TO: Academic Senate Members

FROM: Office of Academic Governance
Chris McGowan, Academic Governance Secretary

RE: Academic Senate Meeting

The Academic Senate will meet on Wednesday, August 16, 2017 at 1:00 p.m. in the TI Auditorium, ECS South 2.102.

Please bring the agenda packet with you to this meeting. If you cannot attend, please notify me at x4791.

x:
Richard Benson
Hobson Wildenthal
Inga Musselman
Andrew Blanchard

 jc: 

  2016-2017 ACADEMIC SENATE

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<th>Ackerman, Robert</th>
<th>Dufour, Frank</th>
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<td>Al-Dhabib, Naqfal</td>
<td>Farrar, Eric</td>
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<td>Balsara, Poras</td>
<td>Gelb, Lev</td>
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<td>Baynham, Karen</td>
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<td>Bell, Elizabeth Lisa</td>
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<td>Bhatia, Dinesh</td>
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<td>Bradley, Judd</td>
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<td>Brandt, Patrick</td>
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<td>Chandrasekaran, R.</td>
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<td>Connell, Nadine</td>
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<td>Leaf, Murray ***</td>
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<td>Davis, Chris</td>
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<td>Dieckmann, Greg</td>
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<td>Dragoiuc, Vladimir</td>
<td>Murthi, B.P.S.</td>
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*Speaker  **Secretary  *** Vice-Speaker
# AGENDA

## ACADEMIC SENATE MEETING

August 16, 2017

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Item 3:
Previous Meeting Minutes
UNAPPROVED AND UNCORRECTED MINUTES

These minutes are disseminated to provide timely information to the Academic Senate. They have not been approved by the body in question, and, therefore, they are not the official minutes.

ACADEMIC SENATE MEETING
May 17, 2017

Present: Richard Benson, Hobson Wildenthal, Robert Ackerman, Karen Baynham, Elizabeth Bell, Dinesh Bhatia, Patrick Brandt, R. Chandrasekaran, Nadine Connell, David Cordell, Ovidiu Daescu, Chris Davis, Eric Farrar, William Hefley, Annelise Heinz, Kimberly Hill, Jennifer Holmes, Joe Izen, Midori Kitagawa, Murray Leaf, Simeon Ntafos, Ravi Prakash, Tim Redman, Shilyh Warren, Tonja Wissinger,


Visitors: Andrew Blanchard, Cristen Casey, Brian Dourty, Colleen Dutton, Naomi Emmet, Frank Feagans, Calvin Jamison, Serenity King, Michele Lockhart, Robert Pearson, Clint Peinhardt, Bill Pervin, Nicole Piquero, Ben Porter, Elizabeth Rugg, JW Van Der Schans, Diana Whitney,

1. Call to Order for April 2017 Academic Senate Meeting
President Benson called the meeting to order at 1:03 PM and made the following comments. Inga Musselman presided over the University graduation ceremonies. The search committee for the Vice President for Communications is proceeding well. Three finalists have been selected. Further searches will occur fall 2017. President Benson opened the floor to questions, but there were none.

2. Approval of the Agenda
Murray Leaf moved to place two agenda items, the Tobacco Free Campus Policy and approval of the University Committee on eForms charge, immediately after the Speaker’s Report, and to approve the amended agenda. Joe Izen seconded the motion. The motion carried.

3. Approval of the April 19, 2017, Minutes
Murray Leaf moved to approve the minutes. Bill Hefley seconded. The motion carried.

4. Speaker’s Report – Tim Redman
All other item are on the agenda.

5. Tobacco Free Campus Policy- UTDBP3089 – Calvin Jamison
The revisions to the university’s tobacco use policy were made to be consistent with the UT Austin policy. One exception was made to allow it for artistic use, for example, in the performance of a dramatic play. In the past nine years there have been only two exceptions. If an exception becomes
an issue, the policy will be amended accordingly. Redman requested that notification be given to audience of performances that there will be smoking. Abby Kratz requested that the edited wording be forwarded to her in time for discussion at the May 23rd, 2017 HOP meeting. Murray Leaf moved to approve the amended policy. Hefley seconded. The motion carried.

6. SACSCOC Reaffirmation Updates – Serenity King

This is the next to last update before the compliance report is submitted to SACSCOC. Over the summer her team will be working on the report. The compliance report narrative will be made public soon. Everything the various faculty reaffirmation committees have written will be reviewed and sent back if there are any concerns that need to be addressed.

The SACSCOC reaffirmation team was not able to address everything that they wanted to. For example, new titles for non-tenure system faculty were approved by the Board of Regents, but discussion on the use of these titles on this campus is still ongoing and will not be completed before the compliance report is submitted. That topic will be addressed at the site visit in March of 2018.

The University will have considerable representation at the annual SACSCOC meeting. Nine proposals were submitted for presentations to the annual meeting, and eight of them were accepted. Ms. King’s team is partnering with the Center for Teaching and Learning, and some of those presentations will be offered at the Academic Senate. It is the team’s hope to improve the communication between schools.

Ms. King indicated that she will share information on the Compliance Certification Report at the August. She then turned the floor over to Jessica Murphy to give an update on the QEP.

The campaign to identify a name for the QEP was very successful, and there were fifty submissions. The name selected is “Orbit: Keeping New Comets on Course.” The logo will include four rings representing four different populations of new students: 1) first time in college/first-year students, 2) transfer students, 3) international students, and 4) new graduate students. A pilot session has been developed for the freshmen for this fall. Once the program is ready it will be presented to the Academic Senate. The floor was opened to questions, but there were none.

7. Texas Council of Faculty Senates and UT System Faculty Advisory Council Reports- David Cordell

The study on dual credit is moving forward. It is continuing at the UT System level but is also being addressed by a committee at the statewide level that heavily involves the Texas Community Colleges Association. From Dr. Cordell’s standpoint that is not a good thing as the community colleges have a strong financial interest in dual credit programs.

The UT System Shared Governance Team that visited in April was very productive, and the University made a positive impression on the team. The team has completed all of its visits to the academic campuses, but has not finished visiting the health science campuses.

The Online Education taskforce has begun to evaluate how the system works with online education. They expect it to go quickly over the summer months.

8. Student Government Report – JW Van Der Schans –President of Student Government
Student Government (SG) has been working to improve transparency. Mr. Van Der Schans intends to make sure that student appointees to university committees participate in committee meetings.

9. **CEP Proposals- Clint Peinhardt**
   A. **CORE Changes**
      In 2014 the university started offering freshman seminar classes. The current process is burdensome to the faculty, and there are issues with assessment. In the past year a new plan has been developed that involves an interdisciplinary group challenge. It will take place during three weeks before and the three weeks after the start of classes for a total of six weeks. Completion of the project is a requirement for graduation. The Collegiate Learning Assessment + would still remain. There would also be a post-test after the core is completed. This process will be tied to the QEP and freshman seminar. There are no other UT Schools that use this type of program, but it is used by other universities across the country. Clint Peinhardt moved on the behalf of CEP to approve the changes to CORE. President Benson expressed his support. The motion carried.

   B. **MS in Leadership and Organizations Development**
      Clint Peinhardt moved on the behalf of CEP to approve the MS in Leadership and Organizations Development. The motion carried.

   C. **Undergraduate Program changes**
      Clint Peinhardt moved on the behalf of CEP to approve the changes to the Undergraduate Courses. The motion carried.

   D. **Graduate Program changes**
      Clint Peinhardt moved on the behalf of CEP to approve the changes to the Graduate Courses. The motion carried.

   E. **Undergraduate Course Inventory**
      Clint Peinhardt moved on the behalf of CEP to approve the Undergraduate Course Inventory. The motion carried.

   F. **Graduate Course Inventory**
      Clint Peinhardt moved on the behalf of CEP to approve the Graduate Course Inventory. The motion carried.

   G. **Admissions Consideration for Applicants with 3-year Degrees**
      The amendments to the catalog were made to reflect changes in recent policy. Clint Peinhardt moved on the behalf of CEP to approve the Admissions Consideration for Applicants with 3-year Degrees. The motion carried.

10. **Annual Consensual Relationship Training- Colleen Dutton**
    Associate VP Human Resources Colleen Dutton gave a presentation to the Academic Senate on Annual Consensual Relationship Training. A copy of her PowerPoint presentation is in Appendix A.

11. **New Charge: University Committee on e-Forms – Frank Feagans and Scott Simpson**
Murray Leaf moved to approve the new charge for e-Forms Committee. Joe Izen seconded. The motion carried.

12. Recommended members for the E-forms ad hoc committee - Frank Feagans & Brian Dourty
The e-Forms Committee was approved to begin operation on September 1, 2017, but activity is expected to begin on June 1, 2017 in order to hasten needed changes in the system. A suggested membership was presented with Frank Feagans as chair. Joe Izen moved to approve the recommended membership. Murray Leaf seconded. The motion carried.

13. Discussion: Shadow Work Survey
Via Skype Matthew Goeckner presented a report on the Shadow Work survey. Speaker Redman He suggested that Dr. Goeckner and the e-Form Committee create a plan and present it at the August 2017 Academic Senate meeting.

14. Approval of Revised BBS School By-laws – Tim Redman
Murray Leaf moved to approve the BBS School By-laws. Bill Hefley seconded. The motion carried.

15. Hearing Tribunal Appointments – Tim Redman
Murray Leaf moved to reappoint all tribunal pool members. Robert Ackerman seconded. The motion carried. A question was raised as to why there were so few women on the tribunal pool membership. It was suggested that associate professors be considered for membership since they would be available for cases involving faculty below the full professor level. This change would make more women available for tribunal membership and would help improve the gender balance. Speaker Redman suggested that members of Academic Senate send suggested amendments to the Academic Council for the June 2017 Academic Council meeting, for potential placement on the August 2017 Academic Senate agenda.

16. Adjournment
There being no further business, President Benson adjourned the meeting at 2:29 PM.

APPROVED: ___________________________ DATE: __________
Tim Redman
Speaker of the Faculty
The University of Texas at Dallas is committed to maintaining learning and work environments as free as possible from conflicts of interest and favoritism. The University recognizes that two consenting adults should be free to conduct a personal relationship if they so wish when the relationship does not interfere with the goals and policies of the University; some romantic, dating and/or sexual relationships, although consensual, do create conflicts of interests.

This policy addresses those consensual relationships.

- [http://policy.utdallas.edu/utdbp3103](http://policy.utdallas.edu/utdbp3103)
Persons Affected

- This policy applies to all University administrators, faculty, staff, and students.
- This policy is applicable regardless of the gender of the University employee with supervisory teaching, evaluation or advisory authority and/or the gender of the employee, student or student employee who is directly or indirectly supervised, taught, evaluated, or advised by the supervisory employee.

Prohibited Consensual Relationships. The following consensual relationships, even if a single event, are prohibited:

(a) A consensual relationship between a supervisor (as defined below and is defined as including faculty members) and supervisee regardless of whether the supervisory relationship is direct or indirect, unless the supervisor discloses the relationship in advance and a management plan is in effect;

(b) A consensual relationship between a coach or athletic staff and any student athlete or student assigned to or associated with the athletics department, such as interns and student employees, including any coach or student associated with an intellectual competition team, unless waived by the President or his or her designee for good cause. This prohibition does not apply to a student assistant coach who serves on a voluntary basis unless the student assistant coach has direct or indirect authority, including the appearance of such authority, over a student or student athlete assigned to or associated with the athletics department.

*If the prohibition is waived, a management plan must be completed.
(a) The supervisor must report a consensual relationship as described in 3.1. to the Dean/Vice President/Executive-level administrator and the Associate Vice President for Human Resources (AVPHR). The supervisor must make the report prior to entering into the relationship or if the relationship exists, with as much advance notice as possible prior to the supervisor accepting supervisory authority.

(b) The individuals receiving the report must immediately collaborate to attempt to manage the conflict of interest. If management of the conflict is not possible, the relationship is prohibited.

**Reporting Requirements**

(1) provide an alternative means for the supervision, teaching, advising, evaluation of the supervisee or otherwise mitigate the conflict;

(2) give priority to the interest of the subordinate individual;

(3) be written;

(4) be acknowledged and signed by the parties to the relationship; and

(5) be maintained by the Office of Human Resources and reviewed by the AVPHR on an annual or as needed basis.

**A management plan will:**

(1) provide an alternative means for the supervision, teaching, advising, evaluation of the supervisee or otherwise mitigate the conflict;

(2) give priority to the interest of the subordinate individual;

(3) be written;

(4) be acknowledged and signed by the parties to the relationship; and

(5) be maintained by the Office of Human Resources and reviewed by the AVPHR on an annual or as needed basis.
Reporting Alleged Violations:

(a) Violations of this policy should be reported to:

Colleen Dutton, Associate Vice President Human Resources:
phone: 972-883-2130
email: colleen.dutton@utdallas.edu

(b) An individual in a supervisory role over a supervisor who is notified of or becomes aware of an alleged violation of this policy must immediately report the information to the AVPHR.

Investigation and Discipline

a) The matter will be investigated and if a policy violation occurred, the University may take disciplinary action, which may include termination. If there is a complaint of sexual harassment about a relationship covered by Sec. 3.1, above, and the relationship has not been disclosed and a management plan implemented, the burden shall be on the supervisor to explain the failure to comply with this policy and such failure will be a factor in determining whether the relationship was consensual and free of sexual harassment. Allegations of sexual harassment or sexual misconduct (and any associated retaliation) may also be subject to investigation in accordance with applicable University policy.

b) Disciplinary action will be handled under the University's policies for discipline and dismissal of faculty or employees depending on the supervisor's status.
• **Retaliation is Prohibited!**

Retaliation of any kind against anyone for reporting a consensual relationship or for participating in any proceeding pursuant to this Policy is prohibited.

Office of Institutional Equity and Compliance
https://www.utdallas.edu/oiec/equity/

• **Counseling Resources for Employees and Students:**

**Employees:** Confidential counseling services are available to employees through the Employee Assistance Program provided by UT Southwestern and may be reached by calling 800-386-9156 or 214-648-5330 or by email at eap@utsouthwestern.edu.

**Students:** Counseling services are available to students through the Student Counseling Center located in the Student Services Building, suite 4.600. The 24 hour phone line is 972-883-2575 and the website is http://www.utdallas.edu/counseling/.

Galerstein Women’s Center located in the Student Services Building, suite 4.300. The phone line is 972-883-6555 and the website is http://www.utdallas.edu/womenscenter/.
Consensual Relationships
UTDBP3103

• Additional Resources and Policies:
  • University of Texas System Systemwide Policy, UTS 184 Consensual Relationships
  • University of Texas System Regents’ Rules and Regulations, Rule 30105
  • UTDBP3103 – Consensual Relationships http://policy.utdallas.edu/utdbp3103
  • UTDBP 3090 - Nondiscrimination Policy http://policy.utdallas.edu/utdbp3090
  • UTDBP3102 - Prohibited Discrimination and Sexual Harassment Sexual Harassment Policy http://policy.utdallas.edu/utdbp3102

Consensual Relationships Policy

• For questions or additional information contact:
  • Colleen Dutton, SPHR, SHRM-SCP
    Associate Vice President Human Resources, AD 2.208
    colleen.dutton@utdallas.edu or 972-883-2130
1. Reaffirmation Updates

A. Compliance Certification Report (CCR) Update
B. Office of Assessment Update & University Assessment Committee Presentation (10 minutes)
2017-2018

Committee Name: Committee on Educational Policy

Charge: Policy UTDPP1023

Senate Concurrent

Ex-Officio (with vote)
Chair, Committee on Core Curriculum

Ex-Officio (without vote)
Dean of Graduate Studies
Dean of Undergraduate Education
Assistant Provost
University Registrar & Director of Academic Records

Special Requirements:
2 faculty from each school
1 from Interdisciplinary Studies
2 students (non-voting)
1 graduate
1 undergraduate
2-year terms, staggered

Responsible University Official
Dean of Graduate Studies
Dean of Undergraduate Education

Members Whose Terms are Continuing

Faculty:
Peter Assmann (BBS) (8/31/2018)
Yongwan Chun (EPPS) (8/31/2018)
Andrea Fumagalli (ECS) (8/31/2018)
Syam Menon (SOM) (8/31/18)
Karen Prager (IS) (8/31/2018)
Michael Kesden (NSM) (8/31/2018)
Natalie Ring (AH) 8/31/2018

Members Whose Terms are Expiring

Faculty:
Clint Peinhardt (EPPS) (8/31/2017)
Charles Hatfield Jr. (AH) (8/31/2017)
Lisa Bell (ATEC) (8/31/2017)
Lev Gelb (ECS) (8/31/2017)
Shayla Holub (BBS) (8/31/2017)
BPS Murthi (SOM) (8/31/2017)
Swati Biswas (NSM) (8/31/2017)
Phillip Hall (ATEC) (8/31/2017)

Students:
Bret Cease (Graduate)
Hannah Hubbard (UG)

Replacements Needed

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<th>Name</th>
<th>Term</th>
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<td>Clint Peinhardt (EPPS)</td>
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<td>Charles Hatfield Jr. (AH)</td>
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<td>Charles Hatfield Jr. (AH)</td>
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Chair: Clint Peinhardt (EPPS) (8/31/2017)

Vice Chair: Charles Hatfield Jr. (AH) (8/31/2017)
2017 - 2018

Committee Name: Committee on Qualifications of Academic Personnel

Charge: Policy Memorandum UTDPP1031

Senate Concurrent

Special Requirements:

Two from each school (with the exception of Interdisciplinary Studies) preferably at the rank of Professor – no one holding an administrative appointment above the rank of Department Head shall be eligible to serve

2-year terms, staggered

Responsible University Official

Executive Vice President & Provost

Members Whose Terms are Continuing

David Channell (AH) (8/31/2018)
John Hart (BBS) (8/31/2018)
Robert Lowry (EPPS) (8/31/2018)
Yiorgos Makris (ECS) (8/31/2018)
Ashiq Ali (SOM) (8/31/2018)
Chuanwei Zhang (NSM) (8/31/2018)

Members Whose Terms Are Expiring

Marilyn Waligore (AH) (8/31/2017)
Herve Abdi (BBS) (8/31/2017)
Frank Dufour (ATEC) (8/31/2017)
Zygmunt Haas (ECS) (8/31/2017)
Dong Li (EPPS) (8/31/2017)
Roger Malina (ATEC) (8/31/2017)
Mike Rebello (SOM) (8/31/2017)

Replacements Needed

Mohammad Ali Hooshyar (NSM) (8/31/2019)
Zsuzsanna Ozsvath (AH) (8/31/2019)
Margaret T. Owen (BBS) (8/31/2019)
Paul Fishwick (ATEC) (8/31/2019)
Andrew Blanchard (ECS) (8/31/2019)
Sheryl Skaggs (EPPS) (8/31/2019)
Roger Malina (ATEC) (8/31/2019)
Elena Katok (JSOM) (8/31/2019)

Chair: Mohammad Ali Hooshyar (NSM) (8/31/2017)

Vice Chair: Marilyn Waligore (AH) (8/31/2017)

Mohammad Ali Hooshyar (NSM) (8/31/2019)

David Channell (AH) (8/31/2018)
2017 - 2018

Committee Name: Library Committee

Charge: Policy Memorandum UTDPP1076

Ex-Officio (without vote)
Dean of Library
Library General Administration (one member)

Special Requirements:
18 voting members
2 Students, including one undergraduate and one graduate student
8 faculty – one from each School
8 Members, one from each school’s Library Acquisition Committee nominated by School Deans

2-year terms, staggered

Responsible University Official
Director of Library

Members Whose Terms are Continuing

Faculty:
Robert Ackerman (BBS) (8/31/2018)
Nina Baranchuk (SOM) (8/31/2018)
Pia Jakobsson (AH) (8/31/2018)
Surya Janakiraman (SOM) (8/31/2018)
Lindsay King (NSM) (8/31/2018)
Josef Nguyen (ATEC) (8/31/2018)
Idean Salehyan (EPPS) (8/31/2018)
Amy Walker (ECS) (8/31/2018)
Ben Wright (AH) (8/32/2018)

Students:
Megha Bhatnagar (Grad- JSM) (8/31/2018)
Tyler Ortega (Sr.- JSM) (8/31/2018)

Members Whose Terms are Expiring

Susan Chizeck (IS) (8/31/2017)
Maximilian Schich (ATEC) (8/31/2017)
Jonas Bunte (EPPS) (8/31/2017)
Lawrence Chung (ECS) (8/31/2017)
Richard Golden (BBS) (8/31/2017)
Jessica Murphy (AH) (8/31/2017)
Dmitry Rachinskiy (NSM) (8/31/2017)

Chair: Susan Chizeck (I) (8/31/2017)
Vice Chair: Jennifer Hudson (AH) (8/31/2016)

Replacements Needed

Susan Chizeck (IS) (8/31/2019)
Shawn McComber (ATEC) (8/31/2019)
Jonas Bunte (EPPS) (8/31/2019)
Lawrence Chung (ECS) (8/31/2019)
Richard Golden (BBS) (8/31/2019)
Kim Hill (AH) (8/31/2019)
Dmitry Rachinskiy (NSM) (8/31/2019)

Aayushi Shah - G-JSOM (8/31/2018)
Jill Fry - UG-BBS (8/31/2018)

Josef Nguyen (ATEC) (8/31/2018)
Pia Jakobsson (AH) (8/31/2018)


2017 - 2018

Committee Name: Committee on Research Involving Human Subjects

Charge: Policy Memorandum UTDPP1035

Ex-Officio (with vote)
Vice President for Research

Responsible University Official
Vice President for Research

Special Requirements
No fewer than nine (9) members
1 off-campus representative
variety of professions
1 member whose primary expertise is in a non-scientific area
(See charge for more requirements)

Members Whose Terms are Continuing

Faculty:
Olivia Banner (ATEC) (8/31/2018)
Elena Katok (SOM) (8/31/2018)
Ryan McMahan (ECS) (8/31/2018)

Staff:
James Cannici (8/31/2018)
Susie Milligan (8/31/2018)
Sanaz Okhovat (8/31/2018)
Kerry Tate (8/31/2018)

Student:
Zach Lair (UG-BBS) (8/31/2018)

Non-UTD Representatives:
Randal Boss (8/31/2018)
Judge Daniel Curran (8/31/2018)

Added at April Academic Senate Meeting

Members Whose Terms are Expiring

Faculty:
Aage Møller (BBS) (8/31/2016)
Daniel Krawczyk (BBS) (8/31/2016)
Bobby Alexander (EPPS) (8/31/2017)
Andrea Waner-Czyz (BBS) (8/31/2017)
Li Zhang (NSM) (8/31/2017)

Added at Committee on Committees mtg.

Non-Science Representative
Shelby Hibbs (AH) (8/31/2017)

Chair: Aage Møller (BBS) (8/31/2016)
Vice Chair: Daniel Krawczyk (BBS) (8/31/2016)

Dr. Stennis Watson, PhD (8/31/2019)

Replacements Needed

Judd Bradbury (JSOM) (8/31/2018)
Bart P. Rypma (BBS) (8/31/2018)
Bobby Alexander (EPPS) (8/31/2019)
Andrea Waner-Czyz (BBS) (8/31/2019)
Li Zhang (NSM) (8/31/2019)
Sven Vanneste (BBS) (8/31/2019)

Bart P. Rypma (BBS) (8/31/2018)
Olivia Banner (ATEC) (8/31/2018)
Committee Name: Committee for the Support of Diversity and Equity

Charge: Policy Memorandum UTDPP1022

Ex Officio

**Responsible University Official**
Vice President for Diversity and Community Engagement

Members Whose Terms are Continuing

**Faculty:**
- Mandy Maquire (BBS) (8/31/2018)
- Jillian Round (SOM) (8/31/2018)
- Erin Smith (IS) (8/31/2018)

Members Whose Terms are Expiring

**Administration (Recommended by Provost):**
- Abby Kratz (8/31/2017)
- Sherry Marek (8/31/2017)
- Eloise Square (8/31/2017)

**Faculty:**
- Rashaunda Henerson (ECS) (8/31/2017)
- Meghna Sabharwal (EPPS) (8/31/2017)
- Kim Knight (ATEC) (8/31/2017)
- Toyah Miller (SOM) (8/31/2017)
- Lloyd Dumas (EPPS) (8/31/2017)
- Kimberly Hill (AH) (8/31/2017)
- Orlando Richard (SOM) (8/31/2017)
- Rym Zalila-Wenkstern (ECS) (8/31/2017)
- Sabrina Starnaman (AH) (8/31/2017)

**Staff:**
- Melissa Palmer (8/31/2017)
- Carrilaine Schneckner (8/31/2017)
- Daniel Hernandez (8/31/2017)
- Letitia Andrews (8/31/2017)
- Jane Shipman (8/31/2017)
- Yue (Selina) Gu (8/31/2017)
- Jazzmyn Wilson (8/31/2017)
- Annette Rogers (8/31/2017)

Chair: Rashaunda Henderson (ECS)
Vice Chair: Meghna Sabharwal (EPPS)