

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, September 11, 2015
7:30 – 9:30 AM / EAD-703

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Arthur Eisenberg, Katherine Fogelberg, Patricia Gwirtz, David Lar, Robert Luedtke, Richard Magie, Robert Mallet, Jeffrey Mott, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Joseph Warren, Liang-Jun Yan, and Metin Yavuz

ABSENT: Sarah Payne and Scott Winter

ALTERNATE:

GUESTS: Thomas Yorrio, Thomas Moorman, Stephen Barrett, Marc Forster, Shelby Bedwell, and Steven Sosland

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:34 AM.	
Approval of Minutes	Dr. Troutman moved to approve the minutes of the August Senate meeting. Dr. Luedtke seconded motion. <u>Motion carried</u> with unanimous vote.	
Update – Operations Office – Mr. Stephen Barrett, Vice President for Operations	<p>Mr. Barrett provided updates on the following:</p> <p>Campus Carry: Representatives from all the campuses in the UNT System attended a meeting on the Denton campus to discuss issues on each campus. The new bill will go into effect on September 1, 2016. The representatives are working together to develop a proposal to present to the Board of Regents in their meeting in February 2016. The Board of Regents must provide a report to the legislature of those areas on each campus that will be exempt from the Campus Carry. They want the proposal done early to allow time for revisions before the bill goes into effect on the campuses. The bill requires that each campus get input from all faculty members, staff and students at each campus before the proposal can be developed. The HSC is planning on holding town hall meetings, focus groups and will ask for input from student groups and the Faculty Senate. A proposal needs to identify the preferred areas on campus that are to be restricted from campus carry. The entire campus cannot be restricted. The Operations office would like to receive feedback from faculty on the areas in their school/college that should be considered for restriction. The proposal will not restrict who can carry on campus, on those areas on campus where carrying a weapon will be restricted. Mr. Barrett stressed that this will not anyone who is determined to carry a weapon on campus. If someone is a CHL holder, we should never know when they are in possession of a weapon. Concealed campus carry is not the real problem. Open carry is the issue that will cause the most problems and the UNT System is working closely with legislative representatives to try and make sure that open carry is not permitted. Mr. Barrett stated that we must be diligent in our request for restrictions or it could force an open carry bill to be passed. Dr. Cohen said the Senate would continue to discuss this issue and give our concerns to the administration. Mr. Barrett said that no one likes the campus carry bill but its law and we should not debate it. Our focus needs to be on making our campus as safe as possible.</p> <p>Facility Support for Research: Dr. Raven stated that a recent power outage caused a -80 freezer do down. There was not any backup for this freezer during the outage. If this freezer and others like it go down and thaw, the cost to the researchers will be a great loss. Mr. Barrett said that there are many plugs in the research areas that have red face plates. These are the plugs that are tied directly to backup generators. He stated that the Operations Department will work closely with researchers to define the priorities for what needs to be on a backup generator.</p>	

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Update – Operations Office – Mr. Stephen Barrett, Vice President for Operations (continued)	<p>It is not feasible for the entire campus to be on backup generators. Dr. Yorio mentioned that as areas are remodeled they are working to make sure that priority areas are hard wired to backup generators. Mr. Barrett said they will continue to look into this issue and make sure nothing critical is hurt by a power outage.</p> <p>AT&T Cell Phone Service on Campus: It was mentioned that the cell phone service in the EAD lower floors for AT&T customers was poor. Mr. Barrett said they are aware there is a problem and his office has been trying to work with AT&T to improve signal strength. AT&T is not willing to work with the HSC to improve the signal on campus. This is an ongoing problem that they are still working on.</p>	
Faculty Recognition Awards – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio said he recently attended convocation and there was a portion of the assembly that focused on Faculty Awards. The awards were peer generated and a included financial award. Faculty members nominated peers for the awards and the Chancellor would then pick the overall winners. Dr. Yorio would like to see a similar program here at the HSC. He charged the Senate with developing a sub-committee to research and come up with a plan for the HSC. Dr. Cohen said he will work with the Senate to develop a proposal and submit it to Dr. Yorio.</p>	
Accountability Pledge – Mr. Thomas Moorman, Vice President for Student Affairs	<p>Mr. Moorman stated that the HSC was founded on strong values – great collaboration between faculty members and students. He stated the current values were not created by the administration as in the past. All faculty members, staff and students were allowed to have a say in the current values. All that we all do at the HSC is tied back to the values. The Values Pledge is a statement that shows commitment the values at the HSC. The wearing of the compass pin is simply a statement showing that one is willing to be held accountable to themselves and others. The students have created a video on what the values mean to them. When students see a faculty or staff member wearing the pin, they know that is a safe place for them to turn for assistance. It was asked if the wearing of the pin adds to or takes away the stress of students. Mr. Moorman stated he did not feel that added to the stress of the students, he hoped it takes away from their stress. It was also stated that by choosing not to wear the pin does not mean that a faculty member is not saying they do not support and/or lead a value based life. Dr. Moorman stated that it was not the intention of the pin to make faculty feel like they have to wear the pin. It's not about the pin, it's living the values. Faculty do not have to wear the pin prove their belief/support of the HSC values. Mr. Sosland stated that pin is about a safe place for others to come to for help/guidance. Mr. Sosland also stated that for him, the wearing of the pin is a deliberate act that shows his willingness to be held accountable, shows others that they can trust me to uphold our values. Several faculty members stated that the message and meaning not getting out to all faculty or that the meaning is misconstrued. They also stated there needs to be a better way to make faculty understand the meaning behind the pin. There needs to be better communication of what is expected of faculty members in regards to the values. Another comment made was that as faculty members, we are required to live the values to be successful at the HSC. It's part of our faculty contracts. If a faculty member is not living the values of the HSC, then maybe this not where they need to me. The values are an intrinsic part of faculty life and we don't need a pin to prove it. Another concern brought up was over the undertone that the pin is causing in the morale of the faculty members. Finally it was stated that faculty members must feel that they are in a safe enough place in their role at the HSC to be able to hold others accountable, without fear of retribution. Currently this sense of safety is not present at the HSC. A special not of thanks was made to Mr. Moorman and Mr. Sosland for them coming to the meeting allowing the meeting allowing the senate to hold them accountable.</p>	

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Senate Survey of Administration – Mr. Marc Forster, Office of Strategy and Organizational Excellence	Mr. Forster asked if the senate would be asking his office to create and hold the survey of administration as in previous years. Dr. Cohen stated that yes; they would like to continue with the annual surveys. Dr. Raven stated that previous surveys were successful and that the administration took note of them and those changes (both short and long-term) that resulted from past surveys. The survey is an opportunity for faculty members to express concerns anonymously. Dr. Raven encouraged all senators to participate and asked that they encourage their colleagues to participate. Dr. Cohen stated he would work with Mr. Forster on the survey for the coming year. Some minor changes may need to take place but the senate did want to move forward the survey. Dr. Troutman made a motion that they senate move forward with the survey for FY 2016. Dr. Clay seconded the motion. Motion carried with a unanimous vote.	
Faculty Loyalty Reward – Dr. Monte Troutman, Department of Internal Medicine	Dr. Troutman stated he would like to see a motion before the senate to request that the HSC administration look at rewarding employee loyalty with free on-campus parking. The motion made is: “I move that any University of North Texas Health Science Health Center (UNTHSC) employee who has accrued fifteen (15) years of continuous full time employment at UNTHSC be relieved of the annual campus parking fee. Furthermore, this should not be considered a payment but a loyalty reward. And furthermore, this should not change where this loyal employee is previously entitled to park.” Dr. Luedtke seconded the motion. After discussion on the motion, Dr. Troutman moved to table the motion until the next meeting so that Dr. Cohen could discuss this with administration and the Operations Department. Dr. Luedtke seconded the motion to table the original. Motion carried with unanimous vote.	
New Business	UNTHSC Faculty Bylaws: Dr. Cohen stated that prior to the senate meeting, he, Dr. Raven and Dr. Mallet met with Dr. Yorio to discuss issues. One of the issues discussed were the Faculty Bylaws. The Office of General Counsel has sent the Faculty Bylaws back to Dr. Yorio’s office and they are currently under review to see which bylaws are to be converted to policy/procedures. Dr. Cohen stated that the Faculty Bylaw Committee would then become the Faculty Bylaw and Policy Committee. Much concern was stated over the change of bylaw to policy. It was stated the Faculty Senate needs to work to retain control over these items for shared governance at the HSC. Dr. Cohen stated the status of the bylaws would be communicated at future senate meetings. ACCLAIM Update – Dr. Troutman: Dr. Troutman stated that two of the last three ACCLAIM meetings he was to attend, had been cancelled. The meeting he did attend was focused on compensation. He stated that with the creation of ACCLAIM, the UNT Health Physicians Group and the JPS Physician groups would no longer exist. ACCLAIM would replace these two groups. He will provide updates in future meetings.	
Adjournment	The meeting adjourned at 9:20 AM. The Faculty Senate will meet on Friday, October 9 th at 7:30 AM in EAD 703.	

Approved for distribution.

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PRESENT: Subhash Aryal, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Katherine Fogelberg, Patricia Gwartz, David Lar, Robert Luedtke, Richard Magie, Robert Mallet, Jeffrey Mott, Charles Nichols, Sarah Payne, Peter Raven, Monte Troutman, Joseph Warren, Scott Winter, Liang-Jun Yan, and Metin Yavuz

ABSENT: Brad Cannell, Arthur Eisenberg, and Katalin Prokai

ALTERNATE:

GUESTS: Thomas Yorio and Michael Hicks

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:38 AM.	
Approval of Minutes	Dr. Troutman moved to approve the minutes of the September Senate meeting. Dr. Mott seconded motion. <u>Motion carried</u> with unanimous vote.	
ACCLAIM Update – Dr. Michael Hicks, Executive Vice President for Clinical Affairs	<p>ACCLAIM Update and responses to questions submitted to Dr. Hicks from Faculty Senators and discussion at Faculty Senate Meeting 10/09/2015</p> <p>Dr. Hicks stated he wanted to clarify the email he had sent out last week regarding ACCLAIM. In the email when he referred to “UNT Health” he was speaking exclusively about UNT Health-Clinical Practice not UNTHSC.</p> <p>Dr. Hicks put forth several key concepts concerning UNT Health and ACCLAIM:</p> <ul style="list-style-type: none"> • UNTHSC’s clinical practice is still an active part of ACCLAIM and we remain partners with JPS. Our clinical role within the JPS Health Network remains the same but our relationship within ACCLAIM in terms of legal structure and governance is changing. UNTHSC will no longer have a role in either the legal structure or the governance of ACCLAIM. • Physicians currently working in/with JPS will continue to do so. • The UNT Health clinics that are solely operated by UNTHSC (i.e., not associated with JPS) will not be managed by JPS/ACCLAIM. There will be changes affecting the clinics and support services that remain with UNT Health. Specifically, what remains of UNT Health will be smaller and focused on education, research and achieving financial stewardship. The decisions and changes that are being made are difficult but necessary for the success of UNT Health and for the Health Science Center. A number of employees who will no longer have a position within or supporting UNT Health will be given the opportunity to work with ACCLAIM and JPS. • Changes in UNT Health are driven primarily by its financial performance over the last decade. UNT Health has experienced operating losses in each of the last five years and seven of the last nine. The operating losses have been covered with fund transfers from UNT Health’s reserves (not HSC reserves) and have led to the depletion of these reserve funds. UNT Health’s financial situation placed constraints on the HSC’s ability to fund the original vision for ACCLAIM particularly in the area of a common electronic medical record. 	

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<p>ACCLAIM Update – Dr. Michael Hicks, Executive Vice President for Clinical Affairs (continued)</p>	<ul style="list-style-type: none"> • The financial status led to a modification of the originally announced vision for ACCLAIM and subsequent discussions resulted in an agreement for the HSC to take primary responsibility on ACCLAIM’s educational and research mission and JPS to take primary responsibility for clinical care operations – all under the auspices of a joint governance and management structure controlled by the HSC and JPS. Ultimately, however, it was concluded that this revised vision for ACCLAIM was untenable for a number of reasons. • The decision to move forward with the MD school and partnership with TCU did not in any way have an impact on the decision to change the role of UNT Health in ACCLAIM. • The agreement with JPS has not been terminated but only modified in terms of governance as described above. The role that UNT Health clinicians play in ACCLAIM has not changed and they will be “leased” into the ACCLAIM practice as has been planned from the beginning. The modified agreement with JPS wherein UNTHSC would direct education and research very likely would not give UNT Health and the HSC what is needed for our staff, faculty and students. • There will be no changes for non-TCOM faculty who provide clinical services outside of both the JPS and UNT Health. Their roles will continue as they are today. • In answer to the question: “Since the FY2016 budget has already been approved, will/can the funds originally projected to pay for the merger now go towards funding clinical (non-basic science) researcher efforts as pilot or bridge grants or perhaps support for clinical doctoral positions?” Dr. Hicks stated that as previously mentioned, there are not any funds. • All aspects of UNT Health are being reviewed including the clinical services we offer in the community and the organizational framework in terms of functions and positions. Everything is up for discussion and subject to change. There are no “sacred cows” and all decisions to be made will be in the best interest of UNT Health and the HSC. The changes/decisions to be made may be painful, but they are necessary for the continued success of UNT Health and the HSC. • In the spring of 2015 Dr. Williams and Dr. Hicks became aware that an MD school would likely come to Fort Worth if the HSC was unable to obtain relief from the legislative obstacles that preclude the HSC from starting its own MD school. This is why we have been so aggressive in moving forward with finding a solution. In Dr. Hicks’s opinion partnering with TCU for a MD school has turned out to be a superior solution that is far better for a number of reasons than if the HSC had been allowed to create it own MD school anyway. • Our primary reason for changing the role of UNT Health in ACCLAIM is that we could not guarantee that the partnership with JPS would provide our students the necessary opportunities in terms of access for the best education possible. Dr. Hicks used the examples of the lack of access to an Internal Medicine residency and subspecialty training. <p>Questions asked of Dr. Hicks:</p> <ul style="list-style-type: none"> • Given the nature/culture at JPS, can Dr. Rosinia be successful in making ACCLAIM successful? <ul style="list-style-type: none"> ○ Dr. Hicks replied he felt that Dr. Rosinia is already having significant success at JPS and has already proven to be a great asset. He is very active in his role with JPS; he is collaborative and willing to listen to new ideas and work closely to make the relationship a success. 	
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<p>ACCLAIM Update – Dr. Michael Hicks, Executive Vice President for Clinical Affairs (continued)</p>	<ul style="list-style-type: none"> • Have we looked internally to those employed by UNT Health for the problems they have experienced in the past? Could the changes we need to correct the problems come from within? In short, do you feel there are leaders/executives that may need to be released in an effort to correct the situation? <ul style="list-style-type: none"> ○ Dr. Hicks stated that there are many changes that need to be made. Unequivocally, changes need to be made to our system/processes and overall organizational structure. There may be changes with clinical and support staff. All aspects of the practice are being evaluated and we are reviewing everything and everyone. The needed decisions and changes, some very painful, will be forthcoming. Dr. Hicks has already made some recommendations to President Williams. • There are those at JPS in leadership roles who have not and do not like or want the ACCLAIM partnership with UNT Health. Do we know their reasons for not supporting ACCLAIM? <ul style="list-style-type: none"> ○ Dr. Hicks stated he was not given the opportunity for a discussion with those individuals and find out why they objected to the creation of ACCLAIM and a more robust role for the HSC relative to education and research and why they were not supportive of the collaborative vision. • In years past we had sub-specialty departments. This was a great asset to clinicians, educators, and researchers. Can we get these back? <ul style="list-style-type: none"> ○ In answering this Dr. Hicks used the lack of an internal medicine residency and subspecialty access in IM as well as other areas as a problem for the HSC, TCOM and even ACCLAIM. He had hoped that ACCLAIM would be a solution for this. However, the HSC is vigorously pursuing all options in this regard in the community. • It was mentioned during this meeting that Dr. Peska is working on a White Paper for the MD school. Will this include all of HSC or only medical students? <ul style="list-style-type: none"> ○ Dr. Hicks said this will be a comprehensive document that will encompass the HSC but that the immediate focus is on the creation of UME and GME opportunities to meet the needs of the accreditation process for the MD school. <p>In closing, Dr. Hicks stated that UNT Health remains committed to ACCLAIM and its role in providing care, but that the relationship will be different from that which was originally planned.</p> <p>Dr. Cohen thanked Dr. Hicks for coming before the Senate and for being very forthright and transparent in answering the questions from the Senate. His willingness to communicate so openly with the Senate is greatly appreciated.</p>	
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<p>MD School Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs</p>	<p>Dr. Yorio provided the following update on the MD school:</p> <p>Nearly three months have passed since Texas Christian University and UNT Health Science Center announced plans for creating a new medical school, a venture that continues to be praised by community leaders.</p> <p>Dr. Nowell Donovan, TCU’s Provost and Vice Chancellor for Academic Affairs, and I want to update you on progress, as the work of building a solid foundation for this new school has continued.</p> <p>The original Steering Committee, in concluding its work, has organized two new groups to accomplish the collaboration as agreed upon in the memorandum of understanding:</p> <ul style="list-style-type: none"> • The Search Committee, charged with finding qualified candidates to serve as the school’s inaugural dean. This committee’s co-chairs are Susan Weeks, DNP, Dean of the Harris College of Nursing & Health Sciences, and Myron Jacobson, Ph.D., Dean of the UNT System College of Pharmacy. This committee’s first meeting was Sept. 28. • The Management Committee, which will form subcommittees to tackle various operations at the new school, such as curriculum development, admissions and financial affairs. I will serve as co-chair with Dr. Donovan This committee’s first meeting was Sept. 23. <p>Wiley “Chip” Souba, M.D., Ph.D., MBA, has been hired as an outside consultant to advise the Search Committee. Souba is the former dean of both the Geisel School of Medicine at Dartmouth College and the College of Medicine at The Ohio State University. He also served on the medical school faculties of the Penn State University College of Medicine, the Harvard Medical School and the University of Florida College of Medicine.</p> <p>Also assisting in the national pursuit of a founding dean is Korn Ferry, one of the most respected executive search firms in the country.</p> <p>This is a significant time to be a student, staff or faculty member of TCU and UNTHSC. The two campuses are embarking on a once-in-a-generation opportunity to make Fort Worth a medical destination.</p> <p>We need and request a full measure of your talent and goodwill to see this important project through.</p>	
<p>Faculty Recognition Awards – Dr. Larry Cohen, Faculty Senate President</p>	<p>Dr. Cohen asked for volunteers to be on the sub-committee to research and report back to Dr. Yorio on a Faculty Recognition Award program for the HSC. Here are the members of the sub-committee:</p> <p style="padding-left: 40px;">GSBS – Dr. Eisenberg SCP – Dr. Prokai SHP – TBD SPH – Dr. Aryal TCOM – Dr. Magie</p> <p>The sub-committee will meet and report back to the Faculty Senate at future meetings.</p>	

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Employee Loyalty Awards – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen stated he was waiting on data from Stephen Barrett and Dana Perdue so he can present the Senate’s request to the administration. Dr. Troutman said that the motion will remain tabled until Dr. Cohen can receive the needed information and speak to the Senate again. Once the information is presented to the Senate, the motion will then come back before the Senate and then to the Executive Team.	
Active Shooter Drills – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen stated that several faculty members have stated they would like to see active shooter drills on campus. Dr. Cohen stated that Steven Barrett mentioned that there was training in the past and that the administration is looking at starting these sessions again. Dr. Cohen said he will provide updates in future meetings.	
New Business	<p>UNTHSC Faculty Bylaws:</p> <p>Dr. Cohen stated that the HSC Policy and Procedure team was reviewing the Faculty Bylaws that were to be changed from Bylaws to Policies. Once they approve the new policies, the changed documents (Policies and Bylaws) would go to the UNT System Office of General Counsel for approval. Upon return from the OGC, they would go to the Faculty Bylaw committee for review and then to Faculty Senate for approval. Dr. Cohen stated he would like there to be a sub-committee of Senators to review the pending changes before they are finalized. Dr. Cohen asked for those Senators interested in being on the sub-committee to email him.</p> <p>Dr. Troutman moved: “In the interest of transparency and expediency, that the Faculty Senate President ask that the Provost respond to the Faculty Bylaw Committee’s request for an update on the status of the Faculty Bylaws.” Dr. Magie seconded the motion and the motion carried with unanimous vote.</p> <p>Dr. Cohen will speak to the Provost about this request.</p>	
Adjournment	The meeting adjourned at 9:28 AM. The Faculty Senate will meet on Friday, November 13 th at 7:30 AM in EAD 703.	

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ABSENT: Patrick Clay, Thomas Diver, Arthur Eisenberg, Richard Magie, Robert Mallet, Sarah Payne, and Monte Troutman

ALTERNATE: Jessica Hartos for Thomas Diver, Patrick Cammarata for Robert Mallet, and Cheng Yuet for Sarah Payne

GUESTS: Thomas Yorio

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:40 AM.	
Approval of Minutes	Dr. Luedtke moved to approve the minutes of the October Senate meeting. Dr. Prokai seconded motion. <u>Motion carried</u> with unanimous vote.	
Introduction of Alternates	Jessica Hartos for Thomas Diver, Patrick Cammarata for Robert Mallet, and Cheng Yuet for Sarah Payne	
MD School Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio gave an update on the plans for the creation of a MD school. He stated the plans are moving along quickly. The plans are to have all needed approval and accreditation for the first class to begin in the Fall of 2018. Highlights on the progress of the MD school:</p> <ul style="list-style-type: none"> • The Search Committee for the dean is made up of members from both UNTHSC and TCU. They have identified ten candidates to interview. Applicant finalist will return to campus for a more in depth visit during December. • There are several committees in place to make sure we meet all the requirements for accreditation. The two accreditations needed are SACS and LCME • Dr. Yorio and others have visited several other joint venture MD schools to look at how they operate and at their curriculum. The curriculum needs to be outlined prior to the new dean starting. • The HSC is working to finalize the agreement with TCU. The UNT Board of Regents has approved the Memorandum of Understanding between UNTHSC and TCU. • A name has not yet been chosen. There has been the promise of a donation of \$50 million for the MD school; receipt of this donation will determine the name of the school. <p>Several questions were asked about the MD school:</p> <p>Q: Where will the base of operations be for the new MD School?</p> <p>A: This will depend on the curriculum. There will be a Dean on both campuses. Both UNTHSC and TCU will employ faculty members. The MD School will not actually employ faculty and/or staff; they will work for either TCU or UNTHSC. Initially most of the teaching will happen on the HSC campus. It makes sense for the new building for the MD School to be in the medical district of Fort Worth.</p> <p>Q: What will the policy be for the MD/DO students taking core courses?</p> <p>A: Students for both MD and DO programs can be in the same classes. The dean will control curriculum.</p>	

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MD School Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs (continued)	<p>Q: Which University will govern over the MD School?</p> <p>A: Governance will be shared. The Dean of the MD School will report to Provosts. The MD School will be a private entity and the Provosts will report the CEO of the MD School. Staff and faculty members of the MD School will report to the administration of their respective University.</p> <p>Q: Will the MD School be “state funded”?</p> <p>A: The MD school will be a private school, not funded by the State of Texas. This could change in the future. Being a private school will have its advantages. There will not be state regulations on tuition and they will not have to have a certain percentage of students from within the state. Tuition will be higher for the MD School.</p>	
“Fireside Chats with Administration” – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen stated that he had speaking with Dr. Yorio about holding “Fireside Chats”. These will be held quarterly and all faculty members will be invited to attend. The chats will be to discuss issues of concern across the campus. The administration will invite faculty and staff from across campus to address those present regarding issues of concern. These will be crucial discussion and will help to improve communication between the faculty members and administration.</p>	
Campus Calendar – Dr. Thomas Yorio, Provost and Executive Vice President for Faculty Affairs	<p>Dr. Yorio stated he was aware that there was a great need for a campus calendar that is open to all faculty members. This calendar would be to track all meetings that are important to all faculty members. They are researching different programs that will assist in tracking calendar items for faculty members and administration.</p>	
Faculty Award Program Update – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen stated that in the last Senate meeting a sub-committee was developed to research faculty award programs. The sub-committee members are:</p> <p>GSBS – Dr. Eisenberg SCP – Dr. Prokai SHP – Dr. Yavuz SPH – Dr. Aryal TCOM – Dr. Magie</p> <p>Dr. Cohen will get with the committee and then report back to Dr. Yorio with their findings.</p> <p>Dr. Yorio said he would like to have a program to recognize faculty members for their contributions to the HSC. This would be different from the “Valubility Awards”. It should be for academic excellence. He would also like to see “ACE Award” wall spotlighting those faculty members who are ACE Award winners.</p> <p>Dr. Yorio also stated that there would be faculty market salary adjustments and staff performance increases coming out in March, 2016. This is just a beginning but a good start to getting the faculty salaries where they want them to be.</p>	

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Employee Loyalty Reward Update – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen said he had not yet presented the idea for an Employee Loyalty Reward to the Administration Executive Team. He was waiting for their next meeting. He said he had heard from Dana Perdue in HR and that there would be approximately 200-staff/faculty eligible for the reward. Dr. Cohen said that Mr. Barrett told him that the reward program would be a \$50,000 - \$100,000 loss in revenue. This would have to be considered before the program is approved.</p> <p>It was asked if all monies from the employee parking permits were used parking lot and parking garage maintenance only. Dr. Cohen stated that per Mr. Barrett, yes, these monies are for parking facility maintenance only.</p> <p>When Dr. Cohen is able to meet with the administration executive team, he would let the Faculty Senate know.</p>	
Faculty Bylaws Update – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen had met with Dr. Yorio to discuss the status of the Faculty Bylaws. The revised bylaws are currently being reviewed by the UNT System Office of General Counsel. When they are returned to Dr. Yorio, the Faculty Bylaws committee would get them for their review and then to the Faculty Senate for approval. Dr. Cohen stated he asked Dr. Yorio if the bylaws that have been sent to legal could be sent to the Faculty Bylaw committee so they can review while waiting on legal approval. This would not happen at this time.</p> <p>There was a lot of concerned voiced over the Faculty Bylaw committee and Faculty Senate not having a part in the revision of the bylaws. Many of the Senator felt that this needs to be brought to the attention of the Board of Regents and it was discussed how to go about getting this on the agenda for the next Board of Regents meeting. Another area of concern was that while operating under the old bylaws, they did not cover the newly creation institutes/centers.</p> <p>The following motion was made: Dr. Luedtke moved “The Senate Executive Team make a memo to the HSC Administration on behalf of the Faculty Senate. The memo should state that the Senate feels that due process was not done in that the Senate was not permitted to take part in the revision of the Faculty Bylaws.” The motion was seconded by Dr. Warren and carried with unanimous vote.</p> <p>Dr. Cohen said he would prepare a memo and send it to Drs. Yorio and Williams on behalf of the Senate.</p>	
Survey Proposal by Dr. Patrick Clay – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen asked that since Dr. Clay was unable to be at this meeting, that Senators review the email and survey that was sent out with the invitation to the Senate meeting. Dr. Cohen stated that this would be discussed in the December meeting.</p>	Dr. Clay’s Email and Survey are attached to this document.

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, November 13, 2015
7:30 – 9:30 AM / EAD-703

New Business	<p>Alternates for Faculty Senate:</p> <p>Dr. Cohen suggested that it may be a good idea to have a permanent alternate designated for each school/college. Dr. Gwartz stated that this would have to be done by an amendment to the UNTHSC Faculty Bylaws and the UNTHSC Senate Bylaws.</p> <p>The following motion was made:</p> <p>Dr. Cannell moved that the Senate request that each dean designate a permanent alternate from their school/college for the Faculty Senate. The motion was seconded by Dr. Luedtke and carried with unanimous vote.</p> <p>Dr. Cohen said he would present this to the Faculty Bylaw committee to be considered as an amendment.</p>	
Adjournment	The meeting adjourned at 9:05 AM. The Faculty Senate will meet on Friday, December 11 th at 7:30 AM in EAD 703.	

Approved for distribution

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, December 11, 2015
7:30 – 9:30 AM / EAD-703

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Brad Cannell, Erin Carlson, Lawrence Cohen, Thomas Diver, Katherine Fogelberg, Patricia Gwartz, David Lar, Robert Luedtke, Richard Magie, Jeffrey Mott, Katalin Prokai, Peter Raven, Monte Troutman. Joseph Warren, Liang-Jun Yan, and Metin Yavuz

ABSENT: Patrick Clay, Arthur Eisenberg, Charles Nichols, Sarah Payne, and Scott Winter

ALTERNATE: Michael Flyzik for Charles Nichols and Cheng Yuet for Sarah Payne

GUESTS: Thomas Yorio, Glenn Dillon, Dana Perdue, Courtney Leaverton, and Tom Lyons

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:35 AM.	
Approval of Minutes	There were not enough Senators in attendance for a quorum. The approval of the November minutes will be moved to the January meeting.	
Introduction of Alternates	Michael Flyzik for Charles Nichols and Cheng Yuet for Sarah Payne	
Update on Health Institutes and Research Trends – Dr. Glenn Dillon, Vice Provost for Health Institutes	<p>Dr. Dillon gave an update on the Health Institutes and Research Trends. Highlight from his presentation are:</p> <ul style="list-style-type: none"> • FY15 proposals up • 266M vs 230M in 2014 • HEAF dollars significantly increasing • 1115 Waiver funds present investment opportunity <p>Dr. Dillon discussed the four institutes and their faculty, they are:</p> <ul style="list-style-type: none"> • Institute for Healthy Aging • Institute for Cardiovascular and Metabolic Disease • North Texas Eye Research Institute • Mental Sciences Institute <p>Rosters for faculty and staff of the institutes are located on the UNTHSC website: www.unthsc.edu/health-institutes/</p> <p>In addition to the current institutes there will be six more added at a later date. They would not be moving forward on these at the same fast pace as the original four. The next two institutes to be added would be Patient Safety and Molecular Medicine. These should be up and running in FY 2017. The HSC is still committed to model with ten institutes but with the new MD school and the change in our role in ACCLAIM, some of the institutes will be moved to a long term goal.</p> <p>Dr. Dillon answered questions from the Senators:</p> <p>Q: Who will oversee/run the Molecular Medicine Institute?</p> <p>A: This is yet to be determined. There will be an internal search for the Institute Executive Director</p>	Dr. Dillon's PowerPoint Presentation is attached to this document.

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, December 11, 2015
7:30 – 9:30 AM / EAD-703

Update on Health Institutes and Research Trends – Dr. Glenn Dillon, Vice Provost for Health Institutes (continued)	<p>Q: Will the new institutes be clinical only?</p> <p>A: No, they will be both clinical and research institutes. They are in concept form and still being developed.</p> <p>Q: The Senate would like to see a financial performance on the institutes and MD school. Where are operating funds coming from for the new institutes?</p> <p>A: The four new institutes are a reorganization of the HSC and funding is coming from the existing budget. Dr. Dillon said he would Dr. Yorio speak about the MD school performance.</p>	
MD School Update – Dr. Thomas Yorio, Provost and Executive Vice President for Faculty Affairs	<p>Dr. Yorio stated that the first round of interviews for the Dean of the MD School has been completed. There are two confirmed applicants returning in January for the next step in the process. There may be a third, but will not know until later in the month. The applicants will tour the campus and give presentations to faculty and staff on both the HSC and TCU campuses. They hope to identify the Dean by the end of January.</p> <p>Dr. Yorio stated the performance for the MD School would be based on \$50 million provided by TCU and endowments pledged to the HSC. The funds from TCU, endowments and tuition will cover the performance for the MD School. There will not be any state funding at this time. The performance cannot be finalized until there is a Dean in place. There are multiple committees meeting to make sure that we meet all LCME requirements. They are also working on finalizing the agreement with TCU.</p>	
Faculty Bylaws & Policies Update – Dr. Thomas Yorio, Provost and Executive Vice President for Faculty Affairs	<p>Dr. Yorio stated the revised Faculty Bylaws are still with the UNT System Office of General Counsel. They are working on them but they are not yet ready to come back to the HSC. Many Senators voiced concern over operating under invalid bylaws. Dr. Yorio said he understood the concern but the “Legal” office is a System office and they are very busy, we have to wait for them to complete their review of the revisions. ACCLAIM and MD School are causing delays. As soon as they are returned to the HSC, the Faculty Bylaw Committee will get them to review and share with the Senate.</p>	
HSC Updates – Dr. Thomas Yorio, Provost and Executive Vice President for Faculty Affairs	<p>Dr. Cohen introduced Dana Perdue from the UNTHSC HR Office. Dr. Cohen asked Ms. Perdue about the overall faculty and staff turnover rate, there was concern over the number of positions being eliminated with all the changes and restructuring. Dr. Yorio stated that they are trying to relocate/reassign as many employees as possible to avoid having to terminate anyone. Ms. Perdue stated that so far only ten employees have been terminated because of the changes. Dr. Yorio said there have been a few terminal contracts given to faculty but at the same time over fifty new faculty members have been hired. Many faculty members are being absorbed into other areas of the HSC. Ms. Perdue stated that all faculty members are handled in accordance with their contracts and the Faculty Bylaws. Dr. Yorio stated that in downsizing UNT Health are looking at partnering with other large physician groups for the education of our students. We cannot keep operating UNT Health under old practice plan. We lost over \$5 million last year and we have to rework our practice plan.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, December 11, 2015
7:30 – 9:30 AM / EAD-703

On-Site Daycare Initiative – Dana Perdue, HR Business Partner II	Ms. Perdue stated there was an initiative to create an onsite daycare for all UNTHSC faculty, staff and students. The building just west of the Police Department building. They will be getting bids from private contractors to operate the daycare center. They would like to have a member of the Faculty Senate on the review committee for the daycare. This committee will review and rank bids. There are already representatives from the staff and students. Faculty representation would be appreciated. If anyone is interested or if you know of anyone who would be interested in serving on the review committee, they can contact Dana Perdue in the HSC HR Office. The building and playground have to be renovated and updated. The hope is to have the center open by September 2016. Dr. Cohen thanked Ms. Perdue for her time.	
Best Places to Work Initiative – Courtney Leaverton, J.D. , Assistant Director, Annual Giving	Dr. Cohen introduced Courtney Leaverton from the Annual Giving office. Ms. Leaverton gave a presentation on the HSC's Best Places to Work Initiative. This is based on the nationally recognized Great Places to Work model. The HSC values align with this national model. A team has been created at the HSC for this initiative. The "Best Place for All Values Team". Their team charter: "The Best Place for All Values Team will work collaboratively with team members throughout the organization to create a satisfaction initiative with the ultimate goal of becoming a nationally recognized Great Place to Work." Their key responsibilities: <ul style="list-style-type: none"> • Help create a life-friendly culture that supports overall team member well-being • Integrate Our Values and Behaviors • Develop key metrics and establish baseline • Communicate timely and through multiple channels • Implement a sustainable plan that allows for continual improvement The significance of being on this list is that it is a great recruiting tool for the HSC. It is also a pride and morale builder for existing employees.	A copy of Ms. Leaverton's PowerPoint Presentation is attached to this document.
Survey Proposal by Dr. Patrick Clay – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen asked that since Dr. Clay was unable to be at this meeting, that Senators review the email and survey that was sent out with the invitation to the Senate meeting. Dr. Cohen stated that this would be discussed in the January meeting.	Dr. Clay's Email and Survey are attached to this document.
New Business	<p>Communication Survey:</p> <p>Dr. Cohen stated that an email will be going out to all employees regarding communication here on the HSC campus. He asked that all Senators please take a few minutes to complete and survey and asked that they encourage their colleagues to do the same.</p> <p>Faculty Assembly Attendance:</p> <p>Dr. Cohen stated he was very disappointed in the poor attendance at the recent Faculty Assembly. There were a very few Senators present and the overall faculty attendance was poor. These are important meetings that are a great source of information for faculty members. Dr. Cohen also stated that at this meeting Dr. Williams gave a "State of the HSC" address that was very informative. Dr. Williams was very transparent in the information he shared. Much of what he shared at the meeting is not public knowledge and will not be shared again. The next State of the HSC address will be at the September 2016 Assembly. He encouraged all Senators to attend ALL Faculty Assembly Meetings.</p>	
Adjournment	The meeting adjourned at 9:30 AM. The Faculty Senate will meet on Friday, January 8 th at 7:30 AM in EAD 714.	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, January 8, 2016
7:30 – 9:30 AM / EAD-714

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Patrick Clay, Erin Carlson, Lawrence Cohen, Thomas Diver, David Lar, Robert Luedtke, Robert Mallet, Jeffrey Mott, Charles Nichols, Peter Raven, Monte Troutman, Joseph Warren and Liang-Jun Yan

ABSENT: Subhash Aryal, Brad Cannell, Arthur Eisenberg, Katherine Fogelberg, Patricia Gwartz, Richard Magie, Sarah Payne, Katalin Prokai, Scott Winter, and Metin Yavuz

ALTERNATE: Cheng Yuet for Sarah Payne

GUESTS: Thomas Yorio

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:42 AM.	
Approval of Minutes	There were not enough Senators in attendance for a quorum. The approval of the November and December minutes will be done electronically via email from Shay Singleterry.	
Introduction of Alternates	Cheng Yuet for Sarah Payne	
UNTHSC Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio gave updates on the following items:</p> <p>MD School: The Dean candidates coming to campus, all interviews to be completed by end of January. There will be open forum sessions for all employees to see the candidates before a final decision is made. Feedback welcome from everyone. Committee is reviewing the curriculum and a draft should be available soon. Dr. Ralph Anderson is overseeing the curriculum committee.</p> <p>SPH Dean Search: The HSC will be using the same search firm that was used to find the HSC president. They will be meeting key individuals on campus over the next few weeks. Hope to have a semi-finalist by mid-March and the final candidate selected by mid-April.</p> <p>Compensation Plan: The Compensation Plan has been approved. Deans have been given budget software to use for the allocation of the funds to those who are to receive an increase in compensation. Employees will receive either a lump sum payment or a paycheck increase. Supervisors have received training on the software.</p> <p>Blackout Period for HR and Budget: There is going to be a blackout period for a financial systems update during the month of February. No changes that affect HR or budget will be permitted during this time. All changes must be entered before February 1st. Email should not be affected. Information has been communicated to all departments. The downtime might be shorter than planned but for now the schedule is for the entire month of February. If emergency/urgent issues arise, you can contact Donna Shell or Dr. Yorio.</p>	
Old Business – Dr. Larry Cohen, Faculty Senate President	<p>Faculty Survey of Administration: Dr. Clay stated there is no formal mechanism for faculty to evaluate supervisors. We need a survey for anonymous global feedback. Possibly make it part of the Senate Evaluation of Administration. The existing survey was developed before the new Values were implemented. Dr. Cohen asked if Dr. Clay would like to work with Dr. Warren and the sub-committee to revise the existing survey to include Dr. Clay's ideas. Dr. Warren said that the sub-committee would meet and get back to the Senate with a draft of a new survey.</p> <p>Employee Loyalty Reward – Free Parking: to be tabled until Stephen Barrett can address the senate on this matter.</p> <p>Faculty Recognition Awards (ACE): Subcommittee working on this, would like to see the criteria used by TCU for their awards. More information in coming meetings.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, January 8, 2016
7:30 – 9:30 AM / EAD-714

<p>New Business – Dr. Larry Cohen, Faculty Senate President</p>	<p>Emergency Alerts: Dr. Cohen would like to have Stephen Barrett address this issue. Would like to have an alert system to let faculty, students and staff know about active shooter and danger situations on or near the campus. Dr. Cohen to speak with Mr. Barrett.</p> <p>MD School Performa: It was mentioned that the Senate has asked to see a performa for the creation of Institutes/Centers. The Senate deserves to see a performa on the MD School. We need to know how and who is going to pay for all the changes. Is there a way to force an answer? Can we push our request “up the ladder”?</p> <p>Annual Valubility Award: It was stated that it did not seem fair that someone who was on the team that help to create and implement the new Values was recipient of one of the Annual Valubility Awards. Dr. Cohen said he would be happy to send a statement to the administration stating the displeasure of the Senate on this matter. Upon approval by the Senate, the statement to be sent to the administration will be:</p> <p style="padding-left: 40px;">“The Faculty Senate urges UNTHSC leadership to consider removing from consideration members of the UNTHSC Executive Team for future UNTHSC Values awards. We recognize the contributions of UNTHSC leadership to the development and momentum of the Values journey. However, we feel in order to continue to build support and enthusiasm for our Values, it is important to avoid the perception of the Executive Team is rewarding itself for policies and processes it instills in the institution. Thank you for your consideration.”</p> <p>There is not a quorum, so vote to approve this message will be done electronically via email. Shay Singleterry will be sending an email to all Senators for their vote.</p> <p>Quorum/Senate Attendance: Concern was stated over the lack of attendance at recent Senate meetings. Is there a plan to get all Senators to attend the meetings? With the poor attendance, there is not a quorum and a vote on key issues has had to be delayed. Dr. Cohen asked that Senators encourage their colleagues on the Senate that it is important for all Senators to attend the meetings.</p>	
<p>Adjournment</p>	<p>The meeting adjourned at 9:00 AM. The Faculty Senate will meet on Friday, March 11th at 7:30 AM in EAD 719.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, February 12, 2016
7:30 – 9:30 AM / EAD-719

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Patricia Gwartz, David Lar, Joon Lee, Robert Luedtke, Richard Magie, Robert Mallet, Jeffrey Mott, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Joseph Warren Scott Winter, Liang-Jun Yan, and Cheng Yuet

ABSENT: Thomas Diver, Arthur Eisenberg, and Metin Yavuz

ALTERNATE: John Kane for Thomas Diver, Victor Holmes for Thomas Diver, and Michael Flyzik for Metin Yavuz

GUESTS: Stephen Barrett, Monty Mohon, and Cari Hyden

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:36 AM.	
Approval of Minutes	Dr. Clay moved to approve the minutes of the January Senate meeting. Dr. Luedtke seconded motion. <u>Motion carried</u> with unanimous vote.	
Introduction of Alternates	John Kane for Thomas Diver, Victor Holmes for Thomas Diver, and Michael Flyzik for Metin Yavuz.	
Communication Survey – Mr. Monty Mohon, Senior Vice President of Innovation & Brand	<p>Mr. Mohon provided the Senate with an overview of the results of the recent Communications Survey. Highlights from his presentation are:</p> <p>Strategic Projects</p> <ul style="list-style-type: none"> 2016 Internal Communication Improvement Project (1.1 / 1.3 / 4.3) <p>Key Findings</p> <ul style="list-style-type: none"> 90% understood mission enough to explain to others Daily News is very effective for all team members Team members know where to find information about their jobs 2/3 of responders believe departments could improve com with each other HSC strategy needs clarity Desire for stronger transparency Faculty struggles to share information confidently Face-to-face (forums) desired for big news Grapevine is ripe and trusted <p>Plan</p> <ul style="list-style-type: none"> Redesign Intranet Site <ul style="list-style-type: none"> This will require resources from all divisions of the OOC and will require critical and continuous collaboration with all areas of HSC and integrate Daily News Re-implement Crucial Conversation Training <ul style="list-style-type: none"> Collaborate with OPD Schedule Senior Leadership Forums (In development) Create Internal Video Series / Departmental Exposure <p>Results from the entire survey can be found at : https://insite.unthsc.edu/commsurvey</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, February 12, 2016
7:30 – 9:30 AM / EAD-719

<p>Operations Update – Mr. Stephen Barrett, Vice President for Operations</p>	<p>Mr. Barrett gave an update on the following items:</p> <p>Campus Carry: A combined effort of all UNT System has completed a Campus Carry policy that will be effecting on all UNT campuses. The policy will be presented to the UNT Board of Regents during their meeting later in the month. Once approved, the policy will be sent to the Texas Legislature for their review. The new policy will be effective on August 1, 2016. The Communications team is working on plan to communicate the policy to all students – existing and new. The policy will be communicated to all faculty and staff and possibly implemented into New Employee Orientation so that all persons on campus are familiar with it. The policy designates several areas across campus where gun possession with be prohibited. Some of the restricted areas will include the Day Care Center, Patient Care areas, lab/research areas that have biohazard materials. The Campus Carry policy in a work in progress and subject to change as circumstances change.</p> <p>Parking: The Senate had asked what impact offering free parking to employees with 15+ years of employment free parking on campus would have on the Parking department. Parking fees are not a profit maker for the campus. Fees paid for parking are used to pay for parking area maintenance, parking attendants and some of the police department expenses, including salaries. The HSC takes in about \$350-375,000 annually in parking fees. Implementing the loyalty reward program would reduce this by about \$50,000.00. The reduction in fees could force an increase in fees for those still paying for parking. It was asked if the HSC would be willing to supplement the parking department to help offset the funds cut by offering free parking as a loyalty reward. Mr. Barrett stated this could be a possibility as long as they do not use state appropriated funds. The state does not permit state appropriated funds to be used for parking. Dr. Cohen stated the Senate would come up with a proposal and send it to Mr. Barrett. He also mentioned that Parking Lots 14 and 19 will close starting right after commencement in May and will reopen by the end of June. The lots are to be reconfigured to increase the number of available spaces. This will add an additional 60+ parking spaces. Currently we have sufficient parking but with the addition of the MD school, more parking will be needed.</p> <p>New Buildings & Renovations: Staff is currently being moved from the two ACC buildings into the EAD. The ACC buildings are to be torn down to make space for the new Interdisciplinary Research Building (IRB). The plan is to have the ACC buildings torn down by the end of June and new construction to start by October. The new building will be five-stories, with approximately 170,000 square feet.</p> <p>LEAN: The HSC is working to create a culture of continuous improvement. This is in alignment with the President’s “See 20/20 Bringing the Future Into Focus” Plan. Consultants have been brought in to help with these processes: Budget, Hiring and Contracts. We are also working on a communication plan to get the word out about pilot projects for continuous improvement. If anyone has any thoughts or ideas on this subject, please send them to Mr. Barrett.</p>	
<p>Survey of Administration – Dr. Joseph Warren, Faculty Senator</p>	<p>The third draft of the Survey of Administration has been distributed by Shay Singleterry to all Senators. Dr. Warren stated that he welcomes all comments and suggestions regarding the survey. Please send them to Shay and she will compile them and forward to Dr. Warren. A final draft will be presented to the Senate during the March meeting.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, February 12, 2016
7:30 – 9:30 AM / EAD-719

<p>New Business – Dr. Larry Cohen, Faculty Senate President</p>	<p>Texas Faculty Association (TFA): Dr. Raven invited Dr. Liam O’Neill from the School of Public Health – Department of Health Management & Policy to speak to the senate about the TFA. Dr. O’Neill is an active member and can give his experiences and provide membership information. Dr. O’Neill spoke of the many advantages of being a member of the TFA. The most important being legal representation. The TFA is important to the protection of faculty members and their rights. There currently only nine faculty members who are members of the TFA. Dr. Raven stated he would like to see the HSC have better representation in this association. Dr. Raven asked that the Senators share the information provided to their colleagues. Dr. O’Neill said if anyone wants more detailed information, to please contact him in his office or by cell phone at 817-602-7110. There was concern raised about the nature of the TFA; is it a “labor union”. Dr. O’Neill stated that it was not a union. It was mentioned that the IRS has the TFA classified as a 501(c)5 – Labor Organization. It was also stated that this fact needs to be made transparent to all faculty members when they are being told about the TFA. Dr. O’Neill also stated that the TFA is not only for tenured faculty, all faculty are welcome to join. The TFA is rewarding, provides moral support – great benefit for all faculty who join.</p>	
<p>Adjournment</p>	<p>The meeting adjourned at 9:12 AM. The Faculty Senate will meet on Friday, March 11th at 7:30 AM in EAD 719.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 11, 2016
7:30 – 9:30 AM / EAD-719

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Rance Berg, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Patricia Gwartz, David Lar, Robert Luedtke, Robert Mallet, Charles Nichols, Katalin Prokai, Monte Troutman, Joseph Warren, and Liang-Jun Yan

ABSENT: Brad Cannell, Joon Lee, Richard Magie, Jeffrey Mott, Scott Winter, Metin Yavuz, and Cheng Yuet

ALTERNATE: John Kane for Jeff Mott and Alan Frol for Scott Winter

GUESTS: Shea Patterson-Young

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:40 AM.	
Approval of Minutes	Dr. Clay moved to approve the minutes of the February Senate meeting. Dr. Luedtke seconded motion. <u>Motion carried</u> with unanimous vote.	
Introduction of Alternates	John Kane for Jeff Mott and Alan Frol for Scott Winter	
Senate Survey of Administration – Dr. Joseph Warren, Faculty Senator	Dr. Warren stated that they were moving forward with the survey and it was to be sent to Marc Foster for him to make the changes as requested by the Senators. Dr. Cohen thanked the sub-committee for their work on the survey. There would be more details to come in future Senate meeting.	
Visitor Protocol – Ms. Shea Patterson-Young, Special Events Manager, Office of the President	<p>Ms. Patterson-Young spoke to the Senators regarding Protocol that should be used when there are visitors on our campus. Highlights from her PowerPoint Presentation:</p> <ul style="list-style-type: none"> Protocol vs Etiquette from the Protocol School of Washington <ul style="list-style-type: none"> To know the difference is to recognize how the two meld together and support each other like the term "art + science". Protocol "The Science" <ul style="list-style-type: none"> The official procedure governing affairs of state or diplomatic occasions. The established code of procedure or behavior in any group or organization in a particular situation. Etiquette "The Art" <ul style="list-style-type: none"> The rules and conventions governing correct or polite behavior in society in general, or in a particular social or professional group or situation. The HSC is a Member International Protocol and Diplomacy Officer's Association <ul style="list-style-type: none"> Their mission: is to provide the highest level of collective expertise, training, information, and advice regarding internationally and nationally accepted rules of protocol. We are committed to facilitating communication, understanding, and cooperation between individuals, governments and cultures. 	PowerPoint Presentation attached to these minutes

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 11, 2016
7:30 – 9:30 AM / EAD-719

<p>Visitor Protocol – Ms. Shea Patterson-Young, Special Events Manager, Office of the President (continued)</p>	<p>When do you need protocol help? Anytime: You have a foreign guest coming to our campus. You are collaborating with foreign universities or businesses. You are planning a trip, for the university, outside the US. The common behaviors and courtesies here often don't translate to other cultures. Kiss, bow or shake hands?</p> <p>What can I provide? I can provide you with a protocol sheet for your specific situation including: Appropriate communications Appropriate dress Business etiquette Suggested gifts Information on tours</p> <p>My goal is to give you the tools to create a successful and memorable experience for our guests.</p> <p>Why does it Matter? Ultimately it is about respect and honor. We may be offending people accidentally. People take pride in their status, their title, their accomplishments and their culture. We want to honor those people. Treating them accordingly is important. It can make or break partnerships. Providing the right environment to do business is our responsibility. We do this by being informed, considerate and thoughtful.</p> <p>Sometimes what we don't do is important - Things to avoid: No Thai restaurants for visitors from Thailand China: Avoid gifts or wrapping paper in white, black, or blue –associated with death or funerals. Use an open hand, not one finger to point. Never present a valuable gift in front of a crowd. Jordan: The bottoms of feet and shoes are considered 'dirty.' When standing or sitting, be sure they don't show and especially not directly to any other person. Women should wear skirts below their knees and shirt sleeves below elbows. Do not sit by someone of the opposite sex , unless it is your spouse. Columbia: Yellow roses may be seen as a sign of contempt.</p> <p>Did you Know? Jordan: Money and wages are an acceptable topic. People stand closer together than we do in the US. The seat closest to the door is for the lowest ranking person and the farthest from the door is for the highest ranking person.</p>	
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University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 11, 2016
7:30 – 9:30 AM / EAD-719

<p>Visitor Protocol – Ms. Shea Patterson-Young, Special Events Manager, Office of the President (continued)</p>	<p>Did you Know? China: When giving or receiving gifts, use both hands. A gift may be declined three times, keep insisting, and then say you are pleased when they accept. Wrap gifts in red (a lucky color). Never take the last bit of food from a serving dish. When entering a meeting, the highest ranking member of the group should lead the way.</p> <p>If we are informed we are empowered Each new international guest is an opportunity to highlight all the things that make us proud to be part of the UNTHSC team and part of the community of Fort Worth. We are the Team of Choice and the City of Cowboys and Culture; let's show it off.</p> <p>Let me provide you the tools to foster professional relationships through cultural understanding, communication and respect.</p> <p>Ms. Patterson-Young can be reached at 817-735-0301 or by email at shea.pattersonyoung@unthsc.edu</p>	
<p>Senate Communication – Dr. Monte Troutman, Faculty Senator</p>	<p>Dr. Troutman stated that he is dismayed that he is not approached by his colleagues in the TCOM with issues for him to bring before the Faculty Senate. He also expressed concern over the poor attendance at the All Faculty Assembly meetings. Dr. Troutman asked as to why there was no established mechanism for communicating to all faculty members about the Faculty Senate and Assembly meetings. Could the date and time of these meeting be posted in the Daily News? One of the Senators stated they felt it was the responsibility of the Senators to be proactive and communicate about the meetings to their colleagues. There needs to be better communication to the faculty members about the meetings and what was going on in the Senate.</p>	
<p>Updates from Faculty Assembly – Dr. Larry Cohen, Faculty Senate President</p>	<p>Dr. Cohen stated that there was very poor attendance at the Faculty Assembly meetings. He asked if a change in time and day should be considered to increase the number of faculty members who attend the meetings. Many Senators felt that an attitude of apathy was the reason many faculty members did not attend the Assembly; they just don't care. Dr. Cohen asked if the Senators felt as though the information provided at the Assembly was redundant, had already been shared via email or the Daily News. One Senator stated that the Assembly should be more of a discussion forum; updates can come from emails and the Daily News, the Assembly should not be so one sided. It was suggested that maybe we could follow the format used at other institutions. One suggestion was to have faculty forums, an interactive way for faculty to become involved and informed on what was happening, not just be told what is happening around them. Dr. Cohen stated that the poor attendance sends message to the administration that the faculty just does not care. Many feel that the receptions hosted by the President and Provost are really not much of an incentive for faculty to attend the assembly. Dr. Cohen stated that the Senate oversees the assembly and they need to be proactive in planning the assembly, they should take charge and make the assembly more substantive.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 11, 2016
7:30 – 9:30 AM / EAD-719

Updates from Faculty Assembly – Dr. Larry Cohen, Faculty Senate President (continued)	The idea of a Senate webpage was brought up and well received. The idea of a Senate newsletter was also mentioned. Dr. Cohen stated that the Senate Executive Committee was going to be meeting with the different departments to find out why no one is attending the assembly meetings. These meetings will be managed by the Senators in each school/college but the perception needs to be that the leadership of the Senate is wanting to meeting with the departments. Dr. Cohen said additional conversations would be held to address the issue of poor attendance at the assembly. There would be more information in future Senate meetings.	
New Business	There was much concern stated over the new ePAR system. Dr. Cohen asked the Senators to voice their concerns to the administration.	
Adjournment	The meeting adjourned at 9:27 AM. The Faculty Senate will meet on Friday, April 8 th at 7:30 AM in EAD 719.	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, May 13, 2016
7:30 – 9:30 AM / EAD-719

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Rance Berg, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Patricia Gwirtz, David Lar, Joon Lee, Robert Luedtke, Richard Magie, Robert Mallet, Jeffrey Mott, Charles Nichols, Monte Troutman, Scott Winter, Liang-Jun Yan, and Metin Yavuz

ABSENT: Katalin Prokai, Peter Raven, Joseph Warren, and Cheng Yuet

ALTERNATE: Bobby Larue for Joseph Warren and Randy Martin for Yuet Cheng

GUESTS: Dr. Thomas Yorio

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:38 AM.	
Introduction of Alternates	Bobby Larue for Joseph Warren and Randy Martin for Yuet Cheng	
UNTHSC Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio provided an update on the following: Key organizational actions in preparation for FY2017:</p> <ul style="list-style-type: none"> • All hiring that is not timing critical should be delayed until September 1, 2016. If a position is timing critical, the cabinet member for that division must approve the hiring. • Unexpended funding for vacant state paid positions will be collected into a pool account beginning May 1, 2016, and monthly thereafter through August 31, 2016. These funds will partially offset unanticipated and unbudgeted expenditures occurring during FY2016. <p>Budget Adjustments:</p> <ul style="list-style-type: none"> • Reserve (Lot 6) and Faculty (Garage 4) parking will increase to \$50/mo. beginning September 1, 2016. • Academic programs and academic support services reduced their FY2017 budget by an average of 3.4% compared to current-year funding. • Non-academic services and institutional support services reduced their FY2017 budget by an average of 7.7% compared to current-year funding. <p>These action items will help UNTHSC improve its financial position and provide a stronger operational contingency for unanticipated expenditures.</p> <p>Faculty Committees: We have over 400 faculty committees. On average, faculty members are on 15+ faculty committees. This does not take into consideration the various student committees they are in.</p> <p>Promotion and/or Tenure: Dr. Yorio will be meeting with all the school/college's Promotion and Tenure committees in coming weeks. He wants to discuss the philosophy of promotion and tenure. He is also going to ask them to look at their criteria to make sure they are in line with the Faculty Bylaws and that they are using their criteria correctly when reviewing faculty members. P&T criteria will become part of the coaching process and annual faculty evaluations. The faculty evaluations are going to be changed to include coaching on P&T criteria. Faculty members need to know where they are on their career track and what they need to do to stay online for their projected career path.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, May 13, 2016
7:30 – 9:30 AM / EAD-719

Use of Institutional Funds for Entertainment – Dr. Patrick Clay, Faculty Senate	Dr. Clay asked the Senate if they had seen the item in the Daily News about the use of HSC Funds for entertainment. The level of approval for funds to be used for entertainment has decreased, the new policy allows for spouses/significant others are now allowed on expenses and the per diem amount has been increased. Dr. Clay moved that the following statement be sent to the administration in regards to these changes: “The UNTHSC Faculty Senate recognizes the value of entertaining clients and presenting aesthetically pleasing environments when conducting university business. However, given the current state of funding and budget tightening, the Senate voices its opposition to the newly released Reimbursement of Expenditures for Official Functions and Administrative Business Meetings as it is currently structured. The Senate is concerned that this new policy places no priority on using our institutional resources for our primary mission of educating students. The Senate also recommends the policy be modified to require one up approval for all aspects of the policy to ensure its proper implementation.” Dr. Mallet seconded the motion to send the statement to the administration. The motion carried with a majority vote of the Senate. Dr. Cohen will send the statement to the administration on behalf of the Senate.	Shay left the meeting at this time.
Elections and Nominations - Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen stated that it was time again for the Senate to nominate faculty members for the Faculty Grievance and Appeal Committee. He asked that the Senate think about whom they would like to see on this committee and send their nominations to Shay Singleterry and the formal nomination process would take place in the June Senate meeting.</p> <p>Dr. Cohen said it was time again for the Senate to elect the Senate President for the 2017-2018 year. The nominations and elections would be held during the June Senate meeting.</p>	
New Business – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen mentioned that the Office of People Development has asked for one Senator to be on the Leadership Development Team and one Senator for the HSC Fellowes Leadership Team. These teams are being developed to inspire new and existing leaders in our institution. Dr. Cohen asked if there were any Senators interested in serving on these teams. He said they are asking for two Senators, one for each committee. Several Senators stated they would like additional information on what the role of the committee would be and what the time requirements would be for those on the committees. Dr. Cohen said he would ask Mr. Sosland to address the Senate on this item.	
Adjournment	The meeting adjourned at 9:38 AM. The Faculty Senate will meet on Friday, June 10 th at 7:30 AM in EAD 703.	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 10, 2016
7:30 – 9:30 AM / EAD-703

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Rance Berg, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Patricia Gwirtz, David Lar, Joon Lee, Robert Luedtke, Richard Magie, Robert Mallet, Jeffrey Mott, Katalin Prokai, Monte Troutman, Joseph Warren, and Scott Winter

ABSENT: Charles Nichols, Peter Raven, Liang-Jun Yang, Metin Yavuz, and Cheng Yuet

ALTERNATE: Jack Wang for Liang-Jun Yan

GUESTS: Dr. Thomas Yorio. Dr. Claire Peel, and Dan Burgard

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:38 AM.	
Introduction of Alternates	Jack Wang for Liang-Jun Yan	
Approval of Minutes for March, April and May Senate Meetings	Dr. Troutman moved to approve the minutes of the March, April, and May Senate meetings. Dr. Clay seconded motion. <u>Motion carried</u> with unanimous vote.	
UNTHSC Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio provided an update on the following:</p> <p>Senate Survey of Administration:</p> <ul style="list-style-type: none"> • Dr. Yorio said he shares the results from the survey with the Deans. He stated that in the past there has been weak response to the survey. He asked the Senators to encourage their colleagues to complete the survey. Dr. Yorio also stated that he used the survey during evaluations and coaching sessions. If any items in the survey require action, he takes the needed action. Dr. Yorio takes the survey and the information it provides very serious. He feels that the survey is a very worthwhile endeavor but we need a better response from the faculty. It was asked if Dr. Yorio could encourage faculty members to complete the survey. Possibly in face to face meetings or even through a post in the Daily News email. Dr. Yorio said he is happy to do whatever he can to improve the participation in the survey. <p>Parking:</p> <ul style="list-style-type: none"> ➤ New for FY 2017 <ul style="list-style-type: none"> ○ What has been known as the “Faculty” and “Reserved” permits will all become “Reserved” permits ○ The increase is not related to any particular employee classification ○ Parking Garage #4 and Lot #6 will be considered “Reserved” ○ The reserved permits will allow that permit holder to park in the two premium lots or any of the general employee lots and garages ○ The cost is \$600/year and the increase will go into effect on 9/1/16 ➤ All employees, whether faculty or staff, will have the option to purchase general (employee) parking or reserved permits ➤ The general (employee) parking permits can be purchased by any faculty or staff and is remaining \$216/year 	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 10, 2016
7:30 – 9:30 AM / EAD-703

UNTHSC Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs (continued)	<ul style="list-style-type: none"> ➤ Discounted Parking Option at Will Rogers (on the South side of Amon Carter Museum) for \$54/year ➤ Parking Revenue Uses: <ul style="list-style-type: none"> ○ Parking Garage/Lot Maintenance ○ Camera Maintenance ○ Card Access Maintenance ○ Radio Replacement and Maintenance ○ Note: State funds cannot be used to build, renovate or maintain parking facilities <p>Dr. Yorio also stated that the parking garages would have a system installed that will tell those entering the structure how many parking space are available (similar to those that you see at an airport). On average, the employee parking fees at the HSC are much lower than those at other State Universities in Texas. Even with the coming increase, we would still be below the average across the state.</p>	
Faculty Awards – Dr. Claire Peel, Dean, SHP and Vice Provost Academic Affairs	<p>Dr. Yorio has asked that Dr. Peel coordinate the gathering of criteria and the establishing of the process for Faculty Recognition Awards. He would like to move forward quickly on this item and have it in place by the beginning of FY17. Would like to make the awards part of the fall convocation. Dr. Peel asked for three volunteers from the Senate to serve on a subcommittee that will develop the criteria and processes for the program. Drs. Aryal, Magie and Prokai agreed to serve on the subcommittee. Dr. Peel said she would work with Shay to schedule a meeting with the subcommittee. An award of \$1,000 would go to two faculty members from each school/college for a total of ten faculty members. Then from those ten faculty members, an overall winner would be selected and received an award of \$10,000. The awards would be granted based on peer recommendation. Dr. Peel asked that if any of the Senators had ideas for this program, to please contact her with them.</p>	
Shared Governance - Dr. Claire Peel, Dean, SHP and Vice Provost Academic Affairs	<p>Dr. Peel told the Senators that they may be contacted by the Fellowes Group to answer questions regarding shared governance at the HSC. The Fellowes Group to interview faculty and staff members across the campus to identify issues that needs to be addressed. Shared governance currently being looked at by the administration. Senators and administrators will be questioned regarding shared governance. The information gathered will be used to improve processes across the campus. Dr. Cohen asked the Senators that if contacted, please be willing to participate.</p>	
Hosting a Regional Medical Library – Mr. Daniel Burgard, MSLIS, Director, Lewis Medical Library	<p>Mr. Burgard said that the Lewis Medical Library has received a grant from the National Library of Medicine (NLM) to host the Regional Medical Library (RML) for our region. The NLM is part of the NIH. The HSC will hose the RML for five years (2016-2021). Highlights from Mr. Burgard’s presentation are:</p> <ul style="list-style-type: none"> Regional Medical Library (RML) <ul style="list-style-type: none"> • 8 regions = 8 RML’s <ul style="list-style-type: none"> ○ Hosted at an academic institution ○ Competitive award process ○ 5 year cycle • Extend NLM services to libraries, health professionals, general public, health organizations, community-based organizations <p>“Advancing the progress of medicine and improving the public health through access to health information.”</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 10, 2016
7:30 – 9:30 AM / EAD-703

<p>Hosting a Regional Medical Library – Mr. Daniel Burgard, MSLIS, Director, Lewis Medical Library (continued)</p>	<p>RML Structure</p> <ul style="list-style-type: none"> • NIH/NLM Cooperative agreement <ul style="list-style-type: none"> ○ 5 years ○ \$6,224,000 total • Lewis Library RML <ul style="list-style-type: none"> ○ LIB-310 suite ○ 5 full-time employees ○ 2 part-time employees <p>RML Operation</p> <ul style="list-style-type: none"> • Extend NLM services <ul style="list-style-type: none"> ○ Outreach programs ○ Training / education ○ Funding of projects ○ Resource sharing & document delivery • Populations of special interest <ul style="list-style-type: none"> ○ Underserved ○ Displaced ○ Rural residents/areas ○ Public health practitioners ○ Health educators <p>Funding of Projects</p> <ul style="list-style-type: none"> • 50 to 60 awards per year • Competitive • Institutions & agencies in 5 states • Reviewed by RML staff and librarians from the region <p>Examples of Award Funding</p> <ul style="list-style-type: none"> • Technology Improvement Award • Consumer Health Outreach Award • Express Outreach Award • Hospital Library Advocacy Award • Underserved Populations Award • Needs Assessment Award • Emerging Technologies Award • Big Data / Data Management Award 	
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University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 10, 2016
7:30 – 9:30 AM / EAD-703

Hosting a Regional Medical Library – Mr. Daniel Burgard, MSLIS, Director, Lewis Medical Library (continued)	<p>Benefits of RML to UNTHSC</p> <ul style="list-style-type: none"> • Money • Recognition • Engagement • Partnerships • Information • “Create Solutions for a Healthier Community” <ul style="list-style-type: none"> ○ 5 states ○ Nearly 40 million people <p>NLM Regional Medical Libraries 2016 – 2021</p> <ul style="list-style-type: none"> • Host HSC Libraries: <ul style="list-style-type: none"> ○ University of Massachusetts ○ University of Pittsburgh ○ University of Maryland ○ University of Iowa ○ University of Utah ○ UNTHSC ○ University of Washington ○ UCLA <p>Mr. Burgard also stated that there was information regarding the RML at the HSC available to all faculty members for their grant applications and proposals. The “Facilities Statement” is available on the Grants webpage and will soon be added to the Lewis Medical Library webpage. The faculty members are also welcome to email the library and the statement will be sent to them. Mr. Burgard will also send this statement to Shay Singleterry and she can send out to the Senators. He asked that the Senators please share this information with their colleagues.</p>	
Faculty Grievance & Appeal Committee Nominations – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen said it was time again for the Faculty Senate to nominate replacements for the Faculty Grievance & Appeal Committee. He asked that names of nominees be emailed to Shay Singleterry. He also stated that nominees need to be sent to Shay on or before June 30, 2016. Shay will email the current roster showing who has terms that are ending and information regarding the purpose and responsibilities of the FGAC. Dr. Cohen stressed to the Senators that this is a very important committee and asked that the Senators please be sure to send their nominations in to Shay.</p>	
Faculty Senate President Elect Nomination and Election – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen asked for nominations for President Elect of the Faculty Senate. This person would become Senate President in FY18 or sooner in the event that the current Senate President is no longer able to serve. The floor was opened to nominations. Dr. Scott Winter nominated Dr. Monte Troutman, Dr. Erin Carlson seconded this nomination. Dr. Cohen asked if there were any other nominations, there were none. Dr. Clay moved to close the nominations and elect Dr. Troutman as the next Faculty Senate President Elect. Dr. Joseph Warren seconded the motion. The motion carried with unanimous vote. Dr. Troutman thanked everyone for their vote and said he looked forward to serving the Senate in this capacity. Dr. Troutman will be President Elect September 1, 2016 thru August 31, 2017 and Faculty Senate President September 1, 2017 thru August 31, 2018.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 10, 2016
7:30 – 9:30 AM / EAD-703

New Business – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen stated the he would like for the Senate to work together to find an alternate way to increase the funds for the Parking Department other than increasing the fees for those who wish to park in Lot 6 and Parking Garage 4. There has to be a way to increase revenue without punishing those who park in a specific lot or garage. The faculty, staff and students need to know that the Faculty Senate does not support the decision by administration to increase these fees. It was stated that before a statement is made regarding the Senate’s position on this issue, the Senate needs to come up with a few alternate options to present to the Provost and Operations Department. Dr. Cohen said he would talk with Mr. Barrett in Operations and get additional information so that optional plans can be presented to them. This will be discussed again at future Senate Meetings. Dr. Cohen asked if there were any Senators who would like to work with him on this issue. Drs. Mallet and Warren volunteered to work with Dr. Cohen.	
Adjournment	The meeting adjourned at 9:15 AM. The Faculty Senate will meet on Friday, July 8 th at 7:30 AM in EAD 703.	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, July 8, 2016
7:30 – 9:30 AM / EAD-703

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Rance Berg, Patrick Clay, Lawrence Cohen, David Lar, Robert Luedtke, Richard Magie, Robert Mallet, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Joseph Warren, Scott Winter, Liang-Jun Yang, Metin Yavuz, and Cheng Yuet

ABSENT: Brad Cannell, Erin Carlson, Thomas Diver, Patricia Gwirtz, Joon Lee, and Jeffrey Mott

ALTERNATE: Menghua Tao for Joon Lee

GUESTS: Dr. Thomas Yorio and Dr. Claire Peel

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:41 AM.	
Introduction of Alternates	Menghua Tao for Joon Lee	
Approval of Minutes for June Senate Meeting	Dr. Troutman moved to approve the minutes of the June Senate meeting. Dr. Winter the seconded motion. <u>Motion carried</u> with unanimous vote.	
Office of Academic Affairs Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs	<p>Dr. Yorio provided an update on the following:</p> <p>Campus Carry:</p> <ul style="list-style-type: none"> Dr. Yorio reminded the Senate that the new Campus Carry law goes into effect on August 1, 2016. The main areas on the HSC campus where possession of a firearm is prohibited are: <ul style="list-style-type: none"> The PCC clinic exam rooms – possession in the lobby and waiting areas is allowed. Day Care / Child Development Center – once open, possession of a firearm in this facility will be prohibited. Dr. Yorio also stated that the HSC would not provide a lock box or other secure area for the storage of weapons. It will be up to the owner of the weapon to secure it when they are going to be in exempt areas. <p>Parking:</p> <ul style="list-style-type: none"> Dr. Yorio said that Mr. Stephen Barrett and his team are working to designate a portion of the parking lot east of the PCC for faculty members only. This is to help insure that faculty members who come and go from the campus have parking available to them at all times. <p>Change to the Fair Labor Standards Act (FSLA):</p> <ul style="list-style-type: none"> The new “Final Rule” change to the FSLA will go into effect on December 1, 2016. The Final Rule focuses primarily on updating the salary and compensation levels needed for workers to be exempt. Specifically, the Final Rule sets the standard salary level at \$913 per week or \$47,476 annually for a full-year worker. Any employee earning up to this amount will have to be compensated for any overtime they work. This can be either through actual monetary compensation or “comp” time, both at a rate of 1.5 times their usual rate of pay. This change will affect approximately 270 employees at the HSC. Managers/supervisors will have to monitor the time of their employees closely to make sure they are compensated accurately based on this change. There will be required training provided for managers/supervisors. 	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, July 8, 2016
7:30 – 9:30 AM / EAD-703

<p>Office of Academic Affairs Update – Dr. Thomas Yorio, Provost and Executive Vice President for Academic Affairs (continued)</p>	<p>Layoff Rumors:</p> <ul style="list-style-type: none"> Dr. Cohen asked Dr. Yorio what if anything was true in the recent rumors that there was going to be a layoff of many of our clinicians and the physicians would be forced to move to ACCLAIM or be terminated/laid off. Dr. Yorio said that for a year there has been discussion with JPS over the creation of ACCLAIM. Dr. Yorio understands that there are rumors that many of our areas of patient care are going to be moved to JPS/ACCLAIM. Recently Dr. Peska received an email from JPS that should have never been sent. This email was premature and invalid. Drs. Peska and Yorio spoke to President Williams about the email. President Williams told them that the HSC has only agreed to discuss these changes with JPS. No formal agreement and/or decision have been made. It was also asked how the move to ACCLAIM will affect those faculty/clinicians that are planning on retirement through TRS. Dr. Yorio said that Dr. Hicks would have more detailed information on this matter. Dr. Cohen said they would ask Dr. Hicks to attend a future meeting and address these issues for the Senate. Dr. Yorio said he would take the concerns of the Senate to Dr. Williams. <p>Book Recommendation:</p> <ul style="list-style-type: none"> Dr. Yorio recommended a book to the Senators. “Reframing Academic Leadership” by Lee G. Bolman and Joan V. Gallos. He thought everyone would benefit from this book. 	
<p>Faculty Awards – Dr. Richard Magie, Faculty Senate Sub-Committee</p>	<p>Dr. Magie said the subcommittee and Dr. Peel met to discuss the creation of a Faculty Recognition Awards program. The members of the Sub-committee: Subhash Aryal, Katalin Prokai, Richard Magie. Here are highlights from that meeting:</p> <p>Purpose: To recognize faculty who have excelled in teaching, research/scholarship, service and/or leadership.</p> <p>Criteria: To be selected, faculty must have demonstrated exemplary performance in at least two of the following categories with some activity in at least three categories.</p> <ul style="list-style-type: none"> Teaching – to include classroom, clinical, online, mentoring students in research and/or internships, teaching patients and peers Research/scholarship Service – to include clinical activity, professional, university and community service Leadership – to include chairing committees, task forces, lab teams, etc <p>Process:</p> <ol style="list-style-type: none"> Faculty who qualify for an award must be benefit-eligible (>50%), and have been at the HSC for at least three years. Nominations must be made by faculty who do not have administrative appointments (chair, institute director, dean, etc). A selection committee will consist of 5 faculty, elected from the faculty of the six colleges/schools, and 5 faculty appointed by the president of the Faculty Senate. The Faculty Senate president will select individuals to balance the committee regarding representation of schools/colleges, faculty ranks and areas of expertise (teaching, research, service). The nomination will include a detailed letter describing the nominee’s accomplishments in the 3-4 areas, and the CV of the nominee. Five faculty will be selected as finalists. Of the finalists, one faculty will be selected as the overall winner. The winner will receive a cash award of \$10,000 and the four finalists will receive cash awards of \$2500. 	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, July 8, 2016
7:30 – 9:30 AM / EAD-703

Faculty Awards – Dr. Richard Magie, Faculty Senate Sub-Committee (continued)	Dr. Magie stated the sub-committee welcomed comments, concerns, and recommendations from the Senate. Please email him or any of the sub-committee with your comments.																			
Parking Fee Increase – Dr. Larry Cohen, Faculty Senate President	<p>Dr. Cohen spoke with Stephen Barrett about the pending increase to parking fees. He shared highlights of that conversation with the Senate. Here are highlights from his presentation:</p> <p>Parking spaces on campus (approximately 2100) this includes the additional new spaces to be added to lot 19 just south of the MET:</p> <table> <tr> <td>Category</td><td>Number Sold</td><td>Cost Per Permit</td></tr> <tr> <td>Employee</td><td>807</td><td>\$216</td></tr> <tr> <td>Faculty</td><td>316</td><td>\$264</td></tr> <tr> <td>Reserved</td><td>137</td><td>\$264</td></tr> <tr> <td>Student</td><td>1066</td><td>\$108</td></tr> <tr> <td>Total</td><td>2326</td><td></td></tr> </table> <p>Background and Discussion:</p> <ul style="list-style-type: none"> • Drs. Cohen, Mallet and Warren will work with this information to develop suggestions regarding alternatives to \$600 fee for “Reserved Parking” • Must generate approximately \$150,000 additional revenue from Parking Fees • Parking fees cover expenses for Campus Police, Parking Services personnel, building additional parking lots and parking structures, painting and surface maintenance, electrical, gate maintenance, etc. • Cannot use State funds for parking related services • Other considerations related to proposed changes • Elimination of category of “Faculty Parking” • Currently working to identify spaces at the bottom of the PCC Parking Lot that will be available for Faculty with off-campus responsibilities who will be on campus for a few hours. <p>Dr. Cohen asked that if the Senate had any additional comments or suggestions, to please send them to him within the next week.</p>	Category	Number Sold	Cost Per Permit	Employee	807	\$216	Faculty	316	\$264	Reserved	137	\$264	Student	1066	\$108	Total	2326		
Category	Number Sold	Cost Per Permit																		
Employee	807	\$216																		
Faculty	316	\$264																		
Reserved	137	\$264																		
Student	1066	\$108																		
Total	2326																			
Faculty Grievance & Appeal Committee Nominations – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen reminded the Senate that they still needed to send their nominations for the Faculty Grievance & Appeal Committee to Shay. She needs these as soon as possible.																			
Adjournment	The meeting adjourned at 9:25 AM. The Faculty Senate will meet on Friday, August 12 th at 7:30 AM in EAD 703.																			

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, August 12, 2016
7:30 – 9:30 AM / EAD-703

PRESIDING: Lawrence Cohen, Faculty Senate President

PRESENT: Subhash Aryal, Rance Berg, Patrick Clay, Lawrence Cohen, Thomas Diver, Patricia Gwartz, David Lar, Joon Lee, Robert Luedtke, Richard Magie, Charles Nichols, Monte Troutman, Joseph Warren, Metin Yavuz, and Cheng Yuet

ABSENT: Brad Cannell, Robert Mallet, Jeffrey Mott, Katalin Prokai, Scott Winter, and Liang-Jun Yan

ALTERNATE: Rong Ma for Robert Mallet, Lad Dory for Peter Raven, Alan Frol for Scott Winter, Dorette Ellis for Liang-Jun Yan, Kim Meyer for Jeff Mott, and Doug Livingston for Brad Cannell

GUESTS: Dr. Michael Williams, Dr. Thomas Yorio, Dr. Claire Peel and Morten Ostensen

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:38 AM.	
Introduction of Alternates	Rong Ma for Robert Mallet, Lad Dory for Peter Raven, Alan Frol for Scott Winter, Dorette Ellis for Liang-Jun Yan, Kim Meyer for Jeff Mott, and Doug Livingston for Brad Cannell	
Approval of Minutes	Dr. Luedtke moved to approve the minutes of the July Senate meeting. Dr. Magie the seconded motion. <u>Motion carried</u> with unanimous vote.	
UNTHSC, ACCLAIM & JPS – Dr. Williams, UNTHSC President	Dr. Williams provided an update on the relationship between UNTHSC, JPS and the ACCLAIM Physicians Group. This portion of the meeting was a confidential Executive Session and therefore, no minutes were recorded.	
Faculty Awards – Dr. Richard Magie, Faculty Senate Sub-Committee	<p>Dr. Magie said the subcommittee and Dr. Peel met again to discuss the suggestions received from the Faculty Senate during the July meeting. The criteria and process for the Faculty Recognition Awards was revised. Revisions to the previously submitted criteria and process are highlighted in the information below:</p> <p>Purpose: To recognize faculty who have excelled in teaching, research/scholarship, service and/or leadership.</p> <p>Criteria: To be selected, faculty must have demonstrated exemplary performance in at least two of the following categories with some activity in at least three categories. The focus of the review will be over the past two years.</p> <ul style="list-style-type: none"> • Teaching – to include classroom, clinical, online, mentoring students in research and/or internships, teaching patients and peers • Research/scholarship – to include grants, publications, awards, etc. • Service – to include clinical activity, professional, university and community service • Leadership – to include chairing committees, task forces, lab teams, etc <p>Process:</p> <ol style="list-style-type: none"> 1. Faculty who qualify for an award must be benefit-eligible (>50%), and have been at the HSC for at least three years. 2. Nominations must be made by faculty who do not have administrative appointments (chair, institute director, dean, etc). 3. A selection committee will consist of 6 faculty, one elected from the faculty of the six colleges/schools, and 5 faculty appointed by the president of the Faculty Senate. The Faculty Senate president will select individuals to balance the committee regarding representation of schools/colleges, faculty ranks and areas of expertise (teaching, research, service). 	

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Faculty Awards – Dr. Richard Magie, Faculty Senate Sub-Committee (continued)	<p>4. The nomination will include a detailed letter describing the nominee’s accomplishments in the 3-4 areas, and the CV of the nominee.</p> <p>5. Five faculty members will be selected as finalists. Of the finalists, one faculty will be selected as the overall winner. The winner will receive a cash award of \$10,000 and the four finalists will receive cash awards of \$2500. The Senate discussed the revisions and there were other changes recommended. Dr. Magie said the sub-committee would meet again to discuss the program and bring their revisions back to the Senate for discussion and approval. Dr. Magie stated the sub-committee welcomed comments, concerns, and recommendations from the Senate. Please email him or any of the sub-committee with your comments.</p>	
Child Development Oversight Team – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen stated that the team that is overseeing the implementation of the Child Development Center has asked for a representative from the Faculty Senate to be part of their team. Dr. Cohen asked if any of the Senators would be willing to represent the Faculty Senate and serve on this team. Dr. Richard Magie said he would be pleased to represent the Faculty Senate.	
Faculty Grievance & Appeal Committee Nominations – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen reminded the Senate that they still needed to send their nominations for the Faculty Grievance & Appeal Committee to Shay. She needs these as soon as possible. Shay will be sending out the requirements and nomination needs to the Senate. Dr. Cohen asked that the Senators encourage their colleagues to be a part of this important committee.	
Faculty Bylaw & Faculty Policy Update – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen said that the Faculty Bylaw & Faculty Policy Committee was winding up their review of the newly created policies and the revised policies. Once the committee has completed their review and have voted to approve their recommendations, they would send them back to Dr. Yorio and the Office of General Counsel. When they return from Dr. Yorio and OGC, they would be read to the Senate at two different Senate meetings and presented for a vote. Additional information will be provided at future Senate meetings.	
Faculty Assembly & Convocation – Dr. Larry Cohen, Faculty Senate President	Dr. Cohen announced that the next Faculty Assembly will be on Thursday, September 08, 2016 29 th at 5:15 PM in the MET 124-125. There would be a reception hosted by Drs. Williams and Yorio following the assembly in MET 109-111. The assembly would be part of the Convocation. Faculty Awards will be given at the Assembly/Convocation.	
New Business – Dr. Larry Cohen, Faculty Senate President	<p>The following items of new business were discussed:</p> <p>Travel Expenses: Dr. Patrick Clay asked if any of the Senators were having trouble getting their travel expenses approved or if they were having issues with getting reimbursement on travel expenses. Recently he had some issues with the BSC in processing travel, even travel that were paid for with grant monies, not state funds. Several Senators voiced frustration with the BSC and their handling of many items. Dr. Cohen said he would send a notice the BSC Administration making them aware of the concerns and frustrations voiced by the Senate.</p> <p>Values Based Hiring Training: Dr. Patrick Clay asked if any of the other Senators had completed the required Values Based Hiring Training. Dr. Clay was very disturbed over the training and how employees were/are classified as “A”, “B”, or “C” employees and the standards required for employees to be classified as “A”, “B”, “C”. He was concerned that the employees are not even aware of this nor or they aware of the requirements. There does not seem to be any quantitative or qualitative criteria for the classifications. This needs to be explained to the Senate.</p>	

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<p>New Business – Dr. Larry Cohen, Faculty Senate President (continued)</p>	<p>Values Based Hiring Training (continued): This training was to be required for all faculty members by September 1, 2016. Dr. Cohen said he would ask that a representative from the Office of People Development come and speak to the Senate about this matter.</p> <p>Campus Carry: Dr. Metin Yavuz stated he had recently read where the faculty members at the University of Texas at Austin are being allowed to designate their offices as gun-free zones. He asked if this policy could also be implemented here at the HSC. Dr. Cohen asked if Dr. Yavuz could share the information with the Senate. Dr. Yavuz will email the information to Dr. Cohen. This will be discussed at future Senate meetings.</p>	
<p>Adjournment</p>	<p>The meeting adjourned at 9:15 AM. The Faculty Senate will meet on Friday, September 9th at 7:30 AM in EAD 406.</p>	