Welcome to Campus Weekly

A message from Chancellor’s Fellows on Campus Climate - and a new racial equity website

We are pleased today to share with you the launch of UNCG’s Racial Equity at UNCG website. This is the first iteration of a UNCG resource we expect to evolve and grow over time, with your help.

This is a first step toward collecting and sharing our voices, actions, and resources in an effort to stimulate conversation and fuel change. We are creating a platform for people to share their own materials, thoughts, and experiences. We also want to provide a mechanism for anyone to share with us, in confidence, issues they may face and situations related to racism they may encounter that require our focus and our attention.

We see this site as a work in progress, as an evolving and ongoing dialog. We know it is not complete, but it is a step in the right direction. It is one opportunity to put a focus in one
place for the first time on these issues that are both deeply personal and broadly systemic. And there is much more on the way – scholarly material, teaching innovations, event information, and more as the site evolves. When you visit the site, we encourage you to share your voice, your actions, your research, and your events so our campus community can engage with one another on this important topic.

At UNCG, we recognize part of our mission is to serve as a forum for open, honest discussion on even the most complex topics. We have a community – students and parents, faculty and staff, neighbors and fellow citizens – that is eager and ready to engage. We hope you will take the time to explore the site and participate with us. Thank you.

Andrea Hunter, Ph.D.
Chancellor’s Fellow on Campus Climate
Professor, Dept. of Human Development and Family Studies

Julia Mendez Smith, Ph.D.
Chancellor’s Fellow on Campus Climate
Professor, Department of Psychology

**Provost Dana Dunn: leadership with grace**
Dr. Dana Dunn

Provost Dana Dunn is known as an exemplary leader on the UNC Greensboro campus.

Serving as chief academic officer for the past six years, she has guided the University through many impressive steps forward.

Dunn has led strategic planning, including initiatives in enrollment management and 12 new academic program launches that resulted in an 11% growth in enrollment. Under her tenure, research infrastructure at UNCG has expanded, accompanied by a 24% increase in external funding. With colleagues, she has created a new Division of Student Success and raised over $5 million to support student success initiatives.

Dunn has guided the consolidation of online program development and support into a Division of Online Learning, driving a 30% increase in online student enrollment. She has welcomed over 250 new faculty to the Spartan family, with approximately half in expansion lines. She has also served as principal investigator on a National Science Foundation ADVANCE grant to recruit and retain diverse faculty.

And, a few miles north of the UNCG campus, she has played a tremendous role in launching Moss Street Partnership School, an elementary-level lab school under full oversight of the University.
The Dunn effect has not gone unnoticed by the UNC System. Earlier this year it was announced that UNCG had surpassed all of the UNC System key performance metrics, making UNCG one of only 3 of 17 in the UNC System performing at this level and the only campus to have surpassed all nine Strategic Plan metrics in the most recent year.

Dunn has supported initiatives and progress across campus at every opportunity. And perhaps as a result, her most important accomplishment of all might be the connections she has made with UNCG faculty and staff, who continue to be inspired by her wisdom, her compassion, and her commitment to building a bright future for the University.

In the Yes, and Café podcast, Professor Nadja Cech recently described Provost Dana Dunn as “full of grace,” a sentiment undoubtedly shared by many in the UNCG campus community.
Provost Dunn will step down from her position July 31 and become a full-time faculty member of the Department of Sociology in Spring 2021.

Read the interview below to learn more about her overall experience at UNCG as provost.

Also, listen to the podcast interview to hear about her favorite time of the academic school year, her pride in the campus response to the COVID-19 pandemic situation, and her personal modus operandi.
What have been some of your favorite moments as provost?

I very much enjoy working collaboratively with the very smart and capable people on this campus to solve problems, build new programs, and launch initiatives. I also have especially enjoyed the opportunity to bring so many new talented faculty and staff to join the UNCG community. Small group lunches with new faculty were something I always looked forward to. The energy expressed by these new colleagues was contagious. It’s been fulfilling to play a role in the launch of many new academic programs that are high quality and will produce graduates much in demand. And my list of favorite moments has to include attending the many arts-related performances and exhibitions on this campus. We are truly privileged to have such outstanding programs.

What are you looking forward to seeing at UNCG in the future?

I’m very excited about UNC Greensboro’s ability to continue to distinguish itself on the student success front. We are a national leader in closing the student success gaps, and we have the accolades and performance metrics to prove it. I think this is a real differentiator for UNCG - we are just getting started on this important work. I’m also very pleased that we are strengthening our position as a Carnegie high research university, providing the infrastructure needed for our outstanding faculty researchers to carry out their important
work. Again, there is much more to be done on this front, but I’m confident we have the momentum and will forge ahead. I’m delighted we have attracted a new provost who is himself a strong researcher. I’m confident he will also make growing research a top priority.

**Do you have thoughts you could share with faculty and the campus community about making our way during the COVID-19 uncertainty?**

Well, spring was a most unusual semester and had any of us predicted at the outset that by the end of the semester, over 98% of our courses would be successfully transitioned online, we just couldn’t have fathomed that process, but that’s exactly what happened. And faculty from around the campus – all disciplines, all colleges and schools – worked diligently on very short notice with varying degrees of experience to put their courses online. And they did it precisely because of their commitment to the students and their desire that our students be able to have continuity and complete their semesters. I am incredibly proud of our institution for doing that work. And it really tells us that our faculty put our mission front and center, that they value so much what we do, and that they are willing to do whatever it takes. Often, it takes a lot of extra work, particularly when there’s such a monumental disruption. So, I take great pride in that. And I think it speaks volumes about why this University is such a strong one, with such a bright future.

My advice for the future is to remember that much of what we do in the face of these challenges will not be perfect. Academicians strive for perfection. We have to somehow balance our quest for excellence with an understanding of what’s good enough to move us ahead and beyond these trying times.

The phrase “We are all in this together” may not be very profound, but it is very appropriate for describing what we must all keep in mind to navigate this challenge successfully and come out on the other side of this strong. It won’t be easy, and we are in for some challenging times that will ask more of everyone at a time when we are all stressed a bit. If we come together as a community, support one another, and keep our critically important mission front and center, we will be fine.

(reply partially drawn from Yes, and Café podcast interview.)

**Are there any new projects or activities you’d like to mention that you’re undertaking?**

As I noted when I announced that I would step down this summer, I’ve been a provost now for almost 13 years. I love the work, but for me it’s all-consuming. I’m looking forward to a little time to do simple things – walks in the woods, reading (mostly fiction) and more reading, maybe adopt another dog, cook a bit more, and when I can, travel. I’m a bit
disappointed as we all are that plans I’d made to travel have been put on hold, so I’ll just read more novels set in the places I want to visit until I can make my way there.

Once I’ve had some time for these things, I’ll be back as a faculty member and then who knows. I still find the prospect of the future very exciting and can’t wait to see what it holds.

Provost Dana Dunn at Mentoring Monday

*Story and interview by Susan Kirby-Smith, University Communications
Photography by Martin W. Kane and Jiyoung Park, University Communications*

Professor awarded $100,000 Gates Foundation grant
Dr. Jocelyn R. Smith Lee, assistant professor of human development and family studies

UNC Greensboro’s [Dr. Jocelyn R. Smith Lee](https://www.uncg.edu) has been awarded a $100,000 grant from the [Bill & Melinda Gates Foundation](https://www.gatesfoundation.org) for her project “Disrupting Dehumanizing Narratives of Black Men in Poverty.”

Smith Lee is one of just 28 grantees across the nation to be selected as part of the Gates Foundation’s Voices for Economic Opportunity Grand Challenge. The purpose of the Grand Challenge, launched in September 2019, is to establish ways to offer alternatives to confusing, conflicting, and inaccurate accounts about what poverty is, why it happens, to whom it happens, and how to address it.

Smith Lee’s project aims to tell the stories of traumatic loss, resilience, and quests for economic mobility of young Black men in Baltimore, in order to recast them in the national consciousness as human beings deserving of dignity and investment rather than as social problems. The assistant professor of [human development and family studies](https://www.uncg.edu) will partner with visual artist and educator Zun Lee, M.D., and the Historic East Baltimore Community Action Coalition.

“We congratulate Dr. Smith Lee on this prestigious award from the Gates Foundation,” said UNCG Chancellor Franklin D. Gilliam, Jr. “Solving societal challenges takes time. We know that partnerships founded in courage and a commitment to doing the right thing expedite progress toward positive change. We have seen this first-hand at UNCG in our work with our students and with the Gates Foundation as part of the Frontier Set, among other projects. It takes creative minds and innovative thinkers like Dr. Smith Lee to be a force for change, and to lead us toward a brighter future. We couldn’t be prouder of her.”
In the last decade, Smith Lee and her team have documented the unequal burdens of violence and grief faced by the Black community. Looking ahead, the team will recruit young men to take part in a Photovoice project and to complete ethnographic interviews about their life course experiences. In addition, they will employ machine learning to identify hidden barriers to their economic mobility. These approaches will be combined to produce dynamic local and digital exhibits that center the pain and promise of these survivors of violence. The goal is to engage citizens and leaders in transformative dialogue that affirms the humanity of young Black men and deepens awareness about root causes and barriers to their economic mobility.

Research suggests that Black families are disproportionately buffeted by death. Homicide, overwhelmingly as a result of gun violence, is the leading cause of death for Black youth ages 10-24, and it remains the leading cause of death for Black males ages 15-34. Although these statistics are well-documented and often weaponized to reinforce dehumanizing narratives, policies, and practices, the mental health consequences of the cumulative trauma and grief economically disadvantaged Black boys, men, and families experience often goes unseen and unaddressed. Research suggests this unequal burden, maintained by social determinants of health, may compromise the ability of Black boys, men, and families living in poverty to become upwardly mobile.

For Smith Lee, to be awarded this prestigious grant – at this particular moment in history – is significant.

“I’m thrilled to be selected as a Voices for Economic Opportunity Grand Challenge grantee,” she said. “This funding from the Bill & Melinda Gates Foundation will help to advance the mission and vision of my research lab, Centering Black Voices (CBV), to affirm humanity, prevent violence, and promote healing in the lives of Black boys, men, and families. The Grand Challenge grant is my first sponsored award at UNCG. Its timing and alignment with the spirit of my work are deeply meaningful.”

The Grant Challenge grantees were selected from 1,225 submissions made last fall and represent a broad cross-section of geographies, cultures, media, and scope of ideas. Grantees will gather over the next 18 months as a cohort to collaborate and learn from one another; receive access to research, coaching, and other technical support; and incubate their individual projects, with an eye toward production and distribution of prototypes by the fall of 2021.

Key partners on the Grant Challenge project have included the Bill & Melinda Gates Foundation, Robert Wood Johnson Foundation, James Irvine Foundation, W.K. Kellogg Foundation, Omidyar Network, Raikes Foundation, Winthrop Rockefeller Foundation, and the Schultz Family Foundation.
More information can be found at the Grand Challenges website.

**Spartan artists ‘Say their names’**

UNCG senior Nejla Harris works on her art.

Downtown Greensboro looks a lot different this month. Vibrantly painted storefronts, challenging quotes from authors and musicians, and art that refers to love, justice, peace, grief, support, and hope.

Several Spartan students, alumni, and faculty are among the many on Elm Street proving the power of art.

On May 25, an unarmed George Floyd was killed in Minneapolis police custody. The video was horrifying.

“I can’t breathe,” Floyd repeated before dying. It was the latest in a series of deaths captured on video of unarmed black men and women – like Eric Garner in 2014, who similarly gasped “I can’t breathe” while in a police chokehold.

Protesters assembled in cities across the nation to express their anger and grief and advocate for change. The first nights of protests in downtown Greensboro and unrest left many Elm Street storefront windows broken. Several businesses were looted.
As plywood went up over the Elm Street glass windows, so did art. And images of black men and black women. And on many panels, the names of those who are mourned.

“Say their names,” several art pieces read.

UNCG students and art faculty members were among community artists volunteering to create the art.

Phillip Marsh was one of the organizers. He points out the art was blooming spontaneously before he had a role. Artist Gina Franco and shop owner Jennifer Graf were early organizers, he says. ArtsGreensboro provided some funding and support. But much of the effort was what he describes as “organic,” with many businesses and artists working independently, yet all somehow in a similar way.

Phillip Marsh is a key artist and organizer.

Marsh is well-known in the region. An artist, organizer, and businessperson, he has helped organize the series of murals of local civil rights trailblazers near Studio 503. The water tank on Battleground Avenue. The Bellemeade deck mural. Last year he gave a TedXGreensboro talk on street art in Greensboro. With an associate’s degree from GTCC, Marsh is now earning his BFA at UNCG. He explains that it will provide him both credentials and experience he can draw on as he continues his career.
Much of the art on the storefronts conveys political – though not partisan – messages.

“Love, not hate.”
“Say their names.”
“Black lives matter.”

One of the muralists, Ryan Oakley, a Wake Forest University alumnus who took UNCG science courses during summers, says, “When has art never been political?” She alludes to North Carolina native Nina Simone: “Artists are the conscience of the times.”

In response to the question “Is this art or are these political messages?” Marsh says, “It’s both. It’s always both.”

Instead of museum patrons exploring art, with its political dimensions, in an art museum, Marsh explains, this art is accessible to everyone.

White-power wording and graffiti were spray painted over two prominent art sites near dawn last weekend. The artists responded to this damage by turning the plywood around, creating new work, Marsh explains. But the graffiti-marred work on the back will always be a part of the artwork’s story.

At Scuppernong Books, the art bears names – and a large quote. Rachele Riley, assistant professor of new media and design at UNCG’s School of Art, asked Scuppernong Books owners if they were interested in a mural project. Their glass front was covered in plywood sheets. “After a meeting where we discussed possibilities and their desires, they selected the James Baldwin quote.”

Baldwin was Scuppernong’s featured writer in a recent year.
Riley had help from Matt Hedt and her son Pascal Eure, and two friends and colleagues: Jennifer Meanley, associate professor of painting at UNCG, and Derek Toomes, digital director in UNCG’s Department of Interior Architecture.

“It all came together quickly, in three days,” Riley says. Referring to the current pandemic, she adds, “We wore masks the whole time.”

“I imagine one of the reasons people cling to their hates so stubbornly is because they sense, once hate is gone, they will be forced to deal with pain.”

—James Baldwin
The same weekend, Ryan Oakley painted at Bonchon restaurant’s facade, on South Elm. She explains, “I didn’t really have a plan going into the mural. However, I think the main purpose was to create images that would serve as Black representation. For a lot of Black Americans just existing is an act of resistance in itself, so I at least wanted the images to represent that.”

She added, “Once I settled on the quotes I wanted to use, there was a second message. There is no middle ground when it comes to racism.”

Nejla Harris painted beside Oakley. A rising senior at UNCG, Harris is majoring in interior architecture with a minor in African diaspora studies.

The Raleigh-born artist said, “It means a lot to share my art with the Greensboro community.”

Well over a hundred amateur and professional artists – office employees, designers, lawyers, waiters, store owners, and many students – created downtown Greensboro’s new art. They revealed their souls and part of the city’s spirit.
Essence Foster in front of her art

Essence Foster, who got her BFA at ECU and is now a pre-med student at UNCG, painted a panel near the ones defaced. She gestures to her art. “I speak with this. This is my voice. I want to be loud and clear. This is nothing to whisper about.”

At Elsewhere Museum, Marsh and Meanley were on hand Tuesday, as former UNCG doctoral student and current N.C. A&T professor Darlene McClinton led the artists in planning the mural there. Kidd Graves, an art major who graduated from UNCG in December and is now an ECU grad student, is also on the project.

Across the street, Nejla Harris had just completed the final touches to her art panels. To close this story, Harris has the final word, as she shares her experience:

“We just went out, picked a wall and started painting! In the beginning we knew we wanted something that would be eye-catching. Overall I didn’t know where to start. Ryan and I
thought of things as we went through each minute of the process. The second day I had a plan that kept me up all night. I decided to focus my panels on Black men. Watching the video of George Floyd’s daughter saying ‘Daddy Changed The World’ had such an inspirational effect on me. The video reminded me of my own father and how important he is to me. Every moment Black men should be aware of how important they are to this society, culture, and the world. Seeing how Black men can be affected by the negative standards of this society, mentally, physically, and spiritually, is heartbreaking. These Black men are our fathers, our uncles, our brothers, our children, our cousins, and our friends. My choice of quotes relied on the feeling of reassurance. Expressing that, Black men, we see you. We hear you. We care for you. We love you. Never in a million years I would’ve thought I’d be living through a period of a global pandemic and basically another civil rights movement. Creating art is our way of expression to fight against systemic racism and the oppression of Black people.”

Nejla Harris works on her art.

Written by Mike Harris, UNCG Magazine
Photography by Martin W. Kane, University Communications
Support Alumni-Owned Businesses with Shop Spartan

There are approximately 37,000 UNC Greensboro alumni that live in the Triad area, and many of them are successful business owners.

If you’re interested in supporting local businesses, finding ones that are Spartan-owned just got a lot easier.

In April, the Office of Alumni Engagement launched Shop Spartan, the first-ever UNCG alumni-owned business network.

“I think it is really important for alumni in the area to support the local economy and each other and to explore new businesses and new places in the Triad,” says Dorian Thompson, assistant director of alumni engagement.

The platform allows members of the UNCG community to search for alumni-owned businesses in their area.

Faculty, staff, and alumni business owners can add their business to the platform, post updates and promotions, and even offer exclusive deals to fellow Spartans.
Tarayjah Hoey-Gordon ‘16 is founder and CEO of Dance Now Cry Later, an educational and performing arts company that positively impacts the lives of at-risk youth in poverty-stricken areas through exposure to the arts. She is using the platform to help advocate for the arts and expand her business to a broader audience.

“I enjoy this platform because it not only connects fellow business owners with other business owners, it connects us to our Spartan family,” says Hoey-Gordon. “Knowing that I can reach out to fellow alumni and have that common tie of being a Spartan is empowering, and it also helps create a genuine connection that is harder to make if you are fresh in the entrepreneurial industry.”

Brian Japp ‘86 and Deborah Thompson ‘85

Deborah (Ashby) Thompson ‘85 owns Latitude 36, a screenprinting and embroidery business specializing in brand recognition, with fellow alumni Brian Japp ‘86. They are looking forward to using the platform to grow their business and connect with alumni.

“We appreciate UNCG for looking out for their alumni and helping Spartan-owned businesses grow,” says Thompson. “It’s also a great platform to see all the accomplishments of fellow UNCG alumni.”

Create an account for free at shopspartan.org. To add your business to the platform, email alumni@uncg.edu, or sign up at shopspartan.org.
UNCG appoints new Chancellor’s Fellow for Campus Climate

Dr. Andrea G. Hunter

UNC Greensboro Chancellor Franklin D. Gilliam, Jr. today announced that Dr. Andrea G. Hunter, professor of human development and family studies, will join the UNCG leadership team as the next Chancellor’s Fellow for Campus Climate. During this summer and academic year, she will be working with current fellow, Dr. Julie Mendez Smith.

Hunter will devote 50% of her time to her role as chancellor’s fellow while focusing the other 50% on her home department, research, and teaching. She will work with Chancellor Gilliam, his senior team, and Mendez Smith to identify opportunities and develop new initiatives, and collaborate with the many campus partners whose work includes issues of equity, diversity, and inclusion.

Chancellor Gilliam delivered the following message to the campus community:

“Andrea has long been recognized as an influential leader among our faculty, and an individual with tremendous vision for higher education broadly and UNCG specifically. She is a Professor of Human Development and Family Studies; and has been chair of the Faculty Senate (recently completing her final year on the executive committee), chair of the Provost Search Committee, and director of the School of Health and Human Sciences’ Diversity and Inclusion Office. Andrea’s research focuses on African American families and tackles questions that are central to public debates about the functioning of these families. Underlying this work is an emphasis on the influences of race, gender, social class, and
culture on family life, development, and individual well-being. She has presented her research nationally and internationally, and is published in the fields of human development and family studies, developmental psychology, race and gender studies, family history, and social work.

“Andrea and Julie have a strong history of collaboration that I expect will not only facilitate a smooth transition in this role, but will also enable us to leverage their collective talents and areas of expertise in this coming year. Both have been active contributors to community engaged research projects and diversity and equity initiatives at the departmental, college, and university levels.

“I want to thank Julie for her continuing service in this role as she completes her last year of this fellowship. Her scholarly work reflects her long-standing commitment to issues of equity. Julie continues to make an impact. She and a team of UNCG researchers, including lead principal investigator Susan Keane, were just awarded a $2.1 million dollar grant for their project ‘Recruiting, Retaining, and Supporting the Training of Clinical Psychologists from Disadvantaged Backgrounds to Enter Primary Care Settings and Medically Underserved Communities,’ and is part of the National Science Foundation Spartans Advance Grant team. Additionally, she currently is a co-investigator for the federally funded National Research Center on Hispanic Children and Families.

“Two weeks ago I asked if we had the ‘public will’ to make change and urged all of us to look within, to see what we can do better. Since then, I have been encouraging our team and our community to focus on real, tangible action. I have seen hopeful signs that we are collectively responding to this call. I believe Andrea is uniquely capable of helping me and our entire UNCG community take substantive and meaningful steps forward as we fight against racism. I know each of you are equally committed to advancing real and meaningful change.”

Dr. Chris Partridge is new University Registrar

Dr. Chris Partridge has joined the Division of Enrollment Management as the new University Registrar.
Registrar. Chris comes to UNC Greensboro by way of Georgetown University, and started his new position on June 22.

The registrar plays an essential role at UNCG, guiding strategic scheduling, records, graduation, and transfer articulation. Partridge is a strong leader who brings expertise and a spirit of collaboration while building on the positive momentum of recent office initiatives.

Partridge has served in the Registrar’s Office at UNC Chapel Hill and Georgetown University. In those roles, he has overseen registration, campus events, academic schedules, course evaluations, classroom technology, calendaring, and faculty performance. He has a track record of utilizing technology to improve process efficiency at both of his prior institutions.

Chris brings a broad and diverse understanding of higher education, having spent time in research, advising, degree planning, and classroom instruction.

**New UNCG forum: ‘Race and Racism in American History’**

A new forum series starts up this month virtually at UNC Greensboro, called “Race and Racism in American History.”
The first part of this online forum series will be held Thursday, June 25, at 5:30 p.m.

Explore the protests underway within the broader context of race and racism in American history with a panel of scholars, artists, and community organizers.

The online event will be hosted by award-winning UNCG historian Dr. Omar Ali, alumna Tiera Moore, and biochemistry graduate student Tamera Jones.

“The forum was born out of a series of meetings I was having with people in the community over the past several weeks in response to the nationwide uprisings – students, teachers, a civil rights attorney, a former black police officer, artists, and community organizers,” says Ali, who serves as dean of UNCG’s Lloyd International Honors College.


Join the forum through Zoom here: https://us02web.zoom.us/j/81530809628

Grieving during the pandemic

Dr. Kelly Wester
The COVID-19 pandemic has left many anxious about their health, job security, and future plans. But there are also less obvious losses that we are dealing with in this world of uncertainty, such as the loss of routine and social connections.

To weather these uncertain times, it’s important to acknowledge and grieve these losses.

“There are a lot of losses currently happening, and grief can look a lot of different ways. But once you acknowledge that the emotions you are feeling are experiences of grief, there are ways through it,” says Dr. Kelly Wester, mental health professional and professor in the Department of Counseling and Educational Development.

In the interview below, Wester discusses grief and the losses we all are grappling with during this time.

What is grief? How can we identify it?

Grief is about experiencing some form of loss. There’s not just one way that grief looks, which makes it very difficult to identify at times. Grief can involve a range of emotions. Most people associate grief with sadness, but grief can also include anger, depression, irritability, numbness, feeling detached, and feeling anxious. Because grief can involve so many different emotions, it can be hard to identify when there isn’t an obvious cause that we typically associate grief with, such as the loss of a loved one. When you are experiencing any of these emotions, think about what you may have lost that is causing you grief.

There are also different types of grief. When we think about grief, we typically associate it with the loss of a loved one, a marriage, and so on. That’s when society acknowledges the normal process of grief. An example of ambiguous grief would be the loss of a person who is still alive through Alzheimer’s disease or dementia. There’s still a loss of a person, but people may not understand that and acknowledge your need to process that loss. Complicated grief is a period of sorrow, numbness, or another emotion related to grief that extends for a long period of time. Both ambiguous grief and complicated grief can be harder to identify.

What are some of the effects of grief?

Grief can increase mental health symptoms including depression, hopelessness, worthlessness, unfairness, and isolation. If people don’t recognize that they are experiencing grief, it can actually lead to ambiguous grief or complicated grief.

What are some of the losses people might be experiencing as a result of the pandemic?
We see a loss of life, a loss of normal structure, the loss of social and physical connections to others (which is especially difficult as humans are social beings), the loss of habit and routine, the loss of experiences such as graduations and funerals, the loss of jobs, the loss of financial security, the list goes on. There’s so much that people are losing in their day-to-day lives that could lead to grief, even if they don’t realize they are experiencing it.

**How can people work through their grief?**

To work through grief, one must first acknowledge that they are experiencing grief. Then, try to think about what support system or resources can be pulled together to help you work through the emotions being experienced as a result of grief. Seeking professional mental health support is important to talk through the emotions of grief and the impact it has on one’s day-to-day functioning.

Another thing one could do on their own is put rituals into place. A common theme among many of the losses we are experiencing is the loss of rituals. We’ve lost graduations, birthday celebrations, funerals - rituals that help people grieve. Can you put a ritual into place? Even if it looks a little different than normal - maybe it’s socially distanced for now - think about if there’s a ritual that can be done that allows you to grieve and acknowledge the loss you are grieving over.

For example, you might set up an online video call or phone call to talk about a loved one, to remember experiences, or have a ceremony. There are different religions and cultural beliefs that create shrines to individuals, so you could make a shrine, a memory board, a blog, or anything similar.

**How does one cope with a loss that has no definitive end, such as the pandemic? How can one handle the grief that comes along with that?**

The difficulty with the pandemic and the feeling of loss associated with it is that there is no definitive beginning, middle, and end to process. For those grieving over something lost as a result of the pandemic, identify what exactly that loss is, with the understanding that it is quite possibly more than one loss, and think about what you can do now. Again, can you have a “remembrance ceremony” in lieu of a funeral right now or an online ceremony in lieu of a traditional graduation? Can you create a vision board of what your goals are and start looking forward to them instead of dreading the losses? It’s important not to avoid the loss, which won’t help the grieving process.

**In addition to the pandemic, there has been civil unrest in recent weeks because of systemic racism and police violence. As we grieve these injustices, what can we do?**
If you are grieving for the world and the systemic injustice against different communities of color and marginalized populations, think about what you can do. For example, you can become an advocate. There are meaningful steps one can take, including joining in protests or other forms of action that help to advocate for communities of color and marginalized populations. Educating oneself on the systemic oppression that exists can also be a way to help understand and increase knowledge about the experiences of marginalized populations and what one may be able to do to advocate.

**Resources**

Local:

- **UNCG Counseling Center**
- **Hospice of the Piedmont**

Databases to find a mental health professional in your area:

- **NBCC: Counselor Find**
- **Psychology Today: Find a Therapist**

Crisis hotlines:

- **Suicide Prevention Hotline**
- **Samhsa Disaster Distress Hotline**
- **Now Mental Health**

**General Counsel’s speech addresses pandemic, racial unrest**
UNCG General Counsel Jerry Blakemore recently delivered his year-end remarks as the departing chair of the National Association of College and University Attorneys (NACUA). But his speech took on a new significance as it drew upon recent events that have upended not only our campus and city, but the world. His words spoke not only to his profession as a lawyer, but were also deeply personal.

“This past year has not been what any of us expected,” said Blakemore. “Never in the 60 years of NACUA’s existence has our Association faced both a global pandemic with the novel COVID-19 virus, and national and international outrage and unrest caused by the senseless homicides of George Floyd, Breonna Taylor, Rayshard Brooks, and many Black American citizens before by police officers. The combination of the COVID-19 global pandemic and the wrongful killings of fellow human beings represent unparalleled challenges to our institutions of higher education.”

Blakemore spoke of his and other lawyers’ responsibilities and obligations as a legal representatives in higher education to meet the needs of their clients, their professions, and the communities that they serve. He states, “There is no more relevant time than now to consider the moral, economic, social, and political factors to our practice.”

Blakemore notes that the pandemic and social unrest have prompted him and other lawyers in higher education to reflect deeply on “how our core values – quality, service, collegiality, civility, respect, diversity, and inclusiveness have guided our practice and informed our behaviors.”

During his speech, Blakemore spoke directly about the recent social unrest that has gripped the world, describing it as “... a reawakening of the tensions, the fears, and concerns regarding race in this country, particularly, the relationship of law enforcement to the African American community. Make no mistake about this, these issues go far beyond the killing of one Black man. These issues impact, in unique ways, both communities of color and persons of other backgrounds. In fact, it is these populations that comprise our colleges and universities and call upon our institutions of higher education to both lead and respond.”

The outgoing NACUA chair spoke from deeply personal experience, sharing his memories of discussions he and his brothers had with their father while growing up in the south suburbs of Chicago. He remembers his father telling them, “Life is not fair, and I cannot protect you from everything that may come your way. You need to make certain that you work harder, prepare better, and make certain that you are always doing what is right because you will be challenged.”

Blakemore closed his speech with a quote by Chancellor Franklin D. Gilliam, Jr. “If we are
willing, we can provide our children and grandchildren with a better tomorrow. If we are not, this will not be sustainable in the long run. By nature, I am an optimist. I get to work every day with faculty and staff who fuel this sense of hope; and I get to see thousands of students each year on our campus who make me believe that we can do more, do better. I have faith that we can come together and meet the challenges head on. I hope we have the will to do so.”

*Story by Matthew Bryant, University Communications*

**In Memoriam: Rhonda Strader**

Rhonda Strader, project manager in the Housing and Residence Life Project Office, died this past weekend.

Strader had worked for UNCG for more than 20 years, serving many departments, including Grounds, Facilities Operations, and Facilities Design and Construction.

She was an inspiration to many when she returned to school at the age of 50 and completed her bachelor’s of arts degree in GIS/Urban Planning at UNCG in 2014. Her contributions as a UNCG employee included creating the GIS database for campus mapping and providing learning opportunities for geography student interns and graduate assistants.

UNCG colleagues remember Strader’s great sense of humor, and her devotion to her children and grandchildren.

**In Memoriam: Jacqueline Voss**

Dr. Jacqueline Voss, former dean of UNCG’s School of Human Environmental Sciences (now HHS) died on June 9.

She became dean of HES in 1982, and under her transformational leadership, the college became an applied human science program that included the schools of Human Development and Family Studies; Housing and Interior Design; Social Work; Food, Nutrition and Food Service Management; and Clothing and Textiles.

After her retirement in 1992, she worked as a consultant with the U.S. Department of Agriculture in Washington, DC.

Dr. Voss traveled extensively and believed that embracing differences is what leads to an advanced quality of life and a high quality education.
There is an endowed scholarship at UNCG that bears her name.

**In Memoriam: Mildred Cottrell**

Mildred Blair Cottrell, who retired from UNCG’s Parking Services in 1996, worked at the University for over 20 years. She died on June 16, 2020.

She was noted for her patience and people skills, often soothing upset students who had received parking violations on or near campus.

Cottrell joined College Park Baptist Church in Greensboro in 1960, where she served as a deacon, sang in the choir, served on various church committees, and worked in the nursery. Those who knew her remark that her genuine openness and warmth towards everyone she met clearly reflected her loving personality.

She enjoyed needlework and quilting, cooking for friends and family, playing bridge with friends, and tending her flowers. Cottrell’s home was open to all; one of her greatest joys was making others feel welcomed, special, and well-fed. Many family, friends, and acquaintances have been the recipients of her handmade quilts, baby blankets, tea towels, casseroles, and cakes over the years.

**Dr. Brianna Caza**

Dr. Brianna Caza (Bryan School) received funding from The SIOP Foundation for the project “Working Off the Grid: Building Resilience in the GIG Economy.”

Current trends suggest a future in which more and more individuals untether from organizations and work independently. This style of work involves both attractive opportunities and daunting challenges for workers. The field needs better theory and research-based practical advice on how workers can capture the opportunities and handle these challenges effectively. The proposed research addresses this need by first establishing the distinct challenges of the gig economy and then by specifying the thoughts, feelings, and
actions enabling an effective response. Researchers then test three evidenced-based, inter-disciplinary interventions designed to bolster resilience (and thereby well-being) as workers navigate these challenges.

**Dr. Dianne Welsh**

Dr. Dianne Welsh, Hayes Distinguished Professor (Bryan School) and her co-author, Orlando Llanos, have been notified that “Los Lingues®: Transitioning family identity through branding the 20th oldest family business in the world” has been nominated for the IFERA 2020 Best Award in the Teaching Cases Studies & Exercises category. IFERA is the International Family Enterprise Research Association.

**Dr. Erick T. Byrd**

Dr. Erick T. Byrd (Marketing, Entrepreneurship, Hospitality & Tourism) received new funding from North Carolina Department of Agriculture and Consumer Services for the project “NC Wine Industry Needs Study (NC-WINS).” Dr. Bonnie Canziani and Samuel Troy are co-principal investigators on the project.

**Dr. Christine Murray**
Dr. Christine Murray (Center for Youth, Family, and Community Partnerships) received funding from Ready for School, Ready for Life for the project “Get Ready Guilford Initiative’s Theory of Action (TOA) Participation Agreement.”

This project involves participation in the launch of a process to develop the Get Ready Guilford Initiative’s Theory of Action (TOA).

Perry Flynn

Perry Flynn (Communication Sciences and Disorders) received funding from Phoenix Academy for the project “Speech Language Pathology Service Contract with Phoenix Academy.”

The purpose of this project is to provide speech and language therapy services to children in the Phoenix Academy who qualify for these services.

The Speech/Language Pathologists at Phoenix Academy will:

1. Report to the Principal or Executive Director of the Phoenix Academy;
2. Conduct Speech Language Evaluations as appropriate;
3. Schedule and hold IEP conferences with SLI primary and related service eligible students;
4. Provide Speech-Language intervention for appropriately identified (and unidentified)
students as appropriate through classroom and pull out models of intervention;
5. Maintain Exceptional Children’s records in compliance with state of NC and federal regulations.