

**UNT Staff Senate General Meeting**  
**February 11, 2025, Minutes**  
**Union 332 (Senate Chamber)**

- I. Call to Order**
- II. Roll Call**
- III. VOTE to Approve Previous Meeting's Minutes (12/10/24)**
- IV. Guest Speakers**
  - a. Dr. Harrison Keller, President
    - i. Just back in town today from Austin where testified to Senate finance committee and members of delegation, leadership. All conversations very positive. Met with new speaker of TX house. Don't yet have any answers yet. Legislature has a budget surplus, want to help make the case to invest in education, UNT opportunities, etc.
    - ii. Gearing up for 1<sup>st</sup> round implementation budgeting model. Templates have been released to units. May need to make some current year budget adjustments because tuition revenue came in below for the year. Undergrad headcounts up this year. International Masters students not enrolling at UNT and other institutions at same rates. Tuition dependent institution.
    - iii. Questions
      1. Dept of Ed status- haven't seen a plan for what that would look like yet. Financial Aid a big part of DOE- student loans, accreditation. If DOE changes substantially some of those functions would go to the states.
      2. When do Spring numbers get released?- Past census date, can share soon.
      3. Are there plans to expand Frisco landing, growth has been huge? Yes.
      4. With potential restructure for DOE, any opportunity to provide technical schools to universities? Think we will see more emphasis on career and tech ed in high schools, have seen a lot of growth in community colleges. More opportunities to partner with community colleges. Had a great discussion with community college partners in the region. UNT as employer as well as education can be a partner to workforce education.
  - b. Dr. Pamela Padilla, VP Research and Innovation
    - i. Division helps run research on campus. Support group for faculty and students. Making sure funding coming in is done well in compliance, spending, faculty development making sure there are grants to do research, money for research for students. Personally dedicated own life to research. Deana Olivera assistant VP who works on sponsored projects, will touch base in departments with those working on research. Do not want to be siloed.
    - ii. On main website there is a link with EUID that summarizes where we are at in terms of the executive orders/federal information that might impact researchers. Encourage faculty to reach out if they have communication from a federal agency to help navigate. If federal government were to cut it would affect 1.2 million at UNT.
    - iii. Working on a strategic plan with President and the state. Have a big group of faculty, staff, GAs working on this as well.
  - c. Brandon Buzbee, VP Advancement
    - i. Philanthropy & Engagement
      1. Oversee Alumni Association- work collaboratively with colleges and university units

2. \$67 million in philanthropy, much gift of land in Frisco. We met the conditions of that gift building 1 Frisco. We took that land onto our books. Scholarships and research also gained.
  3. 3<sup>rd</sup> year of Day of Giving- an effort to grow digital philanthropy. 10% of donors for entire year come in on that one day.
  4. Philanthropy is about people, staff play a huge role in this- every student they work with. Faculty & Staff Giving Campaign- Green Hearts Unite. This will run the entire year, not just a day or month. Get involved with UNT Day of Giving. Encourage Alumni and Peers to get involved in revamped Alumni Association model. New network will launch in a month, be able to access alumni better. Share stories of impact around philanthropy.
- d. Shannon Goodman, VP Enrollment
- i. Basic Business functions at UNT- Admissions, financial aid, student accounting, integrated student services, registrar, enrollment partnerships, enrollment systems, DAIR
  - ii. 20k visits to one stop, 176k salesforce cases created, 335k calls in call center, 12,800 degrees awarded last year, 85K applicants for FY 24, 57k applicants to date for FY 25, 402 million of FA to date. 45% of degree seeking students are Pell recipients. Demographics we serve have additional needs
  - iii. Historic Enrollment Patterns
    1. This last year we have been down. Spring down about 1 ½% HC .6% SCH (more relevant for funding) Undergrad up about 3%, grad down about 12%
    2. Part of this was a strategic decision to slow our growth. We were leading the state with the growth of new students. We were 52% of growth of all new students in state. Strategically pivoted, market pivoted as well. What we are facing now is the demographic cliff- everyone else is fishing in our pond now, greater decreases in rest of the nation, seeking TX population. 230 universities from other states have locations here in DFW. Big push from state of TX to keep our students in state. Competition in state is tight but having outside universities coming in now. We need to shift as an institution, as a nation we are aging- great number of some college no degree. Need for reskilling, upskilling, completer degrees is out there. Need a product in place to go after that market. Need to be agile and strategic to move. Enrollment can't do on own, need to do as a collective.
    3. Financial Aid trends- our students tend to have more needs on financial side and support. Work as a collective to meet changes we are seeing. Continuing to work on loan debt. State and Federal looking at how we are using the money given- look at earnings, outcome potentials, debt. We are looking at credentials of value, we don't want to be a diploma mill. Want to provide answers to needs of state and workforce.
    4. Tuition and Fee Revenue- largely tuition driven university (46% of revenue comes from tuition and fees) There is a business side to what we do and we have to be mindful of it. It takes all of us. How can you help? "Enrollment is everybody's business". Growth we see in enrollment is collective effort from entire university.
    5. Questions:
      - a. Some College No Degree what does that look like moving forward- we have been working towards this for awhile now, partnerships with community colleges – they are more interested in working with us now because of HB 8. WECM credit, dual credit that is technical. We are working on a lot of different angles on this.
      - b. Changes in Demographics needing more support- where are you at in these supports? – Short answer is that we need more supports- Lisa

McIntyre leading up a lot of this group on student successes. We will challenge ourselves to make sure what we have are the right things offered in the right way. Will take a look at our courses too- will look if we have a product, is it the right pace, modality, price- to adapt to where the market is changing.

- e. Values Summit Planning Committee- Charlotte Cook
  - i. Save the Date, April 3, 2025 – 2<sup>nd</sup> Annual Summit- 10am-2pm, held at the Gateway Ballroom- live entertainment, lunch and Keynote Speaker. No longer offering watch parties. Will provide transportation from Frisco, Dallas campuses etc., will need to register. UNT Way to Go Program (found through UNT Connect Teams)- can nominate any colleague. More communication to go out in the coming weeks.
- f. Kat Van Saaze (new AVC, CHRO)& Alayne Sewick, Human Resources
  - i. Alayne came from health care, been here about 30 days now. Kat, Director of Human Resources. Here for introductions and questions.
  - ii. Questions- How are you enjoying university thus far? Alayne- definitely a different environment than healthcare, it is exciting, looking forward to absorbing as much as she can, doing SWOT analysis now. Schedule for staff appreciation roll out? Staff Appreciation Month in March- Service Award Ceremony- Tuesday, March 18, 3-5 in Union Ballroom 314, Staff Appreciation Luncheon- Wed March 26, 11:30-1 Coliseum, Feb 25<sup>th</sup> will announce learning sessions.
- g. Megan Wheeler, President's Office Liaison-n/a
- h. Alfred Dozier, SGA President-n/a

## V. **Constituency Concerns**

- a. Call for New Constituency Concerns
  - i. Weather Notification
    - 1. Expectations of Remote Work through weather-UNT System-wide policy. This is a campus culture and process change. This is an expectation moving forward. HR & UBSC are now better aligned in how to better and earlier communicate this information to staff. Will have to use own vacation time if need to take off.
      - a. Questions- Need clarification on weather issues like normally I work from home but there is a power outage. Inequities in those getting paid for not working (emergency leave) and those working remotely. Need clarification on who these communications involve, i.e. faculty, staff etc. Not so much about the ability to work from home, it is more about the permission- inequity here. This is opening up different situations/avenues and need clarity. In dept. certain people have laptops but don't have remote work regularly. If expected to use Eleave what will happen with people who have used up all their time and don't have anything left- could be closed for a week. Is there actually a policy now or is this all retroactive work? We need a policy now. **Not everyone has a laptop provided by the university. Some employees have to provide a personal laptop for remote work.**
  - ii. FMLA- will cover next meeting.
  - iii. Technology Updates- will cover next meeting.
  - iv. Policy Review- will cover next meeting.

## VI. **Officer Reports**

- a. Chair Report- Brittany Landau- n/a
- b. Chair-Elect Report- Alex Ames- n/a
- c. Secretary Report- Stephanie Myers- n/a
- d. Treasurer Report- Jeffery Kam- n/a

e. Communications Report- Alexis Clingan- n/a

f. Parliamentarian Report- John Bellon- n/a

g. Assessment Coordinator Report- Jack Long- n/a

**VII. Standing Committee Chair Reports**

a. Communications and Public Relations- Sarah Romack – n/a

b. Membership and Assessment- Christian Bridge

i. Elections Timeline- March 24-April 4 nominations April 7-11 HR verification, April 21, 25 elections, April 28 announcement of senators

c. Staff Success- Lucy Mwanzia and Cheyenne Moore

i. Upcoming Events- Sweets for Senate seats tomorrow 2/12 to announce they are coming up. DISCO 12-1, Frisco 1-2, Main campus location might change tomorrow tbd.

ii. March 4- learn about staff senate, March 12 Lunch & Learn, both live- 40 seats & virtual option.

**VIII. University Committee Updates**

a. Call for University Committee Updates

**IX. Old Business**

**X. New Business**

a. Bylaw Changes

i. Vacancies due to dissolution of unit- approved.

ii. Section 4 regarding composition of senate – add Frisco & DISCO senator specific to their campuses. Can run on both ballots admin unit and campus- will take vote at next senate meeting.

b. Staff Professional Development Scholarship Roll Out- will cover next time- up to \$400 per year for staff to apply

c. Cord Roll Out (Stephanie)- for staff graduating from UNT.

**XI. Announcements**

**XII. Adjournment**