Welcome to HR Highlights!

UNT System Faculty & Staff:

My team is excited to roll out this new monthly communication that is dedicated to human resources and making sure our people learn about benefits, training opportunities, process changes and other key updates related to your employment within our system. Thank you for taking the time to read our newsletter and please feel free to offer suggestions for content at AskHR@untsystem.edu.

One critical announcement I’d like to share relates to the Gallup Engagement Survey. After discussion with the chancellor, presidents and Board of Regents, we have elected to move forward with system-wide surveys in April, 2019. If you participated in our UNT World Town Hall on Jan. 24, this announcement about Gallup in 2019 might come as a surprise – with apologies for any confusion, we decided to move forward with the survey this year in order to continue benchmarking our progress toward becoming a Best Place to Work.

Gallup survey details for 2019 will be announced in the near future. In conjunction with the survey, my team and I will also focus on efforts to address areas in which our engagement scores are low. Workplace engagement is a critical piece of our overall vision for human resources and your participation in the Gallup survey this April will continue to provide critical data to help us further develop and refine our roadmap toward becoming a Best Place to Work.
Thank you for all you do!

Barbara Abercrombie
Chief Human Capital Officer

Retirement Plan Contributions & Limitations

In Notice 2018-83, the IRS has announced the limitations on retirement plan contributions that will be effective for 2019.

The Optional Retirement Plan (ORP)-related limits are included below:
- 415(c)(1)(A) Defined Contribution (ORP + TSA combined) --> $56,000
- 401(a)(17) Annual Compensation (non-grandfathered participants) --> $280,000

The 403(b) Tax Sheltered Annuity (TSA)-related limits are included below:
- 402(g)(1) Elective Deferrals (TSA) --> $19,000
- 414(v)(2)(B)(i) Over Age 50 Catch-up (TSA) --> $6,000

The TexaSaver 457 Plan–related limits are included below:
- 402(g)(1) Elective Deferrals (457) --> $19,000
- 414(v)(2)(B)(i) Over Age 50 Catch-up (TSA) --> $6,000

If you are interested in increasing your 403(b) TSA or TexaSaver 457 Plan contributions in order to maximize your contributions for 2019, please contact the Benefits Team at hrbenefits@untsystem.edu or your retirement vendor.
Policy/Regulation Changes

NOTE: System Administration Policies apply only to the employees within the UNT System Administration and not the component institutions. System Regulations apply to the component institutions and System Administration.

System Administration Policies:

- **03.701 Ethics and Standards of Conduct**, revised October 2018 to include the addition of conflict of interest disclosures amount other changes.

- **02.403 Compliance and Integrity Program**, newly approved April 2018, outlines the requirements of the System Administration compliance and integrity program, including required training for employees and background checks for certain employees. The policy also details the process for reporting and investigating suspected misconduct.

Health & Wellness Programs

Wellness is an approach to healthcare that emphasizes illness and prolonging life, as opposed to emphasizing treating diseases. Members of the UNT System have access to wellness programs to assist in this lifelong endeavor such as Well on Target, wellness coaches, fitness programs and tobacco cessation resources.

Please visit healthselect.bcbstx.com for more information regarding health and wellness incentives.
Donna Asher

Deputy Chief Human Capital Officer

Donna oversees most of the HR core services, including benefits, compensation, talent acquisition, HR information systems, records, professional development and engagement, performance management, and policy.

Contact Donna: 940.369.5610 or donna.asher@untsystem.edu

Wanda Boyd
Director of Equity, Diversity and Inclusion and Title IX Coordinator

Wanda supports each campus and System Administration, while collaborating with UNT’s Office of Equal Opportunity. Her background spans the full spectrum of human resources starting over 22+ years ago with training and organizational development.

Contact Wanda: 214.571.2424 or wanda.boyd@untsystem.edu

Questions?

Do you have a question for the UNT System HR team that you would like to see answered in an upcoming issue of HR Highlights? Submit your questions to AskHR@untsystem.edu.