



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

October 2022 Suggestion Box Items

1. Food (Rebekkah Portlock 10/12/22): For luncheons and breakfast events, it would be really helpful to have food options that meet a wider range of dietary restrictions than simply vegetarian and non-vegetarian. I'm severely allergic to 5 of the big 8 allergens, and knowing that I won't be able to eat anything is a huge disincentive for me to actually attend. I'm sure others are in similar situations as it's often unclear whether certain vegetarian items are also vegan. Even just adding more clearly labeled ingredients near chafing dishes would be helpful and take the guesswork out of something that I'm sure isn't meant to be so frustrating.
 - a. Forwarded to Chartwell's 10/12/22
 - b. Chartwell's response 10/12/22: Please be aware that we are willing to accommodate any dietary restrictions needed for events. My only suggestion would be that attendees with specific requirements communicate those needs to the event coordinators to ensure that those needs are met. Also, I will work with our staff to ensure that item labeling will include more specific item descriptions.
2. Pay (Anonymous 10/13/22): Workshops such as "learn to speak Latinx Genz" come off as lip service to DEI rather than actual efforts to build an equitable environment. We all speak the language of money. Stop offering laughable wages and you'll have an easier time recruiting eager and energetic young people looking to make a difference. You can't make a difference when you feel like \$6 for coffee is splurging or your paycheck is half eaten up by rent or you hope every morning that the new weird sound your car is making will go away by itself because you can barely afford regular maintenance let alone major repairs. The university tries to obfuscate hourly pay by adding in benefits as if medical procedures are free just because you have insurance. 20% of a \$1000 dental procedure is still \$200. Stop talking about how to energize your work force, how to attract more talent, how to manage the mental health problem when the answer is glaringly obvious: pay people more.
 - a. Did not forward anywhere as we are already working on this with the compensation study.
3. Job Postings (Confidential 10/14/22): Can the university stop posting "commensurate" for job salaries on job postings and actually show the salary amount? Commensurate is posted for every single position that has set salaries with no room for negotiation so this is confusing and unhelpful for the university and the applicants.
 - a. Forwarded to Martha 10/14/22
 - b. From Martha (10/28/22): When we are posting a position we will ask the hiring manager if they would like to post a salary or hourly rate or post the pay as commensurate. Most positions end up with "commensurate". Part of the issue is

that in Workday this field does not have enough space to put a salary or hourly range and will only accommodate a fixed amount. A manager may not want to post a fixed salary because the salary offered will probably depend on the candidates qualifications, so it *is* commensurate. What we have done at times is in the body of the posting we add a pay range provided by the hiring manager. We can offer this to the managers as well as adding the pay grade to the body of the position.

4. Street name (Yaribel Caraveo 10/14/22): I was wondering if anyone could help clarify which is the correct spelling of the street in front of Patriots' Casa. The campus map online has it spelled "Patriots Parkway" and the recently installed signs have it written as "Patriot's Parkway". Any clarification would be greatly appreciated.
 - a. Forwarded to Kathy Funk-Baxter 10/14/22
 - b. 10/28/22: The street sign is correct. The map is incorrect and will be corrected.
5. Madla 304 Lounge (Lukas Green 10/28/22): Misuse of faculty/ staff lounge in Madla 304. The area is completely unkept and members of the A&M-SA staff and faculty leave it completely dirty and do not clean up after themselves. I and other staff members have begun avoiding using the lounge entirely due to the lack of cleaning and general misuse of the area. People are leaving food in the sink and fridge for so long that it begins to have a horrible smell.
 - a. Forwarded to Kathy Funk-Baxter and Corrin 10/28/22
 - b. 10/31/22 from Ernest: Thank you for alerting us of this issue. Sadly though, the university's IQS janitorial services contract does not include disposal or washing utensils left in sinks, including cleaning the interior of appliances like refrigerators and microwave ovens. Regular trash removal, wiping countertops, and interval floor cleaning are some of their duty responsibility. I would suggest perhaps posting friendly signs reminding our colleagues to clean up behind themselves after using the break room. Let me know if you would need help with the sign.