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MEMORANDUM

To: Donna E. Shalala, President

From: Richard L. Williamson
Chair, Faculty Senate

Date: April 25, 2012

Subject: Faculty Senate Legislation #2011-55(D) – Faculty Senate Recommendations based on the Women and Minorities Report

At its April 18, 2012 meeting, the Faculty Senate unanimously approved the following recommendations based on the enclosed Committee on Women and Minorities (W&M) report. (The recommendations below reflect friendly amendments that were accepted at the Senate meeting, and are therefore not the same as those within the report.)

Recommendation #1: An overarching goal for a University-wide office on Diversity/Equity/Inclusion should be to recommend to the Faculty Senate best practices addressing related topics and recommend clear, University-wide policies to implement them. A close synergy with the W&M committee is encouraged, to allow for following-up on past committee recommendations, toward rapid progress in long standing issues on Diversity, Equity and Inclusion. Such progress is a fundamental and urgent need for the recruitment and retention of high quality faculty, greatly improving the service to the student body and the South Florida community at large.

Recommendation #2: A mechanism for accountability approved by the Faculty Senate has to be in place responding to clear, transparent and consistent policies that incorporate Diversity targets on Recruitment, Hiring, Promotion and Tenure, Mentoring and Salary, enabling faculty development that enhances the careers of W&M from the junior to the senior levels.

Recommendation #3: For rapid and decisive improvement on issues of Diversity/Equity/Inclusion, a strategy approved by the Faculty Senate to educate the broad faculty body has to be implemented with required material and established time lines to improve awareness and encourage solutions.

This legislation is sent for your information.

RW/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost
David Birnbach, Vice Provost, Faculty Affairs
Villy Kourafalou, Chair, Faculty Senate Women and Minorities Committee

COMMITTEE ON WOMEN & MINORITIES REPORT TO FACULTY SENATE

APRIL 2012

Prepared by **Committee Chair, Vassiliki Kourafalou, Ph.D.**

Committee Members: Edmund Abaka, Grace Barnes, Yolanda Cooper, Stuti Dang, Kunjan Dave, Heather Henderson, Osamudia James, Doris Jui, Vassiliki Kourafalou (Chair), Hilit Mechaber, Guillermo Prado.

Background

The Faculty Senate Committee on Women & Minorities is charged with reviewing the conditions of employment and academic opportunities of female and minority faculty members, including recruitment and hiring practices, teaching responsibilities, research opportunities, promotion, tenure and appointment to significant administrative posts and committees. The committee is concerned with any general problems affecting female or minority faculty.

We view the 2011-2012 Committee's work as a continuation from last year's approved 2010-2011 Report [FS Legislation #2011-01(D)], which had the following key components:

Part 1: We continue to encourage the University to consider the creation of a new, upper-level position for an administrator responsible for issues related to Gender/Diversity/Equity, similar to those in place at our peer institutions. In addition, administrative positions with similar context should be encouraged at the level of each School and College.

Part 2: The ADPC should have the oversight of accountability for applying Diversity and Equity standards on Hiring, Promotion and Tenure, Mentoring and Salary, enabling faculty development that enhances the careers of W&M from the junior to the senior levels. Such practices should be integrated into the Search Committees, which should actively promote representation of W&M faculty members. University-wide recruitment and retention practices should be reviewed and potentially transformed with the goal to increase Diversity under clear, transparent and consistent policies.

Part 3: Discussion on "Modification of FM C17.7, #4, Faculty Parental Leave and Workload Relief", postponed from March/April 2010 and April 2011 GWC/FS meetings.

Summary of Committee actions

The Committee was slightly enlarged this year and attendance was quite satisfactory. The December meeting hosted Dr. Mary Sapp (Assistant Vice President for Planning, Institutional Research, and Assessment), who provided important information on salary related data and salary analysis resources. The Chair met with vice-Provost for Faculty Affairs Dr. Birnbach on 2/13/2012 and with Provost, LeBlanc on 4/2/2012; the purpose of both meetings is to obtain information from the Administration on progress on Diversity issues. The Chair attended a forum on Women leadership ("Celebrating You! Women Leaders in Science and Medicine") organized by the Miami Executive Leadership in Academic Medicine (MELAM), 1/26/2012. The Chair also attended UM events to commemorate the 50th anniversary of the University's desegregation, such as the "Student and Faculty Forum on Diversity", organized by the College of Arts and Sciences (3/22/2012). The Committee continued to foster links with various UM initiatives that have embraced W&M issues; examples and details are given in the 2010-2011 Report and will not be repeated here. The Committee is pleased to recognize that such initiatives are on an increasing trajectory. In support of its mission, it would be advantageous for the Committee to receive regular updates (once per semester, for instance); such updates could be organized by the upcoming school-wide Officer charged with advancing Diversity (see below) and would greatly facilitate the Committee's ability to have a comprehensive knowledge on the status of W&M initiatives across campuses, schools and colleges.

Follow-up on Part 1 and new Recommendation #1: **School-wide leadership on Diversity**

Part #1 in the 2010-2011 W&M Report was a Committee Recommendation. The Committee is very pleased to recognize that important progress has been made, with a related hiring in progress (TBA Officer). This is a summary of relevant Committee discussions:

- a) We expect that a substantial part of the TBA Officer will be vested in Diversity, Equity and Inclusion.
- b) It is important that appropriate resources are allocated to advance progress in these fronts, by leading new initiatives and coordinating existing initiatives, with review of results and evaluation of best practices.
- c) Resolving salary discrepancy issues (based on gender and/or ethnicity) should continue to be a central target, acting both pro-actively and retro-actively, under well-defined policies and oversight implementation by the TBA Officer.
- d) An open dialogue with the Committee is encouraged, so that the Administration and the Faculty Senate work in synergy to address Diversity/Equity/Inclusion issues.

- Recommendation #1: *An overarching goal for a University-wide office on Diversity/Equity/Inclusion should be to identify best practices addressing related topics and establish clear, University-wide policies to implement them. A close synergy with the W&M committee is encouraged, to allow for following-up on past committee recommendations, toward rapid progress in long standing issues on Diversity, Equity and Inclusion. Such progress is a fundamental and urgent need for the recruitment and retention of high quality faculty, greatly improving the service to the student body and the South Florida community at large.*

Follow-up on Part 2 and new Recommendation #2:

Application of Diversity/Equity/Inclusion practices

Part #2 in the 2010-2011 W&M Report was a Committee Recommendation. The Committee recognizes that progress has been made, but feels that there is room for further improvement. In particular, the incorporation of policies developed under Recommendation #1 has to be ensured at various levels. Examples are as follows:

- a) A clear accountability mechanism has to be implemented, so that the reports from search committees, P&T committees, chairs and Deans are required to include statements that explain practices followed, to ensure an environment that enables W&M to succeed from the junior to the senior levels.
- b) A pro-active attitude has to be in place for the recruitment* and retention of W&M faculty. Although the same merit criteria should apply for all faculty, the unique role of W&M to expand Diversity at UM has to be seriously recognized as an important additional consideration. Furthermore, specific initiatives have to be created or enhanced to ensure that W&M have a clear pathway to reach senior and leadership levels; these include, but are not limited to, mentoring that targets the unique attributes and challenges of W&M faculty.

- Recommendation #2: *A mechanism for accountability has to be in place responding to clear, transparent and consistent policies that incorporate Diversity targets on Recruitment, Hiring, Promotion and Tenure, Mentoring and Salary, enabling faculty development that enhances the careers of W&M from the junior to the senior levels.*

**example from a pro-active 2011 Faculty Search: "The Christian-Albrechts-Universitet Kiel seeks to increase the number of women in research and teaching, and expressively encourages qualified women to apply. Women will be treated with priority provided that their qualifications are equal to those of male applicants."*

Recommendation #3:

Faculty development toward improving Diversity/Equity/Inclusion awareness

Success on Recommendations #1 and #2 requires a unified effort from the faculty body and a willingness to support the Administration's efforts toward a diverse University. The Committee recognizes that issues on Diversity/Equity/Inclusion are not well understood by the broad faculty body. Initiatives like SEEDS (*"Scientists and Engineers: Expanding Diversity and Success"*, NSF Advance grant to Prof. Tosney, Biology) have greatly increased awareness on issues and challenges that are particular to W&M faculty. This is one example of several University "pockets" of various activities that address Diversity/Equity/Inclusion issues, expose problems and seek solutions. The Committee feels that substantial progress cannot be made without the education of faculty at all levels. This is a summary of relevant Committee discussions:

a) Specific workshops to increase awareness on gender and ethnicity issues must be put in place on regular or *ad hoc* basis. These include, but are not limited to: annual workshops targeting leadership faculty, especially Deans and Chairs; workshops for search committees; dedicated agenda items on faculty retreats.

b) Creative methods and event planning are needed to promote a University-wide climate improvement. Examples are: events similar to those organized in March 2012 for the 50th anniversary of hD's desegregation; and annual seminars for all faculty and staff, using the ULearn mechanism.

- *Recommendation #3: For rapid and decisive improvement on issues of Diversity/Equity/Inclusion, a strategy to educate the broad faculty body has to be implemented with required material and established time lines to improve awareness and encourage solutions.*

Follow-up on Part 3:

Parental Leave and Workload Relief

In fall 2010, the Committee presented recommendations to the GWC on the Committee's request to modify the Faculty Manual, adding clarifications on "Parental Leave and Workload Relief". In spring 2011, the Committee Chair presented an update to the GWC and to the FS, targeting three issues:

- _ parental leave during sponsored research periods
- _ parental leave during teaching periods
- _ funding to complete research and teaching tasks that the faculty member on leave cannot fulfill

The latest update from the Administration (Treasurer J. Shipley), through the Faculty Senate Chair, is that a group will be formed to target these issues; the Committee has expressed interest to participate and is eager to see progress, given that the initial discussion with the Administration was over a year ago. One aspect for this group to consider is the lack of a dedicated money pool for special cases when someone has to be paid to fulfill obligations of the faculty member on leave. In addition, the Committee's position is that depletion of research funds should be avoided, as it can lead to a disadvantage in the career of the faculty on leave.

Recognizing that female faculty has an increased need for parental leave, the Committee would like to be engaged in follow-up discussions and the drafting of proposed solutions.

On a related issue, the Committee applauds the university's initiative to support nursing mothers by providing dedicated facilities at designated buildings of all campuses.