

Successes – *we made it!!!!*

ATU ARKANSAS TECH UNIVERSITY WHERE STUDENTS SUCCEED, INNOVATION THRIVES, AND COMMUNITIES FLOURISH.

On the Horizon

- Strategic Plan
- HLC Interim Assessment Report
- General Education Curriculum Revision
- Retention & Recruitment
- Training – HyFlex, Innovative Teaching Modalities
- College Restructuring
- TechWorks
 - Prior Learning Assessment Policy
 - Stackability/ Microcredentials/ Industry Credentials

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College Restructuring Phase I

Tracy Cole
Accounting, Finance & Economics / Management & Marketing

Marshall Swafford
Agriculture / Parks, Recreation & Hospitality Administration

John Krohn
Electrical Engineering / Mechanical Engineering /
Computer & Information Science

Theresa Cullen
Curriculum & Instruction / Center for Leadership & Learning

Tim Carter
Student Affairs Administration

David Ward
Behavioral Sciences / Emergency Management

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College Restructuring Phase I

College of eTech eliminated effective 7/1/2021

Academic Affairs
Online Learning Center (instructional designers/
multimedia coordinator)

University College
Professional Studies
University Honors



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Learning Resource Center

Previous Name
APEX Tutoring Center



Relocated
Ross Pendergraft Library 124



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College Restructuring Phase II

Committee will engage in restructuring of academic colleges

- Review other universities' academic structures
- Examine current academic administrative functions & explore alternatives
- Seek feedback from stakeholders
- Recommend restructuring for academic colleges and academic administrative functions



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College Restructuring Phase II

Committee: 1 faculty member from each College
1 representative from Faculty Senate
• Problem-solvers needed

Timeline: August 30 – December 1



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College Restructuring Phase II

- Input/Feedback: Faculty Feedback
Faculty Feedback
Faculty Senate Updates by Rep
EC Feedback

- College Restructuring Website
<https://www.atu.edu/academics/collegerestructure/>



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Tech Works

aka Futures Model of Higher Education

AA Update to Faculty
August 12, 2021



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The Why

- Changing makeup and expectations of college students
- Increasing need for lifelong learning
- Desire to serve our region as an economic driver
 - Talent generation and job creation
- Need to continuously align education to workforce needs



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Micro-Credentials

- Non-credit, short duration, focused learning experiences, often using flexible timespans, leading to a credential (e.g. badge)
- Verifiable attainment of skills and competencies
- Ideally stackable
 - Badge → Academic Certificate → Degree
- May utilize
 - Prior Learning Assessment to provide credit
 - Career Coaching to match micro-credential with career aspirations



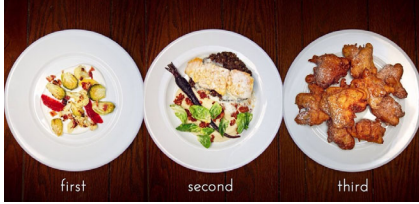
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Traditional Single Pathway



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Traditional Single Pathway



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Tech Works

Multiple Pathways



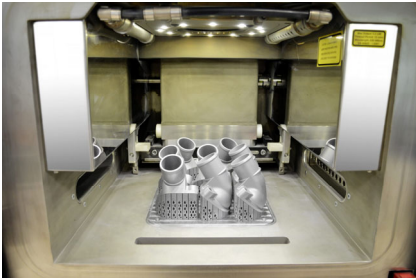
WHERE STUDENTS SUCCEED, INNOVATION THRIVES, AND COMMUNITIES FLOURISH.

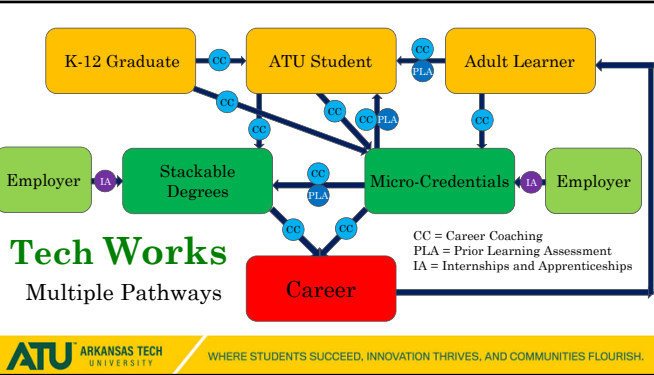
Bachelor's Programs



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Micro-Credentials





Supporting Students

Dr. Robert Stevens
Assistant Professor, Rehabilitation Sciences

A Conversation: Gender Pronouns

Gender Pronouns

Please note that there are not set rules for using pronouns. There are an infinite number of pronouns as well as ways to use them. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I talked to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I talked to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I talked to them. The backpack is theirs.
Ze	Hi/Ze	Hi/Zeirs	Hi/Ze/Zeirs	Ze is speaking. I talked to hi. The backpack is hi/zeirs.

1. www.mypronouns.org
 2. www.pronounsday.org
 3. www.transstudent.org

For more information:
 go to transstudent.org graphics

TSEU



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Gender Pronoun Resources

<https://www.mypronouns.org/>

<https://pronounsday.org/>

<https://transstudent.org/>



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Supporting Students

Ms. Kristy Davis, LPC
Director of Health and Wellness Center



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Supporting Students

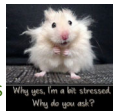
- Counselors – Health and Wellness Center (HWC)
- Relaxation Room – HWC (Doc Bryan)
- Counseling Associates
110 Skyline Drive; Russellville, AR
479-968-1298
www.cainc.org

Remember the words of the student panelists:
Extend a little grace!



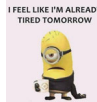
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Faculty/Staff Mental Health Effects of the Pandemic



Mental Health Effects of the Pandemic amongst Faculty/Staff (per poll of US faculty members focusing on the effects of the pandemic):

- Almost 70% reported feeling stressed in 2020, more than double the number in 2019
- More than two-thirds felt fatigued, compared to less than one-third in 2019
- 35% felt angry, compared to 12% in 2019
- Over half said they were seriously considering changing careers or retiring early
- Almost three-quarters of females reported their work-life balanced deteriorated in 2020



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Burnout & Languishing

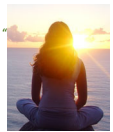


Burnout definition per World Health Organization: "syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed"

- Symptoms:
 - feelings of energy depletion or exhaustion
 - increased mental distance from one's job or feelings negative towards one's career
 - reduced professional productivity

Languishing definition per sociologist Corey Keyes: "the antithesis of flourishing"

- Symptoms:
 - apathy, dulled state of motivation
 - a sense of stagnation or emptiness
 - acute state of anguish
 - a sense of restlessness or feeling unsettled
 - disrupted ability to focus



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Resources for Faculty/Staff

Self-Care Solutions

- No quick or easy solutions, but we can work on mitigating stress
- Don't internalize burnout as failure
- Create ways to detach from stress
- Prioritize and normalize conversations about mental health
- Fight the isolation by seeking support from others
- Give the opportunity to share your "COVID story"
- Offer resources and accommodations
- Thank others for their service
- Train everyone to help others (gatekeeper approach)



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Resources for Faculty/Staff

Confidential Employee Assistance Program (EAP)

Employee Benefit w/ ATU Group Term Life/AD&D Enrollment



Support Line
Call anytime 800-624-5544



Mobile app
Search for New Directions EAP



Web
Visit ndbh.com for resources

SERVICES

<input type="checkbox"/> Counseling <input type="checkbox"/> Consultation on Finances Legal needs Managing employees Life	<input type="checkbox"/> Crisis support <input type="checkbox"/> Coaching <input type="checkbox"/> Adult and child care resources <input type="checkbox"/> Personal and professional training <input type="checkbox"/> Digital behavioral health tools
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Resources for Faculty/Staff

Additional Counseling Services

Arkansas Blue Cross Blue Shield is providing access to an in-network, statewide panel of almost 2,300 behavioral health professionals already credentialed and ready to serve their emotional/mental health needs via virtual access. They are extending this new, temporary insurance benefit for counseling by in-network behavioral health professionals. Specifically, BCBS will pay for telemedicine counseling to fully insured members by any in-network psychiatrist, clinical psychologist, advance practice nurse practitioner, licensed clinical social worker or licensed professional counselor. Copays, coinsurance and deductibles for these services are being waived at this time.

To find an in-network provider, please consult your account on MyBluePrint.

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Resources for Faculty/Staff

- <https://www.nytimes.com/2021/04/19/well/mind/covid-mental-health-languishing.html>
Grant, Adam. "There's a Name for the Blah You're Feeling: It's Called Languishing." *The New York Times*, The New York Times, 19 Apr. 2021, www.nytimes.com/2021/04/19/well/mind/covid-mental-health-languishing.html.
- <https://www.nature.com/articles/d41586-021-00663-2>
Gowin, Virginia. "Pandemic Burnout Is Rampant in Academia." *Nature News*, Nature Publishing Group, 15 Mar. 2021, www.nature.com/articles/d41586-021-00663-2.
- https://connect.chronicle.com/rs/931-EKA-218/images/Covid%26FacultyCareerPaths_Fidelity_ResearchBrief_v3%20%281%29.pdf
Covino, Nicholas. "It's on US: Improving Student Behavioral Health after the Year That Changed Everything." *Mary Christie Institute*, 23 July 2021, [mary-christie-quarterly/its-on-us-improving-student-behavioral-health-after-the-year-that-changed-everything/](https://www.marychristieinstitute.org/mary-christie-quarterly/its-on-us-improving-student-behavioral-health-after-the-year-that-changed-everything/).



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Resources for Faculty/Staff

- **Meditation** -- Friday @ 2:00pm -- Erin Clair
- **Counseling Associates**
110 Skyline Drive
Russellville, AR
479-968-1298
www.cainc.org
- **Wonder Suns**
 - Gina Kraft (Leader), Jeff Bright, Newt Hillard, Laura Rudolf, Thomas Strahan
- "The Outlet"



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Stay Safe
Remember Self-Care
Laugh Often and Laugh Hard!

Academic Affairs Faculty Resource Page
<https://www.atu.edu/academics/facultyresources.php>



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You can totally do this!



You have done it before and can do it now. See the positive possibilities. Redirect the substantial energy of your frustration and turn it into a positive, effective, unstoppable determination. – *Ralph Marsten*



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