Greetings Mean Green Colleagues,

Welcome to the fall 2021 semester! I continue to receive a true Mean Green welcome with the support and hospitality that I so fondly remember from my days as a student and faculty member. It is indeed nice to be home in the emerald city!

I am excited to introduce your dynamic Faculty Success team that will assist me in providing programming, policy counsel, and leadership support for our wonderful faculty.

Elizabeth Oldmixon, professor of political science, will serve as faculty director of academic policy. In this role, Elizabeth will advise Academic Affairs and faculty committees on policy updates and applications. Angie Cartwright, associate professor of counseling and higher education, will serve as faculty director of diversity and inclusion. Angie's primary role will be to lead our Anti-Bias and Cultural Awareness Program and assist with other programming relative to our Aspire Institutional Change initiative (IChange). UNT is one of several institutions learning new ways to increase our recruitment, retention, and advancement of STEM faculty from underrepresented groups (URGs).

Our office welcomed over 100 new faculty during our New Faculty Orientation and began programming this month to support faculty campus safety, launch our mentoring program, host our promotion and tenure workshops, and welcome our new Leadership and Academic Affairs Fellows. One of our primary goals this year will be to increase faculty applications to national and preeminent awards. Our faculty are doing amazing work and I am excited to help expand the national visibility so that their green light shines brightly and boldly!

In October, we launch our 2021-22 Anti-Bias and Cultural Awareness Program, which is part of our institutional commitment to cultivating an inclusive, affirming, and equitable climate. We’ve made changes in the ABCA program to make it easier for you to participate. It is now an annual program that gives full-time faculty and academic staff more time to complete their mandatory three hours of training. We are also working with our Bridge team to make tracking your participation much easier. Dr. Cartwright and I will announce our exciting
Finally, I want to acknowledge your late colleague and mentor, Dr. Bertina Combes. As I inherit this office and her thoughtful programming, I learn more about her dedication and vision. I also want to thank Vice Provost Mike McPherson and Annie Garcia for their support of our Faculty Success mission.

To my colleagues, I am excited to be an important partner in your ongoing Faculty Success! Go Mean Green!

Sincerely,
Holly M. Hutchins
Vice Provost for Faculty Success

### Upcoming Workshops, Trainings and Events

Click on an item below to learn more and register. Be sure to check out the [UNT calendar](#) for more university events!

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>Sept 14</td>
<td>Deep Dive: Spencer Foundation grants</td>
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<td>Sept 20</td>
<td>Promotion and Tenure Workshop</td>
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<tr>
<td>Sept 21</td>
<td>Fall 2021 State of the University</td>
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<tr>
<td>Sept 22</td>
<td>Non-Tenure Promotion Workshop</td>
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<td>Sept 28</td>
<td>Deep Dive: Russell Sage Foundation grants</td>
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<td>Oct 01</td>
<td>TEDxUNT</td>
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<td>Oct 07</td>
<td>Beyond Tenure Workshop</td>
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<td>Oct 12</td>
<td>Foundation Funding Opportunities Supporting Latinx Students and HSIs</td>
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<td>Oct 13</td>
<td>Cultivating a Growth Mindset</td>
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<tr>
<td>Oct 20</td>
<td>Non-Tenure Promotion Workshop</td>
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**Welcome, 2021-22 Academic Affairs and Leadership Fellows!**

Our Academic and Leadership Fellows will develop their expertise through a strategic project-based curricula and interactions with campus leaders.

**Academic Affairs Fellows**
Lee Hughes  
Biological Sciences

Karen Toussaint  
Behavior Analysis

**Leadership Fellows**

Jessica Craig  
Criminal Justice

Song Fu  
Computer Science and Engineering

Seti Keshmiripour  
Access Services  
University Libraries

Megan Morrissey  
Communication Studies

Daniella Smith  
Information Science

Nancy Stockdale  
History

Kiseol Yang  
Merchandising and Digital Retailing
Thank you again for making our first year of the Anti-Bias and Cultural Awareness Program a success. To date we have a completion rate of over 90%, and we appreciate those who provided feedback on the first year of the program. We are excited to launch year two in October and have made adjustments to the program based on your suggestions.

For the upcoming year,
- The ABCA Program is required and must be completed to be eligible for merit pay.
- The program is now annual and runs October through April, allowing for a smoother reporting timeline.
- The 2022 Equity and Diversity Conference will count toward completion of ABCA.
- Three foundational hours of ABCA programming will be included for new faculty and staff during their onboarding process. Three continuous hours will be required for all faculty and academic staff on an annual basis.
- If you have not had a chance to complete the ABCA program from last year, please be sure to log into your Bridge portal and complete the asynchronous models by October 15, 2021.

Student Success

The Student Success office oversees a large number of programs aimed at helping students achieve their academic goals, including:
- Academic Advising
- The Learning Center
- Academic Integrity
- Strategic Retention Initiatives such as Early Start and the MARTIAL Eagles program

They also coordinate the Student Perceptions of Teaching (SPOT) and Thank a Teacher processes, in addition to liaising with other offices across campus on student affairs such as orientation, commencement, the CARE Team, the Registrar, Enrollment Systems and DSI CLEAR.

In the coming academic year, Student Success will facilitate the Inclusive Curricula Initiative. This key work will provide resources for faculty as they examine their courses and instructional practices with an eye toward helping all students feel welcomed and valued in their academic programs and comfortable sharing their perspectives and experiences.

Look for news about this important initiative soon!

Faculty Information System (FIS)

Faculty Information System (FIS) was originally created to comply with Texas Education Code 51.794 (HB 2504) – Internet Access to Course Information. FIS has expanded its capabilities to include the following three interfaces:
- The FIS Public Website is viewable to the public,
fulfilling Texas HB 2504 requirements.

- The FIS Data Entry portal is where faculty enter data such as their syllabus, CV, publications, presentations and more. This is NOT viewable to the public, but it provides the basic information available on the FIS public website. Its purpose is to be a centralized access point for faculty productivity data for internal and external reporting and personnel action processes.
- Workflow is an automated personnel action router used to facilitate tenure and promotion and annual review.

Be sure to stop by the FIS office on the third floor of the Hurley Administration Building (Room 360) to say hello and pick up a special gift!

940.369.6108
Faculty.Info@unt.edu

DSI CLEAR

Update to copyright policy for online courses

John Simone, compliance officer for DSI CLEAR, collaborated with UNT Libraries and the Office of General Counsel to relax UNT’s TEACH Act and Fair Use policies for online courses. The new policy encourages a more lenient 10% ceiling for portion of a copyrighted work, while giving as much deference to professors as is reasonably possible.

UNT Libraries

The Libraries at the University of North Texas include Willis Library (which contains the Music Library), Sycamore Library, Media Library and Discovery Park Library.

Subject librarians are available to create custom course guides for your classes, help identify books and articles to support your classes, order new materials for course reserves, host a library instruction session and provide research assistance. If there are library materials you want for your curriculum or research, contact your subject librarian to request books, media, journal subscriptions and other resources, or complete a New Purchase Request/Recommendation Form.

Helpful Links

- Ask Us
- Catalog
- Course Reserves
- Digital Collections
- Interlibrary Loan and Book and Document Delivery
- Scholarly Impact Service
- Scholarly Publishing Services
- The Spark Makerspace
- Special Collections
- Subject Guides

Find more resources at library.unt.edu.
Online Research Materials

Each year, library staff review UNT’s online research material subscriptions to assess which ones to retain and which can be canceled. Usage data plays heavily into those decisions, but data is only captured when a user clicks on a link to a journal article (or e-book or streaming video...). If you upload PDF copies of articles instead of providing direct links, the data is not captured.

To ensure that every use of an online journal gets counted, please do not share copies of articles directly with students. Instead, provide a link to the article on the website of the publisher or database. Learn more on the [Click to Count website](#).

Open Access at UNT: Open Texts and OER Grants

The Libraries and UNT Press are pleased to offer continued support for faculty through UNT Open Texts and Open Education Resource (OER) Grants, two complementary programs for supporting the adoption, adaptation and creation of openly licensed course materials. This year both programs will review applications on a rolling basis.

Contact ScholarlyCommunication@unt.edu to discuss your idea with experts who can help you determine which program is right for your project and find existing OER that might form a basis for your work.

Growth Mindset

Having the right mindset can lead to greater opportunity and success for students, faculty and staff. Sometimes an obstacle to our success begins with how we perceive challenges — and for students, an additional barrier can be how they perceive their university’s response to failure. Our messaging can facilitate a growth mindset or a fixed mindset. With an eagle eye on building a growth mindset culture at UNT, several steps have been taken to expand our success programs, beginning with New Faculty Orientation’s Student Motivation and Success: How Our Students Can Develop a Growth Mindset.

The Division of Planning offers numerous workshops on growth mindset throughout the year, and you can find additional resources on their website and in Bridge. Contact Stacey.Polk@unt.edu if you have questions or suggestions.

International Affairs
International Affairs supports faculty with their global engagement activities through various initiatives, including:

- Supporting faculty with their Fulbright applications to conduct research, teaching or special projects abroad
- Collaborating with faculty to develop faculty-led study abroad programs
- Supporting faculty and departments who are hosting visiting international scholars
- Providing internal funding to support faculty global engagement activities
- Managing international agreements that support faculty collaborations with universities abroad
- Meeting with international visitors and providing information on culture and etiquette for hosting visiting international delegations
- Promoting campus internationalization through international programs and events
- Providing U.S. passport application services
- Supporting faculty with other international initiatives

Faculty-led Study Abroad Program Proposals

The window to submit your proposal for a 2022-23 Winter Session faculty-led study abroad program is Oct. 15, 2021 – Jan. 31, 2022. Want to learn more before you finalize your proposal? Register for a virtual Designing a New Faculty-led Study Abroad Program Workshop!

Contact International Affairs

940-565-2197
International.Events@unt.edu
international.unt.edu
Marquis Hall

Fulbright News

Upcoming Deadlines

Sept 15
Fulbright U.S. Scholar Application Deadline

Nov 10
Fulbright Specialist Application Deadline

Questions? Email us at Fulbright@unt.edu!
**Fulbright Faculty Spotlight**

Congratulations to Dave Meder, assistant professor of jazz piano, for earning a Fulbright Visual and Performing Arts Award to teach at the Cairo Conservatoire in Egypt in 2022! [Read more about his project on UNT News](#).

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**Faculty Awards and Recognitions**

UNT's mission and global reputation are driven by our faculty members' trailblazing research, exceptional scholarship, award-winning creative pursuits and dedicated service to their students and fields of study.

Check out our [Newsletter Extras](#) to see faculty highlights from Summer and Fall 2021, and [email us](#) to share your stories!

![Image](#)

**September 2021 Newsletter Extras**

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**Faculty Senate**

**Dear Faculty,**

I want to first take this moment to welcome everyone back to the university. I know that despite the challenges we have been having, it is going to be a great year.

It seems in the past few years the Senate has served as a place for complaints. While there are certainly things that go on at the university that we all take issue with, I would like us to focus this year on the positives and what each of us can do to make this a great place to work. If you have a complaint, please try to also suggest a solution to go along with that complaint.

I and the other Senators are working closely with University administration to find positive ways of addressing issues and to develop new ways to enhance and elevate faculty’s influence in our shared governance mission. An example of this is the newly formed advisory committee comprised of faculty for DSI CLEAR allowing for faculty leadership for online course development.

I invite you to reach out to us at [FacultySenate@unt.edu](mailto:FacultySenate@unt.edu) with any concerns and to visit the [Faculty Senate website](#) for information about the Senate and to find opportunities to make a positive contribution to the Senate’s mission and the university as a whole.

I look forward to connecting with you at Senate meetings or at other activities on campus and look forward serving as Faculty Senate chairperson for 2021-2022.

Go Mean Green!

Scott H. Belshaw, Ph.D.
Associate Professor of Criminal Justice
Director of UNT Cyber Forensics Lab
UNT Faculty Senate Chair (2021-22)

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**Corporate and Foundation Funding Support**

The [UNT Corporate and Foundation Relations](#) team (CFR) is a central university office that assists in fostering relationships between UNT, companies and private foundations. Their goal is to help faculty connect and collaborate with external partners, identifying funding opportunities and developing ideas to reviewing and editing proposals prior to submission. Submit a concept paper to get started! To learn more, contact Jessica Watts at [Jessica.Watts@unt.edu](mailto:Jessica.Watts@unt.edu)
Chief's Corner

As we begin a new fall semester, we face some unique situations that we may not have previously experienced as a campus.

COVID and other issues may have lasting effects on mental health. Students can take advantage of Counseling Services, and faculty and staff may find assistance through the Employee Assistance Program. Another resource for students, staff and faculty is the CARE Team. Please take some time to learn about these services in case you or someone you know has a need.

Should you need help with a safety or security issue, the UNT Police Department is a dually accredited department that solely serves UNT. We operate 24 hours a day, every day of the year.

In an emergency, you can call or text 911. When texting 911 enter 911 in the "to" field and be sure to put the address and type of emergency in the message. Please do not include pictures, videos, emojis or slang. You can learn more about our department on our website, police.unt.edu. You can find the 60-day crime log, a list of safety presentations we offer and more.

Follow us on social media for information on events we host and proactive safety tips. You can find us at @UNTPolice on Facebook, Instagram or Twitter.

I hope you have a great start to the semester!

Ed Reynolds
Chief of Police

Non-emergency Line: 940-565-3000
Anonymous Tip Line: 940-369-8477
Lobby: 1700 Wilshire St. (behind Mozart Square Hall)

Newsletter Suggestions

We want to hear from you!

Faculty Success oversees numerous programs designed to support faculty at all levels in their teaching, scholarly and leadership endeavors.

If you have questions for our team or news that you would like featured in our newsletter, we invite you to share it with us at Faculty.Success@unt.edu.