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MEMORANDUM

To: Julio Frenk
University President

From: Tomás A. Salerno
Chair, Faculty Senate

Date: April 21, 2017

Subject: Faculty Senate Legislation #2016-57(D) – *Faculty Manual* Section B4.14, Name Change of the Faculty Senate Committee on Women and Minorities TO the Committee on Equity and Inclusion

The Faculty Senate, at its April 19, 2017 meeting, voted unanimously to amend *Faculty Manual* Section B4.14, Committee on Women and Minorities, to change the name and modify the charge TO the Committee on Equity and Inclusion. The new name and revised charge more accurately reflects the range of issues addressed by the committee, as well as more closely aligns to the University's goals of promoting a sense of belonging for members of the university community.

B4 Standing Committees

B4.14 The COMMITTEE ON ~~EQUITY AND INCLUSION~~ ~~WOMEN AND MINORITIES~~ reviews the conditions of employment and academic opportunities of ~~female and minority~~ faculty members on the basis of gender, race, ethnicity, religion, sexual orientation, disability, or other similar characteristics, 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 differentially affecting ~~female or minority~~ faculty on the basis of these characteristics. Individual grievances are to be referred to the appropriate committees or administrative offices. If an individual complaint reveals a more general problem, the committee will recommend appropriate action or legislation to the Faculty Senate. The committee will be composed of ~~male and female~~ faculty representative of the diversity at the University of Miami ~~members, including representatives from each of the major faculty minority groups~~. The Provost, or his/her designee, shall be an *ex officio* non-voting member of the Committee. ¹

As noted in the *Faculty Manual*, these changes will become effective June 1, 2017.

The legislation is forwarded to you for your information.

TAS/rh

Enclosure

cc: Thomas LeBlanc, Executive Vice President and Provost

Purpose

We recommend the Women and Minorities Committee name be changed to the Committee on Equity and Inclusion, for two reasons.

First, in our mission as the WMC, we deal with a broad range of issues that affect the wellbeing of faculty, particularly potential inequities that faculty may face on the basis of gender, race or other such characteristics. This mission includes men as well as individuals from non-minority groups. In the past year alone we have addressed gender gaps in salary, access to paid parental leave, and instituting an ombudsperson on the Coral Gables campus. These are issues that do not only affect women and minorities but affect men who are not members of minority groups as well. For example, paid parental leave is most certainly an issue that affects both mothers and fathers, and to view it as a sex-specific concern furthers gender stereotypes and disadvantages not only women but men as well. The ombudsperson serves all faculty regardless of sex, race, etc.

Second, the current title marginalizes our mission, by being seen as a committee for women's issues and/or minority issues and therefore as less relevant to the broader faculty. The name change would signal to the broader Senate faculty and University faculty the more encompassing agenda of the Standing Committee, and also encourage men to feel welcome to participate in the committee.

Proposal

The Women and Minorities Committee proposes changing the name of the committee to the Committee on Equity and Inclusion, with the following changes to the description of the Standing Committee in the Faculty Manual.

B4 Standing Committees

- B4.14 The COMMITTEE ON ~~WOMEN AND MINORITIES~~ EQUITY AND INCLUSION reviews the conditions of employment and academic opportunities of ~~female and minority~~ faculty members on the basis of gender, race, ethnicity, religion, sexual orientation, disability, or other similar characteristics, 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 differentially affecting ~~female or minority~~ faculty on the basis of these characteristics. Individual grievances are to be referred to the appropriate committees or administrative offices. If an individual complaint reveals a more general problem, the committee will recommend appropriate action or legislation to the Faculty Senate. The committee will be composed of ~~male and female~~ faculty representative of the diversity at the University of Miami ~~members, including representatives from each of the major faculty minority groups~~. The Provost, or his/her designee, shall be an *ex officio* non-voting member of the Committee. ¹

¹ [#2012-05\(D\)](#)