HR Highlights is the Official Newsletter of UNT System Human Resources. If you have an HR question or topic you'd like covered in the newsletter, please email HR@untsystem.edu.

Benefits.

UNT System Financial Workshop Series

Two informative financial workshops are being offered February 11 and 12:

Conquering Student Loan Debt

- Could you be one of the tens of millions of Americans who could qualify for student loan forgiveness programs?
- Do you need to learn helpful strategies on how to use a repayment plan that makes the most sense for you?
- What are the consequences of defaulting on a student loan?

This session will be presented by AIG. Workbooks will be provided to attendees.

When: Tuesday, Feb. 11, 2020
Time: 2:00 – 3:00 PM
Market Volatility – Stay the Course
The ups and downs of the market can be downright stressful – but don’t panic.
This workshop will discuss what’s going on in the market and ways to help you get through uncertain times including:

- Why you should consider staying put
- How to deal with stress that can be associated with dealing with the market
- What you can do to stay focused
- Where to go from here

This session will be presented by Voya.

When: Wednesday, Feb. 12, 2020
Time: 2:00 – 3:00 PM
Where: UNTHSC, CBH 230
Registration code: MV20-1
To register, click here.
Or, log in to your employee portal, click on Learning
Go to “Find Learning”
Enter code MV20-1 or search on “Market”
Starting Strong Webinar

Thursday, Feb. 6, 3 – 3:45 p.m. **AND** Thursday, Feb. 19, 11:30 a.m. – 12:15 p.m.

Start your new year off strong as you set health goals and track your progress throughout the year, whether that includes managing a health condition, losing weight, increasing your physical activity or reducing your stress. This webinar will guide you through everything you have available as a HealthSelect participant, starting with the Well onTarget® wellness portal.

This is where you will access:

- Your Health Assessment
- Self-management programs
- Personalized coaching
- Trackers and apps

It will also cover the Blue PointsSM incentive program, fitness and weight management programs. **Click Here** to register and join the Starting Strong webinar to learn more.

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Join the Fitness Program in February with NO ENROLLMENT FEE!

The Fitness Program* is a flexible membership program for participants enrolled in the HealthSelect of Texas or Consumer Directed HealthSelect, with access to more than 10,000 fitness centers nationwide. The monthly membership fee is $25, with a $25 one-time enrollment fee.

For the month of **February**, the $25 one-time enrollment fee will be waived for employees and their covered dependents age 18 and older. Use code **fit4feb** during registration to have the fee waived.

If you have already registered then log in to your **Blue Access for Members** account or register and click Fitness Program under Quick Links.
Fitness Program benefits include:

- flexible membership with no long-term contract for $25/month,
- unlimited access to over 10,000 participating fitness centers nationwide,
- easy online enrollment; automatic monthly payment withdrawal,
- discounts on services from health and well-being professionals such as acupuncture, personal training, massage and more, and
- Blue Points℠ (earned) when you enroll and track weekly visits.

Members can cancel their membership at any time by calling (888) 762-BLUE (2583) toll-free, Monday–Friday, 7 a.m. - 7 p.m. CT.

Better Understanding Dental Coverage
Do you want to learn more about our dental plan services, need help with a claim or have benefit questions? If so, Click Here to register and join the one-hour session to get the most out of your dental coverage including how to:

- Find a dentist
- Navigate the website
- Maximizing your dollars

A Delta Dental Representative will be on the following campus for a benefits presentation from 9:30 a.m. – 10:30 a.m. on Monday, Feb. 10 in Chestnut Hall, Room 120.

Matters of the Heart Webinar
Thursday, Feb.13, 10 – 11 a.m. or at noon

Do you take your heart for granted? Most of us do, even though it’s the organ that supplies blood and oxygen to our bodies to keep us alive. In this interactive webinar, Michael Harper, Fitness Training Supervisor for Texas Department of Public Safety, will discuss the biggest risk factors for heart disease and explain what you can do to keep your heart healthy.
Just as you decide what kind of gas to put in your car and how to keep it running smoothly, you can make decisions about how you best fuel your body and your heart. You can also decide to get moving and Harper will give you tips on how to incorporate physical fitness into your daily routine.

Don’t take your heart for granted. Even small changes, like the ones Harper suggests, can help you keep your heart pumping.

**About the Speaker:**

Mike Harper, M.Ed., is the Fitness Wellness Training Supervisor at the Texas Department of Public Safety (DPS). He oversees a statewide program to improve the health of the workforce through evidence-based training. Harper holds a master’s degree in Health and Physical Education and spent several years as the Head Strength Coach at Tarleton State University before moving to the Cooper Institute, where he created and taught courses related to health and wellness. Harper has presented at regional, state and national conferences and has published in many peer-reviewed journals.

[Click Here](#) to join the webinar on “Matters of the Heart.”

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**Weight Management Program: What is Real Appeal?**

Thursday, Feb. 27, 1 – 1:30 p.m.

Real Appeal is an online program that helps you take small steps that lead to lasting weight loss with guidance and support for your journey over the next 12 months. The program can be tailored to your goals, preferences and lifestyle.

Participants join in weekly online group sessions led by a Transformation Coach.

[Click here](#) to register to join the online webinar and learn how Real Appeal works and how you can get started.

Real Appeal is available at no cost to employees, retirees or dependents enrolled in the **HealthSelect plan** who are 18 or older and have a BMI of 23 or higher.
It's Official: Intercollegiate Athletics is Coming to UNT Dallas
UNT Dallas students passed a $7-per-credit-hour athletics fee with 63% support. The fee, which ranks as the lowest in the state, will help fund men’s and women’s teams in basketball, cross country and track starting in the 2020-21 academic year. Additional sports, including men’s and women’s soccer, will be added in coming years.
“This is a momentous day for UNT Dallas as we take another significant step toward becoming an all-encompassing university in the heart of southern Dallas,” UNT Dallas President Bob Mong said. “Athletics will enhance the student and alumni experience, increase our visibility and bring awareness of the university’s mission to make college accessible and affordable for all. I thank our student body for their overwhelming support to bring athletics to UNT Dallas.” Read the full press release here.

Plans for UNT Frisco Campus Take Next Step
The Texas Higher Education Coordinating Board voted January 23 to approve the University of North Texas creating a Frisco-based branch campus that would provide upper-level and graduate courses on 100 acres donated by the city of Frisco. To read more, click here.

UNTHSC Helps Launch Ambitious Project to Prevent Opioid Overdose Deaths
Alan Stucky carries Naloxone everywhere. The UNT System Vice Chancellor and General Counsel always is prepared to administer the opioid reversal drug, also known by its brand name Narcan, should he encounter someone suffering an opioid overdose. He does this in loving memory of his son, Holden.
On Sept. 25, 2017, Holden Stucky, 24, died from an opioid overdose. The University of North Texas philosophy student was prescribed oxycodone after he shattered his arm while riding his longboard. The door to addiction opened. To read more, click here.
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.

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

**Electronic Communications for Supervisors**
The Electronic Communications for Supervisors session focuses on how to use electronic communication, such as texting, instant messaging, videoconferencing, social media and email following appropriate and professional etiquette.

*When:* Wednesday, Feb. 12, 2020  10:00 AM-12:00 PM  
*Where:* UNT Eagle Student Services, ESSC - 152

**Using the ePAR System**
Covering ePAR standard functions (hiring, employee changes, transfers, terminations, approving, etc.) and important information regarding budget changes, additional pay items, timely approval, correcting errors, and related EIS functions.

*When:* Wednesday, Feb. 12, 2020  10:00 AM-12:00 PM  
*Where:* UNT, Language Building, LANG-222

*When:* Thursday, Feb. 20, 2020  10:00 AM-12:00 PM  
*Where:* UNT Dallas, DAL 1-201H
Breaking the Q12 Code: Understanding the Elements of Employee Engagement – Q3 & Q6

Join Campus HR as we describe each of the 12 elements of employee engagement in detail, including the two elements of focus for UNT for FY20 - Q1 and Q8. Each session will be informative, collaborative, and fun!

*When:* Wednesday, Feb. 12, 2020  2:00 PM-3:30 PM  
*Where:* UNT Support and Services Building, SSB - 102

Breaking the Q12 Code: Understanding the Elements of Employee Engagement – Q4

Join Campus HR as we describe each of the 12 elements of employee engagement in detail, including the two elements of focus for UNT for FY20 - Q1 and Q8. Each session will be informative, collaborative, and fun!

*When:* Wednesday, Feb.19, 2020  2:00 PM-3:30 PM  
*Where:* UNT Support and Services Building, SSB - 102

Suicide Awareness Webinar (EAP)

This training teaches community members how to respond to suicidal behavior, expressions of suicidal intent, or other crises that someone they know might be experiencing. The session also emphasizes listening, being supportive, and transferring care.

*When:* Wednesday, Feb. 19, 2020  12:00 PM-1:00 PM  
*Where:* Online

Developing Positive Relationships

As a supervisor, you help create the culture and experiences your organization needs to ensure that individuals unite around a common mission, value diversity, rise above personal slights, take responsibility, and cultivate an environment based on trust. The Developing Positive Relationships at Work session will help you model the behavior you want as well as teach the value of getting to know your employees as individuals.
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!