As an Associate Professor of Criminal Justice and the Director of the UNT Cyber Forensics Lab, Dr. Scott Belshaw works to develop technology that helps catch criminals. A U.S. Navy veteran, he considers himself a "dark web expert" and his research interests include cyber security and crime. He has been an asset to UNT World for 13 years and loves "working with the awesome students we have at UNT."

You might think that a guy wearing an iguana like a ball cap might love to travel most to Mexico or South America or maybe Margaritaville, but you’d be wrong. He offers a tasty employee benefit he’d like UNT World leaders to marinate over. And, the inspirational hero in his life will make you smile. Learn all about this most interesting man on campus by clicking the button.
UNT System HR is bringing UNT World experts directly to you with this periodic and always timely installation called "Ask An Expert." So, let's ask...

**EXPERT:** Dr. Han Wen, Ast. Professor, UNT Hospitality Management  
**EXPERTISE:** Shopping for, serving and gifting wine

December is the month for giving, and what better way to express appreciation for family, friends and colleagues than by giving an exemplary bottle of wine? But, if you’re anything like us, you can stand in front of the wine aisle and endlessly fret over selecting the right -- or wrong -- bottle. Red or white? What year? Cork or screw top? Too expensive? Too cheap? So many questions, so much wine. Does anyone have the time?

Have no fear, Dr. Wen is here to make your wine-buying a snap. To check out her expert tips, just click...

### TIME TO MAKE RETIREMENT SAVINGS PLAN CHANGES: Know your 2021 tax year limits
If you participate in a voluntary retirement savings plan, you’ll want to be sure to check out the IRS’ 2021 tax year limits that were recently announced. We have those for you [here](#), and learn more about these great ways to tax-shelter retirement income via easy payroll deduction.

Also, if you haven't checked out our well-being initiative in The Green, we offer an array of helpful webinars. Throughout December, find webinars to help cope with COVID fatigue, holiday stress and ways to put your holiday spending habit on a diet. Find all of our webinars [here](#). And, don't forget about our heart-pumping virtual workouts -- especially great for everyone working from home.

### GOT QUESTIONS?: Submit now for the UNT World Town Hall with Chancellor Roe on Dec. 15
Please join us for a UNT World Virtual Town Hall on Dec. 15 at 1 p.m. It will feature a moderated Q&A with Chancellor Lesa Roe and all three UNTS presidents -- Neal Smatresk (UNT), Bob Mong (UNT Dallas) and Michael Williams (UNTHSC). If you have specific work-related questions you would like us to address, please email communications@untsystem.edu. Questions can also be submitted during the Town Hall in the chat section. Watch the Town Hall live at untsystem.edu/DecemberTownHall. It will be available for on-demand viewing afterward.

### HIGH FIVE: HSC Associate Director appointed to distinguished commission
Dr. Michael Coble, Health Science Center Associate Professor and Associate Director for the UNT Center for Human Identification -- Research Unit, was recently appointed by Gov. Greg Abbott to the Texas Forensic Science Commission. The commission provides oversight over Texas crime laboratories and other entities conducting forensic analyses for use in criminal proceedings and establishes procedures, policies and practices to improve the quality of forensic analyses in Texas. The amazing work performed by Dr. Coble and his colleagues received national attention recently with the identification of human remains that brought closure to a missing persons case first reported in 2008.
HIGH FIVE: Needed more than ever, UNT Dallas mobile market navigates COVID-19 setbacks, gets moving

COVID-19 put a roadblock in front of this major UNT Dallas initiative spearheaded by Assistant Professor of Biology Dr. Kelly Varga and partners Toyota and DART. Recently branded the Community Basket: Mobile Farmers Market, Dr. Varga’s team has found a way for the mobile market to deliver free produce to under-resourced southern Dallas communities during this time of great need. The mobile market will participate in a drive-through open house at partner Singing Hills Recreation Center (6805 Patrol Way, Dallas) on Saturday, Dec. 5 from 9 a.m. -- 1 p.m. Dr. Varga and company are preparing 350 bags of produce to hand out. This effort deserves a big hand.

ON THE AIR: Hear from the movers and shakers who make our region tick

Join UNT System Chief Communications Officer Paul Corliss on the "We Are North Texas" podcast. Paul interviews compelling guests, both from within and without UNT World, leaders focused on innovation, compassion and delivering the big ideas in our region. Upcoming guests include Texas Rangers legendary broadcaster Eric Nadel, who recently created two UNT scholarships that will be awarded to broadcast students, and UNT alumnus and Dallas Independent School District Superintendent Michael Hinojosa, the recent winner of the 2020 Urban Educator of the Year award. Recent guests included UNT at Frisco’s Dr. Wesley Randall, Dean of UNT College of Music, Dr. John Richmond, and Texas Radio Hall of Famer Mike Rhyner. Discover every "We Are North Texas" podcast episode here.

Staying In The Green. UNT World Well-Being.

Upcoming well-being opportunities from In The Green.

Follow us on Twitter: @UNTWorld. Visit our website: wellbeing.untsystem.edu

- Let's Talk: Couples and Money  
  Dec. 4 at 1 p.m.

- Put Your Debt on a Diet  
  Dec. 8 at 9 a.m.

- What is Naturally Slim?  
  Dec. 8 at 11 a.m.

- Managing Income and Debt  
  Dec. 8 at 2 p.m.

- Have Stress or Does it Have You?  
  Dec. 8 at 3 p.m.

- Address Your Stress  
  Dec. 8 at 3 p.m.

COVID Holiday Blues -- Strategies for Coping  
Dec. 9 at 2 p.m.

Nutrition 101  
Dec. 9 at 3 p.m.

Gratitude: Science & Practical Application  
Dec. 10 at 10 a.m.

Postcards from the Future  
Dec. 10 at 11 a.m.

Enroll in Texa$aver (Savings Plan)  
Dec. 11 at 11:30 a.m.

Managing Holiday Stress  
Dec. 14 at 9 a.m.
Lifetime Income
Dec. 9 at 11 a.m.

Staying on Track = Saving
Dec. 9 at 2 p.m.

Fund Your Future: Texa$aver
Dec. 14 at 11:30 a.m.

What is Real Appeal?
Dec. 16 at 10:30 a.m.

Click our member institutions' logos for the latest news

If you have an HR question or topic you'd like covered in the newsletter, please email HR@untsystem.edu.

Miss an issue of HR Highlights? CLICK HERE to catch up.