

2025-2026

TEXAS TECH UNIVERSITY STAFF SENATE ANNUAL IMPACT REPORT

LATEST INFORMATION AND UPDATES
ABOUT STAFF SENATE



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**STAFF
SENATE**

TEXAS TECH

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A WORD FROM THE STAFF SENATE PRESIDENT

This year has been both challenging and deeply fulfilling. The executive board and I worked to strengthen connectedness within the staff community while also refining internal Staff Senate procedures.

These improvements allow us to better serve staff members and ensure a smooth, consistent transition from year to year.

Through a collaborative effort between the Committee Chairs and the executive officers, we developed a streamlined and transparent system for housing information that will support the Senate's work moving forward.

It has been an honor to serve and to gain a deeper understanding of the broad and essential roles staff play in the functioning of this university.

The Staff Senate continues to be a catalyst for meaningful, positive change in the lives of staff members, and I am grateful to have contributed to that mission.

ANGELA CHISUM

STAFF SENATE PRESIDENT,
2025-2026

25 YEARS OF STAFF SENATE

OUR STORY

- **1999:** Texas Tech University Staff Senate was established
- Dr. Michael Shonrock, former Vice President for Student Affairs & Enrollment Management, appointed four staff members to research peer institutions with staff governance organizations.
- Their research resulted in a collection of 416 binders containing constitutions, bylaws, committee structures, voting procedures, staff classifications, and other governance documents from peer institutions, which helped shape the foundation of TTU Staff Senate.

Major Accomplishments

- **2011:** Created and launched the Bravo! Board, providing a platform for staff members to recognize and celebrate the contributions of their colleagues.
- **2014:** Successfully advocated for Staff Senate to be included as an official stakeholder in the Texas Tech University Operating Policy (OP) review and approval process.
- **2016:** Successfully established the Staff Senate Scholarship after several years of advocacy and fundraising
- **2018:** Advocated for and helped established the Staff Emergency Fund, made possible through funding from the Office of the President
- **2018:** Collaborated with Human Resources and Marketing & Communications to establish all-staff email communications, improving the distribution of important university announcements and Staff Senate updates.
- **2021:** Partnered with the Student Government Association and Faculty Senate to support a joint resolution promoting more inclusive campus language. This effort led to the university adopting terms such as "first-year student" instead of "freshman," "upper-level student" instead of "upperclassman," and more inclusive employee titles such as "chair" and "supervisor."
- **2021:** Advocated for and established the Staff Community Engagement Hours Operating Policy, allowing staff members to volunteer in the community without using vacation or sick leave.
- **2023:** Formalized the audit and ongoing maintenance of Mother-Friendly Rooms across the TTU main campus. Reviewed and improved Operating Policy 70.46, increasing flexibility for nursing mothers by expanding options for lactation break times.

OUR MISSION

The Texas Tech University Staff Senate shall exist to contribute to the welfare of its staff employees; to serve as a liaison among staff, administration, faculty, and students; and to advise the administration in matters affecting the staff. Through these purposes the Staff Senate strives foremost to contribute to the overall success of Texas Tech University.

OUR 2025-2026 GOALS

1

Community

Building a strong sense of community among staff remained a primary focus of the Staff Senate during the year. Through engagement opportunities, recognition initiatives, and open communication efforts, the Senate worked to strengthen relationships and promote a culture of inclusion across the university.

2

Visibility

The Staff Senate prioritized expanding its presence and engagement across all Texas Tech University campus locations while increasing awareness of Senate initiatives and opportunities for involvement. Through enhanced communications, innovative programming, and intentional outreach efforts, the Senate strengthened connections with staff members and improved representation across employee groups and campus locations.

3

Collaboration

The Staff Senate prioritized building stronger partnerships across the university to enhance communication, advocacy, and engagement on behalf of staff members. By increasing collaboration with shared governance organizations, university leadership, and campus committees, the Senate expanded opportunities for staff voices to be represented in university discussions and decision-making processes.

4

Organization

The Staff Senate focused on improving organizational effectiveness and succession planning. These efforts were accomplished by enhancing its understanding of Robert's Rules of Order, standardizing committee records, and creating officer position manuals. Together, these efforts increased transparency, strengthened continuity, and better prepared future Senate leaders.

2025-2026

YEAR IN NUMBERS

\$2,048

TOTAL FUNDS RAISED

23

DIVISIONS REPRESENTED

\$11,695

TOTAL FUNDS DISTRIBUTED TO STAFF

43

EVENTS HOSTED

1,701

VOLUNTEER HOURS CONTRIBUTED

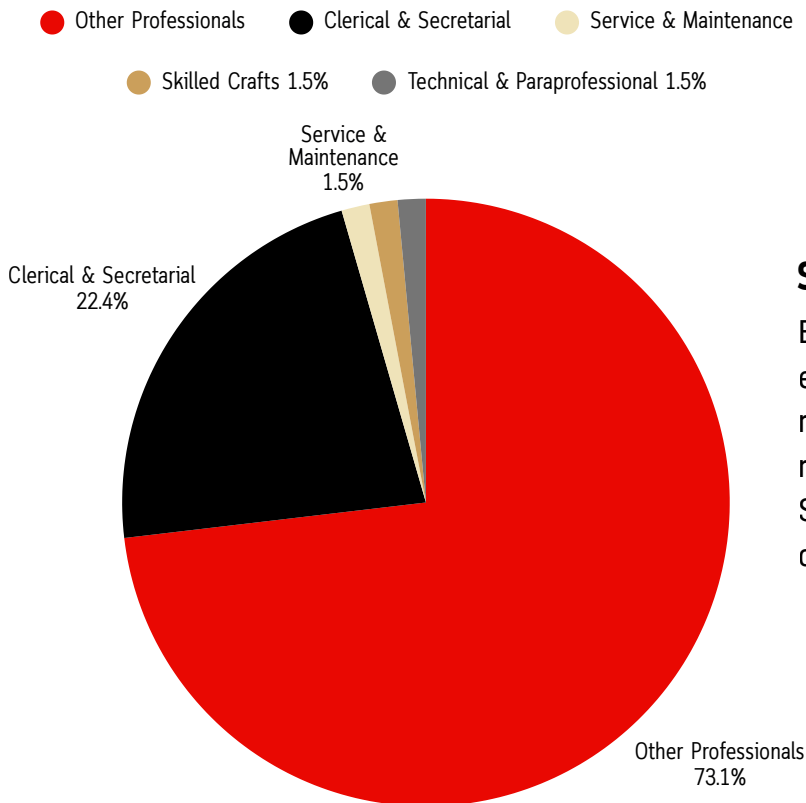
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TTU STAFF MEMBERS SUPPORTED FINANCIALLY

227

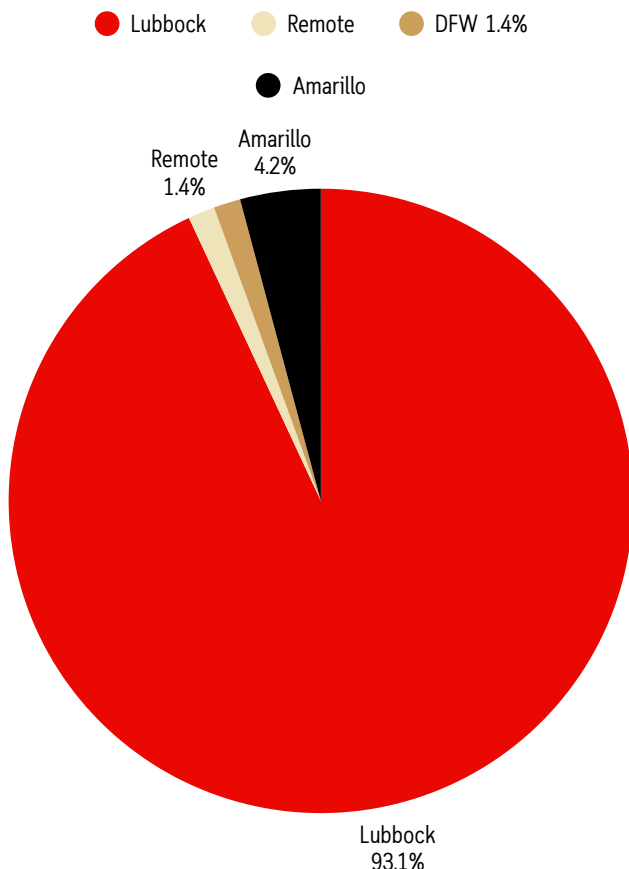
STAFF BRAVOS! RECEIVED

STAFF SENATE GENERAL BODY DEMOGRAPHICS



Staff Senate Representation by EEO Classification

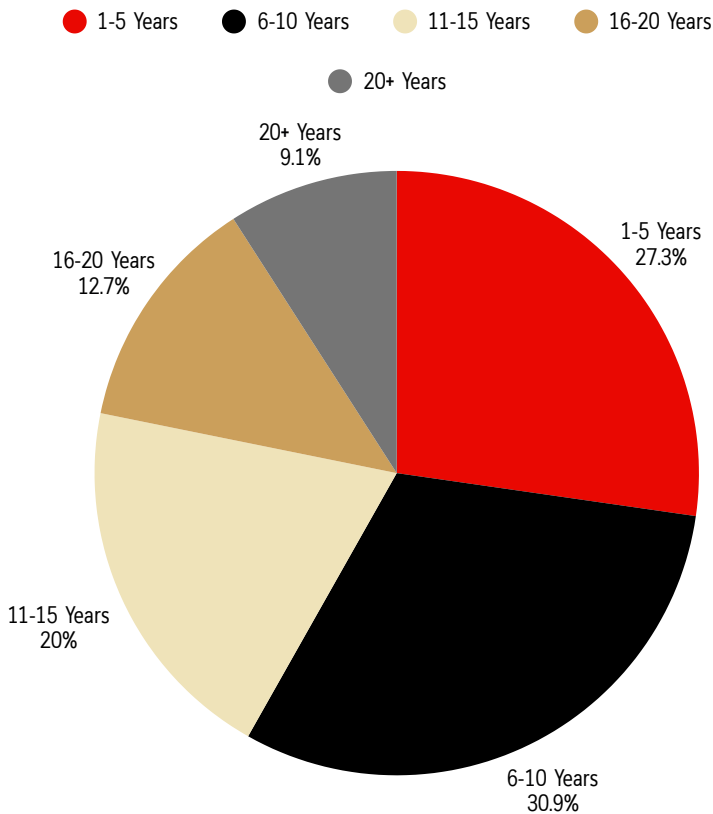
Examining representation across these categories helps ensure that Staff Senate reflects the diverse functional roles that make up the university workforce. Balanced representation across EEO classifications strengthens the Senate's ability to advocate for the unique needs, challenges, and perspectives of all staff groups.



Staff Senate Representation by Duty Point

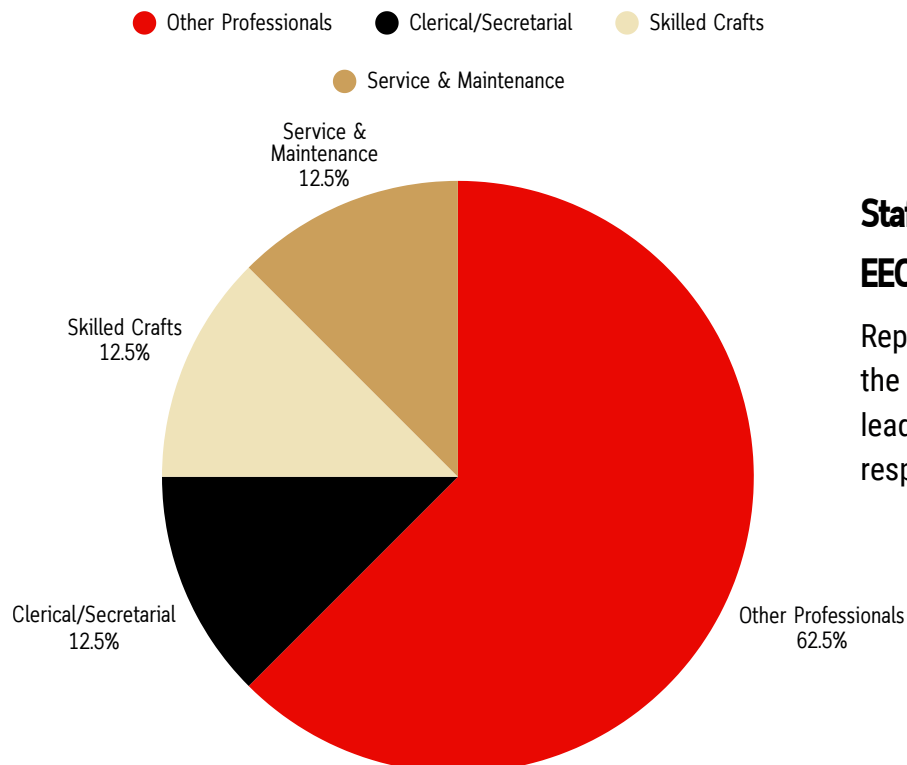
Understanding representation by duty point is critical to ensuring that staff who work outside of the main campus—often with different operational realities and engagement opportunities—have a voice in shared governance. Inclusive representation across duty points supports more equitable decision-making and ensures that Staff Senate initiatives are responsive to the full staff community.

STAFF SENATE GENERAL BODY DEMOGRAPHICS



Staff Senate Representation by Years of Service

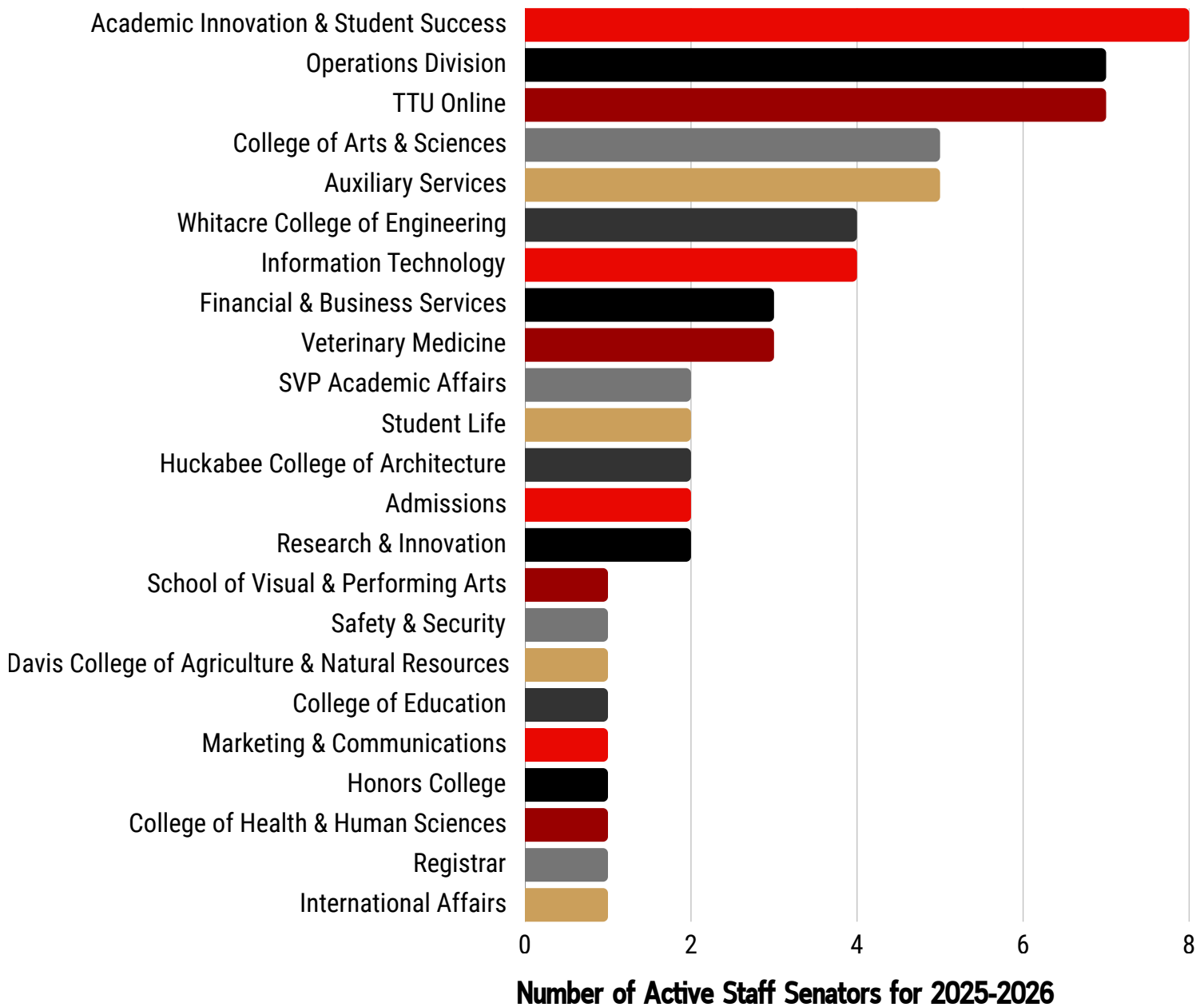
Representation across a range of experience levels—from newer employees to long-tenured staff—helps create a balanced perspective within Staff Senate. Employees with varying years of service bring different insights, from fresh perspectives on onboarding and engagement to deep institutional knowledge. This diversity of experience strengthens the Senate’s ability to address both emerging needs and long-standing priorities.



Staff Senate Executive Board Representation by EEO Classification

Representation across a range of EEO Classifications on the Staff Senate Executive Board helps ensure that leadership reflects the diversity of roles and responsibilities across the institution.

STAFF SENATE GENERAL BODY DEMOGRAPHICS



Staff Senate Representation by Division

Representation from across the university's divisions ensures that Staff Senate reflects the diverse roles, responsibilities, and experiences of the staff it serves. Each division faces unique opportunities and challenges, and broad representation helps bring those perspectives into discussions and decision-making. This cross-divisional collaboration strengthens the Senate's ability to identify shared priorities, advocate for the needs of all staff, and develop solutions that benefit the university as a whole.

COMMITTEE REPORTS

The work of the Texas Tech University Staff Senate is advanced through its standing committees, each charged with supporting the organization's mission and strategic priorities. These committees provide the structure through which Staff Senate conducts its business, develops initiatives, and engages in shared governance on behalf of the university's staff.

Comprised of dedicated Staff Senators, each committee contributes subject-matter insight, institutional knowledge, and thoughtful deliberation to address both established responsibilities and emerging issues. Through this committee framework, Staff Senate is able to effectively represent the diverse interests of staff, promote meaningful engagement, and support policies and programs that enhance the workplace environment.

The following pages present the 2025–2026 committee reports, including each committee's mission and vision, notable accomplishments, and membership. Collectively, these reports demonstrate the depth and breadth of Staff Senate's work and its ongoing commitment to serving the staff community.

2025-2026 Standing Committees:

- Bylaws and Constitution Committee
- Communications/Public Relations Committee
- Elections and Nominations Committee
- Executive Board
- Grievance and Attendance Committee
- Issues Committee
- Red Raider HIT (Humanity, Impact, Togetherness) Committee
- Scholarships & Awards Committee
- Operating Policy (OP) Review Committee
- Staff Emergency Fund Committee
- Caregiver Committee
- Fundraising Committee

BYLAWS & CONSTITUTION COMMITTEE

Mission

To provide guidance to the Staff Senate to ensure compliance with our bylaws, constitution, and Roberts' Rules of Order. We guarantee integrity, clarity, and consistency with our governing documents. In addition, we provide comprehensive reviews and recommendations for any changes to the current governing documents.

Vision

To create a future where the Staff Senate is anchored by clear, living governing documents that empower every member to lead with confidence and transparency.

Committee Highlights

- Completed updates to the Staff Senate Bylaws, including:
 - **Article I Membership, Section B Attendance/Senator**
 - Clarified **Distributed Duty Point Senator designation**
 - Reformatted Bylaws to create a uniform layout, allowing for more efficient review process
 - Added **Article 0 Definitions** to Bylaws document to clarify terms used by Staff Senate
- Reviewed and made recommendations for **submitted proposals**, including:
 - Grievance & Attendance Committee procedures
 - No recommendations made
 - Vote of No Confidence in Executive Committee Member
 - Recommended not adding a new subsection to the existing Bylaws
 - Staff Senate Award - Distinguished Staff Award
 - Recommended the policy and procedures for this award be written by the Scholarships & Awards Committee and be included in the committee binder
- Completed **comprehensive review** and finalization of the Staff Senate Bylaws
- Refined and enhanced all active Bylaws Committee policies and procedures

2025-2026 Membership

- **Chair: AnnMarie Maldonado**, Clerical & Secretarial, *Office of the Registrar*
- **Co-Chair: Jenny Erdmann**, Clerical & Secretarial, *Whitacre College of Engineering*
- **Brett Jackson**, Other Professionals, *University Recreation*
- **Joshua Whitt**, Other Professionals, *Theatre & Dance*
- **Madison Walker**, Other Professionals, Distributed Duty Point Staff, *Bachelor of Professional Studies*
- **Valorie Duvall**, Clerical & Secretarial, *History*

GRIEVANCE & ATTENDANCE COMMITTEE

Mission

The Staff Senate Grievance & Attendance Committee is dedicated to ensuring fairness, accountability, and professionalism within the Texas Tech University Staff Senate. The committee oversees the formal grievance process, facilitates impartial resolutions to disputes involving Staff Senators, and monitors Senator attendance to support active and consistent participation. After informal resolution efforts have been exhausted, the committee provides a structured and accessible pathway for staff senate members to seek resolution of concerns. Committed to upholding due process, the Grievance & Attendance Committee ensures that all parties are treated respectfully, equitably, and are given an opportunity to be heard.

Vision

The Staff Senate Grievance & Attendance Committee envisions a culture of trust, transparency, and accountability. We strive for a Texas Tech University community where every member feels respected, heard, and supported through fair and consistent processes. Our goal is to ensure concerns are addressed constructively, participation is upheld, and a positive, collaborative workplace culture can thrive.

Committee Highlights

- Implemented a new workflow that automatically sends and email to all with **offboarding tasks**
- Established a new method to **track new senator onboarding**
- Piloted an **exit survey** to track and understand Staff Senate attrition
- Created a private teams channel for **data security**



2025-2026 Membership

- **Chair: Chris Mosher**, Other Professionals, *University Press*
- **Co-Chair: Brittany Doak**, Other Professionals, *University Recreation Student Fees*
- **Aimee Cameron**, Other Professionals, *TTU Online*
- **Jeff Hoover**, Other Professionals, *Architecture*
- **Marjean Pressimone**, Other Professionals, *Procurement Services*
- **Priscilla Renteria**, Clerical & Secretarial, *Agriculture & Applied Economics*

COMMUNICATIONS & PUBLIC RELATIONS COMMITTEE

Mission

The Staff Senate Communications and Public Relations Committee, through the Staff Senate Newsletter, Staff Senate Website, Events Calendar, and Staff Senate Social Media platforms. The Communications and Public Relations Committee hosts annual events and functions to provide various opportunities for the campus and Lubbock communities to participate in volunteer work, professional development, familial gatherings, and self-care awareness. Through these efforts, the Communications and Public Relations Committee continues to strengthen relationships with the Lubbock community and the Texas Tech University Systems.

Vision

The Staff Senate Communications and Public Relations Committee inspires connection and engagement by clearly and consistently communicating the purpose, value, and benefits available to Texas Tech University staff. Through strategic and creative outreach—spanning social media, digital platforms, and personal connections—the Communications and Public Relations Committee amplifies opportunities and events that enrich the staff experience. By honoring meaningful traditions and boldly creating new shared experiences, the committee fosters a vibrant sense of community, pride, and excitement. Guided by continuous feedback and a commitment to excellence, the committee evolves to better serve, support, and celebrate Texas Tech staff.

Committee Highlights

- Hosted **8 social events for Staff Senators**, with a total of **204 attendees**, including
 - Staff Senate Mixer, Staff Senate Friendsgiving, Staff Senate Trivia Events, Lunch @ 23 Sneed, and annual Staff Senate Transition & Award Ceremony
- Hosted **7 volunteer events**, with a total of **81 attendees**, including
 - Arbor Day, annual Meals on Wheels bag decorating event, annual South Plains Foodbank event, Red Raider Food Pantry Drive, TTU Safety Walk, and Kats Alley Cats
- Hosted **6 staff appreciation events**, with a total of **1,090 attendees**, including
 - 2026 Everyday Leadership Luncheon, Sweet Escape Ice Cream Social, & Family Night at the Corn Maze
- Increased **social media** recognition
- Maintained **bilingual meeting minutes**
- Ensured **website compliance** updates in accordance with changes to digital accessibility guidelines
- Launched **Staff Senate Events calendar**

2025-2026 Membership

- **Chair: Anne King**, Clerical & Secretarial, *Office of the Provost*
- **Co-Chair: Erika Soto**, Other Professionals, *Learning Center/Supplemental Instruction*
- **Alex Root**, Other Professionals, *Architecture*
- **Danelle Barber**, Other Professionals, *Distributed Duty Point Staff, Veterinary Medicine*
- **Emily Warren**, Other Professionals, *Intercultural Education and Engagement*
- **Holly King**, Clerical & Secretarial, *University Identification*
- **Joann Wright**, Other Professionals, *Operations Division Planning & Admin*
- **Joseph Hogan**, Clerical & Secretarial, *Office of the Registrar*
- **Maci Morris**, Technical & Paraprofessional, *Operations Division Construction*
- **Neil Knauth**, Other Professionals, *EDUC Information Technology Support*
- **Rebecca Bruning**, Clerical & Secretarial, *Writing Centers of TTU*
- **Robert Ward**, Other Professionals, *IT Business Operations*
- **Saebree Gonzales**, Other Professionals, *Marketing & Communications*

NOMINATIONS & ELECTIONS COMMITTEE

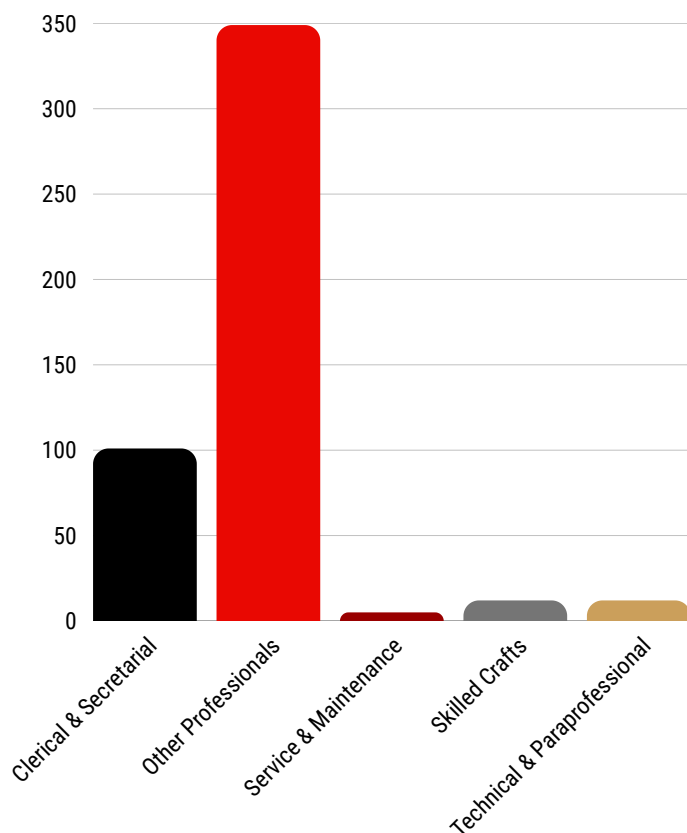
Mission

The Texas Tech Staff Senate Nominations and Elections Committee is committed to upholding a fair, transparent, and accountable electoral process that reflects the voices of Texas Tech University staff. We work to identify and support qualified candidates, maintain integrity in all nomination and election procedures, and encourage active staff participation in shared governance. Through a focus on professionalism, clear processes, and responsible stewardship, we strengthen representation and foster meaningful engagement within the Staff Senate.

Vision

To cultivate a transparent, inclusive, and trusted electoral process that empowers Texas Tech University staff Senate Nominations and Election committee to actively participate in shared governance, ensuring strong representation and leadership that reflects the expansive community we serve.

Total Votes in 2026-2029 Election by EEO Classification



Committee Highlights

- Facilitated **5 recruitment sessions** to increase awareness of Staff Senate elections, including:
 - Two in-person sessions with a total of 11 attendees
 - Three virtual sessions with a total of 6 attendees
- Total accepted nominations for the 2026-2029 term: **55**

2025-2026 Membership

- Chair: Johanna Valencia**, Other Professionals, *University Recreation*
- Co-Chair: Robert Ward**, Other Professionals, *IT Business Operations*
- Angie Lopez**, Clerical & Secretarial, *Procurement Services*
- Ashley Stokes**, Other Professionals, *IT Customer Experience*
- Brittany Doak**, Other Professionals, *University Recreation Student Fees*
- Erika Soto**, Other Professionals, *Learning Center/Supplemental Instruction*
- Heather Johnson**, Other Professionals, *Whitacre College of Engineering*

EXECUTIVE BOARD

Under Article III, Section 6 of the Staff Senate Bylaws, Section 6, the Senate shall have an Executive Board consisting of a president, president elect, secretary, treasurer, past-president (ex officio), and an executive committee of one representative from each designated classification.

Highlights

- Completed **succession planning initiative** through standardization of committee binders and position manuals
- Hosted SGA, Staff Senate & Faculty Senate mixer; maintained strong connections with Faculty Senate and SGA throughout the 2025-2026 term
- Facilitated **strategic planning** for all Staff Senate standing committees, including creation of mission and vision statements
- Began researching pay inequalities and compiling data to present to relevant stakeholders
- Began Staff Senate **oral history project**
- Piloted Staff Senate Impact Report and assessment planning
- Initiated **team Bravo!** creation process
- Piloted **first hybrid Everyday Leadership Luncheon**, allowing staff from duty points outside of Lubbock to attend virtually
- Finalized New Employee Orientation video, showcasing the work of Staff Senate

2025-2026 Membership

Executive Officers

- **Angela Chisum, President**, Other Professionals, *Pre Professional Health Care*
- **Erin Engelhardt, President-Elect**, Other Professionals, *Whitacre College of Engineering*
- **Secretary, Joann Wright**, Other Professionals, *Operations Division Planning & Admin*
- **Treasurer, Heather Johnson**, Other Professionals, *Whitacre College of Engineering*

Equal Employment Opportunity (EEO) Representatives

- **Clerical & Secretarial, Anne King**, *SVP Academic Affairs*
- **Other Professionals, Victor Moore**, *Transfer Advising*
- **Services/Maintenance, Jeff Bain**, *TTUPD*
- **Skilled Crafts, James Winters**, *Operations - Utilities*

Appointed Positions

- **Parliamentarian, Joshua Whitt**, Other Professionals, *Theatre & Dance*
- **Historian, Alex Root**, Other Professionals, *Architecture*

University Committees & Other Projects

- Academic Council, Erin Engelhardt
- Budget Working Committee, Angela Chisum
- Digital Accessibility Committee, Erin Engelhardt
- Drug-Free Schools & Communities Committee, Angela Chisum
- Faculty Senate Liaison, Angela Chisum
- Student Government Association Liaison, Angela Chisum
- Mobility Safety Committee, Joshua Whitt
- Pedestrian Safety Committee, Jeff Bain
- Software Rationalization Committee, Rob Ward
- New Employee Orientation, Anne King
- New Senator Orientation, Erin Engelhardt

ISSUES COMMITTEE

Mission

To receive, review, and investigate questions and concerns submitted by Texas Tech University staff, connecting employees with accurate information, appropriate resources, and relevant campus partners while maintaining confidentiality and responding in a timely manner.

Vision

A trusted and responsive process that empowers staff by ensuring their questions and concerns are addressed with discretion, transparency, and collaboration, strengthening the Staff Senate's role as a liaison between staff and university administration.



Committee Highlights

- Addressed **13 total issue submissions** by TTU staff community
- Issues Resolved:
 - Increased benches at bus stops
 - Updated operating times for MailTech on website
 - Addressed Employee Tuition Assistance concerns
 - Addressed Employee Leave/Sick Pool concerns
 - Addressed parking permit wait time concerns
 - Addressed reasonable expectations of privacy in the workplace concerns

2025-2026 Membership

- **Chair, Marla Childers**, Other Professionals, *Operations Division Employee Support Services*
- **Co-Chair, Shelby Huffman**, Other Professionals, *Distributed Duty Point Staff, Veterinary Medicine*
- **Amanda Hooten**, Other Professionals, *TTU Online*
- **Brittany Doak**, Other Professionals, *University Recreation Student Fees*
- **Erin Engelhardt**, Other Professionals, *Whitacre College of Engineering*
- **James Winters**, Skilled Crafts, *Operations - Utilities*
- **Jeff Bain**, Service & Maintenance, *TTUPD*
- **Justin Houser**, Other Professionals, *Arts and Sciences*
- **Kendall Schneider**, Clerical & Secretarial, *Transportation and Parking Services*
- **Maryann Widerburg**, Other Professionals, *University Advising*
- **Sean Scully**, Other Professionals, *Library Makerspace*

RED RAIDER HIT (HUMANITY, IMPACT, TOGETHERNESS) COMMITTEE

Mission

To cultivate a connected staff community where professional collaboration and personal relationships thrive, making our committee a trusted starting point for staff seeking support, insight, or connection.

Vision

The Humanity, Impact, and Togetherness (HIT) Committee envisions a campus where staff feel known, supported, and confident that the right connection is always within reach, guided by these core values:

- **Connection:** We build bridges across roles, departments, and experiences.
- **Collaboration:** We believe shared knowledge and mutual support make us stronger.
- **Inclusivity:** We create spaces where all staff feel welcomed, valued, and heard.
- **Growth:** We encourage learning, mentorship, and personal development.
- **Community:** We nurture relationships that extend beyond tasks and titles.

Committee Highlights

- Hosted annual **Wellness in Waves** event in partnership with University Recreation, with a total of **185 attendees**
- Please see C.A.R.E. Committee for more information



2025-2026 Membership

- **Chair, Theresa Madrid**, Other Professionals, *Classical & Modern Languages & Literatures*
- **Co-Chair**, Tayler Ramos, Other Professionals, *Political Science*
- **Brian Garibay**, Other Professionals, *University Advising*
- **Danelle Barber**, Other Professionals, Distributed Duty Point Staff, *Veterinary Medicine*
- **Johanna Valencia**, Other Professionals, *University Recreation*
- **Maggie Corrigan**, Other Professionals, *IT Learning Technologies*
- **Sean Scully**, Other Professionals, *Library Makerspace*

SCHOLARSHIPS & AWARDS COMMITTEE

Mission

To administer the Staff Senate Scholarship and Distinguished Staff Award programs through a fair, consistent, and transparent review process, recognizing outstanding staff contributions and supporting opportunities for employee growth and development.

Vision

A transparent and equitable selection process that celebrates staff excellence, supports professional and educational achievement, and reinforces the Staff Senate's commitment to recognizing and investing in the university's staff community.



Committee Highlights

- The Scholarships & Awards Committee granted several scholarships to TTU staff members continuing their education, including
 - Total awards granted Fall 2025: **\$2,779.02**
 - Total awards granted Spring 2026: **\$4,698.25**
 - Awarded 6 undergraduate scholarships for the 2025-2026 academic year
 - Awarded 5 graduate scholarships for the 2025-2026 academic year

2025-2026 Membership

- **Chair, Madison Walker**, Other Professionals, Distributed Duty Point Staff, *Bachelor of Professional Studies*
- **AnnMarie Maldonado**, Clerical & Secretarial, *Office of the Registrar*
- **Brett Jackson**, Other Professionals, *University Recreation*
- **Jay Balderas**, Other Professionals, *Accounting Services*
- **Jenny Erdmann**, Clerical & Secretarial, *Whitacre College of Engineering*
- **Lord Rodrick Thomas**, Clerical & Secretarial, *University Student Housing*
- **Marisol Chavez Alonzo**, Other Professionals, *Responsible Research*
- **Ryan Bain**, Other Professionals, *TTU Innovation Hub*
- **Shelby Huffman**, Other Professionals, Distributed Duty Point Staff, *Veterinary Medicine*

OPERATING POLICY (OP) REVIEW COMMITTEE

Mission

To receive and review updates and/or changes to official Texas Tech University Operating Policies (OPs) that directly affect staff, and to provide timely, actionable recommendations through the Executive Board and Staff Senate (and, when appropriate, recommend referral to the Issues Committee through the Executive Board).

Vision

A transparent review process that ensures Operating Policies reflect staff needs and support the Staff Senate's role as a liaison and advisory body to the administration.

Committee Highlights

- **Reviewed 24 OPs** for the 2025-2026 year, of those OPs,
 - 6 included major revisions
 - 6 included moderate revisions
 - 1 included minor revisions
- OPs reviewed for the 2025-2026 year included:
 - 70.13 Workers' Compensation Insurance
 - 79.01 Travel Authority & Definitions for TTU
 - 70.39 Early Return-to-Work, Alternate & Light Duty Assignment
 - 78.05 Parking for Depts. Housed at Off-Campus & Remote Campus Sites
 - 79.14 Aircraft Piloted by TTU Personnel on Official Business
 - 78.06 Management of Visitor Park & Pay Spaces
 - 70.14 Staff Compensation Policy
 - 10.03 Severe Weather, Energy Curtailment, or Other Emergency Situations
 - 10.22 Concealed Carry of Handguns on Campus
 - 78.01 Traffic & Parking Rules & Regulations
 - 60.12 Ladder Safety Program
 - 74.08 Allegations of Misconduct in Research, Scholarly or Creative Activity
 - 72.16 Professional & Social Memberships
 - 70.37 Exchange Visitor Program (J-1 and J-2 Visa Sponsorship)
 - 61.01 Use of University Facilities, Equipment, Vehicles, Supplies, and Services for Private Purposes Prohibited
 - 70.06 Employee Working Hours
 - 62.21 University Employees Indebted to the State of Texas
 - 60.31 Unmanned Aircraft Systems (Drone) Flight Requests
 - 79.05 International Travel
 - 70.30 Distinguished Staff Awards for Non-Faculty Employees
 - 70.18 Educational Incentive Pay
 - 72.12 Historically Underutilized Businesses
 - 60.08 Asbestos Compliance & Abatement Program

2025-2026 Membership

- **Chair, Joshua Whitt**, Other Professionals, *Theatre & Dance*
- **Co-Chair, Justin Houser**, Other Professionals, *Arts and Sciences*
- **Erin Engelhardt**, Other Professionals, *Whitacre College of Engineering*
- **Heather Higgins**, Other Professionals, *Chemistry*
- **Janet Veal**, Other Professionals, *Distributed Duty Point Staff, TTU at DFW*
- **Jared McCauley**, Other Professionals, *University Recreation*
- **Jay Balderas**, Other Professionals, *Accounting Services*
- **Marisol Chavez Alonzo**, Other Professionals, *Responsible Research*
- **Marjean Pressimone**, Other Professionals, *Procurement Services*

STAFF EMERGENCY FUND COMMITTEE

Mission

The Staff Emergency Fund Committee is committed to providing timely, compassionate, and confidential financial assistance to Texas Tech University staff experiencing unforeseen hardships. Through responsible stewardship and equitable review, the committee strives to support employee well-being, promote stability, and reinforce a culture of care within the university community.

Vision

Our vision is to foster a supportive campus environment where every staff member feels valued and supported during times of personal crisis. We aspire to ensure the Staff Senate Emergency Fund serves as a trusted, accessible resource that strengthens resilience, promotes dignity, and reflects Texas Tech University's commitment to its people.

Committee Highlights

- Funded **8 out of 9** applications
- Updated **OP 70.47 - Staff Emergency Fund** and **SEF application**



2025-2026 Membership

- **Chair, Michele Moore**, Other Professionals, *TTU Online*
- **Co-Chair, Amanda Hooten**, Other Professionals, *TTU Online*
- **Charlotte Stockton**, Other Professionals, *Whitacre College of Engineering*
- **Gala Beals**, Other Professionals, Distributed Duty Point Staff, *Veterinary Medicine*
- **James Winters**, Skilled Crafts, *Operations - Utilities*
- **Kendall Schneider**, Clerical & Secretarial, *Transportation and Parking Services*
- **Kyle Panon**, Clerical & Secretarial, *Hospitality Services*
- **Kym Ruiz**, Other Professionals, *Operations - Employee Success Center*
- **Madison Walker**, Other Professionals, Distributed Duty Point Staff, *Bachelor of Professional Studies*
- **Victor Moore**, Other Professionals, *Transfer Advising*

CAREGIVER COMMITTEE

Mission

The Staff Senate Caregiver Committee exists to connect staff caregivers, foster a staff community, support needs, and inform about available resources at TTU and the community.

Vision

The vision of the Caregiver Committee is to empower staff caregivers through community events, recognition initiatives and strengthening accessibility and resources.



Committee Highlights

- Sent **27 Caregiver Kudos** to TTU staff members
- Hosted annual **Caregiver Resource Fair**, including 16 campus and community resources and 30 attendees
- Hosted **Caregiver Support Group** every 6 weeks
- Please see C.A.R.E. Committee for more information

2025-2026 Membership

- **Chair, Heather Higgins**, Other Professionals, *Chemistry*
- **Co-Chair, Rachel Poole**, Other Professionals, *Pre Professional Health Care*
- **Theresa Madrid**, Other Professionals, *TTUS Information Technology*
- **Valorie Duvall**, Clerical & Secretarial, *History*
- **Yulanda White**, Clerical & Secretarial, *International Affairs*

FUNDRAISING COMMITTEE

Mission

To support and enhance the welfare and professional development of university staff through innovative, inclusive, and ethical fundraising efforts that reflect the values and diversity of the university community.

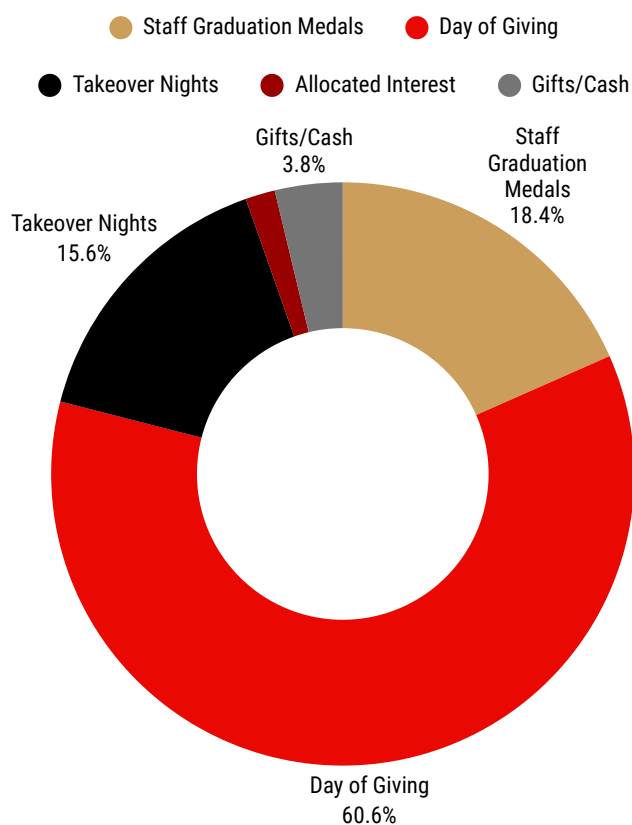
Vision

To be a model of staff-driven philanthropy that empowers university employees, strengthens campus-wide collaboration, and cultivates a culture of giving that sustains and advances staff initiatives.

Committee Highlights

- Navigated Fundraising Committee's first year as a standing committee
- Raised **\$470** through sale of staff graduation medals, which fund Staff Senate Scholarship for TTU staff
- Raised **\$1,550** through Day of Giving campaign
- Raised **\$399** through takeover nights at local restaurants and businesses

Staff Senate Funds Raised



2025-2026 Membership

- **Chair, Ashlie Crawford**, Other Professionals, *Honors College*
- **Co-Chair, Ryan Bain**, Other Professionals, *Innovation Hub*
- **Amy Perez**, Other Professionals, *Pre-Professional Health Care*
- **Brittany Backus**, Other Professionals, *Animal Care Services*
- **Deborah McCarty**, Clerical & Secretarial, *Student Life*
- **Johanna Valencia**, Other Professionals, *University Recreation*
- **Marisol Chavez Alonzo**, Other Professionals, *Research & Innovation*

C.A.R.E. (CONNECTION, ADVOCACY, RESILIENCE & ENGAGEMENT) COMMITTEE

Mission

The CARE Committee is dedicated to fostering a supportive, inclusive, and connected workplace culture that promotes the holistic wellbeing of all staff. Through advocacy, education, equitable access to resources, and wellness-focused initiatives, the committee empowers employees to thrive personally and professionally while supporting caregiver needs, promoting sustainable work practices, and strengthening engagement and connection across all campuses and work environments. The committee aims for staff to feel valued, engaged, knowledgeable, and empowered to succeed.

Vision

To foster a supportive workplace that promotes the holistic well-being of all TTU staff, regardless of location, through initiatives that enhance wellness and strengthen community.

Committee Highlights

At the end of the 2025-2026 term, Staff Senate voted to dissolve the Red Raider HIT Committee and the Caregiver Committee and merge their scopes into a single committee: the C.A.R.E. Committee. C.A.R.E. will be officially recognized as a standing Staff Senate committee starting in August 2026.

The new committee will carry forward the missions of both the Caregiver and Red Raider HIT committees, with an expanded scope that also supports Texas Tech's Distributed Duty Point Staff – employees working remotely or based at locations such as Amarillo or the DFW campus.

To guide this transition, Staff Senate appointed a temporary working group tasked with determining the C.A.R.E. Committee's name, mission, vision, leadership structure, scope, and any necessary bylaws updates.

2025-2026 C.A.R.E. Working Group Membership

- **Chair, Aimee Cameron**, Other Professionals, *TTU Online*
- **Theresa Madrid**, Other Professionals, *TTUS Information Technology*
- **Heather Higgins**, Other Professionals, *Chemistry*
- **Maggie Corrigan**, Other Professionals, *IT Learning Technologies*
- **Sean Scully**, Other Professionals, *Library*
- **Janet Veal**, Other Professionals, Distributed Duty Point Staff, *TTU at DFW*
- **Rachel Poole**, Other Professionals, *Pre Professional Health Care*
- **Brittany Doak**, Other Professionals, *University Recreation Student Fees*
- **Advisory, Joshua Whitt**, Other Professionals, *Theatre & Dance*
- **Advisory, Erin Engelhardt**, Other Professionals, *Whitacre College of Engineering*

GOALS FOR 2026-2027

The legislative agenda for the 2026-2027 year is a framework built on three pillars: **resources, respect, and recognition**. Together, these priorities strengthen support for the TTU staff community through high-impact, measurable initiatives.

Resources

By the end of the 2026-2027 term, we will:

- Build and integrate a centralized Staff Resource Toolkit on the Staff Senate webpage and integrate within HR's Talent Development onboarding processes that covers wellbeing, professional development, and recognition resources.
- Launch a campus-wide postcard campaign promoting Staff Senate resources, including the Staff Emergency Fund, Issues Committee, Staff Senate Scholarship and Bravos!
- Establish a 5 university-business-day contact standard for issue submissions, paired with a post-service satisfaction survey.
- Increase funds raised by **25%** over previous year.
- Increase Staff Senate Scholarship applications by **15%**, and scholarships awarded by **20%**.
- Increase Staff Emergency Fund applications by **50%**.
- Catalog staff resources across all TTU campuses, including mother-friendly rooms and wellbeing resources for distributed duty point staff.

Respect

By the end of the 2026-2027 term, we will:

- Compile and present living wage data across multiple EEO classifications.
- Partner with HR to ensure Staff Senate service is reflected in annual evaluations.
- Maintain virtual meeting access to increase guest attendance of staff across all duty points for Staff Senate General Meetings.

GOALS FOR 2026-2027

- Increase Distributed Duty Point Staff representation in Staff Senate by 60% over previous year.
- Implement both 30- and 60- day check-ins for newly onboarded alternate senators.
- Increase accepted Staff Senate election nominations by 20% over previous year.

Recognition

By the end of the 2026-2027 term, we will:

- Continue effective communication of the organization's value and growth areas to relevant stakeholders through a templatic approach to impact reports.
- Expand Staff Senate's social media presence to highlight our work, events and staff community.
- Establish signature annual Staff Senate events.

DEDICATION

This report is dedicated to the 2026 outgoing class of the Texas Tech University Staff Senate, whose members have faithfully served from 2023 to 2026.

Throughout their term, these senators have demonstrated a steadfast commitment to service, collaboration, and advocacy on behalf of the staff community. Their contributions have strengthened shared governance, advanced meaningful initiatives, and helped shape a more engaged and supportive workplace across the university.

Through times of both opportunity and challenge, this cohort has led with professionalism, integrity, and a genuine dedication to improving the employee experience. Their collective efforts have left a lasting impact on Staff Senate and the broader campus community.

With sincere appreciation, we recognize and thank the 2026 outgoing senator class for their service and lasting contributions. Their work will continue to influence and inspire future leaders of Staff Senate.

Yours,

Staff Senate Executive Officer Team:

Angela Chisum, 2025-2026 Staff Senate President

Erin Engelhardt, 2025-2026 Staff Senate President-Elect

Joann Wright, 2025-2026 Staff Senate Secretary

Heather Johnson, 2025-2026 Staff Senate Treasurer





STAFF SENATE



TEXAS TECH