Investing in People Workgroup

- Overall goal: to create a more cohesive community within the College and establish a strong sense of belonging
- Associated with this: name the College, which will make it more recognizable internally and externally
- Students:
  - Prepare students for their futures - life after UM, including career-development and opportunities for graduate study
  - Expand our offering of Civic Engagement courses, encourage student to participate in service learning, becoming engaged citizens
  - Increase the graduate student stipend
- Staff:
  - Create opportunities and support to grow professionally
  - Offer more competitive compensation
  - Create opportunities/encourage promotion from within
  - Provide academic career/professional development advice (including advising for those pursuing bachelor’s degrees)
  - Create an organization for post-docs and evaluate their classification as staff
- Faculty:
  - Develop clear expectations and standards for faculty
  - Allow changes in the distribution of effort
  - Provide mentoring and career progression
  - Re-engage faculty who might be disengaged with the profession and/or their departments
  - Create a path for lecturers/NTT faculty to advance
  - Develop a spousal hire policy
  - Resources (more intramural $)
  - Expand the number of endowed Chairs

Reimagining the College

- Digital Diversity Initiative
  - Establish data science opportunities (locally and globally) that are broad, and build off current initiatives (not just for data scientists)
  - Confront the digital divide: Gender, racial, ethnic diversity of trainees and users
  - Offer certificates (mini-masters) in the digital realm that allows students to focus on the specific needs of their field (e.g. digital humanities
certificate for English students, data science certificate for political science students)
  o Cluster hires for transdisciplinary work
  o Tie-ins with CCS, Frost, etc
• Center on Miami
  o Re-establish Miami Semester, include building connections with local businesses/NGOs
  o Establish additional civic courses – e.g., reproduction of race in Miami
  o Cluster hire – around the topics of social justice and policy
• Enriching the Educational Contact
  o Research - Tag courses as research
  o Global – Tag courses as global
  o Flipped classrooms – provide professional development/support for discussion based learning
  o Flipping advising – general information can be provided through videos and face-to-face advising time can be spent in a more personal way
• Conferences
  o Bring out the destination aspect of Miami
  o Increase visibility of UM
  o Establish an office or position for conference organization and events
  o There is need for a conference space on campus
• Making A&S better
  o Increase NTT salaries
  o Provide adequate departmental funding
  o Establish faculty accounts and faculty travel funds
  o Professional progression/development of NTT faculty – should we institute a third lecturer level of Master Lecturer?
  o Seek a donor to name the College

Beyond Coral Gables

• Global citizen – increase cultural competency; to engage other cultures, we need to go out of the university and interact with them
• Enhance visibility
  o Enhance existing initiatives: Office of Civic/Community Engagement, Study Abroad, Brazil and Caribbean research clusters
  o Proposed Center for Tropical Conservation
  o Need marketing specialist – social media ambassadors
  o Highlight cultural diversity of campus
  o Market the & in our programs – we are A&S; minor in X & Y
  o Market DILS – cultural connections with language partners
• Enhancing global reach through international conferences – choose a different conference focus each year
• A "local lab" – Miami Think Tank
- Involve community in identifying what resources will be meaningful and useful to them
- Chicago Cares is a good project to emulate - https://www.chicagocares.org/
  - Data map of existing international research (large empty areas: Southeast Asia, Africa)
  - Skype/Google Hangout exchanges to increase student contact across cultures
  - Education Abroad: There are current 60 partner programs with Study Abroad
    - Explore new ways to allocate credit: one credit hour in summer and two in the fall or spring semesters
    - Diversify students who study abroad
    - Target donors to support students who wish to study abroad and can’t afford it
    - Faculty compensation is needed for long-term sustainability
    - Train the advisors to promote study abroad