



TEXAS A&M UNIVERSITY-SAN ANTONIO
Office of the Vice President for Business Affairs
and Chief Financial Officer

MEMORANDUM

DATE: July 14, 2022

At the beginning of the 2021-22 academic year, the University's 2022-26 strategic plan, [Transforming Tomorrow Together](#), was introduced. Goal 5 of the strategic plan aims to establish and maintain a culture of excellence at the University, and a key objective under Goal 5 is to "enhance the institutional commitment to talent through a holistic compensation package, professional development, and career progression in a culture that values inclusion, diversity, and equity." As a fundamental part of the action plan for accomplishing this objective, we have contracted with Evergreen Solutions LLC to conduct a staff compensation study. In this initial work, there will be a Staff Compensation Advisory Committee to support the consultants by offering feedback and institutional context to shape the compensation study. As the study is conducted, the Committee will advise on proposed compensation practices regarding their feasibility and appropriateness to serve specific University needs. The work with the consultants is expected to conclude in September.

The Staff Compensation Advisory Committee, will be under the executive sponsorship of Vice President for Business Affairs Kathy Funk-Baxter. The Committee began to convene in June 2022, with advisement on the compensation study as its focus throughout the summer.

The committee members are:

- Pru Morris, Librarian
- William Griffenberg, Associate Vice President and CIO
- Jane Mims, Associate Provost for Institutional Effectiveness
- Melissa Morales, **Admissions**
- Ryan Cano, Multi- Channel Designer
- Zeak Naifeh, Associate Vice President and Dean of Students
- Darnell Smith, Athletic Director
- Hugo Cantero, Academic Success Coach II
- Martha Olivos-Gonzalez, Director for Human Resources





TEXAS A&M UNIVERSITY-SAN ANTONIO

Office of the Vice President for Business Affairs
and Chief Financial Officer

MEMORANDUM: Revised Committee Members as of October 19, 2022

DATE: October 19, 2022

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SAN ANTONIO

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