



University of North Texas Health Science Center
Faculty Senate Meeting
September 11, 2020 8:00 AM
Zoom

- PRESIDING:** April Wiechmann, Faculty Senate President
- PRESENT:** Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Rafia Rasu, Caroline Rickards, Yasser Salem, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Nancy Tierney, Scott Walters, Veda Womack, Catherine Wu, Misti Zablosky
- ABSENT:** N/A
- GUESTS** C. Taylor, L Cohen, K. Meyer, J. Serrano, C Markgraf, P. Demers,
- RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:02 AM.
Introduction of Alternates	N/A
Open remark	Dr. Wiechmann welcomed everyone to the meeting and Dr. Lewis, President Elect, to the Executive Committee. She also thanked Dr. Salem for his service as last year Senate President.
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the August meeting minutes. PA Holmes moved the motion to approve the minutes. Dr. M Carletti seconded the motion. The meeting minutes were approved.
Announcements	<p>Dr. Wiechmann reminded the senate of the following items</p> <ul style="list-style-type: none"> • Call for Nomination -- 3 Faculty Senate Representatives on Faculty Achievement Award Committee <ul style="list-style-type: none"> ▪ Dr. Salem – moved to chair the committee ▪ Dr. Sumien – the immediate past winner, accepted to server in a faculty capacity ▪ 3 volunteers – Dr. Litt (SPH), Dr. Jones (GSBS), Dr. Schranz (TCOM) • President’s Council – FY 2021 members updated -- https://insite.unthsc.edu/presidents-councils/ -- Dr. Wiechmann informed the senate that all the President’s councils members had been updated. Each council had one faculty senator representative.
Provost’s Update	<p>Dr. Taylor updated the senate on the following items.</p> <ul style="list-style-type: none"> • SACSCOC Site Visit – the visit went successfully and we received the 10-year reaffirmation. Dr. Taylor was

appreciative of everyone involved in the process after working diligently for the past two years.

- **RISE Team** – the group has met regularly.
 - They were scheduling a series of venues to bring the campus up to date on their progress. They were also working with the Cabinet to finalize the frameworks which would guide the DEI activities on campus.
 - As an adviser to the group, Dr. Taylor was appreciative to all the effort, including the Senate’s Resolution, put forth into this matter, especially from the students. The student’s presentation did an outstanding job and had represented all student bodies. We should be very proud of them.
 - More details on the frameworks should be rolled out in the next month or so.
- **Simulation Center** – in a process of visioning what simulation program in the future looked like. Though the progress was halted due to COVID 19, we were ready to resume the activities now, particularly the construction of new space. We’d outgrown the current space in MET building. The new space would be on the first floor of the G Lewis library. Construction would not start for another year and half while we’re still finalizing the plan. Dr. Taylor encouraged anyone to reach out to him if they had thoughts or ideas on the simulation program.
 - Dr. Taylor added that those units who currently occupied the library’s 1st floor had been notified of the relocation some time ago and they’re in a process of moving out. The majority of those was IT group, INCEDO, NAMUS, etc. We’re hoping to complete this moving process within the next 6 months.
- **HSC Health** –
 - **CMS/MIPS rating** -- pleased to report that they had received commendation for their quality performance within clinical practices by Centers for Medicare & Medicaid Services (CMS). MIPS was a mechanism by which measured performance around certain quality dimensions that CMS identified. If you met those benchmarks, you’re rated to certain level. That mattered in terms of funding. As for the 2019 MITs performance evaluation, we received an exceptional category. Dr. Taylor was appreciative of everyone who helped drive us to the high qualities with in HSC Health.
 - **Vaccinations** – evaluating opportunities to provide immunization on campus. We had a wide array of venues to encourage vaccinations. Due to the current situation, we needed to evaluate how to identify the best way to reach out to those who were off campus. so they had access to vaccinations. The plan was being developed and if anyone had any suggestions, please reach out to him. The plan to be finalized shortly.
 - **Health Pavilion Expansion** -- plans to build out the Clinic building’s first floor to expand Quest Diagnostics’ footprint on campus and also to provide the HSC’s first ever retail pharmacy which would be available to our campus as well as patients. Completed by December.
- **Microcredentials** – the Academic Innovation group was working hard at expanding the microcredential aspect. New Microcredentials had been approved and would be rolling out within upcoming weeks, such as, Communications, Contract Tracing and Infectious Diseases Investigation, and Clinical Implementation of Health and Enabling Technology, Interprofessional Teamwork.
- **Spring 2021 Planning** – Dr. Taylor asked the Deans to work with him on kicking off Spring Semester planning at the end of this month. This would allow us time to finalize the plan and to make an announcement to students in October. Dr. Taylor would like the faculty to be aware of this.

	<ul style="list-style-type: none"> • Number of infected cases – Our strategy was effective so far but the biggest issue was what students and faculty chose to do while they were off campus during their personal time and did not follow the guidelines. Schools did try to remind their students to be cautious. Through our various reporting mechanisms, we have accumulatively had about 20 cases since March and all of them were off campus. Soon there would be a dashboard that would report more details. More updates on the COVID 19 websites.
Faculty Senate President's Update	No update
Open Leadership	<ul style="list-style-type: none"> • SPH – Interim Chair in Biostatistics but no official search. • SHP – Interim Chair in PA Studies and an Associate Dean had not yet been filled.
President Councils	<ul style="list-style-type: none"> • Academic Council – No update -- Next meeting was scheduled in two weeks. It would be exciting to meet new members. • Built Environment Council – completed the last meeting of FY 2020 and completed the survey on ways to better utilize the space and to mitigate parking situation. The result had been shared last month. • Finance & Budget Council – No update – Next meeting would be in October. • People & Culture Council – No update • Research Council – No update
School/Colleges Report	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ Researchers were trying to get their labs back and running while maintaining the physical distancing protocol was challenging. It seems half of the faculty came on campus regularly and trying to move forward. ○ It has been some concern on the increased responsibilities among a few faculty since some people participated in the Faculty Voluntary Separation Incentive Program (VSIP) and others were let go. • SCP – The college will be referred to as the “HSC College of Pharmacy (HSCCP)” or “College of Pharmacy” to align better with the new branding. The official title of the college will continue to be the “UNT System College of Pharmacy”. • SPH – Since all classes were online, it resulted in a 25% increase of enrollment. This showed increase in interest in public health. • SHP – No report • TCOM – two new faculty starting next week – Dr. Hansen and Dr. Medina, for OMM. Seeing more cars at the Health Pavilion which meant more patients coming in.
Communication Committee	PA Holmes reported that the Fall 2020 Faculty Assembly, held on Tuesday September 8 at 12 PM, went successfully. Over 150 people attended. He also shared the comments from the feedback received so far. Overall the feedback was positive and the faculty were satisfied with the topic coverage, especially the finance and budget update, and were appreciative of President Williams and Provost Taylor taking the time to attend and updated them on various topics.

	<p>Dr. Wiechmann was encouraging the senators to ask their faculty to complete the survey on Qualtrics. It's also suggested that a virtual Thank You card to be sent to President Williams and Provost Taylor.</p> <p>The committee would like to thank you Dr. J Fix for suggesting and inviting Mr. Jensen to the Assembly and Dr. T Miller for writing the Assembly Takeaways.</p> <p>The Senate Communication Committee would meet shortly to start planning for the next Assembly in December which would likely be a holiday theme. The committee welcomed suggestions and ideas.</p>
<p>Old Business</p>	<p>RISE Team -- Dr. M. Lewis updated that the Senate DEI Resolution was discussed and put on hold since the RISE Team needed more time to finalize their frameworks and OKRs to see how the resolution would fit in the whole picture. The RISE Team understood that we needed everyone's help to accomplish the goals so we would reach out to different groups to see how to collaborate so we could achieve the overall objectives. The most important thing was to share information with all involved.</p>
<p>New Business</p>	<p>IT Assistance during COVID 19 – Mr. J Serrano, Chief Information Officer, and C Markgraf, Director of HelpDesk & Client Services, addressed faculty concerns regarding IT support after-hours and weekends, as well as, provided information on the challenges they were experiencing during the Pandemic Era's remote work environment. Below is the summary of the information.</p> <ul style="list-style-type: none"> • IT Support was still not 100% back on campus due to the limit office space in compliance with the physical distancing guideline. • There was no cookie cutter support for all different platforms and systems currently used by faculty and students. • After-hours and weekends email responding time – Priority was given to the issues that were more impactful or critical to the campus such as Police Department operation or library service. • HelpDesk email address – The inbox being monitored during after-hours and weekends periodically. Unfortunately, due to the manpower, there would only be someone checking it periodically and respond. It's best to request help via this email address instead of emailing a specific person in case that person was on vacation. Faculty with pressing IT issues after-hours should reach out to either the Lewis Library or the campus Police department; and more routine IT questions and/or feedback can be addressed to both Mr. Serrano and Ms. Markgraf. • Standardizing Workstation -- It was brought up whether or not there would be a plan to improve the current situation since many people left the campus in March with whatever device they had at the time but now we're still working at home and using the ad hoc setup. Mr. Serrano agreed that this was not efficient. He said there was a plan to transition to a single computing device with cloud-based services intended to ensure seamless access and interfacing with HSC systems. Also the phone system would be replaced with a more cloud-base system that people could access anywhere. The goal is to assist everyone to access files.

	<ul style="list-style-type: none"> • Hardware issues -- would still have to be on campus and they would not be able to help with the home network issues. Additionally, the senate provided a few suggestions. • Contact Information Update – the senate requested that IT updated their webpage to include more information on how to contact them after-hours and weekends or send out an email communication to remind faculty how to contact IT support – Ms. Markgraf said they could update the webpage to include instructions in case of emergency. However personal phone numbers would not be publicized. • Appointment System – it is suggested that there should be a way for faculty to schedule a time to go to IT office in person to have hardware looked at by a technician. Ms. Markgraf suggested that during the hours to email the HelpDesk and scheduled the time. There was an appointment system for students but not yet implemented it on the faculty side. <p>Dr. Wiechmann was asking everyone to email her or Nat Paterson if they had any more concerns or ideas to continue working with Mr. Serrano’s office.</p>
<p>Other Business</p>	<p>Women Faculty Network – Dr. Rickards – reported that WFN held an inaugural workshop on September 1 with Dr. Susan Franks as a speaker went well. Dr. Franks’ presentation focused on coping strategies intended to help faculty better manage the high-pressure balancing act of work, family, and other roles familiar to so many of us. Dr. Rickards would like to thank Dr. Wiechmann for her suggestion on the topic and to Dr. Franks for taking time to lead the workshop.</p>
<p>Adjournment</p>	<p>The meeting adjourned at 9:31AM. The Faculty Senate will meet on Friday October 9, 2020 at 8:00 AM via Zoom.</p>



University of North Texas Health Science Center
Faculty Senate Meeting
October 9, 2020 8:00 AM
Zoom

- PRESIDING:** April Wiechmann, Faculty Senate President
- PRESENT:** Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Yein Lee, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Rafia Rasu, Rustin Reeves, Caroline Rickards, Yasser Salem, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Scott Walters, Veda Womack
- ABSENT:** Melissa Lewis (alternate D. Litt), Nancy Tierney (alternate M. Smith), Catherine Wu
- GUESTS** C. Taylor, L Cohen, K. Meyer, P. Demers
- RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:03 AM.
Introduction of Alternates	Dr. Wiechmann welcomed and introduced the alternates. <ul style="list-style-type: none"> • M Smith for N Tierney • D Litt for M Lewis
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the September meeting minutes. PA Holmes moved the motion to approve the minutes. Dr. D Schranz seconded the motion. The meeting minutes were approved.
Announcements	Dr. Wiechmann reminded the senate of the following items <ul style="list-style-type: none"> • Winter 2020 Faculty Assembly – December 15, 2020 at 5:15 PM – the Communication Committee, meeting next Friday, would continue working on finalizing the plan focusing on how to keep everyone connect during the holidays. • Welcome Dr. Rustin Reeves, Chair of the Faculty Policies & Bylaws Committee, as the new Ex-Officio • Early Voting on Campus starting October 13 in the Atrium – additional information on this in the Provost’s section
Provost’s Update	Dr. Taylor updated the senate on the following items. <ul style="list-style-type: none"> • Peak Activities in October – included the following activities <ul style="list-style-type: none"> ○ Early voting site -- organized by Tarrant County held in EAD Atrium Oct 13 to 23 8 AM to 5 PM and 7 AM to 7 PM on weekends. There would be signs on distancing instructions <ul style="list-style-type: none"> ▪ Voting machine was not currently set up 6 ft. apart – Dr. Taylor would look into this. Dr. Taylor encouraged the senate to bring up concerns regarding health safety and distancing.

- **Academic/Student Activities** – October 23 to 28 were days identified based on student learning outcomes/assessments to allow students on campus attending labs and learning skills needed, i.e. Anatomy Lab. Then we would see a decrease in activities by mid-November as holidays were approaching.
- **Library Service** –
 - continued to offer modified services online which had received positive feedback.
 - based on student organization’s suggestions, we were analyzing a possibility to expand the quiet study space and time from Mon to Fri, 8 to 5 PM in the large classrooms, into the evening hours from 5 PM to 11 PM on the 2nd floor of the library. The plan was under reviewing at this time but should have update soon.
- **Flu shots** – available to everyone (students and employees) to make appointments to receive a flu shot at the clinic. Also there would be a few pop ups available as well. Please check the Daily News for details.
- **COVID-19 Updates** – implemented dashboard which published information about the current active cases. Dr. Taylor also encouraged everyone to report potential exposure via hscovid@unthsc.edu.
- **Questions & Answers** – Dr. Taylor provided clarification to the following questions/comments.
 - Plan to quarantine after Thanksgiving break -- Dr. Taylor clarified that there was no plan to require anyone to quarantine after Thanksgiving break since we didn’t anticipate any programs to have students coming to on campus in December.
 - Plan to monitor physical distancing during early voting –
 - Dr. Taylor explained that each program, in working with Dr. VanDuser, customized their plan on increasing awareness on health safety/guidelines. In working closely with the voting organizer, we had plans in place to monitoring how it went during the voting days and ways to report feedback so we could revise course of actions
 - Mask requirement during the early voting -- Dr. Taylor confirmed that the campus required masks for anyone who came on campus even though the county was not required. Dr. Taylor would also double check to make sure there were signs to inform voters about mask requirement. Dr. Taylor also mentioned that there would be staffs working at the voting site to provide guidance. The campus police would be involved in the various issues to address the distancing during expected long wait.
- **Spring Semester Planning** – Email sent out by the President. More communications would be coming out shortly. In summary, below is our assumption of what would happen in Spring based on the fall data
 - After January, the operation would continue on the COVID-19 moderate alert level –moderate density component, protective measures.
 - Following our fall semester model, we would continue on analyzing what additional educational activities to be allowed on campus based on the need for students to achieve their learning outcomes.
 - With the help from faculty to identify these activities, we would be able to plan spaces to accommodate them.

	<ul style="list-style-type: none"> ▪ This might potentially require more staffs to come back to campus depending on the supervisor’s recommendations. However, we expected that most people would still continue the blended approach of working remotely and on-campus. ○ Various Services around campus – Library Service (possibly with more in person services), Student Testing, IPE activities, Simulation/Anatomy (possibly extend hours so students had easy access), HSC Health, limited on-campus visitors, no external activity allowed -- would continue operating similar to fall model. ○ Class/gathering size -- would increase but still based on the moderate level alert on occupancy level. <ul style="list-style-type: none"> ▪ MET 109/111 – dedicated to academic course environment ▪ CBH – 220 230 240 to be repurposed for research activities instead of academic ○ Clinical rotation -- continue working with our partners on students’ clinical rotations ○ Research enterprise – continue operating for students ○ Academic calendar -- increase flexibility so the Deans could have non instructional days, virtual days since no traditional spring breaks but allowing the schools/colleges to pick and choose how they used those days to catch up on their operations. ○ Contact tracing -- continue to use the same system i.e. seating chart, seat numbering, attendance check, etc. ○ Off campus activities – <ul style="list-style-type: none"> ▪ Curriculum/course requirement, approval of the Deans ▪ Clinical activities under HSC health – approval of Dr. Mark Chassay and AJ Randolph ▪ Institutional event – i.e. food drive – approval of Noah Drew at Institutional Advancement ○ Monitoring CAVID factors/indicators – continued to monitor the number of outbreaks, positive testing cases – then we would reconsider our guidelines. ○ Question & Answers -- <ul style="list-style-type: none"> ▪ Spring breaks – Dr. Taylor clarified that schools, depending on the Deans, could use this time to offer classes or to catch up on non-instructional activities – no mandating off days. ▪ Vaccination – any discussion on how to make it available to HSC employees – Dr. Taylor explained that HSC Health had been in contact at the state level to see what the process of COVID 19 vaccine distribution would look like just this past week. No details yet. It could take some times.
<p>Faculty Senate President’s Update</p>	<p>Dr. Wiechmann attended the cabinet meeting last month and received a warm welcome from Dr. Williams and the cabinet. She shared with them her vision as a Senate President and she also shared with the senate below --</p> <ul style="list-style-type: none"> • Faculty Senate President Term extension – the cabinet was opened to this idea in order to allow more times for the current president to take actions. The upcoming Senate President-Elect could initiate this process. • FY 2021 Vision & Focus – emphasis on the HSC as a true “best place to work”. Besides having the right people to work at HSC, we needed to create the right environment which the senate could help by collaborating with the leadership and our colleagues from across the campus. The Assembly is a great place to get people together to interact and get to know

	<p>one another. It is important to create an environment where we could genuinely get to know each other which would lead to better collaboration and productivity.</p> <ul style="list-style-type: none"> ○ So we should begin with the interpersonal relationships to create the richness and satisfaction of our work lives with an emphasis on an open and transparent communication, creating opportunities for the HSC family to know one another on a personal level, and humanizing our day to day interactions with all those we encounter. ● HSC Strategic Plan – not sure if it’s officially approved and published ● Obligation of accessibility for VDO materials – <ul style="list-style-type: none"> ○ Based on the Office of Civil Rights, we need to make sure that there is an accessibility to the materials when it’s online or remote, i.e. captioning. ○ Two options are 1) machine auto generation – not accurate enough to ensure compliance and 2) human transcriptions – very costly. ○ Suggestions by senators -- <ul style="list-style-type: none"> ▪ CIL had mechanism to get captioning for video lectures so we could reach out. \$1 per minute ▪ PPT has a captioning option – but it was only good for the real time or synchronous session not for asynchronous lectures. ○ Why is it required because of COVID? – Dr. Taylor clarified that this was not just because of COVID specifically but it was magnified by it. Though we had accommodated students for the in-person classes, we didn’t have in place ways to accommodate those who were now taking classes online. If it was a required course online, caption is needed. So the instructor could reach out to CIL.
<p>Open Leadership</p>	<p>N/A</p>
<p>President Councils</p>	<ul style="list-style-type: none"> ● Academic Council – met two weeks ago. Mainly discussed/brainstorming on trends and opportunities for HSC campus to move into more virtual education. This started prior to COVID. The President/Cabinet was going to deliver a charge to the council in the coming months to reset that vision based on the new strategic plan. ● Built Environment Council – No update -- Next meeting would be on October 15. ● Finance & Budget Council – No update – Next meeting was scheduled Oct 15 ● People & Culture Council – No update ● Research Council – 3 updates – 1) finding models to incentivize team research, 2) finding ways/mechanism to restart the internal grant program, and 3) finding levels of faculty research engagement
<p>School/Colleges Report</p>	<ul style="list-style-type: none"> ● GSBS – <ul style="list-style-type: none"> ○ Spring semester – planning to have small in-person classes (5 to 15 students) and everything else would be online. Most labs were back and resumed the research activities. ○ GSBS DEI activities – the group held the first seminar focusing on different aspects of DEI around GSBS

	<p>faculty, staff, and students. We established a calendar of seminars, highlighted exciting tasks and collaboration with the leaders of DEI from schools across campus to learn about each other activities and to find synergy between program. Also we met with RISE leadership team and had a great conversation around making sure we continue to move forward together.</p> <ul style="list-style-type: none"> • SCP – <ul style="list-style-type: none"> ○ Congratulations to Dr. Lawrence Cohen who received the American College of Clinical Pharmacy’s 2020 Robert M. Elenbaas Service Award in a ceremony later this month. ○ Our graduates performed above the national and state average on their NPLEX and MPJE exams. ○ Spring semester plan – to have all didactic courses delivered remotely and skill labs in person. • SPH – <ul style="list-style-type: none"> ○ Spring semester planning – combination of mostly online synchronously (16 weeks) and small portion of in-person voluntarily. ○ DEI – Zoom meeting scheduled for Oct 21 – navigating inclusiveness and difficult conversations facilitating by an outside expert in DEI consulting. Dr. Litt would find out if this would be available to faculty outside SPH. • SHP – <ul style="list-style-type: none"> ○ Physician Assistant Studies – <ul style="list-style-type: none"> ▪ Glad to hear from the Provost on the plan to extend hours for the library services since many students had expressed concern. ▪ Clinical rotation – need to get core rotation completed but not be able to go to the hospitals. We needed help from the leadership to discuss with these hospitals to allow our students on rotation ▪ Congratulations to PA McGuffee who was recently appointed as an assistant chair. ○ Physical Therapy – <ul style="list-style-type: none"> ▪ engaged in DEI activities – formed two workgroups and met with RISE to discuss activities at the university level, in OKRs for accountability. ▪ 100% passing rate for the NPTE for the first time this year. Great accomplishment ▪ Spring – all didactic works would be virtual not expecting students to come back until April. ▪ Clinical Rotation -- All 2nd and 3rd year students have been placed for their clinical rotations. • TCOM – No update
<p>Communication Committee</p>	<p>PA Holmes updated the senate that the communication committee started on the planning for the Assembly and would meet again next week. The focus would be on team building exercise.</p>
<p>Old Business</p>	<p>IT Updates – Dr. Wiechmann provided a brief update to the Senate regarding the IT services/helpdesk. She followed up with Mr. J Serrano on the senate’s requests.</p> <ul style="list-style-type: none"> • Their webpage was updated to include information regarding their service during COVID 19.

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	<ul style="list-style-type: none"> • Considering an appointment system for faculty to sign up to schedule time for service • Provided tips on how to improve your ability to work from home • After Hour assistance – they’re looking into the data (number of emails received after hours) to see how much assistance people needed to increase coverage <p>All HSC faculty should be aware of the need to keep our “State” work routinely backed up via an approved means such as OneDrive, SharePoint, or online shared drives. Questions can be directed to Information Technology Services at https://www.unthsc.edu/Information-technology-services/</p>
Other Business	<p>Promotion & Tenure – Dr. Wiechmann thanked Dr. Taylor and Dr. Salem for arranging the P&T Information session as it was very helpful which might have encouraged more faculty to submit their files. There were more than 40 applications submitted this cycle.</p> <p>Women Faculty Network – Dr. Rickards – updated the Senate that WFN was working on a joint sponsorship of an activity planned for December with the GSBS DE&I Working Group – more details would be coming shortly. All faculty interested in engaging with or learning more about the WFN should follow Twitter @WFN_UNTHSC, email wfn@unthsc.edu, and/or visit the WFN homepage: https://www.unthsc.edu/academic-affairs/faculty-affairs/unthsc-faculty-development-resources/women-faculty-network/</p>
Adjournment	<p>The meeting adjourned at 9:26 AM. The Faculty Senate will meet on Friday November 13, 2020 at 8:00 AM via Zoom.</p>



University of North Texas Health Science Center
Faculty Senate Meeting
November 13, 2020 8:00 AM
Zoom

PRESIDING: Yasser Salem, Faculty Senate Past President

PRESENT: Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Rafia Rasu, Rustin Reeves, Caroline Rickards, Damon Schranz, Nathalie Sumien, Menghua Tao, Scott Walters, April Wiechmann, Catherine Wu

ABSENT: Derek Schreihofner, Teresa Wagner (alternate E. Salas), Veda Womack (alternate K. Meyer)

GUESTS C. Taylor, D Ramirez, L. Cohen, P. Demers

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Salem called the meeting to order at 8:03 AM.
Introduction of Alternates	Dr. Salem welcomed and introduced the alternates. <ul style="list-style-type: none"> • K Meyer for V Womack • E Salas for T Wagner
Approval of Minutes	Dr. Salem inquired if there were any edits to the October meeting minutes. PA Holmes moved the motion to approve the minutes. Dr. D Schranz seconded the motion. The meeting minutes were approved.
Announcements	Dr. Salem reminded the senate of the following items <ul style="list-style-type: none"> • 2020-2021 Faculty Achievement Award Nomination started – Deadline February 26, 2021 – posted on Daily News November 9 and email communication was sent out to all faculty. Please share with your school/department.
Provost’s Update	Dr. Taylor updated the senate on the following items. <ul style="list-style-type: none"> • Fall Academic Progress – updates continued to be sent out monthly via email. <ul style="list-style-type: none"> ○ Students’ progress -- were doing well in spite the situation. Dr. Taylor expressed gratitude to everyone involved for their help. ○ Less activities around campus – since we were able to design the programs which allowed classes and academic activities to be online, by the time Thanksgiving came there would be fewer activities on campus and diminished to only particular clinical activities TCOM had. ○ Additional study spaces -- based on students’ request, we converted unused space into study space and extended the hours for evening and weekend access. We saw increased utilization of the space.

- **Early voting site and the flu vaccinations** – both went well with one last flu vaccination pop up event at the end of November.
- **Spring Semester Plan** – continued to monitor certain trickers for COVID to see if we needed to modify our plan since there would be more on campus activities happening in January.
- **P&T Process** – very active this year – record numbers of cases. Very pleased to see that things were going along well. He appreciated the Senate organizing the information session to help the faculty understand the process.
- **HSC Strategic Roadmap** – The president released the roadmap for FY 2021. During the Board of Regents meeting next week, each campus would be presenting their updates. Dr. Taylor encouraged everyone to join the BOR meeting as it would be live streamed. Below is the summary of the roadmaps:
 - **Best Place for All --**
 - RISE would also be included in the discussion as a part of the Best Place for All effort to create inclusive and innovative work environment for the future. Ms. Ramirez would provide details update on this later in this meeting.
 - How to enhance remote work capabilities – understanding challenges so we needed to provide infrastructure and support for the employees.
 - How to enhance the continuous process improvement system across HSC – focused on how to support the processes that now had been converted to online such as telephone system moving to cloud based system.
 - **Programs –**
 - Differentiate HSC from other institutes as a whole “Health Leader”. It embraced many more dimensions that were important to HSC regarding putting family in the center of care and around the team effort around primary care effort to help them to have the best health possible. We want to share more info on this in 3 areas –
 - Cultivate and promote readiness for our healthcare workforce in particular in offering degree programming, microcredentialing and to continue engaging our faculty so they’re informed of the emerging areas.
 - Implement the whole health model across our campus and community. Having series of initiatives to bring awareness and conversation about what it meant and how this mindset helped us to think about implementing programs that focusing on wellbeing.
 - Building on the health disparities programs – we had great foundation so we needed to build upon that to ensure the community and surrounding areas benefiting from it.
 - **Our strengths** – how to tell our story as a health science center – in a way that expressed our brand, informed the community of our expertise, our front leader, forward thinking institution since we had seen many of our faculty had shared their insights to help create awareness during the COVID 19. We wanted to do more.
 - **Innovation and Entrepreneurship** – we would like to build upon this and create a mechanism to bring good ideas and flex the ideas out into reality. For example, there was an opportunity for an Innovation lab/accelerator

	<p>focusing on the physical medicine/rehabilitation by bringing companies onto campus to create synergy and collaborate with the faculty. There will be a pilot and other initiatives to help move this forward. It would be one of a kind in the nation. We would hear more about it in near future.</p> <p>Questions & Answers –</p> <ul style="list-style-type: none"> • Status of HSC Finance – <ul style="list-style-type: none"> ○ Previously, we went ahead and did the internal budget cut. The amount of cut had been put in the holding account so it’s ready to be given back to the state when time came. The legislature at that point indicated that 5% cut would be required. ○ Due to the personal protective equipment cost waiver received, we had not yet had to give back the 5% cut. ○ Soon, the legislature would inform us of the additional budget cut. But because we had the money in the holding account, we wouldn’t need to do any further cut for this budget cycle. ○ In case of having budget remaining, we would reinvest it back to the campus.
<p align="center">Faculty Senate President’s Update</p>	<p>No report since the cabinet meeting was scheduled for next Tuesday (November 17,2020).</p>
<p align="center">Open Leadership</p>	<p>SHP – Currently had one Associate Dean position opened.</p>
<p align="center">President Councils</p>	<ul style="list-style-type: none"> • Academic Council – received a new charge to develop microcredentialing opportunities throughout our programs which would be available for both internal and external people. Senators were encouraged to bring ideas if there were needs in your disciplines to Dr. Taylor. • Built Environment Council – <ul style="list-style-type: none"> ○ in a process of looking at existing classroom technology to see how they were efficiently used in online setting. ○ The group met with one vendor and had a few others pending to meet so we could preview state of the art technology. ○ The focus would be on how to utilize what we had and incorporate the new technology so we could be more efficient but not to duplicate anything as one university so everyone could use it. No specific details yet at this time. There would be various models of how we would like to create the virtual classrooms depending on what we needed to ensure increasing students’ interaction. Senators were encouraged to provide inputs to Dr. Tierney and she would bring them to the council. • Finance & Budget Council – met twice since last month. <ul style="list-style-type: none"> ○ The current charge was the continuation of FY 20 charge which was the annual one-time merit incentive which was tabled due to the budget cut. HSC did not have a performance management system that supported this one-time payment but now a process was developed and in place. The council would also develop OKRs

	<p>that would be eligible for this one-time payment and allocation for team-based merits for both faculty and staff. This would be tied to end of year evaluation and HSC strategic roadmap.</p> <ul style="list-style-type: none"> ○ The definition of “team” had not yet been defined. The focus would be on teams related to the roadmap. A challenge would be the case of one person being on multiple teams. <ul style="list-style-type: none"> ● People & Culture Council – No report. The next meeting was scheduled on December 2 and would hear about the charges for the year. ● Research Council – 1) Research Advisory Council -- revamping SEED funding mechanism for more efficiency especially for the tracking aspect. 2) President’s Research Council– working on ways to provide team-based incentive in research collaboration. Each school had such a different concept on the research models.
<p style="text-align: center;">School/Colleges Report</p>	<ul style="list-style-type: none"> ● GSBS – <ul style="list-style-type: none"> ○ DE & I Activities – <ul style="list-style-type: none"> ▪ Seminar Series – details were on Daily News. <ul style="list-style-type: none"> ● Nov 17 – Nicholas Gilpin, Professor of Physiology at LSU HSC in New Orleans regarding racial and inequity in federal funding in medical research. It’s opened to call USC faculty, staff, and students. ● Dec 1 – viewing and panel discussion on the documentary entitled Picture of Scientist focusing on sexism in science. ▪ GSBS DEI working group – developing a training and education for students around DE&I. Planning to collaborate across campus to see what they’re doing so we could establish a long-term impact on our students ● SCP – N/A ● SPH – <ul style="list-style-type: none"> ○ Currently there were 5 faculty positions opened in Health Behavior & Health System and Biostatistics and the interview process started already. ○ ED&I – hosting a discussion on inclusive leadership on November 18. It’s posted on the Daily News and opened to everyone. ● SHP – <ul style="list-style-type: none"> ○ Physician Assistant Studies – No report – All PA faculty were on campus holding a workshop with students. ○ Physical Therapy – <ul style="list-style-type: none"> ▪ DEI – one of two workgroups – developing a charter for recruitment and hiring and was forwarded to the Chair and Dean in SHP for their review. ● TCOM – One device only – There was an initiative to move everyone to a one-device system which was a laptop with docking station that connected to keyboard and monitor. Dr. Wiechmann would follow up with Mr. Serrano on the timeline and the logic of the transferring. <ul style="list-style-type: none"> ○ P&T – received twice as many applications than other units on campus due to faculty attending the P&T info

	session.
Communication Committee	PA Holmes updated the senate that the communication committee would meet next Thursday to finalize the Assembly planning He strongly encouraged everyone to rsvp as soon as possible as it would help with the headcounts for activities.
Old Business	<p>RISE Updates – Ms. Ramirez provided updates to the Senate regarding RISE activities –</p> <ul style="list-style-type: none"> • HSC Strategic Roadmap (1.1) – <ul style="list-style-type: none"> • collecting existing DE&I activities across the campus to create a catalogue so we could collaborate effectively, • conducting a survey on DEI both internally and externally in April and May, • identifying the gaps and needs based on the feedback received from the survey • President’s Financial Commitment to RISE – the President committed \$1 million in FY 2021 to support RISE initiatives in these four areas -- health disparities, creating scholarships, SEED funding for research projects, and support development of implementation of educational programs. Below is an overview of the funding program process: <ul style="list-style-type: none"> • A call for online applications opened to everyone in December and April. • The selection would be based on the project proposals which aligned with the DE&I framework, as well as HSC missions, visions and values, and collaborative sustainable/long-term activities • The funding would not to be used for events, departments or school specific training or activities. • DEI Framework -- The five dimensions were <ul style="list-style-type: none"> • Campus climate, culture and community • Access equity and success, • System, policies and procedure, • Learning and scholarship and • Community partnership. • DE&I Statement would be posted on the RISE website soon. It would also include the concept of sense of “belonging, which was being drafted. • Executive Order (EO) 13950 – “combating race & sex stereotyping” – Below is the summary of the order and how it would affect HSC. <ul style="list-style-type: none"> • Not to promote the concept in federal workforce. The order extended to the recipients of federal grants and contracts which included public institutes of high education such as HSC. <ul style="list-style-type: none"> ○ This meant it prohibited the funding recipients or contractors to use the federal funds to pay for trainings on topics related to implicit bias and system racism and sexism. It also allowed cancellation and termination of the current contracts who provided workplace trainings related to this contents. • The office of Compliance/DE&I Officials would:

	<ul style="list-style-type: none"> ○ conduct an inventory of all workplace training that relates in any way to diversity and inclusion (including training provided by third-party vendors); and ○ evaluate the training to determine whether it contains any of the content prohibited by EO 13950 ○ Though this did not apply to student coursework, the office of General Counsel suggested that we look into it as a good practice so we're aware of our situation. <ul style="list-style-type: none"> ● Upcoming Events – information on RISE webpage, https://insite.unthsc.edu/rise/, and Daily news. <ul style="list-style-type: none"> ● Microcredentialing – working with student development and CIL to develop components for students who participated in program related to DE&I. ● Campus Cultural Assessment – scheduled for April 2021 and would be back to provide more information soon. <p>Questions & Answers:</p> <ul style="list-style-type: none"> ● Coordination of activities relating to DE&I subgroups and the EO -- Ms. Ramirez asked that her office be consulted by anyone whose research or educational activities include implicit bias training or related content. Please reach out to Ms. Ramirez directly. ● RISE website – the senate asked if the website would be located in the area that was easy to find but still on the Insite for internal access only.
<p>New Business</p>	<ul style="list-style-type: none"> ● Texas Council of Faculty Senates – Dr. Lewis – Dr. Salem and Dr. Lewis attended the virtual fall meeting on October 23 and 24. The meeting focused on: <ul style="list-style-type: none"> ○ Roundup reports from all participants on what was going on their campus—COVID was at the top and how impact it was on enrollment including undergrad program institute. Concerns over budget especially on non-health science related institutes. ○ Promotion & Tenure -- how faculty would be impacted – many institutes allowed the faculty to stop their clock to eliminate any negative repercussion. ○ DEI – sharing good practices ○ Speaker – on how pandemic affected academics ● Faculty Achievement Award Process – Dr. Salem – provided updates on the award process <ul style="list-style-type: none"> ○ FY 2021 Call for Nomination was sent out and the deadline would be on February 26, 2021 ○ Minor changes based on comments from the Award Committee – by clarifying the rules of nominee eligibility, simplifying format guideline, increase word limits.

	<ul style="list-style-type: none"> ○ Q&A – Can a nomination be from outside academic department? It should be from within the same school. Dr. Wiechmann would look into this and clarify.
Other Business	<ul style="list-style-type: none"> ● Academy of Health Science Educators – Dr. Meyer, CIL – encouraged senators to share with their respective schools to attend the event on Tuesday November 7 at 12 PM to collaborate and shape our own academy to see which direction we wanted to go. ● Integrity Education training -- due by January 2021. Ms. Ramirez suggested that everyone checked to see what you needed to complete the Bridge learning system.
Adjournment	The meeting adjourned at 9:49 AM. The Faculty Senate will meet on Friday December 11, 2020 at 8:00 AM via Zoom.



University of North Texas Health Science Center
Faculty Senate Meeting
December 11, 2020 8:00 AM
Zoom

PRESIDING: April Wiechmann, Senate President

PRESENT: Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Rafia Rasu, Rustin Reeves, Caroline Rickards, Yasser Salem, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Nancy Tierney, Scott Walters, Teresa Wagner

ABSENT: Thad Miller, Veda Womack (alternate J Crumm), Catherine Wu

GUESTS C. Taylor, B. Gladue, P. Demers, K. Meyer

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:01 AM.
Introduction of Alternates	Dr. Wiechmann welcomed and introduced the alternates. <ul style="list-style-type: none"> • J Crumm for V Womack
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the November meeting minutes. PA Holmes moved the motion to approve the minutes. Dr. D Schranz seconded the motion. The meeting minutes were approved via electronic poll with 87.5% approved and 12.5% abstain.
Announcements	Dr. Wiechmann informed the senate of the following items: <ul style="list-style-type: none"> • Invited Guests for January 2021 meeting -- Dr. Wiechmann informed the senate that the following guests and presentations were invited and would be presenting at the next month meeting. <ul style="list-style-type: none"> • Gallup Poll Result –Dr. R Mark Miles <ul style="list-style-type: none"> ▪ Dr. Wiechmann asked the senators to prepare additional questions from their respective schools to ask Dr. Miles in January regarding the recently Gallup Poll result. • IT update –Mr. Serrano and team • Faculty Demographic Data –Dr. Taylor – the data still needed to be verified and would be presented in January. • Nominations for Faculty Achievement Award – So far only one nomination was submitted – Dr. Wiechmann encouraged the senators to continue reminding their faculty to submit the nominations. The nomination packet should be directly email to Nat Paterson.

Provost's Update

Dr. Taylor updated the senate on the following items. –

- Dr. Taylor expressed his appreciation to everyone for their effort to work together during the pandemic. He reminded everyone to attend **the Valuability of the Year event** scheduled later today to celebrate the hard work of those nominated.
- **Announcements on academic activities --**
 - **Early Campus Closure -- December 23** – an announcement should be sent out shortly.
 - **November Board of Regents meeting** –
 - approved a new MS degree with major in Drug Discovery and Development proposed by HSC College of Pharmacy (CoP). At the next BOR meeting in February, another new program proposal from HSC CoP MS degree with major in Applied Outcomes Research would be presented as well.
 - **Diversity, Equity and Inclusion (DE&I)/RISE Team** – The website had been populated with more information. Dr. Taylor encouraged everyone to visit and find out additional information on resources – especially the request for funding opportunity announcement. If you have any question, you could reach out to Ms. D Ramirez directly.
 - **New Simulation Center** – the steering committee in working with UNT system and Facilities, were reviewing programming needed across the campus. After the review was over, construction would begin in the 1st floor of the Lewis library. Any suggestions or questions could be directed to Ms. Karen Meadows or Ms. Jessica Rangel.
 - **Promotion & Tenure Review** – all school's P&T committee were working really hard to review all the packets which were around 25 of them. Dr. Taylor would like to thank the committee members for their time and effort.
- **Spring Semester Plan to return to campus** – in working with the deans, we would determine to slowly increase the in-person components to on campus but it would depend on how valuable they were related to student's learning experience and environment as well as all aspects of our research enterprise. More information would be communicated through the Deans to their respective schools. Updates would be sent out to everyone as often as we received them including CDC guidelines as they modified their guidelines. Dr. Taylor encouraged everyone to check on the information during the holidays so they're informed prior to coming back after the holidays break.

Questions & Answers –

- **HIPPA – Disclose of names of those tested positive** –
 - Dr. Taylor emphasized that names of those who were tested positive should not be disclosed. The information could only be revealed to appropriate authority as it related to contract tracing process. If you are aware or heard of the information, please be mindful of it and not share with others.
 - Getting a test at HSC health did not automatically report or disclosed to HSC but only to Tarrant county for contact tracing. You still needed to report it yourself through proper channel. Dr. Taylor would like to encourage everyone to report anything related to COVID.

	<ul style="list-style-type: none"> ○ If you have questions, please contact Dr. M Chassay, Chief Medical Officer, or Ms. D Ramirez, Chief Compliance Officer. ● Health/Safety Violation Sanction – <ul style="list-style-type: none"> ○ Some concerns were brought up by faculty on an inconsistent or lack of contact tracing, safety violation (not wearing masks and/or social distancing), lack of testing, and varying expectations of faculty being on campus. <ul style="list-style-type: none"> ▪ Dr. Taylor asked that the faculty communicated with their deans regarding the expectations. ▪ From student’s perspective, some cohorts had not yet had an opportunity to experience face to face interaction with others or come on campus, which was part of value added component, therefore, there might be some expectations of the faculty adding more in-person component to their courses. Regardless if it would put our safety at risk, we would have to discuss it with the Deans. ▪ Visa status of International Students – as required by Homeland Security Department, the international students needed to come on campus to maintain the visa status so we would have to consider adding the in-person component to accommodate our students. ○ Dr. Taylor reminded the senators that there were ways to report violations such as the HSC Trustline, which you could call at 844 692-6025 or online at www.ethicspoint.com. ○ Dr. Taylor also reminded the senators that more ideas and suggestions on how to enhance safety were always welcomed which could be directed to the Reopening committee and COVID Taskforce. They would be able to bring the information to the cabinet. Also Dr. Taylor asked the senators to visit the website https://www.unthsc.edu/coronavirus/ where COVID related information was consistently posted and updated.
<p align="center">Faculty Senate President’s Update</p>	<p>Dr. Wiechmann attended the cabinet meeting for the Gallup Poll report portion. The result had been distributed among the school’s leaderships and supervisors so they could review and utilize the results accordingly. Dr. Miles would provide details in the January meeting.</p>
<p align="center">Open Leadership</p>	<p>SHP – Currently had one Associate Dean position still opened.</p>
<p align="center">President Councils</p>	<ul style="list-style-type: none"> ● Academic Council – N/A – Dr. T Miller was not available. ● Built Environment Council – continued to work on finding solutions for classroom technology. The council members were invited to visit a vendor, Cloud Ingenuity, in Carrollton both virtually and in-person for a demo. More updates on this would be reported next month. ● Finance & Budget Council – No report. Updates from the last council meeting would be provided to the senate at the January meeting. ● People & Culture Council – met for the first time. Ms. Foster shared with us the charge from the President to “bring forward a comprehensive plan with implementation timeline and a recommended resource budget for HSC to gain national recognition as a “Best Place to Work” that encompasses our values culture”. Three focused areas/groups were First-Year

	<p>Experience, Value-Based Hiring, and National Recognition.</p> <ul style="list-style-type: none"> • Research Council – was working on developing ways to incentivize research collaboration/teamwork. We were still at a brainstorming stage and gathering ideas to develop a mechanism to incentivize teams, promote team/multidisciplinary research as well as teach teaching.
<p align="center">School/Colleges Report</p>	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ Department of Microbiology, Immunology & Genetics – currently had opening for early stage investigator. The committee had started reviewing applicants. ○ Department of Physiology & Anatomy also hired for an Assistant Professor who would start in January ○ Department of Pharmacology & Neuroscience was looking for a faculty with an MRI capability to join the department • SCP – excited about the two new MS programs. • SPH – <ul style="list-style-type: none"> ○ in a process of hiring large amount of faculty – 6 – so the faculty had been busy with zoom job talks/interviews. ○ planning to offer some spring courses to include in person component so international students would have opportunity to come to campus but all other courses were online. • SHP – No report • TCOM – No report
<p align="center">Communication Committee</p>	<p>PA Holmes informed the senate that the Assembly would focus on this fun interactive teambuilding activity held by an external organizer. The 2nd invitation was sent out to all faculty and PA Holmes asked the senators to reach out to their faculty to confirm their participations as soon as possible so we could provide more accurate number of attendees to the organizer.</p> <p>Dr. Wiechmann also informed that the President, Dr. Williams, would be joining at the beginning to provide some updates as well.</p>
<p align="center">New Business</p>	<p>Board of Regent Research Update – Dr. Gladue – provided the summary of his report on HSC research performance at the November Board of Regents meeting.</p> <ul style="list-style-type: none"> • Research awards & expenditure – Overall the dollar amount increased in FY 2020 compared to FY 2019. <ul style="list-style-type: none"> ○ FY20 Research expenditures - \$44.52M vs. \$46.77M in FY19, FY20 target was \$46.9M ○ FY20 Research awards - \$62.9M vs. \$51.0M in FY19, FY20 target was \$53M • Research activities portfolio – Dr. Gladue emphasized that based on the strategic roadmap, HSC would focus on increase research activities in various areas but the most importantly we needed to utilize our existing expertise and strength that our people had. Below is some of the activities Dr. Gladue mentioned.

	<ul style="list-style-type: none"> ○ Leading research activities -- Most of the research activities were around the existing institutes such as the institute of Translational Research. ○ Clinical trials – after a restructuring of the process, more activities were being organized for trials on Alzheimer and Parkinson products. ○ Health disparities in the community – a focus was to apply all the skill sets we had to address the health disparities in the community such as the study of Alzheimer disease in 1000 African American subjects which was an add on to the previous Hispanics subject. We wanted to expand this to other health issues, which aligned with the President’s strategic plan. The BOR and local donors were excited about it. ○ Shark tank like platform/innovative effort – (Lynn Nelson, Cameron Cushman) Find a way for students. Faculty, and staff to generate ideas related to healthcare and run it through a test drive or pilot to see if it worked. This was to take advantage of our capabilities instead of waiting for someone else’s ideas. More info in a near future. ○ Technological innovation partnership in Physical Therapy/Rehabilitation working with an investment firm specializing in technology accelerator to become one of the key leaders in north Texas region. This field had been under developed so we would focus on this and build a physical medicine innovation laboratory on our campus.
Adjournment	The meeting adjourned at 9:33 AM. The Faculty Senate will meet on Friday January 8, 2020 at 8:00 AM via Zoom.



University of North Texas Health Science Center
Faculty Senate Meeting
January 8, 2021 8:00 AM
Zoom

PRESIDING: April Wiechmann, Senate President

PRESENT: Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Rafia Rasu, Caroline Rickards, Yasser Salem, Damon Schranz, Menghua Tao, Nancy Tierney, Teresa Wagner, Scott Walters, Catherine Wu

ABSENT: Yein Lee, Rustin Reeves, Derek Schreihofer, Nathalie Sumien, Veda Womack (alternate Deanna Cross)

GUESTs P. Demers, J. Foster, R. Mark Miles, K. Meyer, A. Tissera, J. Serrano

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:04 AM.
Introduction of Alternates	Dr. Wiechmann welcomed and introduced the alternates. <ul style="list-style-type: none"> • D Cross for V Womack
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the December meeting minutes. Dr. Schranz moved the motion to approve the minutes. PA Holmes seconded the motion. The meeting minutes were approved via electronic poll with 81% approved and 19% abstain.
Announcements	Dr. Wiechmann informed the senate of the following items: <ul style="list-style-type: none"> • Nominations for Faculty Achievement Award – Dr. Salem reminded the senate that the nomination would be opened until February 26. So far there were very few submissions. He strongly encouraged the senators to reach out to their faculty to submit the nominations.
Faculty Senate President’s Update	Dr. Wiechmann provided updates from the cabinet meeting. Below is some of the highlighted discussion. <ul style="list-style-type: none"> ○ Valuability Ceremony – impressed with the number of attendees ○ HSC HR Office – the cabinet opened a dialogue on bringing back our own HR office who would better understand the campus culture. ○ Exit interview (Stay Interview) Process – making it more permanent and standardizing the process ○ President’s Councils Website – each council was tasked to ensure that their website was up to date so correct/appropriate information would be available for everyone.

<p>DE&I Updates</p>	<p>Dr. Wiechmann, based on a suggestion received, brought to the senate attention that maybe the topic of “Opening Leadership Positions” could be replaced by other topics. Since the last few meetings we didn’t have a lot of information on the leadership positions, it’s suggested that we included regular updates on DE&I initiatives and other activities such as Early Career Development Council (ECDC).</p> <ul style="list-style-type: none"> • RISE funding application – Dr. Lewis strongly encouraged more people to submit the applications this round or in April. She also will request the RISE team to provide clear criteria/feedback to those applicants who were not selected so they would know or understand what to do to improve chances for the final funding cycle. Dr. Lewis would provide more details to Dr. T Miller to include in the takeaways. Any questions should be directed to Mrs. D Ramirez. • DEI Initiatives and RISE team – Dr. Lewis also clarified that all DEI activities should go through the RISE team to ensure collaboration of scheduling of events happening each month. This didn’t include courses directly offering by school/college. <p>Dr. Wiechmann encouraged the senators to discuss this further with their faculty so we could understand what went on around campus so we could report up to the Leadership if there were issues of how it was being applied. She also asked emails to be sent to her if someone had more questions and concerns.</p>
<p>Early Career Development Council (ECDC) Updates</p>	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided an overview of ECDC to the senate. She asked the senate to be on a look out for upcoming ECDC activities and help encourage the faculty in their respective school/college to participate. The activities are focused on helping all junior faculty to have successful career. The previous activities were focused on Promotion & Tenure, and the last meeting was about connecting researchers and clinicians to increase collaboration. More information on ECDC is available on the website, https://www.unthsc.edu/office-of-faculty-affairs/faculty-development-and-training/early-career-development-council/. Everyone could reach out to the ECDC school representative for information.</p>
<p>President Councils</p>	<ul style="list-style-type: none"> • Academic Council –No update • Built Environment Council – No update. The group would meet next week. • Finance & Budget Council – No update – The group would meet next week. • People & Culture Council – No update – The group would meet in two weeks to finalize how to measure first year experience. • Research Council – No update – The group would meet next week.
<p>School/Colleges Report</p>	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ DE&I – submitted a syllabus for a course on fundamental DE&I concept for all incoming GSBS possibly in the fall 21 or spring 22. Will update once it’s approved. • SCP – A new faculty member starting in Pharmacotherapy and a position opened for another faculty which would be a joint appointment with Walmart community pharmacy residency program. Additionally, there would be two new certificate

	<p>programs launched in Fall 2021.</p> <ul style="list-style-type: none"> • SPH – <ul style="list-style-type: none"> ○ Four finalists accepted the job offers and would be joining us starting in June. ○ Working on the 5-year trajectory to vision what topics SPH should include. Any thoughts or ideas on Public Health Management and how it should be developed relative to others own area/disciplines were welcomed. This was a good time to start making connections and share information. • SHP – PA Studies – waiting to hear from a candidate for an adjunct position to teach HEENT Course in the Clinical Medicine blocks. SHP still had not yet finalized on the position of Assistant Dean. • TCOM – No report <p>Comments on offering courses on campus vs. online delivery –</p> <ul style="list-style-type: none"> • TCOM -- very few courses were offered in person. • SCP – all SCP courses were still online, but some courses offered for GSBS instructors were encouraged to offer them in person. However, the instructors still had an option to deliver via Zoom if needed. • GSBS – small classes were encouraged to be in person but there was an option to opt out but needed approval. Still it was a concern since the number of infection was still very high. • Dr. Wiechmann reminded the senate that if they had any issues regarding course delivery, they could work directly with their Dean. It’s case by case and it’s challenging for our students to not be able to see patients face to face. It’s interesting to learn how our students are doing virtually. • SHP/PA Studies – offering hybrid program (mixed between in person and online classes) – during the monthly meeting with students, it seemed students applied their skills better during the face to face situation.
<p>Communication Committee</p>	<p>PA Holmes provided the summary of the Faculty Assembly feedback from Qualtrics. Overall the attendees were satisfied with the event. The committee would use the comments provided to plan for the upcoming Assembly. PA Holmes also showed a short video clip of the event to the senate. The longer version would be available on the Faculty Senate webpage soon.</p>
<p>New Business</p>	<ul style="list-style-type: none"> • 2020 Gallup Poll Report – Dr. R Mark Miles – provided a summary of the recent poll result to the senate. Below are some of the highlighted points <ul style="list-style-type: none"> ○ Overall the HSC employee engagement had increased from the year before. ○ “I had a best friend at work” decreased from last year. Based on the Gallup Poll, this question decreased across the nation. This could be a result of the current situation with COVID 19 since everyone was working remotely and less in-person contact. ○ To help everyone better understand the poll result, Dr. Miles also provided the senate the definition of “Engagement” -- <i>involved in, committed to, and enthusiastic about their work and workplace</i>” by Gallup Poll

	<ul style="list-style-type: none"> ○ Dr. Miles explained that the Gallop Poll welcomed the fact that the survey takers didn't just blindly answer questions from the research perspective but it's helpful to understand how they interpreted the questions. ○ Faculty scores tended to be lower than staff. 3.91 (increased from last year) 46% were engaged. Though lower than the overall score but based on Gallop Poll was a trend this year considering changes the faculty had to go through due to COVID 19. ○ NTT scored higher in engagement. For TT scored below than average so this brought up a concern. We might need to explore further to find out specific reasons. T – also low. Gallop said this is normal. There was a direct correlation between length of service and disengagement. Though it's not unusual, it is an area to work on. <p>Dr. Miles walked the senate through the survey platform and showed how to look up information. The entire survey result could be accessed via the myHSC homepage. He encouraged that everyone took the time to review the results and search for the information most important to them and their unit. Also there were resources provided to help everyone understand the results such as white papers and articles.</p> <ul style="list-style-type: none"> ● Telephone Platform Transition – Mr. J Serrano and A Tissera, IT, provided a summary of the project to the senate. The reason of the transition was to improve and enhance the current campus telecommunication capability and infrastructure. The new platform is called “Unified Communication Platform” (UCP) <ul style="list-style-type: none"> ○ Current telephony system (initially purchased in 1992) is end-of-life and lacks many modern capabilities. The new system would enhance remote work capabilities to connect and support a distributed workforce, as well as to encourage productivity, engagement, and collaboration ○ The new system would allow everyone to be more mobile (working remotely) and provided more flexibility because you could have this on any devices (laptop, tablet, smartphone). It also provided new features as such, voice, chat & video conferencing in a single platform (MS Team selected to align with the UNT System), call forwarding options and simultaneous ring, and cloud voicemail, as well as, enhanced 911 call and call center solution. ○ Device selection – currently being finalized. ○ Pilot groups were now live -- Library, CIL, INCEDO and ITS resources transitioned. ○ The migration planned for HSC would be late April 2021. <p>Suggestions – the senate suggested that it would be helpful if more detailed trainings and explain the benefits of the new system are available so everyone would be comfortable with the change.</p>
<p>Adjournment</p>	<p>The meeting adjourned at 9:58 AM. The Faculty Senate will meet on Friday February 12, 2021 at 8:00 AM via Zoom.</p>

**University of North Texas Health Science Center
 Faculty Senate Meeting
 February 12, 2021 8:00 AM
 Zoom**

PRESIDING: April Wiechmann, Senate President

PRESENT: Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Melissa Lewis, Dana Litt, Jin Liu, Yein Lee, Kenneth Miller, Thad Miller, Rafia Rasu, Caroline Rickards, Yasser Salem, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Nancy Tierney, Teresa Wagner, Scott Walters, Veda Womack, Catherine Wu

ABSENT: Rustin Reeves

GUESTS P. Demers, C. Taylor, D. Ramirez

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:01 AM.
Introduction of Alternates	N/A
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the January meeting minutes. PA Holmes moved the motion to approve the minutes. Dr. Schranz seconded the motion. The meeting minutes were approved via electronic poll with 94% approved and 6% abstain.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • Nominations for Faculty Achievement Award – asked the senators to continue encouraging their faculty to submit the nominations. Considering the current situation, the nomination was a good way to show our colleagues how valuable they were to the university. <ul style="list-style-type: none"> ▪ A few suggested whether or not we could open up the nomination process to recognize people who might not fit in this particular award. We possibly could expand and think outside the box such as a group award. Since the award criteria is restricted, many faculty with unique situations could not be a part of it. Dr. Wiechmann welcomed more comments from everyone and asked them to send emails to herself, Dr. Salem, or Nat Paterson so the Award committee could discuss. • Next Faculty Assembly Date – Tuesday April 27, 2021 at 12 PM

Provost's Update

Dr. Taylor updated on the following topics:

- Board of Regents meeting – held on February 4-5, 2021
 - New MS Programs approved – the board approved two programs proposed by SCP -- Master of Science Degree with a Major in Drug Discovery and Development and Applied Outcomes Research. Next step would be an approval from THECB and SACSCOC.
 - Student success updates -- Dr. VanDuser updated the board on how our students' mental health and well-being were.
- Return to Campus – COVID related –
 - The communications on current status of COVID on campus were still sent out on weekly basis
 - Library access – continued to increase since before the holidays and in January
 - COVID Vaccination – working the Tarrant County on the distribution to the community. We were waiting to hear when we would receive more allotments to distribute to more people including our campus.
 - The Reopening committee continuously met and reviewed information based on the CDC guidelines. Please refer people to the website, <https://www.unthsc.edu/coronavirus/>, for more details.
 - Increasing staff presence in the Leaderships offices (President, Provost, etc.) -- there would be one person, on a rotating schedule, present to provide service to walk-in/in-person visitors.
- Upcoming events –
 - March 19 – Virtual TCOM Match Day
 - March 26 – Virtual RAD
 - April 10 – Virtual Discover My HSC
 - April 27 – Virtual Faculty Assembly
 - Most of the events and large gathering held in March and April were still under the current guidelines. For those planned to be held in May, we had not yet considered allowing events to be held in-person but we were keeping an opened mind to see how flexible we could be in terms of in-person gathering as the situations developed. It could be combinations of virtual and in-person depending on the current situations.
- COVID Relief Bill – Though it's more focused on an undergraduate level institutes, we expected to receive funding which we could use to help our students. The 1st allotment from last year was allocated to address students' needs who were affected by the pandemic. In a week or so, we should know how much we would receive again. Dr. VanDuser and the team were working to organize the reviewing process to identify students' needs so we could have the resources available to students in a timely manner.
- Promotion & T Process – all the packets had gone through the steps and at the Provost and the President. Then those needed would go to BoR by April. It's a record breaking with 20 more packets. It's great to see the level of accomplishments of our faculty. We now would shift and talk about faculty success and how we could create solutions for that focusing on Faculty Profile. Would like to emphasize on the work involved in this process.

	<p>Questions –</p> <ul style="list-style-type: none"> ▪ It's suggested that there should be an announcement of the P&T decision at the September Faculty Assembly to honor and recognize those who were promoted or received tenure. • COVID Relief Bill – Dr. Taylor explained further that <ul style="list-style-type: none"> ▪ the first allotment we received from the bill, based on the federal guideline, 50% of it had to be given directly to students who had the needs, i.e. paying bills, rent, buying food, etc. It was fairly flexible. The other 50% was for additional expenses incurred because of COVID, i.e. a purchase of technology to make our operations go online. We, in particular, spent the fund to purchase resources for simulation. ▪ For the next round, we were expecting it to be similar. Dr. Taylor offered to come back and update the senate on the process and numbers. He asked the senators to help remind the students of this opportunity to increase their awareness. Inform them to keep an eye out for the information but no details should be given to the students just yet. There would be communication rolled out on the Daily news and website similar to the first round. • Vaccine – how would the situation be handled when those who would not want to be vaccinated? <ul style="list-style-type: none"> ▪ We were working on getting all students on rotations to have access to vaccines and surveying to identify who would like and still need access to vaccine ▪ We understood that there were people (staff and students) who were hesitant to get vaccine so we're taking this as an opportunity to talk about value and the importance of vaccination. We would approach it in a similar way as flu vaccination.
<p>Faculty Senate President's Update</p>	<p>Dr. Wiechmann provided updates from the cabinet meeting. Below is some of the highlighted discussion.</p> <ul style="list-style-type: none"> • Dr. Wiechmann would like to emphasize was the vaccination roll out, the leadership back on campus, and a consideration of shifting events back to on campus. It's encouraged to hear that in May it would be possibly more flexible in how we could hold or arrange events on campus and virtual. Especially the commencement • HR staff on campus – the system would increase a number of HR staff on campus to ensure each campus specific culture. • RISE application deadline – 12 applications for \$700K. Ms. Ramirez would provide more details later in the meeting.
<p>DE&I Updates</p>	<ul style="list-style-type: none"> • February – celebrating the Black History Month • TCOM – <ul style="list-style-type: none"> ○ 1) Dr. Crawford provided information to TCOM faculty focusing on culture humility, perspective on designing and delivering medical curriculum. It's very helpful. How to change the culture especially hiring policies and provide cultural responsible caring practices to use as models for our students. ○ 2) developing guideline for TCOM leadership on what to do to change culture starting with hiring and admission, improving cultural humility, including in our doctoral courses, recruiting diverse patients. ○ 3) student success – providing activities and forum for our students to engage. • SCP – PEACE taskforce – promoting and training including inviting speakers to increase awareness on the topic

	<ul style="list-style-type: none"> • PA Studies – putting together a virtual diversity panel for students and faculty on April 9. <p>Dr. Lewis reminded the senators to visit the RISE webpage for detailed information on the activities around campus, https://insite.unthsc.edu/rise/campus-activities/. This page contains information of the DE&I activities each school and college would like to share with the campus. RISE Team would work with schools/colleges to ensure information is available across campus.</p>
<p>Early Career Development Council (ECDC) Updates</p>	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • Next Spring 2021 General Meeting on Tuesday March 30, 2021 at 12 PM – Best preparing and navigating for the third-year review and P&T review– trying to get the early career faculty engaged and ready for the P&T process. Please promote this to your respective school. • Writing Accountability Group (WAG) – the Spring session is going on now. The groups meet weekly. It’s productive. Please also help promote it. It’s a peer-to-peer format where a participant stated to the group leader what their goal was and then at the end presented it the result. It’s been very helpful. • Suggestions – <ul style="list-style-type: none"> ▪ proposing ways to fund this activity so it would turn into publications. RC would bring this back to ECDC for further discussion. ▪ WAG could it be opened for non-early career? RC would discuss it with ECDC. ▪ Should there be a way to formalize funding to support this kind of activities at the department or school level? Dr. Taylor welcomed initiatives and proposals for faculty enrichment and development activities that would benefit broader group of people on campus.
<p>President Councils</p>	<ul style="list-style-type: none"> • Academic Council –1) faculty incentives, 2) centralizing a hub for learning products/platforms – right now we had various platforms housing within each school/college individually, and 3) explore joint degree completion team with other institutions to channel students from undergrad to grad setting. We would meet in the upcoming week for further discussion. • Built Environment Council – focusing on how to make the space that we had more effective and efficient usable – looking at technology and how it would help both form and function. HSC had submitted a request for state fund that available for revitalizing current/existing building (not HEF Fund). The request was for \$42 million for FY 2022. The proposal would be submitted after June for approval. If not approved, we would have to find other sources. • Finance & Budget Council – working on SBAR on proposing one-time performance payment based on OKR. The SBAR would be presented to the cabinet by Mr. Anderson in March. <ul style="list-style-type: none"> ○ Dr. Taylor clarified that OKRs would be linked to the faculty annual performance which was determined by you and your chair related to P&T. Progressively then the chairs would work with the dean and the dean with the leadership to ultimately link to the roadmap for that year but in a form of initiatives and project like format. Stepping stones from year to year.

	<ul style="list-style-type: none"> ○ There is a concern around using OKR and faculty evaluation – However if OKRs were used as inputs but not criteria, it would be understandable. ○ This could be an initial point for us to understand how people come together to work and get awarded for that. ○ Dr. Taylor explained that in the annual performance criteria stated in the rubric whether or not you had made sufficient progress in your annual OKRs for teaching, research, and service. Then your chair would have conversation with you to determine what the details of the OKRs were, workload distribution, so on. ○ Dr. Taylor also welcomed further conversation regarding this in a separate time if needed. ● People & Culture Council – continued working the three areas – 1) first year experience (collecting data), 2) hiring, 3) how to get nationally recognition for HSC. ● Research Council – continued working on team-based incentive and where to find funds, and what matrix would look like. <p>Dr. Wiechmann encouraged the senators who serves on the council to work with their council to update the information on the website so people could refer to it to get details accurately.</p>
<p style="text-align: center;">School/Colleges Report</p>	<ul style="list-style-type: none"> ● GSBS – a search for a new faculty for Microbiology & Immunization went well and ready to send a recommendation to the department chair. <ul style="list-style-type: none"> ○ NIH application submission for the FIRST program – an initiative to increase or recognize the needs for inclusivity and diversity at the faculty level. It is a 4-year program supporting two clusters of 6 hires of TT assistant professors with 75% FTE in research activities. Provost was very supportive of this proposal. ● SCP – had great pool of applicants for the joint hiring with Walmart and would start interview, research seminar series on DE&I which is opened for everyone and will share the zoom link in the chat. ● SPH – a few new faculty to start this summer. All classes are still completely online and we were waiting for guidance on how to return to campus. ● SHP – <ul style="list-style-type: none"> ○ PA Studies– hired new adjunct and interviewing candidates for Associate Dean position. The PA faculty had been on campus for the hands-on activities since November. ○ PT – two faculty positions opening – one is hourly lab instructor and a temporary adjunct. Classes were still remotely but planned to go back on campus for lab instruction at the end of March, early April. ● TCOM – vaccination – first line personnel got vaccinated and waiting on the 2nd round. <p>Suggestion --- Starting next month meeting, each college provided updates on who had come back to work on campus and that was going.</p>

<p>Communication Committee</p>	<p>PA Holmes updated the senate on the progress of the next Assembly preparation –</p> <ul style="list-style-type: none"> • The date was finalized for Tuesday April 27, 2021 at 12 PM via Zoom • Focus would be on faculty engagement and 2021 Faculty Achievement Award ceremony • Since the format would be multiple breakout rooms, the senators were strongly encouraged to attend to help facilitate each breakout room and discussion.
<p>Old Business</p>	<p>FY 2021 Faculty Data – Dr. Taylor and Ms. Ramirez presented the faculty data. Here are some of the highlights:</p> <ul style="list-style-type: none"> • Total number of faculty – 262 (same as 2019) • Gender -- <ul style="list-style-type: none"> ○ 53% of the faculty is female ○ Years in service of female faculty -- 67% = 0 to 5 years, 48% = 6 to 5 years, and 26% = 16 or more years • Tenure status – overall 60% of the faculty are Non-tenure track and 40% are Tenure track and Tenured – This was steady from previous year due to the strategic recruitment we were doing. • Rank – Majority were Assistant Professors – therefore there is a need in Early Career Development programs -- 40% Assistant Professors, 26% = Associate Professors, and 20% are full Professors. These number remained even but one area that was decreased was the number of research faculty. It dropped from 16 to 8 possibly related to research enterprise component. • Race – HSC was in the middle comparing to other institutes in the state – 25% = Asian, 5.7% = African American, 4.6% = Hispanic. With the numbers in terms of Race/Years of Service/Rank, we could see that there was room for improvement and that we could do better to help increase DE&I. <ul style="list-style-type: none"> ○ There was almost no diversity in the ranks of Associate, full Professor, and Regent Professor. • New Hires – consistently hired 30 faculty every year – based on the profiles, they were predominantly female Assistant Professors. • Exit/Termination – the number was trending downward and almost split between Assistant (12) and full Professors (9) – how do we do to help Assistant Professors be success and stay with us until full professor? Also, how did we do in terms of mid-career and more senior faculty for their career? Along with the male vs female that was evenly split. • Faculty success/experience initiatives – Ms. Ramirez –

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	<ul style="list-style-type: none"> ○ This faculty data was heavily related to what we were trying to do for RISE initiatives, particularly the Cultural Assessment in April. The result of this would be the data points used to determine what kind of initiatives/actions we needed to move forward with in the near future. ○ The subcommittee was working on putting together the questions for the assessment – we also were gathering specific questions from people around campus. ○ Financial Commitment– 12 applications received from the first cohort – the next one would be in April. ○ Needs for Faculty Success – Dr. Taylor asked the senate to help explore, during the assembly, so we could come up with solutions to further develop the success of our faculty. Dr. Wiechmann added that the focus of the upcoming Assembly would be to discuss how to increase engagement especially with tenured and tenure-track faculty and how they need to be engaged. <p>Comments –</p> <ul style="list-style-type: none"> ● Recognition of those retired – during the pandemic we didn’t get to know those who left. ● Not knowing where people left and went to – Were they successful at the new place? Should we try to see what others are doing and compare to what we’re doing? ● The numbers were not the main indicator – but what we wanted to see was the success of our people. Meeting certain numbers is one component but the conversation focused on the person’s experience and how we could keep that person here and engaged people would be more beneficial.
Others	Dr. Wiechmann encouraged the senate to seek out inputs/comments from their schools/colleges about the RISE initiatives, committee, website, etc., for discussion during next meeting.
Adjournment	The meeting adjourned at 10:05 AM. The Faculty Senate will meet on Friday March 12, 2021 at 8:00 AM via Zoom.



University of North Texas Health Science Center
Faculty Senate Meeting
March 12, 2021 8:00 AM
Zoom

PRESIDING: April Wiechmann, Senate President

PRESENT: Michael Carletti, Vic Holmes, Harlan Jones, Melissa Lewis, Dana Litt, Jin Liu, Yein Lee, Kenneth Miller, Thad Miller, Rafia Rasu, Caroline Rickards, Yasser Salem, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Nancy Tierney, Teresa Wagner, Scott Walters, Veda Womack, Catherine Wu

ABSENT: Jennifer. Fix, Rustin Reeves

GUESTs P. Demers, K. Meyer, C. Taylor, M. Williams

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:01 AM.
Introduction of Alternates	N/A
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the February meeting minutes. Dr. Schranz moved the motion to approve the minutes. PA Holmes and Dr. T Miller seconded the motion. The meeting minutes were approved via electronic poll with 100% approved.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • Spring Commencement and Faculty Senate May 2021 Meeting – May 14, 2021 -- details of this discussion recorded in the section “Other”. • FY 2022 Faculty Senate Election – information sent to the Deans so they could start their election process. Deadline was May 31.
President’s Update	<p>Dr. Williams updated the senate on the following topics:</p> <ul style="list-style-type: none"> • Tarrant County Vaccination Program – <ul style="list-style-type: none"> ▪ HSC is hoping to provide 600-700 vaccines per day in partnership with Tarrant County Public Health. Location sites will likely take place in communities at greatest risk (e.g. large church at stop 6, Meacham Field, and vacant store at Ridgmar mall Dr. Williams estimated that in 10 to 12 weeks, the supply and demand of the vaccines would tilt and there would be more vaccines available and wildly distributed at

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pharmacies and doctor’s offices. Our impact would be in the next 10 to 12 weeks and then we would adjust our plan.

- **Legislative Process** – President Williams finished his testimony to the Senate then the House, with the expectation of budget deliberation to be finalized the last week of May. The proposals/deliberations included:
 - Mission specific research dollars related to specific research programs. This would be more permanent funding requested. HSC proposed for \$30 million for health disparities (\$15 mil a year over 2 years and the half would be for an expansion of Dr. O’Bryant’s work on African American cohort on brain study to other minority groups). We would not know the final decision until the end of May.
 - 5% return of fund from the previous budget cut
 - \$2 millions on tuition revenue for renovating existing facilities to add new technology to create flexibility for future educational delivery. We did not ask for new space/building dollars.
 - COVID Relief Fund – Though we would receive a small amount (\$900K) of funding, there would still be some opportunities for us to submit requests for other dollars.
- **Campus Reopening** – continuing with CDC guidelines and continued doing what we had been doing. The focus would be on developing ways to bring students back slowly and safely as we continued vaccinating more people.
- **Reorganization of Whole Health** – This movement is 2 ½ years in the making, with the purpose being to provide healthcare that focused on the patient’s overall health including family, job, nutrition, and personal healthcare goal. Our clinical care delivery model had always been more of traditional.
- **UNT Tuition Reimbursement Program** – After a discussion with the Chancellor and other campus Presidents, the educational scholarship will continue this next academic year, but a new program will be designed for sustainability.
- **Promotion & Tenure Process** – Dr. Williams complimented Dr. Taylor and his team on their wonderful job and hard work on completing the recent P&T review process. Promotions packets will be presented to the Board of Regents for final approval.

Questions & Answers –

- **Vaccinations** – It would be similar to how we arranged for the contact-tracing program. As we’re getting closer and we understood more on what we needed, we would ask for students to apply. We also worked with Remote Medical, which would supply anything we were unable to supply. More information should be coming through the deans.
 - This would also be a great opportunity for us to show case our expertise in the community and addressed the issues of health disparities and health literacy.
 - Dr. Williams appreciated the suggestion to develop an inventory of what we are doing across the campus.
- **Whole Health** – people would like to know how it would affect them – Dr. Williams emphasized that it would be an evolutionary process and would like to see it expanded across all areas.

Dr. Wiechmann thanked Dr. Williams for the very informative updates.

Provost's Update

Dr. Taylor updated the senate on the following topics:

- **Activities around campus --**
 - March 19 – Match day
 - March 26 – RAD Day
- **Returning Plan** – Around mid-March, we would begin to see more of activities for students taking place. Deans were modifying their plans for their schools from now to the end of this academic year. Based on the assumption that we would be at full capacity by Fall and adapt to whatever health guidelines at that point.
 - Two phases –
 - June/July – as new students were coming in.
 - August & September – high peak for all programs
 - The deans would also have plan B and C in case something unexpected happened. We needed to be flexible.
 - Monitoring more updates from CDC and other health agencies so our return committee could also revise our plans and policies.
 - The details of the in-person commencement are being finalized in accordance to the venue's requirements.
- **Recruitment & Admission** – Dr. Taylor appreciated the effort put into this process. He asked the senators to pass on his regard to all faculty involving in the interview process. Feedback was very positive and outstanding in the marketing strategies particularly the promotional video by Medical Science program which won an award, <https://www.unthsc.edu/graduate-school-of-biomedical-sciences/medical-sciences>
 - Looking at ways to help prioritize/identify some of those potential universities that could serve as our pipeline for potential students. Though we had current collaborators, we were interested in increasing our communication and partnerships with minority serving institutions. Dr. Taylor asked the senate for any feedback or if you had any partnerships you could share, we would love to expand that.

Questions & Answers –

- Commencement – unified commencement all schools participated.
- Guidelines for summer events – there would be updates on organizing events both on campus and in the community for summer out soon.
- Process on creating of an executive position – If a new position was needed, the process started at the department, chair, deans, finance, Provost, and the cabinet following HR guidelines. Budget? – the dean of the school would have to review their existing resources to determine if they would make it a neutral impact to the college. For example, eliminating a current vacant position and shifted the fund for a new position. The same as at the Presidential level.
- Online courses development – any increasing of resources for this expansion – Dr. Taylor said we could see more of this as a specific component in future roadmaps. 1) Academic council was charged to develop recommendations on how to support this. 2) Microcredentials – the model that involved online education. How to balance the increasing enrollment and

	<p>the resources to maintain quality, i.e. insufficient TAs? Dr. Taylor mentioned that he had already seen budget request from the deans to support this expansion.</p>
<p>Faculty Senate President's Update</p>	<p>No report, as the President's Cabinet meeting was cancelled due to the severe weather.</p>
<p>RISE TEAM Updates</p>	<p>Dr. M Lewis provided update on RISE TEAM funding applications to the senate.</p> <ul style="list-style-type: none"> • 12 applications received from the first round and 5 were selected to move forward. All applicants would receive feedback by next week. A meeting would be scheduled for the 5 finalists to make presentations to the RISE TEAM. The final decision and the fund distribution should be around the end of March or early April. The 2nd call for nomination was scheduled for late April. In July the first fund recipient would be asked to report on their progress. More updates would be rolled out in the next few weeks. • The number of awardees was not finalized yet so it would depend on how the presentation meeting went.
<p>DE&I Updates</p>	<ul style="list-style-type: none"> • DE&I officer for UNT System – how this person would integrate into our activities? Dr. Taylor explained that this would help facilitate among all campuses, similar to HR. We had common needs across campuses and this person providing expertise and guidance to all campuses would be beneficial. Also working with him and Desire (RISE TEAM). • PA Studies & SCP & TCU Nursing – expanded Diversity Panel held on April 9. It would be live on Zoom -- please attend • GSBS – A course on fundamental DE&I in Medical Science would be offered in Spring. It was a compulsory course for all incoming students.
<p>Early Career Development Council (ECDC) Updates</p>	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • Reminder -- Next Spring 2021 General Meeting on Tuesday March 30, 2021 at 12 PM – Best preparing and navigating for the third-year review and P&T review– Please encourage the junior faculty in your respective departments to attend.
<p>President Councils</p>	<ul style="list-style-type: none"> • Academic Council – no update from the last meeting but would like to emphasize on the faculty's challenging on the online courses. Strongly encouraged the senators to reach out to those on the Academic council and share their thoughts and ideas on how to handle these challenges and issues. Qualtrics was coming to collect faculty's concerns, interests, and needs from to handle this less than traditional education. Please be sure to take a few minutes to respond. The group hoped that by mid-Summer they could make recommendations. <ul style="list-style-type: none"> ○ Dr. Meyer announced to the senate that there was this one-time purchase request for online learning to be added to the proposal. She welcomed ideas from anyone. Dr. Taylor also added that this was because Dr. Williams had some additional funding at the state level available to help with this educational innovation including simulation, online learning, etc. Dr. Taylor encouraged everyone to submit the requests so there

	<p>would be additional fund to spend before the end of this fiscal year.</p> <ul style="list-style-type: none"> ○ CIL was developing online educator toolkit. Dr. Meyer encouraged everyone to send her ideas so she could add to the list. For example, Dr. Meyer shared with the senate a device called Learningglass, which was a great tool to help with online teaching. <ul style="list-style-type: none"> ● Built Environment Council – the council had been meeting every other week to determine which space on campus to propose for renovation. The proposal was submitted on March 15, 2021. The proposal included specific areas and classrooms that would be renovated for educational purposes. The final decision would be on June 1, 2021. ● Finance & Budget Council – The SBAR document for performance management was finalized which Mr. Anderson would present to the cabinet. The council would meet next week and will have updates at the next senate meeting. ● People & Culture Council – No report ● Research Council – The council was working on program announcement on how to submit a team science proposal for funding of \$250K over two years.
<p style="text-align: center;">School/Colleges Report</p>	<ul style="list-style-type: none"> ● GSBS – planning to return to campus in summer. Currently still mostly virtual. ● SCP – no details yet on the plan for returning to campus, working on getting feedback from SCP faculty and students on their online experience during the past year. ● SPH – TBD on returning to campus plan, been circulating a survey on vaccine -- March 4 – 60% no vaccination, 40% at least one shot, out of that 70% received one shot and 30% received two. ● SHP – <ul style="list-style-type: none"> ○ PA Studies– started with students on campus in fall for hands on activities and slowly increasing throughout Spring. Per the university’s guidelines, we would increase in the summer and in fall would be at full capacity. ○ PT – planning to bring students back in August and also working on backup plans in case things changed. Interviewing for associate dean position. ○ Lifestyle Health – We were an online program so we would probably be the last to go back on campus. But for our MAOSIC activities would be on campus in the fall and we would follow the guidelines. ● TCOM – Out students had been on campus since last fall for hands on activities. We were informed that we would be fully back on campus in July. The faculty were putting together an academic calendar with that plan in mind. <ul style="list-style-type: none"> ○ For Clinical –been on campus since last fall. Though not everyone was required to be on campus but those who saw patients would have to come to the clinic. ○ OMM had been on campus at full capacity. <p>Additional comments –</p> <ul style="list-style-type: none"> ▪ Dr. Taylor encouraged the senators to work with their deans in reporting of vaccination updates – helping the reopening committee with their planning of the reopening of the campus. ▪ Governor’s announcement on no mask requirement – We decided to align our policy with CDC guidance. ▪ Vaccination – Dr. Taylor said that we would try increasing awareness on vaccination locations. Now that the priorities

	<p>had been shifted to people in education and age range, we would be working on helping individuals who would like to get vaccines to get them. He hoped that there would be more supplies and then we would incentivize eligible people to get vaccines. Dr. Taylor asked everyone to share suggestions to help improve the process by emailing him so he could share with the campus.</p> <ul style="list-style-type: none"> ▪ PA Womack would like to thank all the providers for accommodating our students for the rotations.
<p align="center">Communication Committee</p>	<p>PA Holmes updated the senate on the progress of the next Assembly preparation – “Voice of Experience” – Making Engagement Count</p> <ul style="list-style-type: none"> • The main focus of the discussion would be on mentorship and engagement concept • We would feature our HSC esteemed voice of experience in discussion group focusing on becoming, staying engaged, and feeling excited about our work here at HSC. • Assistance from the senators 1) to moderate each breakout rooms with topic list for conversation flow and 2) to identify those “voice of experience” guests so they could be invited soon. We needed to reach out to these guests as early as possible. Please send your suggestions to Nat Paterson or PA Holmes. • Detailed instructions on how to facilitate the breakout room would be finalized and distributed to senators soon. <p>PA Holmes reminded everyone that the VDO from December Assembly was now available on the website.</p>
<p align="center">Old Business</p>	<p>RIES TEAM Experience – Dr. Wiechmann encouraged senators to visit the Rise website (https://insite.unthsc.edu/rise/). It was a good resource for activities and information on DE&I.</p> <p>Dr. Taylor was appreciative that everyone provided feedback and worked on refining our effort on DE&I component. As you can see the team was working on different things and coordinating activities across campus. The web presence was being updating to increase public awareness. He was impressed with the effort in including students and schools/college in enhancing the curriculum to include DE&I component, adding supports & services for our students. For example. Dr. VanDuser’s office added service to identify needs around helping our students with disabilities, international, student development related to inclusivity service. We were actively recruiting an Executive Director to help move this initiative forward.</p>
<p align="center">Others</p>	<p>Rescheduling of FY 2022 Faculty Senate President Election –</p> <p>Rationale – Per the Senate Bylaws, the election should be held during the Senate May meeting. However, this year the Spring commencement was scheduled to be on the same day as the May meeting. Due to the faculty participation in the commencement, there might not be quorum for the meeting.</p> <p>General discussion -- Nomination excluded SPH, TCOM, self-nomination or from floor, all nominations need second, discussion before voting is allowed,</p> <ul style="list-style-type: none"> ▪ Motion #1: To approve to hold President Election in April meeting in light of the Spring Commencement being held on the same day and for one-time exception. PA Holmes moved the motion and Dr. Schranz seconded.

University of North Texas Health Science Center
Faculty Senate Meeting
March 12, 2021 8:00 AM
Zoom

	<ul style="list-style-type: none"> • Discussion – <ul style="list-style-type: none"> • Should we amend the Bylaws to change the election timeline permanently – the senate agreed that we could review the current bylaws. Dr. Taylor suggested we worked with the HSC FPBC Chair, Dr. Reeves, to draft the new wordings considering adding an exception clause to allow flexibility of the election timeline. • Vote: Approved (100%) • Motion #2: To accept the President-Elect nomination immediately and keep it open until April meeting. Dr. T Miller moved and Dr. Schranz seconded. <ul style="list-style-type: none"> • Discussion – <ul style="list-style-type: none"> • To release the information of the nominees prior to the April meeting. • Those who plan to nominate someone could also find second to speed up the process. • Vote: Approved (100%) <p>Dr. Wiechmann would send out more information on nominations via email to all senators.</p>
Adjournment	The meeting adjourned at 9:55 AM. The Faculty Senate will meet on Friday April 9, 2021 at 8:00 AM via Zoom.

University of North Texas Health Science Center
Faculty Senate Meeting
April 9, 2021 8:00 AM
Zoom

PRESIDING: April Wiechmann, Senate President

PRESENT: Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Melissa Lewis, Dana Litt, Jin Liu, Yein Lee, Kenneth Miller, Thad Miller, Rafia Rasu, Caroline Rickards, Damon Schranz, Derek Schreihofner, Nathalie Sumien, Menghua Tao, Nancy Tierney, Teresa Wagner, Veda Womack, Catherine Wu

ABSENT: Rustin Reeves, Yasser Salem, Scott Walters (alternate M Lewis)

GUESTs P. Demers, K. Meyer, C. Taylor, S Trent-Adams

RECORDING: N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:01 AM.
Introduction of Alternates	<ul style="list-style-type: none"> • M Lewis for S Walters • K Meyer for C Rickards (after 9 AM)
Introduction of Guest(s)	Dr. Wiechmann welcomed Dr. Sylvia Trent-Adams, to the meeting. Dr. Trent-Adams informed the senate of her role, as the Sr. Vice President and Chief Strategy Officer, in managing the roadmap and engaging the cabinet members on the strategic goals set for HSC. She also helped identify and put in place a lot of new systems for accountability and measuring outcomes on the roadmap.
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the March meeting minutes. Dr. Holmes moved the motion to approve the minutes. Dr. Schranz seconded the motion. The meeting minutes were approved via electronic poll with 100% approved.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • Campus Cultural Assessment – Now live – The assessment went live on Thursday April 8 at 10 AM. Everyone should have received an email with the link from Hanover. Please be sure to complete it as soon as possible. The results would be shared shortly after the closure by RISE Team. • May 2021 Faculty Senate Meeting Cancelled – due to the time conflict with the Spring 2021 Commencement – the next senate meeting would be on June 11, 2021.
Provost’s Update	<p>Dr. Taylor updated the senate on the following topics:</p> <ul style="list-style-type: none"> • Activities around campus --

Topic/Agenda Item	Discussion/Conclusion
	<ul style="list-style-type: none"> ▪ Discover my HSC day on April 10 – a virtual gathering of interested students who would like to apply for our programs to learn about HSC. This would be the second time that the event would be held virtually and had made some adjustments to how we did it from last year. • Campus Reopening – followings are various areas that would be updated in response to the reopening of the campus. <ul style="list-style-type: none"> ▪ Room Scheduling – the process of how to schedule rooms would be back to pre-pandemic. ▪ The library hours would be extended towards 24/7 service. ▪ Spring 2021 commencement – planning towards traditional format. ▪ Academic/Learning activities -- by the beginning of Fall (July) all schools/colleges would be back at full operations. More details would be communicated starting next week. <ul style="list-style-type: none"> ▪ Though different programs had different starting dates, each dean would be coordinating with their programs to make it fit their timelines. • Vaccine availability – <ul style="list-style-type: none"> ▪ On campus -- there would be more vaccines coming to campus. Details on signing up would be distributed shortly. ▪ Communities – many including our students had been very busy hosting sites for vaccine distributions. • RISE Team – <ul style="list-style-type: none"> ▪ working on funding presentations and identified the finalists – the final selections would be done shortly. ▪ Chief Diversity Officer Search – a position with the System working on profile of the position. Dr. Taylor would provide updates at the next meeting. • Budget Development Process – working on new budget request presentations which would be submitted via Axiom as a part of the annual budget review process. <ul style="list-style-type: none"> ▪ These requests would be presented to the cabinets in early May. Afterward, those approved requests would be included in the new fiscal year budget. This process would last from May to September. ▪ The focuses so far were on accreditation needs, roadmap items, the faculty/student ratio, promotions, market adjustment and performance pay. The financial situation at the TX senate seemed positive though nothing was finalized yet. • Enrollment Management – <ul style="list-style-type: none"> ▪ Recruiting/Admission -- All schools were concluding their admission process. Some schools had closed out in April and others kept their opened a bit longer. Positive news across the board, particularly SPH the number had skyrocketed. Everyone had done a great job in terms of applying marketing and recruiting strategies. More updates on number of matriculations in the fall. ▪ Dual Degree Option – Increasing interests in the dual degree/certificates (which allowed our students to pick and choose degrees they wanted) which would help students set themselves apart in terms of career readiness. This included the Microcredentials as well.

Topic/Agenda Item	Discussion/Conclusion
	<ul style="list-style-type: none"> ▪ Furthermore, we were particularly in conversation with Texas A&M Law School and very close to finalize the details. Once it was finalized, our students would have access to a certificate in Health Law and/or an MS degree in jurisprudence. This was aimed to bridge healthcare and law together. More updates would be shared soon. ▪ SPH – also working on how to create a coherent academic plan for MPH, MHA certificates. This would give great opportunities for our students. We were also working with external institutions like TX Wesleyan and other minority serving institutions to find other opportunities to bring more students to HSC. <p>Questions & Answers –</p> <ul style="list-style-type: none"> ▪ Dr. Taylor clarified that faculty input for the CDO qualifications was welcomed. As a vice chancellor position, the position was put together by the suggestions from the Chancellor’s cabinets, students, etc. Dr. Taylor as a part of the System team could bring inputs from the senate to the search process/team.
<p align="center">Faculty Senate President’s Update</p>	<p>Dr. Wiechmann updated the senate on the SBAR for Performance Payment.</p> <ul style="list-style-type: none"> ▪ This SBAR addressed the lack of a performance management system to support the faculty performance payment. The proposed budget was \$3.3 million a year to develop a methodology and allocation for both individual and team performance. This would tie into OKRs and roadmaps. <ul style="list-style-type: none"> ○ The proposal would be presented on May 4 as part of a collection of budget requests. We would hear the final decision after the two-day budget presentations. The detailed timeline of when the fund would be spendable would be communicated after the decision was finalized. ○ Clarification on the salary administration – Dr. Taylor stressed that the policy on salary administration clearly stated what was included in the faculty salary -- rank adjustment (part A), Discipline specific and the competitiveness of that discipline (part B), administrative role (part C), incentives i.e. research program (part D). At the moment we were working on: <ul style="list-style-type: none"> ▪ Market adjustment (completed every two years) which we would get from the State. We were working with the deans now to update faculty salary ranges which would be used to determine offer for new faculty to ensure we were offering competitive salary package. ▪ Performance pay – open to anyone and a team which is still be finalized. ▪ In terms of communication, it was various among different schools/colleges. Please communicate with your dean directly.
<p align="center">DE&I Updates</p>	<p>Dr. J Liu updated the senate on the following topics related to the meeting with faculty, RISE team and the Provosts on the recent incident in Atlanta. Many were concerned about campus security/safety, microaggression, and verbal attacks against Asians.</p>

Topic/Agenda Item	Discussion/Conclusion
	<ul style="list-style-type: none"> • Possibly schedule regular meetings for the Asian faculty to connect including other minorities groups. It's expressed that many minority groups lacked ways/channels to communicate with one another to share their concerns and find solutions. • Creating a Minority Faculty Network -- open to staff and students in addition to faculty – similar to the Women Faculty Network – <ul style="list-style-type: none"> ○ Once we had sufficient people who were interested in joining the group, we could start planning for events. Expanding the Team group created earlier to other minority groups as a place to communicate and share information. Dr. Lee and Dr. Liu asked the senators to email them if they would like to be added to the Team group. ○ Dr. Taylor clarified that RISE Team was organized to facilitate our success in DE&I related activities. It's not an approval element in the matter. Dr. Taylor asked that ideas or initiatives could be forwarded to the RISE Team and him, and they would work with the respective school to find the best way to support the initiatives. • RISE may work to generate Asian Heritage Celebration for the campus in May <p>Dr. M Lewis also added that Ms. Ramirez mentioned that the RISE Team was working on revamping the platform to report discrimination. Once it's completed, we would invite Ms. Ramirez to come and give the senate updates.</p> <p>Dr. Y Lee informed the senate about a plan to connect faculty via online app to different student groups to provide support on organizing events for Asian American and Pacific Islander (AAPI) Heritage month in May. RISE team was happy to provide resources and connecting us with communication office. TCOM and SCO started talking and would try to connect with more people. A faculty group could be initiated in parallel with students. The SCP's PEACE taskforce would also hold a cultural conversation in May which welcomed both faculty and students from entire campus. More information on this meeting should be available soon.</p> <ul style="list-style-type: none"> • Dr. Wiechmann supported the idea of using the Faculty Senate as a channel to distribute information or promote events related to this group. • Dr. Taylor also added that the Office of Faculty Affairs was available to assist the faculty for their success. Please reach out to them if needed.
<p>Early Career Development Council (ECDC) Updates</p>	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • The Spring 2021 Quarterly meeting held on March 30. The group had a great discussion with the P&T committee chairs who were the panelists. They would like to bring forth a discussion of the 3rd year review to the Faculty Senate to see if it could be developed into a more consistent process across all schools/colleges. GSBS had a formal process for 3rd year review but other schools did not.

Topic/Agenda Item	Discussion/Conclusion
	<ul style="list-style-type: none"> • Dr. Taylor welcomed the discussion on this topic and would help facilitate the conversation.
<p>President Councils</p>	<ul style="list-style-type: none"> • Academic Council – No report • Built Environment Council – the group met yesterday. The request for funding to renovate current space has been submitted. We were finalizing the proposals if we were funded which had to be submitted by June 30, 2021. • Finance & Budget Council – SBAR document was presented to the cabinets. It was returned with some minor changes and the council accepted those changes. This would be presented during the new budget request review in May. Initially it would be focused on individual-based effort with some team components but eventually it would progress towards team-based effort. • People & Culture Council – No report • Research Council – No report
<p>School/Colleges Report</p>	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ Microbiology, Immunology & Genetics had a tenure-track faculty position search going on and in the closing stage. There were 3 finalists and we were hoping to have the final decision in a coming week. ○ Pharmacology & Neuroscience – recruiting new faculty to be in charge of small animal imaging lab at GSBS. So far, we interviewed one person, hoping to get more candidates. • SCP – recruiting new faculty in pharmacotherapy and closed to give an offer. The Drug Discovery Development program was recruiting new students and would be hosting a virtual info session at the end of this month. Also, we were hosting a virtual match celebration for our residents. Unfortunately, we would be losing two faculty at the rank of Associate Professors. • SPH – a new faculty, Colby Walker, for Master of Health Administration program would be starting soon. • SHP – Dr. Quiben was recently appointed as an Associate Dean <ul style="list-style-type: none"> ○ PA Studies– in a process of looking for the program chair ○ PT – Dr. Quiben would have dual role for the time being. Also, we had openings for multiple instructor positions and one FT faculty position was being interviewed. We recently filled a PT adjunct faculty position. • TCOM – <ul style="list-style-type: none"> ○ Virtual match ceremony – was successful. It’s well attended by a lot of students. ○ Graduation – still waiting for more information but students were told that they would have limited number of guests to attend the ceremony. It was mentioned that there wouldn’t be a hooding ceremony this year. Dr. Taylor added that more information would be coming out next week.

Topic/Agenda Item	Discussion/Conclusion
Communication Committee	<p>PA Holmes shared with the senate –</p> <ul style="list-style-type: none"> • the list of Voice of Experience was shared. We needed to ensure that there would be sufficient representations from all schools/colleges. PA Holmes encouraged the senators to continue providing more suggestions. • more volunteers were still needed as facilitators to help moderate the breakout rooms. He strongly encouraged the senators to inform him if they would be available to be facilitators. It’s important to have the senators as facilitators since they would also help report out a brief key points from each breakout room. This would be a great opportunity to be recognized as senators and engaged with other faculty. <ul style="list-style-type: none"> ○ It’s suggested that those who were candidates for their school upcoming senate election would be good options as facilitators as well. • Also, we would announce the 5 finalists of the 2021 Faculty Achievement Award and the overall winner at the end of the Assembly.
New Business	<p>FY 2022 Faculty Senate President-Elect Election</p> <ul style="list-style-type: none"> • Dr. Wiechmann introduced the three nominees and opened the floor for their brief presentations. <ul style="list-style-type: none"> ○ Vic Holmes – SHP – to continue the senate’s working relationships with the campus leaderships ○ Teresa Wagner – SHP – to develop ways to communicate DE&I related concerns/issues to the senate ○ Harlan Jones – GSBS – to develop culture where every faculty knows their senators and know how to communicate and share information as a community. • Voting – <ul style="list-style-type: none"> ○ Using the electronic poll on Zoom, the senators casted their votes anonymously. ○ Dr. Harlan Jones was elected as the President-Elect starting September 1, 2021.
Adjournment	The meeting adjourned at 9:51AM. The Faculty Senate will meet on Friday June 11, 2021 at 8:00 AM via Zoom.



University of North Texas Health Science Center
Faculty Senate Meeting
June 11, 2021 at 8:00 AM
EAD703/Zoom

- PRESIDING:** April Wiechmann, Senate President
- PRESENT:** Michael Carletti, Jennifer. Fix, Harlan Jones (Zoom), Melissa Lewis (Zoom), Dana Litt, Jin Liu, Yein Lee (Zoom), Kenneth Miller, Rafia Rasu, Caroline Rickards, Rustin Reeves (Zoom), Yasser Salem, Damon Schranz (Zoom), Derek Schreihofer, Nathalie Sumien (Zoom), Menghua Tao (Zoom), Nancy Tierney, Scott Walters (Zoom), Catherine Wu
- ABSENT:** Vic Holmes, Thad Miller, Veda Womack (alternate D Cross – Zoom), Teresa Wagner
- GUESTs** M Cason, P. Demers, B. Gladue (Zoom), K. Meyer (Zoom), C. Taylor, M. Williams
- RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:02 AM.
Introduction of Alternates	<ul style="list-style-type: none"> • D Cross for V Womack
Introduction of Guest(s)	Dr. Wiechmann welcomed Mr. Monte Cason, Deputy & International Compliance Officer.
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the March meeting minutes. Dr. Schranz moved the motion to approve the minutes. Dr. Reeves seconded the motion. The meeting minutes were approved.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • 2022 Faculty Senate Election – completed • Faculty Grievance & Appeal Committee Election –in progress – Two Qualtrics ballots were going on, TCOM ballot would be deployed shortly. SPH was working on securing nominations. Once all voting was closed, the results would be shared and posted on the Faculty Affairs website.

Topic/Agenda Item	Discussion/Conclusion
<p>President's Update</p>	<p>Dr. Williams updated the senate on the following topics:</p> <ul style="list-style-type: none"> • Community Vaccination –our collaboration with Tarrant County to distribute the vaccines was successful. We would follow up with another project on Health Disparities in a form of NIH grant. • Whole Health – promoting this model as a concept of functional medicine which covers all aspects of health • Entrepreneurship in Healthcare – efforts to enhance innovation and entrepreneurship at HSC with the rebranding other office of research development and commercialization to HSC Next. Board of Regent Meeting – the upcoming meeting would be held at HSC August 12-13, 2021. Everyone was encouraged to attend.
<p>Provost's Update</p>	<p>Dr. Taylor updated the senate on the following topics:</p> <ul style="list-style-type: none"> • Promotion & Tenure – the recent approval of promotion and tenure for multiple faculty across campus during this last cycle of review. The announcement would be out in September for those who were approved. <ul style="list-style-type: none"> ○ Congratulations to Dr. Yurvati for receiving the Emeritus status. • Undergraduate Program – Board of Regents approved a proposal to offer an undergraduate program, Bachelor of Science in Biomedical Science, which would start in fall 2022. GSBS was in the process of completing applications for THECB and SACSCOC for accreditation. • Summer activities – <ul style="list-style-type: none"> ○ New Student Orientations – many programs completed their orientations ○ Classrooms – many rooms were under renovation to be equipped for hybrid teaching/learning format. ○ HSC White Coat Ceremony – scheduled for August 20, 2021 at Will Rogers Memorial Center. ○ End of Year Review – more information on Interfolio from Faculty Affairs would be available soon. Review of the year and Planning for the new year would be from July to August. New Contracts would also be completed by September. • Budget Process – pending Board of Regents to officially approved our proposal. The final decision should be out around August and should be able to report the details then. <ul style="list-style-type: none"> ○ Market adjustment – comparisons used to adjust faculty and staff salary according to the national benchmark. ○ One-Time Performance Pay/OKRs – the senate raised several questions around the process of how OKRs would be reviewed and how both individual and team performance were evaluated. <ul style="list-style-type: none"> ▪ Dr. Wiechmann proposed that we hold an open forum (Q&A session) with the Provost and possibly Mr. G Anderson to provide the information directly to the faculty. The senate would work with Provost's office to schedule this as soon as possible. ▪ Additional comments and questions from the Zoom chat would be forwarded to the Provost. • Networking — encouraged the senate to help cultivate idea of identifying whom to collaborate and promote the concept

Topic/Agenda Item	Discussion/Conclusion
	<p>of “Friendraising” as a new approach to networking internally and externally.</p> <ul style="list-style-type: none"> • Research Process Improvement – moving from paperwork to more electronic processing. New software would be rolled out in the fall. Dr. Taylor reminded the senate that it’s critical to adhere to the deadlines set by the Office of Sponsored Programs in order to allow them sufficient time to
Faculty Senate President’s Update	Report deferred to President Williams and Provost Taylor
DE&I Updates	<p>Dr. Jones, the RISE team member, provided updates on:</p> <ul style="list-style-type: none"> • The result of the Campus Cultural Assessment – completed and the data was being drilled down and to understand the overall result. • Goals/Priorities of RISE Team – in the process of reassessing our priorities and refocus on what we should do next. • NCBI Workshop held by GSBS – positive feedback. The invite for the next workshop would be available next week.
Early Career Development Council (ECDC) Updates	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • The Upcoming event was scheduled for July 15, 2021 at noon. The topic would be around networking. • 3rd year review discussion -- They would like to bring forth a discussion of to the Faculty Senate to see if it could be developed into a more consistent process across all schools/colleges.
President Councils	<ul style="list-style-type: none"> • Academic Council – No report • Built Environment Council – No update – pending the decision on the \$42 million budget proposal for classroom renovation. • Finance & Budget Council – No update beyond the one-time performance pay & OKRs discussed (under Provost’s update section). • People & Culture Council – No report • Research Council – submitted a recommendation for bridge and seed funding programs to the President’s office. An announcement would be rolled out once it’s finalized.

Topic/Agenda Item	Discussion/Conclusion
<p style="text-align: center;">School/Colleges Report</p>	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ discussing OKRs among GSBS faculty ○ Medical Science program was growing and completed our new student orientation at the end of May. Summer classes would be online and fall would be back to in-person. ○ 5 new faculty would be hired for the undergraduate program the Provost mentioned earlier. • SCP – <ul style="list-style-type: none"> ○ approved to hire 5 new faculty and the search would be started soon. ○ 90 new students starting in September – which was surprisingly large number considering the drop in Pharmacy program recruitment across the country. ○ PEACE taskforce collaborating with HSCCP & TCOM students held an event in May to celebrate AAPI month was successful. • SPH – two new faculty had started and a few more would also start in a few months. The chair search for Biostatistics and Epidemiology was on the way. • SHP – <ul style="list-style-type: none"> ○ PT -- The chair search for Physical Therapy was opened. • TCOM – <ul style="list-style-type: none"> ○ Dr. Knebl named the interim of CMO for the Health Pavilion ○ The faculty raised their concern regarding returning to work on campus in relation to “Best Place for All” and the concept of Work/Life Balance”. They would like to see flexible solution.
<p style="text-align: center;">Communication Committee</p>	<ul style="list-style-type: none"> • Summary of Spring 2021 Faculty Assembly – The complete talking points would be available on the Faculty Senate website shortly. • Committee Composition– <ul style="list-style-type: none"> ○ New Chair – Dr. J Fix would chair the committee after Dr. Holmes’s senate term expired on August 31, 2021. ○ More volunteers needed to serve – we needed at least one senator from each school. As of now, TCOM and SHP had no representations. <ul style="list-style-type: none"> ▪ Drs. Wiechmann, Schranz, and Lee volunteered for TCOM ▪ Dr. K Miller for SHP

**University of North Texas Health Science Center
 Faculty Senate Meeting
 June 11, 2021 at 8:00 AM
 EAD703/Zoom**

Topic/Agenda Item	Discussion/Conclusion
New Business	International Compliance Education -- Mr. Monte Cason, International Compliance Officer (Division of Research & Innovation, provided an introduction of his role and responsibilities as the federal government was increasing restrictions, involvement, and enforcement in international guidelines and laws on research activities and collaboration with non-us citizens. Dr. Gladue and Mr. Cason would be working closely to help the faculty reduce their risks. Disclosure as much as possible would be a good practice for everyone. If you have any questions, please reach out to him at monte.cason@unthsc.edu and 817-735-5678.
Adjournment	The meeting adjourned at 10:01 AM. The Faculty Senate will meet on Friday July 9, 2021 in TBD/Zoom.



University of North Texas Health Science Center
Faculty Senate Meeting
July 9, 2021 at 8:00 AM
LIB 400/Zoom

- PRESIDING:** April Wiechmann, Senate President
- PRESENT:** Jennifer. Fix, Vic Holmes (Zoom), Harlan Jones, Melissa Lewis, Dana Litt, Yein Lee (Zoom), Kenneth Miller, Rafia Rasu (Zoom), Caroline Rickards, Rustin Reeves (Zoom), Yasser Salem (Zoom), Damon Schranz (Zoom), Derek Schreihofer (Zoom), Menghua Tao (Zoom), Scott Walters (Zoom), Veda Womack (Zoom)
- ABSENT:** Michael Carletti, Jin Liu (alternate D Inman), Thad Miller, Nathalie Sumien, Nancy Tierney, Teresa Wagner (alternate E Salas), Catherine Wu
- GUESTs** P. Demers, C. Taylor, J Watkins, R Nail, M Cuevas, S King,
- RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:03 AM.
Introduction of Alternates	<ul style="list-style-type: none"> • D Inman for J Liu • E Salas for T Wagner
Introduction of Guest(s)	Dr. Wiechmann informed the senate that the HSC HR team would join the meeting later.
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the June meeting minutes. Dr. Schranz moved the motion to approve the minutes. Dr. Rickards seconded the motion. The meeting minutes were approved.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • 2022 Faculty Grievance & Appeal Committee Election –completed – due to the results ending in a tie from two schools – runoff elections were in progress. The final result should be available by August meeting.

Topic/Agenda Item	Discussion/Conclusion
<p>Provost's Update</p>	<p>Dr. Taylor updated the senate on the following topics:</p> <ul style="list-style-type: none"> • FY 2022 Faculty new contracts & workload – started the process • OKRs Questions & Answers Session – in a process of scheduling 3 Q&A sessions to provide information and clarity on OKRs and Performance Pay Once the dates are finalized, invitations would be sent out via Faculty Senate communication. <ul style="list-style-type: none"> ○ The process for next year would incorporate inputs from the schools (faculty, chairs, and deans) for clarity and consistency across campus. • New Students– Medical Science program, TCOM, Physical Therapy, and several other programs have welcomed their new students to campus. By August, all programs will have new students on campus. • HSC Simulation Center – construction would begin in August on the first floor of the library. Jessica Rangel could provide updates, if needed. • HSC Health Pharmacy – on campus pharmacy expected to be available soon (September 1). The pharmacy will serve our HSC health patients and is designed as an extension for our HSCCP students to assist our mission. For more information, please contact AJ Randolph, Vice President, Finance & Administration UNT Health. • Classroom renovation – many classrooms have added the “Hyflex” system--equipment that allows classes and meetings to be conducted in the hybrid format (in-person & virtual).
<p>Faculty Senate President's Update</p>	<p>Report deferred to Provost Taylor</p>
<p>DE&I Updates</p>	<p>Drs. Jones and Lee, the RISE team member, provided updates on:</p> <ul style="list-style-type: none"> • Campus Cultural Assessment – currently reviewing the information and determining how to apply it towards future DE&I goals/objectives and activities. • RISE collaboration with students – met with groups of students to discuss how future collaborations and processes. Students said they were ready for collaboration across programs. • RISE website – minutes and other information available online.
<p>Early Career Development Council (ECDC) Updates</p>	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • July 15, 2021-- “Up Goer 5 Challenge” activity for presenters to communicate with the audience what research topic they worked on. <p>Discussion –</p>

Topic/Agenda Item	Discussion/Conclusion
	<ul style="list-style-type: none"> • GSBS and HSCCP have their own mentoring programs so how we could standardize this across campus? • Team OKR – possibly developed a Senate Team OKR to regarding P&T and early to late career tracking
President Councils	<ul style="list-style-type: none"> • Academic Council – No update • Built Environment Council – renovating the 2nd floor of IREB to open up the space • Finance & Budget Council – No update • People & Culture Council – would present recommendations on how to recognize the national/state awards to the Cabinet next week, along with developing guide to value-based hiring and additional resources. • Research Council – announcements on a few internal seed funding programs (early and mid-career and team-based grants) should be rolled out soon.
School/Colleges Report	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ Student in the online Medical Science program started ○ PhD Qualifying exam – in progress ○ All GSBS faculty had been back on campus • HSCCP – <ul style="list-style-type: none"> ○ Working on the New Student Orientation scheduled for August ○ Enrollment of students increased. The interview session was well-organized. The admission team did a great job this last year. • SPH – <ul style="list-style-type: none"> ○ Internal chair search was underway for Biostatistics & Epidemiology department ○ New students starting in August and we were monitoring foreign students due to more restricted guideline • SHP – <ul style="list-style-type: none"> ○ DPT student were out on rotation, new student orientation scheduled for next week. ○ PA – transitioning to in-person format in August. 1 • TCOM – <ul style="list-style-type: none"> ○ New students start in July – 237 in total (140 were female and 90 were male)
Communication Committee	<ul style="list-style-type: none"> • Fall 2021 Faculty Assembly Preparation – the focus to be around OKRs discussion in an in -person roundtable format. The Communication Committee would continue to meet to finalize the details of the roundtable discussion. • Newly hired faculty to be introduced and congratulations given to the faculty granted promotion and tenure.

University of North Texas Health Science Center
Faculty Senate Meeting
July 9, 2021 at 8:00 AM
LIB 400/Zoom

Topic/Agenda Item	Discussion/Conclusion
New Business	<p>HSC HR Teams -- MS. Janine Watkins – introduced her new HR team members to the senate and how each person could support the HSC faculty. Ms. Watkins encouraged the senate to find resources on their website, https://www.unthsc.edu/administrative/human-resource-services/, and also to contact them any time they had questions.</p> <ul style="list-style-type: none"> • Stewart King, Benefits Director, Stewart.King@untsystem.edu • Renetta Nail, Employee Relations Manager. Renetta.Nail@untsystem.edu • Michael Cuevas, HR Manager, Michael.Cuevas@untsystem.edu
Other Business	<ul style="list-style-type: none"> • Scheduling of the August 2021 Faculty Senate meeting -- An electronic poll may be sent out to finalize the decision on rescheduling the August 2021 Senate meeting to either August 6 or August 20, 2021 due to the time conflict the Provost has with Board of Regents meeting at HSC during our normal Senate meeting time. • Faculty Feedback to the Senate – discussed ways for faculty to provide feedback anonymously – possibly creating an open-ended survey on Qualtrics and publish the link on the Faculty Senate website. Will provide update on the progress during the August meeting. • Reporting of the Senate meeting – discussed different ways communication (i.e., takeaways) from the senate meetings could effectively be disseminated to the faculty. Dr. Wiechmann asked the senators to provide information on how they currently reported back to their respective schools. Further investigation on how to improve the communication process would be conducted to ensure all faculty receive correct information in a timely manner. • Office of Sponsored Programs—Senators will be discussing the Office of Sponsored Programs (OSP) at the next Senate meeting in August to review overall successes and opportunities for improvement.
Adjournment	The meeting adjourned at 10:02 AM.



University of North Texas Health Science Center
Faculty Senate Meeting
August 13, 2021 at 8:00 AM
LIB 400/Zoom

- PRESIDING:** April Wiechmann, Senate President
- PRESENT:** Michael Carletti, Jennifer. Fix, Vic Holmes, Harlan Jones, Melissa Lewis (Zoom), Dana Litt, Yein Lee, Jin Liu, Kenneth Miller, Rafia Rasu, Caroline Rickards (Zoom), Rustin Reeves, Nathalie Sumien (Zoom), Derek Schreihofer (Zoom), Menghua Tao (Zoom), Scott Walters (Zoom), Veda Womack (Zoom)
- ABSENT:** Thad Miller, Yasser Salem, Damon Schranz, Nancy Tierney, Teresa Wagner, Catherine Wu
- GUESTs** K Borgmann (Zoom), D Ellis (Zoom), A Gentry (Zoom), R Ma (Zoom), K. Meyer (Zoom), K Roop (Zoom), M Troutman (Zoom), J Hartley
- RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
Call to order	Dr. Wiechmann called the meeting to order at 8:05 AM.
Introduction of Alternates	N/A
Introduction of Guest(s)	Dr. Wiechmann welcomed the incoming senators who were invited to join the last meeting of the year to observe how the meeting was conducted.
Approval of Minutes	Dr. Wiechmann inquired if there were any edits to the July meeting minutes. Dr. Litt moved the motion to approve the minutes. Dr. Jones seconded the motion. The meeting minutes were approved with no comment.
Announcements	<p>Dr. Wiechmann informed the senate of the following items:</p> <ul style="list-style-type: none"> • OKR Information Session Series – The information had been sent out -- August 16 (at 12 PM), 18 (at 12 PM), and 19 (at 4:30 PM) – via Outlook meeting invitations. Dr. Wichmann encouraged everyone to attend. • Feedback Input on Faculty Senate website -- https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/ -- this new portal would allow faculty to submit their questions or comments to the Senate anonymously. Dr. Wiechmann asked the senators to encourage their faculty to utilize it.
Faculty Senate President’s Update	No update

Topic/Agenda Item	Discussion/Conclusion
DE&I Updates	<p>Drs. Jones and Lee, the RISE team member, provided updates on:</p> <ul style="list-style-type: none"> • RISE meeting minutes now available on the website, https://insite.unthsc.edu/rise/agenda-and-minutes/ • Campus Cultural Assessment – Ms. Ramirez had developed a summary report based on the results and it would be presented to the council to get directions on how to move forward and align with the OKRs.
Early Career Development Council (ECDC) Updates	<p>Dr. Rickards, an Ex-Officio of the Early Career Development Council (ECDC), provided updates on</p> <ul style="list-style-type: none"> • The Needs Survey was sent out and the results would be used to select topic(s) for the next event in the fall.
President Councils	<ul style="list-style-type: none"> • Academic Council – No update • Built Environment Council – Mr. J Hartley provided updates later in the meeting. • Finance & Budget Council – No update • People & Culture Council – No update • Research Council – No update
School/Colleges Report	<ul style="list-style-type: none"> • GSBS – <ul style="list-style-type: none"> ○ hosting a presentation on faculty & student engagement – details would be posted on daily News ○ Hiring 5 new faculty to teach in the undergraduate program • HSCCP – <ul style="list-style-type: none"> ○ Hosting student driven activities and faculty award ceremony during the week of oct 17 to 22, 2021, which would be open to the campus. ○ Started 3 certificate programs and 1 MS program this fall semester • SPH – <ul style="list-style-type: none"> ○ Holding a welcoming event for new students next Friday in Weatherford. ○ Dr. T Barnett – is chair of Biostatistics and Epidemiology starting September 1, 2021 • SHP – <ul style="list-style-type: none"> ○ PT – a new faculty started. Dr. Y Salem had resigned and would be leaving HSC on September 1, 2021. ○ PA – interviewing candidates for a faculty position • TCOM – <ul style="list-style-type: none"> ○ Would like to see the list of student organizations updated with current information.
Communication Committee	<ul style="list-style-type: none"> • Fall 2021 Faculty Assembly Preparation – the focus is geared towards motivation and development of goals or OKRs. Discussion of in person vs. virtual led to a decision to poll the faculty to determine if the in person

University of North Texas Health Science Center
Faculty Senate Meeting
August 13, 2021 at 8:00 AM
LIB 400/Zoom

Topic/Agenda Item	Discussion/Conclusion
	<p>original format needs to transition to virtual.</p> <ul style="list-style-type: none"> ○ Introduction of New Faculty and Newly Promoted/Tenured Faculty –need to determine who and how new faculty and newly promoted/tenured faculty will be recognized.
<p>New Business</p>	<ul style="list-style-type: none"> ● Built Environment Council Updates – Mr. Jason Hartley – Vice President for Operations – shared some exciting updates on the final draft of the classroom renovation request on behalf of the President’s Built Environment Council. Mr. Hartley presented the draft floor plans of proposals in various buildings MET, EAD, and RES. More information would be shared after he received comments from the Cabinets. ● Comments on Office of Sponsored Program/FRST – the comments gathered prior to the meeting were discussed. <ul style="list-style-type: none"> ○ Dr. Rickards shared with the senate that GSBS was working with OSP during their improvement process on the issues since they’re brought up previously. ○ Overall, the senate agreed that they would like to establish direct communication with OSP and work with them to see where senators could assist or provide faculty input. Senators were empathetic to the demands on OSP/FST from each college. ○ Dr. Wiechmann suggested that we invite OSP to the September meeting to present their current Performance Review Actions to the senate and offer to help communicate the new processes or changes that OSP may be going through to the faculty body. ● Comments on Senate Meeting Information Dissemination – <ul style="list-style-type: none"> ○ Senate Meeting Takeaways – a majority of the senators utilize the takeaways either by providing the information during their faculty meeting or the information distributed within the school/college by the Dean’s office. ○ Dean’s Executive Committee meeting participation – it appears that TCOM senators are invited to their Dean’s executive committee meeting while senators from other schools were only participated in the department’s faculty meeting or school’s faculty meetings. <ul style="list-style-type: none"> ▪ Dr. Wiechmann volunteered to discuss the idea of having a senate update as a standing item on the agenda of all the Dean’s executive meetings or have a representative available to provide verbal updates.
<p>Other Business</p>	<p>Dr. Wiechmann thanked the senators whose term ended at the end of August as this was their last meeting for their time and effort in participating in all the senate meetings and activities.</p>
<p>Adjournment</p>	<p>The meeting adjourned at 9:50 AM. The next meeting will be on Friday September 10, 2021 at 8:00 AM in LIB</p>

Topic/Agenda Item	Discussion/Conclusion
	400/Zoom.