



University of North Texas System

Board of Regents

Schedule of Events for Board of Regents Meeting

May 14, 2020

Real-Time Livestream Link: <https://livestream.com/accounts/7090653/events/9118688>

The University of North Texas System Board of Regents will meet on May 14 from 9:00 a.m. until approximately 3:30 p.m. according to the following agenda. It is necessary to conduct this special meeting by videoconference with no in-person attendance due to the request by the Office of the Attorney General to allow for the advance of the public health goal of limiting face-to-face meetings (also called social distancing) to slow the spread of Coronavirus (COVID-19). The meeting will be livestreamed in real time for public attendance at the link listed in this posting.

Agenda items are scheduled to follow each other consecutively and may start earlier or later than the posted time depending on the length of the discussions and the reports of previous items. Please note that the estimated times given in the posting are only approximate and may be adjusted as required with no prior notice.

Any members of the Board may attend committee meetings. Because some Board members who are not committee members may attend committee meetings and thereby create a quorum of the full Board, committee meetings are also being posted as meetings of the full Board.

Please contact the Office of the Board Secretary with any questions at 214.752.5545.

9:00 am CONVENE FULL BOARD

9:00 am CHANCELLOR'S REMARKS

9:15 am PRESENTATION OF CERTIFICATE OF APPRECIATION

- UNT System Board of Regents: Presentation of Certificate of Appreciation to Student Regent Alexandra Harrel

Recess Full Board to Strategic and Operational Excellence Committee.

9:30 am STRATEGIC AND OPERATIONAL EXCELLENCE COMMITTEE

Call to Order

- Approval of minutes of February 13, 2020 meeting

ACTION ITEM:

10. UNTS Approval of the Revised Strategic and Operational Excellence Committee Charter

Briefing:

UNT System Strategic Plans Review

- Lesa Roe, UNTS, Chancellor
- Michael Williams, UNTHSC, President
- Bob Mong, UNT Dallas, President
- Neal Smatresk, UNT, President

BACKGROUND MATERIAL

- Quarterly Operations Report

Adjourn Strategic & Operational Excellence Committee.

10:45 am AUDIT AND FINANCE COMMITTEE

Call to Order

- Approval of minutes of February 14, 2020 Audit Committee meeting
- Approval of minutes of February 13, 2020 Finance and Facilities Committee meeting
- Approval of minutes of April 6, 2020 Audit and Finance Committee meeting

Briefings:

UNTS Quarterly Financial Update

- Dan Tenney, UNT System, Vice Chancellor for Finance

Quarterly Report of Audit Activities

- Tracy Grunig, UNT System, Chief Audit Executive

ACTION ITEMS:

11. UNTS Approval of the Audit and Finance Committee Charter
12. UNTS Approval of Updated Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation Policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and of an Updated Prohibition of Sexual Misconduct and Related Retaliation Policy for the University of North Texas
13. UNT Authorization to Serve on Outside Board

BACKGROUND MATERIAL

- UNT System Consolidated FY20 Q2 Quarterly Compliance Report
- Quarterly Operations Report

Adjourn Audit and Finance Committee.

12:00 pm BREAK

**12:30 pm STUDENT SUCCESS, ACADEMIC AND CLINICAL AFFAIRS
COMMITTEE**

Call to Order

- Approval of minutes of February 13, 2020 Academic Affairs and Student Success Committee meeting

ACTION ITEMS:

- | | |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14. UNTS | Approval of the Student Success, Academic and Clinical Affairs Committee Charter |
| 15. UNTS | Approval and Ratification of UNT System Institutional Admission Standards for Students Beginning Matriculation in Summer 2021 |
| 16. UNTS | Approval of University of North Texas, University of North Texas Health Science Center at Fort Worth, and University of North Texas at Dallas policies related to <i>Free Speech and Public Assembly on Campus Grounds</i> |
| 17. UNT | Approval of UNT Tenure Recommendations |
| 18. UNTHSC | Approval of Tenure for a New UNTHSC Faculty Appointee |
| 19. UNTHSC | Approval of UNTHSC Tenure Recommendation |
| 20. UNTD | Approval of UNT Dallas Tenure Recommendations |
| 21. UNTD | Approval of UNT Dallas Review of Tenured Faculty Policy |
| 22. UNTD | Authorize a New UNT Dallas Master of Management Degree |

BACKGROUND MATERIAL

- Academic Measures Report

Adjourn Student Success, Academic and Clinical Affairs Committee.

1:45 pm STRATEGIC INFRASTRUCTURE COMMITTEE

Call to Order

ACTION ITEMS:

- | | |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 23. UNTS | Approval of the Strategic Infrastructure Committee Charter |
| 24. UNTS | Authorization to Amend the UNTS FY20 Capital Improvement Plan to Add the Camp Wisdom Access Road and Parking Lot at UNT Dallas and Make Minor Cost Adjustments to Two Projects at UNT Denton |

Adjourn Strategic Infrastructure Committee.

2:15 pm CONVENE FULL BOARD IN OPEN SESSION

CONSENT AGENDA:

1. UNTS Approval of the Minutes of the February 13-14, 2020, Board Meeting and April 6, 2020, Special Called Board Meeting
2. UNTS Approval of FY22 Holiday Schedule for the UNT System Administration, UNT, UNTHSC, and UNT Dallas
3. UNTS Delegation of Authority to the Chancellor to Extend UNT System's Agreement with Tango for Managing the Affordable Care Act Tracking and Reporting
4. UNT Approval of Tenure for New UNT Faculty Appointees
5. UNTHSC Approval of Tenure for a New UNTHSC Faculty Appointee
6. UNTHSC Approval of Updated Affiliated Entities Policy
7. UNTHSC Delegation of Authority to enter into Professional Services Contract with RAMIC Ft. Worth
8. UNTHSC Delegation of Authority to Enter into PET/CT and MRI Service Agreements with Siemens Medical Solutions USA, Inc. for the Imaging Equipment at the University of North Texas Health Science Center (UNTHSC)
9. UNTD Approval of UNT Dallas Emeritus Recommendation

ACTION ITEMS:

10. UNTS Approval of the Revised Strategic and Operational Excellence Committee Charter
11. UNTS Approval of the Audit and Finance Committee Charter
12. UNTS Approval of Updated Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation Policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and of an Updated Prohibition of Sexual Misconduct and Related Retaliation Policy for the University of North Texas
13. UNT Authorization to Serve on an Outside Board
14. UNTS Approval of the Student Success, Academic and Clinical Affairs Committee Charter
15. UNTS Approval and Ratification of UNT System Institutional Admission Standards for Students Beginning Matriculation in Summer 2021
16. UNTS Approval of University of North Texas, University of North Texas Health Science Center at Fort Worth, and University of North Texas at Dallas policies related to *Free Speech and Public Assembly on Campus Grounds*
17. UNT Approval of UNT Tenure Recommendations
18. UNTHSC Approval of Tenure for a New UNTHSC Faculty Appointee
19. UNTHSC Approval of UNTHSC Tenure Recommendation
20. UNTD Approval of UNT Dallas Tenure Recommendations
21. UNTD Approval of UNT Dallas Review of Tenured Faculty Policy
22. UNTD Authorize a New UNT Dallas Master of Management Degree
23. UNTS Approval of the Strategic Infrastructure Committee Charter

24. UNTS Authorization to Amend the UNTS FY20 Capital Improvement Plan to Add the Camp Wisdom Access Road and Parking Lot at UNT Dallas and Make Minor Cost Adjustments to Two Projects at UNT Denton

2:30 pm RECESS TO EXECUTIVE SESSION

Government Code, Chapter 551, Section .071 - Consultation with Attorneys Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers

- Consultation with counsel regarding confidential legal matters, including pending, threatened, and contemplated litigation or settlement offers
- Consultation with counsel regarding confidential legal matters related to the approval and adoption of Free Speech and Public Assembly policies and the Prohibition of Sexual Misconduct policies, including but not limited to legal obligations, duties, and related issues

3:30 pm RECONVENE FULL BOARD TO OPEN SESSION

Consider action items out of executive session, if any.

3:30 pm ADJOURNMENT



MINUTES

BOARD OF REGENTS Strategic and Operational Excellence Committee February 13, 2020

The Strategic and Operational Excellence Committee of the Board of Regents of the University of North Texas System convened on Thursday, February 13, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following members in attendance: Regents Milton Lee, Dan Feehan, and Mary Denny.

There being a quorum present the meeting was called to order by Committee Chairman Lee at 9:10 a.m. Pursuant to a motion by Regent Mary Denny seconded by Regent Dan Feehan, the Committee approved the minutes of the November 14-15, 2019, meeting of the Strategic and Operational Excellence Committee on a 3-0 vote.

The Committee had one briefing. UNT System Chancellor Lesa Roe, UNT Dallas President Bob Mong, UNT Health Science Center President Michael Williams, and UNT President Neal Smatresk provided the **UNT System Strategic Plans Review**.

There being no further business, the Committee meeting adjourned at 11:05 a.m.

Submitted By:


Lindsey Vandagriff
Board Operations Coordinator

Date: 2/24/20

Board Briefing



Committee: Strategic & Operational Excellence

Date Filed: April 23, 2020

Title: Approval of the Revised Strategic and Operational Excellence Committee Charter

Background:

The effective development and compliance with formal committee charters is a recognized best practice in higher education governance, as it develops a clear focus and defined parameters to all committee business. Consequently, the Strategic and Operational Excellence Committee charter has been revised. This charter seeks to define the Committee's purpose, primary goals, and objectives and clarify how members will work together to fulfill the goals and objectives of the Committee as a whole.

Financial Analysis/History:

There is no financial implication.

Dan Tenney Digitally signed by Dan Tenney
Date: 2020.05.04 13:03:29 -05'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2020.05.04 18:23:28 -05'00'

Vice Chancellor/General Counsel

Schedule:

This Charter will be effective upon passage by the Board of Regents.

Recommendation:

It is recommended that the Board approve the revised Charter for the Strategic and Operational Excellence Committee.

Recommended By:

Lesla B. Roe Digitally signed by Lesla B. Roe
Date: 2020.05.02 15:54:16 -05'00'

Chancellor

Attachments Filed Electronically:

- Strategic and Operational Excellence Committee Charter
- Annual Committee Calendar of Scheduled Items



Board Order

Title: Approval of the Revised Strategic and Operational Excellence Committee Charter

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, compliance with a formal charter is a recognized best practice in higher education governance, and

Whereas, the Strategic and Operational Excellence Committee Charter has been revised in accordance with best practices,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The approval of the revised Strategic and Operational Excellence Committee Charter.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

UNIVERSITY OF NORTH TEXAS SYSTEM BOARD OF REGENTS
STRATEGIC AND OPERATIONAL EXCELLENCE COMMITTEE CHARTER

INTRODUCTION

The Strategic and Operational Excellence Committee (“Committee”) of the Board of Regents (the “Board”) is established pursuant to Section 03.401 of the University of North Texas System’s (the “System”) *Regents Rules*. The purpose of this Charter is to provide guidelines for the operation of the Committee to further define its role, duties, and responsibilities. This charter broadly defines the Committee’s responsibilities.

Membership

Committee members are appointed by the Chair of the Board. The Committee shall be composed of not less than four members of the Board. One Committee member shall be appointed by the Chair of the Board to be Chair of the Committee. The Committee will meet at least quarterly or more frequently as the Committee Chair dictates or as circumstances require.

General Purpose and Scope

The Committee is responsible for reviewing and making recommendations to the full Board regarding UNT System and campus strategic planning, execution and progress, and financial support of the strategic plans. The Committee is also responsible for the evaluation of productivity, efficiency, cost effectiveness, quality, and customer satisfaction of administrative services including system-wide shared services and component institutions’ administrative services.

Committee Responsibilities

The responsibilities of the Committee are as follows:

Review and approve and recommend to the Board:

- Strategic plan for the System and component institutions with clear and quantifiable expectations based upon a comprehensive academic plan
- Improvements to strategic plans for the System and component institutions, including prior results
- The Strategic and Operational Excellence Committee Charter.

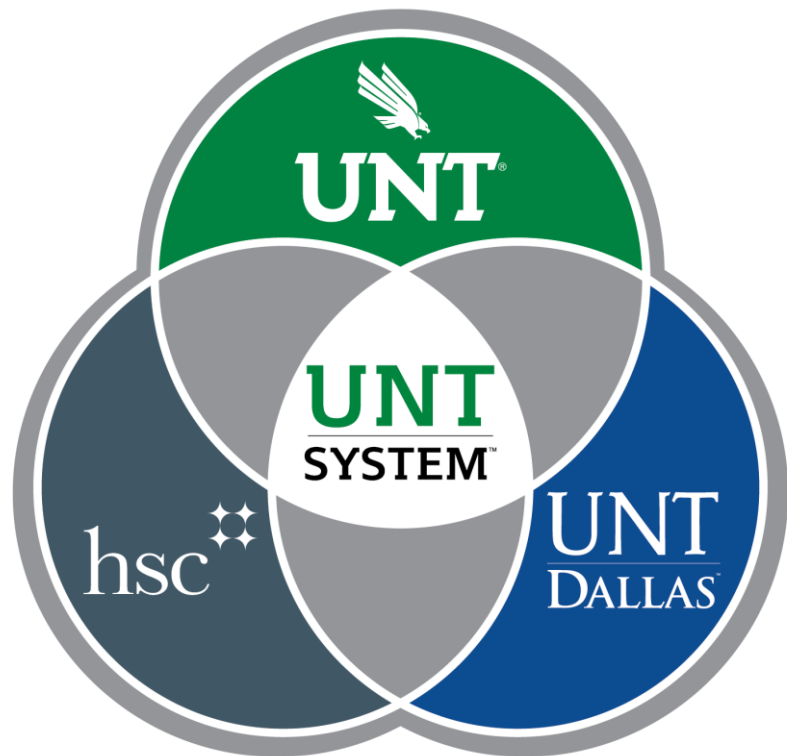
Provide governance and oversight in the following areas:

- Ensuring strategic plans that connect with the mission and vision of the System
- Ensuring there are effective action plans and performance metrics are in place to achieve successful implementation of the strategic plan

- Ensuring funds are allocated in a manner that adequately supports the strategic plan of each institution and the System
- Updating of goals and initiatives as needed to address the changes in needs of higher education
- Routine evaluation of shared services and other key operational activities for quality, efficiency, and customer satisfaction
- Establishing a continuous improvement culture
- Implementation of best practices in administrative support areas
- Comparing performance to applicable benchmarks
- Other responsibilities specifically assigned to the Committee.

DRAFT

Strategic and Operational Excellence Committee Annual Calendar								
	FEBRUARY		MAY		AUGUST		NOVEMBER	
	Briefings	Action	Briefings	Action	Briefings	Action	Briefings	Action
STRATEGIC & OPERATIONAL EXCELLENCE	Strategic Plan Review		Strategic Plan Review		Strategic Plan Review		Strategic Plan Year-End Review and Plan for Following Year - establish goals for each institution (RR 03.701.2a)	Approval of Strategic Plan as Presented with Accompanying Scorecard (per BOR Chair and Committee Chair)
INFORMATION	Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)	



2020 UNT World Strategy



Our 2020 UNT World vision, values, and strategy will remain just as valid after COVID-19 as they were before the pandemic.

Our strategic priorities presented to the Board in February 2020 remain in place and are outlined on the following slides.



UNT WORLD VISION & VALUES: Leading the Way in DFW

UNT WORLD PURPOSE

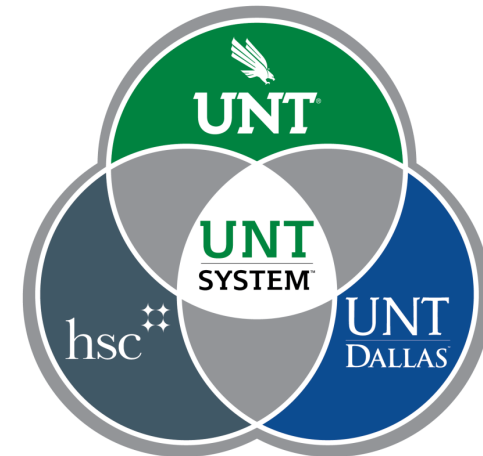
With our heart in North Texas, we transform lives and create economic opportunity through education.

UNT WORLD VALUES

Service. Teamwork. Trust. Excellence.

UNT WORLD VISION

Transform the future of North Texas and beyond by being accessible, caring, innovative, community-focused and industry-connected — bringing out the full potential of those we serve.



UNT WORLD STRATEGY

- *Strengthen Our Core*
- *Drive Strategic Growth*
- *Create Value*



UNT WORLD Strategy: “Strengthen Our Core”

FOCUS ON STUDENT EXPERIENCE, PROGRAMS/ CURRICULUM, FACULTY AND STAFF

AREAS OF EMPHASIS

- Employee Engagement
- Diversity & Inclusion
- Student Experience & Retention
- Career-Readiness
- Student Services & Resources
- Faculty & Staff Well-Being
- Student Well-Being
- Priority Programs
- Training & Succession Planning
- Performance Accountability

DESIRED OUTCOMES

- Increased Engagement
- Best Place to Work
- Increased Student Retention
- Increased Graduates/Degrees Awarded
- Affordable Higher Education
- Stronger Communities
- Stronger Reputation
- Stronger Brand Recognition



UNT WORLD Strategy: “Drive Strategic Growth”

FOCUS ON DIFFERENTIAL ACTIVITIES THAT DRIVE STRATEGIC GROWTH

AREAS OF EMPHASIS

- New Programs Delivered in New Ways
- Affordability & Accessibility for Students
- Enrollment Systems & Approach
- Strategic Master Planning
- Innovation in Community & Start-ups
- Grants & Research
- Resources for Innovation & Research Faculty
- Industry Engagement
- Impactful Donor Events
- Licensing & Tech Transfer

DESIRED OUTCOMES

- Entrepreneurial Culture
- Increased Enrollment
- Increased Endowments & Institutional Gifts
- Increased Research Expenditures
- Medical & Technological Discoveries
- Lead the Creative Economy
- Increased Graduates/Degrees Awarded
- Increased Grants, Tenure/Tenure-Track Faculty & Post-docs
- Stronger Reputation
- More Licenses & Patents
- Stronger Brand Recognition
- Strong Strategic Partner for growth in Dallas, Fort Worth, Denton and Frisco



UNT WORLD Strategy: “Create Value”

CREATE VALUE IN ALL WE DO

AREAS OF EMPHASIS

- Operate More Efficiently
- Strengthened Financial Insight, Data & Planning
- Enterprise Decision Making
- Modernized Procurement Processes & Optimized Use of Strategic Sourcing
- Strengthened Integration, Collaboration & Teamwork Across UNT World
- HSC Clinical Practice & Pharmacy Service For UNT Dallas/UNT/TCU
- Phase-Out Low-Priority Programs
- Refined Brand Presentation & Messaging

DESIRED OUTCOMES

- Strengthen Financial Health
- Best Place to Work
- Extraordinary Service Experience
- Best Value
- Stronger Reputation
- Management Practices & Tools to Promote Success
- Stronger Brand Recognition



1. Grow Enrollment and Graduation	Fall 2015 (FY16)	Fall 2016 (FY17)	Fall 2017 (FY18)	Fall 2018 (FY19)	Fall 2019 (FY20) Target	Fall 2019 (FY20) Actual	Fall 2020 (FY21) Target
1.a. Total Fall Headcount Enrollment	42,025	43,375	43,860	44,102	44,914	45,451	46,466
1.a. UNT	37,175	37,979	38,081	38,087	38,354	39,192	39,700
1.a. UNTHSC	2,362	2,366	2,270	2,258	2,260	2,219	2,366
1.a. UNTD	2,488	3,030	3,509	3,757	4,300	4,040	4,400
	FY16	FY17	FY18	FY19	FY20 Target	FY20 Actual	FY21 Target
1.b. Total Degrees Awarded	9,243	10,360	10,898	11,046	11,423	NA	11,638
1.b. UNT	8,105	8,994	9,300	9,457	9,750	NA	9,900
1.b. UNTHSC	663	766	790	749	750	NA	746
1.b. UNTD	475	600	808	840	923	NA	992
2. Grow Research	FY16	FY17	FY18	FY19	FY20 Target	FY20 Actual	FY21 Target
2.a. Total Research Expenditures*	\$67.4M	\$75.8M	\$82.1M	\$125.2M	\$127.7M	NA	\$130.4M
2.a. UNT	\$22.8M	\$31.4M	\$36.7M	\$78.4M	\$80.8M	NA	\$83.0M
2.a. UNTHSC	\$44.6M	\$44.4M	\$45.4M	\$46.8M	\$46.9M	NA	\$47.4M
2.a. UNTD	\$.04M	\$.03M	\$.04M	\$.04M	No Projections in SP	No Projections in SP	No Projections in SP
3. Grow Foundation Assets	FY16	FY17	FY18	FY19	FY20 Target	FY20 Actual	FY21 Target
3.a. Grand Total Foundation & Institutional Gifts, UNT System Consolidated	\$35.8M	\$40.5M	\$60.4M	\$71.6M	\$49.2M	NA	\$56.5M
3.a. UNT	\$25.1M	\$29.3M	\$36.4M	\$60.8M	\$36.0M	NA	\$40.0M
3.a. UNTHSC	\$10.0M	\$10.2M	\$21.4M	\$8.1M	\$12.0M	NA	\$15.0M
3.a. UNTD	\$.69M	\$1.04M	\$2.63M	\$2.65M	\$1.2M	NA	\$1.5M



3. Grow Foundation Assets	FY16	FY17	FY18	FY19	FY20 Target	FY20 Actual	FY21 Target
3.b. Total Institutional and Foundation Endowments	\$184.3M	\$210.6M	\$251.5M	\$283.8M	\$303.0M	NA	\$322.0M
3.b. UNT	\$142.5M	\$165.2M	\$194.4M	\$207.4M	\$220.2M	NA	\$231.3M
3.b. UNTHSC	\$40.7M	\$44.2M	\$55.7M	\$74.7M	\$80.6M	NA	\$88.0M
3.b. UNTD	\$1.09M	\$1.2M	\$1.41M	\$1.74M	\$2.2M	NA	\$2.65M

4. Become Best Place to Work	FY16	FY17	FY18	FY19	FY20 Target	FY20 Actual	Long-term Target
4.a. Employee Engagement Grand Mean ¹ (System-wide)	NA	3.80	3.83	3.95	4.05	NA	4.40
4.a. UNT	NA	3.73	3.79	3.78	3.88	NA	4.40
4.a. UNTHSC	NA	3.93	3.92	4.15	4.25	NA	4.40
4.a. UNTD	NA	3.80	3.83	3.78	3.98	NA	4.40
4.a. UNTS Administration	NA	3.81	3.90	4.07	4.27	NA	4.40
4.b. % Engaged Employees (System-wide)	NA	37.6%	41.0%	46.0%	48%	NA	Best Place to Work
4.b. UNT	NA	35%	38%	38%	40%	NA	Best Place to Work
4.b. UNTHSC	NA	43%	46%	57%	60%	NA	Best Place to Work
4.b. UNTD	NA	44%	44%	36%	40%	NA	Best Place to Work
4.b. UNTS Administration	NA	35%	47%	53%	55%	NA	Best Place to Work

Notes:

- * Starting in FY19, UNT changed its method of calculating Total Research Expenditure to include research faculty salaries. HSC did not change methodology - does not include faculty salaries and only tracks dollars from research grants.
- Employee engagement grand mean represents overall engagement on a scale of 1-5, with 5 being the highest level of engagement.



UNT SYSTEM™

Headquarters Strategy



UNT System Headquarters: Purpose, Vision, Goals

UNT System Headquarters Purpose

Lead, Serve, Inspire

UNT System Headquarters Vision

A trusted partner of exceptional performance and service.

Goals

People
Service
Strength

Desired Results

- ✓ Best place to work
- ✓ Extraordinary service experience
- ✓ Create value
- ✓ Excellent reputation
- ✓ Exemplary management practices and tools promote mission success



2020 TARGETS: People

●	= On Track
●	= Concern
●	= Off Track

<u>Initiative</u>	<u>2020 Initiative/Owner</u>
1. Recruit, Develop, and Retain Talent	<ul style="list-style-type: none">● Improve on-boarding employees and modernize performance planning (B. Abercrombie)<ul style="list-style-type: none">• 90% of new full-time employees surveyed on a 5 point scale rate on-boarding as ≥ 4.● Develop compensation strategy for system administration (B. Abercrombie)<ul style="list-style-type: none">• Complete expanded scope market study for system administration and overlapping positions with campuses June 2020 and plan in budgets for FY21/FY22 and beyond.● Create three-pillared well-being program for UNT World Faculty and Staff to include: Financial, Interpersonal and Physical. (B. Abercrombie)<ul style="list-style-type: none">• Program launched in April 2020 – includes dedicated well-being web site and events calendar. (COMPLETE)● Address organizational feedback from Gallup (Presidents; All Vice Chancellors)<ul style="list-style-type: none">• System administration Gallup engagement $\geq 55\%$• Overall Gallup engagement $\geq 48\%$
2. Employee Engagement	<ul style="list-style-type: none">● Create HR Liaison program on all campuses that will ensure an avenue for communicating needs, ideas and process improvement across UNT World. (B. Abercrombie)<ul style="list-style-type: none">• Program developed in FY20. (COMPLETE)



2020 TARGETS: Service

●	= On Track
●	= Concern
●	= Off Track

Initiative

2020 Initiative/Owner

1. Services Improvement

- **Conduct external reviews of each System HQ organization with campus functions. (L. Roe)**
 - Implement IT improvements in governance, strategy, and cost. (C. McCoy)
 - Implement findings from Legal Review (A. Stucky) and Audit Reviews. (T. Grunig)
 - Initiate External Reviews of Government Relations and Human Resources. (L. Roe) (**COMPLETE**)
- **Reengineer Human Resources website/links/information to deliver enhanced client self-service – on time and when needed. (B. Abercrombie/P. Corliss/C. McCoy)**
 - 50% of all questions provided on Human Resources Self Service. (B. Abercrombie)
- **Modernize procurement processes, enhance contract management, and optimized use of strategic sourcing (D. Tenney)**
 - Assess end-to-end process with a cross-campus team and identify system-wide solutions. (**COMPLETE**)

2. Align Services with University Initiatives

- **Strategic Master Planning (S. Maruszewski)**
 - Denton and Dallas Master Plans factoring in strategic planning in FY21
- **Create value (L. Roe, Presidents, VCs)**
 - Complete tax credits for municipal building and apply toward UNT Dallas endowment(S. Maruszewski) (**COMPLETE**)
 - Establish and execute Main Street leasing plan (S. Maruszewski) (**COMPLETE**)
 - Eliminate low priority items and review, refine, and lean out processes (**D. Tenney**, L. Roe, VCs, Presidents)
 - Develop P3 contracts and process to support campus needs (**COMPLETE**)



2020 TARGETS: Strength

●	= On Track
●	= Concern
●	= Off Track

Initiative

2020 Initiative/Owner

1. Strengthened Planning, Analysis, System Tools, and Collaboration

- **Multiyear planning in place (D. Tenney)**
 - FY21 will include multi-year budget and statements.
- **Establish ERP implementation and financing plan. (D. Tenney)**
 - Decision on financing by March 2020. **(COMPLETE)**
- **Collaboration across campuses on Student Success (R. Haggett)**
 - UNT World Convening for Student Mental and Behavioral Health and Well-Being **(COMPLETE)**
 - Explore data trends (retention/graduation) across different populations of students (transfer, race, ethnicity, gender).

2. Strengthen Brand Identity and Advocacy

- **Meet Dallas corporate clients' educational needs with for-credit employee education and credentials. (L. Roe, B. Mong, R. Haggett)**
 - Develop/pilot need areas.
- **Enhance internal/external communications with strategic messaging. (P. Corliss)**
 - Complete messaging/branding campaign development and roll-out. **(COMPLETE)**
 - Success messaging Town Halls, spotlight videos, online content, speeches. **(COMPLETE)**
- **Work with internal/external stakeholders to design advocacy opportunities for State and Federal funding. (J. Morton/Presidents)**
 - Opportunities developed and communicated internally in FY20.

HSC Strategic Plan Review

Dr. Michael R. Williams

May 14, 2020

HSC FY20 Strategic Scorecard: People

2020 KEY RESULTS	MEASURES/ TARGETS	STATUS
People (Be A Best Place For All)		
1. Build and extraordinary people system based on values, culture, and performance		
1.1 Launch a new performance management system	1.1a Percentage of employees with three documented quarterly performance check-in conversations by end of FY20 T: 75%	
	1.1b Supervisor training completed by May 31, 2020 T: 95%	
	1.1c Implement performance management software by May 31, 2020	
1.2 Improve first-year team member experience	1.2a All positions filled using new values-based hiring and on-boarding by end of FY20 T: 100%	
	1.2b Percentage of new employees satisfied with their decision to work at HSC by end of FY20 T: 70%	
	1.2c Implement process to track first-year voluntary turnover by end of FY20	
1.3 Strengthen supervisor connection	1.3a Number of supervisors leveraging HSC's "Supervisor Development Network" opportunities by end of FY20 T: >250	
	1.3b Percentage of employees engaged or Gallup percentile ranking by end of FY20 T: 60% engaged or 90th percentile	



HSC Fy20 Strategic Scorecard: Programs

2020 KEY RESULTS	MEASURES/ TARGETS	STATUS
Programs (Prepare future leaders to improve and transform human health)		
2. Enrich the health and wellbeing of our entire team		
2.1 Implement at least four education initiatives to improve health and well-being <ul style="list-style-type: none"> - Online well-being module - Emotional Intelligence and well-being integration - Resiliency program - Career-readiness program 	2.1 Number of education pilots completed and implemented by end of FY20 T: 4	
2.2 Launch solution to improve financial well-being of faculty, staff and students	2.2 Percentage of team members utilizing solution by end of FY20 T: 25% of employees and 25% of students	
3. Make the population we serve healthier		
3.1 Deploy a micro-credentialing program to enhance health education for our health-related workforce	3.1 Inventory of completed micro-credentials by end of FY20 T: 3 active micro-credentials completed and implemented	
3.2 Introduce virtual care and health outcomes research capabilities to address health disparities	3.2 Number of virtual healthcare pilots completed by end of FY20 T: 2	

HSC FY20 Strategic Scorecard: Strengths

2020 KEY RESULTS	MEASURES/ TARGETS	STATUS
Strengths (Focus/Purpose)		
4. Increase UNTHSC financial strength		
4.1 Increase alumni giving and engagement	4.1a Increase in donors and receipts by end of FY20 T: 100% increase from FY19	
	4.1b Number of alumni recruited into volunteer advisory roles by end of FY20 T: Minimum 25 alumni recruited	
4.2 Increase total institutional and foundation endowment	4.2 Total institutional and foundation endowments by end of FY20 T: \$80.6M	
4.3 Increase corporate (for/non-profit) relationships	4.3 Number of new formalized corporate relationships by end of FY20 T: 5	



- **Increase Enrollment, Retention, Graduation**
- **Increase Revenues**
- **Strengthen Community Partnerships**
- **Be a Best Place to Work**
- **Take Care of our Students**

2020 Targets: Strength



1. Increase Enrollment, Retention, Graduation

- **Grow enrollment, retention and graduation rates**

- Enrollment. Creating ranges. All growth.
- Retention.
- Graduation. 370 December grads

T: Grow enrollment and retention by 8%

S: 523 applied for May graduation

- **Plans for future growth**

- Major rewrite to our 87th Legislative presentation
 - Integrating COVID response
- Master planning progressing
 - Master Planning consultant, PAGE/, held 3 planning and discussion workshops with both the Steering and Resource Committees
- Keep tuition and fees lowest in North Texas

T: Request Specialized Center, Science Building and renewal of Trailblazer Elite; update campus master plan; no increase in tuition, implement advisory fee and athletic fee 7 v. 10

S: 87th Legislative presentation drafted; Options for organizing campus development over next 5 years presented to Steering and Resource Committees; presentation to BoR in August 2020 and seeking approval in November 2020

2020 Targets: Strength



2. Increase Revenues

- **Increase Fundraising**
 - New Grants & Philanthropic Investments
 - CYD \$608,948 = 13-17 yr. olds in zip codes 75210, 75215, 75216, 75241 to prevent juvenile delinquency and promote youth development
 - Toyota awarded \$386,750 to support UNTD Fresh Mobile Market, a traveling market sourcing fresh and locally grown produce to communities in Southern Dallas. Partnership with Toyota, DART, Cedar Valley College and SERCH Institute
 - Continuation Projects Funded
 - Kellogg approved \$175,000 to fund 3rd year program designed to create a pipeline of highly trained, diverse, culturally competent bilingual educators
 - Texas Instruments approved \$322,000 for principal's pipeline program

2020 Targets: Strength



2. Increase Revenues continued...

- **Increase Fundraising continued...**
 - Grants in pipeline
 - UNTD Criminal Justice Department requested \$150,000 from National Institute of Justice/DOJ in collaboration with UT Tyler to design and prepare survey, data collection methodology, qualitative analysis, conduct focus groups and assist in liaison to police departments
 - Requested \$528,430 from DOJ in support of SERCH Institute's Community Leadership Academy to increase the leadership skills of police officers and improve trust between officers and citizens
 - Approximately \$110,000 request to fund IPA collaboration with Veteran's Administration CPI/MMHPI
 - Requested \$149,979 from National Institute of Justice/DOJ with Police Foundation to train officers to better serve those suffering from mental health and IDD symptoms
 - Requested \$15,000 from NIJ/DOJ in collaboration with Baylor Scott & White for a prospective study of modifiable predictors of health and wellness associated with traumatic and organizational stressors from the academy through mid-year

2020 Targets: Strength



2. Increase Revenues continued...

- **Increase Fundraising continued...**
 - Inaugural athletics program attracting attention and funding
 - 10th anniversary fundraising may be slightly delayed due to pandemic
 - COVID-19 Emergency Fundraising Campaign

T: Increase grants and philanthropic investments by 10% over FY19

S: On target
- **Increase alumni engagement**
 - Cicero Survey underway
 - Report for August Regents meeting

T: Increase contact with alumni constituents

S: 100% increase from FY19
- **Complete plans for increased endowment**
 - Historic Tax Credits to be converted into UNT Dallas endowment

T: Establish \$10+ million quasi-endowment in 2021 that will generate scholarship funds

S: "Historic tax credits" received. Sale of tax credits is under active negotiation.

2020 Targets: Strength



3. Strengthen Community Partnerships

- **North Texas Food Bank grown rapidly since last Regents meeting**
 - Monthly food drop offs for UNTD students and community in February and March
 - Expanded into huge disaster relief efforts for southern Dallas County
 - National Guard assisting

T: Will establish benchmarks in next year's goals

S: Established frequent food distribution for students, staff/faculty and the community
- **Collegiate Academies**

T: Continuation of relationship with DISD Collegiate Academies at Sunset & Lincoln; cultivation of other collegiate academies within UNTD's academic priorities

S: Presented to DISD Trustees and joint planning progressing well
- **CPI/MMHPI**

T: Complete strategic plan and submit to CFT; update/reimagine curriculum; assemble and convene advisory board

S: COVID-19-related delays in classes but heavily focused on COVID-19 support including focus on First Responders and their families; prestigious advisory board has met 2X's and connected several times virtually

2020 Targets: Strength



3. Strengthen Community Partnerships continued...

- **Other university and community college partners**
 - Focused on community college and school district relationships
 - Reaching out to seniors in hs not yet committed to higher ed

T: Establish strong partnership with neighboring universities including TWU and A&M Commerce, Dallas Colleges, Tarrant Colleges & Navarro College

S: Community colleges remain our biggest feeder; still committed to this goal, strong recruiting effort in School of Education at Navarro, obviously challenged by uncertainties
- **Continued work with Dallas County Promise**

T: Expand the Promise partnership

S: Continued work with the Promise and other partner universities to create enrollment checklist for students and counselors, a joint admission letter and leverage collective outreach to transfer students
- **Rollout Greenlight App**
 - In partnership with community college, larger area school districts, industry partners

T: Become the first 4-year partner

S: Students now have power in their smart phones; strong support from System ITSS & OGC

2020 Targets: Strength



3. Strengthen Community Partnerships continued...

- **Expand Principal Impact Collaborative**
 - Reaching out to seniors in hs not yet committed to higher ed
 - Grant funding solid for PIC
 - Using this time to chart growth
 - Recognized as high quality program

T: Successfully take over the operation of PIC and increase the number of clients

S: Transition occurred successfully and added school districts including Garland ISD
- **Expand capabilities of SERCH Institute**
 - Attracted international conference to Dallas

T: Expand outreach to the city government, neighborhood associations and non-profits

S: The growing Toyota Green Mobility Project moved under SERCH. Efforts to land other partners underway
- **Emmett J. Conrad Leadership Program (founded & sponsored by Sen. Royce West)**

T: Transition Conrad program to UNT Dallas in the next 12 months

S: Planning underway, Leader in place. Implementation in Fall 2020

2020 Targets: Strength



3. Strengthen Community Partnerships continued...

- **Thirdspace, UNT Dallas' mindfulness center, under direction of Dr. Lisa Hobson**
 - Incorporating The Wellbeing Project
 - Building self-care skills for teachers in training and CPI/MMHPI partnership

T: Establish Thirdspace as a unique UNT Dallas resource

S: Programming will resume after crisis
- **Texas Health Resources Well Together: Rockwall and Dallas Behavioral Health Initiative**
 - Funded in part by Cigna Foundation to train professionals and community in zip codes 75212 and 75217 to recognize, understand, and respond to individuals who are experiencing a mental health crisis

T: Reach 600 residents by December 2020

S: To date, we completed 21 Mental Health First Aid training sessions; 439 community participants are now trained and certified as Mental Health First Aiders; 60 community residents. Had to cancel training sessions for the latter part of February, March, and April due to COVID-19

2020 Targets: People



1. Be a Best Place to Work

- Reduce employee turnover & expand training and career planning opportunities
 - Career plans for all employees in 3 years
 - System HR completed plan
 - T: Focused on employees who have performance evaluation ratings of 3, 4, 5
 - S: Partnering with System HR on implementation. Underway but delayed by COVID-19
- Increase employee engagement
 - T: Increase recognition
 - S: Recognition Town Halls continue, Incorporated recognition in our daily COVID newsletters to students, faculty and staff. Recognition Town Halls will continue after the crisis
- Hire for mission
 - T: Every vacancy vetted for commitment to UNT Dallas Mission
 - S: Recruited Trailblazer Elite Supervisor from DISD; Great pool of candidates for athletics coaches; hired excellent coaches

2020 Targets: Programs



1. Take Care of our Students

- **Trailblazer Elite**
T: Promote persistence, academic excellence and commitment to career readiness
S: Up and running; hired inaugural program manager, engaging students daily
- **Multi-semester registration**
T: Complete program
S: Website up and running
- **Inaugural Study Abroad**
T: Establish Program in 2020
S: Postponed first trip due to COVID-19
- **Sparkpoint proceeding. Strong funder collaboration**
T: As a pathway out of poverty, assist university community with building assets, building income and managing debt
S: Outside funders supportive. Funding decision in Summer of 2020
- **CRED**
T: Promote career readiness
S: Data is collected in the summer, Year 2 results will be released in August 2020

UNT Strategic Plan Review

Neal Smatresk, President



Five-Year Strategic Plan Metrics

STUDENT EMPOWERMENT AND TRANSFORMATION

- ▶ Student growth mindset beliefs increased to 55%
- ▶ Student engagement increased
 - Internships by 10%
 - Social-academic engagements by 2%
 - Corporate engagements by 10%
- ▶ Retention increased to 86%
- ▶ Decrease the six-year graduation achievement gap for underrepresented minorities
- ▶ Career placement increased to 65% in jobs paying above the median income

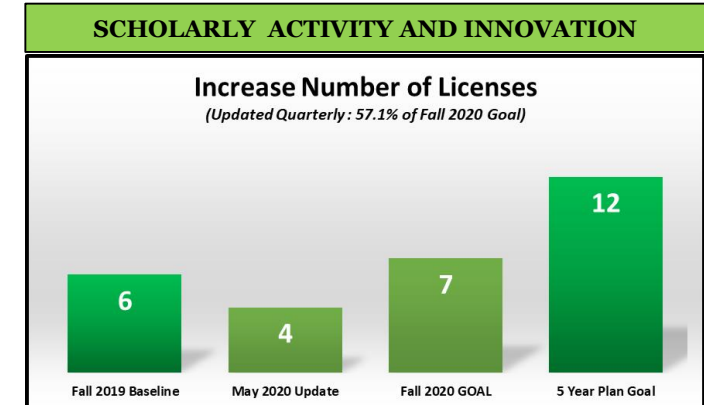
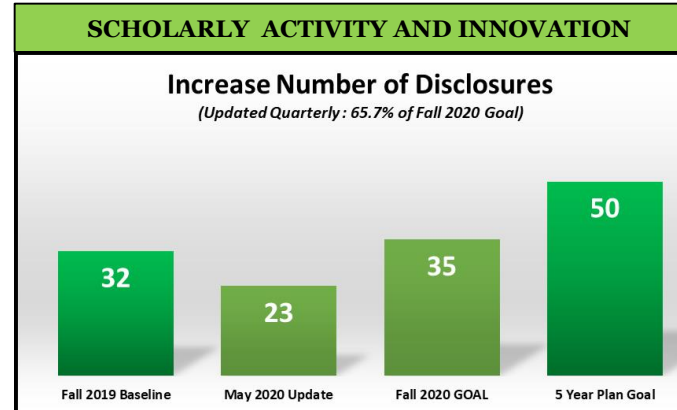
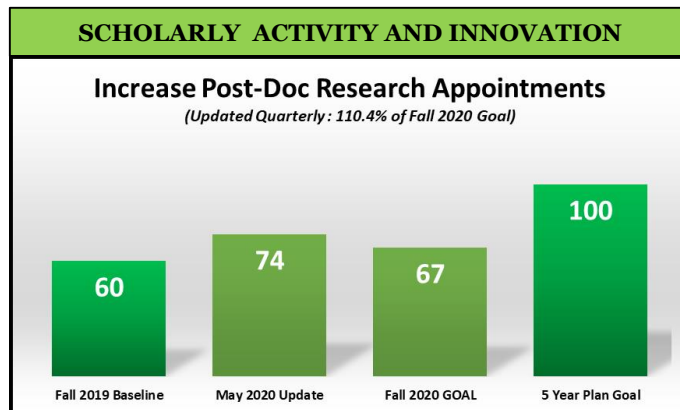
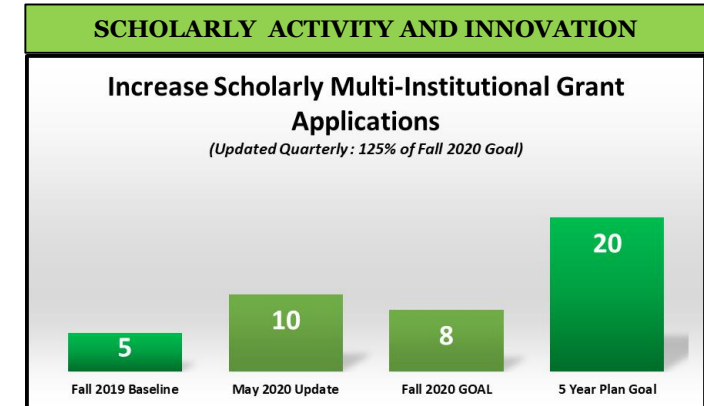
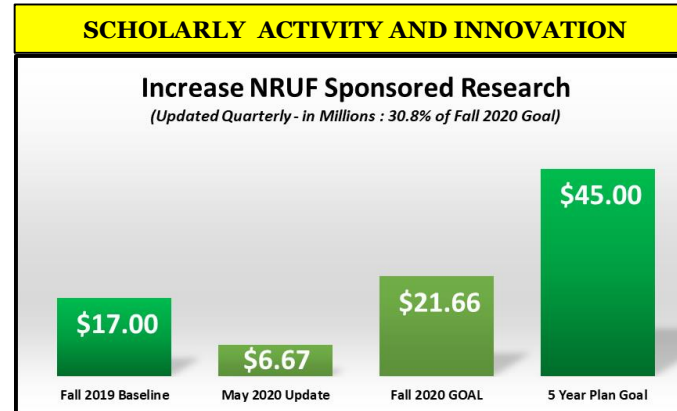
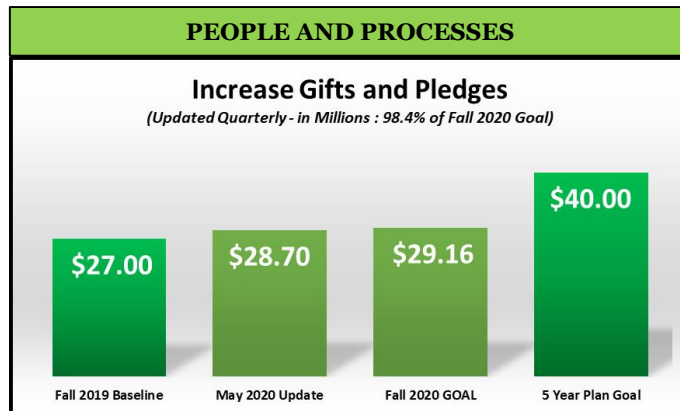
PEOPLE AND PROCESSES

- ▶ Improve student pathways
 - Annual enrollment increased 1% for undergraduates and 4% for graduate students
 - Degrees awarded increased to 11,000
 - Frisco credit hours increased 300%
 - At-risk achievement increased to 65%
- ▶ Student debt limited to not exceed inflation
- ▶ Voluntary faculty/staff turnover decreased by 10%
- ▶ Annual giving increased to \$40M
- ▶ Gallup score increased to 4.0 and 45% participation

SCHOLARLY ACTIVITY AND INNOVATION

- ▶ Research expenditures increased
 - HERD to \$100M
 - NRUF to \$45M
- ▶ Scholarly activity increased
 - Faculty
 - T/TT faculty to 894
 - Multi-institutional grants to 20
 - Student
 - Post-docs to 100
 - Innovation
 - Licenses to 12
 - Disclosures to 50

Quarterly Planning Metrics Updates



Initiative Updates and Impacts of COVID-19

Priority Area I: Student Empowerment and Transformation

• **Retention**

- Emergency Grants in Aid
- CARES Act funding impacts
- Fees reduced for remote classes
- First Year Experience
- RaiseMe student microgrants
- Navigate expansion in fall
- Tele-advising and calls to students



Student Empowerment and Transformation

- **Recruitment**

- First-gen and part-time students
- Virtual and tele-recruitment
- Virtual orientation
- Frisco-specific funding
- New College campus expansion (SCH up 100% for next fall)

- **Virtual Student Services**

- Mental health
- Multicultural Center networking
- Health resources
- Advising
- Tutoring



Incoming Freshman Reacts to Getting Accepted to UNT



Student Empowerment and Transformation

- **Online Acceleration and Corporate Partnerships**
 - Lincoln Mutual, JP Morgan Chase, AT&T partnerships moving forward
 - 500 faculty have taken Remote Delivery Training
 - Conversion of remote to fully online
 - Marketable skills partnership for credentials with Concentric Sky
 - Virtual internships now offered



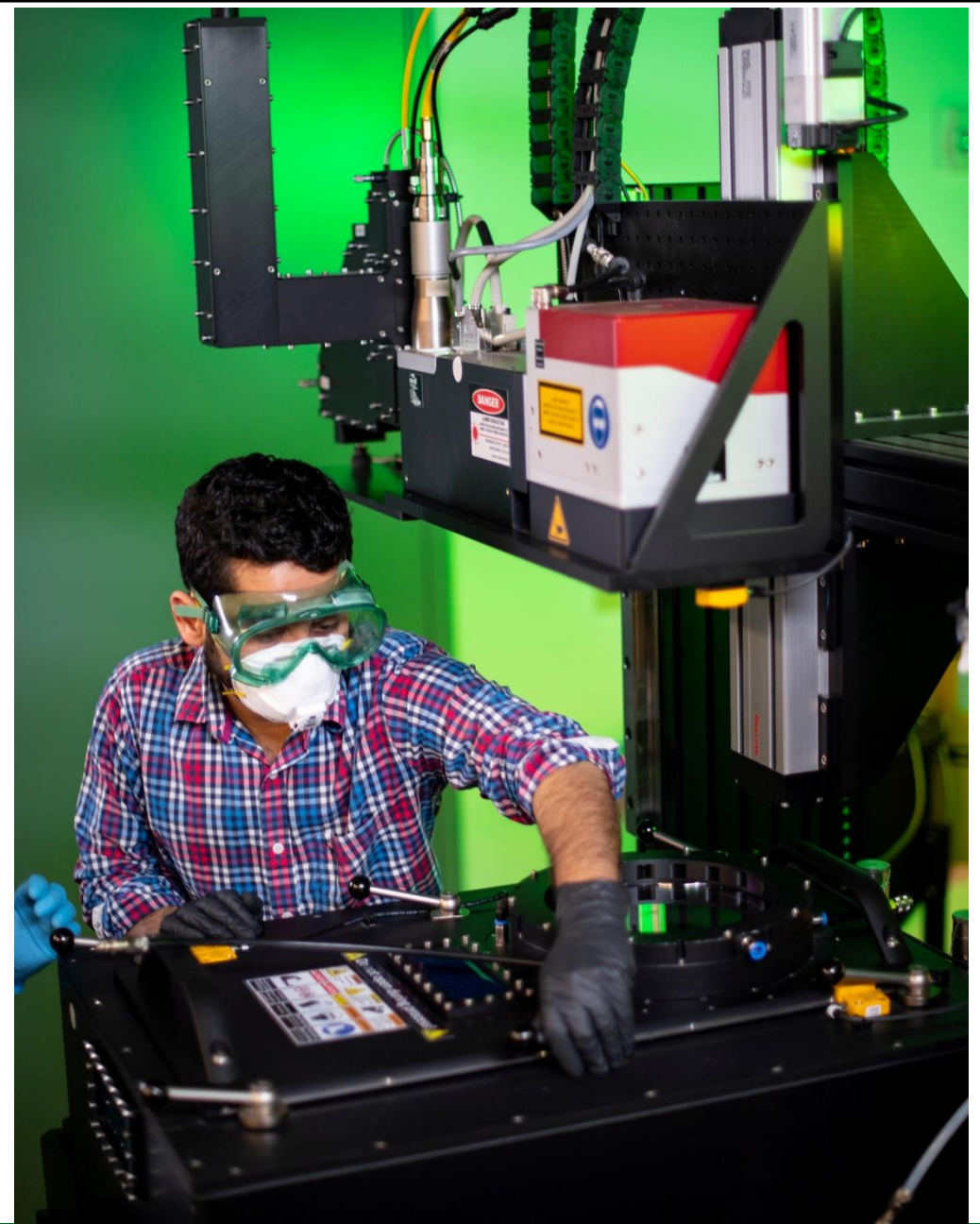
Priority Area II: Processes and People

- DAIR's enrollment modeling program
- Policy issues with COVID-19
- Development of virtual everything
- Telecommuting and reduced need for campus officing
- Budget planning
- Faculty, staff, and student worker retention
- Fundraising activities



Priority Area III: Scholarly Activity and Innovation

- Expenditures down; labs are closed
- 4 new NSF Career Awards; total of 8 active
- \$4–\$5M Army funding for ballistic materials and Resilient Air Space and Services platform with NASA
- Career Award training in April
- Grant submissions up over 10%
- Over 35% of faculty have an external award
- COVID-19 related research
- Focus on how we restart research



Diversity and Inclusion in the Age of COVID-19



DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY
Diversity & Inclusion

DIVERSITY.INCLUSION@UNT.EDU

940-565-3119

Diversity student survey update/pulse check (NSSE):

In 2019, we increased our score to 67% (from 60% in 2016) for students reporting “very much” or “quite a bit” to the prompt, “understanding people of other backgrounds.”

Equity and Diversity Conference



20TH ANNUAL
**EQUITY & DIVERSITY
CONFERENCE**

KEYNOTE SPEAKER:
BAKARI SELLERS



SOCIAL JUSTICE
SPEAKER:
DR. JUAN SÁNCHEZ
MUÑOZ

LOOKING BACK, MOVING FORWARD:
REFLECT, AFFECT, CONNECT

FEBRUARY 20, 2020
UNIVERSITY UNION

EDO.UNT.EDU
#EDC20ATUNT

Presented by:
 **UNT** | DIVISION OF INSTITUTIONAL
EQUITY & DIVERSITY

- **20th annual conference**
 - Plenary sessions, keynote speakers and 30+ sessions (academic and corporate tracks)
- **500+ attendees**
 - UNT faculty, staff, students, administrators, and visitors
- **Corporate sponsors**
 - Peterbilt as presenting sponsor; Bank of Texas, Comerica Bank, Fidelity Investments, Hilti, and Sally Beauty
- **G. Brint Ryan College of Business**
 - 2020 Inclusive Excellence Award

Multicultural Center Efforts

- President Smatresk and Vice President Woodard met with students to listen to their concerns about the center and activities



- Following the meeting a new hire was recommended from student fees

Students Have Access to Multicultural Center Support During Shelter in Place

Schedule a Virtual Appointment

Due to the ongoing COVID-19 (coronavirus) outbreak and President Smatresk's [latest mandate](#), we are going virtual. The areas under the Division of Institutional Equity and Diversity are available to meet with you over Zoom, other virtual conference technology, or by phone. To request an appointment, please submit your name and contact information and we will respond promptly. Thank you for adapting with us!

[REQUEST AN APPOINTMENT >](#)

Diversity and Inclusion Training

- Shelter in place led to new online diversity training programs, developed by UNT and UNT System's Organizational Development and Education office to provide all UNT World employees online opportunities to explore diversity, equity, inclusion, and access.
- Employees can access webinars and receive credit for participation upon completion of reflection questions from:
 - LinkedIn Learning
 - UNT Bridge
 - Diversity and Inclusion's new "Tele Talks"
- These resources serve as curricular enhancements for class discussions, syllabi, or other instructional tools.

DIVERSITY & INCLUSION WEBINARS

Looking for some engaging professional development opportunities while working from home? Check out Diversity and Inclusion's recommended webinars and *Tele-Talks*! These recommended webinars provide foundational concepts that serve as great primers for our in-person diversity and inclusion sessions. Access is available for UNT Denton through UNT Bridge and UNT-Dallas, HSC, and System Employees through UNT World Learning. Completion of these sessions will appear in each employee's professional development portfolio.

Unconscious Bias

Communicating about Culturally Sensitive Issues

Having Difficult Conversations

Inclusive Leadership

Developing Cross-Cultural Intelligence

Confronting Bias: Thriving Across Our Differences

Managing a Diverse Team

Diversity: The Best Resource for Achieving Business Goals

Implicit Bias Module Series

DIVERSITY & INCLUSION TELE-TALKS



Diversity and Inclusion at the University of North Texas Denton campus provides a myriad of interactive training, learning, and development programs for faculty, staff, students, and administrators. The following resources – keynotes and talks from programs such as the UNT Equity and Diversity Conference and Unlikely Allies – serve not as a replacement for such engagement, but rather an enhancement to these services by providing additional awareness through recorded diversity and inclusion programming. These make great lunch-and-learns and dialogue starters; viewers are encouraged to engage with these videos both one-on-one and in collaborative groups. These videos can also be used as curricular and co-curricular resources for faculty and for employee and student engagement efforts. Descriptions and keywords, as well as speaker pronouns are offered for each.

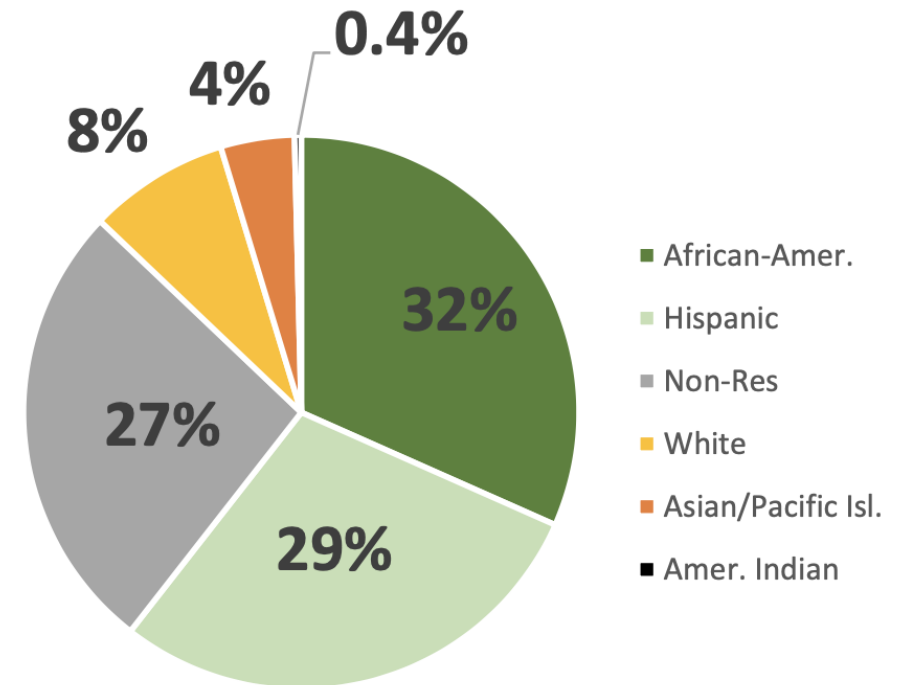
Should you wish to utilize these videos as part of a facilitated program or in discussion with a member of our staff, contact Diversity.Inclusion@unt.edu or request an in-person training.

REQUEST A TRAINING >

Impacts of COVID-19

- Disproportionate impact of COVID-19 on first-generation students and students of color
- Part-time students at highest risk for non-retention
- Minority student fall registration is relatively strong
- Distribution of emergency grants in aid
- “Zoom bombing” of courses & meetings
- Increased need for financial counseling and other student support services
- Rise in xenophobia and racism

Awarded By Ethnicity



Mitigating the Impact of COVID-19 on UNT Students

- Virtual “hangouts” to maintain connection with students and allow them to engage with others through dialogue and activities
- Security features to eliminate “Zoom bombing”
- Financial assistance to students through CARES Act and philanthropy
- Frequent communications to keep UNT community informed during COVID-19 crisis, and D&I additions for university training
- UNT now a DOE designated HSI/MSI institution, which allows us to be eligible for additional points in grant federal grant submissions and to apply for Title 3 and 5 grants
- HSI task force will be formed to apply for a Title 3 retention grant and a Title 5 grant for graduate students
- UNT leads Texas with highest percentage of black faculty of any R1 in the state. We are working to expand faculty diversity with this year’s entering faculty class.



MINUTES

BOARD OF REGENTS Finance and Facilities Committee February 13, 2020

The Finance and Facilities Committee of the Board of Regents of the University of North Texas System convened on Thursday, February 13, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following members in attendance: Regents Carlos Munguia, Milton Lee, A.K. Mago, and John Scott.

There being a quorum present, the meeting was called to order by Committee Chairman Munguia at 1:24 p.m. The minutes of the November 14, 2019, Finance and Facilities Committee meeting were approved on a 4-0 vote following a motion by Regent John Scott, seconded by Regent Milton Lee.

The Committee had three briefings on the agenda. The first briefing on the **UNT Dallas Campus Master Plan Update** was given by UNT Dallas President Bob Mong and UNT System Vice Chancellor for Strategic Infrastructure Steve Maruszewski.

Dan Tenney, UNT System Vice Chancellor for Finance shared with the Committee the **UNTS Quarterly Financial Update**.

For the last briefing, Vice Chancellor Dan Tenney also made a presentation regarding **Enterprise Risk Management**.

The Committee had eight action items to consider. The first action item was presented by UNT Vice President for Student Affairs, Elizabeth With.

16. UNT Naming of New UNT Dining Hall

Pursuant to a motion by Regent Milton Lee and seconded by Regent John Scott, the Committee approved the above item on a 4-0 vote.

Joey Saxon, UNT's Associate Vice President for Student Financial Services, presented the next action item.

17. UNT Approval to Amend the UNT Save and Soar (Fixed Rate) Tuition Plan

Pursuant to a motion by Regent John Scott and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

UNTHSC Provost Charles Taylor presented the next two action items.

18. UNTHSC Approval of UNTHSC Professional Medical Malpractice Self-Insurance Plan Amendments

Pursuant to a motion by Regent John Scott and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

19. UNTHSC Delegation of Authority to UNTHSC to Enter into Contracts Related to the Texas Child Mental Health Care Consortium

Pursuant to a motion by Regent John Scott and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

UNT Dallas President Bob Mong presented the next three items from UNT Dallas. Regent Scott was not present for the vote on item #20 and returned for items #21-22.

20. UNTD UNT Dallas College of Law FY21 Tuition Increase

Pursuant to a motion by Regent Milton Lee and seconded by Regent A.K. Mago, the Committee approved the above item on a 3-0 vote.

21. UNTD UNT Dallas Room and Board Rates for FY21

Pursuant to a motion by Regent John Scott and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

22. UNTD Approval of UNT Dallas Intercollegiate Athletics Fee

Pursuant to a motion by Regent John Scott and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

The final item was presented by UNTS Associate Vice Chancellor for Treasury, Luke Lybrand.

23. UNTS Approval and Delegation of Authority for the Sale of Historic Tax Credits

Pursuant to a motion by Regent Milton Lee and seconded by Regent John Scott, the Committee approved the above item on a 4-0 vote.

There being no further business, the Committee meeting adjourned at 3:30 p.m.

Submitted By:

Lindsey Vandagriff

Lindsey Vandagriff
Board Operations Coordinator

Date: 2/24/20



MINUTES

BOARD OF REGENTS Audit Committee February 14, 2020

The Audit Committee of the Board of Regents of the University of North Texas System convened on Friday, February 14, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following members in attendance: Regents Carlos Munguia and Melisa Denis. Regent Mary Denny was added to the committee as committee members Brint Ryan and Dan Feehan were unable to attend.

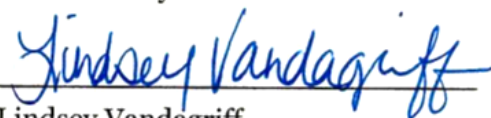
There being a quorum present, the meeting was called to order by Committee Chairman Munguia at 9:33 a.m. The minutes of the November 14 and December 19, 2019, Audit Committee meetings were approved on a 3-0 vote following a motion by Regent Mary Denny seconded by Regent Melisa Denis.

The Committee received the **Report of Audit Activities** from the UNT System Chief Audit Executive, Tracy Grunig.

Committee Chairman Munguia noted there was one background report. There were no questions.

There being no further business, the Committee meeting adjourned at 9:53 a.m.

Submitted By:


Lindsey Vandagriff
Board Operations Coordinator

Date: 2/24/20



MINUTES

BOARD OF REGENTS Audit and Finance Committee April 6, 2020

The Audit and Finance Committee of the Board of Regents of the University of North Texas System convened by audio conference on Monday, April 6, 2020, with the following members in attendance: Regents Carlos Munguia, Melisa Denis, Dan Feehan, and Milton Lee.

There being a quorum present, the meeting was called to order by Committee Chairman Munguia at 1:06 p.m.

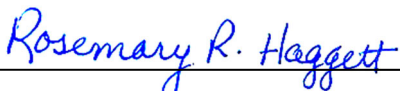
The Committee had one action item to consider. The item was presented by Vice Chancellor for Finance, Dan Tenney.

**UNTS Approval to Retain a Firm to Perform the FY20-FY22 UNT
System External Audits**

Pursuant to a motion by Regent Dan Feehan and seconded by Regent Milton Lee, the Committee approved the above item on a 4-0 vote.

There being no further business, the Committee meeting adjourned at 1:22 p.m.

Submitted By:



Rosemary R. Haggett
Board Secretary

Date: 5/6/2020

Board of Regents Q2'2020 Financial Highlights

Dan Tenney, Vice Chancellor for Finance & CFO
May 14, 2020



Synopsis

Summary	Overall financial summary and major accomplishments from the Q2 fiscal year 2020
Quarterly Update	Budget to actual variance analysis and end of year financial projections
Financial Statements	Q2 fiscal year 2020 financial statements with projected end of year financial position
Other Initiatives	Update on CARES Act, Tax Credits, and Procurement
Summary	Progress toward successful accomplishment of strategic goals and objectives

Summary of financial changes

- Proactive planning & actions reflected in financial statements
 - Annual revenue projections revised to reflect impacts from COVID-19
 - Annual expense projections revised to reflect proactive cost reductions
- Quarterly financials reflect impact of market fluctuations
 - Revised estimate on end of year net position mostly due to decline in market value of the long-term investment pool
- Balance sheet reflects strong financial posture
 - Year over year increase in assets of 11% vs. increase in liabilities of 4%

Q2 2020 Major Accomplishments

- Major accomplishments this past quarter
 - Successfully sold historic tax credits
 - Selected firm to conduct upcoming financial audits
 - Built upon the new quarterly financial statements to improve insight
 - Completed comprehensive assessment of procurement and payables
 - Implemented payroll initiative to improve timeliness & accuracy
 - Modeled financial projections based on performance & plans
 - Developed construct for quarterly operational review
 - Conducted leadership training to realign efforts to organizational goals

FY 2020 Q2 Performance: UNTS Consolidated

7%
behind

Q2 Revenue

- Quarterly revenue behind plan by \$63m/7%
 - Tuition and Fees behind plan by 7%; higher discounts & allowances than initially planned
 - Sale of Goods and Services lower by 3% and heavily impacted for remainder of year due to COVID-19
 - Grants and Contracts ahead of plan by \$1.8m
 - State Appropriations reflect a timing difference; now reflecting appropriations quarterly vs. original budget at HSC which reflected up front(\$42m)

3%
behind

Q2 Expenses

- Total expenses less than planned by \$17.8m/3%
 - Personnel costs below budget plan by \$10m/3%
 - Maintenance & Operations slightly above plan
 - Capital expenses less than planned due to deferred expenses for Datacom infrastructure improvements
 - Scholarships, exemptions and financial aid slightly below budget plan but will catch up and exceed for the remainder of the fiscal year

	Actual vs. Budget			
	FY20 Q2 Budget	FY20 Q2 Actuals	Variance (\$000's)	Variance (%)
REVENUES				
Net Tuition and Fees	367,443	342,211	(25,232)	-6.9%
Sales of Goods and Services	110,202	106,850	(3,352)	-3.0%
Grants and Contracts	88,323	90,138	1,816	2.1%
State Appropriations	258,804	219,990	(38,814)	-15.0%
All Other Revenue	76,550	78,409	1,859	2.4%
Total Revenues	901,322	837,598	(63,724)	-7.1%
EXPENSES				
Personnel Costs	338,727	328,593	10,134	3.0%
Maintenance & Operation Costs	106,104	107,722	(1,618)	-1.5%
Capital Expenses	16,782	15,524	1,258	7.5%
Scholarships, Exemptions and Financial Aid	74,333	66,295	8,037	10.8%
Total Expenses	535,945	518,134	17,811	3.3%
TRANSFERS				
Total Net Transfers	(72,565)	(17,926)	54,639	-75.3%
Estimated Budgeted Impact on Fund Balances				
	292,811	301,538	8,727	-3.0%

FY 2020 Q2 Performance for Institutions

University of North Texas (UNT)

2.4%
behind

Revenue:

- Below plan by \$15.7m/2.4%; higher Discounts & Allowances

5%
behind

Expenses:

- Lower than planned by \$16.3m/4.5%

Major issues: COVID-19 & Economy

UNT Health Science Center

27%
behind

Revenue:

- Below plan by \$50.9m/26.6%; accounting change in recognition of revenue

1%
ahead

Expenses:

- Expenses on plan with 1.0% delta

Major issues: COVID-19 & Economy

University of North Texas Dallas (UNTD)

<1%
behind

Revenue:

- Revenues on plan with less 0.0% delta

<1%
ahead

Expenses

- Expenses on plan with less than 0.2% delta

Major issues: COVID-19 & Economy

University of North Texas System (UNTS)

52%
ahead

Revenue:

- Ahead of plan by \$2.9m; earlier than expected receipt of appropriation benefits

2.5%
ahead

Expenses

- Higher than planned by \$800k/2.5%

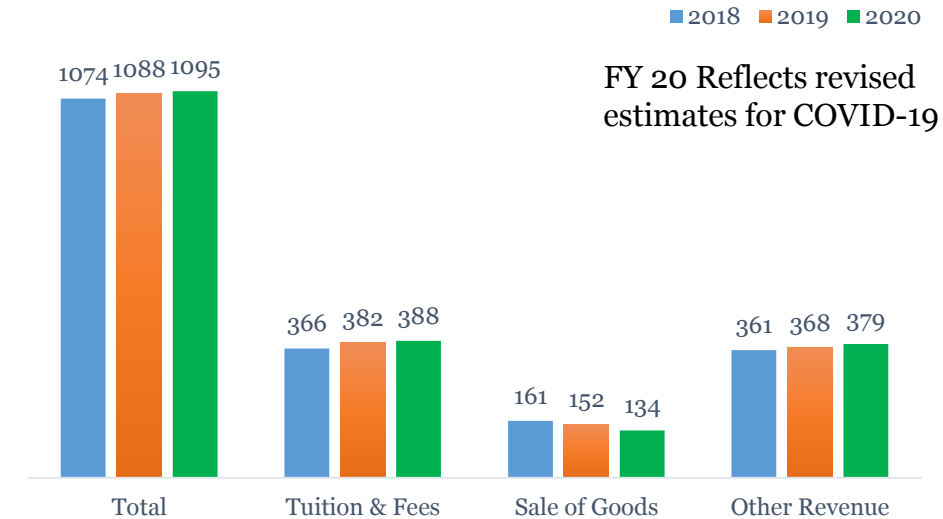
Major issues: no major issues at this point

Note: Detailed performance for each institution found in backup materials

FY 2020 Projections: UNTS Consolidated

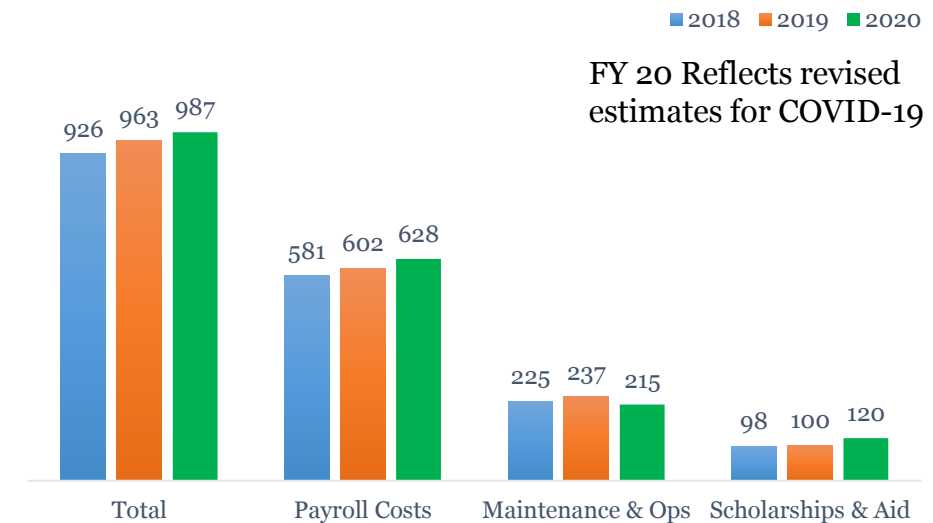
• Projected Revenue:

- Revenue projected higher by \$11m/1%
- Tuition & Fees heavily effected by COVID-19
- Sale of goods projected lower due to effect of COVID-19 on housing & dining
- Other revenue stable/flat with prior year



• Projected Expenses:

- Expenses projected higher by \$25m/3%
- Payroll costs increasing due to salary/benefits but hiring freeze implemented due to COVID-19
- Maintenance & Operations decrease of \$22m/9.2%
- Scholarships & Aid up significantly due to federal CARES Act funding to students



Q2 2020 Statement of Revenues, Expenses & Changes in Net Position

- Overall Financial Statement:
 - Second quarter not reflective of COVID impacts, but forecast reflects impacts
 - Investment income and fair value of investments projected to decline
- Operating position slightly stronger
 - Operating revenues increase (2%) due strong student enrollment
 - Operating expenses less (-4%) with lower outfitting and operational costs
 - Note, FY20 projection assumes no additional impact from GASB 68/75
- Non-op revenues decrease by \$4m/1%
 - Due largely to market fluctuations offset by higher state appropriations
- Net Position projected to decline slightly by \$21m/-3%

	Unaudited February 29, 2020	Forecasted August 31, 2020	Audited August 31, 2019	% Increase (Decrease)
Operating Revenues	\$ 513,015	\$ 672,941	\$ 657,617	2%
Operating Expenses	572,686	1,094,781	1,143,705	-4%
Operating Income (Loss)	\$ (59,671)	\$ (421,840)	\$ (486,088)	-13%
Nonoperating Revenues (Expenses)	269,643	335,399	339,252	-1%
Income (Loss) Before Other Revenues, Expenses and Transfers	\$ 209,972	\$ (86,441)	\$ (146,836)	-41%
Other Revenues, Expenses and Transfers	57,151	65,081	63,752	2%
Change in Net Position	\$ 267,123	\$ (21,360)	\$ (83,084)	-74%
Net Position, Beginning of Year	\$ 719,585	\$ 719,585	\$ 804,664	-11%
Restatement	-	-	(1,995)	0%
Restated Net Position, Beginning of Year	719,585	719,585	802,669	-10%
Net Position, End of Year/Qtr	\$ 986,708	\$ 698,225	\$ 719,585	-3%

Plan to compare quarter over quarter financial statement positions in the future (delayed due to lack of quarterly data from prior years)

Q2 2020 Statement of Net Position (Quarter over Quarter)

- **Assets and Deferred Outflows:**
 - Current Assets lower due to spending debt proceeds on projects, maturity of short term investments, improved A/R collections
 - Capital Assets higher due to 8 new buildings placed into service in 2019
- **Liabilities and Deferred Inflows:**
 - Current Liabilities increased due to implementation of quarterly reporting processes on unearned revenue in 2020, increase in commercial paper
- **Net Position**
 - Increase primarily due to timing of revenue recognition and increased investment in capital assets.

UNAUDITED				
Condensed Comparative Statement of Net Position				
As of February 29, 2020 and February 28, 2019				
(in thousands of dollars)				
	Q2 YTD FY 2020	UNADJUSTED Q2 YTD FY 2019	ADJUSTED* Q2 YTD FY 2019	ADJUSTED* % Increase (Decrease)
Assets and Deferred Outflows of Resources				
Current Assets	\$ 667,832	\$ 762,459	\$ 762,459	-12.4%
Non-Current Assets:				
Capital Assets, Net	1,381,981	1,057,956	1,057,956	30.6%
Other Non-Current Assets	382,699	326,118	326,118	17.3%
Deferred Outflows of Resources	490,748	46,056	489,683	0.2%
Total Assets and Deferred Outflows of Resources	<u>\$ 2,923,260</u>	<u>\$ 2,192,589</u>	<u>\$ 2,636,216</u>	<u>10.9%</u>
Liabilities and Deferred Inflows of Resources				
Current Liabilities	\$ 309,711	\$ 178,453	\$ 189,308	63.6%
Non-Current Liabilities:				
Bonded Indebtedness	819,475	870,475	870,475	-5.9%
Other Non-Current Liabilities	615,164	216,042	607,231	1.3%
Deferred Inflows of Resources	192,203	62,841	192,307	-0.1%
Total Liabilities and Deferred Inflows of Resources	<u>\$ 1,936,553</u>	<u>\$ 1,327,811</u>	<u>\$ 1,859,321</u>	<u>4.2%</u>
Net Position				
Net Investment in Capital Assets	\$ 435,762	\$ 232,708	\$ 232,708	87.3%
Restricted:				
Funds Held as Permanent Investments:				
Non-Expendable	55,790	53,502	53,502	4.3%
Expendable	27,911	21,282	21,282	31.1%
Other Restricted	53,264	47,593	47,593	11.9%
Total Restricted	136,965	122,377	122,377	11.9%
Unrestricted	413,980	509,693	421,810	-1.9%
Total Net Position	<u>\$ 986,707</u>	<u>\$ 864,778</u>	<u>\$ 776,895</u>	<u>27.0%</u>
Total Liabilities and Net Position	<u>\$ 2,923,260</u>	<u>\$ 2,192,589</u>	<u>\$ 2,636,216</u>	<u>10.9%</u>

* Adjusted Q2'19 to reflect the annual FY19 Pension/OPEB entry for comparative purposes to Q2'20. The annual Pension/OPEB entry has not yet been made for FY20.

CARES Act Funding Status

UNTS benefited from Federal CARES Act Funds

Higher Education Emergency Relief Fund (HEERF) – Student Aid & Institutional Portion

Allocations to UNTS to date:

- \$35.1m allocated to institutions to date
 - \$16.4m - Student Aid, Sec 18004(a)(1)
 - \$18.7m – Inst Portions, Sec 18004(a)(1)/(2)
- Student Aid is currently available to draw as expended
- Institutional Portions – est. to be available in May
- Remaining HEERF funds will be distributed through a competitive grant program (date TBD)

Member Institution	Allocation	Expended to Date	Available /Received to Date*
UNT			
Student - Sec 18004 (a)(1)	\$14.5m	\$1.4m	\$14.5m/\$0
Institutional - Sec 18004(a)(1)	\$14.5m	\$0	\$0/\$0
Institutional - Sec 18004(a)(2)	\$2.1m	\$0	\$0/\$0
UNTHSC			
Student - Sec 18004 (a)(1)	\$.34m	\$0	\$0/\$0
Institutional - Sec 18004(a)(1)	\$.34m	\$0	\$0/\$0
Institutional - Sec 18004(a)(2)	\$0	N/A	N/A
UNTD			
Student - Sec 18004 (a)(1)	\$1.5m	\$0	\$0/\$0
Institutional - Sec 18004(a)(1)	\$1.5m	\$0	\$0/\$0
Institutional - Sec 18004(a)(2)	\$.2m	\$0	\$0/\$0

*Student portion of HEERF is available for reimbursement as expended.

Sale of Tax Credits

- Background:

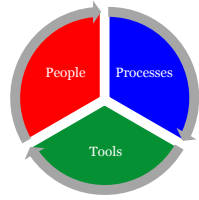
- 85th Legislature passed a bill expanding financial incentives for historic preservation work to public universities for projects between June 14th 2017 and Jan. 1st 2022
- Program provides for tax credits against Texas franchise tax or insurance premium tax equal to 25% of qualified costs expended on the project
- Eligible projects must involve buildings at least 50 years old, determined eligible and/or listed on the National Register of Historic Places or Recorded Texas Historic Landmarks
- On Feb. 21st 2020, UNT System received a Texas Historic Structure Credit for approximately \$11.5 million

- Status:

- System Finance reached out to 87 companies through phone, email and social media to increase visibility on our tax credit sale
- Received offers totaling \$63 million in comparison to the \$11.5 million of credits available
- Final stages of negotiations with top bidder for a sales price of approximately \$10.9 million

Procurement Assessment Results

In March, we completed a comprehensive assessment of procurement & payables which identified 7 major areas for improvement: Implementation in-progress



- Customer Engagement
 - Develop and implement Customer Engagement and Communications Plan
 - Create resident “Procurement Liaison” senior level position at each campus
- Procurement process/workflow
 - Modify bid thresholds, Pcard limits, and utilization of cooperatives
 - Review payment terms & methods
 - Implement SAO Concur system-wide
 - Implement a contract management system and expand use of formal contacts
- Approvals
 - Streamline current requisitions, PO, and contract approval process;
 - Eliminate use of traditional purchase orders when used solely as a funding mechanism
- Strategic Sourcing
 - Create a new Strategic Sourcing Office and mandate use of strategically sourced contracts
- IT Tools & Decision Support
 - Create system-wide 3-5 yr IT investment strategy
 - Procure contract management system, eProcurement marketplace plug in
- Workforce strategy
 - Develop a comprehensive workforce strategy
 - Implement annual training and awards process to obtain inputs and establish priorities
- Leadership, culture and organization
 - Elevate procurement leadership role to CPO, AVC for Procurement Services
 - Create a coordinated campus level contracts administration capability

Upcoming activities

- Implementing several strategies to mitigate risks
 - Deploying short-term cost controls to ensure sound financial position associated with complications from COVID-19
 - Recently established Operational Effectiveness Team working to implement strategic operational efficiencies across the UNT World
 - Establishing a new operational performance review to evaluate ongoing performance and risks, and evaluate mitigation plans
 - Implementing new procurement and payables tools to improve operations, reduce costs, and enable stronger controls through technology
 - Establishing an integrated framework to objectively evaluate new opportunities considering risks and benefits

Backup materials

FY 2020 Q2 Performance: UNT

2.4%
behind

Q2 Revenue

- Total revenue behind plan by \$15.7m/2.4%
 - Tuition and Fees behind plan by 5.1%; higher Discounts & Allowances than plan
 - Sale of Goods and Services slightly behind plan
 - Grants and Contracts on plan with less than 1.0% delta

Q2 Expenses

- Total expenses less than planned by \$16.3m/4.5%
 - Maintenance & Operations less than planned due to delay of some non-essential expenses
 - Capital expenses less than planned due to deferred expenses for Datacom infrastructure improvements
 - Scholarships & Aid up significantly due to federal CARES Act funding to students

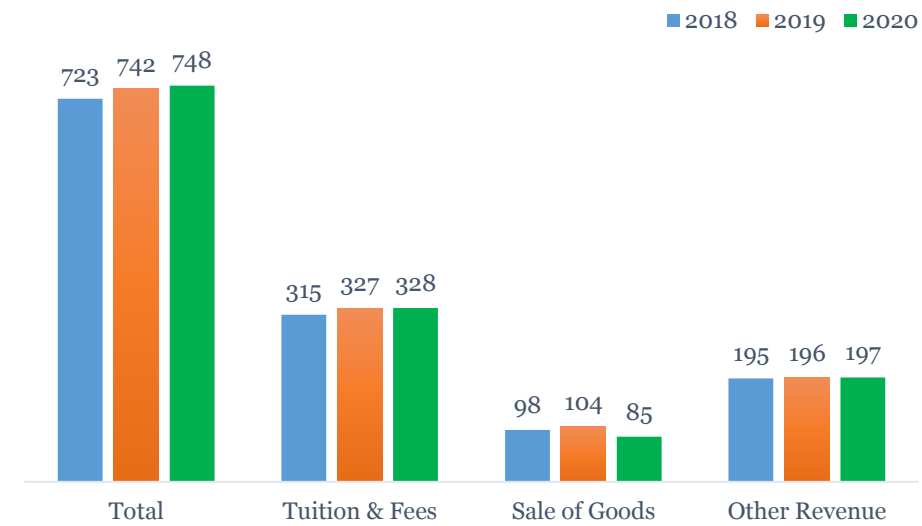
4.5%
behind

	Actual vs. Budget			
	FY20 Q2 Budget	FY20 Q2 Actuals	Variance (\$000's)	Variance (%)
REVENUES				
Net Tuition and Fees	318,710	302,485	(16,225)	-5.1%
Sales of Goods and Services	84,885	81,900	(2,984)	-3.5%
Grants and Contracts	63,927	64,236	310	0.5%
State Appropriations	129,258	129,452	194	0.2%
All Other Revenue	46,298	49,289	2,991	6.5%
Total Revenues	643,077	627,364	(15,714)	-2.4%
EXPENSES				
Personnel Costs	223,167	217,798	5,369	2.4%
Maintenance & Operation Costs	63,969	61,971	1,999	2.9%
Capital Expenses	11,986	10,726	1,259	10.5%
Scholarships, Exemptions and Financial Aid	64,897	57,204	7,693	11.9%
Total Expenses	364,019	347,699	16,320	4.5%
TRANSFERS				
Total Net Transfers	(75,582)	(69,379)	6,203	8.2%
Estimated Budgeted Impact on Fund Balances	203,476	210,285	6,809	3.3%

FY 2020 Projections: UNT

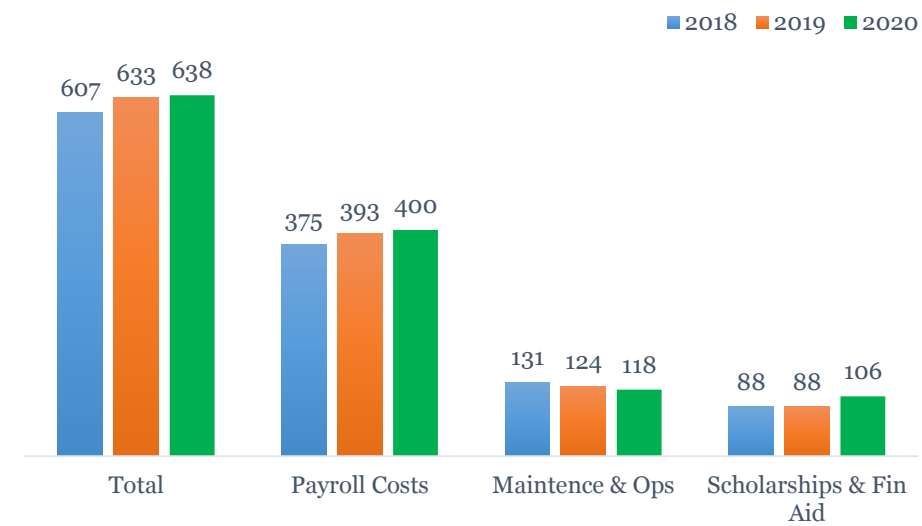
• Projected Revenue:

- Revenue projected to be higher by \$6m/1%
- Tuition and fees heavily effected by COVID-19
- Sale of goods projected to be significantly lower due to refunding due to COVID-19
- Other revenue stable with prior years



• Projected Expenses:

- Expenses projected higher by \$26.3m/3.6%
- Payroll costs being curtailed due to COVID-19
- Maintenance & Operations decreased by \$16.4m/12.2% due to COVID-19 reductions.
- Scholarships & Aid up significantly due to federal CARES Act funding to students



FY 2020 Q2 Performance: UNTHSC

26.6%
behind

Q2 Revenue

- Total revenue behind plan by \$50.8m/26.6%
 - Tuition and Fees are behind plan by \$8.7m/35.15 but will catch up by yearend
 - Sale of Goods and Services behind plan by \$0.5m/2.2% mostly due to correctional medicine revenue
 - State Appropriations behind plan by \$42.2m/42.7%; accounting change in 2020 to recognize State Appropriation revenue quarterly instead of all in Q2 caused misalignment with quarterly spread

1%
behind

Q2 Expenses

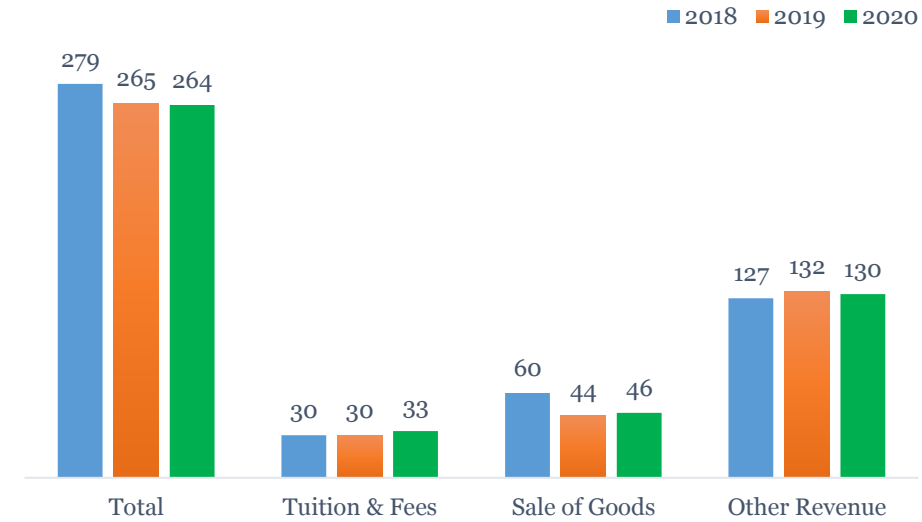
- Total expenses less than planned by \$1.0m/1.0%
 - Maintenance & Operations more than planned due to correctional medicine services increasing
 - Scholarships less than planned but should catch up by yearend

	FY20 Q2 Budget	FY20 Q2 Actuals	Actual vs. Budget	
			Variance (\$000's)	Variance (%)
REVENUES				
Net Tuition and Fees	24,700	16,034	(8,666)	-35.1%
Sales of Goods and Services	23,000	22,501	(499)	-2.2%
Grants and Contracts	17,500	18,973	1,473	8.4%
State Appropriations	99,000	56,744	(42,256)	-42.7%
All Other Revenue	27,142	26,200	(942)	-3.5%
Total Revenues	191,342	140,451	(50,891)	-26.6%
EXPENSES				
Personnel Costs	73,500	69,360	4,140	5.6%
Maintenance & Operation Costs	29,100	31,590	(2,490)	-8.6%
Capital Expenses	3,000	2,573	427	14.2%
Scholarships, Exemptions and Financial Aid	300	0	300	99.9%
Total Expenses	106,450	105,398	1,052	1.0%
TRANSFERS				
Total Net Transfers	(15,144)	9,164	24,308	-160.5%
Estimated Budgeted Impact on Fund Balances	69,747	44,217	(25,531)	-36.6%

FY 2020 Projections: UNTHSC

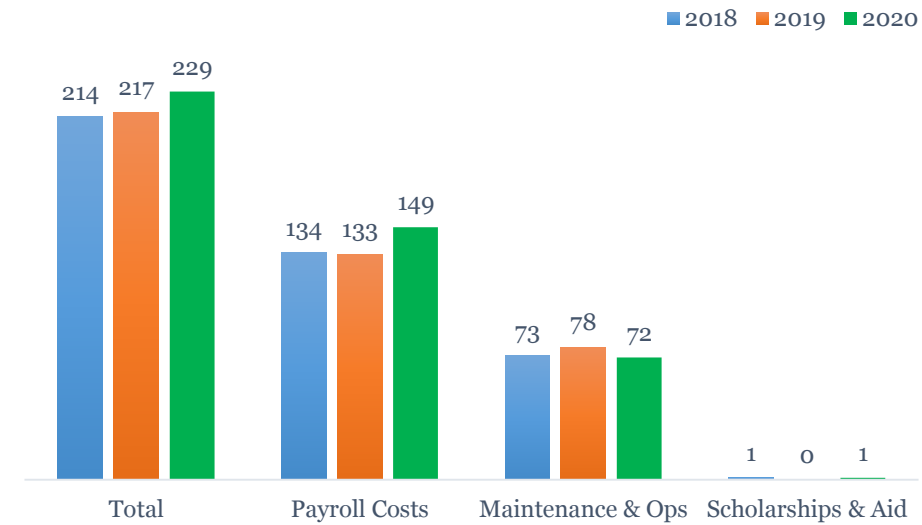
- Projected Revenue:

- Revenue projected flat from 2019 to 2020
- Tuition and fees slightly increasing
- Sale of goods projected higher by \$2.9/6.6%
- Other revenue down due to change in how State Appropriations are recorded, resulting in overestimated budget



- Projected Expenses:

- Expenses projected higher by \$12m/6%
- Payroll costs projected higher by \$16m due to salary increases and filling vacancies
- Maintenance & Operations lower by \$6m/ 7.7% due to COVID-19 mitigation



FY 2020 Q2 Performance: UNTD

<1%
behind

Q2 Revenue

- Total revenue on plan
 - Tuition and Fees behind due to higher Discounts & Allowances than plan
 - Sale of Goods and Services ahead by 14% due to timing of recognition of revenues
 - Grants and Contracts slightly ahead of plan.

<1%
behind

Q2 Expenses

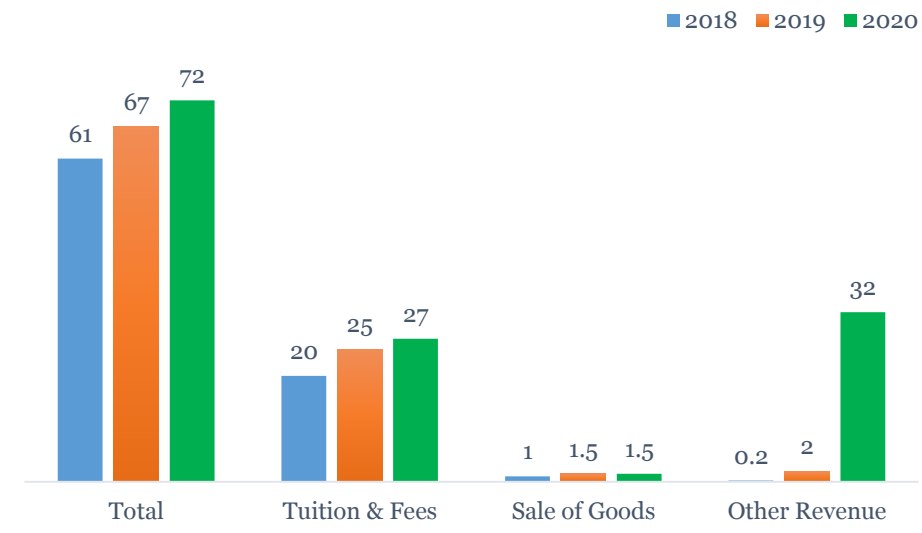
- Total expenses on plan
 - Personnel expenses are slightly above plan.
 - Maintenance & Operations slightly less than plan.

	Actual vs. Budget			
	FY20 Q2 Budget	FY20 Q2 Actuals	Variance (\$000's)	Variance (%)
REVENUES				
Net Tuition and Fees	24,033	23,692	(341)	-1.4%
Sales of Goods and Services	1,217	1,389	172	14.1%
Grants and Contracts	6,896	6,929	33	0.5%
State Appropriations	26,413	26,636	224	0.8%
All Other Revenue	2,767	2,651	(116)	-4.2%
Total Revenues	61,326	61,297	(28)	0.0%
EXPENSES				
Personnel Costs	18,837	19,000	(164)	-0.9%
Maintenance & Operation Costs	5,112	5,090	22	0.4%
Capital Expenses	393	365	29	7.3%
Scholarships, Exemptions and Financial Aid	9,136	9,091	44	0.5%
Total Expenses	33,478	33,547	(69)	-0.2%
TRANSFERS				
Total Net Transfers	(10,474)	(10,654)	(180)	-1.7%
Estimated Budgeted Impact on Fund Balances	17,374	17,097	(277)	1.6%

FY 2020 Projections: UNTD

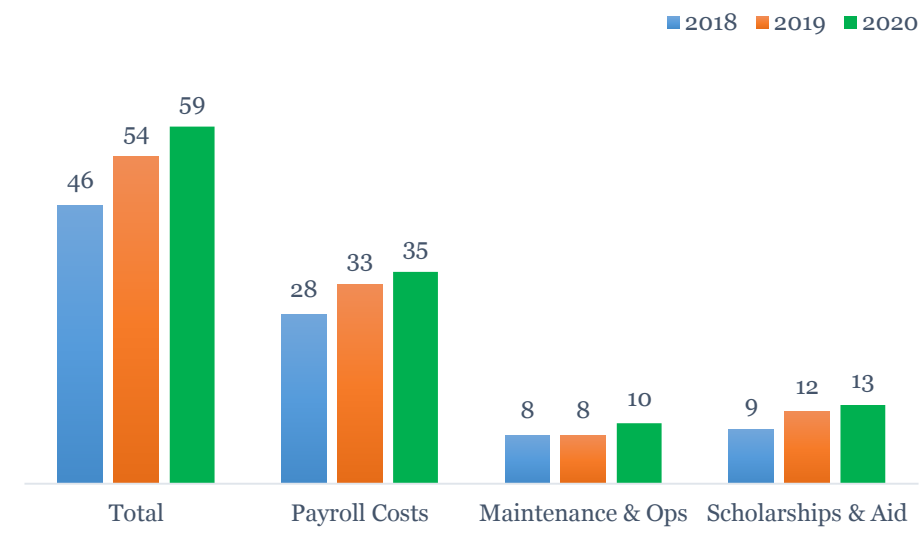
- Projected Revenue:

- Revenue projected increase year over year by 7.5%
- Tuition & Fees projected to increased by 8%.



- Projected Expenses:

- Expenses projected at 9% increase year over year
- Payroll costs up by 6% due to salary & benefit increases due to rapid growth; COVID-19 related cost containments being put into place
- Maintenance & Operations have COVID-19 related cost containments being put into place
- Scholarships & Aid slightly up



FY 2020 Q2 Performance: UNTS

52%
ahead

Q2 Revenue

- Total revenue ahead of plan by \$3m
 - Sale of Goods and Services slightly behind Q2 budget due to lag in recognition of Rent Revenues (Lofts & Restaurants)
 - All other revenues ahead of plan by \$5m due to timing of recognition of appropriated benefits revenues.

2.5%
ahead

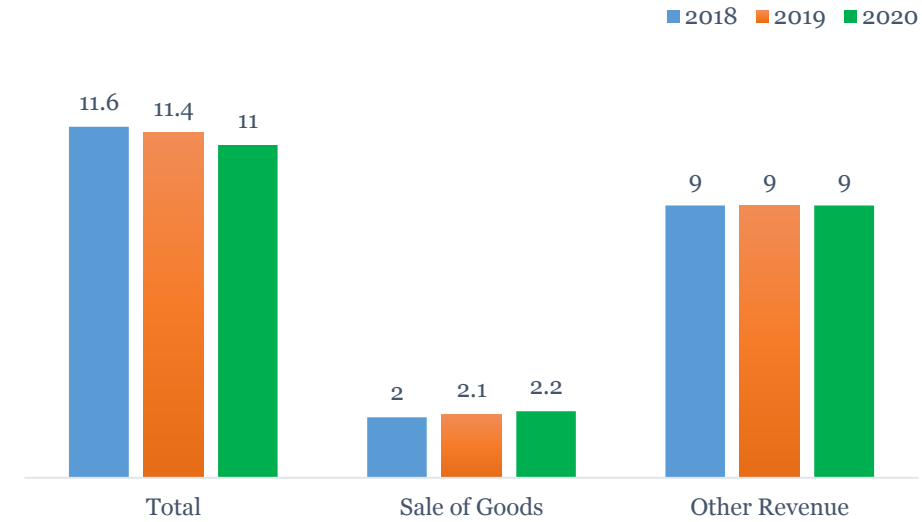
Q2 Expenses

- Total expenses ahead of plan by \$0.8m
 - Personnel costs under Q2 plan by 3.4% due hiring freeze amid COVID-19 cost containment
 - Maintenance & Operations costs ahead of plan by \$1.1m/14.5% - predominantly driven by front-loaded subscriptions and contract renewals and System Headquarters funded initiatives.

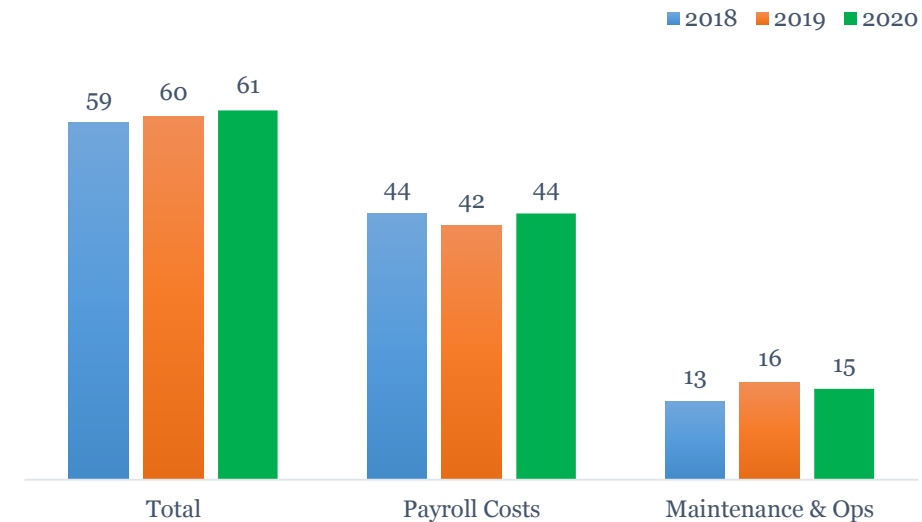
	Actual vs. Budget			
	FY20 Q2 Budget	FY20 Q2 Actuals	Variance (\$000's)	Variance (%)
REVENUES				
Net Tuition and Fees	0	0	0	0.0%
Sales of Goods and Services	1,100	1,059	(41)	-3.7%
Grants and Contracts	0	0	0	0.0%
State Appropriations	4,133	7,158	3,024	73.2%
All Other Revenue	344	269	(75)	-21.7%
Total Revenues	5,577	8,486	2,909	52.2%
EXPENSES				
Personnel Costs	23,223	22,435	789	3.4%
Maintenance & Operation Costs	7,922	9,071	(1,149)	-14.5%
Capital Expenses	1,403	1,860	(458)	-32.6%
Scholarships, Exemptions and Financial Aid	0	0	0	0.0%
Total Expenses	32,548	33,366	(818)	-2.5%
TRANSFERS				
Total Net Transfers	28,635	52,943	24,308	84.9%
Estimated Budgeted Impact on Fund Balances	1,664	28,063	26,399	1587.0%

FY 2020 Projections: UNTS

- Projected Revenue:
 - Revenue projected to track to plan



- Projected Expenses:
 - Expenses projected to be roughly flat
 - Payroll costs projected to increase slightly
 - Maintenance & Operations decrease slightly



Quarterly Report of Audit Activities

Presented by Tracy Grunig
May 14, 2020

Activities reflected within are as of March 31, 2020



Key Internal Audit Highlights

- Executive Summary
- Investigations
- FY20 Audits Completed During Q3 FY20
 - Significant Issues Identified
- Audits in Process
- Approved FY20 Audit Plan
 - Proposed Changes to FY20 Audit Plan
- Recommendations Follow-Up

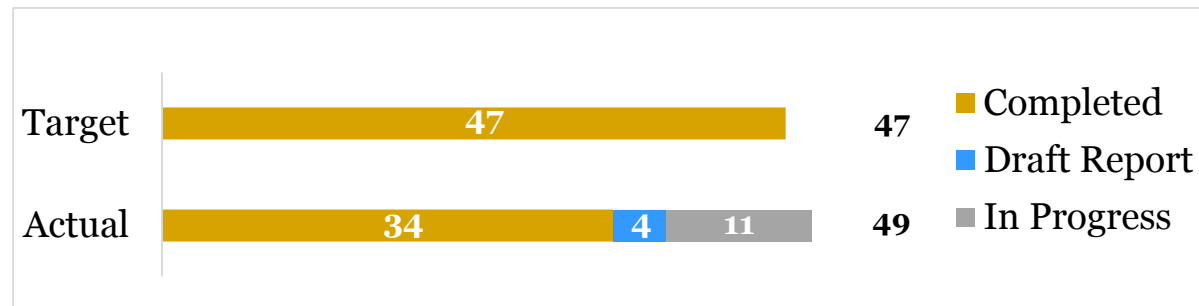
Executive Summary

19 audits have been completed since February 2020 AC meeting.

Management has agreed with all findings, has taken ownership, and has developed management action plans to remediate the risks identified.

6 new cases for investigation received during Q3 FY20.

FY20 Audits Status – Q3 Planned Audit Status



Audit Open Recommendations

Past Due	12
Not Yet Due	32
	44

<u>Status</u>		<u>Sources</u>	
0	Closed	4	Trust Line
3	Triaged	1	SAO
3	Open	1	Compliance
6		6	

Investigations

5 Open Investigations at the end of Q3

Open Investigations at the Beginning of Q2	4
New Investigations	6
Closed Investigations	(2)
Investigations handled by Others Parties*	(3)
Open Investigations at the end of of Q3	<u>5</u>

*Other Parties
(UNTS Compliance-1, UNT Compliance-1, UNT Dean-1)

6 New Investigation Cases (6 allegations)

Allegation Category	
1	Theft and Embezzlement
1	Conflict of Interest
2	Fraud
1	Personnel Issue
1	Waste, Abuse or Misuse
6	

Location of New Investigation Cases

UNTS	1
UNT	4
UNTHSC	0
UNT Dallas	1
	6

2 Closed Investigations Determination (2 allegations)

No. of Allegations	
0	Substantiated
2	Substantiated with no improper activity
0	Unsubstantiated
2	

FY20 Audits Completed During Q3 FY20 (19 reports)

Category	Entity	Audit Name	Audit Scope
Financial	UNT	Mayborn School of Journalism Dean Transition	Review processes, procedures and controls for cash handling, purchasing, travel expenses, and asset inventory for compliance with University/System policies and regulations.
Financial	UNT	College of Liberal Arts and Social Sciences Dean Transition	Review processes, procedures and controls for cash handling, purchasing, travel expenses, and asset inventory for compliance with University/System policies and regulations.
Financial	UNT	Parking Services	To assess whether departmental activities are helping accomplish the department's goals/objectives and whether revenue resources obtained are used appropriately.
Financial	UNTHSC	Office of Innovative Continuing Education Delivering Outcomes (INCEDO) - Course Development / Fee Revenue & Operational	Review and evaluate payments for development and delivery of continuing education courses; and evaluate departmental expenditures using funds to assess compliance with University policy and state law. Additionally, determine whether revenue rates are appropriate and financial resources obtained are utilized correctly.
Research	UNTHSC	HSC Grants and Contracts Compliance	Review grants and contracts for compliance with grant conditions, System/University policies, and state and federal laws.
Research	UNTHSC	HSC Effort Reporting Process	Review effort reporting process for grants for compliance with grant conditions, System/University policies, and state and federal laws.
Academic	UNT Dallas	Student Fees	Determine whether fees are charged, authorized, recorded, and expended in compliance with University policies and State laws.

FY20 Audits Completed During Q3 FY20 (19 reports)

Category	Entity	Audit Name	Audit Scope
Information Technology	UNT	Workstation Cybersecurity Preparedness <i>(11 reports addressing all UNT Colleges and Library)</i>	Assess whether the mechanisms in place are functioning as intended to protect workstations against malware attacks; if education is being provided to promote awareness of methods to avoid malware; and confirm policies and procedures are in place to address incident response to cyberattacks, including ransomware, should they occur on University owned workstations.
Information Technology	UNT Dallas	Workstation Cybersecurity Preparedness <i>(1 report addressing all of UNT Dallas)</i>	Assess whether the mechanisms in place are functioning as intended to protect workstations against malware attacks; if education is being provided to promote awareness of methods to avoid malware; and confirm policies and procedures are in place to address incident response to cyberattacks, including ransomware, should they occur on University owned workstations.

Significant Issues Identified (observations within the audit report were rated high risk)

Audit Name	Original Objectives	Issues Identified
UNT - College of Liberal Arts and Social Sciences Dean Transition (CLASS)	Review processes, procedures and controls for cash handling, purchasing, travel expenses, and asset inventory for compliance with University/System policies and regulations.	<p>Non-Compliance with UNT Policy 15.003, Programs for Minors - Individuals and departments within CLASS are not in compliance with UNT Programs for Minors policy.</p> <p>Non-Compliance with UNT Policy 10.006, Cash Handling Controls - Individuals and departments within CLASS are not in compliance with UNT Cash Handling Controls policy.</p> <p>Non-Compliance with Purchasing Card Training Requirements - Required annual Pcard training is not being completed on a consistent basis.</p> <p>Inaccurate Cash Counts - Internal Audit noted inconsistencies in cash logs and actual cash on hand.</p> <p>Non-Compliance with Travel Requirements - Travel Budget Authorization forms were not prepared in accordance with UNT System Travel Guidelines, and international travel was not registered prior to departure.</p> <p>Missing Assets - Assets under CLASS could not be located.</p>

Significant Issues Identified (observations within the audit report were rated high risk)

Audit Name	Original Objectives	Issues Identified
UNT - Parking Services	To assess whether departmental activities are helping accomplish the department's goals/objectives and whether revenue resources obtained are used appropriately.	<p>General Ledger Discrepancies - Differences were identified between amounts recorded in the General Ledger (GL) and amounts in the primary records i.e. T2 Flex (T2) and vendor statements from Park Mobile, Smart Meter.</p> <p>Credit Card Payments - Card payments from various sources are commingled in one GL account. Additionally, there is no validation of the settlement of the card transactions processed.</p> <p>Accounting and Operational Procedures - Some accounting and operational procedures have either not been developed or documented.</p>

Significant Issues Identified (observations within the audit report were rated high risk)

Audit Name	Original Objectives	Issues Identified
UNT Dallas – Student Fees	Determine whether fees are charged, authorized, recorded, and expended in compliance with University policies and State laws.	<p><i>UNT Dallas COL Students’ Seat Deposits were not credited to their respective accounts</i> - During the course of the audit, we reviewed admissions procedures for UNT Dallas COL. Students who have been offered admission are required to pay \$350 seat deposits which should be applied towards their account if they are admitted. Our review indicated that the seat deposits paid by 69 students were not applied towards their account resulting in an unreconciled credit balance of \$24,150 as of 12/05/2019.</p> <p>In Internal Audit report 16-024 UNT Dallas Student Fees Audit, we noted that seat deposits had not been reconciled and recommended procedures be developed. Internal Audit performed follow-up and obtained written procedures; however, the procedures were not implemented. Therefore, seat deposits were not applied towards student’s accounts.</p>

Audits in Process

Entity	Audit Status	Audit Name	Audit Scope
UNTS/ UNT	Reporting	Workstation Cybersecurity Preparedness (3 reports)	Assess whether the mechanisms in place are functioning as intended to protect workstations against malware attacks; if education is being provided to promote awareness of methods to avoid malware; and confirm policies and procedures are in place to address incident response to cyberattacks, including ransomware, should they occur on UNT owned workstations.
UNTS	Planning	Senate Bill 20 Mandated Internal Audit	Internal Audit is required under SB 20 regulations to review contracting process for adherence to requirements on annual basis.
UNT	Fieldwork	Dining Services	Review financial and management controls over UNT Dining Services for operational efficiency, effectiveness, and compliance with University policies, state laws, and best practices.
UNT	Planning	NCAA Compliance (Recruiting, Eligibility)	Review athletic compliance areas.
UNT	Reporting	Student-Managed Investment Fund (SMIF)	Assess compliance with the donor agreement between UNT and Colonel Guy M. Cloud, Jr. related to SMIF.
UNT	Planning	Grants and Contracts Compliance	Review grants and contracts for compliance with grant conditions, System/University policies, and state and federal laws.
UNT	Planning	Effort Reporting Process	Review effort reporting process for grants for compliance with grant conditions, System/University policies, and state and federal laws.
UNT	Planning	UNT - Software Application Inventory	Assist the UNTS/UNT CIO finding cost savings from redundancies in software application usage across UNT.
UNT Dallas	Fieldwork	Grants and Contracts Compliance	Review grants and contracts for compliance with grant conditions, System/University policies, and state and federal laws.
UNT Dallas	Fieldwork	Effort Reporting Process	Review effort reporting process for grants for compliance with grant conditions, System/University policies, and state and federal laws.
UNT Dallas	Fieldwork	School of Education Dean Transition	Review processes, procedures and controls for cash handling, purchasing, travel expenses, and asset inventory for compliance with University/System policies and regulations.
UNT Dallas	Fieldwork	School of Liberal Arts & Sciences Dean Transition	Review processes, procedures and controls for cash handling, purchasing, travel expenses, and asset inventory for compliance with University/System policies and regulations.
UNT Dallas	Fieldwork (on-hold)	Fleet Fuel Consumption	To determine whether reported vehicle fuel consumption matches vehicle capacities, log description describing travel, fuel receipts and odometer readings.

Approved FY20 Audit Plan

Fieldwork Planned Completion in Q1

Entity	Audit Name	Hours	Status
UNT/UNTHSC	Grants and Contracts Compliance (<i>FY19 Carry over</i>)	350	Completed
UNT/UNTHSC	Effort Reporting Process (<i>FY19 Carry over</i>)	350	Completed
UNT	College of Engineering Dean Transition (<i>FY19 Carry over</i>)	150	Completed
UNT Dallas	Caruth Police Institute Transition (<i>FY19 Carry over</i>)	100	Completed
UNT Dallas	College of Law Business Processes Audit (<i>FY19 Carry over</i>)	250	Completed
UNTS/UNT/UNTHSC/UNT Dallas	Chancellor's/Presidents' Expenditure Reviews	775	Completed
UNTHSC	Family Medicine Residency	200	Completed
UNTHSC	Faculty Development	200	Completed
UNT	Mayborn School of Journalism Dean Transition	250	Completed
UNT	College of Liberal Arts and Social Sciences Dean Transition	250	Completed
UNTS	External Audit Fieldwork Assistance - Grant Thornton	500	Completed
		3,375	

Approved FY20 Audit Plan

Fieldwork Planned Completion in Q2

Entity	Audit Name	Hours	Status
UNTS/UNT/UNTHSC/UNT Dallas	Investments	300	Completed
UNT Dallas	Student Fees	350	Completed
UNTS/UNT/UNTHSC/UNT Dallas	Software Post Implementation Review (Concur)	(320)	Cancelled at the Nov AC
UNT	Dining Services	550	In Process - Fieldwork
UNT	NCAA Compliance (Recruiting, Eligibility)	400	In Process - Planning
UNT	Parking Services	200	Completed
UNTHSC	INCEDO	350	Completed
UNTHSC	School of Medicine Financial Processes	(400)	Moved to Q4 at the Feb AC
UNTS/UNT/UNTHSC/UNT Dallas	Workstation Cybersecurity Preparedness (<i>Unallocated Hours</i>)	970	12 Completed, 3 In process - Reporting
UNT Dallas	School of Liberal Arts & Sciences Dean Transition	250	In Process - Fieldwork
		3,370	

Approved FY20 Audit Plan

Fieldwork Planned Completion in Q3

Entity	Audit Name	Hours	Status
UNTS	Contract Processes	(450)	Moved to FY21 at the Nov AC
UNTS	IT Shared Services Disaster Recovery	(400)	Proposing to move to Q4. Due to inaccessibility resulting from COVID 19.
UNTS	Senate Bill 20 Mandated Internal Audit	300	In Process - Fieldwork
UNTS/UNT/UNTHSC/UNT Dallas	IT Application Project Prioritization (ITPP)	(320)	Proposing replace with Data Classification and Privacy Audit in Q4. Due to planned IT modifications to the ITPP process.
UNT	Student-Managed Investment Fund (SMIF)	150	In Process - Reporting
UNT	Incidental Fees	(300)	After discussion we are re-inserting into the audit plan in Q4.
UNTHSC	Grants and Contracts Compliance	300	Completed
UNTHSC	Effort Reporting Process	350	Completed
UNT Dallas	School of Education Dean Transition	250	In Process - Fieldwork
UNT Dallas	Fleet Fuel Consumption	160	Proposing to add to plan due to risk discussion with CFO. In Fieldwork stage but on hold due to inaccessibility resulting from COVID 19.
		1,510	

Approved FY20 Audit Plan

Fieldwork Planned Completion in Q4

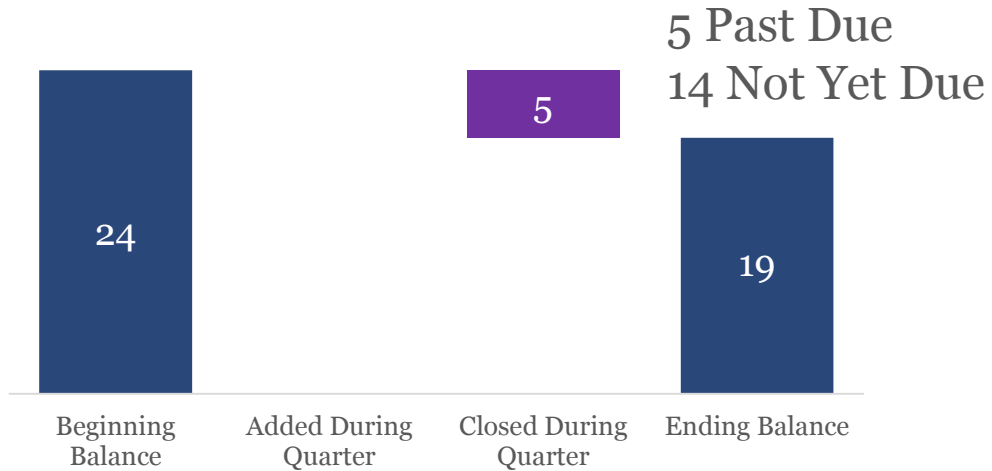
Entity	Audit Name	Hours	Status
UNTS	Benefits Proportionality	200	
UNTS	External Audit Fieldwork Assistance - Grant Thornton	(140)	Proposing to replace with Mini Pcard audit. Due to change in external auditor.
UNT	Mini Pcard	340	Proposing to replace External Audit Fieldwork Assistance.
UNTS	IT Shared Services Disaster Recovery	400	Proposing to move to Q4. Due to inaccessibility resulting from COVID 19.
UNTS	Data Classification and Privacy Audit	320	Proposing to replace ITPP audit on the plan in Q3.
UNT	Incidental Fees	300	After discussion we are re-inserting into the audit plan in Q4.
UNT	Differential Tuition	400	
UNT	UNT - Software Application Inventory (unallocated hours)	420	Proposing to add to plan. Due to risk discussions with CIO. In Process - Planning
UNT/UNT Dallas	Minors on Campus	(600)	Proposing to defer to FY21.
UNT/UNT Dallas	Grants and Contracts Compliance	600	In Process - Fieldwork
UNT/UNT Dallas	Effort Reporting Process	700	In Process - Fieldwork
UNTHSC	Physician Compensation Model	(350)	Deferred to FY21 at the Nov AC
UNTHSC	School of Medicine Financial Processes	400	Moved from Q2 to Q4 at the Feb AC
		4,080	

Proposed Changes to the FY20 Audit Plan

Audit Name	Modify Scope/Defer/Move /Add/Reduce Hours	Change in FY20 Audit Plan Hours	Explanation
UNTS - IT Shared Services Disaster Recovery	Move from Q3 to Q4	-	Due to inaccessibility resulting from COVID 19.
UNTS/UNT/UNTHSC/UNT Dallas - IT Application Project Prioritization (ITPP)	Replace with <i>Data Classification and Privacy Audit</i> during Q4	-	Due to planned IT modifications to the ITPP process.
UNTS - External Audit Fieldwork Assistance - Grant Thornton	Replace with <i>Mini Pcard audit</i>	(140)	Due to change in external auditor.
UNT/UNT Dallas - Minors on Campus	Defer to FY21 at the May AC replace with <i>Differential Tuition Audit</i>	(600)	Audit scope includes substantiating Youth Protection Programs and requires testing the compliance of existing camps and clinics which have been cancelled for FY20 due to COVID-19.
UNT Dallas - Mini Pcard	Add	340	FY20 audit results lead University management and Internal Audit to see the value of enhanced Pcard audit work across campus programs.
UNT - Differential Tuition	Add	400	Differential tuition is an evolving approach to providing funding and support for programs. The proposed scope of audit work would review documentation supporting the initiation and administration of differential tuition for select college.
UNT - Software Application Inventory (unallocated hours)	Add	420	Resulted from risk discussions with CIO.
UNT Dallas - Fleet Fuel Consumption	Add	160	Resulted from discussion with UNT Dallas CFO.
Unallocated hours	Reduce	(580)	Apply IT unallocated hours to <i>Software Application Inventory</i> , and <i>Fleet fuel Consumption audits</i> .
Total		-	

Recommendations Follow-Up

UNTS



Past Due:

EIS Roles Based Access Audit

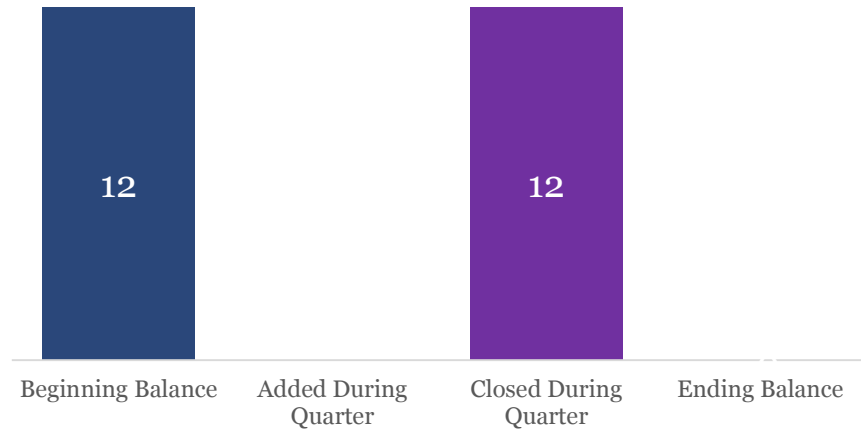
- 1.1.b. Document what constitutes SOD for EIS FS processes.
- 1.1.d. Establish a procedure to evaluate the output of the SOD automated solution, and take appropriate action to mitigate or accept any conflicts identified.
- 5.1.c. Establish procedures whereby persons who transfer to another position, within or across UNT entities, have their EIS FS access removed and access appropriate to their new role granted.

Correcting Journal Entries Audit

- 5.1.b. Where needed, collaborate with the Institution CFO's to re-train the Budget Office on the UNT System Budget Manual guidelines. During the training, discuss at a minimum the following:
 - Purpose of budget entry types
 - Implications of using incorrect budget entry types
 - Instructions on how to identify an error and the approach to fix the discrepancy.
- 5.1.c. Work with Institutional CFO's to implement monitoring procedures to ensure ongoing compliance with UNT System Budget Manual guidelines.

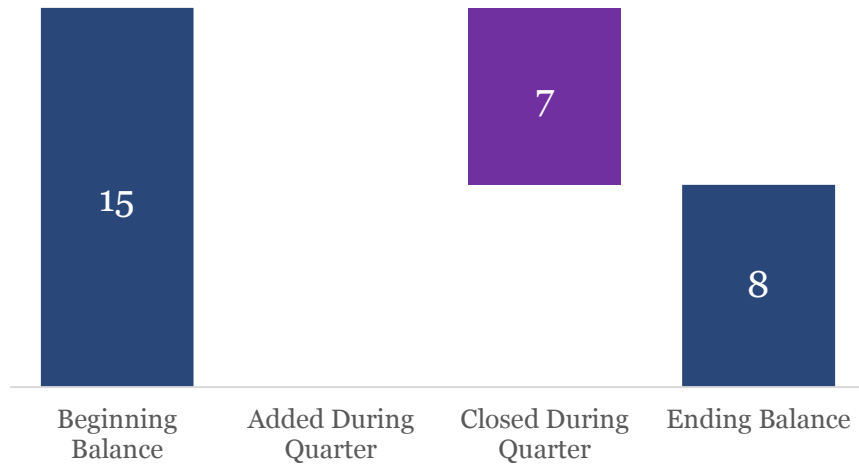
Recommendations Follow-Up

UNT



0 Past Due
0 Not Yet Due

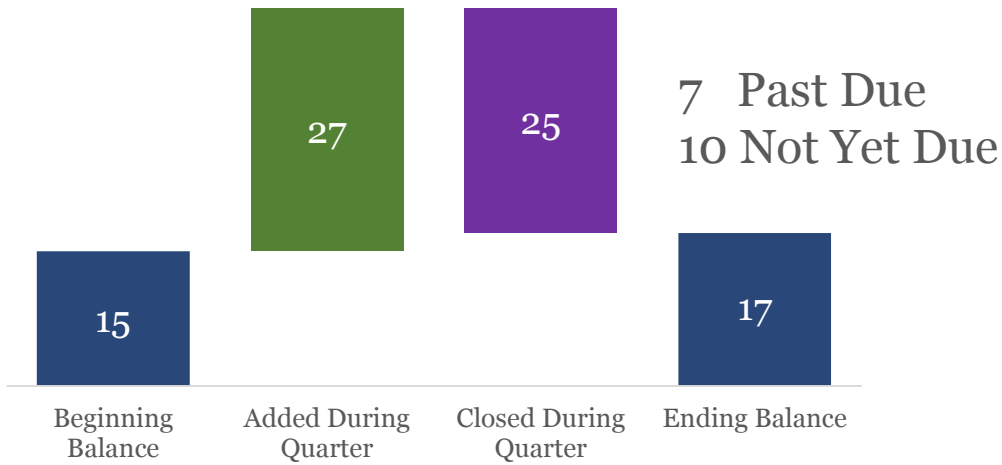
UNTHSC



0 Past Due
8 Not Yet Due

Recommendations Follow-Up

UNT Dallas



Past Due:

College of Law Business Processes Audit

- 1.1.a. Identify an individual at the College of Law to be the designated liaison with UNT Dallas Property Control.
- 6.1.a. Develop an Emergency Preparedness Plan for the College of Law’s new location at 106 South Harwood Street.
- 6.1.b. Review the revised plan with Risk Management Services, UNT Dallas Police department and College of Law personnel.
- 6.1.c. Prepare and drill College of Law for emergency type events.

Residence Hall Key Card Access Audit

- 3.1.a. Establish a service-level agreement with the vendor supporting the door access system that outlines uptime expectations, updates, patches, and a maintenance schedule and submit for contract approval.
- 4.1.a. Create a direct feed from EIS to populate users in the door access software system or train and establish procedures for the ID Center staff to manually populate users in the door access system with data that parallels EIS.

Financial Aid Processes Audit

- 7.1.a. Develop a written Business Continuity Plan (BCP) for mission critical resources.

Questions?

Board Briefing



Committee: Audit & Finance

Date Filed: April 23, 2020

Title: Approval of the Audit and Finance Committee Charter

Background:

The effective development and compliance with formal committee charters is a recognized best practice in higher education governance, as it develops a clear focus and defined parameters to all committee business. Consequently, the Audit and Finance charter has been created. This charter seeks to define the Committee's purpose, primary goals, and objectives and clarify how members will work together to fulfill the goals and objectives of the Committee as a whole.

Financial Analysis/History:

There is no financial implication.

Dan
Tenney

Digitally signed by
Dan Tenney
Date: 2020.05.04
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Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

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Date: 2020.05.04 18:15:57
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Vice Chancellor/General Counsel

Schedule:

This Charter will be effective upon passage by the Board of Regents.

Recommendation:

It is recommended that the Board approve the Charter for the Audit and Finance Committee.

Recommended By:

Lesa B.
Roe

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Lesa B. Roe
Date: 2020.05.04
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Chancellor

Attachments Filed Electronically:

- Audit and Finance Committee Charter
- Annual Committee Calendar of Scheduled Items



Board Order

Title: Approval of the Audit and Finance Committee Charter

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, compliance with a formal charter is a recognized best practice in higher education governance, and

Whereas, the Audit and Finance Committee Charter has been created in accordance with best practices,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The approval of the Audit and Finance Committee Charter.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

UNIVERSITY OF NORTH TEXAS SYSTEM BOARD OF REGENTS

AUDIT AND FINANCE COMMITTEE CHARTER

INTRODUCTION

The Audit and Finance Committee (“Committee”) of the Board of Regents (the “Board”) is established pursuant to Section 03.401 of the University of North Texas System’s (the “System”) *Regents Rules*. The purpose of this Charter is to provide guidelines for the operation of the Committee to further define its role, duties, and responsibilities. This charter broadly defines the Committee’s responsibilities.

Membership

Committee members are appointed by the Chair of the Board. The Committee shall be composed of not less than four members of the Board. One Committee member shall be appointed by the Board Chair to be Chair of the Committee. The Committee will meet at least quarterly or more frequently as the Committee Chair dictates or as circumstances require.

General Purpose and Scope

The purpose of the Committee is to assist the Board in its oversight of the integrity of the System’s financial statements, performance of the System’s internal audit function and independent auditors, independent auditor’s qualifications and independence, and compliance with applicable legal and regulatory requirements. The Committee also oversees the fiscal stability and long-term economic health of the System, compliance, and the enterprise risk management.

While the Committee has the responsibilities set forth in this Charter, it is not the duty of the Committee to plan or conduct audits or to determine that the System’s financial statements are complete and accurate and are in accordance with generally accepted accounting principles, applicable rules, and regulations. These are the responsibilities of management and the independent auditor.

Committee Responsibilities

The responsibilities of the Committee are as follows:

Review and approve and recommend to the Board:

- The annual consolidated operating budget and the annual operating budget for the System and component institutions
- Changes to the consolidated annual budget as required by the Regents Rules
- The annual capital budget
- Changes to tuition and student fees requiring Board approval
- Contracts and purchases of goods and services as required by Regents Rules
- The issuance of debt

- Investment regulations and policies, including investment goals, model asset allocations, distribution policies, and performance benchmarks
- The Comprehensive Annual Financial Report (CAFR) and Independent Auditor's Report
- Adoption or changes to System retirement plans or deferred compensation plans
- Changes to leave policies
- Declaration of a financial exigency
- The appointment and selection of Chief Audit Executive who reports directly to the Committee
- Annual review and approval of the Internal Audit risk-based audit plan, budget, staffing, and organizational structure
- The Internal Audit Charter
- The Audit and Finance Committee Charter.

Provide governance and oversight in the following areas:

- Current year financial performance compared to plan
- Quality and integrity of System's financial statements, accounting principles and policies, and its systems of internal controls
- Legal and regulatory matters that may have a material impact on the financial statements, the System's compliance with policies and any material reports or inquiries received from government agencies
- Long-range financial planning and debt management
- Annual review of key financial indicators
- Quarterly performance of investment portfolio compared to relevant benchmarks
- Annual risk assessment process for the System and component institutions
- Recommend specific topics appropriate for review related to risk management programs and activities
- Quarterly compliance reports on the effectiveness of compliance programs
- Annual review of *Compliance and Ethics Program* and *Compliance and Integrity Program*
- Annual review of the External Auditor's proposed audit scope and approach
- Annual evaluation of performance of External Auditor and approval of audit engagement fees and terms of audit services to be provided by the External Auditor
- Annual review of External Auditor's independence
- Annual review of External Auditor's internal quality-control program and results
- Select, monitor, evaluate, compensate, and if necessary, replace the Chief Audit Executive
- Review internal audit reports and findings, and monitor implementation of recommendations from findings
- Other responsibilities specifically assigned to the Committee.

Audit and Finance Committee Annual Calendar								
		FEBRUARY	MAY		AUGUST		NOVEMBER	
AUDIT & FINANCE	Quarterly Financial Update - Fiduciary responsibility for mgmt of funds (RR 03.702)	Acceptance of the Externally Audited CAFR and Independent Auditor's Report (A&F Charter)	Quarterly Financial Update - Fiduciary responsibility for mgmt of funds (RR 03.702)	Holiday Schedule (TX Gov Code 662.011)	Quarterly Financial Update - Fiduciary responsibility for mgmt of funds AND Key Financial Indicators (RR 03.702; 10.304.2)	Approval of Request to Exceed FTE Limitation - Consent (Article IX, Section 6.10 of Gen. App. Act)	Quarterly Financial Update - Fiduciary responsibility for mgmt of funds (RR 03.702)	Tuition and Fees, if needed (RR 07.402; 07.403)
	Quarterly Report of Audit Activities (RR 04.501.6.d)			Annual Review of External Auditor: proposed audit scope and approach, independence, internal quality control program and results, audit engagement fees and terms of audit services (Charter)		Approval of Intercomponent Transfers of State Appropriations - Consent		
	ERM Briefing - Oversight of Annual Risk Assessment Process (Charter)	Annual review of Regents Rule 04.1200, Compliance and Ethics Program, and System Regulation 02.1000, Compliance and Integrity Program (RR 04.1204)	Quarterly Report of Audit Activities (RR 04.501.6.d)			Review and Approve Annual Consolidated Budget (RR 03.511; 10.204)	Self-Insurance Fund Report - UNTHSC	Consolidated Annual Financial Report (RR 10.202)
				Approval of the internal audit risk-based audit plan, budget, staffing, and organizational structure (Charter)			Endowment Policy Review (RR 09.303)	Ensure Mgmt of Endowment Funds (RR 09.303)
INFORMATION	Quarterly Operations Report* (SOE, SI, A&F)		Quarterly Operations Report* (SOE, SI, A&F)		Quarterly Operations Report* (SOE, SI, A&F)		Quarterly Operations Report* (SOE, SI, A&F)	
							Quarterly Compliance Report (RR 04.1202.2 - A&F)	

***Quarterly Operations Report should include:**

- Endowment Report (RR 09.303)
- Report on Investment Transactions (RR 10.102)

Audit & Finance Committee - Items Considered "As Needed"	
Regents Rule / Source	Requirement
03.802.4	Appoint Chief Internal Auditor (A.K.A. Chief Audit Executive)
03.904.1	Approve contracts in accord with Regent's Rules
03.904.3	Approve agreements with affiliated entities
03.1003	Approve legal settlements > \$500K
04.1001.2	Adopt plan documents for benefit plans
04.1003.2	Adopt master plan for 457(f)
05.602	Approval of any changes to leave policy
06.1302	Declaration of financial exigency



Title: Approval of Updated Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation Policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and of an Updated Prohibition of Sexual Misconduct and Related Retaliation Policy for the University of North Texas

Background:

Senate Bill 212 and House Bill 1735, which were passed by the 86th Legislature and became effective as of September 1, 2019, mandate significant changes regarding the way in which institutions of higher education in Texas are required to address sexual misconduct with expanded statutory obligations related to reporting, victim interaction, investigating, disciplining, training, contracting and policy adoption. The two pieces of legislation permit implementation of the different requirements to take place on various specified dates from the initial effective date until the end of the fall semester of 2020. Policies implementing the new legislative requirements must be adopted and approved by the Board no later than August 1, 2020.

UNT System Administration and each institution have various policies in place to address sexual misconduct, but these policies need to be consolidated and updated in order to meet the specific requirements of Senate Bill 212 and House Bill 1735. In addition, System Administration and each of the institutions have made additional updates to their policies in order to better align with current operations and best practices. Finally, System Administration, the University of North Texas Health Science Center, and the University of North Texas at Dallas have each elected to consolidate their discrimination, harassment, sexual misconduct, and related retaliation policies into one comprehensive policy which better aligns with their policy initiatives.

At this time, in accordance with Regents Rule 09.500, it is recommended that the Board approve the adoption of the updated prohibition of discrimination, harassment, sexual misconduct and related retaliation policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and the updated prohibition of sexual misconduct and related retaliation policy for the University of North Texas. The Board has authority to approve and adopt rules and policies for the administration of the Board's powers and duties under Texas Education Code §105.101.

Financial Analysis/History:

There are no fiscal implications related to approval of the updated policies.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The updated policies are to be implemented upon approval by the Board of Regents.

Recommendation:

It is recommended that the Board of Regents approve the updated prohibition of discrimination, harassment, sexual misconduct and related retaliation policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and the updated prohibition of sexual misconduct and related retaliation policy for the University of North Texas.

Recommended By:

President, University of North Texas

President, University of North Texas
Health Science Center

President, University of North Texas
at Dallas

Chancellor

Attachments Filed Electronically:

- Updated UNT System Administration Prohibition Against Discrimination, Harassment, Sexual Misconduct and Related Retaliation (Including Sexual Assault, Sexual Violence, and Stalking) Policy
- Updated UNTHSC Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation Policy
- Updated UNT Dallas Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation Policy
- Updated UNT Prohibition of Sexual Misconduct, Including Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Failure to Report and Retaliation Policy



Board Order

Title: Approval of Updated Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation Policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and of an Updated Prohibition of Sexual Misconduct and Related Retaliation Policy for the University of North Texas

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, an update of the sexual misconduct and related retaliation policies of the University of North Texas System Administration, the University of North Texas, the University of North Texas Health Science Center, and the University of North Texas at Dallas is required to comply with Senate Bill 212 and House Bill 1735, enacted by the 86th Texas Legislature; and

Whereas, an update of the sexual misconduct and related retaliation policies of the University of North Texas System Administration, the University of North Texas, the University of North Texas Health Science Center, and the University of North Texas at Dallas is further necessary in order to better align with current operations and best practices; and

Whereas, a consolidation and update of the discrimination, harassment, sexual misconduct and related retaliation policies of the University of North Texas System Administration, the University of North Texas Health Science Center, and the University of North Texas at Dallas is further necessary in order to better align with current operations and best practices and to aid in the achievement of policy transformation initiatives of those entities;

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Adoption of updated prohibition of discrimination, harassment, sexual misconduct and related retaliation policies for the University of North Texas System Administration, University of North Texas Health Science Center and University of North Texas at Dallas and of an updated prohibition of sexual misconduct and related retaliation policy for the University of North Texas as set forth in the attachments to this briefing and order.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Policies of the University of North Texas		Chapter 16
16.005	Prohibition of Sexual Misconduct, Including Sexual Harassment, Sexual Assault, Sexual Coercion, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Failure to Report and Retaliation	Equity and Diversity

Policy Statement. It is the policy of the University of North Texas to maintain a safe and respectful work and educational environment that is free from sex discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking and allows all individuals to fully participate in the benefits and privileges the University has to offer. Therefore, in accordance with federal and state law, the University prohibits discrimination on the basis of sex and prohibits sexual misconduct (including sexual harassment, sexual assault, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking) at any of its locations, programs or other associated activities.

Application of Policy. This policy applies to all students, faculty, staff, and applicants for employment or admission, individuals and organizations conducting business on behalf of or for the University, and visitors and participants at any location, program or other activity associated with the University. The University may act under this policy when sexual misconduct that occurs off campus adversely affects or is reasonably likely to adversely affect the academic or work environment.

Definitions.

1. **Complainant.** “Complainant” means an individual who may have been the subject of conduct prohibited under this policy regardless of whether the individual reports the conduct.
2. **Confidential Employee.** “Confidential employee” means a university employee who is designated by the University as a person with whom students may speak confidentially concerning sexual misconduct or who receives information regarding alleged sexual misconduct under circumstances that render the employee's communications confidential or privileged under other law. A confidential employee is obligated to disclose reports of sexual harassment, sexual assault, dating violence and stalking as required under this policy based on the requirement of the employee’s professional licensure and the nature of their official responsibilities with the University. Confidential Employee, as defined in this policy, includes but is not limited to, licensed professional mental health counselors and health care professionals working in those capacities for the University and the employees they supervise, sexual assault advocates as defined in section 420.071 of the Texas Government Code, and attorneys and other employees in the UNT Student Legal Services office and UNT System Office of General Counsel. Faculty, staff and other employees who are licensed

mental health workers, licensed medical workers, or licensed attorneys but who are not employed in that capacity by the University, such as faculty members in psychology, social work, nursing, etc., are not Confidential Employees under this policy. Staff members who are employed as Confidential Employees but become aware of alleged sexual misconduct while operating outside the confidential aspect of their work (*e.g.*, a physician in the Student Health and Wellness Center who witnesses sexual harassment between two colleagues who are not patients) are not Confidential Employees under this policy with respect to that particular incident.

3. Consent. “Consent” means words or actions that show an active, knowing and voluntary agreement to engage in sexual activity. Consent cannot be obtained by force, coercion, manipulation, threats, or when an individual administers any substance to another person, without the person’s knowledge, that intentionally impairs the ability of the person to voluntarily consent. Consent is absent when the sexual activity in question exceeds the scope of previously given consent. Consent may be revoked at any time.
4. Dating Violence. “Dating Violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
5. Days. “Days” mean calendar days unless otherwise stated in the policy.
6. Domestic Violence. “Domestic Violence” means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
7. Employee. “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity as faculty or staff, or who is required to be a student as a condition of employment.
8. Good Faith. “Good Faith” means a reasonable belief that the reported conduct was prohibited under this policy. Good faith is based on the reporting individual’s education, training, and experience.
9. Hostile Environment. “Hostile Environment” exists when sexual harassment (which is a form of sex-based harassment) is sufficiently severe, persistent or pervasive to deny or limit the individual’s ability to participate in or benefit from the University’s programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a University’s program or activity (*e.g.*, administrators, faculty members, employees, students, and University visitors). In determining whether sex-based harassment has created a hostile environment, the University considers the conduct in

question from both a subjective and objective perspective. It will be necessary, but not sufficient, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the University must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive. To ultimately determine whether a hostile environment exists for an individual or individuals, the University considers a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected an individual's education or employment. The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the sex-based harassment is not particularly severe.

10. Incapacitation. "Incapacitation" means that a person lacks the ability to voluntarily agree to sexual activity because the person is asleep, unconscious, under the influence of an anesthetizing or intoxicating substance such that the person does not have control over his or her body, or is otherwise unaware that sexual activity is occurring. Incapacitation is not the same as intoxication. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by use of the drug. Alcohol and other drugs impact each individual differently, and determining whether an individual is incapacitated requires an individualized determination. A party who engages in sexual conduct with a person who is incapacitated under circumstances in which a reasonable sober person in similar circumstances would have known the person to be incapacitated is responsible for sexual misconduct.
11. Preponderance of the Evidence. "Preponderance of the Evidence" means the amount of information necessary to establish whether an alleged policy violation occurred (*i.e.*, more likely true than not true). Preponderance of the evidence is also referred to as the greater weight of the evidence.
12. Respondent. "Respondent" means an individual or organization identified as possibly having engaged in conduct prohibited under this policy regardless of whether a formal complaint is made.
13. Retaliation. "Retaliation" means any action, treatment or condition likely to dissuade a reasonable person from reporting, or causing to report, or from participating in an investigation of suspected misconduct or a related proceeding, including an action that affects an individual's enrollment or business relationship, or an employee's compensation, promotion, transfer, work assignment, or performance evaluation.
14. Sexual Assault. "Sexual Assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape:

- a) Rape: the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- b) Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- c) Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- d) Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

- 15. Sexual Coercion. "Sexual Coercion" means the use of manipulation or threat to force someone to engage in a sexual act.
- 16. Sexual Exploitation. "Sexual Exploitation" means taking non-consensual or abusive sexual advantage of an individual for the benefit or advantage of anyone other than the person being exploited, including but not limited to, non-consensual video or audio-taping of sexual activity or undetected viewing of another's sexual activity.
- 17. Sexual Harassment. "Sexual Harassment" means unwelcome sex-based verbal or physical conduct that:
 - A. in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile or offensive work environment; or
 - B. in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities. For purposes of this policy, conduct is sufficiently severe, persistent or pervasive if its frequent, or threatening, or humiliating nature unreasonably interferes with or limits the student's ability to participate in or benefit from the University's educational program or activity, including when the conduct reasonably can be considered to create an intimidating, hostile, abusive or offensive educational environment.

Examples of conduct which might be considered sexual harassment under this policy include but are not limited to:

- a. repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature,
- b. subtle pressure for a sexual relationship,
- c. sexist remarks about a person's clothing, body or sexual activities,
- d. unnecessary touching, patting, hugging, or brushing against a person's body,
- e. direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, grades, or letter of recommendation,
- f. conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address, and
- g. sexually explicit or sexist comments, questions or jokes.

18. Sexual Misconduct. “Sexual Misconduct” means sexual harassment, sexual assault, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking.
19. Stalking. “Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress. “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim.
20. Student. “Student” means an individual who has applied for admission or readmission to the University; who is registered or enrolled in one or more courses for credit at the university; or who currently is not enrolled but has a continuing academic relationship with the university.
21. Survivor Advocate. “Survivor Advocate” means an individual employed by the University to provide advocacy services to survivors of sexual assault and relationship violence, including information about on and off campus resources, counseling services, health and safety programs, academic and on-campus housing options, protective orders, crime victim compensation, and other resources. The Survivor Advocate is not a confidential employee.
22. Title IX Coordinator. “Title IX Coordinator” means a University of North Texas employee designated by the President to implement, monitor, and enforce the university’s Title IX program. In this policy, reference to the Title IX Coordinator also means a deputy Title IX Coordinator or the Coordinator’s designee.

Conduct prohibited by this policy.

This policy prohibits sexual misconduct and the following conduct as defined or otherwise referred to herein:

- a. sexual harassment,
- b. sexual assault,
- c. sexual coercion,
- d. sexual exploitation,
- e. dating violence,
- f. domestic violence,
- g. stalking,
- h. retaliation related to reports or investigation of behavior prohibited by this policy,
- i. false reports related to behavior prohibited by this policy, and
- j. failure to report on the part of an employee related to behavior prohibited by this policy

Procedures for reporting alleged sexual misconduct.

I. Reporting Sexual Misconduct:

- A. Call 911 to report imminent danger of harm or to report criminal activity. It is important that victims of sexual harassment, sexual assault, dating violence or stalking go to a hospital for treatment and preservation of evidence, if applicable, immediately after the incident.
- B. Sexual misconduct may be reported to the University at Report.unt.edu.
- C. An individual who believes they have been subjected to sexual misconduct, should also immediately report the conduct to the Title IX Coordinator. A student who wishes to report sexual misconduct may report to the Dean of Students, the Title IX Coordinator, or a Deputy Title IX Coordinator.
- D. Individuals wishing to remain anonymous may report suspected violations of this policy via the University website at report.unt.edu or to a Confidential Employee.

II. Duty to Report:

- A. Employees who, in the course and scope of their authorized duties, witness or receive information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual misconduct and is alleged to have been committed by or against a person who was a student enrolled at or an employee of the institution at the time of the incident shall promptly report the incident to the Title IX Coordinator in the Office of Equal Opportunity or a deputy Title IX Coordinator. The report must include all information concerning the incident known to the reporting person that is relevant to the investigation and, if applicable, redress of the incident, including whether an alleged victim has expressed a desire for confidentiality in reporting the incident. Students and other individuals, including guests of the University, are strongly encouraged to report sexual misconduct to the Title IX Coordinator in the Office of Equal Opportunity or a deputy Title IX Coordinator.
- B. Exceptions to Duty to Report.
 1. Confidential employees, as defined in this policy, are obligated to report sexual misconduct, under this policy to the Title IX Coordinator in the Office of Equal Opportunity or a deputy Title IX Coordinator. When reporting, these individuals shall state only the type of incident reported and shall not include other information that would violate a student's expectation of privacy.
 2. a person is not required to make a report under this section concerning an incident in which the person was a victim of sexual misconduct.
 3. a person is not required to make a report pursuant to this policy concerning an incident of which the person received information due to a disclosure made at a sexual harassment, sexual assault, dating violence, or stalking public awareness event sponsored by the University or by a student organization affiliated with the University.
- C. Ramifications of failure to report.
 1. The University will terminate the employment of an employee whom the institution determines in accordance with the University faculty grievance

procedure or employee grievance procedure to have knowingly failed to report sexual misconduct as required in this policy (*i.e.*, the employee is required to make a report of sexual assault, sexual coercion, sexual exploitation, sexual harassment, dating violence, domestic violence or stalking and knowingly fails to do so) or with the intent to harm or deceive, knowingly makes a report of sexual misconduct that is false.

III. Protection against Retaliation. Retaliation against any person who reports or encourages another to report any behavior prohibited by this policy; who participates in an investigation conducted under this policy; or who seeks assistance or guidance from any University department or external official or organization authorized to remediate conduct prohibited under this policy. This protection against retaliation does not apply to a student or employee who:

- A. reports an incident of sexual misconduct under this policy that was perpetrated by that person or the person assisted in the sexual misconduct; or
- B. cooperates with an investigation, a disciplinary process, or a judicial proceeding relating to an allegation that person perpetrated an incident prohibited under this policy.

IV. Confidentiality.

- A. Protection of Non-Confidential Information: As permitted by section 51.971 of the Texas Education Code, information may be protected from disclosure when it is not confidential if the information is collected or produced as part of an investigation conducted under this policy and disclosing the information would interfere with an ongoing investigation.
- B. Authorized Disclosure of Alleged Victim's Identity: The identity of an alleged victim of conduct prohibited under this policy, solely with the written and signed consent of the individual whose identity would be disclosed or when released to the following:
 - 1. persons employed by or under contract with the postsecondary educational institution to which the report is made who are necessary to conduct an investigation of the report or any related hearings;
 - 2. a law enforcement officer as necessary to conduct a criminal investigation of the report;
 - 3. a health care provider in an emergency situation, as determined necessary by the institutions;
 - 4. the person or persons alleged to have perpetrated the incident, to the extent required by other law; or potential witnesses to the incident as necessary to conduct an investigation of the report.
- C. Authorized disclosure of the Identity of other Individuals Involved in Reports of Sexual Misconduct: The identity of an individual who reports sexual misconduct under this policy, who sought guidance from the University concerning such alleged conduct, or who participated in the University's investigation of alleged conduct prohibited under this policy; or the identity of a person who is alleged in a report made to the University to have engaged in conduct or assisted in the commission of conduct prohibited under

this policy but found not responsible for such conduct after a University investigation, is confidential and not subject to disclosure under Chapter 552, Texas Government Code, and may be disclosed only to:

1. University officials as necessary to conduct an investigation of the report;
2. a law enforcement officer as necessary to conduct a criminal investigation of the report, or
3. a health care provider in an emergency situation, as determined necessary by relevant University officials.

V. False or Bad Faith Reports. Any individual who makes a false report under this policy is subject to disciplinary action in accordance with applicable UNT disciplinary policies and procedures. A report is not false or made in bad faith simply because an investigation did not find sufficient evidence to substantiate the alleged violation.

VI. Rights of Victims of Alleged Sexual Misconduct

- A. The right to report the incident to the University and to receive a prompt and equitable resolution of the report;
- B. The right to choose whether to report the alleged conduct to law enforcement if it constitutes a crime, and the right to decline to report the crime to law enforcement
- C. The right to be assisted by the University in reporting the alleged conduct to law enforcement if it constitutes a crime

VII. Protocol for Responding to Reports of Sexual Misconduct, Including Interim Measures

A. Reviewing Reports. The Office of Equal Opportunity will review all allegations of sexual misconduct, relationship violence, and stalking when the Respondent is not a student. The Dean of Students Office is designated to perform this function for alleged violations of this policy when the Respondent is a student. The reviewing office shall consult the Complainant of the alleged offense, if the individual's identity is known, before recommending interim measures or before initiating an investigation. This consultation must include informing the Complainant that:

1. the Complainant may file a criminal complaint with law enforcement officials at any time;
2. the University has an obligation to remediate sexual misconduct, and that an investigation may be conducted whether or not a criminal complaint is filed;
3. the University can take measures to protect against continued sexual misconduct, relationship violence, stalking, and retaliation;
4. voluntary withdrawal of an allegation will not necessarily result in termination of an investigation; and
5. the Complainant should contact the reviewing office if retaliation is suspected.

B. Interim Measures. The University may take administrative action to protect the Complainant, the Respondent, and any other individual against prohibited conduct including retaliation, or to ensure the prompt and efficient completion of an investigation. Interim measures are not disciplinary in nature and must be

consistent with other University policies. Interim measures may be initiated only after consultation with Human Resources, the Dean of Students, the Provost, or the Office of General Counsel as appropriate. Interim measures for students may include but are not limited to administrative directives for no contact, housing reassignments, and altered academic arrangements.

C. Investigating Reports.

1. Anyone who believes the threat of violence is imminent should immediately call 911. Individuals may file a police report with campus police for criminal activity occurring on campus or with local police for violence occurring off campus.
2. All allegations of sexual misconduct that the Office of Equal Opportunity determines to be viable shall be investigated promptly. The Dean of Students is designated to perform this function for allegations where the Respondent is a student. If the complainant of the alleged offense asks the University not to investigate or to delay investigating the allegation, that no disciplinary action be taken, or that the person who allegedly violated the policy not be notified of the allegation, the institution may investigate the alleged conduct in a manner that complies with the confidentiality requirements under Section IV of this policy.
3. In determining whether a request not to investigate can be granted, the Title IX Coordinator shall consider the following factors:
 - i. the seriousness/nature of the allegation;
 - ii. whether the institution has received other reports of sexual misconduct committed by the alleged perpetrator or perpetrators
 - iii. whether the alleged behavior or conduct presents a threat to individuals other than the person who is making the request;
 - iv. whether effective measures can be put in place to protect the individual against continued harm or retaliation;
 - v. whether delaying an investigation could reasonably result in the destruction or deterioration of potential evidence to corroborate or refute the allegation; and
 - vi. any other information that has a reasonable bearing on the decision.
4. A Complainant will be informed in writing regarding the University's decision whether to investigate an incident after the Complainant has requested that there be no investigation or for the investigation to be delayed. . . If the University decides not to investigate, then the University may take steps to protect the health and safety of the University community in relation to the alleged incident.

D. Obligation to Participate in Investigations under this Policy. Individuals are expected to be cooperative in investigations conducted under this policy, and any person who knowingly interferes with an investigation is subject to disciplinary sanctions. Interference with an investigation includes, but is not limited to:

1. attempting to coerce, compel, or prevent an individual from providing information related to the investigation;
2. removing, destroying, or altering information that relates to the investigation;
3. failing to produce university records that relate to the investigation; or
4. providing false or misleading information in the course of an investigation or encouraging others to do so.

Responsible Party: Office of Equal Opportunity, Dean of Students, and Human Resources

VIII. Complaint and Review Procedures

- A. **Timeline and Notifications.** Best efforts will be made to complete the complaint process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness. Parties will be updated on the status of their investigation with reasonable regularity.
- B. **Procedures for Resolving a Complaint when the Respondent is a Student.** The Dean of Students is responsible for investigating reports when the alleged offender is a student. The Dean of Students will investigate using the procedures outlined in the Code of Student Conduct and must consult with the Office of Equal Opportunity in advance of issuing a determination in an investigation.
 1. The Dean of Students office shall prepare a written report setting out the findings of the investigation and whether the Respondent violated this policy. The Title IX Coordinator shall review all final investigation reports.
 2. The Complainant and Respondent shall be notified, in writing, of the Dean of Students' findings, determination and rationale.
 3. The Complainant and Respondent may request a review of the findings and determination by the Vice President for Equity and Diversity or delegee.
 4. A request for review must be submitted to the reviewing official within five business days from the date of the notice and include the reason(s) for the review and any new information the individual wishes the reviewing official to consider. The decision of the reviewing official regarding the finding and determination is final.
- C. **Procedures for Pursuing and Resolving a Complaint when the Alleged Offender is an Employee (including a student employee acting in their employment status), Visitor, or Individual Acting on Behalf of or Doing Business with the University.** The Office of Equal Opportunity will follow the steps outlined in its Investigative Procedure.
 1. The Office of Equal Opportunity shall prepare a written report setting out the findings of the investigation and whether the Respondent violated this policy.
 2. The Complainant, Respondent, and the Respondent's supervisor(s) (when the Respondent is an employee) shall be notified, in writing, of the Office of Equal Opportunity's findings, determination and rationale. The Vice President for Institutional Equity and Diversity will determine whether another University official

will be notified when the Respondent is a visitor or person acting on behalf of the University.

3. The decision of the Office of Equal Opportunity regarding the finding and determination may be appealed pursuant to OEO resolution procedures.
4. In the event that a finding of sexual misconduct is reached under this policy, then the finding shall be referred to an appropriate University representative to determine if disciplinary action should be taken in accordance with this policy and other applicable disciplinary policies and procedures.

5. Responsible Party: Office of Equal Opportunity and Dean of Students

- IX. Record Retention. Records created under this policy shall be confidentially maintained in accordance with the University's record retention schedule. In all cases, access to complaint and investigation records is strictly limited to officials with a direct operational need to know unless otherwise authorized by law.

Responsible Party: Office of Equal Opportunity and Dean of Students

X. Education and Resources

- A. Required Education for First Year and Transfer Students. Each entering first year and transfer student in an undergraduate degree program must participate in a University educational program on the prevention of sexual assault and relationship violence before or during the first semester or term in which the student enrolls in the University.
- B. Employee Education and Training. New employees shall receive training on this policy no later than the 30th day after their employment begins. Employees are individually responsible for completing the training every two years. The Office of Equal Opportunity will make the training available to all employees.
- C. Recording and Notification of Education and Training. Supervisors are responsible for ensuring employees under their supervision are in compliance with the education and training requirement and certifying when each employee completes the requirement. Supervisors shall clearly note on the employee's annual performance evaluation whether training has been completed.
- D. Enforcement of Training Responsibilities. An employee who fails to complete education and training as required under this section may be subject to discipline according to applicable University policies and Regent's Rules.
- E. Resources and Services. Resources and services for those involved in sexual misconduct, relationship violence and stalking situations can be found at the Office of Equal Opportunity and the Survivor Advocate's Office.

Responsible Party: Office of Equal Opportunity/Dean of Students

- XI. Sanctions and Legal Implications. Any violation of this policy may result in sanctions imposed by the University or federal or state authorities, or legal action.
- A. In an effort to encourage reporting of sexual misconduct, the University will grant immunity from student and/or employee disciplinary action to a person who acts in good faith in reporting a complaint, participating in an investigation, or participating in a disciplinary process. This immunity does not extend to the person's own violations of this Policy.
 - B. University Imposed Sanctions. Any individual who violates this policy is subject to disciplinary action, including but not limited to: involuntary termination of employment under the Staff Employee Discipline and Involuntary Termination Policy (05.033); revocation of tenure for moral turpitude or gross neglect of academic responsibilities under the University's Faculty Misconduct and Discipline Policy (06.025); and termination of a business relationship, the privilege to come onto University property or to participate in its programs and activities. Students who violate this policy are subject to disciplinary action pursuant to the Code of Student Conduct (07.012), including but not limited to suspension or expulsion. All units must consult with the Office of Equal Opportunity prior to the issuance of sanctions or disciplinary action for violations of this policy.
 - C. Federal or State Sanctions. Federal or State agencies may impose fines and other sanctions against the University for violations of federal or state anti-harassment laws.
 - D. Civil Action. Individuals may take court action against individuals and the University that could result in financial liability.
 - E. Criminal Sanctions. Sexual harassment by a public servant is a criminal offense under Texas law and could result in imprisonment. Failure to report sexual misconduct by a non-student employee is a criminal offense under Texas law and could result in a fine or jail time.

References and Cross-references.

[UNT Policy 05.033 Staff Employee Discipline and Involuntary Termination Policy](#)

[UNT Policy 05.042, Grievance Policy](#)

[UNT Policy 06.025, Faculty Misconduct and Discipline](#)

[UNT Policy 07.012, Code of Student Conduct](#)

[UNT Policy 16.004, Prohibition of Discrimination, Harassment, and Retaliation](#)

Tex. Educ. Code §51.282, Policy On Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-2, §§51.251-51.259, Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-3, §§51.281-51.291, Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Forms and Tools.

Title IX Coordinator Contact Information

[Survivor Advocate Contact Information](#)

[Office of Equal Opportunity Complaint Form](#)

Resolution Procedures for Complaints of Discrimination, Harassment, or Retaliation filed with the Office of Equal Opportunity

Approved:

Effective:

Revised:

Institution:	University of North Texas at Dallas (UNT Dallas)
Policy Number & Chapter Title:	16.005 Equity & Diversity
Policy Title:	Prohibition of Discrimination, Harassment, Sexual Misconduct and Related Retaliation

I. Policy Statement. The University of North Texas at Dallas (UNT Dallas) is committed to maintaining a safe and respectful work and educational environment that is free from discrimination, harassment, sexual misconduct and related retaliation and allows all individuals to fully participate in the benefits and privileges that UNT Dallas has to offer. Therefore, UNT Dallas prohibits discrimination, harassment, sexual misconduct and related retaliation because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status or any other characteristic protected under applicable federal or state law in all of its programs and activities; policies, procedures, and processes; and UNT Dallas facilities.

UNT Dallas will take active measures under this policy to prevent such conduct and promptly investigate, discipline, and take remedial action, when appropriate, against individuals or organizations within its control. Further, UNT Dallas will not tolerate sexual misconduct, including sexual discrimination, sexual harassment, sexual assault, sexual misconduct, interpersonal-both dating and domestic-violence , and stalking.

This policy details information about UNT Dallas prevention programs and educational resources addressing prohibited conduct. It also explains the process of how, after being made aware of alleged prohibited conduct, the University will proceed in accordance with its values, as well as in accordance with the legal obligations of Title IX of the Higher Education Amendments of 1972 (Title IX) and Title VII of the Civil Rights Act of 1964 (Title VII) and other applicable laws and regulations.

II. Application of Policy. This policy applies to all UNT Dallas students and employees, visitors, contractors, applicants for admission to or employment with the University, as well as University affiliates and others conducting business with the University.

In addition to incidents that occur on the UNT Dallas campus, the University may investigate and take disciplinary action in response to incidents that occur at an official function of the University, or an incident that has a substantial connection to the interests of UNT Dallas regardless of the location in which the incident occurred.

III. Policy Definitions. The following definitions apply for the purposes of this policy:

- A. Complainant.** A “complainant” means a student, employee, or third party who presents as the victim of any prohibited conduct under this policy, regardless of whether they make the report or seek action under this policy.
- B. Confidential Employee.** A “confidential employee” refers to any counselors in Counseling and Psychological Services, a health care provider in Health Services, or clergy persons. Additionally, an employee who receives information regarding an incident of sexual misconduct under circumstances that render the employee communication confidential or privileged under other law (such as an attorney) are also considered “Confidential Employees.”

Note: Under state law, a confidential employee who receives information regarding an incident of sexual harassment, sexual assault, dating violence, or stalking committed by or against a student or an employee of UNT Dallas, is required to report the type of incident to the campus Title IX Coordinator (or Deputy Coordinators). A confidential employee may not include any information that would violate the complainant’s expectation of privacy. Additionally, the duty of a confidential

employee to report an incident under any other law applies.

- C. Confidentiality.** “Confidentiality” means communications that cannot legally be disclosed to another person without the consent of the individual who originally provided the information.
- D. Consent.** “Consent” means a words or actions that show an active, knowing, and voluntary agreement to engage in sexual activity. Consent cannot be gained by force, coercion, manipulation, threats, or by taking advantage of the incapacitation of another when the individual knows or reasonably should know of such incapacity by use of alcohol or drugs. Consent is absent when the activity in question exceeds the scope of previously given consent, or the person is unconscious, asleep, mentally or physically incapacitated or otherwise unaware that the prohibited conduct is occurring. In cases involving a juvenile or a minor, this definition would defer to applicable state and federal laws.
- E. Dating Violence.** “Dating violence” means abuse or violence committed by an individual who is or has been in a social relationship of a romantic or intimate nature with the complainant. It includes but is not limited to; sexual or physical abuse or the threat of such abuse. This definition does not include acts covered under domestic violence. Neither a casual acquaintance nor ordinary fraternization between two individuals in a business or social context shall constitute a romantic or intimate relationship.
- F. Discrimination.** “Discrimination” means treating an individual or group of individuals unfavorably in their employment because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status.
- G. Domestic Violence.** “Domestic violence” means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the State of Texas.
- H. Interpersonal Violence.** “Interpersonal violence” means an offense that meets the definition of domestic violence or dating violence.
- I. Employee.** “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity, or who is required to be a student as a condition of employment.
- J. Gender Expression.** “Gender expression” means the manner in which an individual expresses gender through appearance, behavior, or mannerisms; whether the person’s expression is the same as the individual’s gender identity or the sex the individual was assigned at birth.
- K. Gender Identity.** “Gender identity” means the gender with which an individual identifies psychologically, regardless of the sex the individual was assigned at birth.
- L. Good Faith Report.** “Good faith report” means a report submitted based on conduct or behavior that one reasonably believes is prohibited under Regents Rule, System Regulation, UNT Dallas policy or law.
- M. Harassment.** “Harassment” means any harassment, including sexual harassment, that is sufficiently severe, persistent, or pervasive to deny or limit the individual’s ability to participate in or benefit from UNT Dallas programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a program or activity (e.g., administrators, faculty members, employees, students, and visitors). In determining whether sex-based harassment has created a hostile environment, UNT Dallas considers the conduct in

question from both a subjective and objective perspective. It will be necessary, but not sufficient, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, UNT Dallas must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive. To ultimately determine whether a hostile environment exists for an individual or individuals, consideration is given to a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected an individual's education or employment. The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the sex-based harassment is not particularly severe.

N. Hostile Environment. "Hostile environment" exists when any type of discrimination or harassment is sufficiently severe or pervasive to deny or limit an individual's ability to participate in or benefit from UNT Dallas programs or activities or an employee's terms and conditions of employment. A hostile environment can be created by anyone involved in a UNT Dallas program or activity (e.g., administrators, faculty members, employees, students, and UNT Dallas visitors).

In determining whether discrimination or harassment has created a hostile environment, UNT Dallas considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not adequate, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, UNT Dallas must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive.

To ultimately determine whether a hostile environment exists for an individual or individuals, UNT Dallas considers a variety of factors related to the severity, persistence, or pervasiveness of the discrimination or harassment, including:

- a. the type, frequency, and duration of the conduct;
- b. the identity and relationships of the persons involved;
- c. the number of individuals involved;
- d. the location of the conduct and the context in which it occurred; and
- e. the degree to which the conduct affected an individual's education or employment.

The more severe the discrimination or harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the discrimination or harassment is not particularly severe.

O. Incapacitation. "Incapacitation" means to a state when a person lacks the ability to voluntarily agree to sexual activity because the person is asleep, unconscious, or under the influence of an anesthetizing or intoxicating substance such that the person does not have control over his or her body, or is otherwise unaware that sexual activity is occurring. Incapacitation is not the same as intoxication. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by the use of the drug.

- P. Investigative Authority.** “Investigative authority” means one or more trained individuals appointed to conduct a formal inquiry to discover and examine the facts of an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information to make a determination.
- Q. Preponderance of the Evidence.** Preponderance of the evidence” means the amount of information necessary to establish whether an allegation is more likely than not to have occurred.
- R. Quid Pro Quo Sexual Harassment.** “Quid pro quo sexual harassment” means “this for that” such as unwelcome sexual advances, requests for sexual favors or other verbal, nonverbal or physical conduct of a sexual nature where the submission to or rejection of may result in an adverse educational or employment action.
- S. Reporting Party.** “Reporting party” means an individual who observed or was made aware of an alleged violation and who provides an initial oral or written account of an alleged violation of this policy.
- T. Respondent.** “Respondent” means an individual designated to respond to a complaint. Generally, the respondent is the individual alleged to be responsible for the prohibited conduct alleged in a complaint.
- U. Retaliation.** “Retaliation” means any action, treatment or condition likely to dissuade a reasonable person from reporting or causing to report, or from participating in an investigation of suspected misconduct or a related proceeding, including an action that affects an individual’s enrollment or business relationship, or an employee’s compensation, promotion, transfer, work assignment, or performance evaluation.
- V. Sexual assault.** “Sexual assault” means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in Texas statutes or the Federal Bureau of Investigation’s Uniform Crime Reporting program.
- a. Rape - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - c. Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - d. Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.
- W. Sex Discrimination.** “Sex discrimination” means a type of discrimination where the conduct is directed at a specific individual or a group of identifiable individuals that subjects the individual or group to treatment adversely affecting the individual’s or group’s employment or education on the basis of sex (including gender).
- X. Sexual Exploitation.** “Sexual exploitation” means the taking of a non-consensual or abusive sexual advantage of another for another’s own advantage or benefit, or to benefit or advantage anyone other than the person being exploited, including but not limited to, non-consensual video or audio-taping of sexual activity or undetected viewing of another’s sexual activity.
- Y. Sexual Harassment.** “Sexual harassment” means unwelcome sex-based verbal or physical conduct that:

- a. in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile or offensive work environment; or
- b. in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities. For purposes of this policy, conduct is sufficiently severe, persistent or pervasive if its frequent, or threatening, or humiliating nature unreasonably interferes with or limits the student's ability to participate in or benefit from the System Administration's educational program or activity, including when the conduct reasonably can be considered to create an intimidating, hostile, abusive or offensive educational environment.

Examples of conduct which might be considered sexual harassment under this policy include but are not limited to:

- a. repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature,
- b. subtle pressure for a sexual relationship,
- c. sexist remarks about a person's clothing, body or sexual activities,
- d. unnecessary touching, patting, hugging, or brushing against a person's body,
- e. direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, grades, or letter of recommendation,
- f. conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address, and
- g. sexually explicit or sexist comments, questions or jokes.

Z. Sexual Misconduct. "Sexual misconduct" is a broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking. The term also includes other inappropriate sexual conduct as referenced in this policy. Sexual misconduct can be committed by any person, including strangers or acquaintances.

AA. Sexual Orientation. "Sexual orientation" means the inclination of one's intimate, emotional or sexual interests towards a member of the same, opposite or both sexes.

BB. Stalking. "Stalking" means engaging in a course of conduct directed at a person that would cause a reasonable person to fear for the person's safety, the safety of others, or to suffer substantial emotional distress.

For the purposes of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

- CC. Student.** A “student” means an individual who has applied for admission or readmission to the UNT Dallas, who is registered or enrolled in one or more courses for credit at the University, or who currently is not enrolled but has a continuing academic relationship with the University.
- DD. Title IX Coordinator.** “Title IX Coordinator” means a UNT Dallas or System Administration employee designated by the President to implement, monitor, and enforce the University Title IX program. In this policy, reference to the Title IX Coordinator also refers to their designee.

IV. Responsibilities.

A. Filing a Complaint and Reporting Violations of Prohibited Conduct.

1. Reporting.

All employees, including full and part-time faculty, staff and student employees, must report allegations of violations of this policy, including but not limited to discrimination, harassment, sexual misconduct, sexual assault, interpersonal violence, stalking or related retaliation. Students and other non-employees are encouraged to report. Employees are required to promptly report the suspected violation. All employees informed of possible conduct in violation of this policy should advise the complainant that they cannot keep the information confidential and are required to report it (for the purposes of this policy and the reporting requirements, employees who are complainants/victims of sexual misconduct are not required to report that misconduct).

2. Employees in the course and scope of employment, that witness or receive information regarding an incident that the employee reasonably believes was in violation of this policy and is alleged to have been committed by or against a person who is a student at or an employee or visitor of the institution at the time of the alleged incident must promptly report the incident to the UNT Dallas Title IX Coordinator or Deputy Title IX Coordinator.

3. Employees, students and others should report suspected violations through the compliance hotline available on the UNT Dallas website, or to the Title IX Coordinator or Deputy Title IX Coordinator.

4. Confidential employees as defined in this policy, who are acting in their capacity as a confidential employee in their employment with UNT Dallas, are only required to report the type of incident to the Title IX Coordinator or Deputy Title IX Coordinator and may keep other identifying information of the complainant confidential. Employees should inform the complainant where confidential guidance can be obtained, such as the student counseling center or employee assistance program.

B. Rights and Responsibilities.

a. Reporting an Incident of Prohibited Conduct.

To promote timely and effective review, UNT Dallas strongly encourages an individual who believes they have experienced or witnessed an incident involving prohibited conduct to come forward promptly with their inquiries, reports, or complaints, and seek assistance from the University.

b. An employee who is required to report and fails to make a report; or with the intent to harm or deceive, knowingly makes a report that is false, then the offense is a Class B misdemeanor, with the exception that if it is shown at trial that the individual intended to conceal the incident, then the offense is a Class A misdemeanor. UNT Dallas will be required to terminate an employee who knowingly fails to make a report; or with the intent to harm or deceive,

knowingly makes a report that is false as determined by UNT Dallas in accordance with applicable policies and procedures.

UNT Dallas will provide each complainant alleging they have experienced an incident of prohibited conduct with information about:

- applicable University policies and procedures, including the UNT Dallas investigation and resolution process;
- rights and University responsibilities with respect to orders of protection, restraining orders, and/or no contact orders and how to obtain such orders;
- options about the involvement of law enforcement authorities; and
- available campus and community resources.

c. Anonymity.

UNT Dallas has great respect for the privacy of the parties in a complaint involving prohibited conduct. However, employees other than confidential employees are required to share that information with the UNT Dallas Title IX Coordinator or the UNT Dallas Deputy Title IX Coordinator. Subsequently, the University may need to act to maintain campus safety and must determine whether to investigate further under Title IX, regardless of the request of the complainant for confidentiality.

In addressing a request for confidentiality, to not investigate, and/or to not disclose identifying information to the respondent, the UNT Dallas Title IX Coordinator or Deputy Title IX Coordinator must deliberately weigh the rights, interests, and safety of the complainant, the respondent, and the campus community. Factors the University must consider when determining whether to investigate an alleged incident of prohibited conduct include but are not limited to:

- the seriousness of the alleged incident;
- whether the University has received other reports of alleged sexual misconduct by the alleged respondent;
- whether the alleged incident poses a risk or harm to others; and
- any other factors the University determines relevant.

If the complainant requests the University not to investigate, the UNT Dallas Title IX Coordinator or the Deputy Title IX Coordinator must inform the complainant of the decision whether or not to investigate.

In the course of the investigation, the University may share information only as necessary with individuals who need to know in compliance with the law, which may include but is not limited to: investigators; witnesses; and the respondent. The University will take reasonable steps to help ensure there is no retaliation against the parties or any other participants in the investigation.

C. Prohibition on Retaliation.

Retaliation against any individual who reports or encourages another individual to report an incident of prohibited conduct or retaliation, who participates in an investigation conducted under this policy, or who seeks assistance or guidance from any UNT Dallas department or external official or organization authorized to remediate conduct prohibited under this policy is strictly

prohibited.

D. Support Services.

1. Any UNT Dallas employee who requires assistance with work arrangements and/or University-provided support services and referrals as a result of an alleged violation of this policy is encouraged to contact Human Resources for additional information. Human Resources staff can assist a UNT Dallas employee with the various reporting options and support services that may be available to them.
2. Any UNT Dallas student who requires assistance with classes, living arrangements, and/or University-provided support services and referrals as a result of an alleged violation of this policy is encouraged to visit the Office of the Dean of Students for additional information. The Office of the Dean of Students staff can assist a student with the various reporting options and support services that may be available to them.
3. If a UNT Dallas employee or student believes they have experienced conduct prohibited under this policy, they may also contact the UNT Dallas Title IX Coordinator or Deputy Title IX Coordinator for additional assistance and information. A student or an employee who wishes to report an alleged incident of prohibited conduct to the UNT Dallas Police Department (UNT Dallas PD) and would like the Campus Title IX Coordinator or campus Deputy Title IX Coordinator to accompany them to provide support during the reporting process, should contact the Title IX Compliance Officer or the Deputy Title IX Coordinator via the following contact information:

- Wanda S. Boyd, Title IX Compliance Officer/Coordinator
wanda.boyd@untsystem.edu
(214) 571-2424
- Adalyn Burger, Deputy Title IX Coordinator
adalyn.burger@untDallas.edu

4. Individuals who experience any form of sexual assault, domestic, or dating violence, are encouraged to seek immediate medical care. Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within four (4) days of the incident. With the examinee's consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, go directly to the emergency department or the nearest hospital that provides SAFE services.

For more information about the SAFE, see <https://www.texasattorneygeneral.gov/crime-victims/sexual-assault-exams>. The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatment that are not a part of SAFE.

5. UNT Dallas encourages anyone who believes they experienced or witnessed a sexual assault (or any other crime) to make a report to the UNT Dallas Police Department, if the assault occurred on campus, or to local law enforcement, for assaults occurring off campus.

- **University of North Texas at Dallas Police Department (UNT Dallas PD)**
Phone: (972) 780-3000
Emergencies: 911
Address: 131 Founders Hall, Dallas, TX 78705

6. An individual may also contact the following external, federal and state agencies:

- **U.S. Department of Education (Office for Civil Rights)**
1999 Bryan Street, Suite 1620
Dallas, TX 75201-6810
Phone: (214) 661-9600
Fax: (214) 661-9587
Email: OCR.Dallas@ed.gov
- **U.S. Equal Employment Opportunity Commission**
Legacy Oaks, Building A
Suite 200
San Antonio, TX 78229
Phone: (800) 669-4000
Fax: (210) 281-7690
Email: www.eeoc.gov
- **Texas Workforce Commission**
Civil Rights Division
101 E. 15th Street
Room 144-T
Austin, TX 78778-0001
Phone: (512) 463-2642
Email: www.twc.state.tx.us

E. Confidentiality and Anonymity.

1. An individual, other than an employee with a duty to report under this policy, who wishes to remain anonymous can file a complaint (by telephone or in writing or through the hotline available on the UNT Dallas website) with the UNT Dallas Title IX Coordinator or Deputy Title IX Coordinator. However, electing to remain anonymous may greatly limit the ability of the University to investigate an alleged incident, collect evidence and/or take effective action against an individual or an organization accused of violating this policy.
2. The University has a responsibility to maintain an environment free of discrimination, harassment, sexual misconduct and related retaliation. Accordingly, many UNT Dallas employees have mandatory reporting and response obligations and may not be able to honor the request for confidentiality by a complainant. In the event confidentiality cannot be maintained, the University will share information only as necessary and only with those individuals who have a need to know in fulfilling the purposes of this policy and abiding by the applicable law. These individuals may include investigators, witnesses, administrators, and the respondent. UNT Dallas will comply with the Family Educational Rights and Privacy Act (FERPA), with Texas Education Code Section 51.971 and other confidentiality laws as they apply to Title IX investigations.
3. A complainant who expresses the desire to discuss a complaint in strict confidence may use the confidential support resources described in this policy.

F. Informal Resolution and Investigations of Reports of Alleged Conduct in Violation of this Policy.

1. UNT Dallas strongly encourages the prompt reporting of prohibited conduct covered by this policy. Delays in reporting can greatly limit the ability of the University to stop the alleged prohibited conduct, collect evidence, and/or take effective action against an individual or an organization accused of violating this policy. A report of an alleged violation of this policy may be made by:

- an individual who believes they experienced prohibited conduct (a complainant); and/or an individual who has information that prohibited conduct may have been committed (a reporter).
2. UNT Dallas recognizes that in some limited circumstances (but never in cases involving sexual assault or sexual violence) voluntary informal resolution options may be an appropriate means of addressing some behaviors reported under this policy. If the informal resolution process is deemed appropriate by the UNT Dallas Title IX Coordinator or the Deputy Title IX Coordinator, then the complainant will be provided assistance in informally resolving the issue.
 3. Allegations of conduct prohibited by this policy will be reviewed by the UNT Dallas Title IX Coordinator or Deputy Title IX Coordinator to determine:
 - If there is sufficient information to proceed with an investigation;
 - If additional information is needed;
 - If the complaint shall be dismissed as baseless;
 - If the complaint should be referred to another office which has responsibility; or to be addressed as an employee grievance, or other applicable UNT Dallas policy or procedure.
 4. Once the initial evaluation has been made, the decision will be communicated in writing to the complainant. If an investigation is warranted, the UNT Dallas Title IX Coordinator or the Deputy Title IX Coordinator will oversee or will conduct the investigation. Investigators will be trained to investigate and resolve reports under this policy.
 5. In an investigation, the following will occur:

Written notification will be provided to the complainant and the respondent(s) and will include:

 - the incident details and alleged policy violation;
 - the UNT Dallas investigative authority, if an investigation will be conducted;
 - interim measures put into place, if any; and
 - statements regarding cooperation and prohibition of retaliation.
 - Requested confidentiality will be taken into consideration with notification details provided.
 6. All employees are required to fully cooperate with those performing an investigation. Employees failing to cooperate with those performing an investigation may be subjected to disciplinary action, up to and including termination. (For the purposes of this requirement, employees who are complainants/victims of sexual misconduct covered by this policy are not required to participate in this investigation.) Students are required to participate in an investigation as required by the Student Code of Conduct. Any individual conducting business for or on the behalf of UNT Dallas, visitors, and participants at any location, program or other activity associated with UNT Dallas should cooperate with those performing an investigation.
 7. UNT Dallas may implement Interim measures as warranted while an investigation is being conducted. Interim measures may include, but are not limited to, reassignment, suspension, counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, restrictions on contact between the parties, change in work or housing locations, leaves of absences, increased security and monitoring of certain areas of campus or other similar accommodations tailored to the individualized needs of the parties.
 8. The ability of UNT Dallas to implement interim measures may be affected if the complainant

requests not disclose their identity to relevant UNT Dallas personnel involved in implementing interim measures.

9. If a complainant chooses not to participate in the investigation of a report, the University may, at its discretion, pursue the report without the participation of the complainant.
10. For sex-based complaints only, the complaint and the investigative report, with instructions and reminders regarding privacy, will be provided to the parties, as requested and as allowed by law.
11. The investigative authority will review each complaint, interview complainant(s), respondent(s) and witness(es) (if applicable), review relevant documentation, (for sex-based complaints, the complaint and respondent will have the opportunity to review the draft report) and provide a final draft report of the investigation for legal sufficiency review to the Office of General Counsel. The report will be finalized upon completion of the legal sufficiency review.
12. The purpose of an investigation, which includes interviewing the parties and witnesses, is to gather and assess evidence. The standard of evidence that is used to investigate and adjudicate complaints made under this policy is the “**preponderance of the evidence**” standard. This standard is met if the allegation is deemed more likely to have occurred than not. Every investigator will have appropriate and on-going training regarding issues related to domestic violence, dating violence, sexual assault, sexual misconduct and stalking, as well as, on how to conduct an investigation that protects the safety of a complainant and promotes accountability.
13. Upon completion of the investigation and report, findings of substantiated, unsubstantiated, or insufficient evidence will be communicated in writing to the complainant(s) and respondent(s).
14. Interference with an Investigation.

Any individual who knowingly and intentionally interferes with an investigation conducted under this policy is subject to disciplinary action up to and including dismissal or separation from UNT Dallas. Interference with an investigation may include, but is not limited to:

- attempting to coerce, compel, or prevent an individual from providing testimony or relevant information;
 - removing, destroying, or altering documentation relevant to the investigation; or
 - providing false or misleading information to the investigator or encouraging others to do so.
15. Possible outcomes of an investigation are:
 - a. a finding that the allegations are not warranted or could not be substantiated;
 - b. a finding that the allegations are substantiated and constitute a violation of the policy and, if so;
 - c. referral to the appropriate administrative authority for disciplinary action.

G. Disciplinary Actions and Final Sanctions.

1. If a respondent is found responsible for violating this policy, UNT Dallas may take disciplinary action and impose a sanction on the respondent and initiate additional remedial actions as appropriate.
2. Disciplinary action against UNT Dallas employees will be handled under the applicable UNT

Dallas disciplinary policies and procedures for faculty and staff. Disciplinary actions may include, but are not limited to, written reprimands, the imposition of conditions, reassignment, suspension, and/or dismissal.

3. Disciplinary action against a UNT Dallas student will be imposed by the Office of the Dean of Students in accordance with applicable University student disciplinary procedures. Student disciplinary actions may include, but are not limited to, probation, suspension, or expulsion.
4. In addition to disciplinary action and sanctions imposed by UNT Dallas, the following may apply:
 - Federal or State Sanctions. Federal or state agencies may impose fines and other sanctions for violations of federal or state anti-discrimination laws.
 - Civil Action. Individuals may take court action against individuals and System Administration that could result in financial liability.
 - Criminal Sanctions. Conduct prohibited by this policy may constitute a criminal offense under the Texas Penal Code. If an employee is required to report and fails to make a report then the applicable offenses is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

H. Bystander Intervention.

A bystander can play a critical role in the prevention of sexual assaults, domestic violence, dating violence, and stalking. For example, a bystander may have the power to stop assaults, get help for people who have been victimized, and/or alert the appropriate authorities. UNT Dallas is committed to promoting a culture of shared accountability where a bystander is actively engaged in the prevention of prohibited conduct. As such, every member of the UNT Dallas community is encouraged to intervene or interrupt prohibited conduct they witness. Examples of bystander intervention include:

- confronting an individual who secludes, make sexual advances, or attempts to sexually assaults an individual who is incapacitated;
- speaking up when an individual discusses plans to take sexual advantage of another individual;
- calling law enforcement when an individual is being physically abusive towards another;
- refusing to leave the area if an individual is directing or coercing you to leave so they can take advantage of another;
- ensuring that a member of the community who is incapacitated is not left alone or in a vulnerable situation; and
- referring an individual to appropriate University and community resources.

I. Ongoing Training.

UNT Dallas is committed to preventing and raising awareness of the harm resulting from the conduct prohibited in this policy. This includes offering ongoing education to, both, employees and students. To that end, this policy will be published on the UNT Dallas website. Information regarding this policy and related policies will be included in orientation materials for new students,

faculty, and staff. Appropriate compliance training sessions will be conducted on an ongoing basis. Training sessions will include information on how and where to report incidents of prohibited conduct, resources available, as well as, safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual misconduct being inflicted on another individual. In addition, the UNT Dallas Title IX Coordinator, the UNT Dallas Deputy Title IX Coordinator, the Chief Compliance Officer, and all investigators and hearing officers receive training each academic year about offenses, investigatory procedures, due process requirements, conducting a hearing, and University policies related to or described in this policy. The University is committed to protecting the safety of each complainant and the due process rights of each respondent, as well as promoting accountability.

J. Academic, Living, Travel, or Work Accommodation(s).

There may be an instance when an individual reports an alleged violation of this policy that UNT Dallas will decide to take emergency action to protect the emotional health or physical safety of the reporting individual and/or of the larger University community. Such an arrangement will be facilitated through the appropriate University officials and all decisions will be based upon the evidence then available.

K. Options and Resources.

1. The UNT Dallas Office of Student Affairs hosts a website that provides resources and lists educational and preventive programs and support services on and off campus. These resources provide information relating to prohibited conduct. Additional resources can be located on the UNT System Administration Equity, Diversity, and Inclusion website
2. An individual who has experienced a sexual assault is strongly encouraged to seek medical and psychological care regardless of whether the individual intends to request a SAFE or report the assault to the law enforcement.
3. Resources and services that can help lessen the trauma of assault and assist with healing can be found at: Rape, Abuse, and Incest National Network. Other resources on the local level include the following:
 - UNT Dallas Office of Wellness Services (972) 338-1779
 - Rape Crisis Center (972) 641-7273
 - Genesis Women's Center 214-940-2998
 - Parkland Hospital (214) 590-8000
 - Baylor Hospital of Dallas (214) 820-0111
 - Charlton Methodist Hospital 214-947-7777
4. An individual who experiences any form of prohibited conduct may pursue civil or criminal remedies provided by state law. An individual does not need to file a criminal police report to either use on or off-campus resources or to file a complaint with the University.

V. Forms and Tools.

- [UNT Dallas Anonymous Report Form for Sexual Assault and Misconduct](#)
- UNT Dallas Title IX Coordinator Report


VI. References & Cross-References.

- Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681–1688 (with implementing regulations, 34 CFR Part 106)
- Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e–2000e-17 (with implementing regulations 29 CF. § 1604 11)
- Title IV of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991
- The Equal Pay Act of 1963
- The Age Discrimination in Employment Act of 1967
- Title I of the Americans with Disabilities Act of 1990
- Pregnancy Discrimination Act of 1978, Rehabilitation Act of 1973
- Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq. (1982) Vietnam Era Veterans Readjustment Act of 1974
- Texas Labor Code, §21.125, as amended by HB 3048, 75th Legislature
- Clery Act, 20 U.S.C § 1092(f) (with implementing regulations 34 CFR Part 668)
- Family Educational Rights and Privacy Act (FERPA) 20 U.S.C. § 1232g; 34 CFR Part 99
- Texas Education Code, Subchapter E-2: Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking §§ 51.251-51.259
- Texas Education Code, Subchapter E-3: Sexual Harassment, Sexual Assault, Dating Violence, and Stalking §§ 51.281-51.291
- Texas Penal Code, § 22.011: Sexual Assault
- UNT Board of Regents Rule 05.1000; Complaint & Grievance Process
- UNT Dallas Policy 04.012; Reporting Suspected Wrongdoing
- UNT Dallas Policy 04.013; Employee Responsibilities & Rights Under the Institutional Compliance & Ethics Program
- UNT Dallas Policy 05.005 Employee Grievances
- UNT Dallas Policy 05.021 Staff Employee Discipline
- UNT Dallas Policy 05.045 Violence in the Workplace
- UNT Dallas Policy 06.011 Faculty Discipline & Termination
- UNT Dallas Policy 07.001 Code of Student’s Rights, Responsibilities, & Conduct
- UNT Dallas Policy 16.001 Diversity & Equal Opportunity Statement
- UNT Dallas Policy 16.002 Prohibiting Discrimination & Harassment

VII. Revision History

Policy Contact:	Chief Compliance Officer
Initial Approval Date:	04/08/2016

Current Effective Date:	05/21/2016
Last Revision:	04/25/2020

 <p>Policies of the University of North Texas Health Science Center</p>	Human Resources
<p>Prohibition Against Discrimination, Sexual Misconduct, Harassment and Related Retaliation</p>	

Policy Statement and Purpose.

The University of North Texas Health Science Center (UNTHSC or “HSC”) prohibits sexual misconduct, discrimination, harassment, and retaliation because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression and veteran status or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; caregiving; and HSC facilities.

UNTHSC takes active measures under this policy to prevent such conduct and immediately investigates and takes remedial action when appropriate.

Application of Policy.

This policy applies to all students, faculty, staff, and applicants for employment or admission, individuals and organizations conducting business on behalf of or for HSC, visitors and participants at any location, program or other activity associated with HSC. HSC may act under this policy when prohibited conduct that occurs at any location due to activities that may have a reasonable likelihood of adversely affecting the academic or work environment.

Definitions.

1. **Advisor.** “Advisor” means an individual selected by the complainant(s) or respondent(s) to provide support and guidance throughout the investigation and resolution process. Each party is allowed one advisor of their choice. Advisors may not examine witnesses or otherwise actively participate in the process.
2. **Complainant.** “Complainant” means an individual or a group of individuals who may have been the subject of conduct prohibited under this policy regardless whether the individual reports the conduct.
3. **Confidentiality.** “Confidentiality” means communication that cannot legally be disclosed to another person without the consent of the individual who originally provided the information.
4. **Confidential Employees.** “Confidential Employees” include counselors in Counseling and Psychological Services, a health care provider in Health Services,

or clergypersons. Additionally, employees who receive information regarding an incident of sexual misconduct under circumstances that render the employee's communications confidential or privileged under other law (such as attorneys) are also considered "Confidential Employees." Note: Under state law, Confidential Employees who receive information regarding incidents of sexual misconduct, including but not limited to sexual harassment, sexual assault, dating violence, domestic violence or stalking, committed by or against a student or an employee of HSC, are required to report the type of incident to the Title IX Coordinator (or Deputy Coordinators). Confidential Employees may not include any information that would violate a student's expectation of privacy. The Confidential Employee's duty to report an incident under any other law also applies.

5. **Consent.** "Consent" means words or actions that show an active, knowing and voluntary agreement to engage in sexual activity. Consent cannot be gained by force, coercion, manipulation, threats, or by taking advantage of the incapacitation of another when the individual knows or reasonably should know of such incapacity by use of alcohol or drugs. Consent is absent when the activity in question exceeds the scope of previously given consent, or the person is unconscious, asleep, mentally or physically incapacitated or otherwise unaware that the prohibited conduct is occurring. Consent may be revoked at any time.
6. **Days.** "Days" mean calendar days unless otherwise stated in the policy.
7. **Dating Violence.** "Dating violence" means abuse or violence, or the threat of abuse or violence, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - b. Dating violence does not include acts covered under the definition of domestic violence. [34 CFR 668.46(a)]
8. **Discrimination.** "Discrimination" means treating an individual or group of individuals unfavorably in their employment, admission, or education because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, veteran status or any other characteristic protected under applicable federal or state law.

9. **Domestic Violence.** “Domestic violence” means a felony or misdemeanor crime of violence committed by:
- a. A current or former spouse or intimate partner of the victim;
 - b. A person with whom the victim shares a child in common;
 - c. A person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - d. A person similarly situated to a spouse of the victim under the domestic or family violence cases of the jurisdiction in which the crime of violence occurred; or
 - e. Any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred. [34 CFR 668.46(a).
10. **Employee.** “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity as faculty, staff, or who is required to be a student as a condition of employment.
11. **Faculty.** “Faculty” means a person whose primary responsibilities at UNTHSC is teaching, research or creativity activity, and service, including professional librarians. For purposes of this policy, this definition also includes, Teaching Fellows and Teaching Assistants except where otherwise stated in this policy.
12. **Gender Expression.** “Gender expression” means the manner in which an individual expresses gender through appearance, behavior, or mannerisms; whether the person’s expression is the same as the individual’s gender identity or the sex the individual was assigned at birth.
13. **Gender Identity.** “Gender identify” means the gender with which an individual identifies psychologically, regardless of the sex the individual was assigned at birth.
14. **Good Faith Report.** “Good faith report” means a report submitted based on conduct or behavior that one reasonably believes is prohibited under this policy.

15. **Harassment.** “Harassment” means any harassment, including sexual harassment, that is sufficiently severe, persistent or pervasive to deny or limit the individual’s ability to participate in or benefit from the University’s programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a program or activity (e.g., administrators, faculty members, employees, students, and University visitors). In determining whether harassment has created a hostile environment, the University considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not sufficient, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the University must also find that a reasonable person in the individual’s position would have perceived the conduct as undesirable or offensive. To ultimately determine whether a hostile environment exists for an individual or individuals, consideration is given to a variety of factors related to the severity, persistence, or pervasiveness of the harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected an individual’s education or employment. The more severe the harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the harassment is not particularly severe.
16. **Hostile Environment.** “Hostile Environment” - exists when any discrimination or harassment is sufficiently severe or pervasive to deny or limit the individual’s ability to participate in or benefit from HSC’s programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a HSC program or activity (e.g., administrators, faculty members, employees, students, and visitors).

In determining whether discrimination or harassment has created a hostile environment, HSC considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not adequate, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, HSC must also find that a reasonable person in the individual’s position would have perceived the conduct as undesirable or offensive.

To ultimately determine whether a hostile environment exists for an individual or individuals, HSC considers a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct

affected an individual's education or employment.

The more severe the discrimination or harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the discrimination or harassment is not particularly severe.

17. **Investigative Authority.** "Investigative authority" means one or more trained individuals appointed to conduct a formal inquiry to discover and examine the facts of an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information to make a determination. This is generally the System Administration Office of Equity, Diversity and Inclusion and the Title IX Office within the Division of Student Affairs.
18. **Predation.** "Predation" means an intent to engage in acts prior to their occurrence demonstrating premeditation, planning or forethought, and is reflected in communicated intent (Physical, verbal, visual or written), threats directed at a party, attempts to incapacitate a party, attempts to isolate a party, utilizing violence, or other actions that a reasonable person would construe as a pre-mediation to engage in actions that are unwanted by/against the recipient.
19. **Preponderance of the Evidence.** "Preponderance of the Evidence" means the amount of information necessary to establish whether an allegation is more likely than not to have occurred (i.e., more likely true than not true). Preponderance of the evidence also is referred to as the greater weight of the evidence.
20. **Private.** "Private" means that which affects, characterizes or belongs to an individual person, as opposed to the general public. With respect to this policy, private means restricting information to those with a reasonably identified need to know.
21. **Quid Pro Quo Sexual Harassment.** "Quid pro quo sexual harassment" means "this for that" such as unwelcome sexual advances, requests for sexual favors or other verbal nonverbal or physical conduct of a sexual nature where the submission to or rejection of may result in an adverse educational or employment action.
22. **Reporting Party.** "Reporting party" means an individual who observed or was made aware of an alleged violation and who provides an initial oral or written account of an alleged violation of this policy.
23. **Respondent.** "Respondent" means an individual or organization identified as possibly having engaged in conduct prohibited under this policy regardless whether a formal complaint is made.

24. **Retaliation.** “Retaliation” means any action, treatment or condition likely to dissuade a reasonable person from reporting or causing to report, or from participating in an investigation of suspected misconduct or a related proceeding, including an action that affects an individual’s enrollment or business relationship, or an employee’s compensation, promotion, transfer, work assignment, or performance evaluation.
25. **Sexual Assault.** “Sexual Assault” means an offense that meets the definition of behavior prohibited under Texas Penal Code, Section 22.011 or of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation’s (FBI) Uniform Crime Reporting program. [34 CFR 668.46(a)]
- a. Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - b. Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - c. Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - d. Statutory rape: Sexual intercourse with a person who is under the statutory age of consent
26. **Sexual Exploitation.** “Sexual exploitation” means a situation in which an individual(s) takes non-consensual or abusive sexual advantage of another for his or her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited. For example, sexual exploitation could include such actions as secretly videotaping sexual activity, voyeurism, sexually-based stalked, invasion of sexual privacy, exposing one’s genitals or causing another to expose one’s genitals, and knowingly transmitting a sexually transmitted infection to another person.
27. **Sexual Harassment.** “Sexual Harassment” is unwelcome conduct of a sexual nature including but not limited to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:
- a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's student status, employment, or participation in HSC program or activities; or
 - b. Such conduct is sufficiently severe or pervasive that it creates a hostile environment, as defined in this Policy.

Sexual harassment is a form of sex discrimination that includes sexual violence, sexual assault, stalking, domestic violence and dating violence as defined herein. Physical conduct, depending on the totality of the circumstances present, including frequency and severity, and including but not limited to unwelcome intentional touching; or deliberate physical interference with or restriction of movement.

Sexual harassment also can exist when there is verbal conduct not necessary to an argument for or against the substance of any political, religious, philosophical, ideological, or academic idea, including oral, written, or symbolic expression, including but not limited to explicit or implicit propositions to engage in sexual activity; gratuitous comments, jokes, questions, anecdotes or remarks of a sexual nature about clothing or bodies; gratuitous remarks about sexual activities or speculation about sexual experiences; persistent, unwanted sexual or romantic attention; subtle or overt pressure for sexual favors; exposure to sexually suggestive visual displays such as photographs, graffiti, posters, calendars or other materials; or deliberate, repeated humiliation or intimidation based upon sex.

28. **Sexual Misconduct.** “Sexual Misconduct” is a broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking. The term also includes other inappropriate sexual conduct as referenced in this policy. Sexual misconduct can be committed by any person, including strangers or acquaintances.
29. **Sexual Orientation.** “Sexual orientation” means the inclination of one’s intimate, emotional or sexual interests towards a member of the same, opposite, or both sexes.
30. **Stalking.** “Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - a. Fear for the person’s safety or the safety of others; or
 - b. Suffer substantial emotional distress.

For the purpose of this definition:

- i. *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property.

- ii. *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
- iii. *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. [34 CFR 668.46(a)]

31. **Student.** “Student” means an individual who has applied for admission or readmission to UNTHSC, who is registered or enrolled in one or more courses for credit at UNTHSC, or who currently is not enrolled but has a continuing academic relationship with UNTHSC.

32. **Title IX Coordinator.** “Title IX Coordinator” means a UNTHSC employee designated by the President to implement, monitor, and enforce the UNTHSC’s Title IX program. In this policy, reference to the Title IX Coordinator also means her or his designee.

Policy and Responsibilities.

1. **Duty to Report.** All employees and students must report allegations reasonably believed to be violations of this policy, including but not limited to discrimination, sexual misconduct, harassment or retaliation. Employees include all administrators, faculty, staff and graduate teaching assistants. Employees must report all known information concerning the incident to the Title IX Office, and must include whether a complainant has expressed a desire for confidentiality in reporting the incident. Reporting is required even if the incident occurred off campus and involves a non-student or non-employee as the alleged perpetrator. However, for purposes of reporting requirements, employees and students who are complainants of sexual misconduct are not required to report that misconduct.
 - a. For employees and students, reports of alleged sexual misconduct, including sexual harassment, sexual assault, sexual violence or stalking are required to be reported promptly to the UNTHSC Title IX Coordinator in the Division of Student Affairs, or by way of the HSC Trust Line, an online reporting system, at www.unthsc.ethicspoint.com or (844) 692-6025. Other parties are encouraged to report sexual misconduct using to the Title IX Coordinator or through the HSC Trust Line as well.
 - b. Reports of all other forms of alleged discrimination and harassment shall be promptly reported to the Title IX Coordinator, or by way of the HSC TrustLine, an online reporting system, at www.unthsc.ethicspoint.com or (844) 692-6025. Related retaliation shall be reported to the HSC Office of Institutional Compliance and Integrity. Employees who believe they have been subjected to discrimination, harassment or retaliation in violation of this policy and wish to report the conduct also may use either the informal grievance procedure or the

formal grievance procedure as outlined in UNTHSC Policy 05.903, Employee Grievance Policy.

- c. Complaints received through the HSC campus anonymous reporting hotline must be forwarded immediately to the appropriate office with investigative authority.
- d. Complainants will be informed of their right to, but cannot be required to, submit a complaint or report with a law enforcement authority when the sexual misconduct may involve a violation of law.
- e. State law requires that the employment of employees who knowingly fail to report incidents of sexual misconduct or who knowingly file a false report will be terminated. Students who knowingly file a false report of sexual misconduct may be subject to disciplinary action, including suspension or expulsion. However, prohibited sexual misconduct is not required to be reported if the employee or student is the victim of that misconduct, the prohibited sexual misconduct was disclosed during a public awareness event, or if the employee is considered a Confidential Employee under this policy, except that Confidential Employees are still required to report the type of incident
- f. An individual who knowingly makes a false complaint of discrimination or harassment other than sexual misconduct or who knowingly provides false information during an investigation conducted under this policy is subject to possible disciplinary action, including suspension or expulsion, termination of employment, or termination of business relationships with HSC. Investigative authorities will refer allegations of false complaints to the HSC Office of Institutional Compliance and Integrity or Campus Human Resources. Investigation and disciplinary action shall be handled under the applicable disciplinary policies and procedures.
- g. It is a Class B misdemeanor (punishable by a maximum of 180 days in jail and/or a maximum fine of \$2,000) for a person who is required to make a report under Section 51.252 and knowingly fails to make the report, or with the intent to harm or deceive knowingly makes a report under Section 51.252 that is false. The offense is escalated to a Class A misdemeanor (punishable by up to one year in jail and/or a maximum fine of \$4,000) if it is shown on the trial of the offense that the reporter intended to conceal the incident that they were required to report under Section 51.252.
- h. Any person who in good faith makes a report, assists in the investigation of a report, or otherwise participates in the institution's disciplinary process may not be subjected to any disciplinary action by the institution for any violation by the person of the Student Code of Conduct & Discipline or employee conduct policies reasonably related to the incident, except that this immunity does not extend to individuals who perpetrated or assisted in the perpetration of a reported offense.

2. Confidentiality. Information related to a report, investigation, and decision related to behavior prohibited by this policy can be sensitive, and HSC will take appropriate steps to maintain confidentiality as required by this policy and by law.
- a. In all situations, confidentiality is maintained on a need-to-know basis and as required by law, however confidentiality can only be preserved insofar as it does not interfere with HSC's obligation to investigate allegations of prohibited behavior.
 - b. Information that reasonably could lead to the identification of a Complainant, or an individual who reports or participates in an investigation conducted under this policy is confidential and shall not be disclosed except as allowed by law, including when disclosure is necessary to ensure individuals accused of violating this policy are afforded lawful notice and the opportunity to fully respond to the accusation. Information also may be confidential under the Family Educational Rights and Privacy Act.
 - c. All employees, except Confidential Employees, when informed of prohibited behavior should advise the Complainant that they cannot keep the information confidential and are required to report it.
 - d. Confidential Employees must report incidents of sexual harassment, sexual assault, sexual violence or stalking to the Title IX Coordinator without disclosing identity.
 - e. Protection of Non-Confidential Information. As permitted by section 51.971 of the Texas Education Code, information may be protected from disclosure when it is not confidential if the information is collected or produced as part of an investigation conducted under this policy and disclosing the information would interfere with an ongoing investigation.
 - f. Authorized Disclosure of Information. Confidential information and information that is protected from disclosure under this policy may be released:
 - i. with the written and signed consent of the individual whose identity would be disclosed;
 - ii. the person or persons alleged to have perpetrated the incident, to the extent required by other law;
 - iii. potential witnesses as necessary to conduct the investigation;
 - iv. to law enforcement agencies or prosecutors;
 - v. to federal and state agencies as required by law;

- vi. to institutional employees conducting the investigation or hearing or a related disciplinary proceeding;
 - vii. to notify a Complainant and Respondent of the outcome of an investigation, including sanctions imposed for violating this policy;
 - viii. to a health care provider in an emergency situation, as determined necessary by HSC;
 - ix. to allow HSC to take effective protective measures;
 - x. in response to a request of information under the Texas Public Information Act and in accordance with the Act; or
 - xi. as required by lawfully issued subpoena or otherwise authorized by law.
- g. Notification. Except for Confidential Employees, notification under this Policy must include the following if known:
- i. Date(s) of the complaint and alleged incident(s);
 - ii. Nature and description of the alleged conduct, to include but not limited to contact information, location of alleged incident, documentation provided by individual subjected to the alleged discriminatory conduct and witness(es);
 - iii. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who was subjected to the alleged discriminatory conduct; and
 - iv. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who is the respondent.
3. Employee and Student Rights While Ensuring Patient Care: In accordance with applicable law, treatment and care will be provided to persons in need without regard to race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression and veteran status or any other characteristic protected under applicable federal or state law. UNTHSC assures patients' care and treatment will not be negatively affected if a center employee requests not to participate in an aspect of care. The organization will consider the impact of a caregiver's personal cultural values, ethics, and religious beliefs on the care provided. However, in no instance will the mission of the organization be compromised.
4. Retaliation. No employee may retaliate against a person for filing a complaint or participating in an investigation. Retaliation against any person who reports or encourages another to report sexual assault or retaliation, who participates in an investigation conducted under this policy, or who seeks assistance or guidance from

any HSC department or external official or organization authorized to remediate conduct prohibited under this policy is strictly prohibited.

5. Responding to Reports of Sexual Misconduct. HSC shall review all reports of sexual misconduct and retaliation to determine whether an investigation should be conducted regardless whether a written complaint is filed. Before initiating an investigation, the victim of the alleged offense (if the person's identity is known), shall be informed that:
 - a. she or he has the right as a victim of a crime to choose whether to report the crime to law enforcement, to be assisted by the institution in reporting the crime to law enforcement, or to decline to report the crime to law enforcement;
 - b. it is important to go to the hospital for treatment and preservation of evidence as soon as practicable after the incident;
 - c. she or he has the right to report the incident to the institution and to receive a prompt and equitable resolution to the report;
 - d. HSC has an obligation to remediate reported sexual misconduct and that an investigation may be conducted whether a criminal complaint is filed;
 - e. UNTHSC can take measures to protect against continued misconduct and retaliation;
 - f. voluntary withdrawal of an allegation will not necessarily result in termination of an investigation; and
 - g. she or he should contact the HSC Office of Institutional Compliance and Integrity or Office of Student Affairs/Title IX Coordinator if retaliation is suspected.
6. Investigations and Investigative Authority. Investigations will be conducted in accordance with applicable procedures for employees and students. The investigative authority to conduct investigations of received reports is designated to the following offices:
 - a. Reports involving allegations of sexual misconduct will be investigated by the UNTHSC Title IX Office within the Division of Student Affairs.
 - b. A decision not to investigate a report of sexual misconduct shall be documented in writing and include the reason(s) for not investigating the allegation(s). A copy of this written document shall be provided to the Complainant.
 - c. Student reports involving all other forms of discrimination, harassment and retaliation will be investigated by the UNTHSC Title IX Office within the Division of Student Affairs. Employee reports involving all other discrimination, and

harassment will be investigated by the System Administration Office of Equity, Diversity and Inclusion. Reports of retaliation received through the UNTHSC Trust line will be reviewed and assigned to the appropriate office for investigation by the Office of Institutional Compliance and Integrity.

- d. Employees participating with an investigation, except as a complainant, must fully cooperate with those performing an investigation. Employees failing to cooperate with those performing an investigation may be subjected to disciplinary action, up to and including termination.
- e. Students, any individual conducting business for or on the behalf of UNTHSC, visitors, third parties, and participants at any location, program or other activity associated with the UNTHSC should cooperate with those performing an investigation.
- f. The designated investigative authority is responsible for notification and communication with all parties to an investigation as outlined in this policy.
- g. The evidentiary standard used to determine the merits of the allegation(s) is the preponderance of evidence (i.e., more likely than not).
- h. Designated investigative authorities will maintain proper records and the retention of records in accordance with applicable laws and institutional requirements.
- i. Remedial and Interim Measures. The filing of a complaint under this policy will not stop, delay nor effect pending personnel or disciplinary actions, unless interim measures are imposed. Interim measures are not disciplinary in nature and must be consistent with other HSC policies. At any time during the investigation, if it is determined that interim measures are required to mitigate potential of prohibited activity, including retaliation, during the pendency of the investigation or in order to protect the alleged victim, the investigative authority may recommend and impose approved interim protective measures after consultation with appropriate HSC officials. Interim measures may include but are not limited to reassignment, suspension, counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, restrictions on contact between the parties, change in work locations, leaves of absences, increased security and monitoring of certain areas of campus or other similar accommodations tailored to the individualized needs of the parties. HSC's ability to implement interim measures may be affected if the Complainant requests that HSC not disclose the Complainant's identity to relevant HSC personnel involved in implementing interim measures.

7. Investigations.

- a. After an investigator is assigned, the respondent will be provided notice of the complaint and be allowed a reasonable time to respond in writing.
- b. The parties may present any information and evidence that may be relevant to the complaint, including the names of any witnesses who may provide relevant information.
- c. The investigators will interview relevant and available witnesses. Neither the complainant nor the respondent will normally attend these interviews or the gathering of evidence; however, if either one is permitted to attend, the other shall have the same right.
- d. The investigation of a complaint will be concluded as soon as possible after receipt of the complaint. The parties should be provided updates on the progress of the investigation.
- e. After the investigation is complete, a written report will be issued to the Title IX Coordinator and the Campus Director of Human Resources if an employee is part of the complaint. The report shall include factual findings and a preliminary conclusion regarding each allegation as to whether a policy violation occurred (based on a “preponderance of the evidence” standard).
- f. After the written report is deemed legally sufficient, both parties will be allowed to inspect the report and will have reasonable and equitable access to all of the evidence relevant to the alleged violation(s) in HSC’s possession, subject to FERPA and Texas Education Code, Section 51.971. Each party will have 7 business days to submit written comments regarding the investigation to the Title IX Coordinator.
- g. Within 7 business days after the deadline for receipt of comments from the parties, the Title IX Coordinator (or designee) will:
 - i. request further investigation into the complaint;
 - ii. dismiss the complaint if it is determined that no violation of policy or inappropriate conduct occurred; or
 - iii. find that the Policy was violated.
- h. If it is determined that the Policy was violated, the matter will be referred for disciplinary action to the appropriate supervisory representative with disciplinary authority.
- i. The parties shall be informed concurrently in writing of the decision.

8 Investigative Findings and Sanctions.

- a. The investigative authority will provide a written determination of findings concurrently to the Complainant and Respondent. Copies of the decision letter will also be provided to Campus Human Resources and the immediate supervisor not party to the complaint for complaints involving employees. In regard to the written determination, the confidentiality of information shall be maintained as required by this Policy and by law.
- b. Any finding of a violation of this policy will be referred to the appropriate supervisory authority and may result in sanctions as provided in applicable disciplinary policies. Sanctions imposed for violating this policy must be reported to the Title IX Coordinator.

Possible sanctions for violations of this policy could include the following:

1. HSC imposed sanctions. Any individual who violates this policy may be subject to disciplinary action, including suspension, expulsion, termination of employment or business relationship(s), as applicable.
2. Federal or State Sanctions. Federal or state agencies may impose fines and other sanctions for violations of federal or state anti-discrimination laws.
3. Civil Action. Individuals may take court action against individuals and System Administration that could result in financial liability.
4. Criminal Sanctions. Conduct prohibited by this policy may constitute a criminal offense under the Texas Penal Code. If an employee is required to report and fails to make a report then the applicable offense is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

9. Appeals.

- a. Findings of a violation of this policy may be appealed in writing by either party within five (5) business days from date of notification to the equivalent cabinet member of the position for the employee's area, or designee, or to the Vice Provost of Student Affairs for students. Appeals are allowed only on the following bases:
 - i. a procedural error or omission that significantly impacted the outcome;
 - ii. new evidence (i.e. unknown or unavailable during the investigation) that could have significantly impacted the findings; or

- iii. the appropriateness or severity of the sanction(s).
- b. The cabinet member has ten (10) business days to review the appeal and provide a decision in writing to the appealing party. The decision shall be final.
- c. If the cabinet member is party to the complaint, the appeal will be reviewed another cabinet member designated by the president. The reviewing cabinet member will review the appeal and provide a recommendation to the president in writing within 10 business days of receipt of the appeal. The president will provide a final decision in writing to the appealing party within ten (10) business days of the receipt of the recommendation.

10. Records

- a. Records created under this policy shall be maintained in accordance with the UNT System Record Retention Schedule and the Public Information Act.
- b. In accordance with Texas Education Code Chapter 51, the Title IX Coordinators for students and employees, respectively, are required to submit a written report of incidents received to the institution's chief executive officer at least once every three months. The report must include:
 - i. The investigation of those reports;
 - ii. The disposition, if any, disciplinary processes arising from those reports; and
 - iii. Any reports for which the institution decided not to initiate disciplinary process, if any.
- c. The Title IX Coordinator has an affirmative obligation to immediately report incidents to the HSC president if the Title IX Coordinator has cause to believe that the safety of any person is in imminent danger as a result of the incident.
- d. The HSC president is required to submit a report to the Board of Regents at least once in either the Fall or Spring semester summarizing the incidents reported. The report must be published on the UNTHSC website. The report must not identify any person, but must include:
 - i. The number of reports received;
 - ii. The number of investigations conducted as a result of those reports;
 - iii. The disposition, if any, of any disciplinary processes arising from those reports
 - iv. The number of those reports for which the institution determined not to initiate a disciplinary process, if any; and
 - v. Any disciplinary actions taken.

11. Administrative Enforcement.

- a. The chief executive officer must annually certify in writing to the Texas Higher Education Coordinating Board (THECB) that the institution is in substantial compliance with the law.
- b. The THECB may assess administrative penalties up to \$2 million against institutions it determines are not in substantial compliance with the law.

12. Education

- a. **Campus-Wide Education for Students.** HSC will educate students about the nature, effect and prevention of forms of discrimination and harassment including sexual harassment, sexual assault, dating violence and stalking. Education programs will include information about prevention strategies on and off campus, victim empowerment, public awareness, the importance of preserving evidence to assist in the successful prosecution of sex crimes, the role a bystander can play in preventing sexual assault, this policy, and resources available to survivors of sexual misconduct. All students are encouraged to participate in these programs. Student organizations are required to participate in a minimum of one program each semester and are encouraged to make information about crime prevention readily available to their members.
- b. **Employee Education and Training.** New employees shall receive training on this policy in accordance with applicable HSC hiring policies and procedures. Employees are individually responsible for completing the training described in this paragraph a minimum of once every two years. Title IX Coordinators should participate in administrative or investigative training no less than every two years.
- c. All UNT Police Officers employed by HSC are required to complete training on “trauma-informed investigations” into allegations of sexual assault, sexual harassment, dating violence, and stalking.
- d. **Enforcement of Training Responsibilities.** An employee who fails to complete education and training as required under this section may be subject to discipline according to applicable UNTHSC policy(is).
- e. **Policy Awareness and Publication.** This policy shall be published in the student catalog, the electronic HSC policy manual, and on a UNTHSC website dedicated solely to the prevention of sexual misconduct.

References and Cross-references.

Family Educational Rights and Privacy Act (FERPA)
The Equal Pay Act of 1963

Title VII of The Civil Rights Act of 1964, as amended
The Age Discrimination in Employment Act of 1967
The Age Discrimination Act of 1975
Title IX, Education Amendments of 1972
The Rehabilitation Act of 1973, as amended
Americans with Disabilities Act of 1990, as amended
The Genetic Information Nondiscrimination Act of 2008
Executive Order 11246, as amended

Tex. Educ. Code §51.282, Policy On Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-2, §§51.251-51.259, Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-3, §§51.281-51.291, Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Lab. Code, Ch. 21, Employment Discrimination
UNTHSC Procedures related to Complaint Investigations and Appeals

Forms and Tools.

Anonymous reporting links:

<https://www.unthsc.ethicspoint.com>

<https://www.untsystem.edu/anonymous-reporting>

Reviewed by Office of the General Counsel: Date

Approved: Date

Effective: Date

Revised: Date

Next review due on or before: Date

Contact Information/Policy Owner: Campus Hu

Policies of the University of North Texas System Administration	Chapter 03 Human Resources
03.901 Prohibition Against Discrimination, Harassment, Sexual Misconduct and Related Retaliation (Including Sexual Assault, Sexual Violence, and Stalking)	

Policy Statement. It is the policy of the University of North Texas System Administration (System Administration) to maintain a safe and respectful work and educational environment that is free from discrimination, harassment, sexual misconduct and related retaliation and allows all individuals to fully participate in the benefits and privileges the System Administration has to offer. Therefore, the System Administration prohibits discrimination, harassment, sexual misconduct and related retaliation because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status or any other characteristic protected under applicable federal or state law in all of its programs and activities; employment policies, procedures, and processes; and System Administration facilities.

The System Administration takes active measures under this policy to prevent such conduct and promptly investigates, disciplines, and takes remedial action, when appropriate, against individuals or organizations within its control.

Application of Policy. This policy applies to all employees, students, applicants for employment, or any individual conducting business for or on the behalf of System Administration, visitors, third parties, and participants at any location, program or other activity associated with the System Administration. The System Administration may act under this policy when prohibited conduct occurs at any location due to activities that may have a reasonable likelihood of adversely affecting the academic or work environment.

Definitions.

1. **Advisor.** “Advisor” means an individual selected by the complainant(s) or respondent(s) to provide support and guidance throughout the investigation and resolution process. Each party is allowed one advisor of their choice. Advisors may not examine witnesses or otherwise actively participate in the process.
2. **Complainant.** “Complainant” means the individual who may have been the subject of conduct prohibited under this policy regardless of whether the individual reports the conduct.

3. Confidential Employees. – Confidential Employees include counselors in Counseling and Psychological Services, a health care provider in Health Services, or clergypersons. Additionally, employees who receive information regarding an incident of sexual misconduct under circumstances that render the employee’s communications confidential or privileged under other law (such as attorneys) are also considered “Confidential Employees.”

Note: Under state law, Confidential Employees who receive information regarding incidents of sexual harassment, sexual assault, dating violence or stalking committed by or against a student or an employee of the System Administration, are required to report the type of incident to the Title IX Coordinator (or Deputy Coordinators), Campus Human Resources, Title IX Compliance Officer or the Human Resources Office of Equity, Diversity, and Inclusion.

Confidential Employees may not include any information that would violate a student’s expectation of privacy. The Confidential Employee’s duty to report an incident under any other law also applies.

4. Confidentiality. “Confidentiality” means communication that cannot legally be disclosed to another person without the consent of the individual who originally provided the information.
5. Consent. “Consent” means words or actions that show an active, knowing, and voluntary agreement to engage in sexual activity. Consent cannot be gained by force, coercion, manipulation, threats, or by taking advantage of the incapacitation of another when the individual knows or reasonably should know of such incapacity by use of alcohol or drugs. Consent is absent when the activity in question exceeds the scope of previously given consent, or the person is unconscious, asleep, mentally or physically incapacitated or otherwise unaware that the prohibited conduct is occurring. In cases involving a juvenile or a minor, this definition would defer to applicable state and federal laws.
6. Days. “Days” means calendar days.
7. Dating Violence. “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

The existence of such a relationship will be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- a. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

- b. Dating violence does not include acts covered under the definition of domestic violence.
8. Discrimination. “Discrimination” means treating an individual or group of individuals unfavorably in their employment because of race, color, national origin, age, religion, disability, genetic information, sex, sexual orientation, gender identity, gender expression, and veteran status.
 9. Domestic Violence. “Domestic violence” means a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
 10. Employee. “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity, or who is required to be a student as a condition of employment.
 11. Gender Expression. “Gender expression” means the manner in which an individual expresses gender through appearance, behavior, or mannerisms; whether the person’s expression is the same as the individual’s gender identity or the sex the individual was assigned at birth.
 12. Gender Identity. “Gender identity” means the gender with which an individual identifies psychologically, regardless of the sex the individual was assigned at birth.
 13. Good Faith Report. “Good faith report” means a report submitted based on conduct or behavior that one reasonably believes is prohibited under Regents Rule, System Regulation, Institution policy or law.
 14. Harassment. “Harassment” means any harassment, including sexual harassment, that is sufficiently severe, persistent, or pervasive to deny or limit the individual’s ability to participate in or benefit from the System Administration programs or activities or an employee’s terms and conditions of employment. A hostile environment can be created by anyone involved in a program or activity (e.g., administrators, faculty members, employees, students, and System Administration visitors). In determining whether sex-based harassment has created a hostile environment, the System Administration considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not sufficient, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the System Administration must also find that a reasonable person in the individual’s position would have perceived the conduct as undesirable or offensive. To ultimately determine whether a hostile environment exists for an individual or individuals, consideration is given

to a variety of factors related to the severity, persistence, or pervasiveness of the sex-based harassment, including: (1) the type, frequency, and duration of the conduct; (2) the identity and relationships of the persons involved; (3) the number of individuals involved; (4) the location of the conduct and the context in which it occurred; and (5) the degree to which the conduct affected an individual's education or employment. The more severe the sex-based harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the sex-based harassment is not particularly severe.

15. Hostile Environment. "Hostile environment" exists when any type of discrimination or harassment is sufficiently severe or pervasive to deny or limit the individual's ability to participate in or benefit from the System Administration's programs or activities or an employee's terms and conditions of employment. A hostile environment can be created by anyone involved in a System Administration program or activity (e.g., administrators, faculty members, employees, students, and System Administration visitors).

In determining whether discrimination or harassment has created a hostile environment, the System Administration considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not adequate, that the conduct was unwelcome to the individual who was harassed. To conclude that conduct created or contributed to a hostile environment, the System Administration must also find that a reasonable person in the individual's position would have perceived the conduct as undesirable or offensive.

To ultimately determine whether a hostile environment exists for an individual or individuals, the System Administration considers a variety of factors related to the severity, persistence, or pervasiveness of the discrimination or harassment, including:

- a. the type, frequency, and duration of the conduct;
- b. the identity and relationships of the persons involved;
- c. the number of individuals involved;
- d. the location of the conduct and the context in which it occurred; and
- e. the degree to which the conduct affected an individual's education or employment.

The more severe the discrimination or harassment, the less need there is to show a repetitive series of incidents to find a hostile environment. Indeed, a single instance of sexual assault may be sufficient to create a hostile environment. Likewise, a series of incidents may be sufficient even if the discrimination or harassment is not particularly severe.

16. Incapacitation. “Incapacitation” means to a state when a person lacks the ability to voluntarily agree to sexual activity because the person is asleep, unconscious, or under the influence of an anesthetizing or intoxicating substance such that the person does not have control over his or her body, or is otherwise unaware that sexual activity is occurring. Incapacitation is not the same as intoxication. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence or impaired by the use of the drug.
17. Investigative Authority. “Investigative authority” means one or more trained individuals appointed to conduct a formal inquiry to discover and examine the facts of an allegation and conclude if, based on the preponderance of the evidence, the allegation is substantiated, unsubstantiated, or if there is insufficient information to make a determination. This is generally the Human Resources Office of Equity, Diversity and Inclusion.
18. Predation. “Predation” means an intent to engage in acts prior to their occurrence demonstrating premeditation, planning or forethought, and is reflected in communicated intent (physical, verbal, visual or written), threats directed at a party, attempts to incapacitate a party, attempts to isolate a party, utilizing violence, or other actions that a reasonable person would construe as a pre-meditation to engage in actions that are unwanted by/against the recipient.
19. Preponderance of Evidence. “Preponderance of evidence” means the amount of information necessary to establish whether an allegation is more likely than not to have occurred.
20. Private. “Private” means that which affects, characterizes or belongs to an individual person, as opposed to the general public. With respect to this policy, private means restricting information to those with a reasonably identified need to know.
21. Quid Pro Quo Sexual Harassment. “Quid pro quo sexual harassment” means “this for that” such as unwelcome sexual advances, requests for sexual favors or other verbal, nonverbal or physical conduct of a sexual nature where the submission to or rejection of may result in an adverse educational or employment action.
22. Reporting Party. “Reporting party” means an individual who observed or was made aware of an alleged violation and who provides an initial oral or written account of an alleged violation of this policy.
23. Respondent. “Respondent” means an individual who is alleged to have engaged in conduct prohibited under this policy.
24. Retaliation. “Retaliation” means any action, treatment or condition likely to dissuade a reasonable person from reporting or causing to report, or from participating in an investigation of suspected misconduct or a related proceeding, including an action that

affects an individual's enrollment or business relationship, or an employee's compensation, promotion, transfer, work assignment, or performance evaluation.

25. Sexual assault. "Sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting program.
- a. Rape - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - b. Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - c. Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - d. Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.
26. Sexual Exploitation. "Sexual exploitation" means the taking of a non-consensual or abusive sexual advantage of another for another's own advantage or benefit, or to benefit or advantage anyone other than the person being exploited, including but not limited to, non-consensual video or audio-taping of sexual activity or undetected viewing of another's sexual activity.
27. Sexual Harassment. "Sexual harassment" means unwelcome sex-based verbal or physical conduct that:
- a. in the employment context, unreasonably interferes with a person's work performance or creates an intimidating, hostile or offensive work environment;
or
 - b. in the education context, is sufficiently severe, persistent, or pervasive that the conduct interferes with a student's ability to participate in or benefit from educational programs or activities. For purposes of this policy, conduct is sufficiently severe, persistent or pervasive if its frequent, or threatening, or humiliating nature unreasonably interferes with or limits the student's ability to participate in or benefit from the System Administration's educational program or activity, including when the conduct reasonably can be considered to create an intimidating, hostile, abusive or offensive educational environment.

Examples of conduct which might be considered sexual harassment under this policy include but are not limited to:

- a. repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature,
- b. subtle pressure for a sexual relationship,
- c. sexist remarks about a person's clothing, body or sexual activities,
- d. unnecessary touching, patting, hugging, or brushing against a person's body,
- e. direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, grades, or letter of recommendation,
- f. conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address, and
- g. sexually explicit or sexist comments, questions or jokes.

28. Sexual Misconduct. "Sexual misconduct" is a broad term encompassing a range of non-consensual sexual activity or unwelcome behavior of a sexual nature. The term includes, but is not limited to, sexual assault, sexual exploitation, sexual intimidation, sexual harassment, domestic violence, dating violence, and stalking. The term also includes other inappropriate sexual conduct as referenced in this policy. Sexual misconduct can be committed by any person, including strangers or acquaintances.

29. Sexual Orientation. "Sexual orientation" means the inclination of one's intimate, emotional or sexual interests towards a member of the same, opposite or both sexes.

30. Stalking. "Stalking" means engaging in a course of conduct directed at a person that would cause a reasonable person to fear for the person's safety, the safety of others, or to suffer substantial emotional distress.

For the purposes of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Procedures and Responsibilities.

1. Reporting Obligations.

- a. Reporting Obligations. All employees must report allegations of violations of this policy, including but not limited to discrimination, harassment, sexual misconduct, sexual assault, sexual (dating or domestic) violence, stalking or related retaliation. Non employees are encouraged to report. Employees are required to report the suspected violation immediately. All employees informed of possible conduct in violation of this policy should advise the complainant that they cannot keep the information confidential and are required to report it (For the purposes of this policy and the reporting requirements, employees who are complainants/victims of sexual misconduct are not required to report that misconduct).

Employees in the course and scope of employment, that witness or receive information regarding an incident that the employee reasonably believes constitutes sexual harassment, sexual assault, sexual violence, or stalking, and is alleged to have been committed by or against a person who is a student at or an employee of the institution at the time of the alleged incident must promptly report the incident to the institution's Title IX Coordinator or Deputy Title IX Coordinator.

Employees, students and non-employees should report suspected violations through the compliance hotline (<https://www.untsystem.edu/anonymous-reporting>), Title IX Coordinator, Campus Human Resources, Title IX Compliance Officer or the Human Resources Office of Equity, Diversity, and Inclusion.

- b. Healthcare. Individuals who experience any form of sexual assault, domestic, or dating violence, are encouraged to seek immediate medical care. Also, preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within four (4) days of the incident. With the examinee's consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, go directly to the emergency department or the nearest hospital that provides SAFE services.

For more information about the SAFE, see <https://www.texasattorneygeneral.gov/crime-victims/sexual-assault-exams>.

The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases where a report will not be made to the police, the Texas Department of Public Safety. This does not include fees related to medical treatment that are not a part of SAFE.

- c. Reporting to Law Enforcement. Individuals can make a complaint with the Dallas Police Department at 214.671.4500, or with the University of North Texas campus police departments as follows or other local law enforcement agencies. For emergencies, call 9-1-1.

University Police Department 972.780.3009

Fort Worth Police Department 817.392.4200

Dallas Sheriff's Office 214.653.3540

UNT Denton 940.565.3000

UNT Health Science Center 817.735.2210

UNT Dallas 214.671.4500

UNT Law School 214.671.4500

The campus Title IX Office can also contact these law enforcement agencies. Employees and students with protective or restraining orders relevant to a complaint are encouraged to provide a copy to the University Police Department.

- d. Reporting to Outside Entities. Individuals may also contact the following external agencies to report violations under this policy:

Office for Civil Rights
U.S. Department of Health and Human Services
1301 Young Street, Suite 1169
Dallas, TX 75202
Phone: (800) 537-7697
FAX: (214) 767-0432

U.S. Equal Employment Opportunity Commission
Dallas District Office
207 S. Houston Street, 3rd Floor
Dallas, TX 75202
Phone: (800) 669-4000
FAX: (214) 253-2720

Responsible Party: Employees and Non-employees

- e. Confidential Employee. Only certain employees, as defined, may keep complaints of sexual misconduct confidential in accordance with this policy. Employees should inform the complainant where confidential guidance can be obtained, such as the student counseling center or employee assistance program.
- f. Failure to Report. Employees who are required to report and fail to make a report; or with the intent to harm or deceive, knowingly make a report that is false, then the offense is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

The institution will be required to terminate an employee whom the institution determines, in accordance with the institution's disciplinary procedure, to have knowingly committed the offense of failing to report or making a false report to the institution.

Employees who believe they are in imminent danger should call 911, or local or University police for non-emergencies.

All recipients of complaints of discrimination, harassment, and retaliation must be submitted electronically in writing to the Human Resources Office of Equity, Diversity and Inclusion within 72 hours after the receipt of the complaint. Complaints received through the anonymous reporting hotline must be forwarded immediately to the Human Resources Office of Equity, Diversity and Inclusion.

- g. Notification. Except for Confidential Employees, notification must include the following if known:
 - 1. Date(s) of the complaint and alleged incident(s);
 - 2. Nature and description of the alleged conduct, to include but not limited to contact information, location of alleged incident, documentation provided by individual subjected to the alleged discriminatory conduct and witness(es);
 - 3. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who was subjected to the alleged discriminatory conduct; and
 - 4. Name(s), category (employee, student, and/or third party) and title(s), where applicable, of the individual who is the respondent.

The filing of a complaint under this policy will not stop, delay nor effect pending personnel or disciplinary actions or law enforcement activity, unless interim measures are imposed. Interim measures are not disciplinary in nature and must be consistent with other System Administration policies.

Responsible Party: Recipients of Complaints

h. Retaliation.

1. No employee may retaliate against a person for filing a complaint or participating in an investigation
2. Protection against Retaliation. Retaliation against any person who reports or encourages another to report sexual assault or retaliation, who participates in an investigation conducted under this policy, or who seeks assistance or guidance from any System Administration department or external official or organization authorized to remediate conduct prohibited under this policy is strictly prohibited.

Responsible Party: All Employees

2. Investigations.

- a. All employees are required to fully cooperate with those performing an investigation. Employees failing to cooperate with those performing an investigation may be subjected to disciplinary action, up to and including termination. (For the purposes of this requirement, employees who are complainants/victims of sexual misconduct covered by this policy are not required to participate in this investigation.)
- b. Students, any individual conducting business for or on the behalf of System Administration, visitors, and participants at any location, program or other activity associated with the System Administration should cooperate with those performing an investigation.
- c. All allegations of sexual misconduct (including discrimination, sexual harassment, sexual assault, sexual violence, stalking, and retaliation) will be reviewed by the Human Resources Office of Equity, Diversity and Inclusion to determine the following:
 - i. If there is sufficient information to proceed with an investigation;
 - ii. If additional information is needed;
 - iii. If the complaint shall be dismissed as baseless;

- iv. If the complaint should be referred to the office which has responsibility; or
- v. If the complaint should be referred for resolution as outlined in System Administration Policy, 03.1001 Employee Grievances, or other applicable System Administration policies or System Regulations

Once the determination has been made, the decision will be communicated in writing to the complaining party. If an investigation is warranted, the following will occur.

- d. Written notification to the complainant and the respondent(s) will include:
 - i. the incident details and alleged policy violation;
 - ii. the UNT System Administration investigative authority;
 - iii. interim measures put into place, if any; and
 - iv. statements regarding cooperation and prohibition of retaliation.

Requested confidentiality will be taken into consideration with notification details provided.

Interim measures may include but are not limited to reassignment, suspension, counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, withdrawal from or retake of a class without penalty, campus escort services, restrictions on contact between the parties, change in work or housing locations, leaves of absences, increased security and monitoring of certain areas of campus or other similar accommodations tailored to the individualized needs of the parties.

The System Administration's ability to implement interim measures may be affected if the Complainant requests not disclose their identity to relevant System Administration or institutional personnel involved in implementing interim measures.

- e. For sex-based complaints only, the complaint and the investigative report, with instructions and reminders regarding privacy, will be provided to the parties, as requested and as allowed by law.
- f. The investigative authority will review each complaint, interview complainant(s), respondent(s) and witness(es) (if applicable), review relevant documentation, (for sex-based complaints, the complaint and respondent will

have the opportunity to review the draft report) and provide a final draft report of the investigation for legal sufficiency review to the Office of General Counsel. The report will be finalized upon completion of the legal sufficiency review.

- g. The evidentiary standard used to determine the merits of the allegation(s) is the preponderance of evidence (i.e., more likely than not).
- h. Upon completion of the investigation and report, findings of substantiated, unsubstantiated, or insufficient evidence will be communicated in writing to the complainant(s) and respondent(s).
- i. Parties' Rights Regarding Confidentiality. The System Administration has great respect for the privacy of the parties in a complaint. Under federal and state law, however, Responsible Employees who receive a report of sexual misconduct must share that information with the identified office. Those individuals may need to act to maintain System Administration and campus safety and must determine whether to investigate further under, regardless of the complainant's request for confidentiality.

In making determinations regarding requests for confidentiality, requests to not investigate or the disclosure of identifying information to the respondent, the IA or Title IX Coordinator must deliberately weigh the rights, interests, and safety of the complainant, the respondent and the community and campus.

The factors the System Administration must consider when determining whether to investigate an alleged incident of sexual misconduct include, but are not limited to:

- i. the seriousness of the alleged incident;
- ii. whether the System Administration has received other reports of alleged sexual misconduct by the alleged respondent;
- iii. whether the alleged incident poses a risk or harm to others; and
- iv. any other factors the System Administration determines relevant.

If the complainant requests the System Administration not to investigate, the Investigative Authority must inform the complainant of the decision whether or not to investigate.

In the course of the investigation, the System Administration may share information only as necessary with individuals who need to know in compliance with the law, which may include but is not limited to the

investigators, witnesses, and the respondent. The System Administration will take all reasonable steps to ensure there is no retaliation against the parties or any other participants in the investigation.

Responsible Party: The Office of Equity, Diversity and Inclusion and reporting parties.

3. Appeals.

- a. Findings of sexual misconduct under this policy may be requested to be reviewed in writing by either party within seven (7) days from date of notification to the Vice Chancellor for the employee's area, equivalent position, or designee, and only on the following bases:
 - i. a procedural error or omission that significantly impacted the outcome;
 - ii. new evidence (i.e. unknown or unavailable during the investigation) that could have significantly impacted the findings; or
 - iii. the appropriateness or severity of the sanction(s).

In cases involving students, the applicable component institution policies and Student Codes of Conduct will apply in regard to an appeal of findings and will be referred to and addressed by that component institution.

4. Sanctions.

Any finding of a violation of this policy will be referred to the appropriate supervisory authority and may result in sanctions as outlined in System Administration Policy Staff Employee Discipline or other applicable disciplinary policies. Sanctions imposed for violating this policy must be reported to the Office of Equity, Diversity and Inclusion. Additional applicable implications for violations of this policy could also include the following:

- a. System Administration Imposed Sanctions. Any individual who violates this policy is subject to disciplinary action, including termination of employment or business relationship(s), as applicable.
- b. Federal or State Sanctions. Federal or state agencies may impose fines and other sanctions for violations of federal or state anti-discrimination laws.
- c. Civil Action. Individuals may take court action against individuals and System Administration that could result in financial liability.

- d. Criminal Sanctions. Conduct prohibited by this policy may constitute a criminal offense under the Texas Penal Code. If an employee is required to report and fails to make a report then the applicable offenses is a Class B misdemeanor, with the exception that if it is shown at trial that the actor intended to conceal the incident, then the offense is a Class A.

References and Cross-references.

Family Educational Rights and Privacy Act (FERPA)

The Equal Pay Act of 1963

Title VII of The Civil Rights Act of 1964, as amended

The Age Discrimination in Employment Act of 1967

The Age Discrimination Act of 1975

Title IX, Education Amendments of 1972

The Rehabilitation Act of 1973, as amended

Americans with Disabilities Act of 1990, as amended

The Genetic Information Nondiscrimination Act of 2008

Executive Order 11246, as amended Educ. Code § 51.9363, Sexual Assault Policy

Tex. Educ. Code §51.282, Policy On Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-2, §§51.251-51.259, Reporting Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Educ. Code Subchapter E-3, §§51.281-51.291, Sexual Harassment, Sexual Assault, Dating Violence, and Stalking

Tex. Lab. Code, Ch. 21, Employment Discrimination

System Administration Policy 03.1001, Employee Grievances

System Administration Policy 03.403, Staff Employee Discipline

Forms and Tools.

Anonymous reporting link: <https://www.untsystem.edu/anonymous-reporting>

Approved:

Effective:

Revised:

Next Review: *(each biennium)*

**Title:** Authorization to Serve on Outside Board

Background:

The Board of Regents has the authority pursuant to Regents Rule 05.800, *Service on Outside Boards*, to determine whether an employee's service on an outside board is of substantial benefit to UNT, and if so, to authorize the Office of General Counsel to seek representation and indemnification for the employee in the event litigation arises relating to service on these boards.

UNT seeks to receive board authorization for Dr. Pia Wood, Vice Provost and Dean of International Affairs, to serve on the board of directors for the Cape Horn Sub-Antarctic Center Foundation, a Chilean non-profit organization registered in Chile and governed by Chilean law.

UNT has a long-standing relationship with Chile, specifically the sub-Antarctic region of Chile. UNT's Sub-Antarctic Biocultural Conservation Program (SABCP) supports UNT's academic and research initiatives in Chile. Examples include UNT's "Tracing Darwin's Path"—an annual study abroad program to the Chilean sub-Antarctic region that has operated for more than 15 years, multiple publications, numerous UNT scholars from various disciplines conducting research in the region, and external funding, such as a National Science Foundation (NSF) grant for the International Research Experiences for Students program. The College of Science and the College of Liberal Arts and Social Sciences have championed UNT's initiatives in Chile and have substantial ongoing collaborations and connections in the region.

The Cape Horn Sub-Antarctic Center Foundation was created to oversee the management of the Cape Horn Sub-Antarctic Center (CHSAC). The CHSAC serves as an education, research, and outreach center for students, scholars, and tourists from around the world. The inauguration of the Cape Horn Sub-Antarctic Center is planned for 2020.

CHSAC is the only facility of its stature in the region and provides students and scholars access to one of the most unique ecosystems in the world. Currently, UNT is the only U.S. university directly involved with the CHSAC. UNT has the opportunity to become the North American and European gateway to the CHSAC, which will provide UNT with greater access to educational and research resources, elevate UNT's reputation globally, and potentially bring financial benefits to UNT. Dr. Wood would serve on the board of this foundation in the course and scope of her employment in her position at UNT and would receive no compensation for these services.

Financial Analysis/History:

There are no financial implications to service on this outside board.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Immediately upon Board approval.

Recommendation:

The President recommends that the Board of Regents find that service by Dr. Pia Wood, Vice Provost and Dean of International Affairs, on the board of directors for the Cape Horn Sub-Antarctic Center Foundation is of substantial benefit to UNT and the UNT System. Further, that the Office of General Counsel may seek a determination from the Attorney General of Texas regarding representation and indemnification of Dr. Pia Wood in the event litigation arises relating to her service on the board of directors for the Cape Horn Sub-Antarctic Center Foundation.

Recommended By:

Jennifer Cowley

Provost and Vice President for
Academic Affairs

President

Chancellor



Board Order

Title: Authorization to Serve on Outside Board

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Board of Regents has the authority pursuant to Regents Rule 05.800, *Service on Outside Boards*, to determine whether an employee's service on an outside board is of substantial benefit to UNT, and if so, to authorize the Office of General Counsel to seek representation and indemnification for the employee in the event litigation arises relating to service on these boards, and

Whereas, Dr. Pia Wood, Vice Provost and Dean of International Affairs, who is knowledgeable about success factors and critical resources necessary to support international education, campus internationalization, and overseas operations and is now, on behalf of UNT, leading efforts to establish the management and operational structure of the Cape Horn Sub-Antarctic Center (managed by the Cape Horn Sub-Antarctic Center Foundation), and

Whereas, UNT requests authorization for Dr. Pia Wood to serve on the board of directors for the Cape Horn Sub-Antarctic Center Foundation,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Service by Dr. Pia Wood, on the board of directors for the Cape Horn Sub-Antarctic Center Foundation as part of her duties and responsibilities as Vice Provost and Dean of International Affairs at UNT.
 2. The UNT System Office of General Counsel may seek determination from the Attorney General of Texas regarding representation and indemnification of Dr. Pia Wood at such time as litigation relating to her service on the board of directors for the Cape Horn Sub-Antarctic Center Foundation may be reasonably anticipated.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**MINUTES
BOARD OF REGENTS
Academic Affairs and Student Success Committee
February 13, 2020**

Thursday, February 13, 2020

The Academic Affairs and Student Success Committee of the Board of Regents of the University of North Texas System convened on Thursday, February 13, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following members in attendance: Regents Mary Denny, Melisa Denis, A.K. Mago, and John Scott.

There being a quorum present, the meeting was called to order by Committee Chair Denny at 11:05 a.m. Pursuant to a motion by Regent John Scott seconded by Regent A.K. Mago, the Committee approved the minutes of the November 15, 2019, meeting of the Academic Affairs and Student Success Committee on a 4-0 vote.

Committee Chair Denny noted that the Committee had one briefing on **Diversity and Inclusion Initiatives for 2020**. Chancellor Roe and Presidents Mong, Smatresk, and Williams presented updates on campus activities. Discussion ensued following the presentations.

The Committee meeting recessed for lunch at 11:59 a.m. until 1:00 p.m.

The committee reconvened in the same room at 1:10 p.m. The Committee had six action items on the agenda to consider. Regent Scott arrived at 1:22 p.m. and was not present for voting on the first five action items.

The first five action items were new UNT program proposals and were presented by UNT Provost Jennifer Cowley.

**10. UNT Approval to Add the UNT Bachelor of Science Degree
Program with a Major in Construction Engineering
Management**

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Melisa Denis, the Committee approved the above item on a 3-0 vote.

11. UNT Approval to Add the UNT Bachelor of Science Degree Program with a Major in Geographic Information Systems & Computer Science

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Melisa Denis, the Committee approved the above item on a 3-0 vote.

12. UNT Approval to Add the UNT Bachelor of Science Degree Program with a Major in Cybersecurity

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Melisa Denis, the Committee approved the above item on a 3-0 vote.

13. UNT Approval to Add the UNT Master of Science Degree Program with a Major in Cybersecurity

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Melisa Denis, the Committee approved the above item on a 3-0 vote.

14. UNT Approval to Add the UNT Master of Science Degree Program with a Major in Data Engineering

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Melisa Denis, the Committee approved the above item on a 3-0 vote.

The last action item was presented by UNT President Neal Smatresk.

15. UNT Update of University of North Texas Mission Statement

Pursuant to a motion by Regent John Scott and seconded by Regent Melisa Denis, the Committee approved the above item on a 4-0 vote.

There being no further business, the Committee meeting adjourned at 1:23 p.m.

Submitted By:



Lindsey Vandagriff
Board Operations Coordinator

Date: 2/24/20

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: April 23, 2020

Title: Approval of the Student Success, Academic and Clinical Affairs Committee Charter

Background:

The effective development and compliance with formal committee charters is a recognized best practice in higher education governance, as it develops a clear focus and defined parameters to all committee business. Consequently, the Student Success, Academic and Clinical Affairs charter has been created. This charter seeks to define the Committee's purpose, primary goals, and objectives and clarify how members will work together to fulfill the goals and objectives of the Committee as a whole.

Financial Analysis/History:

There is no financial implication.

Dan
Tenney

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Dan Tenney
Date: 2020.05.04
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Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

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Vice Chancellor/General Counsel

Schedule:

This Charter will be effective upon passage by the Board of Regents.

Recommendation:

It is recommended that the Board approve the Charter for the Student Success, Academic and Clinical Affairs Committee.

Recommended By:

Lesa B. Roe

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Roe
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Chancellor

Attachments Filed Electronically:

- Student Success, Academic and Clinical Affairs Charter
- Annual Committee Calendar of Scheduled Items



Board Order

Title: Approval of the Student Success, Academic and Clinical Affairs Committee Charter

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, compliance with a formal charter is a recognized best practice in higher education governance, and

Whereas, the Student Success, Academic and Clinical Affairs Committee Charter has been created in accordance with best practices,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The approval of the Student Success, Academic and Clinical Affairs Committee Charter.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

UNIVERSITY OF NORTH TEXAS SYSTEM BOARD OF REGENTS
STUDENT SUCCESS, ACADEMIC AND CLINICAL AFFAIRS COMMITTEE CHARTER

INTRODUCTION

The Student Success, Academic and Clinical Affairs Committee (“Committee”) of the Board of Regents (the “Board”) is established pursuant to Section 03.401 of the University of North Texas System’s (the “System”) *Regents Rules*. The purpose of this Charter is to provide guidelines for the operation of the Committee to further define its role, duties, and responsibilities. This charter broadly defines the Committee’s responsibilities.

Membership

Committee members are appointed by the Chair of the Board. The Committee shall be composed of not less than four members of the Board. One Committee member shall be appointed by the Chair of the Board to be Chair of the Committee. The Committee will meet at least quarterly or more frequently as the Committee Chair dictates or as circumstances require.

General Purpose and Scope

The Committee oversees academic missions of the System’s component Institutions, the policies and resources needed to realize missions, academic and clinical strategic priorities, the quality and integrity of programs, instruction and clinical practices, and the welfare of students.

Committee Responsibilities

The responsibilities of the Committee are as follows:

Review and approve and recommend to the Board:

- Admission standards for each component institution
- Changes to admission standards
- New degree programs
- Conferring faculty tenure or continuation of appointments
- Conferring emeritus and honorary designations
- Conferring honorary degrees
- Awarding designation of “Regents’ Professor”
- Naming Professorships and Chairs
- Granting of development leave of absence to faculty members
- Policy for periodic performance evaluation process for all tenured faculty
- Termination of tenured faculty for adequate cause, discontinuance of academic program, or financial exigency

- Naming of programs, institutes, or centers
- Naming of colleges and schools
- Creation of System Advisory Councils
- Creation of Institution Advisory Councils
- The Student Success, Clinical and Academic Affairs Committee Charter.

Provide governance and oversight in the following areas:

- Research programs at component Institutions
- Annual review of Intellectual Property disclosures
- Annual review of licensing agreements
- Strategies in enrollment management, including financial aid
- Integration of information technology into teaching and learning
- Diversity and inclusion programs for students, faculty, and staff
- Reviewing significant findings and recommendations received from the Southern Association of Colleges and Schools – Council on Colleges (SACS-COC) and specialized accrediting agencies and implementation of recommendations and requirements;
- Reviewing significant findings received from the American Bar Association (ABA) for the UNT Dallas College of Law
- Reviewing significant findings received from the Liaison Committee on Medical Education (LCME) for the TCU and UNTHSC School of Medicine
- Reviewing of institution data and peer institution data regarding comparative status, performance, quality, and value
- Student retention data and persistence to graduation
- Policy matters relating to patient care
- Standards of professional practices at health clinics or patient-care facilities
- Other topics related to students, faculty, and staff wellness
- Other responsibilities specifically assigned to the Committee.

Student Success, Academic and Clinical Affairs Committee Annual Calendar

		FEBRUARY		MAY		AUGUST		NOVEMBER	
		Briefings	Action	Briefings	Action	Briefings	Action	Briefings	Action
STUDENT SUCCESS, ACADEMIC AND CLINICAL AFFAIRS			Faculty Development Leaves RR 06.701 (Consent Agenda)		Approval of Admission Standards (RR 07.202; 07.204; 03.801 2f; 03.701.2d)		Regents Professorships (RR 06.304) - Consent		Confer Faculty Emeritus Appointments and Honorific Designations (RR 06.303)
				Tenure Appointments (RR 06.1001; RR 03.802.5)					
INFORMATION		Academic Measures Report - (SS, A&CA Charter)		Academic Measures Report - (SS, A&CA Charter)		Academic Measures Report - (SS, A&CA Charter)		Academic Measures Report - (SS, A&CA Charter)	
						Faculty Workload Report (RR 06.602 - shared via BE)		Annual report of all licensing agreements (RR 08.107.2 - shared via BE, SS, A&CA)	
								Annual report listing titles & brief description of each disclosure of IP (RR 08.107.1 - shared via BE, SS,A&CA)	
								Affordability and Access Report (TEC 51.4031; RR 07.206 - shared via BE, SS,A&CA)	

Student Success, Academic and Clinical Affairs Committee - Items Considered "As Needed"	
Regents Rule / Source	Requirement
03.904.3	Approve contracts involving athletic conference membership
04.402	Confer honorary degrees
06.304	Award designation of "Regents Professor"
06.305	Approve named professorships & chairs
06.1001	Confer academic tenure or continuing appointment
06.1002	Confer Faculty Tenure
06.1102	Approve policy for periodic performance evaluation process for all tenured faculty
06.1201	Termination of tenured faculty
06.1203	Review recommendations for termination of tenured faculty
06.1209	Terminate tenured faculty due to financial exigency
06.211	Terminate tenured faculty due to discontinuation of academic program
07.202	Set admission standards for each institution
07.204	Approve changes to admissions standards
09.203.7	Approve naming of programs, institutes, centers, etc.
09.203.8	Approve naming of colleges & schools
09.602	Approve any System Advisory Council
09.603	Approve institution Advisory Council
SS, A & CA Charter	Approve new degree programs
SS, A & CA Charter	Review significant findings and recommendations received from SACSCOC and specialized accrediting agencies and implementation of recommendations and requirements
SS, A & CA Charter	Reviewing significant findings received from the American Bar Association (ABA) for the UNT Dallas College of Law
SS, A & CA Charter	Reviewing significant findings received from the Liaison Committee on Medical Education
SS, A & CA Charter	Reviewing of institution data and peer institution data regarding comparative status, performance, quality, and value



Title: Approval and Ratification of UNT System Institution Admission Standards for Students Admitted for Matriculation Beginning in Summer 2021

Background:

UNT System Regents Rule 3.701 states that the Board shall “set Institution admission standards consistent with the role and mission of each Institution, considering the admission standards of similar institutions nationwide having a similar role and mission, as determined by the Texas Higher Education Coordinating Board.” Further, Regents Rule 3.801 states that the Board may establish admission standards for each of the institutions,” and Regents Rule 7.204 states that “changes to admissions standards must be submitted by the President to the Chancellor for review and approval by the Board.”

As UNT, UNT Health Science Center, and UNT Dallas continue to grow and evolve, it is prudent to regularly reaffirm the admission standards of the institutions. The UNT System institutions recognize the Board of Regents’ authority related to approval of admission standards and seek to submit a consolidated annual update of all admission standards for BOR approval and ratification. To ensure that all admission standards have been duly approved by the Board of Regents, the attached summary is being submitted by the UNT System for approval and ratification. Admission standards proposed will be publicized on the institutional websites following approval by the Board and will apply to students admitted for matriculation beginning in 2021.

In summary, each institution made some modifications to their admission requirements. UNTHSC dropped the standardized test requirement for several programs. UNT added clarifying language in many cases, including updates to international student admission requirements. UNT Dallas made minor changes to requirements and language, along with including the median GPA and LSAT score of College of Law applicants for transparency.

UNT:

- For Freshman admission under the uniform admission policy, the language requiring the submission of ACT/SAT score for students ranking in the top 10% of their high school was removed.
- Standards for full admission have been modified to include a cumulative high school GPA of 3.0 (unweighted) without the requirement of an SAT/ACT score .
- Freshman and transfer international student applicants may now submit an equivalent score from an official recognized standardized test to satisfy the IBT requirement, and the IELTS score requirement was lowered from a 6.5 to 6.0.
- The transfer student admission requirement language for students with 15-30 student credit hours has been clarified and transfer students with less than 15 credit hours must meet the first time in college admission requirements.
- Transfer applicants who do not meet the standards for full admission may now be admitted by individual review.

UNT Health Science Center:

- Applicants to TCOM must be U.S. citizens or U.S. Permanent residents at the time of application. Previous requirements for international students have been removed.
- There are no longer standardized testing requirements listed for the Graduate School of Biomedical Science Traditional and Specialized M.S. Programs (with the exception of Medical Sciences). Previously the official GRE score was required.
- The Specialized Master's program in Medical Sciences now specifies different standardized testing requirements for campus-based cohorts and online-based cohorts. Existing standardized testing requirements were applied to campus-based cohorts, and online-based cohorts do not have any standardized testing requirements.
- The Graduate School of Biomedical Science Ph.D. program previously required the official GRE scores and has updated to no standardized testing requirements.
- The School of Public Health now accepts the score of an equivalent test for admission in addition to those previously listed.
- The School of Health Professions Physician Assistant program previously required a GRE score earned within no more than five years from the date of application. That requirement has been removed; no standardized testing scores are required.
- The UNT System College of Pharmacy has slightly modified language for bachelor's degree requirements, with no significant change. Standardized test requirements have been removed (previously the PCAT was required). International coursework is now accepted, whereas it previously was not accepted. Additional language clarifying the process for international requirements has been added.

UNT Dallas:

- For Freshman admission under the uniform admission policy, the language requiring the submission of ACT/SAT scores for students ranking in the top 30% of their high school was removed; however, test scores may be required for merit scholarship consideration.
- Standards for full admission were revised from four to two tiers: 1) 2.99-2.00 GPA and a minimum of a 1020 SAT; and 2) 3.00 GPA or higher with a note that SAT/ACT scores are not required for admission but may be required for merit scholarship consideration. All applicants not meeting the standards for automatic or full admission, including those who do not submit standardized test scores, are still considered for admission by individual review.
- For both Freshman and Transfer admissions, the previous reference to "adult admission" was revised to clarify admission for students that have been out of high school or earned their GED five or more years ago, with 0-12 college credits.
- Transfer student admission requirements for students with less than 13 student credit hours have been summarized to state that Freshman or First Time in College requirements must be met.
- Language was added for transfer admission that students must be eligible to return to the last institution attended.
- A "GRAD PREP" option has been clarified for non-admissible students who do not have GPAs within the appealable admission range for admission to the Graduate School. Language surrounding the option has been added.
- Median GPA and LSAT scores were added to the College of Law admission information.

Financial Analysis/History:

There is no substantive anticipated financial impact with any of these proposed changes.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Proposed admission standards will apply to students admitted for matriculation beginning in Summer 2021.

Recommendation:

It is recommended that the Board of Regents approve and ratify the attached admission standards for UNT, UNT Health Science Center, and UNT Dallas.

Recommended By:

Vice Chancellor for Academic Affairs
& Student Success

UNT President

UNTHSC President

UNTD President

Chancellor

Attachments Filed Electronically:

- 2021 Admission Standards for UNT System Institutions



Board Order

Title: Approval and Ratification of UNT System Institution Admission Standards for Students Admitted for Matriculation Beginning in 2021

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Board of Regents has the authority to set institutional admission standards consistent with the role and mission of each institution, and

Whereas, changes in admission standards must be approved by the Board of Regents, and

Whereas, it is prudent to ensure on an annual basis that all admission standards of the UNT System institutions have been approved by the Board of Regents,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The Admission Standards for UNT, UNT Health Science Center and UNT Dallas for student matriculating beginning in 2021.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

The University of North Texas System Universities: Freshman Admission Requirements, Matriculation Beginning 2021

Campus/ Program	Application Fee	Admission Under Uniform Admission Policy	Standards for Full Admission	Conditional Admission and Requirements for Full Admission	TOEFL	Other Requirements
UNT	<p>\$75 non-refundable fee</p> <p>International students: \$85 non-refundable fee</p> <p><i>\$90 Late application fee</i></p>	<p>Ranking in the Top 10% of Texas high school guarantees admission.</p>	<p>Next 15% and have a min 1030 SAT Reasoning Test (Evidence Based Reading & Writing (EBRW) + Math) or 20 ACT.</p> <p>Rank in 2nd quarter and have a min 1130 SAT Reasoning Test or 23 ACT.</p> <p>Rank in 3rd quarter and have a min 1250 SAT Reasoning Test or 26 ACT.</p> <p>Have a cumulative high school GPA of 3.0 (unweighted).</p>	<p>Individual review— Applicants who do not meet the standards for full admission may be admitted by individual review.</p> <p>Conditional Admission without meeting English language proficiency (International Students): Study English at UNT IELI and finish final level - Level 6.</p>	<p>Min scores are: 550 International Paper; 79 IBT or equivalent score from official recognized standardized test</p> <p>Score must be less than 2 years old unless the student has been continuously studying at a U.S. college/university</p> <p>6.0 IELTS</p>	<p>Recommended: completion of ApplyTexas essay</p> <p>Optional: Personal statement & 3 letters of recommendation from academic sources</p> <p>Various colleges may have additional requirements including, but not limited to, interviews, auditions, additional paperwork, higher minimum entrance exam requirements, etc.</p> <p>Adult admission (earned HS diploma or GED 5 or more years ago & never enrolled in college) requires a personal statement, and THECB form (required by law)</p>

The University of North Texas System Universities: Freshman Admission Requirements, Matriculation Beginning 2021

Campus/ Program	Application Fee	Admission Under Uniform Admission Policy	Standards for Full Admission	Conditional Admission and Requirements for Full Admission	TOEFL	Other Requirements
UNT Dallas	\$0 no fee	Class ranking in the top 30%; submission of SAT or ACT score(s) not required for admission, but may be required for merit scholarship consideration.	3.00 or higher* submission of SAT/ACT score(s) not required for admission, but may be required for merit scholarship consideration. 2.99 – 2.00 GPA* and minimum 1020 SAT (ERW+Math) or 20 ACT (Composite). *GPA is unweighted	Individual review— Applicants who do not meet the standards for full admission may be admitted only by individual review.		Optional, but recommended: personal statement & two letters of recommendation. Adult admission (Applicants that have been out of high school or earned their GED five or more years ago; have 0-12 college credits) requires a personal statement, THECB form (required by law) and may require a personal interview. Students conditionally admitted must accept admission under an academic agreement and maintain a 2.0 GPA in a minimum of 12 sch in their first semester.

The University of North Texas System Campuses: Transfer Admission Requirements, Matriculation Beginning 2021

Campus/ Program	Application Fee	Admission Standards	Use of High School Record	International Requirements	Other Requirements
UNT	<p>\$75 non-refundable fee</p> <p>International students: \$85 non-refundable fee</p> <p>\$90 Late application fee</p>	<p>>44 SCH min. college 2.0 GPA (4.0 system)</p> <p>30-44 SCH min. college 2.25 GPA (4.0 system)</p> <p>15-30 SCH -Graduation from accredited high school - Min. college 2.5 GPA (4.0 system) or must meet the Freshman First Time in College Admission requirements and submit an official high school transcript</p> <p>Students must be eligible to return to all institutions attended.</p>	<p>Students with < 15 SCH must meet the Freshman First Time in College admission requirements and submit an official high school transcript</p>	<p>Min TOEFL scores are: 550 International Paper; 213 Computer; 79 IBT or equivalent score from official recognized standardized test</p> <p>Score must be less than 2 years old unless the student has been continuously studying at a U.S. college/university</p> <p>6.0 IELTS</p>	<p>International Students will have additional requirements for admission.</p> <p>Adult admission (earned HS diploma or GED 5 or more years ago & have less than 29 SCH) requires a personal statement and THECB form (required by law)</p> <p>Various schools/programs may have additional requirements including, but not limited to, interviews, additional paperwork, higher minimum entrance exam requirements, etc</p> <p>Individual review—Applicants who do not meet the standards for full admission may be admitted by individual review.</p>

The University of North Texas System Campuses: Transfer Admission Requirements, Matriculation Beginning 2021

<p align="center">UNT Dallas</p>	<p>\$0 – no application fee</p>	<p>>44 SCH min. college 2.0 GPA (4.0 system)</p> <p>13-44 SCH min. college 2.25 GPA (4.0 system)</p> <p>Students must be eligible to return to the last institution attended.</p>	<p><13 SCH requires a minimum 2.25 college GPA and official high school transcript. Must meet the Freshman or First Time in College admission requirements.</p>		<p>Adult admission (Applicants that have been out of high school or earned their GED five or more years ago; have 0-12 college credits) requires a personal statement, THECB form (required by law) and may require a personal interview.</p> <p>Various schools/programs may have additional requirements including, but not limited to, interviews, additional paperwork, higher minimum entrance exam requirements, etc.</p> <p>Applicants to the Bachelor of Applied Arts and Sciences (BAAS) degree program will be reviewed through an individual committee review process. Admission will be granted conditionally to the BAAS degree program, if the applicant is admissible.</p>
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The University of North Texas System Campuses: Graduate & Professional Admission Requirements, Matriculation Beginning 2021

Campus/ Program	Application Fee	Previous Degree	Undergraduate Cumulative GPA	GRE	GMAT Business	International Requirements	Letters of Recommendation (LOR)/Other
<p style="text-align: center;">UNT Toulouse Graduate School (TGS)</p>	<p>\$75 application fee (domestic and international)</p> <p>(A \$95 application fee will be charged for International applicants beginning Fall 2017)</p>	<p>Bachelor's Degree from a regionally accredited school.</p> <p>Official transcripts from all previously attended colleges and universities must be sent.</p>	<p>GPA requirement for UNT consideration:</p> <p><i>Graduate applicants to UNT are evaluated holistically, based on specific departmental and program requirements. Successful candidates usually have met certain GPA minima:</i></p> <ul style="list-style-type: none"> • 3.00 GPA in the undergraduate degree for admission to the Master's program; • Or 3.50 GPA in the undergraduate degree for direct admission to Doctoral programs; • Or 3.50 GPA in Masters-level studies for admission to Doctoral programs <p>Students with a GPA below the prescribed standard will be deferred for admission. A minimum GPA has now been suggested for students applying to a doctoral degree program who only hold a bachelor's degree.</p>	<p>If required by the academic program, official test scores must be sent to TGS.</p> <p><i>College of Education requires GRE less than 5 years old.</i></p>	<p>Official test scores must be sent to TGS only for College of Business applicants.</p>	<p>Min. TOEFL score of: 550 written, 213 computer-based, 79 internet-based for applicants whose native language is not English and who do not have a degree from an accredited U.S. institution. A minimum IELTS of 6.5 is also acceptable.</p>	<p>Acceptance must occur both with TGS and specific degree program.</p> <p>Please contact academic department for additional departmental admission requirements.</p>

The University of North Texas System Campuses: Graduate & Professional Admission Requirements, Matriculation Beginning 2021

Campus/ Program	Application Fee	Previous Degree	Undergraduate Cumulative GPA	Standardized Test Scores	GMAT Business	International Requirements	Letters of Recommendation (LOR)/Other
<p align="center">UNT Dallas Graduate Programs</p>	<p>\$50 application fee</p>	<p>Bachelor's degree from a regionally accredited school or a comparable foreign equivalent.</p> <p>Official transcripts sent directly from all previously attended colleges and universities must be sent.</p>	<p>Graduate applications at UNT Dallas are evaluated holistically with admission to specific programs based on program admission requirements.</p> <p>Successful applicants must satisfy minimum GPA requirements as stated by the Graduate School: 2.8 GPA+ overall on undergraduate degree OR 3.0 GPA on the last 60 SCH of undergraduate degree OR 3.4 GPA on a completed master's degree.</p> <p>Students with a GPA below the prescribed minimum are deferred for admission if the GPA on the UG degree falls within an appealable range (2.60-2.79 overall or 2.80-2.99 last 60 hours)</p> <p>Students with a GPA that is not within the</p>	<p>Official GRE test scores must be sent to the Office of Graduate Admissions for all schools requiring this test.</p>			<p>Applicant must meet university minimum GPA requirement <u>and</u> be accepted into the desired major.</p> <p>Please contact academic department for additional departmental admission requirements.</p>

The University of North Texas System Campuses: Graduate & Professional Admission Requirements, Matriculation Beginning 2021

			appealable range will be denied admission and given the option to complete a prescribed set of course under the GRAP PREP option. GRAD PREP does not guarantee future admission to a degree program nor are all programs required to offer this option to applicants not meeting the university minimum GPA requirements.				
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The University of North Texas System Campuses: Graduate & Professional Admission Requirements, Matriculation Beginning 2021

Campus/ Program Campus/ Program	Application Fee Application Fee	Previous Degree Admissions Eligibility	Undergraduate Cumulative GPA Admissions	Standardized Test Scores Criteria	GMAT Business Review and School Record	International Requirements Use of Prior Law	Letters of Recommendation (LOR)/Other Transfer Graduation/ Course Credit Standards
	\$0 – no application fee	BA degree from a regionally	No minimum GPA requirement	Official LSAT test scores			LORs are required. Applicants must utilize Credential Assembly Service (CAS) to submit current LSAT score,
UNT Dallas College of Law TRANSFER REQUIREMENTS	\$0 – no application fee	Applicant must: (a) have completed minimum 20 semester hours or 30 quarter hours of coursework at an ABA accredited law school, and (b) be in good standing at the law school from which the student is transferring.	Applicant must submit: 1. Application for transfer; 2. letter from applicant; explaining reasons for transfer request; 3. official transcripts from every law school attended; 4. Letter of good standing from last law school attended stating applicant is eligible to continue studies at that law school, class rank or if the law school does not calculate numerical class rank, the ranking stated as a percentage; 5. Copy of CAS (LSDAS) report from law school last attended; 6. Resume; and 7. Other information as requested. Transfer applicants encouraged to request optional interview.	Official LSAT test scores	COL will evaluate and admit transfer applicants using holistic review of the entire transfer application consistent with Standard 501 of the ABA Standards and Rules of Procedures. Transfer applicants will be evaluated considering: 1. cumulative first year law GPA; 2. coursework taken at the home law school; and 3. other factors assessing probability of success, including: (a) ability to make positive, ethical contributions to COL, legal profession and State of Texas; (b) positive contribution to diverse student body and promoting widening legal access; and (c) applicant’s display of characteristics/ qualities evidencing probability of success.		Transfer credit will be granted for: (a) courses successfully completed at another ABA accredited law school shall not exceed one-third of the total hours required for successful completion of the J.D. degree at the COL; and (b) courses taken at another ABA accredited law school (a) where the student received graded credit with grades of C- or higher (or the equivalent) and (b) amount of transfer credit for any course shall not exceed the semester hour credit (or equivalent) earned at the school where the course was taken. To be awarded JD, transfer students will be required to successfully complete at least half of the total number of course hours required for the JD degree in residency at the COL.

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p style="text-align: center;">UNTHSC TCOM</p>	<p>Applications to TCOM are made through the Texas Medical and Dental Schools Application Service (TMDSAS). The fee is set by this service. TCOM requires a supplemental application be submitted directly to the university. There is no fee for the supplemental application.</p>	<p>Minimum of three years of college (90 SCH or equivalent # of quarter hours) toward a bachelor's degree from a regionally accredited U.S. college or university (or Canadian equivalent) is required (some courses may be in progress). Certain pre-requisite courses must be completed. <i>Note: Strong preference given to those who complete a bachelor's degree prior to matriculation.</i></p>	<p>Official transcripts from all universities and colleges attended must be submitted to the TCOM admissions office after acceptance.</p>	<p>No minimum GPA cutoff; expected to have better than a B average</p>	<p>Medical College Admission Test (MCAT). However, MCAT is not required for the Primary Care Partnership Program</p>	<p>Applicants must be either U.S. Citizens or U.S. Permanent Residents at the time of application.</p>	<p>A premedical/health professions advisory committee evaluation or three letters of evaluation are required. Applicants are also strongly encouraged to submit a letter of evaluation from an osteopathic physician familiar with the applicant (please note - this is recommended but NOT required). The physician may submit this letter of evaluation directly to TCOM if it is not already included in the advisory committee evaluation.</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

<p align="center">UNTHSC Graduate School of Biomedical Science</p> <p align="center">Traditional & Specialized M.S. Programs (except Medical Sciences)</p>	<p>A non-refundable \$50 application fee applies.</p> <p><i>Note: Waived for McNair scholars with documentation of participation.</i></p>	<p>Bachelor's degree from regionally accredited institution required. Competitive applicant typically has a background in biology, biochemistry, chemistry or related field.</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>Graduate applicants are evaluated holistically, however at least a 3.0 GPA on a 4.0 scale on the last 60 undergraduate SCH prior to receiving bachelor's degree or on all undergraduate work is considered competitive. Applicants holding a master's degree must have a 3.0 GPA in master's work or meet the undergraduate requirements for unconditional admission.</p>	<p>There are no standardized test requirements for this program.</p>	<p>Official TOEFL or IELTS score is required for applicants who are not U.S. citizens or permanent residents, unless applicant has completed a degree program within the U.S. For credits earned outside the U.S., applicant must submit an official WES or ECE course-by-course evaluation as well as the individual transcript.</p>	<p>Two letters of recommendation signed on letterhead and sent directly from recommenders; Resume/CV required.</p>
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The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p align="center">UNTHSC Graduate School of Biomedical Science Specialized Master's Program (Medical Science)</p>	<p>A non-refundable \$50 application fee applies.</p> <p><i>Note: Waived for McNair scholars with documentation of participation.</i></p>	<p>Bachelor's degree from regionally accredited U.S. college or university (or Canadian equivalent) is required. Competitive applicant typically has a background in biology, biochemistry, chemistry or related field.</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>Graduate applicants are evaluated holistically, however at least a 3.0 GPA on a 4.0 scale on the last 60 undergraduate SCH prior to receiving bachelor's degree or on all undergraduate work is considered competitive. Applicants holding a master's degree must have a 3.0 GPA in master's work or meet the undergraduate requirements for unconditional admission.</p>	<p>Campus-Based Cohort: Official test scores, depending on the program of interest: GRE, MCAT, DAT or PCAT or equivalent.</p> <p>Online-Based Cohort: There are no standardized test requirements for this program.</p>	<p>International applicants are classified as non-residents and must meet the same requirements as all other students. International applicants must show proof of financial means prior to obtaining a visa to enter the country.</p>	<p>Two letters of recommendation signed on letterhead and sent directly from recommenders. A resume/cv is also required.</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p style="text-align: center;">UNTHSC Graduate School of Biomedical Science</p> <p style="text-align: center;">Ph.D. Program</p>	<p>A \$50 non-refundable application fee applies.</p> <p><i>Note: Waived for McNair scholars with documentation of participation.</i></p>	<p>Bachelor's degree from regionally accredited institution required. Competitive applicant typically has a background in biology, biochemistry, chemistry or related field.</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>Graduate applicants are evaluated holistically, however at least a 3.0 GPA on a 4.0 scale on the last 60 undergraduate SCH prior to receiving bachelor's degree or on all undergraduate work is considered competitive. Applicants holding a master's degree must have a 3.0 GPA in master's work or meet the undergraduate requirements for unconditional admission.</p>	<p>There are no standardized test requirements for this program.</p>	<p>Official TOEFL or IELTS score is required for applicants who are not U.S. citizens or permanent residents, unless applicant has completed a degree program within the U.S. For credits earned outside the U.S., applicant must submit an official WES or ECE course-by-course evaluation as well as the individual transcript.</p>	<p>Two letters of recommendation signed on letterhead and sent directly from recommenders; Supplemental materials (e.g. resume/CV) will be considered but are not required.</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p style="text-align: center;">UNTHSC School of Public Health</p> <p>MPH, MHA, & Dual Degree Programs</p>	<p>Applications to the MPH, MHA, and dual degree programs must be made through the Schools of Public Health Application Service (SOPHAS) with min. app. fee of \$135. MHA students may also apply through the Healthcare Administration, Management & Policy CAS (HAMPCAS) with min. app. fee set by service. TCOM & PA students applying for the dual MPH program must apply through SOPHAS Express. There is a non-refundable application fee of \$50.</p>	<p>Bachelor's degree or equivalent from a recognized institution.</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>No minimum GPA cut-off.</p>	<p>Submit official scores from: GRE, GMAT, MCAT, LSAT, PCAT, or DAT., equivalent.</p> <p><i>Note: the exam req. is waived for applicants possessing a professional degree with license to practice in the U.S.</i></p>	<p>Applicants with foreign transcripts must include an official WES or ECE transcript evaluation report listing course-by-course U.S. grade point equivalencies. TOELF or IELTS language exam required. Min. TOEFL: Internet-based = 85.</p>	<p>Three letters of recommendation, statement of purpose, current resume or curriculum vita, and possible on-campus interview or technology-assisted interview.</p> <p>One letter of recommendation for TCOM/PA dual degree applicants.</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p align="center">UNTHSC School of Public Health MS/PhD in Public Health Sciences</p>	<p>Applications to the MS and PhD programs must be made through the Schools of Public Health Application service (SOPHAS) with min. app. Fee of \$135.</p>	<p>Bachelor's degree or equivalent from a recognized institution. A master's degree is recommended for the PhD Program</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>3.2 graduate GPA for PhD Programs.</p>	<p>Submit official scores from: GRE, GMAT, MCAT, LSAT, PCAT, or DAT, or equivalent</p>	<p>Applicants with foreign transcripts must include an official WES or ECE transcript evaluation report listing course-by-course U.S. grade point equivalencies. TOELF or IELTS language exam required. Min. TOEFL: Internet-based = 85.</p>	<p>Three letters of recommendation, statement of purpose, current resume or curriculum vita, and possible on-campus interview or technology-assisted interview. Optional to submit an additional writing sample.</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p>UNTHSC School of Health Professions</p> <p>Physical Therapy</p>	<p>Applications to the DPT program are made through PTCAS (Physical Therapy Centralized Application Service). The cost of the PTCAS application is set by this service. The DPT program requires a \$40 non-refundable application fee, payable only online by credit card.</p>	<p>Bachelor's degree from a regionally-accredited U.S. college or university</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>Minimum 3.0 GPA in last 60 hours of coursework. Completion of specific coursework with a minimum 3.0 GPA.</p>	<p>There are no standardized test requirements for this program.</p>	<p>International students must meet the same requirements as all other students. International/non-resident students must show proof of financial means prior to obtaining a visa to enter the country.</p>	<p>Two letters of professional reference submitted through the PTCAS application. A letter from a practicing PT is highly recommended.</p> <p>Admissions interview (by invitation)</p>
<p>UNTHSC School of Health Professions</p> <p>Physician Assistant</p>	<p>Applications to the PA program are made through CASPA (Central Application Service for Physician Assistants). The cost of the CASPA application is set by this service. The PA program requires a non-refundable application fee of \$40 payable only online by credit card.</p>	<p>Bachelor's degree from a regionally-accredited U.S. college or university</p>	<p>Official transcripts from all universities and colleges attended must be sent.</p>	<p>Minimum overall 3.00 GPA as calculated by CASPA</p>	<p>There are no standardized test requirements for this program.</p>	<p>International students must meet the same requirements as all other students. International/Non-resident students must show proof of financial means prior to obtaining a visa to enter the country.</p>	<p>Two letters of professional reference through the CASPA application. Admissions interview (by invitation)</p>

The University of North Texas System Health Science Center: Admission Standards, Matriculation Beginning 2021

Campus/ Program	Application Fee	Bachelor's Degree	Official College Transcripts	Undergraduate Cumulative GPA	Standardized Test Requirements	International Requirements	Letters of Recommendation (LOR) /Other
<p align="center">UNT System College of Pharmacy</p>	<p>Apply for admission via PharmCAS – one base fee then additional fees are dependent upon number of PharmCAS Degree Program Designated by applicant.</p> <p>An SCP Supplemental Application is also required with a non-refundable application fee.</p> <p>Applicant must submit both PharmCAS and SCP Supplemental Application by designated deadline in order for application to be reviewed for interview consideration.</p>	<p>Applicants must complete prerequisite courses. However, if the applicant has earned a bachelor's degree or higher from an accredited US college or university, they may elect exemption from the general course requirements.</p> <p>An official transcript is required noting that a degree was conferred prior to matriculation.</p>	<p>Official transcripts from all universities and colleges attended must be sent to PharmCAS and Pharmacy Admissions Office as requested.</p>	<p>Achieve a minimum overall 2.50 grade point average on prerequisite coursework.</p> <p><i>Important Note:</i> If an applicant claims the exemption for general coursework requirements based on a completed bachelor's (or higher) degree from an accredited U.S. college or university, then only his/her math and science prerequisite coursework will be included in the GPA calculation. A 2.50 math and science GPA must be maintained.</p>	<p>There are no standardized test requirements for this program.</p>	<p>International applications and coursework are accepted. International coursework is accepted from U.S. permanent residents, U.S. citizens, and foreign individuals, with course verifications by WES or other similar entities. International applicants' written and spoken English proficiency is verified.</p>	<p>Obtain three (3) letters of recommendation. Letters of recommendation must be from a person who can comment on the applicant's academic, volunteer, community service and/or employment experiences and attributes. Letters of recommendation from friends and family members are not accepted.</p>



Title: Approval of University of North Texas, University of North Texas Health Science Center at Fort Worth, and University of North Texas at Dallas policies related to *Free Speech and Public Assembly on Campus Grounds*

Background:

In 2019, the Texas Legislature enacted Senate Bill 18 to amend the laws regarding free speech and expressive activities at public universities. These changes clarified the outdoor areas of campus property that are open to external speakers, as well as the extent that campus facilities may be used for expressive activities.

The laws regarding free speech and public assembly have been in effect for quite sometime and since that time have allowed free speech and expressive activities by the university community as well as external speakers in certain areas at public universities. Senate Bill 18 did not change these areas or locations and the universities continue to have discretion to impose reasonable restrictions on the time, place, and manner of expressive activities.

By August 1, 2020, universities are required to adopt a free speech policy that allows any person to engage in expressive activities in common outdoor areas of campus so long as the speaker is not acting unlawfully or materially and substantially disrupting the functioning of the institution. The new law further requires that the policy clearly identify any time, place, and manner restrictions on expressive activities the university intends to impose; allow student organizations and faculty to invite speakers to speak on campus and use university facilities; establish disciplinary sanctions for students, student organizations, and faculty who unduly interfere with the expressive activities of others; and establish an appeal procedure for addressing complaints of a violation of the policy.

Senate Bill 18 provides that the universities shall make students and employees aware of this policy by: including the policy in the student handbook and employee handbook; and distributing a copy to students during orientation. The universities must develop materials, programs, and procedures to ensure that employees who are responsible for educating or disciplining students understand the requirements of the policy. By December 1, 2020, each university is required to submit a one-time report to the governor and members of the legislature certifying the policy meets the requirements of the law.

Senate Bill 18 specifically requires that the governing board must approve, by majority vote, the universities' policies before final adoption. The policies must be posted on the university's website so that they are accessible to students, faculty and staff.

All three campuses have developed policies that meet the requirements of Senate Bill 18, UNT Policy No. 07.006, *Free Speech and Public Assembly on Campus Grounds*, UNT Health Science Center Policy No. 07.141, *Free Speech and Public Assembly on Campus Grounds*, UNT Dallas Policy No. 7.009, *Free Speech and Public Assembly on Campus Grounds*. The policies specifically state the time, place, and manner of assembly, speech, and other expressive activities on the grounds of the university, describe the use of campus grounds, list the prohibited activities, establish disciplinary sanctions for students, and establish an appeal procedure for complaints about a violation of the policy.

Financial Analysis/History:

There are no financial implications related to this policy.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Following Board review and approval, the institutions' policies become effective upon final adoption by the Presidents.

Recommendation:

It is recommended that the Board approve the attached policies as proposed by the presidents of UNT, UNTHSC, and UNT Dallas.

Recommended By:

Neal Smatresk Digitally signed by Neal Smatresk
Date: 2020.05.01 13:38:03 -05'00'

President, University of North Texas

Michael R. Williams Digitally signed by
Michael R. Williams
Date: 2020.05.01
13:26:07 -05'00'

President, University of North Texas
Health Science Center

President, University of North Texas
at Dallas

Chancellor

Attachments Filed Electronically:

1. UNT Policy No. 07.006, *Free Speech and Public Assembly on Campus Grounds*
2. UNT Health Science Center Policy No. 07.141, *Free Speech and Public Assembly on Campus Grounds*
3. UNT Dallas Policy No. 7.009, *Free Speech and Public Assembly on Campus Grounds*



Board Order

Title: Approval of University of North Texas, University of North Texas Health Science Center at Fort Worth, and University of North Texas at Dallas policies related to *Free Speech and Public Assembly on Campus Grounds*

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, Senate Bill 18 requires each institution of higher education to adopt a policy detailing students' rights and responsibilities regarding expressive activities at the institution, and

Whereas, UNT, UNT Health Science Center and UNT Dallas have developed policies that: identify time, place, and manner restrictions on expressive activities the university intends to impose; allow student organizations and faculty to invite speakers to speak on campus and use university facilities; establish disciplinary sanctions for students, student organizations, and faculty who unduly interfere with the expressive activities of others; and establish an appeal procedure for addressing complaints of a violation of the policy, and

Whereas, Senate Bill 18 further states that the institution's policies must be approved by a majority vote of the governing board before final adoption,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. UNT Policy No. 07.006, *Free Speech and Public Assembly on Campus Grounds*
 2. UNT Health Science Center Policy No. 07.141, *Free Speech and Public Assembly on Campus Grounds*
 3. UNT Dallas Policy No. 7.009, *Free Speech and Public Assembly on Campus Grounds*
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Policies of the University of North Texas	Chapter- 07 Student Affairs
07.006 Free Speech and Public Assembly on Campus Grounds	

Policy Statement.

The University of North Texas (UNT) recognizes that freedom of expression and public assembly are fundamental rights of all persons and are essential components of the education process. These activities promote debate and the sharing of ideas, which are the foundation of educational institutions.

The responsibility of the University to operate and maintain an effective and efficient institution of higher education requires regulation of the time, place and manner of assembly, speech, and other expressive activities on the grounds of the University. In keeping with this responsibility, students, faculty, staff and visitors are free to exercise the rights to assemble and engage in expressive activity in a constitutionally-protected manner subject only to the content-neutral regulations necessary to fulfill the mission and obligations of the University; preserve the rights of others; coordinate multiple uses of limited space; assure preservation of the campus facilities and grounds; and assure financial accountability for any damage caused by these activities.

Application of Policy.

This policy applies to University of North Texas students, employees, organizations and visitors to campus.

Nothing in this policy is intended to prohibit faculty members from maintaining order in the classroom.

Definitions.

The following definitions apply for purposes of this policy only:

1. Amplified Sound. “Amplified Sound” means sound that is increased or enhanced by any electric, electronic, or mechanical means. Other sound, specifically individual shouting or group chanting/singing is subject to general regulations concerning disruption of official University functions.
2. Campus Grounds. “Campus Grounds” means all common outdoor areas owned, leased or controlled by the University that are accessible to all students, employees, and visitors, such as sidewalks, park-like areas and malls.
3. Designated Areas. “Designated Areas” means outdoor areas of property owned, leased or controlled by the University that may be reserved by students, employees, and visitors for expressive activity.

4. Employee. “Employee” means an individual who is employed part-time, full-time, or in a temporary capacity by the University.
5. Expressive Activity. “Expressive Activity” means the verbal or symbolic expression of an idea, thought or opinion and could include speeches, assembly, marches, parades, rallies, protests, picketing, distribution of non-commercial literature, circulation of petitions, graphic or pictorial displays or similar activities intended to communicate an idea or opinion. Expressive activity does not include speech that is likely to incite or produce imminent lawless action, expression that consists of fighting words or threats of physical harm or expression that is obscene or commercial in nature.
6. Literature. “Literature” means any material that does not concern a commercial transaction and is produced in multiple copies for distribution or publication to an audience, including but not limited to flyers , handbills, leaflets, placards, bulletins, newspapers, and magazines, but does not include the North Texas Daily or official University material.
7. Official University Function. “Official University Function” means any activity, event or program sponsored by an academic or administrative unit of the University.
8. Organization. “Organization” means a group composed of students, employees or visitors who come together in pursuit of a common purpose.
9. Outdoor Structure or Exhibit. “Outdoor Structure or Exhibit” means anything built, constructed or displayed temporarily on campus grounds as part of an expressive activity, including tents.
10. Student. “Student” means any person who is currently enrolled at the University of North Texas, and, for the purposes of this policy includes student organizations and student groups.
11. University Business Days. “University Business Day” means Monday through Friday during regular University business hours (8:00 a.m. to 5:00 p.m.).
12. Visitor. “Visitor” means a person who is not a student or employee of the University.

Procedures and Responsibilities

1. Use of Campus Grounds

The facilities and campus grounds of the University are intended to be used primarily for academic and administrative activities of the University and secondarily for programs sponsored and conducted by University academic and administrative departments or organizations affiliated with those departments, including student organizations and student groups.

Students, employees, and visitors may engage in expressive activity on campus grounds,

including by responding to the expressive activities of others, as set out in this policy.

Students, employees and visitors who wish to organize parades, marches or rallies in areas that cross thoroughfares or would stop or slow traffic must notify the Dean of Students Office at least five (5) business days in advance of the activity in order to ensure that the proposed route does not substantially interrupt the safe and orderly movement of traffic or create a safety hazard.

Visitors who plan to engage in expressive activity on campus grounds and have a reasonable expectation of attracting a crowd of 50 people or more must notify the Dean of Students Office at least five (5) business days prior to the activity so that appropriate measures can be taken to ensure the safety of the University community and minimize disruption to the learning environment.

Individuals or organizations not directly connected with the University may use University facilities and campus grounds as permitted by this and the University Facilities Use Coordination policies, and are responsible for reading and following these policies, as applicable.

Responsible Party: Dean of Students

2. Reservation of Campus Grounds for Expressive Activities

Campus grounds generally are open to students, employees and visitors for expressive activity. However, individuals and organizations are encouraged to reserve areas on campus that are designated for expressive activity. Designated areas may be reserved on a first-come, first-served basis and are subject to the reservation procedures published by the Dean of Students Office and set out in this policy. Only the individuals or organizations that reserve a designated space may use the area for expressive activity during the reserved period. A reservation is required five business days in advance for use of amplified sound, outdoor structure, and/or when a crowd of 50 or more people are anticipated.

To allow reasonable access to designated areas, students, employees and visitors may reserve locations for a total of fifteen days with no more than five consecutive days in a four-month period. The Dean of Students Office is responsible for administration of this policy, including:

- a. identifying locations and establishing times for use as designated areas;
- b. identifying locations and establishing times for use of amplified sound;
- c. managing requests for reservation of campus grounds under this policy;
- d. relocating or rescheduling expressive activities as allowed under this policy;
- e. developing procedures for reserving areas for expressive activity and use of amplified sound;
- f. registering parades, marches and rallies and
- g. publishing the locations, times, procedures and forms required under this policy at the beginning of each academic year.

Responsible Party: Dean of Students

3. Use of Amplified Sound on Campus Grounds

Advance reservation is required before amplified sound may be used on campus grounds. Students, employees and visitors may use amplified sound on campus grounds at the locations and times published by the Dean of Students Office. Amplified sound areas may be reserved on a first-come, first-served basis and are subject to the reservation procedures published by the Dean of Students Office and this policy.

Amplification in the designated areas:

- a. Cannot exceed 92 decibels on the “A” scale at 50 feet from the source of amplification; and
- b. Amplification will not be approved for any period during the two weeks preceding fall and spring graduation dates.

4. Prohibited Activities

The following activities are prohibited:

- a. Activities that are unlawful or materially and substantially disrupt the normal operations of the University.
- b. Activities that substantially interfere with vehicular or pedestrian traffic, including the ingress or egress of University facilities.
- c. Activities that substantially interfere with fire protection, law enforcement, or emergency or medical services.
- d. Activities that threaten or endanger the health or safety of any person on University grounds.
- e. Activities that result in damage or destruction of University property. Nothing may be affixed to or written on University buildings.
- f. Activities that constitute disruptive activity, riotous conduct or obscenity as those terms are defined by federal or state law.
- g. Expressive signage, gesturing, wearing symbolic clothing or otherwise protesting silently is permissible anywhere unless it is a disruptive activity as defined by federal or state law.
- h. Open flames on the University campus without the written permission of UNT Risk Management.

Responsible Party: Dean of Students

5. Relocation of Expressive Activities

Individuals and organizations engaged in expressive activity on campus may be relocated to other areas by the Vice President for Student Affairs, the Dean of Students or, when immediate action is necessary, the University Police Department, under the following circumstances:

- a. the noise generated by the activity disrupts an official University function or substantially interferes with resident housing life and activities (e.g., the activity is too close to an academic, administrative or residential building);
- b. the location does not safely accommodate the number of participants;
- c. the number of individuals participating in or attending the activity creates unsafe conditions for vehicular or pedestrian traffic, or parking; or blocks the ingress or egress to buildings, staircases or official university activities;
- d. the space has been reserved for an official University function, has been reserved in accordance with this policy, or a reserved location is needed for an official University function;
- e. the activity creates a health, safety or welfare hazard, such as interfering with fire, police or emergency services;
- f. the activity interferes with the expressive activity of another individual or organization, such as blocking the audience's view of a speaker or preventing the audience from hearing a speaker; or
- g. The University reserves the right, as necessary, to impose additional reasonable time, place, and manner restrictions as circumstances arise.

Responsible Party: Vice President for Student Affairs, Dean of Students or
University Police Department

6. Speakers and Approvals

Students and employees may invite individuals to the University to speak in accordance with this policy. The University may not consider the political, religious, philosophical, ideological or academic viewpoint, or any potential controversy an invited-speaker may generate in reviewing the engagement or in assessing a fee to use campus facilities.

When reviewing an invitation or assessing a fee, the University will consider the following criteria:

- a. Proposed venue and size of the expected crowd;

- b. Anticipated needs for campus security;
- c. Any other accommodations the University deems necessary for the speaker; and
- d. Relevant history of compliance or noncompliance with University policies by the speaker or the requestor.

Use of UNT facilities must follow Facilities Use Coordination and other applicable University policies and procedures.

7. Distribution of Literature

Students, employees and visitors may distribute literature on campus grounds. Individuals who distribute literature are expected to collect all literature that is left over or that is on the ground in the area in which it is distributed.

Literature distributed under this policy by a student, employee, or visitor cannot contain any University trademarks without the express written consent of the University.

Responsible Party: Dean of Students

8. Commercial Speech

Expressive activities do not include commercial speech for purposes of this policy.

Responsible Party: Dean of Students

9. Outdoor Exhibits and Structures

Outdoor exhibits and structures may be placed only in designated areas. However, individuals may place displays on existing easel-type supports on campus grounds that are open and accessible for expressive activity. Outdoor exhibits and structures are subject to the following limitations:

- a. exhibits and structures may not exceed twenty-five feet in length or width or fifteen feet in height;
- b. exhibits and structures may not extend onto any sidewalks or walkways in such a way as to interfere with pedestrian or vehicular traffic or otherwise present an unreasonable threat to public safety; and
- c. the interior of three-dimensional structures or exhibits must be fully visible from at least one side of the exhibit or structure, and no exhibit or structure may provide opportunity for individuals to be completely secluded from view.

Individuals setting up an outdoor exhibit or structure are responsible for cleanup of

the area surrounding the exhibit or structure and shall return it to its original condition at the completion of the expressive activity. Individuals involved in the setup of an outdoor exhibit or structure shall not damage UNT property or grounds

Exhibits may only be set up in accordance with this policy and UNT Policy 07.029 Prohibition of Camping on University Property. The Dean of Students Office must be notified at least five (5) business days prior to the proposed activity involving an outdoor exhibit or structure.

Exception to the dimension limitations may be granted by the Dean of Students Office upon a showing by the individual or organization seeking the exception that the exhibit will not present a safety hazard and will not interfere with pedestrian or vehicular traffic. Proof of insurance to cover injury or damage to persons or property does not entitle the individual or organization to an exception to the dimension limitations. Requests for exception to the outdoor exhibit dimension limitations must be made at least five (5) business days in advance of the desired display date.

Responsible Party: Dean of Students

10. Review of Decisions and Other Actions Related to Expressive Activity.

Individuals who disagree with a decision regarding their use of campus grounds for expressive activity or who reasonably believe a student, employee or visitor has violated this policy may request review by the Vice President for Student Affairs. The request for review must be filed no later than 5:00 p.m. on the third business day after notice of the decision that is being challenged or within a reasonable time after the person becomes aware of a possible policy violation.

The request must be submitted in writing and provide:

- a. the specific reason(s) the individual or organization disagrees with the decision or believes a policy violation has occurred, as applicable; and
- b. all information the individual or organization believes will assist the Vice President for Student Affairs in reaching a determination on the matter.

The Vice President for Student Affairs will issue a written decision within a reasonable time, usually within three (3) business days of receipt of a request. The Vice President's decision is final.

Responsible Party: Vice President for Student Affairs or designee, Dean of Students

11. Disciplinary Sanctions for Interference with Expressive Activity

Students and employees who unduly interfere with expressive activities of others on campus are subject to disciplinary action under the UNT Code of Student Conduct or applicable faculty and staff discipline policies.

Responsible Party: Dean of Students, Provost, Human Resources

12. Education and Resources

The University will make this policy available by:

- a. Publication on the University website and academic catalogs; and
- b. Providing the policy to all new students and employees during orientation programs and through the university policy manual.

Responsible Party: Dean of Students, Human Resources

References and Cross-references

[UNT Policy 05.015 Ethics and Standards of Conduct](#)

UNT Policy 07.029 Prohibition of Camping on University Property

[UNT Policy 11.001 Facilities Use Coordination](#)

[UNT Policy 12.003 Protection of Building and Grounds](#)

[UNT Policy 04.032 Solicitation](#)

[UNT Policy 07.012 Code of Student Conduct](#)

UNT Policy 05.033 Staff Employee Discipline and Involuntary Termination

UNT Policy 06.025 Faculty Misconduct and Discipline

[Tex. Educ. Code § 51.9315](#)

Forms and Tools

[Request to Reserve Designated Area and /or Use Amplified Sound For Expressive Activities or Crowds Over 50 Individuals Form](#)

[Request to Reserve Designated Areas and/or Use of Amplified Sound for Expressive Activities/Parades](#)

Approved: 11/3/2009

Effective: 4/17/2012

Revised: 4/2020

Institution:	University of North Texas at Dallas
Policy Number & Chapter Title:	07.009 Student Affairs, Education, & Funding
Policy Title:	Free Speech & Public Assembly on Campus Grounds

I. **Policy Statement.** The University of North Texas at Dallas (UNT Dallas) recognizes that the freedom to exchange ideas and to publicly assemble is an essential component of the educational process. Such activities promote debate and the sharing of ideas that substantially contribute to the marketplace of ideas and are a fundamental principle of educational institutions.

The responsibility of UNT Dallas to operate and maintain an effective and efficient institution of higher education requires regulation of the time, place, and manner of assembly, speech, and other expressive activity on campus grounds. In keeping with this responsibility, University students, faculty and staff, and visitors are free to engage in expressive activity at UNT Dallas in a constitutionally protected manner subject to the content-neutral regulations necessary to fulfill the mission and obligations of UNT Dallas, preserve the rights of others, coordinate multiple uses of limited space, and assure preservation of campus facilities and grounds.

II. **Application of Policy.** This policy applies to all members of the University community and visitors. It does not apply to official UNT Dallas academic and administrative activities and functions, and does not prohibit faculty members from maintaining order in the classroom.

III. **Policy Definitions.** The following definitions apply for the purposes of this policy only:

- A. **Amplified sound.** An “amplified sound” means sound that is increased or enhanced by any electric, electronic, or mechanical means, including hand-held devices such as megaphones and sound trucks. Other sounds, specifically individual shouting or group chanting/singing is subject to general regulations concerning disruption of official university functions.
- B. **Campus grounds.** “Campus grounds” means all common outdoor areas owned, leased, or controlled by UNT Dallas that are accessible to all members of the University community and visitors, such as sidewalks, courtyards, and grassy areas.
- C. **Designated area.** A “designated area” means an outdoor area of property owned, leased, or controlled by the University that may be reserved by University community and visitors for expressive activity.
- D. **Expressive activity.** An “expressive activity” means the verbal or symbolic communications of an idea, thought, or opinion. It may be a speech, assembly, march, parade, rally, picketing, distribution of literature, graphic/pictorial displays, or other similar forms of expression intended to communicate an idea or an opinion. It does not include speech that is likely to incite or produce imminent lawless action, an expression that consists of fighting words or threats of physical harm or an expression that is defamatory, obscene, or commercial in nature.
- E. **Literature.** “Literature” means any printed or digital material that is produced in for distribution or publication to an audience, including but not limited to; flyers, handbills, leaflets, placards, bulletins, newspapers, and magazines. It does not include any UNT Dallas-sanctioned student newspaper or official UNT Dallas materials.
- F. **Normal business hours.** “Normal business hours” mean Monday through Friday 7:00 a.m.- 11:00 p.m. and Saturday 7:00 a.m.-8:00 p.m.
- G. **Official University function.** An “official University function” means any activity, event, or

program by an academic or administrative unit of UNT Dallas and any activity and on-campus program sponsored by a student or an employee organization.

- H. Organization.** An “organization” means a group comprised of members of the University community or visitors who come together in pursuit of a common purpose.
- I. Outdoor structure or exhibit.** An “outdoor structure or exhibit” refers to anything built, constructed, or displayed temporarily on campus grounds as part of an expressive activity, including tents.
- J. Student.** A “student” is an individual who is currently enrolled and attending UNT Dallas.
- K. University.** “University” means the University of North Texas at Dallas.
- L. University community.** “University community” means all students enrolled and faculty and staff working at UNT Dallas, and organizations as defined in this policy.
- M. Visitor.** A “visitor” means an individual who is not a student, faculty member, or staff member.

IV. Responsibilities.

- A.** The Office of Events Management is responsible for the administration of this policy, including:
 - 1. identifying locations and establishing times for use of designated areas on campus grounds;
 - 2. establishing times for use of amplified sound on campus grounds;
 - 3. managing requests for reservation of designated areas on campus grounds;
 - 4. relocating expressive activities in accordance with this policy;
 - 5. implementing procedures to request reserving designated areas on campus grounds for the purpose of conducting expressive activities;
 - 6. communicating the locations, times, procedures, and forms required under this policy at the beginning of each academic year; and
 - 7. ensuring this policy is included in student and employee handbooks, provided at freshman, transfer and graduate student orientation and is posted on THE UNT Dallas website.

A. Use of Campus Grounds.

- 1. Campus grounds at UNT Dallas are intended to be used, primarily for UNT Dallas instruction, research programs, and administrative activities and, secondarily, for programs sponsored and conducted by UNT Dallas academic and administrative departments or organizations affiliated with those departments, including student, faculty, and staff organizations.
- 2. Members of the University community, and visitors may engage in expressive activity on campus grounds without the need for prior reservation, except as set out in this and other applicable UNT Dallas policies. An expressive activity may not create a vehicular or other safety hazard or constitute disruptive activity, defamation, riotous conduct, obscenity, or unduly interfere with the expressive activity of others.

3. Displaying a sign, gesturing, wearing symbolic clothing, or otherwise protesting silently is permissible on campus grounds unless such activity is determined to be disruptive.
4. An individual or organization planning to organize a parade, march, rally in areas that cross streets or would stop or slow traffic must register with the Office of Student Affairs at least three (3) business days in advance of the activity in order to help ensure the proposed activity does not substantially interrupt the safe and orderly movement of traffic or create a safety hazard. A member of the University community planning to organize a parade, march, rally in areas that cross streets or would stop or slow traffic must register with the Office of Events Management at least three (3) business days in advance of the activity in order to help ensure the proposed activity does not substantially interrupt the safe and orderly movement of traffic or create a safety hazard. .
5. UNT Dallas does not augment existing utilities, restrooms, equipment, or parking services to support an expressive activity on campus grounds.

B. Reservation of Designated Area for Expressive Activities.

Generally, designated areas on campus grounds are open to members of the University community, and visitors for expressive activity during the normal business hours of the University. In order to allow reasonable access to designated areas, members of the University community and visitors may request to reserve these locations a total of 15 days and no more than five (5) consecutive days in a semester.

1. **Designated Areas for Expressive Activity Anticipated to Draw a Crowd.**
Individuals and organizations are encouraged to reserve a designated area on campus grounds for an expressive activity when it is reasonably anticipated that the activity may draw a crowd of twenty-five (25) or more individuals. Designated areas are reserved on a first-come, first-serve basis, subject to the reservation procedures set out in this policy.
2. **Visitors.**
Visitors may reserve a designated area on campus grounds for the purpose of engaging in an expressive activity by submitting a request to the Office of Events Management no later than three (3) business days before the proposed expressive activity is to take place.
3. **Actions on Reservation Requests.**
The Office of Events Management will act on a request to reserve a designated areas on campus grounds no later than two (2) business days after a properly submitted request is received. If a request is denied, the Office of Events Management will, if possible, propose measures to address any defects in the request. When the basis for denial is receipt of an earlier request to reserve the same designated area and time, the Office of Events Management will inform the individual or organization of other dates, times, and locations that are available for reservation.

Responsible Party: Office of Events Management

C. Use of Amplified Sound on Campus Grounds.

1. **Advance Registration.**
Advance registration is required before amplified sound may be used on campus grounds. Members of the University community and visitors may use amplified sound on campus grounds only at designated areas and times published by the Office of Events Management. Amplified sound areas may be reserved on a first-come, first-serve basis and are subject to the reservation procedures published by the Office of Events Management.

2. **Amplification Levels.**
The amplification of sound in designated areas cannot exceed 92 decibels on the "A" scale at fifty (50) feet from its source.
3. **Limitations.**
The request to use amplified sound will not be approved for any time period during the seven (7) calendar days preceding the final week of each fall and spring semester due to the University exam schedule.

D. Relocation of Expressive Activity.

Individuals and organizations engaged in expressive activity on campus grounds may be required to relocate to other areas by the Office of Events Management or, when immediate action is necessary, the UNT Dallas Police Department, under the following circumstances:

1. the noise generated by the activity disrupts an official UNT Dallas function or substantially interferes with official UNT Dallas activities (e.g., activity is too close to academic building);
2. the designated area does not safely accommodate the number of participants;
3. the number of individuals participating in or attending the activity creates unsafe conditions for vehicular or pedestrian traffic, parking, or blocks the ingress or egress to buildings or official UNT Dallas activities;
4. the designated area has been reserved for an official UNT Dallas function, has been reserved in accordance with this policy, or the designated area is needed for an official UNT Dallas function; or
5. the activity creates a health or welfare hazard, such as interfering with health and safety services, or inclement weather.

Responsible Party: Events Management & UNT Dallas Police Department

E. Speakers and Approvals.

1. Students and employees may invite individuals to the campus to speak in accordance with this policy. The University may not consider the political, religious, philosophical, ideological, or academic viewpoint, or any potential controversy an invited speaker may generate in reviewing the engagement in reviewing the engagement or in assessing a fee to use campus facilities.

When reviewing and invitation or assessing a fee, the University will consider the following criteria:

- a. Proposed venue and size of the expected crowd;
 - b. Anticipated needs for campus security;
 - c. Any other accommodations the University deems necessary for the speaker; and
 - d. Relevant history of compliance or non-compliance with University policies by the speaker or the requestor.
2. Use of UNT Dallas facilities must follow Facilities Use Coordination and other

applicable university policies and procedures.

F. Distribution of Literature.

1. Literature to be distributed on campus grounds must be of a non-commercial nature.
2. Literature must clearly indicate the name of the individual or organization.
3. Literature distributed by an individual or organization that includes the name UNT Dallas or University of North Texas at Dallas in its name, or that contains any reference to an affiliation with UNT Dallas, must include a statement that the literature is not official UNT Dallas literature and does not represent the views or official position of UNT Dallas.
4. Distribution of literature cannot obstruct the free flow of traffic.
5. Materials may be offered to, but not forced upon, individuals.
6. The individual or organization is responsible for collecting literature that is left over or that is on the ground in the area in which it is distributed.

Responsible Party: Office of Events Management

G. Commercial Solicitation and Advertising.

Individuals and organizations may engage in commercial solicitation and advertising only as allowed under UNT Dallas policy.

H. Use of Signs and Banners During Expressive Activity.

Members of the University community, and visitors may display signs by holding them or otherwise attaching them to themselves. Displays of signs and banners, including displays on outdoor bulletin boards must comply with the applicable UNT Dallas policies.

I. Outdoor Structures or Exhibits.

1. Stationary Exhibits.
Stationary exhibits and structures may be placed only on designated areas, except that individuals may place displays on easel-type supports on campus grounds that are open and accessible for expressive activity. Stationary exhibits and structures may not exceed 25 feet in length/width or 15 feet in height and may not extend into or onto any sidewalks or walkways in such a way as to interfere with pedestrian or vehicular traffic or otherwise present an unreasonable threat to public safety. The Office of Events Management may grant exceptions to the dimension requirements upon a showing that an exhibit will not present a safety hazard and will not interfere with pedestrian or vehicular traffic. Requests for exceptions must be submitted at least five (5) business days in advance of the desired display date.
2. Enclosed Structures or Exhibits.
The interior of three-dimensional structures or exhibits must be fully visible from at least one side of the structure or exhibit and no outdoor structure or exhibit may provide opportunity for individuals to be completely hidden from view.

J. Disciplinary Sanctions for Interference with Expressive Activity.

1. Individuals and organizations are responsible for reading and understanding all obligations set out in this policy and all other applicable UNT Dallas policies.
2. Members of the University community and student organizations who unduly interfere with or disrupt an expressive activity are subject to disciplinary action. Students and student organizations are subject to discipline under the UNT Dallas Code of Student Conduct. Faculty and staff employees are subject to action under the faculty or staff discipline policies, as applicable.
3. Visitors who do not comply with this or other applicable UNT Dallas policies will be directed to vacate the University grounds.

Responsible Party: Dean of Students, Provost, and Human Resources

K. Review of Decisions Related to Expressive Activity.

Members of the University community and visitors who disagree with a decision regarding their use of campus grounds for expressive activity or who reasonably believe a student, employee or visitor has violated this policy may request review by the Chief Financial Officer (CFO). The request for review must be filed by 5:00 p.m. on the third business day after notice of the decision that is being challenged or within a reasonable time after the person becomes aware of a possible policy violation.

The request must be submitted in writing and provide:

1. The specific reason(s) the individual or organization disagrees with the decision or believes the policy violation has occurred, as applicable; and
2. All information the individual or organization believes will assist the CFO in reaching a determination on the matter.

The CFO will issue a written decision within a reasonable time, usually within three (3) business days of a receipt of a request. The Chief Financial Officer's decision is final.

Responsible Party: Chief Financial Officer

L. Education, Training, and Resources.

1. The University will make this policy available by:
 - a. Publication on University website and in the academic catalogs; and
 - b. Providing the policy to all new students and employees during orientation programs and through the university policy manual.
2. The University will develop training materials and programs for employees and students to ensure each individual understands their responsibilities in adhering to this policy.

Responsible Party: Dean of Students and Human Resources


V. References & Cross-References.

- UNT Dallas Policy 5.021; *Disciplinary Procedures for Staff Employees*
- UNT Dallas Policy 6.011; *Faculty Discipline & Termination*

- UNT Dallas Policy 7.001; *Code of Student's Rights, Responsibilities, & Conduct*
- UNT Dallas Policy 11.006; *Facilities Use*
- UNT Dallas Procedures for Free Speech and Public Assembly in Outdoor Areas

VI. Revision History

Policy Contact:	Dean of Students
Initial Approval Date:	08/23/2010
Current Effective Date:	04/23/2012
Last Revision:	04/30/2020

 <p>Policies of the University of North Texas Health Science Center</p>	Student Affairs
<p>07.141 Free Speech and Public Assembly on Campus Grounds</p>	

Policy Statement.

The University of North Texas Health Science Center recognizes that the freedom of expression and public assembly are fundamental rights of all persons and are essential components of the educational process. Such activities promote debate and the sharing of ideas, which are the foundation of educational institutions. This policy outlines the University of North Texas Health Science Center Free Speech and Public Assembly Guidelines on Campus Grounds.

Application and Purpose of Policy.

This policy applies to all UNTHSC students, employees, organizations and external speakers. This policy does not apply to official academic and administrative activities and functions of the University.

Definitions.

The following definitions apply for the purposes of this policy only:

1. Amplified Sound. “Amplified Sound” means sound that is increased or enhanced by any electric, electronic, or mechanical means, including handheld devices such as megaphones and sound trucks.
2. Business Day. “Business Day” means 8:00 a.m. to 5:00 p.m. Monday through Friday during regular university business hours, not including dates when the university is officially closed.
3. Campus Grounds. “Campus Grounds” means all outdoor areas owned, leased or controlled by the University (including UNT Health Clinics) that are common and accessible to all students and employees such as sidewalks, park-like areas and malls.
4. Employee. “Employee” means a person currently employed by the University on a full-time, part-time or hourly basis.
5. Expressive Activity. “Expressive Activity” means the verbal or symbolic expression of an idea, thought or opinion that may include speeches, protests, assembly, marches, parades, rallies, picketing, distribution of literature, mass emails, graphic or pictorial displays and other similar activities intended to communicate an idea

or an opinion. Expressive activity does not include speech that is likely to incite or produce imminent lawless action, expression that consists of fighting words or threats of physical harm or expression that is defamatory, obscene or commercial in nature.

6. Facilities. “Facilities” means any building, structure or indoor space which is owned by UNTHSC or operated under UNTHSC authority.
7. Grievance. “Grievance” means a formal complaint expressing disagreement or dissatisfaction with the application of this policy.
8. Literature. “Literature” means any printed material that is produced in multiple copies for distribution or publication to an audience, including but not limited to flyers, handbills, leaflets, placards, bulletins, newspapers and magazines, but does not include any official UNTHSC material.
9. Official University Function. “Official University Function” means all activities, events, and programs sponsored by an academic or administrative unit of the University and all on-campus activities and programs sponsored by student or employee organizations.
10. Student Organization. “Student Organization” means any organization that is mostly comprised of students enrolled at the institution and receives a benefit from the institution.
11. Student. “Student” means any person who is currently enrolled and attending the University of North Texas Health Science Center.
12. Traditional Public Forums. “Traditional Public Forums” means common outdoor areas of the university that are devoted to assembly or debate such as streets, sidewalks and parks.
13. Unduly Interfere. “Unduly Interfere” means excessive and unwarranted interruption that impedes expressive activity.
14. University. “University” means the University of North Texas Health Science Center.

Policy and Responsibilities.

1. Use of Campus Grounds and Facilities
The campus grounds and facilities of the University are intended to be used first for instructional and research programs and administrative activities of the University and secondarily for programs sponsored and conducted by University academic and administrative departments or organizations affiliated with those departments, including student organizations.

Expressive activity may not create a vehicular or other safety hazard or constitute disruptive activity, defamation, riotous conduct or obscenity as those terms are defined by federal or state law. Expressive activity also may not impede access to other expressive activity, such as blocking the audience's view or preventing the audience from hearing a speaker. Displaying a sign, gesturing, wearing symbolic clothing or otherwise protesting silently is permissible anywhere unless it is a disruptive activity as defined by federal or state law.

2. Reservation of Campus Grounds for Expressive Activities

Campus grounds are deemed traditional public forums and are open to students, student organizations, employees and external speakers for expressive activity.

Students and employees may engage in expressive activity on campus grounds without the need for prior reservation except as set out in this policy with respect to amplification. However, if an individual or group reserves a space in advance, then the student or employee who spontaneously began expressive activities in the space can be required to relocate to another area of campus or pause expressive activities during the time frame of the reservation. Student and employees may reserve campus grounds in advance for expressive activity through the Room Scheduling Office by following the procedures set out in the Facilities Use Policy.

A reservation is required for use of campus grounds by external speakers for expressive activity. External speakers may reserve campus grounds for expressive activity through the Room Scheduling Office by following the procedures set out in the Facilities Use Policy.

No advanced deposit or fees will be assessed for reservations of campus grounds for expressive activities. A reservation will not be denied due to the content of the proposed expressive activity.

3. Reservation of Campus Facilities for Expressive Activities

A reservation is required for use of campus facilities by students, student organizations, employees or external speakers for expressive activity in accordance with the Facilities Use Policy.

4. Invited Speakers

Student organizations and employees are permitted to invite external speakers on campus. In determining whether to approve a speaker to utilize campus facilities for expressive activity, or in determining the amount of a fee to be charged for use of the University's facilities for purposes of engaging in expressive activity, the University:

- a. may only consider content-neutral and viewpoint neutral criteria related to the needs of the event, such as:

- i. the proposed venue and the expected size of the audience;
- ii. any anticipated need for campus security;
- iii. any necessary accommodations; and
- iv. any relevant history of compliance or noncompliance by the requesting student organization or employee with the University's policy.

The University may not take action against a student organization or deny the organization any benefit generally available to other student organizations at the institution on the basis of a political, religious, philosophical, ideological, or academic viewpoint expressed by the organization or of any expressive activities of the organization.

5. Use of Amplified Sound in Outdoor Areas

Prior approval is required for use of amplified sound.

The Room Scheduling Office is responsible for:

- a. identifying locations and establishing times for use of amplified sound;
- b. relocating expressive activities as allowed under this policy;
- c. developing procedures for use of amplified sound;
- d. creating forms for use in using amplified sound; and
- e. publishing the procedures and forms required under this policy at the beginning of each academic year.

The Room Scheduling Office will act on requests to use amplified sound no later than two (2) business days after a properly submitted request is received in the Room Scheduling Office. If a request is denied, the Room Scheduling Office will, where feasible, propose measures to address any defects in the request. When the basis for denial is receipt of an earlier request for the same location and time, the Room Scheduling Office will inform the individual or organization whose request is denied of other dates, times and locations that are available for reservation.

6. Parades, Marches or Rallies for Expressive Activities

Students, student organizations, employees and external speakers who wish to organize parades, marches or rallies in areas that cross thoroughfares or would stop or slow traffic must notify the Room Scheduling Office not less than four (4) business days in advance of the activity in order to ensure that the proposed route

does not substantially interrupt the safe and orderly movement of traffic or create a safety hazard.

For outdoor events, all amplified noise must cease between the hours of 10:00 pm and 7:00 am Monday through Saturday and all day on Sunday.

7. Reason for Denial of a Reservation

A reservation may not be denied based on the content of the proposed expressive activity. Reservation requests may be denied only for the following reasons:

- a. an earlier request to reserve the same location and time has been made;
- b. the requested area or an adjacent area has been reserved for an official University function or the requested area is no longer suitable for use due to a conflict with a nearby official University function;
- c. the reservation form is incomplete; or
- d. the request exceeds more than fifteen days in a fall or spring semester or is for more than five consecutive days in a summer term.

8. Relocation of Expressive Activities

Individuals and organizations engaged in expressive activity on campus may be required to relocate to other areas by the Room Scheduling Office or when immediate action is necessary, the University police department, under the following circumstances:

- a. the noise generated by the activity disrupts an official University function or substantially interferes with academic activities (e.g. the activity is too close to an academic or administrative building);
- b. the location does not safely accommodate the number of participants;
- c. the number of individuals participating in or attending the activity creates unsafe conditions for vehicular or pedestrian traffic, parking, or blocks the ingress or egress to buildings or official university activities;
- d. the space has been reserved for an official University function, has been reserved in accordance with this policy, or a reserved location is needed for an official University function; or
- e. the activity creates a health or welfare hazard, such as interfering with fire, police or emergency services.

9. Distribution of Literature

Students, student organizations, employees and external speakers may distribute literature on campus grounds.

Students, student organizations, employees, and external speakers who distribute literature should be considerate about collecting any litter that may be generated as a consequence of their distributions and are expected to collect literature that is left over or that is on the ground in the area in which it is distributed.

Literature distributed under this policy by an external speaker that contains the name “University of North Texas Health Science Center” or “UNTHSC” in its name or that contains any reference to being affiliated with the University, must include the statement that the literature is not official university literature and does not represent the views or official position of the University.

10. Commercial Solicitation and Advertising

Individuals and organizations may engage in commercial solicitation and advertising only if a sponsoring organization takes responsibility for the content and message. Any academic-related organizations wishing to advertise on campus grounds should receive prior approval from the appropriate college or academic department in addition to having a sponsoring organization.

11. Signs and Banners

Students, employees and members of student and employee organizations may display signs by holding them or otherwise attaching them to their persons. Student Organizations must submit signs and banners to the Office of Student Development for approval. Otherwise, all displays of signs and banners, including displays on outdoor bulletin boards and displays by external speakers, must comply with the Facilities Use Policy.

12. Outdoor Exhibits

Stationary exhibits and structures may be placed only in designated areas, except that individuals may place displays on easel-type supports on campus grounds that are open and accessible for expressive activity. Stationary exhibits and structures may not exceed twenty-five feet in length or width or six feet in height, may not extend into or onto any sidewalks or walkways in such a way as to interfere with pedestrian or vehicular traffic or otherwise present an unreasonable threat to public safety.

Exception to the dimension regulations may be granted by the Room Scheduling Office upon a showing by the individual or organization seeking the exception that the exhibit will not present a safety hazard and will not interfere with pedestrian or vehicular traffic. Proof that the individual or organization has insurance to cover injury or damage to persons or property is not grounds for an exception to the dimension regulations.

Request for exception to the outdoor exhibit regulation must be made at least ten (10) business days in advance of the desired display date.

13. Responsibilities of Students, Student Organizations, Employees and External Speakers

Students, student organizations and employees may be held individually responsible and may be held collectively accountable for any violations of University policies, including the Student Code of Conduct and Discipline, as applicable. External speakers are responsible for following all guidelines and requirements set out in this and all other applicable University policies.

External speakers who do not comply with this or other applicable University policies automatically forfeit their reservations and must immediately vacate University property.

14. Grievance Procedure for Violations of Free Speech Policy

- A. Students may submit a grievance for violations of this policy to the Vice Provost of Student Affairs within five (5) business days from the date of the action.
 - a. Grievances should be in writing and include the following information:
 - i. Nature of the grievance.
 - ii. Attempts made to resolve the grievance.
 - iii. Resolution the individual or organization seeks.
 - b. The Vice Provost of Student Affairs will review the grievance for compliance with this policy and issue a decision within three (3) business days of its receipt and this decision is final.
- B. Staff may submit a grievance for violations of this policy in accordance with the Employee Grievance Policy.
- C. Faculty may submit a grievance for violations of this policy in accordance with the Faculty Grievance and Appeal Policy.

15. Disciplinary Sanctions for Unduly Interfering with Expressive Activities

- A. It is a violation of this policy to unduly interfere with the expressive activities of others.
- B. Students or student organizations who unduly interfere with the expressive activities of others on campus may be subject to progressive discipline, up to expulsion, in accordance with the Student Code of Conduct and Discipline Policy.
- C. Employees, including faculty members, who unduly interfere with the expressive activities of others on campus may be subject to progressive discipline, up to

termination of employment, in accordance with university policies that govern disciplinary processes.

Reference.

Student Organization Handbook

Related Policies and Procedures:

UNTHSC Policy 04.105 Facilities Use Policy

UNTHSC Policy 07.126 Student Code of Conduct and Discipline Policy

UNTHSC Policy 05.903 Employee Grievance Policy

UNTHSC Policy 6.006 Faculty Grievance and Appeal Policy

UNTHSC Policy 05.901 Performance Counseling and Discipline

UNTHSC Policy 6.005 Faculty Discipline and Termination

Reviewed by Office of the General Counsel: Caitlin Sewell 09/23/2019

Approved: Date

Effective: 09/01/2019

Revised: 09/01/2019

Next review due on or before: 09/01/2020

Contact Information/Policy Owner: LaCresha Moore, Student Affairs

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: April 3, 2020

Title: Approval of UNT Tenure Recommendations

Background:

Each faculty member on the attached list of tenure recommendations has been carefully reviewed and judged as meeting the requirements for tenure by the department-level RPTC, the dean and the provost.

Financial Analysis/History:

The award of tenure carries with it the assurance of continued employment, absent the showing of good cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective on September 1, 2020.

Recommendation:

The president recommends that the Board of Regents approve the faculty on the attached list for tenure effective September 1, 2020.

Recommended By:

Jennifer Cowley

Provost and Vice President for
Academic Affairs

President

Vice Chancellor

Chancellor

Attachments Filed Electronically:

- UNT Tenure Recommendations Attachment



Board Order

Title: Approval of UNT Tenure Recommendations

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, each faculty member on the attached list of tenure recommendations has been carefully reviewed and judged as meeting the requirements for tenure by the department-level Reappointment, Promotion, and Tenure Committee (RPTC), the department chair, the college-level RPTC, and

Whereas, these are recommended by the provost and vice president for academic affairs, and

Whereas, "the president transmits his recommendations for tenure to the Board of Regents,"

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The award of tenure to the faculty identified in the attachment to this order effective September 1, 2020.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Name	Current Rank	College	Department	Advanced Degree and Specialty	Area of Expertise
Daniel Gene Krutka	Assistant	College of Education	Teacher Education and Administration	PhD Instructional Leadership, University of Oklahoma	Social media and participatory technologies in education, social studies and citizenship education, and teacher education
Barbara Pazez	Associate	College of Education	Teacher Education and Administration	PhD Educational Administration, University of Texas at Austin	Administration of special education programs, accountability policy/turnaround schools and reform, and critical perspectives in general and special education professionals
Eduardo Blanco Villar	Assistant	College of Engineering	Computer Science and Engineering	PhD Computer Science, University of Texas at Dallas	Natural language processing, computational semantics, semantic relation extraction and difference, and negation, modality, and uncertainty
Jessica Craig	Assistant	College of Public Health and Public Service	Criminal Justice	PhD in Criminology, University of Texas at Dallas	Life-course criminology
Hsia-Ching Chang	Assistant	College of Information	Information Science	PhD in Information Science, University at Albany, State University of New York	Data Analytics, Cybersecurity, Social Media, Knowledge Mapping, and Information Interaction
Mark Joseph Hlavacik	Assistant	College of Liberal Arts and Social Sciences	Communication Studies	PhD Communication Arts and Sciences, Pennsylvania State University	Rhetoric and Education Policy
Xiaoqun Zhang	Assistant	College of Liberal Arts and Social Sciences	Media Arts	PhD Media Studies, Bowling Green State University	Media, Economics, and Management
Gul Seckin	Assistant	College of Liberal Arts and Social Sciences	Sociology	PhD Medical Sociology, Case Western Reserve University	Medical Sociology, Gerontology, Research Methods and Statistics
Kaori Furuya	Assistant	College of Liberal Arts and Social Sciences	World Languages, Literature and Culture	PhD Linguistics, Graduate Center, City University of New York	Theoretical Linguistics
Alicia Eggert	Assistant	College of Visual Arts and Design	Studio Art	MFA Sculpture/Dimensional Studies, Alfred University	Sculpture and Time-based Media
Jaymee Haefner	Assistant	College of Music	Instrumental Studies	DM Harp, Indiana University	Harp performance, arranging, pedagogy, harp ensemble, musician wellness, and Henriette Renie (harpist)

Julie Hancock	Assistant	G. Brint Ryan College of Business	Management	PhD Organizational Behavior and Human Resources, University of Memphis	Human Resource Management and Organizational Behavior
Virginie Kidwell	Assistant	G. Brint Ryan College of Business	Management	PhD Management, University of Kentucky	Emotional and interpersonal Dynamics
Paul Rennick	Assistant	College of Music	Instrumental Studies	MM Percussion Performance, University of North Texas	Percussion: Performance, Composition, and Education
Steven Menard	Assistant	College of Music	Instrumental Studies	MM Trombone Performance, San Francisco Conservatory of Music	Trombone performance

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: April 3, 2020

Title: Approval of Tenure for a New UNTHSC Faculty Appointee

Background:

In accordance with UNT Health Science Center (UNTHSC) Policy 6.002, 2. *Types of Faculty Appointments*, b. *Tenure Status*, i. New hire with tenure – the President will make a recommendation to the Chancellor, who shall then nominate and recommend to the Board of Regents.

In accordance with UNTHSC Policy 6.003, 7. *Tenure Application Process-New Hire with tenure*, a. Persons whose initial appointment to UNTHSC at the rank of associate professor or professor may be eligible for tenure as approved by the UNT System Board of Regents. Dr. Denise Inman meets the University of North Texas System College of Pharmacy (UNTSCP) criteria for tenure in accordance with appropriate evaluative procedures.

Dr. Denise Inman joined the University of North Texas System College of Pharmacy (UNTSCP) as Associate Professor in the Department of Pharmaceutical Sciences in August 2019. Dr. Inman earned her Doctor of Philosophy degree in Neuroscience from the University of Virginia and her Bachelor of Science degree in Biology from Drexel University. Her primary research is focused on investigation of the mechanisms of glaucoma, a leading cause of blindness for which there is presently no cure. Specifically, she studies the role of glial cells in this disease and uses her insight to manipulate glial cells into providing neuroprotective support to retinal neurons. Dr. Inman is currently Principal Investigator (PI) on an R01 grant (\$1.88M in direct costs) from the National Institute of Health - National Eye Institute which she is continuing at UNTHSC. She also recently completed another project as PI that was funded by the International Retinal Research Foundation (\$200K in direct costs). Before joining UNTHSC, Dr. Inman was Assistant Professor of Pharmaceutical Sciences at Northeast Ohio Medical University (NEOMED) where she made substantial contributions to teaching, research, and service in the College of Pharmacy. She was awarded the Junior Faculty of the Year Award for the entire institution in 2017 and won an Excellence in Education Award from Ohio magazine in 2013. In addition to numerous contributions through her didactic teaching in the PharmD curriculum, she has served as a major advisor to three graduate students and as a dissertation committee member to 13 graduate students. Dr. Inman has also served as Director of the Integrated Pharmaceutical Medicine Graduate Program, where she developed and managed the program and its curriculum. Under her leadership, the program grew to support 10 full Teaching Assistant supported positions. Dr. Inman is an author of more than 30 peer-reviewed publications and has given multiple invited talks at national and international scientific meetings. Dr. Inman is an accomplished researcher in her field and brought to UNTHSC a track record of success in research, including demonstrated ability to earn competitive extramural awards. In addition to her faculty appointment in the UNTSCP, she is an active member of the North Texas Eye Research Institute and enhances its reputation and capabilities. Her excellent teaching skills benefits UNTHSC students, and her administrative experience in graduate education is an asset to the UNTSCP.

Financial Analysis/History:

In general, the award of tenure carries with it the assurance of continued employment absent the showing of good cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective immediately upon Board approval.

Recommendation:

The President recommends, with the concurrence of the Chancellor, that the Board of Regents authorize and approve the award of tenure for Dr. Denise Inman.

Recommended By:

Charles Taylor

Provost

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of Tenure for a New UNTHSC Faculty Appointee

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with UNT Health Science Center (UNTHSC) Policy 6.002, 2. *Types of Faculty Appointments*, b. *Tenure Status*, i. New hire with tenure – the President will make a recommendation to the Chancellor, who shall then nominate and recommend to the Board of Regents, and

Whereas, in accordance with UNTHSC Policy 6.003, 7. *Tenure Application Process-New Hire with tenure*, a. Persons whose initial appointment to UNTHSC at the rank of associate professor or professor may be eligible for tenure as approved by the UNT System Board of Regents, and

Whereas, Dr. Denise Inman is an outstanding educator and researcher, and

Whereas, Dr. Denise Inman meets the University of North Texas System College of Pharmacy (UNTSCP) criteria for tenure and is endorsed by her Chair, Dean, Provost, and the President,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The conferring of tenure to Dr. Denise Inman effective immediately upon Board approval.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: March 16, 2020

Title: Approval of UNTHSC Tenure Recommendation

Background:

The faculty members listed below for tenure recommendation have been carefully reviewed by the appropriate school/college promotion and tenure committees following the established procedures and published criteria, and endorsed by the Interim Chair, Dean, Provost and President.

Dr. Leigh Johnson, received a Bachelor of Science in Psychology from Louisiana State University in 2002. She completed an MSW in Social Work from Louisiana State University in 2005 and a Ph.D. from the University of Texas at Arlington in 2009. Dr. Johnson began her career as a Senior Therapist at Texas Tech Health Sciences Center from 2006 to 2007 and Senior Therapist at Noble Care Solutions, Lubbock, TX from 2007 to 2009. She was also Adjunct Faculty in the Department of Social Work at Lubbock Christian University from 2007 to 2009. Dr. Johnson became Assistant Professor of Family and Community Medicine in the Laura W Bush Institute for Women's Health at Texas Tech University Health Sciences Center from 2009 to 2011. In 2012, she joined UNT Health Science Center as an Assistant Professor in the Department of Internal Medicine of the Texas College of Osteopathic Medicine. In 2016, she moved her appointment to the Department of Pharmacology and Neuroscience in the Graduate School of Biomedical Sciences (GSBS). Dr. Johnson was named as Associate Director of the Institute for Translational Research (ITR) in 2018. In this role, she contributes substantially to research projects that bring in more than \$26 million in extramural research funding annually to the ITR. Dr. Johnson has facilitated research studies leveraging the ITR Biorepository for the study of novel biomarkers (genetic, mRNA, other) of disease in collaboration with multiple UNT Health Science Center investigators. In her research, she has sought to identify those patients most likely to experience cognitive enhancement with anti-depressant medications. She discovered a novel subgroup of patients suffering from a very specific depressive cluster of symptoms that were specifically related to memory impairment. She translated that epidemiological work directly into an investigator-initiated clinical trial. To date, Dr. Johnson has published 59 journal articles in peer-reviewed publications. From her teaching commitment, Dr. Johnson has made significant contributions to mentoring students. Overall, the mentoring track record of Dr. Johnson is reflected by service on GSBS graduate committees, and training of residents, medical students, clinical Ph.D. candidates and postdoctoral fellows, master's degree students, undergraduate students, and high school students. Dr. Johnson serves as Chair of the North Texas Regional Institutional Review Board and Chair of the Research Conflict of Interest Committee.

Dr. Jin Liu received a Bachelor of Science in Chemistry from Peking University (China) in 2000 and a Doctor of Philosophy in Computational Chemistry from The Ohio State University in 2005. She went on to complete postdoctoral work at the National Cancer Institute (NIH) and subsequently held professional research positions at the US Army Medical Research and Material Command (DOD), Southern Methodist University, and the University of Texas Southwestern Medical Center. Her independent research program centers on the use of computational chemistry and biology approaches to elucidate and optimize the interactions of drug molecules with their protein targets. Dr. Liu is also actively engaged in the development and utilization of artificial intelligence approaches to drug discovery. In 2015, she joined the UNT System College of Pharmacy (UNTSCP) as Assistant Professor of Pharmaceutical Sciences. Since joining UNTHSC, Dr. Liu has published 17 peer-reviewed manuscripts and has served as corresponding author for 12 of these publications. Included among these manuscripts was a prestigious cover story original research article in the high-impact journal *eLife*. She is presently serving as the sole Principal Investigator on an R15 grant from the National Heart, Lung, and Blood Institute (NIH) and recently completed work as Principal Investigator on a U54 Pilot Project grant from the National Institute on Minority Health and Health Disparities (NIH). She has also received multiple intramural awards and served as a consultant on an R01 grant held by another UNTHSC investigator. Dr. Liu's research is quite high profile and has been highlighted in the media, including the Fort Worth Business Press as well as other national and international media outlets. Dr. Liu is actively engaged in the teaching mission of UNTHSC through the training of graduate students and serving as an instructor in the Doctor of Pharmacy curriculum. She has demonstrated a commitment to the utilization of creative, active learning strategies and has participated in multiple training courses offered through the Center for Innovative Learning. Finally, Dr. Liu contributes to the service mission of the UNTSCP and UNTHSC as a contributing member of multiple committees and task forces, including the UNT SCP Assessment Committee, co-Chair of the UNTSCP Emotional Intelligence task force, and member of the UNTHSC Faculty Senate.

Dr. Nathalie Sumien, received a Bachelor of Science degree in Cell Biology and Physiology from the Université de Mont Saint Aignan, Rouen, France, in 1996. She completed her Ph.D. in the Department of Biological Sciences at Southern Methodist University in 2000. Dr. Sumien joined the UNT Health Science Center in 2000 as a postdoctoral research associate in the Graduate School of Biomedical Sciences (GSBS). In 2005, she was promoted to Research Assistant Professor, and in 2010 became Assistant Professor, non-tenure track. In 2015, Dr. Sumien moved to the tenure-track as Assistant Professor, and in 2017 was promoted to Associate Professor, tenure-track. Dr. Sumien's lab has been continually funded since 2009, where she has continued to expand her independent research efforts into extending the health span through antioxidant supplementation and exercise. Her research program is both highly independent, though very highly integrated with other laboratories and Ph.D. student training as Director of the Neurobehavioral Assessment Core. Her research has gained a national reputation as noted from receipt of the Joseph/Smith Memorial Award and appointment as an AGE Fellow for the American Aging Association. She has a total of 38 publications in well-respected journals in her field, such as AGE/GeroScience, Journal of Nutrition, Experimental Gerontology, and Aging and Disease. Dr. Sumien has made significant contributions to teaching in multiple GSBS courses and as a course director of four. Her innovative teaching methods and mentoring efforts have been recognized by receipt of the Golden Apple Teaching Award and twice by the Outstanding Graduate Faculty Award. She has served on numerous committees relating to student success, graduate school operations, interviews, recruitment of faculty, and recently on the chair search for the Department of Pharmacology and Neuroscience. Dr. Sumien serves as Chair of the Institutional Animal Care and Use Committee (IACUC).

Financial Analysis/History:

In general, the award of tenure carries with it the assurance of continued employment absent the showing of good cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Effective September 1, 2020.

Recommendation:

The President recommends that the Board of Regents authorize and approve the following faculty members for tenure effective September 1, 2020.

1. Dr. Leigh Johnson
2. Dr. Jin Liu
3. Dr. Nathalie Sumien

Recommended By:

Charles Taylor

Provost

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of UNTHSC Tenure Recommendation

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the tenure recommendations have been carefully reviewed by the appropriate school/college promotion and tenure committees following the established procedures and published criteria, and

Whereas, the recommendations are endorsed by the Interim Chair, Interim Dean/Dean, Provost and the President,

Now, Therefore, The Board of Regents authorizes and approves the following faculty members for tenure effective September 1, 2020:

1. Dr. Leigh Johnson
 2. Dr. Jin Liu
 3. Dr. Nathalie Sumien
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: April 1, 2020

Title: Approval of UNT Dallas Tenure Recommendations

Background:

In accordance with the University of North Texas at Dallas Policy 6.009 Tenure and/or Promotion Review, the faculty listed below for tenure recommendation have been carefully reviewed and endorsed by the Dean, Provost, and President.

Dr. Donna Hamilton was hired in 2014 as Assistant Professor of Biology. She received a BS and MS in Biology from Midwestern State University, TX and a Ph.D. in Biology from Texas Tech University. Prior to joining UNT Dallas, Dr. Hamilton was a member of the founding faculty at Texas Tech at Waco campus from 2011-2014. At UNT Dallas, Dr. Hamilton was responsible for developing the BA and BS programs in Biology. This major is one of the university's fastest growing programs. She has taught a large number of biology lecture and laboratory sections and is known as a knowledgeable and engaged professor who uses pedagogical approaches that encourage active learning. She has received strong teaching evaluations from her peers and students. Dr. Hamilton meets expectations in scholarship. She has submitted four nationally competitive grants, of which one was funded; produced four peer reviewed works, including one invited review; and presented at eight conferences. Dr. Hamilton has excelled in working with students on research projects, several of whom have gone on to win prizes at local and regional conferences and workshops. She has served on twenty university level committees and chaired four. She is a regular peer reviewer for two publishers and has served as a National Science Foundation Graduate Research Fellowship program reviewer.

Dr. Gary Holmes was hired in 2017 as Associate Professor of Marketing. He received a BS in Business from Missouri State University, an MBA from Drury University, and a Ph.D. in Marketing from the University of North Texas. Prior to coming to UNT Dallas, Dr. Holmes was a tenured Associate Professor of Business at Drury University, an AACSB-accredited school, where he taught from 2008-2017. Dr. Holmes' teaching evaluations and faculty performance evaluations at UNT Dallas indicate that his classes are highly rigorous and focus on practical applications of marketing theory. He received excellent evaluations from both his peer reviews and student evaluations. In the six years prior to his tenure application, Dr. Holmes has seven refereed journal publications and has developed a body of work that suggests he will continue to be an active researcher. Dr. Holmes has achieved excellence in service to his School, the University, the community, and his discipline. He has been active in faculty governance. Currently, he serves as Vice-President of Faculty Alliance, a voting member of Academic Council, and has served on the faculty work/life committee. He serves on the university's QEP (CRED) assessment committee, the MBA Advisory Council, and the University Policy Committee. Dr. Holmes has served as an ad hoc reviewer for eight academic journals and served as session chair at two disciplinary meetings. In addition, he served as faculty sponsor for student clubs and has led graduate study abroad programs in Greece and China.

Thomas Perkins Jr., J.D. was hired in 2014 as Assistant Professor of Law at the UNT Dallas College of Law. He received a BA from Harvard University and a J.D. from Loyola University School of Law. Prior to coming to UNT Dallas College of Law, he was a practicing attorney in Dallas. Professor Perkins teaches Civil Procedure I & II, Administrative Law, Consumer Law, and Public Law Topics. He achieved excellence in teaching as evidenced by his dean's annual

evaluations and his student and peer evaluations. He met the expectations of scholarly work by publishing two articles and submitting an additional article on a Supreme Court case. Professor Perkins achieved excellence in his service to the College of Law. He serves as Chief of Staff for accreditation, Chair of Faculty appointments, Co-Chair of the admissions committee 2014-2017, Honor Council member, Dean's selection committee, member of the Dallas Bar Schools Committee, and developed an interlocal agreement between the city of Dallas and the College of Law.

Eric Porterfield, J.D. was hired in 2014 as Assistant Professor of Law at the UNT Dallas College of Law. He received a BA in German and Government from the University of Texas at Austin, a J.D. from Baylor University School of Law and a Master of Laws (LL.M.) degree from Harvard Law School. Prior to coming to UNT Dallas College of Law, he served as Visiting Assistant Professor of Law at Texas Tech University School of Law. Professor Porterfield teaches Civil Procedure I & II, Legal Research and Writing, Evidence, and Advanced Topics in Litigation. He achieved excellence in teaching as evidenced by his dean's annual evaluations and his student and peer evaluations. He demonstrated excellence in his scholarly activities. He has written two journal articles, and has co-authored a book chapter and a book on Civil Procedure. He also has given numerous conference presentations. Professor Porterfield has achieved excellence in service at the College of Law. He served as Chair of the Academic Standards Committee for three years. He served on the inaugural faculty curriculum planning meetings, helped write learning outcomes and multiple assessments, and recruited and administered adjunct faculty hiring.

Dr. Julie Siddique was hired in 2015 as Assistant Professor of Criminal Justice. She received a BBA in Finance from the University of Texas at Austin, a Master's in Public Administration from Texas A & M, George Bush School of Government and Public Service, and a MA, MPhil, and Ph.D. in Criminal Justice from City University of New York, John Jay College of Criminal Justice. Prior to coming to UNT Dallas, she taught at William Patterson University, New Jersey. Dr. Siddique achieved excellence in teaching through peer and student evaluations. She also worked on curriculum development for the Master's program in Criminal Justice. She demonstrated excellence in her scholarly work by publishing five peer-reviewed journal articles, one peer-reviewed book chapter, and one encyclopedia entry. She has presented her work at five national conferences and four regional conferences. Dr. Siddique demonstrated excellence in her service to the university. She has been active in faculty governance. She chaired the faculty work/life committee and served as secretary of the Faculty Alliance. She served as faculty sponsor and judge of the Student Research Symposium, and has served on the Graduate Program Assessment Committee.

Financial Analysis/History:

In general, the award of tenure carries with it the assurance of continued employment absent the showing of cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective September 1, 2020.

Recommendation:

It is recommended that Dr. Donna Hamilton, Dr. Gary Holmes, Thomas Perkins, Jr., J.D., Eric Porterfield, J.D., and Dr. Julie Siddique be granted tenure.

Recommended By:

Betty H. Stewart, Ph.D.

Provost

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of UNT Dallas Tenure Recommendations

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with the University of North Texas at Dallas Policy 6.009 Tenure and/or Promotion Review, these recommendations have been carefully reviewed and endorsed by the Dean, Provost and President, and

Now, Therefore, The Board of Regents authorizes and approves the following:
That tenure be granted to the following upon Board approval and effective September 1, 2020:

1. Dr. Donna Hamilton
 2. Dr. Gary Holmes
 3. Thomas Perkins, Jr., J.D.
 4. Eric Porterfield, J.D.
 5. Dr. Julie Siddique
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: April 1, 2020

Title: Approval of UNT Dallas Review of Tenured Faculty Policy

Background:

According to Section 51.942 of the Texas Education Code, “Each governing board of an institution of higher education shall adopt rules and procedures providing for a periodic performance evaluation process for all faculty tenured at the institution. The governing board may design its rules and procedures to fit the institution’s particular educational mission, traditions, resources, and circumstances relevant to its character, role, and scope, in addition to other relevant factors determined by the governing board.”

Regent Rule 06.1102 provides that each institution in the UNT System should recommend for approval to the Board a post tenure review policy that complies with Texas Education Code 51.942. The University of North Texas at Dallas has developed a post tenure review policy in consultation with faculty that is compliant with state law and Regent Rule 06.1102. The policy provides for periodic review of each tenured faculty member, guidelines for addressing faculty deficiencies, a remediation plan, and consequences if faculty deficiencies are not corrected within a reasonable period.

It is recommended that the Board approve UNT Dallas Policy 6.024 Review of Tenured Faculty.

Financial Analysis/History:

There are no financial implications.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The policy will be effective June 1, 2020.

Recommendation:

It is recommended that the Board of Regents authorize and approve UNT Dallas Policy 6.024 Review of Tenured Faculty.

Recommended By:

Betty H. Stewart, Ph.D.

Provost

President

Vice Chancellor

Chancellor

Attachments Filed Electronically:

- 06.024 Review of Tenured Faculty



Board Order

Title: Approval of UNT Dallas Review of Tenured Faculty Policy

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, each institution of higher education must adopt a policy concerning review of tenured faculty for compliance with Texas Education Code 51.942, and

Whereas, Regent Rule 06.1102 provides that each institution in the UNT System shall recommend for approval to the Board a periodic review of all tenured faculty, and

Whereas, UNT Dallas Policy 6.024 complies with the requirements of Section 51.942 of the Texas Education Code and Regents Rule 06.1102.

Now, Therefore, The Board of Regents authorizes and approves the following:

1. UNT Dallas Policy 6.024 Review of Tenured Faculty
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Policies of the University of North Texas at Dallas	Chapter 06
06.024 Review of Tenured Faculty	Faculty Affairs

Policy Statement. An academic institution’s strength lies in its faculty. The University of North Texas at Dallas (UNT Dallas or UNTD) expects faculty to provide high quality contributions to the mission of the University, encompassing a holistic review of the three domains of teaching and student success; research, scholarly and creative activities; and service and public engagement; as well as administration, after faculty have earned tenure.

Application of Policy. Tenured faculty.

Definitions.

1. **Administration.** “Administration” means any assignment other than teaching, research/scholarly or creative activities, and service and public engagement that entails duties relating to the operation of a program, institute, center, or like assignment whether the assignment qualifies as set out in section 51.948 of the Texas Education Code.
2. **Professional Development Plan.** “Professional development plan” (PDP) means an agreement indicating how specific deficiencies in a faculty member’s performance will be remedied. The generation of the plan is a collaborative effort between a Faculty Professional Development Committee (FPDC) and a faculty member. PDPs are approved by the unit administrator, dean, and provost prior to implementation.
3. **Unit.** “Unit” means an academic program, department or division under the administration of a UNT Dallas official with responsibilities for personnel actions related to the unit.
4. **Unit Administrator.** “Unit administrator” means a UNT Dallas official with tenure and responsibilities for the management and supervision of a unit.
5. **Faculty Professional Development Committee.** “Faculty Professional Development Committee” (FPDC) means a group of tenured faculty members comprised of individuals who do not hold an administrative assignment in the faculty member’s college/school.
6. **Unsatisfactory Performance.** “Unsatisfactory performance” means the failure to sustain contributions in the domains of teaching and student success, research/scholarly or creative activities, and service and public engagement; continued or repeated substantial neglect of professional responsibilities; or incompetence or refusal to carry out duties that are part of the assigned workload. Examples of unsatisfactory performance include, but are not limited to, failure to

meet classes, refusal to teach classes within one's area of expertise, or failure or refusal to participate in scholarly activities, service, or administrative activities when these responsibilities are part of the assigned workload. Refusal or inability to follow reasonable guidance or other university policies intended to correct unsatisfactory performance also may be considered when determining whether a faculty member will be placed on a Performance Development Plan (PDP).

Procedures and Responsibilities.

The review of tenured faculty is designed to support faculty development and sustained, holistic effectiveness in the domains after tenure is awarded. It is also designed to support the University in ensuring its faculty are meeting the requirements of evaluation. A review is required by Texas Education Code 51.942. In addition, reviews occurring after tenure must always protect academic freedom as outlined in UNTD Policy 06.001, *Academic Freedom and Responsibility*.

I. General Guidelines.

- A. Faculty members are expected to earn evaluations of at least sustained contributions in the domains of teaching and student success, research/scholarly or creative activities, and service and public engagement, and administration, when applicable, after being awarded tenure.
- B. The review is performed at a minimum of every five (5) years; however, the Unit Administrator may initiate a review after two consecutive years of unsatisfactory annual evaluations and must initiate a review after three consecutive years of unsatisfactory annual evaluations
- C. A faculty member who is determined to be performing unsatisfactory shall be referred to the Faculty Performance Development Committee (FPDC). The FPDC will have 30 days upon notification to evaluate whether the faculty member is performing unsatisfactory. A faculty member who receives a review of unsatisfactory shall be placed on a Professional Development Plan (PDP) created by the FPDC. Upon determination of unsatisfactory performance, the FPDC will have 30 days to create and disseminate the PDP to the faculty member, Unit Administrator, Dean and Provost.
- D. Numerical scores and rankings within a unit during an annual performance evaluation are not necessarily indicative of unsatisfactory performance. Failure to publish or secure external funding in a given year does not in itself imply unsatisfactory performance in scholarship. Negative teaching evaluations in themselves do not imply unsatisfactory performance in teaching.

II. Unit Criteria.

- A. The tenured faculty of each unit, in collaboration with the Dean, is responsible for developing written workload-based performance criteria for the review of tenured faculty, and for reviewing the criteria no fewer than every five (5) years. Each department-level unit's criteria must be consistent with those of the college/school and University policy.

- B. The Dean and Provost must approve all unit criteria and ensure the criteria are sufficiently flexible to allow for differences in academic disciplines.
- C. The Dean will provide the approved criteria to each tenured faculty member.
- D. The Unit Administrator is responsible for ensuring review criteria are followed.

Responsible Party: Faculty, Unit Administrator, Dean, Provost, Faculty Performance Development Committee

III. Guidelines for Performance Development.

A faculty member who receives an unsatisfactory review by the FPDC shall be placed on a Professional Development Plan (PDP). The faculty member will be required to meet with the unit administrator to identify barriers to sustained effectiveness and outline steps to remedy the deficiencies before the member is placed on a PDP.

- A. The PDP is initiated with the appointment of a Faculty Performance Development Committee (“Committee”) consisting of tenured faculty only. The Committee shall be comprised of a five (5) tenured faculty members. One (1) member selected by the faculty member under review, from within the UNT System, one (1) appointed by the Dean of the faculty member’s college/school in consultation with the unit administrator; two (2) members appointed by Faculty Alliance with advisement from an open forum; and a member (1) appointed by the Provost from outside the faculty member’s college/school. The Provost may appoint members to serve on the Committee if the faculty member under review or Dean fail to identify a member in a timely manner or if any of the selected members must be removed.
- B. The Committee, in consultation with the faculty member, will develop a written, individualized, and clear PDP that is intended to facilitate professional development and remedy all deficiencies noted in the review. The PDP will:
 - 1. Identify specific deficiency(ies) to be addressed;
 - 2. Identify factors that impeded or may have impeded the ability or opportunity to sustain holistic effectiveness in the area or areas evaluated as unsatisfactory;
 - 3. Identify institutional resources available to address the identified deficiency(ies);
 - 4. Identify specific goals or outcomes intended to demonstrate that the noted deficiency(ies) have been corrected;
 - 5. Describe the activities to be undertaken to achieve agreed-upon outcomes;
 - 6. Articulate the criteria for assessing progress toward the agreed-upon

goals or outcomes;

7. Identify metrics to assess progress; and
8. Establish timelines and milestones for evaluating progress.

- C. The PDP must be signed by the unit administrator, Dean, and Provost, and communicated to the faculty member in writing prior to its implementation. The Committee will monitor the faculty member's progress, provide mentorship as needed, and submit an annual report to the unit administrator with a copy to the faculty member.

Responsible Party: Unit Administrator, Dean, Provost, Faculty Performance Development Committee

- IV. Removal from the PDP. A faculty member may be on a PDP for no more than two (2) academic years. At the end of each year, the Committee will determine whether the faculty has achieved the outcomes identified in the plan.

- A. If the FPDC determines the faculty member has successfully completed the PDP, it shall submit a report to the unit administrator, Dean, and the Provost recommending the faculty member be removed from the plan.

Responsible Party: Unit Administrator, Dean, Provost, Faculty Performance Development Committee

- V. Failure to Complete the PDP. A faculty member may be on a PDP for no more than two (2) academic years. At the end of each year, the FPDC Committee will determine whether the faculty has achieved the outcomes identified in the plan.

- A. If the Committee determines the agreed upon outcomes have not been achieved, the Committee will submit a written report of the deficiencies to the faculty member by the end of the first year. The Committee will also provide the report to the Unit Administrator, Dean, and Provost.
- B. If the Committee determines that the agreed upon outcomes have not been achieved at the end of the second year, it will submit a written report to the Unit Administrator identifying the reason(s) for its determination.
- C. Upon receipt of the report from the Committee, the unit administrator may request additional information or clarification from the Committee and, once satisfied with the completeness of the report, the unit administrator will provide the final report to the Dean with a copy to the faculty member.
- D. Based on the final report, the Dean will provide a recommendation to the Provost on whether the faculty member's tenure should be revoked and

employment terminated.

- E. Upon receipt of the final report and recommendation, the Provost will determine whether to recommend the revocation of tenure and termination of employment, taking into account the faculty member's record and all annual reviews.

Responsible Party: Unit Administrator, Dean, Provost, Faculty Performance Development Committee

VI. Grievance.

- A. A faculty member who disputes the Committee's final report or the Provost's recommendation to revoke tenure and terminate employment may submit a grievance in accordance with the UNT Dallas Policy 6.017 *Faculty Grievance*. The grievance may be based on any reason related to the faculty member's evaluation, including but not limited to fairness, substantive or procedural grounds, academic freedom, and academic responsibility.
- B. A faculty member who is the subject of a recommendation by the Provost to revoke tenure and terminate employment on the basis of an evaluation conducted under this policy shall be given the opportunity to participate in mediation before initiation of the grievance process as required by Regents Rule 06.1100 and section 51.942 of the Texas Education Code.

Responsible Party: Faculty Member

References and Cross-references.

- Texas Education Code 51.948, Restrictions on Contracts with Administrators
- Texas Education Code, 51.942, Post-Tenure Review
- UNTD Policy 06.001, Academic Freedom and Academic Responsibility
- UNTD Policy 06.002, Academic Appointments and Titles
- UNTD Policy 06.007, Academic Workload
- UNTD Policy 6.017, Faculty Grievance
- UNT Regents Rule 06.902, Faculty Research and Creative Activity
- UNT Regents Rule 06.1101, Evaluation of Tenure

Approved: TBD

Effective: TBD

Revised: N/A

Board Briefing



Committee: Academic Affairs & Student Success

Date Filed: March 31, 2020

Title: Authorize a New UNT Dallas Master of Management Degree

Background:

The University of North Texas at Dallas is requesting to add a Master of Management degree program effective August 15, 2021. This degree program will be housed in the School of Business.

The Master of Management (MM) degree will serve students who wish to develop knowledge of the practical processes of business at a post-baccalaureate level but do not have the benefit of an undergraduate business degree. The MM will focus on leadership, organizational behavior, human resources, ethics, social responsibility and strategic management. The primary target will be students who intend to obtain employment at the mid-management level or above in any field or industry.

The program is designed to meet the needs of the following students:

- Baccalaureate graduates in good academic standing who wish to add practical management skills on top of an existing non-business undergraduate degree.
- Baccalaureate graduates who wish to elevate their current employment to a managerial role.

The proposed Master of Management degree program (CIP code 52.0201) will require a minimum of 30 student credit hours including a capstone experience.

Upon completion, graduates will be able to:

1. Lead groups and organizations utilizing best practices in human resource management.
2. Manage goals and metrics to attain organizational results.
3. Adhere to legal and ethical standards of business practice while applying socially responsible decision-making.
4. Synthesize information from multiple sources and apply to strategy formulation and implementation.

The degree we are proposing will address national trends showing that employers still exhibit strong demand for job applicants with graduate preparation but students' interest in traditional MBA programs is declining rapidly. Specialized master's programs in individual business disciplines are replacing many MBA programs. This new degree will help UNT Dallas' School of Business stay on top of emerging trends and remain viable over the longer-term.

Financial Analysis/History:

The costs and funding needed for the Master of Management degree meet the Standard for Bachelor's and Master's Degree Programs established by the Coordinating Board rules, Section 5-45, Criteria for new Baccalaureate and Master's Degree Programs. The annual cost of the program is under \$250,000 and will be covered with tuition dollars by the second year. UNT Dallas currently has four full-time lecturers and five full-time associate professors as members of the faculty who are academically qualified to teach in the program. The current facilities, material equipment, and library resources are adequate to support the new program.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Upon approval by the Board of Regents, the Texas Higher Education Coordinating Board, and the Commission on Colleges of the Southern Association of Colleges and Schools, enrollment of the initial class would be scheduled for Fall 2021.

Recommendation:

The President recommends that the Board of Regents approve the authorization of a new Master of Management degree.

Recommended By:

Betty H. Stewart, Ph.D.

Provost

President

Vice Chancellor

Chancellor

Attachments Filed Electronically:

- THECB Certification Form MIM



Board Order

Title: Authorize a New UNT Dallas Master of Management Degree

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Master of Management Degree will prepare graduate students for leadership positions in general and strategic management, and

Whereas, the job market need for graduate students in management is driven by high demand from employers, and

Whereas, student demand for graduate degrees in business are trending toward specialization.

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The proposed Master of Management Degree; and
 2. The Provost and Executive Vice President of Academic Affairs to provide the appropriate notification to the Texas Higher Education Board for final approval.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

**Certification Form for New Bachelor's and Master's Programs
Texas Higher Education Coordinating Board**

Directions: An institution shall use this form to request a new bachelor's or master's degree program that meets all criteria for approval in Coordinating Board Rules, Chapter 5, Subchapter C, Section 5.44:

- (a) The program has institutional and governing board approval; (b) the program complies with the *Standards for Bachelor's and Master's Programs*; (c) adequate funds are available to cover the costs of the new program; (d) new costs during the first five years of the program will not exceed \$2 million; (e) the program is a non-engineering program (i.e., not classified under CIP code 14); and (f) the program will be offered by a university or health-related institution.

If a new bachelor's or master's program does not meet the criteria above, an institution must submit a request using the *Form for Requesting a New Bachelor's and Master's Degree Program*.

Information: Contact the Division of Academic Quality and Workforce at 512/427-6200 for more information.

Administrative Information

1. **Institution:** The University of North Texas at Dallas
2. **Program Name:** Master of Management Degree
3. **Proposed CIP Code:** 52.0201
4. **Number of Required Semester Credit Hours (SCHs)**¹: 30 SCHs
5. **Administrative Unit:** School of Business
6. **Delivery Mode:** Online/hybrid
7. **Implementation Date:** 08/15/2021
8. **Contact Person:**

Name: Karen Shumway, Ph.D.
Title: Dean, School of Business
E-mail: karen.shumway@untdallas.edu
Phone: 972-338-1613

¹ Bachelor's degrees should not exceed 120 SCH per Board rule 5.44 (a) (3). Those that exceed 120 SCH must provide detailed documentation describing the compelling academic reason for the number of required hours, such as programmatic accreditation requirements, statutory requirements, or licensure/certification requirements that cannot be met without exceeding the 120-hour limit.

Signature Page

I hereby certify that all of the following criteria have been met in accordance with the procedures outlined in Coordinating Board Rules, Chapter 5, Subchapter C, Section 5.44:

- (a) The program has institutional and governing board approval.
- (b) The program complies with the *Standard's for New Bachelor's and Master's Programs*.
- (c) Adequate funds are available to cover the costs of the new program.
- (d) New costs during the first five years of the program will not exceed \$2 million.
- (e) The program is a non-engineering program (i.e., not classified under CIP code 14).
- (f) The program will be offered by a university or health-related institution.

I hereby certify that my institution has notified all public institutions within 50 miles of the teaching site of our intention to offer the program at least 30 days prior to submitting this request. I also certify that if any objections were received, those objections were resolved prior to the submission of this request.

Chief Executive Officer

Date

I hereby certify that the Board of Regents has approved this program.

Date of Board of Regents approval: _____

Board of Regents (or Designee)

Date

Board Briefing



Committee: Strategic Infrastructure

Date Filed: April 23, 2020

Title: Approval of the Strategic Infrastructure Committee Charter

Background:

The effective development and compliance with formal committee charters is a recognized best practice in higher education governance, as it develops a clear focus and defined parameters to all committee business. Consequently, the Strategic Infrastructure charter has been created. This charter seeks to define the Committee's purpose, primary goals, and objectives and clarify how members will work together to fulfill the goals and objectives of the Committee as a whole.

Financial Analysis/History:

There is no financial implication.

Dan Tenney Digitally signed by Dan Tenney
Date: 2020.05.04 13:04:19 -05'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2020.05.04 18:25:01 -05'00'

Vice Chancellor/General Counsel

Schedule:

This Charter will be effective upon passage by the Board of Regents.

Recommendation:

It is recommended that the Board approve the Charter for the Strategic Infrastructure Committee.

Recommended By:

Lesla B. Roe Digitally signed by Lesla B. Roe
Date: 2020.05.04 08:41:08 -05'00'

Chancellor

Attachments Filed Electronically:

- Strategic Infrastructure Committee Charter
- Annual Committee Calendar of Scheduled Items



Board Order

Title: Approval of the Strategic Infrastructure Committee Charter

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, compliance with a formal charter is a recognized best practice in higher education governance, and

Whereas, the Strategic Infrastructure Committee Charter has been created in accordance with best practices,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The approval of the Strategic Infrastructure Committee Charter.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

UNIVERSITY OF NORTH TEXAS SYSTEM BOARD OF REGENTS
STRATEGIC INFRASTRUCTURE COMMITTEE CHARTER

INTRODUCTION

The Strategic Infrastructure Committee (“Committee”) of the Board of Regents (the “Board”) is established pursuant to Section 03.401 of the University of North Texas System’s (the “System”) *Regents Rules*. The purpose of this Charter is to provide guidelines for the operation of the Committee to further define its role, duties, and responsibilities. This charter broadly defines the Committee’s responsibilities.

Membership

Committee members are appointed by the Chair of the Board. The Committee shall be composed of not less than four members of the Board. One Committee member shall be appointed by the Chair of the Board to be Chair of the Committee. The Committee will meet at least quarterly or more frequently as the Committee Chair dictates or as circumstances require.

General Purpose and Scope

The Committee oversees the long-term planning, implementation and security of critical physical and network infrastructures of the University of North Texas System.

Committee Responsibilities

The responsibilities of the Committee are as follows:

Review and approve and recommend to the Board:

- Annual Capital Improvement Plan (CIP)
- Acquisition of real property and leased real property in accordance with Regents Rules
- Individual capital project scopes, budgets, and schedules
- Capital project planning, design and construction contracts as required by Regents Rules
- The naming of buildings, facilities, areas, real property, and streets as required by Regents Rules
- Gifts of real property
- Execution of power of eminent domain
- The establishment of a Research Park
- Campus Master Plans and revisions to Master Plans
- Administration of System real property, including surface and mineral interests
- The Strategic Infrastructure Committee charter.

Provide governance and oversight in the following areas:

- The protection of critical infrastructure facilities

- Maintenance and repair programs for System's physical facilities
- Thoughtful long-term master planning
- Reduction of institutional vulnerability to natural hazards and other threats
- Other responsibilities specifically assigned to the Committee.

DRAFT

Strategic Infrastructure Committee Annual Calendar

		FEBRUARY		MAY		AUGUST		NOVEMBER	
		<i>Briefings</i>	<i>Action</i>	<i>Briefings</i>	<i>Action</i>	<i>Briefings</i>	<i>Action</i>	<i>Briefings</i>	<i>Action</i>
STRATEGIC INFRASTRUCTURE	Campus Master Plan Update - UNTD (Action is required for change - RR 11.103)					Annual Approval of Capital Improvement Plan (RR 11.206)		Campus Master Plan Update - UNT (Action is required for change - RR 11.103)	
						Campus Master Plan Update UNTHSC (Action is required for change - RR 11.103)			
INFORMATION	Quarterly Operations Report (SOE, SI, A&F)	Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)		Quarterly Operations Report (SOE, SI, A&F)	

Strategic Infrastructure Committee - Items Considered "As Needed"	
Regents Rule / Source	Requirement
03.804	Execute power of eminent domain
03.811	Authorize establishment of Research Park
09.106	Approve gifts of real property
09.203.1	Approve honorific namings
09.203.2	Approve building namings
09.203.3	Approve namings of areas within buildings in accordance with Regents Rules
09.203.5	Approve naming of streets on campus
09.203.6	Approve all naming of real property
11.302	Approve acquisition of real property and leased real property in accordance with Regents Rules
11.401	Exercise power of eminent domain
11.503.2	Approve taking final action that constitutes a "taking"



Title: Authorization to Amend the UNTS FY20 Capital Improvement Plan to Add the Camp Wisdom Access Road and Parking Lot at UNT Dallas and Make Minor Cost Adjustments to Two Projects at UNT Denton.

Background:

During construction of the Student Center on the UNT Dallas campus, a temporary road was created from Campus Wisdom Road to the building site. Now that the construction of the facility is complete, there is a need for permanent use of the road to provide secondary access to and from the campus. Additionally, a new 100-space parking lot is proposed to alleviate parking congestion by relocating residence parking and faculty/staff parking closer to the residence hall and new Student Center. The proposed road and parking lot are consistent with the approved master plan and a project budget of \$1.7 million has been developed for the project.

Additionally, the following amendments to modify the budget of two previously approved projects are presented:

- Project 19-02-1907. Increase in project budget for the Music Building Recital Hall and MEIT Renovation by \$150,000 (3.9%) for a total project budget of \$3.81 million. The project was competitively bid and exceeded the allocated project budget. The increase in project budget will allow for the full project scope to be constructed.
- Project 2.20. Increase the project budget for the Matthews Hall MEP by \$20,000 (1.6%) for a total project budget of \$1.22 million. The increased cost allows for the necessary additional repairs to the HVAC units.

On August 16, 2019, the Board of Regents approved the UNTS FY2020 Capital Improvement Plan (CIP) which identified capital projects for the UNT System. The requested action will amend the UNTS FY2020 CIP to add the Campus Wisdom Access Road and Parking Lot. Additionally, requested action is to increase the project budget for the Music Building Recital Hall and MEIT Renovation (Project 19-02-1907) and Matthews Hall MEP (Project 2.20).

Financial Analysis/History:

Funds for all listed FY2020 projects have been allocated by the institutions and confirmed by signature on the plan documents by the President and CFO. Funding plans have been reviewed by the Vice Chancellor for Finance.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The planning, design and/or construction of the Capital Improvement Project schedules are detailed in the plan documents.

Recommendation:

It is recommended that the Board of Regents authorize and approve the amended FY2020 Capital Improvement Plan.

Recommended By:

Steve Maruszewski

Vice Chancellor for Strategic
Infrastructure

Chancellor

Attachments Filed Electronically:

- UNTS FY2020 Capital Improvement Plan – May 2020 Amendment



Board Order

Title: Authorization to Amend the UNTS FY20 Capital Improvement Plan to Add the Camp Wisdom Access Road and Parking Lot at UNT Dallas and Make Minor Cost Adjustments to Two Projects at UNT Denton

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on November 14-15, 2019, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Board of Regents approved the UNTS FY2020 Capital Improvement Plan, and

Whereas, UNT, UNTHSC, UNTD, and UNT System Administration have developed Capital Improvement Plans consistent with their master plans and their strategic plans, and

Whereas, there is an identified need for a permanent access road and parking lot at UNT Dallas, and

Whereas, the Capital Improvement Plan has been updated to reflect the adjusted project budgets for projects at UNT Denton below:

- Project 19-02-1907. Increase in project budget for the Music Building Recital Hall and MEIT Renovation by \$150,000 for a total project budget of \$3.81 million. The project was competitively bid and exceeded the allocated project budget. The increase in project budget will allow for the full project scope to be constructed.
- Project 2.20. Increase the project budget for the Matthews Hall MEP by \$20,000 for a total project budget of \$1.22 million. The increased cost allowed for the necessary additional repairs to the HVAC units.

Whereas, funds for Fiscal Year 2020 projects have been identified for expenditure in FY2020 budgets and for the completion of those projects which extend into later fiscal years, and

Whereas, program and project quarterly status reports will be available to the Board of Regents,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Amend the UNTS FY2020 Capital Improvement Plan to add the Camp Wisdom Access Road and Parking Lot.
2. Amend the UNTS FY2020 Capital Improvement Plan as listed above and indicated in the attached CIP.

3. Vice Chancellor for Facilities to present quarterly updates on progress of projects in the CIP with data provided by the institutions as needed.
 4. Reporting to the Texas Higher Education Coordinating Board as appropriate.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

UNIVERSITY of NORTH TEXAS SYSTEM

FY2020 SUMMARY (in \$Million)

NEW PROJECTS FOR FY2020

Proj. No.	Project	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total Project
University of North Texas									
University of North Texas Total									
University of North Texas Dallas									
20-02-2001	Campus Wisdom Access Road and Parking Lot	HEF		0.85					
		Local/Cash		0.85					1.70
University of North Texas Dallas Total									
University of North Texas Health Science Center									
University of North Texas Health Science Center Total									
University of North Texas System									
University of North Texas System Total									
Capital Improvement Plan Total				1.70	-	-	-	-	1.70

Summary by Funding Source

	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total
HEF	HEF	-	0.85	-	-	-	-	0.85
HEF Reserves	HEF Res	-	-	-	-	-	-	-
Tuition Revenue Bonds	TRB	-	-	-	-	-	-	-
Commercial Paper	CP	-	-	-	-	-	-	-
Revenue Financing System Bonds	RFS	-	-	-	-	-	-	-
Auxiliary Reserves	AUX	-	-	-	-	-	-	-
Grants	GRNT	-	-	-	-	-	-	-
Student Fees	SF	-	-	-	-	-	-	-
Housing Revenue	HR	-	-	-	-	-	-	-
Gift/Donations	GIFT	-	-	-	-	-	-	-
Annual Budget, Operating and Capital	Local/Cash	-	0.85	-	-	-	-	0.85
Total			1.70	-	-	-	-	1.70



FY2020 (in \$Million)

University of North Texas

Proj. No.	Project	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total Project
Previously Approved Projects:									
System OFPC Managed Projects									
17-01-0010	New Classroom Building	RFS			25.10				25.10
18-01-0007	New Dining Hall	RFS	18.98	6.49					25.47
18-01-0009	Athletic Indoor Practice Facility (Amend. 8/19)	RFS	11.40						18.90
		CP		7.50					
19-01-1901	Maple Hall Dining and Residence Hall Interior Renovation (Amend. 8/19)	AUX	1.36	4.50					5.86
19-01-1905	Art Studio Facility (Amend. 8/19)	HEF	0.60	6.40					9.80
		HEF Res		0.60					
		CP		2.20					
20-01-1914	Frisco Branch Campus Development	RFS	1.00	10.00	50.00	50.00	4.00		115.00
20-01-2002	Athletics Golf Practice Facility	GIFT		1.50	1.50				3.00
UNT Facilities Managed Projects									
2.20	Matthews Hall MEP (Amend. 8/17)	HEF	1.20	0.02					1.22
2.21	Wooten Hall MEP (Amend. 8/16, 8/17)	HEF	3.45						3.45
2.33	Willis Library MEP (Amend. 8/15, 8/17, 11/19)	HEF	9.85						10.85
		SF	1.00						
16-2.50	Life Science Lab Exhaust Upgrade (Amend. 8/17)	HEF	5.95						5.95
16-2.55	Discovery Park MEP Upgrade (Amend. 8/17)	HEF	10.00	4.00	4.60	2.00			20.60
17-01-0001	Terrill Hall MEP & Interior Renovation (Amend. 8/17, 8/19)	HEF	0.80		7.60				8.40
17-01-0002	Coliseum MEP Renovation (Amend. 8/17)	RFS			0.90	9.50			10.40
17-01-0004	USB MEP Renovation (Amend. 8/17, 8/18, 8/19)	HEF	3.60	2.35					5.95
18-01-0002	Clark Hall Lobby Renovation	AUX	2.27						2.27
18-01-0003	Sage Hall Academic Success Center Phase III (Amend 8/19)	HEF	3.01						3.51
		AUX		0.50					
19-01-1902	Dining Food Stands	AUX	2.30						2.30
19-01-1903	General Academic Classroom & Class Laboratory E-Locking (Amend. 8/19)	HEF		0.15	0.40	1.00	3.00		4.55
19-01-1904	Kerr Hall A Tower Common Areas Renovation (Amend. 8/19)	AUX	2.50	1.40					3.90
19-01-1907	Music Building Recital Hall and MEIT Renovation	HEF	0.36	3.45					3.81
19-01-1908	Clark Hall MEP Renovation	AUX			0.35	6.56			6.91
20-01-1910	Crumley Hall Lobby & MEP Renovation	AUX		0.57	1.25	1.57			3.39
20-01-2001	SRB Greenhouse Renovation	HEF	0.98						1.19
		HEF Res		0.21					
Previously Approved Projects Total			80.61	51.84	91.70	70.63	7.00	-	301.78
New Projects for Approval:									
New Projects for Approval Total			-	-	-	-	-	-	-
Planned Projects with Identified Funding Sources:									
01-1610	Administration Building Renovation	HEF					1.10	9.90	11.00
01-1611	Curry Hall MEP	HEF				0.54	5.46		6.00
01-1613	PAC Foundation Repairs	HEF			2.15				2.15
01-1614	Physical Education Building (PEB) MEP	HEF			0.80	8.20			9.00
01-1615	Language Building MEP	HEF				0.45	6.05		6.50
01-1618	RTFP MEP Renovation	HEF					0.75	7.50	8.25
01-1721	Chilton Interior and Exterior Upgrades	HEF			0.50	2.50	2.10	1.00	6.10
01-1725	Union Circle Drive Re-surface	AUX						2.00	2.00
01-1909	Campus Lighting Upgrades	HEF			0.20	1.50	1.50		3.20
01-1911	McConnell Hall Interior Renovation	AUX			0.40	2.00	2.00		4.40
01-1912	College Inn MEP and Renovation	AUX				0.60	6.00		6.60
01-1913	Wooten Hall Phase II	HEF				3.00			3.00
Planned Projects with Identified Funding Sources Total			-	-	4.05	18.79	24.96	20.40	68.20
Capital Improvement Plan Total			80.61	51.84	95.75	89.42	31.96	20.40	369.98



FY2020 (in \$Million)

University of North Texas

Proj. No.	Project	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total Project
Planned Project without Identified Funding Sources									
New Construction:					Renovation:				
	New Sports Arena								Athletic Center Renovation and Expansion
	Education & Outreach Center								Hickory Hall Renovation
	Science & Tech Research Building								Underground Utility Repairs
	Data Center								SRB 2nd Floor Renovation
	I-35 Corridor Development								Matthews Hall Mechanical Upgrades

Summary by Funding Source

	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total
HEF	HEF	39.80	16.37	16.25	19.19	19.96	18.40	129.97
HEF Reserves	HEF Res	-	0.81	-	-	-	-	0.81
Tuition Revenue Bonds	TRB	-	-	-	-	-	-	-
Commercial Paper	CP	-	9.70	-	-	-	-	9.70
Revenue Financing System Bonds	RFS	31.38	16.49	76.00	59.50	4.00	-	187.37
Auxiliary Reserves	AUX	8.43	6.97	2.00	10.73	8.00	2.00	38.13
Grants	GRNT	-	-	-	-	-	-	-
Student Fees	SF	1.00	-	-	-	-	-	1.00
Housing Revenue	HR	-	-	-	-	-	-	-
Gift/Donations	GIFT	-	1.50	1.50	-	-	-	3.00
Annual Budget, Operating and Capital	Local/Cash	-	-	-	-	-	-	-
Total		80.61	51.84	95.75	89.42	31.96	20.40	369.98

FY2020 (in \$Million)

University of North Texas Dallas

Proj. No.	Project	Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total Project	
Previously Approved Projects:										
System OFPC Managed Projects										
16-1.01	Student Learning & Success Center	TRB	63.00						63.00	
20-02-1901	Amanda and G. Brint Ryan Tower	GIFT		2.28	2.00				4.28	
Previously Approved Projects Total			63.00	2.28	2.00	-	-	-	67.28	
New Projects for Approval:										
20-02-2001	Campus Wisdom Access Road and Parking Lot	HEF		0.85						
		Local/Cash		0.85					1.70	
New Project for Approval Total			-	1.70	-	-	-	-	1.70	
Planned Projects with Identified Funding Sources:										
02-1902	Second Residence Hall	RFS			3.00	20.00	7.00		30.00	
02-1903	Event Center	RFS				2.00	8.00			
		GIFT					3.00	2.00	15.00	
02-1904	Parking Garage	RFS						25.00	25.00	
02-2002	Police Academy	PPP			5.00	10.00	50.00	35.00	100.00	
Planned Projects with Identified Funding Sources Total			-	-	8.00	32.00	68.00	62.00	170.00	
Capital Improvement Plan Total				63.00	3.98	10.00	32.00	68.00	62.00	238.98

Planned Project without Identified Funding Sources

New Construction:

Business and Information Technology Building
STEM Building

Renovation:

Summary by Funding Source

Funding Source	Prior Yrs Budget	2020	2021	2022	2023	2024+	Total
HEF	-	0.85	-	-	-	-	0.85
Tuition Revenue Bonds	63.00	-	-	-	-	-	63.00
Commercial Paper	-	-	-	-	-	-	-
Revenue Financing System Bonds	-	-	3.00	22.00	15.00	25.00	65.00
Auxiliary Reserves	-	-	-	-	-	-	-
Grants	-	-	-	-	-	-	-
Student Fees	-	-	-	-	-	-	-
Housing Revenue	-	-	-	-	-	-	-
Gift/Donations	-	2.28	2.00	-	3.00	2.00	9.28
Annual Budget, Operating and Capital	-	0.85	-	-	-	-	0.85
Public/Private Partnership	-	-	5.00	10.00	50.00	35.00	100.00
Total	63.00	3.98	10.00	32.00	68.00	62.00	238.98

UNIVERSITY of NORTH TEXAS SYSTEM

UNIVERSITY OF NORTH TEXAS AT DALLAS
 Camp Wisdom Access Road and Parking Lot
 Capital Improvement Project No. 20-02-2001



PROJECT DESCRIPTION

During construction of the Student Center on the UNT Dallas campus, a temporary road was created from Campus Wisdom Road to the building site. Now that the construction of the facility is complete, there is a need for permanent use of the road to provide secondary access to and from the campus. Additionally, a new 100-space parking lot is proposed to the north of Wisdom Hall to alleviate parking congestion by relocating residence parking and faculty/staff parking closer to the Wisdom Hall and new Student Center.

PROJECT INFORMATION

JUSTIFICATION: This project was originally scoped to construct the permanent access road from Camp Wisdom Road. The initial project budget was below \$1 million and considered a minor project, not requiring Board of Regent approval. The project scope was expanded during the design phase to also include a 100-space parking lot. The existing parking lots on the UNT Dallas campus are at capacity. The additional parking lot will help to ease congestion by relocating residential parking and provide faculty/staff parking closer to the residence hall and the new Student Center. With the additional scope of the parking lot, the project budget exceeded the threshold of a minor project now requires Board of Regents approval.

LOCATION ON CAMPUS: North of Wisdom Hall with access from Camp Wisdom Road
SIZE (ASF/GSF): GSF: N/A ASF: N/A
CIP PROJECT TYPE (NEW CONST. OR RENO.): New Construction
HISTORICALLY SIGNIFICANT? (Y or N): N
CONSISTENT WITH MASTER PLAN (Y or N): Y

PROJECT BUDGET

Design Fees	\$ -
Construction Costs	\$ 1,480,000
Other Costs (Commissioning, Inspection, etc.)	\$ 15,500
Furniture, Fixtures, and Equipment	\$ 60,000
Contingency and Fees	\$ 144,500
Total Projects	\$ 1,700,000

PROJECT FUNDING (in \$ Millions)

Funding Source Abrv.	Funding Source	Prior Yrs Costs	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024+	Source Total
HEAF	HEAF	\$ -	\$ 0.85	\$ -	\$ -	\$ -	\$ -	\$ 0.85
Local/Cash	Annual Budget, Operating and Capital	\$ -	\$ 0.85	\$ -	\$ -	\$ -	\$ -	\$ 0.85
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		\$ -	\$ 1.70	\$ -	\$ -	\$ -	\$ -	\$ 1.70

UNIVERSITY of NORTH TEXAS SYSTEM

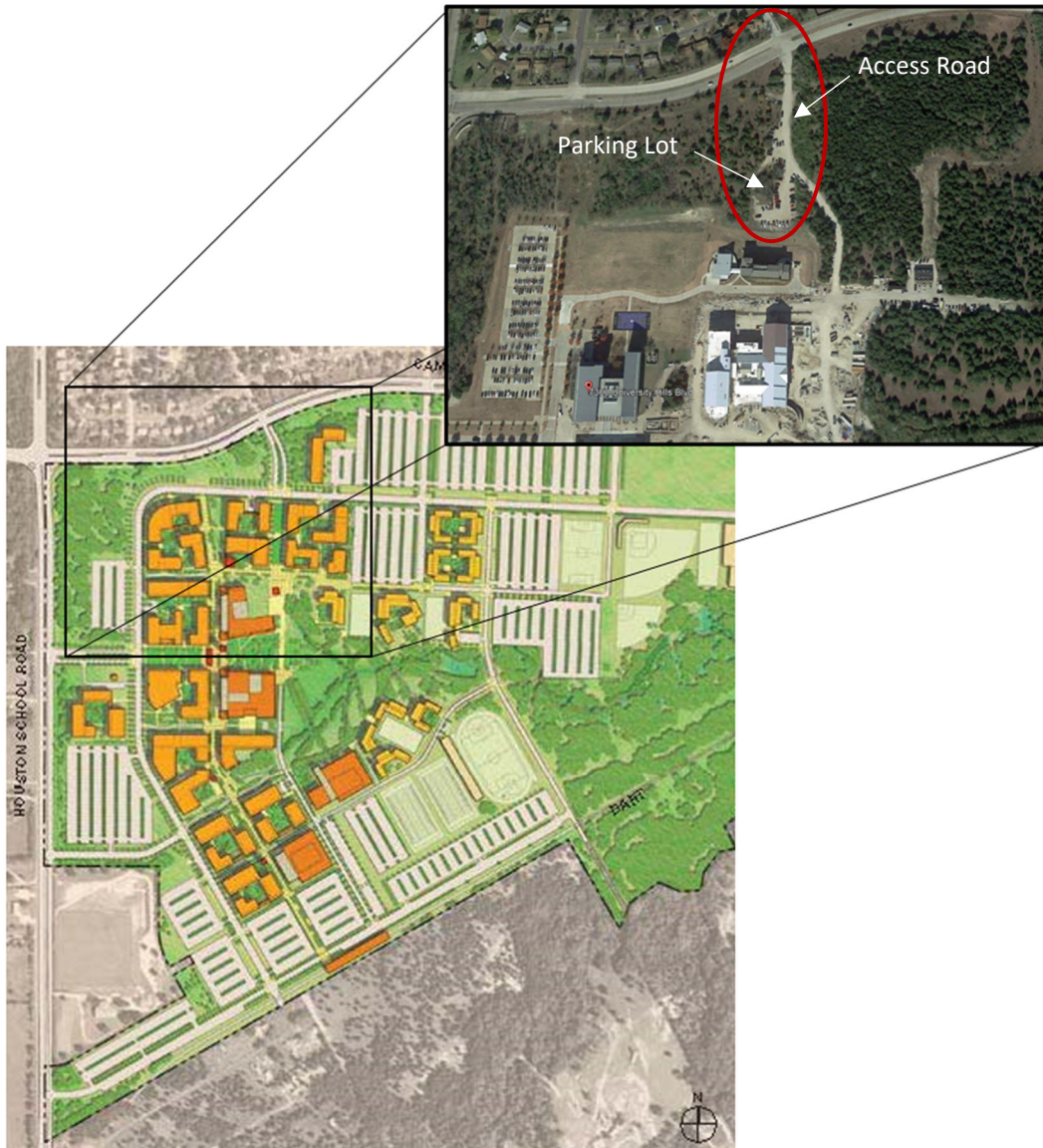
UNIVERSITY OF NORTH TEXAS AT DALLAS
Camp Wisdom Access Road and Parking Lot
Capital Improvement Project No. 20-02-2001



PROJECT SCHEDULE

PREVIOUS APPROVALS FROM BOARD OF REGENTS:	N/A
PROGRAMMING/PLANNING:	N/A
DESIGN:	August 2019 – February 2020
CONSTRUCTION:	May 2020 – August 2020
SUBSTANTIAL COMPLETION:	August 2020

LOCATION MAP





Board Order

Title: Approval of the Minutes of the February 13- 14, 2019, Board Meeting and April 6, 2020, Special Called Board Meeting

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the minutes of the February 13-14, 2019, Board Meeting and April 6, 2020, Special Called Board Meeting have been prepared by the Board Secretary and are attached here for Board approval,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The minutes of the February 13- 14, 2019, Board meeting
2. The minutes of the April 6, 2020, Special Called Board Meeting

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**MINUTES
BOARD OF REGENTS MEETING
February 13-14, 2020**

Thursday, February 13, 2020

The University of North Texas System Board of Regents convened on Thursday, February 13, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following Regents in attendance: Melisa Denis, Mary Denny, Dan Feehan, Milton Lee, A.K. Mago, Carlos Munguia, John Scott, Laura Wright, and Alexandra Harrel. In accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chair Wright called the meeting to order at 8:33 a.m.

Chair Wright introduced the three newly-appointed Regents, Melisa Denis, Dan Feehan, and John Scott, sharing information about their educational backgrounds, careers, and community involvement.

For this meeting's **Spotlight on Students**, President Mong introduced five students, Melawn Dineen, Yarik Molina, Molly McGregor, Shameko Ragsdale, and Emily Worland. Melawn Dineen moderated the panel, and each of the students told the Board about themselves and their status at UNT Dallas. They each shared how education became the path to achieving their goals and specifically how UNT Dallas provided the right environment for their growth.

Chairman Wright recessed the Board at 9:10 a.m. for the meetings of the Strategic and Operational Excellence, Academic Affairs and Student Success, Finance and Facilities, and Audit Committees.

Following the Committee meetings, the Board reconvened at 3:31 p.m., at which time Chairman Wright moved the Board into Executive Session to consider matters noted on the Executive Session agenda in accordance with Texas Government Code Sections 551.071, .072, and .074.

Chairman Wright reconvened the Board into open session at 5:45 p.m. with three action items coming out of Executive Session. Regent A.K. Mago was not present at the time of reconvening.

**2020-01 UNTS Appointment of Vice Chancellor and General Counsel for the
University of North Texas System**

Pursuant to a motion by Regent Milton Lee seconded by Regent Mary Denny, the Board approved the action item 7-0.

**2020-02 UNTS Delegation of Authority to Extend and Amend the Employment
Agreement with the University of North Texas President**

Pursuant to a motion by Regent John Scott seconded by Regent Melisa Denis, the Board approved the action item 7-0.

2020-03 UNTS Delegation of Authority to Extend and Amend the Employment Agreement with the University of North Texas System Chancellor

Pursuant to a motion by Regent Mary Denny seconded by Regent Melisa Denis, the Board approved the action item 7-0.

There being no further business, the Board meeting was recessed at 5:49 p.m. on Thursday, February 13, 2020, to be reconvened at 9:30 a.m. on Friday, February 14, 2020, in the same room.

Friday, February 14, 2020

The University of North Texas System Board of Regents convened on Friday, February 14, 2020, in the Student Center, Campus Hall, Room 1050, at the University of North Texas at Dallas, 7300 University Hills Blvd., Dallas, Texas, with the following Regents in attendance: Melisa Denis, Mary Denny, Milton Lee, A.K. Mago, Carlos Munguia, John Scott, Laura Wright, and Alexandra Harrel. In accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chair Wright called the meeting to order at 9:32 a.m.

Chairman Wright recessed the Board at 9:32 a.m. for the meeting of the Audit Committee.

Following the Committee meeting, Chair Wright reconvened the full Board at 9:53 a.m.

The Board considered the following items on the Consent Agenda:

- 2020-04 UNTS Approval of the Minutes of the November 14-15, 2019, Board Meeting**
- 2020-05 UNT Approval of Tenure for New UNT Faculty Appointees**
- 2020-06 UNT Approval of UNT Emeritus Recommendations**
- 2020-07 UNT Approval of UNT Recommendations for Continued Regents Professor Designation**
- 2020-08 UNT Approval of UNT Faculty Development Leaves for 2020-2021**
- 2020-09 UNTD Approval of UNT Dallas Faculty Development Leave for 2020-2021 Academic Year**
- 2020-10 UNTHSC Approval of UNTHSC Regents' Professor Recommendation**
- 2020-11 UNTHSC Delegation of Authority to Extend Educational Services Agreement Between UNTHSC and Acclaim Physician Group**

Pursuant to a motion by Regent A.K. Mago seconded by Regent Milton Lee, the Board approved the Consent Agenda 7-0.

The Board then considered the following action items coming out of committees:

Audit Committee Item

- 2020-12 UNTS Acceptance of the Externally Audited UNT System FY19 Comprehensive Annual Financial Report**

Pursuant to a motion by Regent Mary Denny seconded by Regent A.K. Mago, the Board approved the above action item 7-0.

Academic Affairs and Student Success Committee Items

- 2020-13 UNT** **Approval to Add the UNT Bachelor of Science Degree Program with a Major in Construction Engineering Management**
- 2020-14 UNT** **Approval to Add the UNT Bachelor of Science Degree Program with a Major in Geographic Information Systems & Computer Science**
- 2020-15 UNT** **Approval to Add the UNT Bachelor of Science Degree Program with a Major in Cybersecurity**
- 2020-16 UNT** **Approval to Add the UNT Master of Science Degree Program with a Major in Cybersecurity**
- 2020-17 UNT** **Approval to Add the UNT Master of Science Degree Program with a Major in Data Engineering**
- 2020-18 UNT** **Update of University of North Texas Mission Statement**

Pursuant to a motion by Regent Mary Denny seconded by Regent Carlos Munguia, the Board approved the above action item 7-0.

Finance and Facilities Committee Items

- 2020-19 UNT** **Naming of New UNT Dining Hall**
- 2020-20 UNT** **Approval to Amend the UNT Save and Soar (Fixed Rate) Tuition Plan**
- 2020-21 UNTHSC** **Approval of UNTHSC Professional Medical Malpractice Self-Insurance Plan Amendments**
- 2020-22 UNTHSC** **Delegation of Authority to UNTHSC to Enter into Contracts Related to the Texas Child Mental Health Care Consortium**
- 2020-23 UNTD** **UNT Dallas College of Law FY21 Tuition Increase**
- 2020-24 UNTD** **UNT Dallas Room and Board Rates for FY21**
- 2020-25 UNTD** **Approval of UNT Dallas Intercollegiate Athletics Fee**
- 2020-26 UNTS** **Approval and Delegation of Authority for the Sale of Historic Tax Credits**

Pursuant to a motion by Regent Carlos Munguia seconded by Regent Mary Denny, the Board approved the above Finance and Facilities Committee action items. The motion was approved on a 7-0 vote.

Action Item for Consideration by the Full Board:

- 2020-27 UNTS** **Amendment to Regents Rule 03.400, Committees**

Chair Wright presented the above action item to the Board. Pursuant to a motion by Regent A.K. Mago seconded by Regent Milton Lee, the Board approved the above action item. The motion was approved on a 7-0 vote.

At 9:59 a.m. Chair Wright moved the Board into Executive Session to consider matters noted on the Executive Session agenda in accordance with Texas Government Code Sections 551.071, .072, and .074.

The board reconvened in open session at 11:55 a.m. There was no action from executive session.

There being no further business, the Board meeting was adjourned at 11:55 a.m. on Friday, February 14, 2020.

Submitted By:

Approved By:



Lindsey Vandagriff, Board Ops. Coordinator
Board of Regents

Laura Wright, Chair
Board of Regents

Date: 2/24/20

Date: _____



MINUTES
SPECIAL CALLED MEETING BY AUDIOCONFERENCE
April 6, 2020

Real-Time Livestream Link: <https://livestream.com/accounts/7090653/events/9065203>

The University of North Texas System Board of Regents convened a special called meeting by audioconference on Monday, April 6, 2020, with the following Regents in attendance: Laura Wright, Melisa Denis, Mary Denny, Dan Feehan, Milton Lee, A.K. Mago, Carlos Munguia, Brint Ryan, John Scott, and Alexandra Harrel. The meeting was conducted by audio only with no in-person attendance due to the request by the Office of the Attorney General to allow for the advance of the public health goal of limiting face-to-face meetings (also called social distancing) to slow the spread of Coronavirus (COVID-19). The audio conference was livestreamed for public viewing.

In accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chair Wright called the meeting to order at 1:02 p.m. The Board Secretary called roll and identified all participants in the meeting. Chair Wright recessed the full board for the meeting of the Audit and Finance Committee.

The Board reconvened in Open Session at 1:22 p.m. with one action item recommended by the Audit and Finance Committee.

2020-28 Approval to Retain a Firm to Perform the FY20-FY22 UNT System External Audits

Regent Munguia made the motion to approve, and Regent Lee seconded the motion. Chair Wright invited discussion, and hearing none, called for the vote. The Board Secretary called the roll and recorded the vote. The motion passed by a vote of 8-0. Regent Ryan was unavailable at the time of the vote.

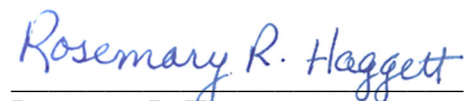
At 1:23 p.m. in accordance with Texas Government Code Section 551.071 and .072, Chair Wright recessed the board into executive session.

The Board reconvened in open session at 3:06 pm with a quorum present. There was no action to consider out of executive session.

There being no further business, the meeting adjourned at 3:06 p.m.

Submitted By:

Approved By:



Rosemary R. Haggett,
Board Secretary

Laura Wright,
Board Chair

Date: 5/6/2020

Date: _____

Board Briefing



Committee: Audit & Finance

Date Filed: April 3, 2020

Title: Approval of FY22 Holiday Schedule for the UNT System Administration, UNT, UNTHSC, and UNT Dallas

Background:

Texas Government Code 662.011 allows the governing body of an institution of higher education to establish the holiday schedule on any days the Board chooses, but the number of holidays may not exceed the total number of days to which other State agencies are entitled.

According to State law, holidays that fall on weekends are not included in the state's allotment. Schedules for UNT System Administration, UNT, UNTHSC, and UNT Dallas are included in the following Board Order.

The Chancellor is authorized to modify the holiday schedule when such a change is deemed to be in public interest.

FY 2022 Holiday Schedule

It is proposed that the following twelve (12) days be established as the official Holiday Schedule for all locations for **FY 2022**, contingent on subsequent legislative changes which would require alteration:

Labor Day	Monday	September 6, 2021	1 day
Thanksgiving	Thursday - Friday	November 25 - 26, 2021	2 days
Winter Break	Friday	December 24, 2021	1 day
Winter Break	Monday – Friday	Dec 27 - 31, 2021	5 days
MLK, Jr. Day	Monday	January 17, 2022	1 day
Memorial Day	Monday	May 30, 2022	1 day
Independence Day	Monday	July 4, 2022	1 day
Total:			12 days

Financial Analysis/History:

State holidays are a paid employee benefit and are considered in budgets by chief financial officers at each location.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The FY22 holiday schedule for the UNT System Administration, UNT, UNTHSC, and UNT Dallas will go into effect upon approval by the Board of Regents.

Recommendation:

It is recommended that the Board of Regents authorize and approve the holiday schedule for FY22 as proposed in the attached Board Order

Recommended By:

Dan Tenney
Vice Chancellor for Finance

UNT President

UNTHSC President

UNTD President

Chancellor



Board Order

Title: Approval of FY22 Holiday Schedule for the UNT System Administration, UNT, UNTHSC, and UNT Dallas

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14-15, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, State law allows the governing body of an institution of higher education to establish the holiday schedule for the institution, and

Whereas, the holidays may be set on any days that the Board of Regents chooses, but the number of holidays may not exceed the total number of days to which employees of other State agencies are entitled, and

Whereas, it has been determined that the other State agencies will observe twelve (12) holidays during FY 2022.

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The FY 22 holiday schedule for UNT, UNT Dallas, UNTHSC and UNT System Administration as follows:

Labor Day	Monday	September 6, 2021	1 day
Thanksgiving	Thursday - Friday	November 25 - 26, 2021	2 days
Winter Break	Friday	December 24, 2021	1 day
Winter Break	Monday – Friday	Dec 27 - 31, 2021	5 days
MLK, Jr. Day	Monday	January 17, 2022	1 day
Memorial Day	Monday	May 30, 2022	1 day
Independence Day	Monday	July 4, 2022	1 day
Total:			12 days

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Audit & Finance

Date Filed: April 9, 2020

Title: Delegation of Authority to the Chancellor to Extend UNT System's Agreement with Tango for Managing the Affordable Care Act Tracking and Reporting

Background:

The Affordable Care Act (ACA) was approved by the President of the United States and became federal law January 2014. The ACA requires that all large employers, including UNT System and its component institutions, provide all full-time employees working at least 30 hours per week with a health insurance plan acceptable to the federal government. Those employers that fail to offer an acceptable plan to 95% of full-time employees are subject to a \$2,000 fine for essentially all full time employees. In addition, the federal government, in particular, the Internal Revenue Service (IRS), is tasked with verification that all employees working for the employer are tracked according to ACA requirements and must verify to the employee and the IRS that a proper accounting of time worked, plans offered, and several other requirements are met. Employers failing to provide proper documentation of their employee counts are subject to a \$250 fine per employee up to a maximum fine of \$3,000,000. Employers that fail to do any accounting have an added fine of \$500 per employee with no maximum cap. Beginning in November of 2015, UNT System has outsourced these complicated and arduous reporting and documentation requirements to Tango, a third party vendor. Tango helps us comply with the law in order to minimize financial risks.

UNT System's contract with Tango is up for renewal. Extending this contract will result in the total payments to vendor to exceed more than \$1 million over the lifetime for which Board of Regents approval is sought.

Financial Analysis/History:

Risk to UNT System for non-compliance could be as high as \$4.5 million dollars.

The cost to UNT System of past Tango services is as follows:

Fiscal Year 2016	\$207,657.36
Fiscal Year 2017	\$208,361.82
Fiscal Year 2018	\$263,668.27
Fiscal Year 2019	\$209,576.94

The estimated cost of extending the contract through January 11, 2021 will be \$207,000, which will result in more than \$1 million cost over the life of the contract thus, requiring Board of Regents approval.

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The extension of the contract would be effective immediately and would continue through January 11, 2021. UNTS expects to renew the contract in future years, and is seeking approval for future renewals through January 2024.

Recommendation:

Approval of delegation of authority to the Chancellor to extend UNT System's contract with Tango for managing the Affordable Care Act Tracking and Reporting through January 2024.

Recommended By:

Barbara Abercrombie
Vice Chancellor, Organizational Effectiveness
& Chief Human Capital Officer

Chancellor



Board Order

Title: Delegation of Authority to the Chancellor to Extend UNT System’s Agreement with Tango for Managing the Affordable Care Act Tracking and Reporting

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the UNT System entered into a contract with Tango on November 6, 2015 to manage the Affordable Care Act tracking and reporting in line with Internal Revenue Service (IRS) standards, and

Whereas, UNT System desires to extend this contract through January 2024,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Delegation of authority to the Chancellor to extend UNT System’s contract with Tango for managing the Affordable Care Act Tracking and Reporting through January 2024
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



Title: Approval of Tenure for New UNT Faculty Appointees

Background:

In accordance with UNT Policy 06.004, *Faculty Reappointment, Tenure, and Promotion, I.B.*, Maximum Probationary Period:

“The maximum probationary period for a faculty member appointed as an assistant professor is the equivalent of six (6) years of full-time service. This period shall be specified for each individual at the time of his or her initial appointment, and these provisions do not preclude a recommendation for the granting of tenure at any time prior to the expiration of the maximum probationary period.”

And 06.004, V.I., Review of Dossier by the Provost:

“The provost’s recommendation is sent to the president. The president’s recommendations regarding the candidates for tenure are then sent to the Board of Regents for final approval.”

Dr. Stuart Gillan will join the G. Brint Ryan College of Business as the G. Brint Ryan Endowed Chair in the Department of Accounting on June 1, 2020 as professor. Dr. Gillan received his Ph.D. in 1995 from the University of Texas in Austin, with a specialty in corporate finance and governance. Dr. Gillan has published over twenty peer reviewed articles in high quality journals. His research has had a major impact in the finance profession with his articles cited an impressively high 7142 times internationally (Source: Google Scholar). In 2010 Dr. Gillan received tenure in his finance faculty position from Texas Tech University and is currently a professor of finance with tenure at the University of Georgia. He has worked in the Securities and Exchange Commission and the TIAA-CREF institute. Reflecting his reputation in academic finance, Dr. Gillan was chosen to serve as a co-editor for the *Journal of Corporate Finance* and as an associate editor for the *Review of Financial Studies*, both among the most selective journals in finance. He has won several research and teaching awards.

Dr. Jeremy Short will join the G. Brint Ryan College of Business, Department of Management on September 1, 2020 as professor. Dr. Short received his Ph.D. in Strategic Management from Louisiana State University, Champaign, in Strategic Management in 2000. His area of interest is in family business, with all areas of research tied to furthering an understanding of the determinants of organizational performance. He has published prolifically in highly rated journals, with 82 referred journal articles in print. Thirty-one of these are in seven different journals on the Financial Times Top 50 list, the premier outlets across business disciplines. His work also includes 15 book chapters, as well as more than 100 textbooks, supplements, cases and research presentations. He has a rich research pipeline and is a collaborative scholar with a variety of co-authors. He is committed to the support of doctoral students and junior faculty. Dr. Short received tenure in 2009 from Texas Tech University.

Dr. Matthew Painter will join the Department of Sociology in the College of Liberal Arts and Sciences on September 1, 2020, as professor. He received his Ph.D. from The Ohio State University in 2010. His work addresses questions of immigrant integration and how race/ethnicity both facilitates and constrains this process. In this area, he is a leading scholar in the investigation of how integration (or the lack thereof) affects immigrants' wealth attainment and inequality in the United States. Dr. Painter has a successful research program with consistent publications in referred journals. He is very active in providing scholarly presentations and has obtained external grant funding for his research. He has taught a variety of courses and has been active with student mentoring. His excellent teaching and involvement with students have been recognized by several recent awards in his current position at the University of Wyoming. Dr. Painter was granted tenure by the University of Wyoming in 2016.

Dr. Hyun Kyoung Ro will join the Department of Counseling and Higher Education in the College of Education on September 1, 2020 as associate professor. Dr. Ro received her Ph.D. in Higher Education from Pennsylvania State University in 2011. Her research focuses on equitable access to and success in high-priority programs (engineering, STEM, law) for minoritized and marginalized students, on learning experiences and outcomes, and critical quantitative research and analysis. She has published four book chapters, has three articles under review and four additional book chapters under contract. Dr. Ro played an important role in an NSF-funded project and shows significant potential for externally funded research. She received tenure in 2019 from Bowling Green University.

Financial Analysis/History:

In general, the award of tenure carries with it the assurance of continued employment absent the showing of good cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective upon Board approval or on the first day of employment if after the date of Board approval for the following individuals:

- Dr. Stuart Gillan
- Dr. Jeremy Short
- Dr. Matthew Painter
- Dr. Hyun Kyoung Ro

Recommendation:

The president recommends that the Board of Regents authorize and approve the award of tenure for the above mentioned individuals.

Recommended By:

Jennifer Cowley

Provost and Vice President for
Academic Affairs

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of Tenure for New UNT Faculty Appointees

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with UNT Policy 06.004, *Faculty Reappointment, Tenure, and Promotion*:

“The maximum probationary period is defined as the maximum amount of time a faculty member may be appointed in probationary ranks in the university,” and

Whereas, “this period shall be specified for each individual at the time of his or her initial appointment,” and

Whereas, “these provisions do not preclude a recommendation for the granting of tenure at any time prior to the expiration of the maximum probationary period,” and

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The conferring of tenure will be effective upon Board approval or on the first day of employment if after the date of Board Approval for the following individuals:
 - Dr. Stuart Gillan
 - Dr. Jeremy Short
 - Dr. Matthew Painter
 - Dr. Hyun Kyoung Ro
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

**Title:** Approval of Tenure for a New UNTHSC Faculty Appointee

Background:

In accordance with UNT Health Science Center (UNTHSC) Policy 6.002, 2. *Types of Faculty Appointments*, b. *Tenure Status*, i. New hire with tenure – the President will make a recommendation to the Chancellor, who shall then nominate and recommend to the Board of Regents.

In accordance with UNTHSC Policy 6.003, 7. *Tenure Application Process-New Hire with tenure*, a. Persons whose initial appointment to UNTHSC at the rank of associate professor or professor may be eligible for tenure as approved by the UNT System Board of Regents.

David Siderovski, Ph.D., was named Department Chairman for the Department of Pharmacology and Neuroscience in the Graduate School of Biomedical Sciences (GSBS) and joined the UNT Health Science Center on March 1, 2020. Dr. Siderovski comes to us from West Virginia University, where he spent the last seven years as a Tenured Professor of Pharmacology. Dr. Siderovski began his Ph.D. training at the University of Toronto in May 1989. During the fifth year of his graduate studies, he began full-time work as a research scientist in the Quantitative Biology Laboratory of the Amgen Research Institute, Toronto. He successfully defended his doctoral thesis in November 1997. He left the Amgen Research Institute in December 1998, having contributed to three patents as a co-inventor. After completing his industrial postdoctoral position at the Amgen Research Institute in 1998, Dr. Siderovski joined the faculty at the University of North Carolina at Chapel Hill as a tenure-track Assistant Professor of Pharmacology. His earliest publications, starting with a brief original report in *Current Biology*, chronicle his independent discovery of the RGS protein superfamily, and determinations of their varied protein structures and cellular functions. One of these early reports was co-authored by two Nobel laureates: Alfred G. Gilman and Robert Lefkowitz. From 2006 to 2012, Dr. Siderovski was the Thomas J. Dark Basic Science Director of UNC's Medical Scientist Training Program and directly responsible for assisting MD/Ph.D. combined-degree trainees through their progress to Ph.D. completion. Additionally, in August 2014, Dr. Siderovski was appointed Director of the West Virginia University School of Medicine M.D./Ph.D. Scholars Program.

Johnathan Tune, Ph.D., was named Department Chair of Physiology and Anatomy in the Graduate School of Biomedical Sciences (GSBS) and joined the UNT Health Science Center on March 1, 2020. Dr. Tune comes to the Health Science Center from Indiana University School of Medicine in Indianapolis, Indiana, where he spent the past 14 years and served as Tenured Professor and Graduate Program Director of Anatomy, Cell Biology, and Physiology. He received his Ph.D. at UNT Health Science Center in the laboratory of Dr. H. Fred Downey in 1997 and went on to complete his postdoctoral studies in the laboratory of Dr. Eric Feigl at the University of Washington School of Medicine in Seattle, Washington. Dr. Tune held academic faculty positions at UNT Health Science Center, Louisiana State University Health Sciences Center (New Orleans, Louisiana), and the Indiana University School of Medicine. Dr. Tune's research focuses on the regulation of coronary blood flow and cardiac function in health and disease, with a particular emphasis on elucidating mechanisms of cardiovascular dysfunction in the setting of obesity. His

laboratory has been continuously funded for 20 years with extramural grants from the National Institutes of Health, the American Heart Association, the American Diabetes Association, and research contracts with pharmaceutical companies. Dr. Tune has published over 100 peer-reviewed publications in highly reputable journals and was the recipient of the 2013 Henry Pickering Bowditch Award, one of the highest research honors of the American Physiological Society.

Financial Analysis/History:

In general, the award of tenure carries with it the assurance of continued employment absent the showing of good cause for termination.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective immediately upon Board approval.

Recommendation:

The President recommends, with the concurrence of the Chancellor, that the Board of Regents authorize and approve the award of tenure for the following faculty effective immediately:

1. Dr. David Siderovski
2. Dr. Johnathan Tune

Recommended By:

Charles Taylor

Provost

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of Tenure for a New UNTHSC Faculty Appointee

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with UNT Health Science Center (UNTHSC) Policy 6.002, 2. *Types of Faculty Appointments*, b. *Tenure Status*, i. New hire with tenure – the President will make a recommendation to the Chancellor, who shall then nominate and recommend to the Board of Regents, and

Whereas, in accordance with UNTHSC Policy 6.003, 7. *Tenure Application Process-New Hire with tenure*, a. Persons whose initial appointment to UNTHSC at the rank of associate professor or professor may be eligible for tenure as approved by the UNT System Board of Regents, and

Whereas, these faculty members are outstanding educators and researchers, and

Whereas, these faculty members meet the UNT Health Science Center Graduate School of Biomedical Sciences (GSBS) criteria for tenure and are endorsed by their Interim Chair, Dean, Provost, and the President,

Now, Therefore, The Board of Regents authorizes and approves the following faculty for tenure effective immediately:

1. Dr. David Siderovski
2. Dr. Johnathan Tune

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



Title: Approval of Updated Affiliated Entities Policy

Background:

Beginning in February 2019, building on the momentum from our Code of Culture, Our Values Action and to incorporate accountability, fairness and transparency in making better decisions the University of North Texas Health Science Center (UNTHSC) began an initiative to update all UNTHSC Policies to better align with our current operations, laws and regulations. Working with our vendor partner, Rethink Compliance, over 400 documents were identified and reviewed to formulate best practices within UNTHSC polices.

As part of the policy transformation, policies have been updated to ensure that they meet UNTHSC's standards for best practices. UNTHSC's updated Affiliated Entities Policy meets these standards and adheres to Regents Rule 09.500, *Affiliated Entities*, as well as Chapter 2255 of the Texas Government Code, *Private Donors or Organizations*.

At this time, in accordance with Regents Rule 09.500, it is recommended that the Board approve UNTHSC's updated Affiliated Entities Policy for adoption. The Board has authority to approve the updated policy under Texas Education Code §105.101, which grants to the Board the power to adopt rules and policies for the administration of the Board's powers and duties.

Financial Analysis/History:

There are no fiscal implications related to approval of the updated Affiliated Entities Policy.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The update of the Affiliated Entities Policy is to be implemented upon approval by the Board of Regents.

Recommendation:

It is recommended that the Board of Regents approved the updated Affiliated Entities Policy, for the UNTHSC.

Recommended By:

Gregory R. Anderson
Institutional Chief Financial Officer

President

Chancellor

Attachments Filed Electronically:

- Redline Affiliated Entities Policy - Revisions Between Current and Updated Policy
Shown in Redline
- Updated Affiliated Entities Policy



Board Order

Title: Approval of Updated Affiliated Entities Policy

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the University of North Texas Health Science Center has undergone a policy transformation, and as part of that transformation has updated its Affiliated Entities Policy,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Adoption of the updated Affiliated Entities Policy as set forth in the attachment to this briefing and order.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

f.c. ~~The~~ An agreement by the affiliated entity ~~agrees that it shall~~to comply with the rules Board of Regents, regulations of the UNT System, and policies of UNTHSC that relate to affiliated entities and development, including but not limited to organizational, governance, and fiscal guidelines, or shall inform the President if unable to do so;

g.d. A confirmation that all gifts accepted by the affiliated entity are entered into UNTHSC's centralized data system, thereby accurately reflecting a donor's history and relationship with the affiliated entity and UNTHSC;

or to a reincorporated successor §501(c)(3) entity; should the affiliated entity cease to exist or cease to be an Internal Revenue Code §501(c)(3) organization;

entity for the benefit of UNTHSC;

and neither party assumes the other's liabilities;

use property of UNTHSC except as specified in the affiliation agreement;

including but not limited to salary or benefits, from the affiliated entity unless expressly provided for in the affiliation agreement, approved by the UNTHSC President in writing, or approved in accordance with UNTHSC's Conflict of Interest (Including Outside Employment and Activities) policy;

governing body of the affiliated entity unless expressly provided for in the affiliation agreement and approved by the UNTHSC President in writing;

confidential student or other university records, such information will be confidentially maintained and utilized only in accordance with state and federal laws;

and from claims arising out of the negligence or willful malfeasance of the affiliated entity and its officers, agents, or employees; and

by the affiliated entity.

2. An affiliated entity must have the written permission of the UNTHSC President to use the name, logos, trademarks, seals, service marks, or other identifying marks of UNTHSC. Upon notification from the President or his/her designee that this permission is revoked, the affiliated entity will cease use of the name, logos, trademarks, seals, service marks, or other identifying marks of the university.

communications and shall not hold itself out to be acting as UNTHSC.

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approved by the Office of General Counsel.

a. Any amendment to the affiliation agreement or any separate agreement between UNTHSC and the affiliated entity must also be reviewed and approved by the UNT System Office of General Counsel before execution.

5-b. No provision of the affiliation agreement may conflict with any statute or UNT System policy, regulation or rule, and any provision found to be in conflict shall be null and void.

policies of UNTHSC, regulations of the UNT System, the rules of the UNT System Board of Regents, and state and federal law. A finding of ~~non-compliance~~noncompliance may result in an affiliated entity.

a. The UNTHSC Chief Financial Officer and Executive Vice President for Finance and Chief Chief Financial Officer Operations or his/her designee will be responsible for working to complete the steps to end the affiliation status.

7-b. A non-affiliated entity is not permitted to use the University of North Texas Science Center in the name of its organization.

designee:

affiliation agreement is established and whenever there are changes to either document;

affiliation agreement is established and whenever there is a change to the membership; and

Officer and Executive Vice President for Finance and Chief Financial Officer Operations or

statements, and statements of change of financial position, within 120 days of the end of the affiliated entity's fiscal year;

financial advisors and service providers consistent with the Texas State Auditor's Office Uniform Disclosure Form;

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distribution as requested;

~~Executive~~ Vice President for Finance and ~~Chief Financial Officer~~~~Operations~~ or his/her information will be submitted on a quarterly basis or as otherwise directed by the UNTHSC ~~Chief Financial Officer and Executive~~ Vice President for Finance and ~~Chief Chief Financial Officer-Operations~~ or his/her designee; and

format specified by the UNTHSC ~~Chief Financial Officer and Executive~~ Vice President for Finance and ~~Chief Financial Officer~~~~Operations~~ or his/her designee. These a quarterly basis or as otherwise directed by the UNTHSC Vice President for Finance and Chief Financial Officer or his/her designee.

9. The UNTHSC ~~Vice President for Finance and Chief Financial Officer~~ or his/her designee will reporting purposes and shall disseminate audited financial reports and other financial information to the UNT System Vice Chancellor for Finance ~~for upon~~ request.

responsibility of the affiliated entity unless otherwise agreed to by the UNTHSC ~~Chief Financial Officer and Executive~~ Vice President for Finance and ~~Chief Financial Officer-Operations~~ or

procedures that provide detailed descriptions of how financial transactions are to be processed to ensure compliance with the entity's financial policy. Financial procedures provide information on what is required to process various types of financial transactions successfully within the financial structure and system of the specific affiliated entity.

policies readily available. These policies are statements of the entity's management of cashing, investing, fund raising, results and must comply with generally accepted business practices.

Reference.

Applicable Laws, Rules and Regulations:

- Texas Government Code Section 2255.001
- Regents Rule 09.500

Related Policies and Tools/Procedures:

Approved: February 1, 2013 Date

Revised: Date

Next review due on or before: Date

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[Contact Information/Policy Owner: Desiree Ramirez](#)

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 <p>Policies of the University of North Texas Health Science Center</p>	Fiscal Management
<p>Affiliated Entities</p>	

Policy Statement and Purpose.

The University of North Texas Health Science Center (UNTHSC) has adopted this policy to establish the framework within which UNTHSC will work with affiliated organizations. This policy sets forth the rules governing the relationship between a private donor or an organization designed to further the mission and goals of the University of North Texas Health Science Center (UNTHSC) and UNTHSC and its employees, as required by Regents Rule 09.500 and section 2255.001 of the Texas Government Code.

Application of Policy.

This policy applies to all affiliated entities of UNTHSC.

Definitions.

Affiliated Entity. “Affiliated Entity” means an organization that is legally distinct from the university but is designed to further the mission and goals of UNTHSC. Typically, an affiliated entity is a not-for-profit organization, exempt from federal income tax, with Internal Revenue Code section 501(c)(3) status. However, these organizations may exist in a variety of legal structures in support of UNTHSC. To use “University of North Texas Health Science Center” in its name, an organization must be an affiliated entity and obtain approval from the Texas Higher Education Coordinating Board in accordance with Texas Education Code §61.313.

Policy and Responsibilities.

1. Each affiliated entity is required to have a fully executed affiliation agreement between the affiliated entity and UNTHSC. The affiliation agreement must, at a minimum, include the following provisions:
 - a. A definition of the mission and role of the affiliated entity;
 - b. An outline of the responsibilities of the affiliated entity and UNTHSC, including support and staff services and compensation for services related thereto that is to be provided to the affiliated entity by UNTHSC;
 - c. An agreement by the affiliated entity to comply with the rules of the UNT System Board of Regents, regulations of the UNT System, and policies of UNTHSC that relate to affiliated entities and development, including but not limited to organizational, governance, and fiscal guidelines, or shall inform the President if unable to do so;
 - d. A confirmation that all gifts accepted by the affiliated entity are entered into UNTHSC’s centralized data system, thereby accurately reflecting a donor’s history and relationship with the affiliated entity and UNTHSC;

- e. An agreement that the affiliated entity will transfer its assets and property to UNTHSC or to a reincorporated successor §501(c)(3) entity should the affiliated entity cease to exist or cease to be an Internal Revenue Code §501(c)(3) organization;
 - f. Details regarding administration and investment of funds received by the affiliated entity for the benefit of UNTHSC;
 - g. An acknowledgement that the affiliated entity is legally independent from UNTHSC, and neither party assumes the other's liabilities;
 - h. An understanding that the affiliated entity may not share employees with UNTHSC or use property of UNTHSC except as specified in the affiliation agreement;
 - i. An agreement that an employee of UNTHSC may not receive any monetary enrichment, including but not limited to salary or benefits, from the affiliated entity unless expressly provided for in the affiliation agreement, approved by the UNTHSC President in writing, or approved in accordance with UNTHSC's Conflict of Interest (Including Outside Employment and Activities) policy;
 - j. A provision that an officer or employee of UNTHSC may not serve on the board or other governing body of the affiliated entity unless expressly provided for in the affiliation agreement and approved by the UNTHSC President in writing;
 - k. A specification that in the event an affiliated entity may have access to certain confidential student or other university records, such information will be confidentially maintained and utilized only in accordance with state and federal laws;
 - l. A right to audit provision;
 - m. A hold harmless provision to protect UNTHSC from potential legal and financial liability and from claims arising out of the negligence or willful malfeasance of the affiliated entity and its officers, agents, or employees; and
 - n. A description of the levels and categories of liability insurance required to be carried by the affiliated entity.
2. An affiliated entity must have the written permission of the UNTHSC President to use the name, logos, trademarks, seals, service marks, or other identifying marks of UNTHSC. Upon notification from the President or his/her designee that this permission is revoked, the affiliated entity will cease use of the name, logos, trademarks, seals, service marks, or other identifying marks of the university.
 3. An affiliated entity must accurately represent its relationship with the university in all public communications and shall not hold itself out to be acting as UNTHSC.
 4. The affiliation agreement between UNTHSC and the affiliated entity must be reviewed and approved by the Office of General Counsel.
 - a. Any amendment to the affiliation agreement or any separate agreement between UNTHSC and the affiliated entity must also be reviewed and approved by the UNT System Office of General Counsel before execution.
 - b. No provision of the affiliation agreement may conflict with any statute or UNTHSC or UNT System policy, regulation or rule, and any provision found to be in conflict shall be

null and void.

5. All affiliated entities shall be approved by the UNTHSC President or designee.
6. All affiliated entities must comply with applicable provisions set forth in this policy, other policies of UNTHSC, regulations of the UNT System, the rules of the UNT System Board of Regents, and state and federal law. A finding of noncompliance may result in loss of status as an affiliated entity.
 - a. The UNTHSC Chief Financial Officer and Executive Vice President for Finance and Operations or his/her designee will be responsible for working with the affiliated entity to complete the steps to end the affiliation status.
 - b. A non-affiliated entity is not permitted to use the University of North Texas Health Science Center in the name of its organization.
7. All affiliated entities must submit the following information to the UNTHSC President or his/her designee:
 - a. The articles of incorporation and bylaws of the affiliated entity at the time the original affiliation agreement is established and whenever there are changes to either document;
 - b. A list of the officers and board members of the affiliated entity at the time the original affiliation agreement is established and whenever there is a change to the membership; and
 - c. The minutes to the affiliated entity's Board meetings, as requested.
8. All affiliated entities must submit the following information to the UNTHSC Chief Financial Officer and Executive Vice President for Finance and Operations or his/her designee:
 - a. Audited financial reports, including but not limited to balance sheets, income statements, and statements of change of financial position, within 120 days of the end of the affiliated entity's fiscal year;
 - b. A copy of the Internal Revenue Services Form 990, within 30 days after its filing;
 - c. A copy of investment policies annually by January 31st;
 - d. Signed disclosure statements, no later than January 31st of each year, from all outside financial advisors and service providers consistent with the Texas State Auditor's Office Uniform Disclosure Form;
 - e. Other financial information, including but not limited to itemization of assets and asset distribution as requested;
 - f. Gift information for each donor as specified by the UNTHSC Chief Financial Officer and Executive Vice President for Finance and Operations or his/her designee. Gift information will be submitted on a quarterly basis or as otherwise directed by the UNTHSC Chief Financial Officer and Executive Vice President for Finance and Operations or his/her designee; and
 - g. An accounting of expenses incurred by the affiliated entity on behalf of UNTHSC in a format specified by the UNTHSC Chief Financial Officer and Executive Vice President

for Finance and Operations or his/her designee. These expenses will be submitted on a quarterly basis or as otherwise directed by the UNTHSC Vice President for Finance and Chief Financial Officer or his/her designee.

9. The UNTHSC or his/her designee will maintain a complete set of the submitted documents for reporting purposes and shall disseminate audited financial reports and other financial information to the UNT System Vice Chancellor for Finance upon request.
10. Costs associated with financial audits and other reporting requirements are the sole responsibility of the affiliated entity unless otherwise agreed to by the UNTHSC Chief Financial Officer and Executive Vice President for Finance and Operations or his/her designee.
11. The financial structure of the affiliated entity should be supported by written financial procedures that provide detailed descriptions of how financial transactions are to be processed to ensure compliance with the entity's financial policy. Financial procedures provide information on what is required to process various types of financial transactions successfully within the financial structure and system of the specific affiliated entity.
12. Every affiliated entity that raises and expends financial resources should have written financial policies readily available. These policies are statements of the entity's requirements in the management of cashing, investing, fund raising, budgeting, expending and reporting financial results and must comply with generally accepted business practices.

Reference.

Applicable Laws, Rules and Regulations:

- Texas Government Code Section 2255.001
- Regents Rule 09.500
- Texas Education Code §61.313

Related Policies and Procedures:

Reviewed by Office of the General Counsel: Michelle Williams February 6, 2020

Approved: Date

Effective: Date

Revised: Date

Next review due on or before: Date

Contact Information/Policy Owner: Desiree Ramirez



Title: Delegation of Authority to Enter into Professional Services Contract with RAMIC Ft. Worth

Background:

UNTHSC is building an imaging center in order to support Dr. O' Bryant's federally funded research grants which will total over \$60 million. The imaging center is scheduled to open by October 2020. UNTHSC seeks to contract with RAMIC Ft. Worth to serve as the liaison between UNTHSC's Institute for Translational Research (ITR) and all teams associated with the development and construction of the ITR imaging center, and to provide professional services for the day-to-day management of the facility once construction is complete.

Since 2017, Midtown Medical Imaging, a subsidiary of RAMIC Ft. Worth, has conducted the scans for Dr. O' Bryant's research projects. Midtown Medical is the only facility that is accessible to our elderly population and utilizes the 3 Tesla (3T) Siemens whole body scanner required to meet project metrics. Protocols at the facility also follow that of the Alzheimer's Disease Neuroimaging Initiative (ADNI). RAMIC Ft. Worth is needed to continue its involvement to uphold the integrity of the research, future findings, and the scientific protocol.

RAMIC also understands and has experience catering to our elderly population coping with memory challenges. Each scan is an hour and can be overwhelming for those suffering from dementia related illnesses. RAMIC's expertise and input is required during the construction phase related to the patient experience, including assessing lighting, the safety of our participants, code requirements, and participant/patient flow.

Once construction is complete, RAMIC will employ and furnish to the imaging center all technical personnel necessary to deliver the full scope of research and diagnostic imaging including: An Operations Manager for daily operations, two (2) PET technicians, two (2) MRI technicians, and an intake specialist.

ITR will provide a scheduler, Nurse Practitioner, Research Assistants, and an admin for work orders, supply orders and other university related business. All positions except the admin are supported by the grants.

Financial Analysis/History:

The cost incurred as a result of this contract will be covered by revenue earned by the imaging center and will be \$700,000.00 annually, with a total of \$3,500,000 for the first 5 years.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The professional services contract is to be implemented upon approval by the Board of Regents.

Recommendation:

It is recommended that the Board of Regents approve the delegation of authority to enter into a Professional Services Agreement with RAMIC Ft. Worth.

Recommended By:

Gregory R. Anderson
Institutional Chief Financial Officer

President

Chancellor



Board Order

Title: Delegation of Authority to Enter into Professional Services Contract with RAMIC Ft. Worth

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, since 2017, Midtown Medical Imaging, a subsidiary of RAMIC Ft. Worth, has conducted the scans for Dr. O' Bryant's research projects. Midtown Medical is the only facility that is accessible to our elderly population and utilizes the 3 Tesla (3T) Siemens whole body scanner required to meet project metrics. Protocols at the facility also follow that of the Alzheimer's Disease Neuroimaging Initiative (ADNI). RAMIC Ft. Worth is needed to continue its involvement to uphold the integrity of the research, future findings, and the scientific protocol, and

Whereas, RAMIC also understands and has experience catering to our elderly population coping with memory challenges. Their input is required during the construction phase related to the patient experience, and

Whereas, once construction is complete, RAMIC will employ and furnish to the imaging center all technical personnel necessary to deliver the full scope of research and diagnostic imaging including: An Operations Manager for daily operations, two (2) PET technicians, two (2) MRI technicians, and an intake specialist,

Now, Therefore, The Board of Regents authorizes and approves the following:

1. The President or his designee to enter into a professional services contract with RAMIC Ft. Worth.

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Consent

Date Filed: March 27, 2020

Title: Delegation of Authority to Enter into PET/CT and MRI Service Agreements with Siemens Medical Solutions USA, Inc. for the Imaging Equipment at the University of North Texas Health Science Center (UNTHSC)

Background:

UNTHSC seeks to enter into a service agreement with Siemens Medical Solutions USA, Inc. for the purchase of PET/CT and MRI systems for UNTHSC's Imaging Center.

The service agreements cover the warranty period plus seven years and include parts and/or labor, system updates, same day on-site response, and same or next day part orders to insure that operations are not halted for an extended period of time.

The annual pricing for the two PET/CT systems is \$479,558. The annual price for two MRI systems is \$232,564. Delivery is scheduled for August 2020.

The UNTHSC Imaging Center (MRI, PETScan) is a strategic initiative to support major federally-funded research projects within the Institute for Translational Research, and was approved as part of the FY2020 Capital Improvement Plan.

Financial Analysis/History:

The proposed contract is for a total of \$4,984,854.00 for two PET/CT systems and two MRI systems over a 7 year period. The cost incurred as a result of this contract will be covered by revenue earned by the imaging center.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

The service agreements will be in effect upon delivery of equipment and invoiced monthly for payment.

Recommendation:

It is recommended that the Board of Regents approve the delegation of authority to enter into PET/CT and MRI Services Agreements with Siemens Medical Solutions USA. Inc.

Recommended By:

Gregory R. Anderson
Institutional Chief Financial Officer

President

Chancellor



Board Order

Title: Delegation of Authority to Enter into PET/CT and MRI Service Agreements with Siemens Medical Solutions USA, Inc. for the Imaging Equipment at the University of North Texas Health Science Center (UNTHSC)

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the construction of an onsite UNTHSC owned-and-operated Imaging Center (MRI, PETScan) in support of major federally-funded research projects within the Institute for Translational Research was approved as part of the FY2020 Capital Improvement Plan, and

Whereas, UNTHSC wishes to purchase PET/CT and MRI Services for the Imaging Center

Now, Therefore, The Board of Regents authorizes and approves the following:

The Chancellor or her designee to enter into a service agreement with Siemens Medical Solutions USA, Inc. for PET/CT and MRI services for UNTHSC Imaging Center.

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

**Title:** Approval of UNT Dallas Emeritus Recommendation

Background:

In accordance with the University of North Texas at Dallas Policy 6.005, Emeritus Faculty, the title of “Emeritus” may be conferred by the Board of Regents to a faculty member at the time of retirement upon recommendation of the President.

To be eligible for emeritus status, a faculty member must be retiring from a tenured faculty appointment; have been a member of the faculty for at least 10 years; and have a record of distinguished service.

Emeritus status is recommended for the following individual:

Dr. Sheryl Santos-Hatchett, Professor of Education

Dr. Sheryl Santos-Hatchett joined UNT Dallas in 2010 as Dean and Professor of the School of Education and Human Services. In 2015 she transitioned to a joint appointment as Professor of Education and Department Coordinator, Languages and Communication in the School of Liberal Arts and Sciences. In 2018 she was appointed Professor of Bilingual Education and Program Coordinator, EC-12 Spanish (LOTE) teacher certification program.

Dr. Santos-Hatchett earned a BA in Spanish with a minor in Education and a MA in Spanish from Queens College, NY. She earned a Ph.D. in Curriculum and Instruction from Kansas State University, KS.

During her tenure at UNT Dallas, Dr. Santos-Hatchett established the School of Education and Human Services in 2010, and achieved full accreditation from the Texas Education Agency in 2012. Her colleagues describe her as very student-centric, because she has gone over and above in meeting the needs of our students from underserved and underrepresented communities. Her approach has engaged learners through meaningful dialogue, strong student-faculty contact, and spontaneous creativity. Throughout her career, Dr. Santos Hatchett has taught and mentored countless students at both the undergraduate and graduate levels. She has mentored students both enrolled in her class as well as potential recruits who are simply seeking reliable information and more assurance of their chosen career path. Dr. Santos-Hatchett developed a new degree and certification path for teacher candidates, individuals seeking certification to teach Languages Other Than English (LOTE), which was approved by the Texas Higher Education Coordinating Board. In addition to her teaching, she helped a group of UNT Dallas undergraduate students apply for and win a competitive grant from the Ford College Community Challenge (Ford C3) and the Hispanic Association of Colleges and Universities.

Her research has focused on topics related to her teaching Spanish and Bilingual Education. She regularly presents and attends national and international conferences annually. All of her work and training informs the changes made to develop the curriculum of Spanish language and bilingual education. In addition, her interest in marginalized populations extends to creating improved intercultural relations through language and cultural studies.

Service is a marquee feature of Dr. Santos-Hatchett's career at UNT Dallas. She has extensive experience serving our students, their families, and the community at large. She has chaired several external committees and has served on a number of boards. In 2017, she was recognized by the Faculty Alliance with the Service Award for that year. In 2018, she chaired the International Education sub-committee responsible for bringing study abroad to UNT Dallas for the first time. Her most significant public engagement activity has been serving as president of the League of United Latin American Citizens (LULAC) Council #272 in Dallas. In that capacity she worked directly with the Hispanic community and provided scholarships, recruited college students, and resolved community concerns pertaining to educational equity, access, and social justice.

Financial Analysis/History:

There are no financial implications.

Institution Chief Financial Officer

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Vice Chancellor/General Counsel

Schedule:

Effective upon retirement of Dr. Sheryl Santos-Hatchett in June 2020, and approval by the Board of Regents.

Recommendation:

The president recommends that the Board of Regents grant Emeritus status to this distinguished individual upon retirement.

Recommended By:

Betty H. Stewart, Ph.D.

Provost

President

Vice Chancellor

Chancellor



Board Order

Title: Approval of UNT Dallas Emeritus Recommendation

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on May 14, 2020, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with the University of North Texas at Dallas Policy 6.005, Emeritus Faculty, states that the title of “Emeritus” may be conferred to a faculty member by the Board of Regents upon the recommendation of the President, and

Whereas a faculty member must be retiring from a tenured faculty appointment; have been a member of the faculty for at least 10 years; and have a record of distinguished service.

Now, Therefore, The Board of Regents authorizes and approves the following:

1. Dr. Sheryl Santos-Hatchett, Professor Emeritus of Education
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rosemary R. Haggett, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents