



Chancellor Dr. Michael R. Williams (left) and Greg Anderson, Retiring Deputy Chancellor for Finance and Operations

### Deputy Chancellor Anderson to Retire

A special thank you and appreciation to Greg Anderson for his role and commitment as Deputy Chancellor for Finance and Operations. Greg is retiring on Oct. 27. His dedication and expertise have been instrumental in developing the System's biennial legislative appropriations request, annual operating budget, comprehensive annual financial report, and much more. Greg also chaired the CFO Council and Shared Services Governing Body, fostering collaboration and innovation across the Enterprise.

### Please welcome our two newest members to our leadership team at UNT System!



Susan Alanis

[Susan Alanis](#) joins UNT System as the new Deputy Chancellor for Finance and Operations. As Deputy Chancellor, Susan will report to Chancellor Williams and will be responsible for the daily operations of human resources, strategic infrastructure, and finance. Susan comes to UNT System from Tarrant County College, where she worked as Chief Operation Officer for four years. She replaces Greg Anderson and began her new role on Oct. 2.



Warren von Eschenbach

As the Vice Chancellor for Academic Affairs, [Warren von Eschenbach](#), Ph.D., supports the chief strategy officer, chancellor, and campus presidents to facilitate cost-effective curricular, pedagogical, and programmatic innovation. Prior to coming to UNT System, Warren was a faculty member and administrator at the University of Notre Dame.

### Gallup Update

As We Care and work to be Better Together to shape the future of UNT System, it is important our leaders listen to our faculty and staff. The Gallup engagement survey will launch on **Oct. 10, 2023**, for all employees across the entire UNT System. This survey is a critical component and tool that measures performance management needs, employee motivation, and psychological commitment. It provides everyone an opportunity to anonymously share input on the culture and environment of the UNT System, or one of our member institutions.

## PROCUREMENT IMPORTANT NOTICE

### Save The Date: October 2023 Pro Lab

Pro Labs are on-site help sessions designed to assist users with their specific questions regarding Procurement processes.

A representative and subject-matter expert from each functional area within Procurement will be available to answer questions. This is not a formal training session, but rather a come-and-go opportunity for department procurement professionals to receive assistance with challenges they may have with processes or fulfilling a purchasing requirement. It is recommended to bring a laptop to complete any necessary work during the sessions. There are three in-person sessions at each campus and System Administration employees are welcome to attend any session(s).

- **UNT Denton** – Friday, 10/05/23, 10 a.m. to Noon, SSB 102
- **UNT Dallas** – Tuesday, 10/10/23, 10 to 11:30 a.m., DAL 1, 304
- **UNT HSC** – Tuesday, 10/10/23, 1:30 p.m. to 3 p.m., Lewis Library 311

Late January 2024 TBD; April 2024 TBD; Late July 2024 TBD

## HR IMPORTANT NOTICES

Please contact your [Human Resources team](#) with any questions

### Staff Performance Evaluation Check-in Reminder and Available Tools

The deadline to complete the second Performance Check-in for the FY24 staff performance evaluation cycle is **Oct. 15, 2023**. To [access](#) the second Performance Check-In step, the previous program steps must be completed. Providing regular feedback to employees is critical to their success and to the success of the team.

A [Supervisor's Guide to Performance Check-Ins](#) has been created to provide guidance and a resource for each performance check-in. Additional information regarding performance management is available [here](#).

### Introducing the New [Manager Toolkit](#)

*Empowering Our People Managers for Success*

We are excited to introduce our new [Manager Toolkit](#), a one-stop shop with links to resources designed to support people managers. This toolkit has been carefully crafted to provide resources for hiring, onboarding, managing, personal development, and many more useful links all in one place.

We believe that this toolkit will be a significant asset in the journey of managing people, thus contributing to the success of the team and the organization. We expect this to be a "living" resource, so [feedback](#) will be invaluable as we work to enhance this resource and ensure it meets the evolving needs over time.

### Revised UNT System Regulation 03.100 At-Will Employment Relationship and Associated Campus Staff Discipline Policies

An important update has been made to the [UNT System At-Will Employment Regulation](#) for staff employees and the associated campus staff discipline and discharge policies ([UNT](#), [HSC](#), [UNT Dallas](#), and [System Administration](#)). After careful consideration and in our continuous effort to improve our employment practices, revisions have been made to ensure fairness and transparency in the termination process for our staff employees.

#### Key Benefits of the Policy Revisions:

- Creates an approval process BEFORE a termination action is taken
- Ensures a review by Human Resources BEFORE a termination action is taken
- Allows for manager developmental opportunities and coaching BEFORE a termination action is taken
- Allows for a more streamlined process eliminating post-termination review and restrictions
- Shores up the fundamental principle of at-will employment – right to terminate employment at any time, with or without cause, or for any reason as long as it is not unlawful

These revisions are now in effect for all staff employees across the UNT System Enterprise (UNT, UNT Dallas, UNT HSC, and UNT System Administration). We believe these changes will help us maintain a respectful work environment ensuring that termination decisions are made thoughtfully and transparently.

## HIGHLIGHTS



Inaugural UNT summit focuses on meeting retail hospitality industry workforce challenges

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HSC's Texas College of Osteopathic Medicine to host symposium

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UNT Dallas achieves highest ever ranking among regional universities

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## CONGRATULATIONS



UNT Dallas' Dr. Mara Queiroz Vaughn prepares applicants in citizenship course

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UNT Research grants soar in fiscal year 2023

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HSC's Dr. Ashenafi Cherkos awarded prestigious AIM-AHEAD Fellowship in Leadership

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## HR WELL-BEING CALENDAR

Discover the latest scheduled webinars and events available to improve your physical and financial health.

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If you have an HR UNT System question, please email [HR@UNTSYSTEM.EDU](mailto:HR@UNTSYSTEM.EDU)

Check our member institutions' for their latest campus news

