



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

Executive Staff Council Meeting Agenda – December 12, 2023 CAB 410A

1. Staff Council Committee Reports
 - a. All Staff Meeting Committee **Liesl Hons**
 - i. Next All Staff Meeting- Thursday, January 11th 9:00am-10:00am in Vista Room
 1. Breakfast will be provided
 2. Rebecca is working on the breakfast
 3. Current Speakers: Ochoa will be speaking, Martha will be talking, Gray Colton – Ombudsman
 4. Possible: Mailroom for updates, Jag Guide
 - b. Social & Community Service Committee **Huda Eltayeb**
 - i. Door Decorating Contest
 1. Finished up the judging
 2. Awards – Grand Prize/President’s Pick, 2nd, 3rd, 4th, and Jaguar Spirit
 - ii. Adopt a Family/Wrapping Party
 1. Thursday, December 14th 2:00pm-4:00pm in Vista Room
 - a. Announcement of the winners from Door Decorating
 2. Next day will be the drop off from 12pm – 2pm on Friday
 3. Total of 22 families
 - c. Appreciation/Recognition Committee **Cindy Alejos**
 - i. Taking nominations, will send another email to get more nominations
 - ii. Deadline is December 18th
 - iii. Honor at the January 11th All Staff Meeting
 - d. Communications/Marketing Committee **Heather Olague**
 - i. Bios and Photos are still coming in
 - ii. All updates will be ready by January meeting
2. Suggestion Box Items
 - a. No suggestion box items ☺
 - b. Additional concerns
 - i. Staff member reached out about any new information on employee compensation and will it be possibly addressed at All Staff Meeting...?
 - ii. Through review, analytic approach looking at both faculty and staff, looking at market issues, working with Martha, budget retreat will be occurring in the spring. Finding the right framework to address this issue.



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- iii. Martha: reviewing the compensation study from last year, time in position and what does that mean as it relates to the model, meeting with the president next week on compensation
 - iv. Committed to working with Martha and others to not just right size but make sure we are setting ourselves up for the future appropriately. Its not one size fits all; looking at years and rank.
 - v. Bringing the recommendations from retreat for staff review
 - vi. Market salary adjustments vs Merit and limitations on Texas Law
 - 1. Looking at the annual evaluation process and ensuring equity in the process
- 3. Updates from Dr. Ochoa**
- a. Working on budgets, right size the budget, working to understand the commitments that are coming due
 - b. Parking Updates coming soon
 - c. 50 listening sessions, 2 more left
 - i. Learning a lot, people have been very candid
 - ii. Student group, Faculty Executive, Pioneer Group, Staff/Faculty Group
 - 1. Leveraging these groups as a sounding board
 - 2. Taking a step back to see what we have accomplished
 - d. How do we grow? Where do we grow? How fast do we grow?
 - i. Having people understand why we doing and what we are doing
 - e. Investiture – Next year
- 4. Open Floor**
- a. Lisel brought up the possibility of a traffic light being placed because taking a left on Zarzamora and Jaguar Parkway is getting very hard
 - i. Dr. Ochoa mentioned that there will also be multiple entrances from Vida onto Zarzamora
 - b. Dr. Ochoa mentioned that it will be a McDonalds next to the Valero, its currently under construction
 - c. Cindy brought up if there was any progress on the AWL process
 - i. Ochoa said that each VP was supposed to send policies to Jessica (wanted to make sure everyone had the same game plan)
 - 1. Only reviewing 100% remote positions at the President level
 - 2. Students have mentioned being disappointed when going to an office and not being able to meet with someone in-person
 - 3. Students also talked with Faculty senate about the need for more in-person classes
 - 4. Balancing students needs with employee needs
 - 5. Jessica will follow back up with the VPs to re-endorse the request if the AWL is still sitting pending review in workday



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5. Adjourn