

# FEBRUARY 2021 NEWSLETTER



## Message from the Provost

Greetings Colleagues,

Thank you for all you are doing to support our students and your colleagues during this challenging year. Faculty Success has been working hard to support you and your colleagues. If there is anything our office can do to support you, do let us know.

This spring I want to remind you to complete the [COACHE survey](#). The COACHE survey is a detailed survey of faculty life that helps us to see where we have opportunities to improve and how we compare to our peers.

This spring we also have phase two of our [Anti-Bias & Cultural Awareness Program](#). The goal of phase two is to support faculty, staff, and academic administrators as they apply strategies for success and inclusion into their daily tasks and responsibilities. Faculty and academic staff will receive access to the training program through the UNT Bridge portal, as you did in the fall semester. An email from "University of North Texas Bridge Administration" will be sent to all required participants and will state "You are enrolled in Anti-Bias & Cultural Awareness Program."

Best,

Provost Cowley



## Upcoming Workshops and Trainings

Click on an event below to learn more and register. Be sure to check the [Faculty Success calendar](#) to see what else is coming up this semester.

Feb  
17

[Practical Resilience](#)

Feb  
17

[Training for Support of Blind and Visually Impaired Students](#)

Feb  
17

[Creative Online Teaching in Times of Pandemic](#)

Feb  
**18**  
[Working with Students  
Who Are d/Deaf or  
Hard of Hearing](#)

Feb  
**22**  
[Faculty Search  
Committee Training](#)

Feb  
**23**  
[UNT Equity &  
Diversity Conference](#)

Feb  
**24**  
[Intro to Counseling &  
Testing Services](#)

Feb  
**25**  
[Getting Engaged  
Internationally](#)

Feb  
**26**  
[Teaching Mentorship  
Discussion](#)

Mar  
**01**  
[ABCA  
Speaker Series:  
Dr. Anneliese Singh](#)

Mar  
**02**  
[What Students Want  
You to Know About  
Mental Health](#)

Mar  
**02**  
[Faculty Work-Life  
Balance Workshop](#)

Mar  
**03**  
[Practical Resilience](#)

Mar  
**03**  
[Engaging and  
Motivating Students  
Online During COVID](#)

Mar  
**10**  
[Stress Management](#)

Mar  
**11**  
[Morning Mindfulness](#)

Mar  
**11**  
[Gender & Sexuality Equity  
in the Workplace](#)

## COACHE Survey Launching February 15



**COACHE**  
The Collaborative on Academic Careers in Higher Education  
at the Harvard Graduate School of Education

### What is the COACHE survey?

The [Collaborative on Academic Careers in Higher Education](#) (COACHE) is a survey of faculty satisfaction designed and managed by Harvard University.

### Why are these surveys important?

The provost is fully committed to using the results to improve the workplace for faculty. These surveys are the first steps of a multi-year process intended to identify actionable policies and practices.

### Who will be asked to participate in the COACHE process?

All full-time faculty (tenure-system, lecturers, clinical faculty, and librarians).

## Anti-Bias and Cultural Awareness Program

### Phase 2: Implementation — Launching February 15!

We are happy to announce that the inaugural launch of the [Anti-Bias & Cultural](#)

[Awareness Program](#) during the fall semester was a success! Thank you for helping us reach a completion rate of 87% — above average for a first-time program. Phase two of the program will be released to full-time faculty and academic staff on **Monday, February 15, 2021**. The goal of phase two is to support faculty, staff, and academic administrators as they apply strategies for success and inclusion into their daily tasks and responsibilities.

Faculty and academic staff will receive access to the training program through the UNT Bridge portal, as they did in the fall semester. The program will be marked as “required” for all full-time faculty and academic staff and will show up on your My Learning page.

Additionally, we have taken into consideration all your feedback regarding the program and appreciate the suggestions for improvement. We have made modifications to the logistics so there is no need for faculty and staff to load their certificates after completion. The due date for this semester is **May 31, 2021**.

Visit the [Anti-Bias and Cultural Awareness webpage](#) for more spring training options.

ANTI-BIAS & CULTURAL AWARENESS PROGRAM PRESENTS

## Moving from Affirmation to Liberation:

Supporting Queer and Trans Resilience and  
Challenging Heterosexism at UNT



**DR. ANNELIESE SINGH**

Dr. Singh is a Professor and Associate Provost for Diversity and Faculty Development/Chief Diversity Officer at Tulane University, as well as the co-founder of the Georgia Safe Schools Coalition and the Trans Resilience Project. Her scholarship and community organizing explores racial healing and racial justice, as well as the resilience, trauma, and identity development experiences of queer and trans people, with a focus on young people and BIPOC people.



**TIME: 9AM - 11AM**  
**DATE: March 1, 2021**

VIA UNT BRIDGE

For more information & registration:  
[vpaa.unt.edu/events/abca-speaker-singh-mar2021](https://vpaa.unt.edu/events/abca-speaker-singh-mar2021)



HOSTED BY FACULTY SUCCESS

## Moving from Affirmation to Liberation: Supporting Queer and Trans Resilience and Challenging Heterosexism at UNT

In this presentation, Dr. Singh will review the history of LGBTQ+ affirming approaches on university campuses as well as the extensive health inequities that queer and trans people experience in higher education that influence their overall well-being. Attention to the multiple interlocking systems of power, privilege and oppression will be addressed in order to identify advocacy and liberation strategies UNT community members can use to counter anti-LGBTQ+ bias as part of manifesting the beloved community on campus.

**Learn More – Registration Coming Soon!**

# 2021 Salute to Faculty Excellence Award Ceremony



Save the Date: April 15, 2021

Mark your calendar to join us as we celebrate the accomplishments of UNT's outstanding faculty! During this showcase event, we will honor the 2020-2021 faculty award winners for excellence in teaching, research, and service.

[Register Now](#)

## We Want to Celebrate YOU!

### External Award Submissions

We know that faculty have been hard at work not only creating courses for students but also advancing their academic careers. Please submit your external award recognitions from 2020 or 2021. External awards are considered to be awards given by entities outside of UNT.



If you would like your external award to be included in the 2021 Salute to Faculty Excellence program, please submit your award recognition by **February 26, 2021**.

[Submit Your Award Recognition](#)

## Faculty Spotlight

### Alicia Eggert



[Alicia Eggert](#), associate professor and coordinator for CVAD's sculpture program, recently received a unique honor for her neon light sculpture: It has been acquired by the Smithsonian! Eggert's installation "This Present Moment" has found a forever home in the collections at the [Renwick Gallery of the Smithsonian American Art Museum](#) in Washington, D.C. Eggert's work has already been displayed around the world and she has earned numerous honors and awards such as a TED fellowship, a Direct Artist Grant from the Harpo Foundation and an Artist Microgrant from the Nasher Sculpture Center.

[Read more on UNT News](#)

[Read the article in D Magazine about Eggert's sculpture](#)

### Faculty Engineers Receive Career NSF Awards

Three UNT researchers in the College of Engineering were awarded a total of more than \$1.4 million in grant money through the [National Science Foundation's Faculty Early Career Development Program](#).

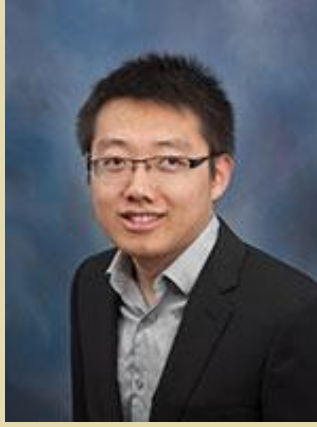
[Diana Berman](#), [Hua Sun](#) and [Hui Zhao](#) have each received awards to fund their innovative research into solving some very difficult problems facing industry today.

“We are pleased with the growth of CAREER Awards in the College of Engineering this year,” said Mark McLellan, vice president for research and innovation. “These awards help our young faculty propel careers in discovery and provide students with opportunities to conduct sophisticated research that is a hallmark of a STEM degree at UNT.”

National Science Foundation CAREER Awards are granted to faculty within their first 10 years in a full-time college appointment whose scholarly products are considered to have had a high impact in their discipline and/or on society.



Diana Berman, Assistant Professor, Materials Science and Engineering



Hua Sun, Assistant Professor, Electrical Engineering



Hui Zhao, Assistant Professor, Computer Science and Engineering

[Read more on UNT News](#)

## Equity and Diversity Conference Is Next Week

### Don't Forget to Register!

The [Division of Institutional Equity & Diversity](#) is partnering with the [North Texas Community College Consortium](#) to deliver the annual [Equity & Diversity Conference](#), presented by Hilti, entirely through Zoom on Tuesday, February 23.

This year's keynote speaker is [Jeff Chang](#), who has written extensively on the intersection of race, art, and civil rights as well as the socio-political forces that guided the hip-hop generation. Workshop topics range from bias awareness to self-care to workplace climate.

Limited FREE registration is available for UNT World employees and students. Visit the [conference website](#) for more information and to register. The registration deadline is Tuesday, February 16. Follow all things 2021 Equity & Diversity Conference with the official conference hashtag #EDC21atUNT or tweet your commitment to expanding your diversity, equity, and inclusion knowledge: @EquityDiversity on [Twitter](#), @UNTEquityDiversity on [Facebook](#) and [Instagram](#).

# 2021 UNT EQUITY & DIVERSITY CONFERENCE

Facing the Future Together:  
Allies, Accomplices, & Action

Presented by: **HILTI** In partnership with:



**A Virtual Event - 02/23/21**



## Announcement: Affinity Groups Are Changing

"Affinity Group" is changing its name to "Faculty Resource Group" in an effort to clarify services offered by these resources for faculty.

UNT has five Faculty Resource Groups to provide additional support and mentoring to faculty. A Faculty Resource Group is a group of faculty linked by a common background, purpose, ideology, or interest. They play a role in helping to ensure that UNT provides an inclusive environment where all faculty are valued, included, and empowered to succeed. Many of them receive funding and support from Faculty Success and the Office of Diversity and Inclusion. The current Faculty Resource Groups are:

- [Women's Faculty Network](#)
- [Black Faculty Network](#)
- [LGBT Faculty Network](#)
- [La Colectiva](#)
- [International Faculty Network](#)

## Neurodiversity Professional Network

### A New Employee Resource Group

In an effort to create a more inclusive campus for individuals who are neurodivergent, UNT has developed the Neurodiversity Professional Network ERG.

"Neurodiversity" refers to variations in neurocognitive functioning and encompasses autism spectrum disorder (ASD; formerly referred to by many as Asperger's), attention-deficit/hyperactivity disorder (ADHD), epilepsy, dyslexia, and other neurological differences.

While higher education is known for respecting and affirming diversity, many faculty and staff who are neurodivergent don't feel included or supported due to the lack of understanding of this type of diversity. The goal of this group is to provide a safe and supportive environment for people to share their experiences and learn about resources. It is open to both neurodivergent employees and allies who want to support the work of their neurodivergent colleagues.

If you are interested in becoming a part of the UNT Neurodiversity Professional Network, we invite you to [complete the membership form](#) on the Division of Institutional Equity & Inclusion's website. Membership is confidential. For more information, contact Linda Holloway at [Linda.Holloway@unt.edu](mailto:Linda.Holloway@unt.edu).

### Being Different: Turning Childhood Disabilities into Adult Gifts

The Neurodiversity Professional Network, in partnership with the Division of Institutional Equity & Inclusion, Office of the Provost, Faculty Success, Dean of Students, Housing and UNT WISE, is hosting a webinar on March 30 entitled [Being Different: Turning Childhood Disabilities into Adult Gifts](#).

Join us as [John Elder Robison](#) describes how the differences of autism and ADHD, considered disabilities as children, can confer powerful competitive advantages upon us as adults. Through poignant examples from his own life, Robison shows how traits that limited him as a child actually facilitated some of his greatest accomplishments as an adult. He shares a new way to look at disability, difference, and giftedness, and offers a different paradigm for educators, parents, and neurodiverse people.

**This training fulfills the Spring 2021 Anti-Bias & Cultural Awareness Program requirement.**

# Being Different: Turning Childhood Disabilities into Adult Gifts Presented by John Elder Robison



**DATE: MARCH 30, 2021**

**TIME: 1PM - 2:30PM**

**VIRTUAL VIA ZOOM**

**FOR MORE INFORMATION & REGISTRATION:**

[UNTUNIO.TICKETS.UNIVERSITYTICKETS.COM/W/EVENT.ASPX?ID=1475](https://untunio.tickets.universitytickets.com/w/event.aspx?id=1475)

Join us as John Elder Robison describes how the differences of autism and ADHD, considered disabilities as children, can confer powerful competitive advantages upon us as adults. Through poignant examples from his own life, Robison shows how traits that limited him as a child actually facilitated some of his greatest accomplishments as an adult. He shares a new way to look at disability, difference, and giftedness, and offers a different paradigm for educators, parents, and neuro-diverse people. Anyone who is personally affected by autism, Asperger's, or ADHD will find this talk illuminating and inspiring.

## SPONSORS



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Diversity & Inclusion



OFFICE for  
FACULTY SUCCESS



DIVISION OF  
STUDENT AFFAIRS  
Dean of Students



WISE



DIVISION OF  
STUDENT AFFAIRS  
Housing & Residence Life

THIS PRESENTATION IS PRE-APPROVED FOR 1.5 HOURS OF CRC CEUS AND FULFILLS THE SPRING 2021 ANTI-BIAS & CULTURAL AWARENESS PROGRAM REQUIREMENT. PARTICIPANTS MAY REQUEST A CERTIFICATE OF ATTENDANCE TO USE FOR OTHER CREDENTIALS.

[Register Now](#)

## Counseling and Testing Services

### 5 Tips for When a Student Cries in Your Virtual Office

Have you found yourself unsure of what to do when a student starts to cry in your office? Check out these tips for navigating student tears.

Before we begin, take a minute to think back to a stressful time in your life, difficult experience or overwhelming situation. This simple exercise can help put us in the shoes of our students so we can better understand and empathize with what they may be experiencing when they reach our office.

Let's get to the tips:





### **Tip #1: Pause and Reflect**

Ask yourself the following questions to gain more insight into the situation:

- What is the purpose of their visit?
- What do you know about this student?
- Was this a meeting you set up? Or did they reach out to you?
- What are they asking for or needing?

When students present with big emotions or tears, we often see that expression of emotion as a problem that needs to be quickly fixed so we can move forward to the next task. Taking a minute or two to pause and reflect on the situation and what we know can help give us some more insight into what our student wants or needs in this situation.

### **Tip #2: Acknowledge their experience**

One of the first things we can do is validate their experience. Sometimes it's as simple as saying, "I know you've got a lot on your plate right now" or "I know this is overwhelming." Sometimes it's sitting with them as they cry. Often students are open to problem-solving or finding a solution after given a chance to express what and how they're feeling.

### **Tip #3: Utilize reflective listening**

Students most often want to feel heard and understood. We can do that by utilizing a short formula for reflection. Structure your reflection by starting with an opener (It sounds like...I'm hearing you say...It seems as if...), you feel (insert what feeling you've heard them say or what you think they might be feeling). Then connect (about, because, when) to their situation, behavior, or action.

*For example: "I'm hearing you say you feel frustrated about your performance in my class." Or "It sounds like you feel overwhelmed by everything at UNT because you recently lost someone important to you."*

Reflective listening has two purposes: Not only are we showing the student that we hear them, but we're also clarifying their concerns to guide our response.

### **Tip #4: Offer support or a referral**

Once we know what's going on, we can connect them to different support options or solutions on campus or in the community. Be creative and flexible with how you can support that student in your class. Typically, students are at the point of tears when they've reached the top of their stress level and are unsure of what their next steps may be. Don't be afraid to take the lead when encouraging and connecting them with services.

### **Tip #5: Follow up with them**

Sometimes the most impactful thing you can do comes *after* the conversation. Following up with a student to see how they're doing, thank them for opening up to you, see if they have any questions about a referral, or just remind them that there are people who can help often goes a long way with students. A small act like an email can reinforce to them that they matter and that we care.

Have more questions or a specific situation you'd like guidance on? Our counselors and psychologists are available for consultations as needed! You can reach us at [counselingandtestingservices@unt.edu](mailto:counselingandtestingservices@unt.edu) or by calling 940-565-2741, and pressing 2.

Looking for more tips and training opportunities? Check out our [Faculty and Staff Support Resources](#).

## **Call for Faculty Advocates**

Do you want to help make a real difference in the lives of other faculty members? Enjoy working with a diverse range of people? Becoming a faculty advocate may be for you!

As a faculty advocate, you will develop skills that will contribute to your own professional development in the following areas:



- Communication
- Teamwork
- Positive and balanced work ethic
- Networking with faculty advocates and mentors
- Organization and planning
- Problem-solving, analysis, and investigation
- Leadership
- Ability to influence, persuade and negotiate

For more information, email [WFN@unt.edu](mailto:WFN@unt.edu).

## Career Connect

### Tips for HIPs: Collaborative Learning Workshop

NTFMN PRESENTS

MARCH 18TH  
12:30-2:00  
PM

# Tips For HIPs

## Collaborative Learning

Join Career Connect to begin exploring high-impact practices (HIPs) at UNT, specifically Collaborative Learning during this session. HIPs are an active and inclusive pedagogical approach to teaching and learning.

Faculty will get to choose which break-out room applies most to their experience after a general overview of HIPs.

Zoom link:  
<https://unt.zoom.us/j/83044267611>

Made with PosterMyWall.com

Join Career Connect on [Thursday, March 18](#) as we begin exploring high-impact practices at UNT, specifically collaborative learning. This Zoom workshop will provide a general overview of HIPs followed by breakout rooms faculty can choose based on which one applies best to their experience.

## Call for Participants: Comprehensive Learner Record (CLR)

Do you engage your students in any of the following [high-impact practices](#)?

- Service-Learning
- Global Learning
- Undergraduate Research
- Writing Intensive
- Capstone
- Collaborative Projects
- Learning Communities
- Internship
- Common Intellectual Experiences
- First-Year Seminar

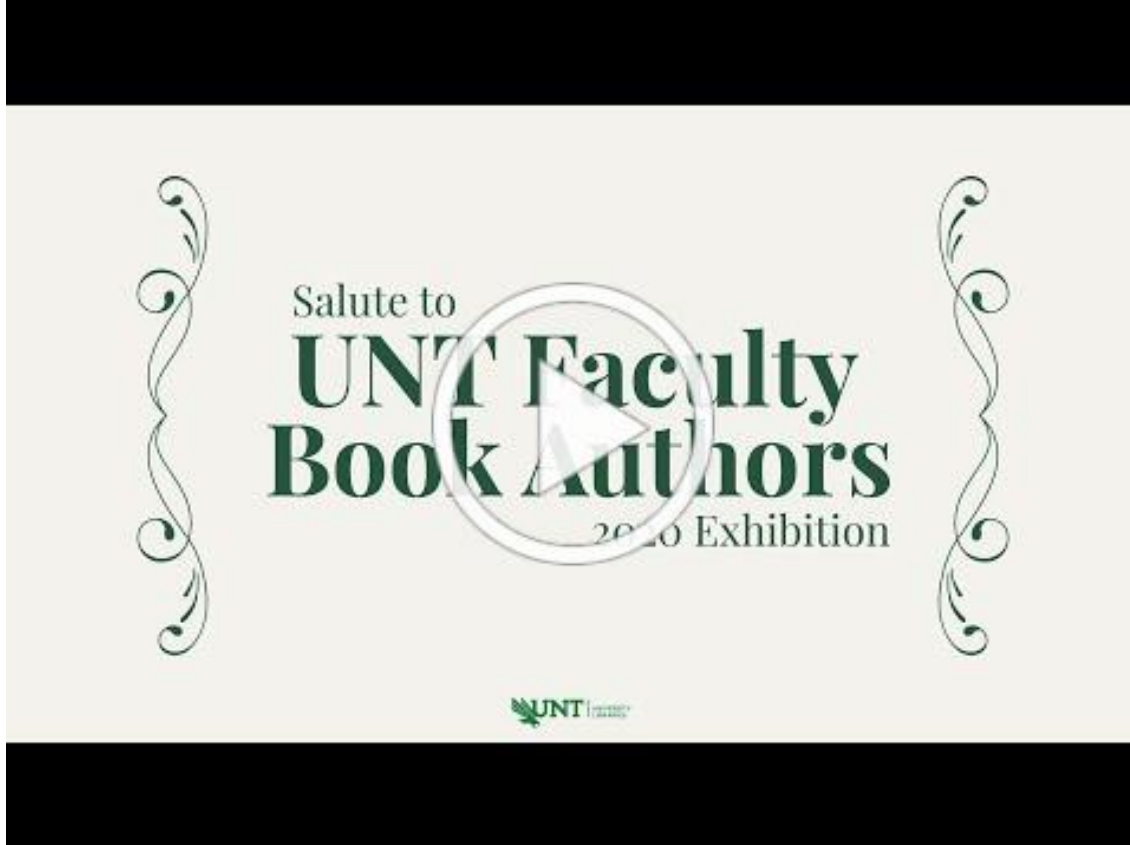


If you answered yes, then you may be missing out on an opportunity to help students connect what they learn in your class to what it means for their future by recognizing students' work as a micro-credential to appear on their [learner record](#).

Faculty who are interested in learning more or developing an experience for the learner record are invited to [complete this quick survey](#).

## News from the UNT Libraries

In case you missed it, we encourage you to take a moment to enjoy this video from UNT Libraries honoring 2020 faculty book authors:



## Spotlight: Library Resources & Workshops

### Copyright Quick Reference Guide

Our [UNT Libraries Copyright Quick Reference Guide](#) contains helpful information on copyright law. It also highlights resources we have in the Libraries collection as well as our librarians [Kevin Hawkins](#) and [Yvonne Dooley](#) who can assist you with your copyright questions.

### Scholarly Works

UNT Scholarly Works, our institutional repository, contains scholarly and creative works from the UNT community. More information on the institutional repository, highlights of recent additions and information on how to submit materials may be found in our [UNT Scholarly Works guide](#).

### Library Instruction Sessions

Library instruction sessions provide students with the information and tools to locate and utilize library resources, learn about library services and gain a better understanding of how to get started on their research. If you are interested in scheduling an instruction session for your class, please contact your [Subject Librarian](#).

### Graduate Student Series Workshops

Our [Graduate Student Series Workshops](#) cover a variety of topics including RefWorks, LaTeX & Overleaf, Special Collections and Scopus. These videos are available online via Microsoft Stream and are accessible at point of need.

## Building Student Resilience: Student-Centered Courses

Student-centered courses provide reasonable flexibility for course policies to help ensure that all students can reach their full potential and that their academic achievement is not unintentionally undermined by challenges or obstacles outside of their control. Student-centered policies do not

change the expectations for quality work or approach to assessment.

*Example: Late Work Grace Period: Once in the term, if needed, you may turn in an assignment up to two days (48 hours) late for full credit. In order to receive full credit on your assignment, you must notify the TA at least 24 hours prior to the original due date that you will be using your late-work-grace period. You do not need to provide a reason for using your grace period.*



Providing more flexibility for students can decrease instances of academic dishonesty. Research has indicated that common reasons students resort to cheating or other forms of academic dishonesty include fear of failure, pressure to perform well and unclear instructional objectives. Student-centered course policies can help to address all of these by providing students with opportunities to seek greater clarity or time allowance when they are feeling overwhelmed.

## Chief's Corner

UNT prides itself on being a close-knit community that cares about each other. Here at the UNT Police Department, we work with partners across campus to provide support for our entire community.

For this reason, resources like the [CARE Team](#) are in place to offer support if you have a student whose behavior is disruptive to themselves or the environment. Faculty and staff can also find support for their peers through an employee CARE Team.

The mission of the CARE Team is to assist in protecting the health, safety, and welfare of the students and members of the UNT community and provide comprehensive response to those in need.

The CARE Team consists of a network of professionals from across campus that are committed to a caring, confidential program of identification, intervention and response in order to provide our community members with the greatest chance of success and protection.

To refer a student to the CARE Team, you can file an online report at [report.unt.edu](https://report.unt.edu). If you have concerns about a faculty or staff member you can email [careteam@unt.edu](mailto:careteam@unt.edu) or leave a voicemail at 940-565-4373.

If someone's behavior places them, you, or anyone else in immediate danger please reach out to police. In Denton, you can dial or text 911 to connect with our department. Remember to trust your instincts if you feel a situation is dangerous or could escalate.

I encourage you to learn more about the CARE Team by [visiting their website](#). You also can learn more about us on the [UNT Police website](#) and follow @UNTPolice on Facebook, Instagram or Twitter.



## News from International Affairs



## Fulbright U.S. Scholar Program

The Fulbright U.S. Scholar Program 2022-2023 competition is now open! The deadline to apply is **September 15, 2021**. For additional information, visit the [Fulbright Scholar Program website](#) or contact UNT's Fulbright Scholar liaison at [amanda.white@unt.edu](mailto:amanda.white@unt.edu). You can also attend one of our virtual information sessions.

### Fulbright Virtual Information Sessions

February 12 from 3 to 4 p.m.

March 12 from 3 to 4 p.m.

April 16 from 3 to 4 p.m.

[Register Now](#)

## Getting Engaged Internationally Workshop

February 25 from 2 to 3 p.m.

This panel discussion is hosted by [UNT International](#). Topics usually include:

- Hosting international scholars
- Study Abroad
- Professional development opportunities for faculty
- International agreements and global partnerships
- Intramural Global Grants
- Fulbright Scholarships

[Register Now](#)

## BE AWARE: Unemployment fraud attempts continue to target UNT World

UNT World employees continue to be targets for fraudulent unemployment claims by criminals outside our universities and System. HR Records has been carefully responding to receipt of fraudulent unemployment claims and immediately notifying Texas Workforce Commission (TWC), which initiates an investigation. A major concern is the fraudulent use of social security numbers. If you should receive a fraudulent unemployment claim, please immediately contact HR Records at [hrrecords@untsystem.edu](mailto:hrrecords@untsystem.edu). HR Records can also send you information including actions you can take as well as recommendations.

[Read more](#)

[Newsletter Suggestions](#)

Do have content you would like to share?

If you have an article or suggestion that you would like to include in the Faculty Success Newsletter, please contact us at [Faculty.Success@unt.edu](mailto:Faculty.Success@unt.edu).



## Stay in Touch with Faculty Success



**OFFICE** *for*  
**FACULTY SUCCESS**

Our office is responsible for and supports numerous programs to ensure that faculty at all levels are successful in their teaching, scholarly and leadership endeavors.

We encourage you to explore our website for additional information on specific programming or contact us directly to learn more about the numerous opportunities available to UNT faculty. We are here to foster your success.

[Visit the Faculty Success Website](#)



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