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MEMORANDUM

To: Donna E. Shalala, President

From: Tomas A. Salerno
Chair, Faculty Senate

Date: April 30, 2015

Subject: Faculty Senate Legislation #2014-34(D) – Faculty Senate Committee on Women and Minorities Report and Recommendations

The Faculty Senate, at its April 22, 2015 meeting, voted unanimously to accept the Committee on Women and Minorities report and recommendations.

The report and recommendations are enclosed for your information.

TAS/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost
M. Brian Blake, Dean, Graduate School and Vice Provost for Academic Affairs
Grace Barnes, Chair, Committee on Women and Minorities

FACULTY SENATE March 2015

Prepared by Committee Chair, Grace Barnes

Committee Members: Grace Barnes (chair) Edmund Abaka, Kunjan Dave, Carmen Guerrero, Rene Hernandez-Cardenanche, Cristina Favretto, Anito Joseph, Barbara Leibell, Shouraseni Sen Roy, Ex-Officio Member: M. Brian Blake

Dates of Meetings: 10/3/14, 10/28/14, 11/18/14, 12/17/14, 1/29/15, 2/19/15, 3/19/15, (scheduled) 4/9/15

Background

The Faculty Senate Committee on Women & Minorities (CWM) 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's concerned with any general problems affecting female or minority faculty.

The Committee's work for 2014/15 focused on finding means to expand and communicate the resources within the University for women and minorities seeking assistance with problematic issues: women and minorities need to know where they can find help. We considered requesting an ombudsperson for the Coral Gables campus, or conducting ongoing "Air it out" luncheons including Q&A sessions with University administrators and members of relevant committees of the Faculty Senate. At this juncture, when the University has increased awareness of diversity, let's consider adding a female administrator to the Office of the Vice Provost for Academic Affairs, perhaps a "Director and Assistant to the Vice Provost." The VPAA houses "Faculty Enhancement, Diversity, Equity and Recognition" - including a female voice in the VPAA will enhance its value to the University community. M. Brian Blake, Vice Provost for Academic Affairs, has been an invaluable member of the CWM.

We also discussed the difficulties faculty face when providing familial elder care and make a recommendation to address this need.

Salary Equity /Oversight and Accountability remains an ongoing topic for the CWM. This March 18, Dr. Mary Sapp provided the CWM a preliminary 2-page report of "Differences in Mean Faculty Base Salary and Full-time Faculty by Demographics, Fall 2014 - Controlling for Rank, page 1, and Controlling for Discipline, page 2." The new report has not yet been completed and cannot be submitted at this time.

We also patiently resubmit the resolutions previous approved by the Faculty Senate that have yet to be addressed by University administration.

RECOMMENDATIONS

Recommendation #1 - Addition of a female administrator within the Office of the Vice Provost for Academic Affairs

Currently the key administrators who deal with faculty complaints are David Birnbach, Vice Provost of Faculty Affairs, Bill Tallman, Director and Assistant to the Vice Provost, M. Brian Blake, Vice Provost for Academic Affairs and Norman H. Altman, ombudsman at the Miller School of Medicine.

We think that women and minorities seeking help to confront such problems as personal assault, sexual harassment, bullying, unpleasant working conditions, salary disputes, etc., deserve to have one door they can knock on where they will find a woman ready to provide the help they need. This addition will make the group of University administrators who assist faculty more gender balanced and thus improve the workplace experience for the University community.

Recommendation #2 - Paid leave and/or work reduction for faculty responsible for the duties of familial elder care

There is growing awareness of impact on working adults from the responsibilities of elder care. The majority (67 percent) of family caregivers are women – and women are particularly vulnerable to negative work-related consequences, such as passing up career advancement opportunities. Caregivers in general report more physical and mental health problems than non-caregivers. One 2010 study found that six in ten family caregivers are employed. Researchers are examining the policies and programs of employers to address their employees' elder care needs; rough estimates are that from 25 to 50 percent of employers offer these programs.

“Bookman, A., & Kimbral, D. (2011). Families and elder care in the 21st century. *Future of Children*, 21, 117–140.”

Universities that currently offer faculty support for elder care include:

University of North Carolina, Chapel Hill

University of Washington

San Diego State University

Columbia

Colorado State

Tufts

Harvard

Washington and Lee University

<http://hr.unc.edu/benefits/work-life-programs/elder-care-programs/> -- UNC

Chapel Hill

<http://www.washington.edu/admin/hr/benefits/worklife/carelink/> -- UW

<http://hr.sdsu.edu/benefits/eap.htm> -- SDSU

<http://worklife.columbia.edu/employee-assistance-program> -- Columbia

<http://source.colostate.edu/employee-assistance-program-helps-locate-elder-care-options/> -- Colorado State

<http://hr.tufts.edu/benefits/employee-assistance-program/> -- Tufts
<http://hr.harvard.edu/employee-assistance-program> -- Harvard
<http://www.wlu.edu/human-resources/benefits/worklife-initiatives/dependent-care/elder-care> -- WLU

Previous CWM Recommendations

Please note that both of these recommendations were originally made, and approved, in 2010 - neither have been implemented.

Recommendation #3 - Salary Equity /Oversight and Accountability

The section that follows recounts the reports of 2013 and 2014, which sites its original proposal in 2010:

“Salary Equity/Oversight and Accountability:

In 2009 the Committee on Women and Minorities participated in a salary equity review. At that time the Committee noted concerns and perceptions of salary inequities among faculty, based on gender and minority status. These concerns were due in part to the inconsistencies of practice in the review of salary equity and a perceived lack of oversight or accountability at the department level. Since that time the Committee has not done a formal review but they have highlighted in previous reports some positive integration of strategies to ensure salary equity at the Miller School of Medicine, the College of Arts and Sciences, and the Rosenstiel School of Marine and Atmospheric Science. To push this effort forward and to encourage the implementation of a suggested procedure for department chairs with oversight from Deans:

““We are requesting that the Academic Deans require that each of their Chairs conduct an annual salary analysis if each full-time faculty member. The Dean would expect, at the time and as part of the Chair’s annual review, a report of findings and an explanation for faculty whose salaries would be considered to be in an outlying range (to be defined by consensus, e.g. lower than 10 - 20% off the median salary). The Deans would provide oversight for this initiative and would hold Chairs accountable for completing this analysis and reporting findings. In turn, the reporting line would continue with the Vice Provost reviewing the Deans’ findings as part of the annual meeting/review.””²

“The proposal was presented by the Vice Provost to the Academic Deans Policy Council at the April 2010 meeting. The proposal was carried to the ADPC, but the Committee has not received feedback on Implementation. The Committee strongly encourages accountability in this area.”

Recommendation #2: The Committee on Women and Minorities believes that salary equity reviews at the department level should be implemented as an annual practice. This would allow consistency of practice and the use of appropriate criteria and benchmarks across schools and colleges. If not already in place we strongly encourage the

implementation of the previous proposal submitted in 2010 to the Academic Deans with oversight from the Vice Provost for Faculty Affairs. The Committee also requests that annual or biannual outcomes from these reviews are available to the Committee on Women and Minorities. Further recommendations from the Committee will be based on the outcomes noted.”

(www.miami.edu/faculty-senate/Committees/10-10-annual-reports/Women_Minorities_report.doc)

Recommendation #4 - Parental Leave and Workload Relief

Again, this report quotes the 2013 and 2014 CWM reports:

“Parental Leave and Workload Relief (Follow-Up)

In fall of 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 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.

John Shipley, VP for Finance & Treasurer, notified the Faculty Senate Chair that a group would be formed to target these issues. The Committee expressed interest to participate. The Committee has not received an update on this effort and has contacted the Faculty Senate Chair to determine if progress has been made.”

Recommendation #4: If not already in place a group should be formed to target these issues and draft a proposed solution. Representation from the Committee on Women and Minorities is encouraged.”

(From CWM report 2013 and 2014)

While in 2013/14 and 15 the CWM has consulted with officers of the Faculty Senate, to date there has not been a response from the University Administration concerning this matter. We will continue to seek the implementation of this recommendation.