

Re: Can you help with this?

From: "Richmond, John" <john.richmond@unt.edu>
To: "Strube, Linda" <linda.strube@unt.edu>
Cc: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Thu, 31 Aug 2023 11:33:07 -0500

I'll try to get back to you tomorrow.

Joh

John W. Richmond, Ph.D.
Professor & Dean of the College of Music
University of North Texas
415 Avenue C
Denton TX 76203

W (940) 565-4388
E John.Richmond@unt.edu
Web <http://music.unt.edu/faculty-and-staff/john-richmond>

The UNT College of Music — serving our diverse musical culture with excellence, integrity, and imagination.

Sent from my iPhone

On Aug 31, 2023, at 11:13 AM, Strube, Linda <Linda.Strube@unt.edu> wrote:

Council on Inclusion, Diversity, Equity, and Access (IDEA) (2-yr)

2021-2023: Assoc/Asst Dean:

2021-2023: Division Chair:

2021-2023: Faculty:

2021-2023: Staff:

2021-2023: Student:

At-Large (2) (faculty/staff/student):

Teresa McKinney, UNT VP, IDEA

DEI Responses

From: "Zaberca, Sebastian" <sebastian.zaberca@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 23 Oct 2023 11:06:31 -0500
Attachments: DEI-MartinezAustin.pdf (82.31 kB); DEI-BaylockAlan.pdf (82.35 kB); DEI-Kinard.pdf (81.99 kB); DEI-Macchioni.pdf (82.19 kB)

Hi Maria – here are the 4 responses we received.

Thanks,

Sebastian Zaberca
Assistant to the Sr. Academic Dean, Academic Affairs
Sebastian.Zaberca@unt.edu
940-565-3708

Q1. What is your name?

Austin Martinez

Q2. UNT email address?

austin.martinez@unt.edu

Q3. What is your primary status within the College of Music?

Staff ▼

Q4. Student level within the College in Fall 2020:

continuing master's ▼

Q5. With which Division(s) or Primary Area(s) are you associated? (click any that apply)

- Composition Studies
- Conducting and Ensembles
- Instrumental Studies
- Jazz Studies
- Keyboard Studies
- Music Education
- Music History, Theory and Ethnomusicology
- Vocal Studies

Q6. With which Secondary Areas are you associated?

Q7. # Academic Year commitment

More than Two Years ▼

Q8. In a few sentences, why do you want to be a part of this council?

Having been a Hispanic student graduating with my bachelors at a Hispanic serving institution while being a student worker in multiple departments, then full time staff and an adjunct faculty, I feel I have unique perspective that lends to this committee. I communicate with students and hear many perspectives not only from my student staff and student staff of other departments but also the students I teach. I would appreciate being able to serve and help students, faculty and staff as much as I am able to.

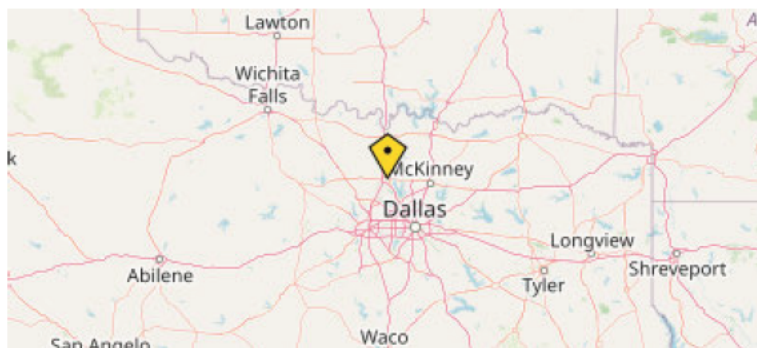
Q9. General Meeting Availability (click any that apply)

- Mornings before noon
- Afternoon
- Early evening

Location Data

Location: [\(33.238, -97.1134\)](#)

Source: GeolIP Estimation



Q1. What is your name?

Alan Baylock

Q2. UNT email address?

Alan.baylock@Unt.edu

Q3. What is your primary status within the College of Music?

Faculty ▼

Q4. Student level within the College in Fall 2020:

▼

Q5. With which Division(s) or Primary Area(s) are you associated? (click any that apply)

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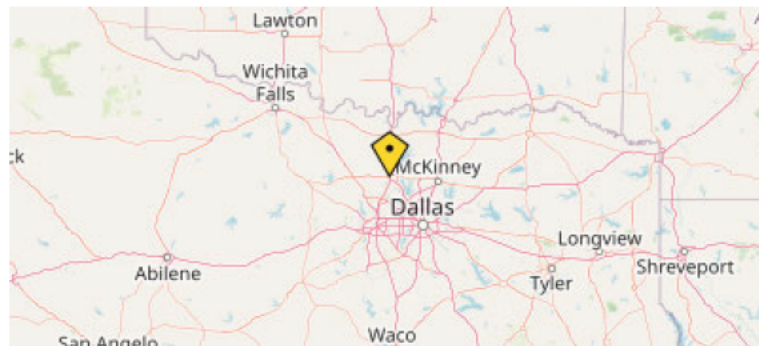
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- Mornings before noon
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- Early evening

Location Data

Location: [\(33.2249, -97.1811\)](#)

Source: GeolIP Estimation



Q1. What is your name?

Katy Kinard

Q2. UNT email address?

Katy.Kinard@unt.edu

Q3. What is your primary status within the College of Music?

Staff ▼

Q4. Student level within the College in Fall 2020:

▼

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I believe wholeheartedly that formalized music training has historically been one of the most exclusionary areas in the arts and that we suffer, still, for the lack of inclusion within our ranks. Music speaks to humans across all divides and our faculty, staff, and student body must reflect its true reach if we are committed honoring that pursuit authentically. I would love to be a part of furthering the mission of inclusion through the expansion of our existing knowledge and perspectives.

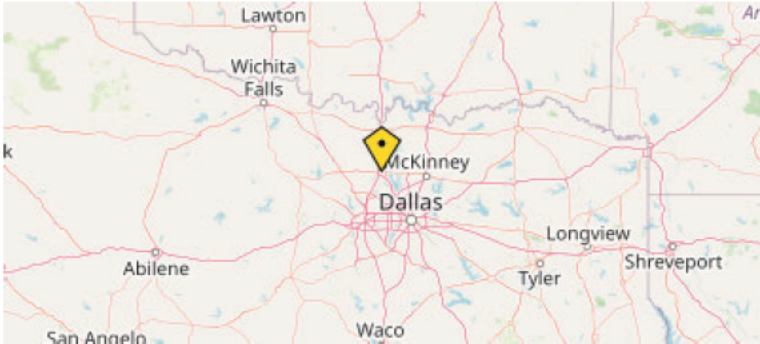
Q9. General Meeting Availability (click any that apply)

- Mornings before noon
- Afternoon
- Early evening

Location Data

Location: [\(33.2205, -97.1294\)](#)

Source: GeolIP Estimation



The map displays a geographical area centered on Dallas, Texas. A yellow diamond-shaped pin is placed on the map, indicating a specific location north of Dallas, near the city of McKinney. Other labeled cities include Lawton, Wichita Falls, Abilene, San Angelo, Waco, Tyler, Longview, and Shreveport. The map shows a network of roads and some green areas representing parks or undeveloped land.

Q1. What is your name?

Oscar Macchioni

Q2. UNT email address?

oscar.macchioni@unt.edu

Q3. What is your primary status within the College of Music?

Faculty ▼

Q4. Student level within the College in Fall 2020:

▼

Q5. With which Division(s) or Primary Area(s) are you associated? (click any that apply)

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Two Years ▼

Q8. In a few sentences, why do you want to be a part of this council?

As a non-American, gay Latino, I can bring a unique perspective to a subject that requires a lot of attention and work.

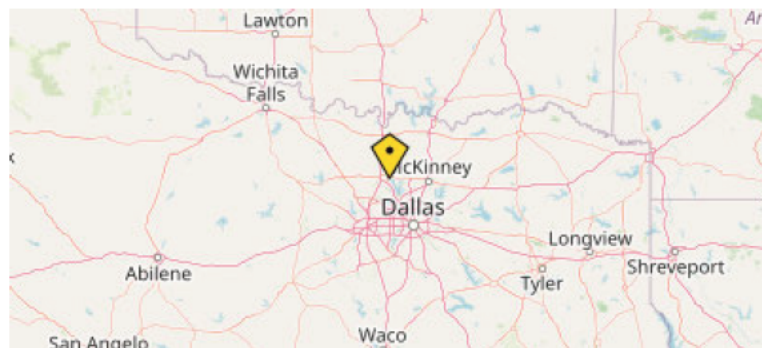
Q9. General Meeting Availability (click any that apply)

- Mornings before noon
- Afternoon
- Early evening

Location Data

Location: [\(33.2124, -97.066\)](#)

Source: GeolIP Estimation



DEI Committee

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 27 Nov 2023 08:00:00 -0600
Attachments: COM DEI Committee[68].eml (166.12 kB); FW- DEI Responses[61].eml (458.5 kB)

DEI Advisory Committee (see attached emails)

1. Do you want me to follow up with the four faculty and staff who self-nominated?

a. Thank you for your patience, your self-nominations have been received, look for additional information in early January.

- Sebastian could make a Qualtrics survey that I could send to all the COM students via email.
- Do you have in mind a UNT leader external to COM, since the IDEA Division has dispersed?
- COM dean – Warren?

[Maria Baylock](#)

Executive Assistant to the Dean of the College of Music

940-565-4092 | <https://music.unt.edu/>



COM DEI Committee

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Richmond, John" <john.richmond@unt.edu>
Date: Mon, 02 Oct 2023 15:52:14 -0500
Attachments: AY22_23 Membership.xlsx (10.8 kB); Chappell.pdf (70.77 kB)

John,

Here's the most recent membership roster I have, and I've attached an example of the Qualtrics survey that was used to accept nominations the past few years. Sebastian must have drawn that up.

Let me know how you'd like to proceed.

NAME	AY	Membership	Division	Add'l Info
Teresa McKinney	22-23	Asst VP	IDEA	
Sean Powell	21-22	Chair	MUED	
Felix Olschofka	22-23	Dean	Instrumental	
Carol Wilson, Chair	21-22	Faculty	Vocal	Comm Chair
Willem Van Schalkwyk	21-22	Faculty	C&E	
Stephanie Rhodes Russell	22-23	Faculty	C&E	
Madison Russell	21-22	Staff	Jazz	
Phillip Marion	22-23	Staff	Development	
	21-22	Student	MUED	PhD
	21-22	Student	Vocal	DMA
	22-23	Student	Instrumental	UG/'25

Section 2.2.5. Advisory Council on Diversity, Equity, and Inclusion— The Advisory Council on Diversity, Equity, and Inclusion acts in an advisory capacity to the dean. The council makes recommendations to foster diversity, equity and inclusion within the College, University, and community.

Section 6. Advisory Council on Diversity, Equity, and Inclusion

A. The Advisory Council on Diversity, Equity and Inclusion will:

1. Sponsor initiatives that will foster a greater understanding of the importance of diversity, equity, and inclusion across the College of Music;

2. Advise the dean on matters regarding diversity (musical, cultural, racial, ethnic, gender identity, sexual orientation, ability/disability, etc.) and inclusion for all policies, programs, and practices in the College of Music.

B. The council members are appointed by the dean and will reflect its mission as articulated in the College Charter. The council, in consultation with the dean, elects a chair from its faculty membership at the beginning of each two-year term.

C. Council members will liaise with the division of Institutional Equity and Diversity to foster their individual and collective competencies related to diversity, equity, and inclusion.

D. Membership of the Advisory Council on Diversity, Equity, and Inclusion will include: one associate dean or assistant dean; one division chair; two faculty members; two staff members; two student members; one representative from the Division of Institutional Equity and Diversity.

Maria Baylock

Executive Assistant to the Dean of the College of Music

940-565-4092 | <https://music.unt.edu/>



Q1. Enter your First and Last Name

Elizabeth Chappell

Q2. Enter Your Email Address

elizabeth.chappell@unt.edu

Q3. For all interested applicants, briefly discuss what groups and/or activities you have participated in that align with the purpose of advancing the Advisory Council on Diversity, Equity, and Inclusion in the College of Music.

My research interests are focused on string music education access. I also mentor students from diverse backgrounds and some with disabilities that have experienced difficulties within our university system. I would like to advocate for them. I serve as the DEI chair of the college TMEA division and have previously served on the TMEA DEI committee.

Q4. For faculty interested in serving on the Advisory Council on Diversity, Equity, and Inclusion, briefly discuss any academic and/or curricular changes you have proposed or integrated in your instructional practices that would support diversity, equity, and inclusion.

I have advocated for a student to receive accommodations in a music class that were outside the more common accommodations that the ODA office approves. I strive to make my assignments flexible and personalized and to cast a wider net of inclusion and a sense of belonging within my division.

Q5. If you are a student, briefly discuss reasons for your interest in serving on the Advisory Council on Diversity, Equity, and Inclusion.

Q6. If you were to serve on the Advisory Council on Diversity, Equity, and Inclusion, do you anticipate being available to attend meetings at least once a month for one hour?

Yes

Q7. Optional: please provide additional comments you have about serving on the Advisory Council on Diversity, Equity, and Inclusion .

Location Data

Location: ([41.5953](#), [-70.5705](#))

Source: GeoIP Estimation



FW: DEI Responses

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Richmond, John" <john.richmond@unt.edu>
Date: Mon, 23 Oct 2023 13:22:49 -0500
Attachments: DEI-MartinezAustin.pdf (82.31 kB); DEI-BaylockAlan.pdf (82.35 kB); DEI-Kinard.pdf (81.99 kB); DEI-Macchioni.pdf (82.19 kB)

John,

Friday was the deadline to submit self-nominations, and here are the nominations for two full-time faculty members and two full-time staff members.

Needed are one associate/assistant dean, one division chair, and two full-time students. What process do you want to have to make these selections?

[Maria Baylock](#)

From: Zaberca, Sebastian <Sebastian.Zaberca@unt.edu>
Date: Monday, October 23, 2023 at 11:06 AM
To: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: DEI Responses

Hi Maria – here are the 4 responses we received.

Thanks,

Sebastian Zaberca
Assistant to the Sr. Academic Dean, Academic Affairs
Sebastian.Zaberca@unt.edu
940-565-3708

Q1. What is your name?

Austin Martinez

Q2. UNT email address?

austin.martinez@unt.edu

Q3. What is your primary status within the College of Music?

Staff ▼

Q4. Student level within the College in Fall 2020:

continuing master's ▼

Q5. With which Division(s) or Primary Area(s) are you associated? (click any that apply)

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Q7. # Academic Year commitment

More than Two Years ▼

Q8. In a few sentences, why do you want to be a part of this council?

Having been a Hispanic student graduating with my bachelors at a Hispanic serving institution while being a student worker in multiple departments, then full time staff and an adjunct faculty, I feel I have unique perspective that lends to this committee. I communicate with students and hear many perspectives not only from my student staff and student staff of other departments but also the students I teach. I would appreciate being able to serve and help students, faculty and staff as much as I am able to.

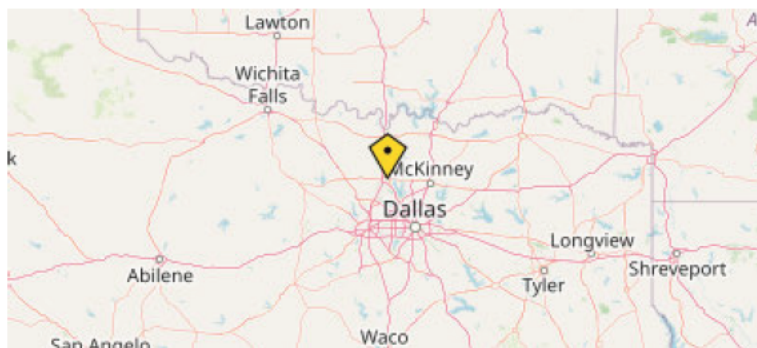
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Source: GeolIP Estimation



Q1. What is your name?

Alan Baylock

Q2. UNT email address?

Alan.baylock@Unt.edu

Q3. What is your primary status within the College of Music?

Faculty ▼

Q4. Student level within the College in Fall 2020:

▼

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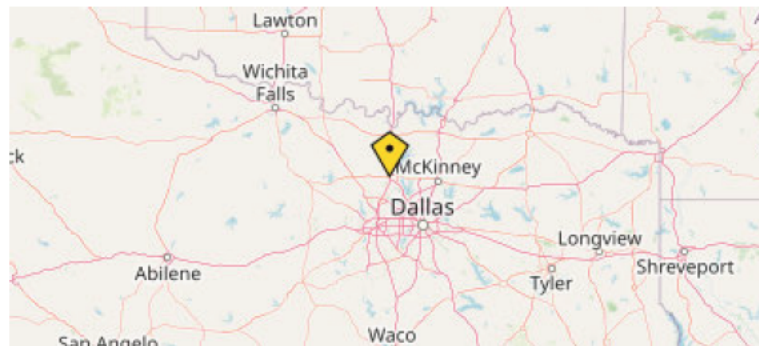
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Location: [\(33.2249, -97.1811\)](#)

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Q1. What is your name?

Katy Kinard

Q2. UNT email address?

Katy.Kinard@unt.edu

Q3. What is your primary status within the College of Music?

Staff ▼

Q4. Student level within the College in Fall 2020:

▼

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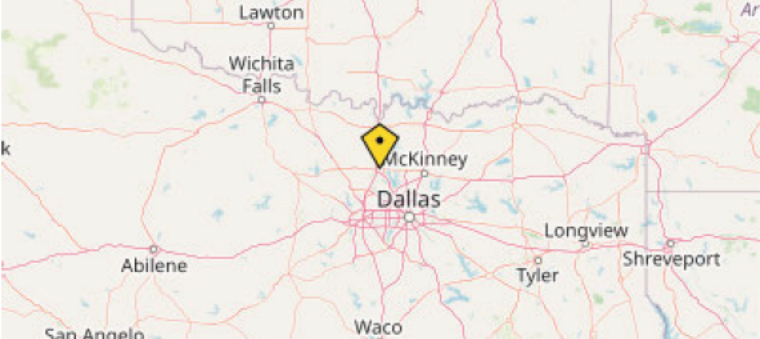
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Source: GeolIP Estimation

A map of the Dallas, Texas area with a yellow pin marker placed near McKinney. The map shows major roads and city names including Lawton, Wichita Falls, McKinney, Dallas, Longview, Tyler, Shreveport, Abilene, Waco, and San Angelo.

Q1. What is your name?

Oscar Macchioni

Q2. UNT email address?

oscar.macchioni@unt.edu

Q3. What is your primary status within the College of Music?

Faculty ▼

Q4. Student level within the College in Fall 2020:

▼

Q5. With which Division(s) or Primary Area(s) are you associated? (click any that apply)

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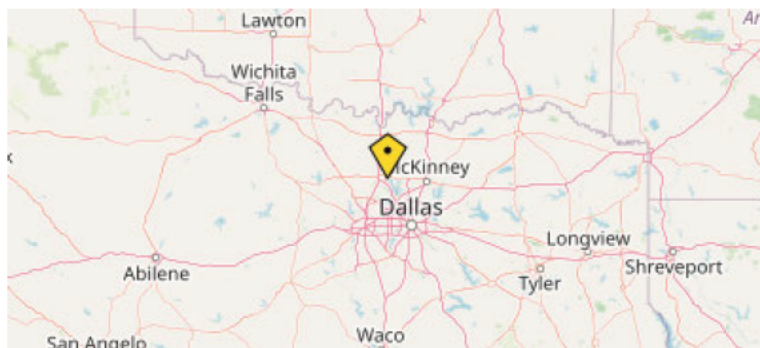
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Location Data

Location: [\(33.2124, -97.066\)](#)

Source: GeolIP Estimation



From: [Baylock, Maria](#)
To: [Zaberca, Sebastian](#); [Fillmore, Molly](#)
Subject: Re: question re: committees
Date: Monday, November 27, 2023 3:31:38 PM
Attachments: [AY22_23_Membership.xlsx](#)
[committees.doc](#)
[committees.doc](#)

DEI committees attached!

[Maria Baylock](#)

From: Baylock, Maria <Maria.Baylock@unt.edu>
Date: Monday, November 27, 2023 at 2:45 PM
To: Zaberca, Sebastian <Sebastian.Zaberca@unt.edu>, Fillmore, Molly <Molly.Fillmore@unt.edu>
Subject: Re: question re: committees

Hi, Molly –

Here are the lists for 2021-22, 2022-23, and 2023-24.

Let me know if I can assist further.

Thanks!

[Maria Baylock](#)

From: Zaberca, Sebastian <Sebastian.Zaberca@unt.edu>
Date: Monday, November 27, 2023 at 11:53 AM
To: Fillmore, Molly <Molly.Fillmore@unt.edu>
Cc: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: question re: committees

Hi Molly – I do not, but I think Maria would have a list; copying her here.

Best,

Sebastian Zaberca
Assistant to the Sr. Academic Dean, Academic Affairs
Sebastian.Zaberca@unt.edu
940-565-3708

From: "Fillmore, Molly" <Molly.Fillmore@unt.edu>
Date: Monday, November 27, 2023 at 11:52 AM
To: "Zaberca, Sebastian" <Sebastian.Zaberca@unt.edu>

Subject: question re: committees

Hi Sebastian,

We've been asked to consider nominees for the Presser Undergraduate Award. I'm wondering if you have a list of student representatives from the Dean's Advisory Council on Diversity, Equity, and Inclusion from the past few years?

If so, I'd greatly appreciate seeing the list.

Thank you,
Molly

Molly A. Fillmore
Chair, Division of Vocal Studies
Professor of Voice

University of North Texas College of Music

<https://www.youtube.com/watch?v=qRomrgpHlew>

www.voice.music.unt.edu

IG: unt_vocal_studies

www.molly-fillmore.com

NAME	AY	Membership	Division	Add'l Info
Teresa McKinney	22-23	Asst VP	IDEA	
Sean Powell	21-22	Chair	MUED	
Felix Olschofka	22-23	Dean	Instrumental	
Carol Wilson, Chair	21-22	Faculty	Vocal	Comm Chair
Willem Van Schalkwyk	21-22	Faculty	C&E	
Stephanie Rhodes Russell	22-23	Faculty	C&E	
Madison Russell	21-22	Staff	Jazz	
Phillip Marion	22-23	Staff	Development	
	21-22	Student	MUED	PhD
	21-22	Student	Vocal	DMA
	22-23	Student	Instrumental	UG/'25

FALL 2019 COMMITTEES

(FE = faculty elected; PART = prof/assoc prof/
resident artist/tenured asst prof; AP = asst prof; AL
= at-large; DC = degrees committee; italics = 1-year
term; * = chair); terms are renewable

Fac. Sec. (FE) Fac. Chair Parliamentarian (FE)

Jamey Kelley Alan Baylock Jeff Snider

Advisory Council on Diversity, Equity, and Inclusion (2-yr)

2019-2021: Assoc/Asst Dean: Raymond Rowell

2019-2021: Division Chair: Molly Fillmore

2019-2021: Faculty: Gudrun Raschen, David Schwarz

2019-2021: Staff: Shaunté Collins, Christopher Walker

2019-2021: Students:

Dir, UNT Office of Diversity and Inclusion: Shani
Barrax Moore

Faculty Advisory Committee (FE, 3-yr)

2019-2022: *Alan Baylock (PART)

2019-2022: Jaymee Haefner (AL)

2018-2021: Vivek Virani (AP)

2018-2021: William Joyner (AP)

2017-2020: Kimberly Cole Luevano (PART)

2017-2020: Terri Sundberg (PART)

Staff Advisory Committee – all staff

Reappointment, Tenure, and Promotion Committee (RTPC) (FE, 3-yr)

2019-2022: *Frank Heidlberger

2019-2022: Brad Leali

2018-2021: Donna Emmanuel

2018-2021: Carol Wilson

2017-2020: Mark Ford

Council of Division Chairs (4- or 5-yr terms)

Composition: Joseph Klein

Conducting/Ensembles: Jessica Nápoles

History/Theory/Ethno: *Benjamin Brand

Instrumental Studies: John Holt

Jazz Studies: John Murphy

Keyboard Studies: Steven Harlos

Music Education: Sean Powell

Vocal Studies: Molly Fillmore

Undergraduate Curriculum Committee (UGCC)

*Kirsten Soriano Broberg

19-21: keyboard studies Brad Beckman

19-21: composition Drew Schnurr

19-21: vocal studies William Joyner

19-21: jazz studies Rich DeRosa

18-20: history/theory/ethno Gillian Robertson

18-20: music education Donna Emmanuel

18-20: conducting/ensembles Clay Couturiaux

18-20: instrumental studies Daphne Gerling

ex officio: Warren Henry, Carol Pollard or Ana White;
student rep:

Graduate Council/Curriculum Committee

*Felix Olschofka, director of graduate studies

Rebecca G.-Schwinden, AL representative (FE) (17-20)

Joseph Klein, composition degree representative

John Murphy, jazz degree representative

Diego Cubero, AL representative (FE) (18-21)

Cathy Ragland, academic degree representative

William Coppola, music education degree representative

Daphne Gerling, performance degree representative

Jennifer Lane, COM rep to UNT Grad Council (19-22)

ex officio: Warren Henry, Jon Nelson, Joseph Oppong

(Toulouse School), John Richmond

Undergraduate Admissions Committee (AL, 3-yr)

*Dir, Admissions – Joel Wiley (*ex officio*)

Asst Dean, Enrollment Mgmt & External Affs –

Raymond Rowell

Dir, Undergrad Studies – Kirsten Soriano Broberg

Dir, Undergrad Advising – Carol Pollard (*ex officio*)

2019-2022: Academic AL – Diego Cubero

2019-2022: Academic AL -

2015-2019: Applied AL – Jennifer Barnes

2015-2019: Applied AL – William Joyner

Graduate Admissions Committee (AL, 3-yr)

*Dir, Admissions – Joel Wiley (*ex officio*)

Asst Dean, Enrollment Mgmt & External Affs –

Raymond Rowell

Dir, Grad Studies – Felix Olschofka

Grad Music Advisor – Colleen Conlon (*ex officio*)

2018-2021: Peter Mondelli

2018-2021: Cathy Ragland

2017-2020: Stephen Slottow

2017-2020: Bernardo Illari

Graduate Academic DC (Music History+ / Theory# / Ethnomusicology^) (PhD, MA) (3-yr terms)

2019-2022: David Bard-Schwarz# (3rd term)

2018-2021: Peter Mondelli+ (3rd term)

2018-2021: *Cathy Ragland^ (3rd term)

2017-2020: Stephen Slottow#

2017-2020: Brian Wright+

ex officio: Warren Henry, Benjamin Brand

Graduate Performance DC (DMA, MM)

(3-yr terms)

2019-2022: Bernardo Illari

2019-2022: Davy Mooney

2019-2022: David Heetderks

2019-2022: Jennifer Lane

2018-2021: Natalie Mannix

2018-2021: Phillip Paglialonga

2018-2021: Jesse Eschbach (2nd term)

2018-2020: *Daphne Gerling (1st term)

Ex officio/non-voting: Felix Olschofka, Colleen Conlon,
Brian McKee

Graduate Music Education DC (PhD, MM, MME)

William J. Coppola, Donna Emmanuel, Crystal Gerrard,

Warren Henry, Jamey Kelley, Jessica Nápoles, *Sean

Powell, John Richmond, Debbie Rohwer, Don Taylor

Graduate Jazz Studies DC (DMA, MM)

Jennifer Barnes, Alan Baylock, Quincy Davis, Rich

DeRosa, Philip Dizack, Nick Finzer, Brad Leali, Dave

Meder, Davy Mooney, *John Murphy, Rob Parton,

Jonathan Patterson, Lynn Seaton, Scott Tixier

Graduate Composition DC (PhD, MM, MA)

Kirsten Soriano Broberg, Sungji Hong, *Joseph Klein, Panyiotis Kokoras, Andrew May, Jon Nelson, Drew Schnurr, David Stout

Graduate Artist Certificate Advisory Committee

Molly Fillmore, Steven Harlos, John Holt, *Felix Olschofka

ex officio: Warren Henry

Community Support Council

Mr. & Mrs. Alan & Maria Baylock

Mr. & Mrs. Robert & Carol Brown – CHAIR

Mrs. Rita Burleson – VICE CHAIR

Mr. & Mrs. Lee & Peggy Capps

Mr. & Mrs. R.L. & Brenda Crawford

Mr. & Mrs. Richard & Leslie Culp

Mr. Wally Davis & Dr. Armintha Jacobson

Dr. & Mrs. Reid & Elizabeth Ferring - SECRETARY

Dr. & Mrs. Finley & Gail Graves - TREASURER

Dr. & Mrs. Steven & Carol Harlos

Mr. & Mrs. James & Silva Hobdy

The Honorable & The Honorable Jim & Mary Horn

Dr. & Mrs. William & Ann May

Mr. & Mrs. Thad & Becky McCollum

Dr. & Mrs. Kevin & Sarah McKinney

Mrs. Martha Len Nelson

Ms. Patricia Reinke

Mr. & Mrs. Wayne & Carol Rogers

Dr. & Mrs. James & Elizabeth Scott

Dr. Kathryn Stream

Mrs. Kayla Swenson

Mrs. Virginia Williams

Advancement Board

Mr. Anthony Adkins

Mr. & Mrs. Norm and B. Bender

Ms. Deborah Brooks

Mr. & Mrs. Baron & Darlene Cass

Mr. Griffin Collie

Mr. Thomas LaHoda

Mr. Stanley Levenson

Mr. & Mrs. James & Sue de Mille Minyard

Mr. Patrick Stanfill

Mr. John Strauss - PRESIDENT

Ms. Judy Donachie Watson

Mr. Joseph Williams

Fine Arts Committee - College of Music (3-yr terms)

Katie McCoy, Christopher Walker

Welfare Committee - Kathleen Reynolds

Chamber Music Committee

Chair

Center for Chamber Music rep Nino Ružević

Piano area rep Pamela Mia Paul

Woodwind area rep Kathleen Reynolds

String area rep Susan Dubois

Brass area rep Natalie Mannix

Faculty Senators-College of Music (Gp 8; 3-yr terms)

2018-21: Kirsten Soriano Broberg

2017-20: Jennifer Lane

Staff Senators College of Music (2-yr terms)

2018-20: Katie McCoy (chair)

UNT Mediation Team Music Members

Kimberly Cole Luevano, Carol Pollard, Debbie Rohwer

Honor Societies/Clubs (faculty sponsors/presidents)

MPE (Mu Phi Epsilon) (elect-spring): Donna

Emmanuel; (horn)

PKL (Pi Kappa Lambda): Stephen Morscheck,

president; ___, treasurer; Crystal Gerrard,

secretary

PMA (Phi Mu Alpha Sinfonia): Alan Baylock;

SAI (Sigma Alpha Iota): Mary Karen Clardy;

(clarinet)

ASTA (American String Teachers Association):

Elizabeth Chappell

Composers Forum: Joseph Klein;

GAMuT (Graduate Association of Musicologists and

Theorists): Ellen Bakulina;

Guitar Club: Tom Johnson;

North Texas Collaborative Pianists: Steven Harlos

NTMEA (North Texas Music Educators Association):

Don Taylor,

Percussion Club (elect-spring): Mark Ford;

SAE (Student Artist Entrepreneurs), Fabiana Claire;

SSENT (Student Society for Ethnomusicology at

North Texas): Steven Friedson,

SPAH (Students for Performing Arts Health):

Kris Chesky,

TNT (Trombones at North Texas): Tony Baker;

Austin Martinez

Undergraduate Music Theory Club: David Bard-

Schwarz

VAS (Vocal Arts Society): ___,

Faculty Ensembles

Crimson Duo

Matthew Milewski (violin; FWSO)

Jaymee Haefner (harp)

TrioPolis

Kimberly Cole Luevano (clarinet)

Felix Olschofka (violin)

Anatolia Ioannides (piano)

Céciliane

Molly Fillmore (voice)

Daphne Gerling (viola)

Elvia Puccinelli (piano)

Lantana Trio

Raquel Samayoa (trumpet)

Stacie Mickens (horn)

Natalie Mannix (trombone)

Trio Zephyrchordia

James Ryon (oboe)

Ania Bard-Schwarz (violin)

Nikola Ružević (cello)

Trio du Sang

Andrew May (electric 5-string violin)

Gregg Prickett (electrified classical guitar)

Bobby Fajardo (Latin and Middle Eastern percussion)

The Legacy Quartet (bass & drumset vary)

Jim Riggs (saxophone)

Neil Slater (piano)
Lynn Seaton (bass)
Rich DeRosa (drumset)

FALL 2022 COMMITTEES

(FE = faculty elected; PART = prof/assoc prof/
resident artist/tenured asst prof; AP = asst prof; AL
= at-large; DC = degrees committee; italics = 1-year
term; * = chair/director); terms are renewable

Fac. Sec. (FE) Fac. Chair Parliamentarian (FE)

Gerrard-Ramirez Quincy Davis Jeff Snider

Council on Inclusion, Diversity, Equity, and Access (IDEA) (2-yr)

2021-2023: Assoc/Asst Dean: Felix Olschofka

2021-2023: Division Chair: Sean Powell

2021-2023: Faculty: Willem van Schalkwyk, *Carol Wilson

2021-2023: Staff: Madison Russell

2021-2023: Student:)

At-Large (2) (faculty/staff/student):)

)

Teresa McKinney, UNT VP, IDEA

Faculty Advisory Committee (FE, 3-yr)

2022-2025: *Quincy Davis (PART)

2021-2024: Jennifer Lane (AL)

2021-2024: Raquel Samayoa (AP)

2021-2024: Justin Lavacek (AP)

2020-2023: Kristina MacMullen (PART)

2020-2023: Natalie Mannix (PART)

Staff Advisory Committee – all staff

Reappointment, Tenure, and Promotion Committee (RTPC) (FE, 3-yr)

2022-2025: Jennifer Barnes

2022-2025: William Joyner

2021-2024: Allen Hightower

2020-2023: Jeff Bradetich

2020-2023: *Don Taylor

Council of Division Chairs (4- or 5-yr terms)

Composition: Joseph Klein

Conducting/Ensembles: *Andrew Trachsel

History/Theory/Ethno: Benjamin Brand

Instrumental Studies: Kimberly Luevano

Jazz Studies: Robert Parton

Keyboard Studies: Steven Harlos

Music Education: Sean Powell

Vocal Studies: Molly Fillmore

Undergraduate Curriculum Committee (UGCC)

*Kirsten Broberg, director of undergraduate studies

22-24: keyboard studies Brad Bennight

22-24: composition Drew Schnurr

22-24: vocal studies Daniel Bubeck

22-24: jazz studies Davy Mooney

21-23: history/theory/ethno Gillian Robertson

21-23: music education Mark Montemayor

21-23: conducting/ensembles Clay Couturiaux

21-23: instrumental studies John Holt

ex officio: Warren Henry, Carol Pollard; *student rep*:

Graduate Council/Curriculum Committee

*Jaymee Haefner, director of graduate studies

Diego Cubero, AL representative (FE) (22-25)

Joseph Klein, composition degree representative

Jennifer Barnes, jazz degree representative

Stacie Mickens, AL representative (FE) (21-24)

Peter Mondelli, academic degree representative

Donald Taylor, music education degree representative

Daphne Gerling, performance degree representative

Jaymee Haefner, UNT Grad Council COM rep (20-23)

ex officio: Warren Henry, Felix Olschofka, Joseph

Opping (Toulouse School), John Richmond

Undergraduate Admissions Committee (AL, 3-yr, +voting)

*Joel Wiley - Dir, Admissions (+*ex officio*)

Raymond Rowell - Asst Dean, Scholarships &

External Affairs (+*ex officio*)

Kirsten Broberg – Dir, Undergrad Studies (*ex officio*)

Carol Pollard - Dir, Undergrad Advising (+*ex officio*)

2020-2023: Jessica Nápoles (+elected academic AL)

2020-2023: Rosana Eckert (+elected applied AL)

2020-2023: Benjamin Graf (+elected academic AL)

2020-2023: Tony Baker (+elected applied AL)

Graduate Admissions Committee (AL, 3-yr, +voting)

*Joel Wiley – Dir, Admissions (+*ex officio*)

Raymond Rowell - Asst Dean, Scholarships &

External Affairs (+*ex officio*)

Jaymee Haefner - Dir, Grad Studies (*ex officio*)

Colleen Conlon - Grad Music Advisor (+*ex officio*)

2020-2023: April Prince (+elected academic AL)

2020-2023: Clay Couturiaux (+elected applied AL)

2020-2023: David Bard-Schwarz (+elected acad AL)

2020-2023: Julia Bushkova (+elected applied AL)

Graduate Academic DC (Music History+ / Theory# /

Ethnomusicology^ (PhD, MA) (3-yr terms)

2022-2025: Justin Lavacek# (1st term)

2021-2024: Vivek Virani^ (1st term)

2021-2024: Hendrik Schulze+ (1st term)

2020-2023: Stephen Slottow# (2nd term)

2020-2023: Brian Wright+ (1st term)

ex officio: Warren Henry, Benjamin Brand

Graduate Performance DC (DMA, MM)

(3-yr terms)

2022-2025: Bernardo Illari

2022-2025: David Heetderks

2021-2024: Darrel Hale

2021-2024: *Daphne Gerling (2nd term)

2021-2024: Kimberly Hannon Teal

2021-2024: Daniel Bubeck

2020-2023: Brad Bennight

2020-2023: Kristina Caswell MacMullen

Ex officio/non-voting: Jaymee Haefner, Colleen Conlon, Brian Cheesman

Graduate Music Education DC (PhD, MM, MME)

Crystal Gerrard-Ramirez, Warren Henry, Jamey Kelley,

Erika Knapp, Mark Montemayor, Jessica Nápoles,*Sean

Powell, John Richmond, Debbie Rohwer, Don Taylor

Graduate Jazz Studies DC (DMA, MM)

Jennifer Barnes, Alan Baylock, Quincy Davis, Rich

DeRosa, Philip Dizack, Nick Finzer, Brad Leali,

Federico Llach, Dave Meder, Davy Mooney, Jessica

Muñiz-Collado, *Rob Parton, Lynn Seaton, Kimberly

Hannon Teal, Scott Tixier

Graduate Composition DC (PhD, MM, MA)

Kirsten Soriano Broberg, Jeffrey Hepker, Sungji Hong,
*Joseph Klein, Panayiotis Kokoras, Andrew May, Jon
Nelson, Drew Schnurr, David Stout

Graduate Artist Certificate Advisory Committee

Molly Fillmore, Steven Harlos, Natalie Mannix,

*Jaymee Haefner

ex officio: Warren Henry

Community Support Council

Mr. & Mrs. Alan & Maria Baylock

Mr. & Mrs. Jim & Margaret (Sam) Bays - TREASURER

Mr. & Mrs. Robert & Carol Brown – CHAIR

Mrs. Rita Burleson

Mr. & Mrs. Lee & Peggy Capps

Mr. & Mrs. R.L. & Brenda Crawford

Mr. & Mrs. Richard & Leslie Culp

Dr. & Mrs. Reid & Elizabeth Ferring - SECRETARY

Dr. & Mrs. Finley & Gail Graves

Dr. & Mrs. Steven & Carol Harlos

Mr. & Mrs. James & Silvia Hobdy

The Honorable & The Honorable Jim & Mary Horn

Dr. Arminta Jacobson

Dr. & Mrs. William & Ann May – VICE CHAIR

Mrs. Becky McCollum

Dr. & Mrs. Kevin & Sarah McKinney

Mr. & Mrs. David & Kit McRae

Ms. Patricia Reinke

Dr. & Mrs. John & Jill Richmond

Mr. & Mrs. Wayne & Carol Rogers

Dr. & Mrs. Jim & Elizabeth Scott

Mr. Chuck Smith

Dr. Kathryn Stream

Mrs. Kayla Swenson

Mrs. Virginia Williams

Advancement Board

Mr. Anthony Adkins

Mr. Michael Archer & Ms. Elizabeth Nieto

Ms. Debbie Brooks - CHAIR

Mr. Bob Brown

Mr. Baron Cass

Ms. Kathryn Davidson (22-23 alumni rep)

Mr. Benjamin Dobbs (22-23 alumni rep)

Ms. Rebecca Geoffroy-Schwinden (22-23 fac rep)

Dr. M. Jean Greenlaw

Mr. David Hooten

Mr. & Mrs. Bob & Fran Kimmel

Mr. Stanley Levenson

Mr. Jason R. Levi (22-23 alumni rep)

Dr. Christian O'Donnell

Mrs. Amanda Ryan

Mr. John Rydman

Mr. Richard Schulze

Dr. Bill Smialek – VICE-CHAIR

Mr. Chris Stanton

Mr. John Strauss – CHAIRMAN EMERITUS

Ms. Judy Donachie Watson

Mr. Joseph (Joe) Williams – NOMINATING &
MEMBERSHIP COMMITTEE CHAIR

Mrs. Jill K. Winspear

Mr. Malcolm G. Winspear

COM Reps: Mrs. Cherése Bassett-Sowell, Mrs. Ana

Lemons, Dr. Phillip Marion, Dean John Richmond

Chamber Music Committee

Center for Chamber Music dir *Caleb Hudson

Chamber Music Studies coord Gudrun Raschen

Piano area coord Pamela Mia Paul

Woodwind area coord Cheyenne Cruz

String area coord Susan Dubois

Brass area coord Tony Baker

Faculty Senators-College of Music (Gp 8; 3-yr terms)

2022-23: Daniel Cook

2021-24: Scott Tixier

2021-24: William Joyner

2020-23: Jennifer Lane

Fine Arts Committee - College of Music (3-yr terms)

Jennifer Lane (2021-24)

UNT Mediation Team Music Members

Kimberly Cole Luevano, Carol Pollard, Debbie Rohwer

Honor Societies/Clubs (faculty sponsors/presidents)

KKP (Kappa Kappa Psi; National Honorary Band

Fraternity): Daniel Cook;

MPE (Mu Phi Epsilon) (elect-spring): Daniel Cook;

PKL (Pi Kappa Lambda): Brad Beckman, president;

Kimberly Cole Luevano, vice president;

Jung Choi, secretary; Don Little, treasurer

PMA (Phi Mu Alpha Sinfonia): Mark Montemayor &

Daniel Rodrigues;

SAI (Sigma Alpha Iota): Mary Karen Clardy;

ASTA (American String Teachers Association):

Elizabeth Chappell

Composers Forum: Joseph Klein;

GAMuT (Graduate Association of Musicologists and

Theorists): April Prince;

Guitar Club: Tom Johnson; April Seals

Jazz & Gender Equity Initiative: Quincy Davis;

Jazz Trumpet Club: Rob Parton,

NTCP (North Texas Collaborative Pianists):

Elvia Puccinelli,

NTMEA (North Texas Music Educators Association):

Crystal Gerrard-Ramirez;

NTX Vocal Arts Exchange: Carol Wilson

Percussion Club (elect-spring): Mark Ford;

SSENT (Student Society for Ethnomusicology at

North Texas): Steven Friedson;

TMTA (Texas Music Teachers Association) Collegiate

Student Chapter: Brad Beckman

TNT (Trombones at North Texas): Tony Baker;

Faculty Ensembles

Crimson Duo

Jaymee Haefner (harp)

Matthew Milewski (violin; FWSO)

Haven Trio

Kimberly Cole Luevano (clarinet)

Lindsay Kesselman (soprano)

Midori Koga (piano)

TrioPolis

Kimberly Cole Luevano (clarinet)

Felix Olschofka (violin)

Anatolia Ioannides (piano)

Céciliane

Molly Fillmore (voice)

Daphne Gerling (viola)

Elvia Puccinelli (piano)

Lantana Trio

Raquel Samayoa (trumpet)

Stacie Mickens (horn)

Natalie Mannix (trombone)

Trio du Sang

Andrew May (electric 5-string violin)

Gregg Prickett (electrified classical guitar)

Bobby Fajardo (Latin and Middle Eastern percussion)

The Legacy Quartet (bass & drumset vary)

Jim Riggs (saxophone)

Neil Slater (piano)

Lynn Seaton (bass)

Rich DeRosa (drumset)

Re: re DEI

From: "Richmond, John" <john.richmond@unt.edu>
To: "Strube, Linda" <linda.strube@unt.edu>
Cc: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Wed, 13 Dec 2023 15:31:41 -0600

Linda,

The clarifying memo from UNT System about the parameters of such a body arrived in our email only this week. I will constitute and charge the group early next month.

Thanks so much for keeping this important matter on your radar. It's on mine, as well.

John

John W. Richmond, Ph.D.
Professor & Dean of the College of Music
University of North Texas
1155 Union Circle #311367
Denton, TX 76203-5017, USA

Work +1-940-565-4388
Email John.Richmond@unt.edu
Web <https://music.unt.edu/faculty-and-staff/john-richmond>
Video https://www.youtube.com/watch?v=mlMS4-_rwjc

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From: Strube, Linda <Linda.Strube@unt.edu>
Date: Wednesday, December 13, 2023 at 11:36 AM
To: Richmond, John <John.Richmond@unt.edu>
Subject: re DEI

Is the College disbanding the Council on Diversity, Equity, and Inclusion? I never received membership last semester.

Re: Call for membership – College of Music Advisory Council on Diversity, Equity, and Inclusion

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Macchioni, Oscar" <oscar.macchioni@unt.edu>
Cc: "Richmond, John" <john.richmond@unt.edu>
Date: Tue, 16 Jan 2024 12:14:58 -0600

Hi, Oscar –

Thank you for reaching out. The formation of this committee was delayed due to the need for guidance from the university about DEI processes. Dean Richmond plans to establish this committee soon, and will be in touch with you directly.

I appreciate your understanding and patience. Please let me know if you have any questions.

Kind regards,

Maria Baylock

Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



From: Macchioni, Oscar <Oscar.Macchioni@unt.edu>
Date: Tuesday, January 16, 2024 at 10:00 AM
To: Richmond, John <John.Richmond@unt.edu>, Music Faculty <musicfaculty@unt.edu>, Music Staff <musicstaff@unt.edu>
Cc: McPherson, Michael <Michael.McPherson@unt.edu>
Subject: RE: Call for membership – College of Music Advisory Council on Diversity, Equity, and Inclusion

Good morning.

I self-nominated for this committee, and I was wondering if it is already established. I have not heard about the outcome. Thank you,
Oscar

Oscar Macchioni, D.M.A
Associate Professor of Piano Pedagogy
College of Music #1007
University of North Texas
Denton, TX 76203
940.565.4048

[Steinway Artist](#)

UT Regents' Outstanding Teaching Award
UTEP Distinguished Professor of Piano
Artistic Director [Borderland International Competition and Festival](#)
www.oscarmacchioni.net
[Portfolio](#)



From: Richmond, John <John.Richmond@unt.edu>
Sent: Thursday, October 12, 2023 11:44 AM
To: Music Faculty <musicfaculty@unt.edu>; Music Staff <musicstaff@unt.edu>
Cc: McPherson, Michael <Michael.McPherson@unt.edu>
Subject: Call for membership – College of Music Advisory Council on Diversity, Equity, and Inclusion
Importance: High

Good morning!

Our [Charter and Bylaws](#) call for an Advisory Council on Diversity, Equity, and Inclusion. Membership is by decanal appointment for 2-year terms, and will include one associate/assistant dean, one division chair, two full-time faculty members, two full-time staff members, and two full-time students. I now am seeking nominations and/or self-nominations for faculty and staff.

Applications for self-nominations can be made through this [Qualtrics link](#) and are due by **Friday, October 20, 2023**. Members of this committee are appointed by the Dean.

Thank you!

John

John W. Richmond, Ph.D.
Professor & Dean of the College of Music
University of North Texas
1155 Union Circle #311367
Denton, TX 76203-5017, USA

Work +1-940-565-4388
Email John.Richmond@unt.edu
Twitter [@JohnWRichmond2](https://twitter.com/JohnWRichmond2)
Web <https://music.unt.edu/faculty-and-staff/john-richmond>
Video <https://thankyou.music.unt.edu>

The UNT College of Music – serving our diverse musical culture with excellence, integrity, and imagination.

Re: Advisory Committee on DEI - is it defunct now???

From: "Richmond, John" <john.richmond@unt.edu>
To: "Strube, Linda" <linda.strube@unt.edu>
Cc: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Fri, 19 Jan 2024 16:35:16 -0600

No, Linda. I should have the membership wrapped up early next week.

I'll make an announcement about Advisory Council in the Weekly Update next Wednesday.

Thanks for your continuing interest in this, Linda. I truly am grateful.

John

John W. Richmond, Ph.D.
Professor & Dean of the College of Music
University of North Texas
1155 Union Circle #311367
Denton, TX 76203-5017, USA

Work +1-940-565-4388
Email John.Richmond@unt.edu
Web <https://music.unt.edu/faculty-and-staff/john-richmond>
Video https://www.youtube.com/watch?v=mIMS4-_rwjc

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From: Strube, Linda <Linda.Strube@unt.edu>
Date: Friday, January 19, 2024 at 4:25 PM
To: Richmond, John <John.Richmond@unt.edu>
Subject: Advisory Committee on DEI - is it defunct now???

Letter for COM DEI Council appointments

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Richmond, John" <john.richmond@unt.edu>
Date: Mon, 22 Jan 2024 14:54:36 -0600
Attachments: 231201 DEI Memo from UNT System.pdf (137.81 kB); Letter of Confirmation - COM Advisory Council on DEI.docx (44.67 kB)

Hi, John –

I've attached a draft letter for your consideration.

You may wish to include the council membership with members' contact information, so they may begin their work immediately upon appointment.

Thank you,

[Maria Baylock](#)


Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>





Alan Stucky – Vice Chancellor & General Counsel

TO: All UNT System and Institution Administrators, Faculty, and Staff

FROM: Alan Stucky, Vice Chancellor & General Counsel 

DATE: November 30, 2023

RE: Texas Education Code §51.3525 (SB 17, 88th Texas Legislative Session, 2023)

I. INTRODUCTION

- A. Texas Education Code §51.3525, which becomes effective January 1, 2024, prohibits public institutions of higher education from:
 - 1. establishing or maintaining a “diversity, equity, and inclusion (DEI) office”;
 - 2. hiring or assigning an employee to perform the duties of a DEI office;
 - 3. contracting with a third party to perform the duties of a DEI office; or
 - 4. engaging in certain activities related to DEI.
- B. The University of North Texas System (UNT System) remains committed to supporting a diverse and inclusive student body, faculty, and staff within its values-based environment, and provides the following guidance to assist UNT System institutions in implementing the new law.
- C. The guidance provided is intended to be broad and it is not anticipated to cover every specific situation implicated by TEC §51.3525. For specific questions please reach out to UNT System Office of General Counsel.

II. WHAT IS PERMITTED

- A. Nothing in TEC §51.3525 alters the requirements of UNT System institutions to comply with federal and state antidiscrimination laws, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 and the Equal Protection Clause of the United States Constitution. All programs and activities must continue to remain open and available to every person in a nondiscriminatory manner.
- B. UNT System institution policies, programs, trainings, and activities may promote and advance equal opportunity, equal access, and inclusion, which is required by federal and state law. Specifically, policies, programs, and activities may encourage an awareness and understanding of different individual experiences and respect for individuals and their respective heritages, beliefs, thoughts, and ideas. They may refer to the UNT System Better Together value: to foster an inclusive environment of respect, belonging, and access for all by developing awareness and understanding of different experiences, respecting diversity of people, beliefs, thoughts, and ideas, and supporting opportunities to remove barriers to equality and inclusion.

- C. TEC §51.3525 does not apply to the following UNT System functions:
1. Academic course instruction;
 2. Scholarly research or creative work by an institution of higher education's students, faculty or other research personnel or the dissemination of that research or work;
 3. An activity of a student organization registered with or recognized by an institution of higher education;
 4. Guest speakers or performers on short-term engagements;
 5. A policy, practice, procedure, program, or activity to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity;
 6. Data collection; or
 7. Student recruitment and admissions.
- D. UNT System institutions are still permitted to highlight work done in support of first-generation students, low-income students and underserved student populations when applying for grants or as necessary to comply with accreditation standards.

III. WHAT IS PROHIBITED

- A. TEC §51.3525 prohibits UNT System institutions from establishing or maintaining an office, division, or other unit for the purpose of:
1. influencing hiring or employment practices with respect to race, sex, color, or ethnicity, other than using color-blind and sex-neutral hiring processes in accordance with any federal or state antidiscrimination laws;
 2. promoting differential treatment of or providing special benefits to an individual based on the person's race, color, or ethnicity;
 3. promoting policies or procedures in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law; or
 4. conducting trainings, programs, or activities in reference to race, color, ethnicity, gender identity, or sexual orientation, other than policies or procedures approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law.
- B. Furthermore, the Board of Regents must certify, on an annual basis, that the UNT System institutions do not, except as required by federal law:
1. have a DEI Office, or an office that provides one or more of the above listed prohibitions;
 2. hire or assign an employee, or contract with a third party to perform any of the above listed prohibitions;

3. compel, require, induce, or solicit any person to provide a diversity, equity, and inclusion statement, or give preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement;
4. give preference based on race, sex, color, ethnicity, or national origin to an applicant for employment, an employee, or a participant in any function of the institution;
5. require as a condition of enrolling at the institution or performing any institution function any person to participate in diversity, equity, and inclusion training;
 - (a) which includes any training, program or activity designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation; and
 - (b) does not include a training, program, or activity approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law.

IV. CONCLUSION

- A. To comply with the requirements of TEC §51.3525, UNT System institutional employees should review the purpose, trainings, programs, and activities of each office, division, or other unit with which they are connected to ensure they are not established for the purpose of and do not conduct any of the prohibited functions of TEC §51.3525.
 1. Upon review, it may be determined that various offices, divisions, or other units, or a training, program, or activity must be eliminated or significantly restructured for compliance with the new law.
 2. In addition, all ongoing and future trainings, programs, and activities must be designed and conducted in accordance with the requirements of TEC §51.3525. Any known issues or questions about such should be brought to the immediate attention of the institution's Chief Compliance Officer and the UNT System Office of General Counsel.



TO: *[Committee member]*

FROM: John W. Richmond, Professor and Dean

DATE: *[Monday, January 22, 2024]*

RE: College of Music Advisory Council on Diversity, Equity and Inclusion

Thank you for agreeing to serve on the College of Music (COM) Advisory Council on Diversity, Equity, and Inclusion. The **COM Bylaws Section 2.2.5** states that “the Advisory Council on Diversity, Equity, and Inclusion acts in an advisory capacity to the dean. The council makes recommendations to foster diversity, equity and inclusion within the College, University, and community.”

After active service from 2019 to 2023, this council endured a brief hiatus during the Fall 2023 semester while awaiting guidance from UNT System regarding **Texas Education Code §51.3525** (SB 17, 88th Texas Legislative Session, 2023). I have attached the memo dated November 30, 2023, from Alan Stucky, Vice Chancellor & General Counsel for UNT System, which broadly permits activities that “promote and advance equal opportunity, equal access, and inclusion.”

As we all lean into these new guidelines with intention, the COM Advisory Council has my full support to elect a chair, determine a meeting schedule, and discern the focus of the work the council wishes to undertake. One task will be to recommend to the faculty an amendment of the **COM Bylaws Section 6**, to remove reference to the Division of Institutional Equity and Diversity:

Section 6. Advisory Council on Diversity, Equity, and Inclusion

A. The Advisory Council on Diversity, Equity and Inclusion will: 1. Sponsor initiatives that will foster a greater understanding of the importance of diversity, equity, and inclusion across the College of Music; 2. Advise the dean on matters regarding diversity (musical, cultural, racial, ethnic, gender identity, sexual orientation, ability/disability, etc.) and inclusion for all policies, programs, and practices in the College of Music.

B. The council members are appointed by the dean and will reflect its mission as articulated in the College Charter. The council, in consultation with the dean, elects a chair from its faculty membership at the beginning of each two-year term.

C. Council members will liaise with the Division of Institutional Equity and Diversity to foster their individual and collective competencies related to diversity, equity, and inclusion.

D. Membership of the Advisory Council on Diversity, Equity, and Inclusion will include: one associate dean or assistant dean; one division chair; two faculty members; two staff members; two student members; one representative from the Division of Institutional Equity and Diversity.

Thank you for your commitment to this Advisory Council. I look forward to working with you in this capacity!

Re: COM DEI Committee

From: "Martinez, Austin" <austin.martinez@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 22 Jan 2024 16:13:01 -0600

Happy too! :)

Thanks,

Austin Martinez (He/Him/His)
Director of Recording Services
Adjunct Professor - Commercial Music
University of North Texas
College of Music
recording.music.unt.edu

On Jan 22, 2024, at 4:12 PM, Baylock, Maria <Maria.Baylock@unt.edu> wrote:

Hi, Austin –

Dean Richmond plans to form the COM DEI Council later this week. You self-nominated back in the fall, and the dean would be grateful for your service on this committee if you are still willing. Please let me know, and the dean will send more information soon.

I appreciate your patience!

Kind regards,

Maria Baylock
Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>
<image001.png>

RE: COM DEI Council

From: "Kinard, Katy" <katy.kinard@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 22 Jan 2024 16:20:24 -0600

I would love to be a part of this committee! Thanks for reaching out!

Katy Kinard (she/her/hers)
Senior Administrative Coordinator of Admissions and Awards
College of Music
University of North Texas
940-369-8388 | <https://music.unt.edu/admissions>



From: Baylock, Maria <Maria.Baylock@unt.edu>
Sent: Monday, January 22, 2024 4:13 PM
To: Kinard, Katy <Katy.Kinard@unt.edu>
Subject: COM DEI Council

Hi, Katy –

Dean Richmond plans to form the COM DEI Council later this week. You self-nominated and/or were nominated back in the fall, and the dean would be grateful for your service on this committee if you are still willing. Please let me know, and the dean will send more information soon.

I appreciate your patience!

Kind regards,

Maria Baylock
Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



Re: CMS student nominee to COM DEI Council

From: "Virani, Vivek" <vivek.virani@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 22 Jan 2024 17:27:16 -0600

Dear Maria,

I think it might be best to ask the three of them if one would most prefer to serve on this committee. I could ask them if you prefer, or you could contact them to make it more official.

Best,
V

From: Baylock, Maria <Maria.Baylock@unt.edu>
Sent: Monday, January 22, 2024 4:48 PM
To: Virani, Vivek <Vivek.Virani@unt.edu>
Subject: Re: CMS student nominee to COM DEI Council

Hi, Vivek –

Thanks for this information. Would you be willing to narrow the list to one person, or would you prefer that I contact them directly?

Kind regards,

[Maria Baylock](#)

From: Virani, Vivek <Vivek.Virani@unt.edu>
Date: Monday, January 22, 2024 at 4:44 PM
To: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: CMS student nominee to COM DEI Council

Dear Maria,

Thanks for reaching out. I had three names to suggest from the CSMS pool. All are highly involved students who would likely advocate well in the interests of their peers and of the college of music as a whole:

- 1.
- 2.
- 3.

From: Baylock, Maria <Maria.Baylock@unt.edu>
Sent: Monday, January 22, 2024 4:14 PM
To: Virani, Vivek <Vivek.Virani@unt.edu>
Subject: CMS student nominee to COM DEI Council

Hi, Vivek –

Please let me know if you have a student nominee from the CMS program for the COM DEI Council. I think the dean has previously been in touch with you about this, but please let me know if you have any questions!

Thank you!

[Maria Baylock](#)

Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



RE: COM DEI Council

From: "Macchioni, Oscar" <oscar.macchioni@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Tue, 23 Jan 2024 09:31:39 -0600

Yes, I am interested.
Thank you!
Oscar

Oscar Macchioni, D.M.A
Associate Professor of Piano Pedagogy
College of Music #1007
University of North Texas
Denton, TX 76203
940.565.4048

[Steinway Artist](#)
UT Regents' Outstanding Teaching Award
UTEP Distinguished Professor of Piano
Artistic Director [Borderland International Competition and Festival](#)
www.oscarmacchioni.net
[Portfolio](#)



From: Baylock, Maria <Maria.Baylock@unt.edu>
Sent: Monday, January 22, 2024 4:14 PM
To: Macchioni, Oscar <Oscar.Macchioni@unt.edu>
Subject: COM DEI Council

Hi, Oscar –

Dean Richmond plans to form the COM DEI Council later this week. You self-nominated and/or were nominated back in the fall, and the dean would be grateful for your service on this committee if you are still willing. Please let me know, and the dean will send more information soon.

I appreciate your patience!

Kind regards,

[Maria Baylock](#)
Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



Re: Graduate student recommendations for DEI council

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Collado, Jessica" <jessica.collado@unt.edu>
Date: Wed, 24 Jan 2024 15:01:20 -0600

Hi, Jessica –

Thank you for nominating these students to the DEI Council. Only one Music Business grad student is needed for this committee, and with your recommendation, Dean Richmond will offer the position to of the committee, the dean recognizes that she already contribute Office. Although certainly would be a valuable member re of the cot ner role as GA for the Development

Please let me know if you have any questions.

Kind regards,

Maria Baylock

Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



From: Collado, Jessica <Jessica.Collado@unt.edu>
Date: Monday, January 22, 2024 at 7:49 PM
To: Richmond, John <John.Richmond@unt.edu>
Cc: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: Graduate student recommendations for DEI council

has also agreed to serve.

Jessica Muñiz-Collado, MFA

Assistant Professor of Music Business

Division of Jazz Studies

University of North Texas | College of Music

P: (940) 565-2620

[Chair, Music Industry Council \(College Music Society\)](#)

[Educator Ambassador \(Mechanical Licensing Collective\)](#)

Helping Musicians Compose Their Careers To Their Own B.E.A.T.

www.nizcomusic.com

From: Collado, Jessica <Jessica.Collado@unt.edu>
Sent: Monday, January 22, 2024 3:01:41 PM
To: Richmond, John <John.Richmond@unt.edu>
Cc: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: Graduate student recommendations for DEI council

has agreed to serve.

Jessica Muñiz-Collado, MFA

Assistant Professor of Music Business

Division of Jazz Studies

University of North Texas | College of Music

P: (940) 565-2620

[Chair, Music Industry Council \(College Music Society\)](#)

[Educator Ambassador \(Mechanical Licensing Collective\)](#)

Helping Musicians Compose Their Careers To Their Own B.E.A.T.

www.nizcomusic.com

From: Richmond, John <John.Richmond@unt.edu>
Sent: Monday, January 22, 2024 11:31 AM
To: Collado, Jessica <Jessica.Collado@unt.edu>
Cc: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: Graduate student recommendations for DEI council

Great. Please let me know if they're willing to serve, once you've had the chance to chat with them.

Thanks!

John

John W. Richmond, Ph.D.
Professor & Dean of the College of Music
University of North Texas
1155 Union Circle #311367
Denton, TX 76203-5017, USA

Work +1-940-565-4388
Email John.Richmond@unt.edu
Web <https://music.unt.edu/faculty-and-staff/john-richmond>
Video <https://www.youtube.com/watch?v=mlMS4-rwjc>

The UNT College of Music – serving our diverse musical culture with excellence, integrity, and imagination.

From: Collado, Jessica <Jessica.Collado@unt.edu>
Date: Monday, January 22, 2024 at 11:27 AM
To: Richmond, John <John.Richmond@unt.edu>
Subject: Graduate student recommendations for DEI council

Good morning,

Per our conversation regarding Music business graduate students:

Thanks,
Jessica

Jessica Muñiz-Collado, MFA

Assistant Professor of Music Business

Division of Jazz Studies

University of North Texas | College of Music

P: (940) 565-2620

Chair, Music Industry Council (College Music Society)

Educator Ambassador (Mechanical Licensing Collective)

Helping Musicians Compose Their Careers To Their Own B.E.A.T.

www.nizcomusic.com

Re: Request to serve: College of Music Advisory Council on Diversity, Equity, and Inclusion

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "
Date: Thu, 25 Jan 2024 10:44:56 -0600

Thanks so much! I'll send out more information shortly.

Best,

[Maria Baylock](#)

From: <
Date: Wednesday, January 24, 2024 at 10:08 PM
To: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: Request to serve: College of Music Advisory Council on Diversity, Equity, and Inclusion

Hi Mrs. Baylock!

Yes, I would love to serve on the COM Advisory Council on DEI, thank you for thinking of me.

Have a good night!

From: Baylock, Maria <Maria.Baylock@unt.edu>
Sen ay. M
To: <
Subject: Request to serve: College of Music Advisory Council on Diversity, Equity, and Inclusion

Good afternoon,

Please let me know if you would be willing to serve on the College of Music (COM) Advisory Council on Diversity, Equity, and Inclusion during the Spring 2024 semester. The function of this committee is to advise the dean and make "recommendations to foster diversity, equity and inclusion within the College, University, and community." (COM Bylaws Section 2.2.5)

Membership of the Advisory Council on Diversity, Equity, and Inclusion will include one associate dean, one division chair, two faculty members, two staff members, and two student members.

I look forward to hearing from you!

Best,

[Maria Baylock](#)
Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



COM Advisory Council on Inclusion, Diversity, Equity, and Access

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Baylock, Alan" <alan.baylock@unt.edu>, ' < > "Kinard, Katy" <katy.kinard@unt.edu>, "Macchioni, Oscar" <oscar.macchioni@unt.edu>, "Martinez, Austin" <austin.martinez@unt.edu>, "Trachsel, Andrew" <andrew.trachsel@unt.edu>, ' < > "Henry, Warren" <warren.henry@unt.edu>
Cc: "Richmond, John" <john.richmond@unt.edu>
Date: Fri, 26 Jan 2024 11:33:31 -0600
Attachments: Letter of Confirmation - COM Advisory Council on DEI.pdf (166.37 kB); __MEMO - SB 17 DEI Committee and Council Guidance.pdf (141.64 kB)

Good morning, everyone –

Thank you for your interest in serving on the College of Music Advisory Council on Inclusion, Diversity, Equity, and Access (IDEA) in the College of Music. Dean Richmond is pleased to extend to each of you an appointment for a two-year term (2024-2026). Please see the attached memos from the dean and from UNT System.


Dean Richmond would like to meet with you to hear any initial questions you may have about the memo from UNT System and about the work and scope of the committee. Please complete this scheduling poll for a one-hour meeting on Zoom.

Scheduling poll

COM Advisory Council on Inclusion, Diversity, Equity, and Access

 1 hour duration

 5 time options

 Zoom

[Vote](#)

[View all your polls](#)

Thank you so much!

Maria Baylock

Executive Assistant to the Dean of the College of Music

940-565-4092 | <https://music.unt.edu/>





TO: Alan Baylock, Warren Henry, Katy Kinard, Oscar Macchioni,
Austin Martinez, and Andrew Trachsel

FROM: John W. Richmond, Professor and Dean

A handwritten signature in black ink, appearing to read "John W. Richmond".

DATE: Wednesday, January 24, 2024

RE: College of Music Advisory Council on Diversity, Equity and Inclusion

Thank you for agreeing to serve on the College of Music (COM) Advisory Council on Diversity, Equity, and Inclusion. The **COM Bylaws Section 2.2.5** states that “the Advisory Council on Diversity, Equity, and Inclusion acts in an advisory capacity to the dean. The council makes recommendations to foster diversity, equity and inclusion within the College, University, and community.”

After active service from 2019 to 2023, this council endured a brief hiatus during the Fall 2023 semester while awaiting guidance from UNT System regarding **Texas Education Code §51.3525** (SB 17, 88th Texas Legislative Session, 2023). I have attached the memo dated November 30, 2023, from Alan Stucky, Vice Chancellor & General Counsel for UNT System, which broadly permits activities that “promote and advance equal opportunity, equal access, and inclusion.”

As we all lean into these new guidelines with intention, the COM Advisory Council has my full support to elect a chair, determine a meeting schedule, and discern the focus of the work the council wishes to undertake. One task will be to recommend to the faculty an amendment of the **COM Bylaws Section 6**, to remove reference to the Division of Institutional Equity and Diversity:

Section 6. Advisory Council on Diversity, Equity, and Inclusion

A. The Advisory Council on Diversity, Equity and Inclusion will: 1. Sponsor initiatives that will foster a greater understanding of the importance of diversity, equity, and inclusion across the College of Music; 2. Advise the dean on matters regarding diversity (musical, cultural, racial, ethnic, gender identity, sexual orientation, ability/disability, etc.) and inclusion for all policies, programs, and practices in the College of Music.

B. The council members are appointed by the dean and will reflect its mission as articulated in the College Charter. The council, in consultation with the dean, elects a chair from its faculty membership at the beginning of each two-year term.

C. Council members will liaise with the Division of Institutional Equity and Diversity to foster their individual and collective competencies related to diversity, equity, and inclusion.


D. Membership of the Advisory Council on Diversity, Equity, and Inclusion will include: one associate dean or assistant dean; one division chair; two faculty members; two staff members; two student members; one representative from the Division of Institutional Equity and Diversity.

Thank you for your commitment to this Advisory Council. I look forward to working with you in this capacity!



TO: All UNT System Campus Presidents, Provosts, and Deans

CC: UNT System Chancellor, Chief Strategy Officer, and Vice Chancellor for Academic Affairs

FROM: Alan Stucky, Vice Chancellor & General Counsel 

DATE: December 11, 2023

RE: DEI Committees and Councils
Texas Education Code §51.3525 (SB 17, 88th Texas Legislative Session, 2023)

I. INTRODUCTION

- A. Texas Education Code §51.3525, which becomes effective January 1, 2024, prohibits public institutions of higher education from:
 - 1. establishing or maintaining a “diversity, equity, and inclusion (DEI) office”;
 - 2. hiring or assigning an employee to perform the duties of a DEI office;
 - 3. contracting with a third party to perform the duties of a DEI office; or
 - 4. engaging in certain activities related to DEI.
- B. The University of North Texas System remains committed to supporting a diverse and inclusive student body, faculty, and staff within its values-based environment, and provides the following guidance to assist UNT System campuses in implementing the new law.
- C. A number of Committees and Councils have been established by colleges or departments across the campuses with reference to diversity, equity, and inclusion. The Office of General Counsel recommends that each DEI Committee or Council charged with conducting diversity, equity, and inclusion activities be reviewed and their mission statement and/or charge and activities be revised as needed to comply with TEC §51.3525.

II. WHAT IS PERMITTED

- A. Nothing in TEC §51.3525 alters the requirements of UNT System campuses to comply with federal and state antidiscrimination laws, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 and the Equal Protection Clause of the United States Constitution. All programs and activities must continue to remain open and available to every person in a nondiscriminatory manner.
- B. Committees and councils can be charged with promoting and advancing an environment/culture of equal opportunity, equal access and inclusion; developing programs and activities that encourage an awareness and understanding of different individual experiences; and respecting individuals and their respective heritages, beliefs, thoughts, and ideas. Policies, practices, and

activities may refer to the UNT System Better Together value: to foster an inclusive environment of respect, belonging, and access for all by developing awareness and understanding of different experiences, respecting diversity of people, beliefs, thoughts, and ideas, and supporting opportunities to remove barriers to equity and inclusion.

- C. Reference may also be made to the UNT System’s EO Statement and its commitment to providing an employment and learning environment at each component – University of North Texas, UNT Health Science Center, UNT Dallas/UNT Dallas College of Law and UNT System Administration – that gives each person the opportunity to be a productive and valued employee and student. UNT System Equal Opportunity Statement:

The University of North Texas System is firmly committed to equal opportunity and does not permit -- and takes actions to prevent -- discrimination, harassment (including sexual violence) and retaliation on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, facilities, and employment practices. The University of North Texas System immediately investigates complaints of discrimination and takes remedial action when appropriate. The University of North Texas System also takes actions to prevent retaliation against individuals who oppose any form of harassment or discriminatory practice, file a charge or report, or testify, assist, or participate in an investigative proceeding or hearing.

III. WHAT IS PROHIBITED

- A. TEC §51.3525 prohibits UNT System campuses from establishing or maintaining an office, division, or other unit for the purpose of:
1. influencing hiring or employment practices with respect to race, sex, color, or ethnicity, other than using color-blind and sex-neutral hiring processes in accordance with any federal or state antidiscrimination laws;
 2. promoting differential treatment of or providing special benefits to an individual based on the person’s race, color, or ethnicity;
 3. promoting policies or procedures in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law; or
 4. conducting trainings, programs, or activities in reference to race, color, ethnicity, gender identity, or sexual orientation, other than policies or procedures approved in writing by the institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law.
- B. TEC §51.3525 prohibits UNT System campuses from giving preference to any applicant for employment, employee, or a participant in any function of the university on the basis of race, sex, color, ethnicity, or national origin.

- C. UNT System campuses are also prohibited from requiring any person to provide a diversity, equity, and inclusion statement, or giving preferential consideration to any person based on the provision of such a statement.
- D. *In summary, a Committee or Council may not promote differential treatment of or provide special benefits to distinct persons or groups on the basis of race, sex, color, ethnicity, or national origin.*

IV. CONCLUSION

- A. To comply with the requirements of TEC §51.3525, UNT System campuses should review the mission statement, purpose, and activities of each DEI Committee or Council to ensure compliance with TEC §51.3525.
 - 1. Upon review, it may be determined that mission statements and activities of Committees and Councils must be eliminated or significantly revised for compliance with the new law.
 - 2. Any questions about such should be brought to the immediate attention of the institution's Chief Compliance Officer and the UNT System Office of General Counsel.

Re: COM Advisory Council on Inclusion, Diversity, Equity, and Access

From: "Henry, Warren" <warren.henry@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Fri, 26 Jan 2024 11:45:40 -0600

I voted, but I'm not sure it was recorded!! I said no to all 8:00 meetings! . All others are fine. I can do 8:00 if that's where we land!!

Dr. Warren Henry
Senior Associate Dean for Academic Affairs
1155 Union Circle
Denton, TX. 76203
(940) 565-3760

From: Baylock, Maria <Maria.Baylock@unt.edu>
Date: Friday, January 26, 2024 at 11:34 AM
To: Baylock, Alan <Alan.Baylock@unt.edu>, Kinard, Katy <Katy.Kinard@unt.edu>, Macchioni, Oscar <Oscar.Macc@unt.edu>, Trachsel, Andrew <Andrew.Trachsel@unt.edu>, Henry, Warren <Warren.Henry@unt.edu>
Cc: Richmond, John <John.Ric@unt.edu>
Subject: COM Advisory Council on Inclusion, Diversity, Equity, and Access

Good morning, everyone –

Thank you for your interest in serving on the College of Music Advisory Council on Inclusion, Diversity, Equity, and Access (IDEA) in the College of Music. Dean Richmond is pleased to extend to each of you an appointment for a two-year term (2024-2026). Please see the attached memos from the dean and from UNT System.

Dean Richmond would like to meet with you to hear any initial questions you may have about the memo from UNT System and about the work and scope of the committee. Please complete this scheduling poll for a one-hour meeting on Zoom.

Scheduling poll

COM Advisory Council on Inclusion, Diversity, Equity, and Access

 1 hour duration

 5 time options

 Zoom

[Vote](#)

[View all your polls](#)

Thank you so much!

[Maria Baylock](#)
Executive Assistant to the Dean of the College of Music
940-565-4092 | <https://music.unt.edu/>



Re: COM Advisory Council on IDEA (2024-26)

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Strube, Linda" <linda.strube@unt.edu>
Date: Fri, 26 Jan 2024 11:46:04 -0600

No

[Maria Baylock](#)

From: Strube, Linda <Linda.Strube@unt.edu>
Date: Friday, January 26, 2024 at 11:44 AM
To: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: RE: COM Advisory Council on IDEA (2024-26)

Do I keep McKinney?

From: Baylock, Maria <Maria.Baylock@unt.edu>
Sent: Friday, January 26, 2024 11:38 AM
To: Strube, Linda <Linda.Strube@unt.edu>
Subject: COM Advisory Council on IDEA (2024-26)

Hi, Linda –

Please see below for the 2024-2026 appointments to the Advisory Council on IDEA.

Council on Inclusion, Diversity, Equity, and Access (IDEA) (2-yr)

2024-2026: Assoc/Asst Dean: Warren Henry
2024-2026: Division Chair: Andrew Trachsel
2024-2026: Faculty (2): Oscar Macchioni, Alan Baylock
2024-2026: Staff (2): Katv Kinard, Austin Martinez
2024-2026: Students (2):

Thank you,

[Maria Baylock](#)

Begin forwarded message:

From: "Strube, Linda" <Linda.Strube@unt.edu>
Date: August 31, 2023 at 11:13:46 AM CDT
To: "Richmond, John" <John.Richmond@unt.edu>
Subject: Can you help with this?

Council on Inclusion, Diversity, Equity, and Access (IDEA) (2-yr)

2021-2023: Assoc/Asst Dean:
2021-2023: Division Chair:
2021-2023: Faculty:
2021-2023: Staff:
2021-2023: Student:
At-Large (2) (faculty/staff/student):
Teresa McKinney, UNT VP, IDEA

COM Advisory Council on Inclusion, Diversity, Equity, and Access

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Baylock, Alan" <alan.baylock@unt.edu>, "Kinard, Katy" <katy.kinard@unt.edu>, "Macchioni, Oscar" <oscar.macchioni@unt.edu>, "Martinez, Austin" <austin.martinez@unt.edu>, "Trachsel, Andrew" <andrew.trachsel@unt.edu>, "Henry, Warren" <warren.henry@unt.edu>, "Richmond, John" <john.richmond@unt.edu>
Cc: music conferenceroom <music.conferenceroom@unt.edu>
Date: Mon, 29 Jan 2024 12:51:40 -0600
Attachments: Unnamed Attachment (3.46 kB)

The Dean's Conference Room (MU247G) is available for an in-person meeting. Please let me know if you prefer to meet on Zoom, and I can provide links for a hybrid format.

BEGIN:VTIMEZONE
TZID:Central Standard Time
BEGIN:STANDARD
DTSTART:16010101T020000
TZOFFSETFROM:-0500
TZOFFSETTO:-0600
RRULE:FREQ=YEARLY;INTERVAL=1;BYDAY=1SU;BYMONTH=11
END:STANDARD
BEGIN:DAYLIGHT
DTSTART:16010101T020000
TZOFFSETFROM:-0600
TZOFFSETTO:-0500
RRULE:FREQ=YEARLY;INTERVAL=1;BYDAY=2SU;BYMONTH=3
END:DAYLIGHT
END:VTIMEZONE

COM Advisory Council on Inclusion, Diversity, Equity, and Access

Where: Zoom; music conferenceroom
When: Mon Feb 12 12:00:00 2024 -06:00
Until: Mon Feb 12 12:50:00 2024 -06:00
Organisers Common Name=Baylock, Maria mailto:Maria.Baylock@unt.edu
Required Attendees: ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Baylock, Alan mailto:Alan.Baylock@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=mailto:
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Kinard, Katy mailto:Katy.Kinard@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Macchioni, Oscar mailto:Oscar.Macchioni@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Martinez, Austin mailto:Austin.Martinez@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Trachsel, Andrew mailto:Andrew.Trachsel@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=mailto
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Henry, Warren mailto:Warren.Henry@unt.edu
ROLE=REQ-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=Richmond, John mailto:John.Richmond@unt.edu
Optional Attendees: ROLE=OPT-PARTICIPANT PARTSTAT=NEEDS-ACTION RSVP=TRUE Common Name=music conferenceroom mailto:music.conferenceroom@unt.edu

The Dean's Conference Room (MU247G) is available for an in-person meeting. Please let me know if you prefer to meet on Zoom, and I can provide links for a hybrid format.

Re: Advisory Council on Diversity, Equity, and Inclusion

From: "Russell, Madison" <madison.russell@unt.edu>
To: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Mon, 29 Jan 2024 13:41:39 -0600

Thanks so much, Maria!

All the best,
Madison Russell (she/her)
Administrative Coordinator | Division of Jazz Studies
MU284 | College of Music | University of North Texas
madison.russell@unt.edu | 940-565-3743

From: Baylock, Maria <Maria.Baylock@unt.edu>
Date: Monday, January 29, 2024 at 12:41 PM
To: Russell, Madison <Madison.Russell@unt.edu>
Cc: Wolski, Kristin <Kristin.Wolski@unt.edu>
Subject: Re: Advisory Council on Diversity, Equity, and Inclusion

Hi, Madison and Kristin –

Thanks so much for reaching out. The COM Council on Diversity, Equity, and Inclusion is just getting organized this semester, after being on pause in the fall to clarify guidance from UNT System. Since this date is coming up relatively soon, I'd recommend reaching out to Molly Fillmore, Chair of the Division of Vocal Studies. She would know the best way to connect with vocal students and faculty.

Once the roster and chair are confirmed, I'd be happy to forward you that information!

I appreciate your understanding and patience.

Best,

Maria Baylock

From: Russell, Madison <Madison.Russell@unt.edu>
Date: Friday, January 19, 2024 at 10:30 AM
To: Baylock, Maria <Maria.Baylock@unt.edu>
Cc: Wolski, Kristin <Kristin.Wolski@unt.edu>
Subject: FW: Advisory Council on Diversity, Equity, and Inclusion

Hi Maria,

I hope you're doing well! Do you happen to know who the new chair of the CoM Council on Diversity, Equity, and Inclusion is for this year? There is a really cool potential collaboration (see below) that Kristin Wolski (CCd) would like to talk to them about!

All the best,
Madison

Madison Russell (she/her)
Administrative Coordinator | Division of Jazz Studies
MU284 | College of Music | University of North Texas
madison.russell@unt.edu | 940-565-3743

From: Wolski, Kristin <Kristin.Wolski@unt.edu>
Date: Tuesday, January 16, 2024 at 9:52 AM
To: Russell, Madison <Madison.Russell@unt.edu>
Subject: RE: Advisory Council on Diversity, Equity, and Inclusion

Thanks, Madison. I appreciate your help with this! For a little more context, we have held a discussion through our First Chair Chats platform with Liz Hearn of the Voicelab in Chicago, and she is wondering if we could collaborate again. I

recommended during Pride Week on campus, which is the week of March 25th. Since her specialty is vocal pedagogy for transgender voices (she is the author of [The Singing Teacher's Guide to Transgender Voices](#)), we would love to develop an online talk with her along with CoM's Council on Diversity, Equity, and Inclusion. It would be particularly helpful if some voice faculty were interested (we have mostly strings and brass players here at the Music Library at the moment). I thought it might be fun and helpful to team up! Right now, we are looking to co-host something the week of March 25th, which is Pride Week on campus.

I hope this was a little bit more helpful on our possible plans.
Thanks!
Kristin

From: Russell, Madison <Madison.Russell@unt.edu>
Sent: Friday, January 12, 2024 5:00 PM
To: Wolski, Kristin <Kristin.Wolski@unt.edu>
Subject: Re: Advisory Council on Diversity, Equity, and Inclusion

Hi Kristin!

I'm honestly not sure, but I will check and reply back as soon as I find out.

All the best,
Madison

Madison Russell (she/her)
Administrative Coordinator | Division of Jazz Studies
MU284 | College of Music | University of North Texas
madison.russell@unt.edu | 940-565-3743

From: Wolski, Kristin <Kristin.Wolski@unt.edu>
Date: Friday, January 12, 2024 at 2:37 PM
To: Russell, Madison <Madison.Russell@unt.edu>
Subject: Advisory Council on Diversity, Equity, and Inclusion

Hi Madison,

I was just looking to see who is part of the Advisory Council on Diversity, Equity, and Inclusion at CoM and have an idea to bring up to the group. Is Carol Wilson still the Chair of the Council?

Hope you are well!

All best,
Kristin

Re: DEI

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Zaberca, Sebastian" <sebastian.zaberca@unt.edu>, "Hightower, Allen" <allen.hightower@unt.edu>
Date: Thu, 01 Feb 2024 13:17:01 -0600

Hi, Allen –

Thanks for your email. The COM DEI Advisory Council was on pause last semester, awaiting guidance from UNT System. The committee recently has been appointed by the dean for the spring semester, and meets for the first time next week.

Please let me know if I can assist further!

Best,

[Maria Baylock](#)

From: Zaberca, Sebastian <Sebastian.Zaberca@unt.edu>
Date: Thursday, February 1, 2024 at 12:13 PM
To: Hightower, Allen <Allen.Hightower@unt.edu>
Cc: Baylock, Maria <Maria.Baylock@unt.edu>
Subject: Re: DEI

Hi Allen – copying Maria here, who should know if the committee still exists.

Sebastian Zaberca
Assistant to the Sr. Academic Dean, Academic Affairs
Sebastian.Zaberca@unt.edu
940-565-3708

From: Hightower, Allen <Allen.Hightower@unt.edu>
Date: Thursday, February 1, 2024 at 12:12 PM
To: Zaberca, Sebastian <Sebastian.Zaberca@unt.edu>
Subject: DEI

Does the COM still have a DEI committee or was that disbanded?

Allen Hightower
Director of Choral Studies
UNT College of Music

Re: COM Advisory Council on Inclusion, Diversity, Equity, and Access

From: "Baylock, Maria" <maria.baylock@unt.edu>
To: "Baylock, Alan" <alan.baylock@unt.edu>, "Kinard, Katy" <katy.kinard@unt.edu>, "Macchioni, Oscar" <oscar.macchioni@unt.edu>, "Martinez, Austin" <austin.martinez@unt.edu>, "Trachsel, Andrew" <andrew.trachsel@unt.edu>, "Henry, Warren" <warren.henry@unt.edu>
Cc: "Richmond, John" <john.richmond@unt.edu>
Bcc: "Baylock, Maria" <maria.baylock@unt.edu>
Date: Fri, 09 Feb 2024 11:33:26 -0600
Attachments: Letter of Confirmation - COM Advisory Council on DEI.pdf (166.37 kB); __MEMO - SB 17 DEI Committee and Council Guidance.pdf (141.64 kB)

Good afternoon, everyone –

Just a quick reminder for the meeting on **Monday, Feb. 12, at 12pm**. If possible, please attend in person in the Dean's Conference Room (MU247G). There is a Zoom option as well, meeting ID 859 5208 9813.

Before the meeting, take a look at the [COM Bylaws](#), specifically Section 2.2.5 and Section 6:

Section 2.2.5. Advisory Council on Diversity, Equity, and Inclusion— The Advisory Council on Diversity, Equity, and Inclusion acts in an advisory capacity to the dean. The council makes recommendations to foster diversity, equity and inclusion within the College, University, and community.

Section 6. Advisory Council on Diversity, Equity, and Inclusion

A. The Advisory Council on Diversity, Equity and Inclusion will: 1. Sponsor initiatives that will foster a greater understanding of the importance of diversity, equity, and inclusion across the College of Music; 2. Advise the dean on matters regarding diversity (musical, cultural, racial, ethnic, gender identity, sexual orientation, ability/disability, etc.) and inclusion for all policies, programs, and practices in the College of Music.

B. The council members are appointed by the dean and will reflect its mission as articulated in the College Charter. The council, in consultation with the dean, elects a chair from its faculty membership at the beginning of each two-year term.

C. Council members will liaise with the division of Institutional Equity and Diversity to foster their individual and collective competencies related to diversity, equity, and inclusion.

D. Membership of the Advisory Council on Diversity, Equity, and Inclusion will include: one associate dean or assistant dean; one division chair; two faculty members; two staff members; two student members; one representative from the Division of Institutional Equity and Diversity.

Thank you, and best wishes for a wonderful weekend!!

Maria Baylock

Executive Assistant to the Dean

940-565-4092 | <https://music.unt.edu/>



From: Baylock, Maria <Maria.Baylock@unt.edu>
Date: Friday, January 26, 2024 at 11:33 AM
To: Baylock, Alan <Alan.Baylock@unt.edu>, Kinard, Katy <Katy.Kinard@unt.edu>, Macchioni, Oscar <Oscar.Macchioni@unt.edu>, Martinez, Austin <Austin.Martinez@unt.edu>, Trachsel, Andrew <Andrew.Trachsel@unt.edu>, Henry, Warren <Warren.Henry@unt.edu>
Cc: Richmond, John <John.Richmond@unt.edu>
Subject: COM Advisory Council on Inclusion, Diversity, Equity, and Access

Good morning, everyone –


Thank you for your interest in serving on the College of Music Advisory Council on Inclusion, Diversity, Equity, and Access (IDEA) in the College of Music. Dean Richmond is pleased to extend to each of you an appointment for a two-year term (2024-2026). Please see the attached memos from the dean and from UNT System.

Dean Richmond would like to meet with you to hear any initial questions you may have about the memo from UNT System and about the work and scope of the committee. Please complete this scheduling poll for a one-hour meeting on Zoom.

Scheduling poll

COM Advisory Council on Inclusion, Diversity, Equity, and Access

 1 hour duration

 5 time options

 Zoom

[Vote](#)

[View all your polls](#)

Thank you so much!

[Maria Baylock](#)

Executive Assistant to the Dean of the College of Music

940-565-4092 | <https://music.unt.edu/>





TO: Alan Baylock, Warren Henry, Katy Kinard, Oscar Macchioni,
Austin Martinez, and Andrew Trachsel

FROM: John W. Richmond, Professor and Dean

A handwritten signature in black ink, appearing to read "John W. Richmond".

DATE: Wednesday, January 24, 2024

RE: College of Music Advisory Council on Diversity, Equity and Inclusion

Thank you for agreeing to serve on the College of Music (COM) Advisory Council on Diversity, Equity, and Inclusion. The **COM Bylaws Section 2.2.5** states that “the Advisory Council on Diversity, Equity, and Inclusion acts in an advisory capacity to the dean. The council makes recommendations to foster diversity, equity and inclusion within the College, University, and community.”

After active service from 2019 to 2023, this council endured a brief hiatus during the Fall 2023 semester while awaiting guidance from UNT System regarding **Texas Education Code §51.3525** (SB 17, 88th Texas Legislative Session, 2023). I have attached the memo dated November 30, 2023, from Alan Stucky, Vice Chancellor & General Counsel for UNT System, which broadly permits activities that “promote and advance equal opportunity, equal access, and inclusion.”

As we all lean into these new guidelines with intention, the COM Advisory Council has my full support to elect a chair, determine a meeting schedule, and discern the focus of the work the council wishes to undertake. One task will be to recommend to the faculty an amendment of the **COM Bylaws Section 6**, to remove reference to the Division of Institutional Equity and Diversity:

Section 6. Advisory Council on Diversity, Equity, and Inclusion

A. The Advisory Council on Diversity, Equity and Inclusion will: 1. Sponsor initiatives that will foster a greater understanding of the importance of diversity, equity, and inclusion across the College of Music; 2. Advise the dean on matters regarding diversity (musical, cultural, racial, ethnic, gender identity, sexual orientation, ability/disability, etc.) and inclusion for all policies, programs, and practices in the College of Music.

B. The council members are appointed by the dean and will reflect its mission as articulated in the College Charter. The council, in consultation with the dean, elects a chair from its faculty membership at the beginning of each two-year term.

C. Council members will liaise with the Division of Institutional Equity and Diversity to foster their individual and collective competencies related to diversity, equity, and inclusion.


D. Membership of the Advisory Council on Diversity, Equity, and Inclusion will include: one associate dean or assistant dean; one division chair; two faculty members; two staff members; two student members; one representative from the Division of Institutional Equity and Diversity.

Thank you for your commitment to this Advisory Council. I look forward to working with you in this capacity!



TO: All UNT System Campus Presidents, Provosts, and Deans

CC: UNT System Chancellor, Chief Strategy Officer, and Vice Chancellor for Academic Affairs

FROM: Alan Stucky, Vice Chancellor & General Counsel 

DATE: December 11, 2023

RE: DEI Committees and Councils
Texas Education Code §51.3525 (SB 17, 88th Texas Legislative Session, 2023)

I. INTRODUCTION

- A. Texas Education Code §51.3525, which becomes effective January 1, 2024, prohibits public institutions of higher education from:
 - 1. establishing or maintaining a “diversity, equity, and inclusion (DEI) office”;
 - 2. hiring or assigning an employee to perform the duties of a DEI office;
 - 3. contracting with a third party to perform the duties of a DEI office; or
 - 4. engaging in certain activities related to DEI.
- B. The University of North Texas System remains committed to supporting a diverse and inclusive student body, faculty, and staff within its values-based environment, and provides the following guidance to assist UNT System campuses in implementing the new law.
- C. A number of Committees and Councils have been established by colleges or departments across the campuses with reference to diversity, equity, and inclusion. The Office of General Counsel recommends that each DEI Committee or Council charged with conducting diversity, equity, and inclusion activities be reviewed and their mission statement and/or charge and activities be revised as needed to comply with TEC §51.3525.

II. WHAT IS PERMITTED

- A. Nothing in TEC §51.3525 alters the requirements of UNT System campuses to comply with federal and state antidiscrimination laws, including Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972 and the Equal Protection Clause of the United States Constitution. All programs and activities must continue to remain open and available to every person in a nondiscriminatory manner.
- B. Committees and councils can be charged with promoting and advancing an environment/culture of equal opportunity, equal access and inclusion; developing programs and activities that encourage an awareness and understanding of different individual experiences; and respecting individuals and their respective heritages, beliefs, thoughts, and ideas. Policies, practices, and

activities may refer to the UNT System Better Together value: to foster an inclusive environment of respect, belonging, and access for all by developing awareness and understanding of different experiences, respecting diversity of people, beliefs, thoughts, and ideas, and supporting opportunities to remove barriers to equity and inclusion.

- C. Reference may also be made to the UNT System’s EO Statement and its commitment to providing an employment and learning environment at each component – University of North Texas, UNT Health Science Center, UNT Dallas/UNT Dallas College of Law and UNT System Administration – that gives each person the opportunity to be a productive and valued employee and student. UNT System Equal Opportunity Statement:

The University of North Texas System is firmly committed to equal opportunity and does not permit -- and takes actions to prevent -- discrimination, harassment (including sexual violence) and retaliation on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, genetic information, or veteran status in its application and admission processes, educational programs and activities, facilities, and employment practices. The University of North Texas System immediately investigates complaints of discrimination and takes remedial action when appropriate. The University of North Texas System also takes actions to prevent retaliation against individuals who oppose any form of harassment or discriminatory practice, file a charge or report, or testify, assist, or participate in an investigative proceeding or hearing.

III. WHAT IS PROHIBITED

- A. TEC §51.3525 prohibits UNT System campuses from establishing or maintaining an office, division, or other unit for the purpose of:
1. influencing hiring or employment practices with respect to race, sex, color, or ethnicity, other than using color-blind and sex-neutral hiring processes in accordance with any federal or state antidiscrimination laws;
 2. promoting differential treatment of or providing special benefits to an individual based on the person’s race, color, or ethnicity;
 3. promoting policies or procedures in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law; or
 4. conducting trainings, programs, or activities in reference to race, color, ethnicity, gender identity, or sexual orientation, other than policies or procedures approved in writing by the institution’s general counsel and the Texas Higher Education Coordinating Board for the sole purposes of ensuring compliance with any applicable court order or federal or state law.
- B. TEC §51.3525 prohibits UNT System campuses from giving preference to any applicant for employment, employee, or a participant in any function of the university on the basis of race, sex, color, ethnicity, or national origin.

- C. UNT System campuses are also prohibited from requiring any person to provide a diversity, equity, and inclusion statement, or giving preferential consideration to any person based on the provision of such a statement.
- D. *In summary, a Committee or Council may not promote differential treatment of or provide special benefits to distinct persons or groups on the basis of race, sex, color, ethnicity, or national origin.*

IV. CONCLUSION

- A. To comply with the requirements of TEC §51.3525, UNT System campuses should review the mission statement, purpose, and activities of each DEI Committee or Council to ensure compliance with TEC §51.3525.
 - 1. Upon review, it may be determined that mission statements and activities of Committees and Councils must be eliminated or significantly revised for compliance with the new law.
 - 2. Any questions about such should be brought to the immediate attention of the institution's Chief Compliance Officer and the UNT System Office of General Counsel.