

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, September 19, 2014
7:30 – 10:30 AM EAD-703

PRESIDING: Amy Moss

PRESENT: Linda Ball, Brad Cannell, Erin Carlson, Patrick Clay, Thomas Diver, Michael Flyzik, Geoffrey Guttmann, Patricia Gwirtz, Robert Mallet, Amy Moss, Jeffrey Mott, Rajesh Nandy, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Scott Walters, Joseph Warren, Scott Winter, and Liang-Jun Yan

ABSENT: Robert Barber, Lawrence Cohen, and John Podgore

ALTERNATE: Victor Uteshev for Robert Barber and Katura Bullock for Lawrence Cohen

GUESTS: Michael Williams

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Introduction of Alternates	Victor Uteshev for Robert Barber and Katura Bullock for Lawrence Cohen	
Approval of Minutes	Dr. Guttmann moved for approval of the minutes from the August Senate meeting. Dr. Troutman seconded the motion. <u>Motion carried</u> with a unanimous vote.	
Dr. Michael Williams, UNTHSC President – Remarks with Q&A	<p>Dr. Williams stated that with this being the first meeting of the FY2015 Senate, he wanted to thank all the Senators for their service and willingness to represent their colleagues, departments, schools and colleges. Their work as Faculty Senators is appreciated by Dr. Williams and the UNTHSC Administration.</p> <p>Dr. Williams stated the second phase of the compensation plan has been rolled out. He said the HSC is working to become a competitive employer in the area.</p> <p>Dr. Raven asked Dr. Williams about the compensation plan for the faculty. Are there pay raises in the future for faculty? Dr. Williams stated that there are changes in the works and he would keep the faculty informed of how it would affect them.</p> <p>Dr. Clay asked Dr. Williams about the North Texas Day of Giving and if Dr. Williams thought it was a good idea to launch the Internal Giving campaign at the same time of the National Day of Giving. Dr. Williams said they are looking into moving the launch of the Internal Giving campaign so that it will not be at the same time of the National Day of Giving. Dr. Clay said there had not been much done to promote the National Day of Giving on campus. Dr. Williams said they did not want to take away from the Internal Giving Campaign. In the future they would make sure the two events did not occur at the same time. Dr. Williams would like to see the HSC have more community involvement during the National Day of Giving campaign.</p> <p>Dr. Moss thanked Dr. Williams for his help in getting the Faculty Bylaws approved and finalized.</p>	

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President-Elect Election – Dr. Amy Moss	An anonymous vote was held for the election of the President-Elect. Dr. Lawrence Cohen was elected.	
Faculty Senate Code of Ethics – Dr. Amy Moss	Dr. Moss reviewed the Faculty Senate Code of Ethics and Conduct with the Senate. Dr. Patrick Clay asked if a discussion could be held during a future meeting to discuss edits/revisions to the document. Dr. Moss said that this would be added to the agenda for the next meeting. Dr. Moss also asked if Dr. Clay wanted to review the Code of Ethics and propose revisions and present to the next Senators in the next meeting. Dr. Clay agreed to revise the document and would have them ready to present at the October meeting.	Code of Ethics Revisions will be added to the agenda for the October Faculty Senate meeting.
Update on SPH Evaluation Process - Dr. Peter Raven	Dr. Raven stated that the SPH would use a combination of the IDEA Course Evaluation and the newer HSC developed Course Eval for their faculty evaluation for this year. They will include the eight questions from the Course Eval system in addition to parts of the IDEA Eval system. The Provost has agreed to this compromise as long as there would not be a single score result.	
Senate Quorum Requirement – Dr. Amy Moss	Dr. Moss stated that the current Faculty Senate Bylaws state in order to hold a vote within the Senate, there must be at least 2/3 of voting eligible Senators present at the Senate meetings. With this requirement all too often, there are not enough Senators present to hold votes. Dr. Moss asked if anyone had suggestions on how to change this so that there would be a quorum present at the meetings. Dr. Guttman made motion to change the quorum requirement to 50%. Dr. Clay seconded the motion. The motion carried with a unanimous vote. Dr. Moss said this needed to be changed in the Faculty Senate Bylaws.	
Faculty Senate Bylaws – Dr. Amy Moss	<p>Dr. Moss encouraged the new Senators to read over and become familiar with the Faculty Senate Bylaws. She stressed to the Senators how important it was for them to attend the meetings. She stated that if a Senator could not be present at a meeting, they need to arrange for alternate to attend in their place.</p> <p>Dr. Moss stated that now that the UNTHSC Faculty Bylaws are now approved, the Faculty Senate Bylaws need to be reviewed and revised to be in alignment with the HSC Bylaws. Dr. Moss said there needed to be a sub-committee to review the Bylaws and propose revisions. She asked for volunteers for this sub-committee. Drs. Warren, Clay, Raven, Ball and Mallet volunteered to be the sub-committee. They would give updates at future meetings.</p>	
New Business	<ul style="list-style-type: none"> Faculty Survey of Administration: Dr. Moss stated that the Faculty Survey of Administration would be rolled out to the faculty in October. She said it was the responsibility of the Faculty Senate to make sure that the administration was using the survey results when doing annual reviews. The surveys are effective but there needed to be an increase in the number of faculty who complete the survey. Dr. Moss reviewed a PowerPoint presentation that showed examples from the survey for this year. She stated that the UNTHSC President would be included in the survey this year. <p>Dr. Moss stated she would get the detailed results from the 2013-2014 survey and share them with the Senators in a future Senate meeting.</p>	A copy of Dr. Moss' presentation is attached to this document.

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<p>New Business (continued)</p>	<p>Dr. Raven stated that the upper administration has used the survey in their annual evaluation and review of the middle administration members.</p> <p>Dr. Walters stated that a review of a department over an individual may be more useful. Dr. Warren stated that maybe an additional survey that was for departments and not individuals should be done each year. Dr. Cannell stated that if a survey of the departments was done, then the department administration can use that survey to address issues within their department. Dr. Raven agreed that it was a good idea for department evaluations but for now there needed to be an increase in the number of faculty who completed the survey. Once the participation rate increases, then a department survey could be recommended to administration. Dr. Mallet said it may be of some help to the faculty if the departments under each administrator are listed on the survey so that the faculty knows who they are evaluating in the survey. Often the faculty does not know what departments fall under each administrator.</p> <p>Dr. Raven emphasized that the survey is completely anonymous.</p> <p>Dr. Moss encouraged all the Senators to participate in the survey. She asked they go back to their departments and encouraged all faculty members to participate in the survey.</p>	
<p>Adjournment – Dr. Moss</p>	<p>The meeting was adjourned at 8:35 AM.</p>	

The next meeting will be on Friday, October 10, 2014 in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, October 10, 2014
7:30 – 10:30 AM EAD-703

PRESIDING: Amy Moss

PRESENT: Linda Ball, Robert Barber, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Geoffrey Guttman, Patricia Gwartz, Robert Mallet, Amy Moss, Jeffrey Mott, Rajesh Nandy, Charles Nichols, John Podgore, Katalin Prokai, Peter Raven, Monte Troutman, Scott Walters, and Liang-Jun Yan

ABSENT: Michael Flyzik, Joseph Warren, and Scott Winter

ALTERNATE:

GUESTS: Thomas Yorio

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:41 AM.	
Introduction of Alternates	No alternates present at this meeting	
Approval of Minutes	Dr. Guttman moved for approval of the minutes from the August Senate meeting. Dr. Troutman seconded the motion. <u>Motion carried</u> with a unanimous vote.	
Dr. Thomas Yorio, UNTHSC Provost – Remarks with Q&A	<p>Dr. Yorio said he had met with all the Promotion and Tenure Committees of the five schools/colleges. They have all worked to revise their Promotion and Tenure Criteria so that the criteria are consistent with the UNTHSC Faculty Bylaws. Dr. Yorio asked that all the Promotion and Tenure Committees make sure that their criteria specifically define what is “outstanding” and “quality”. Dr. Yorio also mentioned that the promotion and/or tenure process for this fiscal year has started and the committees are already scheduling their meetings to review the packets being submitted for consideration. The faculty who are up for their post-tenure review this year are already working on their packets and getting them submitted too.</p> <p>Dr. Yorio said that there are many committees meeting to discuss and work out the upcoming merger with JPS. They are meeting on a regular basis. There will be more information about the merger coming out soon. Dr. Moss asked Dr. Yorio if the JPS physicians will become HSC faculty based on HSC Bylaws, Policies and Procedures. Dr. Yorio stated that yes; they would become HSC faculty based on the same criteria and requirements as the existing HSC faculty. Dr. Troutman asked if there was a list of the committees that are meeting to discuss the merger. Dr. Yorio said a list of these committees is on the HSC intranet site. Dr. Troutman expressed concern about the lack of an avenue for the faculty to express their concerns and ask questions about the merger with JPS. Dr. Troutman stated there has been a lot of concern voiced by the faculty that there is not enough transparency on the merger. Dr. Troutman said the faculty wants to have a part in the process and the decisions being made that will affect their jobs and futures. Dr. Yorio said there are meetings being planned to give more details about the merger as well as there will a website where questions can be sent on the merger.</p> <p>Dr. Yorio asked for the Senate to create a five member sub-committee to discuss the creation of centers and institutes at the HSC. He said there is a two page document that he created for them to use in their discussions.</p>	

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Dr. Thomas Yorio, UNTHSC Provost – Remarks with Q&A	<p>Dr. Yorio said that he has been meeting with the Deans and Department Chairs and would like faculty sub-committee input on the possibility of creating Institutes and Centers.</p> <p>Senate Sub-Committee Members are:</p> <ul style="list-style-type: none"> • GSBS – Dr. Raven • SPH – Dr. Walters and Dr. Cannell • SHP – Dr. Nichols • TCOM – Dr. Troutman • SCP – Dr. Clay 	
Faculty Senate Code of Ethics – Dr. Clay	Revisions were discussed and an updated version would be presented at future meetings.	
Faculty Survey of Administration Dr. Amy Moss	<p>Dr. Moss announced that the Faculty Senate Survey of Administration would be launched on Monday, October 13th and the link to the survey would be open for two weeks. She encouraged all Senators to take part in the survey and asked them to encourage all faculty members in their departments to also take part in the survey. This year's survey would include the HSC President. The link for the surveys will be emailed to faculty on Monday, October 13th.</p> <p>Dr. Raven stated that the previous survey did result in changes in both middle and upper administration. He stated that it was very important for all members of the faculty to participate in the survey. He asked that the Senators encourage their colleagues to participate.</p>	
IT Shared Services Retention and Student Success Advisory Group – Dr. Amy Moss	Dr. Moss had been asked to represent the UNTHSC Faculty Senate on the IT Shared Services Retention and Student Success Advisory Group. She had to decline due to her clinic responsibilities and the preset dates that this group meets. She asked for a volunteer to attend in her place and represent the Faculty Senate. Dr. Geoffrey Guttman volunteered to represent the Faculty Senate.	
New Business	<ul style="list-style-type: none"> • Dr. Raven suggested that the Faculty Senate Bylaws be amended to create a Senate Executive Committee that would include not only the President, President-Elect and Past President but also a member from each school not already represented. This is to ensure equal representation on the Executive Committee. Dr. Moss said this could be discussed at future meetings. • Dr. Troutman asked if a request could be made so that a deadline is established for changes to the evaluation process so that evaluations do not have to be done a second time due to changes made in the process after they have already started. Dr. Moss mentioned that with all of the changes to the evaluation process, there were many changes taking place. She stated that she hoped that this would not be an issue in the future but would mention the problems to the administration. • Mr. Sosland will be at the next meeting. Come prepared with your questions on the new coaching process. Also have your questions and concerns ready for him in regards to the new UNTHSC Values. 	
Adjournment – Dr. Moss	The meeting was adjourned at 9:10 AM	

The next meeting will be on Friday, November 14th in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, November 14, 2014
7:30 – 10:30 AM EAD-703

PRESIDING: Amy Moss

PRESENT: Robert Barber, Brad Cannell, Erin Carlson, Patrick Clay, Thomas Diver, Michael Flyzik, Geoffrey Guttman, Patricia Gwartz, Amy Moss, Jeffrey Mott, Rajesh Nandy, Charles Nichols, John Podgore, Katalin Prokai, Peter Raven, and Joseph Warren

ABSENT: Linda Ball, Lawrence Cohen, Robert Mallet, Monte Troutman, Scott Walters, Scott Winter and Liang-Jun Yan

ALTERNATE: Long Wong for Linda Ball, Patrick Cammarata for Robert Mallet, Janice Knebl for Monte Troutman, Alan Frol for Scott Winter, and Caitlin Gibson for Liang-Jun Yan

GUESTS: Steve Sosland, Monty Mohon, Sarah Payne, Jessica Hartos, and Rick Magie

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Introduction of Alternates	Long Wong for Linda Ball, Patrick Cammarata for Robert Mallet, Janice Knebl for Monte Troutman, Alan Frol for Scott Walters, and Caitlin Gibson for Liang-Jun Yan	
Approval of Minutes	Dr. Carlson moved for approval of the minutes from the October Senate meeting. Dr. Clay seconded the motion. <u>Motion carried</u> with a unanimous vote.	
Steve Sosland, UNTHSC Chief People Officer – Values Update	<p>Mr. Sosland spoke about the new Values adopted by the HSC. He told of the journey to develop the Values. They are based on feedback from surveys and focus group discussion from a cross-section of all faculty and staff at the HSC. The new Values were rolled out to all during over fifty different “listening groups”. The Values will be published in many different languages. The Values will be implemented using five teams:</p> <ol style="list-style-type: none"> 1. Communications 2. Vendor Selection 3. Hiring – On Boarding 4. Appreciation 5. Leadership Development <p>The end goal for the Values Implementation team was/is to have a culture here at the HSC that is based on values that “we” (faculty/staff/administration) develop.</p> <p>It was asked how the administration can insure that the Values do not go away if there is a change in the upper administration. Mr. Sosland explained that there was a 12-Person Values Advisory Council. The members consist of representatives from the UNT Board of Regents, UNT System, as well as representative from local corporations and organizations. They are developing a plan that will insure that the Values are sustainable and unchanging.</p>	A copy of the new Values is attached to this document.

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<p>Steve Sosland, UNTHSC Chief People Officer – Values Update (continued)</p>	<p>Comment was made about the timing of the roll out of the new Values and how it coincided with the Annual Faculty Evaluations. It was the concern of the majority of the faculty that they were to be evaluated on the new Values when they had just been rolled out. Many thought this to be unfair. Mr. Sosland apologized for the poor timing of the roll out. He stated he felt that the Values would have been rolled out much sooner than they actually had been. They should have been rolled after the Faculty Evaluations had been completed. Mr. Sosland stated that before the Values would be included in the Faculty Evaluations, there would be more discussion with the faculty on the best way to roll out the Values.</p> <p>It was asked if the new Values are to be part of the pending reorganization into Institutes and Centers and if the reorganization reflects where we are or where we want to be with the new Values. Mr. Sosland stated that this was not his area of expertise and asked that these questions be directed to Drs. Yorio and Williams in a future meeting.</p>	
<p>Dr. Peter Raven, Institute/Center – Academy Model</p>	<p>Dr. Raven presented a document with his questions and concerns in response to the document presented to the sub-committee on the creation of Institutes/Centers at the HSC. He stated his concerns are that the information provided by the administration has no focus; it seems to be very ambitious and does not address any budget concerns. Dr. Raven stated that there is not any state institutions organized this way. He asked that the Senators review the documents and voice their concerns to their department chairs, dean and upper administration. Dr. Raven felt like the model that the administration is proposing is better suited for private institutions instead of state institutions.</p> <p>A comment was made that this structure could result in a “silozation” of the institute. The faculty will focus their attention and efforts on job retention not student education and development.</p> <p>It was also stated that there seems to be urgency in getting faculty and staff input on this issue. Is this more than a “possibility” is it something that is definitely going to happen and time is of the essence.</p> <p>Dr. Moss stated the senate sub-committee met with Dr. Yorio and his document was all that was received.</p> <p>It was stated that more specifics are needed, there needs to be more transparency on the process before more of the faculty are going support the changes proposed. There has not been enough information given to the faculty for them to make a decision to support the change.</p> <p>Concern was voiced on if accreditation requirements will be met with the creation of the new academic model.</p> <p>Drs. Moss and Raven agreed that the Senate Executive committee would create a memo to the administration voicing the concerns brought forth during this meeting.</p> <p>Discussion on this matter would continue in future senate meetings.</p>	<p>Dr. Raven’s document and Dr. Yorio’s Academy Model are attached to this document.</p>

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Faculty Survey of Administration – Round 2 - Dr. Amy Moss	Dr. Moss stated that they are ready to launch round two of the Faculty Senate's Survey of Administration. This survey was for upper administration and would include the HSC President. After discussion, the start date for the survey will be Monday, December 1 st . Dr. Moss mentioned that the previous survey did result in changes in both middle and upper administration. She stated that it was very important for all members of the faculty to participate in the survey. She asked that the Senators encourage their colleagues to participate.	
December Faculty Assembly & Holiday Reception – Dr. Amy Moss	Dr. Moss reminded the Senate that the next Faculty Assembly would be on Tuesday, December 9th. Following this assembly there would be a Holiday Reception hosted by Drs. Yorio and Williams. This reception would be in lieu of a Faculty Holiday Party. The reception would include delicious food and a live band for music. All faculty members and a guest are invited to attend the reception. Dr. Moss asked the Senators to attend the assembly and reception. She asked them to encourage their colleagues to attend as well.	
Adjournment – Dr. Moss	The meeting was adjourned at 9:35 AM	

Approved for distribution 12/12/2014.

The next meeting will be on Friday, December 12th in EAD-714

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, December 12, 2014
7:30 – 10:30 AM EAD-714

PRESIDING: Lawrence Cohen – Faculty Senate President-Elect

PRESENT: Linda Ball, Brad Cannell, Patrick Clay, Lawrence Cohen, Thomas Diver, Michael Flyzik, Geoffrey Guttman, Patricia Gwartz, Robert Mallet, Jeffrey Mott, Charles Nichols, Katalin Prokai, Peter Raven, Scott Walters, Joseph Warren, Scott Winter, and Liang-Jun Yan

ABSENT: Robert Barber, Erin Carlson, Amy Moss, Rajesh Nandy, John Podgore, and Monte Troutman

ALTERNATE: Victor Uteshev for Robert Barber and Rick Magie for John Podgore

GUESTS: Dr. Williams, Dr. Yorio, and Jessica Hartos

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	<ul style="list-style-type: none"> Dr. Cohen called the meeting to order at 7:39 AM. 	
Introduction of Alternates	<ul style="list-style-type: none"> Victor Uteshev for Robert Barber and Rick Magie for John Podgore 	
Approval of Minutes	<ul style="list-style-type: none"> Dr. Warren moved for approval of the minutes from the November Senate meeting. Dr. Magie seconded the motion. <u>Motion carried</u> with a unanimous vote. 	
Faculty Senate Survey of Administration – Dr. Cohen	<ul style="list-style-type: none"> Dr. Cohen reminded the Senate that the Faculty Senate Survey of Administration – Part 2 was still open and encouraged all those who had not already taken the survey to please do so. He also asked that the Senators encourage the faculty members in their school/colleges to please complete the survey. To date, the response has been very poor and these surveys are important. Dr. Cohen stressed that the administration does take them seriously and they are used in the development and evaluation of faculty and administration. Dr. Cohen stressed that all responses are anonymous. 	
Institute/Center – Academy Model @ UNTHSC – Dr. Yorio and Dr. Williams	<ul style="list-style-type: none"> Dr. Yorio has met with all of the Deans at the HSC as well as the department chairs within each school/college. He has received a lot of feedback, both positive and negative on HSC plan to change from Departments into Institutes/Centers. Sub-committees across the HSC have been created to address this issue. Their feedback has been collated and questions and concerns and comments will be addressed at the Special Faculty Assembly to be held at the end of January. At the recent Faculty Assembly, faculty members were encouraged to forward their questions, concerns, comments to Shay Singleterry so that a list can be created and then addressed and the upcoming Special Assembly. Dr. Yorio encouraged the Senators to ask their colleagues for their comments/questions/concerns and send them to Shay. This assembly is being held so that the faculty members may have a voice in creation of Institutes/Centers here at the HSC. Dr. Williams stated that there have been and still are many misconceptions – myths about how these changes will affect tenure at the HSC. Dr. Williams stated that this change has nothing to do with tenure and the administration has no desire to eliminate tenure at the HSC. 	

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<p>Institute/Center – Academy Model @ UNTHSC – Dr. Yorio and Dr. Williams (continued)</p>	<ul style="list-style-type: none"> • Dr. Patrick Clay of the SCP asked if the HSC, as a teaching institution has considered a different (better) way to communicate issues such as this reorganization/restructure to the faculty members. He said an improvement is needed so that those affected are better informed and there is more transparency in the intentions of the HSC and administration. • Dr. Williams stated that it was best to start with leadership first and get their responses to the plans. That is why they presented the model to the deans first for their input. Once input was received from the deans, they presented the model to other forums/committees/groups and received their feedback. Once this was done, it has been asked of the greater population of the faculty for their feedback. This was done in the December Faculty Assembly and once that feedback is sent to Shay, it will be consolidated and presented to the general faculty in a Special Assembly at the end of January. Dr. Williams stated that feedback has been taken from eleven sub-committees. These sub-committees are made up of faculty and administrators across the HSC. We are asking for input and help to develop committees to assist in the transition. We welcome faculty feedback. • Dr. Yorio stated that they have a lot of feedback already but look forward to receiving additional feedback from the Faculty Senate and the general faculty population. Dr. Yorio said that change always brings angst. By encouraging the faculty members to give their feedback and make their voice heard, if all involved and affected participate, this will help reduce angst. • Dr. Williams said that he has been asked many times “Why Change” ... He stated that in 2012 he read a report that showed that the more successful organizations are those that have collaborative and innovative institutes established within the organization. By creating these Institutes/Centers within the HSC, it will help us move forward as an organization. The urgency is to create a more viable organization that is also more competitive in our market. This is something that we want to do and we will do it, all with no impact to faculty, salaries, and tenure. The plan is for all faculty to remain at the HSC. No one will be “let go”. As with all change, there will be those who feel they need to should leave and they will leave the HSC. There is no plan to impact tenure or faculty. Dr. Williams encouraged the Senators to stay put and to also encourage their colleagues to stay put and see this transition through to the end. • Dr. Williams said that the “target” deadline for the change is September of 2015. This is hoped for but is subject to change. There are many issues that drive the deadline (Budget, Fiscal Accounting, UNT System Changes) therefore it could very well change. They would like to see it completed so that it can be presented in the new legislative session for approval by The State of Texas. 	
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Institute/Center – Academy Model @ UNTHSC – Dr. Yorio and Dr. Williams (continued)	<ul style="list-style-type: none"> • Dr. Raven stressed that all faculty need to speak up and give their feedback to the administration. He asked the Senators to encourage their colleagues to send their feedback to Shay so their voice can be heard at the Special Assembly. Dr. Raven also reminded the Senators that all feedback would be provided to the administration anonymously. When Shay compiles the information she receives, there will not be a disclosure of the author of the comments. • Many comments were made regarding the need for more information, more transparency from the administration on the proposed changes so that the faculty can provide the feedback that has been requested. There needs to be more tangible data provided to the faculty members. Dr. Raven said to please send your feedback to Shay, even if it is to simply state, we need more information before we can give you our feedback. 	
Adjournment – Dr. Cohen	The meeting was adjourned at 9:25 AM	

Approved for distribution on 01/09/2015

The next meeting will be on Friday, January 9th in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, January 9, 2015
7:30 – 10:30 AM EAD-703

PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Robert Barber, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Michael Flyzik, Geoffrey Guttman, Patricia Gwartz, Robert Mallet, Amy Moss, Peter Raven, Monte Troutman, Scott Walters, Joseph Warren, Scott Winter, and Liang-Jun Yang

ABSENT: Linda Ball, Jeffery Mott, Rajesh Nandy, Charles Nichols, John Podgore, and Katalin Prokai

ALTERNATE: Long Wong for Linda Ball, Jessica Hartos for Jeffery Mott, Rick Magie for John Podgore, and Dorette Ellis for Katalin Prokai

GUESTS: Dr. Yorio

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	<ul style="list-style-type: none"> Dr. Moss called the meeting to order at 7:35 AM. 	
Introduction of Alternates	<ul style="list-style-type: none"> Long Wong for Linda Ball, Jessica Hartos for Jeffery Mott, Rick Magie for John Podgore, and Dorette Ellis for Katalin Prokai 	
Approval of Minutes	<ul style="list-style-type: none"> Dr. Walters moved for approval of the minutes from the December Senate meeting. Dr. Clay seconded the motion. <u>Motion carried</u> with a unanimous vote. 	
Institute/Center – Academy Model @ UNTHSC – Dr. Yorio	<ul style="list-style-type: none"> Dr. Yorio stated that there would not be any changes to tenure. The promotion and tenure process at the HSC would remain the same. He stated that this change has nothing to do with tenure and the administration has no desire to eliminate tenure at the HSC. Dr. Yorio also stated that he knew there was a lot of concern about how these changes would be funded. How the budget would be affected by the restructure. He mentioned that there will be cost involved in making these changes. However, by creating the institutes, it would open the door for increased recognition by the private sector and would bring in increased endowments and grants that will help fund the institutes in the future. Institutes/Centers within organization is not a fad. Many of the larger organizations are moving to this model. It is not a fad. The decision to make this change was not a sudden one. It has been looked at for a long time. The administration understands that there are problems, which is why they are working closely with the Deans to make sure nothing is overlooked. The concerns being voiced by the Deans mirrors those in the comments and concerns received from the faculty members. Dr. Yorio said they want to make sure all concerns are addressed, this is another reason they formed the sub-committee to gather/collect/research information on how the changes would affect the HSC. Dr. Yorio is working with the Deans to create a list of potential institutes/centers. The administration is working with the Deans to develop the leadership of the institutes/centers, name them, and develop their structure. They are also working together to determine the focus of each institute/center, what their roll will be, which groups will be inter-disciplinary. The administration welcomes the input from the Deans. Dr. Yorio said he appreciates the feedback from the faculty and that it was being taken to the sub-committees for them to address. Dr. Yorio said the administration has no hidden agenda. The administration wants the HSC to be an extra-ordinary place to be. 	

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Friday, January 9, 2015
7:30 – 10:30 AM EAD-703

<p>Institute/Center – Academy Model @ UNTHSC – Dr. Yorio (continued)</p>	<ul style="list-style-type: none"> • Dr. Raven asked if there was evidence that this will work across disciplines. Is there data to support this type of change; is there data to support bringing basic scientists together with clinical scientists. The faculty members need/want more data to support this change. <ul style="list-style-type: none"> ○ Dr. Yorio stated these are bold and risky moves but they are not irreversible. Other institutes have made this type of change with success. • Dr. Clay stated when the HSC moves forward, the faculty cannot help but look back at past pilot projects that have failed. Making this change across the entire HSC is scary. <ul style="list-style-type: none"> ○ Dr. Yorio said these changes are to make the HSC more appealing to the community; it will get the HSC and what we do out there and build the reputation of the HSC. Increased funding will come with the increased recognition that will come with the creation of institutes/centers at the HSC. • Dr. Troutman stated that the faculty is hearing a lot of generalizations. Would like to see details. Need to see a performa showing the money and where it will be going and there will be an increase. What areas are going to benefit from the increase of money? <ul style="list-style-type: none"> ○ Dr. Yorio said the funding would shift but nothing would change. Salaries would remain the same. This will require an investment by the HSC. A performa cannot be done until a final plan of how many institute/centers there will be. The budget is to be rearranged and or shifted to accommodate the changes. • Dr. Winter stated that accreditation is based on a departmental structure. Will the change from departments to institute/center affect accreditation? <ul style="list-style-type: none"> ○ Dr. Yorio stated that there is a sub-committee specifically for making sure that accreditation will not be affected. • Dr. Raven stated that institutes require private funding. Where is the fund raising coming from? <ul style="list-style-type: none"> ○ Dr. Yorio stated that the creation of institute/centers will bring recognition needed for private funding to come in. If we build our reputation and confidence in the eyes of the community, the funding from private sector will follow. • Dr. Barber stated that there was concern that the HSC was not big enough to have so many institute/centers, may cause focus on select few. <ul style="list-style-type: none"> ○ Dr. Yorio stated many sub-committees have been formed to look at all aspects of the change. Dr. Yorio and Dr. Williams do not have all of the answers. This is why they are compiling information to make sure there is not a fatal flaw in the plan. If it turns out there is a fatal flaw in the plans, the changes will come to a dead stop. • Dr. Yorio stated that the September 2015 date is simply a goal; it is not set in stone. He asked that the Senators share this with their colleagues in their respective school/college. • Dr. Guttman stated that should have started from the bottom up to eliminate angst. One of our values is transparency. The administration has not been transparent in this process. <ul style="list-style-type: none"> ○ Dr. Yorio stated that often in organizations there are decisions that have to start at the top. Dr. Yorio agreed with Dr. Guttman in that the administration could be and can be more transparent in their plans. 	
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University of North Texas Health Science Center
Faculty Senate Meeting
Friday, January 9, 2015
7:30 – 10:30 AM EAD-703

Institute/Center – Academy Model @ UNTHSC – Dr. Yorio (continued)	<ul style="list-style-type: none"> • Dr. Guttman stated that there is money out there in the community, why are we not going out there after it. <ul style="list-style-type: none"> ○ Dr. Yorio said that we need to build the HSC's reputation and that will bring an increase in private funding. Once we build our reputation, deliver on what we promise, the funding will come. The administration is constantly trying to get private funding. We have a leader now (Dr. Williams) who is going out there and working to get private funding. • Dr. Cohen stated there needs to be transparency. It is important for the Senate gives feedback on the committees so that we can help move forward in this process. <ul style="list-style-type: none"> ○ Dr. Yorio said it was important to get more faculty feedback. Need to get the feedback from the bottom up. 	
Special Faculty Assembly - Dr. Moss (continued)	<ul style="list-style-type: none"> • Dr. Moss stated that there would be a Special Faculty Assembly on Tuesday, January 27th at 5:15 PM in Luibel Hall. Dr. Yorio and other members of the administration will be there so that the faculty can ask questions about the restructure. There will be key members of the faculty there to ask questions on behalf of their colleagues. Dr. Moss urged all Senators to be there to represent their school/college. This is the faculty's chance to voice their concerns and ask questions of the administration. 	
Adjournment – Dr. Moss	The meeting was adjourned at 8:55 AM	

Approved for distribution 02/13/2015.

The next meeting will be on Friday, February 13th in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, February 13, 2015
7:30 – 10:30 AM EAD-703

PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Robert Barber, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Michael Flyzik, Patricia Gwartz, Robert Mallet, Amy Moss, Jeffery Mott, Rajesh Nandy, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Scott Walters, Joseph Warren, Scott Winter, and Liang-Jun Yang

ABSENT: Linda Ball, Geoffrey Guttman, and John Podgore

ALTERNATE: Armando Rosales for Geoffrey Guttman and Rick Magie for John Podgore

GUESTS: Dr. Yorio, Dr. Fairchild, Steven Sosland, Tim Doke, and Monty Mohon

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	<ul style="list-style-type: none"> Dr. Moss called the meeting to order at 7:31 AM. 	
Introduction of Alternates	<ul style="list-style-type: none"> Armando Rosales for Geoffrey Guttman and Rick Magie for John Podgore 	
Approval of Minutes	<ul style="list-style-type: none"> Dr. Mallet moved for approval of the minutes from the December Senate meeting. Dr. Walters seconded the motion. <u>Motion carried</u> with a unanimous vote. 	
UNTHSC Legislative Request Update – Dr. Yorio	<ul style="list-style-type: none"> Dr. Yorio gave the senate a brief update of the requests that the HSC would make during the current legislative session. The priorities presented to the legislature in Austin were Formula Funding, HEAF Funding and TRB requests. The TRB requests are for an interdisciplinary building, center for genomic-guided personalized medicine and an institute for patient safety and preventable harm. Dr. Yorio also showed a slide on the decline of NIH Funding. An organizational chart was shown showing the possible structure of the HSC after the restructure into institutes/centers and academy model. This organization chart was a draft and not a definite document at this time. Questions asked of Dr. Yorio: <ul style="list-style-type: none"> With the decrease in funding, is it smart of the HSC to be adding high-level administrators? <ul style="list-style-type: none"> Dr. Yorio stated that with the restructure there is a need to have administrators to cover the new programs. Was a cost analysis done before adding the new administrative positions? <ul style="list-style-type: none"> Dr. Yorio stated that the ROI is always investigated prior to adding these positions. 	

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Update on Office of People Development – Steven Sosland, Chief People Officer	<ul style="list-style-type: none"> Mr. Sosland stated he was there to give an update on the Office of People Development (OPD) and his department. He said it was his job to make sure that the HSC got their ROI on him and his department. He said his department is working to decrease faculty/staff turnover and investigations of staff/faculty. There has not been any new staff added to his department. They have restructured without any new hires. It is the job of the OPD to serve the faculty and staff. They are working to improve the recruiting process at the HSC. There is will be an open forum values update meeting in the coming weeks. The results of that meeting will be published for all faculty and staff to review. 	
Faculty Senate Survey of Administration – Level II – Dr. Amy Moss	<ul style="list-style-type: none"> Dr. Moss presented a PowerPoint Presentation with the results of the Senate Survey of the Administration-Level II. This information will be used by the administration in review and evaluations of faculty and administrators. Shay will distribute the PowerPoint Presentation to the senators. 	
Faculty Needs Assessment Survey 2015 – Dr. Amy Moss	<ul style="list-style-type: none"> The report from the Faculty Needs Assessment Survey had been distributed to the senate prior to the meeting. Dr. Moss asked if there were any questions regarding the survey. Dr. Yorio stated the report was broken down by school/college. The administration will be working with the faculty and schools/colleges to get their development needs met. The next step in the process is to work with the Deans to address the needs brought up in the survey. The response of the faculty was great and is appreciated by the administration. 	
Faculty Bylaws – Dr. Robert Mallet	<ul style="list-style-type: none"> Dr. Mallet stated that Dr. Yorio had charged the Faculty Bylaw Committee with developing an interim set of bylaws to begin the transition to the institutes/centers-academy model. The amended bylaws would cover the creation of institutes starting in April, 2015. The proposed bylaws would be read to the senate during their next meeting. This would be the first of two readings before the senate. Upon approval by the senate, the bylaws would be submitted to the Provost for approval by the HSC. Dr. Moss stressed the importance of having a quorum at the next two meetings and asked that the senate make every effort to be in attendance. 	
New Business – Dr. Moss	<ul style="list-style-type: none"> Dr. Clay asked if a message from the senate could be sent to the HSC Police Department declaring thank you to them for the constant hard work at keeping the HSC a safe campus. The following declaration was created to be sent to the UNHSC Campus Police <i>“By proclamation, the UNTHSC Faculty Senate does hereby praise the hard work and dedication of the UNTHSC Police Department for their outstanding performance in keeping our campus environment safe in spirit and reality.”</i> Dr. Clay moved for approval of this proclamation. Dr. Cohen seconded the motion. <u>Motion carried</u> with a unanimous vote. 	Dr. Moss will forward the proclamation to the HSC Police Department and copy the President and Provost.
Adjournment – Dr. Moss	The meeting was adjourned at 8:55 AM	

Approved for distribution.

The next meeting will be on Friday, March 13th in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 13, 2015
7:30 – 10:30 AM EAD-703

PRESIDING: Lawrence Cohen, President-Elect

PRESENT: Robert Barber, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Patricia Gwartz, Robert Mallet, Jeffery Mott, Charles Nichols, Katalin Prokai, Peter Raven, Monte Troutman, Scott Walters, Scott Winter, and Liang-Jun Yang

ABSENT: Linda Ball, Michael Flyzik, Geoffrey Guttman, Amy Moss, Rajesh Nandy, John Podgore, and Joseph Warren

ALTERNATE: Armando Rosales for Geoffrey Guttman, Rick Magie for John Podgore, and Bobby Larue for Joseph Warren

GUESTS: Dr. Williams, Dr. Yorio, Dr. Fairchild, Dean Peska, Dean Peel, Dean Singh, Dean Kurz, Dean Jacobson, Laura Mattingly, and Hsueh-Fen Chen

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	<ul style="list-style-type: none"> Dr. Cohen called the meeting to order at 7:31 AM. 	
Introduction of Alternates	<ul style="list-style-type: none"> Armando Rosales for Geoffrey Guttman, Rick Magie for John Podgore, and Bobby Larue for Joseph Warren 	
Approval of Minutes	<ul style="list-style-type: none"> Dr. Clay moved for approval of the minutes from the February Senate meeting. Dr. Mallet seconded the motion. <u>Motion carried</u> with a unanimous vote. 	
Comments – Dr. Williams	<ul style="list-style-type: none"> Dr. Cohen welcomed Dr. Williams, Dr. Yorio and all of the Deans to the meeting. He stated Dr. Williams would like to address the Senators. Dr. Williams thanked the Senate for the opportunity to address them. He said that there are many opportunities and dangers ahead for the HSC. He said when he arrived at the HSC there was a fearful culture. The relationship between the faculty and administration was not healthy, there was no trust. There was no belief in the current mission, values and vision when he arrived. Dr. Williams said he immediately began working to rebuild the trust between the faculty and administration and the faculty's belief in the mission, values and vision of the HSC. He said there were great people at the HSC. Since his coming to the HSC, he has made an intentional effort to attend Senate and the Faculty Assembly meetings. He created the receptions after the assembly meetings to encourage the faculty and administrators to get to know one another better, outside of the "office". Dr. Williams also asked that the Senate President join his executive team. He asked that the Senators become leaders in their schools/colleges. He is building a leadership team. He wants to make a cultural transformation. Create the culture of "We" not "We-They". Dr. Williams wants to gain the trust and build relationships with those senators who will work for the "we" culture. He will not waste time for those who wish to remain in the culture of "we-they". He stated he is committed to the "we" culture, asked that the senators joined him. There are serious fights ahead, new challenges, and old challenges. We need a team based on the new values of the HSC. He challenged the senators to stand up and be leaders. 	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, March 13, 2015
7:30 – 10:30 AM EAD-703

Faculty Bylaws – Dr. Patricia Gwartz	<ul style="list-style-type: none"> • Dr. Gwartz said that the Faculty Bylaw Committee had been asked by the Provost, to amend the bylaws to include institutes/centers. Dr. Gwartz introduced the members of the Faculty Bylaw Committee that were in attendance at the meeting. She stated she would read the bylaws to the senate and open for discussion the proposed amendments. If there were changes to the amendments, the bylaw committee was there to vote so that there was not a delay in the process. Once the bylaws are read to the senate, the senators are to take them back to their schools and discuss the changes with their fellow faculty members. At the April Faculty Senate meeting the bylaws would be read again to the senate then they would vote to approve the amendments. • Dr. Gwartz read through the bylaws and there was discussion and many of the senators and the visiting Deans voiced comments and concerns. • Upon completion of the reading, Dr. Gwartz asked the senators to come to the April meeting prepared to vote on the amended bylaws. • Dr. Gwartz thanked the members of the Faculty Bylaw Committee for being available for the Senate meeting. 	
New Business – Dr. Cohen	<ul style="list-style-type: none"> • Dr. Raven stated that the Spring Break holiday was poorly planned. Having the scheduled day off on a Monday was disruptive. Many of the Deans present at the meeting agreed with Dr. Raven. Dr. Raven asked if the Senate could work with the administration to make sure that this did not happen again in the future. 	
Adjournment – Dr. Moss	The meeting was adjourned at 8:55 AM	

Approved for distribution.

The next meeting will be on Friday, April 10th in EAD-703

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, April 10, 2015
7:30 – 9:30 AM / EAD-703

PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Linda Ball, Robert Barber, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Geoffrey Guttmann, Patricia Gwartz, Robert Mallet, Rajesh Nandy, Charles Nichols, Katalin Prokai, Peter Raven, Scott Walters, Joseph Warren, Scott Winter, and Liang-Jun Yang

ABSENT: Brad Cannel, Michael Flyzik, Jeffrey Mott, John Podgore, and Monte Troutman

ALTERNATE: Rick Magie for John Podgore and Darrin D’Agostino for Monte Troutman

RECORDING: Chris Mason

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Introduction of Alternates	Rick Magie for John Podgore and Darrin D’Agostino for Monte Troutman	
Approval of Minutes	Dr. Barber moved motion to approve the minutes of the March Senate meeting. Dr. Carlson seconded motion. <u>Motion carried</u> with unanimous vote.	
Faculty Bylaws Review/Approval	<p>Proposed Amendments for Institutes/Centers – Academy Model Dr. Gwartz, Faculty Bylaws Committee Chair, began by stating that Dr. Yorio had charged the Faculty Bylaws Committee with amending the Bylaws to begin the transition to the institutes/centers – academy model. The Bylaws were read at the Faculty Senate meeting in March and will be read for a second time at this meeting. After review and discussion, the Senate will vote to approve the amendments. Dr. Gwartz stated that most of the amendments are non-substantive however; there was a major addition to Bylaws Article I–Organization.</p> <ul style="list-style-type: none"> • Section G – Institute Directors (outlines the role and responsibility of the Institute Director) • Section H – Academic Departments/Institutes, added <u>2.b.</u> (the procedure for selection of the Institute Director) <p>Academy Model: Dr. Raven questioned why the academy model structure was not included in the Bylaws amendments. Dr. Gwartz reminded the Senate that the charge to the Bylaws Committee was to only include adding institutes during the interim until the academy model structure is finalized. Dr. Mallet stated that the Bylaws Committee has not been given a description of the academy model and it is not yet clear how the centers and academies will fit into the structure. This process will take anywhere from six months to a year to define. It is very difficult to re-write the Bylaws when the structure has not been determined.</p> <p>Reporting Structure: Will there be an “Uber Dean” over the Academy Director and Institute Director? How will this affect recruitment of new faculty? Some faculty would like for their institute to be set up like a corporation with a Board of Directors. The Primary Core Institute would like to have a committee structure with no Director.</p> <p>Accreditation: There are concerns that the institutes/centers - academy model will not meet the different accrediting bodies’ standards.</p> <p>Promotion & Tenure: With the addition of the institutes, faculty are concerned with how it will affect the annual P&T process. Dr. Gwartz stated that at this point, nothing has changed. The process should be followed as defined in the current Bylaws.</p> <p>Faculty Evaluation: There was discussion on how the addition of the institutes will affect the faculty evaluation process. Who will do the evaluations? Dr. Gwartz stated that the process will not change during the interim at this point. The department Chair will continue to evaluate faculty with input from the Institute Director.</p> <p>Incoming Faculty to Institutes: The Institute Director requests the appointment, the school/college P&T Committee will approve, with final decision made by the Dean and Provost.</p>	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, April 10, 2015
7:30 – 9:30 AM / EAD-703

Faculty Bylaws Review/Approval	<p>Bylaws Re-write – Next Phase</p> <p>Dr. Gwartz stated that the next re-write of the Bylaws will take many months with a lot of input needed. Dr. D’Agostino asked who drives the Bylaws changes. Dr. Gwartz explained that faculty and the administration can submit proposed changes at any time, but over the next six months input should be driven by the faculty. Proposed amendments are to be sent to Dr. Gwartz. The Bylaws Committee will review and add amendments as appropriate. The Bylaws will be brought before the Faculty Senate for review and approval.</p> <p>Dr. Walters recommended a required review by the faculty with a set time limit to submit amendments. Dr. Mallet moved motion that the Faculty Senate review the Bylaws on an annual basis and advise the Bylaws Committee on amendments that they would like to submit. Dr. Magie seconded the motion. Dr. Moss stated that if this motion was voted on today, that would require an amendment to the Bylaws. It was decided that this subject needs to be revisited. Motion was tabled.</p> <p>There was discussion that before voting to approve the Bylaws, that it is the consensus of the Senate that a non-binding statement be recorded in these minutes that it is understood that the Bylaws are temporary for the interim until the Academy Model structure is better defined. Dr. Warren moved motion to approve. Dr. Guttman seconded motion. <u>Motion carried</u> with unanimous vote.</p> <p>Approval of Bylaws</p> <p>Dr. Winter moved motion to accept and approve the Bylaws. Dr. Guttman seconded the motion. <u>Motion carried</u> with unanimous vote. Dr. Gwartz will route the Bylaws to the Provost, President and Office of General Counsel for approval. The approved Bylaws will be disseminated to the faculty.</p>	<p style="text-align: center;">RTA</p>
New Business	<p>Compliance Training – Title IX</p> <p>Dr. Raven stated that faculty have been receiving a very high number of mandatory compliance trainings, the most recent regarding Title IX. Some faculty feel that the trainings are very time consuming and that their time could be spent more productively. Dr. Moss mentioned that she took the Title IX training in less than 20 minutes and it is very basic. Because Title IX addresses the subject of discrimination and sexual harassment, this is an important training for faculty to complete and be mindful of. The question was raised whether Title IX training is a UNTHSC internal requirement or if it is a federal mandate? Dr. Moss said that she had discussed the subject with Trisha VanDuser, Executive Director of Student Affairs. Dr. VanDuser said that Title IX training is a federally mandated compliance requirement for institutions that receive federal financial assistance. Dr. VanDuser agreed to attend the Faculty Senate meeting in May to give an update and address questions.</p>	
Adjournment	<p>Dr. Moss asked if anyone had additional business, and if not, requested motion to adjourn. Dr. Mallet moved motion to adjourn, Dr. Walters seconded. Vote was unanimous. The meeting adjourned at 8:45 AM. The Faculty Senate will meet on Friday, May 8, 2015 at 7:30 AM in EAD 703.</p>	

5/8/2015 - Approved for distribution.

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, May 8, 2015
7:30 – 9:30 AM / EAD-703

PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Linda Ball, Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Thomas Diver, Thomas Flyzik, Geoffrey Guttman , Patricia Gwartz, Robert Mallet, Jeffrey Mott, Rajesh Nandy, Charles Nichols, Katalin Prokai, Monte Troutman, Joseph Warren, Scott Winter, and Liang-Jun Yang

ABSENT: John Podgore, Peter Raven, and Scott Walters

ALTERNATE: Rick Magie for John Podgore

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Introduction of Alternates	Rick Magie for John Podgore	
Approval of Minutes	Dr. Clay moved motion to approve the minutes of the April Senate meeting. Dr. Carlson seconded motion. <u>Motion carried</u> with unanimous vote.	
Comments – Dr. Robert Barber	Dr. Barber asked to address the Senate, as this was to be his last meeting. He has been promoted to Interim Chair in his department. He is thankful for the opportunity to serve on the senate and had a great time. He said it was a gratifying experience. He urged the senate to keep up their hard work. He asked they continue to bridge the gap between the faculty and administration and keep the administration accountable. Dr. Moss thanked Dr. Barber for his service and told him he would be missed by all.	
Faculty Senate Bylaws Review - Amendments - Dr. Amy Moss	Dr. Moss stated that the Faculty Senate Bylaws need to be revised to coincide with the UNTHSC Faculty Bylaws. A sub-committee was created to review and amend the Bylaws. Sub-committee members are: Dr. Joseph Warren Dr. Robert Mallet Dr. Patricia Gwartz Dr. Linda Ball Dr. Lawrence Cohen Dr. Thomas Diver	
Faculty Grievance & Appeal Committee Nominations for FY16 – Dr. Amy Moss	Dr. Moss stated that nominations for the Faculty Grievance & Appeal Committee were needed for the 2015-2016 year. Please email your nominations to Shay. Upon receipt of nominations, Shay will send out an electronic ballot to all faculty members to elect new members to the FGAC.	
Faculty Senate President Elect Nominations–Dr. Amy Moss	Dr. Moss stated that it was time to nominate the Senate President Elect for the 2015-2016 year. Shay will send out an electronic nomination form to all senators. Upon receipt of nominations, Shay will send out an electronic ballot to all faculty members to elect the new President Elect.	

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, May 8, 2015
7:30 – 9:30 AM / EAD-703

<p>ACCLAIM Update – Dr. Monte Troutman</p>	<p>Dr. Monte Troutman gave an update on Acclaim and the UNTHSC merger with JPS. Points of discussion noted were:</p> <ul style="list-style-type: none"> • Acclaim is a non-profit physicians group made up of clinicians from UNTHSC and JPS • Dr. Troutman is on the Engagement Committee representing the HSC. They have discussed many issues. However, to date, compensation has not been addressed by the committee. It is a known fact that JPS providers are better compensated than those working for HSC. The playing field needs to be leveled. This will be addressed in future meetings. • Privileging is an issue. JPS is much more liberal with their providers and what they are allowed to do. The expectation is that the merger with the HSC will bring quality to both institutions. • The “go” date for the merger has been pushed out to December 1, 2015. • There are some legal challenges over the legality of the entity that is being created by the merger. The JPS Board of Directors is not unanimous in their support of the merger. • JPS has contracts with at least eleven different provider groups. This will need to be addressed. • There are 10-11 sub-committees that have not even met to discuss the merger. Gives members of these committees the feeling they are treading water – not making any progress. • There are major issues yet to be discussed and it is only six months until the start date. Much concern over this fact. • It was asked if there will be changes in the JPS Board of Directors when the merger is complete. Dr. Troutman said it was very possible. • Senator asked if there was a chance this merger would not happen, if it would fall through. Dr. Troutman stated it very possibly could work and it will work if structured correctly. However, there will be big challenges. • It was asked how much of the merger was based on the move to institutes/centers coming to fruition here at the HSC. Dr. Troutman stated he did not believe that the Acclaim sub-committees were even aware of the changes going on here at the HSC. • It was stated that the focus of Acclaim may need to be more on quality of care over productivity. Dr. Troutman stated he was on the sub-committee for Quality. And he is making sure that there is focus on the quality of care to be provided by the Acclaim Physicians. • It was asked if the Acclaim providers would include PA’s, NP, Pharmacists, and MA’s. Dr. Troutman said he thought would be but was only unsure about MA’s. • It was stated that the Pharmacy program at HSC is much different from that at JPS. Dr. Troutman stated that to his knowledge, the Pharmacy program had not yet been addressed. • Comment was made that there are different contracts at HSC for inpatient and outpatient pharmacy services. Would this remain the case with the Acclaim group? Dr. Troutman was not aware that there were different contract and would bring this to the sub-committee for discussion. • It was asked if the present clinic staff and management at the HSC clinics be affected by the merger. Dr. Troutman stated it was his understanding that the HSC staff/faculty would be managed by the HSC and the JPS staff/faculty would be managed by JPS. Current clinic administration would stay as it is now. No change in how compensation is done, either at JPS or HSC. 	
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University of North Texas Health Science Center
Faculty Senate Meeting
Friday, May 8, 2015
7:30 – 9:30 AM / EAD-703

Open Carry / Campus Carry Legislation Update – Mr. Danny Jensen	<p>Danny Jensen, UNT System Associate Vice Chancellor of Governmental Affairs and UNTHSC Vice President – Governmental Affairs provided an update on the current Texas Legislative session. Danny Jensen addressed the Senate via teleconference from Austin, TX, where he was attending the current legislative session being held at the capitol. Open carry legislation and campus carry legislation bills are on the floor to be voted on by the state legislature. It is most likely that a bill either for open carry or campus carry will be passed during the current legislative session. So far, a bill has not been passed by both the Senate and The House of Representatives. Should a bill be passed it will be addressed by the HSC. Mr. Jensen mentioned that all state universities are against the open and or campus carry bills except for Texas A&M. He also stated the Governor has promised to sign the bill to put it into law when it reaches his office.</p>	
New Business	<p>Hiring Issues: It was suggested that members of the Faculty Senate Executive team be permitted to be part of the hiring process for administrators that have direct influence over faculty at the HSC. This would show respect and a professional courtesy to the faculty. Dr. Moss will bring this concern to the HSC Executive committee on behalf of the Senate</p> <p>Room Scheduling: There has been some difficulty when trying to book a room for events that are more than a few months away. Shay explained that if anyone has an issue trying to book a room through the Event Management Services website, they should contact DeVetra Patrick in The Office of Faculty Affairs and she can help them with their out of cycle or unusual requests. With the growth of the HSC, space is at a premium and room scheduling for classes is the priority and special or out of cycle requests have to be approved by the Provost.</p> <p>Campus Event Planning and Execution: It was mentioned that the planning and execution of recent events on campus was handled poorly. Administration needs to be made aware of the problem. Most recently was the TCOM sponsored breakfast for all faculty and staff. The event was slated to run 7:30 – 9:00 AM and it ended before 8:30 AM because there was not enough food to feed everyone. This was poor planning and execution and makes the HSC look bad.</p>	
Adjournment	<p>The meeting adjourned at 8:47 AM. The Faculty Senate will meet on Friday, June 12, 2015 at 7:30 AM in EAD 703.</p>	

Approved for distribution.

University of North Texas Health Science Center
Faculty Senate Meeting
Friday, June 12, 2015
7:30 – 9:30 AM / EAD-703

PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Brad Cannell, Erin Carlson, Patrick Clay, Lawrence Cohen, Arthur Eisenberg, Thomas Flyzik, Geoffrey Guttmann , Patricia Gwartz, Amy Moss, Jeffrey Mott, Charles Nichols, Katalin Prokai, Monte Troutman, Joseph Warren,

ABSENT: Linda Ball, Thomas Diver, Robert Mallet, Rajesh Nandy, John Podgore, Peter Raven, Scott Walters, Scott Winter, and Liang-Jun Yang

ALTERNATE: John Kane for Thomas Diver, Patrick Cammarata for Robert Mallet, Rick Magie for John Podgore, Sumihiro Suzuki for Scott Walters, Alan Frol for Scott Winter, and Hongli Wu for Liang-Jun Yang

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Introduction of New Senator	Dr. Moss introduced Dr. Arthur Eisenberg from the Department of Molecular & Medical Genetics in the Graduate School of Biomedical Sciences. He is replacing Dr. Robert Barber who was promoted was no longer eligible serve on the Senate	
Introduction of Alternates	John Kane for Thomas Diver, Patrick Cammarata for Robert Mallet, Rick Magie for John Podgore, Sumihiro Suzuki for Scott Walters, Alan Frol for Scott Winter, and Hongli Wu for Liang-Jun Yang	
Approval of Minutes	Dr. Warren moved to approve the minutes of the May Senate meeting. Dr. Nichols seconded motion. <u>Motion carried</u> with majority vote. Dr. Suzuki abstained from voting.	
Research Update – Dr. David Cistola, Vice President for Research & Innovation	<p>Dr. Cistola provided the senate with an update on his department. He stated the HSC has received two new grants – a R01 and a P01. He mentioned that the HSC had received praise from the NIH. The NIH said that the HSC is a great environment for researchers. Some initiatives that they are working on:</p> <ul style="list-style-type: none"> • Pilot Funding/Bridge Grants • New Electronic Resource Protocol <p>He announced that Scott Penzak will be the IRB Chair as of September 1, 2015. The path is clearing for a join IRB with JPS. This will pursued further in August and September.</p> <p>Dr. Cistola said his department is working to provide core lab support across the HSC campus. A survey would be used to find out what lab equipment the faculty need.</p> <p>It was asked if the R01 grants would be shared with students to show them how to create an award winning grant. Dr. Cistola said yes and that grant writing classes would be held for students. They want to raise the bar on the quality of grant proposals submitted by the HSC.</p> <p>It was stated that there was much frustration with the budget reporting process on grant funds. There is not consistency in the process. EIS is not the best tool for reporting. It is hard to track where expenses are coming from. There needs to be better collaboration between the administration and the grants budget office.</p>	

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<p>Health Institutes Update – Dr. Glenn Dillon, Vice Provost for Health Institutes</p>	<p>Dr. Glenn Dillon provided the Senate an update on the Health Institutes at HSC. Highlights from his PowerPoint Presentation:</p> <ul style="list-style-type: none"> • Institutes will Facilitate interdisciplinary research and educational initiatives at UNTHSC • Target areas with research strength, opportunity • Up to ten institutes envisioned, many with centers • Two phases <ul style="list-style-type: none"> • Sept 2015 launch • 2016 launch • September 1, 2015 (Re)Launch: <ul style="list-style-type: none"> • The Institute for Cardiovascular and Metabolic Disease (Executive Director, Steve Mifflin, PhD) • The Institute for Healthy Aging (Exec Dir, Michael Forster, PhD) • The Mental Sciences Institute (Exec Dir, Alan Podawiltz, DO) • The North Texas Eye Research Institute (Exec Dir, Abe Clark, PhD) • 2016 Launch: <ul style="list-style-type: none"> • Human Movement • Molecular Diagnostics, Therapeutics Development • Molecular Medicine • Patient Safety • Population Health, Health Disparities • Primary Care • Process for Phase 1 <ul style="list-style-type: none"> • Faculty recruited into one of the four institutes <ul style="list-style-type: none"> ▪ Can choose to associate with another institute • Allocation of budget to Institute from home department, including staff • Many faculty will remain in home department for FY16 <ul style="list-style-type: none"> ▪ Should associate with an Institute by Fall 2016 • Opportunity to change institutes to optimize fit • Working through key items <ul style="list-style-type: none"> • Promotion and Tenure • Annual Review • Staff support <p>Dr. Dillon said he is happy to meet with any faculty and or staff group to discuss the Health Institutes at the HSC.</p> <p>It was asked when the faculty members would be notified of their institute assignments. Dr. Dillon stated that they would receive notification within the next month.</p>	<p>Dr. Dillon's PowerPoint is attached to this document.</p>
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<p>Health Institutes Update – Dr. Glenn Dillon, Vice Provost for Health Institutes (continued)</p>	<p>Dr. Dillon stated that the Patient Safety Institute was a new area for the HSC but of great interest to Dr. Williams. The HSC has just received a new grant in this area. It was asked why, if a grant has been received are we waiting until 2016 for this institute. Dr. Dillon stated that we just received this grant and it is a work in progress and could possibly start sooner than 2016. The dates given are target dates and some could start sooner or possibly later.</p> <p>Another question was raised by the senate. How will these changes affect the staff at the HSC? Will these changes force the institutes and departments to manage without additional needed manpower? Dr. Yorio stated that there is a committee that is reviewing the staff requirements for the changes. The current changes and changes coming in September will not affect the staff. There will be additional staff added the Eye Institute. It was stated that this needs to be communicated to the staff. Dr. Dillon said they are working on communicating this information with the staff at the HSC.</p> <p>It was stated that with the coming of ACCLAIM and JPS is comfortable with our department structure. How are the changes going to affect ACCLAIM? Dr. Dillon stated they have met with the Clinical Department chairs and all but the Psychiatric and Geriatric departments will remain as they are at this time. They are going to work closely with ACCLAIM to make the integration a smooth one. They are holding off on changes to the clinical areas so that the ACCLAIM/JPS Merger works well with creation of the institutes.</p> <p>It was asked how teaching assignments would be affected with the creation of the institutes. Dr. Dillon and Dr. Yorio stated that it will take coordination between the Institute Executive Directors and the Academies. It will be worked out with no effect on faculty or students. The HSC received an \$80 million bond to build a new building. This will help to bring everyone together.</p> <p>It was mentioned that the faculty has many concerns over the lack of collaboration and non-transparency of communication with the faculty members. This is not aligning with the new values at the HSC. The faculty members are concerned about not having shared governance. The assignment of Institute Executive Directors was not communicated well – not transparent at all. Dr. Dillon stated this was his error and he should have communicated better. The Institute Executive Directors were put in place to give faculty members a point of contact for questions and concerns.</p> <p>It was asked if metrics for success are available for the institute model. Dr. Dillon stated that there are broad targets out there and they will be the measurement for success. This is under development and will be rolled out soon.</p> <p>It was stated that funding for faculty members was from the departments and the faculty would be working in institutes. Does this mean that faculty will now be reporting to both departments and institutes? If so, this is stressful for faculty members. If faculty members are required to researches how will their teaching have the required time? Are our academic programs in jeopardy? Dr. Dillon stated that the Institute Directors will have to work with academy leaders to make sure nothing is neglected. Dr. Yorio stated the administration is staying cognizant of time allocations and faculty time requirements. They will make sure that Institute Directors and Academy leaders work closely together. The administration does not want this to be overly stressful for anyone involved.</p>	
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Health Institutes Update – Dr. Glenn Dillon, Vice Provost for Health Institutes (continued)	It was asked that with the creation of ACCLAIM, would the SCOP faculty/clinicians be part of ACCLAIM. Dr. Yorio said absolutely, but they do not have specifics at this time.	
HIPAA Violations – Dr. Monte Troutman, Internal Medicine	Dr. Troutman stated that the recent death of a patient caused the audit of the patient file. This audit found that there were numerous violations of the HIPAA policy. As many as nine “unauthorized” people accessed the patient file. As a result, three people were terminated. Many TCOM faculty members feel that termination was too harsh. Our medical records system does not have proper fail safes in place to prevent unauthorized people out of the patient records. There needs to be a better system in place to let faculty members/staff know who is or is not authorized to view files/records. This will avoid future problems. The termination of employees has caused low employee morale and as a result other employees have left the HSC. Dr. Troutman stated that these terminated employees should have been given the opportunity to resign before being terminated. Dr. Troutman asked for the support of the senate to take his concerns to administration to see if changes could be made to avoid this sort of problem in the future. It was stated that the first step would be to speak to Anne Long, our Compliance Officer to let her know of our concerns. Dr. Troutman made motion to allow him to speak to Anne Long with the support of the Senate and present this issue to her for investigation. Dr. Guttmann seconded the motion. The <u>motion carried</u> with unanimous vote.	
Faculty Assembly Updates – Dr. Amy Moss	<p>Health Institutes:</p> <p>Dr. Moss stated she was completely unaware that a Vice Provost for Health Institutes had been hired at the HSC. She stated this was not communicated to faculty members well.</p> <p>During the assembly Dr. Dillon stated he had received the 16-page list of concerns from faculty members on the creation of institutes/centers at the HSC. However, he had yet to review the document. Dr. Moss stated this was offensive to the faculty, as though their concerns were not important. She was going to request that Dr. Dillon meet with the Faculty Senate Executive Committee to discuss the faculty concerns.</p> <p>Campus Carry Legislation:</p> <p>Open Carry did not pass however Concealed Campus Carry did pass. The law goes into effect August 1, 2016. Those carrying firearms would be required to have Concealed Handgun License (CHL). There are specific exemptions for private institutions. The HSC will survey the faculty, staff and students to see what their questions, concerns and needs will be in regards to this new legislation. Dr. Williams will then make requests to the UNT System Board of Regents for the needed exemptions for our campus. We need to arm Dr. Williams with legitimate reasons for exemptions for our campus. Dr. Moss stated that the senate needs to have a very strong voice in the survey. She urged the senators to speak with their colleagues about this issue.</p>	

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New Business	<p>Faculty Senate Bylaws: Dr. Cohen stated that the Senate Bylaws would be reviewed once the HSC Faculty Bylaws were back from legal and approved. Dr. Yorio stated that there would be changes to the Faculty Bylaws from legal. He also stated that there needed to be changes to the Faculty Bylaws to remove those bylaws that were truly a policy/procedure.</p> <p>Past-President: With Dr. Moss leaving the HSC as of August 31, 2015, there will not be a sitting Past-President on the Senate Executive Team. It was asked if approved by the senate, could Dr. Peter Raven sit on the Senate Executive Team as the Past-President for a second year. Dr. Troutman made motion to approve Dr. Raven being Past-President for a second year. Dr. Eisenberg seconded the motion. The <u>motion carried</u> with a unanimous vote.</p>	
Adjournment	The meeting adjourned at 9:15 AM. The Faculty Senate will meet on Friday, July 10, 2015 at 7:30 AM in EAD 703.	

Approved for distribution.

University of North Texas Health Science Center
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PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Erin Carlson, Lawrence Cohen, Thomas Diver, Arthur Eisenberg, Thomas Flyzik, Geoffrey Guttman, Amy Moss, Jeffrey Mott, Rajesh Nandy, Charles Nichols, Monte Troutman, Joseph Warren, Scott Winter, and Liang-Jun Yan

ABSENT: Linda Ball, Brad Cannell, Patrick Clay, Patricia Gwartz, Robert Mallet, John Podgore, Katalin Prokai, Peter Raven, and Scott Walters

ALTERNATE: Sarah Payne for Patrick Clay, Patrick Cammarata for Robert Mallet, Rick Magie for John Podgore, and Sumihiro Suzuki for Scott Walters

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Moss called the meeting to order at 7:35 AM.	
Approval of Minutes	Dr. Magie moved to approve the minutes of the June Senate meeting. Dr. Eisenberg seconded motion. <u>Motion carried</u> with unanimous vote.	
Introduction of Alternates	Sarah Payne for Patrick Clay, Patrick Cammarata for Robert Mallet, Rick Magie for John Podgore, and Sumihiro Suzuki for Scott Walters.	
Faculty Senate for FY2016 – Dr. Amy Moss	Dr. Moss announced she would be leaving the HSC as of August 31, 2015 and that Dr. Raven would continue as Past-President for another year. She also introduced Dr. Robert Mallet as the President Elect of the Senate for the 2015-2016 year.	
Title IX Update – Dr. Trisha VanDuser, Executive Director of Student Services – Title IX Coordinator	<p>Dr. VanDuser explained that the goal of the Title IX Coordinator’s Office at the HSC is to help minimize the risks associated with alcohol, other drugs, and sexual misconduct/violence. Their aim is to provide faculty/staff with a healthy campus culture that fosters learning and growing intellectually. Below are highlights from her presentation.</p> <p>Dr. VanDuser explained the differences between the Clery Act and Title IX:</p> <ul style="list-style-type: none"> • The university’s obligations under the Clery Act are centered around collecting and reporting information with respect to campus crime statistics and campus security policies. • The university’s obligations under Title IX are centered around ensuring that students are not discriminated against on the basis of sex in the school’s education programs and activities. <ul style="list-style-type: none"> ○ Sexual harassment, including sexual violence is a form of sex discrimination. ○ UNTHSC condemns sexual harassment of or by its students, staff and faculty. <p>Dr. VanDuser explained about the Clery Act and the Campus SaVE Act:</p> <ul style="list-style-type: none"> • The “Jeanne Clery Disclosure of Campus Security Policy & Campus Crime Statistics Act” (aka “Clery Act”), is a federal law that requires institutions of higher education in the U.S. to disclose campus security information including crime statistics for the campus and surrounding area. • Clery Act was amended in March 2013 by the Campus SaVE Act. • The Campus Sexual Violence Elimination Act was passed as part of the Violence Against Women Reauthorization Act (VAWA) and applies to all institutions of higher education that participate in financial aid programs under Title IV of the Higher Education Act of 1965. 	Dr. VanDuser’s PowerPoint is attached to this document.

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<p>Title IX Update – Dr. Trisha VanDuser, Executive Director of Student Services – Title IX Coordinator (continued)</p>	<ul style="list-style-type: none"> • Campus SaVE Act Requirements: <ul style="list-style-type: none"> ○ Adds offenses including domestic violence, dating violence, and stalking to crimes that must be reported and included in Annual Security Reports. ○ Expands categories of “hate crimes” to include those based on bias against gender identity or national origin. ○ ASR policy must now include detailed descriptions of institutional internal procedures in cases of domestic violence, dating violence, and stalking as well as descriptions of its education and prevention programs. • What is Title IX: <ul style="list-style-type: none"> ○ Title IX prohibits sex-based discrimination in educational programs and activities receiving federal financial assistance. ○ Title IX applies to all public and private educational institutions receiving federal financial assistance. • Title IX and Sexual Violence: <ul style="list-style-type: none"> ○ Once a school knows or reasonably should know of possible student-on-student sexual violence, it must: <ul style="list-style-type: none"> ▪ Take immediate and appropriate action to investigate or otherwise determine what occurred. ○ If an investigation reveals that sexual violence that created a hostile environment occurred, a school must take prompt and effective steps reasonably calculated to end the sexual violence, eliminate any hostile environment, and prevent its recurrence. ○ The process a school uses for resolving complaints of sexual violence must provide for a prompt and equitable resolution. ○ The specific steps may vary, but in all cases a school’s Title IX investigation must be adequate, reliable, and impartial. ○ A school’s Title IX investigation is different from a law-enforcement investigation. ○ Must use the preponderance-of-the-evidence standard of proof. ○ Parties must have an equal opportunity to present relevant witnesses and other evidence. ○ If a school permits one party to have a lawyer, it must do so equally for both parties. ○ If a school provides an appeal process, it must do so for both parties. ○ Both parties must be notified, in writing, about the outcome of the complaint and any appeal. ○ If sexual violence that creates a hostile environment did occur, the school must take reasonable, timely, and age-appropriate corrective action tailored to the specific situation. ○ End the sexual violence; ○ Eliminate the hostile environment; and ○ Prevent recurrence. ○ In addition to taking action against the perpetrator, effective corrective action may require remedies for the complainant and broader student population. 	
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<p>Title IX Update – Dr. Trisha VanDuser, Executive Director of Student Services – Title IX Coordinator (continued)</p>	<ul style="list-style-type: none"> • Sexual Assault Support Information: <ul style="list-style-type: none"> ○ www.unthsc.edu/info/200304/student_affairs/2802/sexual_assault_support ○ Provides information on: <ul style="list-style-type: none"> • Reporting procedures • Process • Anonymous reporting • Getting help • Prevention, education and training 	
<p>Institutional Advancement Update – Doug White, Vice President of Institutional Advancement</p>	<p>Mr White gave an update on his office and what their goals were for the coming year. He said it was the job of his department to raise understanding and appreciation of the HSC in our community and state – to “de-mystify” the HSC and what we do here. Below are highlights from his presentation:</p> <p>Know Your Business – Know Your People</p> <ol style="list-style-type: none"> 1. Know Your Business <ul style="list-style-type: none"> ○ Our Primary Business <ul style="list-style-type: none"> ▪ Raise Understanding? <ul style="list-style-type: none"> • Expose <ul style="list-style-type: none"> ○ Media, Mail, Ambassadors, Campus Tours, Events • Engage/Educate <ul style="list-style-type: none"> ○ Face-to-face Dialog (Home & Away Games) • Involve <ul style="list-style-type: none"> ○ Board, Committee, Volunteer Service ▪ Raise Money? <ul style="list-style-type: none"> • INVEST! - Not gifts, but investments. Investments generate returns. We must always demonstrate returns. ▪ Raise Hell? 2. Know Your People – People We Must Know <ul style="list-style-type: none"> ○ Our UNTHSC Family <ul style="list-style-type: none"> ▪ Admin. Leadership, Faculty, Staff, Students, Families ○ Our Alumni ○ Our Current Donors ○ Our Prospective Donors ○ The Challenge and Opportunity? <ul style="list-style-type: none"> ▪ Connecting Those INSIDE With those OUTSIDE - That’s when the magic happens. Relationships Solely w/Advancement Have Little Long-Term Stability 	<p>Mr. White’s PowerPoint is attached to this document.</p>

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Institutional Advancement Update – Doug White, Vice President of Institutional Advancement	<p>Institutional Advancement Priorities for FY16:</p> <ul style="list-style-type: none"> • Exposure/Engagement Priorities: <ul style="list-style-type: none"> ○ Donor Acquisition – Annual Fund (HSC Society); HSC White Coat Tours ○ Alumni Connections – Receptions at Conferences; Mentoring; Social Media ○ Donor Stewardship – Custom impact reports; direct end-user engagement; Birthday cards; phone calls ○ Storytelling – Speaker’s Bureau; more Leadership/Faculty bench strength ○ Community Impact/Philanthropy Annual Report (toot our horn) ○ Data Integrity • Funding Priorities: <ul style="list-style-type: none"> ○ Interdisciplinary Research Building (\$80M appropriation vs. \$120M need) ○ Institutes & Centers (Accelerating inter-professional collaboration) ○ Faculty endowments (Chairs, Professorships) ○ Research (emphasis on Seed or Bridge Research) ○ Scholarships and other student support ○ Community Impact Programs (Pediatric Mobile Clinic, SAGE, Betty Ford, etc.) ○ Special Events (Evening with a Legend; Spring Invitational Golf Tourney) 	
Health Institute/Center Updates – Dr. Amy Moss	<p>Dr. Moss stated the Senate Executive Team met with Dr. Dillon to discuss the transition to institutes/centers. Dr. Cohen stated it was a great conversation and that Dr. Dillon was very transparent in his conversation with the Executive Team. The Senate has built a bridge with Dr. Dillon. Dr. Dillon has agreed to meet with the Senate and/or Senate Executive Team on a regular basis to keep informed on the progress being made on the move to institutes/centers. Dr. Cohen felt they had an ally in Dr. Dillon. Dr. Dillon shared what he is going to be sharing with all faculty/staff in the upcoming forums he will be holding. Dr. Moss stated Dr. Dillon was very receptive to the comments, questions and concerns they brought to him. Dr. Moss also stated that Dr. Dillon admitted he had not been very transparent in communicating with the faculty members. Dr. Moss said that Dr. Dillon understands that the Faculty Senate wants to be very involved the process.</p>	
ACCLAIM Update – Dr. Michael Hicks	<p>Dr. Hicks stated that he had been brought to the HSC by Dr. Williams for ACCLAIM. Dr. Hicks stated his initial review of UNT Health uncovered a need for better management and extreme changes in the operations at UNT Health. When he reviewed the financial papers he discovered that at the current rate, UNT Health would have been broke by August 2015. This due mainly to poor management. Dr. Hicks when to Dr. Williams and asked where the money was going to come from to continue to operate. Everything about patient care is broken; there was a lack of strategic vision, lack of management control of the operations at UNT Health. They have been spending and continue to spend time on management control. We are still losing money but slower than at the beginning of the year. The operations can be turned around but not without painful and much needed change. We are eighty-days into the changes and things are turning around but have a long way to go.</p>	

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<p>ACCLAIM Update – Dr. Michael Hicks (continued)</p>	<p>Dr. Hicks explained how ACCLAIM is the Physicians Management Group that will manage both UNT Health and JPS Clinics. Physicians will be employed by UNT Health or JPS and managed by ACCLAIM. All clinics will move to a provider based billing. UNT will be an equal partner with JPS. UNT Health will not be receiving any money from Tarrant County Medical District.</p> <p>The ERM will move to the EPIC system being used by JPS. This will reduce the software licensing cost for UNT Health.</p> <p>There will be staff changes. Some will move from UNT (state) to JPS. There would not be any jobs eliminated, some would simply move from UNT to JPS. Unfortunately, those moving to JPS will lose their state retirement. Compensation will not change, only the retirement for those moving to JPS. Faculty clinic appointments are not going away, relocated, yes but not eliminated.</p> <p>There will be a reorganization of the UNT Health and JPS clinics. Some clinics will close and others will relocate. There will be a change in on campus service lines; they will move from HSC campus to JPS.</p> <p>The UNT Health contribution to ACCLAIM must break even. The department chairs have been challenged to get their departments to break even. Departments must be sustainable, they must be efficient and at a minimum break even or painful changes will be made.</p> <p>There is a day of reckoning coming, UNT Health cannot go into ACCLAIM losing money.</p> <p>Dr. Moss thanked Dr. Hicks for his time and his open honesty with the Senate.</p>	
<p>New Business</p>	<p>UNTHSC Faculty Bylaws:</p> <p>Dr. Moss stated that the Faculty Bylaws have been reviewed by legal and there are multiple substantive changes. These changes would have to be reviewed by the Faculty Bylaw Committee and then presented to the Faculty Senate. There would be more information in future meetings.</p>	
<p>Adjournment</p>	<p>The meeting adjourned at 9:52 AM. The Faculty Senate will meet on Friday, August 14, 2015 at 7:30 AM in EAD 703.</p>	

Approved for distribution.

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PRESIDING: Amy Moss, Faculty Senate President

PRESENT: Brad Cannell, Patrick Clay, Lawrence Cohen, Thomas Diver, Arthur Eisenberg, Thomas Flyzik, Geoffrey Guttman, Amy Moss, Jeffrey Mott, Rajesh Nandy, Charles Nichols, Monte Troutman, Joseph Warren, Scott Winter, and Liang-Jun Yan

ABSENT: Linda Ball, Erin Carlson, Arthur Eisenberg, Robert Mallet, Rajesh Nandy, Charles Nichols, and John Podgore

ALTERNATE: Katherine Fogelberg for Erin Carlson, Patrick Cammarata for Robert Mallet, and Rick Magie for John Podgore

RECORDING: Shay Singleterry

Topic/Agenda Item	Discussion/Conclusion	Action/Recommendation
Call to order	Dr. Cohen called the meeting to order at 7:41 AM.	
Approval of Minutes	Dr. Troutman moved to approve the minutes of the July Senate meeting. Dr. Guttman seconded motion. <u>Motion carried</u> with unanimous vote.	
Introduction of Alternates	Katherine Fogelberg for Erin Carlson, Patrick Cammarata for Robert Mallet, and Rick Magie for John Podgore	
Update – Office of People Development – Mr. Steve Sosland, Chief People Officer	Mr. Sosland stated he was there to give an update on the Coaching Program and Faculty Evaluations. Coaching Program: The goal of the HSC is to move to a coaching culture. The form is to be used as a tool to build relationships; an atmosphere of mentoring. The forms is be used as a tool to assist in creating conversations that will lead to goal setting and helping faculty/staff meet those goals. Mr. Sosland asked that the Senate to spread the word about coaching and the conversations created during the coaching sessions. It is not about the form, it's about the conversation. The forms does use the term "department" but the term department can mean unit, project, institute or actual department. The coaching form is to be used to tie individual goals to the goals of the HSC. The goal is to move from evaluations to coaching in the future. Coaching sessions three times a year will better than a once a year evaluation. It will increase the interaction between supervisors/administration and their faculty/staff. Mr. Sosland introduced Jessie Johnson from his department. Ms. Johnson is the People Development Advisor and provided an update on the coaching training. Ms. Johnson stated that there were five pilot groups that went through the coaching training in July. There would be five more groups to train starting in September. The goal is to get all faculty trained on the coaching process. It was asked if they were going to de-emphasize evaluations, are the faculty evaluations going to be removed from the faculty profiles. Mr. Sosland said he was not sure, faculty evaluations are not handled by his department. At this time coaching and evaluations are handled by separate departments. The plan is to move to a performance feedback form and away from evaluation form, make coaching more important. They want to use the Values to find the strengths in our organization. The performance feedback will be used to collaborate with direct reports to build strengths and improve on weaknesses. They want to create contracts to work together for improvement. The goals section of the performance feedback forms are not graded and will not play a part in compensation decisions; their purpose is to focus on goal setting. Only the job duty and performance section will be graded for compensation reasons. It was asked why the Office of People Development has a say in the pay increases for faculty/staff. Mr. Sosland stated that his office does not have any authority in the compensation of faculty/staff. Mr. Sosland asked how many senators had taken the accountability pledge and had their pins and wore them regularly. Many senators stated that had no idea what Mr. Sosland was talking about. Mr. Sosland explained about the accountability pledge and the pin you could receive once you completed the pledge.	

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<p>Update – Office of People Development – Mr. Steve Sosland, Chief People Officer (continued)</p>	<p>He said he would be happy to return to a future meeting and show the video and provide more information about the pledge. Several senators stated they felt this was a forced indoctrination of faculty to the HSC Values.</p> <p>Faculty Evaluations and HSC Values:</p> <p>One of the senators stated that in the 2014 the Faculty Evaluations did not include the HSC Values, as was promised by the administrations. Now the 2015 Faculty Evaluations include the Values. Why were they added back into the evaluations? Did the administration intentionally mislead the faculty? Having the values as part of the evaluation process does not allow the faculty members to give an honest response for fear of retribution if they should have a conflict with their superiors. Mr. Sosland stated that the values are not a graded part of the evaluations. Another senator stated that the faculty evaluations are required to be included in packets submitted for Promotion and/or Tenure and Post-Tenure Review and this is a conflict of interest.</p> <p>It was asked why there was not an exit interview to determine why faculty/staff are leaving the HSC. Mr. Sosland stated his office is working with HR to establish an exit interview.</p>	
<p>TFA Town Hall on Campus Carry – Dr. Peter Raven, Senate Past President</p>	<p>Dr. Raven stated the Texas Faculty Association (TFA) would be holding a Town Hall Meeting on Campus Carry. The meeting will be on Wednesday, August 26th at 6:00 PM on the Texas A&M San Antonio campus. Dr. Cohen asked if any of the senators would be attending or would be willing to attend and report back to the senate about the meeting. Dr. Raven stated he would attend the meeting.</p> <p>Many senators voiced concern over students bringing weapons into the classrooms/labs/clinics. It was mentioned that the HSC administration is working on a list of exceptions (as allowed by the new law) to present to the Board of Regents. This list would be for those areas where it would be too dangerous for weapons. President Williams will present the list to the Board of Regents later in the year before the new law takes effect on August 1, 2016. The senators were encouraged to voice their concerns to their deans and the Provost.</p>	
<p>New Business</p>	<p>UNTHSC Faculty Bylaws:</p> <p>Dr. Gwartz, Chair of the Faculty Bylaw Committee stated she would be meeting with Dr. Yorio in the coming days to go over the Bylaw edits that legal sent back. There are multiple bylaws being pulled and changed into policy/procedure. It was asked if the Faculty Senate would be allowed to vote on these changes. Dr. Gwartz stated that the changes would have to be reviewed by the Faculty Bylaw Committee and then presented to the Faculty Senate. There would be more information in future meetings.</p> <p>Faculty Assembly:</p> <p>The next Faculty Assembly is on Tuesday, September 8th at 5:15 PM in Luibel Hall – EAD 108. Please send your agenda items to Shay Singleterry. This is the first assembly of the new year and all faculty members are encouraged to attend.</p>	
<p>Adjournment</p>	<p>The meeting adjourned at 9:12 AM. The Faculty Senate will meet on Friday, September 11th at 7:30 AM in EAD 703.</p>	

Approved for distribution.