



MEMORANDUM

To: Donna E. Shalala, President

From: Richard L. Williamson
Chair, Faculty Senate

A handwritten signature in blue ink, appearing to read 'Richard L. Williamson'.

Date: September 26, 2011

Subject: Faculty Senate Legislation #2011-10(B) – Report and Re-approval of non-clinical
EDUCATOR FACULTY in the Department of Cell Biology and Anatomy

At its September 21, 2011 meeting, the Faculty Senate unanimously accepted the report and re-approved the request for four non-clinical EDUCATOR FACULTY in the Department of Cell Biology and Anatomy. This report and re-approval was mandated by Legislation #2006-08(B) – *Establishment of non-clinical Educator track in the Department of Cell Biology.*

The supporting materials are enclosed for your reference.

This legislation is now forwarded to you for your action.

RW/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost
Pascal Goldschmidt, Senior Vice President and Dean, Miller School of Medicine
Glen Barber, Chair, Department of Cell Biology and Anatomy
Robert Warren, Past Interim Chair, Department of Cell Biology and Anatomy
Sheri Keitz, Senior Associate Dean, Faculty Affairs – Medical

CAPSULE: Faculty Senate #2011-10(B) – Report and Re-approval of non-clinical EDUCATOR
FACULTY in the Department of Cell Biology and Anatomy

PRESIDENT'S RESPONSE

APPROVED:  DATE: 10/4/2011
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: DEAN GOLDSCHMIDT

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

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____



MEMORANDUM

Date: September 2, 2011

To: General Welfare Committee of the Faculty Senate

From: Robert Warren, Ph.D., Vice chair, Department of Cell Biology & Anatomy, and
Representative to the Faculty Council of the Medical School

Subject: Continuance of Educator Track in the Miller School of Medicine

A new, non-clinical, Educator track was created specifically for the Department of Cell Biology & Anatomy in the Miller School in the spring of 2006. This track was created because the heavy teaching load of the department in several courses of the medical curriculum placed an undue burden on regular track faculty who are required to maintain funded research programs in order to obtain tenure. At the time that the Senate approved the creation of this track, it also specified that the program should be evaluated and reapproved before it could be continued beyond five years. It further stipulated that no more than four full-time Educator appointments could be made in the Department. In the following year, the Senate approved legislation extending eligibility for the Educator track to the other departments of the Miller School and limiting the number of such appointments in any department to 20% of the tenured and tenure-earning faculty and for the school as a whole to 15% of the same group.

I am reporting that the implementation of the Educator track in Cell Biology & Anatomy has been very successful, and we strongly urge the Senate to approve the continuance of the track. We now have one full-time Educator Associate Professor in the department (Tom Champney, Ph.D.) who devotes almost 100% of his effort to Medical Education in gross anatomy, embryology, histology, and neuroanatomy. Dr. Champney is now in his third year in the position, and during this time he has done an outstanding job of course organization, lecturing, and laboratory instruction. In addition, he serves as the representative of the Anatomical Board for the State of Florida in South Florida and oversees the intake, preparation, and distribution of human cadavers for all teaching institutions in this region. Dr. Champney won the top student award for teaching excellence during his first year, received the award again in his second year, and will likely be considered for the award in his third year as well. In doing this work, Dr. Champney has brought distinction to the department for the excellence of his overall effort in teaching and in the administrative and committee service he performs for the department and school. His effort has also helped the department by freeing up time for regular faculty to be more productive in their research efforts and to obtain additional federal funding. We expect within the coming year to advertise for and recruit one additional Educator track teacher to replace another faculty member who recently retired for health reasons. For the long term, we expect that two educator faculty will be the steady state in the department. The need for such Educator appointments exists in other departments for the same reasons, and we therefore urge the Senate to approve the continuance of the track for the School as a whole.



MEMORANDUM

To: Donna E. Shalala, President

From: Stephen Sapp
Chair, Faculty Senate *Stephen Sapp*

Date: October 4, 2006

Subject: Faculty Senate Legislation #2006-08(B) – Establishment of non-clinical Educator track in the Department of Cell Biology and Anatomy

On September 27, 2006, the Faculty Senate unanimously approved the establishment of a Non-clinical Educator track in the Department of Cell Biology and Anatomy, with the understanding that this track will be evaluated and re-approved before it can be continued beyond five years. This will become effective upon your approval. The proposal is enclosed for your reference.

This legislation is now forwarded to you for your action.

SS/kl

cc: Thomas LeBlanc, Executive Vice President and Provost
Pascal Goldschmidt, Dean, Miller School of Medicine
Robert Warren, Interim Chair, Department of Cell Biology and Anatomy

Faculty Senate Legislation #2006-08(B) – Establishment of non-clinical Educator track in the Department of Cell Biology and Anatomy

PRESIDENT'S RESPONSE

APPROVED: D. G. White DATE: Oct 10 2006
(President's Signature)

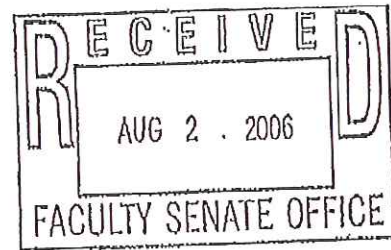
OFFICE OR INDIVIDUAL TO IMPLEMENT: Provost

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

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____

MILLER
SCHOOL OF MEDICINE



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

TO: Faculty Senate

FROM: Pascal J. Goldschmidt, M.D.
Senior Vice President of Medical Affairs and Dean

Abdul Mian, Ph.D.
Speaker School Faculty Council

DATE: June 25, 2006

RE: Establishment of a non-clinical educator track

The Faculty Council of the Miller School of Medicine, upon the petition of the Department of Cell Biology and Anatomy, has reviewed and approved a proposal to establish a non-clinical educator track in that department.

The requirements of teaching gross anatomy, embryology, histology and neuroanatomy are so extensive, that it is unreasonable to expect faculty members in the department to also fulfill the requirements of the tenure track. These responsibilities usually require 50% or more effort. The School proposes to monitor this new faculty track beyond the usual review of new appointments to include review of teaching evaluations. Faculty appointment in the Educator (non-clinical) Track will be limited to four full-time equivalents.

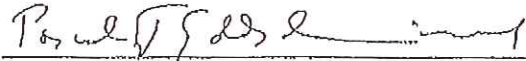
If activated this measure must be evaluated and reapproved before it can be continued beyond 5 years. Within this time period the School Council will evaluate the program and render a report to the Faculty Senate with a recommendation regarding continuation of this non-clinical educator track.

The proposed criteria for appointment and promotion in this Educator (non-clinical) track is attached (Attachment A).



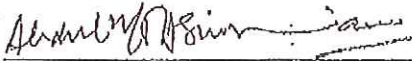
LEONARD M. MILLER SCHOOL OF MEDICINE
Post Office Box 016099 (R-699) • Miami, Florida 33101
Location: 1600 N.W. 10th Avenue, RMSB 1140 • Miami, Florida 33136
305-243-6545 • Fax: 305-243-4888

If this proposal is approved they will be incorporated into the School's appointment, promotion and tenure guidelines.



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

Date



Abdul Mian, Ph.D.
Speaker School Faculty Council

7/31/06
Date

D. EDUCATOR TRACK:

Faculty members in this track are those (physicians or non-physicians) with a terminal degree, who devote virtually all of their effort to teaching. Members of the faculty may elect to be considered for promotion in the educator track at the School, following appointment at the rank of Assistant Professor or Associate Professor.

Promotion in the educator track signifies that the candidate has performed outstanding service and/or teaching and has provided evidence of continued growth in the current position. In general, promotion or appointment at the Associate Professor level requires local recognition, whereas promotion or appointment to Professor requires a regional reputation.

1. Promotion to Associate Professor or Appointment as Associate Professor on the educator track:

Evidence must be presented describing the candidate's accomplishments in his/her area of clinical or teaching activity. Evidence of excellence in performing clinical or teaching duties should include:

1) three letters of evaluation of the candidate's performance from individuals based either outside or within the School. Letters should compare the candidate with other faculty of similar rank and experience. As noted above, the Chairperson must specify the relationship of the evaluator to the candidate, provide the APT committee with a brief description of the stature and qualifications of the evaluators and with a copy of the letter requesting the evaluations, and certify that all letters of evaluation received are included in the candidate's materials.

2. Promotion to Professor or Appointment as Professor in the educator track:

In addition to the documentation required for promotion or appointment to Educator Associate Professor, evidence must be presented that the candidate has continued to grow in stature in his/her teaching-activity area. Documentation of further excellence since the initial appointment or promotion must be provided.