

UNIVERSITY SENATE  
Meeting Minutes  
September 09, 2024

The University Senate was called to order at 3:30 p.m., in 111 Harrison Hall on Monday, September 09, 2024. Members absent: Lee Biggerstaff, Olga Brezhneva, Rodney Coates, John Forren, Chip Hahn, Yingbin Hu, Sam Morris, David Motta, Ganiva Reyes

Two Minute Speeches [Boehme 2 Minute Speech 09.09.2024](#) (Attachment/pg. 13)

1. Call to Order and Announcements and Remarks – Rosemary Pennington, Chair of University Senate Executive Committee
  - a. Passed at the end of last year Senator Attendance Policy:
    - i. After a 3 absences Senate Executewill meet with the senaterepresentative to see what is going on.
    - ii. After 4 absences we will notify your constituents, this is meant to ensure you have the

e. LEC







compliance

- f. One (1) Academic Associate or Assistant Dean with expertise in Academic Policy
  - g. Two (2) faculty members, each one from a different division, and both will be from a different college than the Dean noted in #4 above.
2. Remaining members of the committee shall be at the discretion and agreement of the co chairs. However, the University Senate requests that the committee seat intercollegiate student athletes on the committee from the regional campuses,            r            at

that were representing the university on official business I was much more in favor of a more expansive definition, however I was not able to attend the meeting that this was voted on so I don't have the latest details that were discussed.

6. Senator: Do we need someone from the registration office on this Ad Hoc Committee? (A) Ted Peters is on the Academic Policy Committee, and he is also here in Senate.
7. Senator: How have students expressed their need for this policy? How did we know about this? (A) I saw a few examples where students had communicated to someone in the athletic department. I am not sure if [REDACTED] being allowed to make things. That is what I heard, but there may be more.
8. Senator: Quick summary: Just that students are excused and can make up work. Is that what is being proposed? (A) It was brought up that we mandate that all faculty excuse athletes from missed exams, but in the discussion it was decided that could be problematic. However, we didn't like the mandated language. Then there comes a question of how do you make things up, as it may not be doable for all faculty. So, we started looking at other universities in the region that have less restrictions to accommodate athletes and faculty.
9. Senator: Mike Crowder is the Faculty Athletic representative

creating new programs, updating some existing programs, and sunsetting some existing programs.

2. The goal is to maintain a varied, attractive, and sustainable set of offerings across the various fields of the CAS.
  3. Today's presentation: demand trends, goals and outline of curriculum proposals, support structures
- ii. Miami follows national trends declines most pronounced in humanities (H11=11 humanities majors remaining after proposed changes (graph showing each year from 2018-2023 is provided in slide presentation))
- iii. Background:
1. The APEIR process (2019-2024) identified programs with low enrollment and set benchmarks for increased enrollment. While many program faculty worked intensively to achieve these goals, some programs could not overcome the broader trends of declining student interest.
  2. In light of the low numbers, continued declining trends, and the minimum enrollment that has been set for viability (35 enrolled) the faculty involved

## 2. Faculty

- a. English
  - b. Media, Journalism and Film
  - c. Philosophy
  - d. History
3. Process
- a. Construction Begins Summer 2024
  - b. Building Opens Summer 2026
  - c. Grand Opening

1. Issues that we found in this process:
  - a. How university data were being accessed and utilized for research. Especially when it came to protection for human subjects
  - b. If any projects were conducted inappropriately utilizing this data then those projects could not be published and used further down the road.
2. Process going forward:
  - a. Individuals that will be participating in the research data must sign a consent form. We provide them with documentation to explain to them why they may want to participate in this research along with the consent form.
  - b. If the research project also involves grades, personal identifiable information that the university could access that individual would also need to sign a FERPA release form too.
  - c. In the past the consent forms were not always collected or required. This is no longer the case and the protection that we have put into place to protect those human subjects.
- ii. Senator Question and Comments
  1. Senator: Does that apply to achieved data that is 100 percent anonymous (Senator) Tj / apply

6. Senator: What is the difference between pulling from Canvas and trying to get it from another professor? (A) We are more than happy to come out to your class and talk about this and help guide you through this process. I wouldn't even mind coming to your class to talk to the students about this too.
7. Senator: This research that would need to be done to publish externally, but for our qualitative assessment purposes would we need to pull FERPA? (A) That is not a FERPA issue, just for a student completing a survey not on using their personal information.

## 7. Provost Update

- a. Thinking about how Universities have changed over the years and it has been 200 years of construction here at Miami. To think about what they would think about how things have changed since 1824.
- b. THRIVE want to thank the individuals that have been spending so much time with this. Brent explained the process at our retreat, but didn't share specific recommendations, but a forum will be held on October 14th sharing recommendations and you can provide them with feedback. We want to encourage all faculty and staff to go to these forums.
- c. In the last 2 years it has become very apparent that workload really varies depending on each department you are in. We are really going to be looking at that this year and we are going to try following our guidelines here at Oxford.
  - i. We have certain policies around pre-tenured load and base load which we say 3 or 2 or 3. Then we have a vague differential teaching load, which essentially means if you are a tenure line faculty member and you through your career are doing less research, you may teach a little more. So, we will be looking at all those details as they become more apparent.
  - ii. Our goal is to try and provide more transparency and provide the most equity as our faculty is our most valuable resource.
- d. Coming through the curricular process this year is a new PHD program in Engineering. This is a desire to recruit faculty in engineering that can be more engaged in sponsored research and receive more support on that front. It will also help our external research portfolio.

## 8. Adjournment

BOEHME 2-MINUTE SPEECH  
University Senate, 09 September 2024

Hello senators. I'm speaking to you today in my role as a member of the Faculty Alliance of Miami Negotiating Team.

We have been diligently working with management's team this summer to get closer to a contract for represented faculty and librarians. It takes time to bargain a contract from scratch, but we have made progress, including coming closer together on grievance procedures and faculty evaluations, and a ground-breaking agreement that lays the foundation for negotiating on AI's potential effects on our employment.

In several crucial areas, however, there is a significant gap between management's and FAM's proposals.

Management continues to offer a proposal FAM is not prepared to accept: Post-Tenure Review. We already have a robust annual review process and the contract will include clear evaluation procedures. Management's proposed Post-Tenure Review process contains extremely opaque evaluation standards, which, if not met, could result in termination of tenured faculty. By contrast, FAM intends to ensure good teacher-scholars cannot be fired for flimsy reasons.

Management also differs with FAM on protecting academic freedom in the contract. Especially in these times when faculty around the country are having their speech, teaching, and research silenced by legislatures and boards of trustees, it's essential to the public good that we defend academic freedom through the contract.

Finally, compensation. The difference here is stark. FAM has proposed a 7% average raise for faculty — a reasonable proposal that would just about bring bargaining unit members in line with the increase in the cost of living. Management's proposal is 1 and a quarter percent annual raise with no back pay for the raises they refused to give us over the past two summers.

The differences in these and other proposals amount to separate visions for how the future will look at Miami for faculty and librarians. I encourage each of you to think carefully about these differences and about what you are prepared to do this semester to support the future you would like to see for yourself and your colleagues.