



MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp
Chair, Faculty Senate 

Date: September 26, 2007

Subject: Faculty Senate Legislation #2007-20(B) – Approval of the (NCMHD), National Center on Minority Health and Health Disparities-University of Miami Center of Excellence for Hispanics health Disparities Research: El Centro

The Faculty Senate, at its March 28, 2007 meeting, voted unanimously to approve the (NCMHD), National Center on Minority Health and Health Disparities-University of Miami Center of Excellence for Hispanics health Disparities Research: El Centro. The proposal is enclosed for your reference.

The legislation is now forwarded to you for your action.

SS/ib

cc: Thomas LeBlanc, Executive Vice President and Provost
David J. Birnbach, Vice Provost for University Administration and Faculty Affairs

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

Faculty Senate
1252 Memorial Drive, 325 Ashe Admin. Bldg.
Coral Gables, Florida 33124
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<http://www.miami.edu/FacultySenate>
email: facsen@miami.edu



MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp 
Chair, Faculty Senate

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Subject: Faculty Senate Legislation #2007-20(B) – Approval of the (NCMHD), National Center on Minority Health and Health Disparities-University of Miami Center of Excellence for Hispanics health Disparities Research: El Centro

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SS/ib

cc: Thomas LeBlanc, Executive Vice President and Provost
David J. Birnbach, Vice Provost for University Administration and Faculty Affairs

Faculty Senate Legislation #2007-20(B) – Approval of the (NCMHD), National Center on Minority Health and Health Disparities-University of Miami Center of Excellence for Hispanics health Disparities Research: El Centro

PRESIDENT’S RESPONSE

APPROVED:  DATE: 10/1/07
(President’s Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Dean - School of Nursing

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

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

Mailing Address:
P.O. Box 248153
Coral Gables, FL 33124-3850



Coral Gables, FL 33143
Telephone: 305-284-3666
Fax: 305-284-5686

MEMORANDUM

TO: Dr. Stephen Sapp, Chair,
Faculty Senate

FROM: Dean Nilda (Nena) P. Peragallo
School of Nursing and Health Studies

DATE: March 14, 2007

A handwritten signature in black ink, appearing to read "Nilda Peragallo". The signature is written in a cursive style and is positioned to the right of the "FROM:" field.

On behalf of the School of Nursing and Health Studies, I hereby request Faculty Senate approval of the "NCMHD (National Center on Minority Health and Health Disparities) - University of Miami Center of Excellence for Hispanic Health Disparities Research: *El Centro*." We are seeking approval under Faculty Manual Bylaw B6.6 for an "Other Named or Titled Academic Unit." *El Centro* will be funded under a grant from the NIH (NCMHD is part of the NIH). As stipulated in Bylaw B6.6, *El Centro* will coordinate and promote research, instruction, conferences, seminars, workshops, etc., within a specified area (Hispanic health disparities research). *El Centro* will not award tenure, confer degrees, or offer primary faculty appointments independent of a department.

El Centro will be supported through a \$4.75 million P-60 Center of Excellence grant (direct costs; \$7.2 million in total costs) over 5 years from the NIH. The NIH review committee recommended that the grant be funded as requested. If the funding does not come through, we will withdraw our request for a named unit. The research studies and infrastructure of *El Centro* are intended to strengthen existing and generate new programs of research which will lead to new funded studies. We will also solicit private donors to support additional *El Centro* initiatives. We expect to apply to NIH for renewal of the Center of Excellence grant beyond the initial 5 year funding period. The end of the initial funding period coincides with the 5-year review of the unit in the Faculty Senate, at which time we will likely know *El Centro*'s status

with regard to renewal of NIH funding. At that point, the senate will have the opportunity to assess El Centro's prospects for adequate ongoing funding.

Attached please find:

- A brief description of the unit, including its operating rules.
- A memo signifying approval of the Faculty of the School of Nursing and Health Studies.
- A memo from Dean Goldschmidt signifying approval of collaboration in El Centro by Faculty from the School of Medicine.
- A memo from Dr. Licinio, chairman of the Department of Psychiatry and Behavioral Sciences, signifying approval of collaboration in El Centro by Faculty from his department.
- A memo from Dr. Szapocznik, Director of the Center for Family Studies, signifying approval of collaboration in El Centro by Faculty from his Center.
- Letters of support that were submitted as part of the grant proposal from President Shalala, Provost LeBlanc, Dean Goldschmidt, and Dr. Jose Szapocznik.

**NCMHD - UM Center of Excellence for Hispanic Health Disparities Research:
*El Centro***

Mission. The primary mission of *El Centro* is to advance the scientific development and evaluation of culturally-tailored interventions in a constellation of behaviorally-rooted health conditions that disproportionately affect Hispanics: Substance abuse, HIV/AIDS and sexually transmitted infections (STIs), family and intimate partner violence (IPV), and co-occurring mental health conditions that impact and are impacted by these other conditions. A second mission of *El Centro* is to develop knowledge on the mechanisms by which culture-related processes lead to or protect from health problems and are linked to differential treatment responses across health conditions. A third mission of *El Centro* is to train the next generation of health disparities scientists. *El Centro* will contribute to the NIH's mission of improving the nation's health by developing and promoting ongoing scientific discovery about the prevention and treatment of health conditions that contribute to health disparities.

Cores. *El Centro* has three core components: (1) Administrative Core, (2) Research Core, and (3) Research Education and Training Core. Together, these Cores will oversee *El Centro's* research, training, and outreach activities and facilitate the achievement of the mission. An Organizational Chart is presented on the next page.

1. Administrative Core. The Administrative Core is responsible for providing stewardship for *El Centro's* mission and overseeing the day-to-day management and overall direction of *El Centro* relating to the University, the funding agency, and the community at large. The Administrative Core will allocate resources to *El Centro* projects and work closely with the University to ensure solid fiscal management and support of all *El Centro* activities. The Administrative Core manages relationships between *El Centro* and the Advisory Boards (Scientific Advisory Board, Community Advisory Board). *El Centro's* administrative offices will be located at the University of Miami School of Nursing and Health Studies, 5030 Brunson Drive, Coral Gables, Florida, 33146.

1.a. Leadership Units.

1.a.i. PI-Co-PI Team. Primary responsibility for the direction and leadership of *El Centro* lies with the PI, Dr. Peragallo and the Co-PI, Dr. Mitrani. They will meet weekly to provide administrative review, identify and guide the correction of operations problems, facilitate research implementation, and assess resource allocation. They will meet as needed with Core Directors to ensure progress on all Core functions.

1.a.ii. Steering Committee. The Steering Committee will be charged with developing policy for the conduct of *El Centro* and ensuring collaboration on all policy issues pertaining to the studies or Cores. The committee will meet every other week and will be responsible for: (1) providing strategic planning for Core activities; (2) providing ongoing monitoring and conducting a yearly evaluation of the progress of the Cores; (3) monitoring the work of individual research studies; (4) selecting pilot studies for *El Centro* funding; (5) providing oversight and guidance for studies; (6) reviewing Core functions and assessing their effectiveness; (7) planning new research, training, outreach and dissemination initiatives spin-off projects; (8) disseminating research findings to the public at large; and (9) selecting the Post-doctoral fellow.

1.a.iii. Core Directors. Core Directors will provide leadership and oversight for their respective areas and serve as primary liaison between their Cores and the PI/Director, Co-PI, and members of the Steering Committee, Scientific Advisory Board, and Community Advisory Board.

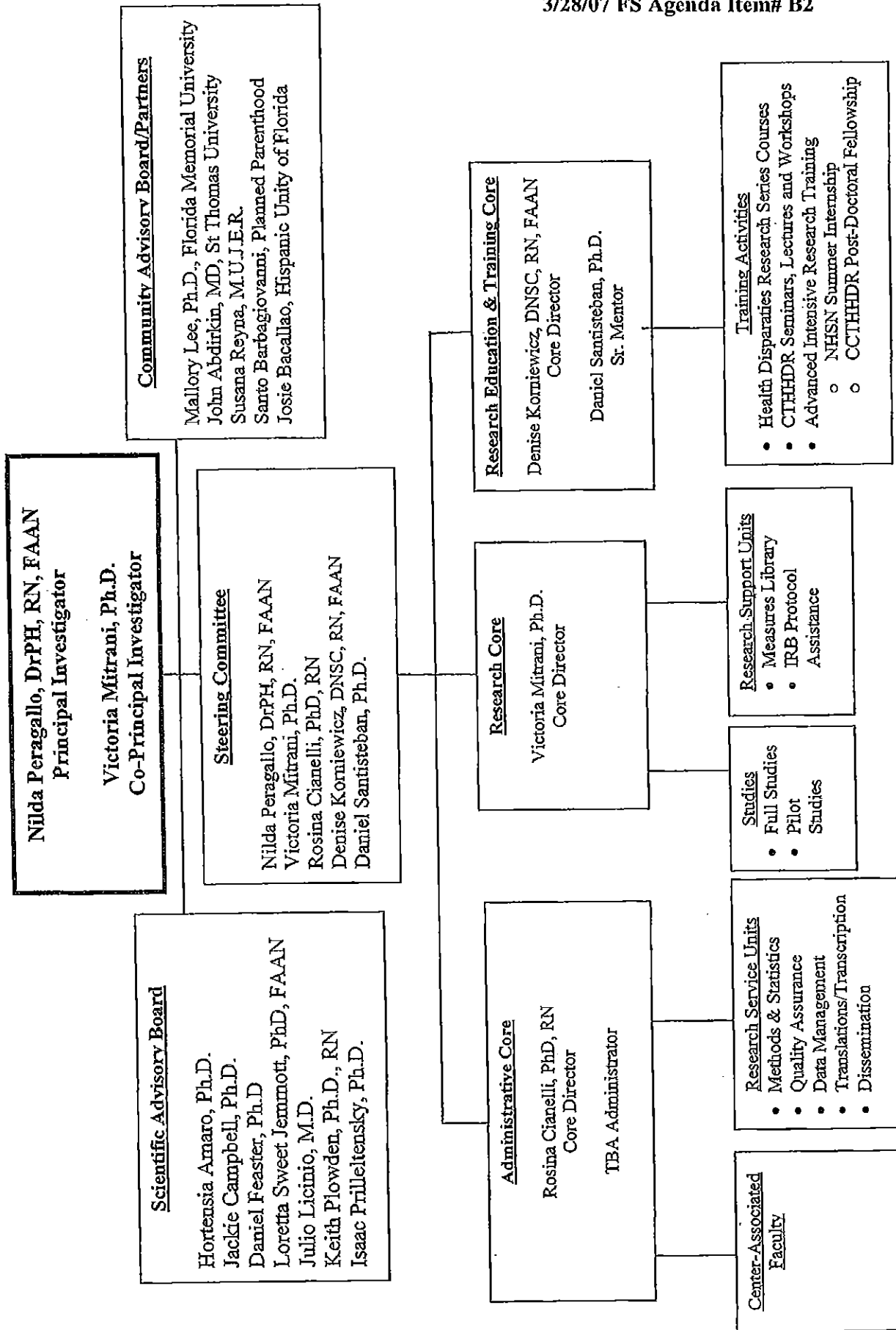
2. **Research Core.** The mission of *El Centro's* Research Core is to support the research studies, facilitate scholarly excellence and productivity, and promote the development of new research initiatives. The Research Core contains *El Centro's* research studies, an ongoing Pilot Studies Program, and support mechanisms for ongoing studies and for generating new research to advance intervention science to reduce Hispanic health disparities. Pilot studies will be selected with an NIH-like process of proposal submission and review. The Research Core will provide well articulated quality control and study oversight mechanisms in collaboration with investigators and the Administrative Core's Quality Assurance Service Unit. Investigators will be provided with extensive support to ensure study and data integrity and productivity.

3. **Research Education and Training Core.** The Research Education and Training Core aims to equip emerging investigators and health professionals with the knowledge and skills necessary to conduct culturally competent research, for Hispanics and other minority groups, through successful coursework, mentoring and collaboration with investigators who are associated with *El Centro*. The Research Education and Training Core also aims to be a resource for the entire University and local community. To achieve this goal the majority of Research Education and Training Core activities will be available to individuals who are outside of *El Centro*. The following table presents the learning opportunities that will be offered by the Research Education and Training Core.

Research Education and Training Core Activities

- (1) Health Disparities Research Series Courses (for undergraduate, graduate and medical students, and health professionals)
- (2) Research Practica (for graduate and medical students)
- (3) Seminars, Lectures and Workshops (for undergraduate, graduate and medical students, health professionals and faculty)
- (4) Advanced Intensive Training (for advanced graduate students and junior investigators)
 - (a) Summer Research Training Institute under the auspices of the National Hispanic Science Network on Drug Abuse.
 - (b) Hispanic Health Disparities Research Post-Doctoral Fellowship

NCMHHD – UMI Center of Excellence for Hispanic Health Disparities Research: El Centro



Mailing Address:
P.O. Box 248153
Coral Gables, FL 33124-3850

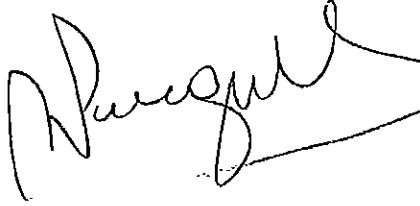


SCHOOL OF NURSING
AND HEALTH STUDIES

305-284-3300
Coral Gables, FL 33143
Telephone: 305-284-3666
Fax: 305-284-5686

MEMORANDUM

TO: Dr. Stephen Sapp, Chair
Faculty Senate

FROM: Dr. Nilda (Nena) P. Peragallo
Dean and Professor 

DATE: February 28, 2007

RE: Approval of the National Center on Minority Health and
Health Disparities (NCMHD) University of Miami - Center for
Excellence for Hispanic Health Disparities Research: *El Centro*

This is to inform you that the National Center on Minority Health and Health Disparities (NCMHD) University of Miami - Center for Excellence for Hispanic Health Disparities Research: *El Centro* as well as its mission and organizational structure was unanimously endorsed and approved by faculty vote at the Meeting of School Council of the School of Nursing and Health Studies on February 21, 2007.

If you require further information, please contact me at (305) 284-2107. Thank you.

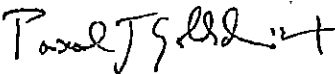
NPP:mlg

MILLER
SCHOOL OF MEDICINE

Pascal J. Goldschmidt, M.D., FACC
Senior Vice President for Medical Affairs and Dean
Chief Executive Officer, Miami Medicine

MEMORANDUM

TO: Dr. Stephen Sapp, Chair
Faculty Senate

FROM: Dr. Pascal J. Goldschmidt 
Senior Vice President and Dean
Leonard M. Miller School of Medicine

DATE: February 28, 2007

RE: Approval of the National Center on Minority Health and
Health Disparities (NCMHD) University of Miami - Center for
Excellence for Hispanic Health Disparities Research: *El Centro*

This is to inform you that I support the establishment of the National Center on Minority Health and Health Disparities (NCMHD) University of Miami - Center of Excellence for Hispanic Health Disparities Research: *El Centro* at the University of Miami School of Nursing and Health Studies and approve of the participation of faculty from the Leonard M. Miller School of Medicine in *El Centro* activities.

Thank you.




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

MILLER
SCHOOL OF MEDICINE

MEMORANDUM

TO: Dr. Stephen Sapp, Chair
Faculty Senate

FROM: Dr. Julio Licinio 
Professor and Chairman
Department of Psychiatry and Behavioral Sciences

DATE: February 28, 2007

RE: Approval of the National Center on Minority Health and
Health Disparities (NCMHD) University of Miami - Center for
Excellence for Hispanic Health Disparities Research: *El Centro*

This is to inform you that I support the establishment of the National Center on Minority Health and Health Disparities (NCMHD) University of Miami - Center of Excellence for Hispanic Health Disparities Research: *El Centro* at the University of Miami School of Nursing and Health Studies and approve of the participation of faculty from the Department of Psychiatry and Behavioral Sciences in *El Centro* activities.

Thank you.




MILLER
SCHOOL OF MEDICINE

José Szapocznik, Ph.D.
Director

MEMORANDUM

TO: Dr. Stephen Sapp, Chair
Faculty Senate

FROM: Dr. Jose Szapocznik, Professor and Director
Center for Family Studies 

DATE: February 28, 2007

RE: Approval of the National Center on Minority Health and
Health Disparities (NCMHD) University of Miami - Center for
Excellence for Hispanic Health Disparities Research: *El Centro*

This is to inform you that I support the establishment of the National Center on Minority Health and Health Disparities (NCMHD) University of Miami - Center of Excellence for Hispanic Health Disparities Research: *El Centro* at the University of Miami School of Nursing and Health Studies. The Center for Family Studies collaborated in the establishment of *El Centro*, and thus Center for Family Studies faculty will participant in *El Centro* activities.

Thank you.





Thomas J. LeBlanc, Ph.D.
Executive Vice President and Provost

MEMORANDUM

May 2, 2007

To: Steve Sapp
Chair, Faculty Senate

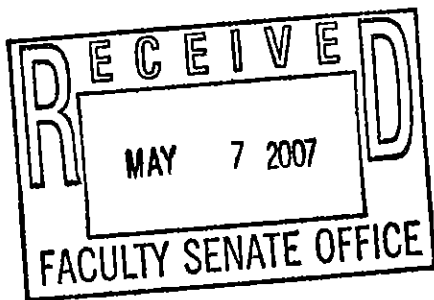
From: Thomas J. LeBlanc, Ph.D. *TJL*
Executive Vice President and Provost

Subject: El Centro

I write to confirm that the Deans approved the establishment of the National Center on Minority Health and Health Disparities (NCMHD) Center of Excellence for Hispanic Health Disparities Research: El Centro at the May 2nd meeting of the Academic Deans' Policy Council.

TL/em

cc: Dean Nena Peragallo



IN/OUT (IB) EF F C

P.O. Box 248033
Coral Gables, Florida 33124-4628
305-284-3356
Fax: 305-284-6758



July 21, 2006

Nilda P. Peragallo, DrPH, RN, FAAN
Dean and Professor
School of Nursing and Health Studies
University of Miami
5801 Red Road
Coral Gables, Florida 33124

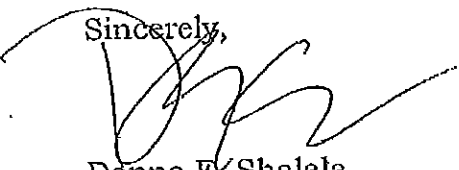
Dear Nena:

The University of Miami wholeheartedly endorses your effort to establish an NIH/NCMHD Research Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research. I am pleased to provide this letter in support of your grant application to the NIH/NCMHD.

The research and training mission of your center are fully in keeping with the mission of the University of Miami. The work of your expert team of research scientists will greatly enhance the University of Miami's efforts to improve the quality of health care in South Florida and beyond. Given the demographics our region and the health needs of our community, your research to create culturally-tailored interventions to improve minority health and eliminate health disparities in the areas of HIV/AIDS, substance abuse, and domestic partner violence will be of vital importance to our region and indeed our nation.

The collaborative, interdisciplinary nature of your center will strengthen the ties between the University of Miami's School of Nursing and University of Miami and the Leonard M. Miller School of Medicine. I applaud your efforts and wish you success in your application to the National Center on Minority and Health Disparities.

Sincerely,



Donna E. Shalala

DES: lrp

146
Office of the President
P.O. Box 248006
Coral Gables, Florida 33124-4600
305-284-5155



Thomas J. LeBlanc, Ph.D.
Executive Vice President and Provost

July 27, 2006

Nilda P. Peragallo, DrPH, RN, FAAN
Dean and Professor
School of Nursing and Health Studies
University of Miami
5801 Red Road
Coral Gables, Florida 33124

Dear Dean Peragallo:

The University of Miami fully supports your grant application to the NIH/NCMHD to establish a Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research. I am pleased to provide this letter detailing the University's commitment to the project and to you as the Principal Investigator/Center Director.

The mission and goals of the proposed NCMHD Center are directly aligned with the University's mission to educate and nurture students, create knowledge, and provide service to our community and beyond. As the leading academic medical center in the Southeast, the University of Miami is committed to comprehensive clinical education, teaching, and research that improve the quality of health care in South Florida and have a decisive impact on the health of UM's global community. Your team of scientists and researchers is ideally suited to provide national leadership in the development of culturally-tailored interventions to improve minority health and eliminate health disparities that disproportionately affect Hispanic populations.

To support your efforts, the University of Miami will be pleased to recognize the Center as a formal entity. The University will provide space on its Coral Gables and Medical campuses, including a two-office suite of 720 square feet in the Rosenstiel Medical Science Building and two offices comprising 243 square feet in the new Clinical Research Building on Medical Campus. The administrative offices of the Center will be located in a 1,500 square foot suite on the third floor of the new M. Christine Schwartz Center for Nursing and Health Studies on the Coral Gables Campus. The University will also provide 50% support for the position of a biostatistician and support the infrastructure of the Center through indirect costs. In addition, administrative resources of the University will be available to your scientists to support their research, training, and community outreach activities. Your position as Dean of the School of Nursing and Health Studies will enable you to leverage the resources of the School of Nursing and Health Studies and the full collaboration of the Leonard M. Miller School of Medicine.

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P.O. Box 248033
Coral Gables, Florida 33124-4628
305-284-3356
Fax: 305-284-6758

In recognition of your role as Principal Investigator/Center Director, the University acknowledges your responsibility and authority in the areas of general administration, fiscal management, and oversight of all research activities in full compliance with the policies of the NIH and the University of Miami's Office of Research. The University also recognizes your primary role in the oversight and management of the Center's three cores and two advisory boards.

The University recognizes your reporting structure as follows: your Management Team is comprised of the Co-Principal Investigator/Co-Director, an Administrator, and a Staff Assistant. This team will meet weekly to provide administrative review, identify operation problems, facilitate research implementation, and assess resource allocation. They are assisted in their efforts by a Steering Committee comprised of the Co-Principal Investigator/Co-Director who is also the Research Core Director, a Research Training Core Director, an Administrative Core Director, a Research Training Core Senior Advisor, and an Administrator. The Steering Committee will meet every other week and be responsible for developing policy for the conduct of Center research and ensuring collaboration on all policy issues pertaining to the studies or Cores. Should the Center undergo a change of leadership, I understand that you have a succession plan that appoints the Co-PI/Co-Director as director and addresses all relevant details of Center leadership and administration.

To advance your mission and ensure the long-term stability of the Center, the University of Miami will support the promotion and dissemination of your research and community outreach efforts through its offices of media relations and communications. The University is committed to the long-term stability of the Center and will pursue funding opportunities from public and private sources beyond the initial five-years of support from the NIH/NCMHD. Based on the innovation, originality, and impact of your research, the University also anticipates that the Center will be eligible to apply to the NIH/NCMHD for competitive renewal funding, should this be available.

Collaborative, interdisciplinary research lies at the heart of the University of Miami's mission. For over fifty years, our nursing and medical schools have partnered in education, training, and research to improve the health of individuals throughout South Florida and beyond. Your NCMHD Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research builds on this foundation and will have a real and direct impact on health care both here in South Florida and across the nation. I applaud your efforts and am pleased to fully endorse this vitally important project.

I wish you great success in your application to the National Center on Minority and Health Disparities and look forward to the positive results that this collaboration has in store for our local and extended community.

Sincerely,

A handwritten signature in cursive script that reads "Thomas J. LeBlanc".

Thomas J. LeBlanc
Executive Vice President and Provost

MILLER
SCHOOL OF MEDICINE

Pascal J. Goldschmidt, M.D., FACC
*Senior Vice President for Medical Affairs and Dean
Chief Executive Office, Miami Medicine*

July 25, 2006

Nilda P. Peragallo, DrPH, RN, FAAN
Dean and Professor, School of Nursing and Health Studies
University of Miami
5801 Red Road
Coral Gables, Florida 33124

Dear Dr. Peragallo:

I am writing to express my full support of your proposal to establish an NCMHD Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research at the University of Miami. The Leonard M. Miller School of Medicine is pleased to collaborate with the School of Nursing and Health Studies on this vitally important research and training initiative.

With South Florida's only academic medical center and one of just two doctoral nursing programs in the region, the University of Miami serves as a vital axis of education, research, and clinical care for the Southeastern United States, Caribbean, and Latin America. Often cited as an example of what urban areas across the country will be like in the future, our Miami-Dade community is a dynamic international metropolis of 2.3 million residents, 51% of whom are foreign-born. Over 1.7 million residents in the Greater South Florida area we serve are Hispanic.

By targeting your research and training efforts toward three areas of high health risk for Hispanic populations—substance abuse, HIV/AIDS and sexually transmitted illness, and family and intimate partner violence—your Center will have a strategic impact on the development of evidence-based practice to address health disparities. Since Hispanics account for nearly half of our country's population growth according to U.S. Census Bureau, addressing the health needs of this population is a public health issue of major national significance.

To support your efforts, I am pleased to contribute space on our Medical Campus including a two-office suite encompassing 720 square feet in the Rosenstiel Medical Science Building and two offices encompassing 243 square feet in the new Clinical Research Building. Through the research, training, and outreach of your Center's nurse scientists and medical scientists, your Center will build on the interdisciplinary, intraprofessional model of health care that our University promotes. By mentoring the next generation of research scientists in the area of health disparities, your Center will have a lasting impact the health of South Florida and indeed our nation.



LEONARD M. MILLER SCHOOL OF MEDICINE
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Location: 1600 N.W. 10th Avenue, RMSB 1140 • Miami, Florida 33136
305.243.6565 • Fax: 305.243.4888

For over fifty years, our medical and nursing schools have partnered to improve the quality of care for our economically and ethnically diverse community. I wish you every success in your application to the NIH/NCMHD and look forward to this exciting new avenue of collaboration.

Sincerely yours,



Pascal J. Goldschmidt, M.D.
Senior Vice President for Medical Affairs and Dean

MILLER
SCHOOL OF MEDICINE

José Szapocznik, Ph.D.
Director

August 4, 2006

Nilda P. Peragallo, DrPH, RN, FAAN
Dean and Professor
School of Nursing and Health Studies
University of Miami
5801 Red Road
Coral Gables, FL 33124

Dear Dr. Peragallo:

I take this opportunity to express my strong support of your proposal to establish an NCMHD Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research at the University of Miami. Our groups are ideally suited to join together to provide national leadership in the scientific mission of developing culturally tailored interventions for substance abuse, HIV/AIDS and sexually transmitted diseases, and family and intimate partner violence. Moreover, by advancing the scientific development of interventions addressing these health conditions, the proposed Center will significantly impact treatment development to improve the health of our country's most at-risk populations. The Center's outreach and training efforts will translate research findings into practice – helping to promote minority health and eliminate health disparities in minority populations.

Thank you for inviting me to serve as an expert collaborator to the proposed Center. As such, I will provide guidance for the overall stewardship of the P60 Center and individual initiatives.

As Director of the Center for Family Studies, the most widely recognized program of intervention research for Hispanic families in the nation, and the premiere training facility in the U.S. for family-based intervention research with Hispanics, I look forward to building on the long history of collaboration between our programs and our combined track record of dedication to research on Hispanic health. Specifically, I am excited at the opportunity to contribute my Center's experience in developing and evaluating scientifically based interventions to this partnership. In addition to the Center for Family Studies faculty members' participation in our proposed Center, the Directors of two of the Center for Family Studies Cores (Quality Assurance and Information Technology) will provide leadership for their respective services within the proposed Center.



Re. NCMHD Center of Excellence

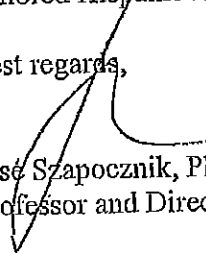
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08/04/06

Furthermore, my role as Chair of the National Hispanic Science Network on Drug Abuse (NHSN; comprised of over 200 senior and junior biological and behavioral scientists interested in the application of their research to Hispanic populations) will facilitate the involvement of Center P60 trainees and faculty in NHSN training activities such as the annual scientific conference, the Hispanic drug abuse website, and the interdisciplinary annual Summer Research Training Institute -- all mechanisms aimed at mentoring and training Hispanic graduate students and early career scientists.

I look forward to continuing our programs' longstanding collaboration through the establishment of a formal partnership, the NCMHD Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research at the University of Miami.

Best regards,


José Szapocznik, Ph.D.
Professor and Director

MILLER
SCHOOL OF MEDICINE
UNIVERSITY OF MIAMI

Julio Licinio, M.D.
Professor and Chairman
Department of Psychiatry & Behavioral Sciences (D-28)
University of Miami Miller School of Medicine
1695 NW 9th Avenue, Suite 3100
Miami, Florida 33136
Phone: (305) 355-9105
Fax: (305) 355-9103
licinio@miami.edu

July 25, 2006

Nilda P. Peragallo, DrPH, RN, FAAN
Dean and Professor
School of Nursing and Health Studies
University of Miami
5801 Red Road
Coral Gables, FL 33124

Dear Dr. Peragallo:

I am writing to express my strong support of your proposal to establish an NCMHD Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research at the University of Miami. Your group is ideally suited to provide national leadership in the scientific mission of developing culturally-tailored interventions for substance abuse, HIV/AIDS and sexually transmitted illness, and family and intimate partner violence.

Thank you for inviting me to serve on the Center's Scientific Advisory Board. I am pleased to contribute to your efforts in this capacity and honored to accept your invitation. My service will include attending annual SAB meetings, offering guidance on the Center's scientific program direction and methodology, and providing expertise to guide the Center's research and training initiatives in the area of culturally relevant psychiatric interventions for Hispanic populations.

By advancing the scientific development of interventions addressing substance abuse, HIV/AIDS and sexually transmitted illness, and domestic violence, the Center of Excellence for Culturally-Tailored Hispanic Health Disparities Research will have a major impact on treatment development to improve the health of some of our country's most at-risk populations. The Center's training and outreach efforts will translate research findings into practice, helping to promote minority health and eliminate health disparities.

I wish you success in your application to the national Center on Minority and Health Disparities and look forward to working together soon on this important collaboration.

Sincerely,



Julio Licinio, MD
Professor and Chairman, Department of Psychiatry and Behavior Sciences,
UM Leonard M. Miller School of Medicine

March 28, 2007
Faculty Senate minutes

The meeting, held in the Hurricane 100 Room of the BankUnited Center, opened at 3:30.

CHAIR'S REMARKS

In addition to the comments included in his memorandum to Senators, the Chair

- shared that Anthony Allegro's surgery has been successful and he should be back in a month;
- reported that Ed Dreyer has been hospitalized at Doctors Hospital for pneumonia;
- informed the Senate members of a new sign-in procedure to register their attendance; and
- announced that the President will not be able to attend today's meeting but that the Provost will stand in for her.

PROVOST'S REMARKS

- The University has submitted to the city of Coral Gables a master plan (UMCAD) that describes future building plans for the Coral Gables campus. The plan has had to go through a process that included two public hearings, the second of which resulted in approval, which is only the beginning of a very long journey because it will continue to be difficult to build on our campus. However, this master plan includes goals for the next 10 years. A priority is building housing for undergraduates to meet our goal of moving from 40% of undergraduates on campus to somewhere between 60% and 65%. Other items included in the master plan are a new science building, improvements to the University Center, expansion of the Library, and a Wellness Center extension. The City wants to limit traffic and insists that we build an inner road, which will probably be started in the next two years. It is much easier to build on the medical campus compared to the cumbersome permitting process of the City of Coral Gables, but the goal is to move as quickly as possible with construction on the Gables campus.
- A letter of intent to buy Cedars Hospital has been signed. The goal is to own our own beds, a major source of revenue for university medical schools. Cedars was not available last year when UM announced the desire to buy a hospital, but it is now, and it is a very convenient location because it is just across the street. This does not mean the University is abandoning the current relationship with Jackson Memorial Hospital, only that we will now be able to serve our own private patients, even more important in light of the fact that FIU's new medical school and Jackson are currently discussing the possibility of partnering.

APPROVAL OF TODAY'S AGENDA

The meeting agenda *passed unanimously*.

APPROVAL OF MINUTES

The minutes of February 28, 2007, *passed unanimously*.

ACADEMIC STANDARDS REPORT ON UNDERGRADUATE ADMISSIONS FOR THE CURRENT ACADEMIC YEAR

Andrea Heuson presented a number of statistics involving entering students. These included SAT scores for entering freshmen, ACT scores for entering freshmen, a brief comparison to other

private institutions, and changes in the applicant pool. Dr. Heuson noted that the applicant pool gets stronger as the University increasingly accepts only stronger students. The performance of incoming freshmen has also improved over time. The Provost added that the freshmen retention rate has gone up from 82% to 90% over the last 6 years. The graduation rate has also increased from 63% to 73% and is expected to keep rising. The Academic Standards Committee recommended an extension of last year's goal, namely, a 50-point improvement (from 1260 to 1310) in four years. *A motion was made to accept the report and recommendations. The motion passed unanimously.*

The Chair of the Senate announced an addendum to this item in the form of a recommendation from the General Welfare Committee to examine ways to achieve a longer-term goal of 1350. The Chair emphasized that the recommendation is to the administration and it is expected that the administration will continue to work with the Senate on this through the Academic Standards Committee. After discussion, *a motion was made to accept the recommendation from the General Welfare Committee. The motion passed unanimously.*

APPROVAL OF THE (NCMHD), NATIONAL CENTER ON MINORITY HEALTH AND HEALTH DISPARITIES-UNIVERSITY OF MIAMI CENTER OF EXCELLENCE FOR HISPANIC HEALTH DISPARITIES RESEARCH: EL CENTRO

Dr. Victoria Mitrani presented this item. *A motion was made to accept the proposal. The motion passed unanimously.*

EXTENSION OF PROBATIONARY PERIOD FOR TENURE IN THE MILLER SCHOOL OF MEDICINE

The Chair of the Senate stated that this item was not intended to be a proposal for action but merely a document to begin discussion. The Chair then introduced A. Mohsin Mian, who noted that the Miller School Council proposes lengthening the probationary period for tenure from seven to ten years. The Chair entertained questions from the floor, which led to an intense exchange of thoughts and feelings. The Chair then suggested that more information is needed for this item and that those advocating the proposal from the Miller School of Medicine hear their colleagues' concerns and seek answers to such concerns.

Kamal Yacoub made a motion that the Chair of the Senate appoint a committee consisting primarily of Senators and representing all affected constituencies to examine the issue of extending the probationary period for tenure. The motion passed unanimously.

APPROVAL OF THE MIAMI WIND CENTER

Antonio Nanni clarified that this is a University Center and that the budget necessarily includes certain risk factors with regard to funding. Space is still needed on campus but if approved, the Wind Tunnel will be located in Miramar. *A motion was made to approve the proposal, with the understanding that approval from the Academic Deans Policy Council is still required. The motion passed unanimously.*

REPORT OF AD HOC COMMITTEE ON FACULTY TENURE AND PROMOTION

The Chair of the Senate introduced this item and explained that a committee has worked on it for some time. The GWC approved the revisions in principle and asked a sub-committee to hammer out the language, which was done. The item went back to GWC, where the changes were unanimously approved. *A motion was made to approve the proposed language that follows. The motion passed unanimously, with two abstentions noted:*

C5.5 Probationary Period for Regular Appointments

(a) The maximum probationary period before the award of tenure is six years at the University of Miami.¹ The probationary period of a faculty member may be extended, as provided for in the appropriate policies for the following reasons: child care, disability leave, unpaid leaves of absence, and personal hardship. These extensions are independent of one another. In no event may the probationary period be extended for these reasons once the final Special Review for tenure has been initiated.²

(b) A faculty member holding a regular appointment shall be considered for tenure in the final Special Review during the sixth year of the probationary period. A faculty member may be awarded tenure at any time during the probationary period but may request a Special Review only one time prior to the sixth year of the probationary period. In addition, the dean may initiate a second Special Review during this period. Any such consideration for the award of tenure shall have no prejudicial effect on reconsideration during the sixth year of the probationary period.³

C5.6 Term of Probationary Appointments

Initial probationary appointments shall be for a term of four years. Whatever the date of appointment, faculty shall be considered to have been appointed June 1 for the purpose of this section. A review of the appointee shall occur as provided in Section C13.5, and, if the outcome is favorable, the appointment shall be renewed for a three-year term with the final review for tenure occurring in the sixth year. If the sixth-year review is unfavorable, the seventh year shall be considered a terminal appointment.

C5.8 Notice of Intention Not to Reappoint Regular Faculty.

At the conclusion of the Special Review during the initial probationary period, an appointment to the REGULAR FACULTY may be terminated by written notice from the University. This notice shall be communicated to the faculty member at least twelve months prior to the expiration of the appointment.

(a) If a decision not to reappoint has a basis other than unsatisfactory scholarship, teaching, or academic citizenship, the faculty member shall be informed of the justification. Faculty members so informed may appeal a decision not to reappoint either to the Committee on Rank, Salary, and Conditions of Employment or to the Committee on Professional Conduct as provided in Section B4.10 of the Bylaws, whichever is appropriate.

(b) A faculty member is expected to inform the University of a decision not to accept reappointment six months prior to the end of the current term of appointment.

C7.2 Attainment of Tenure

(a) Tenure shall not be awarded to faculty members serving in any type of RESEARCH, EDUCATOR, LIBRARIAN or ASSOCIATED appointment. Regular appointments not accompanied by an initial award of tenure shall specify the expiration date of the probationary period.

(b) By the end of the academic year in which the probationary period would normally expire, the process of tenure consideration should culminate in either a decision by the Provost not to forward a recommendation for the award of tenure to the Board of Trustees or a tenure decision by the Board of Trustees, which is the final authority for the award of tenure. If the process has not been completed by this date, the faculty member may ask the President, in writing, to direct that the process be completed immediately.

(c) Tenure shall not be awarded at the rank of assistant professor.

C13.2 Types of Review

The REGULAR FACULTY of each school and department undertakes two types of review of the performance of its members: (1) ANNUAL REVIEWS of individuals holding tenure-earning appointments for the purpose of assessment of progress toward tenure and/or promotion; and (2) SPECIAL REVIEWS for the purposes of promotion, tenure, or reappointment of individuals holding tenure-earning appointments. The RESEARCH FACULTY, the EDUCATOR FACULTY, the LIBRARIAN FACULTY and the ASSOCIATED FACULTY of each school are subject to Annual Reviews and Special Reviews for the purposes of reappointment and promotion. Such reviews shall be undertaken by the REGULAR FACULTY, except as provided in Section A3 of the Faculty Government Charter. Such reviews shall be carried out by the processes set forth in C13.

C13.4 Annual Reviews

⁴Beginning with the second probationary year, all individuals holding tenure-earning appointments shall be evaluated annually by the voting faculty for the purpose of assessment of progress toward tenure. Individuals appointed as RESEARCH FACULTY, EDUCATOR FACULTY AND LIBRARIAN FACULTY shall be evaluated by the voting faculty for the purposes of reappointment during each year when their appointments are considered for renewal. After systematic review of each candidate's file and after deliberation, the voting faculty shall determine by anonymous written ballot progress toward tenure for tenure-earning faculty, and whether to recommend the reappointment of each member of the RESEARCH FACULTY, EDUCATOR FACULTY AND LIBRARIAN FACULTY. Absentee ballots shall not be counted unless they have been submitted prior to the balloting. The chair shall prepare a written summary of the discussion, which will be circulated to the voting faculty for their comment. The chair shall transmit to the candidate the faculty views as contained in the summary as well as the chair's own views. Copies of the summary and of a statement of the chair's views shall then be placed in the faculty member's file and given to the faculty member, who may prepare a written response for the file.

⁴ #2004-09(B)

C13.5 Special Reviews⁵

A Special Review shall be completed (1) during the candidate's third year for a faculty member holding a tenure-earning appointment; (2) when promotion to associate professor or professor is to be considered; (3) in the year prior to the end of the probationary period; and (4) in the next-to-last year prior to reappointment of a member of Faculty holding a multiyear appointment.⁶ Each Special Review shall be conducted as described below.

(a) **CANDIDATE'S FILE.** The file of a candidate for mid-career reappointment, promotion and tenure will ordinarily include the following:

(i) **TEACHING EVALUATION.** The file of a candidate for reappointment, promotion, and tenure shall contain an assessment of teaching performance. For promotion to associate professor and for tenure, except for initial appointments and cases in which teaching has not been part of the duties of the candidate, the file shall include an assessment of teaching made by the appropriate voting faculty on the basis of observation, and a summary and interpretation of the results of student evaluations. The faculty of each school and college is authorized to develop procedures governing the peer review and classroom visitations by tenured faculty who are evaluating the teaching of non-tenured faculty members.

(ii) **EXTERNAL LETTERS.** The file of a candidate for tenure or for promotion shall include at least three written evaluations of the scholarly work of the candidate solicited from scholars specializing in the field of work who hold positions of comparable or higher rank to that which the applicant aspires at major universities or research institutions. These letters are solicited by the chair following consultation with the candidate and the appropriate voting faculty. Candidates shall not be informed of the names of potential external reviewers suggested by the voting faculty but shall be permitted to submit a memorandum for inclusion in the file identifying persons who are thought to be unsuitable external reviewers and the reasons for that judgment; they may not, however, exclude specific external reviewers. If outside letters are solicited from reviewers recommended by the candidate, the nature of any relationship shall be indicated. The chair shall supply the voting faculty and the dean with a list of the external reviewers, indicating how and why each was selected. The content of letters requesting written evaluations shall be prepared with the approval of the appropriate voting faculty and shall be shown to the candidate, with the names of the addressees removed. A copy of each letter used to solicit external reviews shall be included in the candidate's file. Letters of evaluation are confidential, but they may be seen by anyone directly concerned in making the promotion or tenure decision. In the case of LIBRARIAN FACULTY exceptions to the need for written external evaluations of the candidate's scholarly work may be made when such letters would not add materially to the candidate's file.

(b) **REVIEW PROCESS.** The review process shall proceed as follows:

(viii) **ACTIONS BY THE PROVOST.** The Provost, as authorized by the President, makes all decisions regarding reappointments and promotions. After reviewing each candidate's file, the Provost shall notify each candidate of a decision regarding reappointment or

⁵ See section C10.2(d) for voting criteria

⁶ #89013(B)

promotion. When the decision is against promotion and there is a positive recommendation from the voting faculty, the Provost shall explain the reasons for this decision in writing to the dean. The Provost makes recommendations to the President regarding tenure decisions. When the recommendation is negative, the Provost shall inform the faculty member in writing no later than May 1. The faculty member may, within thirty days, request a review of this recommendation by the Tenure Review Board (B4.12).⁷ A faculty member may request such a review, even if that faculty member had requested the review of a prior denial of tenure.

(ix) COUNSELING OF THE CANDIDATE. In the event of a negative decision (except in the case of a denial of tenure at the end of the probationary period), based on the discussions by the voting faculty, the evaluations by external reviewers, and the recommendations by the chair, dean, and Provost, the chair shall counsel the candidate on what might be done to secure promotion.

BSIT DEGREE PROGRAM NAME CHANGE PROPOSAL

The Chair of the Senate noted that this item was presented to the Senate previously and was deferred to this meeting. James Modestino informed the Senate that the issues surrounding this proposal have been resolved after two meetings between the Computer Science Department and the Electrical Engineering Department. Computer Science has removed the objections it had to the proposal. Victor Milenkovic confirmed that his department supports the proposal. *A motion was made* to approve the proposal. *The motion passed unanimously.*

ELECTION OF NOMINATING COMMITTEE

The Chair informed the Senate that he intends to seek re-election and stated that according to Faculty Manual B3.6, a Nominating Committee can be elected by the Senate or appointed by the Chair, but if the Chair intends to be a candidate, the first procedure is typically followed. Therefore the Chair opened the floor for nominations, and after several were offered *a motion was made* to close nominations. The Chair read the names of the nominees as follows: Carol Davis, Steven Green, Robert Warren, Lynn Durel, Anthony Allegro, and Norman Einspruch. A motion was made to ask all those nominated to be asked to serve. *The motion passed unanimously.*

The meeting adjourned at 5:31 p.m.

Respectfully submitted,
Iris Barrios
Secretary of the Faculty Senate

⁷ #2004-15(B)

FACULTY SENATE MEETING AGENDA
Hurricane 100 Room-BankUnited Center
March 28, 2007 - 3:30 P.M.

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

A.	<u>Introductory Matters</u>	Approx. Time
A1.	Chair's remarks	3:30
A2.	Provost's remarks	3:35
A3.	Approval of today's agenda	3:50
A4.	Approval of minutes of February 28, 2007	3:55
A5.	Other announcements	4:00
B.	<u>General Matters</u>	
B1.	#Academic Standards Report on Undergraduate Admissions for current academic year – A. Heuson	4:05
B2.	#Approval of the (NCMHD), National Center on Minority Health and Health Disparities-University of Miami Center of Excellence for Hispanic Health Disparities Research: El Centro – V. Mitrani	4:20
B3.	#Extension of Probationary Period for Tenure in the MSOM – A. Mian	4:40
B4.	#Approval of the Miami Wind Center – A. Nanni	4:55
B5.	#Report of Ad Hoc Committee on Faculty Tenure and Promotion	5:10
C.	<u>Executive Session</u>	
D.	<u>Other Business</u>	
E.	<u>Adjournment</u>	

General Welfare Committee
March 21, 2007
3:30 p.m.
Law Library Conference room, 4th floor

1. Chair's remarks (3:30)
2. #Academic Standards Report on Undergraduate Admissions for current academic year
-A. Heuson (3:40)
3. #Approval of the (NCMHD), National Center on Minority Health and Health Disparities-
University of Miami Center of Excellence for Hispanic health Disparities Research: El
Centro (4:00) – V. Mitrani
4. #Extension of Probationary Period for Tenure in the MSOM – A. Markoe (4:20)
5. #Report of Ad Hoc Committee on Faculty Tenure and Promotion (4:40)

related material included