**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**September 9, 2022, at 8:00 AM**

**EAD 406/Zoom**

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| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones (Zoom), M Lewis, V Womack, C Butler (Zoom), D Gillespie for J Crumm (Zoom), D Ellis (Zoom), M Ndiulor for J Fix (Zoom), K Meyer for A Gentry (Zoom), D Litt, J Liu (Zoom), U Nguyen (Zoom), S Romero, K Roop, R Nandy, D Schreihofer, M Troutman, S Fernando, C Powell, L Yan, Z Zhou (Zoom), R Zascavage |
| **ABSENT:** | B Esplin, R Ma, R Reeves |
| **GUESTs** | P Demers, R Roman, J Hartley |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:03 a.m. |
| **Introduction of Alternates** | * **M Ndiulor** forJ Fix * **K Meyer** for A Gentry * **D Gillespie** for J Crumm |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **J Hartley –** Operations * **R Roman –** Finance & Operations |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the August meeting minutes. **D Litt** moved the motion to approve the minutes with the change. **V Womack** seconded the motion. The meeting minutes were approved with no further comment. |
| **Announcements** | * New Faculty Senate Executive Committee and 6 new Senators introduced * Representatives are still needed for People and Culture Council as well as the Research Council. * Upcoming events:   Sept 22: **Faculty Assembly** introducing new HSC President Dr. Sylvia Trent-Adams  March 27-31: **Research Appreciation Day** will be held as a virtual event over 5 days.   * If you would like to attend a Faculty Senate meeting, please send an email to [Rhonda Arthur](mailto:Rhonda.Arthur@unthsc.edu) prior to the meeting. |
| **President’s Updates** | * N/A |
| **Provost’s Updates** | * Faculty Development Leave Policy is in review by Faculty Policies and Bylaws Committee * Yearly one-time compensation payments are being prepared for November * Chancellor Williams has sent out information on the Values initiative. Faculty are encouraged to participate in focus groups and other activities and conversations surrounding that initiative. * Faculty OKRs for FY23 should be complete by October 15 |
| **Senate President – Cabinet Report** | * They are looking at overhauling the orientation vs. onboarding process to make it more of a cohort process – more user friendly and values-based. * Badge use and security * Roadmap and accomplishments over the past year, which are presented to the Board of Regents – next meeting is in November – and planning to keep that momentum going forward. This is the last year of that roadmap. * Community engagement – an update will be given to the cabinet at the next meeting |
| **Communication Committee** | * D Schreihofer will be recording the Faculty Senate meeting takeaways since C Rickards Senate term has expired. * Faculty Assembly is planned for September 22, and will be in-person in MET 109-111 |
| **DE&I Updates** | * **February 18**: HSC will be hosting **Black Men in White Coats** for the DFW area to expose, mentor and encourage black youths to join the field of medicine. More details to come and we will be asking Senators to reach out to their schools for event volunteers. * **Sept 15**: The HSC Start Program will host a viewing of the Hulu Original documentary ***Aftershock*** in honor of Infant and Maternal Mortality Month. The viewing and conversation will be held at 5:30 pm, with dinner and CEUs offered. |
| **ECDC Updates** | * Dr. Shane Fernando has taken over leadership from Dr. Scott Maddux * Due to low attendance during summer, 2 events will be offered in Fall and also Spring * Upcoming events will include P&T discussions and writing accountability * Senior Faculty are encouraged to volunteer as mentors to the group |
| **Space Updates** | * Jason Hartley reported on plans for use of $60 million in Capital Construction Assistance Projects (CCAP) provided by the State of Texas. Phase 1 will focus on renovations of EAD 2nd floor and IREB 2nd, 3rd, and 4th floors to better meet the needs of new occupants now that TCU has vacated. Phase 2 will focus on EAD 4th floor and RES 1st and 3rd floors. The overall goal is to modernize buildings by creating more open and collaborative spaces. Operations will be hosting events semi-annually and updating their website to provide more information to the campus. |
| **President Councils** | * **Academic** – No updates * **Built Environment** – No updates * **Finance & Budget** – No updates * **People & Culture** – No updates * **Research** – No updates |
| **School/Colleges Report** | * **SBS** – The UG program is up and going with 5 students enrolled. Approximately 160 admitted in the online program, beginning in the winter semester * **SCP** – Faculty and staff added * **SPH** – September 18: DEI committee panel. New position discussions are taking place. * **SHP** –   PA – September 9 (today) is first admissions date. Still searching for 2 faculty positions  PT – Admissions kicked off a couple of weeks ago. Several admission dates throughout the semester. Still interviewing for faculty positions.  Lifestyle Health Sciences – New faculty onboard. Application cycle is open for fourth cohort. Dr. Teresa Wagner received a grant to support her work with community health workers   * **TCOM** – DEI – looking at curriculum and adding new content. GI is still looking for a member. |
| **New Business** | * **HSC Security** – COO Ruth Roman addressed issues regarding security on campus. An audit of badge access and open spaces is ongoing. Goal of security is to change culture to one where badges are always worn. * **Faculty Orientation -** Peg Demers reported on the creation of a “New Faculty Orientation” Canvas course to augment “New Employee Orientation,” and “Onboarding”. All faculty can request access to the Canvas course as a source of updated information. |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. * Would like additional discussions on grand rounds. * Remember to notify [Rhonda Arthur](mailto:Rhonda.Arthur@unthsc.edu) or email [Faculty Senate](mailto:communicationcommittee@unthsc.edu) if you will be absent for a Senate meeting and to communicate the alternate that will attend in your place. |
| **Adjournment** | The meeting adjourned at 10:04 AM. The next meeting will be on Friday, October 14, 2022, at 8:00 AM in MET 109-111/Zoom |

**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**October 14, 2022, at 8:00 AM**

**MET 109-111/Zoom**

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| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones (Zoom), V Womack (Zoom), J Crumm, D Ellis (Zoom), J Fix, A Gentry (Zoom), S Griner for D Litt (Zoom), J Liu (Zoom), R Ma, U Nguyen (Zoom), R Reeves (Zoom), S Romero, K Roop, R Nandy (Zoom), D Schreihofer, M Troutman, S Fernando, C Powell, L Yan, Z Zhou (Zoom), R Zascavage |
| **ABSENT:** | B Esplin, M Lewis, C Butler |
| **GUESTs** | P Demers, K Meyer, B Gladue, T Cunningham, K O’Brien |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:00 a.m. |
| **Introduction of Alternates** | * **S Griner** forD Litt |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **K Meyer –** Academic Innovation * **B Gladue, T Cunningham, and K O’Brien –** Office of Sponsored Programs |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the September meeting minutes. SHP Lifestyle Health updates added by C Powell. **D Schreihofer** moved the motion to approve the minutes with the change. **V Womack** seconded the motion. The meeting minutes were approved with updates. |
| **Announcements** | * **Oct. 27** - [**Women’s Faculty Network Happy Hour**](https://www.unthsc.edu/office-of-faculty-affairs/women-faculty-network-wfn/) – [World of Beer](https://worldofbeer.com/locations/fort-worth/), 4:00 – 6:00 pm * **Oct. 27** – [**Fall Festival**](https://unthsc.campuslabs.com/engage/event/8415199) hosted by The Center for Student Life – MET Field 5:00 – 7:00 pm * **Nov. 7-11** – [**Compliance & Integrity Week**](https://www.unthsc.edu/events/compliance-integrity-week/) * **Nov. 30** –[**Faculty Assembly**](https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/assembly/?preview_id=35&preview_nonce=a61ec24832&_thumbnail_id=-1&preview=true) 12-1:30 PM in EAD 108 and via Zoom. Lunch will be provided in the Atrium beginning at 11:45 am. Calendar invitations to be sent next week * **Dec. 3-4** – [**Remote Area Medical (RAM)**](https://www.unthsc.edu/ram) event - see <https://www.unthsc.edu/ram> to volunteer * **March 27-31** – [**Research Appreciation Day**](https://www.unthsc.edu/research/research-development-and-commercialization/funding-development/research-appreciation-day/) will be held as a virtual event over 5 days * Faculty Senators are encouraged to bring a faculty guest with them to each Faculty Senate meeting * If you would like to attend a Faculty Senate meeting, please send an email to [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) prior to the meeting. All faculty are welcome to attend. |
| **President’s Updates** | * Intent on increasing visibility of HSC * Search on for VP for institutional advancement and VP marketing and communications * Looking for multiyear, visionary, plan and wants input on needs. Please email [President@unthsc.edu](mailto:President@unthsc.edu) * System level Values Journey and strategic planning will cascade down to campuses with goal to increase collaboration and decrease redundancy * Concern about faculty burnout and workload – looking at ways to reduce stress * Goals: * triple research portfolio in 5 years * decrease dependency on state funds by increasing federal funds– part of inability to provide raises * build business portfolio – consultancy etc. |
| **Provost’s Updates** | * Faculty Development Leave Policy is in final review by University * Noted new large awards to ITR and Center for Health Policy * Promotion and Tenure process has begun for ~20 faculty * Performance pay (50% individual + 50% team) coming in November * Gallup survey closes on October 14 * Roadmap updates: Launched the website around HSC Learning Plus; the Whole Health initiative is ongoing and we are diving deeper into employee whole health, as well as student and patient * A committee has been formed for the search of a Human Resources leader, which is entering into the first phase of screening the pool of candidates * Compensation strategy will be evaluated this year, including funding sources for permanent increases, as well as an incentive plan * Admitted that there is some lack of understanding among faculty about the process of determining performance pay increases and will work to make it clearer * In response to feedback received from faculty concerning faculty having reasonable expectations and time to complete their goals on the OKRs, Provost Taylor will take those concerns back to the Deans to be sure they are communicating clear expectations and setting those expectations in a manner that is achievable * The current process of creating and entering OKR information twice (spreadsheet and interfolio) will be taken into consideration to see if the process can be simplified |
| **Senate President – Cabinet Report** | * N/A |
| **Communication Committee** | * Survey results from last Assembly: Preference for midday M, T, W, Th for Assembly * Faculty are interested in not just informational, but more substantive meetings * Presence of leadership and open forums were suggested * Dr. Trent-Adams plans to be present at November Faculty Assembly |
| **DE&I Updates** | * **February 18**: The DE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) to encourage K-12 and College students of color to join the medical profession. Volunteers are needed. * **Dr**. Emmanuel George has taken over leadership of DE&I and we can look at having him give an updated presentation |
| **ECDC Updates** | * **Oct. 19** – [**Early Career Development Council social**](https://www.unthsc.edu/office-of-faculty-affairs/faculty-development-and-training/early-career-development-council/) – [World of Beer](https://worldofbeer.com/locations/fort-worth/), 5:00 – 6:30 pm |
| **Space Updates** | * No updates |
| **President Councils** | * **Academic** – No updates * **Built Environment** – No updates * **Finance & Budget** – No updates * **People & Culture** – No updates – Volunteer representative needed for this council * **Research** – The council finished its business for the year. Developed a charter for the operation and creation of the research institutes that was posted in the Daily News, and distributed to Deans and Chairs. A representative is still needed for this council. * **Dr**. **Taylor added** – all councils have finished their business for the year. They are waiting for the information from the listening sessions to feed that information into the new charges – information is forthcoming |
| **School/Colleges Report** | * **SBS** – Concerns raised have to do with issues discussed by Dr. Taylor, surrounding compensation and cost of living adjustments. Chairs and Deans are concerned with increased workload with a seemingly decrease in number of faculty. Difficulty in attracting candidates and competing due to start up packages and compensation compared to other institutions. Dean is working to integrate would the school does into initiatives such as Whole Health and is planning to get 100 people from SBS to be involved in RAM event. A new hire has been completed for communications and marketing. An administrative assistant is planned to be hired for the Dean’s suite. Several applicants for the Spring UG program. * **HSCCP** – New [HSCCP PharmD video](https://www.youtube.com/watch?v=o0HdSVWqH1E). If anyone would like information about the company that produced the video, they may contact Brenda in the Dean’s office. This week Pharmacy Week was celebrated and they have a showcase event of the school. More than 50 posters were created for the poster session and there was an awards ceremony. * **SPH** – Shout out that the school has organized open houses this semester, which resulted in a few international students that are interested. * **SHP** –   PA – Last week was PA week; on Oct 6 PA Womack gave a lecture to the Black Students Health Professions Organization at UNT Denton and she is open to reaching out to other faculty at HSC to see if they would also be willing to offer lectures to the students. Second admissions day is October 21. In interview process for two full-time faculty searches. One of their alumni, Ryan English, on September 14, gave a testimony to the Texas Public Health Committee in Austin on the role of PAs to address the healthcare shortage in Texas. With respect to OKRs, the OKR deadline has been extended or is flexible – a concern was receiving the guidance or OKRs from above to determine which OKRs they can work on and submit into interfolio by the deadline.  PT – No update  Lifestyle Health Sciences – Several exciting initiatives are underway and more information will be shared in the near future.   * **TCOM** – Request for Marketing to give a report. Several comments regarding the billboard on Montgomery Street and what is the message that is being conveyed? Concerned that the community and City of Ft. Worth don’t know that we exist. There is an opportunity to communicate to the residents of the newly built apartments that we exist. Negative comments have been received and concerns raised about OKRs. Clinical faculty feel excluded because events happen during working hours and they are not able to participate. A suggestion/request is made that the University implement a university-wide events calendar and plan events further in advance so that faculty can properly plan to participate and attend. |
| **New Business** | * **Office of Sponsored Programs update** – B Gladue, T Cunningham, and K O’Brien * Still have 4 leadership vacancies, but have hired new staff * Have dramatically reduced backlog of award activation by process improvement * Goal is to activate awards within 14 days * Continuing to deal with EIS and GRAMS compatibility * No more PIMS – all awards will be activated and budgeted via GRAMS |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. |
| **Adjournment** | The meeting adjourned at 10:05 AM. The next meeting will be on Friday, November 11, 2022, at 8:00 AM in LIB400/Zoom |

**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**November 11, 2022, at 8:00 AM**

**LIB400/Zoom**

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| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones (Zoom), V Womack, M Lewis, J Crumm, D Ellis (Zoom), J Fix, A Gentry (Zoom), D Litt, J Liu (Zoom), U Nguyen, R Reeves (Zoom), S Romero, K Roop (Zoom), R Nandy (Zoom), D Schreihofer, M Troutman (Zoom), S Fernando (Zoom), C Powell (Zoom), L Yan, Z Zhou (Zoom), R Zascavage |
| **ABSENT:** | B Esplin, C Butler, R Ma |
| **GUESTs** | P Demers, K Meyer, B Kelley |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:00 a.m. |
| **Introduction of Alternates** | * N/A |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **K Meyer –** Academic Innovation * **B Kelley –** After-Action Review |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the October meeting minutes. **V Womack** moved the motion to approve the minutes. **L Yan** seconded the motion. The meeting minutes were approved. |
| **Announcements** | * **Nov. 7-11** – [**Compliance & Integrity Week**](https://www.unthsc.edu/events/compliance-integrity-week/) * **Nov. 30** –[**Faculty Assembly**](https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/assembly/?preview_id=35&preview_nonce=a61ec24832&_thumbnail_id=-1&preview=true) 12-1:30 PM in EAD 108 and via Zoom. Refreshments will be provided in the Atrium beginning at 11:30 am. Please be prepared to discuss hot topics you would like the Senate or leadership to address in the coming year. * **Dec. 3-4** – [**Remote Area Medical (RAM)**](https://www.unthsc.edu/ram) event - see <https://www.unthsc.edu/ram> to volunteer * **February 18 –** TheDE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) * **March 27-31** – [**Research Appreciation Day**](https://www.unthsc.edu/research/research-development-and-commercialization/funding-development/research-appreciation-day/) will be held as a virtual event over 5 days * Faculty Senators are encouraged to bring a faculty guest with them to each Faculty Senate meeting * A survey will be forthcoming from Dr. Kim Myers regarding faculty needs. Please provide feedback on additional items that may need to be added.   <https://unthsc.qualtrics.com/jfe/form/SV_5iIZOd1hRjZCxfg>   * If you would like to attend a Faculty Senate meeting, please send an email to [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) prior to the meeting. All faculty are welcome to attend. |
| **President’s Updates** | * No updates |
| **Provost’s Updates** | * System Level Values Journey has begun – HSC campus has representation * BOR meeting Nov 17 – Provost will talk about college and career readiness * Chief HR recruiting process doing interviews to narrow pool * The Southern Association of Colleges and Schools (SACS) is doing a site visit Jan 23-26 to address review the new undergraduate program * The President has asked the Provost to reevaluate the compensation plan * Cost to hire new faculty and staff has increased leading to potential inequity * Noted that Salary Component “D” can be used for one-time increased duty * The current compensation plan does not include cost of living adjustments. That is one thing that is on the table for consideration. Cost of living is separate from market adjustments, which is currently in place for two-year review and adjustments. Additionally, there is a one-time, annual performance payment, which has been the strategy for a few years. If there is someone that has not had a permanent increase in 5+ years, notify your department Chair immediately, because there are processes in place to individually address market adjustments off-cycle, as well as equity adjustments off-cycle. |
| **Senate President – Cabinet Report** | * President Trent-Adams has requested 2 broad initiatives from Faculty Senate * A stronger visibility of faculty both inward facing and outward facing. How do we market ourselves in the community? * Increasing faculty engagement with the Senate and communication * Wish list item: A Faculty center. The Senate and faculty are charged with demonstrating the purpose for a center for it to be considered. * Dr. Jones provided Senate updates and accomplishments to the cabinet, which included reinstating a Faculty Leave Policy * Leadership is aware of compensation issues regarding faculty |
| **Communication Committee** | * A [survey](https://az1.qualtrics.com/login?path=%2Fjfe%2Fpreview%2FpreviewId%2F7350fcd0-f8d5-47b9-bbfd-e62f26ea5cbd%2FSV_2hHR42Z9wr62XR4%3FQ_CHL%3Dpreview%26amp%3BQ_SurveyVersionID%3Dcurrent%26Q_CloneSession%3DFS_1mLrkum71zUzvgE) is available regarding issues faculty want Senate to address * Winter Faculty Assembly on November 30 will occur at noon in EAD 108 with food starting in the atrium at 11:30 am   President Trent-Adams and Provost Taylor plan to attend. Donations will be accepted for the food pantry to support students. The donation box will remain in Faculty Affairs, if anyone would like to drop off donations after the Assembly. The assembly will focus on hot topics and what your Senate has accomplished and what’s on the horizon.   * A Qualtrics survey will be sent to ask faculty how they receive their information from Senate |
| **DE&I Updates** | * **February 18**: The DE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) to encourage K-12 and College students of color to join the medical profession. Volunteers are needed. |
| **ECDC Updates** | * The first academic year social event was held at WOB and several early-career faculty and postdocs attended * **December 6** – P&T Workshop is scheduled from 12:00 – 1:00 in LIB400 and via Zoom * Beginning January 18, ECDC will gather for a social event on the third Wednesday of each month * Please inform your new, early-career faculty of ECDC and encourage them to reach out, if they aren’t aware of what the council offers |
| **WFN Updates** | * WFN met with Dr. Trent-Adams on November 9 to give her an overview of WFN and are scheduling a follow-up lunch * A tea/coffee social is being planned for January 10, from 1:00 – 4:00 in LIB400 * In the planning phase for a Spring event, which will likely focus on compensation |
| **Space Updates** | * No updates |
| **President Councils** | * **Academic** – No update * **Built Environment** – No update * **Finance & Budget** – No update * **People & Culture** – No update * **Research** – No update |
| **School/Colleges Report** | * **SBS** – OKRs and compensation have been the topics of discussion * **HSCCP** – Celebrated Pharmacy month in October * **SPH** – Two searches; tenure track in health behavior, and non-tenure track in health administration. Event for Dr. Dharamsi is scheduled for November 30. Dr. Lewis led grand rounds on November 10. The plan is to continue grand rounds three times per year. Dr. Litt will lead the event in the Spring. * **SHP** –   PA – Interviewing for two faculty positions. Also interviewing for Regional Health Coordinators throughout Texas to obtain clinical sites. Also looking for Clinical Outreach Coordinators. Today is the last day for Health Professions week – 8 activities occurred during the week.  PT – No updates  Lifestyle Health Sciences – New faculty and staff updates.   * **TCOM** – Three faculty received awards at OMed; Dr. Hensel, Dr. Patterson, and Dr. Licciardone. Dr. Nelson also presented on the Forgotten Fourth Trimester. Dr. Surve presented on OMM for performing artists. |
| **New Business** | * **After-Action Review process** presentation – B Kelley |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. |
| **Adjournment** | The meeting adjourned at 10:00 AM. The next meeting will be on Friday, December 9, 2022, at 8:00 AM in LIB400/Zoom |

**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**December 9, 2022, at 8:00 AM**

**LIB400/Zoom**

|  |  |
| --- | --- |
| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones (Zoom), V Womack, M Lewis, J Crumm, J Fix, A Gentry (Zoom), D Litt, J Liu (Zoom), U Nguyen, R Reeves (Zoom), S Romero, K Roop (Zoom), J Luningham (for R Nandy) (Zoom), D Schreihofer, L Markham (for M Troutman) (Zoom), S Fernando (Zoom), M Zablosky (for C Powell) (Zoom), L Yan, Z Zhou (Zoom), R Zascavage |
| **ABSENT:** | B Esplin, D Ellis, M Ra |
| **GUESTs** | P Demers, K Meyer, B Kelley |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:00 a.m. |
| **Introduction of Alternates** | * N/A |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **K Meyer –** Academic Innovation |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the November meeting minutes. **D Litt** moved the motion to approve the minutes. **V Womack** seconded the motion. The meeting minutes were approved. |
| **Announcements** | * **Jan 10, 1-4 pm** – The Women’s Faculty Network will host a **Coffee and Tea event** in Library 400 * **Jan 20, 12-1 pm – Valuability of the Year Celebration** * **Beginning Jan 18, 5-6:30 pm** – The Early Career Development Council will host a **Social at World of** Beer on the 3rd Wednesday each month * **February 18 –** TheDE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) * **March 27-31** – [**Research Appreciation Day**](https://www.unthsc.edu/research/research-development-and-commercialization/funding-development/research-appreciation-day/) will be held as a virtual event over 5 days * President Trent-Adams wants to engage Faculty Senate more * [**Faculty Achievement Award nominations**](https://www.unthsc.edu/office-of-faculty-affairs/wp-content/uploads/sites/91/CallforNomination_Announcement_DailyNews_RA.pdf) are due by January 31 * Encouraged faculty to complete recent Needs Survey sent out by Dr. Kim Myer * If you would like to attend a Faculty Senate meeting, please send an email to [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) prior to the meeting. All faculty are welcome to attend. |
| **President’s Updates** | * No updates |
| **Provost’s Updates** | * Provost congratulated HSC on Remote Area Medical event in Dallas that served over 500 people with the help of HSC volunteers. Noted next year’s event will be in or close to Fort Worth * Acknowledged difficulties surrounding staff OKR system this year and noted that the President’s Cabinet is reevaluating how OKRs will be performed moving forward * Noted that more integration between Interfolio, Profile, and OKR is needed * Deans will be reviewing faculty workload documents and reporting to Provost * Is looking for ways to reduce faculty burden by merging or combining some school/institutional committees * Leadership is engaged in After Action Review of recent campus lockdown with plans for recommendations for actions in the spring |
| **Senate President – Cabinet Report** | * Dr. Jones provided Senate updates and accomplishments to the cabinet, which included reinstating a Faculty Leave Policy * A Staff Senate is being created * Leadership is aware of compensation issues regarding faculty |
| **Communication Committee** | * Two volunteers are still needed for the Communications Committee. R Zascavage volunteered to fill one of the vacancies. * A Qualtrics survey will be sent to ask faculty how they receive their information from Senate. * Dr. Fix shared feedback on Faculty assembly, which was generally positive. Interactive activities were appreciated previously, but not included this time. Feedback from faculty also indicated a desire to address “Hot Topics” in a more substantive fashion in future – Provost Taylor said he is happy to engage. * All faculty are encouraged to communicate topics they would like addressed as they come up, and not wait for an assembly for those issues to be brought up. All faculty is welcome to take their concerns to their Senator or to attend Senate meetings themselves – send an email to [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) if you would like to attend, or submit your [questions/concerns](https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/) electronically. * Spring Assembly will highlight Faculty Awards. Please encourage your departments to nominate faculty members. |
| **DE&I Updates** | * **February 18**: The DE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) to encourage K-12 and College students of color to join the medical profession. Volunteers are needed. * E George will plan to attend a Senate meeting in the near future to discuss initiatives within DEI |
| **ECDC Updates** | * Hosted a Promotion and Tenure Workshop with good feedback * Noted differences among colleges/departments that needs to be better articulated to junior faculty * Plans for a second P&T workshop in spring, date TBD * A monthly social event will take place every 3rd Wednesday of the month, 5-6:30pm, beginning January 18 * If anyone has suggestions of topics for events, please send them to [Shane Fernando](mailto:shane.fernando@unthsc.edu) or [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) |
| **WFN Updates** | * A tea/coffee social is being planned for January 10, from 1:00 – 4:00 in LIB400 * In the planning phase for a Spring event, which will likely focus on compensation |
| **Space Updates** | * No updates |
| **President Councils** | * **Academic** – No update * **Built Environment** – No update * **Finance & Budget** – No update * **People & Culture** – No update * **Research** – R Nandy is the new representative for the council. No additional updates. |
| **School/Colleges Report** | * **SBS** – 7 new admissions for Spring. There is a heat issue in CBH and they are asking that it be placed on a priority list to be addressed. Faculty workload (increased workload in teaching with vacancies in staffing) is an issue that has been brought up. * **HSCCP** – No updates * **SPH** – Two vacancies; tenure track in health behavior, and non-tenure track in health administration. Event for Dr. Dharamsi is scheduled for November 30, which had a great turnout. Review for PhD students is underway. * **SHP** –   PA – Currently working on accreditation reports. Shout out given to A Gentry and K Meyer, who are working tirelessly on the reports and doing an outstanding job. Finished admissions on the 4th and awaiting to see if the cohort was filled for the upcoming year. Still looking for two full-time faculty positions. Holiday events underway and fall retreat was the week prior. The simulation team did an outstanding job with team building events.  PT – Just completed admissions and more than half of the cohort for fall is filled. 1st and 2nd year cohorts are done for the semester. Two new faculty are in the process of being hired.  Lifestyle Health Sciences – New faculty and staff updates.   * **TCOM** – New Pediatric Psychologist is hired. |
| **New Business** | * **Faculty survey update** only 31 responses have been received so far. Everyone is encouraged to complete the survey so they can have complete data. – K Meyer |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. |
| **Adjournment** | The meeting adjourned at 10:00 AM. The next meeting will be on Friday, January 13, 2023, at 8:00 AM in LIB400/Zoom |

**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**January 13, 2023, at 8:00 AM**

**LIB400/Zoom**

|  |  |
| --- | --- |
| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones (Zoom), B Esplin (Zoom), S Fernando, J Fix, A Gentry (Zoom), M Lewis (Zoom), D Litt, J Liu (Zoom), R Ma (Zoom) R Nandy (Zoom), U Nguyen (Zoom), C Powell (Zoom), R Reeves (Zoom), S Romero, K Roop, D Schreihofer, M Troutman, V Womack (Zoom)L Yan, R Zascavage, Z Zhou (Zoom) |
| **ABSENT:** | D Ellis, C Butler, J Crumm |
| **GUESTs** | P Demers, K Meyer |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:00 a.m. |
| **Introduction of Alternates** | * N/A |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **K Meyer –** Academic Innovation |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the November meeting minutes. **D Litt** moved the motion to approve the minutes. **S Romero** seconded the motion. The meeting minutes were approved. |
| **Announcements** | * **Jan 20, 12-1 pm – Valubility of the Year Celebration** * **February 18 –** TheDE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) * **March 27-31** – [**Research Appreciation Day**](https://www.unthsc.edu/research/research-development-and-commercialization/funding-development/research-appreciation-day/) will be held as a virtual event over 5 days * [**Faculty Achievement Award nominations**](https://www.unthsc.edu/office-of-faculty-affairs/wp-content/uploads/sites/91/CallforNomination_Announcement_DailyNews_RA.pdf) are due by January 31. Nominations are accepted for and by faculty members that do not hold an administrative role (e.g., Chair, Dean, Department Director, etc.) * Faculty are encouraged to complete the [Faculty Needs Survey](https://unthsc.qualtrics.com/jfe/form/SV_5iIZOd1hRjZCxfg) sent out by Dr. Kim Myer * One volunteer is still needed for the Communications Committee * The Student Food Pantry donation box is still in Faculty Affairs, EAD402. Approximately 80 items were donated prior to the holiday break. Hygiene items are needed. * Faculty Affairs Director new hire update – [Shristy Bashyal](mailto:shristy.bashyal@unthsc.edu) will start Monday, January 23 * Reminder from President’s office: [FAQ section](https://www.unthsc.edu/safety/emergency-management/) on the HSC Environmental Health and Safety website regarding the November 16 incident in the IREB. * If you would like to attend a Faculty Senate meeting, please send an email to [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) prior to the meeting. All faculty are welcome to attend. |
| **President’s Updates** | * No updates |
| **Provost’s Updates** | * Provost Taylor congratulated HSC on the Season of Giving drive that delivered clothing, food, and toys to those in need and generous donations to the Student Emergency Fund. * A new Director of Human Resources has been hired and will begin Feb 1 – look for a forthcoming announcement. * The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) will be visiting campus Jan 25-26 to assess the addition of undergraduate education offerings in SBS and potential for additional offerings. * President Trent-Adams is continuing to work with the transition team to set priorities for the President’s Councils. Compensation and Staff representation are high priorities for the Cabinet. * The Government Relations Team led by Ray Rodriguez is providing input to the TX Legislature on HSC priorities for the upcoming biennium including Workforce Readiness, Digital Health Delivery, and the Denny Jensen Center for Older Adults. HSC expects an increase in formula funding based on research expenditures. * Enrollment is down slightly across the HSC and After-Action Reviews are being completed with the Centralized Admissions Team to enhance services. * There are searches currently happening for a Vice President of Marketing & Communications & one for a Vice President of Advancement. * Faculty Development Leave policy is currently with OGC for review so that it can be finalized. |
| **Senate President – Cabinet Report** | * President Trent-Adams wants to hear the three biggest concerns of the faculty. Reach out to your faculty senator to share your concerns with the Faculty Senate. This information will be collected and presented to President Trent-Adams. * Faculty Achievement Award nominations are due January 31. The nominations do need to come from a faculty member that does not hold an administrative appointment. Letters of support will be accepted from administrative faculty members and they will be added to the nomination package. |
| **Communication Committee** | * One volunteer still needed for the Communications Committee. R Zascavage volunteered to fill one of the vacancies. Additional representation is welcome so that all schools/colleges are included. * A Chair in training is needed to assume the role of Committee Chair at the semester end. Contact the [Communication Committee](mailto:communicationcommittee@unthsc.edu) if you are interested. * Planning for the Spring Assembly is underway and will highlight Faculty Achievement Awards. Please encourage your departments to nominate faculty members. If you have suggestions for a speaker or topic, email the [Communications Committee](mailto:communicationcommittee@unthsc.edu). |
| **DE&I Updates** | * **February 18**: The DE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) to encourage K-12 and College students of color to join the medical profession. Volunteers are needed. * E George will plan to attend a Senate meeting in the near future to discuss initiatives within DEI. |
| **ECDC Updates** | * Will be hosted two sessions this semester: 1) [**Critical Conversations**](https://www.unthsc.edu/office-of-faculty-affairs/faculty-development-and-training/early-career-development-council/) on February 21, 12-1 pm, in LIB400 and 2) P&T workshop, date and time TBD, which will be offered virtually. * **Beginning Jan 18, 5-6:30 pm** – The Early Career Development Council will host a social at[**World of Beer**](https://worldofbeer.com/locations/fort-worth/) on the 3rd Wednesday each month * [**WAG**](https://www.unthsc.edu/office-of-faculty-affairs/faculty-development-and-training/early-career-development-council/)is offering two sessions this semester: Wednesday, 9-10 am and 4-5 pm. Thank you to [Dr. Stacey Griner](https://www.unthsc.edu/school-of-public-health/dr-stacey-griner/) for her work leading these sessions. * If anyone has suggestions of topics for events, please send them to [Shane Fernando](mailto:shane.fernando@unthsc.edu) or [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) |
| **WFN Updates** | * There was a good turnout at the tea/coffee social on January 10. * Events will be scheduled to alternate between during the work day and after hours to allow for more participation. * In the planning phase for a Spring event – more information to follow. * Interest of serving on the leadership team has been expressed by faculty. More details to follow. |
| **Space Updates** | * No updates |
| **President Councils** | * **Academic** – No update * **Built Environment** – No update * **Finance & Budget** – No update * **People & Culture** – No update * **Research** – No update |
| **School/Colleges Report** | * **SBS** – Quarterly faculty meeting: Dr. Mathis communicated about the budget and transparency. A big concern that has been expressed is faculty retention and good candidates applying to the positions. This results in challenging workloads. Graduate student stipends are also an area of concern – this affects not only existing students but also recruitment of students, as well as TA-ships. Faculty has asked the Senate to address loss of administrative privileges related to software. The faculty Help Desk is not available during “off” hours, but faculty works during non-business hours. * **HSCCP** – No updates * **SPH** – Wednesday is the first of retreats to work on strategic plan. At least one candidate for an open NTT faculty position that are moving through the interview process. Also working on accreditation. * **SHP** –   PA – Working on PA accreditation. In process of looking for two full-time faculty positions. PA Crumm welcomed a healthy baby boy into their family this week.  PT – No updates  Lifestyle Health Sciences – New faculty and staff members on board.   * **TCOM** – Application cycle is wrapping up and they have some very impressive applicants. Vacancies are causing stress on the workload of current faculty and there doesn’t seem to be a solid plan for recruitment and retention. Marketing is an issue and TCOM would like the marketing department to come to the Senate and present on their plan and thought process in regards to marketing and promotion. |
| **New Business** | * Input is requested on the advantages, use, and purpose of a Faculty Center. One of the benefits would be to promote community and collaboration among faculty across departments and colleges. Thoughts and ideas are welcome and may be submitted through the [Faculty Input link](https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/) on the Senate webpage, or may be [emailed](mailto:communicationcommittee@unthsc.edu). * A question was brought to Senate regarding compensation reviews for faculty and the availability of a form to initiate the process. Dr. Taylor responded that a request for a review may be initiated by contacting HR, a Department Chair, or Faculty Affairs. This can be done if you feel the market has shifted, it is an equity concern, or your specialization/uniqueness in what you do warrants a review. |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. |
| **Adjournment** | The meeting adjourned at 10:00 AM. The next meeting will be on Friday, February 10, 2023, at 8:00 AM in LIB400/Zoom |

**University of North Texas Health Science Center**

**Faculty Senate Meeting**

**February 10, 2023, at 8:00 AM**

**LIB400/Zoom**

|  |  |
| --- | --- |
| **PRESIDING:** | H Jones, President |
| **PRESENT:** | H Jones, B Esplin (Zoom), S Fernando, J Fix, A Gentry (Zoom), M Lewis (Zoom), D Litt (Zoom), J Liu (Zoom), R Ma, R Nandy (Zoom), U Nguyen (Zoom), C Powell, R Reeves (Zoom), S Romero (Zoom), K Roop, D Schreihofer (Zoom), M Troutman, V Womack, L Yan, R Zascavage (Zoom), Z Zhou, C Butler (Zoom), A Brosnan for J Crumm (Zoom), D Ellis (Zoom), |
| **ABSENT:** |  |
| **GUESTs** | P Demers, K Meyer, S Bashyal, E George |
| **RECORDING**: | R Arthur |

| **Topic/Agenda Item** | **Discussion/Conclusion** |
| --- | --- |
| **Call to order** | **Dr. Jones** called the meeting to order at 8:00 a.m. |
| **Introduction of Alternates** | * A Brosnan for J Crumm |
| **Introduction of Guest(s)** | * **P Demers** – Office of the Provost * **K Meyer –** Academic Innovation * **Shristy Bashyal –** Office of Academic Affairs * **E George -** Executive Director of Inclusive Diversity |
| **Approval of Minutes** | **Dr. Jones** inquired if there were any edits to the November meeting minutes. **D Schreihofer** moved the motion to approve the minutes. **S Fernando** seconded the motion. The meeting minutes were approved. |
| **Announcements** | * One volunteer is still needed for the Communications Committee * The Student Food Pantry donation box is still in Faculty Affairs, EAD402C. Approximately 80 items were donated prior to the holiday break. Hygiene items are needed. * Spring 2023 Faculty Assembly scheduled for Friday, April 28 * Thanks to all senators for collecting faculty feedback regarding charge from President Trent-Adams – Top three faculty concerns * President’s Inauguration Ceremony, Tuesday, March 7 at 10am, at the Will Rogers Center |
| **President’s Updates** | * Thanked faculty for participation in the Values Journey. Noted that initiatives will cascade down from the System level and be implemented on all campuses. * Reported successful meetings with 13 state legislators, successful meeting with TX Senate and upcoming TX House hearing on Feb 23. * Emphasized HSC role in Primary Care, Research, and Growth and Collaboration to “solve problems of the citizens of Texas.” * Lawmakers expressed concerns about healthcare workforce, and Dr. Trent-Adams noted that it will be part of her upcoming strategic plan. * Will be requesting investments in new programs and infrastructure. * Expressed concern about faculty turnover and what professional development opportunities, mentoring, coaching, and opportunities for growth will enhance faculty success. * Planning additional listening sessions across campus. |
| **Provost’s Updates** | * Provided updates on several upcoming events – (see Upcoming Events at bottom of page) * Highlighted UNT System and Libraries to manage data associated with new NIH data management requirements. * System will be undergoing IT security review – will visit HSC in March * Highlighted meetings of Chancellor Williams, President Trent-Adams and other leaders with members of the Texas Legislature * Congratulated SBS on successful visit by SACSCOC for review of undergraduate initiatives. Will now be reviewed by SACSCOC board for approval. * This year HSC will have a campus theme of “Healthcare Workforce,” and events will be planned around the theme. |
| **Senate President – Cabinet Report** | * The next cabinet meeting is scheduled for February 28 |
| **Communication Committee** | * The Committee is planning for the Spring Assembly on April 28 * Will take place in EAD 108. Lunch will be provided. * The Assembly will be highlighted by the Faculty Achievement Awards * Dr. Taylor and Dr. Trent-Adams plan to attend. * A Chair in training is needed to assume the role of Committee Chair at the semester end. Contact the [Communication Committee](mailto:communicationcommittee@unthsc.edu) if you are interested. |
| **DE&I Updates** | * **February 18**: The DE&I Team will be hosting [**Black Men in White Coats**](https://www.unthsc.edu/events/black-men-in-white-coats/) to encourage K-12 and College students of color to join the medical profession. Volunteers are needed. |
| **ECDC Updates** | * “Critical Conversations” event Tuesday Feb 21 from 12-1 PM in LIB 400 * Standing social every 3rd Wednesday of the month 5-6:30 PM at World of Beer * If anyone has suggestions of topics for events, please send them to [Shane Fernando](mailto:shane.fernando@unthsc.edu) or [Rhonda Arthur](mailto:rhonda.arthur@unthsc.edu) |
| **WFN Updates** | * March 2 from 4-6 PM will host a happy hour at World of Beer * A larger event is being planned for April – details forthcoming |
| **Space Updates** | * No updates |
| **President Councils** | * **Academic** – No update * **Built Environment** – No update * **Finance & Budget** – No update * **People & Culture** – No update * **Research** – No update |
| **School/Colleges Report** | * **SBS** – Recently finished external reviews for grad program and are working on dissemination and implementing suggested changes. Recruitment of quality grad students is a topic of concern being addressed. The survey of need for high-performance computing that was received and those assigned to addressing the need is of concern to faculty. Working to get a cluster hire of genetics faculty in the near future and their input on high-performance computing would be valuable. Pharmacology and neuroscience department on the 5th floor of CBH will be moving to the 4th floor of RES. A concern of faculty is the process by which space is allocated and assigned without the input of the faculty or program – does it meet the needs of the program, students, and faculty? Workload is also a high concern. * **HSCCP** – ACPE offsite visit is coming up in March and onsite visit for accreditation will be in April. * **SPH** – Two candidates for MHA program have been on campus in last few weeks, and positive feedback has been received. Strong applicants for admissions have been coming in. Elevating Power and Black Excellence is on February 20, beginning at 8:30 am with breakfast and a panel at 9:30 am. If faculty across campus are interested in [**ResearchMatch**](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.researchmatch.org%2F&data=05%7C01%7CRhonda.Arthur%40unthsc.edu%7C1d8163eb97204f19ec7608db1b55ba88%7C70de199207c6480fa318a1afcba03983%7C0%7C0%7C638133827230511396%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=LQOi54pB7NIu3fZYh2SkDaL7Wa43RabE1SlnqmFllw4%3D&reserved=0), please let [Dr. Litt](mailto:dana.litt@unthsc.edu) or the [Senate](mailto:communicationcommittee@unthsc.edu) know. * **SHP** –   PA – In process of preparing for accreditation in 2024. Class of 2024 just started clinical rotations last month. Two full-time faculty positions and five clinical outreach coordinator positions are still open.  PT – Dr. Michael Furtado has signed as next program Chair, with an anticipated start date of sometime this Spring. Dr. Liz Garcia joined the faculty in December. Jeegisha Kapila joined the faculty in January. The department is piloting a four-day on-site school and workweek for both faculty and students, with one day of remote work. At the end of February, the annual combined sections meeting will be held in San Diego. Have been participating in community outreach activities in the Fort Worth ISD.  Lifestyle Health Sciences – The application window for the new cohort is open and we are pleased with the number of applications received up to this point, this may be the largest enrollment since the launch of the program. We are continuing with outreach efforts, including promoting the MS in Lifestyle Health Sciences and Coaching program as well as SaferCare Texas at the Cowtown Marathon event, and partnering with the BRIT/Botanic Garden by providing online LHS-related presentations. LHS is looking into expanding the programming offered through the Department and will keep the Senate updated on those developments.   * **TCOM** – Dr. Sajid Surve was recently promoted to Assistant Dean of Osteopathic Recognition and Director of Osteopathic Education for TCOM. This new role was created to help create and support more residencies in the state of Texas with Osteopathic Recognition through the ACGME. The Texas Center for Performing Arts Health recently was awarded an anonymous grant of $25,000 to help underserved performing artists in the DFW area. These funds were used to create the Performing Arts Medicine clinic which provides free care to performers of any age, discipline, and skill level. Participation in grand rounds and conflicting events is of concern. |
| **New Business** | * Dr. Emmanuel George – Redefining Inclusive Solutions for Equity (RISE) Team * Noted that RISE will be reorganizing but continuing the charge of fostering inclusivity, incorporating DEI into the HSC Roadmap and Giving, and enhancing communication about DEI events around campus. * A newly restructured organization with the same mission as RISE will launch with a new communication plan. |
| **Other Business** | * There is a “**Faculty Input**” feature on the UNTHSC Faculty Senate website where you can submit your questions/concerns anonymously: <https://www.unthsc.edu/office-of-faculty-affairs/the-faculty-senate/>. |
| **Adjournment** | The meeting adjourned at 10:00 AM. The next meeting will be on Friday, March 10, 2023, at 8:00 AM in LIB400/Zoom |