in the ethics of international medical practice and research
- Master language fluency to practice medicine and carry out research in geographic area of interest

Organizational Structure

Jay W. Weiss Center for Social Medicine and Health Inequalities

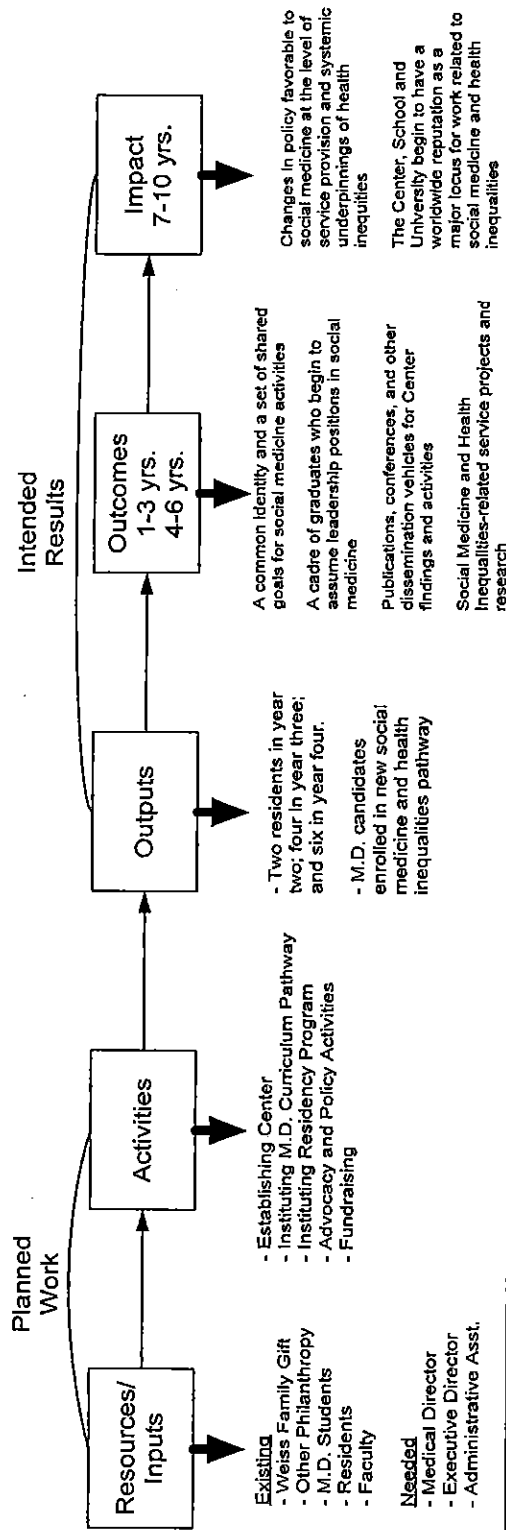


Implementation Timetable

<u>April – Sept. 2005:</u>	Assemble Governing Committee/Board
<u>Nov. 2005:</u>	Announce creation of Center
<u>Dec. 2005:</u>	Program Director and assistant start work Begin social medicine pathway for the M.D. curriculum Enroll first two residents in Residency Program in Global Health Equity and Internal Medicine
<u>Sept. 2007:</u>	Medical Director appointed Development Director hired
Possible Future Hire:	Public Policy and Education Director

Jay W. Weiss Center for Social Medicine and Health Inequalities

Logic Model



PLANNED WORK describes resources needed to implement program and what you intend to do.

Resources include the human, financial, organizational, and community resources a program has available to direct toward doing the work. Sometimes this component is referred to as **inputs**.

Planned Activities are what the program does with the resources. Activities are the processes, tools, and technology, and actions that are an intentional part of the program implementation. These interventions are used to bring about the intended program changes or results.

INTENDED RESULTS include all of the program's desired results (outputs, outcomes, and impact).

Outputs are the direct products of program activities and may include types, levels and targets of services to be delivered by the program.

Outcomes are the specific changes in program participants' behavior, knowledge, skills, status and level of functioning. Short-term outcomes should be attainable within 1-3 years, while longer-term outcomes should be achievable within a 4-6 year timeframe. The logical progression from short-term to long-term outcomes should be reflected in impact occurring within about 7-10 years.

Impact is the fundamental intended or unintended change occurring in organizations, communities or systems as a result of program activities within 7-10 years. Impact often occurs after the conclusion of project funding.

How to Read
Logic Model

Budget

EXPENSES	Year 1	Year 2	Year 3	Year 4	Total
Executive Director (1.0 FTE, CFB .345)	150,000	154,500	159,135	163,909	627,544
Administrative Assistant (1.0 FTE, CFB.345)	51,870	53,426	55,029	56,680	217,005
Faculty Support	100,000	103000	106090	109272.7	418,363
Overhead	75000	75000	75000	75000	300000
Resident Education (No. of Residents)	0	2	4	6	
Residents Salaries (.33 FTE)	0	40,000	84,000	132,000	256,000
Resident Lodging-Board (\$11K/yr.,.33FTE)	0	5,400	10,800	16,200	32,400
Res. Med. Ed. Dir Internal Medicine .40 FTE, CFB .243)	70,000	72,100	74,263	76,491	292,854
M.D. Education					
Student travel, lodging, board	15,000	17,500	20,000	25,000	77,500
Social Medicine Pathway	35,000	50,000	50,000	50,000	185,000
Total Expenses	496,870	570,928	634,321	704,559	2,406,666

REVENUES

Weiss Family Gift					
Jay W. Weiss Memorial Fund					
Corporate Support					
Individual Major Gifts					
Special Events					
Total Revenue					

*Salaries are increased by 3% per year; faculty support for teaching expenses at UM and outside.

Enrollment Report
Fall, 2005

Enrollment:

- 2276 New Freshmen (187 over budget)
- 651 New Transfers (49 under budget)
- 10,132 Total Undergraduate Degree

Inquiries:

- Over 220,000 inquiries for New Freshmen
- Highest in our history

Applications:

- 18,810 applications for New Freshmen
- Highest in our history
- 18,490 last year and 10,564 ten years ago
- 2905 applications for New Transfers
- Highest in our history
- 2680 last year and 2452 ten years ago

Selectivity:

- Acceptance Rate was 46% for New Freshmen
- This was 4% higher than last year
- We have been under 50% for the last five years
- Acceptance Rate was 46% for New Transfers
- This was 8% lower than last year

Yield

- Yield Rate for New Freshmen was 26%
- This is the same yield as last year
- It had been trending downward over the past several years
- Yield Rate for New Transfers was 49%
- This has not changed too much over the last ten years

Quality

- Mean rank for New Freshmen was 88.8%
- This was highest in history, slightly better than last year (88.5%)
- It was 81.3% ten years ago
- Median rank for New Freshmen was 92.9%
- This was highest in history, slightly better than last year (92.5%)
- 62% of New Freshmen were in the top ten percent of their HS class
- This was the same as last year
- It was 44% ten years ago
- The weighted HS gpa was 4.1
- The was the highest in history, tied with last year
- It was 3.7 ten years ago

- Mean SAT was 1258.
- This was highest in history, 8 points higher than last year
- It was 1155 ten years ago
- 75th-25th percentile of SAT was 1350-1180
- This was highest in history, 1340-1250 last year
- It was 1250-1050 ten years ago
- Ave college gpa for New Transfers was 3.2
- It was 3.3 last year and 3.0 ten years ago

Origin

- 42% of New Freshmen were from Florida
- It was 46% last year and 49% ten years ago
- 68% of New Transfers were from Florida
- It was 61% last year and 62% ten years ago

Other

- Fall-Fall New Freshmen retention was 89.2%
- This was highest in history; 87.3% last year
- It was 79.5% ten years ago

General Welfare Committee October 19, 2005 (SUMMARY)

1. Chair's remarks (3:30)
 - advised reps that they will be contacted from Senate regarding schedule to review chair evaluations
 - Last Senate meeting, the equity issue was discussed-a couple of people volunteered to do a reanalysis. Should we take them up on the offer. SG-would like to hear from the SOM School Council whether they would like to ask for reanalysis. When it goes to the School Council, if appropriate, if they want, there were volunteers to get a sense of that. *SC met & declined offer per WA note*
2. #Proposed revision of the University's Demonstration Policy – M. Borgeest (3:35)
Item was discussed for a little and then deferred until the next meeting due to timing issues.
3. #Faculty pursuing a degree in the department in which they have an academic appointment – S. Ullmann (3:50)
Item was deferred until the next meeting
4. #Proposed new retirement plan – T. LeBlanc (4:05)
Provost reviewed PP presentation as submitted to GWC and answered questions. A request was made to have the info requested at last GWC meeting on pension comparisons with other universities distributed. Diane Cook noted that she sent that information to Chair of the Senate after the last meeting. I will check with MC and make sure that that material is distributed (note: distributed info on 10/20-kl).
6. James W. McLamore Award nomination (4:30)
Bring forward two nominations to the Senate; Hipp and Tzakis and discuss at a later time the possibility of clarify procedure for nomination of awardee.
7. Means to promote academic success among junior faculty(4:45)
Item was deferred until the next meeting
8. MSOM response to the evaluation of clinical performance issue – W. Awad (5:00)
Dr. Awad gave a summary of how clinical performance is evaluated. After discussion, a motion was made to ask the MSOM School Council, through B. Awad, to work with the Dean to develop appropriate measures that may vary department, specialty, and subspecialty, peer evaluations of clinical performance that would both be valuable as feedback to the individual faculty member and also appropriate for evaluation in terms of reappointment, tenure, and salary increases. Formal motion that we express the sense of the GWC to Bill in his capacity as speaker of the counsel and that he follow up with the council and the incoming dean. The motion was seconded. A friendly amendment was offered that the GWC would remain seized of the question with the understanding that in due course we will be asking for a report. WA does not think that we will get it right away, it may be a year from now. An agreement was made to have a report made to the GWC by the October 2006 meeting.
9. Unico issue re: wages, health benefits, and bid to unionize (5:15)
Item was deferred until the next meeting
10. (ADDED AT THE MEETING)-Health Care
Steve Ullmann discussed the breakdown in not including the Senate on changes in health care plan before the changes were basically set and info already sent out and open enrollment planned. A motion was made and passed to have the Chair of the Senate send a strong memo to David Lieberman outlining the discussion of the GWC.

related material included

General Welfare Committee
November 16, 2005

1. Chair's remarks

- passing of Fred Nagel
- passing of Dean Yarger with memorial service instruction
- alternate GWC reps participating in discussion other than Senate agenda items. It was agreed that alternates reps should be excused
- reviewed upcoming agenda items so there will be long agenda.

2. Proposed revision of the University's Demonstration Policy

M. Borgeest, L. Lapaz, and B. Blake joined the meeting and participated in discussion. GWC discussed matter further without the three present and determined that the proposed policy as presented was not acceptable. A vote was taken and approved to have the Chair appt. a new Committee with members that are more familiar with the subject matter; not to include anyone from General Council: B. Gormley volunteered; a rec comm was made to include Nancy Clasby and to assure that a student representative is included. After the meeting, Mary suggested that R. Williamson be included and that the Student Rep. could possibly be a rep from the Law School.

3. Faculty pursuing a degree in the department in which they have an academic appointment

S. Ullmann presented his proposal to the GWC and the GWC discussed the issue after he left. The GWC determined that before this matter is brought before the Senate, they (the GWC) would need to see the following data:

- 1) Sense of the faculty in at least the schools that show an interest now (NUR, COMM, A&S)
- 2) Graduate Council support
- 3) Survey of what AAU institutions allow this in their schools
- 4) Deans asked if they are in support of this and/or how it would affect their schools

4. Cancer Biology Ph.D. Program proposal

Dr. Helfman presented in place of Dr. Bookman. The Senate voted to bring forward to the Senate as is with support a majority of the GWC.

5. Proposal for the establishment of the J. Weiss Center for Social, Medical, and Health Inequalities – B. Fogel (4:20)

SG requested info on the appointment and review of the director. He stated that that was "explicit in the FM". B. Fogel did mention, and we requested a cover memo to the effect, that eventually, they would like to expand their activities to involve the entire university.

6. Outstanding Teaching Award

- a) nomination for 2006
OTA nominated Diana Lopez (MSOM); GWC accepted nomination
- b) #modification of charge
Due to timing, this item was deferred

7. Interpretation of the Faculty Manual by General Counsel

Alan Swan joined mtg. to discuss history and participate in the plan of action.
-MC will ask Provost to attend Jan GWC meeting to discuss this matter
-MC to meet with the Provost first to give history and then decide if a special meeting would be better than adding to the existing Jan GWC meeting where discussion is not focused on one item. If so, will try for earliest opportunity in January. SG suggested that BB receive a censure and or submit his resignation. GWC members agreed to hold on that until meeting with the Provost.

8. Unico issue re: wages, health benefits, and bid to unionize

MC will ask M. Fischel to draft a resolution for the Senate to pass onto the President noting that we do not support the administrations actions.

Faculty Senate Office

From: Coombs, Mary I. [mcoombs@law.miami.edu]
Sent: Friday, November 18, 2005 4:23 PM
To: Green, Steven M.
Cc: Faculty Senate Office
Subject: RE: item to announce

Steve,
As I (think I) indicated at GWC, I'll turn to you at the end of my oral chair's remarks to do this. So it's yours, but without the need of a numbered agenda item.
Mary

Kim,
Remind me of this closer to 11/30. Your young memory is better than my old one.

-----Original Message-----

From: Steven Green [mailto:steven.green@miami.edu]
Sent: Thursday, November 10, 2005 6:23 AM
To: Coombs, Mary I.
Subject: item to announce

We now have Board approval and will be offering independent financial advice for retirement/investment planning beginning next year. At one of the upcoming next Senate meetings, I suggest this be announced as a benefit ENHANCEMENT (it's not very often we can do this!). It could come from within your Chair's notes, you could ask the President to mention it, or I could do it very briefly as an agenda item.

Hope you will have, had, or are having a good trip.

Cheers,

- Steve

MEMORANDUM

To: Faculty Senate
 From: Mary Coombs, Chair
 Date: November 23, 2005

Subject: Chair's Remarks for November 30, 2005 Faculty Senate Meeting

First, remember that this meeting will be held at the Rosenstiel Medical School Building, 4th Floor Auditorium, Miller Medical School Campus. The Metrorail will take you within two blocks; if you drive, park in the Park West parking garage and go to your right after exiting at the front of the building.

The time since our canceled October meeting has brought at least two sad items: both our former colleague, Fred Nagle of the Department of Geological Sciences and Sam Yarger, Dean of the School of Education, died recently. The memorial service for Fred Nagle is on Thursday, December 1, at 1:00 p.m. at the Chapel of the Venerable Bede, 1150 Stanford Drive. For more information visit: <https://www.miami.edu/faculty-senate/05-06-Senate/11-30-05/NAGLE-Obituary.pdf>

Another important reminder: Because of the lost October meeting, we will have to use the tentatively reserved December dates: GWC will meet on December 7 and the Faculty Senate on December 14. One item likely to appear on the agenda for those meetings is the proposed changes in the retirement plan.

The McLamore Outstanding Service Award ceremony has moved from December 7, 2005 to March 1, 2006, in the McLamore Executive Dining Room at the School of Business (the recipient will be chosen at this meeting of the Senate).

Another casualty of the disruptions of Wilma are the Town Hall meetings that the Faculty Senate leadership had intended to do again this year. We have decided that everyone is just too distracted to make that exercise profitable.

On a more positive note, last year the Academic Standards committee recommended that "the Senate sponsor some sort of faculty forum on the meaning of "superior attainment." We are happy to announce that Professor Richard Light of Harvard, a well-recognized expert in these matters, will be coming to campus on February 21, 2006, to lead discussion on this and related issues. His visit will be co-sponsored by Andy Gomez of the Provost's Office as part of the SACS reaffirmation efforts. My thanks to Stephen Sapp, who took the laboring oar on this, and Andy. More details will be made available to you shortly.

In the interest of efficiency, I have not scheduled an oral presentation on enrollment by Paul Orehovec. Instead he has prepared a written summary of the data, available at <https://www.miami.edu/faculty-senate/05-06-Senate/11-30-05/enrollment-2005.pdf>. Any questions should be sent directly to Paul at porehovec@miami.edu. If anyone believes an oral report to the full Senate would be valuable, please let me know.

The Senate asked for a follow-up regarding the procedures by which the Miller School of Medicine evaluates clinical performance of its faculty. The results of the efforts made in response to our request by Dr. William Awad, the Chair of the Medical School Council, were

reported to the GWC this month by Professor Mary Ann Fletcher. The gist of that report was that the procedures by which the Miller School of Medicine evaluates faculty clinical performance were discussed at the November 2005 meeting of the Medical School Council. The consensus of the Council was that the issue was complicated and required further study. The Speaker of the Council appointed a committee to look into this issue and to report back to the Council at a later date.

Evaluation of Department Chairs who are Senators: As we begin this year's chair review process we have, not for the first or likely last time, an "evaluee" who is also a Senator. I am using the usual processes, with the modest modification that the person under review will be excluded from access to any information in his role with the Senate and appropriate care will be taken to choose reviewers who are most likely to be neutral and unbiased. The evaluations are now complete; the reviews by GWC members should be finished shortly.

Approval of Legislation: The President approved Legislation #2005-01- Name change for the Women's Studies program in the College of Arts and Sciences to Women's and Gender Studies.

September 28, 2005
Faculty Senate minutes

The meeting, held in the Hurricane 100 room in the Convocation Center, opened at 3:30 p.m.

CHAIR'S REMARKS

The Chair had no comments beyond her memorandum to Senators included with the agenda.

APPROVAL OF AGENDA

The meeting agenda *passed unanimously* with the understanding that the order may need to be amended slightly since the President and Provost were running a little late.

PRESIDENT'S REMARKS

The President informed the Senate that Professor Tom Gormley, Associate Professor in the Department of Art and Art History, passed away and a memorial service will be held on Wednesday, October 5, 2005. Major announcements will be made in October about gifts, including the Alumni House, and a naming opportunity for the Convocation Center. The Wellness Center at the Miller School of Medicine should be finished in the spring, and approval for a number of buildings is expected before the end of the year, including a new wet lab building, hospital, and outpatient facility. There should be announcements shortly on the new housing and plans for the South Campus as soon as the permit process is complete. The President discussed the land swap with Camillus House that has already been announced.

APPROVAL OF MINUTES

The minutes of August 31, 2005, *passed unanimously*.

RESULTS OF THE FACULTY SURVEY

Provost LeBlanc shared the main points of the faculty survey as follows: Out of about 870 respondents, there was wide-spread satisfaction with the clear understanding that sexual harassment is not tolerated within schools (81%) or the University (79%); 77% are satisfied/very satisfied with the library services and 83% with the on-line resources; 67% are satisfied/very satisfied with the quality of UM students; and 60% are satisfied/very satisfied with respect to overall job satisfaction. There was concern about open communication in the institution, with 38% dissatisfied/very dissatisfied at the school level and 36% university-wide; regarding leadership, 40% are dissatisfied at the school level and 23% at the university level; 42% are dissatisfied/very dissatisfied with the support for research; between 42%-45% are dissatisfied/very dissatisfied with input and decision making at either the school or university level; 46% are dissatisfied/very dissatisfied with parking availability; and 55% are dissatisfied/very dissatisfied with faculty salaries. Individual comments of those surveyed prompted the following observations: In general the faculty believe that the reputation of the University is improving, with improvement shown in students, public spaces, and visible rankings; there is wide spread appreciation for President Shalala's leadership; there is clear progress in the library under Bill Walker's leadership; there are many concerns about the College of Arts and Sciences, especially the lack of continuity in leadership; there is a clear understanding about the importance of the dean search in the Miller School of Medicine; there is a general concern about the fairness of University policies with respect to dealings with faculty. The Provost stated that he will be looking at these issues very carefully during the coming year

and will seek input about how we move forward and get better. After a question and answer session, the Provost was thanked for his very detailed report to the Senate. A brief article summarizing the survey will be placed in *e-Veritas*.

PROPOSAL FOR MAKE-UP OF MISSED CLASSES DUE TO UNIVERSITY CLOSURE

Provost LeBlanc explained that hurricanes forced the University to close twice, which resulted in the loss of classes on two Mondays, one Tuesday, and one Friday. He suggested that one of the lost Monday classes be made up using the Monday of reading days, with the Tuesday reading day held in reserve "in the event that the hurricane season is not over." The other Monday, Tuesday, and Friday classes will not be made up. He stated that we need to take a look at the University calendar in a broader perspective, but in the meantime, the proposal offers an immediate resolution to the current situation. The proposal has received the approval of the deans, the Vice President for Student Affairs, and the Senate officers among others. After discussion, *the Senate voted unanimously* to accept the proposal.

PROPOSED REPLACEMENT MEMBER TO SERVE ON THE HEARING PANEL

The Chair stated that the Hearing Panel was approved at the August Senate meeting but a change to that list needed to be approved. Seth Thaller was added to the panel to replace William Awad, who is not eligible to serve because he is a Senator. *A motion* to accept the reconstituted Hearing Panel was made and seconded. *The motion passed unanimously*.

UPDATE ON EQUITY DATA FOR THE DEPARTMENT OF MEDICINE

At the Senate meeting on March 30, 2005, a report was given regarding gender equity at the Miller School of Medicine. That report had included information on the basic science departments with a commitment to report on figures for the Department of Medicine. Robert Duncan presented the requested report showing gender distribution according to academic rank and type of appointment within the Department of Medicine. The contents and implications of the report were discussed. After further discussion, *a motion was made* to have the copies of the report that were distributed at the meeting returned to maintain confidentiality. *The motion passed by a majority*.

The meeting adjourned at 5:45 p.m.

Kimberly Litman
Secretary of the Faculty Senate

Mark Lomarga (Tak Mak, OCI) November 1998
Paul LaPointe (Jean Gariepy, OCI) April 1999
Brett Robb (Philip Marsden, OCI) April 1999
Sara Oster (Linda Penn, OCI) June 1999
Zubin Master (Dan Dumont, OCI) June 1999
Ben Wetch (Armen Manoukian, OCI) August 1999
Cristoforo Silvestri (Liliana Attisano, U of T) August 1999
Russell Jones (Pam Ohashi, OCI) August 1999
Cynthia Ho (Linda Penn, OCI) September 1999
Kata Boras (Paul Hamel, U of T) December 1999
Stéphanie Backman (Tak Mak, OCI) December 1999
Rob Cairns (Dick Hill, OCI) May 2000
Paul Jorgensen (Mike Tyers, MSHRI) May 2000
Amandine Truong (Yacov Ben-David, Sunnybrook) March 2001
Jennifer Wan (Rick Miller, OCI) March 2001
Kevin Truong (Mitsu Ikura, OCI) March 2001
Mark Niedre (Brian Wilson, OCI) April 2001
Isolde Seiden (Ming-Sound Tsao, OCI) May 2001
Grant Welstead (Chris Richardson, OCI) May 2001
Chris Bakal (Rob Rottapel, OCI) June 2001
YingJu Jang (Tak Mak, OCI) June 2001
Megan Culley (Tak Mak, OCI) July 2001
Raymond Kim (Tak Mak, OCI) July 2001
Ahalya Mahendra (Greg Hannigan, HSC) September 2001
Kathrin Zaugg (Tak Mak, OCI) April 2002
Wissam Assaily (Sam Benchimol, OCI) August 2002
Dawn Edmonds (Lea Harrington, OCI) March 2003
Jason Fish (Philip Marsden, U of T) May 2003
Billie Au (Wen-chen Yeh, OCI) June 2003
Richelle Sopko (Brenda Andrews, U of T) June 2003
Sian Bevan (Philip Marsden, U of T) July 2003
Amy Lin (Tak Mak, OCI) August 2003
Larissa Moniz (Vuk Stambolic, OCI) March 2004
Anita Bane (Irene Andrulis, MSHRI) August 2004
Ira Kim (Wen-Chen Yeh, OCI) April 2005
Priscilla Lau (Peter Cheung, OCI) June, 2005