Staff Group #2 Feedback & Key Points

Retention & Compensation
- Address compression in pay for long-time employees
- Compensation that attracts high-quality new talent and pays current employees at fair market value
- Support fair wages for student employees
- Create a pool to draw from for consistent raises/merit

Strategic Planning
- Create funding pools to address strategic initiatives
- Safeguard UNT from enrollment fluctuations, inflation
- Provide guidance for better use of funds
- Support and reward innovation and collaboration
- Better align funding with hiring/other growth needs

Transparent Communication
- Encourage communication and collaboration between budget planners and the faculty/staff impacted
- Make the budget process accessible/understandable
- Clearly state expectations, how success is measured
- Provide a feedback loop to address questions/concerns

Improved Resources
- Provide for expanded professional development
- Address student to advisor ratios
- Allow for input regarding software and tech purchases
- Create improved ways to collaborate on shared actions or projects and fund these

Consistent Communication
- Schedule regular updates on the budget via email and/or feedback discussions
- Develop dashboards or a way to give feedback on the budget/budget process at any time of year
- Establish a website with expanded budgeting resources

Measured Accountability
- Ensure actions and expenditures are justified
- Clearly define objectives and performance metrics and a method to ensure these are met in all units
- Implement a review process
- Measure accountability at all levels