



University of North Texas System

Board of Regents

Schedule of Events for Board of Regents Meeting

University of North Texas at Dallas
Student Center, Campus Hall – Room 1050
7300 University Hills Blvd.
Dallas, Texas 75241

February 17, 2022

The University of North Texas System Board of Regents will meet on February 17, 2022, from 8:30 am until approximately 5:00 pm.

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 214.752.5533.

8:30 am CONVENE FULL BOARD

8:35 am CHANCELLOR'S REMARKS

8:40 am SPOTLIGHT ON STUDENTS

9:00 am AUDIT AND FINANCE COMMITTEE

Call to Order

- Approval of minutes of the November 18, 2021, and December 17, 2021, meetings

Briefings:

UNTS Quarterly Financial Update

- Dan Tenney, UNT System, Vice Chancellor for Finance

Quarterly Report of Audit Activities

- Ninette Caruso, UNTS, Chief Audit Executive

Action Items:

9. UNT Approval of Updated University of North Texas Title IX Sexual Harassment Policy

BACKGROUND MATERIAL

- Quarterly Operations Report
- UNT System Consolidated FY22 Q1 Compliance Report

10:00 am STRATEGIC AND OPERATIONAL EXCELLENCE COMMITTEE

Call to Order

- Approval of minutes of the November 18, 2021, meeting

Briefing:

UNT System Strategic Plans Review

- Michael Williams, UNTS, Chancellor and HSC President
- Bob Mong, UNTD, President
- Dr. Sylvia Trent-Adams, UNTHSC, Executive Vice President & Chief Strategy Officer
- Neal Smatresk, UNT, President and Debbie Rohwer, UNT, Vice President for Planning and Chief of Staff

BACKGROUND MATERIAL

- Quarterly Operations Report

Adjourn Strategic & Operational Excellence Committee and Recess for Lunch.

12:00 pm LUNCH (Skytop Reading Room, Room 4009)

1:00 pm STRATEGIC INFRASTRUCTURE COMMITTEE

Call to Order

- Approval of minutes of the November 18, 2021, meeting

Action Item:

10. UNT Gift-Related Naming of the G. Brint Ryan College of Business Resource Center as “The Wilson Jones Career Center”

Adjourn Strategic Infrastructure Committee

**1:30 pm STUDENT SUCCESS, ACADEMIC AND CLINICAL AFFAIRS
COMMITTEE**

Call to Order

- Approval of minutes of the November 18, 2021, meeting

Action Items:

11. UNTD Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Applied Spanish
12. UNTD Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Chemistry
13. UNTD Approval to Add the New UNT Dallas Bachelor of Science with a Major in Chemistry

Adjourn Student Success, Academic and Clinical Affairs Committee.

2:00 pm RECONVENE FULL BOARD (Campus Hall, Room 1050)

CONSENT AGENDA

1. UNTS Approval of Minutes of the November 8, 2021, Special Called Board Meeting, November 18-19, 2022, Board Meeting, and November 29, 2021, Special Called Board Meeting
2. UNT Approval of Tenure for New UNT Faculty Appointees
3. UNT Approval of UNT Faculty Development Leaves for 2022-2023
4. UNT Approval of UNT Recommendations for New and Continued Regents Professor Designation
5. UNT Delegation of Authority to the UNT President to Renew the Chick-Fil-A Franchise Agreement
6. UNTD Approval of Tenure for New UNT Dallas Faculty Appointee
7. UNTHSC Delegation of Authority to Amend and Extend the Professional Services Contract with RAMIC Ft. Worth

ACTION ITEMS:

8. UNTS Acceptance of the Externally Audited UNT System FY21 Annual Comprehensive Financial Report
9. UNT Approval of Updated University of North Texas Title IX Sexual Harassment Policy
10. UNT Gift-Related Naming of the G. Brint Ryan College of Business Resource Center as “The Wilson Jones Career Center”
11. UNTD Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Applied Spanish
12. UNTD Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Chemistry
13. UNTD Approval to Add the New UNT Dallas Bachelor of Science Degree Program with a Major in Chemistry

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 contemplated, ongoing and/or finalized investigations and any findings, conclusions or recommendations related to those investigations
- Consultation with counsel regarding audits and any findings, conclusions or recommendations related to those audits
- Consultation with counsel on the status of negotiations and/or compliance with contracts and agreements, including but not limited to research grants and contracts, including legal obligations and duties and any and all related facts

Government Code, Chapter 551, Section .072 – Deliberation Regarding Real Property

- Deliberation regarding the purchase, exchange, lease, or value of real property

Government Code, Chapter 551, Section .073 - Deliberation Regarding Prospective Gifts

- Deliberation regarding a negotiated contract for a prospective gift or donation

Government Code, Chapter 551, Section .074 - Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Discipline, or Dismissal of Officers or Employees

- Consideration of individual personnel matters related to the appointment, employment, evaluation, reassignment, discipline and dismissal of System and Institution officers or employees, including the search for the UNT Health Science Center President and amendment to the employment agreement with the UNT President, and possible action
- Consideration of the recommendation to terminate for adequate cause the tenured employment of Dr. Hriday K. Das, PhD, Professor, Department of Pharmacology and Neuroscience, Graduate School of Biomedical Sciences, UNT Health Science Center, and possible action

Government Code, Chapter 551, Sections .076 and .089 – Deliberations Regarding Security Devices or Security Audits

- Consideration of matters related to security assessments or deployments relating to information resources technology, network security information, and the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices, or a security audit.

CONVENE FULL BOARD

Consider any action items out of executive session, if applicable.

4:50 pm Reconvene the Board in Open Session to consider action on Executive Session items, if any (Campus Hall, Room 1050)

5:00 pm ADJOURNMENT



MINUTES

BOARD OF REGENTS Audit and Finance Committee November 18, 2021

The Audit and Finance Committee of the Board of Regents of the University of North Texas System convened on Thursday, November 18, 2021, in Room 712A&B of the UNT System Lee F. Jackson Building, 1901 Main Street, Dallas, Texas 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 Chair Carlos Munguia.

Pursuant to a motion by Regent Melisa Denis and seconded by Regent Milton Lee, the Committee approved the minutes of the August 12, 2021, Audit and Finance Committee meeting.

The Committee had four briefings. The first briefing, **FY21 Consolidated Annual Financial Report and FY22 Early Insights Report**, was shared by Vice Chancellor for Finance, Dan Tenney. The Committee heard the second briefing, **Annual Investment Updates**, which was shared by Associate Vice Chancellor for Treasury, Luke Lybrand. Following the Annual Investment Update, the Committee recessed for lunch. Upon returning from lunch, the Committee heard the third briefing, **Compliance Risk Assessments and Workplans**, which was presented jointly by the UNT System and UNT Dallas Chief Compliance Officer Tim Willette, UNT Chief Compliance Officer Clay Simmons, and UNTHSC Chief Compliance and Integrity Officer Desiree Ramirez. Finally, Chief Audit Executive Ninette Caruso shared the **Quarterly Report of Audit Activities**.

The Committee had five action items to consider. The first was presented by Chief Audit Executive Ninette Caruso.

8. UNTS Amendment of Professional Services Agreement with Protiviti, Inc.

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

The next item was also presented by Chief Audit Executive Ninette Caruso.

9. UNTS Approval of UNT System Internal Audit Charter

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.

UNT President Neal Smatresk presented the next item.

10. UNT Delegation of Authority to the UNT President to Extend the EAB Contracts

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

The next item was pulled from the Committee's action items by Committee Chair Carlos Munguia due to a lack of information. Chair Munguia asked the Committee to table the item until the next regular meeting.

11. UNT Approval of Increase to Board Designated Tuition-Beginning Fall 2022

Pursuant to a motion by Regent Melisa Denis and seconded by Regent Dan Feehan, the Committee tabled the above item on a 4-0 vote.

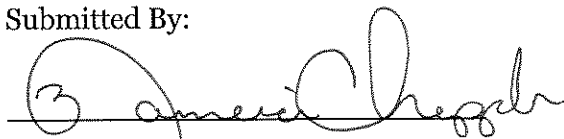
The final item was presented by UNT Vice President for Student Affairs Elizabeth With.

12. UNT Approval of UNT Room and Board Rates for the 2022-2023 Academic Year

Pursuant to a motion by Regent Dan Feehan and seconded by Regent Milton Lee, the Committee approved the above item on a 3 -0-1 vote.

There being no further business, the Committee meeting adjourned.

Submitted By:



Jamaica Chapple
Acting Board Secretary

Date: 12/8/2021



MINUTES

BOARD OF REGENTS Audit and Finance Committee December 17, 2021

The Audit and Finance Committee of the Board of Regents of the University of North Texas System convened by videoconference on Friday, December 17, 2021, with the following members in attendance: Regents Carlos Munguia, Melisa Denis, and Dan Feehan. Regent Laura Wright also attended the committee meeting. The meeting was conducted by videoconference with no in-person attendance. The videoconference meeting was livestreamed for public viewing.

There being a quorum present, the meeting was called to order by Committee Chairman Munguia at 10:31 a.m.

The Committee considered one action item.

2021-79 Acceptance of the Externally Audited UNT System FY21 Annual Comprehensive Financial Report

Pursuant to a motion by Regent Melisa Denis and seconded by Regent Dan Feehan, the Committee Action passed on a 3-0 vote.

There being no further business, the Committee meeting adjourned at 10:55 a.m.

Submitted By:

A handwritten signature in blue ink, appearing to read "Rachel Barone", positioned above a horizontal line.

Rachel Barone
Board Secretary

Date: 1-5-22



UNTS Board of Regents

FY 2022 Q1 Financial Highlights

Dan Tenney, Vice Chancellor for Finance & CFO
February 17, 2022



Synopsis

Highlights

Major accomplishments from Q1 (2022)

Quarterly Budget Update

Quarterly budget to actuals analysis

Quarterly Financials

Quarterly financial statement analysis

Liquidity Analysis

Liquidity continues to improve across system

Summary

Financial posture across UNTS



FY 2022 Q1 Highlights

- FY21 Annual Comprehensive Financial Report (ACFR) audit completed successfully with clean opinion and no reportable findings. Audited ACFR was submitted to the State Comptroller on December 17, 2021.
- Renegotiated and lowered fees charged on employee retirement accounts from external finance firms leading to annual estimated savings of \$230,000 for plan participants
- Blackline reconciliation tool implementation is underway and anticipated to be fully functional before the end of year.
- Implemented new accounting standard related leases (*GASB 87 – Leases*)



Highlights: Axiom UNT System Article

We were recently highlighted by Syntellis on their website after a case study they conducted on how we are using Axiom for modeling and multi-year planning...

"When three-quarters of finance leaders believe higher education lags other industries in the adoption of modern tools and processes that can improve data transparency, reporting, and decision-making, it's unusual to hear of an institution that claims to use data to drive all major financial decisions — but that's the case at The University of North Texas (UNT) System."



Enable an integrated financial planning structure



Run scenarios in minutes, not days



Show profit-and-loss impact of new initiatives



Capital Construction Assistance Projects(formerly Tuition Revenue Bonds)

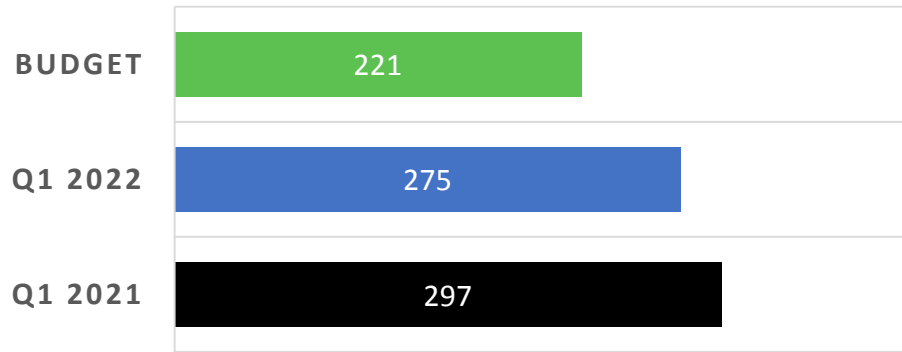
- In the third called session, the Legislature authorized \$3.3 billion in construction projects for higher education institutions, now renamed “Capital Construction Assistance Projects” or CCAPs
- UNT System Institutions received approval for each campus based on their identified top priority projects

Institution	Project	Award
UNT	Science and Technology Research Building	\$113.4 million
UNT Dallas	Science Building	\$100.0 million
HSC	Campus Space Optimization and Realignment	\$59.9 million



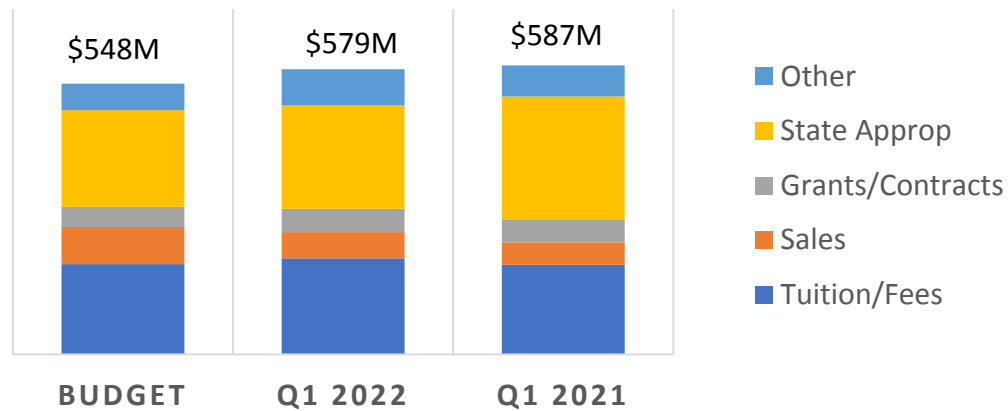
FY 2022 Q1 Performance: UNTS Consolidated

Net contribution to fund balances (\$M)

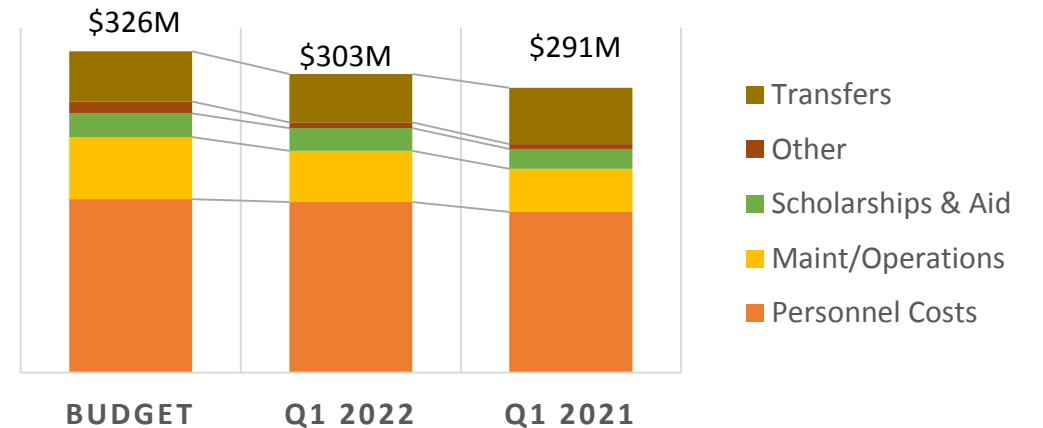


- Net contribution to fund balances higher than plan
 - Higher than planned by \$54M; below 2021 due to appropriations timing (see below); adjusted is higher than last year by \$33m
- Revenues higher than planned
 - Largely driven by enrollment growth and return to campus: Tuition/Fees higher by \$13m/7%; Sales higher by \$9m/19%
 - State Approp Q1 lower than last year due to change in recognizing revenue quarterly vs. beginning of the year at HSC (\$55.5m impact)
- Expenses lower than planned
 - Above last year due to return to campus; mostly driven by personnel costs (+6.2%) and maint/ops (+11%)

REVENUES



EXPENSES & TRANSFERS

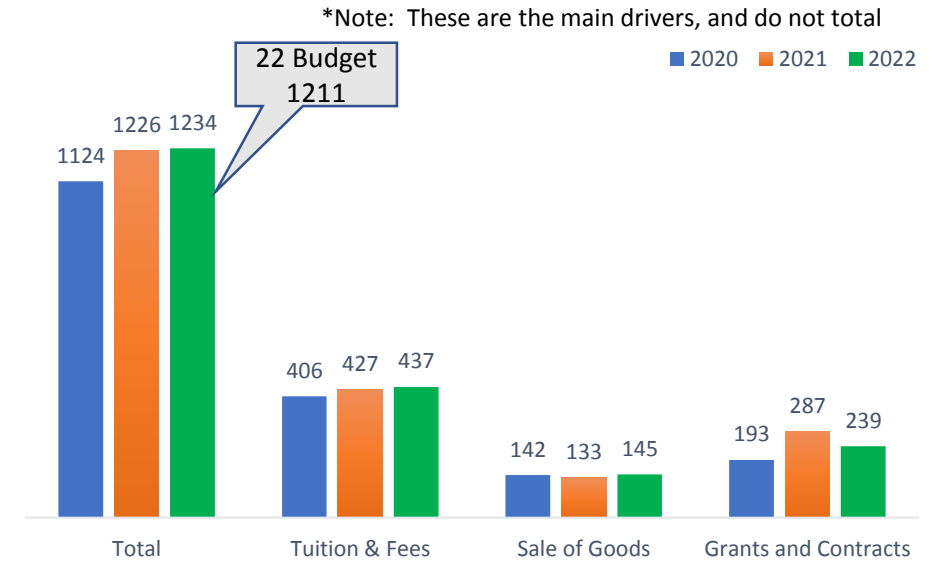




FY 2022 UNTS End of year financial estimates (\$m)

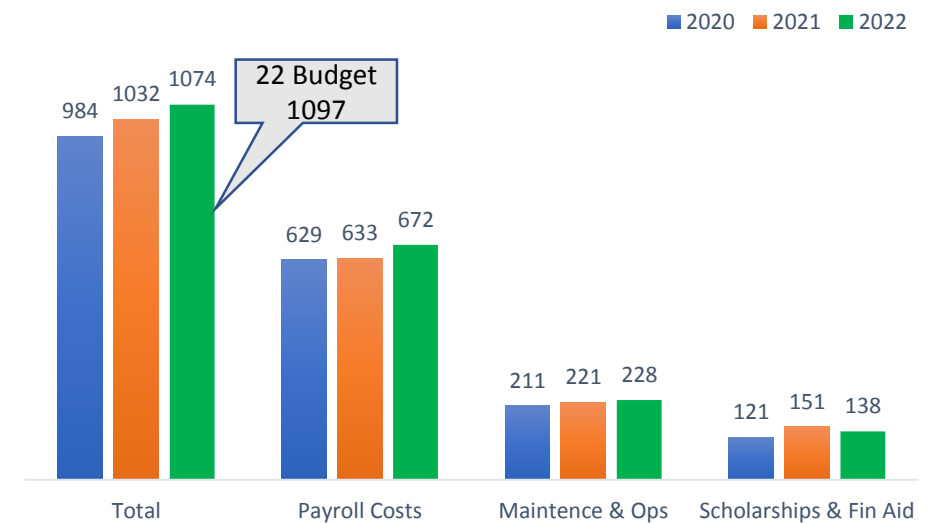
• Projected Revenue:

- FY22 Revenue projecting higher than FY21 by \$8m; higher than budgeted level by \$23m;
- Tuition & Fees projecting higher by \$10m due to increased student enrollment;
- Sales of goods projecting \$12m higher than FY21 due to reopening of campuses;
- Grants and Contracts lower than prior year by \$48m because a majority of COVID relief funding and the \$9.0m Tarrant County HSC contract recognized in FY21.



• Projected Expenses:

- FY22 Expenses projecting higher than FY21 by \$42m; but lower than budget plan by \$23m;
- Payroll costs higher than prior year by \$39m due to increased enrollment support; faculty & auxiliary enterprises
- Maintenance & Operations higher than FY21 by \$7m due to planned reopening costs;
- Scholarships & Aid projecting \$13m lower compared to prior year due to less COVID relief funding.





Change in accounting practice related to lease arrangements:

- Lease is defined as *the financing of the right to use an underlying nonfinancial asset*
- Changes accounting and reporting for leases to a single model to now be classified as Long Term and Short Term. Capital and Operating Lease classifications no longer apply.
- Lessee & Lessor contracts recorded as assets on the Statement of Net Position (SNP)
 - Lessee – Intangible Right to Use (“RTU”) Capital Asset amortized over the life of the lease (net impact of \$4.9m increase to assets)
 - Lessor – Accounts Receivable offset by Deferred Inflows amortized over the life of the lease (net impact zero, \$13.9m receivables increase offset in deferred inflows)



FY 2022 Statement of Net Position (Assets, Liabilities & Net Position)

QUARTERLY HIGHLIGHTS:

Net Position increased by \$134m (9.5%)

Assets and Deferred Outflows: increased \$247.3m (9.5%)

- Current assets higher: increased cash by \$46.8m & accounts receivable by \$40.5m from higher enrollment & installment loans, clinical practice billing, and GASB 87 (+\$13.9m)
- Other non-current assets higher: investments increased by \$123.4m due to market gains & new endowment dollars, and GASB 87 (+\$10.5m)

Liabilities and Deferred Inflows : increased \$113.3m (9.5%)

- Unearned revenue increased by \$93.3m due to increased enrollment and grant/research activity
- Bonded debt decreased by \$67.3m (8.3%) due to ongoing principle payments to retire debt
- Lease Obligations increased by \$5.6m and Deferred Inflows increased by \$13.9m from accounting standard GASB 87

UNAUDITED			
Condensed Comparative Statement of Net Position			
As of November 30, 2021 and 2020			
(in thousands of dollars)			
	November 30, 2021	November 30, 2020	% Increase (Decrease)
Assets and Deferred Outflows of Resources			
Current Assets	\$ 912,827	\$ 805,911	13.3%
Non-Current Assets:			
Capital Assets, Net	1,416,323	1,401,302	1.1%
Other Non-Current Assets	519,809	393,871	32.0%
Deferred Outflows of Resources	6,558	7,096	(7.6%)
Total Assets and Deferred Outflows of Resources	\$ 2,855,517	\$ 2,608,180	9.5%
Liabilities and Deferred Inflows of Resources			
Current Liabilities	\$ 540,306	\$ 378,133	42.9%
Non-Current Liabilities:			
Bonded Indebtedness	715,414	782,718	(8.6%)
Other Non-Current Liabilities	39,119	34,446	13.6%
Deferred Inflows of Resources	14,933	1,137	1213.9%
Total Liabilities and Deferred Inflows of Resources	\$ 1,309,772	\$ 1,196,434	9.5%
Net Position			
Net Investment in Capital Assets	\$ 535,451	\$ 528,380	1.3%
Restricted:			
Funds Held as Permanent Investments:			
Non-Expendable	64,595	58,418	10.6%
Expendable	52,016	32,146	61.8%
Other Restricted	62,596	61,689	1.5%
Total Restricted	179,207	152,253	17.7%
Unrestricted	831,087	731,113	13.7%
Total Net Position	\$ 1,545,745	\$ 1,411,746	9.5%
Total Liabilities and Net Position	\$ 2,855,517	\$ 2,608,180	9.5%

Note: This representation does not include accounting changes from GASB 68 & 75 associated with Pension/OPEB expenses for FY21 or FY22.



FY 2022 Statement of Revenues, Expenses & Changes in Net Position

QUARTERLY HIGHLIGHTS:

Net Position increased by \$134m (9.5%)

Operating Revenues increased by \$2.7m (1%)

- Higher enrollment & return to campus +\$13m
- Decline in grant revenue at HSC of -\$8m

Operating Expenses increased by \$18.7m (7.3%)

- Higher personnel costs of \$10.6m; higher auxiliaries \$3.3m; scholarships higher by \$2.9m
- Reduced costs in communications & utilities of -\$4.1m, reduction in rentals & leases from GASB-87 (-\$1.8m)

Non-operating Revenues decreased by \$17.6m (7.2%)

- Timing difference (-\$55.5m) at HSC related to appropriation revenue recognition quarterly vs. beginning of the year; when adjusted for timing, non-operating revenues increased by \$37.9m
- Investments increased by \$13.5m and Federal HEERF revenue increased by \$7.5m

Condensed Comparative Statement of Revenues, Expenses and Changes in Net Position For the Three Months Ended November 30, 2021 and 2020 (in thousands of dollars)

	November 30, 2021	November 30, 2020	% Increase (Decrease)
Operating Revenues	\$ 286,314	\$ 283,586	1.0%
Operating Expenses	274,045	255,376	7.3%
Operating Income (Loss)	\$ 12,269	\$ 28,210	(56.5%)
Nonoperating Revenues (Expenses)	226,838	244,461	(7.2%)
Income (Loss) Before Other Revenues, Expenses and Transfers	\$ 239,107	\$ 272,671	(12.3%)
Other Revenues, Expenses and Transfers	59,084	45,718	29.2%
Change in Net Position	\$ 298,192	\$ 318,389	(6.3%)
Net Position, Beginning of Year	\$ 1,247,853	\$ 1,093,358	14.1%
Restatement	(300)	-	0.0%
Restated Net Position, Beginning of Year	1,247,553	1,093,358	14.1%
Net Position, End of Year	\$ 1,545,745	\$ 1,411,747	9.5%

Note: This representation does not include accounting changes from GASB 68 & 75 associated with Pension/OPEB expenses for FY21 or FY22.



FY 2022 Q1 UNTS Cash flow projections

Q1 FY 22 financials sustained a positive liquidity position for start of the fiscal year

- Self liquidity target of \$82.5m represents 1.65x our commercial paper program
- Operating liquidity target of \$53m represents coverage of monthly payroll and 5 days of accounts payable

Days Cash on Hand

8/31/2021 11/30/2021 2/28/2022

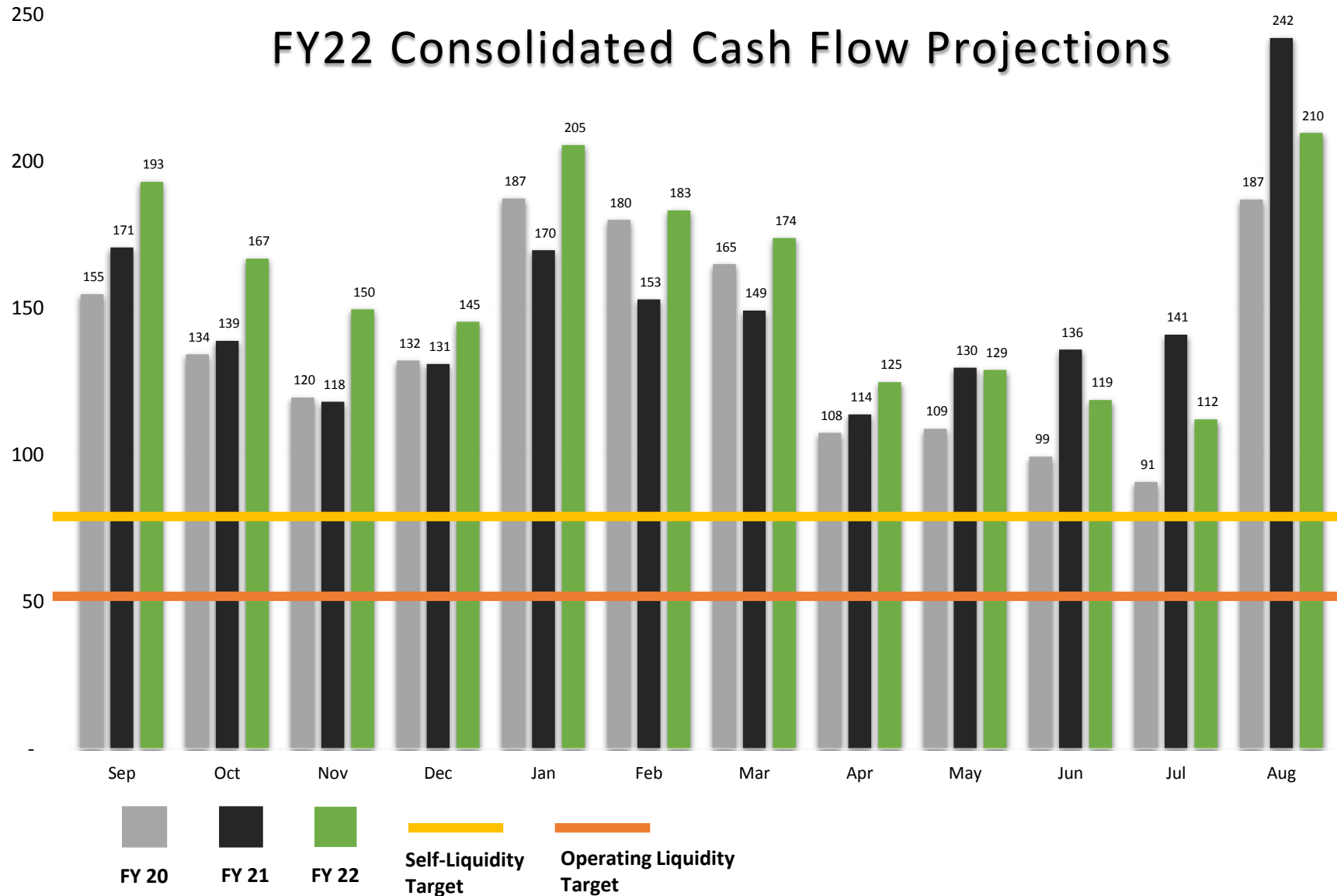
226.41 182.71 200.54

5/31/2022 8/31/2022

178.01 213.05

Benchmark – 169 days

FY22 Consolidated Cash Flow Projections





Q1 2022 Summary

- Overall, we are starting off the fiscal year strong with our financial posture improving across the system including higher revenues from enrollment and state appropriations
- Current year revenue to date indicates a sustaining recovery of financials largely due to higher enrollment and return to campus positively impacting auxiliaries
- Current year expenses to date increased compared to first quarter of last year due to higher enrollment support (mostly faculty) and campus reopening; however, expenses to date are running below planned levels
- We continue to pursue strategic activities to enable new opportunities for growth and to enhance operations that create value for students across the UNT World



Quarterly Report of Audit Activities

Presented by Ninette Caruso

February 17, 2022





- **Internal Audit Plan Coverage and Updates**
Updated Risk Profile and Audit Response
Changes to Audit Plan
- **Audit Results Update**
Results for Assurance and Management Advisory Engagement Reviews Completed
- **Status Management Actions**
Management Action Highlights



Updated Risk Profile and Audit Response

Quarterly the risk assessment is refreshed to capture any changes in the risk environment. Quarter 1, 2022 has seen major risks impacting supply chain and inflationary risks and organizational changes.

Risk Area	Risk Environment - External	Risk Environment - Internal	Audit Response
People / Leadership	<ul style="list-style-type: none"> The big resignation and salary demands Covid impacting staffing levels Continued public and mental health crisis 	<ul style="list-style-type: none"> Challenges attracting and retaining talent, including work from home staff and faculty demands Competition with non-state agency companies on salaries and benefits 	<ul style="list-style-type: none"> Talent Acquisition, Training on Audit schedule for FY22 Monitoring of HR and campus activities in place
Financial	<ul style="list-style-type: none"> Inflationary pressures Stock market roller coaster in 2022 Federal Reserve Policy and rates 	<ul style="list-style-type: none"> Revised UNT fee framework International student and out of state strategy development 	<ul style="list-style-type: none"> Monitoring of financial environment and impact Tuition and Fees for UNT and UNTD assessed quarterly. HSC added in future Annual Investment audit review
Strategic	<ul style="list-style-type: none"> National undergraduate enrollment decrease in higher education In person vs online education challenges Higher Education competition in DFW area 	<ul style="list-style-type: none"> Executive Leadership Transition impacting strategy Culture of resistance to change Governance structure development 	<ul style="list-style-type: none"> Audit Risk Assessment changes: Organizational Structure & Accountability / ERM Inherent Risk Ratings increases Discussing and re-evaluating ERM framework and Ongoing dialogue related to establishment of Governance structures
Legal / Compliance	<ul style="list-style-type: none"> Texas state election impact on agencies New NCAA Policy for Transgender Participation Federal vs State legislation 	<ul style="list-style-type: none"> New DIR guidance on cloud third party contracts Compliance functions maturing 	<ul style="list-style-type: none"> Continued discussion and monitoring of legal exposure in concert with General Counsel Compliance review in progress
Technology	<ul style="list-style-type: none"> Increased war on IT talent Continuous exposure to vulnerabilities (LOG4j) and cyberattacks DoD's CMMC Certification requirements 	<ul style="list-style-type: none"> Significant vacancies in Information Technology Cloud Strategy on hold Overall IT Governance in development Physical movement of System IT employees 	<ul style="list-style-type: none"> Monitoring the Cloud and IT Governance strategy Continue with Cybersecurity review in 2022
Operations	<ul style="list-style-type: none"> Supply-chain issues impacting availability and delivery of goods and services Price of construction and other asset increases 	<ul style="list-style-type: none"> Manual processes leading to Accounts Payable (AP) backlog Aging building and infrastructure; deferred maintenance 	<ul style="list-style-type: none"> Added AP Transformation Readiness Assessment Audit Risk Assessment changes: Construction and Procure to Pay Inherent Risk Rating increases



Changes to Audit Plan

The table below highlights the changes in the Annual Audit Plan inclusive of approach, scope changes as well as additions and cancellations to the plan. Changes previously presented to management / Board of Regents are not included below.

	Original Engagement	Changes to Engagement	Rationale for Changes
Approach	Asset Management	Changing review from an assurance engagement to a continuous monitoring project	Management project in 2021 identified improvement opportunities. Audit will monitor the progress of these initiatives and risk assess for future inclusion in audit plan
Scope	Faculty & Program Oversight -> College of Engineering (UNT) Admissions	Scope changed from assurance quality degree program development to targeted review for admissions at the UNT college of engineering	Additional insight, assisted in targeting the scope of the review
Add	Accounts Payable Transformation Readiness Assessment	Addition to Plan due to manual process resulting in Accounts Payable backlog	Review requested by management - evaluate inefficiencies from manual processes and identify opportunities and recommendations for strengthening controls with automation
	Chancellor Transition Budget Review	Addition to audit plan per management request	Transition to new Chancellor oversight
Postpone / Cancel	HSC Foundation	Cancel - External audit completed, identifying control opportunities	Management outsourcing accounting function to strengthen controls
	Third-Party Oversight	Postponed and will risk assess for FY2023 plan	Third Party monitoring impacted by the new processes implemented by Conflict of Interest and Jaggaer system enhancements
	IT Governance / Finance	Postponed and will risk assess for FY2023 plan	New Management decisions on overall Governance and Cloud implementations will impact IT Governance and IT finance decisions



FY22 Internal Audit Plan

The 2022 Internal Audit Plan coverage map is the status of the plan as of January 31, 2022 – inclusive of current adjustments to the plan. Currently, on track to complete planned activities. Changes in risks, resources, and UNT World initiatives may result in plan changes.

ERM Risk Category	UNT System	UNT	UNT Dallas	UNTHSC
External Events	Emergency Safety Preparedness (IP)			
People / Leadership	Recruiting and Onboarding; Training Program Identification Development and Implementation (IP)			
	Benefits Proportional by Fund			
Financial	✓Public Funds Investment Act Accounts Payable Transformation Readiness Assessment (+) Chancellor Transition Budget Review (+)	✓Tuition and Fees – ongoing Student Managed Investment Funds	✓Tuition and Fees – Dallas ✓Joint Admission Medical Program	
Strategic	Currently no audit activities pending Chancellor’s Strategy and Governance initiatives			
Legal / Compliance	Compliance Program Framework (IP)			
	EEO Investigation Process; Title IX Compliance			
		Grants/Contract Compliance; Time and Effort Review (IP)		
	Federal Republic of Germany Grants review		✓Faculty Development; ✓Family Medicine	
Technology	✓Cloud Implementation Risk Assessment; Cybersecurity Program Audit			
		Systems Service Continuity (IP)		✓HSC Data Governance
Operations		Facility and Program Oversight – College of Engineering		Clinical Revenue Cycle (IP)
	Senate Bill 20 Contracting Compliance Assessment; Asset Management			

Red – Assurance
Black – Advisory
Blue – Continuous Monitoring
 ✓ Completed
 IP – In Process
 + - Plan Addition



FY22 Assurance Engagements Completed

Entity	Engagement Name	Engagement Objective: The objective of the reviews were to assess the risk management framework, controls and governance that support the achievement of the following business outcomes	Summary of Actions
UNT Dallas	Tuition and Fees	Completeness and accuracy of tuition and fee charges applied to the entire student population.	<ul style="list-style-type: none"> Adjust accounts for Board Designated Tuition, Undergraduate Matriculation Fee, and Graduate Orientation Fee, accordingly. Implement controls and/or other processes to ensure withdrawal adjustments for Board Designated Tuition are correctly calculated. Validate Post-Baccalaureate students are correctly charged the Graduate Orientation Fee. Identify other types of tuition and mandatory fees that are set up as term fees in PeopleSoft and consider setting them as session fees.
HSC	Family Medicine Residency Program	<p>HSC complies with the requirements to ensure the Texas Higher Education Coordinating Board (THECB) program funds were expended in accordance with the terms and conditions of the Family Practice Residency Program Grant contract.</p> <p>Family Practice Residency Program is to increase the number of physicians selecting family medicine as their medical specialty, and to encourage them to establish their practice in rural and underserved communities in Texas.</p>	None



FY22 Assurance Engagements Completed

Entity	Engagement Name	Engagement Objective: The objective of the reviews were to assess the risk management framework, controls and governance that support the achievement of the following business outcomes	Summary of Actions
UNT System	Public Funds Investment Act	UNT System complies with the requirements to ensure the investing activities are effective and efficient with the: <ul style="list-style-type: none"> • UNT System Regulation 08.2000, Investment of System Funds; • UNT System Regents Rule 10.100; and • State Auditor’s Office (SAO) Article III, Rider 5 reporting requirements. Public Funds Investment Act is to provide guidance to state agencies related to governance of investments using public funds which includes investment policies, strategies, board and investment officer(s) responsibilities, authorized investments, reporting requirements, and other provisions.	None
HSC	Faculty Development Center	HSC complies with the requirements to ensure the Texas Higher Education Coordinating Board (THECB) program funds were expended in accordance with the terms and conditions of the Faculty Development Center Support Grant contract. Faculty Development Center (FDC) works in collaboration with colleagues to plan and present a variety of programs designed to improve medical education by providing enhanced academic skills and educational processes.	None



FY22 Assurance Engagements Completed

Entity	Engagement Name	Engagement Objective: The objective of the reviews were to assess the risk management framework, controls and governance that support the achievement of the following business outcomes	Summary of Actions
HSC	Data Governance	Data at HSC is organized, classified, consolidated, secured, and available to support the needs of employees, students, and faculty.	<ul style="list-style-type: none"> • Develop a formalized data quality policy / procedure and roll out corresponding processes with data owners • Develop procedures for identifying critical data elements and using data labeling practices. • Enhance data governance policies to include guidance on metadata and timely policy review cycles.

FY22 Advisory Engagements Completed

Entity	Engagement Name	Agreed Upon Objective	Summary of Recommendations
UNT World	Cloud Implementation Risk Assessment	The goal of this initiative was to identify relevant cloud implementation risks (solution agnostic) and present to the IT cloud project owners for consideration in the next phase of the cloud migration implementation.	Internal Audit provided a general cloud risk register to the project team for consideration as a potential cloud adoption initiative gets underway.



Status Management Actions

Management action plans are executed and validated by Internal Audit as agreed and are as of 12/31/21. The large number of management actions was due to interim actions as the timeline for full remediation was > 12 months.

UNT World	Adjusted Beginning Balance - 09/30/21	Add	Closed	Current Open - 12/31/21
UNT System	33	0	5	28
UNT	2	0	1	1
UNT Dallas	2	0	1	1
UNTHSC	3	10	2	11
Total Open Management Action Plans	40	10	9	41

Open Action Plans by Risk Severity ***		
Critical	High	Medium
0	12	16
0	0	1
0	0	1
0	1	10
0 (0%)	13 (32%)	28(68%)

Action plans may have multiple steps as part of remediation which resulted in the increase in the UNT System area actions

*** Low risk Issues/actions not reported at the Board of Regent level

One UNTHSC action from the Change Management audit was revised. Internal Audit is comfortable with the circumstances of the new action date.

There are no past due items.

UNT Policy 16.005 Prohibition Against Sexual Misconduct & Retaliation - Edits

Board of Regents Meeting

February 17, 2022

Background of recent legislative changes

- August 14th, 2020 - USDOE Title IX regulations went into effect, requiring additional changes to UNT Policy.
 - August 14, 2020 – UNT adopted Policy 16.007, Title IX Sexual Harassment.
- May 13, 2021 – Board of Regents approved UNT Policy 16.005
 - New policy combined Title IX regulations and Texas Education Code requirements into one policy for ease of use.
- **August 24, 2021 – OCR notified recipients of procedural change in hearing requirements.**

Procedural changes in hearing requirements

- *Victim Rights Law Center et al. v. Cardona*
 - Case brought by several organizations & individuals challenging the 2020 Title IX amendments
 - The court vacated the part of the regulations that prohibits a decision-maker from relying on statements that are not subject to cross-examination during the hearing: *If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility...."*
 - On August 24, in accordance with the court's order, the USDOE immediately ceased enforcement of the prohibition against statements not subject to cross-examination
 - Postsecondary institutions are no longer subject to this portion of the provision

What does this mean?

- In practical terms, a decision-maker at a postsecondary institution may now consider statements made by parties or witnesses that are otherwise permitted under the regulations, even if those parties or witnesses do not participate in cross-examination at the live hearing, in reaching a determination regarding responsibility in a Title IX grievance process.

Changes to UNT Policy

OLD

Not submitting to cross-examination. If a party or witness refuses to submit to any cross-examination questions, the Hearing Panel **will not rely on any statement of that party or witness in making a determination of responsibility.** The panel may not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions at the hearing.

NEW

Not submitting to cross-examination. If a party or witness refuses to submit to any cross-examination questions, the Hearing Panel **may not draw an inference about the determination** regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions at the hearing.

Updated Policy Statement

- 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 and allows all individuals to fully participate in the benefits and privileges the University has to offer. The University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved. Therefore, in accordance with Title IX and state law, the University prohibits sexual misconduct at its educational programs and activities. Sexual harassment, sexual misconduct, retaliation, and other conduct prohibited under this Policy will be subject to disciplinary action.

Updated Policy Application

- **Application of Policy**. This policy applies to all students, faculty, and staff. It applies to conduct that occurs on University owned or controlled premises; in an education program or activity, including University sponsored events; in buildings owned or controlled by student organizations officially recognized by the University; off campus under circumstances when the University exercises substantial control over both the Respondent and the context in which the conduct occurs; or off campus when the conduct potentially affects a person's education or employment with the University or potentially poses a risk of harm to members of the University community. This policy also applies regardless of the gender, gender identity, or sexual orientation of the parties. 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. When the Respondent is a member of the University community, a formal complaint may be filed and a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the UNT community .

Updated Policy Definition

- **Education Program or Activity.** “Education program or activity” refers to locations, events, or circumstances where Recipient exercises substantial control over both the Respondent and the context in which the sexual harassment, discrimination, and/or retaliation occurs and also includes any building owned or controlled by a student organization that is officially recognized by the Recipient .

Updated Policy Definitions

OLD

Retaliation. “Retaliation” means any adverse action, treatment, or condition taken because of an individual’s participation in a protected activity (*i.e.*, made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy), including an act intended to intimidate, threaten, coerce, or discriminate that is likely to interfere with or dissuade a reasonable person from opposing discriminatory or harassing practices, filing a sexual harassment complaint, participating in an investigation regarding sexual harassment, or otherwise affecting any right or privilege secured by Title IX or this policy, or because the individual has. Retaliation also includes filing a complaint or other action against an individual for alleged violation of University policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, a report or formal complaint of sexual harassment, for the purpose of interfering any right or privilege secured by Title IX or this policy.

NEW

Retaliation. “Retaliation” means taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in, in any manner, an investigation, proceeding, or hearing under this policy and procedure. Retaliation also includes filing a complaint or other action against an individual for alleged violation of University policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy.

Updated Appeals Process

- Changed appeal period from 5 days to 10 days for determinations of responsibility and for sanctions
- Appeals of Hearing Panel determinations are limited to the following grounds:
 - A procedural error or omission occurred that significantly impacted the outcome of the hearing (*e.g.*, substantiated bias, material deviation from established procedures, failure to correctly apply the evidentiary standard).
 - To consider new evidence, unknown or unavailable during the investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the appeal.



Contact Information

OEO@unt.edu

940-565-2759

Inquiry Forms are available at:

ied.unt.edu/file-complaint

Board Briefing



Committee: Audit & Finance

Date Filed: December 16, 2021

Title: Approval of Updated University of North Texas Title IX Sexual Harassment Policy

Background:

In August 2021, the U.S. Department of Education, Office for Civil Rights (OCR) announced that it would "immediately cease enforcement" of the 2020 Title IX Regulations' exclusionary rule. Generally, the exclusionary rule prevents a decision-maker at an institution for higher education from considering statements made by parties or witnesses who did not participate in cross-examinations at the live hearing when reaching a determination. The Department's Letter to Students, Educators and Other Stakeholders (Letter), and its guidance therein, was in response to a federal district court decision that held the exclusionary rule provision to be "arbitrary and capricious," in violation of the Administrative Procedures Act (APA). *Victim Rights Law Center et al. v. Cardona, No. 1:20-cv-11104, 2021 WL 3185743 (D. Mass. July 28, 2021)*.

UNT is requesting that the Board of Regents approve an update to UNT Policy 16.005 *Prohibition Against Sexual Misconduct and Retaliation*, in order to comport with the guidance contained in OCR's Letter, and in order to ensure fairness in UNT's Title IX hearing process. According to the court in the *Cardona* decision, the exclusionary rule improperly gives respondents the ability to schedule a hearing at an inconvenient time for a third-party witness, rendering them unable to testify or be cross-examined, leading to the exclusion of their statements. The court also noted that respondents have an unfair advantage of discussing freely the details of the investigation with their peers to collect additional information or persuade third-party witnesses not to appear at the Title IX grievance hearing. Complainants are further disadvantaged because third-party witnesses cannot be subpoenaed to testify. The respondent can therefore rest easy when a third-party witness does not appear at a live hearing, because third-party witnesses cannot be subpoenaed, their testimony will not exist, and their previous statements cannot be relied upon by the decision-maker.

Board approval is required for adoption of the updated policy since it will be the policy addressing Texas statutory requirements related to sexual misconduct. At this time, in accordance with Regents Rule 09.500, it is recommended that the Board approve the adoption of an updated Policy 16.005, *Title IX Sexual Harassment* for the University of North Texas, which removes the exclusionary rule and makes other minor adaptations for efficiency. 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.

Clayton Gibson Digitally signed by Clayton Gibson
Date: 2022.01.31 10:48:55 -06'00'

Institution Chief Financial Officer

Dan Tenney  Digitally signed by Dan Tenney
Date: 2022.02.02 12:16:40 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky  Digitally signed by Alan Stucky
Date: 2022.02.03 10:40:24 -06'00'

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 updated UNT Policy 16.007, to create a single policy addressing Title IX and other forms of sexual misconduct for the University of North Texas.

Recommended By:

Joanne Woodard

Vice President for Institutional
Equity & Diversity

Neal Smatresk  Digitally signed by Neal Smatresk
Date: 2022.01.31 15:30:17 -06'00'

President

Dr. Michael R. Williams  Digitally signed by Dr. Michael R. Williams
Date: 2022.02.04 12:40:29 -06'00'

Chancellor

Attachments Filed Electronically:

- UNT Policy 16.005 – Prohibition Against Sexual Misconduct and Retaliation
- UNT Policy 16.005 – Prohibition Against Sexual Misconduct and Retaliation-redlined



Board Order

Title: Approval of Updated University of North Texas Title IX Sexual Harassment Policy

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, an update of the University of North Texas Policy 16.005, *Prohibition Against Sexual Misconduct and Retaliation*, will better meet the needs of University of North Texas students and employees, and

Whereas, this update will incorporate changes necessitated by a recent guidance Letter from the U.S. Department of Education,

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

1. Adoption of an updated University of North Texas *Prohibition Against Sexual Misconduct and Retaliation* (Policy 16.005) as set forth in the attachment to this briefing and order.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



Policy Number and Chapter:	16.005	Equity and Diversity
Policy Title:	Prohibition Against Sexual Misconduct and Retaliation	

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 and allows all individuals to fully participate in the benefits and privileges the University has to offer. The University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved. Therefore, in accordance with Title IX and state law, the University prohibits sexual misconduct at its educational programs and activities. Sexual harassment, sexual misconduct, retaliation, and other conduct prohibited under this Policy will be subject to disciplinary action.

Application of Policy. This policy applies to all students, faculty, and staff. It applies to conduct that occurs on University owned or controlled premises; in an education program or activity, including University sponsored events; in buildings owned or controlled by student organizations officially recognized by the University; off campus under circumstances when the University exercises substantial control over both the Respondent and the context in which the conduct occurs; or off campus when the conduct potentially affects a person’s education or employment with the University or potentially poses a risk of harm to members of the University community. This policy also applies regardless of the gender, gender identity, or sexual orientation of the parties. 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. When the Respondent is a member of the University community, a formal complaint may be filed and a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the UNT community.

Definitions.

1. **Advisor.** “Advisor” means a person chosen by a party or appointed by the institution to accompany the party to meetings related to the resolution process, to advise the party on that process, and to conduct cross-examination for the party at the hearing, if any.
2. **Appellate Officer.** “Appellate Officer” means the University administrator designated to hear and render a decision on appeals filed under this policy.
3. **Complainant.** “Complainant” means an individual who is alleged to have been the subject of conduct prohibited under this policy regardless of whether the individual reports the conduct.
4. **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 and attorneys and other employees in the UNT Student Legal Services office and UNT System Office of General Counsel. Faculty and staff 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.

5. Consent. "Consent" means words or actions that show an active, knowing, and voluntary agreement to engage in each instance of 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.
6. 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 consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes but is not limited to: sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.
7. Day. "Day" means Monday through Friday during regular University business hours (8:00 a.m. to 5:00 p.m.).
8. 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.

9. Education Program or Activity. "Education program or activity" refers to locations, events, or circumstances where Recipient exercises substantial control over both the Respondent and the context in which the sexual harassment, discrimination, and/or retaliation occurs and also includes any building owned or controlled by a student organization that is officially recognized by the Recipient.
10. 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.
11. 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.
12. Hearing Officer. "Hearing Officer" means one of three decision-makers in a live hearing. The Hearing Officer will manage the questioning of parties and witnesses in the hearing, and will issue the written determination of responsibility.
13. Hearing Panel. "Hearing Panel" means a group of three individuals, including a Hearing Officer, convened for the purpose of a live hearing after an investigation of sexual harassment.
14. Hearing Panelist. "Hearing Panelist" means a member of a hearing panel.
15. 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 their 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.
16. Live Hearing. "Live Hearing" (or "Hearing") means a proceeding where the Complainant, Respondent, and all participants are physically present in the same geographic location, or, at the University's discretion, where the Complainant, Respondent, witnesses, and other participants may appear virtually with technology that allows participants simultaneously to see and hear the proceeding.

17. 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. The burden of proof always rests with the University.
18. Respondent. “Respondent” means an individual identified as allegedly having engaged in conduct prohibited under this policy regardless of whether a formal complaint is made.
19. Retaliation. “Retaliation” means taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in, in any manner, an investigation, proceeding, or hearing under this policy and procedure. Retaliation also includes filing a complaint or other action against an individual for alleged violation of University policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy.
20. Sanctioning Official. “Sanctioning Official” refers to the University official who assigns sanctions to individuals who are found responsible by a Hearing Panel for violating certain portions of this Policy.
21. 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.
22. Sexual Coercion. “Sexual Coercion” means the use of manipulation or threat to force someone to engage in a sexual act.
23. 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. Examples of sexual exploitation include but are not limited to: non-consensual video or audio-taping of sexual activity, undetected viewing of another's sexual activity or other types of sex-based voyeurism, or the intentional removal of a condom or other prophylactic barrier during sexual activity without the consent of a sexual partner.

24. Sexual Harassment – State. “Sexual Harassment – State” or “State 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 at a postsecondary educational institution.

25. Sexual Harassment – Title IX. “Sexual Harassment – Title IX” or “Title IX Sexual Harassment” means Conduct on the basis of sex that satisfies one or more of the following:

- a. Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
- c. “Sexual assault,” “dating violence,” “domestic violence,” or “stalking” as defined in this Policy.

Subsections (a) and (c) in this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of quid pro quo sexual harassment and any instance of sexual assault, dating violence, domestic violence, and stalking are considered sexual harassment under this Policy.

26. Sexual Harassment. “Sexual Harassment” without the qualifier “State” or “Title IX” refers to both State Sexual Harassment and Title IX Sexual Harassment.

27. Sexual Misconduct. “Sexual Misconduct” refers to sexual harassment, sexual assault, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking.

28. 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.
29. Student. “Student” means an individual who is registered or enrolled in one or more courses for credit at the University.
30. Survivor Advocate. “Survivor Advocate” means an individual employed by the University to provide advocacy services to survivors of sexual misconduct, relationship violence and stalking, 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.
31. 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. The Title IX Coordinator is located in the Office of Equal Opportunity.

Procedures for reporting and responding to alleged sexual misconduct.

1. Reporting Sexual Harassment and Other 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, domestic violence, or stalking go to a hospital for treatment and preservation of evidence, if applicable, immediately after the incident.
 - b. Sexual harassment and other forms of sexual misconduct may be reported to the University via the University website report.unt.edu, including anonymously, or to a Confidential Employee. A student who wishes to report sexual harassment and other sexual misconduct may report to the Dean of Students, the Title IX Coordinator, or a Deputy Title IX Coordinator.
 - c. An individual who believes they have been subjected to sexual harassment or other sexual misconduct, should immediately report the conduct to the Title

IX Coordinator.

- d. Employees must report sexual harassment and other sexual misconduct as set out below.

2. Duty to Report.

- a. Employees who, in the course of performing their authorized duties, witness or receive information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment or other sexual misconduct and is alleged to have been committed by or against a person who was a student enrolled at or an employee of UNT at the time of the incident shall promptly report the incident to the Title IX Coordinator 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 visitors, are strongly encouraged to report sexual harassment and other 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.
 - i. Confidential Employees, as defined in this policy, are obligated to report sexual harassment and other sexual misconduct to the Title IX Coordinator 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.
 - ii. A person is not required to make a report under this section concerning an incident in which the person was a victim of sexual harassment and other sexual misconduct.
 - iii. 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.
 - i. The University will terminate the employment of an employee whom the institution determines in accordance with University policy to have knowingly failed to report certain types of sexual misconduct as required in this policy (*i.e.*, the employee is required to make a report

of sexual assault, sexual harassment, dating violence, or stalking and knowingly fails to do so).

- ii. The University may discipline an employee who fails to report other forms of sexual misconduct (*i.e.*, sexual coercion, sexual exploitation, and domestic violence).

3. False or Bad Faith Reports.

- a. Any individual who makes a false report under this policy is subject to disciplinary action. A report is not false or made in bad faith simply because an investigation did not find sufficient evidence to substantiate the alleged violation. The University will terminate the employment of an employeewhom the institution determines in accordance with University policy to have knowingly made a report of sexual harassment or other sexual misconduct that is false, with the intent to harm or deceive.

4. Protection Against Retaliation.

- a. Retaliation is prohibited 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:
 - i. Reports an incident of sexual misconduct under this policy that was perpetrated by that person or the person assisted in the sexual misconduct; or
 - ii. Cooperates with an investigation, a disciplinary process, or a judicial proceeding relating to an allegation that person perpetrated an incident prohibited under this policy.

5. Confidentiality.

- a. Protection of Non-Confidential Information. Information may be protected from disclosure as permitted by section 51.971 of the Texas Education Code when it is collected or produced as part of an investigation conducted under this policy and disclosing the information would interfere with an ongoing investigation, or it is collected or produced by a University official for the purpose of reviewing a compliance process.
- b. Authorized Disclosure of Alleged Victim's Identity. The identity of an alleged victim of sexual harassment or other sexual misconduct, may be disclosed with

the written and signed consent of the alleged victim or when the information is released to the following:

- i. persons employed by or under contract with the university when necessary to conduct an investigation of the report or any related hearings;
 - ii. a law enforcement officer as necessary to conduct a criminal investigation of the report;
 - iii. a health care provider in an emergency situation, as determined necessary by the institution;
 - iv. 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 Harassment or Other Sexual Misconduct. The identity of an individual who reports sexual harassment or other 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 the Texas Public Information Act, and may be disclosed only to:
- i. University officials as necessary to conduct an investigation of the report;
 - ii. a law enforcement officer as necessary to conduct a criminal investigation of the report, or
 - iii. a health care provider in an emergency situation, as determined necessary by relevant University officials.

6. Rights of Victims of Alleged Sexual Harassment and Other 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 report or not report the alleged conduct to law enforcement if it constitutes a crime; and

- c. The right to be assisted by the University in reporting the alleged conduct to law enforcement if it constitutes a crime.
7. Protocol for Responding to Reports of Sexual Harassment, Including Interim Measures.
- a. Applicability of the Grievance Process. The Grievance Process in this Policy applies to the following situations:
 - i. Students. The Grievance Process in Sections 7.d. through 7.o. of this Policy applies in the instances where the conduct alleged includes Title IX Sexual Harassment, as defined above.
 - ii. Employees. For faculty and staff, the Grievance Process in sections 7.d. through 7.o. applies where each of the following conditions is met:
 - (a.) The Respondent is an employee at the University at the time of the alleged conduct;
 - (b.) The conduct alleged is Title IX Sexual Harassment under this Policy;
 - (c.) The alleged conduct occurred against a person in the United States; and
 - (d.) The Complainant was participating or attempting to participate in an education program or activity at the University at the time of the alleged conduct. This element is met if the conduct occurred in any of the following: on any University property, during any University activity, in a building owned or controlled by a student organization that is officially recognized by the University, or in instances where the University exercised substantial control over the Respondent and the context in which the alleged conduct occurred.
 - iii. In all other instances, allegations of Sexual Misconduct that do not include Title IX Sexual Harassment will be handled in accordance with the procedures of Section 7.p. when the Respondent is a Student at the time of the alleged conduct and Section 7.q. when the Respondent is an employee at the time of the alleged conduct.
 - b. Reviewing Allegations. The Title IX Coordinator will review all allegations of sexual misconduct. The Title IX Coordinator or a designee shall consult the Complainant, if the individual's identity is known, before recommending interim measures or before initiating an investigation. This consultation must include informing the Complainant that:

- i. the Complainant may file a criminal complaint with law enforcement officials at any time;
 - ii. the University has an obligation to remediate sexual harassment and other sexual misconduct, and that an investigation may be conducted whether or not a criminal complaint is filed;
 - iii. the University can take measures to protect against continued sexual harassment or other sexual misconduct and retaliation;
 - iv. voluntary withdrawal of an allegation will not necessarily result in termination of an investigation; and
 - v. the Complainant should contact the Title IX Coordinator if retaliation is suspected.
- c. Interim or Supportive Measures.
- i. The University shall provide the following interim or supportive measures to student Complainants and student Respondents:
 - (a.) counseling from a counselor that does not provide counseling to another person involved in the incident; and
 - (b.) permission to drop a course in which both the Complainant and the Respondent are enrolled without any academic penalty.
 - ii. The University may take other administrative action to protect or support 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 include but are not limited to: administrative directives for no contact, housing reassignments, leaves of absence, modified schedules, campus security escorts, altered academic arrangements, and increased security.
- d. Formal Complaints.
- i. To begin the Grievance Process, the Complainant must sign a Formal Complaint requesting an investigation and submit it to the Title IX Coordinator. The complaint must include a written statement setting out the known details of the alleged sexual harassment, including the following:
 - (a.) Complainant's name and contact information;

- (b.) Respondent's name, if known;
 - (c.) Description of the alleged occurrence(s);
 - (d.) Date(s) and location(s) of the alleged occurrence(s);
 - (e.) Names of any witnesses to the alleged occurrence(s); and
 - (f.) The resolution sought.
- ii. The Complainant may submit documents or any other information that is related to the Formal Complaint.
 - iii. The Title IX Coordinator may sign a Formal Complaint against a Respondent and initiate an investigation when in the best interest of the University community.
- e. Formal Complaint Dismissals.
- i. **Mandatory Dismissal of Complaint.** The University, as required by Title IX, *must* dismiss a Formal Complaint or an allegation in the complaint, when the alleged conduct:
 - (a.) Does not meet the definition of Title IX Sexual Harassment as defined in this policy;
 - (b.) Did not occur in a UNT educational program or activity; or
 - (c.) Did not occur against a person in the United States.
 - ii. **Discretionary Dismissal of Complaint.** The University *may* dismiss a Formal Complaint or allegation made under this Policy:
 - (a.) upon the Complainant's written request and delivery of the request to the Title IX Coordinator;
 - (b.) when the Respondent was an employee and is no longer employed by the University at the time the Formal Complaint is filed; or
 - (c.) when specific circumstances prevent the University from gathering evidence sufficient to reach a determination concerning the complaint or an allegation in the complaint.
 - iii. **Other Investigation.** When the Respondent is a student who withdraws or graduates prior to resolution of an allegation of sexual misconduct in accordance with University policy, the University shall resolve an allegation of sexual harassment dismissed under Section 7.e. of this

policy or other allegations of sexual harassment, sexual assault, dating violence, or stalking in accordance with the process set out in Section 7.p. of this policy until there is a final determination of responsibility. The University shall not issue a transcript to the Respondent until a final determination of responsibility is made. For all other allegations of sexual misconduct that are dismissed under Section 7.e., the University may resolve an allegation under other University policies, including but not limited to: the Code of Student Conduct (07.012) or with the process set out in Section 7.p. or 7.q. of this policy.

- iv. Notice of Dismissal. If the University dismisses a Formal Complaint, the University will notify the Complainant and Respondent in writing, including the reason(s) for the dismissal.
 - v. Concurrent Criminal or Civil Proceedings. The University, at its discretion, may proceed with or delay the investigation or Grievance Process temporarily due to concurrent criminal or civil proceedings on a case-by-case basis.
- f. Written Notice of the Formal Complaint, and Notification of University Offices Offering Assistance.
- i. After receiving a Formal Complaint, the Title IX Coordinator will provide the Complainant and Respondent written notice of the Formal Complaint and available University resources and assistance. The written notice will include the following:
 - (a.) A description of the Grievance Process, as outlined in this Policy;
 - (b.) Details about the alleged conduct, including the nature of the conduct, identity of the parties, and the date(s), time(s), and location(s) of alleged conduct as known by the University at the time of the Formal Complaint;
 - (c.) The potential policy violations being investigated;
 - (d.) A statement that the Respondent is presumed not responsible for the alleged conduct and that the determination regarding responsibility will be made at the conclusion of the Grievance Process;
 - (e.) A statement that both individuals may have an advisor of their choice, who may be, but is not required to be, an attorney;
 - (f.) A statement that both individuals may inspect and review all evidence gathered as part of any investigation;

(g.) A statement that knowingly making false statements or knowingly submitting false information during the Grievance Process is prohibited and subject to disciplinary action; and

(h.) Any other information the Title IX Coordinator believes is necessary for equitable resolution of the Formal Complaint.

g. Informal Resolution of Complaints.

- i. After the Respondent and Complainant have been provided a copy of the written notice of a Formal Complaint, both individuals may, in writing, voluntarily agree to resolve the complaint using the Informal Resolution process set out in this policy. Individuals may use the informal process at any point prior to the University reaching a determination regarding responsibility. The Informal Resolution entails the parties forgoing the Grievance Process (including the investigation and hearing, depending on when the parties agree to engage in an Informal Resolution). The Informal Resolution may include a mediation process, for example, and agreements reached by the individuals are binding and will result in permanent dismissal of the Formal Complaint. The University may enforce the agreement to the extent allowed by law.
- ii. At any point prior to agreeing to an Informal Resolution, each party has a right to withdraw from the Informal Resolution process and resume the Grievance Process with respect to the Formal Complaint.
- iii. The Informal Resolution process is not permitted in cases where:
 - (a.) The Formal Complaint alleges sexual assault;
 - (b.) The Formal Complaint contains an allegation of physical violence;
 - (c.) The Formal Complaint alleges an employee sexually harassed a student; or
 - (d.) When the individuals previously participated in the Informal Resolution process and reached a mutual agreement that resolved the allegations in the Formal Complaint.
- iv. Informal Resolutions of a Formal Complaint will be concluded within 45 days of written notice to the University that both parties wish to proceed with the informal process. Notice that the parties wish to proceed with an Informal Resolution process will “pause” the counting of the timeframe to conclude the formal Grievance Process. Should the

Informal Resolution process fail, the University will proceed with the formal process.

- v. No recording of the Informal Resolution process will be made and statements made during this process may not be used or considered in any way in the formal Grievance Process, including by the hearing and appellate officers.
- vi. Informal Resolution Documentation. Any final resolution reached pursuant to the Informal Resolution process will be documented and maintained for seven years. (See Section 7.n. below for additional information on Grievance Process documentation).

h. Investigating Formal Complaints.

i. Collection of Evidence.

(a.) The investigator will provide written notice to the Complainant, Respondent, or other individuals who may have information about an allegation in the Formal Complaint when the person is invited or expected to participate in the process. The notice must inform the individual of the date, time, location, participants, and purpose of the meeting or other proceedings.

(b.) After the University provides written notice of a Formal Complaint, the Respondent will have 10 days to respond in writing and schedule an interview with the investigator.

(c.) The Respondent and Complainant may present any information and evidence that is relevant to the Formal Complaint, and may have an Advisor of their choice attend any related interview, meeting, or proceeding in the Grievance Process. The individuals must inform the investigator, in writing, of the name of their Advisor and whether the University may release information concerning the Formal Grievance process. Advisors are not permitted to actively participate in meetings or proceedings in the Grievance Process, unless explicitly outlined in this Policy. The individuals may provide the names of any fact or expert witnesses who may provide information related to the allegation(s), including a description of the information the witnesses may have, and provide the investigator any questions they would like asked of any potential witnesses or the other party.

- (d.) The investigator is responsible for gathering evidence sufficient to reach a determination regarding responsibility, including interviewing available witnesses.
 - (e.) The investigator cannot access, consider, disclose, or otherwise use a Respondent's, Complainant's, or witness's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University receives that individual's voluntary, written consent to consider the information.
- ii. **Access to Evidence.** Prior to the completion of the investigation report, the investigator must send the Respondent and Complainant, and their advisor as designated, access to the evidence obtained that is directly related to the allegations in the Formal Complaint, including inculpatory and exculpatory information and other evidence upon which the investigator does not intend to rely in reaching a determination regarding responsibility. The individuals will have 10 days to inspect, review, and respond to the evidence. Response to the evidence may be submitted verbally or in writing. The investigator will consider all timely responses.
 - iii. **Completed Investigation Report.** The completed investigation report will outline each of the allegations that if true would constitute prohibited conduct under this Policy, provide the timeline (*i.e.*, procedural steps) of the investigation, and fairly summarize relevant evidence, participant statements, and responses to questions. The investigator will provide a completed investigation report concurrently to the individuals and their advisors at least 10 days prior to the date of the scheduled hearing for review and a written response. A copy of the completed investigation report will be issued to the Title IX Coordinator, and to the Hearing Panel.
- i. **Standard of Evidence and Presumption of Non-Responsibility.** The Respondent is presumed not to be responsible for the conduct alleged in the Formal Complaint and will not be determined to be responsible unless the preponderance of the evidence establishes the individual engaged in the conduct at the conclusion of the Grievance Process. The preponderance standard shall be used during all stages of the formal resolution process.
 - j. **Live Hearing – Determination of Responsibility.**

- i. Absent a dismissal of a Formal Complaint, the University will provide a Live Hearing, as outlined in this Policy, to resolve the allegations.
- ii. Notice of the Hearing. The University will provide at least 10 days' written notice to all participants of the hearing, including the date, time, location, names of all participants, purpose of the hearing, a statement of the allegation(s), and a summary of the evidence gathered.
- iii. Advisor. Each party may have an advisor of their choice at the hearing. If a party does not have an advisor, the University will provide one at no cost to the party. Advisors are not permitted to actively participate in the hearing, except for asking relevant questions of the other party and any other witnesses.
- iv. Access to Evidence. The Respondent and Complainant will be provided all evidence from the investigation and a copy of the completed investigation report at least 10 days prior to the hearing.
- v. Separate Rooms and Virtual Participation. The Complainant or Respondent may request a separate room during the hearing. The University will provide technology enabling the individuals to simultaneously see and hear the other participants throughout the proceeding.
- vi. The hearing will be conducted by a panel consisting of three members: a Hearing Officer and two Hearing Panelists, selected by the Title IX Coordinator or a designee. Individuals with a general or specific conflict of interest or bias toward or against the Complainant, Respondent, or witnesses will be disqualified from participating in the Hearing Panel. The Hearing Panel will objectively evaluate all evidence, both inculpatory and exculpatory, and determine the credibility of witnesses and evidence without bias toward the Complainant, Respondent, or any witness. The determination of responsibility or non-responsibility must be by majority vote of the members of the panel.
- vii. Challenges to the Hearing Panelists. The Respondent and Complainant may challenge the fairness, impartiality or objectivity of any member assigned to serve on the panel. The challenge must be submitted to the Title IX Coordinator, in writing, within five days from the date of the hearing notice and state the reason(s) for the challenge. The Title IX Coordinator will decide whether to grant or deny the challenge and assign another panelist if the challenge is granted.

- viii. Hearing Officer Duties at the Hearing. The Hearing Officer will decide all questions and objections concerning procedural matters and evidence, including the relevance of exhibits and testimony. The Hearing Officer may call and question participants who testify at the hearing. The Hearing Officer may consult the UNT System Office of General Counsel concerning the hearing.
- ix. Each party may make an opening and a closing statement.
- x. Questioning of the participants in the hearing. The Hearing Panelists may ask questions during the hearing of any party or witness and may ask questions of any party or witness before advisors. The Respondent and Complainant are not permitted to ask questions directly of the other party or any witnesses during the hearing. Each party's advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses, including questions challenging credibility. Each advisor may question witnesses directly and orally at the hearing. The advisors may ask questions under the following procedure:
 - (a.) At least five days prior to the hearing the advisors must submit a list of initial questions to the Hearing Officer. The Hearing Officer will determine whether the questions are relevant, and will inform each advisor of the relevancy determinations at least two days prior to the hearing.
 - (b.) The advisor may ask the applicable participant the questions approved by the Hearing Officer and relevant follow-up questions.
 - (c.) Before the participant may answer a follow-up question, the Hearing Officer will determine whether the question is relevant to the alleged conduct.
 - (d.) The Hearing Officer must explain any decision to exclude a question as not relevant.
- xi. Information that is Not Relevant.
 - (a.) Privileged Information. Information that is confidential under a legally recognized privilege, including attorney-client and medical information, is not relevant and will not be permitted at the Hearing or considered in making a determination of responsibility. The parties and witnesses are not required to disclose information protected under a legally recognized privilege and the parties may not ask any participant questions related to privileged information,

unless the person waives the privilege in writing. Any waivers of a privilege must be submitted to the Hearing Officer before a party asks the witness questions related to the information.

- (b.) Prior Sexual History. A Complainant's sexual predisposition or prior sexual behavior is not relevant except where questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct, or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove consent.
- xii. Not submitting to cross-examination. If a party or witness refuses to submit to any cross-examination questions, the Hearing Panel may not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions at the hearing.
- xiii. Determination of Responsibility. The Hearing Panel will make a determination of responsibility on all allegations in the Formal Complaint. The Hearing Officer is responsible for preparing a written determination, which must include the following:
 - (a.) The allegations that potentially constitute sexual harassment;
 - (b.) A description of all of the procedural steps from receipt of the Formal Complaint through the determination regarding responsibility, including any notifications of the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
 - (c.) The findings of fact supporting the determination of responsibility;
 - (d.) The conclusion(s) regarding the application of the applicable University code of conduct or policy to the facts;
 - (e.) A statement of and rationale as to whether the Respondent is responsible for each allegation;
 - (f.) The disciplinary sanctions, if applicable, to be determined by appropriate University officials;
 - (g.) The remedies, if applicable, designed to restore the Complainant's access to the education program or activity; and

(h.) The University's procedures and permissible grounds for the parties to appeal, when applicable.

(i.) The Hearing Officer will send a copy of the written determination concurrently to the parties and their advisors, in addition to the Dean of Students (for student Respondents), Provost (for faculty Respondents), divisional Vice President and Director of Human Resources (for staff Respondents), and Title IX Coordinator (for all Respondents).

(j.) The hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of the University. The recording or transcript will be available for the parties to inspect and review, upon request.

k. Obligation to Participate in Investigations under this Policy.

i. 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:

(a.) attempting to coerce, compel, or prevent an individual from providing information related to the investigation;

(b.) removing, destroying, or altering information that relates to the investigation;

(c.) failing to produce University records that relate to the investigation; or

(d.) providing false or misleading information in the course of an investigation or encouraging others to do so.

ii. Employees are required to participate in investigations and hearings conducted under this policy unless the employee is the alleged victim.

l. Sanctions and Remedies.

i. When a Respondent is found responsible for committing Title IX Sexual Harassment, the Hearing Officer will transmit a copy of the written determination of responsibility, within one day of its completion, to the Sanctioning Official, for determination of sanctions.

(a.) The Dean of Students or a designee is the Sanctioning Official for students.

- (b.) The Provost is the Sanctioning Official for faculty.
- (c.) The Director of Human Resources is the Sanctioning Official for staff.
- ii. Except under extenuating circumstances, within 14 days of receiving the above-described documentation from the Hearing Officer, the Sanctioning Official will assign a sanction to the Respondent that is consistent with the sanctioning guidelines in this policy and will notify the Hearing Officer of that sanction in writing. The Sanctioning Official may consult with other appropriate University officials in determining the sanction, including the Hearing Panelists and the Office of General Counsel, but the Sanctioning Official may use their discretion in reaching the determination.
- iii. The Sanctioning Official will electronically transmit a copy of the complete written determination of responsibility, including the sanction, to the Complainant and Respondent.
- iv. Possible Sanctions and Remedies for Student Respondents:
 - (a.) Educational training;
 - (b.) No shared classes or extra-curricular activities;
 - (c.) Disciplinary probation;
 - (d.) Withholding of grades, official transcript, and/or degree;
 - (e.) Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University;
 - (f.) Suspension of rights and privileges, including but not limited to: participation in extracurricular activities, including intercollegiate athletics;
 - (g.) Denial of degree;
 - (h.) Suspension from the University for a specific period of time. Suspension is noted on the academic transcript with the term "Disciplinary Suspension." The notation can be removed upon the request of the student in accordance with the University's procedures when all conditions of the suspension are met;

- (i.) Expulsion (permanent separation from the University). Expulsion creates a permanent notation on the student's academic transcript;
 - (j.) Revocation of degree and withdrawal of diploma; and
 - (k.) Other sanction(s) or remedies as deemed appropriate under the circumstances.
- v. Possible Sanctions and Remedies for Staff Respondents:
 - (a.) Written warning;
 - (b.) Written reprimand;
 - (c.) Job demotion or reassignment;
 - (d.) Suspension with or without pay for a specific period of time;
 - (e.) Termination;
 - (f.) Ineligible for rehire; and
 - (g.) Other sanction(s) or remedies as deemed appropriate under the circumstances
- vi. Possible Sanctions and Remedies for Faculty Respondents:
 - (a.) Written warning;
 - (b.) Written reprimand;
 - (c.) Loss of rank;
 - (d.) Reassignment;
 - (e.) Suspension with or without pay for a specific period of time;
 - (f.) Termination;
 - (g.) Revocation of tenure
 - (h.) Ineligible for rehire; and
 - (i.) Other sanction(s) or remedies as deemed appropriate under the circumstances
- m. Appeals and Additional Processes Provided to Students and Employees.

- i. Appeals. Either party may appeal the determination of responsibility or the decision to dismiss a Formal Complaint or any allegations in the Formal Complaint. The appeal must be submitted in writing within 10 days of notice of the written determination. An appeal may be based only on the following grounds:
 - (a.) A procedural irregularity occurred that affected the outcome of the matter;
 - (b.) New evidence that could affect the determination regarding responsibility was not available at the time the determination was made;
 - (c.) New evidence that could affect the outcome of a decision to dismiss the Formal Complaint or an allegation in the complaint was not available at the time the decision was made; or
 - (d.) The Title IX Coordinator, investigator(s), or Hearing Panelist had a conflict of interest or bias for or against the parties (general or specific) that affected the outcome of the matter.
- ii. The Appellate Officer must not be the same person as the Title IX Coordinator, investigator(s), or Hearing Officer in the Grievance Process. Both parties will be notified in writing when an appeal is filed and the appeal procedures will apply equally for both parties.
- iii. Appellate Officer will provide the parties a written decision within 28 days from the date of the appeal.
- n. Grievance Process Documentation. The University (through the appropriate office) will retain all documentation related to the Grievance Process (outlined in Section 7 of this Policy) for seven years, in accordance with state and federal records retention laws and University policy. All records related to the Grievance Process are confidential to the extent allowed by law.
- o. Grievance Process Timeframe. The entire Grievance Process, including any appeal, will be completed in a reasonably prompt manner, determined by balancing principles of thoroughness and fundamental fairness with promptness. The University may extend the time to complete an investigation for good cause, including the absence of a party, the unavailability of a party's advisor or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. The time to complete the Formal Grievance

Process will be extended by the length of time parties engage in the Informal Resolution process.

- p. Grievance Process for Non-Title IX Sexual Harassment and Other Sexual Misconduct Complaints – Students. Where the Respondent is a student at the time of the alleged conduct (including student-employees), and the alleged conduct does not include Title IX Sexual Harassment, the Grievance Process in Sections 7.b., 7.c., 7.g. 7.h., and 7.i. of this Policy applies, along with the following procedures:
- i. Investigation Report and Determination Regarding Responsibility. In cases where one or more of the allegations includes sexual assault, or when the allegations do not include sexual assault but the Title IX Coordinator determines that there is a probability the Respondent will face expulsion (See Section 7.r. below), the completed investigation report will be referred to a Hearing Panel for determination of responsibility; if the Title IX Coordinator determines that there is not a probability that the Respondent will face expulsion, the completed investigation report will be referred to an adjudicator in the appropriate University office for a determination regarding responsibility.
 - ii. When the determination is made that a hearing is required and the matter is referred to a Hearing Panel, the hearing will proceed pursuant to the guidelines set forth in Sections 7.s. through 7.x. of this policy below. For matters in which a hearing is not required, an adjudicator will conduct an independent review of the investigation report, and will reach a determination as to whether, based on a preponderance of the evidence, the Respondent violated University policy. If Respondent is found not responsible, both Complainant and Respondent will be notified of such in writing. If Respondent is found responsible, the matter will be referred to the Dean of Students who will assign an appropriate sanction consistent with the Code of Student Conduct (UNT Policy 07.012).
 - iii. When the Respondent is both a student and an employee and is found responsible for violating this policy through work-related conduct, the assigned adjudicator and/or the Dean of Students will consult with the student-employee's supervisor to determine the employment sanction, if any.
 - iv. The Complainant and Respondent may request a review of the findings and/or sanctions pursuant to the guidelines set forth in the Code of Student Conduct.

- q. Grievance Process for Non-Title IX Sexual Harassment and Other Sexual Misconduct Complaints – Employees. Where the Respondent is an employee at the time of the alleged conduct, and the alleged conduct does not include Title IX Sexual Harassment, the Grievance Process in Sections 7.b., 7.c., 7.g., 7.h., 7.i. of this Policy applies, along with the following procedures:
- i. Investigation Report and Determination Regarding Responsibility. In cases where one or more of the allegations includes sexual assault, or when the allegations do not include sexual assault but the Respondent is a faculty member and the Title IX Coordinator determines that there is a probability the Respondent will face termination of employment (See Section 7.r. below), the completed investigation report will be referred to a hearing panel for determination of responsibility; if the Title IX Coordinator determines that there is not a probability that a faculty Respondent will face termination, the completed investigation report will be referred to an adjudicator in the appropriate University office for a determination regarding responsibility.
 - ii. When the determination is made that a hearing is required and the matter is referred to a hearing panel, the hearing will proceed pursuant to the guidelines set forth in Sections 7.s through 7.x. of this policy below. For matters that are referred to an adjudicator, the adjudicator will conduct an independent review of the investigation report, and will reach a determination as to whether, based on a preponderance of the evidence, the Respondent violated University policy. If Respondent is found not responsible, both Complainant and Respondent will be notified of such in writing. If Respondent is found responsible, the matter will be referred to the Provost or the Director of Human Resources, as applicable, who will assign an appropriate sanction consistent with this policy.
 - iii. The Complainant and Respondent may request a review of the findings and/or sanctions pursuant to the guidelines set forth in the Office of Equal Opportunity’s Investigative Procedures.
- r. Title IX Coordinator Determination of Probable Cause.
- i. All investigation reports will be routed to the Title IX Coordinator for review upon completion. After reviewing the investigation report, the Title IX Coordinator will determine whether there is probable cause to believe the Respondent committed a violation of this policy and will determine whether a potential sanction includes expulsion or termination.

- ii. If the Title IX Coordinator concludes there is no probable cause to believe a violation of this policy occurred that would result in expulsion or termination, the Title IX Coordinator will refer the matter to an adjudicator as outlined in Sections 7.p. and 7.q. above.
- iii. Alternatively, if the Title IX Coordinator concludes there is probable cause, then the Title IX Coordinator will assign a Hearing Officer and refer the matter to a Hearing Panel for a hearing as outlined in Sections 7.s. through 7.x.
- s. Hearing Procedures for Non-Title IX Sexual Harassment and Other Sexual Misconduct.
 - i. The Title IX Coordinator or a designee will prepare a written notice of required hearing and transmit this written notice to both the Complainant and the Respondent. The notice will include a copy of the investigation report, the policy provision(s) alleged to have been violated, the opportunity to schedule a pre-hearing meeting with at least five days' advance notice, and the names and titles of the Hearing Officer and selected Hearing Panelists. The notice will also inform the Complainant and Respondent that: they are required to have an advisor for the hearing; they must inform the Title IX Coordinator no later than 10 days after receiving the notice who the party's advisor will be, and whether that person is an attorney; and, if they do not have an advisor for the hearing, the Title IX Coordinator will appoint an advisor who may or may not be an attorney, at no cost to the party, to assist the party during the hearing.
- t. Notice of Hearing and Administrative Measures.
 - i. Notices will be sent to the Respondent's and Complainant's official University email addresses no fewer than five days before a pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.
 - ii. In scheduling a pre-hearing meeting or hearing, the University considers the availability of the Respondent, the Complainant, their respective advisors, the Hearing Officer, the Title IX Coordinator, and the University Counsel. The University will notify the Complainant, the Respondent, and the Hearing Officer of the date and time of the hearing in writing at least 10 days before the hearing.
- u. Pre-Hearing Meetings. The Title IX Coordinator and/or their designee will meet with the Respondent and their advisor, the Complainant and their advisor, and the Hearing Officer to review the investigation report, discuss the hearing

process and answer any questions the parties have about the procedures. The Complainant's and Respondent's meetings will occur separately. With the exception of one support person per party and one advisor per party, pre-hearing meetings are closed meetings. These meetings will occur at least 10 days before the hearing.

v. Formal Hearing Procedures.

- i. Sexual Misconduct Hearing Panel. Once a case is referred to the Hearing Officer for a formal hearing, the Hearing Officer will select two members from the Sexual Misconduct Hearing Panel Pool to serve as Hearing Panelists.
- ii. Conflicts of Interest. Any member of the Sexual Misconduct Hearing Panel who has a conflict of interest shall immediately recuse themselves. Conflicts of interest include but are not limited to: personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student, or professional relationship with either the Complainant or the Respondent.
- iii. Challenge to Sexual Misconduct Hearing Panel Members. The Complainant or the Respondent may challenge any Sexual Misconduct Hearing Panelist for cause if there is a belief that a member of the Sexual Misconduct Hearing Panel cannot render a fair and impartial result. Challenges to any Sexual Misconduct Hearing Panelist must be made in writing and delivered to the Title IX Coordinator no later than 10 days before the hearing. The Title IX Coordinator will determine if cause exists and will excuse any Panelist where cause exists. Under no circumstance will a Sexual Misconduct Hearing Panelist be excluded for a reason that would violate the University's Nondiscrimination policy.
- iv. Selection of Replacement Members. If a Sexual Misconduct Hearing Panel Member recuses themselves or if the Title IX Coordinator excuses a Panelist for Cause, then the Title IX Coordinator will select replacement members from the Sexual Misconduct Hearing PanelPool.
- v. Advisors. While each party's advisor will be present at the hearing and related meetings, the advisor may not participate in the hearing. Other than to request a break or to present a closing statement on the party's behalf, the advisor may not address the Hearing Panel and must comport themselves in a manner that is not disruptive to the hearing or meetings. The Hearing Officer has complete discretion to determine whether conduct is disruptive.

- vi. Access to Evidence. The Complainant and advisor, the Respondent and advisor, and the Hearing Panelists will have access to all relevant evidence collected by and relied upon by the investigator in making their recommendation. Such access to evidence will be granted by the investigator at least 10 days before the formal hearing.
- vii. Hearings. Formal hearings will be conducted by the Hearing Officer using a virtual platform such as Zoom or Microsoft Teams, and will proceed according to the following guidelines:
 - (a.) No fewer than five days before the hearing, the Complainant and Respondent must submit to the Hearing Officer a preliminary list of questions they would like the Hearing Officer to ask of the opposing party at the hearing. If the Respondent or Complainant does not wish to question the other party, they are not required to submit questions. Upon the receipt of questions from both parties, the Hearing Officer will review and inform the parties, at least two days before the hearing whether any questions were eliminated as redundant, irrelevant, or prejudicial.
 - (b.) The Complainant and the Respondent will be assisted in the hearing by one advisor. If parties do not have an advisor, the University will provide one for them at no cost. Attorneys who are representing a Complainant or a Respondent may not actively participate in the hearing other than to present a closing statement on the party's behalf. Attorneys and non-attorney advisor(s) may communicate privately with the person they support during the hearing and may request breaks in the hearing to conduct those communications but are not permitted to participate directly in any hearing except as set forth in these procedures.
- w. Hearing Format.
 - i. The Hearing Officer has wide discretion to designate the hearing format. Generally, a hearing normally will take no more than two hours, though the length of time required will vary depending on the specific circumstances. The Hearing Officer has the option to set time limits for portions of the hearing, provided each party is required to abide by the same time limits. Subject to the discretion of the Hearing Officer, hearings will ordinarily begin with introductory remarks by the Hearing Officer and/or Title IX Coordinator, followed by the preliminary questions of the parties as deemed appropriate by the Hearing Officer.

- ii. At the Hearing Officer's discretion, the investigator(s) may be asked to present their factual findings to the Hearing Panel and respond to any initial questions they may have about the information contained in the investigation report. If the investigator is not available to present the findings in the investigation report, the Hearing Officer will read the findings into the record.
- iii. The Hearing Officer will first ask the Complainant the preliminary questions. These questions may be provided by Respondent or Hearing Panelists. After completion of these questions, the Hearing Panel will meet privately with the Respondent and Respondent's advisor to determine whether follow-up questions are necessary. If the Hearing Officer determines that requested follow-up questions will lead to the discovery of information not previously discussed, the Hearing Officer will reconvene the hearing and ask Complainant the remaining questions.
- iv. Next, the Hearing Officer will ask the Respondent the preliminary questions. These questions may be provided by Complainant or Hearing Panelists. After completion of these questions, the Hearing Panel will meet privately with the Complainant and Complainant's advisor to determine whether follow-up questions are necessary. If the Hearing Officer determines that requested follow-up questions will lead to the discovery of information not previously discussed, the Hearing Officer will reconvene the hearing and ask Respondent the remaining questions.
- v. The Hearing Panelists may ask additional questions.
- vi. Either party or their advisor may request breaks during the questioning to confer privately with each other. The frequency and duration of these breaks are within the discretion of the Hearing Officer.
- vii. The Respondent or the Respondent's advisor will not be allowed to directly question the Complainant, and the Complainant or Complainant's advisor will not be allowed to directly question the Respondent.
- viii. The hearing will be restricted to the Hearing Officer, Hearing Panelists, Complainant, Respondent, advisor(s), the Title IX Coordinator or designee, and University Counsel. The hearing will be closed to the public.
- ix. The Hearing Officer may direct any person who fails to comply with procedures during the hearing or who disrupts or obstructs the hearing

to leave the hearing. All questions, whether substantive, evidentiary, or procedural, will be addressed to and ruled upon by the Hearing Officer.

- x. If, despite being notified of the date, time, and location of the hearing, a Respondent fails to appear before the Hearing Panel without good cause, the Hearing Panel will make a determination of responsibility in the Respondent's absence based upon available evidence. In the absence of clear evidence that emergency circumstances beyond the control of the Respondent prevented such person from being present, the final determination of the Hearing Panel will stand.
- xi. If a Complainant does not respond to the University's attempts to schedule the prehearing meeting or the hearing, the case will be closed 20 days after the date the notice of hearing was sent to the parties, and Respondent will be found not responsible for the alleged policy violations. If, despite being notified of the date, time, and location of the hearing, a Complainant fails to appear before the Hearing Panel without good cause, Respondent will not be held responsible for the alleged policy violations. In the absence of clear evidence that emergency circumstances beyond the control of the Complainant prevented such person from being present, the determination will stand.
- xii. At the end of the hearing, and before its conclusion, both the Complainant and the Respondent have an opportunity to make a closing statement either personally or through their advisor. This statement may not directly address the other party.
- xiii. Upon conclusion of the hearing, and after the Complainant, the Respondent, and their advisors have been excused, the Hearing Panel will reach a determination regarding Respondent's responsibility. The Hearing Officer will instruct the Hearing Panel on the preponderance of the evidence standard, the elements of the alleged policy violations, and any other matters that the Hearing Officer deems necessary to the Hearing Panel's determination.
- xiv. After the Hearing Panel has reviewed the evidence presented at the hearing and the evidence collected during the investigation, the Panel will deliberate to determine whether there is sufficient evidence to find that Respondent violated the alleged section(s) of the applicable University policy or policies. The Hearing Panel's determination will be made based on the preponderance of the evidence standard. The findings of the Hearing Panel will be based upon a majority vote.

- xv. After the hearing, the Hearing Officer, in consultation with the Hearing Panelists, will prepare a written summary of the Panel's findings of fact, determination of responsibility, and an explanation of the rationale for the decision. The written summary must be submitted to the Complainant, the Respondent, the University Counsel, the Title IX Coordinator, and the Dean of Students within 28 days following a hearing, unless circumstances exist that would delay issuance of the written outcome.
- xvi. The Hearing Officer will send a copy of the written determination concurrently to the parties and their advisors, in addition to the Dean of Students (for student Respondents), Provost (for faculty Respondents), divisional Vice President and Director of Human Resources (for staff Respondents), and the Title IX Coordinator (for all Respondents). (Note: UNT Policy 07.012, the Code of Student Conduct, contains mandatory sanctions for some policy violations. In those types of cases, a finding of responsibility automatically results in a particular sanction.)
- xvii. All Live Hearings, with the exception of the Hearing Panel's deliberations, and private conferences between a party and their advisor, will be recorded. The recording is the property of the University.
- x. Appeals.
 - i. The Complainant and Respondent may appeal the Hearing Panel's determination of responsibility to the Vice President for Inclusion, Diversity, Equity & Access (IDEA) or designee. Appeals must be submitted in writing to the Reviewing Official within 10 days from the date of the Panel's written summary of findings and include the reason(s) for the review and any new information the individual wants the Reviewing Official to consider. The time for requesting review may be extended by the Title IX Coordinator in the interest of fairness. Appeals of Hearing Panel determinations are limited to the following grounds:
 - A procedural error or omission occurred that significantly impacted the outcome of the hearing (*e.g.*, substantiated bias, material deviation from established procedures, failure to correctly apply the evidentiary standard).
 - To consider new evidence, unknown or unavailable during the investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the appeal.
 - ii. The written decision of the Vice President for IDEA regarding the finding of responsibility will be delivered to the Complainant and

Respondent simultaneously; the decision is final.

When the Respondent is a student, the Complainant and Respondent may appeal the Dean of Students' sanction, if any, to the Senior Vice President for Student Affairs. The request must be submitted to the Senior Vice President in writing within 10 days from the date that the Dean of Students imposes the sanction. The time for requesting review may be extended by the Senior Vice President or a designee in the interest of fairness. The written decision of the Senior Vice President for Student Affairs regarding the sanction will be delivered to the Complainant and Respondent simultaneously; the decision is final.

8. Emergency Removal and Employee Administrative Leave.

- a. Emergency Removal. A student-Respondent may be removed from the University on an emergency basis when the University determines the Respondent poses an immediate threat to the physical health or safety of an individual arising from an allegation of sexual harassment. The Respondent will be notified of removal, in writing, and given five days to challenge the decision to the Title IX Coordinator. The challenge must include all reasons the Respondent believes removal is not warranted. The Title IX Coordinator or designee will provide a written response to the challenge within three days of receipt. The response will uphold or overturn the decision for emergency removal.
- b. Employee Administrative Leave. An employee-Respondent may be placed on administrative leave pending resolution of a Formal Complaint, in accordance with University policy.
- c. Policy Dissemination, Annual Reporting and Notice. The University's Title IX General Policy Statement will be made available to all students, faculty, and staff employees online, in required publications, and in specified departments. This Policy will be made available to all University administrators, faculty, staff, and students online and in University student catalog(s) and in the employee policy manual. Periodic notices will be sent to University administrators, faculty, staff, and students about this policy at the beginning of each fall and spring semester. The notice will include information about sexual harassment; retaliation; the Formal Complaint procedure; the Title IX Grievance Process; and available resources, such as support services, health, and mental health services. The notice will specify the right to file a Formal Complaint under this Policy and to file a police report to law enforcement, provide the Title IX Coordinator's contact information, and refer individuals to designated offices or officials for additional information.

9. Education and Resources.

- a. Training of Title IX and Deputy Title IX Coordinators, investigators, Hearing

Officers and Appellate Officers. All Title IX and Deputy Title IX Coordinators, investigators, and those with authority over University Grievance Processes and appeals shall receive training each academic year about applicable prohibited conduct, Grievance Processes, due process, and this policy. All training materials used to train Title IX-related personnel (e.g., Title IX Coordinators, deputies, investigators, Hearing Officers, and Appellate Officers) will be made available on the University's website.

- b. The University will require entering freshmen and undergraduate transfer students to attend an orientation on this policy before or during the first semester or term in which the student is enrolled. This orientation may be provided online.
- c. Resources and Services. Resources and services for those involved in sexual harassment situations can be found at the Office of Equal Opportunity and the Survivor Advocate's Office.

10. Legal Implications.

- a. Any violation of this policy may result in sanctions imposed by the University or federal or state authorities, or legal action. In an effort to encourage reporting of sexual harassment and other sexual misconduct, the University will grant immunity from disciplinary action to students and employees who act in good faith in reporting a complaint or participating in an investigation or disciplinary process. This immunity does not extend to the person's own violations of this Policy.

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](#)

Title IX Regulation, 34 C.F.R. Part 106

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](#)

Revision History

Policy Contact:	VP for Institutional Equity and Diversity
Approved Date	02/01/1993
Effective Date	
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Policy Number and Chapter: 16.005 Equity and Diversity
Policy Title: Prohibition Against Sexual Misconduct and Retaliation

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 and allows all individuals to fully participate in the benefits and privileges the University has to offer. The University values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties in the grievance process during what is often a difficult time for all those involved. Therefore, in accordance with Title IX and state law, the University prohibits sexual misconduct at its educational programs and activities. Sexual harassment, sexual misconduct, retaliation, and other conduct prohibited under this Policy will be subject to disciplinary action.

Application of Policy. This policy applies to all students, faculty, and staff. It applies to conduct that occurs on University owned or controlled premises; in an education program or activity, including University sponsored events; in buildings owned or controlled by student organizations officially recognized by the University; off campus under circumstances when the University exercises substantial control over both the Respondent and the context in which the conduct occurs; or off campus when the conduct potentially affects a person’s education or employment with the University or potentially poses a risk of harm to members of the University community. This policy also applies regardless of the gender, gender identity, or sexual orientation of the parties. 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. When the Respondent is a member of the University community, a formal complaint may be filed and a grievance process may be available regardless of the status of the Complainant, who may or may not be a member of the UNT community.

Definitions.

- 1. Advisor. “Advisor” means a person chosen by a party or appointed by the institution to accompany the party to meetings related to the resolution process, to advise the party on that process, and to conduct cross-examination for the party at the hearing, if any.
- 1-2. Appellate Officer. “Appellate Officer” means the University administrator designated to hear and render a decision on appeals filed under this policy.
- 2-3. Complainant. “Complainant” means an individual who is alleged to have been the subject of conduct prohibited under this policy regardless of whether the individual reports the conduct.
- 3-4. 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

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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 and attorneys and other employees in the UNT Student Legal Services office and UNT System Office of General Counsel. Faculty and staff 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.

4.5. Consent. "Consent" means words or actions that show an active, knowing, and voluntary agreement to engage in each instance of 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.

5-6. 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 consideration of the following factors: the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes but is not limited to: sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

7. Day. "Day" means Monday through Friday during regular University business hours (8:00 a.m. to 5:00 p.m.).

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8. 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.

8-9. Education Program or Activity. "Education program or activity" refers to locations, events, or circumstances where Recipient exercises substantial control

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over both the Respondent and the context in which the sexual harassment, discrimination, and/or retaliation occurs and also includes any building owned or controlled by a student organization that is officially recognized by the Recipient.

9.10. 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.

10-11. 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.

11-12. Hearing Officer. "Hearing Officer" means one of three decision-makers in a live hearing. The Hearing Officer will manage the questioning of parties and witnesses in the hearing, and will issue the written determination of responsibility.

12-13. Hearing Panel. "Hearing Panel" means a group of three individuals, including a Hearing Officer, convened for the purpose of a live hearing after an investigation of sexual harassment.

13-14. Hearing Panelist. "Hearing Panelist" means a member of a hearing panel.

14-15. 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 their 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.

15-16. Live Hearing. "Live Hearing" (or "Hearing") means a proceeding where the Complainant, Respondent, and all participants are physically present in the same geographic location, or, at the University's discretion, where the Complainant, Respondent, witnesses, and other participants may appear virtually with technology that allows participants simultaneously to see and hear the proceeding.

16-17. 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. The burden of proof always rests with the University.

18. Respondent. "Respondent" means an individual identified as allegedly having engaged in conduct prohibited under this policy regardless of whether a formal complaint is made.

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~~18-19.~~ **Retaliation.** “Retaliation” means ~~taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in, in any manner, an investigation, proceeding, or hearing under this policy and procedure. any adverse action, treatment, or condition taken because of an individual’s participation in a protected activity (i.e., made a reporter complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy), including an act intended to intimidate, threaten, coerce, or discriminate that is likely to interfere with or dissuade a reasonable person from opposing discriminatory or harassing practices, filing a sexual harassment complaint, participating in an investigation regarding sexual harassment, or otherwise affecting any right or privilege secured by Title IX or this policy, or because the individual has.~~ Retaliation also includes filing a complaint or other action against an individual for alleged violation of University policy unrelated to sexual harassment but arising out of the same facts or circumstances as a report of sex discrimination or sexual harassment, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy.

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~~19-20.~~ **Sanctioning Official.** “Sanctioning Official” refers to the University official who assigns sanctions to individuals who are found responsible by a Hearing Panel for violating certain portions of this Policy.

~~20-21.~~ **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.

~~21-22.~~ **Sexual Coercion.** “Sexual Coercion” means the use of manipulation or threat to force someone to engage in a sexual act.

22,23. **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. Examples of sexual exploitation include but are not limited to: non-consensual video or audio-taping of sexual activity, undetected viewing of another's sexual activity or other types of sex-based voyeurism, or the

intentional removal of a condom or other prophylactic barrier during sexual activity without the consent of a sexual partner.

~~23-24.~~ Sexual Harassment – State. “Sexual Harassment – State” or “State 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 at a postsecondary educational institution.

~~24-25.~~ Sexual Harassment – Title IX. “Sexual Harassment – Title IX” or “Title IX Sexual Harassment” means Conduct on the basis of sex that satisfies one or more of the following:

- a. Quid pro quo: An employee of the institution conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
- c. “Sexual assault,” “dating violence,” “domestic violence,” or “stalking” as defined in this Policy.

Subsections (a) and (c) in this definition are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access, because such conduct is sufficiently serious to deprive a person of equal access. Therefore, any instance of quid pro quo sexual harassment and any instance of sexual assault, dating violence, domestic violence, and stalking are considered sexual harassment under this Policy.

~~25-26.~~ Sexual Harassment. “Sexual Harassment” without the qualifier “State” or “Title IX” refers to both State Sexual Harassment and Title IX Sexual Harassment.

~~26-27.~~ Sexual Misconduct. “Sexual Misconduct” refers to sexual harassment, sexual assault, sexual coercion, sexual exploitation, dating violence, domestic violence, and stalking.

~~27-28.~~ 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.

~~28~~29. Student. “Student” means an individual who is registered or enrolled in one or more courses for credit at the University.

~~29~~30. Survivor Advocate. “Survivor Advocate” means an individual employed by the University to provide advocacy services to survivors of sexual misconduct, relationship violence and stalking, 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.

~~30~~31. 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. The Title IX Coordinator is located in the Office of Equal Opportunity.

Procedures for reporting and responding to alleged sexual misconduct.

1. Reporting Sexual Harassment and Other 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, domestic violence, or stalking go to a hospital for treatment and preservation of evidence, if applicable, immediately after the incident.
 - b. Sexual harassment and other forms of sexual misconduct may be reported to the University via the University website report.unt.edu, including anonymously, or to a Confidential Employee. A student who wishes to report sexual harassment and other sexual misconduct may report to the Dean of Students, the Title IX Coordinator, or a Deputy Title IX Coordinator.
 - c. An individual who believes they have been subjected to sexual harassment or other sexual misconduct, should immediately report the conduct to the Title IX Coordinator.

- d. Employees must report sexual harassment and other sexual misconduct as set out below.

2. Duty to Report.

- a. Employees who, in the course of performing their authorized duties, witness or receive information regarding the occurrence of an incident that the employee reasonably believes constitutes sexual harassment or other sexual misconduct and is alleged to have been committed by or against a person who was a student enrolled at or an employee of UNT at the time of the incident shall promptly report the incident to the Title IX Coordinator 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 visitors, are strongly encouraged to report sexual harassment and other 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.

- i. Confidential Employees, as defined in this policy, are obligated to report sexual harassment and other sexual misconduct to the Title IX Coordinator 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.
- ii. A person is not required to make a report under this section concerning an incident in which the person was a victim of sexual harassment and other sexual misconduct.
- iii. 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.

- i. The University will terminate the employment of an employee whom the institution determines in accordance with University policy to have knowingly failed to report certain types of sexual misconduct as required in this policy (*i.e.*, the employee is required to make a report

of sexual assault, sexual harassment, dating violence, or stalking and knowingly fails to do so).

- ii. The University may discipline an employee who fails to report other forms of sexual misconduct (*i.e.*, sexual coercion, sexual exploitation, and domestic violence).

3. False or Bad Faith Reports.

- a. Any individual who makes a false report under this policy is subject to disciplinary action. A report is not false or made in bad faith simply because an investigation did not find sufficient evidence to substantiate the alleged violation. The University will terminate the employment of an employee whom the institution determines in accordance with University policy to have knowingly made a report of sexual harassment or other sexual misconduct that is false, with the intent to harm or deceive.

4. Protection Against Retaliation.

- a. Retaliation is prohibited 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:
 - i. Reports an incident of sexual misconduct under this policy that was perpetrated by that person or the person assisted in the sexual misconduct; or
 - ii. Cooperates with an investigation, a disciplinary process, or a judicial proceeding relating to an allegation that person perpetrated an incident prohibited under this policy.

5. Confidentiality.

- a. **Protection of Non-Confidential Information.** Information may be protected from disclosure as permitted by section 51.971 of the Texas Education Code when it is collected or produced as part of an investigation conducted under this policy and disclosing the information would interfere with an ongoing investigation, or it is collected or produced by a University official for the purpose of reviewing a compliance process.
- b. **Authorized Disclosure of Alleged Victim's Identity.** The identity of an alleged victim of sexual harassment or other sexual misconduct, may be disclosed with

the written and signed consent of the alleged victim or when the information is released to the following:

- i. persons employed by or under contract with the university when necessary to conduct an investigation of the report or any related hearings;
 - ii. a law enforcement officer as necessary to conduct a criminal investigation of the report;
 - iii. a health care provider in an emergency situation, as determined necessary by the institution;
 - iv. 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 Harassment or Other Sexual Misconduct.** The identity of an individual who reports sexual harassment or other 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 the Texas Public Information Act, and may be disclosed only to:
- i. University officials as necessary to conduct an investigation of the report;
 - ii. a law enforcement officer as necessary to conduct a criminal investigation of the report, or
 - iii. a health care provider in an emergency situation, as determined necessary by relevant University officials.

6. Rights of Victims of Alleged Sexual Harassment and Other 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 report or not report the alleged conduct to law enforcement if it constitutes a crime; and

- c. The right to be assisted by the University in reporting the alleged conduct to law enforcement if it constitutes a crime.
7. Protocol for Responding to Reports of Sexual Harassment, Including Interim Measures.
- a. Applicability of the Grievance Process. The Grievance Process in this Policy applies to the following situations:
 - i. Students. The Grievance Process in Sections 7.d. through 7.o. of this Policy applies in the instances where the conduct alleged includes Title IX Sexual Harassment, as defined above.
 - ii. Employees. For faculty and staff, the Grievance Process in sections 7.d. through 7.o. applies where each of the following conditions is met:
 - (a.) The Respondent is an employee at the University at the time of the alleged conduct;
 - (b.) The conduct alleged is Title IX Sexual Harassment under this Policy;
 - (c.) The alleged conduct occurred against a person in the United States; and
 - (d.) The Complainant was participating or attempting to participate in an education program or activity at the University at the time of the alleged conduct. This element is met if the conduct occurred in any of the following: on any University property, during any University activity, in a building owned or controlled by a student organization that is officially recognized by the University, or in instances where the University exercised substantial control over the Respondent and the context in which the alleged conduct occurred.
 - iii. In all other instances, allegations of Sexual Misconduct that do not include Title IX Sexual Harassment will be handled in accordance with the procedures of Section 7.p. when the Respondent is a Student at the time of the alleged conduct and Section 7.q. when the Respondent is an employee at the time of the alleged conduct.
 - b. Reviewing Allegations. The Title IX Coordinator will review all allegations of sexual misconduct. The Title IX Coordinator or a designee shall consult the Complainant, if the individual's identity is known, before recommending interim measures or before initiating an investigation. This consultation must include informing the Complainant that:

- i. the Complainant may file a criminal complaint with law enforcement officials at any time;
 - ii. the University has an obligation to remediate sexual harassment and other sexual misconduct, and that an investigation may be conducted whether or not a criminal complaint is filed;
 - iii. the University can take measures to protect against continued sexual harassment or other sexual misconduct and retaliation;
 - iv. voluntary withdrawal of an allegation will not necessarily result in termination of an investigation; and
 - v. the Complainant should contact the Title IX Coordinator if retaliation is suspected.
- c. Interim or Supportive Measures.
- i. The University shall provide the following interim or supportive measures to student Complainants and student Respondents:
 - (a.) counseling from a counselor that does not provide counseling to another person involved in the incident; and
 - (b.) permission to drop a course in which both the Complainant and the Respondent are enrolled without any academic penalty.
 - ii. The University may take other administrative action to protect or support 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 include but are not limited to: administrative directives for no contact, housing reassignments, leaves of absence, modified schedules, campus security escorts, altered academic arrangements, and increased security.
- d. Formal Complaints.
- i. To begin the Grievance Process, the Complainant must sign a Formal Complaint requesting an investigation and submit it to the Title IX Coordinator. The complaint must include a written statement setting out the known details of the alleged sexual harassment, including the following:
 - (a.) Complainant's name and contact information;

- (b.) Respondent's name, if known;
 - (c.) Description of the alleged occurrence(s);
 - (d.) Date(s) and location(s) of the alleged occurrence(s);
 - (e.) Names of any witnesses to the alleged occurrence(s); and
 - (f.) The resolution sought.
- ii. The Complainant may submit documents or any other information that is related to the Formal Complaint.
 - iii. The Title IX Coordinator may sign a Formal Complaint against a Respondent and initiate an investigation when in the best interest of the University community.
- e. Formal Complaint Dismissals.
- i. **Mandatory Dismissal of Complaint.** The University, as required by Title IX, *must* dismiss a Formal Complaint or an allegation in the complaint, when the alleged conduct:
 - (a.) Does not meet the definition of Title IX Sexual Harassment as defined in this policy;
 - (b.) Did not occur in a UNT educational program or activity; or
 - (c.) Did not occur against a person in the United States.
 - ii. **Discretionary Dismissal of Complaint.** The University *may* dismiss a Formal Complaint or allegation made under this Policy:
 - (a.) upon the Complainant's written request and delivery of the request to the Title IX Coordinator;
 - (b.) when the Respondent was an employee and is no longer employed by the University at the time the Formal Complaint is filed; or
 - (c.) when specific circumstances prevent the University from gathering evidence sufficient to reach a determination concerning the complaint or an allegation in the complaint.
 - iii. **Other Investigation.** When the Respondent is a student who withdraws or graduates prior to resolution of an allegation of sexual misconduct in accordance with University policy, the University shall resolve an allegation of sexual harassment dismissed under Section 7.e. of this

policy or other allegations of sexual harassment, sexual assault, dating violence, or stalking in accordance with the process set out in Section 7.p. of this policy until there is a final determination of responsibility. The University shall not issue a transcript to the Respondent until a final determination of responsibility is made. For all other allegations of sexual misconduct that are dismissed under Section 7.e., the University may resolve an allegation under other University policies, including but not limited to: the Code of Student Conduct (07.012) or with the process set out in Section 7.p. or 7.q. of this policy.

- iv. Notice of Dismissal. If the University dismisses a Formal Complaint, the University will notify the Complainant and Respondent in writing, including the reason(s) for the dismissal.
 - v. Concurrent Criminal or Civil Proceedings. The University, at its discretion, may proceed with or delay the investigation or Grievance Process temporarily due to concurrent criminal or civil proceedings on a case-by-case basis.
- f. Written Notice of the Formal Complaint, and Notification of University Offices Offering Assistance.
- i. After receiving a Formal Complaint, the Title IX Coordinator will provide the Complainant and Respondent written notice of the Formal Complaint and available University resources and assistance. The written notice will include the following:
 - (a.) A description of the Grievance Process, as outlined in this Policy;
 - (b.) Details about the alleged conduct, including the nature of the conduct, identity of the parties, and the date(s), time(s), and location(s) of alleged conduct as known by the University at the time of the Formal Complaint;
 - (c.) The potential policy violations being investigated;
 - (d.) A statement that the Respondent is presumed not responsible for the alleged conduct and that the determination regarding responsibility will be made at the conclusion of the Grievance Process;
 - (e.) A statement that both individuals may have an advisor of their choice, who may be, but is not required to be, an attorney;
 - (f.) A statement that both individuals may inspect and review all evidence gathered as part of any investigation;

(g.) A statement that knowingly making false statements or knowingly submitting false information during the Grievance Process is prohibited and subject to disciplinary action; and

(h.) Any other information the Title IX Coordinator believes is necessary for equitable resolution of the Formal Complaint.

g. Informal Resolution of Complaints.

- i. After the Respondent and Complainant have been provided a copy of the written notice of a Formal Complaint, both individuals may, in writing, voluntarily agree to resolve the complaint using the Informal Resolution process set out in this policy. Individuals may use the informal process at any point prior to the University reaching a determination regarding responsibility. The Informal Resolution entails the parties forgoing the Grievance Process (including the investigation and hearing, depending on when the parties agree to engage in an Informal Resolution). The Informal Resolution may include a mediation process, for example, and agreements reached by the individuals are binding and will result in permanent dismissal of the Formal Complaint. The University may enforce the agreement to the extent allowed by law.
- ii. At any point prior to agreeing to an Informal Resolution, each party has a right to withdraw from the Informal Resolution process and resume the Grievance Process with respect to the Formal Complaint.
- iii. The Informal Resolution process is not permitted in cases where:
 - (a.) The Formal Complaint alleges sexual assault;
 - (b.) The Formal Complaint contains an allegation of physical violence;
 - (c.) The Formal Complaint alleges an employee sexually harassed a student; or
 - (d.) When the individuals previously participated in the Informal Resolution process and reached a mutual agreement that resolved the allegations in the Formal Complaint.
- iv. Informal Resolutions of a Formal Complaint will be concluded within 45 days of written notice to the University that both parties wish to proceed with the informal process. Notice that the parties wish to proceed with an Informal Resolution process will “pause” the counting of the timeframe to conclude the formal Grievance Process. Should the

Informal Resolution process fail, the University will proceed with the formal process.

- v. No recording of the Informal Resolution process will be made and statements made during this process may not be used or considered in any way in the formal Grievance Process, including by the hearing and appellate officers.
 - vi. Informal Resolution Documentation. Any final resolution reached pursuant to the Informal Resolution process will be documented and maintained for seven years. (See Section 7.n. below for additional information on Grievance Process documentation).
- h. Investigating Formal Complaints.
- i. Collection of Evidence.
 - (a.) The investigator will provide written notice to the Complainant, Respondent, or other individuals who may have information about an allegation in the Formal Complaint when the person is invited or expected to participate in the process. The notice must inform the individual of the date, time, location, participants, and purpose of the meeting or other proceedings.
 - (b.) After the University provides written notice of a Formal Complaint, the Respondent will have 10 days to respond in writing and schedule an interview with the investigator.
 - (c.) The Respondent and Complainant may present any information and evidence that is relevant to the Formal Complaint, and may have an Advisor of their choice attend any related interview, meeting, or proceeding in the Grievance Process. The individuals must inform the investigator, in writing, of the name of their Advisor and whether the University may release information concerning the Formal Grievance process. Advisors are not permitted to actively participate in meetings or proceedings in the Grievance Process, unless explicitly outlined in this Policy. The individuals may provide the names of any fact or expert witnesses who may provide information related to the allegation(s), including a description of the information the witnesses may have, and provide the investigator any questions they would like asked of any potential witnesses or the other party.

- (d.) The investigator is responsible for gathering evidence sufficient to reach a determination regarding responsibility, including interviewing available witnesses.
- (e.) The investigator cannot access, consider, disclose, or otherwise use a Respondent's, Complainant's, or witness's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University receives that individual's voluntary, written consent to consider the information.
- ii. **Access to Evidence.** Prior to the completion of the investigation report, the investigator must send the Respondent and Complainant, and their advisor as designated, access to the evidence obtained that is directly related to the allegations in the Formal Complaint, including inculpatory and exculpatory information and other evidence upon which the investigator does not intend to rely in reaching a determination regarding responsibility. The individuals will have 10 days to inspect, review, and respond to the evidence. Response to the evidence may be submitted verbally or in writing. The investigator will consider all timely responses.
- iii. **Completed Investigation Report.** The completed investigation report will outline each of the allegations that if true would constitute prohibited conduct under this Policy, provide the timeline (*i.e.*, procedural steps) of the investigation, and fairly summarize relevant evidence, participant statements, and responses to questions. The investigator will provide a completed investigation report concurrently to the individuals and their advisors at least 10 days prior to the date of the scheduled hearing for review and a written response. A copy of the completed investigation report will be issued to the Title IX Coordinator, and to the Hearing Panel.
- i. **Standard of Evidence and Presumption of Non-Responsibility.** The Respondent is presumed not to be responsible for the conduct alleged in the Formal Complaint and will not be determined to be responsible unless the preponderance of the evidence establishes the individual engaged in the conduct at the conclusion of the Grievance Process. The preponderance standard shall be used during all stages of the formal resolution process.
- j. **Live Hearing – Determination of Responsibility.**

- i. Absent a dismissal of a Formal Complaint, the University will provide a Live Hearing, as outlined in this Policy, to resolve the allegations.
- ii. Notice of the Hearing. The University will provide at least 10 days' written notice to all participants of the hearing, including the date, time, location, names of all participants, purpose of the hearing, a statement of the allegation(s), and a summary of the evidence gathered.
- iii. Advisor. Each party may have an advisor of their choice at the hearing. If a party does not have an advisor, the University will provide one at no cost to the party. Advisors are not permitted to actively participate in the hearing, except for asking relevant questions of the other party and any other witnesses.
- iv. Access to Evidence. The Respondent and Complainant will be provided all evidence from the investigation and a copy of the completed investigation report at least 10 days prior to the hearing.
- v. Separate Rooms and Virtual Participation. The Complainant or Respondent may request a separate room during the hearing. The University will provide technology enabling the individuals to simultaneously see and hear the other participants throughout the proceeding.
- vi. The hearing will be conducted by a panel consisting of three members: a Hearing Officer and two Hearing Panelists, selected by the Title IX Coordinator or a designee. Individuals with a general or specific conflict of interest or bias toward or against the Complainant, Respondent, or witnesses will be disqualified from participating in the Hearing Panel. The Hearing Panel will objectively evaluate all evidence, both inculpatory and exculpatory, and determine the credibility of witnesses and evidence without bias toward the Complainant, Respondent, or any witness. The determination of responsibility or non-responsibility must be by majority vote of the members of the panel.
- vii. Challenges to the Hearing Panelists. The Respondent and Complainant may challenge the fairness, impartiality or objectivity of any member assigned to serve on the panel. The challenge must be submitted to the Title IX Coordinator, in writing, within five days from the date of the hearing notice and state the reason(s) for the challenge. The Title IX Coordinator will decide whether to grant or deny the challenge and assign another panelist if the challenge is granted.

- viii. Hearing Officer Duties at the Hearing. The Hearing Officer will decide all questions and objections concerning procedural matters and evidence, including the relevance of exhibits and testimony. The Hearing Officer may call and question participants who testify at the hearing. The Hearing Officer may consult the UNT System Office of General Counsel concerning the hearing.
- ix. Each party may make an opening and a closing statement.
- x. Questioning of the participants in the hearing. The Hearing Panelists may ask questions during the hearing of any party or witness and may ask questions of any party or witness before advisors. The Respondent and Complainant are not permitted to ask questions directly of the other party or any witnesses during the hearing. Each party's advisor will have an opportunity to ask relevant questions and follow-up questions of the other party and of any witnesses, including questions challenging credibility. Each advisor may question witnesses directly and orally at the hearing. The advisors may ask questions under the following procedure:
 - (a.) At least five days prior to the hearing the advisors must submit a list of initial questions to the Hearing Officer. The Hearing Officer will determine whether the questions are relevant, and will inform each advisor of the relevancy determinations at least two days prior to the hearing.
 - (b.) The advisor may ask the applicable participant the questions approved by the Hearing Officer and relevant follow-up questions.
 - (c.) Before the participant may answer a follow-up question, the Hearing Officer will determine whether the question is relevant to the alleged conduct.
 - (d.) The Hearing Officer must explain any decision to exclude a question as not relevant.
- xi. Information that is Not Relevant.
 - (a.) Privileged Information. Information that is confidential under a legally recognized privilege, including attorney-client and medical information, is not relevant and will not be permitted at the Hearing or considered in making a determination of responsibility. The parties and witnesses are not required to disclose information protected under a legally recognized privilege and the parties may not ask any participant questions related to privileged information,

unless the person waives the privilege in writing. Any waivers of a privilege must be submitted to the Hearing Officer before a party asks the witness questions related to the information.

(b.) Prior Sexual History. A Complainant's sexual predisposition or prior sexual behavior is not relevant except where questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the alleged conduct, or if the questions or evidence concern specific incidents of the Complainant's prior sexual behavior with the Respondent and are offered to prove consent.

xii. Not submitting to cross-examination. If a party or witness refuses to submit to any cross-examination questions, the Hearing Panel ~~will not rely on any statement of that party or witness in making a determination of responsibility. The panel~~ may not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions at the hearing.

xiii. Determination of Responsibility. The Hearing Panel will make a determination of responsibility on all allegations in the Formal Complaint. The Hearing Officer is responsible for preparing a written determination, which must include the following:

- (a.) The allegations that potentially constitute sexual harassment;
- (b.) A description of all of the procedural steps from receipt of the Formal Complaint through the determination regarding responsibility, including any notifications of the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- (c.) The findings of fact supporting the determination of responsibility;
- (d.) The conclusion(s) regarding the application of the applicable University code of conduct or policy to the facts;
- (e.) A statement of and rationale as to whether the Respondent is responsible for each allegation;
- (f.) The disciplinary sanctions, if applicable, to be determined by appropriate University officials;
- (g.) The remedies, if applicable, designed to restore the Complainant's access to the education program or activity; and

- (h.) The University's procedures and permissible grounds for the parties to appeal, when applicable.
 - (i.) The Hearing Officer will send a copy of the written determination concurrently to the parties and their advisors, in addition to the Dean of Students (for student Respondents), Provost (for faculty Respondents), divisional Vice President and Director of Human Resources (for staff Respondents), and Title IX Coordinator (for all Respondents).
 - (j.) The hearing will be recorded in audio or audiovisual format and may be transcribed at the discretion of the University. The recording or transcript will be available for the parties to inspect and review, upon request.
- k. Obligation to Participate in Investigations under this Policy.
- i. 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:
 - (a.) attempting to coerce, compel, or prevent an individual from providing information related to the investigation;
 - (b.) removing, destroying, or altering information that relates to the investigation;
 - (c.) failing to produce University records that relate to the investigation; or
 - (d.) providing false or misleading information in the course of an investigation or encouraging others to do so.
 - ii. Employees are required to participate in investigations and hearings conducted under this policy unless the employee is the alleged victim.
- l. Sanctions and Remedies.
- i. When a Respondent is found responsible for committing Title IX Sexual Harassment, the Hearing Officer will transmit a copy of the written determination of responsibility, within one day of its completion, to the Sanctioning Official, for determination of sanctions.
 - (a.) The Dean of Students or a designee is the Sanctioning Official for students.

(b.) The Provost is the Sanctioning Official for faculty.

(c.) The Director of Human Resources is the Sanctioning Official for staff.

- ii. ~~W~~Except under extenuating circumstances, within 14 days of receiving the above-described documentation from the Hearing Officer, the Sanctioning Official will assign a sanction to the Respondent that is consistent with the sanctioning guidelines in this policy and will notify the Hearing Officer of that sanction in writing. The Sanctioning Official may consult with other appropriate University officials in determining the sanction, including the Hearing Panelists and the Office of General Counsel, but the Sanctioning Official may use their discretion in reaching the determination.
- iii. ~~Within two days of receiving the sanction from t~~The Sanctioning Official, ~~the Hearing Officer~~ will electronically transmit a copy of the complete written determination of responsibility, including the sanction, to the Complainant and Respondent, ~~and Sanctioning Official~~.
- iv. Possible Sanctions and Remedies for Student Respondents:
 - (a.) Educational training;
 - (b.) No shared classes or extra-curricular activities;
 - (c.) Disciplinary probation;
 - (d.) Withholding of grades, official transcript, and/or degree;
 - (e.) Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University;
 - (f.) Suspension of rights and privileges, including but not limited to: participation in extracurricular activities, including intercollegiate athletics;
 - (g.) Denial of degree;
 - (h.) Suspension from the University for a specific period of time. Suspension is noted on the academic transcript with the term "Disciplinary Suspension." The notation can be removed upon the request of the student in accordance with the University's procedures when all conditions of the suspension are met;

- (i.) Expulsion (permanent separation from the University). Expulsion creates a permanent notation on the student's academic transcript;
 - (j.) Revocation of degree and withdrawal of diploma; and
 - (k.) Other sanction(s) or remedies as deemed appropriate under the circumstances.
- v. Possible Sanctions and Remedies for Staff Respondents:
 - (a.) Written warning;
 - (b.) Written reprimand;
 - (c.) Job demotion or reassignment;
 - (d.) Suspension with or without pay for a specific period of time;
 - (e.) Termination;
 - (f.) Ineligible for rehire; and
 - (g.) Other sanction(s) or remedies as deemed appropriate under the circumstances
- vi. Possible Sanctions and Remedies for Faculty Respondents:
 - (a.) Written warning;
 - (b.) Written reprimand;
 - (c.) Loss of rank;
 - (d.) Reassignment;
 - (e.) Suspension with or without pay for a specific period of time;
 - (f.) Termination;
 - (g.) Revocation of tenure
 - (h.) Ineligible for rehire; and
 - (i.) Other sanction(s) or remedies as deemed appropriate under the circumstances
- m. Appeals and Additional Processes Provided to Students and Employees.

- i. Appeals. Either party may appeal the determination of responsibility or the decision to dismiss a Formal Complaint or any allegations in the Formal Complaint. The appeal must be submitted in writing within 10 days of notice of the written determination. An appeal may be based only on the following grounds:
 - (a.) A procedural irregularity occurred that affected the outcome of the matter;
 - (b.) New evidence that could affect the determination regarding responsibility was not available at the time the determination was made;
 - (c.) New evidence that could affect the outcome of a decision to dismiss the Formal Complaint or an allegation in the complaint was not available at the time the decision was made; or
 - (d.) The Title IX Coordinator, investigator(s), or Hearing Panelist had a conflict of interest or bias for or against the parties (general or specific) that affected the outcome of the matter.
- ii. The Appellate Officer must not be the same person as the Title IX Coordinator, investigator(s), or Hearing Officer in the Grievance Process. Both parties will be notified in writing when an appeal is filed and the appeal procedures will apply equally for both parties.
- iii. Appellate Officer will provide the parties a written decision within 28 days from the date of the appeal.
- n. Grievance Process Documentation. The University (through the appropriate office) will retain all documentation related to the Grievance Process (outlined in Section 7 of this Policy) for seven years, in accordance with state and federal records retention laws and University policy. All records related to the Grievance Process are confidential to the extent allowed by law.
- o. Grievance Process Timeframe. The entire Grievance Process, including any appeal, will be completed in a reasonably prompt manner, determined by balancing principles of thoroughness and fundamental fairness with promptness. The University may extend the time to complete an investigation for good cause, including the absence of a party, the unavailability of a party's advisor or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. In such an instance, the University will provide written notice to the parties of the delay or extension and the reason(s) for the action. The time to complete the Formal Grievance

Process will be extended by the length of time parties engage in the Informal Resolution process.

- p. Grievance Process for Non-Title IX Sexual Harassment and Other Sexual Misconduct Complaints – Students. Where the Respondent is a student at the time of the alleged conduct (including student-employees), and the alleged conduct does not include Title IX Sexual Harassment, the Grievance Process in Sections 7.b., 7.c., 7.g. 7.h., and 7.i. of this Policy applies, along with the following procedures:
- i. Investigation Report and Determination Regarding Responsibility. In cases where one or more of the allegations includes sexual assault, or when the allegations do not include sexual assault but the Title IX Coordinator determines that there is a probability the Respondent will face expulsion (See Section 7.r. below), the completed investigation report will be referred to a Hearing Panel for determination of responsibility; if the Title IX Coordinator determines that there is not a probability that the Respondent will face expulsion, the completed investigation report will be referred to an adjudicator in the appropriate University office for a determination regarding responsibility.
 - ii. When the determination is made that a hearing is required and the matter is referred to a Hearing Panel, the hearing will proceed pursuant to the guidelines set forth in Sections 7.s. through 7.x. of this policy below. For matters in which a hearing is not required, an adjudicator will conduct an independent review of the investigation report, and will reach a determination as to whether, based on a preponderance of the evidence, the Respondent violated University policy. If Respondent is found not responsible, both Complainant and Respondent will be notified of such in writing. If Respondent is found responsible, the matter will be referred to the Dean of Students who will assign an appropriate sanction consistent with the Code of Student Conduct (UNT Policy 07.012).
 - iii. When the Respondent is both a student and an employee and is found responsible for violating this policy through work-related conduct, the assigned adjudicator and/or the Dean of Students will consult with the student-employee's supervisor to determine the employment sanction, if any.
 - iv. The Complainant and Respondent may request a review of the findings and/or sanctions pursuant to the guidelines set forth in the Code of Student Conduct.

- q. Grievance Process for Non-Title IX Sexual Harassment and Other Sexual Misconduct Complaints – Employees. Where the Respondent is an employee at the time of the alleged conduct, and the alleged conduct does not include Title IX Sexual Harassment, the Grievance Process in Sections 7.b., 7.c., 7.g., 7.h., 7.i. of this Policy applies, along with the following procedures:
- i. Investigation Report and Determination Regarding Responsibility. In cases where one or more of the allegations includes sexual assault, or when the allegations do not include sexual assault but the Respondent is a faculty member and the Title IX Coordinator determines that there is a probability the Respondent will face termination of employment (See Section 7.r. below), the completed investigation report will be referred to a hearing panel for determination of responsibility; if the Title IX Coordinator determines that there is not a probability that a faculty Respondent will face termination, the completed investigation report will be referred to an adjudicator in the appropriate University office for a determination regarding responsibility.
 - ii. When the determination is made that a hearing is required and the matter is referred to a hearing panel, the hearing will proceed pursuant to the guidelines set forth in Sections 7.s through 7.x. of this policy below. For matters that are referred to an adjudicator, the adjudicator will conduct an independent review of the investigation report, and will reach a determination as to whether, based on a preponderance of the evidence, the Respondent violated University policy. If Respondent is found not responsible, both Complainant and Respondent will be notified of such in writing. If Respondent is found responsible, the matter will be referred to the Provost or the Director of Human Resources, as applicable, who will assign an appropriate sanction consistent with this policy.
 - iii. The Complainant and Respondent may request a review of the findings and/or sanctions pursuant to the guidelines set forth in the Office of Equal Opportunity's Investigative Procedures.
- r. Title IX Coordinator Determination of Probable Cause.
- i. All investigation reports will be routed to the Title IX Coordinator for review upon completion. After reviewing the investigation report, the Title IX Coordinator will determine whether there is probable cause to believe the Respondent committed a violation of this policy and will determine whether a potential sanction includes expulsion or termination.

- ii. If the Title IX Coordinator concludes there is no probable cause to believe a violation of this policy occurred that would result in expulsion or termination, the Title IX Coordinator will refer the matter to an adjudicator as outlined in Sections 7.p. and 7.q. above.
 - iii. Alternatively, if the Title IX Coordinator concludes there is probable cause, then the Title IX Coordinator will assign a Hearing Officer and refer the matter to a Hearing Panel for a hearing as outlined in Sections 7.s. through 7.x.
- s. Hearing Procedures for Non-Title IX Sexual Harassment and Other Sexual Misconduct.
- i. The Title IX Coordinator or a designee will prepare a written notice of required hearing and transmit this written notice to both the Complainant and the Respondent. The notice will include a copy of the investigation report, the policy provision(s) alleged to have been violated, the opportunity to schedule a pre-hearing meeting with at least five days' advance notice, and the names and titles of the Hearing Officer and selected Hearing Panelists. The notice will also inform the Complainant and Respondent that: they are required to have an advisor for the hearing; they must inform the Title IX Coordinator no later than 10 days after receiving the notice who the party's advisor will be, and whether that person is an attorney; and, if they do not have an advisor for the hearing, the Title IX Coordinator will appoint an advisor who may or may not be an attorney, at no cost to the party, to assist the party during the hearing.
- t. Notice of Hearing and Administrative Measures.
- i. Notices will be sent to the Respondent's and Complainant's official University email addresses no fewer than five days before a pre-hearing meeting. Failure to read and comply with the Notice is not suitable grounds for an appeal.
 - ii. In scheduling a pre-hearing meeting or hearing, the University considers the availability of the Respondent, the Complainant, their respective advisors, the Hearing Officer, the Title IX Coordinator, and the University Counsel. The University will notify the Complainant, the Respondent, and the Hearing Officer of the date and time of the hearing in writing at least 10 days before the hearing.
- u. Pre-Hearing Meetings. The Title IX Coordinator and/or their designee will meet with the Respondent and their advisor, the Complainant and their advisor, and the Hearing Officer to review the investigation report, discuss the hearing

process and answer any questions the parties have about the procedures. The Complainant's and Respondent's meetings will occur separately. With the exception of one support person per party and one advisor per party, pre-hearing meetings are closed meetings. These meetings will occur at least 10 days before the hearing.

v. Formal Hearing Procedures.

- i. Sexual Misconduct Hearing Panel. Once a case is referred to the Hearing Officer for a formal hearing, the Hearing Officer will select two members from the Sexual Misconduct Hearing Panel Pool to serve as Hearing Panelists.
- ii. Conflicts of Interest. Any member of the Sexual Misconduct Hearing Panel who has a conflict of interest shall immediately recuse themselves. Conflicts of interest include but are not limited to: personal knowledge of the facts and circumstances of the allegations or having a family, personal, faculty/student, or professional relationship with either the Complainant or the Respondent.
- iii. Challenge to Sexual Misconduct Hearing Panel Members. The Complainant or the Respondent may challenge any Sexual Misconduct Hearing Panelist for cause if there is a belief that a member of the Sexual Misconduct Hearing Panel cannot render a fair and impartial result. Challenges to any Sexual Misconduct Hearing Panelist must be made in writing and delivered to the Title IX Coordinator no later than 10 days before the hearing. The Title IX Coordinator will determine if cause exists and will excuse any Panelist where cause exists. Under no circumstance will a Sexual Misconduct Hearing Panelist be excluded for a reason that would violate the University's Nondiscrimination policy.
- iv. Selection of Replacement Members. If a Sexual Misconduct Hearing Panel Member recuses themselves or if the Title IX Coordinator excuses a Panelist for Cause, then the Title IX Coordinator will select replacement members from the Sexual Misconduct Hearing PanelPool.
- v. Advisors. While each party's advisor will be present at the hearing and related meetings, the advisor may not participate in the hearing. Other than to request a break or to present a closing statement on the party's behalf, the advisor may not address the Hearing Panel and must comport themselves in a manner that is not disruptive to the hearing or meetings. The Hearing Officer has complete discretion to determine whether conduct is disruptive.

- vi. **Access to Evidence.** The Complainant and advisor, the Respondent and advisor, and the Hearing Panelists will have access to all relevant evidence collected by and relied upon by the investigator in making their recommendation. Such access to evidence will be granted by the investigator at least 10 days before the formal hearing.
- vii. **Hearings.** Formal hearings will be conducted by the Hearing Officer using a virtual platform such as Zoom or Microsoft Teams, and will proceed according to the following guidelines:
 - (a.) No fewer than five days before the hearing, the Complainant and Respondent must submit to the Hearing Officer a preliminary list of questions they would like the Hearing Officer to ask of the opposing party at the hearing. If the Respondent or Complainant does not wish to question the other party, they are not required to submit questions. Upon the receipt of questions from both parties, the Hearing Officer will review and inform the parties, at least two days before the hearing whether any questions were eliminated as redundant, irrelevant, or prejudicial.
 - (b.) The Complainant and the Respondent will be assisted in the hearing by one advisor. If parties do not have an advisor, the University will provide one for them at no cost. Attorneys who are representing a Complainant or a Respondent may not actively participate in the hearing other than to present a closing statement on the party's behalf. Attorneys and non-attorney advisor(s) may communicate privately with the person they support during the hearing and may request breaks in the hearing to conduct those communications but are not permitted to participate directly in any hearing except as set forth in these procedures.
- w. **Hearing Format.**
 - i. The Hearing Officer has wide discretion to designate the hearing format. Generally, a hearing normally will take no more than two hours, though the length of time required will vary depending on the specific circumstances. The Hearing Officer has the option to set time limits for portions of the hearing, provided each party is required to abide by the same time limits. Subject to the discretion of the Hearing Officer, hearings will ordinarily begin with introductory remarks by the Hearing Officer and/or Title IX Coordinator, followed by the preliminary questions of the parties as deemed appropriate by the Hearing Officer.

- ii. At the Hearing Officer's discretion, the investigator(s) may be asked to present their factual findings to the Hearing Panel and respond to any initial questions they may have about the information contained in the investigation report. If the investigator is not available to present the findings in the investigation report, the Hearing Officer will read the findings into the record.
- iii. The Hearing Officer will first ask the Complainant the preliminary questions. These questions may be provided by Respondent or Hearing Panelists. After completion of these questions, the Hearing Panel will meet privately with the Respondent and Respondent's advisor to determine whether follow-up questions are necessary. If the Hearing Officer determines that requested follow-up questions will lead to the discovery of information not previously discussed, the Hearing Officer will reconvene the hearing and ask Complainant the remaining questions.
- iv. Next, the Hearing Officer will ask the Respondent the preliminary questions. These questions may be provided by Complainant or Hearing Panelists. After completion of these questions, the Hearing Panel will meet privately with the Complainant and Complainant's advisor to determine whether follow-up questions are necessary. If the Hearing Officer determines that requested follow-up questions will lead to the discovery of information not previously discussed, the Hearing Officer will reconvene the hearing and ask Respondent the remaining questions.
- v. The Hearing Panelists may ask additional questions.
- vi. Either party or their advisor may request breaks during the questioning to confer privately with each other. The frequency and duration of these breaks are within the discretion of the Hearing Officer.
- vii. The Respondent or the Respondent's advisor will not be allowed to directly question the Complainant, and the Complainant or Complainant's advisor will not be allowed to directly question the Respondent.
- viii. The hearing will be restricted to the Hearing Officer, Hearing Panelists, Complainant, Respondent, advisor(s), the Title IX Coordinator or designee, and University Counsel. The hearing will be closed to the public.
- ix. The Hearing Officer may direct any person who fails to comply with procedures during the hearing or who disrupts or obstructs the hearing

to leave the hearing. All questions, whether substantive, evidentiary, or procedural, will be addressed to and ruled upon by the Hearing Officer.

- x. If, despite being notified of the date, time, and location of the hearing, a Respondent fails to appear before the Hearing Panel without good cause, the Hearing Panel will make a determination of responsibility in the Respondent's absence based upon available evidence. In the absence of clear evidence that emergency circumstances beyond the control of the Respondent prevented such person from being present, the final determination of the Hearing Panel will stand.
- xi. If a Complainant does not respond to the University's attempts to schedule the prehearing meeting or the hearing, the case will be closed 20 days after the date the notice of hearing was sent to the parties, and Respondent will be found not responsible for the alleged policy violations. If, despite being notified of the date, time, and location of the hearing, a Complainant fails to appear before the Hearing Panel without good cause, Respondent will not be held responsible for the alleged policy violations. In the absence of clear evidence that emergency circumstances beyond the control of the Complainant prevented such person from being present, the determination will stand.
- xii. At the end of the hearing, and before its conclusion, both the Complainant and the Respondent have an opportunity to make a closing statement either personally or through their advisor. This statement may not directly address the other party.
- xiii. Upon conclusion of the hearing, and after the Complainant, the Respondent, and their advisors have been excused, the Hearing Panel will reach a determination regarding Respondent's responsibility. The Hearing Officer will instruct the Hearing Panel on the preponderance of the evidence standard, the elements of the alleged policy violations, and any other matters that the Hearing Officer deems necessary to the Hearing Panel's determination.
- xiv. After the Hearing Panel has reviewed the evidence presented at the hearing and the evidence collected during the investigation, the Panel will deliberate to determine whether there is sufficient evidence to find that Respondent violated the alleged section(s) of the applicable University policy or policies. The Hearing Panel's determination will be made based on the preponderance of the evidence standard. The findings of the Hearing Panel will be based upon a majority vote.

- xv. After the hearing, the Hearing Officer, in consultation with the Hearing Panelists, will prepare a written summary of the Panel's findings of fact, determination of responsibility, and an explanation of the rationale for the decision. The written summary must be submitted to the Complainant, the Respondent, the University Counsel, the Title IX Coordinator, and the Dean of Students within 28 days following a hearing, unless circumstances exist that would delay issuance of the written outcome.
- xvi. The Hearing Officer will send a copy of the written determination concurrently to the parties and their advisors, in addition to the Dean of Students (for student Respondents), Provost (for faculty Respondents), divisional Vice President and Director of Human Resources (for staff Respondents), and the Title IX Coordinator (for all Respondents). (Note: UNT Policy 07.012, the Code of Student Conduct, contains mandatory sanctions for some policy violations. In those types of cases, a finding of responsibility automatically results in a particular sanction.)
- xvii. All Live Hearings, with the exception of the Hearing Panel's deliberations, and private conferences between a party and their advisor, will be recorded. The recording is the property of the University.
- x. Request for Review Appeals.

i. The Complainant and Respondent may ~~request a review of appeal~~ the Hearing Panel's determination of responsibility ~~by to~~ the Vice President for ~~Equity and Diversity Inclusion, Diversity, Equity & Access (IDEA)~~ or designee. ~~Appeals request for review~~ must be submitted in writing to the Reviewing Official within ~~five-10~~ days from the date of the Panel's written summary of findings and include the reason(s) for the review and any new information the individual wants the Reviewing Official to consider. ~~The time for requesting review may be extended by the Title IX Coordinator in the interest of fairness. Appeals of Hearing Panel determinations are limited to the following grounds:~~

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- ~~A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g., substantiated bias, material deviation from established procedures, failure to correctly apply the evidentiary standard).~~

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- ~~To consider new evidence, unknown or unavailable during the investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included in the appeal.~~

ii. The written decision of the ~~Reviewing Official~~ Vice President for IDEA regarding the finding of responsibility will be delivered to the

Page 35 of 34

Complainant and Respondent simultaneously; the decision is final.

ii. — When the Respondent is a student, the Complainant and Respondent may ~~request a review of the sanction to the Committee on Student Conduct as set out in UNT Policy 07.012 (Code of Student Conduct), appeal the Dean of Students' sanction, if any, to the Senior Vice President for Student Affairs.~~ The request must be submitted to ~~DOS the Senior Vice President~~ in writing within ~~five~~ 10 days from the date that the Dean of Students imposes the sanction of the Panel's written determination of responsibility, or the Reviewing Official's written decision regarding any review of the Panel's written determination of responsibility, whichever is later. The time for requesting review may be extended by ~~DOS the Senior Vice President or a designee~~ in the interest of fairness. ~~The Committee will respond in writing. Within five days of~~

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~~receiving the written decision of the Committee on Student Conduct, either party may subsequently request, in writing, that the Vice President for Student Affairs review the decision by the Committee on Student Conduct regarding the assigned sanction.~~ The written decision of the Senior Vice President for Student Affairs regarding the sanction will be delivered to the Complainant and Respondent simultaneously; the decision is final.

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8. Emergency Removal and Employee Administrative Leave.

- a. **Emergency Removal.** A student-Respondent may be removed from the University on an emergency basis when the University determines the Respondent poses an immediate threat to the physical health or safety of an individual arising from an allegation of sexual harassment. The Respondent will be notified of removal, in writing, and given five days to challenge the decision to the Title IX Coordinator. The challenge must include all reasons the Respondent believes removal is not warranted. The Title IX Coordinator or designee will provide a written response to the challenge within three days of receipt. The response will uphold or overturn the decision for emergency removal.
- b. **Employee Administrative Leave.** An employee-Respondent may be placed on administrative leave pending resolution of a Formal Complaint, in accordance with University policy.
- c. **Policy Dissemination, Annual Reporting and Notice.** The University's Title IX General Policy Statement will be made available to all students, faculty, and staff employees online, in required publications, and in specified departments. This Policy will be made available to all University administrators, faculty, staff, and students online and in University student catalog(s) and in the employee policy manual. Periodic notices will be sent to University administrators, faculty, staff, and students about this policy at the beginning of each fall and spring semester. The notice will include information about sexual harassment; retaliation; the Formal Complaint procedure; the Title IX Grievance Process; and available resources, such as support services, health, and mental health services. The notice will specify the right to file a Formal Complaint under this Policy and to file a police report to law enforcement, provide the Title IX Coordinator's contact information, and refer individuals to designated offices or officials for additional information.

9. Education and Resources.

- a. **Training of Title IX and Deputy Title IX Coordinators, investigators, Hearing Officers and Appellate Officers.** All Title IX and Deputy Title IX Coordinators, investigators, and those with authority over University Grievance Processes

and appeals shall receive training each academic year about applicable prohibited conduct, Grievance Processes, due process, and this policy. All training materials used to train Title IX-related personnel (*e.g.*, Title IX Coordinators, deputies, investigators, Hearing Officers, and Appellate Officers) will be made available on the University's website.

- b. The University will require entering freshmen and undergraduate transfer students to attend an orientation on this policy before or during the first semester or term in which the student is enrolled. This orientation may be provided online.
- c. Resources and Services. Resources and services for those involved in sexual harassment situations can be found at the Office of Equal Opportunity and the Survivor Advocate's Office.

10. Legal Implications.

- a. Any violation of this policy may result in sanctions imposed by the University or federal or state authorities, or legal action. In an effort to encourage reporting of sexual harassment and other sexual misconduct, the University will grant immunity from disciplinary action to students and employees who act in good faith in reporting a complaint or participating in an investigation or disciplinary process. This immunity does not extend to the person's own violations of this Policy.

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](#)

Title IX Regulation, 34 C.F.R. Part 106

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

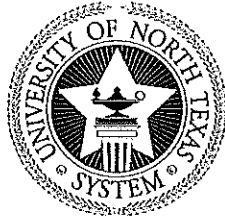
Forms and Tools.

[Title IX Coordinator Contact Information](#)

[Survivor Advocate Contact Information](#)

Revision History

Policy Contact:	VP for Institutional Equity and Diversity
Approved Date	02/01/1993
Effective Date	
Last Revision:	8/95; 8/99; 8/00; 8/02; 4/11*; 12/17; 3/18; 5/20; 5/21; 2/22 *Format Only



MINUTES

BOARD OF REGENTS Strategic and Operational Excellence Committee November 18, 2021

The Strategic and Operational Excellence Committee of the Board of Regents of the University of North Texas System convened on Thursday, November 18, 2021, in Room 712A&B of the UNT System Lee F. Jackson Building, 1901 Main Street, Dallas, Texas with the following members in attendance: Regents Milton Lee, Dan Feehan, A.K. Mago, and Brint Ryan.

There being a quorum present the meeting was called to order by Committee Chairman Lee. Pursuant to a motion by Regent A.K. Mago and seconded by Regent Dan Feehan, the Committee approved the minutes of the August 13, 2021 meeting of the Strategic and Operational Excellence Committee on a 4-0 vote.

The committee had one briefing. UNT System Chancellor Lesa Roe presented the UNT World and UNT System Headquarters **Strategic Plan Update**. UNT Health Science Center President Michael Williams and Executive Vice President & Chief Strategy Officer Dr. Sylvia Trent-Adams, UNT President Neal Smatresk, and UNT Dallas President Bob Mong provided **Strategic Plan Updates** for each of their institutions.

Following the briefings, the committee had one action item to consider.

7. UNTS **Approval of the FY22 UNTS Strategic Plans**

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Brint Ryan, the Committee approved the above item on a 4-0 vote.

There being no further business, the Committee meeting adjourned.

Submitted By:

A handwritten signature in black ink, appearing to read "Jamaica Chapple", written over a horizontal line.

Jamaica Chapple
Acting Board Secretary

Date: 12/8/2021



UNT System Strategic Plans Review

Chancellor Michael R. Williams



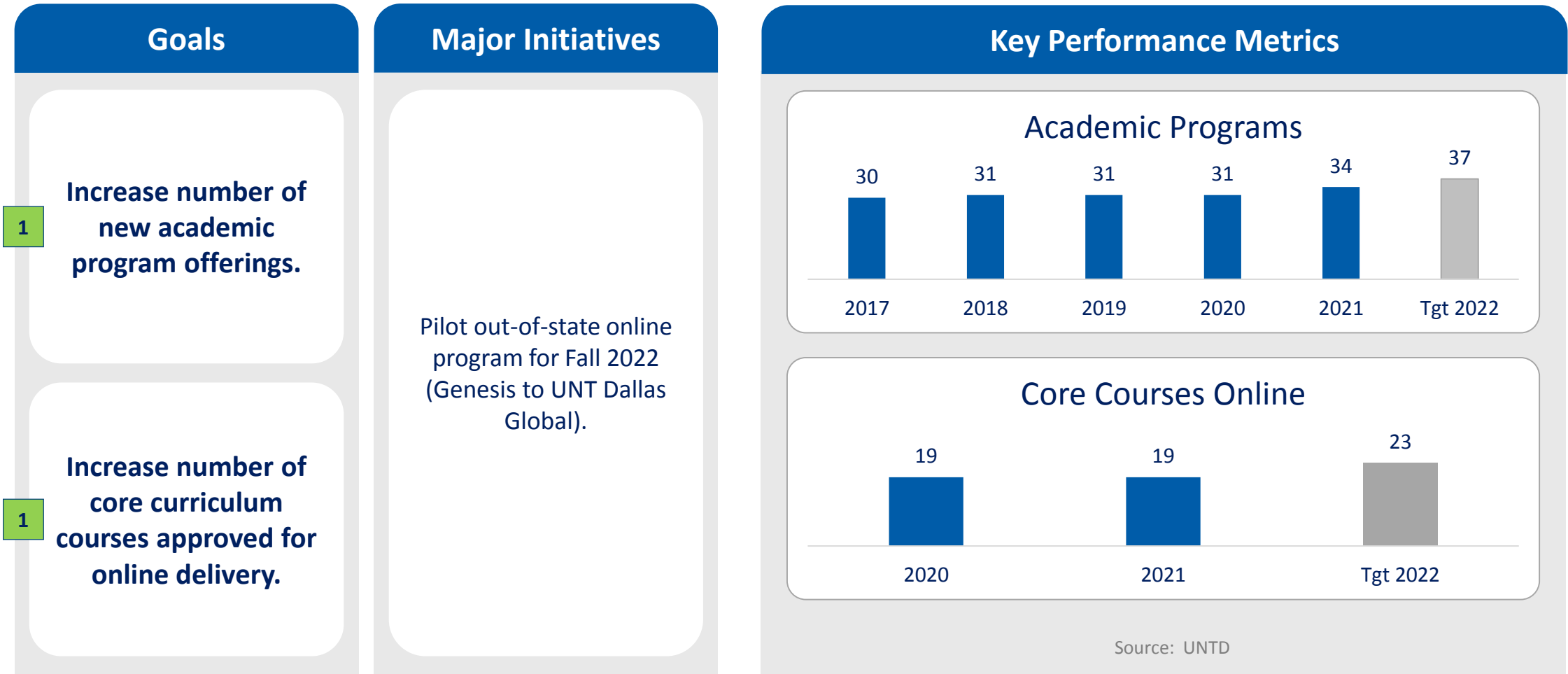
Strategic Planning Progress Card

Trail 1 | Academic Distinction: Differentiating academic offerings, relevancy, delivery, and reach



Trail Guide
Dr. Betty Stewart

We will provide a high-quality undergraduate, graduate, and professional education through innovative pedagogy, experiential learning, and an inclusive learning environment.



Status: 1 On Target 2 Evaluating 3 At Risk



We will recruit, support, and graduate a diverse and career-ready student body.

Goals	Major Initiatives	Key Performance Metrics												
<p>1</p> <p>Grow enrollment.</p>	<ul style="list-style-type: none"> • Grow enrollment to 4,500 Fall 2022 and 5,000 Fall 2023. • Create recruitment plan for I-20 corridor. • Pilot express admission. • Expand Teacher Pathway at Lincoln ECHS (Fall 2022). • Establish summer bridge for 1st year students. • Increase usage of tutoring services and learning commons. • Evaluate feasibility of offering classes every 8 weeks. 	<p>Fall Enrollment</p> <table border="1"> <tr> <td>3,509</td> <td>3,757</td> <td>4,059</td> <td>4,169</td> <td>4,186</td> <td>4,500</td> </tr> <tr> <td>2017</td> <td>2018</td> <td>2019</td> <td>2020</td> <td>2021</td> <td>Tgt 2022</td> </tr> </table>	3,509	3,757	4,059	4,169	4,186	4,500	2017	2018	2019	2020	2021	Tgt 2022
3,509		3,757	4,059	4,169	4,186	4,500								
2017	2018	2019	2020	2021	Tgt 2022									
<p>2</p> <p>Improve student retention and graduation.</p>	<p>Graduation Rate (6-Yr)</p> <table border="1"> <tr> <td>44.2%</td> <td>26.3%</td> <td>27.3%</td> <td>28.3%</td> <td>33.9%</td> <td>Tgt</td> </tr> <tr> <td>F10</td> <td>F11</td> <td>F12</td> <td>F13</td> <td>F14</td> <td>Tgt</td> </tr> </table>	44.2%	26.3%	27.3%	28.3%	33.9%	Tgt	F10	F11	F12	F13	F14	Tgt	
44.2%	26.3%	27.3%	28.3%	33.9%	Tgt									
F10	F11	F12	F13	F14	Tgt									
		<p>Retention Rate (1st Yr)</p> <table border="1"> <tr> <td>65.9%</td> <td>76.6%</td> <td>73.4%</td> <td>70.2%</td> <td>70.8%</td> <td>Tgt</td> </tr> <tr> <td>F15</td> <td>F16</td> <td>F17</td> <td>F18</td> <td>F19</td> <td>Tgt</td> </tr> </table>	65.9%	76.6%	73.4%	70.2%	70.8%	Tgt	F15	F16	F17	F18	F19	Tgt
65.9%	76.6%	73.4%	70.2%	70.8%	Tgt									
F15	F16	F17	F18	F19	Tgt									

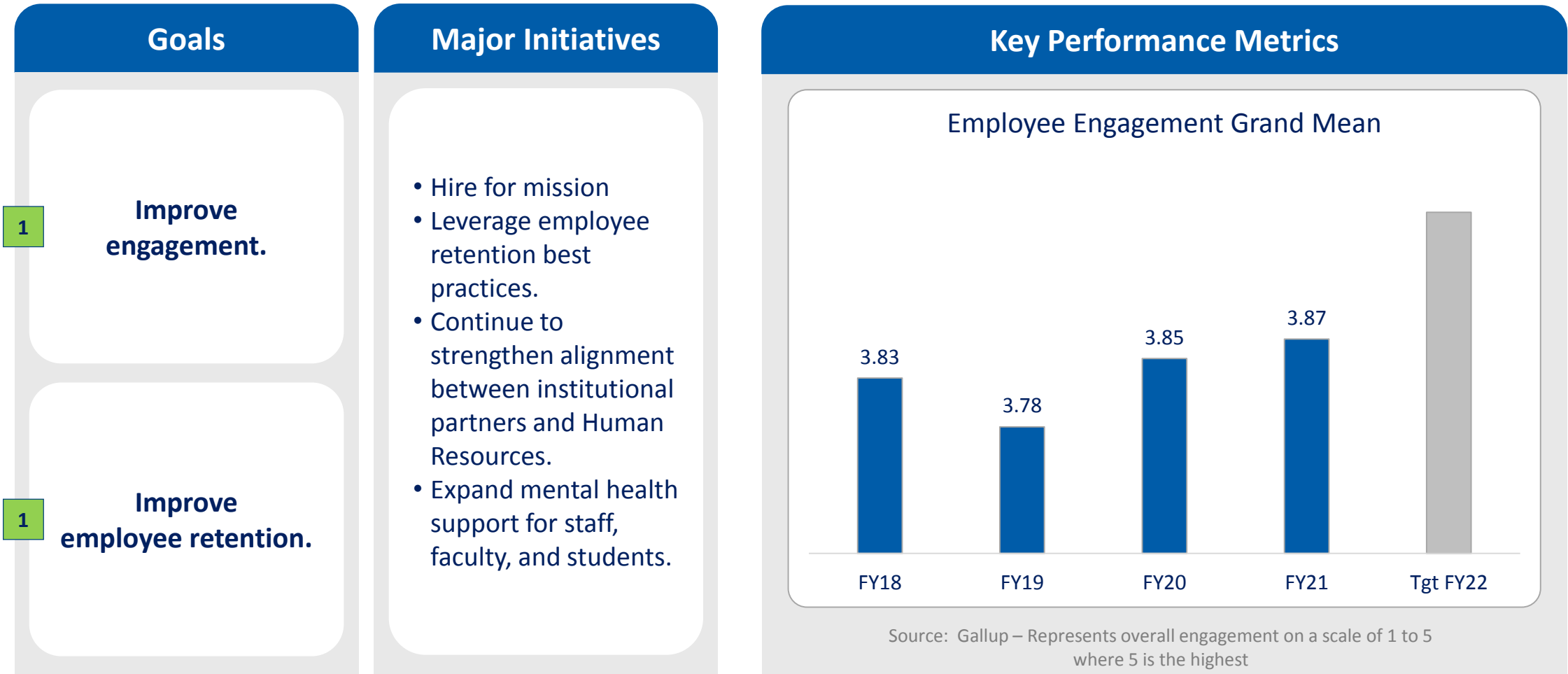
Source: Enrollment – UNTD SAR | Graduation & Retention Rates – UNTD SAR where fall cohort is first-time, full-time, degree-seeking freshman undergraduate students.

Status: **1** On Target **2** Evaluating **3** At Risk

Trail 3 | Trailblazer Talent: Attracting, cultivating, and retaining high quality faculty and staff



We will support an internal culture of community where all employees are valued and appreciated for their unique and diverse contributions.



Status: **1** On Target **2** Evaluating **3** At Risk

Trail 4 | Excellence: Pursuing excellence in ways of working



Trail Guide
Arthur Bradford

“ We will maximize operational and financial effectiveness and efficiency and foster creativity. ”

Goals	Major Initiatives	Key Performance Metrics												
<p>1 Optimize work space allocation for faculty and staff.</p> <p>2 Improve student-facing customer service.</p> <p>1 Improve financial acumen and discipline.</p>	<ul style="list-style-type: none">• Explore re-configuring existing space.• Explore leveraging flexible work arrangement policy to free up space.• Leverage internal and/or external expertise to assess org effectiveness and ways of working.• Develop and administer finance training for non-finance managers.• Establish business review package and cadence.• Advance next stage of master plan.	<h3>Revenues (\$M)</h3> <table border="1"><thead><tr><th>Fiscal Year</th><th>Revenue (\$M)</th></tr></thead><tbody><tr><td>FY18</td><td>\$63.6</td></tr><tr><td>FY19</td><td>\$69.1</td></tr><tr><td>FY20</td><td>\$74.4</td></tr><tr><td>FY21</td><td>\$89.6</td></tr><tr><td>Bud FY22</td><td>\$93.1</td></tr></tbody></table> <p>Source: UNTD</p>	Fiscal Year	Revenue (\$M)	FY18	\$63.6	FY19	\$69.1	FY20	\$74.4	FY21	\$89.6	Bud FY22	\$93.1
Fiscal Year	Revenue (\$M)													
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FY19	\$69.1													
FY20	\$74.4													
FY21	\$89.6													
Bud FY22	\$93.1													

Status: **1** On Target **2** Evaluating **3** At Risk

Trail 5 | Community Partnerships: Engaging, serving, and transforming diverse local communities



Trail Guide
Dr. Monica Williams

We will foster community engagement through relationships with external partners and will serve as a hub for local growth and for adult life skills and certifications.

Goals	Major Initiatives	Key Performance Metrics																								
<p>1 Grow foundation and institution assets.</p> <p>1 Strengthen communities.</p> <p>1 Increase number of student internships and opportunities.</p>	<ul style="list-style-type: none"> • Raise awareness and funds to support university priorities. • Operationalize CSME* and other community engagement initiatives. • Improve law enforcement and community relations: <ul style="list-style-type: none"> ○ Deepen MMHPI relationship ○ Expand ABLE through TI Fdn & Moody Fdn grants. ○ Stand up first phase of UNTD-led 1st Responder Network. ○ Advance plans for Dallas Police Academy on campus. ○ Open 4315 Innovation Center. 	<div style="border: 1px solid #ccc; padding: 10px; margin-bottom: 10px;"> <p style="text-align: center;">Institution & Foundation Endowments + LTI (\$M)</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 16.6%;">FY17</td> <td style="width: 16.6%;">FY18</td> <td style="width: 16.6%;">FY19</td> <td style="width: 16.6%;">FY20</td> <td style="width: 16.6%;">FY21</td> <td style="width: 16.6%;">Tgt FY22</td> </tr> <tr> <td>\$1.5</td> <td>\$1.3</td> <td>\$1.3</td> <td>\$12.9</td> <td>\$14.8</td> <td></td> </tr> </table> <p style="font-size: small; text-align: center;">Source: BOR investment quarterly reports as of August 31 Campus Endowments & Long-Term Investments + Foundation Endowments ending market value</p> </div> <div style="border: 1px solid #ccc; padding: 10px;"> <p style="text-align: center;">Gift Income & Capital Contributions (\$M)</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 16.6%;">FY17</td> <td style="width: 16.6%;">FY18</td> <td style="width: 16.6%;">FY19</td> <td style="width: 16.6%;">FY20</td> <td style="width: 16.6%;">FY21</td> <td style="width: 16.6%;">Bud FY22</td> </tr> <tr> <td>\$0.5</td> <td>\$1.1</td> <td>\$2.6</td> <td>\$1.1</td> <td>\$1.3</td> <td>\$1.7</td> </tr> </table> <p style="text-align: center; font-size: small;">Source: UNTD</p> </div>	FY17	FY18	FY19	FY20	FY21	Tgt FY22	\$1.5	\$1.3	\$1.3	\$12.9	\$14.8		FY17	FY18	FY19	FY20	FY21	Bud FY22	\$0.5	\$1.1	\$2.6	\$1.1	\$1.3	\$1.7
FY17	FY18	FY19	FY20	FY21	Tgt FY22																					
\$1.5	\$1.3	\$1.3	\$12.9	\$14.8																						
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\$0.5	\$1.1	\$2.6	\$1.1	\$1.3	\$1.7																					

Status: 1 On Target 2 Evaluating 3 At Risk

* Center for Socioeconomic Mobility Through Education

HSC FY2021-2023 Strategic Roadmap Update

Dr. Michael R. Williams, Chancellor and HSC President

Dr. Sylvia Trent-Adams, Chief Strategy Officer

UNT System Board of Regents Quarterly Meeting

February 17, 2022

Roadmap Overview



FY 2021-2023 HSC ROADMAP OVERVIEW

Focus Areas

Strategic Objectives

Key Results

People



- Create an inclusive, innovative work environment for the future

- Strengthen inclusivity
- Enhance remote work capabilities
- Implement continuous process improvement system

Programs



- Differentiate HSC as whole health leader

- Cultivate & promote workforce readiness
- Implement HSC whole health model
- Develop & implement comprehensive health disparities program

Strengths



- Increase HSC brand

- Position HSC brand
- Invest in innovation & entrepreneurship

Strategic Objective

Key Results

Measures

Statuses

Create inclusive work environment



- Strengthen inclusivity

- Become NBCI Campus Affiliate – Nov. 2021
- Develop comprehensive approach to social determinants
- Elevate culture of integrity
- Increase number of underrepresented groups by >10%



- Enhance remote work capabilities

- Leverage cloud computing services
- Reduce costs, streamline operations by transitioning employees to single computing device



- Implement continuous process improvement system

- Integrate continuous process improvement



Strategic Objective

Key Results

Measures

Statuses

Differentiate HSC as a whole health leader



- Cultivate & promote workforce readiness

- Launch HSC Learning Plus



- Implement HSC whole health model

- Finalize definition of HSC’s whole health model
- Launch HSC’s whole health model
- Implement whole health program



- Develop & implement comprehensive health disparities program

- Identify & prioritize intervention targets in Fort Worth



Strategic Objective

Key Results

Measures

Statuses

Increase HSC brand



- Position HSC brand

- Increase strategic media placement & PR planning
- Increase philanthropic support & partnerships



- Invest in innovation & entrepreneurship

- Sign 3-year agreement with accelerator focused on physical medicine & rehab
- Expand ideation program
- Open specialized research/innovation lab



Remote Area Medical Clinic December 2021



Community Engagement

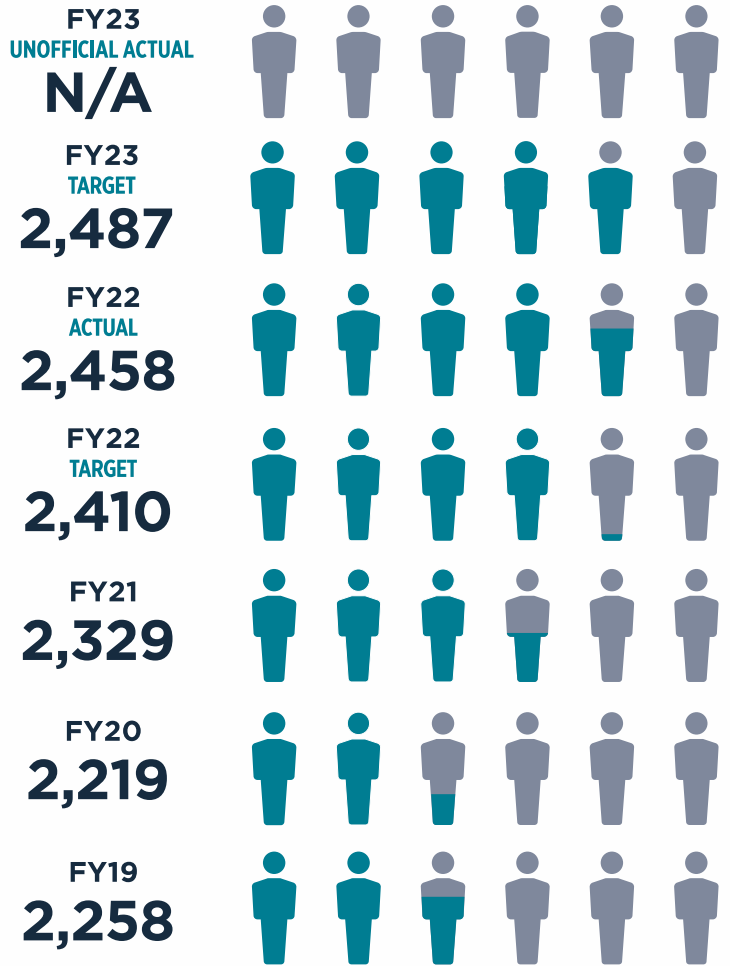
- Fort Worth
 - Mobile Health Clinic
 - Back to School Round-Up
- RAM 2022
 - December 3-4, 2022 in Dallas at Fair Park (pending)

Strategic Planning Progress Card



GROW ENROLLMENT & GRADUATION

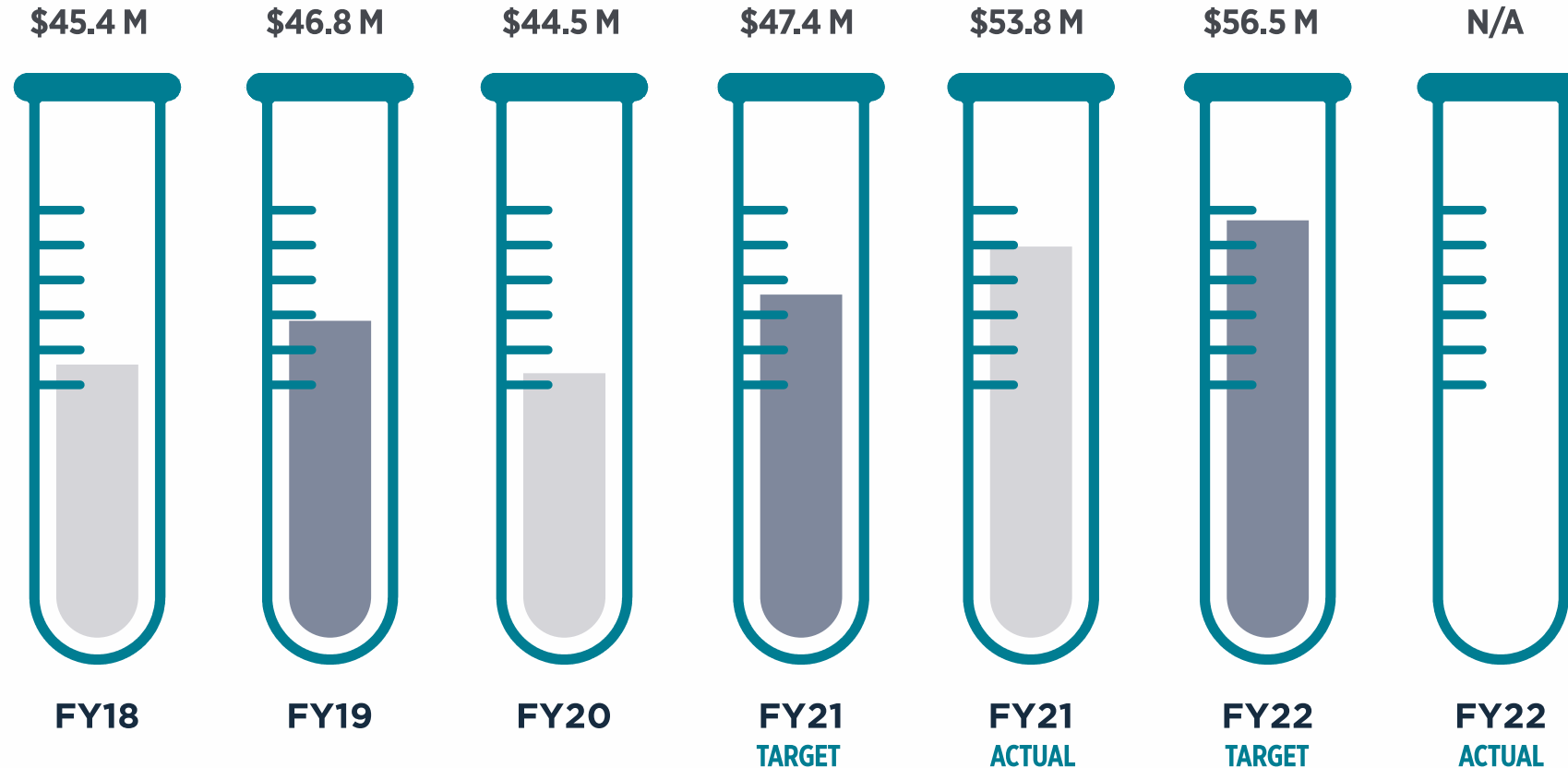
Fall Headcount Enrollment



Degrees Awarded



Research Expenditures*



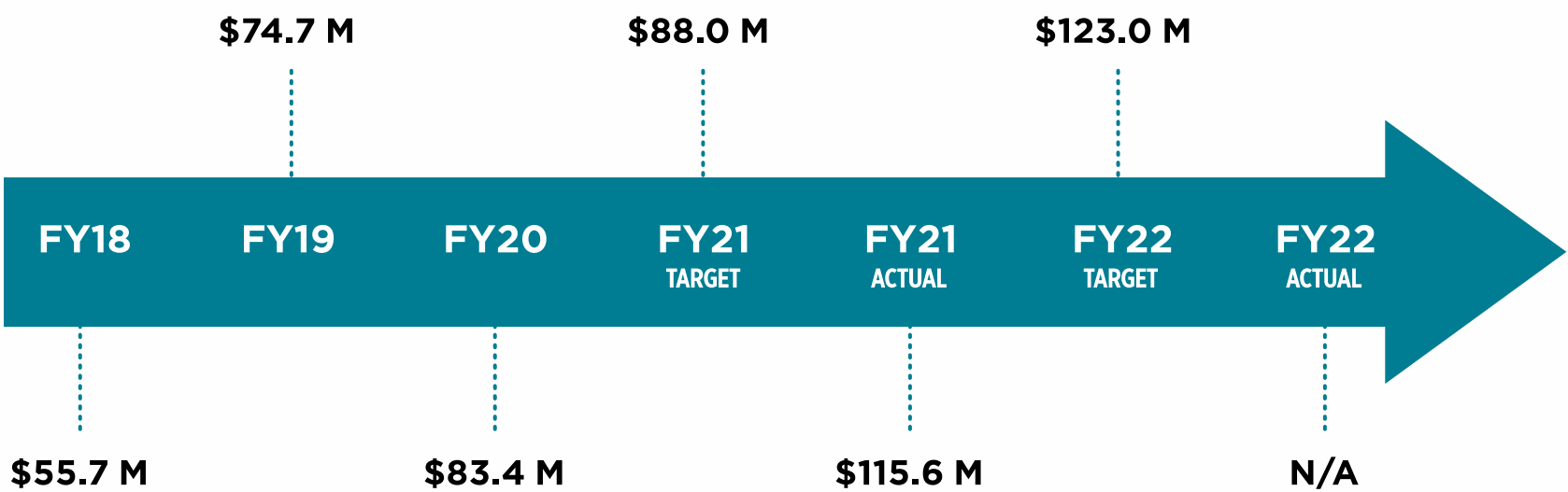
*Starting in FY19, UNT changed its method of calculating Total Research Expenditure to include research faculty salaries. HSC did not change methodology - does not include faculty salaries and only tracks dollars from research grants.

GROW FOUNDATION ASSETS

Foundation & Institutional Gifts

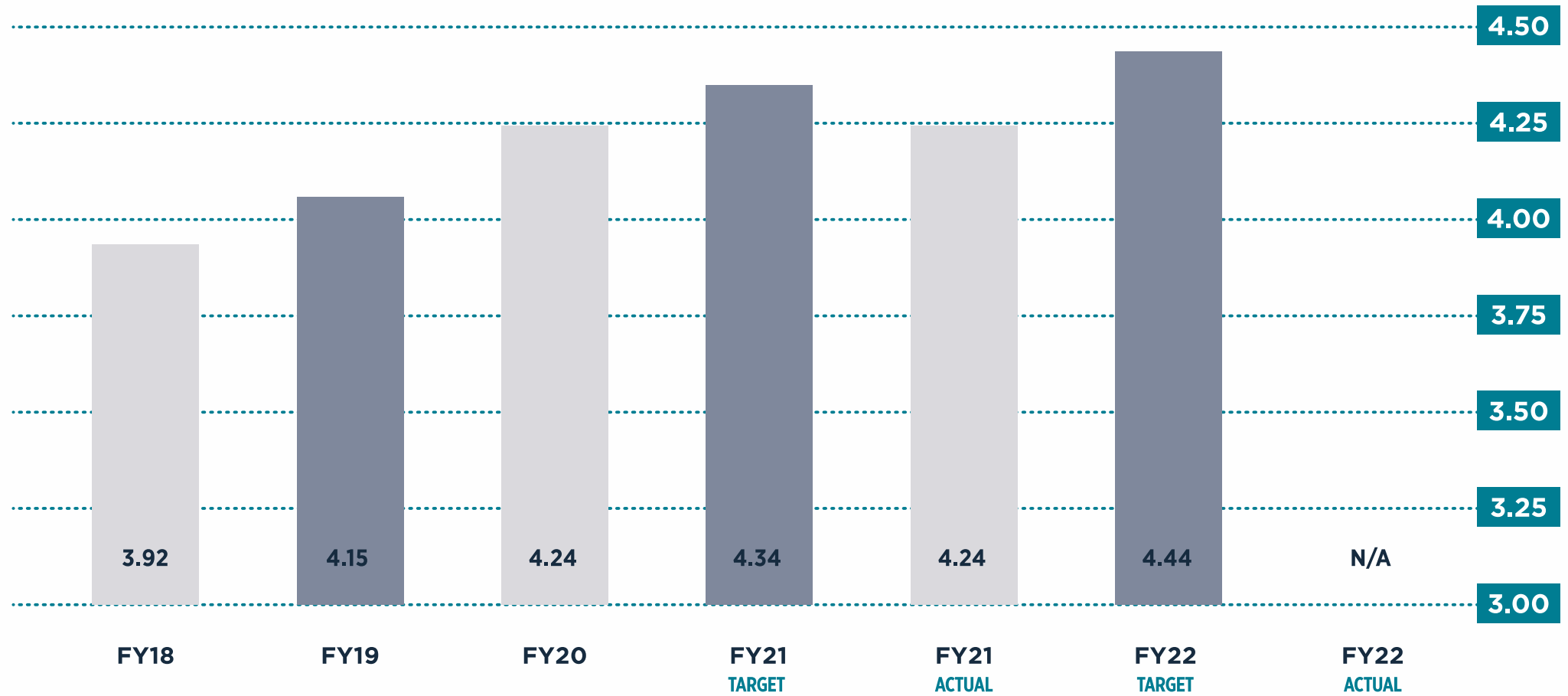
Institutional & Foundation Endowments

FY22 ACTUAL - N/A
FY22 TARGET - \$9.0 M
FY21 ACTUAL - \$6.1 M
FY21 TARGET - \$12.0 M
FY20 - \$8.0 M
FY19 - \$8.1 M
FY18 - \$21.4 M



BECOME BEST PLACE TO WORK

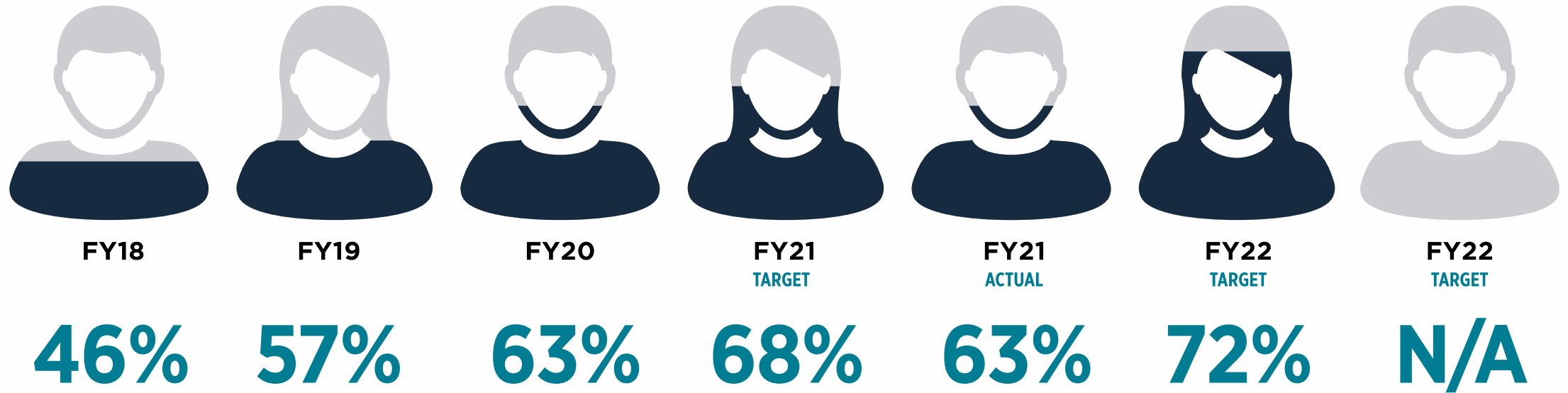
Employee Engagement Grand Mean*



*Employee engagement grand mean represents overall engagement on a scale of 1 to 5, with 5 being the highest level of engagement.

BECOME BEST PLACE TO WORK

Engaged Employees



HSC FY 2022 Q2

Roadmap Appendix



Strategic Objective

Key Results

Measures

Targets

Create inclusive work environment



• Strengthen inclusivity

- Become NBCI Campus Affiliate – Nov. 2021
- Develop comprehensive approach to social determinants
- Elevate culture of integrity
- Increase number of underrepresented groups by >10%

- Implement NCBI principles – Aug. 2022
- Conduct campus assessment of experiences– April 2022
- Develop training & resources – June 2022
- Create framework for conversations about D&I – Jan. 2022
- Launch integrity moment podcast and/or forum – Feb. 2022
- Implement recruitment strategies – Aug. 2022



• Enhance remote work capabilities

- Leverage cloud computing services
- Reduce costs, streamline operations by transitioning employees to single computing device

- Transition to cloud contact center platform – Dec. 2021
- Complete cloud AI/machine learning pilot program – Jan. 2022
- Complete cloud PC pilot program – Feb. 2022
- Transition remaining 20% of remote workers to single device – Aug. 2022



• Implement continuous process improvement system

- Integrate continuous process improvement

- Provide process improvement training for 5 employee – Aug. 2022
- Identify dedicated program manager – July 2022



HSC FY 2022 ROADMAP APPENDIX

FOCUS AREA 2: PROGRAMS – PREPARE FUTURE LEADERS TO IMPROVE & TRANSFORM HUMAN HEALTH

Strategic Objective

Key Results

Measures

Targets

Differentiate HSC as a whole health leader



- Cultivate & promote workforce readiness

- Launch HSC Learning Plus

- Complete inventory of nondegree learning assets – Nov. 2021
- Integrate HSC Learning Plus website – May 2022
- Complete production of 6 signature microcredentials – July 2022
- Roll out HSC Learning Plus – Sept. 2022



- Implement HSC whole health model

- Finalize definition of HSC's whole health model
- Launch HSC's whole health model
- Implement whole health program

- Finalize definition – December 2021
- Develop & launch marketing campaign – Feb. 2022
- Host kickoff event for whole health program – March 2022
- Host on-campus awareness event – December 2022
- Develop action steps for development of activities for whole health – March 2022
- Develop timeline for implementation of program – April 2022
- Deliver services to campus – July 2022
- Deliver services to Fort Worth community – Sept. 2022



- Develop & implement comprehensive health disparities program

- Identify & prioritize intervention targets in Fort Worth

- Convene regional meetings to identify core concerns in health disparities – Jan. 2022
- Execute community-based health disparities interventions – May 2022




HSC FY 2022 ROADMAP APPENDIX | FOCUS AREA 3: STRENGTHS - FOCUS/PURPOSE

Strategic Objective

Key Results

Measures

Targets

<p>Increase HSC brand</p> 	<ul style="list-style-type: none"> • Position HSC brand 	<ul style="list-style-type: none"> • Increase strategic media placement & PR planning • Increase philanthropic support & partnerships 	<ul style="list-style-type: none"> • Implement comprehensive PR and media strategy - Aug. 2022 • Provide media training to 10 HSC experts - Aug. 2022 • Increase support by \$9 million - Aug. 2022 • Implement community engagement plan that generates \$2.5 million - Aug. 2022 	<ul style="list-style-type: none"> ● ●
	<ul style="list-style-type: none"> • Invest in innovation & entrepreneurship 	<ul style="list-style-type: none"> • Sign 3-year agreement with accelerator focused on physical medicine & rehab • Expand ideation program • Open specialized research/innovation lab 	<ul style="list-style-type: none"> • Sign agreement - Oct. 15, 2021 • Develop investors - Aug. 2022 • Open lab - Aug. 31, 2022 	<ul style="list-style-type: none"> ● ● ●

Questions

UNT Strategic Plan and Updates

Neal Smatresk, President

and

Debbie Rohwer, Vice President for Planning

Results for Retention, Research, and Employee Engagement

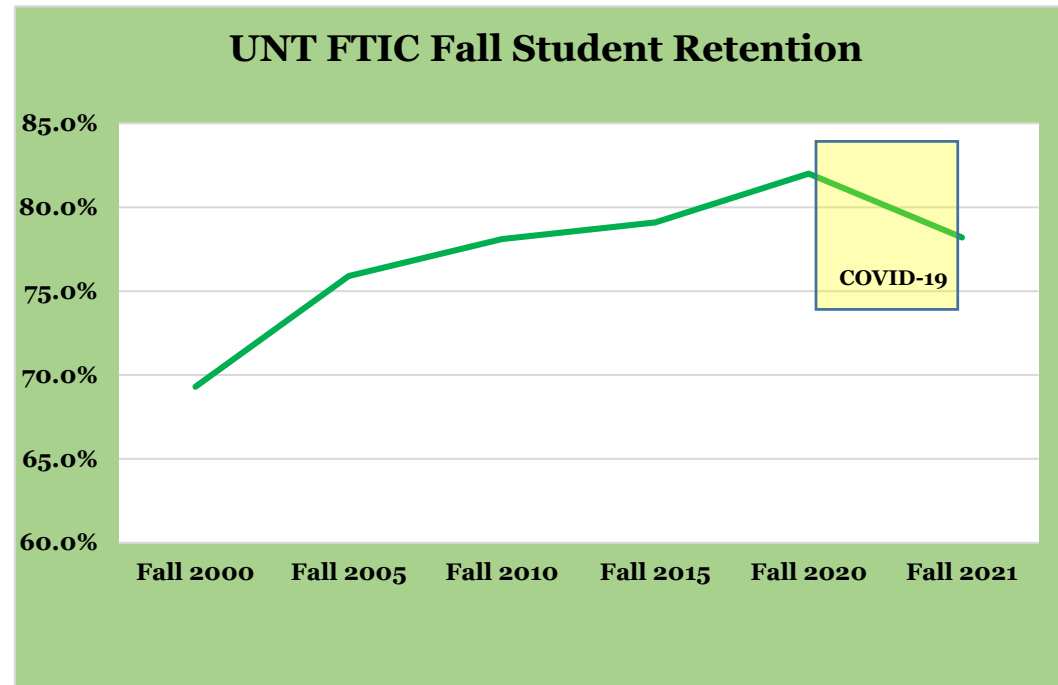
Metric Results over Time

Peer University Comparisons

Current Initiatives and Pathway Forward

2020-2021 Fall UNT FTIC Student Retention

78.2%



This spring so far...

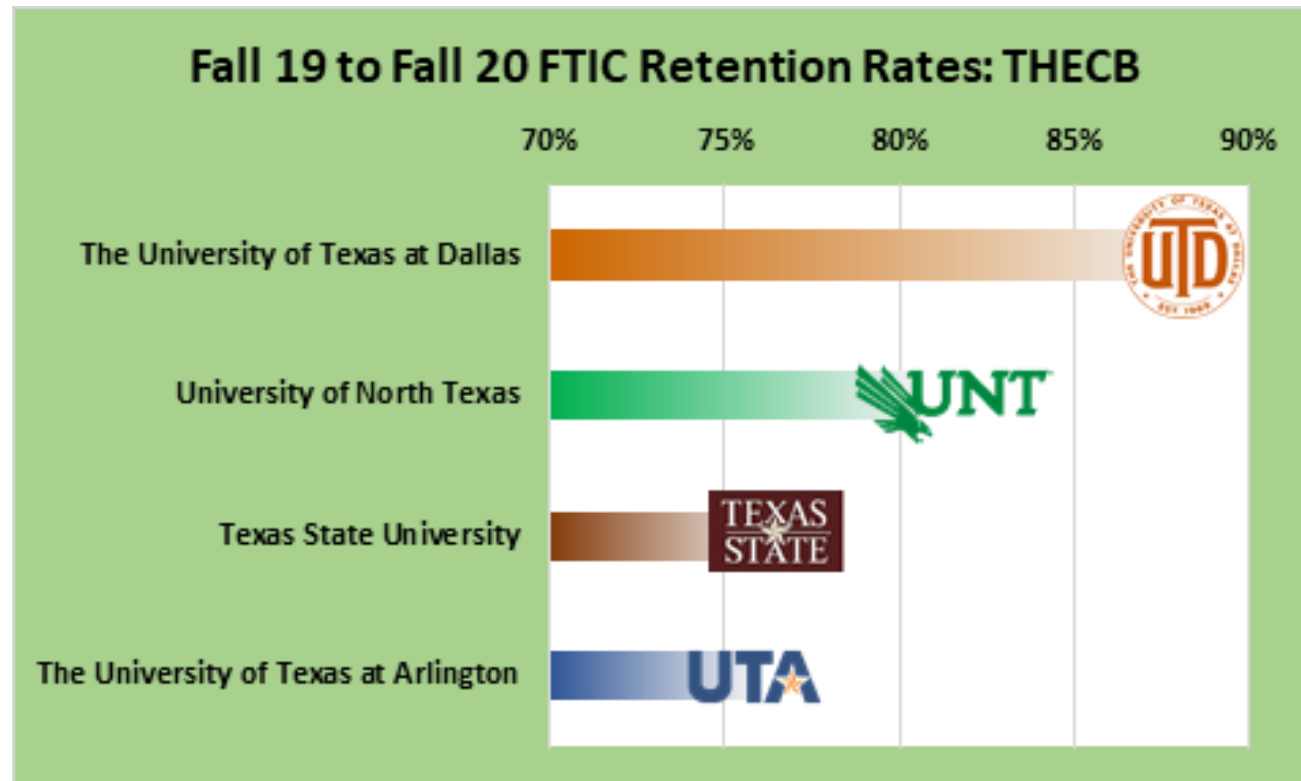
National Impact of COVID

“We can now add increased attrition of 2019 freshmen to the severe impacts of the pandemic. These losses erase recent improvements that colleges have made in keeping learners on track early. They will ripple through higher education for years.”

*National Student Clearinghouse Research Center

Peer University Retention Comparisons

*THECB 2020 data



Peer universities informally report 1-5% down in 2021 retention

Initiatives for Success

Navigate Predictive Analytics Program

Emerald Eagle Scholars
(91% re-enrolled)

Athletics Graduation Success Rate
(87%)

Best Practice Incentive Program
(91% re-enrolled)

ACCESS Peer Mentoring Program
(94% re-enrolled)

First Generation Success Center
(New: 42% of UNT undergrads)

Retention Programs Lead To Individualized Student Success

Eghosa Egbenoma
MARTIAL Eagles and RaiseMe

Pathway forward...

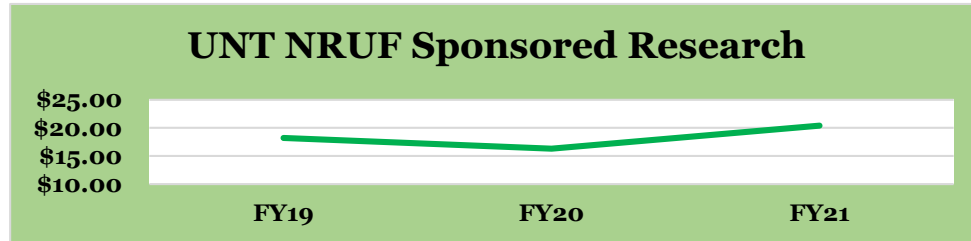
Continue and expand current successful initiatives and introduce new strategies:

“Soar for More” retention initiative

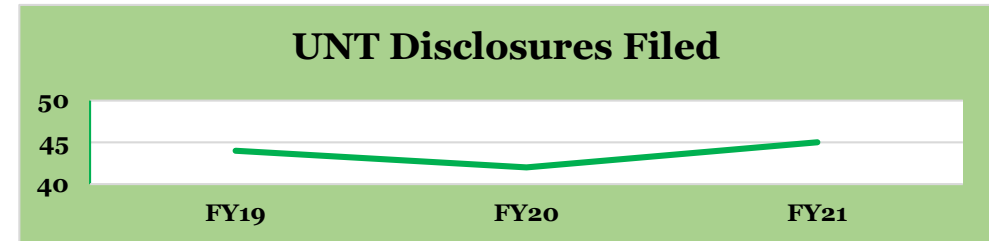
- Encourage a caring university culture by investing in student retention
- Bonus as part of merit program for increase from 78.2% retention
- \$100 for 80% retention, plus \$50 for each subsequent percent increase

UNT Internal Research Metrics

\$20.4M



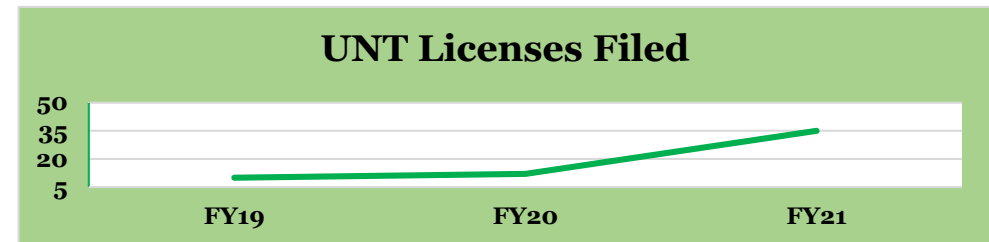
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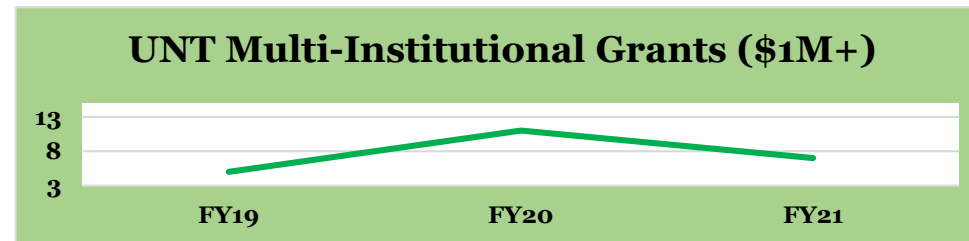
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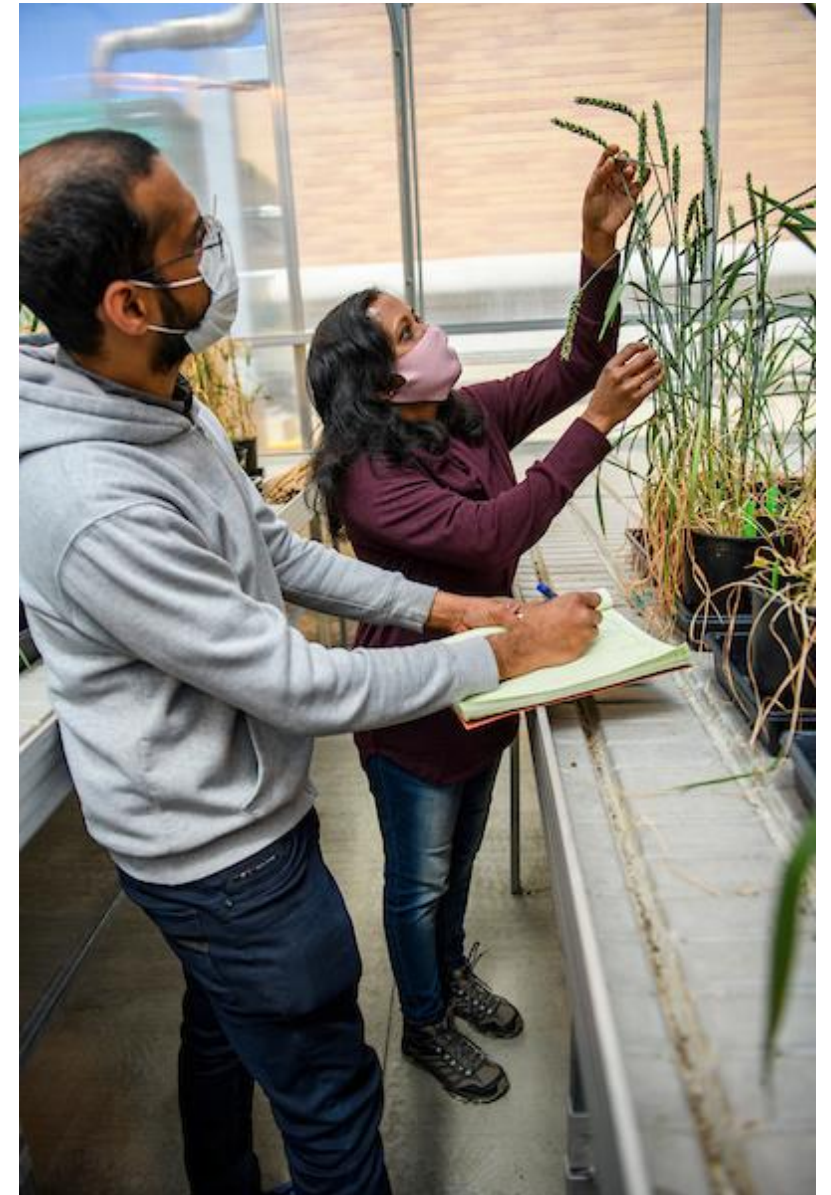


7



Current Initiatives

- Renovation of the Science Research Building
- Building new high market-value doctoral programs
- Infrastructure improvements
 - Equipment needs
 - Proposal managers



Proposal Managers Boost UNT's Research Productivity

Naomi Wood
Assistant Director
Research Development

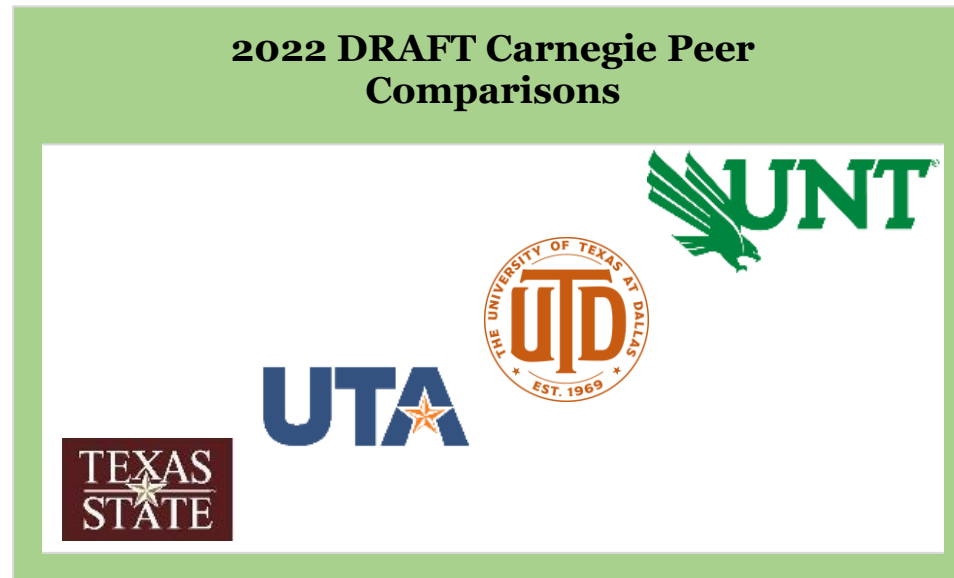
Carnegie Tier One Metrics

- Doctoral Degree Completions
- Postdoctoral and Research Staff
- Faculty Count
- Research Expenditures



Carnegie Peer Comparisons

- Reaffirmed as an R1
- Moved up in our rankings:
 - Passed UTA and UTD during last review to be highest of these peers



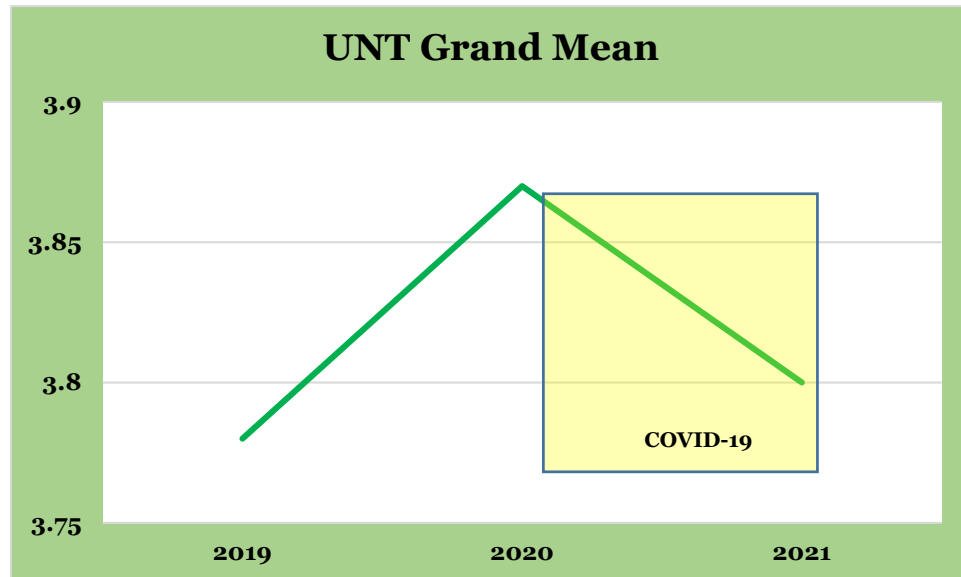
Pathway forward...

- Increase doctoral completion rates through retention programming
- Finish new STEM Building
- Develop research infrastructure to increase expenditures

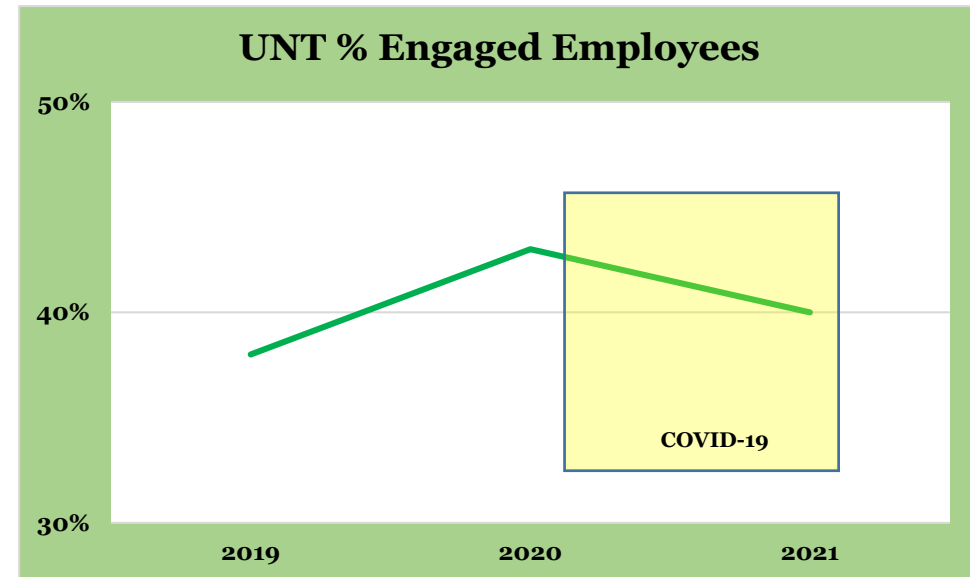


Gallup Grand Mean and Engagement 2021

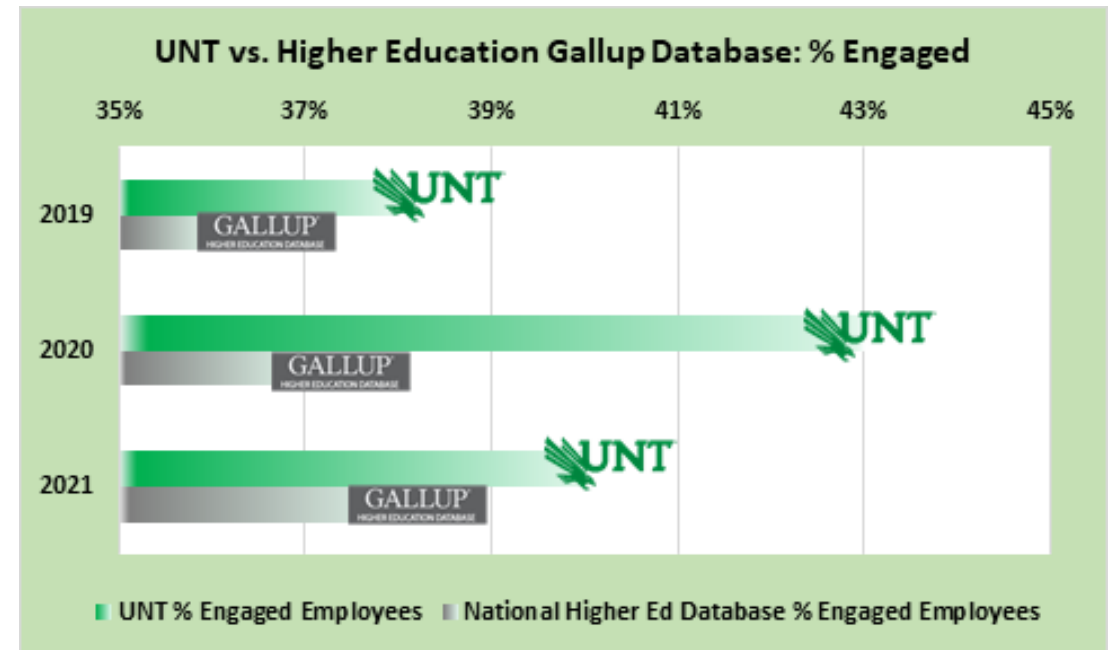
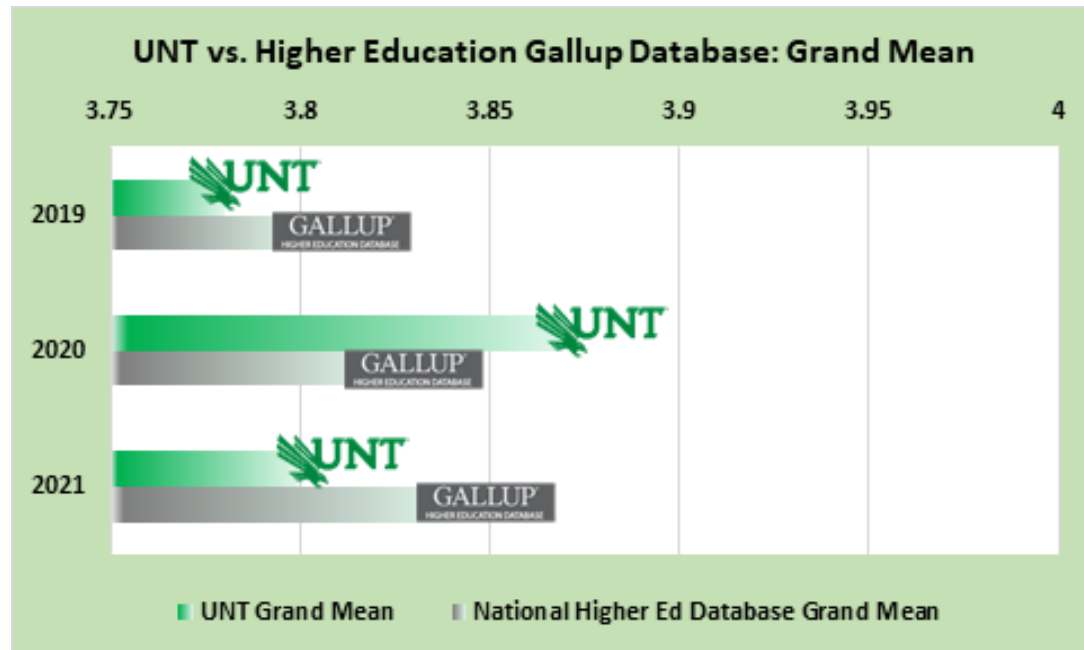
3.80 Grand Mean



40% Engagement



Gallup Higher Education Comparison



Pathway forward...

Faculty and Staff Retention Initiatives

- Continuing “Exit” Surveys
 - Top items: valued team and leadership, but wanted competitive pay
- Starting “Stay” Surveys
 - Baseline results
- Implementing Wellness Campaigns
 - Meeting-free time encouraged
 - Focus group discussions on flexible work strategy

Updates from the President

- Headcount Enrollment and Degrees
- Gifts and Pledges
- HERD Research Expenditures and Carnegie Rankings

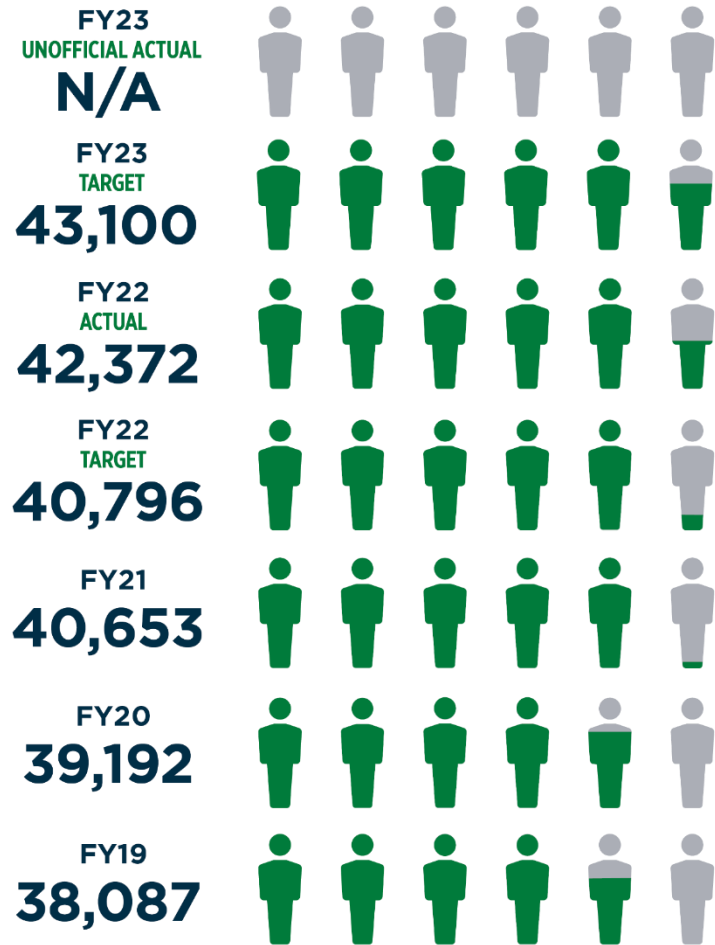
UNIVERSITY OF NORTH TEXAS

Strategic Planning Progress Card

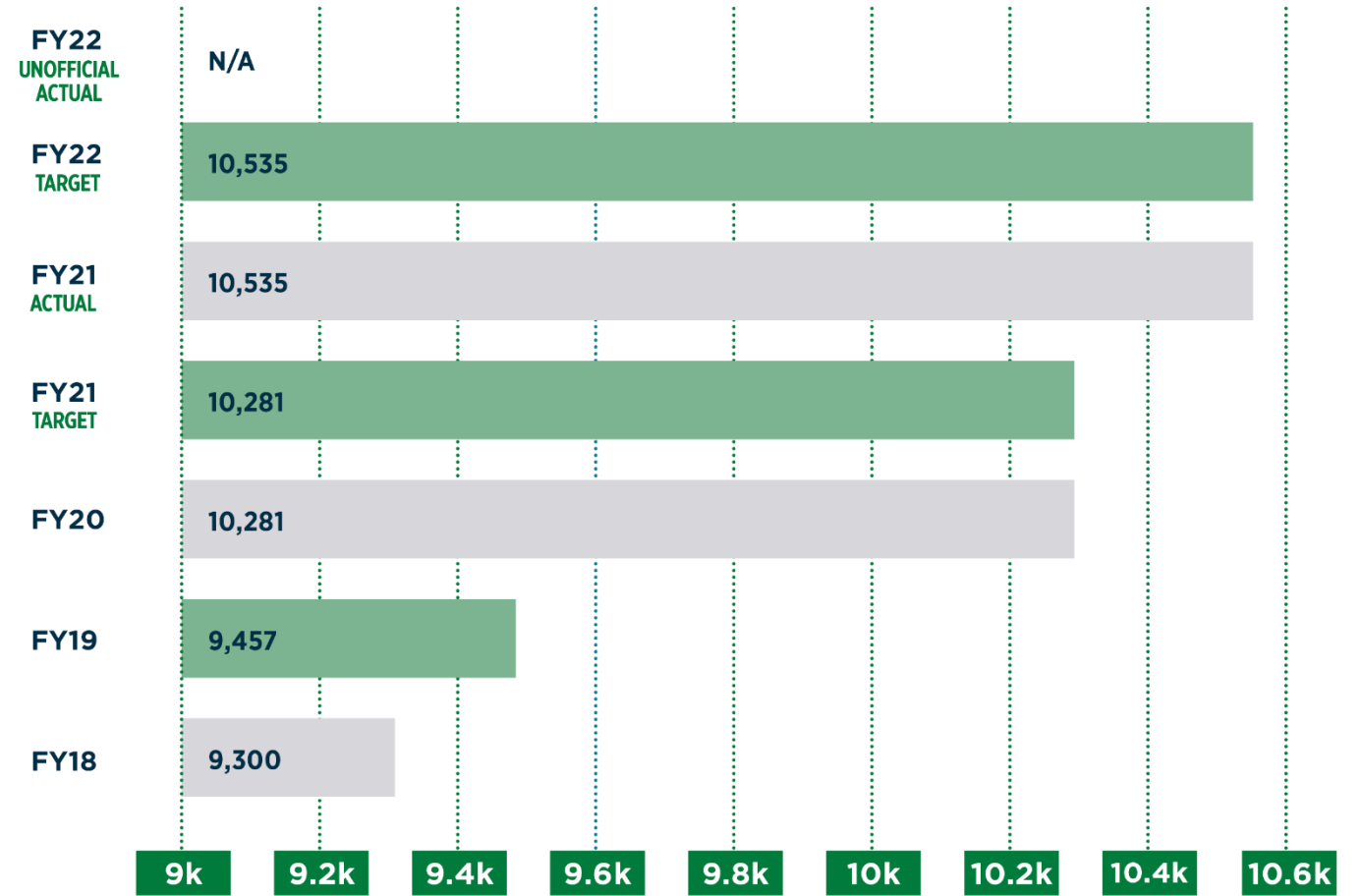


GROW ENROLLMENT & GRADUATION

Fall Headcount Enrollment

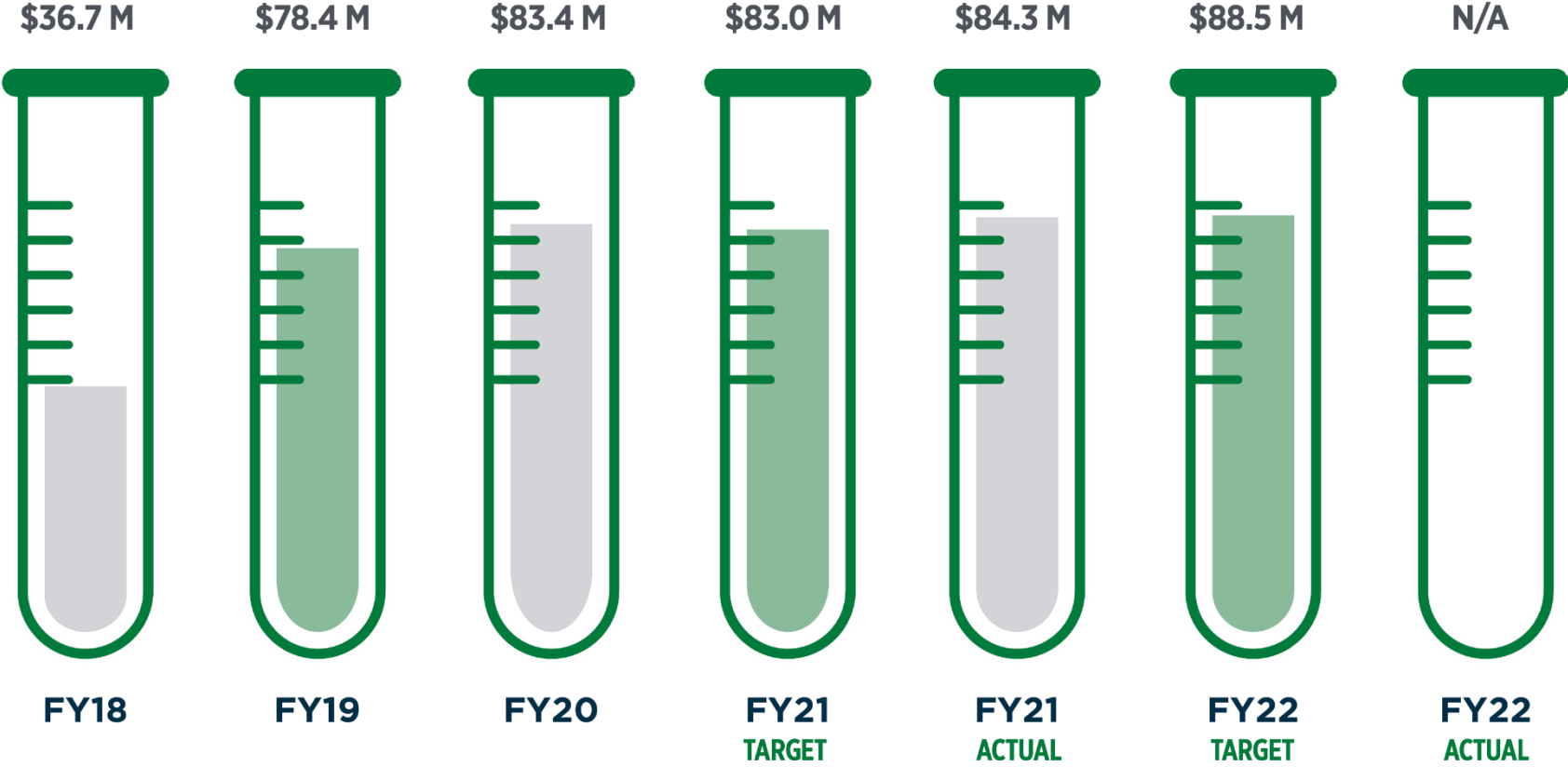


Degrees Awarded



GROW RESEARCH

Research Expenditures*

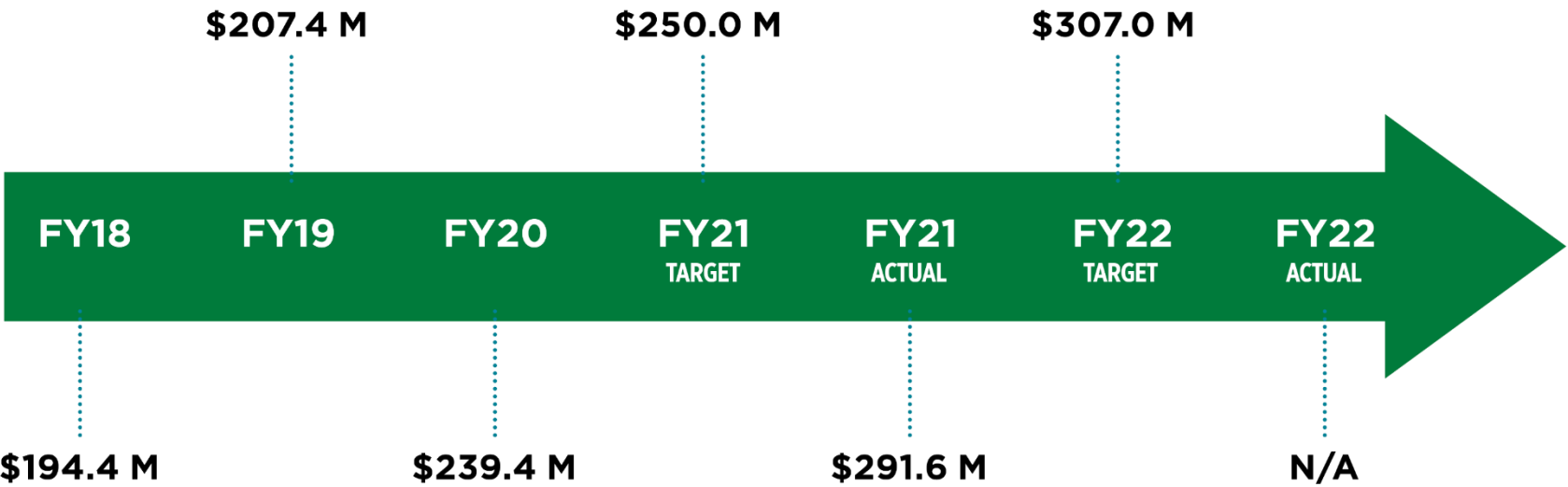
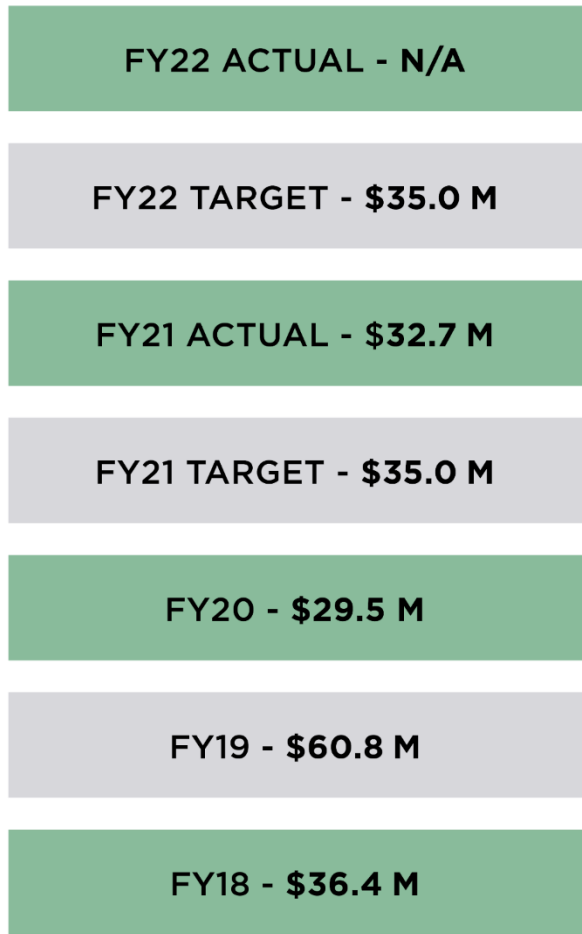


*Starting in FY19, UNT changed its method of calculating Total Research Expenditure to include research faculty salaries.

GROW FOUNDATION ASSETS

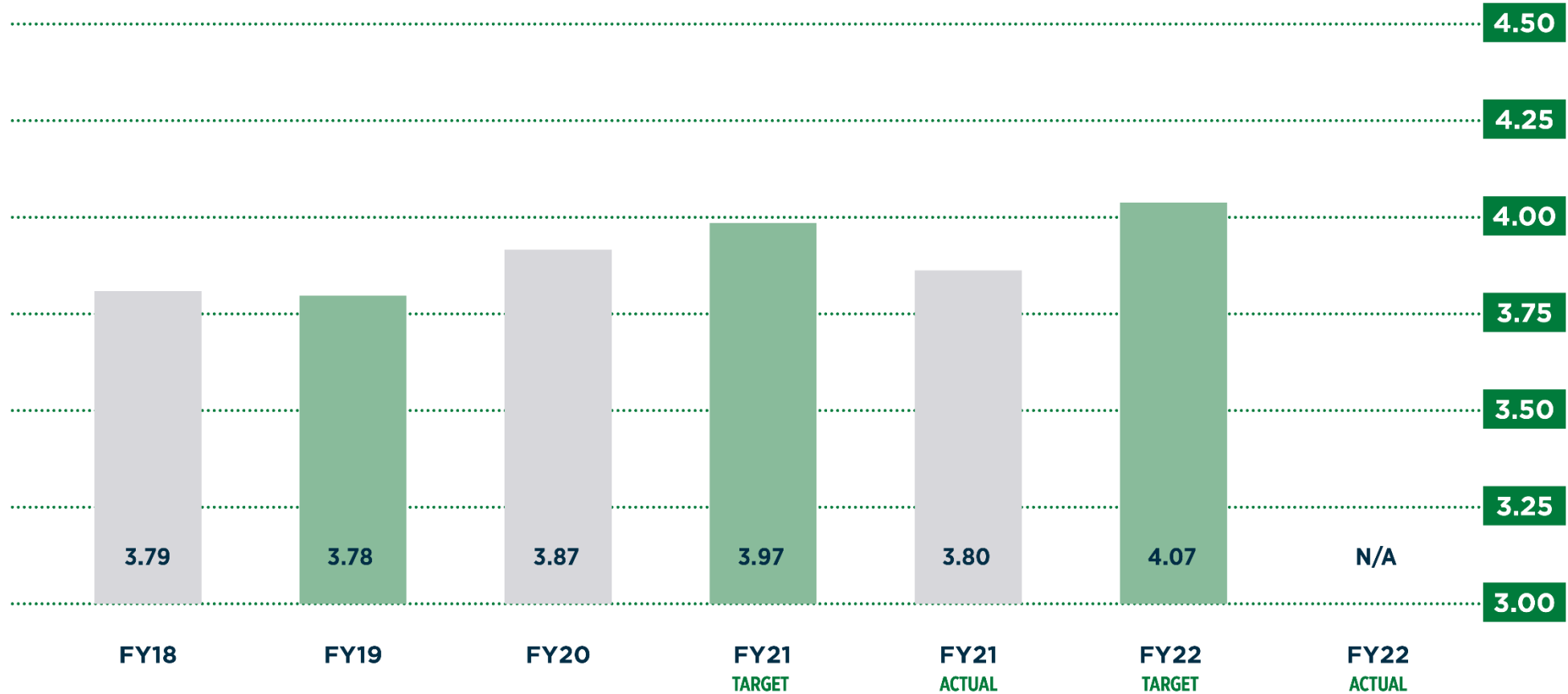
Foundation & Institutional Gifts

Institutional & Foundation Endowments



BECOME BEST PLACE TO WORK

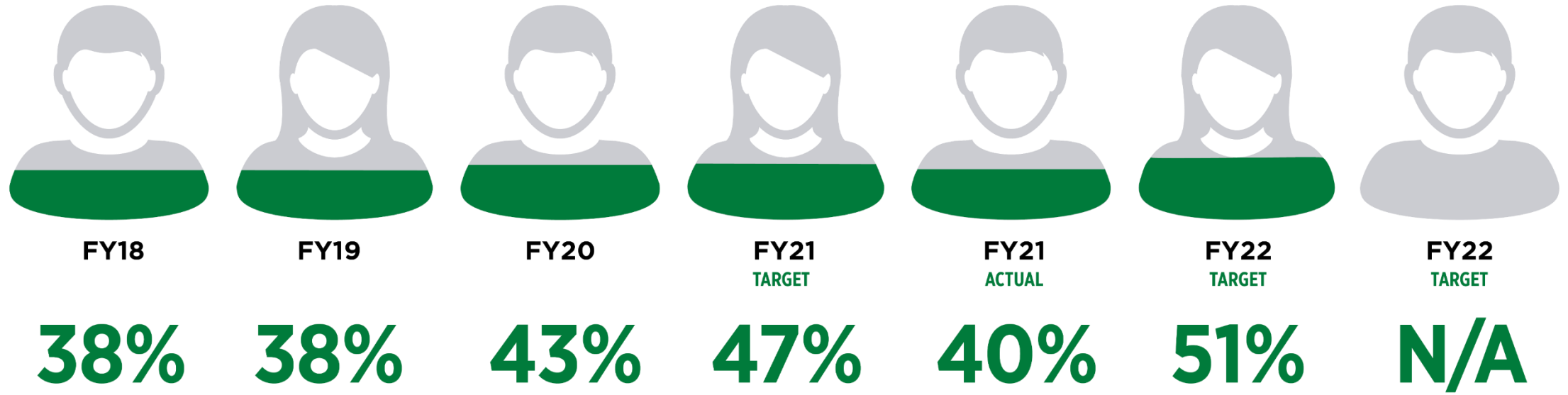
Employee Engagement Grand Mean*



*Employee engagement grand mean represents overall engagement on a scale of 1 to 5, with 5 being the highest level of engagement.

BECOME BEST PLACE TO WORK

Engaged Employees





**MINUTES
BOARD OF REGENTS
Strategic Infrastructure Committee
November 18, 2021**

The Strategic Infrastructure Committee of the Board of Regents of the University of North Texas System convened on Thursday, November 18, 2021, in Room 712A&B of the UNT System Lee F. Jackson Building, 1901 Main Street, Dallas, Texas with the following members in attendance: Regents A.K. Mago, Mary Denny, and John Scott. Regent Ryan joined the meeting late.

There being a quorum present, the meeting was called to order by Committee Chair A.K. Mago. Pursuant to a motion by Regent John Scott seconded by Regent Mary Denny, the committee approved the minutes of the August 12, 2021 Strategic Infrastructure Committee meeting.

The committee had one action item to consider. Vice Chancellor for Strategic Infrastructure Steve Maruszewski presented the item.

16. UNTS Approval of the UNTS FY22 Capital Improvement Plan and Amending the FY21 Capital Improvement Plan

Pursuant to a motion by Regent Brint Ryan and seconded by Regent John Scott, the Strategic Infrastructure Committee approved the above item on a 3-0 vote.

There being no further business, the Strategic Infrastructure Committee meeting adjourned at 4:31 p.m.

Submitted By:

A handwritten signature in black ink, appearing to read "Jamaica Chapple", written over a horizontal line.

Jamaica Chapple
Acting Board Secretary

Date: 12/8/2021

Strategic Infrastructure Committee
University of North Texas System
Board of Regents Meeting
November 18, 2021



Title: Gift-Related Naming of the G. Brint Ryan College of Business Career Resource Center as “The Wilson Jones Career Center”

Background:

During his distinguished career with Oshkosh Corporation, Wilson Jones ('85) held several prominent positions, including president and CEO – and won a Glassdoor Employees' Choice Award honoring the top CEOs in 2018. Wilson grew up in Denton, Texas, and credits UNT for playing a part in his successful career. He received his BBA in Administrative Management from what is now the G. Brint Ryan College of Business in 1985.

Jones and his wife, Jane, are members of UNT's McConnell Society, and the couple has established two scholarships: The Wilson and Jane Jones Endowed Scholarship and The Wilson and Jane Jones Extra Mile Scholarship Endowment at UNT. In November 2021, Wilson was presented with the Distinguished Alumni Award, the University's top alumni award.

Assisting students who might otherwise lack the knowledge or experience for successful career placement is incredibly important to the Jones family. In December 2021, Jane and Wilson Jones made a \$5,000,000 gift to support the renovation of the G. Brint Ryan College of Business Career Resource Center. The first \$1,000,000 of funds received from this gift will support the construction and startup of the project. The remaining \$4,000,000 will provide operating and maintenance expenses for the renovated center. This transformational gift will assist our students in career readiness and placement making UNT a valuable member of the workforce.

Per UNT System Regents Rule 09.200 (*Institutional Advancement*) and UNT Policies 09.001 (Naming) and 09.002 (Fundraising and Private Support), this support will allow the creation and maintenance of a career center dedicated to business majors that will assist students and elevate the status of the University.

Financial Analysis/History:

The Wilson Jones Career Center will occupy the space in the Business Leadership Building currently held by the Biz Café. The G. Brint Ryan College of Business has requested institutional support for the construction and remodeling expenses to augment the \$1,000,000 generously given by the Jones family. The annual distribution from the endowed fund created with the remaining \$4,000,000 will cover staffing and operations for augmented internship coaching and employer relations beyond the level funded by the UNT Career Center.

Clayton Gibson Digitally signed by Clayton Gibson
Date: 2022.01.31 10:53:26 -06'00'

Institution Chief Financial Officer

Dan
Tenney

Digitally signed by
Dan Tenney
Date: 2022.02.02
10:41:04 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

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Stucky
Date: 2022.02.03 10:48:33
-06'00'

Vice Chancellor/General Counsel

Schedule:

If approved, the naming will become effective immediately but will be announced at a suitable time for the UNT System and University.

Recommendation:

It is recommended that the Board of Regents approve the naming of the UNT Career Center as "The Wilson Jones Career Center."

Recommended By:

Stan Walker

Interim Vice President for University
Advancement

Neal
Smatresk

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Smatresk
Date: 2022.01.31
15:35:32 -06'00'

President

Dr. Michael R.
Williams

Digitally signed by Dr. Michael
R. Williams
Date: 2022.02.04 12:45:47
-06'00'

Chancellor



Board Order

Title: Gift-Related Naming of the G. Brint Ryan College of Business Career Resource Center as “The Wilson Jones Career Center”

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, Wilson and Jane Jones have made a substantial gift to support the renovation of the G. Brint Ryan College of Business Career Resource Center, and

Whereas, this transformational gift will significantly elevate the reputation and prestige of the University helping students prepare for, and obtain, appropriate careers, and

Whereas, Wilson Jones has agreed to recognition of his generosity by the public naming of the G. Brint Ryan College of Business Career Resource Center,

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

1. Naming of the G. Brint Ryan College of Business Career Resource Center as “The Wilson Jones Career Center.”
-

VOTE: ____ ayes ____ nays ____ abstentions

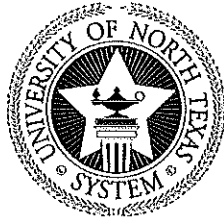
BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**MINUTES
BOARD OF REGENTS
Student Success, Academic and Clinical Affairs Committee
November 18, 2021**

The Student Success, Academic and Clinical Affairs Committee of the Board of Regents of the University of North Texas System convened on Thursday, November 18, 2021, in Room 712A&B of the UNT System Lee F. Jackson Building, 1901 Main Street, Dallas, Texas with the following members in attendance: Regents Mary Denny, Melisa Denis, Carlos Munguia, and John Scott.

There being a quorum present, the meeting was called to order by Committee Chair Mary Denny. Pursuant to a motion by Regent Carlos Munguia and seconded by Regent John Scott, the Committee approved the minutes of the August 13, 2021 meeting of the Student Success, Clinical and Academic Affairs Committee on a 4-0 vote.

The Committee had one briefing. UNTHSC Vice President for Research Brian Gladue and UNT Vice President for Research Mark McLellan presented an **Update on Research at UNT Health Science Center and UNT**.

Following the briefing, the Committee considered one action item, presented by UNT Vice President for Digital Strategy and Innovation Adam Fein.

13. UNT Delegation of Authority to the UNT President to Expand the Contract with Coursera to Provide Additional At-Scale Online Programs Following the Model as Approved in 2019

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.

Submitted By:

A handwritten signature in black ink, appearing to read "Jamaica Chapple", written over a horizontal line.

Jamaica Chapple
Acting Board Secretary

Date: 12/8/2021

Student Success, Academic and Clinical Affairs Committee
University of North Texas System
Board of Regents Meeting
November 18, 2021

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: January 4, 2022

Title: Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Applied Spanish

Background:

The University of North Texas at Dallas is requesting to add a Bachelor of Arts with a major in Applied Spanish degree effective January 2023. This degree program will be housed in the School of Liberal Arts & Sciences.

The Applied Spanish major, with its emphasis on language usage in the workplace and in society, provides students with a competitive edge in job markets with high percentages of Spanish-speaking population, such as the Dallas-Fort Worth region. Applied Spanish B.A. students can combine their studies with other disciplines to prepare them for twenty-first century career opportunities as they acquire highly marketable skills such as translation, cultural competency, and adaptability to different environments. The major prepares students with oral language and literacy skills to enable their ability to communicate with native speakers in social and professional contexts. Coursework offers opportunities for experiential learning through internships, practicum, and service learning. Students are also introduced to Hispanic cultures, literatures, the arts, and contemporary sociocultural issues facing Spanish-speaking peoples in the United States and abroad. This well-rounded curriculum also prepares students to enter graduate studies in preparation for careers in teaching, public leadership, social sciences, law and business, among others.

Program objectives include:

- Speak, read and write Spanish as defined by the proficiency criteria of the American Council on the Teaching of Foreign Languages.
- Increase employment potential through specified coursework and career-related placements through internships, service learning, and/or practicum.
- Understand, appreciate, and respect cultural differences.
- Become familiar with the geography, history, literary tradition, and creative arts of the Spanish-speaking world.
- Develop strong analytical and critical thinking skills.
- Prepare to enter graduate studies for a career in higher education, public leadership, social sciences, business and law.

The BA in Applied Spanish will consist of 120 credit hours, divided into 42 General Education Core Curriculum hours, 27 hours of required course work, 12 hours of prescribed electives, and 39 hours of free electives.

The Hispanic population in the Dallas/Fort Worth metropolitan statistical area (MSA) ranks sixth in the United States. According to the U.S. Census, 2010 (<http://www.census.gov/en.html>), 41.1 percent of people in the Dallas/Fort Worth area speak a language other than English at home. Of those families, 39.5 percent are Hispanic, with 23 percent foreign-born. Service and professional providers in all career fields are in high demand to provide services for this population in this MSA.

The increasing size of the population of Spanish-speaking consumers in the service area of the University of North Texas at Dallas, is indicative of the need for personnel in most careers to have Spanish-language communication skills. The advantages of being bilingual and biliterate have been well documented (See, *The Bilingual Advantage: Language, Literacy and the US Labor Market*, Edited by RM Callahan and PC Gadara, Multilingual Matters: Bristol, UK). Despite this reality, a large majority of heritage speakers of Spanish cannot claim to be fully bilingual, biliterate, or competent in Spanish for professional use.

According to a study conducted by the New American Economy (NAE), “employers increasingly desire workers who speak multiple languages, particularly in industries that provide services involving a high degree of human interaction (<https://www.newamericaneconomy.org/press-release/demand-for-bilingual-workers-more-than-doubled-in-5-years-new-report-shows/>).

Texas is among several states that have a considerable demand for bilingual speakers in the work force. According to the report issued in 2017, *Not Lost in Translation: The Growing Importance of Foreign Language Skills in the U.S. Job Market* written by New American Economy, employers seek bilingual workers for both low and high-skilled positions (<https://research.newamericaneconomy.org/report/not-lost-in-translation-the-growing-importance-of-foreign-language-skills-in-the-u-s-job-market/>). Employers seek bilingual workers to fill prestigious positions such as financial managers, editors, industrial engineers, web designers, lawyers, doctors, interpreters, etc.

Given that UNT Dallas is a Hispanic Serving Institution (HSI) with 52 percent of students classified as Hispanic, and a large percentage of those being heritage Spanish-speakers who do not have sufficient literacy skills or job content Spanish to be able to apply for the numerous jobs preferring bilingual and biliterate employees, this degree in Spanish will be very useful for personal and professional development of our students. Likewise, students who are not from Spanish-speaking homes, will have a competitive edge in the market place by virtue of being bilingual and biliterate (*Dallas Morning News*, March 18, 2017, 1J). Furthermore, many of our students at UNT Dallas can academically and personally benefit from systematically studying a second language, which enhances students' understanding of grammar, syntax, intercultural communication skills, and multicultural education, all helpful in a university with a mixed ethnicity student body and a society in need of more positive inter-ethnic and interracial socialization opportunities and communication skills.

The B.A. in Applied Spanish degree is in line with the Texas Higher Education Coordinating Board's Strategic Plan for 2015-2030 (60x30 Campaign). Goal three states that: "By 2030, all graduates from Texas public institutions of higher education will have completed programs with identified marketable skills. The marketable skills goal emphasizes the value of higher education in the workforce. Students need to be aware of the marketable skills embedded in their academic programs, and institutions must make certain that students graduate with marketable skills."

Financial Analysis/History:

The budgetary costs of offering the Applied English program satisfy the standards set forth by the Coordinating Board for a Bachelor’s Degree Program (Section 5.45, Criteria for New Baccalaureate Degree Programs). The UNT Dallas Spanish Program consists of three (3) full-time faculty members and 6 regular adjunct faculty. Together, they will teach all of the newly proposed courses for the Applied Spanish major. Most courses in the major are already being taught as part of the Spanish minor or teacher preparation programs in the School of Education (e.g., Early Childhood–Bilingual Education & Early Childhood-LOTE). Contingent on meeting enrollment goals, the department has budgeted hiring a full-time tenure track faculty at the assistant professor level in year 2 (2024) of the program. The current facilities, materials, equipment, and library resources are adequate to support the new program.

Five-Year Costs		Five-Year Revenue	
Personnel ¹	\$1,262,390	Reallocated Funds	\$0
Facilities and Equipment	\$0	Anticipated New Formula Funding ³	\$96,204
Library, Supplies, and Materials	\$0	Special Item Funding	\$0
Other ²	\$10,000	Other ⁴ (Gross tuition and fees)	\$1,053,090
Total Costs	\$1,272,390	Total Revenue	\$1,149,294

Arthur D. Bradford Digitally signed by Arthur D. Bradford
Date: 2022.01.31 09:29:06 -06'00'

Institution Chief Financial Officer

Dan Tenney Digitally signed by Dan Tenney
Date: 2022.02.02 10:39:50 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2022.02.03 10:46:49 -06'00'

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 January 2023.

Recommendation:

The President recommends that the Board of Regents approve the authorization of a new Bachelor of Arts with a major in Applied Spanish degree.

Recommended By:

Betty H. Stewart

Provost

**Bob
Mong**

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Bob Mong
Date: 2022.01.31
16:19:28 -06'00'

President

Jamaica
Chapple

Digitally signed by Jamaica
Chapple
Date: 2022.02.03 15:50:18
-06'00'

Interim Vice Chancellor

**Dr. Michael
R. Williams**

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Michael R. Williams
Date: 2022.02.04
12:44:19 -06'00'

Chancellor

Attachments Filed Electronically:

- THECB Certification Form



Board Order

Title: Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Applied Spanish

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, The Bachelor of Arts with a major in Applied Spanish, with its emphasis on language usage in the workplace and in society, provides students with a competitive edge in job markets with high percentages of Spanish-speaking populations, such as the Dallas-Fort Worth region, and

Whereas, the Bachelor of Arts with a major in Applied Spanish prepares students with oral language and literacy skills to enable their ability to communicate with native speakers in social and professional contexts. Coursework offers opportunities for experiential learning through internships, practicum, and service learning. Students are also introduced to Hispanic cultures, literatures, the arts, and contemporary sociocultural issues facing Spanish-speaking peoples in the United States and abroad, and

Whereas, the increasing size of the population of Spanish-speaking consumers in the service area of the University of North Texas at Dallas, is indicative of the need for employees to have Spanish-language communication skills, and

Whereas, UNT Dallas is a Hispanic Serving Institution (HSI) with 52 percent of students at UNT Dallas Hispanic, with a large percentage of those being heritage Spanish-speakers who do not have sufficient literacy skills or job content Spanish to be able to apply for the numerous jobs preferring bilingual and biliterate employees, this degree in Spanish will be very useful for personal and professional development of our students, and

Whereas, the program meets 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,

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

1. The proposed Bachelor of Arts with a major Applied Spanish degree and authorizes 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:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**Texas Higher Education Coordinating Board
Texas Public General Academic and Health-Related Institutions**

**New Bachelor's and Master's Degree Program
Request Form**

Directions: Texas public universities and health-related institutions complete this form to add a new bachelor's or master's degree program, if the following criteria for approval are met, per [Texas Administrative Code \(TAC\), Title 19, Chapter 5, Subchapter C, Section 5.44 \(a\) \(3\)](#): (A) the proposed program has institutional and board of regents approval; (B) the institution certifies compliance with the [Standards for New Bachelor's and Master's Programs](#); (C) the institution certifies that adequate funds are available to cover the costs of the new program; (D) new costs to the program during the first five years of the program would not exceed \$2 million; (E) the proposed program is a non-engineering program; and (F) the proposed program would be offered by a public university or health-related institution.

If the proposed program does not meet the criteria listed above, the institution must submit a request using the [Full Request Form](#).

This form requires the signatures of: (1) the Chief Executive Officer, certifying adherence to the Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3) criteria, adequacy of funding for the new program, the notification of other Texas public institutions of higher education, and adherence to [Texas Education Code \(TEC\) Sections 61.822 through 61.823](#); and (2) a member of the Board of Regents (or designee) certifying Board approval.

Contact: Division of Academic Quality and Workforce, 512-427-6200.

Administrative Information

1. Institution Name and Coordinating Board Accountability Group:

University of North Texas at Dallas, "Masters" accountability group

2. Proposed Program:

Bachelors of Arts with a major in Applied Spanish

3. Proposed CIP Code:

16.0905

4. Semester Credit Hours Required:

120 Semester credit hours

5. Location and Delivery of the Proposed Program:

Instruction will be face-to-face on the UNT-Dallas main campus.

6. Administrative Unit:

Department of Languages, Linguistics and Rhetoric, School of Liberal Arts and Sciences

7. Proposed Implementation Date:

The proposed implementation date is the Fall 2022 semester.

8. Institutional and Department Contacts:

Provide contact information for the person(s) responsible for addressing any questions related to the proposed program.

Name: Dr. Mara Vaughn

Title: Program Coordinator, Spanish

E-mail: mara.vaughn@untDallas.edu

Phone: 972-338-1330

Signature Page

1. Chief Executive Officer Certification – The Chief Executive Officer shall sign the following statements:

I hereby certify that all of the following criteria have been met in accordance with the procedures outlined in Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3):

- (A) The proposed program has institutional and governing board approval.
- (B) The institution certifies compliance with the *Standards for New Bachelor's and Master's Programs*.
- (C) The institution certifies that adequate funds are available to cover the costs of the new program.
- (D) New costs during the first five years of the program would not exceed \$2 million.
- (E) The proposed program is a non-engineering program.
- (F) The proposed program would be offered by a public university or health-related institution.

I certify that my institution has notified all public institutions within 50 miles of the teaching site of our intention to offer the proposed 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.

I certify that my institution will adhere to Texas Education Code (TEC), Sections 61.822 through 61.823, requiring my institution to accept and apply to the degree program Core Curriculum and Field of Study courses in transfer.

Chief Executive Officer

Date

2. Board of Regents or Designee Approval – A member of the Board of Regents or designee shall sign the following statement:

On behalf of the Board of Regents, I hereby certify that the proposed program is appropriate for the mission of this institution, and the Board of Regents has approved the proposed program.

Date of Board of Regents approval: _____

Board of Regents (Designee)

Date

Board Briefing



Committee: Student Success,
Academic & Clinical Affairs

Date Filed: January 4, 2022

Title: Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Chemistry

Background:

The University of North Texas at Dallas is requesting to add a Bachelor of Arts with a major in Chemistry degree effective September 2023. This degree program will be housed in the School of Liberal Arts & Sciences.

The Chemistry program will empower UNT Dallas students, transform their lives, and strengthen the university's surrounding communities by preparing graduates for a career in education or healthcare. An undergraduate degree in chemistry allows UNT Dallas students to gain foundational training that will help them participate in fields designated by the state of Texas as particularly critical in the coming years such as health and science education.

An option as flexible as a B.A. in Chemistry is essential for student population with a high number of transfer students. Students who have changed their career path – and thus their academic path – at least once during college have difficulty with a degree plan as strictly scheduled as the B.S. must be. They are frequently unable to complete the requirements within the 120 hours supported by various sources of financial aid. Students transferring coursework from one or more previous institution to the B.A. will instead meet these challenges in a timely, financially supported plan for graduation. Additionally, the B.A. allows students to create a degree that is interdisciplinary while firmly grounded in chemistry.

The proposed B.A. degree in chemistry will allow students to focus on this discipline at the undergraduate level and to potentially enter fields in health care, chemical laboratories, secondary and community college education, conservation and environmental agencies, among others. It will also provide the students with many of the required coursework for health professional schools such as pharmacy school, medical school, physician assistant school, and dental school.

The proposed Bachelor of Arts with a major in Chemistry (CIP code #40.0501.00) will require a minimum of 120 credit hours, including 42 hours from the Texas Core Curriculum (TCC), 43 hours of required coursework in the major, and 35 hours of free electives.

Upon completion, graduates will be able to:

1. Students will be able to demonstrate mastery of fundamental chemistry concepts both quantitatively and qualitatively and
2. be able to describe the form and interactions of matter, including subatomic through macroscopic scales, bonding, and electromagnetism and
3. be trained in the fundamentals of modern laboratory technique, safety, and record keeping and
4. be effective at oral and written scientific communication.

Financial Analysis/History:

The budgetary costs of offering the BA in Chemistry program satisfy the standards set forth by the Coordinating Board for a Bachelor's Degree Program (Section 5.45, Criteria for New Baccalaureate Degree Programs). The Department of Natural Sciences consists of nine (9) full-time faculty members: one tenured professor, four tenure-track assistant professors, and four lecturers. However, only two of these full-time faculty are able to teach Chemistry courses. The department is budgeting (see below) for two additional Chemistry Faculty members who will, with the current Chemistry faculty, teach all of the current and newly proposed courses for the Chemistry major as well as some of the sections of the Core Curriculum that are offered campus-wide. One new faculty member would be hired in year 1 of the degree program and another faculty member would be hired in year 3. The department is also budgeting for materials, equipment, instrumentation, and library resources to support the new program. Revenue has been estimated (see below) for the first five years based on an enrollment of 5 students in Year 1, 8 in Year 2, 13 in Year 3, 16 in Year 4, and 20 in Year 5. We have also included revenue from enrollment for the BA and BS in Biology as courses in the Chemistry program will support the Biology majors. The launch of this new degree is very timely with the news of a funded Science Building which will come online in 2025.

Enrollment Projections

	BA in Chemistry	BA in Biology	BS in Biology
Year 1	5	50	200
Year 2	8	55	220
Year 3	13	60	242
Year 4	16	66	266
Year 5	20	73	292

Five-Year Costs		Five-Year Funding	
Personnel ¹	\$610,800	Reallocated Funds	\$0
Facilities and Equipment ²	\$150,000	Tuition ⁴	\$313,968 + \$8,501,962
Library, Supplies, and Materials ³	\$100,000	Special Item Funding	\$0
Other ^(travel)	\$16,000	Formula Funding ⁵	\$178,660 + \$4,389,120
Total Costs	\$876,800	Total Funding⁶	\$13,384,710

¹Includes salary and benefits for Lecturer for five years and salary and benefits for Assistant Professor for three years.

²Includes Instruments for Chromatography (\$100,000), and Optical Spectroscopy (\$50,000)

³Library resources, chemicals, materials, and supplies for Laboratory Courses (Teaching and Research)

⁴Based on \$211/SCH for BA in Chemistry (\$313,968) and BA and BS in Biology (\$8,501,962)

⁵Based on \$120/SCH for BA in Chemistry (\$178,660) and BA and BS in Biology (\$4,389,120)

⁶Revenue from the BA and BS in Biology has been included in both the BA and BS in Chemistry proposals which are being proposed at the same time. Reviewers should not add the revenues of the BA and BS in Chemistry program together. It is only intended to show that courses in both Chemistry programs will support both Biology programs, and the revenue from all four programs is sufficient to support all programs in the department. The true, estimated revenue from all four programs (BA and BS in Biology and BA and BS in Chemistry) in the first five years is \$14,611,138

**Arthur D.
Bradford** Digitally signed by
Arthur D. Bradford
Date: 2022.01.31
09:30:43 -06'00'

Institution Chief Financial Officer

Dan Tenney Digitally signed by Dan
Tenney
Date: 2022.02.02 10:40:28
-06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2022.02.03 10:47:44
-06'00'

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 September 2023.

Recommendation:

The President recommends that the Board of Regents approve the authorization of a new Bachelor of Arts with a major in Chemistry degree.

Recommended By:

Betty H. Stewart

Provost

**Bob
Mong** Digitally signed by
Bob Mong
Date: 2022.01.31
16:20:14 -06'00'

President

Jamaica Chapple Digitally signed by Jamaica Chapple
Date: 2022.02.03 15:51:42 -06'00'

Interim Vice Chancellor

Dr. Michael R. Digitally signed by Dr. Michael
R. Williams
Date: 2022.02.04 12:44:57
-06'00'
Williams

Chancellor

Attachments Filed Electronically:

- THECB Certification Form



Board Order

Title: Approval to Add the UNT Dallas Bachelor of Arts Degree Program with a Major in Chemistry

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Bachelor of Arts with a major in Chemistry allows UNT Dallas students to gain foundational training that will help them participate in fields designated by the state of Texas as particularly critical in the coming years such as health and science education, and

Whereas, the Bachelor of Arts with a major in Chemistry is a flexible degree ideal for a student population with high number of transfer students, and students who have changed their career path at least once during college, thus allowing students to meet these challenges in a timely and financially supported plan for graduation, and

Whereas, the Bachelor of Arts with a major in Chemistry will allow students to enter fields in health care, chemical laboratories, secondary and community college education, conservation and environmental agencies, among others, and

Whereas, the Bachelor of Arts with a major in Chemistry will also provide students with many of the required coursework for health professional schools such as pharmacy school, medical school, physician assistant school, and dental school, and

Whereas, the program meets 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,

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

1. The proposed Bachelor of Arts with a major in Chemistry degree and authorizes 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:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**Texas Higher Education Coordinating Board
Texas Public General Academic and Health-Related Institutions**

**New Bachelor's and Master's Degree Program
Request Form**

Directions: Texas public universities and health-related institutions complete this form to add a new bachelor's or master's degree program, if the following criteria for approval are met, per [Texas Administrative Code \(TAC\), Title 19, Chapter 5, Subchapter C, Section 5.44 \(a\) \(3\)](#): (A) the proposed program has institutional and board of regents approval; (B) the institution certifies compliance with the [Standards for New Bachelor's and Master's Programs](#); (C) the institution certifies that adequate funds are available to cover the costs of the new program; (D) new costs to the program during the first five years of the program would not exceed \$2 million; (E) the proposed program is a non-engineering program; and (F) the proposed program would be offered by a public university or health-related institution.

If the proposed program does not meet the criteria listed above, the institution must submit a request using the [Full Request Form](#).

This form requires the signatures of: (1) the Chief Executive Officer, certifying adherence to the Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3) criteria, adequacy of funding for the new program, the notification of other Texas public institutions of higher education, and adherence to [Texas Education Code \(TEC\) Sections 61.822 through 61.823](#); and (2) a member of the Board of Regents (or designee) certifying Board approval.

Contact: Division of Academic Quality and Workforce, 512-427-6200.

Administrative Information

1. Institution Name and Coordinating Board Accountability Group:

University of North Texas at Dallas, "Masters" accountability group

2. Proposed Program:

Bachelors of Arts with a major in Chemistry

3. Proposed CIP Code:

40.0501.00

4. Semester Credit Hours Required:

120 Semester credit hours required

5. Location and Delivery of the Proposed Program:

Instruction will be face-to-face on the UNT-Dallas main campus.

6. Administrative Unit:

Department of Natural Science, School of Liberal Arts and Sciences

7. Proposed Implementation Date:

The proposed implementation date is the Fall 2023 semester.

8. Institutional and Department Contacts:

Provide contact information for the person(s) responsible for addressing any questions related to the proposed program.

1. Name: Mr. Scott Grimes

Title: Lecturer of Chemistry

E-mail: scott.grimes@untdallas.edu

Phone: 972-338-1677

2. Name: Dr. Muhammed Yousufuddin

Title: Assistant Professor of Chemistry

E-mail: muhammed.yousufuddin@untdallas.edu

Phone: 972-338-1528

Signature Page

1. Chief Executive Officer Certification – The Chief Executive Officer shall sign the following statements:

I hereby certify that all of the following criteria have been met in accordance with the procedures outlined in Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3):

- (A) The proposed program has institutional and governing board approval.
- (B) The institution certifies compliance with the *Standards for New Bachelor's and Master's Programs*.
- (C) The institution certifies that adequate funds are available to cover the costs of the new program.
- (D) New costs during the first five years of the program would not exceed \$2 million.
- (E) The proposed program is a non-engineering program.
- (F) The proposed program would be offered by a public university or health-related institution.

I certify that my institution has notified all public institutions within 50 miles of the teaching site of our intention to offer the proposed 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.

I certify that my institution will adhere to Texas Education Code (TEC), Sections 61.822 through 61.823, requiring my institution to accept and apply to the degree program Core Curriculum and Field of Study courses in transfer.

Chief Executive Officer

Date

2. Board of Regents or Designee Approval – A member of the Board of Regents or designee shall sign the following statement:

On behalf of the Board of Regents, I hereby certify that the proposed program is appropriate for the mission of this institution, and the Board of Regents has approved the proposed program.

Date of Board of Regents approval: _____

Board of Regents (Designee)

Date



Title: Approval to Add the UNT Dallas Bachelor of Science Degree Program with a Major in Chemistry

Background:

The University of North Texas at Dallas is requesting to add a Bachelor of Science with a major in Chemistry degree effective September 2023. This degree program will be housed in the School of Liberal Arts & Sciences.

The Chemistry program will empower UNT Dallas students, transform their lives, and strengthen the university's surrounding communities by preparing graduates for a career in Chemistry. An undergraduate degree in chemistry allows UNT Dallas students to gain foundational training that will help them participate in fields designated by the State of Texas as particularly critical in the coming years such as higher education, chemical and pharmaceutical industry, and governmental laboratories.

For students considering graduate school, a Bachelor of Science is the most direct route to acceptance into high-quality master's and doctorate programs. And for students who only desire a bachelor's degree, industrial careers in formulation chemistry, research and development, process chemistry, quality assurance, health and safety, and more will be open. In government careers, chemists can often be found in forensic laboratories, regulatory bodies, patent offices, and policy thinktanks.

Nationwide, there has been a strong push for more STEM (Science, Technology, Engineering, and Math) professionals to match the challenges of 21st Century life. According to the National Center for Education Statistics, approximately 139,000 students during 2015-16 were enrolled in physical science programs at 4-year universities. During the timeframe of 2007-2017, degrees conferred in physical sciences increased by 42%.

A Bachelor of Science program in Chemistry will empower students with a degree in a highly flexible and desired STEM discipline. Chemistry is often called the "central science" because it touches many different sectors. Currently, biology is our only offering in the natural sciences. Despite that, the department has one of the highest growth rates at UNT Dallas. A degree offering in chemistry will harness the demand for careers in STEM fields

The proposed Bachelor of Science with a major in Chemistry (CIP code #40.0501.00) will require a minimum of 120 credit hours, including 42 hours from the Texas Core Curriculum (TCC), 54 hours of required coursework in the major, and 24 hours of free electives.

Upon completion, graduates will be able to:

1. Students will be able to demonstrate mastery of the five fundamental disciplines of chemistry: analytical, biochemistry, inorganic, organic, and physical and
2. be able to describe the form and interactions of matter, including subatomic through macroscopic scales, bonding, and electromagnetism and

3. be trained in the fundamentals of modern laboratory technique, safety, and record keeping and
4. be effective at oral and written scientific communication.

Financial Analysis/History:

The budgetary costs of offering the BS in Chemistry program satisfy the standards set forth by the Coordinating Board for a Bachelor's Degree Program (Section 5.45, Criteria for New Baccalaureate Degree Programs). The Department of Natural Sciences consists of nine (9) full-time faculty members: one tenured professor, four tenure-track assistant professors, and four lecturers. However, only two of these full-time faculty are able to teach Chemistry courses. The department is budgeting (see below) for two additional Chemistry Faculty members who will, with the current Chemistry faculty, teach all of the current and newly proposed courses for the Chemistry major as well as some of the sections of the Core Curriculum that are offered campus-wide. One new faculty member would be hired in year 1 of the degree program and another faculty member would be hired in year 3. The department is also budgeting for materials, equipment, instrumentation, and library resources to support the new program. Revenue has been estimated (see below) for the first five years based on an enrollment of 10 students in Year 1, 15 in Year 2, 25 in Year 3, 30 in Year 4, and 35 in Year 5. We have also included revenue from enrollment for the BA and BS in Biology as courses in the Chemistry program will support the Biology majors. The launch of this new degree is very timely with the news of a funded Science Building which will come online in 2025.

Enrollment Projections

	<u>BS in Chemistry</u>	<u>BA in Biology</u>	<u>BS in Biology</u>
Year 1	10	50	200
Year 2	15	55	220
Year 3	25	60	242
Year 4	30	66	266
Year 5	35	73	292

Five-Year Costs		Five-Year Revenue	
Personnel ¹	\$610,800	Reallocated Funds	\$0
Facilities and Equipment ²	\$1,050,000	Tuition ⁴	\$582,360+ \$8,501,962
Library, Supplies, and Materials ³	\$200,000	Special Item Funding	\$0
Other (travel)	\$16,000	Formula Funding ⁵	\$331,200+ \$4,389,120
Total Costs	\$1,876,800	Total Funding⁶	\$13,804,642

¹Includes salary and benefits for Lecturer for five years and salary and benefits for Assistant Professor for three years.

²Includes 500 MHz NMR Spectrometer (\$500,000), X-ray Diffractometer (\$300,000), Mass Spectrometer (\$100,000), Instruments for Chromatography (\$100,000), and Optical Spectroscopy (\$50,000)

³Library resources, chemicals, materials, and supplies for Laboratory Courses (Teaching and Research)

⁴Based on \$211/SCH for BS in Chemistry (\$582,360) and BA and BS in Biology (\$8,501,962)

⁵Based on \$120/SCH for BS in Chemistry (\$331,200) and BA and BS in Biology (\$4,389,120)

⁶Revenue from the BA and BS in Biology has been included in both the BA and BS in Chemistry proposals which are being proposed at the same time. Reviewers should not add the revenues of the BA and BS in Chemistry program together. It is only intended to show that courses in both Chemistry programs will support both Biology programs, and the revenue from all four programs is sufficient to support all programs in the department. The true, estimated revenue from all four programs (BA and BS in Biology and BA and BS in Chemistry) in the first five years is \$14,611,138

Arthur D.
Bradford

Digitally signed by
Arthur D. Bradford
Date: 2022.01.31
09:33:30 -06'00'

Institution Chief Financial Officer

Dan Tenney

Digitally signed by Dan
Tenney
Date: 2022.02.02
10:42:30 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

Digitally signed by Alan
Stucky
Date: 2022.02.03 10:50:19
-06'00'

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 September 2023.

Recommendation:

The President recommends that the Board of Regents approve the authorization of a new Bachelor of Science with a major in Chemistry degree.

Recommended By:

Betty H. Stewart

Provost

**Bob
Mong**

Digitally signed by
Bob Mong
Date: 2022.01.31
16:21:04 -06'00'

President

Jamaica
Chapple

Digitally signed by Jamaica
Chapple
Date: 2022.02.03 15:55:11
-06'00'

Interim Vice Chancellor

**Dr. Michael
R. Williams**

Digitally signed by Dr.
Michael R. Williams
Date: 2022.02.04 12:47:14
-06'00'

Chancellor

Attachments Filed Electronically:

- THECB Certification Form



Board Order

Title: Approval to Add the UNT Dallas Bachelor of Science Degree Program with a Major in Chemistry

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the Bachelor of Science with a major in Chemistry allows UNT Dallas students to gain foundational training that will help them participate in fields designated by the State of Texas as particularly critical in the coming years such as higher education, chemical and pharmaceutical industry, and governmental laboratories, and

Whereas, the Bachelor of Science with a major in Chemistry is the most direct route to acceptance into high-quality master's and doctorate programs, and

Whereas, the Bachelor of Science with a major in Chemistry will allow students to pursue careers in formulation chemistry, research and development, process chemistry, quality assurance, health and safety, as well as government careers, such as in forensic laboratories, regulatory bodies, patent offices, and policy thinktanks, and

Whereas, demand for the Biology major at UNT-Dallas has increased by 2000% since 2015, resulting in significant demand for Chemistry courses, and

Whereas, the State of Texas recently approved \$100 million for the construction of a Science Building at the UNT Dallas campus, and

Whereas, the program meets 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,

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

1. The proposed Bachelor of Science with a major in Chemistry degree and authorizes 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:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



**Texas Higher Education Coordinating Board
Texas Public General Academic and Health-Related Institutions**

**New Bachelor's and Master's Degree Program
Request Form**

Directions: Texas public universities and health-related institutions complete this form to add a new bachelor's or master's degree program, if the following criteria for approval are met, per [Texas Administrative Code \(TAC\), Title 19, Chapter 5, Subchapter C, Section 5.44 \(a\) \(3\)](#): (A) the proposed program has institutional and board of regents approval; (B) the institution certifies compliance with the [Standards for New Bachelor's and Master's Programs](#); (C) the institution certifies that adequate funds are available to cover the costs of the new program; (D) new costs to the program during the first five years of the program would not exceed \$2 million; (E) the proposed program is a non-engineering program; and (F) the proposed program would be offered by a public university or health-related institution.

If the proposed program does not meet the criteria listed above, the institution must submit a request using the [Full Request Form](#).

This form requires the signatures of: (1) the Chief Executive Officer, certifying adherence to the Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3) criteria, adequacy of funding for the new program, the notification of other Texas public institutions of higher education, and adherence to [Texas Education Code \(TEC\) Sections 61.822 through 61.823](#); and (2) a member of the Board of Regents (or designee) certifying Board approval.

Contact: Division of Academic Quality and Workforce, 512-427-6200.

Administrative Information

1. Institution Name and Coordinating Board Accountability Group:

University of North Texas at Dallas, "Masters" accountability group

2. Proposed Program:

Bachelors of Science with a major in Chemistry

3. Proposed CIP Code:

40.0501.00

4. Semester Credit Hours Required:

120 Semester credit hours required

5. Location and Delivery of the Proposed Program:

Instruction will be face-to-face on the UNT-Dallas main campus.

6. Administrative Unit:

Department of Natural Science, School of Liberal Arts and Sciences

7. Proposed Implementation Date:

The proposed implementation date is the Fall 2023 semester.

8. Institutional and Department Contacts:

Provide contact information for the person(s) responsible for addressing any questions related to the proposed program.

1. Name: Mr. Scott Grimes

Title: Lecturer of Chemistry

E-mail: scott.grimes@untdallas.edu

Phone: 972-338-1677

2. Name: Dr. Muhammed Yousufuddin

Title: Assistant Professor of Chemistry

E-mail: muhammed.yousufuddin@untdallas.edu

Phone: 972-338-1528

Signature Page

1. Chief Executive Officer Certification – The Chief Executive Officer shall sign the following statements:

I hereby certify that all of the following criteria have been met in accordance with the procedures outlined in Texas Administrative Code (TAC), Title 19, Chapter 5, Subchapter C, Section 5.44 (a) (3):

- (A) The proposed program has institutional and governing board approval.
- (B) The institution certifies compliance with the *Standards for New Bachelor's and Master's Programs*.
- (C) The institution certifies that adequate funds are available to cover the costs of the new program.
- (D) New costs during the first five years of the program would not exceed \$2 million.
- (E) The proposed program is a non-engineering program.
- (F) The proposed program would be offered by a public university or health-related institution.

I certify that my institution has notified all public institutions within 50 miles of the teaching site of our intention to offer the proposed 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.

I certify that my institution will adhere to Texas Education Code (TEC), Sections 61.822 through 61.823, requiring my institution to accept and apply to the degree program Core Curriculum and Field of Study courses in transfer.

Chief Executive Officer

Date

2. Board of Regents or Designee Approval – A member of the Board of Regents or designee shall sign the following statement:

On behalf of the Board of Regents, I hereby certify that the proposed program is appropriate for the mission of this institution, and the Board of Regents has approved the proposed program.

Date of Board of Regents approval: _____

Board of Regents (Designee)

Date



Board Order

Title: Approval of Minutes of the November 8, 2021, Special Called Board Meeting, November 18-19, 2021, Board Meeting, and November 29, 2021, 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 February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, The minutes of the November 8, 2021 Special Called Board Meeting, November 18-19, 2021 Board Meeting, and November 29, 2021 Special Called Board Meeting have been prepared by the Board Secretary and attached here for Board Approval,

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

1. The minutes of the November 8, 2021, Special Called Board Meeting
 2. The minutes of the November 18-19, 2021, Board Meeting
 3. The minutes of the November 29, 2021, Special Called Board Meeting
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



MINUTES
BOARD OF REGENTS MEETING BY VIDEOCONFERENCE
November 8, 2021

Livestream Link: <https://livestream.com/accounts/7090653/events/9919452>

The University of North Texas System Board of Regents convened on Monday, November 8, 2021 by videoconference, with the following Regents in attendance: Melisa Denis, Mary Denny, Dan Feehan, Milton Lee, A.K. Mago, Carlos Munguia, Brint Ryan, John Scott, Laura Wright, and Jessica Armstead. The meeting was conducted by videoconference with no in-person attendance. The videoconference meeting 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 5:03 p.m. The Acting Board Secretary called roll and confirmed a quorum.

The Board then recessed to Executive Session according to Texas Government Code Section 551.071 at 5:04 p.m.

The Board reconvened in open session at 6:13 p.m.


There was one action item for consideration from executive session, noted below.

2021-62 UNTS Announcement of Finalist for Chancellor, University of North Texas System

Pursuant to a motion by Regent Brint Ryan seconded by Regent Milton Lee, the Board approved the above action item. The motion was approved on a 9-0 vote.

There being no further business, the Board meeting was adjourned at 6:17 p.m.

Submitted By:



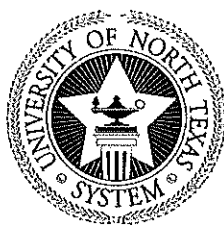
Jamaica Chapple, Acting Secretary
Board of Regents

Approved By:

Laura Wright, Chair
Board of Regents

Date: 12/8/2021

Date: _____



MINUTES

BOARD OF REGENTS November 18-19, 2021

Thursday, November 18, 2021

The University of North Texas System Board of Regents convened on Thursday, November 18, 2021, in Room 712 of the Lee F. Jackson Building, 1901 Main St., Dallas, Texas, 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 Jessica Armstead. In accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chair Laura Wright called the meeting to order at 8:32 a.m.

Chair Wright began the meeting by asking Chancellor Roe to provide an update on **progress since the last quarterly meeting**.

At 8:45 a.m., Chair Wright recessed the Board for the meetings of the Strategic and Operational Excellence, Audit & Finance, Student Success, Academic and Clinical Affairs, and Strategic Infrastructure Committees.

Following Committee meetings, the Board reconvened at 4:32 p.m. The Board considered the following items on the Consent Agenda:

- | | |
|-----------------------|---|
| 2021-63 UNTS | Approval of the Minutes of the August 12-13, 2021 Board Meeting, and September 10, 2021 and October 22, 2021 Special Called Meetings |
| 2021-64 UNT | Approval of Tenure for New UNT Faculty Appointees |
| 2021-65 UNT | Approval of UNT Emeritus Recommendations |
| 2021-66 UNT | Delegation of Authority to the UNT President to Renew and Extend the KGU-UNT Super IES Program Agreement with Kansai Gaidai University |
| 2021-67 UNTHSC | Approval of University of North Texas Health Science Center (HSC) Regents' Professor Recommendation |
| 2021-68 UNTHSC | Approval of University of North Texas Health Science Center (HSC) Emeritus Professor Recommendations |

Pursuant to a motion by Regent A.K. Mago seconded by Regent John Scott the Board approved the Consent Agenda. The motion was approved on a 9-0 vote.

The Board then considered the following action items coming out of committees:

Strategic and Operational Excellence Committee Items

2021-69 UNTS Approval of the FY22 UNTS Strategic Plans

Pursuant to a motion by Regent Milton Lee and seconded by Regent Dan Feehan the Board approved the Consent Agenda. The motion was approved on a 9-0 vote.

Audit and Finance Committee Items

2021-70 UNTS Amendment of the Professional Services Agreement with Protiviti, Inc.

2021-71 UNTS Approval of UNT System Internal Audit Charter

2021-72 UNT Delegation of Authority to the UNT President to Extend the EAB Contracts

2021-73 UNT Approval of UNT Room and Board Rates for the 2022-2023 Academic Year

Pursuant to a motion by Regent Carlos Munguia and seconded by Regent Milton Lee the Board approved the above Audit and Finance agenda items. The motion was approved on a 9-0 vote.

Academic Affairs and Student Success Committee Items

2021-74 UNT Delegation of Authority to the UNT President to Expand the Contract with Coursera to Provide Additional At-Scale Online Programs Following the Model as Approved in 2019

Pursuant to a motion by Regent Mary Denny and seconded by Regent Brint Ryan the Board approved the above Academic Affairs and Student Success Committee agenda items. The motion was approved on a 9-0 vote.

Strategic Infrastructure Committee Items

2021- 75 UNT Authorization to Amend the UNTS FY22 Capital Improvement Plan to Add the Everett Education & Administration (EAD) Renovation

Pursuant to a motion by Regent A.K. Mago and seconded by Regent Scott the Board approved the above Finance and Facilities agenda items. The motion was approved on a 9-0 vote.

The Board recessed at 4:37 p.m. to go into Executive Session to consider matters noted on the Executive Session agenda in accordance with Texas Government Code Sections 551.071, 551.072, 551.074, 551.076 and 551.089.

The Board reconvened in open session at 5:36 p.m. There was one action item out of Executive Session.

2021-76 UNTS Approval for the Sale and Conveyance of Real and Personal Property Located at 1412 May Street, Fort Worth, Tarrant County, Texas

Pursuant to a motion by Regent Brint Ryan and seconded by Regent Scott the Board approved the above item. The motion was approved on a 9-0 vote.

There being no further business, the Board meeting was recessed at 5:38 p.m. on Thursday, November 18, 2021.

Thursday, November 19, 2021

The University of North Texas System Board of Regents reconvened on Friday, November 19, 2021, in Room 712 of the Lee F. Jackson Building, 1901 Main St., Dallas, Texas, 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 Jessica Armstead. In accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chair Laura Wright called the meeting to order at 8:31 a.m.

The Board recessed at 8:32 a.m. to go into Executive Session to consider matters noted on the Executive Session agenda in accordance with Texas Government Code Sections 551.071, 551.072, 551.074, 551.076 and 551.089.

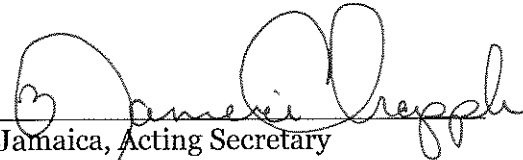
The Board reconvened in open session at 1:17 p.m. There was one action item out of Executive Session.

2021-77 UNTS Appointment of Board Secretary

Pursuant to a motion by Regent Melisa Denis seconded by Regent Feehan the Board approved the above item. The motion was approved on a 9-0 vote.

There being no further business, the Board meeting was adjourned at 1:18 p.m. on Thursday, November 19, 2021.

Submitted By:



Jamaica, Acting Secretary
Board of Regents

Approved By:

Laura Wright, Chair
Board of Regents

Date: 12/8/2021

Date: _____



**MINUTES
BOARD OF REGENTS MEETING BY VIDEOCONFERENCE
November 29, 2021**

Livestream Link: <https://livestream.com/accounts/7090653/events/9949973>

The University of North Texas System Board of Regents convened on Monday, November 29, 2021 by videoconference, with the following Regents in attendance: Melisa Denis, Mary Denny, Milton Lee, A.K. Mago, Carlos Munguia, Brint Ryan, John Scott, Laura Wright, and Jessica Armstead. The meeting was conducted by videoconference with no in-person attendance. The videoconference meeting 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 5:01 p.m. The Board Secretary called roll and confirmed a quorum.

The Board then recessed to Executive Session according to Texas Government Code Section 551.074 at 5:03 p.m.

The Board reconvened in open session at 5:16 p.m.

There was one action item for consideration from executive session, noted below.


2021-78 UNTS Appointment of Chancellor of the University of North Texas System

Pursuant to a motion by Regent Mary Denny seconded by Regent Carlos Munguia, the Board approved the above action item. The motion was approved on an 8-0 vote.

There being no further business, the Board meeting was adjourned at 5:19 p.m.

Submitted By:

Approved By:



Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Date: 12/8/21

Date: _____



Title: Approval of Tenure for New UNT Faculty Appointees

Background:

In accordance with UNT Policy 06.004, VII, *Faculty Reappointment, Tenure, and Promotion, Reduced Appointments*:

“On rare occasions, the university may need to expedite the tenure/promotion process for a candidate. Examples of said occasions include: (a) an incoming faculty member/administrator who holds tenure or has held tenure at a peer or aspirant university, (b) an incoming faculty member/administrator who has not held tenure at a peer or aspirant university but whose record and reputation warrant tenure, or (c) in cases of counteroffers when the faculty member has been offered tenure/promotion at a peer or aspirant university.”

And, in accordance with UNT Policy 06.004, VII. J, *Expedited Tenure*,

“All recommendations are to accompany the offer letter and be forwarded to the provost who reviews the documentation and makes a recommendation to the president.”

And, in accordance with UNT Policy 06.004, VII.K., *Expedited Tenure*,

“In cases of tenure, if the candidate has held tenure at a peer or aspirant university, and receives a positive recommendation from the president, the action is forwarded to the Board of Regents as a consent agenda item.”

Dr. Mo-How (Herman) Shen joined UNT as professor and chair in the Department of Mechanical Engineering on January 16, 2022. Dr. Shen received his PhD in Aerospace Engineering from the University of Michigan in 1989. His research has pioneered structural health management framework and fatigue life prediction schemes. The research communities have recognized his recent research efforts in applying deep learning to engineering (design & manufacturing), and healthcare (ER/ICU mortality prediction using dynamic data). The quality of his work is reflected in the receipt of 35 major research awards and grants, with over \$6M from NASA, National Science Foundation, General Electric, Department of Education, Boeing, Lockheed Martin, as well as many other established partners. Dr. Shen has more than 200 published journal papers, book chapters, US Patents, and technical reports. His citation rate of many papers ranks within the top of the field of structural online health management science. Dr. Shen was designated as an American Society of Mechanical Engineers Fellow in 2002 and is one of forty recipients of the ALCOA Foundation Research Award, for contributions in the general area of reliability methods in manufacturing processes and mechanical design. He was granted tenure from The Ohio State University in 1995.

Dr. Michelle Perez joined UNT as professor in the Department of Teacher Education and Administration on January 16, 2022. She received her PhD in Curriculum and Instruction, Early Childhood Education from Arizona State University in 2009. Dr. Perez's research has focused on many different, intersectional dimensions of difference and equity in society, in education broadly, and specifically in Early Childhood Education, Child Development and in the professional fields of caregiving. Areas of special interest to her include: feminist perspectives of women of color; critical diversity, equity, and social justice studies; public policy; critical qualitative inquiry; and community partnerships, advocacy, and activism. Dr. Perez acted as co-

PI on the small but prestigious Kellogg Foundation grant. Throughout her career she has presented at numerous international and national conferences. While at New Mexico State University, she served as the Interim Dean for Research within the College of Education and received the J. Paul Taylor Endowed Professor position. Dr. Perez was granted tenure in 2016 from New Mexico State 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.

Clayton Gibson Digitally signed by Clayton Gibson
Date: 2022.01.31 10:52:41 -06'00'

Institution Chief Financial Officer

Dan Tenney Digitally signed by Dan
Tenney
Date: 2022.02.02 10:38:16
-06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan
Stucky
Date: 2022.02.03 10:43:29
-06'00'

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. Mo-How (Herman) Shen
 - Dr. Michelle Perez
-

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

Neal Smatresk Digitally signed by Neal
Smatresk
Date: 2022.01.31 15:32:55
-06'00'

President

**Jamaica
Chapple**

Digitally signed by
Jamaica Chapple
Date: 2022.02.03 15:45:20
-06'00'

Interim Vice Chancellor

**Dr. Michael
R. Williams**

Digitally signed by Dr.
Michael R. Williams
Date: 2022.02.04
12:42:26 -06'00'

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 February 17, 2022, 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, VII, *Faculty Reappointment, Tenure, and Promotion, Expedited Tenure*:

“On rare occasions, the university may need to expedite the tenure/promotion process for a candidate. Examples of said occasions include: (a) an incoming faculty member/administrator who holds tenure or has held tenure at a peer or aspirant university, (b) an incoming faculty member/administrator who has not held tenure at a peer or aspirant university but whose record and reputation warrant tenure, or (c) in cases of counteroffers when the faculty member has been offered tenure/promotion at a peer or aspirant university”, and

Whereas, the new faculty appointees listed below have been granted tenure at a peer or aspirant university, and

Whereas, the new faculty appointees listed below have received a positive recommendation from the president, the action is forwarded to the Board of Regents as a consent agenda item”, and

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

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. Mo-How (Herman) Shen
 - Dr. Michelle Perez
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



Title: Approval of UNT Faculty Development Leaves for 2022-2023

Background:

In accordance with UNT Policy 06.010, Development Leave:

“Development leaves are authorized for the primary purpose of increasing the value of the recipient’s sustained contribution to the university by providing the individual an opportunity for professional growth. Such developmental leaves are not to be understood as deferred compensation, nor are they to be anticipated simply on the basis of longevity at the university, alone. Development leave may be granted, upon application, for study, research, writing, field observations, or other suitable purposes.

Opportunities for additional training, for improving skills, and for maintaining currency is understood to be included as a purpose of development leave.”

In 1984, the University of North Texas (UNT) began granting faculty development leaves, recognizing the need for faculty to have an opportunity to pursue major research or creative projects in order to contribute to the body of knowledge in their fields and better serve their students by remaining current in their disciplines. In 1987, the 70th Texas Legislature similarly encouraged universities to expand faculty development programs through a series of measures that increased flexibility in accounting for faculty activities.

In the ensuing years, the faculty development leave program proved vital in maintaining discipline mastery for faculty as UNT pushed forward toward national research status. These development leaves contribute greatly to the increase in research funding, research publications, and national recognition for UNT.

After careful review of proposals at the department and college levels, by the Faculty Senate Faculty Development Leave Committee and by the provost, UNT plans to award a total of 45 faculty developmental leaves for the upcoming academic year. Due to the COVID-19 pandemic, four faculty members who were approved for faculty development leave for the 2021-2022 academic year, opted to defer to 2022-2023. The total percentage of full-time faculty on faculty development leave for 2022-2023 is 4.09%.

Financial Analysis/History:

The cost incurred as a result of the recommended faculty development leaves will be covered by existing college and school budgeted funds and will total approximately \$499,245.00, which includes the deferred awards. The total estimate for the costs incurred as a result of the recommended faculty development leaves was calculated from replacement costs submitted by colleges and estimated average costs for covering individual faculty leaves.

Clayton Gibson

Digitally signed by Clayton Gibson
Date: 2022.01.31 10:53:10 -06'00'

Institution Chief Financial Officer

Dan Tenney

Digitally signed by Dan Tenney
Date: 2022.02.02 10:39:13 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

Digitally signed by Alan Stucky
Date: 2022.02.03 10:45:48 -06'00'

Vice Chancellor/General Counsel

Schedule:

2022-2023 Academic Year

Recommendation:

The president recommends that the Board of Regents approve the faculty development leaves for the individuals named on the attached list.

Recommended By:

Jennifer Cowley

Provost and Vice President for Academic Affairs

Neal Smatresk

Digitally signed by Neal Smatresk
Date: 2022.01.31 15:34:15 -06'00'

President

Jamaica Chapple

Digitally signed by Jamaica Chapple
Date: 2022.02.03 15:49:16 -06'00'

Interim Vice Chancellor

Dr. Michael R. Williams

Digitally signed by Dr. Michael R. Williams
Date: 2022.02.04 12:43:37 -06'00'

Chancellor

Attachments Filed Electronically:

- UNT Faculty Development Leaves Fall 2022-Spring 2023



Board Order

Title: Approval of UNT Faculty Development Leaves for 2022-2023

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in 1984, UNT began granting faculty development leaves, recognizing the need for faculty to have an opportunity to pursue major research or creative projects in order to contribute to the body of knowledge in their fields and better serve their students by remaining current in their disciplines, and

Whereas, in 1987 the 70th Texas Legislature similarly encouraged universities to expand faculty development programs through a series of measures that increased flexibility in accounting for faculty activities, and

Whereas, after review by the appropriate departments and colleges and the Faculty Senate Faculty Development Leave Committee, the Provost recommends approval of the attached faculty development leaves list for academic year 2022-23,

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

1. Faculty development leave for academic year 2022-23 for the UNT faculty as set forth in the attached list.
-

VOTE: ____ ayes ____ nays ____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Waqar	Ahmed	Geography and the Environment	Spring 2023	The FDL will focus on conducting research to support the writing of a monograph titled "Indian State-Society and the Muslim Minority Question."	The primary objectives of this FDL are to: 1) conduct fieldwork involving traveling to interview respondents, and accessing archival data; 2) write, edit and submission for publication of the monograph; 3) use this opportunity as a springboard for future research projects that partner with Indian academics and institutions, which can increase the involvement of UNT's India initiative Group.
Ozlem	Altiok	Women's and Gender Studies and International Studies	Spring 2023	The FDL will focus on participation as a visiting scholar in the Center for Women's Global Leadership (CWGL) at Rutgers University.	The primary objectives of this FDL are to: 1) design a brand new interdisciplinary course on transnational women's movements and human rights advocacy, which will be offered both in-person and online; 2) redesign the INST Practicum course that centers on experiential learning or action-research; 3) broaden the professional networks related to Women's and Gender Studies and International Studies programs in order to create learning opportunities that will benefit UNT students' career preparedness and increase UNT's global visibility.
Ellen	Bakulina	Music History, Theory, and Ethnomusicology	Fall 2022	The FDL will focus on a book project that will explore large-scale form in Sergei Rachmaninoff's piano concertos.	The primary objectives of this FDL are to: 1) analyze in detail several large works by Rachmaninoff, primarily the four piano concertos. This will include organizing and synthesizing existing analytical materials as a pre-writing step; 2) draft one or two book chapters; 3) write a book proposal and submit it, along with the one or two sample chapter drafts, to Oxford University Press.
Jason	Balas	Media Arts	Fall 2022	The FDL will focus on the creation of a script and short experimental-narrative film titled "Underneath."	The primary objectives of this FDL are to: 1) complete the original creative output through the development of a story, script, and film related to conscious engagement with environmental forces; 2) develop pedagogical innovation and growth through teaching workshops on drone production and battery-operated LED lighting in extreme remote locations for upper-level production students.
Scott	Belshaw	Criminal Justice	Fall 2022	The FDL will focus on the development, writing and submission of a manuscript on the Dark Web to Kendall Hunt Publishers and create the material for an undergraduate course in the Dark Web to be offered at UNT.	The primary objectives of this FDL are to: 1) complete a manuscript on Dark Web to be published; 2) develop research contacts for NSF and NIJ grant submissions; 3) develop the material for an undergraduate class to be taught at UNT on Dark Web Crimes

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Nourredine	Boubekri	Mechanical and Energy Engineering	Spring 2023	The FDL will focus on fabrication of different nanometal working fluids and testing their effectiveness as they relate to machinability, and the environment.	The primary objectives of this FDL are to: 1) participate in research in the formulation and testing of nanofluids for green machining with the collaboration of researchers from Illinois Sustainable Technology Center at the Prairie Research Institute at The University of Illinois (UIUC),The University of Miami Industrial Assessment Center, Southern Gear and Machine Inc; and Plano Machines Inc.; 2) acquire expert knowledge, and state of the art research methodologies pertaining to nanometal working fluids and associated technologies; 3) obtain a broader research scope in order to participate in and contribute to research and educational projects involving green design, waste management, and pollution prevention associated with nano metal working fluids and machining.
Angela	Calcaterra	English	Fall 2022	The FDL will focus on making essential progress on a second monograph, a literary and cultural history of American gun violence that centers around Indigenous (Native American) people whose theorizations of the relationship between humans and weapons pre-date and challenge those of the US state.	The primary objectives of this FDL are to: 1) complete the remaining chapters of the current monograph; 2) finalize a press contract for the completed monograph; 3) professional development and promotion soon after the leave period.
Ateka	Contractor	Psychology	Fall 2022	The FDL will focus on submitting four manuscripts to peer-reviewed scientific journals (including one manuscript using machine learning) on PTSD/trauma and positive memories.	The primary objectives of this FDL are to: 1) disseminate scientific findings by writing three manuscripts from 8 completed projects on PTSD/trauma and positive memories; 2) implement obtained advanced statistical training in machine learning; 3) outline a future research agenda by scheduling meetings with ongoing and new collaborators (local, national, and international), summarize the meetings and document ideas of future research projects/grants.
Jeffrey	Doty	English	Spring 2023	This FDL will focus on completing a scholarly edition of William Shakespeare's play "Coriolanus" for Cambridge University Press.	The primary objectives of this FDL are to: 1) edit and layout the text of the play "Coriolanus"; 2) write glosses and begin explanatory notes while editing the play.
Jehanne	Dubrow	English	Fall 2022	The FDL will focus on completing a third book of creative nonfiction, "Exhibition: Essays."	The primary objectives of this FDL are to: 1) draft the final two essays in the book manuscript; 2) revise the book as a whole; 3) submit the finalized manuscript to literary and academic presses.
Jared	Eutsler	Accounting	Fall 2022	This FDL will focus on continuing the development of a line of fraud research using data obtained from a grant funded by the Institute of Fraud Prevention and Association of Certified Fraud Examiners.	The primary objectives of this FDL are to: 1) prepare presentations for conferences at UNT and other national Accounting and/or Education conferences; 2) submit publications in top-tier Accounting and Education journals; 3) improve understanding of fraud through increased time devoted to reading practitioner journals, newspaper articles, and cross-disciplinary research related to fraud, which will aid in the future development of a continued research stream.

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Judith	Forney	Merchandising & Digital Retailing	Fall 2022	The FDL will focus on gaining a deeper understanding of the consumer experience (CX) paradigm by applying attribution theory to consumers 'lived' experiences in the Covid-19 situation as its impact on the path to purchase.	The primary objectives of this FDL are to: 1) complete a comprehensive literature review on attribution theory applied to consumer behavior that is developed into a concept paper extending attribution theory to the path to purchase and submitted for publication; 2) analyze retail and hospitality industry perspectives of Covid-19's impact on the consumer path to purchase using qualitative research methods; 3) write a research paper on the industry perspectives using the qualitative data to discuss attribution and change in consumer behavior in the marketplace due to the Covid-19 pandemic.
Karori	Furuya	World Lang, Lit, & Cultures	Fall 2022	The FDL will focus on reading and research on Merchant's (2001) book and related works on fragmentary utterances such as "short" answers and gain a better understanding of ellipsis in sentences. Comparative analysis will be conducted on what has been discussed in the literature with Japanese data on the right sides of sentences to examine whether fragmentary elements uniformly result from elided sentences.	The primary objectives of this FDL are to: 1) gain a better understanding of the literature on the theory of ellipsis by reading Merchant's (2001) book and a substantial amount of related recent works; 2) submit an abstract to a national or international linguistics conference to present the analyses; 3) begin preparing a series of articles on Japanese right-dislocation constructions in comparison with the theories and data of ellipsis in the literature.
Gopala	Ganesh	Marketing	Spring 2023	The FDL will focus on drafting two pedagogical research papers based on the experiences of developing and teaching MKTG 5260, Marketing Metrics For Managers, since Spring 2018 and the fully online version of the class since Spring 2019.	The primary objectives of this FDL are to: 1) draft two pedagogical research papers based on the experience of developing and teaching MKTG 5260, Marketing Metrics for Managers, since Spring 2018 and fully online since Spring 2019; 2) collaborate with one faculty member at Vellore Institute of Technology, (VIT, Vellore, India), initiate the research, and collect data regarding online shopping in India; 3) write a collection of 25-50 business cases for use in MKTG 5260 to be part of a new textbook for the class; 4) prepare a package of teaching resources for each of the above cases including a blank Excel worksheet, its PDF solution, and a video solution, enabling other UNT faculty also to teach this class; 5) try out several of the new cases during the FDL by using them in a series of guest lectures to VIT MBA students.
Morgan	Gieringer	Special Collections	Fall 2022	The FDL will focus on the development of a book project based on the John Rogers and Georgette de Bruchard Photography Collection, and continuing research in the genre of photo books and posthumous publication of archival photography.	The primary objectives of this FDL are to: 1) work with co-author Kate Singleton to develop the book concept and identify historically significant images in the John Rogers and Georgette deBruchard archive (there are over 300,000 images in the archive); 2) draft image captions to contextualize images; 3) work with a co-author to draft the book narrative, emphasizing the historical significance of the archive and detailing the biographical history of John Rogers and Georgette deBruchard.
Matthew	Heard	English	Spring 2023	The FDL will focus on completing and submitting for proposal the remaining chapters of the book "Fostering Rhetorics."	The primary objectives of this FDL are to: 1) complete the entire book manuscript; 2) finish a book proposal during the leave activity; 3) network with mentors who can provide feedback on chapters and assist with strategic revisions to the manuscript in preparation for publication.

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Doug	Henry	Anthropology	Spring 2023	The FDL will focus on a collaborative study surrounding vaping and Delta-8 use in North Texas, including both the local contexts that shape individual use, the local meanings and phenomenology that individuals attribute to vaping and Delta-8, the risk mitigation strategies that users employ, and the lack of regulation and monitoring of legal and illegal cannabinoids that currently exists in Texas.	The primary objectives of this FDL are to: 1) conduct exploratory research that will provide the basis for future external grant proposals; 2) further develop partnerships with Denton County Public Health, the University of North Texas Health Science Center, and Tobacco Free North Texas; 3) explore grant opportunities, and draft a proposal template that can be utilized in multiple locations for multiple funding streams; 4) submit results of an ongoing vaping study for publication, with student co-authors.
Yan	Huang	Computer Science and Engineering	Fall 2022	The FDL will focus on collaborative research in spatial learning by exploring industrial and international research environments and application scenarios.	The primary objectives of this FDL are to: 1) formulate spatial learning research in the context of real world problems and large data through collaboration with the world largest location platform - HERE Technology, resulting in joint papers and proposals; 2) explore international environments to broaden the view of current research and foster future collaborations; 3) develop leadership and communication skills in different settings; 4) explore opportunities for student placement, recruitment, and exchange in both industry and international settings.
Kate	Imy	History	Fall 2022	The FDL will focus on finishing the revisions on a second book to submit for publication.	The primary objectives of this FDL are to: 1) complete final research in Malaysia, September 2022 in police archives (or remotely); 2) add final insights from police archives to book manuscript October 2022; 3) complete final revisions of book manuscript and submit to press in November-December 2022.
Irene	Klaver	Philosophy and Religion	Spring 2023	The FDL will focus on the execution of a final research component to the book <i>Meandering: De-line-ating Water-Land Dynamics</i> and finalizing the book manuscript. The research brings into focus the interface of traditional indigenous knowledges and practices and modern disruptions in the face of climate change.	The primary objectives of this FDL are to: 1) execute on-site research on Indigenous knowledge practices about water-land dynamics in Colombia for concluding chapter of book synthesizing work on water-land dynamics; 2) finalize the book manuscript for submission to the press August 2023; 3) lay the groundwork for National Science Foundation research proposal.
Joseph	Klein	Division of Composition Studies	Fall 2022	The FDL will focus on completing the final two installments in a longstanding series of recombinant concerti for solo instrument and 25-piece chamber orchestra, collectively titled, <i>Pathways</i> .	The primary objectives of this FDL are to: 1) collaborate with the two exceptional musicians who will be featured in the performance of these works: pianist Redi Llupa (co founder of Kaleidoscope MusArt in Miami) and violinist Pala Garcia (of the New York-based Longleash Trio); 2) finish the two <i>Pathways</i> concerti and produce a complete score and full set of parts for performance; 3) network with conductors and ensembles in arranging for performances of these works during the 2023-24 season. These works may be performed together on the same program or separately, which provides two options for prospective music directors.

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Liss	Lafleur	Studio Arts	Fall 2022	The FDL will focus on researching, creating, and writing as the primary-investigator of the Queer Birth Project, an intersectional feminist project based on Judy Chicago's 1980-85 Birth Project.	The primary objectives of this FDL are to: 1) conduct and share research: analyze data based on the Queer Birth Project national survey. Research the Judy Chicago archives at the Schlesinger Library on the History of Women in America at Harvard and the National Museum of Women in the Arts; 2) create a collection of artwork that includes 12-15 neon sculptures fabricated with contemporary feminist artists across the United States and a three-channel video installation based on Judy Chicago's "Birth Trinity" quilt; 3) publish scholarly articles and prepare a book manuscript that compares and contrasts Chicago's original Birth Project to the Queer Birth Project.
Jogsoo	Lee	Spanish	Fall 2022	The FDL will focus on a book project, "From Colonial Ideology to National Identity: Mestizaje and the Indigenous Past in Mexico,"	The primary objectives of this FDL are to: 1) write two new chapters that will be included in the monograph; 2) finish writing Chapter Four, "Spanish and Creole Mestizaje: Jose Joaquin Granados y Galvez's Tardes Americana's"; 3) finish writing Chapter Five, "Imperialist and Protestant Mestizaje: William H. Prescott's Treatment of Prehispanic Culture in the History of the Conquest of Mexico."
Yuankun	Lin	Physics	Fall 2022	The FDL will focus on photonic device simulation for the National Science Foundation funded project, "Encapsulated perovskite in NiO nanotube for topological meta-photonic devices, "using the machine learning method.	The primary objectives of this FDL are to: 1) close the gap and enhance knowledge of the future research tracks of the integrated photonics neuromorphic computing machine; 2) apply the machine learning method for performing research work that is otherwise time-consuming and sometimes impractical for humans; 3) create a stronger collaboration with a current long-term collaborator through submissions of competitive proposals and publication of research results.
Ko	Maeda	Political Science	Spring 2023	The FDL will focus on building a dataset of the degree of urbanization of Japan's electoral districts after the 2022 redistricting and writing a paper analyzing how the redistricting will influence the urban-rural divide in politics.	The primary objectives of this FDL are to: 1) build a dataset of the degree of urbanization of Japan's electoral districts after the 2022 redistricting; 2) write a paper analyzing how the redistricting will influence the urban-rural divide in politics; 3) submit the paper for publication.
Rajiv	Mishra	Materials Science and Engineering	Spring 2023	The FDL will focus on development of computational skills for advanced manufacturing processes.	The primary objectives of this FDL are to: 1) establish collaboration with Penn State and one or two additional leading universities; 2) execute existing grant supported projects and initial demonstration of embedding machine learning in these projects; 3) generate collaborative research proposals; 4) submit a review paper on "application of machine learning to advanced manufacturing technologies."

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Andrew	Nelson	Anthropology	Fall 2023	The FDL will focus on a research project on housing justice in North Texas.	The primary objectives of this FDL are to: 1) contribute to a growing body of social science literature on housing rights, evictions, and activism in the US and globally; 2) convert the academic results into two kinds of deliverables for community organizers (policy briefs, media publications) and nation-wide eviction observers (quantitative data for Anti-eviction Mapping Project); 3) incorporate the methods and data from this research into future courses, such as "Inequality, Social Justice, and the City" (ANTH 4760/5760) and "Ethnography and Qualitative Research Methods" (ANTH 5031) offered each fall.
Mariela	Nunez-Janes	Anthropology	Fall 2022	The FDL will focus on about a pedagogy of acompañamiento/accompaniment in the Bilingual Homework Hotline, a collaborative virtual program between Denton ISD (DISD) and faculty at UNT and TWU.	The primary focus of the FDL is to: 1) analyze data and incorporate findings into the writing of a co-authored book chapter: "Activism Against Dual Language Gentrification," with Dan Heiman (UNT College of Education), Ivonne Solano (Former Student and DISD teacher), Cesar Rosales (DISD teacher); 2) utilize findings to write a draft of the Council on Anthropology and Education (CAE) Presidential Address that will be delivered in 2023 at the Annual Meetings of the American Anthropological Association (AAA). The Presidential Address will be published by Anthropology & Education Quarterly some time in 2024; 3) expand the mentoring activities that are part of the Bilingual Homework Hotline particularly the programming related to the transition from high school to college for emergent bilinguals, a project piloted in Spring 2021.
Jin Gyu	Park	Design	Fall 2022	The FDL will focus on developing psychophysiological methodology due to its reliability and feasibility for non-verbal subjects, and prepare an article for publication in a peer-reviewed journal.	The primary objectives of this FDL are to: 1) develop psychophysiological research methodology for non-verbal subjects such as children with autism, younger children, and Alzheimer disease patients; 2) develop joint-research proposals with Dr. Ghamari and/or the research group at the neuroscience laboratory at California State University Northridge, California; 3) develop a grant proposal targeting National Institutes of Health; 4) explore the neuroscience lab and learn about how it has been established; 5) prepare an article for publication in a peer-reviewed journal.
Miroslav	Penkov	English	Spring 2023	The FDL will focus on the completion and publication of a novel in development for the past four years that paints a picture of Iranian society in the fifth and sixth centuries.	The primary objectives of this FDL are to: 1) complete the final draft of a novel-in-progress; 2) begin work with the novel's acquisition editor on final edits; 3) submit the novel to a prestigious New York publishing house for publication.

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Trent	Petrie	Psychology	Spring 2023	The FDL will focus on collaboration with two different colleagues, one in the United States and one in the United Kingdom, to assess the effectiveness of the Bodies in Motion (BIM) program.	The primary objectives of this FDL are to: 1) modify the current BIM program for athletes from male sport teams, developing a similar four-week protocol for subsequent testing; 2) test the BIM programs in the PAC-12 Conference, one for athletes who participate on male designated collegiate teams and one for athletes who participate on female designated collegiate teams, to determine its effectiveness in reducing the internalization of general and sport-specific appearance ideals, improving satisfaction with body/appearance and life, and reducing disordered eating symptoms; 3) modify the BIM program for elite international athletes who are transitioning out of sport; with colleague Dr. Anthony Papatomas, test BIM's applicability, acceptability, and initial effectiveness as an online program to assist those athletes who are retiring from elite sport.
Vishwanath	Prasad	Mechanical and Energy Engineering	Fall 2022	The FDL will focus on research collaborations at the forefront of heat transfer in supercritical fluids, thermal processing of materials, and energy systems and devices with researchers at premier institutions of India and China, resulting in the development of conference presentations, articles for high quality journal publications and joint research proposals.	The primary objectives of this FDL are to: 1) create an expanded pipeline for young researchers through greater visibility and recognition of UNT engineering in top two countries from where the largest number of engineering graduate students and post-doctoral fellows come to the US; 2) establish new research and education connectivity with other Indian and Chinese universities, and possibly, new collaborations between the Indian and Chinese researchers and other UNT faculty of engineering; 3) produce material for conferences, joint research proposals and journal publications.
Olav	Richter	Mathematics	Spring 2023	The FDL will focus on continuing collaborations for two research projects with Professor Martin Raum at Chalmers Technical University in Gothenburg, Sweden, and to submit them to elite research journals for publication.	The primary objectives of this FDL are to: 1) conduct research and collaborate with Professor Martin Raum (Chalmers Technical University in Gothenburg, Sweden), on real-analytic Jacobi forms to construct a Saito-Kurokawa lift for real-analytic automorphic forms; 2) extend an earlier paper to characterize congruences for Hurwitz class numbers; 3) submit both papers to distinguished international research journals.
Ricardo	Rozzi	Philosophy and Religion	50/50 Spring Fall	The FDL will focus on conducting interdisciplinary research to complete the publication of a synthesis book <i>Biodiversity, Ecology, and Biocultural Conservation of the Cape Horn Biosphere Reserve</i> .	The primary objectives of this FDL are to: 1) complete the manuscript of the book and submission for publication to Springer Verlag (January 2023); 2) implement the organizational partnership between the Cape Horn International Center in Chile and the Global Change - Biocultural Center at UNT, and to establish key collaborations of both centers with the UNESCO MaB Biosphere Reserves Program; 3) make final preparation and hold the "First Cape Horn International Conference on Global Change and Biocultural Conservation" in March 2023 at the Cape Horn International Center (CHIC) in Puerto Williams, Chile.

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Ananth	Seetharaman	Accounting	Fall 2022	The FDL will focus on work on three research projects. The first project examines the effect of the type of CEOs' compensation on the characteristics of their earnings forecasts. The second project examines the effect of a firm's internal control over financial reporting on the likelihood of it issuing, and on the quality of its non-standard measures of financial performance. The third project examines how debt-holders price a firm's tax aggressiveness. The intended outcome for all three projects is to produce three high-quality research papers for publication in top-quality journals.	The primary objectives of this FDL are to: 1) collect data from colleagues doing work in related areas for feedback and revision; 2) submit and present the three projects at national and/or international accounting conferences for further feedback and revision; 3) submit for publication in top-tier journals.
Anne	Shepler	Mathematics	Fall 2022	The FDL will focus on research collaboration on twisted tensor products in geometry, combinatorics, representation theory, and homological algebra.	The primary objectives of this FDL are to: 1) create a bridge between resolutions used to study twisted tensor products so that efficient translation maps to convert between resolutions can be developed; 2) develop a comprehensive homological theory for twisted tensor products arising from maps of resolutions; 3) create a catalog of deformations of twisted tensor products using homological results.
Kelly	Shi	Public Administration	Fall 2022	The FDL will focus on participating as a visiting scholar at Fudan University's Fudan-LSE global public policy and governance center and collaboration with faculty from domestic and international institutions to develop long-term fiscal sustainability plans for global countries after the pandemic.	The primary objectives of this FDL are to: 1) maintain research productivity by publishing high-impact and peer-reviewed articles and applying for funds on public policies and fiscal sustainability for career advancement; 2) increase research collaboration and by being a visiting scholar in a peer institution's global research center on public policy and governance; 3) increase UNT's international recognition and research reputation by conducting collaborative research activities with other faculty from peer research institutions.
Michael	Thompson	Philosophy and Religion	Spring 2023	The FDL will focus on conducting ecological research in Puerto Williams, Chile, in order to increase the diversity of ecological study opportunities during UNT's study abroad course "Tracing Darwin's Path."	The primary objectives of this FDL are to: 1) create a complementary component for the "Tracing Darwin's Path" study abroad course; 2) conduct original research and documentation of the estuarial system where the Robalo River meets the Beagle Channel (Chile) in pursuit of an MS in Environmental Science; 3) produce an edited volume celebrating the 20th Anniversary of UNT's study abroad course. Participants will include former instructors, visiting guest instructors, graduate students (past and present), and the founding members of the program.
Karen	Toussaint	Behavior Analysis	Spring 2023	The FDL will focus on further enhancing current research on language interventions for young children with autism spectrum disorder (ASD) to include intervention enhancements afforded by machine learning.	The primary objectives of this FDL are to: 1) use machine learning to identify zones of next development in regards to language acquisition and design interventions to take advantage of this feature of language learning; 2) produce pilot data for submission of grants and collaboration with experts in machine learning; 3) complete and submit several manuscripts from existing data sets on language intervention.

2022-2023 Faculty Development Leave

First Name	Last Name	Department	Leave Period Requested	Faculty Development Leave Focus	FDL Objectives
Mariusz	Urbanski's	Mathematics	Fall 2022	The FDL will focus on two research projects: open dynamical systems, jointly with professors Tushar Das (University of LaCross), Giulio Tiozzo (University of Toronto) and Anna Zdunik (University of Warsaw)) and random dynamical systems, jointly with professors Alexander Fish (University of Sydney) and Gary Froyland (University of New South Wales).	The primary objectives of this FDL are to write a comprehensive original research book monograph, <i>Open Dynamical Systems with Any Ball as a Hole: Singular Perturbations of Transfer Operators' Approach</i> , jointly with professors Tushar Das (University of LaCross), Giulio Tiozzo (University of Toronto) and Anna Zdunik (University of Warsaw).
Vivek	Virani	Music History, Theory, and Ethnomusicology	Split Fall & Spring	This FDL will focus on working on a book project, <i>Songs of the Unknown Country: Experiencing Self, Community, and Nation through Kabir Bhajans</i> .	The primary objectives of this FDL are to: 1) complete interviews and musical transcriptions of Indian musicians, artists, and social activists in India; 2) complete the manuscript for the book; 3) secure a contract with a publisher and begin the editing process.
Zuoming	Wang	Communication Studies	50/50 Spring Fall	The FDL will focus on conducting a project that examines the use and impact of social media on the awareness and response of the mass population in India's six megacities (UN definition: each megacity has more than 10 million people) during the COVID pandemic.	The primary objectives of this FDL are to: 1) complete a large-scale survey dataset and prepare it for data analysis. The survey will use stratified sampling to ensure representativeness. The data set will include information of six megacities' resident's social media usage, their social network structure, their awareness and responses of COVID during the pandemic; 2) prepare three research papers for submission to peer-reviewed journals; 3) establish a long-term relationship with Jiwaji University, India and Dr. Dilip Kumar's research team at the Center for Journalism and Mass Communication, in hopes of the opportunity for visiting scholar hosting, students exchange, and future joint course credit projects.
Bugao	Xu	Merchandising & Digital Retailing	Spring 2023	This FDL will focus on visiting world renowned digital programs and to have more focus time for the research on new deep-learning technology for retailing applications.	The primary objectives of this FDL are to: 1) consolidate ideas and methodology for a grant submission intended for submission to NSF or other funding sources; 2) complete two working papers about artificial intelligence applications to top quality journals in the field; 3) enhance the course contents of a dual-number digital retailing class developed with new analytical tools.
Xiaoqun	Zhang	Media Arts	Fall 2022	The FDL will focus on a research project that aims to investigate how big data, machine learning, and artificial intelligence have been applied in media and communication studies.	The primary objectives of the FDL are to: 1) obtain a book contract with a reputable publisher on the topic of the proposed project; 2) write a research paper(s) on the topic intended to be published in referred journals; 3) update content of existing courses (e.g., media management, audience research, media economics).
Xian	Zhang	Linguistics	Fall 2022	The FDL will focus on completion of a research project resulting in the submission of two manuscripts to high quality publications in tier one journals in Linguistics.	The primary objectives of this FDL are to: 1) collect a longitudinal dataset in Foreign Language Enjoyment and Foreign Language Anxiety; 2) formulate statical models of language learning; 3) produce two manuscripts for submission to top tier international journals in Linguistics.



Title: Approval of UNT Recommendations for New and Continued Regents Professor Designation

Background:

In accordance with Regents Rule 06.304, Regents' Professors:

“The Board may award the designation of “Regents Professor” to provide recognition and salary support to a tenured full professor who has performed outstanding teaching, research and service to the profession and who has achieved a high level of national and international recognition. To be considered, a candidate must meet the eligibility requirements set by the Institution and be recommended to the Board following the Institution’s selection procedures.

To be eligible for this award, an individual must:

- be a full-time tenured professor;
- have an outstanding record of teaching, research, and service to UNT and to the profession, and have achieved a high level of national and international recognition; and
- demonstrate evidence of the potential for continued distinguished performance.

As outlined in UNT Policy 06.015, *Regents Professorship*, “During transition from the former provision that allowed up to 25% of the faculty at the rank of professor to hold the Regents Professorship, designations relinquished by retirement, resignation, or through review shall be replaced at a ratio of one new designation for every three relinquished, until the 10% ceiling is reached.” As reflected in the above stipulation it was determined that three vacant professorships are eligible to be filled.

The recommendations for new Regents Professors are as follows:

Dr. Suliman Hawamdeh, Information Science, College of Information.

Dr. Hawamdeh has an extraordinary reputation and outstanding service internationally, nationally, and at UNT. He has authored over 150 peer-reviewed publications and authored and edited 15 books. During Dr. Hawamdeh’s service as a department chair, the department expanded its presence and program offerings beyond Denton and North Texas to include other Texas metropolitan cities and throughout the US. Most of these cohorts were federally funded by instructional grants from the Institute of Museum and Library Services (IMLS) totaling more than \$11M. He has represented UNT as the keynote speaker at many national and international conferences such as, The Texas Library Association and The International Conference on Business and Technology. Dr. Hawamdeh has outstanding student evaluation scores and teaches foundation courses at the graduate and undergraduate levels. His continuous and uninterrupted record of teaching, even while serving as a department chair, is testimony to his commitment to student success. He was most recently the recipient of the Association for Library and Information Science Education Award for Professional Contribution to Library and Information Science Education.

Dr. Dee Ray, Counseling and Higher Education, College of Education.

Dr. Ray is a prolific researcher and has authored over 145 publications, of which 80 are national or international peer reviewed articles in reputable journals. She has authored, co-authored, or co-edited nine unique books, including seven that have been translated into additional languages. One of the books represents the first published book regarding play therapy research, and another that serves as the only manual for Child Centered Play Therapy intervention. Her 2005 meta-analysis on the effectiveness of play therapy is the most cited play therapy peer-reviewed publication in the PsycInfo and Web of Science databases. Dr. Ray has also established several services that provided outreach to the community, ensured service learning and research experiences for counseling students, and developed evidence-based school counseling interventions. She serves the local community and beyond by sharing her knowledge and expertise at area school district meetings and many conferences both nationally and internationally. Dr. Ray's teaching evaluations are among the highest in the department and she has been recognized as a University Distinguished Teaching Professor. She recently received the Chi Sigma Iota Rho Kappa Chapter, Outstanding Mentor Award. She has also received the Elaine Millikan Mathes Professor in Early Childhood Education Award and was named as an American Counseling Association Fellow.

Marco Nardelli, Physics, College of Science.

Dr. Nardelli has published over 170 journal papers along with 11 reviews and book chapters. His work has been cited over 17,000 times, which reflects the impact of his research in the field of physics. He is recognized on the Stanford University list of the world's top one percent of contributors in their field of science. He has served as principal investigator and co-principal investigator in over \$10M in research grants. Dr. Nardelli's research represents an extremely high level of achievement especially in his expanded research field of interdisciplinary music with physics and computation. He is an accomplished composer and flutist, and his musical work focuses on the intersection of music and data. He has taught all levels of physics courses during his tenure at UNT, as well as a computer music course, and has received very high scores on his student course evaluations. Dr. Nardelli has served on various committees as both member and chair at the department, college, and university level. His outstanding overall performance in research, teaching and service is reflected in his annual evaluations which were among the highest in the physics department for the past six years. He is a University Distinguished Research Professor, holds a joint faculty appointment in the UNT Departments of Physics and Chemistry, is an affiliated faculty member in the Division of Composition Studies in the UNT College of Music and the Initiative for Advanced Research in Technology and the Arts, Adding to this list, Dr. Nardelli was recently appointed as an external faculty member of the prestigious Sante Fe Institute and is a Fellow in the Institute of Physics and the American Physical Society, indicating that he is recognized by the most important professional organizations in the field.

Faculty being recommended for the continued designation of Regents' Professor:

The Regents' Professors listed below were reviewed by the Regents' Professor Selection and Review Committee under the Regents Rule adopted by the UNT System Board of Regents. The Regents' Professor Selection and Review Committee, as required by institution policy, examined their credentials in light of the Regents Rule adopted February 7, 2008, to determine continued eligibility for the position.

The Regents Professor Selection and Review Committee recommended four faculty members for continuation of this award, and all four faculty members are being recommended by the Provost and Vice President for Academic Affairs. Each has continued at the high level of national and international recognition stated in the UNT Board of Regents Rules. The Regents Professors who are recommended for the continuation of the designation of Regents Professor are:

Dr. Jeff Allen, Regents Professor of Information Science.

Dr. Jeff Allen was appointed as a Regents Professor in 2015. Dr. Allen has continued providing eminence in his field of study with a well-rounded performance in research, teaching, and service. In the area of teaching, he is recognized for serving on four doctoral dissertation committees and as a chair of five additional doctoral dissertation committees. He has developed the course, INFO 6880, Quantitative Research Methods in Information Science. In the area of research, he is also recognized for his scholarly and creative activities and for collaboratively publishing one peer-reviewed journal article and two peer-reviewed conference proceedings papers with his students. One of his papers was accepted in a top journal in the field. His recent book, *Fostering Wisdom at Work*, is the culmination of four-plus years of research to create a professional niche of scholarship in the field of information science. In the area of service, Dr. Allen is recognized for his current service as co-chair of one international conference and serves on the editorial boards of four journals. Dr. Allen received a unanimous vote from the review committee to be reappointed.

Dr. Mary Karen Clardy, Regents Professor of Instrumental Studies.

Dr. Clardy was initially appointed as a Regents Professor in 2008 and later was reappointed in 2015. She has a reputation as a prestigious flutist, scholar, and researcher, both nationally and internationally. She performed her masterpiece presentations virtually for festivals in Australia, Hong Kong, Peru, and in two National Flute Association Convention performances, despite the challenges of the COVID-19 pandemic. In the area of teaching productivity, her students succeed in orchestras and military bands, faculty placements, commercial music recording industry, nonprofit arts organizations, and entrepreneurial endeavors. Dr. Clardy successfully served as major professor for eight Doctors of Musical Arts degrees; minor professor for three Doctors of Musical Arts certificates; sixteen Bachelor of Music Performance degrees, ten Bachelor of Music Education degrees, and three Bachelor of Composition degrees. In the area of research productivity, Dr. Clardy's newest recording, *Art of the Piccolo*, was released in the major commercial outlets (Spotify, iTunes and others) in late 2021. In the area of service productivity, Dr. Clardy actively serves the university, college, department, and area in multiple ways. She participated in one of the university's award selection committees, serves as a faculty advisor and in the chapter administration of Sigma Alpha Iota, six faculty search committees, and two promotion committees. She continues supporting her department by presenting guest lectures, flute activities, and as an external evaluator for promotion and tenure consideration at many universities. Dr. Clardy received a unanimous vote from the review committee to be reappointed.

Dr. Ana Cleveland, Regents Professor of Information Science.

Dr. Cleveland was appointed Regents Professor in 2008 and reappointed 2015. During the past seven years, she has been recognized for her overall contributions to the profession, research, and service. Some of the awards she has received include the Marcia C. Noyes Award and the Distinguished Member of the Academy of Health Information Professionals, both from the Medical Library Association. Dr. Cleveland continues to excel in her research productivity. She is acknowledged for co-authoring a peer-reviewed article with Dr. Jodi Philbrick in *Medical Reference Services Quarterly* and for her research on evidence-based practice in clinical care and health information literacy. In recognition of her research, she received the Elizabeth K. Eaton Research Award from the South-Central Chapter of the Medical Library Association for the Best Contributed Paper. Her work in the development of several new courses in the field has received numerous commendations for her dedication and devotion to the Health Informatics/Librarianship Program, which currently ranks sixth in the nation by *US News and World Report*. Dr. Cleveland's area of service productivity is well recognized for her continued contributions to professional associations, and she received the Distinguished Service Award from the Texas Library Association. She continues to provide service to the department through her management of the Houston Program and co-directing the New Mexico cohort with one of her colleagues. Dr. Cleveland is a distinguished member of the Academy of Health Information Professionals of the Medical Library Association. She is a productive senior member of the faculty

and is a nationally recognized leader in the profession. Dr. Cleveland received a unanimous vote from the review committee to be reappointed.

Dr. Thomas Cundari, Regents Professor of Chemistry.

Dr. Cundari was appointed a Regents Professor in 2008 and reappointed in 2015. Since his appointment, Dr. Cundari continues providing teaching, service, and research excellence as evidenced by well-rounded performance in his career field. For the past eight years, Dr. Cundari has been ranked very high in the Chemistry Department in terms of teaching productivity based on his excellent student evaluations and written comments. In the area of research productivity, he was ranked in the top group of the Chemistry Department based on his outstanding record of peer reviewed publications, presentations, and his notable external funding within the evaluation window. In the area of service productivity, he participates on multiple committees at the departmental and university level, as well as his involvement in the local chapter of the American Chemical Society. Dr. Cundari continues to excel, and his accomplishments and activities place him in an overall ranking of exemplary dedication to supporting the mission of his department in the important areas of teaching, research, and service. His very high output of high-quality peer-reviewed papers, continued success in obtaining external research funding, and his outstanding mentorship of graduate and undergraduate students in research are a model of dedication and significant achievements. Dr. Cundari received a unanimous vote from the review committee to be reappointed.

Financial Analysis/History:

According to UNT Policy 06.017, *Regents Professorship*, “The award consists of the designation Regents Professor, and a one-time supplement of \$7,500 added to the base salary.” The recommendations for reappointments require no additional funds for the faculty to continue to carry the designation of Regents Professor.

Clayton Gibson Digitally signed by Clayton Gibson
Date: 2022.01.31 10:53:47 -06'00'
Institution Chief Financial Officer

Dan Tenney Digitally signed by Dan Tenney
Date: 2022.02.02 10:41:58 -06'00'
Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2022.02.03 10:49:24 -06'00'
Vice Chancellor/General Counsel

Schedule:

The Regents Professor designation will be assigned and continued effective September 1, 2022.

Recommendation:

The president recommends that the Board of Regents approve the awarding of the designation of Regents' Professor for Dr. Suliman Hawamdeh, Dr. Marco Nardelli, and Dr. Dee Ray effective September 1, 2022, and the continuation of the designation of Regents Professor for Dr. Jeff Allen, Dr. Mary Karen Clardy, Dr. Ana Cleveland, and Dr. Thomas Cundari, effective September 1, 2022.

Recommended By:

Jennifer Cowley

Provost and Vice President for
Academic Affairs

Neal Smatresk Digitally signed by Neal Smatresk
Date: 2022.01.31 15:37:02
-06'00'

President

Jamaica Chapple Digitally signed by Jamaica Chapple
Date: 2022.02.03 15:52:58
-06'00'

Interim Vice Chancellor

Dr. Michael R. Williams Digitally signed by Dr. Michael R. Williams
Date: 2022.02.04 12:46:36
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Chancellor



Board Order

Title: Approval of UNT Recommendations for New and Continued Regents Professor Designation

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, in accordance with Regents Rule, 06.304, *Regents Professors*,

Whereas, the faculty member was reviewed by the Regents Professor Selection and Review Committee in light of the Regents Rule adopted by the UNT System Board of Regents on February 7, 2008, and

Whereas, faculty recommended for continuation of the designation of Regents Professor have achieved a high level of national and international recognition as stated in the Regents Rules,

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

1. The designation of Regents' Professor effective September 1, 2022 for Dr. Suliman Hawamdeh, Dr. Marco Nardelli and Dr. Dee Ray.
 2. The continuation of the designation of Regents Professor for Dr. Jeff Allen, Dr. Mary Karen Clardy, Dr. Ana Cleveland, and Dr. Thomas Cundari effective September 1, 2022.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Consent

Date Filed: December 13, 2021

Title: Delegation of Authority to the UNT President to Renew the Chick-Fil-A Franchise Agreement

Background:

The current Chick-fil-A (CFA) franchise agreement is up for renewal. The cumulative value of the future agreement is anticipated to exceed \$1.5M, assuming another 5 year agreement is approved.

As such, the University is seeking approval to renew the Chick-fil-A franchise agreement.

Chick-fil-A remains a popular choice in the retail restaurant line-up on campus as indicated by continued strong participation, as well as positive feedback from students, faculty, and staff alike. In this, CFA is a competitive performer among current national and in-house brands.

Financial Analysis/History:

The value of the current CFA agreement currently stands at approximately \$1.16M, with December 2021 royalties forthcoming. In this, projections for the current agreement have outperformed expectations, especially in consideration of reduced sales from March 2020 thru July 2021.

The anticipated value of a new agreement is projected to exceed \$1.5M, based on a 5 year term. In this, future income projections for the University exceed \$15M over the same 5 year term.

Clayton Gibson

Digitally signed by Clayton
Gibson
Date: 2022.01.31 10:52:25 -06'00'

Institution Chief Financial Officer

Dan Tenney

Digitally signed by Dan
Tenney
Date: 2022.02.02 10:35:35
-06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

Digitally signed by Alan
Stucky
Date: 2022.02.03 10:41:35
-06'00'

Vice Chancellor/General Counsel

Schedule:

Upon approval by the Board, the renewal of the Chick-fil-A franchise would take effect upon execution of the new contract agreement.

Recommendation:

It is recommended that the Board of Regents delegate authority to the UNT President to negotiate, approve, and execute the Chick-fil-A franchise renewal.

Recommended By:

Elizabeth With
Senior Vice President for
Student Affairs

Neal
Smatresk  Digitally signed by Neal
Smatresk
Date: 2022.01.31
15:31:36 -06'00'

President

Dr. Michael R.
Williams  Digitally signed by Dr. Michael R. Williams
Date: 2022.02.04 12:41:07 -06'00'

Chancellor



Board Order

Title: Delegation of Authority to the UNT President to Renew the Chick-Fil-A Franchise Agreement

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent _____ and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the University of North Texas is seeking to renew and extend its franchise agreement with Chick-Fil-A,

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

1. Delegation of Authority to the UNT President to renew and extend the franchise agreement with Chick-Fil-A.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

**Title:** Approval of Tenure for New UNT Dallas Faculty Appointee

Background:

In accordance with the University of North Texas at Dallas Policy 6.009 Tenure and/or Promotion Review, the faculty administrator listed below for tenure recommendation has been carefully reviewed and endorsed by the Provost, and President.

Dr. Christine M. Remley joined the University of North Texas at Dallas as Professor and Dean of the School of Education on January 3, 2022.

Dr. Remley earned a B.S. in Elementary Education from East Stroudsburg University (PA), a M.A. in Elementary Education from Villanova University (PA) and a Ph.D. in Instructional Systems Design from Pennsylvania State University.

Prior to arriving at UNT Dallas, Dr. Remley served as Interim Dean of the College of Liberal Arts & Education and Professor (tenured) of Education at Lock Haven University of Pennsylvania. She served at Lock Haven from 2004-2021. Other roles included Department Chair from 2011-2012 and 2014-2020, Coordinator of the Teaching and Learning Center, 2019-2020 and a member of the NCATE/CAEP Team. In addition, she has served as an Early Childhood Center Director, an In-Service Teacher Mentor, a Teacher Evaluator, Professional Development Consultant, and an elementary school teacher.

Dr. Remley is a prolific scholar and has written thirty-eight peer reviewed, juried, refereed presentations, publications, and research articles.

Dr. Remley is very active in service in K-12 education. She has collaborated on a number of partnerships with local school districts. She is President-Elect (2021-2023 term), Executive Board Member, and Conference Committee Chair of the International Society for Exploring Teaching and Learning (ISETL), a non-profit corporation considered the oldest teaching and learning organization within Higher Education in the United States. Also, she is a member of Phi Kappa Phi Honor Society, National Association for the Education of Young Children (NAEYC), Pennsylvania College Teachers Educators (PA-CTE), Council of Colleges of Arts & Sciences (CCAS), International Council of Fine Arts Deans (ICFAD) and the Association of Professional Genealogists (APG).

Financial Analysis/History:

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

Arthur D. Bradford Digitally signed by
Arthur D. Bradford
Date: 2022.01.31
09:27:55 -06'00'

Institution Chief Financial Officer

Digitally signed by Dan
Tenney
Date: 2022.02.02
10:38:34 -06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Digitally signed by Alan
Stucky
Date: 2022.02.03 10:44:22
-06'00'

Vice Chancellor/General Counsel

Schedule:

Tenure will be effective upon Board approval.

Recommendation:

It is recommended that Dr. Christine M. Remley be granted tenure.

Recommended By:

Betty H. Stewart.

Provost

Digitally signed by Bob
Mong
Date: 2022.01.31
16:16:33 -06'00'

President

Digitally signed by Jamaica
Chapple
Date: 2022.02.03 15:47:17 -06'00'

Interim Vice Chancellor

Digitally signed by Dr.
Michael R. Williams
Date: 2022.02.04 12:43:00
-06'00'

Chancellor



Board Order

Title: Approval of Tenure for New UNT Dallas Faculty Appointee

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, 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, this recommendation has been carefully reviewed and endorsed by the Provost and President, and

Now, Therefore, The Board of Regents authorizes and approves the following faculty for tenure upon Board approval effective upon Board approval:

1. Christine M. Remley
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

Board Briefing



Committee: Consent

Date Filed: January 3, 2022

Title: Delegation of Authority to Amend and Extend the Professional Services Contract with RAMIC Ft. Worth

Background:

UNTHSC has built a research imaging center in order to support federally funded grants which already total over \$60 million, and are expected to increase significantly in coming years. A contract with RAMIC Ft. Worth to provide professional services for the development of that imaging center, and to provide operational day-to-day management of the facility was approved by the Board of Regents on May 14, 2020.

As research activity has significantly expanded in that center, and additional federal awards are ongoing, UNTHSC seeks to expand its existing contract with RAMIC Ft. Worth to provide professional services for ongoing and expanded day-to-day management of the facility and its specialized operations.

Financial Analysis/History:

The cost incurred by UNTHSC for this contract is paid for with external research funding and is approximately \$1,000,000 annually. The initial May 2020 Board approval was for a total of \$3,500,000 for a 5-year term. Due to increased research activity and awards, the proposed amended contract will extend the term two additional years and increase that total to a maximum of \$10,000,000 over the full 7-year term.

Gregory R.
Anderson

Digitally signed by Gregory R.
Anderson
Date: 2022.01.31 11:39:14
-06'00'

Institution Chief Financial Officer

Dan Tenney

Digitally signed by Dan
Tenney
Date: 2022.02.02 12:26:39
-06'00'

Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky

Digitally signed by Alan
Stucky
Date: 2022.02.03 10:42:43
-06'00'

Vice Chancellor/General Counsel

Schedule:

The amended 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 amend and extend the Professional Services Agreement with RAMIC Ft. Worth.

Recommended By:

Gregory R. Anderson
Institutional Chief Financial Officer

Dr. Michael R. Williams
Digitally signed by Dr. Michael R. Williams
Date: 2022.02.04 12:41:45 -06'00'

HSC President & Chancellor



Board Order

Title: Delegation of Authority to Amend and Extend the 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 February 17, 2022, 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 UNTHSC research imaging studies and 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 the UNTHSC research population, their continuing engagement and input is required related to the subject/patient experience, and

Whereas, RAMIC will continue to employ and furnish to the imaging center all technical personnel necessary to deliver the full expanding scope of research and diagnostic imaging,

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

1. The President or his designee to amend and extend the professional services contract with RAMIC Ft. Worth.
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents



Title: Acceptance of the Externally Audited UNT System FY21 Annual Comprehensive Financial Report

Background:

BKD will present results of the External Audit of the UNT System FY21 Annual Comprehensive Financial Report (ACFR). The UNT System Audit and Finance Committee Charter, adopted May 14, 2020 established a responsibility for the Audit and Finance Committee to provide governance and oversight and annually review the external auditor’s audit scope and approach, and to review, approve, and recommend to the Board of Regents the Annual Comprehensive Financial Report and Independent Auditor’s Report.

Financial Analysis/History:

The Board of Regents directed management to obtain an external audit of the FY21 Annual Comprehensive Financial Report.

Dan Tenney Digitally signed by Dan Tenney
Date: 2021.12.10 10:47:39 -06'00'
Vice Chancellor for Finance

Legal Review:

This item has been reviewed by General Counsel.

Alan Stucky Digitally signed by Alan Stucky
Date: 2021.12.10 10:43:35 -06'00'
Vice Chancellor/General Counsel

Schedule:

The External Audit Opinion of UNT System’s FY21 Annual Comprehensive Financial Report will be included in the System’s Annual Report upon approval.

Recommendation:

It is recommended that the Board of Regents accept the Externally Audited UNT System FY21 Annual Comprehensive Financial Report, and direct that the External Audit Opinion Letter be included in the System’s Annual Report.

Recommended By:

Dan Tenney

Vice Chancellor for Finance

Lesa B. Roe Digitally signed by Lesa B.
Roe
Date: 2021.12.10 12:50:22
-06'00'

Chancellor

Attachments Filed Electronically:

- BKD report on the 2021 financial statement audit, internal control matters, and other required communications.



Board Order

Title: Acceptance of the Externally Audited UNT System FY21 Annual Comprehensive Financial Report

At an official meeting of the Board of Regents of the University of North Texas System properly posted and held on February 17, 2022, pursuant to a motion made by Regent and seconded by Regent _____, the Board approved the motion presented below:

Whereas, the UNT System Audit and Finance Committee Charter, adopted May 14, 2020, established a responsibility for the Audit and Finance Committee to provide governance and oversight and annually review the external auditor's audit scope and approach, and to review, approve, and recommend to the Board of Regents the Annual Comprehensive Financial Report (ACFR) and Independent Auditor's Report, and

Whereas, the external audit firm, BKD, LLP, conducted an audit of the UNT System FY21 Annual Comprehensive Financial Report and provided an unmodified opinion, which is the best possible opinion, and

Whereas, the Board of Regents has reviewed the FY21 Annual Comprehensive Financial Report and the final audit opinion of the UNT System FY21 Annual Comprehensive Financial Report,

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

1. Acceptance of the externally audited UNT System FY21 Annual Comprehensive Financial Report
 2. Inclusion of the Audit Opinion letter in the final UNT System FY21 Annual Report
-

VOTE: _____ ayes _____ nays _____ abstentions

BOARD ACTION:

Attested By:

Approved By:

Rachel Barone, Secretary
Board of Regents

Laura Wright, Chair
Board of Regents

University of North Texas System

Report to the Board of Regents

December 17, 2021

Results of the 2021 financial statement audit, internal control matters
and other required communications.

Contents**2021 Audit Results**

Summary of Our Audit Approach & Results.....	2
Significant Estimates	3
Preliminary Opinion.....	3
Reconciliation of Change in Net Assets	4
Required Communications.....	4
Future Accounting Pronouncements.....	8

Appendices

Management Representation Letter & Schedule of Uncorrected Misstatements	Attachment
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December 17, 2021

Board of Regents
University of North Texas System
1112 Dallas Drive, Suite 4000
Denton, TX 76205

Dear Board of Regents:

We have completed our audit of the basic financial statements of the business-type activities and aggregate discretely presented component units of the University of North Texas System (collectively referred to as the “System”), as of and for the year ended August 31, 2021. This report includes communication required under auditing standards generally accepted in the United States of America as well as other matters.

Our audit plan represented an approach responsive to the assessment of risk of material misstatement in financial reporting for the System. Specifically, auditing standards require us to:

- Express an opinion on the August 31, 2021, financial statements and supplementary information of the System.
- Report on internal control over financial reporting and on compliance and other matters based on an audit of the financial statements performed in accordance with *Government Auditing Standards*.
- Issue communications required under auditing standards generally accepted in the United States of America to assist the Board in overseeing management’s financial reporting and disclosure process.

This report also presents an overview of areas of audit emphasis, as well as future accounting standards and industry developments for the higher education and health care environment.

This communication is intended solely for the information and use of management, the Board of Regents and others within the System and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,

Sara E. Grenier
Partner

Summary of Our Audit Approach & Results

Our Approach

BKD’s audit approach focuses on areas of higher risk—the unique characteristics of the System’s operating environment, the design effectiveness of your internal controls and your financial statement amounts and disclosures. The objective is to express an opinion on the conformity of your financial statements, in all material respects, with accounting principles generally accepted in the United States of America.

Areas of Audit Emphasis

The principal areas of audit emphasis and results were as follows:

Risk Area	Results
<ul style="list-style-type: none"> <i>Management override of controls</i> – The risk that management may override existing and functioning accounting controls is an inherent risk to the System. 	<ul style="list-style-type: none"> ➔ No matters are reportable.
<ul style="list-style-type: none"> <i>Revenue recognition</i> – The risk that revenue is improperly categorized or recorded in the improper period. This risk includes timing of recognition of tuition and fee revenue and the consideration of the allowance for doubtful accounts. 	<ul style="list-style-type: none"> ➔ We proposed an adjustment to revenue of \$3.5 million related to HEERF grants that was passed on by management. No other matters are reportable.
<ul style="list-style-type: none"> <i>Revenue recognition (Health Science Center)</i> – The risk that revenue is improperly categorized or recorded in the improper period. This risk includes consideration of the allowance for doubtful accounts, contractual allowances and consideration of amounts due to/from third-party payers. 	<ul style="list-style-type: none"> ➔ No matters are reportable.
<ul style="list-style-type: none"> <i>Valuation of investments</i> – The assumptions and methods used by treasury to value difficult-to-value investments, such as alternative investments. 	<ul style="list-style-type: none"> ➔ No matters are reportable.
<ul style="list-style-type: none"> <i>Net position classification</i> – The risk that management has improperly classified ending net position. 	<ul style="list-style-type: none"> ➔ No matters are reportable.
<ul style="list-style-type: none"> <i>Net pension and OPEB liabilities</i> – the risk that the census data provided to the actuary was not correct or the disclosures were not complete. 	<ul style="list-style-type: none"> ➔ No matters are reportable.

Significant Estimates

The preparation of the financial statements requires considerable judgment because some assets, deferred outflows of resources, liabilities, deferred inflows of resources, revenues and expenses are “estimated” based on management’s assumptions about future outcomes. Estimates may be dependent on assumptions related to economic or environmental conditions, regulatory reform or changes in industry trends.

Some estimates are inherently more difficult to evaluate and highly susceptible to variation because the assumptions relating to future outcomes have a higher degree of uncertainty. To the extent future outcomes are different than expected, management’s estimates are adjusted in future periods, sometimes having a significant effect on subsequent period financial statements. The following are considered to be significant estimates for the System:

- **Allowance for Doubtful Accounts**– Management’s estimate for the allowance is based on historical collection, payer mix, and anticipated trends.
- **Valuation of Investment Securities** – Management values investments at fair value as of the statement of net position date. Accounting standards define fair value as the price that would be received to sell a financial asset in an orderly transaction between market participants at the measurement date. Investments are valued using quoted market prices or third-party sources, including appraisers and valuation specialists, when available.
- **Defined Benefit Pension and Other Postemployment Benefit Plan Assumptions** – Assumptions are based on actuarial valuations based on age of participants, past history of the System and expected future return on investments.

Preliminary Opinion

Unmodified, or “Clean,” Opinion Ready to be Issued on Financial Statements

We are ready to issue an unmodified opinion as to whether basic financial statements of the business-type activities and aggregate discretely presented component units of the University of North Texas System, as of and for the year August 31, 2021, are fairly presented, in all material respects.

Reconciliation of Change in Net Assets

We proposed the following adjustments that were determined by management to be immaterial, both individually and in the aggregate, to the financial statements as a whole.

QUANTITATIVE ANALYSIS

	Before Misstatements	Misstatements	Subsequent to Misstatements	% Change
Current Assets	657,648,406		657,648,406	
Non-Current Assets & Deferred Outflows	2,280,790,495		2,280,790,495	
Current Liabilities	(566,185,500)	(3,479,000)	(569,664,500)	0.61%
Non-Current Liabilities & Deferred Inflows	(1,606,574,252)		(1,606,574,252)	
Current Ratio	1.162		1.154	-0.69%
Total Assets & Deferred Outflows	2,938,438,900		2,938,438,900	
Total Liabilities & Deferred Inflows	(2,172,759,752)	(3,479,000)	(2,176,238,752)	0.16%
Total Net Position	(765,679,148)	3,479,000	(762,200,148)	-0.45%
Operating Revenues	(709,009,484)		(709,009,484)	
Operating Expenses	1,203,665,610		1,203,665,610	
Nonoperating (Revenues) Exp	(560,829,567)	3,479,000	(557,350,567)	-0.62%
Change in Net Position	(66,173,441)	3,479,000	(62,694,441)	-5.26%

Required Communications

Generally accepted auditing standards require the auditor to provide to those charged with governance additional information regarding the scope and results of the audit that may assist you in overseeing management's financial reporting and disclosure process. Below, we summarize these required communications.

Auditor's Responsibility Under Auditing Standards Generally Accepted in the United States of America and the Standards Applicable to Financial Audits Contained in *Government Auditing Standards* Issued by the Comptroller General of the United States

An audit performed in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States is designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing auditing procedures, we establish scopes of audit tests in relation to the financial statements taken as a whole. Our engagement does not include a detailed audit of every transaction. Our engagement letter more specifically describes our responsibilities.

These standards require communication of significant matters related to the financial statement audit that are relevant to the responsibilities of those charged with governance in overseeing the financial reporting process. Such matters are communicated in the remainder of this communication or have previously been communicated during other phases of the audit. The standards do not require the auditor to design procedures for the purpose of identifying other matters to be communicated with those charged with governance.

An audit of the financial statements does not relieve management or those charged with governance of their responsibilities. Our engagement letter more specifically describes your responsibilities.

Area	Comments
<p>Significant Accounting Policies</p> <p>Significant accounting policies are described in <i>Note 1</i> of the financial statements.</p>	<ul style="list-style-type: none"> No matters are reportable.
<p>Alternative Accounting Treatments</p> <p>We had discussions with management regarding alternative accounting treatments within accounting principles generally accepted in the United States of America for policies and practices for material items, including recognition, measurement, and disclosure considerations related to the accounting for specific transactions as well as general accounting policies listed in the adjacent comments section.</p>	<ul style="list-style-type: none"> No matters are reportable.
<p>Management Judgments & Accounting Estimates</p> <p>Accounting estimates are an integral part of financial statement preparation by management, based on its judgments. Areas involving significant areas of such estimates for which we are prepared to discuss management’s estimation process and our procedures for testing the reasonableness of those estimates are listed in the adjacent comments section.</p>	<ul style="list-style-type: none"> Refer to Significant Estimates section of this report

Area	Comments
<p>Financial Statement Disclosures</p> <p>The areas listed in the adjacent comments section involve particularly sensitive financial statement disclosures for which we are prepared to discuss the issues involved and related judgments made in formulating those disclosures.</p>	<ul style="list-style-type: none"> • Investments and determination of fair values • Defined benefit pension plan • Post-employment benefits other than pensions
<p>Audit Adjustments</p> <p>During the course of any audit, an auditor may propose adjustments to financial statement amounts. Management evaluates our proposals and records those adjustments that, in its judgment, are required to prevent the financial statements from being materially misstated. Some adjustments proposed were not recorded because their aggregate effect is not currently material; however, they involve areas in which adjustments in the future could be material, individually or in the aggregate.</p>	<p>Areas in which adjustments were proposed include:</p> <p><u>Proposed Audit Adjustments Recorded</u></p> <ul style="list-style-type: none"> • No matters are reportable. <p><u>Proposed Audit Adjustments Not Recorded</u></p> <ul style="list-style-type: none"> • See pages 2 and 4 <p><u>Proposed Adjustment within Notes to Financial Statement Not Recorded</u></p> <ul style="list-style-type: none"> • Management elected to not restate beginning capital asset balances due to recording prior year purchase of depreciable property as land.
<p>Auditor’s Judgments About the Quality of the System’s Accounting Policies</p> <p>During the course of the audit, we made observations regarding the System’s application of accounting principles listed in the adjacent comments section.</p>	<ul style="list-style-type: none"> • No matters are reportable.

Other Material Communications

Other material communications between management and us related to the audit include:

- Management representation letter (*attached*)
- We orally communicated to management other deficiencies in internal control identified during our audit that are not considered material weaknesses or significant deficiencies.



2021 Audit Results

This communication is intended solely for the information and use of management, the Board of Regents, the Finance and Audit Committee, and others within the System and is not intended to be and should not be used by anyone other than these specified parties.

Fort Worth, Texas
December 17, 2021

Future Accounting Pronouncements

GASB Statement No. 87, *Leases*

In June 2017, GASB published Statement No. 87, *Leases*. This Statement was the result of a multi-year project to re-examine the accounting and financial reporting for leases. The new Statement establishes a single model for lease accounting based on the principle that leases represent the financing of the right to use an underlying asset. Specifically, GASB 87 includes the following accounting guidance for lessees and lessors:

Lessee Accounting: A lessee will recognize a liability measured at the present value of payments expected to be made for the lease term, and an intangible asset measured at the amount of the initial lease liability, plus any payments made to the lessor at or before the beginning of the lease and certain indirect costs. A lessee will reduce the liability as payments are made and recognize an outflow of resources for interest on the liability. The asset will be amortized by the lessee over the shorter of the lease term or the useful life of the asset.

Lessor Accounting: A lessor will recognize a receivable measured at the present value of the lease payments expected for the lease term and a deferred inflow of resources measured at the value of the lease receivable plus any payments received at or prior to the beginning of the lease that relate to future periods. The lessor will reduce the receivable as payments are received and recognize an inflow of resources from the deferred inflow of resources in a systematic and rational manner over the term of the lease. A lessor will not derecognize the asset underlying the lease. There is an exception for regulated leases for which certain criteria are met, such as airport-aeronautical agreements.

The lease term used to measure the asset or liability is based on the period in which the lessee has the noncancelable right to use the underlying asset. The lease term also contemplates any lease extension or termination option that is reasonably certain of being exercised.

GASB 87 does not apply to leases for intangible assets, biological assets (i.e. timber and living plants and animals), service concession agreements or leases in which the underlying asset is financed with conduit debt that is reported by the lessor. Additionally, leases with a maximum possible term of 12 months or less are excluded.

GASB 87 is effective for fiscal years beginning after June 15, 2021. Early application is encouraged. It is anticipated that leases would be recognized using the facts and circumstances in effect at the beginning of the period of implementation.

University of North Texas System

Results of the August 31, 2021 financial statement audit, internal control matters and other required communications



Sara E. Grenier, CPA
Partner
Fort Worth | 817.332.2301
sgrenier@bkd.com



Derek Pfeifer
Senior Manager
Fort Worth | 817.332.2301
dpfeifer@bkd.com

December 17, 2021

2021 Audit Results

	SYSTEM
Accomplished audit plan & timeline	✓
Good client assistance & responsiveness	✓
Unmodified “clean” opinion on financial statements	✓
Audit Journal Entries – None	✓
Passed Adjustments – One passed adjustment and one disclosure identified by BKD	✓
Significant deficiencies or material weaknesses in internal controls – None! Prior year significant deficiency was resolved	✓

AGENDA

- Summary of Our Audit Approach & Results
- Significant Estimates
- Reconciliation of Change in Net Position
- Required Communications
- Internal Control Over Financial Reporting
- Future Accounting Pronouncements

Summary of Audit Approach and Results

- Focus on areas of higher risk
- Objective – express an opinion on conformity of financial statements in accordance with GAAP
- Areas of emphasis:
 - Management override of controls
 - Revenue recognition
 - Valuation of investments
 - Classification of net position
 - Net pension and OPEB liabilities

Significant Estimates

- Allowance for doubtful accounts
- Valuation of investment securities
- Defined benefit pension assumptions
- Other postemployment benefit plan assumptions

Reconciliation of Change in Net Position

QUANTITATIVE ANALYSIS

	Before Misstatements	Misstatements	Subsequent to Misstatements	% Change
Current Assets	657,648,406		657,648,406	
Non-Current Assets & Deferred Outflows	2,280,790,495		2,280,790,495	
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Operating Expenses	1,203,665,610		1,203,665,610	
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Change in Net Position	(66,173,441)	3,479,000	(62,694,441)	-5.26%

We also had an uncorrected disclosure related to the capital asset rollforward, where an asset added in 2020 (included in the beginning balance) was in the wrong classification and included in 2021 adjustments

Required Communications

Auditor's Responsibility Under Auditing Standards Generally Accepted in the United States of America and the Standards Applicable to Financial Audits Contained in *Government Auditing Standards* Issued by the Comptroller General of the United States

Required Communications (continued)

- Significant Accounting Policies – Note 1
- Alternative Accounting Treatments – No matters are reportable
- Auditor’s Judgments About the Quality of Accounting Policies – No matters are reportable
- Management Judgments & Accounting Estimates
- Financial Statement Disclosures
 - Investments and fair value
 - Defined benefit pension plan
 - Other postemployment benefit plans

Internal Control Over Financial Reporting

We considered the System's internal control over financial reporting as a basis for designing our audit procedures.

- Deficiency
- Significant deficiency
- Material weakness

Future Accounting Pronouncements

- GASB Statement No. 87, *Leases*
 - Single model for lease accounting based on the principle that leases represent the financing of the right to use an underlying asset
 - Effective for the System's fiscal year 2022