

Provisional School Council Minutes for the April 1, 2016 Meeting

Elected School Council Attendees: Shirley Dennis-Escoffier (ACC); Doug Emery (FIN, for Brian Barrett, First Vice Speaker); Howard Gitlow (MAS); Linda Neider (MGT, Speaker of the Council); Phil Robins (ECO); Sara Rushinek (BTE); Rene Sacasas (BSL, for Patricia Abril, Second Vice Speaker); Arun Sharma (MKT); Steven Ullmann (HSMP)

Ex-officio Attendee: Dean Eugene Anderson

Secretary of the School Council: Mrs. Blanca Ripoll

Guests: Thomas LeBlanc, Executive Vice President and Provost (for the second half of meeting); Andy Leone, Vice Dean for Faculty; Anuj Mehrotra, Vice Dean for Graduate Business Programs; Ann Olazabal, Vice Dean for Undergraduate Business Education

The School Council Meeting was held in the Strauss Conference Room at the School of Business Administration, from 9:00am – 11:30am

A. Comments from the Speaker

Speaker Linda Neider started the meeting by saying that we, as a Council, must do a better job of keeping our departmental colleagues informed of issues that are being discussed and considered for faculty deliberation. Although there is more transparency in terms of posting meeting agendas in advance of the Council meeting on the School Council link (SBA faculty page), and posting approved, more detailed minutes, some Chairmen and colleagues feel that policy issues need to be discussed in more depth particularly before voting occurs. The Speaker stated that she and Council Member, Howie Gitlow, met with colleagues Michael Tsiros (MKT), Julianio Laran (MKT), and Yongtao Guan (MAS) who raised a number of concerns. Among these issues were: the last two surveys went out before Spring break and given that many faculty leave during the break, they may not have had enough time to consider the issues; the wording of the survey instructions was ambiguous and seemed to imply Department Chairs were in favor of a particular policy (when no vote from the Chairs had been taken); and more time should be given to discuss policies at the department and/or school level meetings prior to voting. In response to these concerns, the Speaker extended the time period for voting on sections I-III of the Performance Appraisal Policy for an additional week, and an email was sent to all voting faculty clarifying that Department Chairs had not voted to approve any part of the proposed policy. She also suggested to the Council that prior to voting on other pending policies (e.g., the P&T proposal; Part IV of the Faculty Appraisal Policy), the items should be discussed further at the upcoming regular faculty meeting on April 15th.

The Speaker then told the Council that Richard Sobaram, Director of Parking and Transportation informed the Faculty Senate that Preferred Parking would be eliminated in the fall due to constraints placed on the University by the City of Coral Gables. She explained that Richard had considered several other options (eliminating the right of sophomores to have cars on campus, for example) but that ultimately, it was decided to eliminate Preferred parking lots. She noted that the Faculty Senate, particularly, the Law School representatives, is upset about this action because faculty input was not solicited. Further, such action could have a potentially dramatic impact on the culture of the university. Faculty who are unable to find parking may choose to work remotely, decreasing interaction between faculty and students as well as between faculty colleagues. The Senate is proposing a resolution to prevent this action from occurring until more constituents have been involved in the decision making process.

B. Approval of today's provisional agenda

The agenda was approved unanimously

C. Approval of the March 4, 2016 School Council Minutes

With the amendment to change minor grammatical mistakes, the minutes were unanimously approved. School Council minutes are posted on the SBA website, Faculty, under the School Council link.

D. Old Business

Results from Faculty Vote on Sections I-III, Faculty Appraisal Process and Comments from faculty on P&T survey

Shirley Dennis-Escoffier and Brian Barrett tabulated the responses from the recent Qualtrics Survey on Sections I-III of the proposed SBA Policy for Faculty Performance Appraisal. A quorum of the voting faculty took part in the electronic vote, with 56% (22) in favor, 46% (18) opposed. Members of the regular faculty were also surveyed to solicit comments on three different proposals for the Standing Committee on P&T. Results, which were sent directly to D.J. Nanda (Chair) and the ad hoc Committee on Revisions to the Bylaw on the Standing Committee for P&T, indicate that faculty prefer a process in which voting members from departments elect a department representative to serve on the committee. Prior to a formal vote, more comments will be solicited from the regular faculty at the April 15th meeting.

E. Budget and Facilities Committee Report

Doug Emery, a member of the Standing Committee on SBA Budget and Facilities, reported that the committee had met with the Dean and requested specific information regarding expenditures from Moraly Arroyo. The committee feels

strongly that technology upgrades must be a priority for the classrooms, and that, in addition, faculty should be consulted regarding the placement of equipment in different areas. Committee members suggest that two classrooms be upgraded as part of a pilot process to pinpoint what works well, and what doesn't before upgrading all classrooms. Doug also said that he showed the Provost two different classrooms – the old ones that had the customized wood trimmings and the new ones (which some students have called the “low cost IKEA look”). The Provost thought the old classrooms were the ones that had been renovated. Dean Anderson stated that the school must use a university appointed architect who works with the Vice Deans to determine the actual colors and materials used. He also said that he has to provide the Provost each year with a list of priorities and that technology upgrades have always been one of the priorities on his list. He assured the Council that technology upgrades would be a top priority this year.

F. Draft Policy on “Teaching Responsibilities of the Regular Faculty” (first reading and discussion)

Shirley Dennis-Escoffier and Brian Barrett were asked to serve on an ad hoc committee to work with Vice Dean, Andy Leone, on the unilaterally developed policy distributed by the Dean's Office called the “Teaching Responsibilities of the Regular Faculty.” The latter policy has never been discussed or approved by faculty but is given out to new colleagues when they are hired, and is viewed as having some sections which appear to be punitive. For example, faculty who teach all of their assigned classes during one semester are *required to be present on campus* during the entire time they are not teaching; etc. Thus, the objective of this ad hoc committee is to develop a potential policy that emphasizes more of a meritocracy, based on the concept that faculty can make contributions to our community in multiple ways but should be involved in decisions concerning how they do so. Another key principal is that faculty should be given ample opportunity to make adjustments in their contributions if they fall below the department and school's expectations.

A great deal of discussion was generated concerning the present policy and proposed modifications. It was decided that Shirley would meet with the Dean to discuss points of differences; meet again with Brian and with Patty Abril (for language editing); and then discuss the document at the regular faculty meeting on April 15th. In advance of the meeting, all regular faculty will receive copies of the document (as edited by the Dean and ad hoc committee members so that they can make additional comments). The purpose is to ultimately develop a policy that will be acceptable to the majority of the faculty, and not lead to further disengagement of some groups within the faculty.

G. New Curriculum Proposals/Changes

Economics: two new undergraduate courses, ECO 443 (Economic Analysis of Energy and Commodity Markets) and ECO 445 (Global Economics: Trade and Currencies) were unanimously approved.

Department Chairs and faculty are reminded that all undergraduate courses and programmatic changes must go through the Standing Committee on Business Education, Chaired by ex-officio member, Vice Dean Ann Olazabal, before the proposals can be sent to the School Council for final approval. Graduate programs and courses need to be discussed with Vice Dean Anuj Mehrotra prior to School Council review.

H. EXECUTIVE SESSION: MEETING WITH PROVOST LEBLANC

Provost LeBlanc met with the elected School Council members (or their alternatives) for approximately one hour to discuss concerns/issues with respect to the school, and to answer any questions the representatives raised. At the end of the meeting, the Provost indicated that he would be happy to meet with the Council when they invited him to do so.

I. Determination of Regular School Faculty Agenda, Meeting on April 15th

Following the meeting with Provost and Executive Vice President Le Blanc, the Council met and approved an agenda for the April 15, 2016 regular faculty meeting that is presided over by Dean Anderson. Mrs. Ripoll was asked to contact someone familiar with the Qualtrics survey process to address issues raised by Vice Dean Leone about the confidentiality of the process. In addition, Vice Dean Ann Olazabal was asked by the Council to solicit input into a revised General Business Major at the regular faculty meeting. However, it was noted that the School Council members will need to approve the content of such a major immediately following the regular faculty meeting (if there are no substantive changes) so that the major can be approved by the Faculty Senate in time for the University's new bulletin. Speaker Neider will speak on behalf of the proposed major at the Senate's General Welfare Committee meeting, letting them know that a letter from the School Council will be forthcoming. Finally, Doug Emery was asked to meet with Richard Sobaram from Parking to impress upon him the problem faculty would have if preferred parking lots were eliminated, and to discuss potential alternative solutions.

There being no additional business, the meeting was adjourned at 11:30am