



# Staff Senate **NEWSLETTER**

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## July Meeting Highlights

### **Guest Speakers**

**Renaldo Stowers**, General Counsel

**Sue Aichele**, Human Resources

**Jeanette Garriga**, President's Office Liaison

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## **Meeting Recap Corrections- June**

### **Compensation & Budget Inclusions**

Dr. Keller remains committed to raising the minimum salary by \$0.50 per hour. He has directed each division/unit to budget for annual merit increases to support market competitiveness and retain high-performing employees.

## **Meeting Recap- July 14, 2026**

### **Human Resources Updates**

Sue Aichele provided updates on several constituent concerns previously submitted to Staff Senate.

### **Compensation, Cost of Living & Wage Compression**

- HR continues to partner with the Budget Office and Compensation to review market data, salary compression and job classifications.
- Individual salary concerns should first be discussed with supervisors.
- Department-wide compensation reviews are prioritized over individual requests due to current workload and organizational backlog.
- There is **no established timeline** for resolving campus-wide wage compression concerns. HR indicated this is an ongoing process influenced by market changes, reorganizations, turnover and budget constraints.
- Senators expressed concern about long-term employees earning salaries comparable to newly hired staff and requested greater transparency regarding how raises and compensation decisions are determined.

### **Flexible Work Arrangements**

Decisions regarding remote work and flexible schedules remain at the discretion of supervisors based on operational needs.

### **Benefits**

- Questions regarding holiday schedules were addressed, with HR noting that official holidays are established by the UNT System Board of Regents.
- Bereavement policy alignment across the UNT System remains under review. Additional updates are expected following upcoming leadership

discussions.

- Concerns were raised regarding:
  - Increased health insurance premiums and deductibles during open enrollment.
  - Why UNT employees are limited to HMO plans while peer institutions offer PPO options.
- Staff Senate will seek additional information from HR and Benefits regarding these concerns.

### **Performance Evaluations**

- Annual performance review self-evaluations will begin in **August**.
- Employees are encouraged to establish **3–5 performance goals** to create a more balanced evaluation rather than relying on a single goal.
- A suggestion was made to include this recommendation directly within the performance review system instead of relying solely on email communications.

### **University Announcements**

- **Dr. Albert Bimper** has been appointed Interim Provost and Vice President for Academic Affairs.
- **Dr. Steve Cobb** will serve as Interim Executive Dean of the College of Liberal Arts and Social Sciences (CLASS).
- The **LEEF (Learning Ecosystem for Empowering Futures)** program will offer a fall mini-course focused on managing change, creative problem-solving and navigating organizational transitions.

### **New Constituent Concerns**

Staff senators introduced several new constituent concerns, including:

- Faculty/staff meal plan swipe expiration policies and whether unused swipes can roll over or be refunded.
- Request for additional transparency regarding staff merit increases and compensation processes.
- Clarification regarding recent newsletter language about merit increases to prevent misunderstandings.

These items will be followed up with the appropriate campus offices.

### **Chair & Committee Reports**

#### **Professional Development**

- Staff Senate has awarded approximately **\$7,300** in Professional Development funding this cycle.
- Approximately **\$12,700** remains available, enough to support roughly **30 additional employees** at the current funding level.
- A new follow-up survey has been approved for employees receiving Professional Development funding to assess the value and impact of their experiences.

### **Communications**

- The latest Staff Senate newsletter has been distributed.
- Work continues on improving the Staff Senate website.
- New email distribution improvements (Emma integration) are being implemented to streamline future communications.
- Senators were encouraged to engage with Staff Senate social media posts.

### **Membership**

Staff Senate may hold a special election following a recent senator vacancy in Athletics.

### **Additional Updates**

Senators were invited to participate in LEEF's "Staff as Educators" initiative by providing anonymous feedback on topics related to faculty/staff collaboration, student success, and organizational effectiveness.

**Be Curious**



## Staff Senate Resources

### News

[My.unt.edu](http://my.unt.edu)

[North Texas Daily](#)

[UNT News](#)

### Professional Development

[Bridge Learning](#)

[Cash Control & Departmental Deposit Training](#)

[Employee Tuition Benefit](#)

[Linkedin Learning](#)

[Microcredentials](#)

[ODA Trainings](#)

[Staff Professional Development Fund](#)

[UNT Connect Intranet](#)

[UNT Values](#)

## What staff events do YOU want?

The purpose of this survey is to gauge what kind of event program would be most beneficial and needed for staff. Despite requiring a UNT login, this survey is anonymous: <https://forms.office.com/r/L4B5dGKR9G>

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## LinkedIn Spotlight

For Students, Faculty and Staff

Course: [How to use LinkedIn Learning](#)

Collection: **Recommended** - [Microsoft® Office 365](#): SharePoint, OneDrive, Outlook, Acrobat DC, Excel, PowerPoint and more

Course: [Time Management Tips](#)

For Supervisors

Collection: [Recommended by Organizational Development and Engagement, ODE](#) - The UNT System HR Organizational Development and Engagement, ODE, team has reviewed several courses and recommends these for

supervisors and their teams. View courses on customer service techniques, communication, and technical skills. If you would like to make a recommendation after viewing a course, please send an email to [ODE@untsystem.edu](mailto:ODE@untsystem.edu).

## We Care



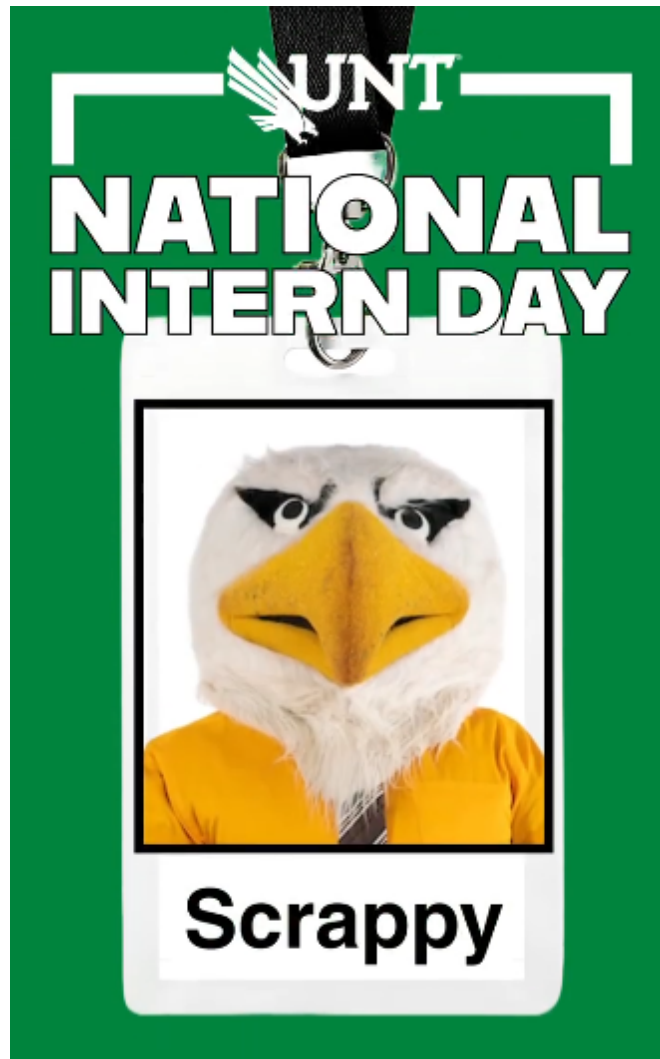
### Well-Being @ Work

Wellbeing @ Work is a monthly campaign designed to meet faculty and staff where they are and provide support and resources for their wellbeing — mentally, emotionally, physically, socially and financially. From virtual stretches to social walks, guided meditations, Zumba and more: [Calendar](#). Wellbeing @ Work also includes webinars and articles faculty and staff can use as resources when it is convenient for them.

Watch [calendar.unt.edu](https://calendar.unt.edu) and UNT Today to find out each month's Wellbeing @ Work theme, planned activities and provided resources.

You can also find up-to-date wellbeing events and resources on the UNT System's [Well-Being Calendar](#).

## Better Together



## **National Intern Day- July 30, 2026**

At UNT, learning extends beyond the classroom. This National Intern Day, we celebrate the staff members who create meaningful internship experiences that empower students to develop new skills, build confidence and launch successful careers. Thank you for investing in our students' futures!

### **Faculty/Staff Training: Creating Inclusive and Accessible Environments for Students with Visual Impairments**

The Office of Disability Access hosts trainings throughout the year focused on creating inclusive and accessible educational and campus environments for students who are blind or visually impaired. This training will include specific strategies for

working with students with visual impairments, disability awareness information and resources to assist you moving forward. We hope you will join us.  
If you require reasonable accommodations or have any questions or concerns, please contact Keeley Glogau at [keeley.glogau@unt.edu](mailto:keeley.glogau@unt.edu)

[Sign-up Link](#)

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## Join Us at Our Next Meeting

Meetings are open to all UNT staff members.

Please join us at 2 p.m. in SSB 105 for the next meeting on Aug. 11.

Can't make it in person?

Stream the meeting via [Zoom](#)

Can't make the meeting time?

Submit your concern via the [anonymous suggestion box](#).

Want to read the full meeting agendas/minutes?

Visit the [Agendas and Minutes page](#).

[Send in](#) your news, events, and announcements for inclusion in the Staff Senate Newsletter and Social Media Channels.

## Contact Us

For questions, comments, or announcement submissions,  
please email: [staffsenate@unt.edu](mailto:staffsenate@unt.edu).

## Why UNT?

Featuring: Linda McKeiver: Guardian of the Green



"UNT has provided me with meaningful relationships with faculty, staff and students that have made my career both rewarding and fulfilling. Through UNT's employee education benefits, I have also had the opportunity to pursue my doctoral degree in Information Science while receiving invaluable mentorship from faculty. Serving on university committees has allowed me to collaborate across divisions and gain a deeper appreciation for the power of cross-functional teamwork. These experiences have broadened my perspective and contributed significantly to my professional growth. I am proud to be part of the UNT community and grateful for the opportunities it has provided."

*Email Staff Senate to nominate a coworker to be featured in our next newsletter.*

## Important Links

- [Vacation Leave](#)
- [Holiday Calendar](#)
- [Longevity Pay](#)
- [HR Well-Being Calendar](#)



**Your voice. Our mission.**

