

University of North Texas Health Science Center  
Faculty Senate Meeting  
September 13, 2019 8:00 AM to 9:30 AM  
LIB 400

- PRESIDING:** Yasser Salem, Faculty Senate President
- PRESENT:** Michael Carletti, Patrick Clay, Didi Ebert, Vic Holmes (via Zoom), Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thaddeus Miller, Eun-Young Mun, John Planz, Caroline Rickards, Nathalie Sumien, Nancy Tierney\* (alternate D. Schranz), Veda Womack, Hongli Wu, Misti Zablosky
- ABSENT:** Patricia Gwartz, Michael Jann (alternate M. Gaviola) and Rafia Rasa, April Wiechmann (alternate N. Tierney\*)
- GUESTS:** Emily Mire, Jennifer Nanni, Angela Brown, Claire Peel, Scott Maddux, Michael Smith, Peg Demers
- RECORDING:** Nat Paterson
- \*N. Tierney was serving as the alternate for the A Wiechmann, Senate President Elect.

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	<p><b>Dr. Salem</b> asked the alternates to introduce themselves.</p> <ul style="list-style-type: none"> <li>• Dr. M. Gaviola for M. Jann</li> <li>• Dr. D. Schranz for A Wiechmann</li> </ul>
<b>Open remark</b>	<p>Dr. Salem welcomed everyone to the first senate meeting of the new academic year. He also thanked Clay for making last year so productive and also organizing the successful Faculty Assembly. He hoped that the senate would have another productive year. Dr. Salem asked the new faculty senators to introduce themselves.</p> <ul style="list-style-type: none"> <li>• GSBS -- Drs. H Jones, N. Sumiens</li> <li>• SPH – Dr. D. Litt</li> <li>• TCOM – Drs. M Carletti, Y. Lee</li> <li>• SCP – Drs. J. Liu</li> </ul>
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the August meeting minutes No edits were brought forward. Dr. Clay moved the motion to approve the minutes. Dr. Tierney seconded the motion. The meeting minutes were approved.
<b>Announcement</b>	<b>Dr. Salem</b> updated the senate that the comments/feedback on the office of Branding and Communication was forwarded to the cabinet by Dr. Clay.
<b>Cabinet’s Report</b>	<p><b>Dr. Clay</b> attended the Cabinet’s meeting. Many topics were discussed.</p> <ul style="list-style-type: none"> <li>• <b>Research</b> -- Dr. Gladue, Interim VPR, updated the cabinet on Research status that the amount of research dollar was stable but the number of proposals submitted was decreased.</li> </ul>

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	<ul style="list-style-type: none"> <li>• <b>New building</b> -- There was no discussion on the status of the 550 Bailey building so we didn't know what the plan was on who's moving there</li> </ul>
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> -- Three Chair searches are still going on and candidates are visiting soon.</li> <li>• <b>TCOM</b> – Candidates for Family Medicine Chair position will be on campus soon.</li> </ul>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic</b> – Dr. Smith &amp; Dr. Maddux presented the Research rubric later in the meeting.</li> <li>• <b>People &amp; Culture</b> – No meeting</li> <li>• <b>Built Environment</b> – No meeting</li> <li>• <b>Finance &amp; Budget</b> – No meeting</li> <li>• <b>Research</b> – No meeting</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>TCOM</b> – The board exam result just came out and we are 1<sup>st</sup> in the nation. There are many new faculty starting this year.</li> <li>• <b>SCP</b> –The new dean is doing well. The college held a grand opening of their Core Lab facility which went well. Everyone is encouraged to visit. More information and how to schedule a visit would be available on Dailey News.</li> <li>• <b>SHP</b> – The faculty would like to see if the Assembly could be held during the day or possibly alternating between daytime and evening – YS the committee would try to figure out how to do it but we would also have to make sure to not exclude people who're teaching during the day</li> <li>• <b>SPH</b> – The new chair of Health Behavior &amp; Health System, Dr. Mora, is doing great. There are a few searches going on including an open ranking for health outcome researcher and Health Administration Program Director. The office renovation is still going on.</li> <li>• <b>GSBS</b> – Three Chair searches are going concurrently. Candidates will be invited to campus soon.</li> </ul>
<b>Communication Committee</b>	<ul style="list-style-type: none"> <li>• <b>Dr. Salem</b> updated that the committee would have an additional member from SCP. Dr. A Wiechmann will no longer serve on this committee since she has become the President-Elect.</li> <li>• <b>Report of Stay Interviews</b> from September 10 Faculty Assembly <ul style="list-style-type: none"> <li>○ The assembly went well and the committee was pleased with the attendants, good discussion at all tables, and lots of interaction among different schools but one concern is that we needed to avoid repetition of reporting out.</li> <li>○ Feedback -- Received 36 responses. Though it's not high, we would still compile the data and will have a full report at the next Faculty Senate meeting along with the table summary. Many suggested having feedback form available online so it's more convenient for the attendees.</li> <li>○ Next action -- The committee will meet to look at the data and decision on what the next step and how to utilize the data.</li> </ul> </li> </ul>
<b>Resolutions</b>	<p><b>Emeritus Parking</b> — The Provost approved the narrative approved by the Faculty Senate. However, we need to follow up on the next action to ensure that there is parking spots reserved for the Emeritus faculty.</p>

Topic/Agenda Item	Discussion/Conclusion
<b>Old Business</b>	<ul style="list-style-type: none"> <li>• <b>Vote of Faculty Achievement Award Process</b> – <ul style="list-style-type: none"> <li>○ The document was distributed to the senators for their review prior to the meeting.</li> <li>○ The motion to approve this document was put forward by Dr. Tierney and seconded by Dr. J Planz.</li> <li>○ One discussion brought up by Dr. Mun is that the information in this Award document was inconsistent with the information on Faculty Senate Bylaws. It’s agreed that we would completely the Award section from the Faculty Senate Bylaws and only referred to the Award Process document.</li> <li>○ Vote -- All in favor and the revision of the process was approved.</li> </ul> </li> <li>• <b>Revote of Faculty Senate Bylaws with Provost’s revision</b> – <ul style="list-style-type: none"> <li>○ Dr. Clay received feedback from the Provost on the proposed revision of Faculty Senate Bylaws which was voted in April by the Senate. The revision was distributed back to the senators for their reviews.</li> <li>○ The motion was put forward by Dr. Clay and seconded by Dr. Tierney for the approval of Provost’s version. There were a few editorial changes as followed” <ol style="list-style-type: none"> <li>1. To remove the Faculty Achievement Award process section from the Bylaws Article V item 2 and only to referred to the award process document.</li> <li>2. To replace the word “but” with “and” under Article VII section G.</li> </ol> </li> </ul> </li> </ul>
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>Recruiting Preceptors</b> – Jennifer Nanni (Community &amp; Alumni Relations) – presented a brief presentation on her office’s responsibility and how we could serve the communities. She strongly invited all clinical trained faculty to volunteer as preceptors during special events by emailing her at <a href="mailto:Jennifer.Nanni@unthsc.edu">Jennifer.Nanni@unthsc.edu</a>.</li> <li>• <b>New Faculty Demographic Data</b> – Dr. C Peel (SVP) – As a continuation from last year, Dr. Peel presented the 2019 Faculty Data providing numbers of gender, longevity, ethnics, and race. The main discussion focused on the gender issue and a gap between genders of the tenure-track and tenured faculty. Dr. Peel encouraged the senators to work together with their colleagues to identify ways to bridge the gap.</li> <li>• <b>HR Initiatives</b> – Angela Brown – updated the senate on the current activities/initiatives HR is working on such as an updated HR website with more information regarding resources, new software, more trainings, and employee wellbeing. <ul style="list-style-type: none"> <li>○ One concern was brought up regarding the off boarding process and how the campus should be informed when someone had left their position and was no longer in their role. A suggestion was that HR and IT should work together so the email address of the person who left sent out a specific message indicating that the person had left. Ms. Brown understood that the off boarding process needed some improvements and agreed to look into this.</li> </ul> </li> <li>• <b>New Student Health Survey Data</b> – Dr. E Mire (Office of Care and Civility) – presented the results from 2019 campus client survey. The survey results were showed comparing to the last year, which was informative since it showed the area of concerns, i.e. sexual harassment, discrimination, basic needs/food shortage, which needed to be addressed. The detailed reports are available on the website, <a href="https://www.unthsc.edu/care-and-civility/campus-climate-survey-2018-2019/">https://www.unthsc.edu/care-and-civility/campus-climate-survey-2018-2019/</a>, along with information on how to refer students to her and her team for help.</li> <li>• <b>Review of Research Rubric</b> – Drs. M Smith &amp; S Maddux (Academic Council) – presented the draft Research rubric developed by the President’s Academic Council to the senate. Many brought up a few concerns:</li> </ul>

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	<ul style="list-style-type: none"><li>○ No clear guidance on the performance criteria</li><li>○ How to quantify performance across schools/colleges</li><li>○ Inconsistency in wording across all levels of criteria</li></ul> Both Drs. Smith and Maddux would bring these concerns back to the Council.
<b>Adjournment</b>	The meeting adjourned at 9:57 AM. The Faculty Senate will meet on Friday October 11, 2019 at 8:00 AM in LIB 400

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**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Patricia Gwartz, Vic Holmes, Michael Jann, Harlan Jones, Melissa Lewis, Dana Litt, Kenneth Miller, Thaddeus Miller, John Planz, Rafia Rasu, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Misti Zablosky

**ABSENT:** Patrick Clay (alternate L Cohen), Yein Lee, Jin Liu (alternate L Yan), Eun-Young Mun, Veda Womack (alternate J Mott), Hongli Wu

**GUESTS** Mark Chassay, Scott Maddux, Thaddeus Mantaro, Peg Demers

**RECORDING:** Nat Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:02 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• L. Cohen for P Clay</li> <li>• J. Mott for V Womack</li> <li>• L. Yan for J. Liu</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting and briefly went over the agenda.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the August meeting minutes No edits were brought forward. PA Holmes moved the motion to approve the minutes. Dr. Planz seconded the motion. The meeting minutes were approved.
<b>Announcement</b>	<ul style="list-style-type: none"> <li>• <b>December Faculty Assembly</b> – December 10, 2019 at 11 AM – This date &amp; time was selected based on the results of the poll completed by the faculty.</li> <li>• <b>Faculty Senate Meeting with each school/college</b> – Dr. Salem updated the senate that he would reach out to each school/college asking for time during their faculty meeting to make presentation regarding the senate business to increase collaboration and faculty engagement.</li> </ul>
<b>Provost’s Update</b>	<b>Dr. Taylor</b> provided additional information on various initiatives from the President’s town hall as followed: <ul style="list-style-type: none"> <li>• New Strategic Plan/Road map focusing on people, culture and performance</li> <li>• New platform for Faculty Information System which would increase capabilities in onboarding, faculty profile, evaluation. Further communication would be sent out periodically until it’s fully implemented</li> <li>• Campus Wellbeing which would be a continuation from the QEP program.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Health related initiatives – monitoring patients via virtual health, health outcome and process improvement</li> </ul> <p>Dr. Taylor encouraged the senators to contribute to these initiatives by joining working groups, helping to pilot new programs, or simply by providing feedback.</p> <p>Dr. Taylor announced that the campus’s holiday gather would be on December 5.</p>
<b>Cabinet’s Report</b>	No report
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – the 3 chair searches are still going on. The short list for campus visit should be announced by the end of the month. The school would like to invite faculty to attend the presentations.</li> <li>• <b>SPH</b> – there are two positions opening and applications are being reviewed.</li> <li>• <b>SHP</b> – PT department’s chair search -- Zoom interviews were scheduled to start next week.</li> <li>• <b>TCOM</b> – Family Medicine had extended the job offer to the candidate and waiting to hear back.</li> </ul>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic</b> – Dr. Maddux would present the Service rubric during the New Business section. Also Dr. Salem announced that Dr. T Miller accepted the nomination to serve on this council as a faculty senate representative.</li> <li>• <b>People &amp; Culture</b> – No meeting</li> <li>• <b>Built Environment</b> – No meeting</li> <li>• <b>Finance &amp; Budget</b> – No meeting</li> <li>• <b>Research</b> – N/A - Dr. Mun didn’t attend today’s meeting</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>TCOM</b> – No report</li> <li>• <b>GSBS</b> – No additional report beyond the ongoing 3 Chair searches</li> <li>• <b>SHP</b> – No report</li> <li>• <b>SPH</b> – No report</li> <li>• <b>SCP</b> – No report</li> </ul>
<b>Communication</b>	<p><b>Stay Interviews Table Summary</b></p> <ul style="list-style-type: none"> <li>• Dr. Rickards provided some highlights of the table summaries. Several common themes rose to the top, including the HSC’s supportive and collegial atmosphere, the opportunity to nurture young healthcare professionals through their education and into careers, and the opportunities arising from working at a smaller, nimbler, and less entrenched institution.</li> <li>• The executive summary will be shared directly with the campus leadership and also available on the Senate webpage shortly.</li> <li>• Many suggested that it’s essential to provide feedback back to the faculty since they had spent time and effort attending the Assembly and provided their inputs.</li> <li>• The committee will meet and discuss how to further review the data to determine what would be appropriate actions to take in order to communicate with the leadership and the faculty.</li> </ul>

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<b>Resolution</b>	<b>Dr. Salem</b> presented the Grant Application memo to the senate and asked for their comments regarding the new deadline and process. The senate didn't see any red flag and was supportive of the new deadline.
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>Vice Provost for Clinical Affairs</b> – Dr. Mark Chassay – provided information regarding the areas he is overseeing, i.e. SafeCare Texas/Patient Safety, INCEDO, Consortium, and Clinical Education,</li> <li>• <b>Quality Enhancement Plan</b> – Thaddeus Mantaro, director – provided updates on the QEP program and the current status.</li> <li>• <b>Review of Rubric</b> – Service – Dr. Maddux presented the Service rubric to the senate. He collected the comments and would provide them to the Academic Council for their revision.</li> </ul>
<b>Others</b>	<ul style="list-style-type: none"> <li>• <b>Faculty Senate's woman interest group</b> -- Dr. Rickards initiated an effort in forming a woman interest group and accepted to lead the initiatives.</li> </ul>
<b>Adjournment</b>	The meeting adjourned at 9:49 AM. The Faculty Senate will meet on Friday November 8, 2019 at 8:00 AM in LIB 400

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**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Patrick Clay, Vic Holmes, Michael Jann, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thaddeus Miller, Eun-Young Mun, Rafia Rasu, Caroline Rickards, Nathalie Sumien, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** Didi Ebert, Yein Lee, Patricia Gwartz, John Planz, Harlan Jones, Nancy Tierney (alternate D Schranz)

**GUESTS** Rance Berg, Amy Buresh, Scott Maddux, David Mansdoerfer, Claire Peel, Charles Taylor

**RECORDING:** Nat Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:02 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• D Schranz for N Tierney</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting and briefly went over the agenda.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the October meeting minutes. No edits were brought forward. Dr. Jann moved the motion to approve the minutes. Dr. T Miller seconded the motion. The meeting minutes were approved.
<b>Announcement</b>	<ul style="list-style-type: none"> <li>• <b>Faculty Senate President &amp; President Elect Meeting with School/College</b> – Dr. Salem updated the senate that he and Dr. Wiechmann had attended and made presentation at the following faculty meetings and would continue to meet the rest of departments soon. <ul style="list-style-type: none"> <li>• SCP – Friday Nov 1</li> <li>• Lifestyle Health Program – Nov 4</li> </ul> </li> <li>• <b>2020 Faculty Achievement Award</b> – Call for Nomination – has been posted on Daily News</li> <li>• <b>Emeritus Parking Instruction</b> – Dr. Salem updated the senate the information had been forwarded to all Emeritus Professors.</li> <li>• <b>Research Appreciation Day</b> – March 27, 2020 – The senators were strongly encouraged to participate in this event.</li> <li>• <b>Teaching Excellence Seminar Series</b> – Sept 2019-March 2020 – Faculty were strongly encouraged to attend the seminars.</li> <li>• <b>End of the Year Celebration</b> -- Dr. Salem encourage the senators to ask the faculty from their respective schools/colleges to attend this event on December 2 at 12 PM in MET 109.</li> </ul>



<b>Provost's Update</b>	<p><b>Dr. Taylor</b> provided updates on:</p> <ul style="list-style-type: none"> <li>• <b>Strategic Roadmap Initiatives</b> – Health Outcome, Micro-credentialing, Customer Relative Management (CRM) platform</li> <li>• <b>SACSCOC Accreditation</b> – the report was submitted and be reviewed. In January there would be an advisory team visiting the campus prior to the site visit in March. More detailed information would be distributed soon to get everyone ready for the visit on March 30 to April 1.</li> <li>• <b>Population Health Summit – January 22</b> – Dr. Taylor encouraged everyone to attend the event.</li> <li>• <b>Various topics</b> – <ul style="list-style-type: none"> <li>○ Interfolio – new faculty evaluation/data – Dr. Peel would update the senate on more details in the near future</li> <li>○ Brand/New Logo – the proposal would be reviewed by Board of Regents at the next week meeting</li> <li>○ Simulation Director Candidates – 4 candidates were identified and invited for the onsite visit in December.</li> </ul> </li> </ul>
<b>Cabinet's Report</b>	<p><b>Dr. Salem</b> attended the cabinet meeting and reviewed the targets for the new Road Map.</p>
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – Chair search – all three departments invited candidates for onsite visits. This should wrap up in the next few weeks.</li> <li>• <b>SPH</b> –</li> <li>• <b>SHP</b> – PT Chair – conducted Zoom interviews and would make an offer shortly.</li> <li>• <b>TCOM</b> – the new Chair for Family Medicine would start soon.</li> </ul> <p>Dr. Taylor mentioned that this year 6 new chairs were hired and there was still one opened.</p>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic</b> – Dr. Maddux would present the Tenure rubric during the New Business section.</li> <li>• <b>People &amp; Culture</b> – No meeting</li> <li>• <b>Built Environment</b> – No meeting</li> <li>• <b>Finance &amp; Budget</b> – Dr. Ebert was absent/No report</li> <li>• <b>Research</b> – Dr. Mun updated that the council was charged to look at how to measure research productivity. The council would start collecting data soon.</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>TCOM</b> – developing the college's roadmap, hiring a new faculty in Geriatric. <ul style="list-style-type: none"> <li>○ Patient Health Information – currently the process of emailing patient health information was not monitored so we didn't know if we're doing it according to the guidelines. Dr. Taylor would like to see this done since it's very important. He would connect with IT to get a reviewing process started.</li> </ul> </li> <li>• <b>GSBS</b> – The dean talked to all departments regarding the P&amp;T process. <ul style="list-style-type: none"> <li>○ The Department of Physiology &amp; Anatomy would hold a Women's Cardiovascular &amp; Brain Health Symposium on Jan 31, 2020. Everyone was invited.</li> </ul> </li> <li>• <b>SHP</b> – New faculty joined PA studies. PA Holmes informed the senate that he and his team developed a series of LGBT training for different groups around Texas. He saw increase in the demand for training so he's encouraging the faculty to reach out for more information and see if anyone else was interested.</li> </ul>

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	<ul style="list-style-type: none"> <li>• <b>SPH</b> – <ul style="list-style-type: none"> <li>○ Search Committee for Health Administration did Zoom interviews but might not move any forward.</li> <li>○ P&amp;T Committee working on updating the college’s guideline</li> </ul> </li> <li>• <b>SCP</b> – <ul style="list-style-type: none"> <li>○ a few new faculty members started</li> <li>○ Presentation by the Faculty Senate Executive Committee was well received</li> <li>○ Director of Admission for the college of pharmacy would help create new recruiting strategy</li> </ul> </li> </ul>
<b>Communication Committee</b>	<b>December Faculty Assembly Format</b> – <b>PA Holmes</b> informed the senate that the main focus of the next Assembly would be on a discussion of the feedback received from the Stay Interviewed conducted at the September Assembly.
<b>Old Business</b>	<b>Mr. David Mansdoerfer</b> – introduced himself to the senate and give him a brief explanation on his role as the President’s Special Assistant. He would be overseeing the Office of Brand and Communication and he welcomed invitation from all schools/colleges to make more detailed presentation to their faculty.
<b>New Business</b>	<b>Review of Rubric</b> – Tenure – Dr. Maddux presented the rubric to the senate. He collected the comments and would provide them to the Academic Council for their revision.
<b>Adjournment</b>	The meeting adjourned at 10:03 AM. The Faculty Senate will meet on Friday December 13, 2019 at 8:00 AM in LIB 400

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**ABSENT:** Patrick Clay (alternate L Cohen), Patricia Gwartz, Thaddeus Miller, Rafia Rasu, Catherine Wu (alternate M Kastellorizios), Veda Womack

**GUESTS** Claire Peel, Charles Taylor, Kim Meyer, and Michael Mathis

**RECORDING:** Nat Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:03 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• L Cohen for P Clay</li> <li>• M Kastellorizios for H Wu</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the November meeting minutes. One edit was brought forward which was to complete a sentence regarding an event held by GSBS under the school/college report. PA Holmes moved the motion to approve the minutes. Dr. Planz seconded the motion. The meeting minutes were approved with the edit.
<b>Announcement</b>	<ul style="list-style-type: none"> <li>• <b>QEP Launch</b> on January 29 at 4 PM on the 2nd fl of the Library – Dr. Salem reminded the senate that Mr. Mantaro, a guest speaker, came to talk about this topic back in October. Encouraged everyone to attend the launch to show their support for the QEP.</li> <li>• <b>2020 Faculty Achievement Award</b> Nomination Deadline —Jan 31 -- Dr. Salem encouraged the senators to talk to their faculty to nominate their peers</li> </ul>
<b>Provost's Update</b>	The Provost updated the senate on a few items from the road map: <ul style="list-style-type: none"> <li>• <b>Two New Board of Regents Members</b> -- appointed by the governor were announced recently. We would host a visit of those two (Daniel Feehan and Dr. John Scott, TCOM Alumni) on campus soon possibly in February 2020.</li> <li>• <b>Micro-Credential</b> – related to Road Map 3.1 -- to bring programs and infrastructure that allowed us to offer courses in different format – Currently a committee was form heading by John Mackenzie and Robin Bartoletti and developing a plan – We are the</li> </ul>

	<p>1st in the Health Science field to offer this type of courses. We are looking at various topics – i.e. Genomic, student career readiness (resiliency)</p> <ul style="list-style-type: none"> <li>• <b>SACSCOC</b> – Dr. Taylor thanked those who were involved in the process. According to the offsite review feedback, we only got 2 citations which was fantastic. The team did a great job. However, the site visit team would focus more on QEP program since they didn't have any other issues to review. Dr. Taylor encouraged everyone to participate in some ways during the site visit in March. <ul style="list-style-type: none"> <li>○ Right now we are finalizing the QEP plan -- student wellbeing to grow skills -- the next step is to submit the plan to SACSCOC</li> </ul> </li> <li>• <b>Interfolio</b> – related to Road Map 1.1 -- performance management – the advisory committee was working on the logistics of the system and what the data we needed -- Transferring data from old to new system has started. More information would be sent out soon. Dr. Taylor would like all schools/colleges to be aware of it.</li> <li>• <b>New Brand</b> – the communication team had send out the information about rebranding and guidance on the new logo and color. The team asked the schools/colleges to help identify all the things that needed to be updated to the new logo &amp; color. The reveal of the new brand would be held on Feb 19. The change will be progressive not all at once. Amy Buresh was the lead of this effort.</li> <li>• <b>Promotion &amp; Tenure</b> – New policies were updated June 1 then schools started to update their guidelines to match the new policies. GSBS and TCOM have submitted their revisions. Currently the Academic Council was finalizing the overarching rubrics which would incorporate comments received form the senate for school/colleges to use as guidelines. Hopefully the documents would be finalized by spring and would be used for the following P&amp;T cycle. <ul style="list-style-type: none"> <li>○ Dr. Taylor encouraged everyone to contact Faculty Affairs, Dr. Peel, and himself if they had any questions.</li> <li>○ Many agreed that faculty needed to be aware of P &amp;T process as early as possible</li> <li>○ Dr. Peel agreed that an information session regarding P&amp;T including school/college specific could be provided once a year to educate faculty.</li> </ul> </li> </ul>
<p style="text-align: center;"><b>Cabinet's Report</b></p>	<p>Dr. Salem attended the meeting 2 weeks ago. Below are topics discussed during the meeting --</p> <ul style="list-style-type: none"> <li>• Strategic plan -- updated</li> <li>• New branding</li> <li>• New program proposal -- how to develop a new program</li> <li>• Exit interview process -- HR initiated an approach to restarting this process.</li> </ul>
<p style="text-align: center;"><b>Leadership Position Updates</b></p>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> -- 3 chair search going on -- 11 candidates invited for onsite interview over 3-week period. The committee would meet and finalize the decision on finalists and offer shortly. The search went well and had great pool of candidates – The dean appreciated the faculty who attended all the presentations</li> <li>• <b>TCOM</b> – Family Medicine Department new chair with a few new faculty members will start mid-January.</li> <li>• <b>SHP</b> -- PT –had a new chair – Dr. Quiben</li> <li>• <b>SPH</b> – still has a few openings for director positons.</li> </ul>

<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – N/A</li> <li>• <b>Built Environment Council</b> – No meeting</li> <li>• <b>Finance &amp; Budget Council</b> – No meeting</li> <li>• <b>People &amp; Culture Council</b> – No meeting</li> <li>• <b>Research Council</b> -- <ul style="list-style-type: none"> <li>○ <b>New VPR</b> – Dr. Brian Gladue</li> <li>○ <b>Research Productivity Index</b> -- charged to develop indicators for research productivity index – <ul style="list-style-type: none"> <li>▪ Currently the council was brainstorming the ideas of indicators to use -- publication, citations, editorial, panel, etc. -- Concerns were that many people might not be able to meet them – Possibly we would look at more discipline specific indicators could be more objective to assess the productivity.</li> <li>▪ Taylor explained that this is to make sure the info goes into Interfolio and data was to be presented at Board of Regents to provide them a snapshot of our Research activities.</li> </ul> </li> </ul> </li> </ul> <p>Taylor reminded the senate that next week new members of councils will be announced and in January there will be new charges to each council.</p>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – <ul style="list-style-type: none"> <li>○ Physiology &amp; Anatomy Dept hosting the woman cardiovascular event in January 2020. Flyers were distributed.</li> <li>○ Revised P&amp;T policies and Bylaws – forwarded to the Provost for approval.</li> </ul> </li> <li>• <b>SCP</b> -- hired a director for admission to help recruiting</li> <li>• <b>SPH</b> -- doing construction on EAD 6th -- some fac are working from home or scattered around in different areas.</li> <li>• <b>SHP</b> -- a few new faculty members interviewing but still one more faculty position opening <ul style="list-style-type: none"> <li>○ PT-- one faculty opening interviewing ongoing -- 4 finalizes would be recommended to the dean soon.</li> <li>○ PT working on their P&amp;T guideline, building new program</li> </ul> </li> <li>• <b>TCOM</b> -- issue about onboarding process for clinicians took a long time and would like to President addressed it - credentialing for insurance process taking a long time so the person cannot practice and not generating income.</li> </ul>
<b>Communication Committee</b>	<p><b>The Faculty Assembly was held on Tuesday December 10, 2019</b> at 11 AM in the Atrium and Luibel hall. PA Holmes provided the senate a brief summary of what happened and discussed during the Assembly.</p> <ul style="list-style-type: none"> <li>• Many attendees said they didn't know who their senators were because they didn't have a senator representative in their specific department. So all senators were encouraged to introduce themselves to the faculty in their respective schools/colleges</li> <li>• Presentations from the Assembly were distributed to all faculty and also available on the Senate website.</li> <li>• One significant comment from the assembly was to have an action item list to give to the Leadership.</li> <li>• Format &amp; Time – Need to make sure to schedule the assembly when clinical people can also attend which is 12 to 1. Possibly we can do another Qualtrics survey.</li> <li>• Use of Word Cloud Information -- where do we go from here? This could help increase faculty encouragement on campus.</li> </ul>

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December 13, 2019 8:00 AM to 9:30 AM  
LIB 400

	<p>Clinicians needed to be involved. They felt isolated. Clinicians rarely got to participate on anything or engage on any activities. Many agreed to use the comments on the word cloud as topics for the future Assembly. The Communication Committee could develop a list of items and brought it to the next meeting.</p> <ul style="list-style-type: none"> <li>• We should be clear in what we want resolved and provide concrete action items.</li> </ul>
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>December Faculty Assembly Discussion</b> -- Faculty senate roster with photo sent out yesterday to address the issue of not knowing the senators Dr. Salem informed the senate that the one-page executive summary was forwarded to the Provost. He again will present the same info to the cabinets next week.</li> <li>• <b>Faculty Senate Mission and Strategic Plan Discussion</b> -- Currently no mission and plan written out so we should develop one (possibly 5 yr plan). Dr. Salem planned to form a taskforce to work on this and would bring a proposal to senate for approval. Majority like the idea</li> <li>• <b>Comments &amp; Questions on Texas Public Information Act update</b> -- After receiving updates, many fac got confused. So we are collecting comments/questions and will forward it to Betty Shankle to clarify during the January meeting. Dr. Salem encouraged the senators to send more comments/questions prior to the next senate meeting.</li> </ul>
<b>Others</b>	<ul style="list-style-type: none"> <li>• Women Interest Group update -- Dr. Rickards updated that the group met a few times and had good discussion. Next week she will be meeting with Taylor &amp; Peel for further discussion. She will bring more info next month to see how to move forward. Now there are 9 faculty senators involved.</li> <li>• Dr. Salem was planning to form a faculty engagement taskforce to develop action items to get more involvement from faculty.</li> </ul>
<b>Adjournment</b>	<p>The meeting adjourned at 10:03 AM. The Faculty Senate will meet on Friday January 10, 2020 at 8:00 AM in LIB 400</p>

University of North Texas Health Science Center  
Faculty Senate Meeting  
January 10, 2020 8:00 AM to 9:30 AM  
LIB 400

**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Patrick Clay, Patricia Gwartz, Vic Holmes, Michael Jann, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Eun-Young Mun, John Planz, Rasu Rafia, Nancy Tierney, Caroline Rickards, Nathalie Sumien, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** Didi Ebert (Alternate D. Schranz), Harlan Jones

**GUESTS** Claire Peel, Kim Meyer, and Peg Demers

**RECORDING:** K. Meyer

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• D Schranz for D Ebert</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the November meeting minutes. One edit was brought forward which was to complete a sentence regarding an event held by GSBS under the school/college report. Dr. T Miller moved the motion to approve the minutes. Dr. Planz seconded the motion. The meeting minutes were approved as is.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>QEP Launch Event</b> – scheduled on January 29 at 5 PM.</li> <li>• <b>Promotion &amp; Tenure</b> – The Provost will be visiting each college/school to discuss the new P&amp;T guidelines and processes.</li> </ul>
<b>Provost’s Update</b>	<p><b>Dr. Peel</b>, on behalf of Dr. Taylor, updated the senate on the following topics.</p> <ul style="list-style-type: none"> <li>• SACS Site Visit – the onsite team will be reviewing the campus at the end of March, along with the self-study report and particularly the QEP program proposal. There will be a QEP launch event on January 29 to ensure all on campus know what the QEP is. The QEP program is about student wellbeing focusing on preventing student/graduate burnout. The QEP defines areas of focus: <ol style="list-style-type: none"> <li>1. overall knowledge of wellbeing,</li> <li>2. Stress management (tied to current EI program),</li> <li>3. Building resiliency skills and strategies.</li> </ol> </li> </ul>

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	Moving forward we will be engaging faculty and making sure all on campus are
<b>Cabinet's Report</b>	<p><b>Dr. Salem</b> attended the meeting and updated the senate on the institutional strategic plan.</p> <ul style="list-style-type: none"> <li>• <b>Research office</b> is being reorganized and research space is being assessed.</li> <li>• <b>Measuring research productivity</b> -- discussion centered around the following concerns on how to <ul style="list-style-type: none"> <li>○ determine ways/process to measure research productivity, i.e. publication platform, journal ranking, book sales figures, etc.</li> <li>○ discuss with Chairs, Deans, P&amp;T committees – The senate would like to see if it is possible to invite Dr. Gladue to discuss with us. This was made as a motion and seconded by several senators.</li> </ul> </li> <li>• The acronym for <b>Health Outcomes Research</b> (HOR) should be changed. Peg Demers will take this to the Provost.</li> <li>• <b>Adjunct Faculty</b> - number, appointment process, payment, compliance/training, etc. are being addressed. There will be a process to revise adjunct faculty appointment. Every school has an adjunct faculty coordinator who will work with faculty affairs to coordinate.</li> </ul>
<b>Leadership Position Updates</b>	New Vice Provost of Academic Innovation position was discussed. The CIL, INCEDO, Simulation, IPE, and Patient Safety will report to this new Vice Provost.
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – No report – an upcoming meeting has been scheduled.</li> <li>• <b>Built Environment Council</b> – No report</li> <li>• <b>Finance &amp; Budget Council</b> – No report</li> <li>• <b>People &amp; Culture Council</b> – No report</li> <li>• <b>Research Council</b> -- No report</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – <ul style="list-style-type: none"> <li>○ Finalizing chair searches. Two offers have been extended.</li> <li>○ Jan 31 - Women's health conference. No cost to attend, but registration is required. Flyers are on Daily News. Dr. Rickards will send the link to Senators. Abstracts are due today.</li> </ul> </li> <li>• <b>SCP</b> -- One search for Full Professor in Outcomes Research - candidate coming this month. Pharmaceutical Science also has an open position for Full Professor joint with GSBS (70/30).</li> <li>• <b>SPH</b> -- Construction is ongoing through March. A faculty candidate coming to campus 1/27. An offer has been made for MHA Director.</li> <li>• <b>SHP</b> – Posting a position for PA faculty. PT has ongoing search for faculty including Dir. For Academic Education. Lifestyle Health is interviewing for open position.</li> <li>• <b>TCOM</b> -- 3 women's health positions and 1 GI position open.</li> </ul>
<b>Communication</b>	Daytime faculty assembly was a success. The stadium style seating was not conducive to discussion.



Committee	
<b>New Business</b>	<p><b>Texas Public Information Act update -- Betty Shankle</b> (<a href="mailto:betty.shankle@unthsc.edu">betty.shankle@unthsc.edu</a>) (Senate Bill 944) presented to the senate information regarding the new records retention law which went into effect on 9/1/19.</p> <ul style="list-style-type: none"> <li>○ How are personal emails, texts, phone calls, etc kept by this public record law? Employees of government agencies receiving public information on personal devices must move it to publicly owned device. As employees, it is up to all of us to keep all records that we create and receive that have to do with official business. State records retention schedule <a href="https://records.unt.edu/untsysccrrs">https://records.unt.edu/untsysccrrs</a>.</li> <li>○ Ms. Shankle also answered a few questions. <ul style="list-style-type: none"> <li>▪ Q1. Control on data on our own devices - The data that belongs to the state are the official records. It must be moved off of your personal device and moved to a state issued device. Easiest would be to move it to your outlook email. Screenshot a text message and email it to yourself. Text messages from students and research subjects would all fall into this category. We need to have some open forums to discuss this.</li> <li>▪ Q2. What is really at risk here? What's the penalty? The law itself does not stipulate a penalty. Our compliance policy says you will be terminated.</li> <li>▪ Q3. What is the timeline? How fast do we have to transfer text messages? No clear response was given.</li> </ul> </li> <li>○ <b>Recommendation</b> - Betty Shankle could visit each faculty meeting to provide information. An online FAQ website would be helpful. What about dropbox, google drive, one drive, lab archives or canvas for record of educational, lab, and other official records? Senators would like to hear from IT and CIL on options for archiving.</li> </ul>
<b>Others</b>	<ul style="list-style-type: none"> <li>● <b>Faculty Senate Strategic Plan</b> -- We will start to have a strategic plan for the Senate. Looking for Senators who will volunteer and have experience developing strategic plans. Volunteer to Yasser Salem by Jan 17. Will also reach out to 1-2 members from outside of the senate.</li> <li>● <b>Faculty Senate Executive Session</b> – the Executive Committee met right after the meeting.</li> </ul>
<b>Adjournment</b>	<p>The meeting adjourned at 10:03 AM. The Faculty Senate will meet on Friday February 14, 2020 at 8:00 AM in LIB 400.</p>

University of North Texas Health Science Center  
Faculty Senate Meeting  
February 14, 2020 8:00 AM to 9:30 AM  
LIB 400

**PRESIDING:** Patrick Clay, Faculty Senate Past- President

**PRESENT:** Michael Carletti, Didi Ebert, Vic Holmes, Michael Jann, Harlan Jones, Melissa Lewis, Kenneth Miller, Thad Miller, Eun-Young Mun, Rafia Rasu, Caroline Rickards, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** Patricia Gwartz, Yein Lee, Dana Litt (Alternate Zhengyang Zhou), Jin Liu (Alternate Liang-Jun Yan), John Planz, Yasser Salem (Alternate L. Cohen), Nathalie Sumien, Nancy Tierney

**GUESTs** Peg Demers, Thad Mantaro, Claire Peel,

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Clay</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	<b>Dr. Clay</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• L. Cohen for Y. Salem</li> <li>• L. Yan for J. Liu</li> <li>• Z. Zhou for D. Litt</li> </ul>
<b>Open remark</b>	<b>Dr. Clay</b> welcomed everyone to the meeting.
<b>Approval of Minutes</b>	<b>Dr. Clay</b> inquired if there were any edits to the January meeting minutes. One edit was brought forward which was to delete the word “No Update”. PA Holmes moved the motion to approve the minutes. Dr. Jones seconded the motion. The meeting minutes were approved with the edit.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• Faculty Achievement Award Nominations – update – The committee met and reviewed the nominations. The final result was pending additional comments from the committee absent from the review meeting. Additionally, the committee would convene to review the process for some clarification.</li> <li>• New Brand Debut – Feb 19 at 9:30 AM in IREB Lobby</li> </ul>
<b>Provost’s Update</b>	<b>Dr. Peel</b> , on behalf of the Provost who was attending the Board of Regents meeting along with the Presidents. <ul style="list-style-type: none"> <li>• <b>Interfolio training</b> – training workshops were scheduled to happen in March. Details would be sent out shortly by the</li> </ul>

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February 14, 2020 8:00 AM to 9:30 AM  
LIB 400

Topic/Agenda Item	Discussion/Conclusion
	<p>office of Faculty Affairs.</p> <ul style="list-style-type: none"> <li>• <b>SACS Site Visit</b> – the schedule/agenda would be finalized soon. Dr. Mains was working with the visit team chair on the logistic. Once it's finalized, the information would be distributed all involved.</li> </ul>
<b>Cabinet's Report</b>	<p><b>Dr. Wiechmann</b> reported on behalf of Dr. Salem who attended the meeting on January 21. The following topics were discussed.</p> <ul style="list-style-type: none"> <li>• Diversity &amp; inclusiveness</li> <li>• New campus in Frisco</li> <li>• Board of Regents Retreat would be held in April.</li> <li>• Branding</li> </ul>
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – announced 2 new chairs, Dr. Johnathan Tune – Physiology &amp; Anatomy, and Dr. David Siderovski – Pharmacology and Neuroscience. The Microbiology, Immunology and Genetics had not yet made an official announcement of the new chair to the campus.</li> <li>• <b>SPH</b> – currently having a few faculty positions opened in Health Behavior and Health Systems. One of them could be part of the health outcome collaboration.</li> <li>• <b>SHP</b> – currently having an opening for a faculty in PA Studies and a search for a faculty who also would be an Associate Dean for Research. The Department of Physical Therapy also currently had an opening for the Director for Academic Education.</li> <li>• <b>TCOM</b> – having a search for a Chief Medical Director to replace Dr. Beeson. The job posting should be available soon.</li> </ul>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – No report due to no meeting</li> <li>• <b>Built Environment Council</b> – No report</li> <li>• <b>Finance &amp; Budget Council</b> – No report</li> <li>• <b>People &amp; Culture Council</b> – No report</li> <li>• <b>Research Council</b> – Dr. Gladue asked the members for inputs on the research activity index. There would be a meeting next week to discuss this topic.</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – <ul style="list-style-type: none"> <li>○ <b>An online learning workshop</b> was going right now at the school. This was to focus specially on how to develop online content for their courses.</li> <li>○ <b>Research Compliance Guideline</b> – there was a concern on lack of faculty involvement in developing policies and guidelines for this topic. The faculty needed to be involve in meetings and the policy making process. Dr. Clay asked Dr. Rickards to email Dr. Salem so that he would forward it to the proper contact</li> </ul> </li> </ul>

Topic/Agenda Item	Discussion/Conclusion
	<p style="padding-left: 40px;">person.</p> <ul style="list-style-type: none"> <li>○ <b>New student admission</b> was going on this week.</li> <li>● <b>SCP</b> – the college had faculty positions opening including in the Health Outcome area. Dr. Ayyappa Chaturvedula (SCP) who received the 2020 Tanabe Young Investigator Award from the American College of Clinical Pharmacology which was very reputable.</li> <li>● <b>SPH</b> – The semester was going well. The school was in the middle of interviewing PhD students for fall semester.</li> <li>● <b>SHP</b> – Faculty position opened in PA Studies department. The information presented by the Faculty Senate Executive Committee was well received by the SHP faculty. It is very informative.</li> <li>● <b>TCOM</b> – There was a concern raised after the article about our collaboration on the BSW All Saints GME affiliation published on Star-Telegram. The faculty would like to hear comments from the Provost. Ms. Demers, who was in the meeting on the Provost’s behalf, said that the Provost would respond on this.</li> </ul>
<b>Communication Committee</b>	<p>The focus of the next Faculty Assembly on April 21 would be on “Networking”. We would have activities like speed dating. More details were being finalized. The future Assembly dates have been proposed. Once finalized, they would be announced.</p>
<b>New Business</b>	<ul style="list-style-type: none"> <li>● <b>QEP Updates – T. Mantaro</b> – updated the senate at the QEP proposal was submitted and the preparation for the SACSCOC site visit was on the way. He would reach out to each school to meet and provide more details of the QEP focus and assessment process. The link to the proposal would be forwarded to the senators by Nat shortly.</li> <li>● <b>Women Faculty Network (WFN) - C. Rickards</b> – The launch meeting was scheduled for Friday February 21 at noon in IREB 250. It’s opened to all faculty. The focus would be on the overall mission and to take inputs from everyone to further develop more specific activities and tasks. Thanks to Dr. Taylor and Dr. Peel for their support.</li> <li>● <b>Early Career Development Council – C. Rickards</b> – shared with the senate that the council was composed of junior faculty from each school. The council held 4 general meetings a year focusing on topics that assist junior faculty to advance their careers. Also each semester, the council offered the Writing Accountability Group (WAG) sessions which helped the faculty to set a side time for their writing. The council would like the senate to help encourage the junior faculty in their respective schools/colleges to participate. More information can be found on the website, <a href="https://www.unthsc.edu/academic-affairs/faculty-affairs/unthsc-faculty-development-resources/early-career-development-council/">https://www.unthsc.edu/academic-affairs/faculty-affairs/unthsc-faculty-development-resources/early-career-development-council/</a>.</li> <li>● <b>Research Initiative for Clinical Faculty – A. Wiechmann</b> – led the discussion on how to assist the clinical faculty to be involved more in research, how to get incentive in conducting research, and where to get information. Many senators said that this should be a topic for the Assembly to get the faculty together and share information. Possibly the faculty senators could work with the Associate Dean for Research across schools to share information.</li> </ul>

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<b>Topic/Agenda Item</b>	<b>Discussion/Conclusion</b>
<b>Others</b>	<ul style="list-style-type: none"><li>• <b>Diversity, Equity and Inclusion (DEI) Committee</b> – PA Holmes – shared information about the committee and asked everyone to be on a lookout for inquiry from the committee for their comments and inputs so more activities could be developed to fit everyone’s need.</li></ul>
<b>Adjournment</b>	The meeting adjourned at 9:00 AM. The Faculty Senate will meet on Friday March 13, 2020 at 8:00 AM in LIB 400.

University of North Texas Health Science Center  
Faculty Senate Meeting  
March 13, 2020 8:00 AM to 9:30 AM  
LIB 400

**PRESIDING:** Dr. Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Patrick Clay, Vic Holmes (Zoom), Patricia Gwartz, Michael Jann, Harlan Jones, Yein Lee (Zoom), Jin Liu (Zoom), Kenneth Miller, Eun-Young Mun, John Planz, Rafia Rasu (Zoom), Caroline Rickards, Nathalie Sumien, Nancy Tierney (Zoom), April Wiechmann, Veda Womack (Zoom), Catherine Wu (Zoom)

**ABSENT:** Didi Ebert, Melissa Lewis (alternate H. Brenner), Thad Miller, Dana Litt (Alternate U. Nguyen -- Zoom), Misti Zablosky (alternate E. Salas – Zoom)

**GUESTS** Peg Demers, Kim Meyer, Claire Peel

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:05 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> asked the alternates to introduce themselves. <ul style="list-style-type: none"> <li>• H. Brenner for M. Lewis</li> <li>• U. Nguyen for D. Litt</li> <li>• E. Salas for M. Zablosky</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting both in LIB 400 and on Zoom.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the February meeting minutes. <b>PA Holmes</b> moved the motion to approve the minutes. <b>Dr. Rickards</b> seconded the motion. The meeting minutes were approved.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>2020-2021 Faculty Senate Election</b> Cycle – starting on April 1— Nat started sending out email with specific information to each school.</li> <li>• <b>SACSCOC Site Visit</b> – Dr. Peel provided update on this later in the meeting.</li> <li>• <b>COVID-19 Updates</b> – <ul style="list-style-type: none"> <li>▪ <b>Delivering classes online</b> -- the Faculty Senate discussed some best approaches for delivering classes and exams online. For the best and most up to date information, please refer to CIL website for guidance: <a href="https://www.unthsc.edu/center-for-innovative-learning/managing-and-conducting-a-class-during-a-campus-closure-academic-continuity/">https://www.unthsc.edu/center-for-innovative-learning/managing-and-conducting-a-class-during-a-campus-closure-academic-continuity/</a></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Canvas specific information</b> – for questions regarding delivery of class material via Canvas, it is best to email <a href="mailto:canvas@unthsc.edu">canvas@unthsc.edu</a> directly so your emails would be queued up in the staff’s worklist and anyone could respond to you. Due to the increasing workload, phone call would not be effective.</li> <li>▪ <b>UNTHSC communication updates</b> – in order to discourage confusing and misunderstanding, the updates on the UNTHSC events (e.g., Commencement, RAD, Discovery Day, etc.) would be through either your Deans or the Communications office under the direction of the UNTHSC President. If you have questions that require an immediate response, contact your Dean.</li> </ul>
<b>Provost’s Update</b>	<p><b>Dr. Peel</b>, on behalf of the Provost updated the senate on</p> <ul style="list-style-type: none"> <li>• <b>SACSCOC Site Visit</b> – due to the current situation on the COVID-19 – the plan was to move the in-person Site Visit to a 100% virtual visit. We were waiting to get more information from SACSCOC. Since the offsite review went so well, the onsite visit would focus on the QEP program, “Be Well”.</li> </ul>
<b>Cabinet’s Report</b>	<p><b>Dr. Salem</b> attended the cabinet meeting. The following topics were discussed.</p> <ul style="list-style-type: none"> <li>• <b>New Performance Feedback System</b> – The new system would require the supervisor to provide feedback 4 times a year with 3 small ones and 1 major one as an annual evaluation using the Objectives and Key Results (OKR) process. This would apply to both faculty and staff evaluations. <ul style="list-style-type: none"> <li>○ <b>Interfolio training</b> – departmental level training got started already but due to the VOVID-10 situation, the rest of the training would be rescheduled. If anyone had any questions or concerns, please contact Dr. Peel.</li> <li>○ <b>Promotion &amp; Tenure process</b> – Dr. Peel clarified that the candidates planning to submit their files should just go ahead and put their files together regardless of what platform it was.</li> </ul> </li> <li>• <b>Survey</b> – a survey on salary/compensation would be issued to understand the equity and market issues.</li> <li>• <b>Branding</b> – the new one was revealed</li> <li>• <b>Wellbeing initiatives</b> – in various areas i.e. finance, health, etc.</li> <li>• <b>Corona Virus</b> – Dr. Williams updated that he’s monitoring the situation and working on measures to protect the campus and students, patients, and maintaining business continuity. <ul style="list-style-type: none"> <li>○ <b>Dr. Carletti</b> – provided the senate some updates on the clinic operation. <ul style="list-style-type: none"> <li>▪ No outside vendor allowed at the clinic</li> <li>▪ Implementing the screening questions regarding international travel, breathing issues, etc.</li> <li>▪ Providing masks but only had limited amounts due to the availability</li> <li>▪ Working on training personnel to provide care to patients under the COVID-19 condition</li> <li>▪ Faculty, staff and students could to the Health Pavilion if they had concerns about the virus</li> <li>▪ Telehealth – discussed on how to implement it</li> </ul> </li> <li>○ <b>Ms. Demers</b> – informed the senate that the Provost working with the deans to communicate with all students on rotation to identify where they all were and assist them with their issue.</li> <li>○ <b>Dr. Peel</b> – asked everyone to direct their questions to their deans.</li> </ul> </li> </ul>

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Faculty Senate Meeting  
March 13, 2020 8:00 AM to 9:30 AM  
LIB 400

<p><b>Leadership Position Updates</b></p>	<p>N/A</p>
<p><b>President Councils</b></p>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – No Report – Dr. Miller not available</li> <li>• <b>Built Environment Council</b> – next meeting scheduled for March 23 to receive new charges from the President</li> <li>• <b>Finance &amp; Budget Council</b> – No report, Dr. Ebert not available</li> <li>• <b>People &amp; Culture Council</b> – No report</li> <li>• <b>Research Council</b> – met last week. <ul style="list-style-type: none"> <li>○ The group continued discussing the research productivity index. A matrix was developed to measure the research productivity of faculty with research responsibility. The concern was how each school/college considered faculty with research responsibility.</li> <li>○ The council members were now charged to go back to their deans and work on how to develop more standardized assessment on research productivity and incentive program.</li> </ul> </li> </ul>
<p><b>School/Colleges Report</b></p>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – Various fellowships currently available from different programs for both US and international students in Neurobiology Aging and Alzheimer’s Disease. MS &amp; PhD students were strongly encouraged to apply. The fellowships would cover stipend and travel cost.</li> <li>• <b>SCP</b> – No Report</li> <li>• <b>SPH</b> – No Report</li> <li>• <b>SHP</b> – <ul style="list-style-type: none"> <li>○ PT program has a few faculty positions opened.</li> <li>○ The faculty attended the 2020 APTA CSM Conference in Denver. It’s the most important conference for the program. The entire faculty were selected to make presentations.</li> </ul> </li> <li>• <b>TCOM</b> – <b>Dr. Janice Knebl</b>, the first female faculty, awarded the Regents Professor.</li> </ul>
<p><b>Communication Committee</b></p>	<ul style="list-style-type: none"> <li>• <b>PA Holmes</b> updated the senate that he received the information that the Provost would like to have a separate event held for the Faculty Award.</li> <li>• Due to the ongoing COVID-19 situation, the Faculty Assembly was likely to be cancelled or postponed.</li> <li>• The Committee would work with Dr. Peel to develop a plan to reschedule the Assembly and also to develop a plan for this new event.</li> </ul>
<p><b>New Business</b></p>	<ul style="list-style-type: none"> <li>• <b>VP Research</b> – Postponed to the next meeting</li> <li>• <b>Texas Council of Faculty Senate – Spring Meeting on February 21, 2020 in Austin</b> -- Dr. Salem attended this meeting on behalf of the senate. Dr. Salem commented that this was an excellent opportunity to learn more about the roles and responsibilities of the Faculty Senates at other institutions, and to compare and contrast the operation of our</li> </ul>



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	Faculty Senate. The program for this meeting can be found at the following link, for those interested: <a href="http://www.txfacultysenates.org/wp-content/uploads/2020/02/TCFS-Spring-2020-Program-20200220.pdf">http://www.txfacultysenates.org/wp-content/uploads/2020/02/TCFS-Spring-2020-Program-20200220.pdf</a>
<b>Others</b>	<ul style="list-style-type: none"><li>• <b>Women Faculty Networking</b> – Dr. Rickards updated the senate that the WFN Launch event on Feb 21 went very well. It's well attended by 77 people and had a very productive discussion. She thanked everyone for their participation.</li><li>• <b>Zoom account</b> – Dr. Meyer updated the senate at the end of the meeting that Zoom Pro account would be available to everyone shortly as the site license was purchased.</li></ul>
<b>Adjournment</b>	The meeting adjourned at 9:35 AM. The Faculty Senate will meet on Friday April 10, 2020 at 8:00 AM via Zoom.

University of North Texas Health Science Center  
Faculty Senate Meeting  
April 10, 2020 8:00 AM to 9:30 AM  
Zoom

**PRESIDING:** Dr. Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Patrick Clay, Vic Holmes, Patricia Gwartz, Michael Jann, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Eun-Young Mun, John Planz, Rafia Rasu, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** N/A

**GUESTS** R. Barber, A Basu, E Cheng, L Cohen, J Crumm, T Diver, M Gaviola, B Gladue, M Howard, C Howell, T Machu, M Mathis, Kim Meyer, C Noble, Claire Peel, Charles Taylor, D Siderovski, D Stankowska, T Yorio, Y Zhang,

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	N/A
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting including the guests. Dr. Salem also thanked Dr. Clay who's leaving HSC in May for his time and effort over the last three years serving on the Senate Executive Committee.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the March meeting minutes. <b>Dr. Planz</b> moved the motion to approve the minutes. <b>Dr. Carletti</b> seconded the motion. Dr. Thad Miller and Litt recused from the vote as they didn't attend the last month meeting. The meeting minutes were approved.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>Virtual Faculty Achievement Award Recognition &amp; Faculty Assembly</b> – Detailed information is under the Communication Committee update section</li> <li>• <b>Faculty Grievance &amp; Appeal Committee – Off Cycle Election – Dr. Rustin Reeves</b> was elected as the alternate member of the committee. His term will end on August 31, 2020 as a replacement.</li> </ul>
<b>Provost's Update</b>	<p><b>Dr. Taylor</b> first of all would like to thank everyone for their effort and support particularly for students during this pandemic. He expressed his gratitude and amazement for how the HSC's people have risen to meet these events, and requests your guidance and perspective moving forward He updated the senate and answered questions relation to the pandemic.</p> <p>Dr. Taylor updated the senate on the following topics:</p>

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Zoom

	<ul style="list-style-type: none"> <li>▪ <b>HSC website</b> – the website was revised to provide all information related to all COVID-19 updates.</li> <li>▪ <b>Communication Flow</b> – was reorganized to reduce confusion and condense the information to flow through all the Deans especially with the program-specific information.</li> <li>▪ <b>Distance Education</b> – our campus now, approved through accreditation agencies, is now 100% on distance education. Medical Science is completely shifted to online. This would help us ensure that students who were close to graduate could graduate on time. Student Affairs had done outstanding job in this process. For the clinical practice side, we’re still brainstorming.</li> <li>▪ <b>Research</b> – A continuity plan was developed and the essential personnel continued to work and keep the research going.</li> <li>▪ <b>Telehealth</b> – conducted the first virtual pilot helping the Tarrant County’s call center where students volunteered.</li> <li>▪ <b>Return plan</b> -- encouraged everyone to send him questions and also welcomed ideas and suggestions so he could pass them along to the management team.</li> </ul> <p>*Dr. Taylor answered some questions later during the new business session.</p>
<b>Cabinet’s Report</b>	N/A
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – welcomed Dr. Bruce Bunnell, new department chair of Microbiology, Immunology and Genetics. He will start in June.</li> <li>• <b>Physical Therapy</b> – conducting Zoom interviews with candidates for a faculty position.</li> </ul>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – met virtually last week – received a charge from Dr. Taylor on a potential of remote/distance education in order to prepare us for the future.</li> <li>• <b>Built Environment Council</b> – met virtually on April 8 -- received on how to utilize the campus resources effectively particularly on parking since it’s an issue brought up in the Student Satisfaction Survey.</li> <li>• <b>Finance &amp; Budget Council</b> – No report, Dr. Ebert not available</li> <li>• <b>People &amp; Culture Council</b> – No report</li> <li>• <b>Research Council</b> – met last week <ul style="list-style-type: none"> <li>• Research Council continues to meet regularly. The last meeting on April 2 was the first since the COVID19 lockdown. VPR’s office is working toward developing a research productivity model and assessment tools at UNTHSC. During the recent council meeting, we discussed what it means to be a first author, senior author, corresponding author, depending on one’s career and discipline. Since this can be subjective or arbitrary, this may not be easy to incorporate in a model but the faculty participating in RC conveyed the importance of factoring that in when developing a model. PowerBI, Interfolio, space issues were discussed. A new support program called Research Enhancement &amp; Awards Program (REAP) aimed at helping faculty who may be starting up or in transition or whose research productivity needs a rebooting may be forthcoming.</li> </ul> </li> </ul>
<b>School/Colleges</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – N/A</li> </ul>

<b>Report</b>	<ul style="list-style-type: none"><li>• <b>SCP</b> –<ul style="list-style-type: none"><li>○ Dr. Patrick Clay has submitted his resignation earlier this month and his last day will be on May 1, 2020. As the inaugural faculty member, Dr. Clay has been a significant contributor to the success of SCP and has served in many roles, including, the President of Faculty Senate, researcher, educator, and a mentor to many junior faculty including myself. We sincerely wish Dr. Clay all the best in his future endeavors.</li><li>○ SCP has moved an entire College of Pharmacy curriculum and teaching and testing from the classroom to online platform while also finding innovative ways to help our students meet their IPPE and APPE requirements.</li><li>○ The new edition of HSC’s Solutions magazine is out and offers a number of compelling articles about HSC’s work. Take a moment to read it cover to cover, and you’ll see several familiar SCP faces from our program on these pages below:<ul style="list-style-type: none"><li>▪ Managing Prescriptions, Dr. Patrick Clay, page 8</li><li>▪ Taking away the pain – How communities are working to save lives from opioid-related deaths, Dr. Marc Fleming, pages 19-23</li><li>▪ Cracking Down on Germs, Dr. Jerry Simecka, pages 25-29</li><li>▪ The Artists of HSC, Dr. Iok-Hou Pang, pages 41-45</li><li>▪ Pharmacy student’s dream comes true, Sarah Edwards, pages 70-71</li></ul></li><li>○ Dr. Crystal Howell, infectious disease pharmacist, addresses questions about the unknowns of experimental medications for COVID-19 in this FOX 4 News interview. She suggests more data is needed to determine efficacy and the best advice is to consult with your provider.</li></ul></li><li>• <b>SPH</b> – Two new hires started on April 1<ul style="list-style-type: none"><li>○ Dr. Charlotte Nobel, Assistant Professor in the Department of Health Behavior and Health System. She obtained her MPH (2010) and PhD in Anthropology (2019) from the University of South Florida. She will teach in the Department of Health Behavior and Health Systems and have extensive administrative duties.</li><li>○ Dr. Stephen Davis, Assistant Professor in the Department of Health Behavior and Health Systems. He has a BS in Nursing from U of Maryland, an MS in Health Systems Administration from Georgetown, and a Doctor of Nursing Practice from Yale. He will direct Master of Health Administration (MHA) Program.</li></ul></li><li>• <b>SHP</b> --<ul style="list-style-type: none"><li>○ PA studies -- been helping the Tarrant county at the virus testing site, manning the call line. We did an outstanding job. Getting students on rotation was challenging but came up with the curriculum via online.</li><li>○ PT -- via American Physical Therapy Association -- developing webinars to share among members and also available to public with no cost.</li></ul></li><li>• <b>TCOM</b> –<ul style="list-style-type: none"><li>○ Conducted a pilot test on an application for the online interviews and would be practicing it more next week</li><li>○ New faculty starting -- a cardiologist and a Gastroenterologist – both would teach and support clinic.</li></ul></li></ul>
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<b>Communication Committee</b>	<ul style="list-style-type: none"> <li>• <b>PA Holmes</b> updated the senate on the Faculty Assembly &amp; Faculty Award Recognition – May 5, 2020 at 5 PM. <ul style="list-style-type: none"> <li>• The Spring Faculty Assembly and Faculty Awards presentation will take place via Zoom meeting.</li> <li>• The Senate Communications Committee is soliciting short video clips, comments, stories, or pictures related to the unexpected ‘silver linings’ or other ‘warm fuzzies’ that you’ve encountered as a result of social distancing and sheltering. These will be compiled as a brief video to be shared during the assembly. Six contributors will be randomly selected to receive a special gift. Material should be submitted through the special <a href="mailto:CommunicationCommittee@unthsc.edu">CommunicationCommittee@unthsc.edu</a> mailbox by the 3rd week of April.</li> </ul> </li> </ul>
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>VP Research – Dr. Brian Gladue</b> -- provided updates on the current and future state of HSC research. <ul style="list-style-type: none"> <li>▪ Dr. Gladue stressed that HSC research priorities have not changed, with key elements remaining a culture of compliance and accountability, a growing emphasis on commercializing our research, and core facilities and services intended to stimulate and support our research enterprise.</li> <li>▪ He has asked all faculty to help him illustrate to our Board of Regents just how and why our research work has been/will be impactful. Please consider sharing your research stories with Dr. Gladue in the next few weeks as he prepares his comments and report for the Fall BOR meeting.</li> <li>▪ A few questions were brought up during the meeting but the Communication Committee would compile comments/questions and then forward to Dr. Gladue shortly.</li> </ul> </li> <li>• <b>Impact of COVID 19 on Teaching, Scholarship and Service</b> -- Dr. Salem asked the senators to share comments/questions they solicited from their respective schools. <p>Across all schools, everyone would like to thank CIL for their assistance. Their help and support provided to the faculty in developing course contents and transitioning process to online deliveries were exceptional.</p> <ul style="list-style-type: none"> <li>▪ <b>GSBS</b> – <ul style="list-style-type: none"> <li>▪ <b>What’s working</b> – CIL, IT, Canvas, Online/Virtually gather like Dissertation presentation, department &amp; lab meetings, small group teaching,</li> <li>▪ <b>What’s not working</b> – Communications from various office, Contingency plan to return to campus, Guidance on P&amp;T, Research operation and funding extensions, Donation/Fundraiser, too many online communication platforms to use, Work load tracking working from home.</li> <li>▪ <b>Questions</b> – <ul style="list-style-type: none"> <li>• With the likelihood that there will be a second wave of infections once the current restrictions are relaxed, will there be some form of COVID-19 testing provided or required to assure that we are returning to a relatively safe environment?</li> <li>• Emergency leave opportunity is about to expire, will it be extended or what will happen?</li> </ul> </li> </ul> </li> </ul> </li> </ul>

- How will annual performance be impacted? Will people that have major requirements at home be penalized on their performance vs. others with less commitments?
- **SPH** –
  - **What’s working** -- The conversion to online teaching has been relatively smooth. However, practicum and internship experiences for MPH and MHA students remain to be a challenge, as many have been cancelled. The existing in-person or on-site training requirements are being replaced with virtual internships. Graduation requirements have been adjusted for the graduating cohort.
  - School of Public Health had an emergency meeting last Friday (4/4) to announce that SPH will partner with Tarrant County Public Health to mobilize and respond to COVID19. Tarrant County expects a peak around early May, and needs to train and be ready for the forthcoming crisis. Students were encouraged to apply for positions that will involve placing calls, tracing contacts, alerting contacts, and creating database etc. SPH will pay up to 19 hours per week for this work per student, and faculty were asked to be supportive of this. Approximately 60 students volunteered (and background checked) and being trained. These students will also get credit toward practicum hours, if they are in MPH program.
- **SCP** –
  - Dr. Jann noted that the SCP had collaboratively participated in a virtual “Pet Day” for faculty and staff
  - He also discussed the conversion to online which was proceeding to near 100% due to the hard work of the SCP faculty and staff.
  - He noted that there were concerns due to the conversion for the experiential aspects of the program that his faculty have developed that may be lost due to the online conversion.
- **SHP** –
  - **What’s working** – CIL, Sim Center staff, assisting class 2020 students to graduate, class 2021 completed their 1<sup>st</sup> online rotation, completing of ACLS and BLS certification
  - **What’s still being worked on** –
    - Hands on classes has been challenging but has been covered with online lecturing and activities with goal of incorporating the hands on, once we are allowed on campus
    - Rotation 2: working on online contingency plan with TCOM
  - **Concerns** –
    - Any further delay of students attending rotations will delay graduation because more than 2 rotations online will dilute the quality of the clinical year experience.
    - New class 2023 accessing laptop, PE skills equipment and ID:
      - Solution depending on number of UNTHSC staff needed, perhaps allow students to come in

groups (alphabetically) that satisfy the “less than 10 people requirement” on campus while practicing social distancing. Would need Provost/President to consider this “essential business” so that the new cohort can start online classes.

- **TCOM** -- Many expressed their satisfaction with TCOM’s support as the educational content transitioned to on-line -- Special shout out to CIL. Thank you.
  - **What’s working** –
    - Ex. involve them into telehealth appointments
    - Externally focused clinical practice group leadership
    - Clinic support is diverted externally (i.e., nurses at the testing site)
    - There could be creative solutions for us to include our students in our healthcare team in a manner that is non face-to-face, and without contact.
  - **What’s not working** –
    - Quality of clinical training for our students is suffering.
    - Lack of strategies in quality patient care
    - Little communication to the clinicians
    - Lack of guidelines to improving clinical workflows
    - More responsibility that falls on clinicians without proper hand-off or clarification on the details of the job required
- **Initial discussion on impacts of COVID-19 on Course Evaluation, Annual Evaluation and P/T – Dr. Taylor** provided brief explanations on these issues as followed --
  - **Faculty Evaluation and P&T** – working with Deans to develop guidelines for their programs and would try to provide flexibility. Dr. Taylor & Dr. Peel asked the senate to share with their faculty that those coming up for P&T could request an extension if needed. Please refer to Policy 6.002 – Faculty Appointment Reappointment Probationary Period (section 5).
  - **Interfolio** – **Dr. Taylor** confirmed that all in –person trainings were converted to online and video/materials were available on the website, <https://www.unthsc.edu/academic-affairs/faculty-affairs/hsc-interfolio/>. **Dr. Peel** also encouraged all faculty to log in to the system to validate their last year information to make sure they’re correct. This step should be done by May 1.
  - **Contingency Plan** – Deans and their department chairs working together to find the ways for each programs -- Each program would have flexibility to customize solutions for their programs.
  - **Communication Flow** – Dr. Taylor reminded the senate that the Deans are the main Point of Contact for each school and encouraged everyone to work and communicate with their Deans.

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Zoom

	Full list of the comments/questions would be compiled by the Communication Committee and it would then be forwarded to the Provost for more detailed responses and answers.
<b>Adjournment</b>	The meeting adjourned at 10:13 AM. The Faculty Senate will meet on Friday May 8, 2020 at 8:00 AM via Zoom.



University of North Texas Health Science Center  
Faculty Senate Meeting  
May 8, 2020 8:00 AM to 9:30 AM  
Zoom

**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Vic Holmes, Michael Jann, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Eun-Young Mun, John Planz, Rafia Rasu, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Veda Womack, Misti Zablosky

**ABSENT:** Patricia Gwartz, Catherine Wu

**GUESTS** C Taylor, C Peel, D Thombs, M Mathis, M Quiben S Romero, D Stankowska, M Richardson, E Thompson, E Slovin, A Gentry, K Meyer, B Schwarz, A Basu, S Griner, C Nobles, R Menegez, L Ayres, R Patterson, C Nichols, M Troutman, K Samuels, T Cunningham, P Demers, D Gill

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	N/A
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting including the guests.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the April meeting minutes. <b>PA Holmes</b> moved the motion to approve the minutes. <b>Dr. Planz</b> seconded the motion. The meeting minutes were approved.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>Election of Faculty Senate President-Elect for FY 20-21</b></li> <li>• <b>Working Condition &amp; Timekeeping under COVID 19 -- <a href="https://www.untsystem.edu/covid-19-working-conditions">https://www.untsystem.edu/covid-19-working-conditions</a></b></li> <li>• <b>Interfolio – May 22 – New Deadline</b> for the faculty to enter their information.</li> </ul>
<b>Election of Senate President</b>	<ul style="list-style-type: none"> <li>• <b>Dr. Salem</b> introduced the nominee, Dr. Melissa Lewis from SPH. <ul style="list-style-type: none"> <li>▪ <b>Dr. Lewis</b> – accepted the nomination and made short remarks on her vision for the senate. She loved in the faculty government, strong working relationship and collaboration between the faculty and the administration.</li> </ul> </li> <li>• <b>Voting--</b> Dr. Rickards moved the motion to vote and Dr. Litt seconded the motion. <ul style="list-style-type: none"> <li>▪ Using the electronic poll on Zoom, Dr. Salem asked the senators to cast their votes during the meeting.</li> <li>▪ Dr. Lewis was elected as the President-Elect starting September 1, 2020.</li> </ul> </li> </ul>

<b>Provost's Update</b>	<p><b>Dr. Taylor</b> provided information to the senate on the following topics:</p> <ul style="list-style-type: none"> <li>▪ <b>Reopening Plan</b> – <ul style="list-style-type: none"> <li>▪ A Committee was formed with Dr. VanDuser, SVP, as the committee Chair. One of the members, Dr. T Cunningham has been assigned as the Faculty Senate liaison.</li> <li>▪ The committee's tasks were to develop the plan including all elements related to how the reopening of the campus would be and what the kind of implementations are in order to ensure the safety of everyone. How we could obtain all the necessary protective gears for everyone was a priority.</li> <li>▪ The plan would be developed in various phases. For example, Phase I would be now until June</li> </ul> </li> <li>▪ <b>Academic Team</b> – Deans and Vice Provosts working together to identify what the curriculum activities are essentially needed to be in-person, i.e. research labs, skill training labs, etc. We needed to know if we had the space to accommodate the activities following the social distancing guidelines or what alternatives we need to create space needed. This would help ensure students are on track for graduation.</li> <li>▪ <b>Budget Planning</b> – Dr. Taylor provided more information on Finance as an extension to the President's message. <ul style="list-style-type: none"> <li>▪ Due to the situation with oil price and tax in TX, HSC was asked to work on budget cut for FY 2021. Dr. Williams worked closely with the state to understand the issue and navigate us through this period.</li> <li>▪ The target cut was about \$12.7 million. To reach that amount, the focus was on ways to carefully keep fund in critical areas to maintain the quality of our operations. For example, the decision to close the clinical practice group was a near-term decision since the operation was down to 25% and it would not sustainable.</li> <li>▪ The budget reduction could be customized by programs. The Deans presented their plans to the cabinet last week.</li> <li>▪ <b>Voluntary Separation Incentive Program</b> – Dr. Taylor announced for the first to about this program which the detailed announcement would be sent out to the campus shortly. <ul style="list-style-type: none"> <li>• This is another approach to help soften the budget shortfall.</li> <li>• The Deans would start working with their faculty next week</li> </ul> </li> </ul> </li> <li>▪ <b>Time Reporting</b> – Dr. Taylor confirmed that the faculty didn't have to report the time but continued to report their leaves as usual.</li> </ul> <p>Dr. Taylor would continue to work on responding to more questions.</p>
<b>Leadership Position Updates</b>	<ul style="list-style-type: none"> <li>• <b>SHP</b> – the position for an Assistant Dean still opens.</li> </ul>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – No report. Next meeting has been scheduled to discuss the online education enterprise.</li> <li>• <b>Built Environment Council</b> –No report. Next meeting scheduled for this afternoon.</li> <li>• <b>Finance &amp; Budget Council</b> – New charge on recommendation criteria for a team or individual based merit payment.</li> <li>• <b>People &amp; Culture Council</b> – No report</li> <li>• <b>Research Council</b> – working on developing guidelines on how the research personnel would come back after campus's reopening. The group would meet next week.</li> </ul>

<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – No report</li> <li>• <b>SCP</b> – No report</li> <li>• <b>SPH</b> – No report</li> <li>• <b>SHP</b> – Two new faculty started and would like to welcome them.</li> <li>• <b>TCOM</b> – No report</li> </ul>
<b>Communication Committee</b>	<ul style="list-style-type: none"> <li>• <b>PA Holmes</b> updated that the Faculty Assembly &amp; Faculty Award Recognition, held on May 5, 2020 via Zoom, went very well. <ul style="list-style-type: none"> <li>• There were about 149 faculty attended.</li> <li>• The materials presented during the Assembly would be available on the Faculty Assembly webpage shortly.</li> <li>• The 6 winners of the door prizes for submitting their stories and pictures were drawn and announced.</li> <li>• The Communication committee encouraged everyone to continue sending their photos and stories to <a href="mailto:CommunicationCommittee@unthsc.edu">CommunicationCommittee@unthsc.edu</a></li> <li>• Future dates for the Assembly would be finalized and announced shortly.</li> </ul> </li> </ul>
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>Faculty Experience using Interfolio</b> – <ul style="list-style-type: none"> <li>▪ Due to no old data transfer, it took a long time to enter all the information.</li> <li>▪ Dr. Peel explained the data in Interfolio was extracted from various sources.</li> <li>▪ The focus for the May 22 deadline is for everyone to enter their FY 2019 data but if you had time, you could enter FY 2020 as well. The OKR would not be included in Interfolio this year but FY 2021, it would be.</li> </ul> </li> <li>• <b>Faculty Plan Strategic Plan Development</b> -- Dr. Salem informed the senate that the following people agreed to serve on the committee. He’s planning to hold a retreat/workshop for the committee to develop a plan in June but, depending on the reopening of the campus, the retreat might have to be virtual. <ul style="list-style-type: none"> <li>▪ April Wiechmann</li> <li>▪ Ken Miller</li> <li>▪ Larry Cohen</li> <li>▪ Thomas Fairchild</li> <li>▪ Jeanie Foster</li> <li>▪ Patricia Gwartz</li> <li>▪ Yasser Salem</li> </ul> </li> <li>• <b>Sharing Contingency Plans from other TX institutes</b> – Dr. Salem shared with the senate that among other TX institutes, many of them were working on the plans. Some planned to only offer classes online in Fall 2020 but other would start in Summer.</li> </ul>

University of North Texas Health Science Center  
Faculty Senate Meeting  
May 8, 2020 8:00 AM to 9:30 AM  
Zoom

<b>Others</b>	<ul style="list-style-type: none"><li>• <b>Course Evaluation -- Dr. Salem</b> informed the senate that there was a plan to update the questions on the course evaluation to reflect changes on the online delivery. He would work with the testing service office on this so the senate would have an opportunity to provide inputs.</li><li>• <b>2020 Faculty Achievement Award – Dr. Nathalie Sumien</b> – Dr. Salem congratulated Dr. Sumien again for being selected as the Overall Winner of the 2020 Faculty Achievement Award.</li></ul>
<b>Adjournment</b>	The meeting adjourned at 9:42 AM. The Faculty Senate will meet on Friday June 12, 2020 at 8:00 AM via Zoom.

University of North Texas Health Science Center  
Faculty Senate Meeting  
June 12, 2020 8:00 AM  
Zoom

**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Patricia Gwartz Vic Holmes, Michael Jann, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Eun-Young Mun, John Planz, Rafia Rasu, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** N/A

**GUESTS** T. VanDuser, T. Cunningham, E Mire, C Taylor, K. Meyer, A Gentry, and Peg Demers

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:00 AM.
<b>Introduction of Alternates</b>	N/A
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting including the guests.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the May meeting minutes. <b>Dr. T Miller</b> moved the motion to approve the minutes. <b>Drs. Planz and Jones</b> seconded the motion. The meeting minutes were approved.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>FY 2021 Election Cycle</b> – The new lists of the senators and the committee members would be available soon. <ul style="list-style-type: none"> <li>▪ Faculty Senate Election – Completed</li> <li>▪ Faculty Grievance &amp; Appeal Committee – Complete</li> </ul> </li> <li>• <b>Faculty Evaluation Online Training</b> – Sign up Info on <a href="https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/">https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/</a>– Dr. Salem encouraged the senators to help remind their faculty to sign up for the training.</li> </ul>
<b>Provost’s Update</b>	<p><b>Dr. Taylor</b> provided updates to the senate on the following topics:</p> <ul style="list-style-type: none"> <li>▪ <b>Reopening Plan Updates</b> – <ul style="list-style-type: none"> <li>▪ Additional communications going forward through Daily News and Canvas would be to increase awareness on the “Peak Days” when high number of students would be on campus. For example, June 21 – 26 were designated as “Peak Days” due to the students and employees from TCOM and PT program would be on campus. New protocols for physical distancing, additional screening, cleaning, and protective</li> </ul> </li> </ul>

	<p>equipment would be sent out soon. Facilities were working to ensure that the buildings and rooms could accommodate students and still be in compliance with the physical distancing guidelines.</p> <ul style="list-style-type: none"> <li>▪ <b>No external Events</b> -- unless approved by the cabinet – currently the only external event allowed at this time was the early voting on June 29 to July 10 in IREB lobby.</li> <li>▪ <b>Library Service</b> – continues offering the online service in June and also identified additional quiet study rooms in other areas outside the library. Facilities again would ensure the proper cleaning practice and physical distancing in MET 124 and EAD 514.</li> <li>▪ <b>Clinical Practice</b> – <ul style="list-style-type: none"> <li>• started the reopening of the Health Pavilion for in-person care with staggered approach while the online service continued.</li> <li>• working on the logistic of accepting patients with more complex conditions. We had to organize how they would access the building, the screening, how to schedule appointments to allow transitioning times between patients, etc. Also how to separate non covid19 related patients from those with covid19 symptoms was essential.</li> <li>• Dr. Taylor encouraged everyone to get more details of the clinical practice on the HSC COVID 19 webpage.</li> </ul> </li> <li>▪ <b>Current issue on social injustice</b> – <ul style="list-style-type: none"> <li>▪ Dr. Taylor commended everyone who participated in the forums and shared their experiences. It was time to move forward with actions. The cabinet would like to receive ideas from everyone.</li> <li>▪ Dr. Taylor asked the Senate to help him elevate and amplify the voices of our underrepresented and marginalized students, faculty and staff. We needed to create new experience for everyone. We needed all voices to be part of the solution process. The Senate would be a great mechanism/platform to generate actions that would deliver the most effective impact.</li> <li>▪ Expansion of DEI taskforce with an intent on having broad representation to help the cabinet understand the situation to develop meaningful actions. At this time volunteers were needed.</li> <li>▪ Dr. Taylor agreed that we needed to look at our data and learn from it to increase understanding and educating on this topic. Bring in expertise to help us sort through changes and what actions to take. We need to be able to openly share the experience.</li> </ul> </li> </ul>
<b>Cabinet’s Report</b>	<p><b>Dr. Salem</b> attended the cabinet meeting and updated that the updates were given on the reopening plan which the Reopening Committee provided more details during their presentation.</p>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – No report. Next meeting scheduled next week and will investigate the distance education.</li> <li>• <b>Built Environment Council</b> – <ul style="list-style-type: none"> <li>• A 10 question survey would be sent out to faculty to gather information on the impact of closing and the reopening of the campus and what kind of challenges the faculty encountered and transitioning courses to online format, and parking. Please take the time to respond.</li> </ul> </li> <li>• <b>Finance &amp; Budget Council</b> – continued discussing on a one-time performance payment/incentive payment for faculty</li> </ul>

	<p>was put on hold due to budget cut. The committee meeting would be reconvened in August for FY 2022.</p> <ul style="list-style-type: none"> <li>• <b>People &amp; Culture Council</b> – No report. The next meeting would be in October.</li> <li>• <b>Research Council</b> – has provided input toward Campus Reopening Plan, especially on resuming research activities.</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – held an online forum with students last Tuesday. Student expressed that they felt underrepresented and fearful of the current injustice situation. They raised a concern on retribution if they spoke up regarding the social injustice. As a faculty we should reflect on this and would like to have a further discussion after the meeting.</li> <li>• <b>SCP</b> – <ul style="list-style-type: none"> <li>○ the Spring semester went very well. Students pass rate was satisfactory comparing to last year.</li> <li>○ hired two new faculty members in Pharmacotherapy department. <ul style="list-style-type: none"> <li>▪ Dr. Usha Sambamoorthi, FT Professor and Associate Dean.</li> <li>▪ Dr. Robert Haight, Executive Director, for Assessment under the Provost’s office and appointment with SCP as Associate Professor.</li> </ul> </li> </ul> </li> <li>• <b>SPH</b> – asked the Senate to congratulate Dr. Mora and Suzuki for their new babies.</li> <li>• <b>SHP</b> – a new faculty, Dr. Mindy Brummett, started this past week. She was an adjunct for several years but was hired as a FT faculty.</li> <li>• <b>TCOM</b> – <ul style="list-style-type: none"> <li>○ working hard on the reopening since the students would be back on June 22 and getting the 3<sup>rd</sup> year students into clinical rotations. It was quite challenging in terms of physical distancing.</li> <li>○ Would like to say thank you to the clinical practice group leadership, Dr. M Chassay and Dr. Taylor since we started the patient care practice.</li> </ul> </li> </ul>
<b>Communication Committee</b>	<ul style="list-style-type: none"> <li>• <b>Dr. Salem</b>, on behalf of <b>PA Holmes</b>, informed the senate that the committee would convene a meeting to discuss plans for the next Faculty Assembly shortly.</li> </ul>
<b>New Business</b>	<ul style="list-style-type: none"> <li>• <b>Student Service Updates – Dr. E Mire</b> – updated the Senate on the mental health support programs/resources available to students via Morneu Sheppel’s “My SSP” which is a comprehensive, real-time, remote counseling service that students could access privately and directly via the application. Dr. Mire also encouraged the faculty to download the application and take a look at it so they could direct students to the appropriate resources. <ul style="list-style-type: none"> <li>▪ The copy of the presentation would be distributed to the senators via email.</li> <li>▪ Dr. Mire would provide an executive summary of the available resources and email it to the senators shortly.</li> </ul> </li> <li>• <b>Reopening Plan Updates -- Dr. T VanDuser</b>, the Committee Chair, and <b>Dr. T Cunningham</b>, Liaison to the Senate, provided updates on the campus reopening plan as followed: <ul style="list-style-type: none"> <li>▪ Dr. Cunningham – the committee developed plans and presented to the cabinets on the reopening phases of campus operations which had been distributed via email and posted on the Daily News last week.</li> </ul> </li> </ul>

- On Monday, June 15, the supervisors were allowed to come back to prepare the workspaces and get their teams ready.
- On June 22 is another phase of reopening for the employees to gradual return to campus
- Phase III reopening — restarting the research activities – recommended by the Research council and approved by Reopening Committee.
- Last phrase -- each school would individually determine how they were going to restart their own academic programs.
- Dr. VanDuser – Thanked to Dr. Cunningham for his service on this committee especially his inputs on the research portion which was quite complicated to plan.
  - The committee continued to meet weekly to review the plan and procedures as we received feedbacks from various units. The committee would then provide the information to the cabinet so they could make decision in a quickly manner.
  - Any questions or comments on reopening, please send them directly to Dr. T VanDuser – [trisha.vanduser@unthsc.edu](mailto:trisha.vanduser@unthsc.edu)
- **Parking fees** – Dr. Salem received some comments about parking fees regarding price adjustment. Dr. Salem opened the floor for discussion. No comment.
- **Senate Strategic Plan Development** – The goal was to a draft to share with the senate in July and then to hold a retreat as well. Dr. Salem updated he had met with the past presidents to gather their inputs to be included into the plan.
  - **Dr. Salem** expressed that unfortunately since the retreat would be held in July, Dr. P. Gwartz wouldn't be able to attend due to her retirement at the end of June. Dr. Salem took this opportunity to thank Dr. Gwartz for her service to the Senate. She would be missed.
- **Interfolio** – Faculty Evaluation completed through this platform. It would also be used for P&T process as well. Dr. Salem reminded everyone to allow ample time to complete uploading their files and information on the system since it might be time consuming. If anyone had any questions, please contact Ms. Jackie Williams or himself.
- **Diversity, Equity and Inclusion (DEI)** – Dr. Salem opened the floor for discussion and asked the senators to expressed their thoughts. Below is the summary of the discussion.
  - **PA Womack** thanked Dr. Rickards and the Women Faculty Network Group for reaching out to her and providing support on the current situation. PA Womack shared with the senate her experience on the issue.
  - **Use of Languages** – we need to put more effort in considering the kind of languages used in statement to avoid confusion and offending anyone.



	<ul style="list-style-type: none"> <li>▪ <b>Development of a Permanent DEI Office</b> – we needed a dedicated person with expertise to handle this situation/issue.</li> <li>▪ <b>Long Term Plan</b> – we needed to develop ways to create more sustainable changes</li> <li>▪ <b>Form of a DEI taskforce</b> – <ul style="list-style-type: none"> <li>▪ Should there be a taskforce/committee initiated by the Senate to address the issue? <ul style="list-style-type: none"> <li>• Needed to form a committee that includes everyone not just faculty.</li> <li>• We should not have too many groups working on the same thing. We should start by looking at what the current committee exists and collaborates.</li> <li>• Having Senate Liaison to represent the faculty in the campus-wide DEI taskforce being developed by the President? So we can take part in the process.</li> <li>• The senate asked to table this topic for further discussion on the details.</li> </ul> </li> </ul> </li> <li>▪ <b>Developing a resolution</b> for actionable items</li> <li>▪ <b>Ways to communicate effectively</b> with the administration to help students who were experiencing injustice and to create long term changes</li> <li>▪ <b>Identifying current issues and find solutions to eliminate the gap</b></li> <li>▪ <b>Diversity Statement</b> – Women Faculty Network planning to suggest adding a statement in hiring process to include the diversity statement.</li> <li>▪ <b>Admission Statement</b> – requesting a statement from applicants to be included in the admission package.</li> </ul>
<b>Others</b>	<b>Faculty Senate Meeting on DEI</b> -- Dr. Wiechmann recommended convening another meeting to focus on this topic. Nat would schedule a meeting for Monday June 15.
<b>Adjournment</b>	The meeting adjourned at 10:25 AM. The Faculty Senate will meet on Friday July 10, 2020 at 8:00 AM via Zoom.

University of North Texas Health Science Center  
Faculty Senate Meeting  
July 10, 2020 8:00 AM  
Zoom

**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Vic Holmes, Michael Jann, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Thad Miller, Eun-Young Mun, John Planz, Rafia Rasu, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Veda Womack, Catherine Wu

**ABSENT:** Kenneth Miller (alternate M Richardson), Misti Zablosky (alternate E. Salas)

**GUESTS** D. Schranz, J. Fix, M. Tao, D. Schreihofner, M. Hollis, D. Ramirez, C Taylor, K. Meyer, and P. Demers

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:02 AM.
<b>Introduction of Alternates</b>	<b>Dr. Salem</b> introduced two alternates: <ul style="list-style-type: none"> <li>• E. Salas for M. Zablosky</li> <li>• M. Richardson for K. Miller</li> </ul>
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting particularly the new incoming faculty senators who would be joining the Senate in September. <ul style="list-style-type: none"> <li>• Damon Schranz -- TCOM</li> <li>• Jennifer Fix -- SCP</li> <li>• Menghua Tao -- SPH</li> <li>• Derek Schreihofner -- GSBS</li> </ul>
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the June meeting minutes. <b>Dr. T Miller</b> moved the motion to approve the minutes. <b>Drs. Tierney</b> seconded the motion. The meeting minutes were approved.
<b>Announcements</b>	<ul style="list-style-type: none"> <li>• <b>RE-Activating Human Subject Research – Research Recovery Plan &amp; Safety Protocol Form –</b>  <a href="https://www.unthsc.edu/north-texas-regional-irb/">https://www.unthsc.edu/north-texas-regional-irb/</a></li> <li>• <b>Face Covering Required in all outside areas – effective June 25</b></li> <li>• <b>End of Year Performance Evaluation – started on July 6 and ends July 31, 2020</b> <ul style="list-style-type: none"> <li>▪ <b>Faculty –</b> <a href="https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/">https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/</a></li> <li>▪ <b>Staff --</b> <a href="https://hr.untsystem.edu/performance-management">https://hr.untsystem.edu/performance-management</a></li> </ul> </li> <li>• <b>“Campus Re-Entry Education” training module via LearnHSC – more information on</b></li> </ul>

[https://www.unthsc.edu/coronavirus/hsc-campus-reopening-plan/?utm\\_source=friendly&utm\\_content=worksafe](https://www.unthsc.edu/coronavirus/hsc-campus-reopening-plan/?utm_source=friendly&utm_content=worksafe)

**Provost's Update**

**Dr. Taylor** provided updates to the Senate on the following topics:

- **New ICE guidance** – A communication on this went out to make the campus aware of the effect of this new guideline on our international students (est. 50 students). The Provost's office was working closely with schools/colleges to analyze the situation and our curriculums to ensure that we could meet the guideline. Nationally there was a legal issue pending which could slow down the process. More update
- **Reopening Updates** – Dr. Taylor made the Senate aware of:
  - the coordination of 'peak time' events to avoid unnecessary crowding, identification of pinch points or bottlenecks such as elevators. The important peak times include TCOM and Physical Therapy orientation activities which student would come to the distribution area to pick up their technology package.
  - the provision of frequently disinfected and physical distancing capable study spaces to accommodate students during the Gibson Lewis library's continued closure.
  - Dr. Taylor encouraged the faculty to directly contact their respective schools or the Reopening Committee (Dr. VanDuser and Mr. J Hartley) for questions.
- **SACSCOC Site Visit Dates** – it's been confirmed that the visit would be on **August 24 to 27** which was postponed from March. The format would be confirmed by SACSCOC soon depending on the pandemic situation which could be virtually. If we still couldn't do it in August, it would likely be posted to next year. Dr. Taylor would continue updating the Senate as the new information provided to him.
- **White Coat Ceremony** – it would be virtual via Zoom. Each school would be able to customize the ceremony to fit their needs particularly to be able to include students' families. Details were being finalized by the Deans and would be available soon.
- **Diversity, Equity, and Inclusiveness** –
  - Dr. Taylor acknowledged that he received the DE&I resolution from the Senate and planned to work on initiating a communication with the cabinet regarding the next step. Dr. Taylor also clarified that resolutions are the formal way of which the Provost receives all recommendations from the Senate. It's the highest level of formality currently in place. After receiving it, the Provost helps bring it to the appropriate units and best to respond that issue and then bring back to the Senate the actions. This helps create a good dialogue between relevant teams across campus and the Senate.
  - Ms. Ramirez provided more information on this topic later in the meeting.
- **Student Recruitment & Admission Process** – last year an external firm, ACRO, was engaged to assist in the reviewing of our recruitment and admission policies/processes in each school/college. Each school's Admission Director was now actively working on incorporating the information into their practices. There would be more information sent out for more faculty involvement. Mainly, ACRO had provided their analysis/recommendations to those heavily involved in the recruitment/admission process for each school, such as the Dean, Associate Deans, and faculty Committee, especially to ensure the criteria/process was in compliance with accreditations.

<b>Cabinet's Report</b>	<p><b>Dr. Salem</b> attended the cabinet meeting. This meeting mainly focused on the DE&amp;I issue and the composition of the RISE Team and discussed how it could be linked to the Strategic plan and what actions the RISE Team needed to take.</p> <p>Dr. Salem also informed the Senate that he, in working with the Provost's office and Faculty Affairs, was planning to hold a <b>Promotion and Tenure information session</b> for each school/college to provide the P&amp;T information such as processing timeline, policies, as well as best practices for preparing for the P&amp;T application. The specific date and time would be finalized and invitations would be sent out shortly.</p>
<b>President Councils</b>	<ul style="list-style-type: none"> <li>• <b>Academic Council</b> – during the last meeting the council met and divided into 3 working groups. Each group was assigned an area identified by the group which were trend (what's being offered, microcredentialing, and potential improvements for HSC).</li> <li>• <b>Built Environment Council</b> – Finalizing the space usage survey for the faculty. It should be ready and distributed soon. Dr. Taylor suggested that the group reach out to Ms. Demers for updated room usage to help with the data analysis.</li> <li>• <b>Finance &amp; Budget Council</b> – No report</li> <li>• <b>People &amp; Culture Council</b> – No report.</li> <li>• <b>Research Council</b> – continues to meet every 2 weeks. The group has been monitoring how well the research restarting plan has been working out. Also, it is now working on how to promote and incentivize team science at UNTHSC for better productivity and higher impact.</li> </ul>
<b>School/Colleges Report</b>	<ul style="list-style-type: none"> <li>• <b>GSBS</b> – the GSBS Dean formulated a working group to focus on the DE&amp;I issue within GSBS which comprised 4 faculty, 2 staffs, and 2 students.</li> <li>• <b>SCP</b> – recently received an approval to offer a new graduate certificate program in Drug Discovery and Development. It would be offered in Spring 2021.</li> <li>• <b>SPH</b> – No report but very concerned about the new ICE guideline since SPH had many international students and would like to see how it would be resolved. The impact on this issues would be costly especially in Denton.</li> </ul> <p>Dr. Taylor added that based on the current understanding and information from other UNT campuses, there would be change at curricular level to make sure international students enroll in sufficient credits of in-person courses. So for HSC we would also look at how to make those changes to help students follow the new guideline.</p> <ul style="list-style-type: none"> <li>• <b>SHP</b> – <ul style="list-style-type: none"> <li>○ Dr. K Barron, the PA Studies Department Chair, would retire in July and PA. L Dobbs would be an interim.</li> <li>○ Physical Therapy just finished 14 days of on campus lab intensive session with the 1<sup>st</sup> and 2<sup>nd</sup> year cohorts. Overall it had gone well.</li> </ul> </li> <li>• <b>TCOM</b> – After the new P&amp;T rubrics were developed last year, there was no other update on the topic. As we're now in the middle of the evaluation period, many department chairs didn't seem to be aware of the new rubrics which were developed based on the percent effort/workload.</li> </ul> <p>Dr. Taylor responded that the P&amp;T Information session which was being planned by the Senate would help provide the</p>

	<p>information both school-specific and institutional level. Also Dr. Taylor encouraged the faculty to directly discuss this topic with their chairs during the evaluation period.</p>
<p style="text-align: center;"><b>Communication Committee</b></p>	<ul style="list-style-type: none"> <li>● <b>PA Holmes</b> updated the Senate that <ul style="list-style-type: none"> <li>○ Fall Faculty Assembly would be held on September 8, 2020 at 12 PM. The meeting invitation was sent out to all faculty.</li> <li>○ The Communication Committee welcomed any suggestions on additional topics for the Assembly to be sent to <a href="mailto:CommunciationCommittee@unthsc.edu">CommunciationCommittee@unthsc.edu</a> while the committee was working to finalize the agenda.</li> </ul> </li> </ul>
<p style="text-align: center;"><b>Resolutions</b></p>	<ul style="list-style-type: none"> <li>● <b>New Resolution -- RISE Team</b> – details were recorded under the New Business and presented by Ms. Ramirez.</li> <li>● <b>Status Update – Office of DEI Proposal – Dr. Salem</b> updated that the resolution was passed and presented to HSC leadership. An update on the HSC’s response would be provided as information became available.</li> </ul>
<p style="text-align: center;"><b>New Business</b></p>	<ul style="list-style-type: none"> <li>● <b>Web-based storage for university use – M. Hollis</b> -- updated the Senate on appropriate use of cloud-based data storage by HSC faculty and staff. His office has begun vetting the various products with information for which and in what capacity each can be used available in ITS’s Approved Services Decision Matrix here: <a href="https://www.unthsc.edu/Information-technology-services/approved-services-decisionmatrix/">https://www.unthsc.edu/Information-technology-services/approved-services-decisionmatrix/</a> and questions can be directed to Mr. Hollis directly, to the ITS Helpdesk, or to the dedicated mailbox at <a href="mailto:informationsecurity@unthsc.edu">informationsecurity@unthsc.edu</a></li> <li>● <b>RISE Team – D. Ramirez</b> – informed the Senate information regarding the team members and charges which was given by the President on June 18, 2020 and also updated last week. <ul style="list-style-type: none"> <li>▪ <b>Four broad focuses</b> are: <ul style="list-style-type: none"> <li>▪ addressing racism as public health issue and relation to health inequity/inequality</li> <li>▪ developing timely and relevant actions for strategic change guided by our values and code of culture</li> <li>▪ building an inventory of current campus activities and review of enhancement and expansion to entire campus</li> <li>▪ developing an assessment of initiatives and activities needed on the campus</li> </ul> </li> <li>▪ <b>Team Meeting</b> – met last week and currently looking at adding actions and solutions to the FY 2021 Road Map. With Dr. Taylor’s involvement, the team advisor and a HSC representative at the System DE&amp;I, we would be able to work on the issues not only at HSC but also with the System DE&amp;I initiatives.</li> <li>▪ <b>Senate Resolution</b> – the team with the consultation of the leadership, would incorporate the senate resolution while reviewing every information presented to the team as a whole and see where we encompassed that resolution. The response would be provided to the Senate soon.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Team Membership</b> – would be reviewed again in the fall to ensure that everyone involved had a seat and got to participate. It would be in a form of smaller working groups to address specific actions and solutions. Ms. Ramirez emphasized that this issue involved everyone and everyone would take a very important role regarding DE&amp;I on the campus. <ul style="list-style-type: none"> <li>▪ Dr. Taylor added that the team was composed of members from all segments of our campus.</li> <li>▪ Ms. Ramirez also explained that student representatives were those who volunteered.</li> </ul> </li> <li>▪ <b>Faculty Senate Representation on RISE Team</b> – Ms. Ramirez opened for discussion regarding adding 2 faculty members to the RISE team in response to the Senate’s comment on lack of faculty representatives on the team and the process seemed rushing. <ul style="list-style-type: none"> <li>▪ Dr. Taylor clarified that he was charged by the President to address the DE&amp;I issue a year ago and the progress was interrupted by the pandemic and the recent incident. He ensured the Senate that the leadership appreciated their comments and concern and was aware that we needed to learn from what happened so we could move forward accordingly. All different elements including RISE team and all of us would come together and provide information to the President so he could make informative decision that would help position us moving forward.</li> <li>▪ Dr. Salem opened the discussion on to request adding 2 faculty appointed the RISE Team OR developing a resolution to request 2 faculty appointed to the RISE Team. The Senate asked Dr. Taylor and Ms. Ramirez on the proper way to make the request. Ms. Ramirez informed the Senate to email her the names. <ul style="list-style-type: none"> <li>○ Dr. Salem would email the recommendation to Ms. Ramirez and Dr. Taylor to be added to the team.</li> </ul> </li> </ul> </li> <li>• <b>US Immigration and Customs Enforcement (ICE)</b> – International Student’s taking online courses – Dr. Taylor updated earlier. <ul style="list-style-type: none"> <li>▪ Dr. Salem provided information from Texas Council of Faculty Senates – overall the institutions in TX planned to add some components to allow international students to enroll in hybrid courses which had an in-person element to the course.</li> </ul> </li> </ul>
<p><b>Adjournment</b></p>	<p>The meeting adjourned at 10:04 AM. The Faculty Senate will meet on Friday August 14, 2020 at 8:00 AM via Zoom.</p>

University of North Texas Health Science Center  
Faculty Senate Meeting  
August 14, 2020 8:00 AM  
Zoom

**PRESIDING:** Yasser Salem, Faculty Senate President

**PRESENT:** Michael Carletti, Didi Ebert, Vic Holmes, Michael Jann, Harlan Jones, Yein Lee, Melissa Lewis, Dana Litt, Jin Liu, Kenneth Miller, Thad Miller, Eun-Young Mun, John Planz, Caroline Rickards, Nathalie Sumien, Nancy Tierney, April Wiechmann, Veda Womack, Catherine Wu, Misti Zablosky

**ABSENT:** Rafia Rasu

**GUESTS** J. Fix, M. Tao, D. Schreihofer, K. Meyer, R. Haight, R. Jones, A. Gordon, K. Levingston

**RECORDING:** N. Paterson

Topic/Agenda Item	Discussion/Conclusion
<b>Call to order</b>	<b>Dr. Salem</b> called the meeting to order at 8:01 AM.
<b>Introduction of Alternates</b>	N/A
<b>Open remark</b>	<b>Dr. Salem</b> welcomed everyone to the meeting.
<b>Approval of Minutes</b>	<b>Dr. Salem</b> inquired if there were any edits to the June meeting minutes. <b>PA Holmes</b> moved the motion to approve the minutes. <b>Dr. T Miller</b> seconded the motion. The meeting minutes were approved.
<b>Announcements</b>	<p><b>Dr. Salem</b> reminded the senate of the following items</p> <ul style="list-style-type: none"> <li>• <b>COVID-19 Testing Options available for HSC employees and students</b></li> <li>• <b>Developing your OKR Plan Performance Roadmap for FY 2021 -- <a href="https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/">https://www.unthsc.edu/academic-affairs/faculty-affairs/faculty-evaluations/</a></b></li> </ul>
<b>Provost's Update</b>	<p>Due to the Board of Regents' meeting, Dr. Taylor was not available to attend this meeting. On behalf of the Provost, Dr. Salem updated the senate on the following items.</p> <ul style="list-style-type: none"> <li>• <b>RISE Team –</b> <ul style="list-style-type: none"> <li>○ The composition of the team was completed. They had already met multiple times during the past few weeks. The team had developed a recommendation on the framework which was shared with the Cabinet. The framework provided 5 dimensions/directions which would guide the activities at HSC for the next few months.</li> <li>○ The definition of “DEI along with both near and long term objectives were established.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ The information on the framework would be shared with the campus when it's approved by the Cabinet.</li> <li>● <b>Senate Resolution on DEI –</b> <ul style="list-style-type: none"> <li>○ At this time the Cabinet would like to wait and evaluate the plans put forward by the RISE Team before responding.</li> <li>○ Ms. Ramirez would remain the leader of the Rise Team in her current capacity though there wouldn't be any change in her current role.</li> <li>○ PA Holmes – since the item was tabled by the Cabinet, how we should follow up on the item? Dr. Salem suggested that we continued putting it on our agenda and asked for updates monthly.</li> </ul> </li> </ul>
<b>Faculty Senate  President's Update</b>	<p><b>Dr. Salem</b> provided updated on the following items.</p> <ul style="list-style-type: none"> <li>● <b>RISE Team –</b> <ul style="list-style-type: none"> <li>○ the senate requested to have 3 senators added to the RISE Team. Through the conversation with the RISE Team leader, we were informed that additional faculty representatives would come from Deans' recommendations so the senate would instead provide one person from the Senate Executive Committee. Dr. M Lewis, Senate President-Elect, was chosen. She had attended meetings and would provide updates later in the meeting.</li> <li>○ <b>Clarification on faculty representation</b> – Why did certain schools only have student representation but not faculty? Dr. Salem explained that the faculty representation was not attended to be school specific. Since the issue affected the entire campus, those selected would be someone who represent the entire faculty. Dr. Wiechmann also added that though the RISE Team was finalized, the suggested names would not be disregarded; however, those people could still be selected to serve on the smaller committees based on those 5 initiatives.</li> </ul> </li> <li>● <b>Cabinet meeting</b> -- no update since he's not invited to the Cabinet meeting this past month.</li> <li>● <b>Promotion and Tenure information session</b> -- Dr. Salem updated that all sessions were completed. Dr. Salem thanked the Provost for hosting and attending all five sessions. He received positive feedback as the sessions were very helpful. Dr. Salem would like to see it continue in the following years. <ul style="list-style-type: none"> <li>○ Dr. Salem asked the senators who attended those sessions to provide feedback by emailing their thoughts to him, Dr. Wiechmann, or Nat. Below are some of the initial comments shared during the meeting. <ul style="list-style-type: none"> <li>▪ SPH – The session was useful but would like to see more information on the process of P&amp;T on Interfolio, i.e. how to upload the file. Also the timeline of submission didn't allow enough time to include external reviews/letters before the file was due to the P&amp;T committee.</li> <li>▪ GSBS – Scheduling thee session was an excellent idea and would like to see it continue. However even though the Provost provided great explanation on the institutional level guidelines, but there was not much discussion on the school specific criteria. So we would like to see the school P&amp;T chair took a lead on the discussion/session.</li> <li>▪ TCOM – the faculty noticed a disconnection between the P&amp;T chair and the Provost on the policy and criteria guidelines. The inconsistency between the P&amp;T guideline and OKR should be clarified.</li> </ul> </li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ <b>Feedback Collection</b> -- Dr. Wiechmann – proposed that we created a way for faculty to send in their feedback. Dr. T Miller proposed that the feedback to be sent to the Communicate Committee email address to be compiled. The feedback would be kept anonymous. Further discussion would continue after this meeting to finalize the feedback collection process.</li> <li>○ <b>Dr. Salem</b> also suggested that once we compiled feedback, we would send it up to the Administration to see if any actions could be taken for next year.</li> </ul>
<b>Open Leadership</b>	<ul style="list-style-type: none"> <li>● <b>School of Health Professions -- Physical Assistance Studies</b> – chair position is still opened – tentatively the plan is to fill the position in January.</li> <li>● <b>School of Publish Health</b> – Dr. Suzuki – left the leadership position. Currently it’s filled by an interim, Dr. T Barnett. The search should start soon.</li> </ul>
<b>President Councils</b>	<p>Dr. Salem reminded the senate that the new member nomination process was still going on and we should hear about the new members next month. He also emphasized that a few senators, whose term were expiring, could no longer serve on the council as the senate representatives. The senate had nominated new senators to replace them in those councils.</p> <ul style="list-style-type: none"> <li>● <b>Academic Council</b> – The group had been active. There were 3 subgroups to review issues related to Distance Learning. One of the subgroups, which Dr. T Miller chaired, was looking at trends and potential new offerings campus-wide. The group was exploring external consultant options to look at what was doable and what opportunities we could take to improve. Dr. Miller asked the senate reach out to him about any innovative ideas from their respective schools.</li> <li>● <b>Built Environment Council</b> – <ul style="list-style-type: none"> <li>○ The results of the space utilization survey and online classes. <ul style="list-style-type: none"> <li>▪ <b>Online classes</b> -- <ul style="list-style-type: none"> <li>● 68% of classes had moved to online format this semester</li> <li>● 70% of the online classes had mandatory attendance</li> <li>● 60% of students attended classes in-person</li> <li>● 60% of students attended in-person on the test days</li> </ul> </li> <li>▪ <b>Space &amp; Parking</b> – after analyzing data on how space was utilized and compared to other universities in TX, we found that <ul style="list-style-type: none"> <li>● A centralized scheduling process was more efficient than having each department handling its own scheduling, which HSC was already doing.</li> </ul> </li> </ul> </li> <li>○ At our next meeting, the group would work on formulating a recommendation on the best distribution in use of space.</li> </ul> </li> <li>● <b>Finance &amp; Budget Council</b> – No report</li> <li>● <b>People &amp; Culture Council</b> – No report since there was no meeting. However, an email communication was sent out to announce that Ms. Jeannie Foster would be the chair of this council.</li> <li>● <b>Research Council</b> – No report on the HSC research productivity metrics. Team science report - a full version has been completed. For presentation at a Cabinet meeting, a short version will be finalized next week.</li> </ul>

**School/Colleges  
Report**

- **GSBS** – would be holding an orientation for incoming student this week and the classes were to start next Monday. All classes were online with an exception of lab experience which would be in-person. Also we were looking forward to getting the research activities back. There were a few discussions on international students like allowing more time to complete the test and funding but no actions taken yet.
- **SCP** –
  - All didactic classes were online but skills lab would be in-person with small groups of 10 students. The lab space would be cleaned according to the plan which was approved by the administration. Everyone was working very hard to get ready for new classes starting next week.
  - **PEACE (Pharmacy for Equality, Acceptance, Compassion, and Excellence)** – a new taskforce, including representatives of SCP faculty, students, and staffs, was formed to discuss DEI issues and to come up with action items to address DEI issues in research, culture, recruitments, and other aspects.
  - SCP admission team did a great job. They enrolled over 100 students this semester.
  - SCP clinical practice retention – losing 3 faculty members in the summer. SCP Dean was made aware of this and he tried to understand the reasons of leaving. Unfortunately, due to the budget cut, he would not be able to hire replacements but he would find a way to cover the additional workload.
  - New faculty hired started this month and would also be assigned to the clinic.
- **SPH** – Classes all online, potential new position coming, launching new online MHA this fall which had good potential for high enrollment along with a new certificate program which is built around the needs for TCOM students in medical professions to learn about how to manage the business side of the practice. Please pass along this information to your students.
- **SHP** –
  - **Physician Assistant Studies** – attended ARC-PA Accreditation workshop and learned that we were not allowed to take temperature on students since it's violation of the accreditation standards. If HSC required that temperature was taken, PA program needed a statement from the institute on how data was to be used since it's considered medical information. We needed to explore ways to work around this.
    - PA also had DEI working group – mapping out the curriculum to see where we currently included the top and how it's addressed to develop moving forward plans and to improve our DEI activities throughout the curriculum.
  - **Physical Therapy** – the fall semester started four weeks ago and everything seemed to be working fine with the social distancing protocol. However, we would still need to continue reminding students about maintaining the distancing and not congregating in the hallway. However, since we divided our classes up and if there was a case of COVID, we should be able to isolate the incident and not lose the entire cohort to quarantine. Additionally, our previous cohort finished up their spring classes and they're now ready to start their clinical rotation next month.
- **TCOM** – the classes started in July via online format and limited in-person. We successfully managed the social distancing with a few reminders when they had to practice certain skills closely. TCOM would start interviewing applicants online in September.

	<ul style="list-style-type: none"> <li>○ Clinical rotation would resume on August 31 after 6 months break unless they were 4<sup>th</sup> year student. So the curricular was still being modified because of the number of students since the hospitals could only allow certain numbers of people at a time.</li> </ul>
<b>Communication Committee</b>	<p><b>PA Holmes</b> updated the Senate that an invitation to the Assembly was sent to the President and we're waiting to hear back from him to finalize the agenda.</p> <p>Additionally, PA Holmes updated that Dr. Fix would join the Communication committee and thank you Dr. Tierney for her service on the committee.</p>
<b>Resolutions</b>	<p><b>Status update on DEI Proposal</b> -- Due to the time constraint, Dr. M. Lewis who attended the RISE meetings, would provide detailed updates of this topic in the September Senate meeting.</p>
<b>New Business</b>	<ul style="list-style-type: none"> <li>● <b>Introduction and Understanding our Assessment Process – Dr. Robert Haight</b>, Executive Director for Assessment, introduced himself to the senate and provided a brief overview of his background/expertise and the new role /responsibilities in the assessment process at HSC. Mainly he would work on how we utilized the data we had to assess ourselves not only to meet the accreditations requirements, but also to improve our performance overall.</li> <li>● <b>Proposed change on Course Evaluation Questions</b> – Mr. R Jones and Ms. A Gordon, Testing and Evaluation Service, presented the proposed course evaluation revision after receiving feedback from the senate prior to the meeting. <ul style="list-style-type: none"> <li>● The purpose of the revision was that with all classes moved to online, we needed the revision to include that aspect. His office consulted with the Provost and was suggested to work with the senate on getting inputs and consent.</li> <li>● It's suggested that students should have opportunity to review this as well. Ms. Gordon responded that the plan was to include students during the mid-cycle evaluation so new/incoming students who never completed a course evaluation before would had a chance to take it once and had a reference point to make comments.</li> <li>● After further reviewing of the changes, Mr. Jones agreed that certain questions (i.e. Question 6 &amp; 7) needed to be further clarified. He would revise and provide the new version to Dr. Salem for distribution.</li> </ul> </li> <li>● <b>New Title IX Law</b> – Mr. K Levingston, Student Affairs, introduced regulatory changes to Federal Title IX workplace protections adopted nationwide in May 2020. These changes increase the statute's uniformity, narrow its definitions for sexual harassment, and give its guidelines force of law. Additionally, he provided the information on the Title IX grievance process. Mr. Levingston would provide the copy of his presentation to the senate to review and asked for feedback to be emailed to him directly at <a href="mailto:kory.levingston@unthsc.edu">kory.levingston@unthsc.edu</a> by early next week.</li> <li>● <b>IT Assistance during COVID 19</b> – Dr. Wiechmann – asked the senate to provide inputs to the Provost on issues they might have had related to IT service during this pandemic. Currently the IT assistance was only available Monday to Friday from 8 AM to 9 PM for students and 8 AM to 5 PM for faculty &amp; staff. The focus was to understand if the current hours needed to be revised so everyone would have better access to IT service. We could also discuss further during the next month meeting.</li> </ul>

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<b>Others</b>	<p>Dr. Wiechmann led the senate to express their gratitude to its outgoing President Dr. Yasser Salem for his hard work and the many contributions he made to our HSC and its faculty during this unusual time. She asked the senators to type their thank you messages in the chat box so it would be forward to Dr. Salem.</p> <p>Dr. Salem also thanked the senate for their supports. It was very positive to see more engagement from the senators and faculty overall.</p>
<b>Adjournment</b>	<p>The meeting adjourned at 10:00 AM. The Faculty Senate will meet on Friday September 11, 2020 at 8:00 AM via Zoom.</p>