

STAFF SENATE MEETING
Tuesday, June 9th, 2026
SSB 105

Agenda

- I. Call to Order
- II. Roll Call
- III. VOTE to Approve Previous Meeting's Minutes (5/12/2026)
 - a. Previous meeting minutes from May 12, 2026 approved.
- IV. Guest Speakers
 - a. Dr. Harrison Keller, President
 - Acknowledged committee members for stepping up to represent the staff, and expressed appreciation for the partnership with exec committee to answer questions and address concerns
 - Made changes to hiring and program consolidation including a voluntary separation program went from 45 to 34M projected budget deficit
 - Even budget by 2028 contingent on continued student success and retention, working harder on recruitment. Sunsetting a few academic programs as well. Looking if there are more programs that need to close, evaluated by time to value, and how they meet the needs of the work force.
 - Within the proposed budget is a merit pool, we have a long way to go to make salaries competitive and retain top talent. Modest increase in minimum salary @ 50 cents an hour. Will keep exec committee apprised and make sure we are being good stewards.
 - Strategic plan-make sure it's a living document, encouraged us to review the website, specifically time to value on a degree. Will be posting strategic plans for the university units and keeping them updated. It is important that we all have a sense of where we are going and how each of the units are contributing to that plan.
 - Initiatives by the committee. Doubled funding on professional development, not many applicants. The fund is a priority and would like to invest more. Customer service initiative: partnered with the DiJulius group who spent time on campus to identify strengths weaknesses and opportunities. Will be deploying workshops across campus the next few months.
 - Reminder of president staff lunch
 1. Q & A
 - (1): Zach: how does eliminating these programs save the university money? If no staff or classes were eliminated.
 - (a) HK: Kept minors when there was an associated majors, the minors that were eliminated were a standalone minor where there was not an associated major. Looking at the demand of the classes. Moving toward making it clear that you have your major and that minors are about the student and what they want to explore. Certificates should be about developing skills. Some cases were more cost saving than others, but

mostly this was about clearing the low demand programs. Cost saving will be in deploying faculty more effectively.

(2) Any news on interim provost?

(a) HK: slowed down as the board assesses their responsibilities under SB37. Boards have more explicit responsibilities around selecting provosts. Board and system leadership have gone back and forth on process but will be ironed out within the week or two.

Keller is excited to have it worked out since he just picked up 27 direct reports.

(3) What are your top three priorities for Frisco within next 3-5 years

(a) HK: Demand for credentials especially in Collin County where there is a lot of growth.

Being an incredible partner in upscaling and rescaling incumbent workforce

Partnerships with community colleges, collin county co-enrollment program.

(4) not a question- recognition for the pre-registration program for students

(a) He is also excited to see the success so far and is optimistic about how its going to build over time. Making sure students will have their schedules will prepopulate for them. As an institution will be doubling down on this. Students get a prepopulated schedule to keep them on track. At least to have the starting point keep them on track and keep it from being punted to advisor so it keeps them from having to have appointments to keep themselves on track. Recognizing Lisa McIntire, for her part in it.

Zach shared a concern that advisors are not happy with it since students don't completely understand.

(5) For the buyouts did they meet, exceed or fall short of the expectations? Should we be expecting other initiatives?

(a) HK: Voluntary separation worked well, 44 applied but not everyone was eligible so about 40 received it. We will see cost savings for that. Frees up faculty lines so we can assess where we need to hire and build strength, and be competitive.

(6) How do you see the university faring in the next legislative session.

(a) HK: we are going to be great, you have to give them something to 'be for' we are going to tell them about where we are going, completely changing the university. First research university to hold themselves

accountable to time to break even on degrees. Plenty of reasons to 'be for' UNT. We have a great story and don't want to be the best kept secret anymore.

(7) What are some key things you are going to be asking for in legislative session.

(a) HK: Texas talent accelerator to contribute to healthcare work force. Funding for general operations. Conversation about performance/outcome based funding. Funds to invest in our capital and facilities. To renovate existing buildings.

(8) Is there something the president's office is doing to support staff/faculty through the waiting period. Even non-monetarily.

(a) HK: Will look to see what else we can do. Acknowledged immediate needs and is checking on resources.

b. Sue Aichele, Human Resources

- Cost of living:
 1. we hear your concerns it is on the radar. Flexible work arrangements are system function and should be submitted if role allows.

Wage compression happens when market moves faster than we can. Competitive roles and hard to fill roles are accounted for when you need to fill a position.

2. Q & A

(1) Is there a plan for addressing wage compression? It's been several years with no change or answer. Also, the loss of institutional knowledge, and the replacement costs are furthering budget issues.

(a) SA: HR and budget team are looking at market job analysis and making a plan.

(2) Sue could you be our voice that this is our concern, and help provide a timeline?

Continued concerns were raised for lack of support for work from home as well as concerns about burnout, and fear culture existing in many departments.

(3) Requested a temp check from Keller to ensure he is still in support of WFH

(4) SA: Capping F1 students at 19 hours so it keeps them from internships. It is aligned with the federal guidelines for F1 visa and enrollment, keeps them from becoming benefit eligible employees.

Will continue to look into the enrollment and work hours.

(5) Concern: higher ed benefits are being eroded. While our wages stay the same.

(a) SA: this is determined by the state with the number of days we have for holiday.

c. Jeanette Garriga, President's Office Liaison

V. Constituency Concerns

a. Call for New Constituent Concerns

- Concern: Bereavement leave
 - Sue: working on it, Actively being reviewed and realigned.
- Concern: Performance reviews are not being rewarded for high goals. People are concerned about value addition.
 - Sue: it provides protection for managers and employees through the review process

VI. Officer Reports

a. Chair Report – Jenna Schuster

- First workshop customer service July 6th.

b. Chair-Elect Report – Nikki Sparks

- No Report

c. Secretary Report – Cheyenne Moore

- Not Present

d. Treasurer Report – Jeffery Kam

- No Report

e. Communications Report – Shelley Schaffer

- Will email update directly

f. Parliamentarian Report – Philip Aquinaga

- No Report

g. Assessment Coordinator Report – Hannah Kronenberger

- No Report

h. Past-Chair Report – Alex Ames

- No Report

VII. Standing Committee Chair Reports

a. Communications and Public Relations – Walker Smart / Heather Treadway

- No Update

b. Membership and Assessment – Jazmyne Dixon

- Working on tracking system dashboard to replace what was already there, and an assessment of efficacy
- c. Staff Success – Anita Johnson / Ethan Gillis
 - Huge turnout for lunch and learn, thanks everyone

VIII. University Committee Updates

- a. Call for University Committee Updates
 - No Update- Need New Representatives
- b. Call for University Committee Representatives
 - i. Faculty Senate Liaison - Jazmyne
 - i. Next meeting on Wednesday, June 10th
 - ii. Second Wednesday of each month from September through June, with the exception of January (no meeting).
 - ii. SGA Liaison Volunteer - Ethan
 - i. Every Wednesday at 5:30pm
 - ii. Starting the first week of classes (August 17th).
 - iii. Union Board of the Directors – Zach
 - i. 3rd Wednesday of the Month from 11:30am-1pm
 - ii. Next meeting on August 19th

IX. VOTE on Professional Development Fund Requests

- a. Applicant 1- Rachel to motion Ethan to second motion carries
- b. Applicant 2- Rachel to motion Jazmyne to second motion carries
- c. Applicant 3- Zach to motion and Ethan to second motion carries

X. Old Business

- a. No Old Business

XI. New Business

- a. Shelley requested additional committee members with urgent need

XII. Announcements

- a. Nikki announced parking permits available for purchase June 15th.

XIII. Adjournment / Dismissal to Standing Committees

- a. Meeting adjourned at 3:21p