



STAFF COUNCIL

Meeting: Wednesday, April 8, 2026, 12-1 PM | In-Person Option: UC 402/UC 403

Zoom Meeting: Click on this link to join <https://usfca.zoom.us/j/89726089704>

Resources: [Notion Board Written Updates](#)

Agenda

- I. **Welcome/Roll Call (Determination of Quorum)/Approve Staff Council Meeting Minutes – President (12:00 - 12:05 PM)**
 - February Meeting Minutes, March Meeting Minutes

- II. **Updates from Executive Board – President (12:05 - 12:15 PM)**
 - HR Updates
 - No additional information
 - Updates from Board of Trustees Meeting
 - Searches: CFO & VP Development
 - President Aceves in Asia for the month of April (Hong Kong, Singapore, Shanghai, Tokyo)
 - Overview of [3 Year Financial Plan](#)

- I. **Update on Staff Council Subcommittees – Vice President (12:15 - 12:30 PM)**
 - Elections & Governance (Hannah Ogden, Chair)
 - General election updates
 - Executive Board election updates
 - Awards and Recognition (Sara Rinaldi, Chair)
 - Milestone pins were ordered, and they should be ready in early fall 2026, including for those staff during the previous year when the pins were not available
 - We will begin discussing how to reshape the [Provost Faculty, Librarian, and Staff Awards](#) so they better recognize and include staff. So that next year's Staff & Merit Awards can include a staff element.
 - [Proposed Staff Recognition Awards 2026](#)
 - Communications (Tina Ricafrente, Chair)
 - Collecting content for May newsletter (last newsletter of the year) - President's message, highlight Michael Fraley's retirement
 - Waiting for the new E-Board to decide on a summer newsletter
 - Inclusion, Diversity for Education and Accountability (D. Perez-Sornia, Chair)
 - [Navigating Power Dynamics and Conflict in the Workplace](#), Tuesday, April 28
 - Campus Accessibility and Safety (Steph Heim, Chair)
 - Professional Development (Jordan Demos, Chair)
 - [LinkedIn Workshop](#), Tuesday, April 14th, 11 AM - 12 PM, hybrid
 - Staff Photo, potentially Summer 2026

- II. **Update on Other University Committees (12:30 - 12:35 PM)**
 - UBAC – Elisabeth Merkel
 - Update from Eric Groves/SEM
 - Enrollment Overview & Strategy: Applications and inquiries are up across undergraduate and graduate programs, with science graduate programs performing particularly well; however, yield rates and international enrollment remain ongoing challenges. Undergraduate enrollment is projected at ~1,500 new students (~9% yield). In response, leadership is advancing a strategic enrollment planning effort focused on long-term revenue growth, increasing outreach to younger high school students and Catholic schools, enhancing

facilities to strengthen recruitment, and implementing adjustments to loan partnerships and early start programs to help stabilize graduate enrollment.

- o Update from Office of Planning & Budget & Interim CEO
 - FY 2027 Operating Budget: The university projects a ~\$8.1M net tuition reduction next year due to a larger graduating class and a higher discount rate. The following fiscal year budget sees a reduced FY27 structural deficit of \$34.4M (from \$36.5M) supported by cost savings.
 - Three-Year Financial Plan: Additional FY 2028 cost reductions (\$25–30M) are expected, with details—including potential staffing impacts—to be determined through a process starting early in the coming fiscal year. The current planning document (to be shared with the community next week) is a snapshot, with further strategy development in progress.
 - Key Cost Pressures: Rising benefits costs are a major concern, with a projected FY26 non-operating deficit of \$7.3M deficit and a likely FY28 increase in the fringe rate for full-time faculty and staff
- [Federal Updates Task Force](#) - Kellie Samson
- Workflex Working Group - Kimberly, Maddy, Tiffany
- Strategic Enrollment Planning Group - Emily Gove

III. **New Business/Open Forum/Q&A (12:35-12:55 PM)**

- Open discussion time set aside for Staff Council members and attendees to raise issues, ask questions, and make suggestions

IV. **Announcements (12:55-1:00 PM)**

- Staff Council members and attendees may announce events and staff opportunities
- Volunteer with [St. Anthony's](#) on Wednesday, April 22
- Volunteer with [Cultural Center's End of Year Ceremonies](#)

V. **Adjournment (1:00 PM)**

Next Meeting: Wednesday, May 13, 2026, Noon-1PM.

Zoom link: <https://usfca.zoom.us/j/84367829904>

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