

This template is provided as guidance in assisting committees to satisfy the reporting requirements found in Faculty Senate Bylaws, Article III, Section 2. Please note the following applicable provisions:

*The Chair of each Faculty Senate Committee shall report at least once each semester to the chair of the Executive Committee regarding the business conducted by the Faculty Senate Committee....*

*It shall be the responsibility of committee chairs to monitor their committee membership's status and any vacancies (whether occurring by repeated absence, leave of absence, resignation or retirement), and promptly report any occurring vacancies to the Senate leadership.*

Email completed reports to [faculty senate@unt.edu](mailto:faculty senate@unt.edu).

**Report to the Faculty Senate Executive Committee**

Date: 5/17/2021

“x” or circle:      Mid-year report

X Year-end report

Committee Name: Committee on the Status of LGBTQ+ Faculty

Chair or Co-Chairs: Coby Condrey

Meetings for the term/year: [insert dates of all meetings to-date, whether electronic or in-person]

- 9/8/2020
- 10/7/2020
- 4/28/2021

**Membership and Attendance** (year-to-date attendance record):

[These column and row titles may vary based upon the nature of the committee composition amend as needed.]

Group Represented, committee office, if applicable	Name	Department or administrative unit affiliation	Term End (if applicable)	Meetings Attended	Meetings Absent (# Excused)
Chair	Coby Condrey	See below			
Co-chair	[none]				
Secretary	Mary Curtis	See below			
Group I	Liss LaFleur	SART	2022		
Group II	Coby Condrey	LIBR	2022		
Group III	Douglas Brozovic	MATH	2022		
Group IV	Regina Branton	PSCI	2021		
Group V	Mary Curtis	ACCT	2022		
Group VI	Miriam Boesch	EPSY	2023		
Group VII	Megan Morrissey	COMM	2022		
Group VIII	Raquel Samayoa	MUSI	2022		
At-large	Eddie Meaders	PSCI	2023		
At-large	Kim Moreland	ENGL	2023		
At-large	Jeremy Berg	LIBR	2023		
Ex-officio, non-voting	Liz Berry	Staff Senate			
Ex-officio, non-voting	Tiffany E. Miller	Graduate Student Council			
Ex-officio, non-voting	Kathleen Hobson	Inst'l. Equity & Diversity			

**Accomplishments (including items submitted for review or approval to the Executive Committee or Faculty Senate): [bulleted list or narrative]**

- September 2020 meeting: a brief meeting to become acquainted and to elect a chair.
- October 2020 meeting:
  - Planned for group meeting with Provost
  - Discussed committee charges, recent release of climate survey, developments to monitor in state and national legislatures, upcoming events, and conditions related to the pandemic that impact the committee's ability to participate in campus activities.
  - See mid-year report for more details.
- April 2021 meeting:
  - Charge #1 (current conditions that affect quality of life for LGBTQ+ faculty): Committee members identified no salient issues. We recommend proceeding with our own climate survey in the fall of 2021, based on the productive results that arose from a similar effort at the Frisco campus. We will need the Faculty Senate or the Provost to distribute the survey.
  - Charge #2 (applicable executive, legislative, and judicial developments): Committee members observe some disturbing trends related to bans on transgender individuals in high school sports, bans on discussions of critical race theory in university settings, and the Texas Legislature considering criminalizing as child abuse the administration of hormones or other treatments to delay or modify gender expression among pre-adults. The national government appears to be more receptive to transgender people, including them in government appointments and relaxing on military service issues. There appear to be no national initiatives that would affect LGBTQ+ staff in higher education. More students at UNT appear to be comfortable with expressing their identities, gender preferences, etc.
  - Charge #3 (identify sources of information for LGBTQ+ faculty): The Committee itself remains a resource for faculty who reach out. There is also the LGBT Faculty Network, although the network has not been able to be as active this academic year due to the pandemic. The Graduate Student Council rep raised some issues related to inequities on campus for graduate students; the campus environment appears to favor undergraduates very strongly. The graduate students, especially those in minorities, feel mistreated and abandoned. Dr. Oppong surveyed the graduate students in 1996 and got some feedback that improved conditions. The Committee discussed and supports having another graduate student survey, recommends inclusion of questions that would allow feedback related to the treatment of LGBTQ+ students.
  - Charge #4 (collaborate with affiliate campus groups and support activities that address LGBTQ+ concerns): Due to the cessation of in-person campus events this year, there were no opportunities to stage events or to participate in them. The Committee will resume outreach in the next academic year when conditions allow for social gatherings that are in-person.
  - Additional items: Members are looking forward to returning to normal operations in the fall. The chair will reach out to members in August to re-initiate the Committee's efforts in the coming academic year.
- The Committee has proposed or submitted no items for review and/or approval by the Faculty Senate or the Executive Committee.

**Ongoing/future projects: [bulleted list or narrative]**

- Planning for a climate survey of faculty in the fall.
- Continuing to monitor issues related to the Committee's charges.
- Continuing to promote LGBTQ+ awareness and programming as opportunities arise.

**Do your committee charges remain relevant? If not, what changes to the charges do you propose (the Executive Committee establishes charges for each standing committee and may amend them as needed)?**

We thoroughly reviewed and updated our committee charges in fall 2019; the Faculty Senate approved the revised charges in February 2020. They remain relevant.

**What are the reasons why this committee should continue as a standing committee for the Faculty Senate?**

This committee serves as a platform for the inclusion of voices that are in the minority and thereby aligns with the goal of the university to promote equity, diversity and inclusion.