Welcome to Campus Weekly

Nursing alumna is COVID-19 meme superhero

L to R: A meme of Cindric making its way through Reddit, and a meme taken from healthcare uniform maker FIGS’ company Facebook page.

You’ve seen her meme all over the internet. A superhero nurse sporting sunglasses, mask, walkie-talkie, and an arm covered with tattoos, making her way with confidence as though in an epic movie battle scene.

That superhero is none other than UNC Greensboro’s own Grace Cindric, 2016 graduate of the UNCG School of Nursing.

And the battle is real. Cindric is one of many healthcare professionals on the front lines of the fight against COVID-19. She is currently a registered nurse at UNC Health in Chapel Hill, N.C.
While some of the memes depict her wearing a cape or starring in a superhero movie-like poster, she is indeed one of the real-life superheroes putting themselves between patients and the coronavirus.

The original photo was taken by Robert Willet for Raleigh, N.C.’s The News & Observer. The scene depicts Cindric entering the UNC Health clinic where she was on duty to help screen patients for COVID-19.

And what does Cindric think about the meme of her that’s gone viral?

“It’s a scary time for everybody. For people to see nurses and healthcare providers in that kind of persona – one that is kind of ‘badass’ as it’s been called – it gives them a little bit of hope. I’ve seen comments on social media such as, ‘This is the nurse on the front lines taking care of us. I feel safe now.’ We want people to feel that when they have to come to the emergency department, they are in good hands.”

Cindric’s UNCG School of Nursing training and all of her on-the-job experience working in emergency wards has prepared her for moments like this.

“UNCG has a fantastic nursing program. A lot of what I learned in the nursing program I am using now. But we are learning to adapt. Every day, every few hours, things change. And we just have to roll with it. But that’s the nature of emergency room nursing: We are quick to adapt.”

UNCG School of Nursing faculty and clinical instructor Dr. Lori Hubbard has stayed in contact with Grace, who was in her maternity nursing clinical rotation several years ago. “We have remained Facebook friends, mostly because she is so inspirational to me,” Hubbard says.

A scroll through Grace’s Facebook page reveals her hiking with her dogs, traveling the world, mastering unbelievable yoga poses, and powerlifting her own body weight.

Hubbard says she had superhero-like qualities even when she was going through the nursing program. “Her strong work ethic as well as her life outside the clinical arena embodies our UNCG Healthy Nurse Pledge.”
The viral memes of Cindric come at a time when memes permeate our culture. While memes often depict humor, the superhero memes of Cindric are symbolic of the healthcare profession as a whole, showing the bravery, sacrifice, and level-headedness required in order to help so many during a chaotic and dangerous time.

“Creating and sharing memes can be cathartic, and people are looking for outlets that will help them process their feelings about the virus and its impact on our lives,” says UNCG assistant professor and first-year writing, visual art, and humanities librarian Maggie Murphy.

“Memes resonate most between people with similar experiences and shared cultural references, and people around the world are finding new commonalities around quarantining with family members and pets, adjusting to working or learning from home, encountering unexpected scarcity of consumer goods, and not knowing when, or if, things will return to normal,” says Murphy.

“It makes perfect sense to me that this image of Grace Cindric has not only gone viral, but has been adapted into memes that position her as ‘Badass Nurse,’ a folk hero who could easily serve as the protagonist of a video game or post-apocalyptic blockbuster movie.”

There are new nurses just entering the profession, and their initial on-the-job experience during the pandemic will surely shape them as future healthcare providers. Does Cindric have any advice for new nurses entering the field during this troubled time?

“Now is an unprecedented situation. But it also encompasses what we signed up for and
what we took a vow for when we decided to become nurses. It’s our job to keep everybody as healthy as we can, regardless of scale or severity of the situation.”

*Story by Matthew Bryant, University Communications*

**UNCG goes online**

On Monday, March 23, nearly 19,000 UNC Greensboro students made the transition to fully online learning.

There are now 570 online classes, taught by 385 faculty members.

During the first week of online instruction, there were more than 2,500 Zoom meetings – totaling nearly 17,000 hours – and more than 3 million page views on Canvas, the University’s learning management system.

But numbers don’t tell the full story.

It’s the perspectives of Spartans across campus that truly show how teaching and learning have been transformed.
Not everything has been perfect, and there are many challenges facing our campus. But the work that’s been done so far – particularly the work of faculty, who switched their courses from in-person to online in a matter of days – has been inspiring.

Below, faculty from across campus share about their first week of “going online.”

**Eloise Hassell**  
Senior Lecturer  
Department of Management  
*Bryan School of Business and Economics*

“I am extremely grateful to our Bryan School Instructional Technology Consultants and to our UNCG Learning Technology Consultants! Their guidance, patience, positive attitude, and expertise have made the successful transition to online learning possible! It has been a joy and an honor to get to work with them – many, many thanks!”

**Alejandro Hortal**  
Lecturer  
Department of Languages, Literatures and Cultures  
*College of Arts & Sciences*

“Our global society has an online dimension. These times are testing how much teaching and learning can be done within that dimension. Like everyone else at UNCG, I have been working hard to ensure that the quality of teaching does not decrease. There are essential components of face-to-face instruction that I miss, like the immediate feedback from students when I lecture or the social contact with my colleagues. And there are components of online teaching that I enjoy, like the comfort of home.”
Dr. Alejandro Hortal works from his makeshift stationary bike desk.

**Ratchneewan Ross**  
Cone Health Distinguished Professor  
*School of Nursing*

“The first week of my PhD qualitative research course went well through WebEx. My
students were actively engaged in and seemed to enjoy the discussions. At the end, they told me that they learned a lot and really appreciated the synchronous class, via online learning. My students and I couldn’t have done it without the help and support from our IT staff at the School of Nursing. My special thanks go to David Kinsey who is always there for us, rain or shine!”

**Ayesha Boyce**  
Assistant Professor  
Department of Educational Research Methodology  
School of Education

“So far the transition is going well. I had some issues with WebEx and now have completely transitioned to Zoom. I am cautiously optimistic. While virtual meetings are necessary during this time, my sense is that they in no way completely replace the experience of face-to-face interactions.”

Dr. Ayesha Boyce meets with her STEM Program Evaluation Lab colleagues via Zoom.

**Bill Johnson**  
Student Success Navigator and Instructor  
School of Health and Human Sciences

“One of the things that’s been interesting about this process is how I had to change my mindset about delivering my online classes. This is one of those situations where we have to
be REALLY flexible with how we deliver our courses. I’ve had students on six of seven optional Zoom calls, mostly to be reassured that they are on the right track. Actually, one student shared that she just wanted a different person to chat with other than her family and friends! This is a unique situation, but a great opportunity to challenge myself to create something special for my students.”

Ariel Pocock  
Adjunct Professor  
School of Music  
College of Visual and Performing Arts

“Although it has been a frightening and challenging week for the entire world, I have been touched by the creativity, drive, and sense of community exhibited by my music students during this strange time. Teaching jazz online is not easy, but my students have handled the transition cheerfully and gracefully. I’m proud of them.”

Sherine Obare  
Dean  
Joint School of Nanoscience and Nanotechnology

“Our faculty and students have had to develop creative ways to continue the research and education that typically occur in our laboratories using our state-of-the-art facilities. We have taken advantage of our skills in computational modeling and simulations to maintain our productivity, as well as online teaching. This hasn’t been trivial, especially given the short turnaround time. I continue to be extremely proud of the work that our faculty and students continue to do and the high quality of the delivery. Although our labs are closed, our research and education continue to thrive.”

Story by Alyssa Bedrosian, University Communications

**Researcher receives NIH grant to study bacteria**
Antibiotic-resistant bacteria. It’s an unsettling phrase.

Even when filling a prescription, we understand that illness-causing bacteria can become resistant to antibiotics, leading to the reduction of success in infectious disease treatment. Many perceive those risks to human health, as well as the societal and economic costs.

But the way that bacteria adapt to become resistant, through recombination, remains largely unknown, even by scientists working at the forefront of the field.

This winter, UNC Greensboro’s Dr. Louis-Marie Bobay, an assistant professor in the Department of Biology, received a $1.5 million grant from the National Institute of Health (NIH) to re-evaluate the landscape of recombination rates and patterns along the genomes of hundreds of bacterial species.

“The exchange of DNA between bacterial strains is a major concern for human health, as exemplified by the transfer of virulence and antibiotic resistance genes,” he explains. “This is one of the most important mechanisms that isn’t broadly understood.”

His lab focuses on the evolution of microbial genomes and populations, looking at the processes that determine gene flow among microbial populations. The NIH grant will cover five years of research for Bobay’s collaborative work with UNC Chapel Hill’s Dr. Daniel
Schrider, co-principal investigator, on the project titled “Investigating the impact and patterns of homologous recombination and adaptive evolution on bacterial genomes.”

Their research will examine the evolution of genomic architecture of hundreds of bacterial species, analyzing turnover in gene content. It will also look at the impact of adaptive evolution in bacteria, and the relationship between adaptation and recombination, taking into account the increasing evidence that – although bacteria reproduce clonally – the vast majority of these organisms are capable of homologous recombination by exchanging pieces of DNA in a process similar to gene conversion in animals and plants.

Bacteria being studied include some of those most familiar to us: *Staphylococcus aureus*, *Streptococcus pneumoniae*, *Escherichia coli*, and *Salmonella enterica*.

The goal for Bobay and his lab is to assess the prominence of adaptive evolution in bacteria with much greater comprehension than in any previous studies. By developing relevant models of bacterial evolution, he and his colleagues will increase their knowledge of these organisms’ biological adaptations.

Ultimately, this work and what it will reveal influence visible human health concerns, and how physicians may analyze and deal with them in the future.

*Story by Susan Kirby-Smith, University Communications  
Photography by Martin W. Kane, University Communications*

**Spartans called upon to complete Census**

Every 10 years, the U.S. Census conducts a count of every person physically residing in the United States as required by the Constitution. The data collected is used to allocate federal funds for needs like healthcare, infrastructure, and education. Data is also used to determine the number of Congressional representatives and to draw congressional and state legislative districts.

Disruptions from the impact of COVID-19 may negatively impact the Census, so it is imperative that everyone does their part to ensure appropriate financial and political resourcing for our community. All Spartan faculty and staff are encouraged to fill out their Census now, and encourage their students to participate as well.

A few important things to note:

• Census data is particularly important for universities because it is used to distribute
federal student aid, federal research, campus infrastructure, health and social services, and even aids future professions for our graduates that rely on federal support such as nursing, teaching, social work, and public health.

• All residents are required to participate, but certain populations – including college students – are identified as “hard-to-count” and are often underrepresented. Given this status, it is important for the UNCG community to encourage students to participate by sharing the importance of their response and helping them understand where they should be counted.

• Even though many of our students are currently residing at home with their parents, the official Census guidance notes that they should respond using the address at which they would have been residing on April 1 under normal circumstances, as that is considered to be the place where they would normally reside throughout the bulk of the year. The location is not linked to who pays the tuition bill, where they are registered to vote, or whether they had moved out of their residence hall or rental unit due to COVID-19.

• UNCG is in the beginning stages of working with Census officials in the Group Quarters Enumerations process which reports data on behalf of individuals living in campus-owned housing. Students living off-campus must self-report but should still use the address where they would have been residing on April 1, whether they are renters or owners.

• Individual data privacy is protected under Title 13 of the U.S. Code, which prohibits sharing of personally identifiable data even with law enforcement agencies, and includes a penalty of prison time and a fine of up to $250,000 if violated. The data collected is strictly used for statistical purposes, and individuals retain their anonymity.

• 2020 is the first year that the Census will be available online – including mobile platforms like cell phones – in addition to the traditional methods of responding via mail and phone.

• Most residents have already received a mailer that included a Census ID number specific to the address. However, the Census ID number is not mandatory; you may still complete the Census response without a mailer or ID number.

More information is available on the U.S. Census website at: www.2020census.gov

If you have questions or would like someone to speak to your organization or class about the Census, please contact Nikki Baker, Director of Federal and External Affairs at nikki.baker@uncg.edu or 336-209-1643.

Gender Diversity toolkit recognized nationally

The Gender Diversity Resource Toolkit, a project developed by UNCG’s Gender Diverse Working Group (GDWG), was highlighted in a national Coalition for Sexuality and Gender Identities webinar about protecting transgender students’ Title IX rights. The toolkit was cited as one of five examples of “Best Practices Supporting Trans and Gender Non-
Conforming Students,” and was the only institution-based resource on the list.

GDWG is a collective of UNCG faculty, staff, and students who work to promote the equity of gender-diverse students through advocacy and education. It is a part of the LGBTQ+ Education and Research Network, housed within the Center for Women’s Health & Wellness. The toolkit that received the recognition can be viewed here.

**UNCG offers virtual tools to get career ready**

There are a number of resources that are still available to students virtually, one of them being [Career & Professional Development (CPD)](url)

CPD is committed to supporting students during this time, including those who are graduating this year.

“‘This is the perfect time for graduating students to get serious with our office,’” said Dr. Megan Walters, associate director and career coach. “‘We can take this time to make sure all application documents are in great shape, and that students are prepared to market themselves.’”

Since moving online, more than 1,750 students have logged onto Handshake and applied to
more than 1,200 jobs and internships. CPD has also held over 100 virtual career coaching appointments.

Here are some of the resources available to students virtually:

**One-on-one career coaching**

CPD staff are here to help you navigate every step of the process of finding an internship, landing a job, changing career paths, and more. If you need coaching on strategizing or planning your career, you can make an appointment with a career coach. They can help you strengthen your resume and cover letter, decide on a different career path, prepare for interviews, plan for graduate school, and more. Virtual appointments can be made at [cpd.uncg.edu/students/](http://cpd.uncg.edu/students/).
Left: Assistant Director and Career Coach Justin Golding helps sophomore Megan Turner update her resume and work out summer employment plans. Right: Senior Omari Bodrick updates CPD graduate assistant Asia Martin on his post-graduation career plans with a company he connected with at the Fall Career Fair.

Mock interviews

“One of the things we are really excited about as a result of everyone moving online is that so many employers have introduced a virtual interview component into their hiring process, and we feel like students will now be more familiar and comfortable with that than they were before,” said Walters.

The mock interviews that were previously offered in person are now done virtually or over the phone. CPD has also introduced a platform called InterviewStream where students can create their own interview by choosing to practice certain questions or choosing a general interview tailored to the career or job they want to interview for. An avatar asks the questions and records the answers, so students can see what they look and sound like, giving them the opportunity to reflect on their answers. The recorded interview can also be sent to a career coach to go over with the student afterward. Students can create a free account with their UNCG email address at uncg.interviewstream.com.

Handshake
Handshake is CPD’s career management platform. This software is an integrated one-stop university recruitment platform featuring over 400,000 employers posting internship and job opportunities. The software promotes jobs to students whose profiles match the job description. Students can also access virtual workshops by corporate partners. Students can log into Handshake at handshake.uncg.edu.

“There are thousands of job opportunities on Handshake, and companies are posting new jobs every single day. This hasn’t stopped, and that is an indicator to us that students are going to be able to find the jobs that they are looking for, even in the current climate,” said Walters.

VMock

This virtual resume review system allows you to upload your resume and receive real-time feedback to improve your resume score. VMock scores and feedback are focused on presentation, competencies, and impact. Students can log into VMock at cpd.uncg.edu/vmock/.

Going Global

Going Global is a resource for those living in the United States who want to complete a job search abroad. The platform helps manage logistical issues, like visas and work authorizations, and provides students with a guide to what the professional culture looks like in the country they are seeking employment in, like hiring cycles, resume formats, and more. It is also a great resource for international students trying to navigate the job search in America. Going Global can be accessed through the Resources tab on Handshake.

CareerShift

CareerShift allows students to search, select, and store job listings from all job boards and all company job postings. They can get up-to-date contact information, including email addresses, for millions of companies, and access in-depth information about contacts and companies posting jobs.

Biweekly newsletters with job opportunities

Undergraduate students can be on the lookout for a newsletter in their email inbox from Handshake that highlights job and internship opportunities specific to his or her academic discipline. Now that many students have left the Greensboro area, these newsletters will also include jobs in Raleigh, Charlotte, and other areas.
Walters encourages students to take advantage of the convenience of their office being virtual.

“If students can spend some time with our office and other campus resources while they’re social distancing, I think that can pay off big time.”

*Story by Alexandra McQueen, University Communications*

**Reserve spaces for 2020-21 events**

Wednesday, April 15, at 10 a.m., room reservations for events in the EUC and other campus spaces from July 1, 2020 to June 30, 2021 will open. Reservations for the display cases, indoor railing, and outdoor banner space at the EUC will open at the same time.

To reserve spaces online, visit [http://reservations.uncg.edu](http://reservations.uncg.edu). Make sure to also visit [http://euc.uncg.edu](http://euc.uncg.edu) for the updated Elliott University Center Guidelines and Procedures for Facilities and Services. Forms for outdoor banner requests can be forwarded to Kathleen McGirty - Room 221 Elliott University Center. For more information, contact the Reservations Office at 336-335-5378.

**Newsmakers: Stein, Farrell, Erausquin, Debbage, Harrington**

- Dr. Gabriela Livas Stein spoke to Psychology Today about the mental health impact of having a family member deported or detained. [The feature.](#)
- Dr. Jennifer Toller Erausquin was quoted in a Business Insider piece about the importance of social distancing during a pandemic. [The article.](#)
- WXII interviewed Dr. Jen Farrell about the psychological effect of sports cancelations on athletes. [The piece.](#)
- Dr. Keith Debbage was interviewed by the High Point Enterprise about North Carolina’s relative successes during the COVID-19 pandemic. [The piece.](#)
- Dr. Courtney Harrington shared tips for effective online instruction on Verizon.com. [The feature.](#)

**Samantha Harlow**
Samantha (Sam) Harlow (University Libraries) has been awarded the 2020 DLS Routledge Distance Learning Librarianship Conference Sponsorship Award by the Association of College and Research Libraries (ACRL).

Sponsored by Routledge/Taylor & Francis Group, Harlow will receive $1,200 to attend the America Library Association’s (ALA) Annual Conference and a plaque to honor her accomplishments. The award acknowledges any individual ACRL member working in the field of, or contributing to the success of, distance learning librarianship or related library service in higher education.

The award is administrated by the ACRL Distance Learning Section (DLS). Nominees for the award must have demonstrated achievements in one or more of the following areas:

• Support for distance learning librarianship and library services, e.g., service to students and faculty, innovation and/or leadership
• Participate in the creation and/or implementation of distance library programs or services of exemplary quality
• Successful collaboration with faculty in support of information literacy and/or other aspects of library instruction or services for distance students
• Significant research, publication or presentations in areas of distance learning librarianship