



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

Monthly Meeting
3:30 – 5 p.m.

November 16, 2022

November 2022 Staff Council Monthly Meeting Agenda

- **Call To Order**
- **Roll Call**
 - President – Mary Kay Cooper (Class of 2022, EEO #1)
 - Vice President -- Rebecca De Leon (Class of 2023, EEO #3)
 - Treasurer – Tim Gritten (Class of 2023, EEO #1)
 - **Secretary -- Allison Noll (Class of 2023, EEO #3) OUT**
 - Historian/Parliamentarian -- Heather Olague (Class of 2024, EEO #1)
 - Cynthia Alejos (Class of 2024, EEO #3)
 - Yaribel Caraveo (Class of 2023, EEO #3)
 - Huda Eltayeb (Class of 2024, EEO #4)
 - **Mia Garcia (Class of 2024, EEO #4) OUT**
 - Angelica Garza (Class of 2023, EEO #3)
 - Aaron Guerrero (Class of 2024, EEO #3)
 - **Liesl Hons (Class of 2024, EEO #3) OUT**
 - Celena Mendoza (Class of 2024, EEO #4)
 - Joseph Pickering (Class of 2024, EEO #1)
 - Clarissa Tejeda (Class of 2024, EEO #1)
- **Guest speaker:** Krystina Irvin (Community Engagement)
 - **On behalf of University's Carnegie committee. University applied for this recognition 3 yrs. ago**
 - **University application for what defines community engagement and show how important it is to the university. The university is seeking the approval for the definition of Carnegie's definition for community engagement and would like feedback from Staff Council.**
 - **Majority vote to move forward with current definition as is with possible edits to the language. Recommendations due within a week.**
- **Committee Reports**
 - All-Staff Meeting – Allison Noll, chair
 - Confirmed Dates
 - November 3, 2022 – debrief
 - **Feedback was positive about afternoon time of meeting and snacks.**
 - January 5, 2023: 8:30-10 am



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Staff Council
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- Looking into a hybrid option for the meeting in January. Some people couldn't make it in person. This option will be brought up to the committee
- April 6, 2023: 9-10 am
- Social and Community Service – Angel Garza, chair
 - Lip Sync Battle and Costume Contest – debrief
 - It was a success!
 - Holiday Wrapping Party for Adopt-A-Family
 - Vista room confirmed for Thursday Dec 15th 3pm-5pm
 - Gifts will be due by the wrapping party and will be delivered by the following day.
 - Holiday Door Decorating Contest
 - Jag Sync sign up available
 - Winner will be announced at the wrapping party.
 - All Staff Social (Spring 2023)
 - Will look a little different that spring since there is a smaller budget
 - Possible location in the new building if it is available.
 - Possible January 12th in the afternoon after Convocation
- Appreciation/Recognition – Cindy Alejos, chair
 - Next award: January 2023 All Staff Meeting
 - Last month 53 % of nominations
 - 10 qualified and 5 did not (committee member, faculty and 2 nominations for same person)
 - Possible highlight those that were nominated
 - Get people to the All Staff Meeting in order to see if they won
- Communications/Marketing – Heather Olague, chair
 - Communications and Marketing assessment
 - Web site
 - Working on updating the website by Thanksgiving
 - Blurb is needed for NOV staff spotlight
 - PP is being worked on for HR and needing information from latest EEO1 meeting
 - Social Media posts
 - Monday spotlight still happening
- **Other Committee Service (reports in Teams, any question for the below?)**
 - Staff Compensation Advisory Committee – Pru Morris
 - SECC – Liesl Hons
 - Employment Engagement Taskforce – Mary Kay Cooper





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- Parking Committee – Rebecca De Leon
- University Food Services Committee – Liesl Hons
- University Resource Commission – Joseph Pickering
- COEHD Dean search – Joseph Pickering
- CFO search – Heather Olague
- Faculty Senate meetings – Heather Olague
- Institutional Effectiveness – Clarissa Tejada
- Parking Ticket Appeals Committee - Huda Eltayeb

-Please remember to enter you notes and look at other committee notes if you have interested in what's going

-At Space committee mtg, use of CAB rotunda came up for events. Three resolutions are being looked into. 1) eliminate all events in that space since its spacet to celebrate 2) keep policy for 3 years when more buildings and room being built 3) eliminate all except more traditional events but that would need to be defined. The general feeling, majority would like the 3 year options with additions of cleanliness between coordinator and facilities. 7-1 for those specific options. Several of those in attendance represent students and their student s activates. There was also a communication issue on how this was sent out but that is a separate issue.

-keeping the policy for the 3 years is the more popular option.

- **New Business**

- Executive Committee updates (Nov. 8 mtg)
 - Dr Matson out and Jessica stepped in
 - Committee reports were discussed
 - CFO open forums were also discussed
 - Martha from HR was asked why seeing cover letters were not an option. Could be an increase in work load in order to retract stuff but Martha would look into it
 - Dr Matson and Kathy at board of regents meeting. Dr. Matson will then be on vacation till after Thanksgiving
 - Retirement party for Kathy Funk Baxter on Dec 8. Do we as staff council want to get her a gift, card say a few words...?
 - Cindi will get a card for retirement (2nd) and everyone will sign it. Mary Kay will look for a plant
 - Power Hour will focus on QEP on NOV 30th
 - Press and signing event on Dec 1 with the partnership with University Health
- HR Update – Martha Gonzalez (at Jury Duty)
- Suggestion Box Items (see supplemental document)





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- Most have answered and also listed on the website
- Some are outstanding only because these issues are being looked at.
- Living wage was a topic concerning subcontractors. When contracts are being reviewed again, there is potential to negotiate but at this time there is no room to raise their earnings
- Departments are allowed to pay students more than \$10 an hour except those who are in Federal Work study since that comes from financial aid
- Listening Hours (EEO)
 - EEO 4 didn't have much attendance. The only question raised was about new employees, would they qualify for the new compensation wage. The answer is yes
 - Discussion to combine EEO 3 and EEO 4 since there is more of an attendance for those in EEO 3. This would help with the push to get EEO 4 into listening hours.
 - Possible encouragement from leadership in order to help with attendance and get a new list of those in EEO 4.
 - Tim will email Martha to get the list and Huda and Celina will reach out to those who.
 - EEO 1 most of the discussion was on parking
 - Handbook for new employees
 - EEO 3 will reschedule and will get a new list from HR
- **Open Floor Discussion** (ideas, issues, concerns)
 - Town hall agenda will need to be looked at with the new interim President
 - 360 evaluation is also something Faculty senate looking into.
 - Mary kay added an example form of the 360 evaluations. It could be an option for employee engagement task for to take on. Staff council can add their feed back in the mean time.
 - Tim added an example for the beginning of the new definition for Community Engagement “The purpose of community engagement is the deepening and sustained authentic and respectful collaborative, two-way partnerships...”
 - No one opposed with this submission from Tim.
- **Adjourn Meeting**

