

Approved School Council Minutes, October 14, 2016
9:00am, Dean's Conference Room

Elected School Council Attendees: Shirley Dennis-Escoffier (ACC); Patricia Abril, Second Vice Speaker (BSL); Sara Rushinek (BTE); Phil Robins (ECO); Brian Barrett, First Vice Speaker (FIN); Howard Gitlow (MAS); Karoline Mortensen (HSMP); Linda L. Neider, Speaker of the Council (MGT); Michael Tsiros (MKT for Parasuraman)

Other Attendees: Anuj Mehrotra, Dean; Yongtao Guan (MAS); Joseph Ganitsky (MGT); Greg Smogard; Mrs. Robyn Hardeman, Secretary of the Faculty Senate; Andrea Heuson (FIN)

Secretary to the Council: Mrs. Blanca Ripoll

Comments from the Speaker: The meeting began at 9:00 am with comments from Speaker, Dr. Linda Neider, who introduced Mrs. Hardeman from the Faculty Senate. Dr. Neider discussed the President's Initiatives, particularly the initiative to hire 100 endowed chairs, and stressed the importance of the school faculty participating in the process of nominating potential candidates for such positions, as well as actively supporting other initiatives that the university will be undertaking. Dr. Neider went on to note that the Search Committee for Dean was underway, and two members of the School Council, Professors Mortenson and Abril, were serving on this key committee. In addition, the Speaker commended the Standing Committee for Undergraduate Business Education for their review of new courses/ programs and suggested that the Council should form an ad hoc committee to screen graduate courses/program before they come to the Council for a vote. Currently, some of the courses that come forward from departments are incomplete which delays the approval process. Finally, the Speaker noted that all BUS classes – both undergraduate and graduate – need to have department homes so that they can be overseen by the school's appropriate faculty.

Comments from Mrs. Hardeman, Secretary for the Faculty Senate: Mrs. Hardeman came to the School Council meeting to answer any questions members might have about Senate operations. She noted that the Senate is always looking for volunteers for its various committees, and that all new programs must seek Senate approval.

Comments from the Dean: Dean Mehrotra discussed the school's current budget issues which are a result of deficits from past Dean Anderson. He noted that he will work closely with the Budget and Facilities Standing Committee but that no hiring of new faculty will take place this year. Currently it is still not clear what the exact deficit amount actually is but it will be in the millions. Dean Mehrotra is confident that within a few years, we will be able to alleviate the budget through program revenue generation. He also noted that Professor Marianne Makri is now the Director of Entrepreneurial Programs within the school, replacing Professor Suzi Alvarez-Diaz. Finally, Dean Mehrotra noted that the school will put money into the

redesign of the SBA website, noting that video shoots of faculty are currently being developed, and that Jeff Heebner is managing this process.

Old Business:

1. **Grade Bands:** Discussions from departmental faculty on whether or not grade bands should be used at the undergraduate and graduate levels were mixed, and it seems clear that a favorable vote by the majority of faculty to have such bands would not be passed by a clear majority. Those arguing against grade bands feel that there are too many rules in place governing faculty behavior now; that such bands could be used in punitive ways by some administrators; and that other schools within the university do not have set grade bands. Those who support grade bands believe that they would increase consistency from department to department; would add more rigor to both the undergraduate and graduate programs; and would indicate to our external constituents, particularly companies who hire our students, that SBA classes are competitive. The Speaker suggested that rather than imposing grade bands, faculty might consider “recommending” bands for (particularly) undergraduate required classes. However, Council members unanimously decided to table bringing this item to the faculty for a formal vote.
2. **Proposed Bylaw Change on Dean Search Committee:** Second Vice Speaker, Professor Patricia Abril, discussed the ad hoc committee’s suggestions with respect to adding a section the SBA bylaws ensuring that the faculty manual be followed with respect to gathering faculty input prior to extending an offer to any potential Dean’s candidate. In the last Dean’s search, input on Dean’s candidates was only sent to the Chair of the Search Committee, and not shared with all committee members. The Council unanimously voted to approve the new proposed bylaw, which will subsequently be sent to the regular faculty for their deliberation.
3. **Standing Committee Members:** Council members voted to approve all new volunteers for the school’s three standing committees: Undergraduate Business Education; Graduate Programs; and Budget and Facilities Committee.

Undergraduate Business Education	Graduate Business Programs	Budget and Facilities
Ann Olazabal (ex-officio Chair)	Arun Sharma (ex-officio Chair)	John Mezias, Chair
Ronny Aboudi	Shirley Dennis	Doug Emery
Sandro Andrade	Yongtao Guan	Mark Friedman
Brian Barrett	Uzma Khan	Joseph Johnson
Irmak Caglar	DJ Nanda	Anito Joseph
Shirley Dennis	Chet Schriesheim	Kay Tatum
Michael French	Ricardo Rodriguez	
Hari Natarajan		

Esteban Petruzello		
Claudia Townsend		

New Business:

4. **Overload Compensation Policies:** Professor Howie Gitlow raised the issue that there seems to be variability as to how overload compensation is currently being determined. As an example, he noted that if a faculty agrees to teach a course over and above their load due to departmental needs, in the past he/she would be paid for the higher percentage overload course (e.g., 12% vs 8%). Currently, Chairs are being told that due to budget constraints, faculty will be paid the lower rate. Faculty are concerned that such decisions seem to be made centrally when they should be made at the department level by Chairs who understand staffing needs. Dean Mehrotra noted that the school is under stiff pressure from the administration to reduce overloads (completely) because of the costs, and thus, there is pressure to keep the payout amounts low. It was raised, however, that doctoral classes are typically taught as overloads and have compensation rates set significantly lower than special program classes. Thus, an overload approach selecting the lowest paid class may lead to fewer faculty being willing to take on doctoral student teaching responsibilities. Dean Mehrotra said they were still reviewing this area.

5. **Process for Determining Summer Research Allocations, Dart Account Allowances:** Given the school's financial position, and the way in which previous summer research/dart account allocations were made (three year terms), it was suggested that an ad hoc committee be formed to develop a better process for such decisions. Such a process should include following up on allocations to ensure that faculty actually produce high quality research from their allocations. The committee selected consists of Professors Heuson, Dennis, and Mortenson who will work collaboratively with the Dean on this initiative.

6. **Curriculum Changes, Modifications, Additions:**
 - (a) The following courses were unanimously approved: ACC 826; FIN 646 and 652; HSM 620; HSM 640; HSM 655; HSM 681; HSM 684; HSM 699; MAS 646; MAS 651; MGT 456; MAS 681; MAS 648 and 649 were changed from 3 credits to 2 credits

 - (b) Further information was needed with respect to the following: HSM 665 (discussions need to take place with Finance and Accounting because this is a class that belongs within a disciple based department); HSM 688 (this is a Marketing class and will need a Marketing Department number); HSM 683 (more detail is needed in the syllabus)

 - (c) The Council unanimously approved name changes for two (special) Graduate Programs: the Global Executive MBA Program (taught in Spanish) will now be called the Miami MBA en Español; the MBA for the Americas program will now be called Miami's Global Executive MBA for the Americas. Both name changes were proposed for marketing purposes.

(d) The Council unanimously approved a pilot dual degree program that will entail combining a one year MS, Finance with a one year MBA.

7. **Other Business:** before adjourning, it was noted that the next meeting of the School Council, November 4, will entail developing the agenda for the fall regular faculty meeting.