

WELLNESS CONNECTION

for Faculty



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THIS MONTH'S EVENTS

LETTER TO THE READER

Dear Faculty,

April is Sexual Assault Awareness Month (SAAM), where departments and student groups across campus engage in education and dialogue aimed at creating awareness of and working to eliminate sexualized violence. This is also a time to be respectful and learn how to respond to those who have experienced trauma of this nature. All of us are welcome and encouraged to participate in events during SAAM.

The office of Equity and Title IX is charged with ensuring S&T's compliance around Title IX, a landmark civil rights law that prohibits discrimination and harassment on the basis of sex. In addition to addressing and investigating sex-based incidents, including sexual assault on campus, the office offers trainings and workshops on various topics, including mandatory reporting and frontline responding.

With warm regards,

Teresa Stratman, and the Equity and Title IX Office

As a content warning, please understand that in pages 2, 3, & 7 there are discussions and statistics of sexual assault.

Get in Touch with Equity and Title IX:

573.341.7734 equity@mst.edu

203 Centennial Hall equity.mst.edu

For immediate help call 911

WELL-BEING UPDATES

Title IX Policies and Procedures

from Equity and Title IX

As a faculty member at S&T, it is important to understand your rights and responsibilities when experiencing or reporting sexual harassment. While most commonly thought of as a process for students, faculty members, as well as all employees and visitors of campus, are protected under Title IX policies, and have certain responsibilities when witnessing any form of sexual harassment.

It is vital to understand these different policies before you ever need them to know your rights and the rights of those around you.

Under Title IX of the Education Amendments of 1972, "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance".

Below are some Title IX rights and responsibilities to know:

- ***Retaliation Prohibited:*** No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX.
- ***Amnesty Offered:*** At times, campus community members may be hesitant to report sexual harassment because they are concerned of being charged with other policy violations ancillary to the incident. The University may provide amnesty to Parties and witnesses to foster reporting and participation.

- ***Rights of the Parties in the Title IX***

Process (only a few of many):

- to be free from retaliation
- to be treated with respect by University officials
- to have access to support services (such as counseling and health services)
- to report the matter to law enforcement and have assistance in making the report
- to be informed of the finding, rationale, sanctions, and remedial actions
- to request reasonable housing, living, and other necessary accommodations/remedies

- ***What is a Mandated Reporter?:*** Mandated Reporters are required to promptly report any details they possess in relation to a Title IX or Equity policy violation, to the appropriate Title IX Coordinator or Equity Officer. All University employees, except those with Privilege of Confidentiality, are Mandated Reporters. The report must be made even if the person giving the information requests confidentiality, and regardless of how the Mandated Reporter became aware of the information.

- ***Title IX Reporting Options:***

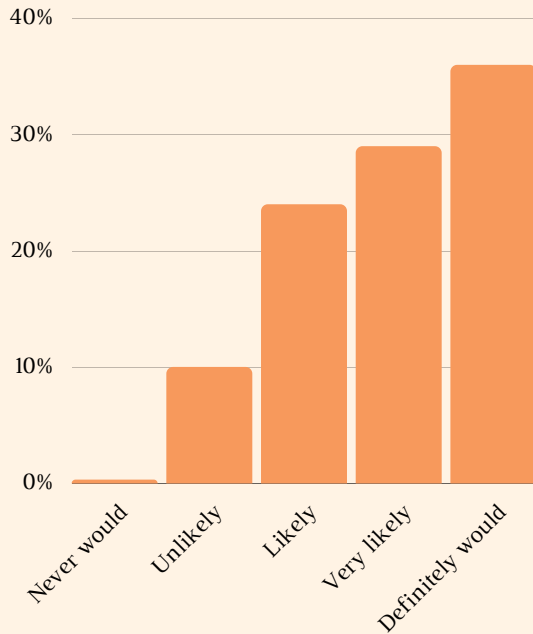
- Report online: this can be used to report any form of sex discrimination, including sexual harassment or misconduct that you have either experienced or observed. You have the right to report anonymously.
- Report by phone, email, or in person

DATA BRIEF

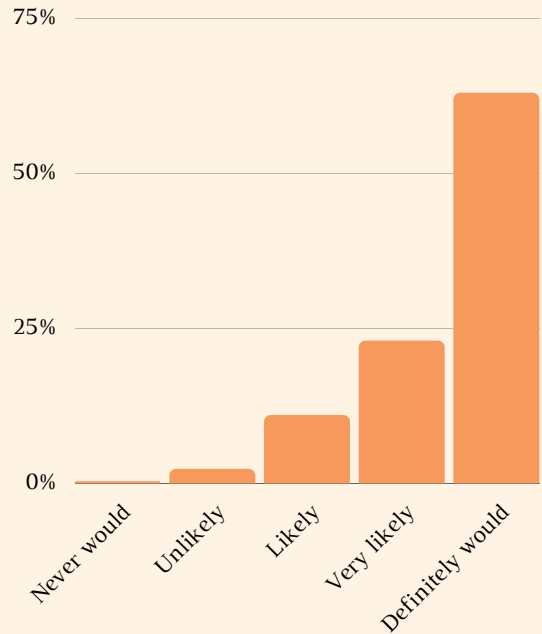
Interpersonal Violence by the Numbers

from 2020 Missouri Assessment of College Health Behaviors (MACHB)

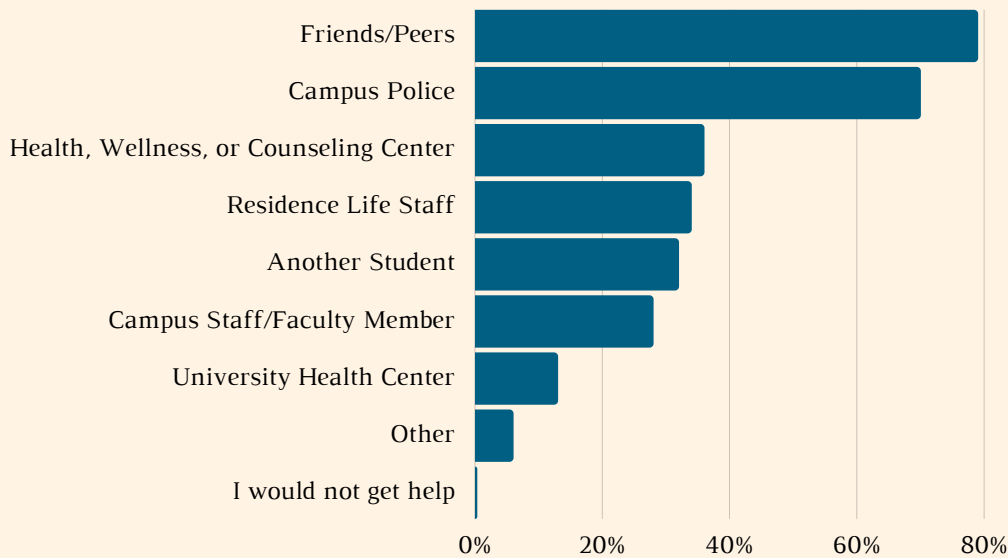
(S&T student) Likely to: Speak up and express concern if I heard a stranger talking about coercing someone to have sex.



(S&T student) Likely to: Speak up and express concern if I heard a friend talking about coercing someone to have sex.



If you (an S&T student) were to get help for any of the above situations, where would you go?



WELLNESS IN THE CLASSROOM



Tips for a Greener Classroom

from Population Education and Western Governors University

Outside of Sexual Assault Awareness Month, April is home to another important date: Earth Day. Originating in 1970, Earth day started as a concern about the deteriorating environment from Wisconsin Senator Gaylord Nelson, which became more urgent after the January 1969 oil spill in California. Now, over 50 years later, millions of people have joined in on going greener and being better for our planet, making small and large changes within their community.**

All of us have a responsibility to better our planet, even if we are just affecting change in our own spaces. So, what are some ways you can make one of your most used space - the classroom - a little more greener?

Go as paperless as possible:

Technology has given us many options to cut paper out of the classroom. Instead of asking students to turn in assignments in person, ask them to submit through Canvas. Only print off documents that need to be printed. Encourage students to take notes digitally or download available notes on Canvas.

**earthday.org

Reuse paper:

For times when printing or using notebook paper is necessary, consider saving it when finished to use any unused space as scratch paper or to write quick notes down (for example, if you need to write down a phone number but won't need it later). Minimally used paper (such as a printing mistake that only has a few lines of text on it) can be cut and used as notecards, bookmarks, and more. Encourage students to save any one-sided documents to write notes on, and to fill up as much space on it as possible.

Be aware of energy use:

Turn off lights when able, and always turn off lights and turn off/unplug electronics when leaving a room. Make sure not to block any air or heat vents to maximize efficiency of those units.

Practice sustainability at home:

Practicing sustainability and using greener processes at home will transfer over to the classroom, and can help encourage those around you to do the same. Use reusable bottles, containers, bags, and more whenever possible. Save napkins and unused plastic silverware when ordering takeout. Make the most out of your drive by carpooling, running all (proximal) errands in one trip, and keeping up with car maintenance.

Regardless of what steps you already or plan to take, it's important to be aware that your classroom could always be a little greener, and even small changes overall make a big difference.

FACULTY SPOTLIGHT

What courses do you teach?

Marketing, Digital Promotions, and International Marketing

Where did you attend school?

Saint Louis University (PhD) Southern Illinois University Edwardsville (MMR & BS in Marketing)

What made you choose this career path?

I started in Chemistry but felt I wasn't using my people skills, so I was encouraged to take a few marketing classes and switched majors after my first class. I loved marketing. That said, my PhD was not a planned endeavor but something that had arisen when I graduated with my masters degree in a down economy when job prospects were scarce. It was the best decision I felt forced to make. Sometimes the plan you have for yourself is not as good as the plan fate has for you.

What are some of your hobbies?

I spend all my free time with family and friends. Both of my boys (ages 9 & 12) play hockey so I am a 'hockey mom'. I also like to go on long walks with my friend each night, go to concerts (pre-covid) with my husband, and refinish furniture for a creative outlet.



Sarah M. Stanley, PhD

**Associate Professor,
Business and Information Tech**

Interviewed by Miner Wellness Staff

How do you manage a work/life balance?

I have taken up meditation, started cooking more, and I am learning to prioritize and say 'no'. Balance is elusive. I think it's a myth. What I have is an ever-changing dynamic in which I need to manage my priorities so that my family, friends, and career are never neglected. Where I need to spend times shifts regularly and I have to be attune to the needs of each.

Provide an example of how you incorporate well-being in the class environment.

On my zoom classes I stop recording at the end of class but let my student's know I will stick around for informal questions. Students feel more comfortable chatting when the conversation is not being recorded. I let students know how they can contact me, which even includes my cell phone number for text messages. I want them to know I am here and listening.

***Want to nominate a faculty member for Faculty Spotlight?
Submit to minerwellness@mst.edu.***

CAFE TIP OF THE MONTH

Canvas Course Design and Avoiding Burnout

From CAFE, Center for Advancing Faculty Excellence



Faculty now have access to their fall semester courses and it is never too early to get started. The article “[7 Innovative Approaches to Course Design](#),” by Steven Mintz provides specific approaches to designing your course that engage students to their fullest. Each approach provides techniques and examples to use in the course or module to challenge students in the learning process. If you are new to course design, then reach out to cafe@mst.edu and we can set up a meeting to answer any questions or walk you through the design process.

“Sure, that is all well and good, but I am exhausted, stressed and out of time! What can I do to prevent this from happening again next semester?”

The end of the semester is in sight. You got this. Flower Darby provides some techniques in her article, “[8 Strategies to Prevent Teaching Burnout](#)” to help you finish this semester strong and energized into the fall semester.

“Ever since the start of the pandemic, we have been relying much more on technology to reach and teach our students. Our CAFE team has helped me tremendously in instructing how to use certain tools or in troubleshooting some of the challenges I faced. During the bi-weekly office hours, the team is ready to help with any instructional challenge you throw at them. They will usually help you on the spot, you can learn from the solutions they offer to another instructor, or they will invite you to a break-out room to have a 1-on-1 session to discuss your questions. The CAFE team has saved me many hours of searching, trying and failing in efforts to incorporate existing and new technology for teaching, communication, and examination.”

- Dr. Dimitri Feys, Associate Professor, Civil, Architecture and Environmental Engineering

In addition, CAFE offers refresher workshops that faculty can sign up for, such as Canvas Overview, Panopto Overview, VoiceThread Basics, and more. View and sign up for those links at elearningevents.umssystem.edu

For any additional help, questions, or concerns, CAFE will host open office hours 10-11 a.m. on Tuesdays and 1-2 p.m. on Fridays for instructors to “drop in” and get assistance. Join CAFE via Zoom during these office hours by accessing the Zoom link via the CAFE webpage. The CAFE staff are also available to meet online via Zoom by appointment. Contact the center at cafe@mst.edu or 573-341-6713.

FEATURED RESOURCES



University Police

The Missouri S&T University Police Department supports the campus community in fulfilling its commitment to teaching, research, and service by providing a safe and secure environment for students, faculty, staff, and visitors in partnership with all members of the campus community.

Duties of the university police include, but are not limited to, preventative patrols, the investigation of crimes, crime prevention through active campus involvement, service to students and others in emergencies, checking in on students of concern, emergency preparedness training, special event coverage, overseeing parking lot operations, and the enforcement of state laws, city ordinances, and university rules and regulations.

Get in touch with University Police:

police.mst.edu police@mst.edu
573.341.4300 G10 Campus Support Facility

In the event of an emergency, call 911.

mypronouns.org

WHY DOES USING CORRECT PERSONAL PRONOUNS MATTER?

Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them. It can be offensive or even harassing to make up a nickname for someone and call them that nickname against their will, **and it can be offensive or harassing to guess at someone's pronouns and refer to them using those pronouns if that is not how that person wants to be known.** Or, worse, actively choosing to ignore the pronouns someone has stated that they go by could imply the oppressive notion that intersex, transgender, nonbinary, and gender nonconforming people do not or should not exist.

HOW DO I ASK SOMEONE THEIR PERSONAL PRONOUNS?

First, make sure that you have shared your own pronouns. Doing so is the best way to encourage other people to share their pronouns, to help make them more comfortable to share their pronouns with you.

If you are meeting someone new one-to-one, you might say something like: "Hi, I'm Akeem, and I go by 'they' pronouns.

How should I refer to you?"

HOW DO I USE GENDER-INCLUSIVE LANGUAGE?

Similarly, we need to shift our language to avoid further assumptions that particularly harm transgender and gender nonconforming people. Small changes in language can make a big difference in peoples lives. As an example, instead of "he or she" or "s/he" (when speaking of an unknown or universal person) you could instead use "they".

DID YOU KNOW?

In Canvas, under "Settings", you can select your pronouns, which will appear after your name. Doing something simple like this may encourage students to share theirs with you.

FEATURED RESOURCES (CONTINUED)

Russell House

Formed in 1993, Russell House serves victims of domestic (intimate partner) violence and sexual assault with offices in Rolla, Salem, Vienna, and Steelville.

Russell House services include: crisis advocacy, shelter, support groups, licensed professional counseling, court and legal advocacy, hospital advocacy for SV survivors, volunteer program, and awareness programs. Russell House staff provides community education about domestic violence and sexual assault to community organizations, faith communities, civic groups, and to area professionals as requested. Learn more about Russell House and the services they provide at russellhousemo.org



If you would like to learn more about helping someone in an abusive situation, planning for safety, and learning about the signs of abuse, etc. help is also available at the National Domestic Violence Hotline. Call 1-800.799.7233 or [chat at their website](#) and get additional information.

GET IN TOUCH



minerwellness@mst.edu



(573).341.4225



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[@sandtminerwellness](https://www.facebook.com/sandtminerwellness)



[@sandtwellbeing](https://twitter.com/sandtwellbeing)

THIS MONTH'S EVENTS

Have an event you want featured? Submit to minerwellness@mst.edu
Go to minerwellness.mst.edu for a list of up-to-date events!

All month: Sexual Assault Awareness Month

April 22: Earth Day

April 23: Women's Sexual Health Event with Student Health
(11am-1pm, Havener)

April 29: [STEP UP! for Student Mental Well-Being Training](#),
4-5pm, open to all faculty and staff
(Zoom ID: 956 1798 0451; Passcode: 854397)

Have something you want included in the next issue? Have questions, comments, or concerns? Want to nominate a faculty member for Faculty Spotlight?

Submit to minerwellness@mst.edu. All submissions must follow University policy. All submitted content will be used at the discretion of Miner Wellness. Content can be published credited to you or anonymously, whichever you prefer.