

WHERE  
*faculty*  
SOAR



# New Faculty Orientation

January 8, 2025 (TEAMS)



Welcome  
UNT New Faculty!



# Agenda

- |   |                      |
|---|----------------------|
| <b>Welcome &amp; Opening Comments</b>   | <b>9:00 - 9:15</b>   |
| <ul style="list-style-type: none"><li>▪ <b>Holly Hutchins</b>, Vice Provost for Faculty Success</li></ul>   |                      |
| <b>Helping Faculty Soar – Faculty Success Support</b>   | <b>9:15 - 9:45</b>   |
| <ul style="list-style-type: none"><li>▪ <b>Angie Cartwright</b>, Assistant Vice Provost for Faculty Success</li><li>▪ <b>Yolanda Mitchell</b>, Faculty Director, Teaching Development and Effectiveness</li></ul>   |                      |
| <b>Center for Learning Experimentation, Application and Research (CLEAR)</b>  | <b>9:45 - 10:00</b>  |
| <ul style="list-style-type: none"><li>• <b>Aubree Evans</b>, Sr Director, Faculty Development, CLEAR</li><li>• <b>Allison Boye</b>, Sr Faculty Development Specialist, CLEAR</li></ul>  |                      |
| <b>Student Success and Research Support Resources</b>   | <b>10:00 – 10:15</b> |
| <ul style="list-style-type: none"><li>▪ <b>Holly Hutchins</b>, Vice Provost for Faculty Success</li></ul>   |                      |
| <b>Break (10 minutes)</b>   |                      |
| <b>Human Resources Team</b>   | <b>10:25 - 10:45</b> |
| <ul style="list-style-type: none"><li>▪ <b>Grayson Pleasant</b>, HR Generalist</li></ul>  |                      |
| <b>What I Wish I Knew as an Early Career Faculty at UNT</b>   | <b>10:45 - 11:25</b> |
| <ul style="list-style-type: none"><li>▪ <b>Yolanda Mitchell</b>, Faculty Director - <i>Moderator</i></li><li>▪ <b>Schenita Floyd</b>, Clinical Assistant Professor, Department of Advanced Data Analytics</li><li>▪ <b>Joseph McGlynn</b>, Associate Professor, Department of Communication Studies</li></ul> |                      |
| <b>Closing Remarks and Questions</b>  | <b>11:30</b>         |
| <ul style="list-style-type: none"><li>▪ <b>Holly Hutchins</b>, Vice Provost for Faculty Success</li></ul>   |                      |

# Meet Your Faculty Success Team



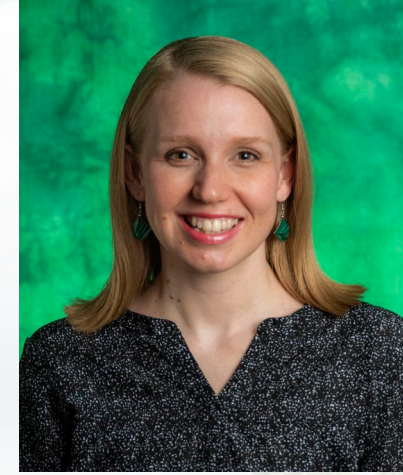
**Holly Hutchins**  
Vice Provost



**Angie Cartwright**  
Assistant Vice Provost



**Yolanda Mitchell**  
Faculty Director



**Marcella Clinard**  
Faculty Development  
Specialist



**Tania Khalaf**  
Faculty Fellow,  
Mentoring Initiatives



**Jess Hulett**  
Executive Assistant



**Maria del Carmen Ross**  
Student Assistant



**Madison Leatch**  
Student Assistant



- Faculty Development ▾
- Strategic Projects ▾
- Promotion & Tenure ▾
- Awards & Recognition ▾
- About Us ▾

[Home](#) / **FACULTY SUCCESS**



# Faculty Success

## Faculty Success

Faculty Success supports faculty in developing their professional **community, capabilities, and career** through holistic learning and development programs, prestigious recognitions, equitable policy development, inclusive networking and mentoring, and transparent communication.

Visit the [Faculty Success website!](#)





## **Developing Community**

- New Faculty Orientation
- Talons and Tidbits
- Faculty Learning Communities (4)
- Mentoring Program and Grants
- Faculty Lounge Meet-Ups and Socials



## **Enriching Capabilities**

- Teaching Workshops
- Promotion and Tenure Workshops
- Policy and Faculty Advocacy Support
- CREATE Grants & Conference Support
- Writing Groups
- Crucial Conversations
- NCFDD





## Advancing Careers

- Faculty Development Leave
- Leadership Development – Fellows Programs
- Salute to Faculty Excellence Awards
- Promotion and Tenure Celebrations



# Academic Affairs Policy



- We partner with the Faculty Senate to advocate for and clarify policies that impact faculty
- Policy is the anchor of shared governance and a reflection of our values
- All UNT faculty have a right to request and suggest changes to policy and a responsibility to know the policies that impact their daily work
- Familiarize yourself with the [UNT Policy Manual](#) and ask questions



[policy.unt.edu/policy-manual](https://policy.unt.edu/policy-manual)

# Top Five Academic Affairs Policies



Student Academic Integrity (06.003)

Promotion & Tenure (06.004, .005, & .006)

Annual Review (06.007)

Academic Workload (06.027)

Student Attendance & Absences (06.039)

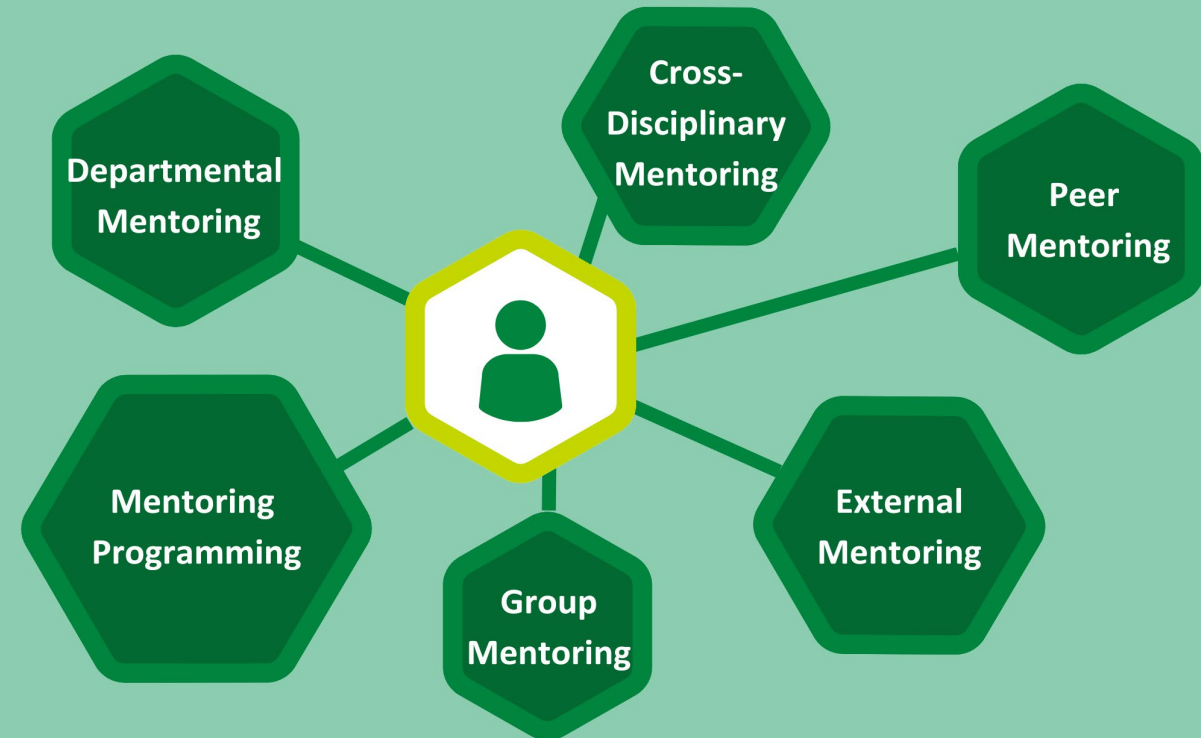


[Policy.unt.edu/policy-manual](https://policy.unt.edu/policy-manual)

# Mentoring Program & Grants

## Faculty Mentoring Program

- Network model empowers mentee
- All new faculty will have a departmental mentor
- Funding opportunities
  - Conference Support and CREATE
  - Mentoring Grants
- Save the date: **February 10, Willis 250H**
  - Mentoring Webinar, 2:00-4:00
- More resources: [vpaa.unt.edu/mentoring](http://vpaa.unt.edu/mentoring)



# Teaching Excellence at UNT



- ACUE Teaching Effectiveness Certificate
- Teaching Roundtables
- Teaching Portfolio Workshop
  - *May 12-15, 2025*
- Teaching Consultations
- Peer Review of Teaching
- ...and more!



# New Faculty Support



## Faculty First Flight

- **Mentorship & Resources**
  - The Perch – Online Modules

## Early Career Faculty Learning Community

- **Tuesday Talon Tidbits**
  - First Tuesday of the month
  - 2-3:30 p.m. Bruce Hall D250



Center for Learning, Experimentation,  
Application and Research (CLEAR)





*Supporting Student Success*



A graduate in a green gown and cap is celebrating with arms raised at a graduation ceremony. The graduate is wearing a green gown and cap, and a sash with a red, white, and blue design. The background shows a large crowd of people and banners for the College of Education. The word "VICTORIOUS" is overlaid in large white letters on the right side of the image.

**VICTORIOUS**

# Enrollment



**46,309**  
Total Enrollment



**6,785**  
New FTIC

**43%**  
of which are  
First-Gen

**3,500**  
New Transfers

**3,104**  
New Graduate  
Students

**589**  
Frisco Only  
Students

**10.92%**  
Increase in  
Frisco Only

# Academic Integrity

- Establish department guidelines.
- All syllabi should include clear expectations that also address artificial intelligence.
- Partner with college / department liaison.
- Encourage a culture of reporting:



**Uphold UNT  
values and  
reputation.**



**Identify  
patterns of  
behavior.**



**Protect  
students'  
rights for due  
process.**



# The Learning Center (TLC)



## Supplemental Instruction (SI)

23-24, 86% of SI attendees made an A, B, or C compared to 66% of non-SI attendees



## Academic Coaching

**76% of students on Academic Alert maintained or improved their cumulative GPA**



## Don't Cancel that Class

Student Success workshops when instructors have an anticipated conflict



# Counseling and Testing Services

- **Crisis Counseling** by appointment or walk-in;  
Phone availability 940-565-2741, press 1 (24/7)
- **Individual Counseling**
- **Couples Counseling**
- **Group Counseling/Drop-in Workshops**
- **Case Management** – campus and community resources
- **Providers at Maple Hall, Frisco Landing & Discovery Park**
- **Consult** with parents, faculty, staff, students
- **Outreach**, education, presentations
- **Testing:** Professional and academic testing  
Gateway #140 940-369-7617

Chestnut Hall, Suite 313

Call: 940-565-2741

Press 1 to talk to a live counselor, press 2

for appointments/general questions, 9 to leave message

Email: [Counselingandtestingservices@unt.edu](mailto:Counselingandtestingservices@unt.edu)

Website: [cts.unt.edu](http://cts.unt.edu)

Twitter & Instagram: @UNT\_Counseling

16+

# Need a safe place to talk?

Did you know that you have **FREE** access to a safe and confidential peer community to get support when you are feeling low?



SCAN TO JOIN FOR  
FREE TODAY



## Community

We offer an anonymous community to share how you're feeling, listen and be heard.



## Courses

Find courses specific to your concerns and learn techniques to manage your mental health.



## Resources

Tools, self-assessments and articles that help you understand how you're feeling and track your progress.



# Resources



## For Students

Support for Students @ UNT: <https://www.unt.edu/success/find-support.html>

Student Involvement / Student Clubs @ UNT: <https://www.unt.edu/success/get-involved.html>

UNT Academic Coaching: <https://learningcenter.unt.edu/coaching>

## For Faculty

UNT CARE Team Referral: <https://studentaffairs.unt.edu/dean-of-students/report.html>

UNT Career Services Faculty Guide: <https://careercenter.unt.edu/faculty-toolkit/>

MIT Promote Community Resource: <https://doingwell.mit.edu/promotecomunity/>

Flipping Failure MIT Video Project: <https://flippingfailure.mit.edu/>

WU CTL Group Work Resources: <https://ctl.wustl.edu/resources/facilitating-in-class-group-work/>; <https://ctl.wustl.edu/resources/using-roles-in-group-work/>



*Supporting Research Success*



# Division of Research and Innovation

ADMINISTRATION, BUDGET AND OPERATIONS, INSTITUTIONAL INITIATIVES, STUDENT RESEARCH, RESEARCH INSTITUTES, & FACILITIES

## RESEARCH DEVELOPMENT

- FUNDING IDENTIFICATION
- PROPOSAL SUPPORT
- WORKSHOP, TRAINING, AND MENTORING PROGRAMS
- INTERNAL SEED AND FUNDING OPPORTUNITIES
- LIMITED SUBMISSION

## GRANTS CONTRACTS AND ADMINISTRATION (GCA)

- PRE-AWARD
- POST-AWARD
- CONTRACTS
- ACCOUNTING
- INFORMATIONAL SYSTEM

## RESEARCH COMMERCIAL AGREEMENTS (RCA)

- LICENSING
- PATENTS
- COMMERCIALIZATION
- MATERIAL TRANSFER AGREEMENTS

## RESEARCH INTEGRITY AND COMPLIANCE (RIC)

- HUMAN SUBJECTS
- IACUC
- EXPORT CONTROL
- CONFLICT OF INTEREST
- RESPONSIBLE CODE OF RESEARCH

[research.unt.edu](https://research.unt.edu)



# Research Development



## Funding Identification

Pivot Trainings, Faculty Consultations, Research Radar Newsletter



## Workshop Training and Mentoring Programs

Faculty Grantsmanship, DC Fellow Program, Proposal Development for Early Career Scholars (ProDECS), Research BREAKS, and Broader Impacts



## Research Community Building

University Research Day, Networking Events, Proposal Managers, College and Departmental Visits



## Agency Liason

Facilitate sharing updates from various sponsors, host agency workshops and webinars, serve as liaison to contact program officers (Ex. NIH Informational, NSF CAREER, NEA Virtual Visit, and NEH Site Visit)



## Additional Areas

Limited Submissions  
Internal Seed Funding Awards and Opportunities  
Proposal Support

<https://research.unt.edu/research-services/research-development/index.html>

**Calendar:** <https://research.unt.edu/research-events/index.html>



Bio Break  
(10 minutes)



# UNT Human Resources



# New Hire Benefits Orientation

- **Held every Tuesday:**

- Online: Teams (10am-11:30am), TEAMS link on [NHR website](#)
- In-person: BSC workspaces, Woodhill Building 4 (1112 Dallas Dr., Denton, Texas 76205)

- **Topics:**

- insurance, retirement, and leave
- making elections
- completing enrollment

- *Benefits enrollment is time-sensitive*

# Faculty Perspectives Panel:

What I Wish I Knew as an Early Career Faculty at UNT



# Academic Resources and FIS



# Academic Resources

## Areas of Responsibility

- Academic budgeting
- Instructional Fee administration
- Differential tuition
- Faculty job posting
- Faculty offer letters
- Faculty pay administration
- Academic task payments and augmentations
- Faculty startup commitments
- Faculty Information System (FIS)







# Academic Resources Team



## Chance McMillan

**Academic Resources Coordinator**

[chance.mcmillan@unt.edu](mailto:chance.mcmillan@unt.edu) x2138

- College of Information
- College of Visual Arts & Design
- College of Health & Public Service
- College of Applied and Collaborative Studies (*Frisco*)
- Toulouse Graduate School
- VP Enrollment
- College of Merchandising, Hospitality & Tourism
- Libraries
- All Non-Academic Units
- Visiting Scholars (*all units*)

## Dan Adams

**Academic Resources Coordinator**

[dan.adams@unt.edu](mailto:dan.adams@unt.edu) x2702

- College of Liberal Arts & Social Sciences
- Mayborn School of Journalism
- College of Education
- College of Science



- Texas Academy of Mathematics & Science

## Melinda Rule

**Sr. Academic Resources Coordinator**

[melinda.rule@unt.edu](mailto:melinda.rule@unt.edu) x2673

- College of Engineering
- College of Music
- G. Brint Ryan College of Business



## Nicole McAlister

**Assistant Director**

[nicole.mcalister@unt.edu](mailto:nicole.mcalister@unt.edu) x3512

- VPAA 11Bs and VPAA 11Cs
- Tenure Stop-the-Clock Requests
- Faculty Overloads
- Modified Service Requests
- Annualized Compensation
- Employment Verifications
- Faculty Departures
- Annual Faculty Salary Notifications

## Patty Rodriguez

**Director**

[patricia.rodriquez2@unt.edu](mailto:patricia.rodriquez2@unt.edu) x3953

- Data Requests and Reporting
- Faculty Credentialing
- Administrative Appointments
- Professional Track Faculty Reappointment Process
- Faculty Search Waivers
- Courtesy Affiliate, and Joint Appointments
- Faculty Leaves
- Faculty Page Up Training
- Retention, Merit, and Salary Evaluation Requests and Benchmarking/Research



**UNT**

OFFICE OF THE PROVOST &  
DIVISION OF ACADEMIC AFFAIRS  
Academic Resources

# FIS: Faculty Information System



UNT's faculty information system (FIS) is a web-based faculty productivity tool powered by Digital Measures that is used to collect, manage, and report faculty teaching, research, and service activities, along with other professional accomplishments. All UNT instructors of record have an FIS profile. FIS is used to:

1. provide data for the tenure and promotion and annual review processes;
2. generate internal and external reports for accrediting bodies, state, and federal agencies;
3. meet legislative mandates such as HB 2504

[faculty.info@unt.edu](mailto:faculty.info@unt.edu)

940-369-6108

Rebecca How - Asst. Dir, Faculty Information

Nicky Shrestha - Application Support Manager

Davelyn McCartney - Sen. Administrative Coordinator

Tsubasa Tajima - Data Analyst


THANKS!





# Faculty Success Your First Year

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- **Understand your role and expected outcomes** – teaching, research, service expectations
  - **Engage with your colleagues and the UNT community to connect and learn** – dept/college and Faculty Success events; join a Faculty Learning Community; explore Denton and your local community
  - **Pace and care for yourself:** acclimating can take a lot of energy, so pace yourself. NCFDD offers good resources for managing your work and non-work priorities! Faculty Success and your colleagues are here for you!
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# Closing Remarks



Share your feedback:





WHERE  
*faculty*  
SOAR

Faculty.Success@unt.edu • 940-565-3987  
Hurley Administration Building 121  
***facultysuccess.unt.edu***