

Date: 09.08.23
Time: 9:00am to 4:00pm
Location: Joy Burns Center Ballroom
Facilitator: Faculty Affairs, Office of the Provost
Attendees: New Faculty

NEW FACULTY ORIENTATION AGENDA

Welcome & Introductions

9:00am - 9:30am

Speakers:
Mary Clark, Jenn Bellamy

Outline for the day; meet two academic leaders and learn about support for new faculty



Question about faculty life at DU? Ask it anonymously here and we'll follow up via email and with programming.

Story Circles

9:30am - 10:00am

Speakers:
New Faculty in small groups at your table.

A chance to introduce yourself to new colleagues. In four minutes or less, share:

An experience that was important in your journey to become the teacher/scholar/practitioner you are today.

Notes:

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.....

.....

Community Coffee (and Tea) Hour

10:00am - 11:00am

Speakers:
Kristin Deal, Chris Whitt

Meet faculty who've been at DU and learn about opportunities to join affinity groups, faculty learning communities, and more.

People to get lunch with:

.....

.....

.....

Panel Discussion: Next Steps in Your Career at DU

11:00am - 11:45ish

Speakers:
Jennifer Karas,
Corinne Lengsfeld,
Alison Staudinger,
Leslie Alvarez

Sit with others in your same or similar "series" -- find those with the same red, blue, or green sticker on their nametag and sit at the corresponding table.

Questions for the panel:

.....

.....

.....

Small Table Discussion: Next Steps

11:45ish - 12:15pm

Speakers:

Small groups at your table

- What have you learned so far about how to be successful in your role?
- What do you still wish you knew?
- What next steps might you take to gather the information you still need?

Next Steps:

Campus Connections!

2:30pm - 4:00ish

Session 1 2:35-3:00pm

Session 2 3:05-3:30pm

Session 3 3:35-4:00pm

A chance to have three different conversations about topics important to faculty at DU-- and to meet a wide range of faculty and staff colleagues.

1: Teaching at DU: Realizing Our Hopes, Addressing Our Challenges

- Office of Teaching and Learning

2. Research, Scholarship, and Creative Work at DU

- Office of Research & Sponsored Programs

3. Students' Thriving and Well-Being."

- 4D Experience

4. Writing Support for Faculty

- Writing Program & Writing Center

5. Finding a foothold in STEM fields

- DU-MERISTEM (NSF-ADVANCE grant)

6. Mentoring & Professional Development for all series

- VPFA Faculty Fellows

7. From Interested to Invested: Navigating Community Engagement as New Faculty

- Center for Community Engaged Scholarship and Learning

8. Using your Resources!

- University Libraries

What's one thing you learned today you'll take with you?

One thing you are still wondering about?

One person you'd like to talk to again?



Question still unanswered? Ask it anonymously here and we'll follow up via email and with programming.

Community Coffee Hour Question Prompts

Meet some new people! You might try and find someone or a group to chat about each question with-- or you might have a deeper, longer conversation with someone with whom you share an interest or experience. There are people in the room who can help connect you to affinity groups, faculty learning communities, and more!

- What is your favorite place to eat near DU? (What food will you miss from the last place you lived?)
- How did you connect with colleagues outside your department or school/college? What sort of communities are you interested in joining?
- What are you most looking forward to this year?
- What is something unique about DU that a new faculty member might want to know? (What is something unique about the new faculty member that DU should know?)
- Where else in Denver do you like to spend time? What kind of stores/restaurants/arts & culture are you interested in?
- What strategies have worked for you to flourish personally and professionally while a faculty member?
- What are some tips for adjusting to the quarter system? (or, if you are at the law school, to the different calendar (semester) than the rest of the University?)
- Other questions that help explore what is it like to be a faculty member at DU

“FROM SURVIVING TO THRIVING”

NEW FACULTY LEARNING COMMUNITY (FLC)

Join other faculty who’ve recently joined DU in a supportive cohort. This FLC will meet roughly bi-weekly, in a hy-flex format on fridays from 11am-12pm. Co-hosted by Alison Staudinger in the VPFA (Vice Provost for Faculty Affairs) office and faculty/staff colleagues from across campus. Held in Community Commons 3700 and on zoom.

Topics covered include:

The faculty role and workload, including understanding expectations for tenure and promotion in context of a faculty member’s series, academic unit, and discipline.

Navigating DU as an historically marginalized faculty member

Academic governance and freedom of expression

Finding research funding on and off campus

Creating academic strategic plans for sustainable time management and productivity

Aligning teaching and service with values

Universal design for learning, and other student-centered approaches to pedagogy

Creating a service “mission,” and strategy for saying “yes” and “no.”

Developing a mentoring network and setting expectations in mentoring relationships

Fall dates: 9/15, 9/29, 10/13, 10/27, 11/3

Sign up here:



**VICE PROVOST FOR
FACULTY AFFAIRS**

NEW FACULTY ACADEMY

Faculty in their first three years will be invited to a range of community conversations, workshops, panels and professional development opportunities to connect them with each other and campus supports including: Division of Equity, Diversity, and Inclusion, Faculty Affinity Groups, the MERISTEM-DU-DEVELOP mentoring team for STEM faculty, the Office of Teaching and Learning, the Office for Research and Sponsored Projects, and Student Success & Mentoring in Academic Affairs.

Faculty who complete the following requirements will receive a letter detailing their accomplishment and a \$500 stipend. Faculty must attend or join:

At least six sessions of the “From Surviving to Thriving” faculty learning community (FLC)

At least two new faculty workshops or panels, including NCFDD content.
A meeting with a chair, mentor, associate dean or VPFA staff to discuss sustainable personal and professional goals.

A “Choose your own Adventure” opportunity such as Writing Accountability Group, additional FLC (Teaching and Professional Faculty, Thriving in Color, Thriving Across Borders), OTL Badge (Teaching for Inclusive Excellence. Etc.), a Faculty Affinity group or collective, or completing the “core curriculum” in NCFDD.

A final reflection and assessment survey

To sign up--join the FLC and you’ll receive a “passport” where you can track your progress towards completing the academy programming: :



VICE PROVOST FOR FACULTY AFFAIRS

YOU
ARE
INVITED

New Faculty

Ice Cream Social

A chance to meet our
colleagues and celebrate
the new term! Friends,
family, and colleagues are
welcome.

Wednesday, September
20th, 2023
3:00-5:00pm

Location: Burwell Center
120 & Patio



Please RSVP here
by September 15th



Office of the Provost
UNIVERSITY OF DENVER

WE ARE AN NCFDD INSTITUTIONAL MEMBER!

On demand access to the mentoring, accountability,
and support you need to thrive in the academy.

CREATE YOUR FREE NCFDD ACCOUNT

1. Visit facultydiversity.org/join.
2. Select our institution from the dropdown menu.
3. Click "Activate My Membership."
4. Complete the Registration Form using your institution email address (you@yourschool.edu)
5. Click "Activate Account" in the confirmation email.

AS A MEMBER, YOU CAN ACCESS:

- *The Monday Motivator* delivered to inbox weekly
- Monthly Core Curriculum webinars
- Guest Expert Webinars
- Multi-Week Web Courses
- NCFDD's library of all previous webinars
- 14-Day Writing Challenges with *WriteNow* accountability tracking
- Peer-mentor ("buddy") matches by request
- *Dissertation Success Curriculum* for grad students
- Free Faculty Success Program (FSP) Alumni Program enrollment for FSP alumni



ABOUT

NCFDD is an independent professional development center 100% dedicated to helping faculty make successful transitions throughout their careers. We work with colleges, universities, organizations, and individuals to support and bolster faculty success. Our programs and services help faculty to increase writing productivity, establish and maintain work-life balance, create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home. Our most popular offerings include NCFDD Institutional Membership, our signature Faculty Success Program (FSP), and Campus Workshops.

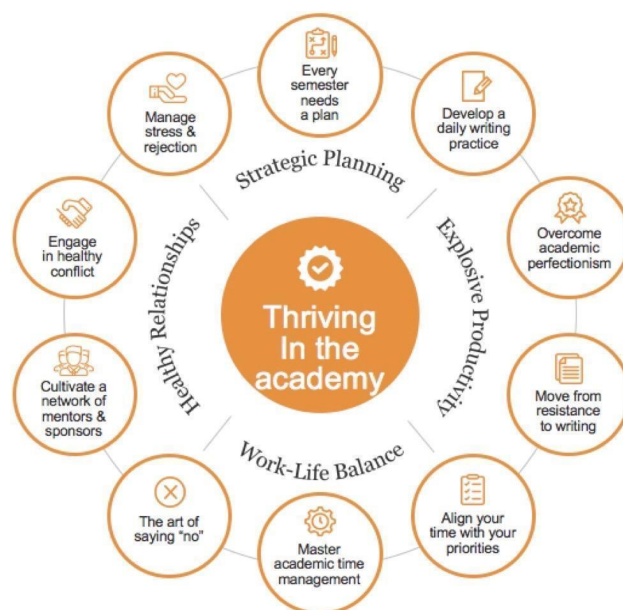
NCFDD FOUNDER

Kerry Ann Rockquomore, PhD, is the Founder of NCFDD. She is the author of three books: *Beyond Black*, *Raising Biracial Children*, and *The Black Academic's Guide to Winning Tenure without Losing Your Soul*, as well as over two dozen articles and book chapters. Kerry Ann's award-winning work with under-represented faculty has been featured in *Diverse Issues in Higher Education*, and she has written a popular advice column for *Inside Higher Ed*.

NCFDD CORE CURRICULUM

The NCFDD's empirically-supported core curriculum is designed to support the development of 10 essential skills and strategies that lead to academic success, including:

- Strategic planning
- Developing a consistent daily writing habit
- Aligning time with evaluation criteria
- Confronting and overcoming writing resistance
- Resolving conflict in a healthy way
- Learning the art of saying "no"
- Managing stress and rejection
- Cultivating a network of mentors, sponsors, collaborators



Our core curriculum teaches empirically-tested best practices for all faculty. These foundational skills are critical to academic success and transcend discipline, rank, race, and gender, thus equitably benefiting many faculty, graduate students, and postdocs at any institution. With that said, our curriculum also directly addresses the unique challenges and obstacles that underrepresented scholars face. This is a highly unique aspect of our curriculum and ensures that our resources are essential tools for under-represented members on campus.

NCFDD INSTITUTIONAL MEMBERSHIP

The Institutional Membership is an annual subscription for an *unlimited number* of faculty, graduate students, postdocs, and administrators at an institution. This membership grants members on-demand access to our online members-only resources. Broadly speaking, these resources provide external mentoring and professional development training centered on helping faculty achieve outstanding research and writing productivity while having a full and healthy life off-campus. The membership lasts 12 months and begins on a mutually agreed-upon activation date.

DELIVERABLES

Institutional Membership provides faculty, graduate students, administrators, and postdocs access to the following:

- The weekly *Monday Motivator* email
- Monthly Core Curriculum webinars
- Guest Expert Webinars and Multi-Week Skill-Building Courses
- Hidden Handbook series
- Dissertation Success Curriculum for advanced graduate students
- 14-Day Writing Challenges
- Discussion Forum for peer-mentoring and problem-solving
- Monthly accountability buddy matches, by request
- Moderated monthly writing challenges
- Complete library of previous webinars and multi-week course recordings

INSTITUTION BENEFITS

The above outlines the benefits of membership from the point of view of individual faculty. From an institutional perspective, the NCFDD Institutional Membership provides a robust recruitment, retention, and support mechanism for faculty, graduate students, and postdocs, particularly those from under-represented populations. Due to the growing awareness of the substantive nature of our core curriculum and Faculty Success Program, under-represented faculty view NCFDD membership as a positive and tangible sign of a university's commitment to diversity.

NCFDD FACULTY SUCCESS PROGRAM (FSP)

NCFDD's 12-week [Faculty Success Program](#) (FSP) is an intensive virtual boot camp where academics work directly with a coach and small peer group to *implement* the skills and strategies taught in our core curriculum. The program is for tenure-track and tenured faculty looking for the perfect combination of intense accountability, coaching, and peer support to propel their research productivity and work-life balance to new levels. The program is offered three times a year during the Spring, Summer, and Fall semesters.

PROGRAM DETAILS

- **Weekly Training Modules** in which participants learn the skills and strategies that increase productivity and promote work-life balance
- **Small-Group Accountability Calls** that enable participants to connect deeply with other academics and our dedicated Faculty Coaches to receive individualized guidance, problem-solving, and support
- **Access to our exclusive FSP online community** to track productivity, interact with other participants, ask questions, get feedback, share resources, exchange ideas, find support, etc.
- **Access to One-on-One Coaching** with our Individual Coaches

FACULTY BENEFITS

- Greater success in publication and securing external funding for their research
- Increased confidence in themselves as independent scholars
- Healthier relationships with departmental colleagues
- Increased interaction with campus mentors, sponsors, and support services
- Increased job satisfaction and commitment to their current institution

INSTITUTION BENEFITS

- An outsourced, cost-effective mentoring community
- Efficient, on-demand delivery of professional development training and support
- An increased mechanism of individualized support for under-represented faculty
- Concrete support plans to offer new faculty as a benefit in the recruitment process
- A dedicated Strategist who provides consultation and ongoing support
- Institutional Members who sponsor their faculty in the [Faculty Success Program \(FSP\)](#) receive exclusive discounts on tuition and priority registration, meaning they can secure seats before the public registration period. The Alumni Program is an additional key benefit of being an Institutional Member. After completing one session of FSP, faculty can continue to enroll in the [FSP Alumni Program](#) free of charge for as long as their institution remains a member.

NCFDD CAMPUS WORKSHOPS

The NCFDD offers on-site and virtual workshops facilitated by our trained and certified [campus workshop facilitators](#) – tenured faculty who have mastered our core curriculum and served as coaches in FSP. The workshops are broadly organized around three main themes: academic writing, mentoring, and time management. They also vary somewhat by the intended audience (i.e., pre-tenure faculty, post-tenure faculty, or campus leaders). To view pricing information and learn more about our campus workshops, visit [here](#).

NCFDD Campus Workshops include:

- *Mentoring 101: How to Get What You Need to Thrive in the Academy*
- *Tenure & Time Management: How to Manage Your Time So You Can Publish Prolifically AND Have a Life Beyond the Ivory Tower*
- *Writing, Procrastination, and Resistance: How to Identify Your Writing Blocks and Move Through Them*
- *Solo Success: How to Thrive in the Academy When You're the Only _____ in Your Department*
- *Building a Publishing Pipeline: Concrete Strategies for Increasing Your Writing Productivity*
- *Every Semester Needs a Plan*
- *Teaching & Time Management: How to Manage Your Time So You Can Teach Efficiently and Effectively AND Have a Life Beyond the Ivory Tower*
- *Post-Tenure Pathfinders: How and Why to Chart Your Own Path after Winning Tenure*
- *Writing Your Next Chapter: How to Find Your Mojo at Mid-Career*
- *Re-Thinking Mentoring: How to Build Communities of Inclusion, Support, and Accountability*

Faculty Developer of Instructional Accessibility

Who am I?



Ellen Hogan
Faculty Developer
of Instructional Accessibility
Email: ellen.hogan@du.edu
Pronouns: She/Her



*Book
with me
today!*

 bit.ly/MeetWithEllenOTL

What support can I offer?



- Synchronous and asynchronous consults on Instructional Accessibility
- Canvas Accessibility Reviews
- Remediation of course documents (PDF, WORD, PowerPoint, etc).
- Technical support for student accommodation implementation (Extra Time for Canvas Exams, Alternate Format Text, Captioning, Screen Reader Access, etc).
- Partner in Universal Design for Learning (UDL) to proactively remove barriers for all students, ultimately minimizing the need for common accommodations.

Have a topic in mind or wondering if I provide support for something not listed here? Contact me!

How can you contact me?



- Attend an event! Visit otl-events.du.edu to register!
- Make an appointment by using the link bit.ly/MeetWithEllenOTL or scan the QR code above to schedule an appointment now!
- Email me at ellen.hogan@du.edu





Mobilizing Equity to Raise
Inclusivity in STEM
UNIVERSITY OF DENVER

New STEM Faculty Mentoring Program



Now

Recruiting Mentees and Mentors



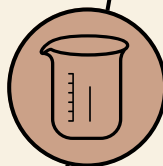
Fall 2023

Kick off Event: Oct 5, 2-4pm, ECS 510
Mentor Training
Meet your Mentor group



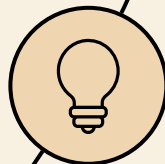
Winter 2024

Panel #1: Teaching and Canvas*
Mentor-mentee Meetings (monthly)
Mentor training



Spring 2024

Panel #2: Setting Goals*
Mentor-mentee Meetings (monthly)
Mentor-MERISTEM meeting



Year 1 Wrap up

Assessment
Revisions for 2024-25

Contact: Michelle Knowles,
MERISTEM Mentoring Liaison
Michelle.Knowles@du.edu

* Example Panel Topics, TBD by mentee needs



WHO WE ARE:



Jeffrey Schwartz
Instructional Designer
Email: Jeff.Schwartz@du.edu
Pronouns: he/him



Kellie Ferguson
Instructional Designer
Email: Kellie.Ferguson@du.edu
Pronouns: she/her

SUPPORT WE OFFER:



- Educational technology (Canvas, Zoom, Kaltura, Perusall, Flip, and more!)
- Course reviews and recommendations
- Canvas course setup, importing templates, and more!
- Producing videos in Kaltura
- Cidilabs design tools
- Exploring grading schema
- Synchronous and asynchronous course development and design
- Implementation of accessible, trauma-informed, and inclusive pedagogies

Have a topic in mind, or wondering if we provide support for something not listed here? Contact us!

CONTACT US:



- Attend an event! See upcoming events on the OTL calendar located on our website.
- Make an appointment by visiting the OTL website at otl.du.edu, or scan the QR code below to schedule an appointment now!
- Drop-in to the Office of Teaching and Learning, located in Anderson Academic Commons | Room 350



Faculty & Staff Opportunities

| To Support Community-Engaged Work



SCAN TO LEARN MORE
ABOUT EACH OPPORTUNITY

bit.ly/CCESLfaculty

TRAINING & COMMUNITY BUILDING

Community of Practice - Mentoring Signature Work

This community of practice will create a small cohort of cross-campus faculty with an interest in mentoring student signature work and who have experience with community engagement. The community of practice will involve communal reflection, collective problem-solving, and knowledge-sharing to build leadership skills and capacity for this work.

Engaged Practitioner - Campus Compact Conference

DU is a member of Campus Compact, a national coalition of colleges and universities committed to advancing the public purposes of higher education. This year's national conference, Compact24: Higher Education Civic & Community Engagement as the Way Forward, will be hosted in Denver at the Hilton Denver City Center from April 7-10, 2024. CCESL will support DU faculty to attend the conference.

Community-Engaged Teaching 101

CET 101 is for instructors who are new to community-engaged teaching. Faculty will take part in training designed to increase knowledge about community-engaged pedagogy as well as prepare faculty to use best practices for community engagement in courses.



**Center for Community Engagement
to advance Scholarship & Learning**

UNIVERSITY OF DENVER

GRANTS & RESOURCES

Public Good Fund

Grants up to \$20,000 are available for projects that will result in measurable public impact through community-engaged research or creative work that is conducted in the context of mutually-beneficial and reciprocal community partnership.

Community-Engaged Teaching Funding

Funding to support class projects, the development of community-engaged courses, institutional capacity building, student assistants, and professional development.

Community Engagement Luminaries

Luminaries are a community-engaged faculty & community partner consulting team that share expertise through individual consultations for faculty, facilitating conversations on community-engaged topics, and other opportunities to advocate for community engagement.

Connect with a Community Partner

Looking to partner with a community organization for your course, research, creative work, or other community-engaged project? Scholar Shop is a database of organizations and initial ideas for projects they are interested in pursuing in collaboration with DU faculty and students.

EVENTS

Spark Sessions

Spark Sessions are informal, conversational style meet ups to bring people together around a specific topic to spark new ideas and seed new collaborations. Attendees can drop-in at any time to enjoy food and drinks.

STAY CONNECTED

Questions? Email us!

ccesl@du.edu

*Community Commons,
Rm 1100
2055 E. Evans Ave.
Denver, CO 80208*

Newsletter:

bit.ly/ccesl_news



DU_ccesl



CCESL

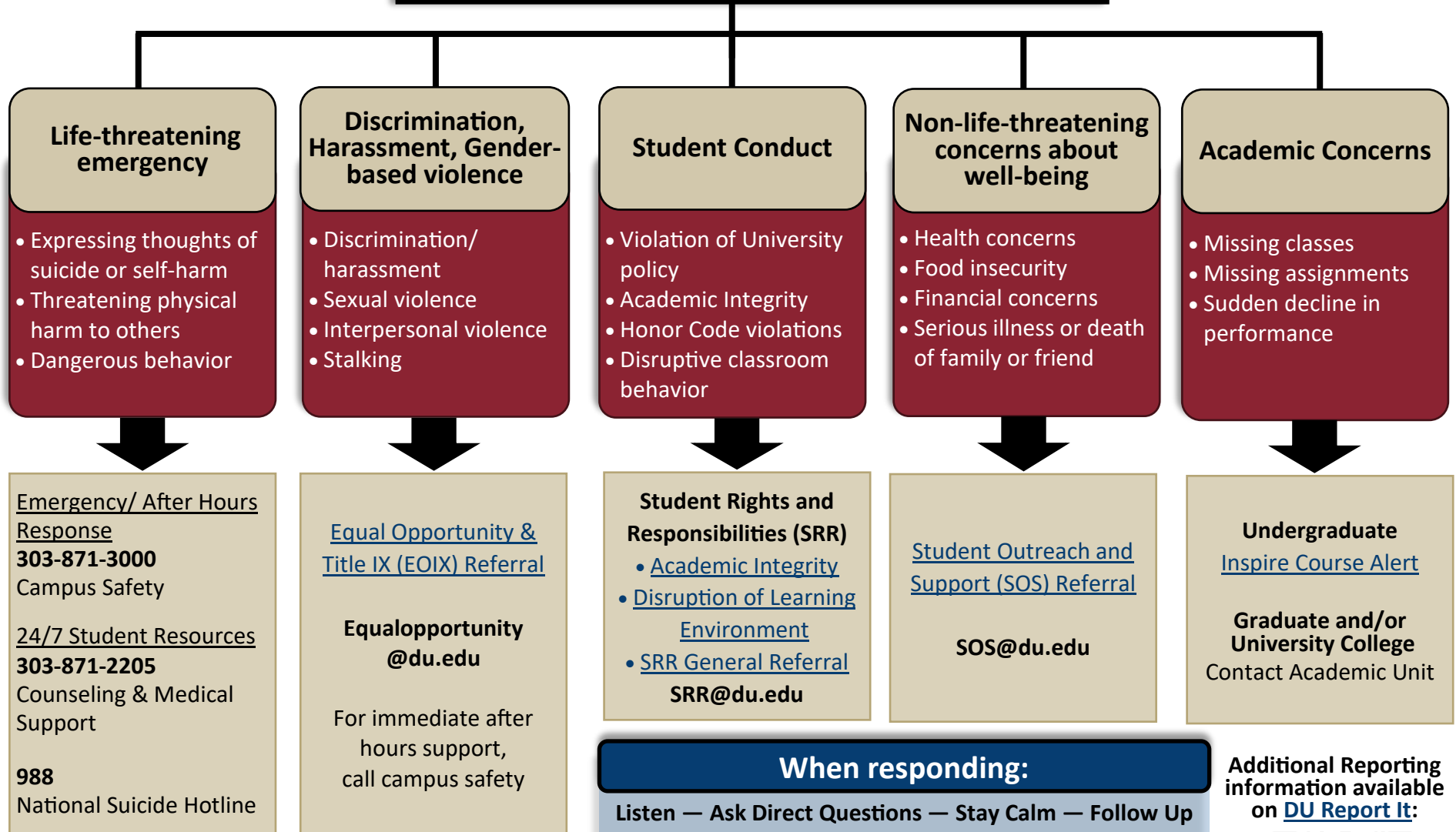


du.edu/ccesl/

Red Folder (Student Resources)



What is the nature of your concern?



When reporting concerns remember...

Be objective and focus on behavior and statements—see indicators on back for guidance

Additional Reporting information available on [DU Report It:](#)



DU Resources

Campus Safety

Undergrad, Grad, Online

303-871-2334—Non-emergency

303-871-3130—anonymous tip line (report a crime or information about a crime)

Assistance and victim services, concerns, or request for escort across campus.

Mental and Physical Health Resources•

DU Health and Counseling Center (HCC)•

Undergrad, Grad

303-871-2205 | info@hcc.du.edu

Locations: 3rd floor of Ritchie Center

Drop-in hours: Monday – Friday, 1pm-3pm

TELUS Health (Formerly MySSP)•

Undergrad, Grad, Online

Free confidential counseling 24/7

Counselors who speak Mandarin, Cantonese, French, Spanish & English. Other languages may be available by appointment based on availability



Center for Advocacy, Prevention & Empowerment (CAPE)•

Undergrad, Grad, Online

303-871-3853 | cape@du.edu

Confidential support for survivors of sexual assault, relationship violence, stalking, or harassment

Dean of Students Office*

When you do not know where to begin, start with your Dean of Students Office

Dean of Students*

Undergrad, Grad, Online

303-871-4261 | DoSoffice@du.edu

Community Commons Suite 3001

Student Rights & Responsibilities (SSR)*

Undergrad, Grad, Online

SSR@du.edu

Information and reporting around University Honor Code

Restorative justice approach to violations

Student Outreach & Support (SOS)*

Undergrad, Grad, Online

SOS@du.edu

Location: Community Commons Suite 3001

Connects students to support in navigating challenging situations including medical, financial, bereavement, and hunger

AccessibleDU: Student Disability Services*

Undergrad, Grad, Online

303-871-3241 | dsp@du.edu

Location: Driscoll Center South, Garden Level, Suite 22

Assists students with disabilities with accommodations and support

Academic Advising

Undergraduate

303-871-7001 | advising@du.edu

Location: Community Commons, Suite 3100
Course & degree questions, student success coaching, academic probation support

*Drop-in hours available and vary by quarter, please check the website for hours

Office of Graduate Education

Graduate

303-871-2706 | gradservices@du.edu

Location: Mary Reed Building, Garden level, room 5

Assistance with graduate programs and policy, transfer of credit, change of program, dual degrees, oral defense, continuous enrollment

University College

Graduate and BA Completion Program

303-871-2291 | ucolsupport@du.edu

Assistance with UCOL programs (graduate certificates, master's degrees, BACP), course, degree & policy questions, academic advising, graduation

Basic Need Resources

DU Thrift Store (and used bookstore)

Undergrad, Grad

Location: Centennial Halls (first floor)
Hours vary per quarter – please check the website for hours

DU Collegiate Recovery Program

Undergrad, Grad, Online

303-871-3699 | recovery@du.edu

Location: 1931 S. York St. Denver, CO 80208
Recovery meetings, a house on campus for students to socialize & relax, recovery coaching, alcohol and drug-free events, and more

Equal Opportunity & Title IX (EOIX)

Undergrad, Grad, Online

303-871-7016 | equalopportunity@du.edu

Reviews & investigates reports of discrimination, harassment, and gender-based violence.

International Student and Scholar Services (ISSS)

303-871-4912 | iss@du.edu

Supports the international community with visa status & renewal, immigration status, academic resources, travel, employment and advising

University Ombuds

Undergrad, Grad, Online

303-871-3045 | Betty.Snyder@du.edu

Location: Driscoll Commons South, Suite 1
Independent, confidential, impartial resource for assistance in conflict resolution

The Learning Effectiveness Program (LEP)*

Undergrad, Grad, Online

303-871-2372 | lep@du.edu

Location: Katherine Ruffatto Hall, 4th Floor
Supports learning and neurodiversity by providing students opportunities and resources for personal growth, academic skill building, and connection

Veterans & Military Resources (VMR)*

Undergrad, Grad, Online

303-871-5350 | veterans@du.edu

Location: Community Commons, Suite 3201
Assists students with GI Bill, scholarships, and other services and support

FIRST@DU*

Undergrad, Grad

FIRST@du.edu

Location: Community Commons Suite 1200
Support for first-generation, minoritized, and other underrepresented students

DU Cultural Center (TCC)*

Undergrad, Grad

TCCinfo@du.edu

Location: Community Commons Suite 1200
Identity-based student programming

DU Food Pantry

Undergrad, Grad

Location: Driscoll Student Center South (room 6, bottom floor to left of ID office)
Hours vary per quarter – please check the website for hours

DU Career Closet

Undergrad, Grad

303-871-2150

Location: Burwell Center for Career Achievement

Hours: Weekdays 9:00 – 4:00 pm
Professional attire for any DU student or alumnus, up to 4 items to keep for free

DU Pride Closet

Undergrad, Grad

Driscoll Commons, Suite 1

Free gender affirming clothing for LGBTQ+ students

DU Emergency Financial Needs

Undergrad, Grad, Online

Online applications

Student Assistance Fund via Student Outreach and Support

Emergency Loans via the Bursar's Office

DU offers a wide variety of support that students can seek out for assistance. Please refer to the [DUhelp](https://du.edu/help) website for all available resources.



Behavioral Indicators and when to Refer

The below indicators are meant to assist in objective reporting of concerns for a student's well-being. This list is not exhaustive. Remember, when reporting concerns remain **objective and focus on behaviors, actions, and statements**.

If there is an immediate threat to health and safety contact Campus Safety at 303-871-3000.

Contact Campus Safety

- Directly communicated threats of violence (verbally, electronically via text, phone, or email)
- Physical altercations (punching, pushing, shoving)
- Destruction of property or throwing objects that could injure someone
- Displaying a firearm or other weapon
- Conversations designed to upset others, such as descriptions of weapons, killing, or death unrelated to classroom subject matter

Student Conduct

Student Rights and Responsibility

- Persistent disrespectful communications with instructors or classmates; excessive sighs, eyerolls or other gestures that disrupt class, even after boundaries have been set
- Intoxication in class or misuse of alcohol or other substances
- Verbal abuse like taunting, badgering, or intimidation
- Cheating or plagiarism

Concerns About Well-being

Student Outreach and Support

- Self-disclosure of personal distress (family problems, financial difficulties, assault, or legal difficulties)
- Marked changes in physical appearance (poor grooming or hygiene or sudden changes in weight)
- Observable signs of injury (facial bruising or cuts)
- Depressed or lethargic mood inhibiting functioning
- Academic assignments dominated by themes of extreme hopelessness, helplessness, isolation, rage, despair, violence, or self-harm

Academic Concerns

Inspire or Academic Unit

- Sudden decline in quality of work
- Frequently missed classes and assignments
- Mild classroom disruptions
- Consistently seeking personal rather than professional advice
- Multiple requests for extensions or special considerations
- Non-responsive to repeated requests for contact or meetings

Employee Resources

If a life-threatening emergency

Examples:

- Reckless behavior
- Disorderly
- Dangerous
- Threatening (including self-harm)

- On-Campus, call Campus Safety at **303-871-3000**
- Off-campus emergencies, call 911
- **For a suicide emergency call 988 the National Suicide Hotline**

Non-Emergency Employee Resources

If you experienced...

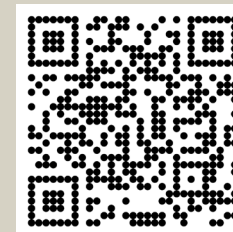
- Sexual assault
 - Interpersonal violence
 - Stalking
 - Discrimination or harassment
- support is available

Free Confidential Counseling 24/7

- DU employees & their families
- Bilingual support
- Offering face-to-face counseling sessions

Equal Opportunity
& Title IX Referral

303-871-7016
TitleIX@du.edu



SupportLinc*

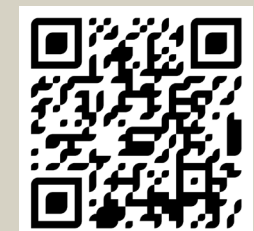
1-888-881-5462

www.supportlinc.com

Account creation code:

Universityofdenver

*DU contracted 3rd party



Responsible Reporting

All University Employees are considered a Responsible Employee. This means YOU have a Responsible Employee obligation to report potential discrimination, harassment, or gender-based violence to the Equal Opportunity & Title IX.

(excludes HCC & CAPE employees)

We Care About You

If you would like to be contacted with additional resources, complete the form using the QR code or email

EmployeeConnections@du.edu
for support referrals
(not intended for emergencies)

Other DU Resources

(not intended for emergencies)

Center for Advocacy, Prevention
& Empowerment (CAPE)

303-871-3853

During business hours

Ombuds

303-871-3045

During business hours

Mental Health First Aid Training

Free to all DU Community Members

Why Mental Health First Aid?

- Mental Health First Aid teaches you how to identify, understand and respond to signs of mental illnesses and substance use disorders.
- This 8-hour training gives you the skills you need to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them to the appropriate care.

What It Covers?

- Common signs and symptoms of mental illness.
- Common signs and symptoms of substance use.
- How to interact with a person in crisis.
- How to connect the person with help.
- **New:** How to administer naloxone in the event of an opioid overdose.

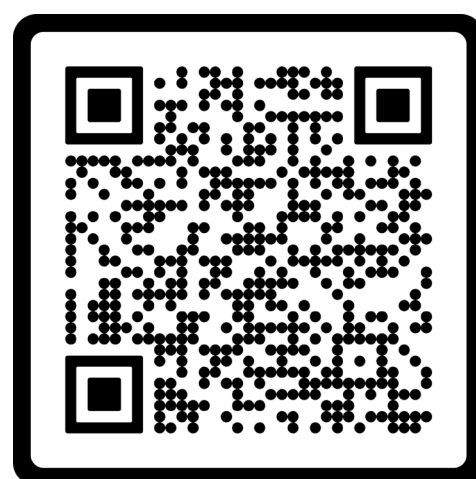
Who Should Take It?

- Faculty, Staff, & Students

How To Sign Up

Email HCC.Thrive@du.edu

Or, scan the QR code



Download the
DU SAFE App
from your mobile
app store.

It is the official safety app of the University of Denver. The app features emergency contacts, crisis alerts, location services features, in-app tip reporting, and more.