Cyber Security Update.

Protecting Your Personal Information via Multifactor Authentication

At the University of North Texas System, our people – students, faculty and staff – form the backbone of our world-class institutions. And whether it’s a physical or virtual environment, safety and security for our people is a top priority across UNT World.

With that in mind, we are requiring multi-factor authentication (MFA) across UNT World for faculty and staff as it relates to sensitive payroll and direct deposit information. This means that all faculty and staff from UNT System Administration and all UNT System institutions will be asked to protect their identity and valuable personal information from cyber threats by registering for multi-factor authentication by Jan. 30, 2020, through our security partner, DUO.

Cyber security is top-of-mind in Texas this week, as Gov. Greg Abbott announced yesterday that websites belonging to state agencies have seen an increase in attempted cyberattacks coming out of Iran, amounting to about 10,000 per minute.

In order to take advantage of DUO’s industry-leading security features, simply enroll online at https://mfa.untsystem.edu. Once securely enrolled, you will be able to update your direct deposit information in EIS.

Click here for a helpful list of FAQ related to these additional security benefits. For technical questions or assistance, please contact your local department’s IT support group, or the UNT System Service Desk at 940-565-HELP (4357) or ITHELP@untsystem.edu.
UNT Health Science Center Finds Success By Educating Doctors To Work in Rural Areas
Since 2010, 110 students have participated as Texas College of Osteopathic Medicine Rural Scholars. The Rural Osteopathic Medical Education curriculum is designed to prepare students for life and practice in rural and underserved communities. Almost three-quarters of program graduates entered primary care and 62% are actively practicing in medically underserved areas. Click here to read more in a guest column written by UNTHSC President Michael Williams for the Dallas Morning News.

UNT Professor Helps Advance Archaeology Millions of Years
Reid Ferring, a professor in the University of North Texas Department of Geography and the Environment, is part of an international team of scientists who have developed a breakthrough method of identifying the sex and species of animal in fossils more than a million years old. Click here to read more.

UNT Dallas’s Principal Impact Collaborative Is Awarded $100,000
The Principal Impact Collaborative, housed in the UNT Dallas President’s Office, started the new year with big news: a $50,000 grant from the Cotton Bowl Foundation, plus a matching grant from The College Football Playoff Foundation. The award was announced during last week’s Goodyear Big Play Luncheon prior to the Cotton Bowl game. Click here to read more.

Benefits.

New retirement and savings plan contribution limits for tax year 2020
The 2020 IRS limits for Optional Retirement Programs and voluntary savings plans are:

- $19,500 maximum contribution to a 403b voluntary savings plan TSA (Tax Sheltered Annuity), available to all employees
- $19,500 maximum contribution to a 457 voluntary savings plan (Texa$aver), available to benefit eligible employees
- $6,500 additional catchup for participants who are over 50 years of age (403b TSA AND 457)
- $57,000 annual limit for all contributions to 403B plans (ORP and 403b voluntary savings plan combined)
- $6,000 maximum contribution to IRA’s (not available through UNTS)
- $285,000 annual salary cap. Earnings over $285,000 will not include retirement for non-Grandfathered ORP participants

For more information about voluntary savings plans available to you as an UNTS employee:

TSA

https://nb.fidelity.com/public/nb/unts/home

Texa$saver has 457 (pre-tax) and Roth (after tax) options:

https://texasaver.empower-retirement.com/participant/#/login?accu=TexasWR

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Financial Workshop Series.

The UNT System and its partners are providing a financial education workshop series in which UNT World team members will learn strategies and tips to help manage their financial future with confidence.

Create a Budget, Ditch Your Debt and Start Building for the Future

If you want to get your monthly finances on track, learn about tools, tips and strategies to help you balance paying down your debt with saving for your future goals.

Create a Budget, Ditch Your Debt (webinar)

Jan. 16 2:00 PM

Reserve your spot for Jan. 16
Create a Budget, Ditch Your Debt (face-to-face sessions)

UNT Dallas      Jan. 16   11:30 AM   DAL1 270
UNT HSC         Jan. 28   11:00 AM   LIBMA 110
UNT             Jan. 22   11:00 AM   ESSC 152

Registration instructions for face-to-face session below

Tax Planning
Become more fiscally fit this year. The Tax Planning workshop will help you determine tax liability, figure standard deductions and credits, accounting for capital gains and how to reduce taxes by contributing to a workplace savings plan. These tips are all part of a sound financial fitness strategy for the new year.

UNT Dallas      Jan. 23   2:00 PM   DAL1 244
UNT HSC         Jan. 21   2:00 PM   EAD 703
UNT             Jan. 22   2:00 PM   SSB 102

To register for the face-to-face sessions with Fidelity or AIG:

1. Access the Learning Portal at https://mylearning.unt.edu
2. On the Learning Center click on the Find Learning tile
3. Search for tax or create a budget
4. Click on the Enroll button for the desired class
5. To view all registrations and to cancel, if necessary, go to your My Learning page (left column)
   Click on NavBar (top right corner) and select Learning Home
The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

ODE Book of the Month.

Crucial Conversations: Tools for talking when stakes are high

Difficult conversations occur in our professional lives as well as our personal lives. How we communicate during those conversations is critical to getting the message across as well as being heard. This book provides tools to more effectively communicate during difficult conversations.

_Crucial Conversations_ gives you the tools you need to step up to life’s most difficult and important conversations, say what’s on your mind, and achieve the positive resolutions you want. You’ll learn how to:

- Prepare for high-impact situations with a six-minute mastery technique
- Make it safe to talk about almost anything
- Be persuasive, not abrasive
- Keep listening when others blow up or clam up
- Turn crucial conversations into the action and results you want

Enroll in Upcoming Training Sessions Today!
(click course titles to register)

_Creating an Inclusive Work Environment_

Explore how to acknowledge and respect the perspectives of others and how to develop inclusive
behaviors. Learn how to hold team members accountable for creating and maintaining an inclusive environment.

**When:** Thursday, Jan. 16, 2020  2:00 PM-4:00 PM  
**Where:** UNT, SSB-102

**Navigating ADA, FMLA & Worker’s Compensation**

The Navigating ADA, FMLA & Workers Compensation session will focus on what each law addresses, who is covered, what each law requires, and how these laws apply in different situations.

**When:** Wednesday, Jan. 22, 2020  10:00 AM-12:00 PM  
**Where:** UNT, SSB-102

**Higher-Ed Finance**

What makes higher education finance different? Understand how higher education is funded, what restrictions are in place, how monies are tracked, and how everything connects with our legislature. Gain a clearer understanding of the organization.

**When:** Thursday, Jan. 23, 2020  2:00 PM-4:00 PM  
**Where:** UNT, SSB-102

**Time Management (EAP)**

Watching our work pile up can be overwhelming. In order to spend more of our energy on activities we value, we have to make choices about how we address our daily tasks. This seminar will help you assess your current time management habits, and offer tips for improving them.

Topics include:
- Organizing your environment
- Developing an effective plan
- Delegating effectively
- Recognizing and avoiding distractions

**When:** Tuesday, Jan. 28, 2020  12:00 PM-1:00 PM  
**Where:** Online

**Hiring Responsibilities**

One of the most important things you will do as a supervisor is hire the best people. This not only ensures the success of your team, but also that of the institution. But how do you find these people, and
how will you identify them in an interview? The Hiring Responsibility session will focus on these two questions by exploring best practices for hiring. We will cover a variety of topics, including: job descriptions, selection criteria, recruitment, hiring process, policies and laws.

**When:** Wednesday, Jan. 29, 2020 1:00 PM-3:00 PM  
**Where:** UNT, SSB-102

**1 Degree of Difference Webinar: Changing One Habit Can Change Your Life**

Join ERS for a one-hour workshop that will dive into the human psychology in a fun and interactive way to break down the science of our subconscious behavior (habits). If you have ever tried to break a bad habit or create a new habit, you know that it can be extremely challenging. The workshop will help identify root causes and show how one degree of change can make a health difference over time.  
[Click here](#) to join on Thursday, Jan. 9, at 10 a.m.

*If you would like assistance with creating a customized learning plan for your team, please contact the System HR Organizational Development and Engagement (ODE) team at ODE@untsystem.edu*

*Miss an issue of HR Highlights? [CLICK HERE](#) to catch up!*