



Staff Council All Staff Meeting
Streamed via Webex in Auditorium, Vista, and Ceremony Room.
August 12, 2020

Opening remarks – Miriam Magdaleno

- i. Submit questions that were not yet answered to the staff council suggestion box on the webpage. Questions will be addressed with the appropriate people.
- ii. Miriam recognized and thanked the outgoing staff council members for their dedicated time and energy: Sarah Timm (Secretary), Rachel Montejano (Treasurer), Ester Woodbury (Historian/Parliamentarian), and Nancy Larson (President).
- iii. Miriam introduced the executive committee: Jarrick Brown (Vice President), Liz Chavez (Secretary), Cristina Dominguez (Treasurer), and Jessica Brunette (Historian/Parliamentarian). Incoming staff council members include: Dr. Mary Kay Cooper, Alyssa de la O, Franci Leal, Abigail Montanez, Bryant Moore, and Jessica Brunette. Visit our webpage to read each member's bio.
- iv. Stay tuned for upcoming events. Some social and service opportunities include but do not limit to: senior pen pals, SA Food Bank volunteering, adopt-a-family, Netflix watch parties, socials, etc. Follow Staff Council on Facebook or Instagram.
- v. Fill out the census if you have not already and remind your friends and family. The census is important, along with our civic duty to vote in November. Currently, we are scheduled to be a polling site on campus.
 - The new census deadline is September 30th.
 - You may do so online at 2020census.gov.
 - The University census webpage: tamusa.edu/census2020.

Speaker- President, Dr. Cynthia Teniente-Matson

- i. Dr. Matson echoed sentiments and thankfulness to the outgoing staff council members. Due to COVID, we were not able to issue the plaques and awards just yet. She thanked Nancy for starting the Employee Spotlights reward program last year.
- ii. There have been various town halls and meetings where hopefully all questions have been answered. She highlighted the diligent team that is regularly reviewing the Community.Safety.TOGETHER plan which includes different measures to help mitigate risk and reduce the spread on campus:
 - Environmental branding around the floors and across campus to promote social distancing
 - Enhanced sanitization process and procedures.
 - Plexi-glass in various spaces.
 - Socially distanced furniture.
- iii. Dr. Matson acknowledged that the team does not have all the answers and asked staff to share feedback or ideas. It takes the community. If you learn about something that has not been thought of here, let any of the VP's or Chief of Staff, Jessica Loudermilk, know.
- iv. She referenced economic realities and what the budget looks like this coming year, with the public notice to produce a 5% reduction "claw back" for the fiscal year we are in as well as FY21 (totaling a 10% cut). Dr. Matson received questions via various avenues about furloughs and layoffs.





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- She explained that while nothing can be said with 100% certainty, based on how the new budget is being built and proposed by Kathy, there is no reason to have a furlough or to lay off any positions.
- She emphasized that this does mean need for tight budgets, some changes include:
 - a. Changes to newer positions.
 - b. Introduce concepts like Term hires.
 - c. Prepare for 2021.
- v. The new Classroom Hall Building ribbon cutting is Tuesday, August 18. The next 4 buildings will move south for the quad area development.
- vi. Dr. Matson final statements were in reflection toward a bright future and hopeful about what is around the corner, out of COVID. She wished everyone a great semester.

Speaker- Provost, Dr. O' Brien

- i. Dr. O'Brien reported receiving data about student numbers at 8:05 and described it currently looking better than 3 weeks ago.
 - He confirmed that in regards to all combined students, we are at half of 1% behind the count from last year.
 - In reference to student credit hours, we are almost 1% ahead of last year at this time (marked by the number of days left before the first day of school).
- ii. He spoke about the face to face classes with block schedules.
 - Block schedules will be used. Courses will begin at 8, 9, 10, or 11, and are scheduled to allow 2 hours of cleaning afterward for the next block. He asked Jane Mims, Assistant Vice Provost, to create a heat map showing the max amount of students that will be on campus in a classroom setting at any given time (Monday through Saturday for 30 minute blocks).
 - a) Biggest number they have is 384 spread over all 5 campus buildings.
 - b) Labs will be staggered, students will rotate.
 - c) Max number of classrooms used this semester is 44.
- iii. He thanked staff for working so hard and recognized everyone's efforts in making the campus run. He said he was amazed by what has been accomplished in a short period of time. He recognized that what is going on at other campuses may not work here.

Speaker- Vice President of Student Success and Engagement, Dr. Mari Fuentes- Martin.

- i. Dr. Fuentes-Martin was introduced by Miriam. She joined the jaguar community last spring. She has served in various leadership roles including but not limited to overseeing LSU's military and veteran student center, numerous student affair positions at the University of Texas Pan American, University of Texas Rio Grande Valley, at University of Texas at Brownsville, Texas Southwest College, Texas A&M-Corpus Christi and the University of Notre Dame.





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- ii. She leads the university to enhance student success and engagement opportunities and to develop assessment for quality programs. Dr. Fuentes-Martin expressed thankfulness to all who are committed to working with students and recognized the Esperanza Hall move-in volunteers. She shared her vision and pointed out that success is not only about retention and graduation, but it is also the holistic development during their time as a student. Success includes but does not limit to:
 - Enhancing student talents and skills
 - Encouraging students to take calculated risks to blossom into who they want to be.
 - Helping students discover their potential.
 - Connecting and sharing student stories.
 - Preparing them for leadership.
 - Providing opportunities for engagement.
 - Offering professional development.
 - Engaging them in campus traditions, and so much more!
- iii. Dr. Fuentes-Martin shared appreciation about the Community.Safety.Together initiative as we each navigate how to work, live, and learn in a new normal. New strategies and modes of outreach are in place to promote student safety about various topics such as drugs, alcohol, COVID-19, etc. She pointed out ways it has and will continue to take collaborated efforts.
- iv. Student affairs is here to help students feel build a successful and strong foundation of experiences. She thanked colleagues and affirmed that while it can be challenging, it is also rewarding.

Speaker- Vice President of Business Affairs and Chief Financial Officer, Kathy Funk-Baxter

- i. VP Funk-Baxter was introduced by Miriam as she is also new to campus. She brings over 25 years of higher education experience. Her experience includes but does not limit to: VP at UTSA, as well as Executive VP for Finance and Administration at A&M- Corpus Christi.
- ii. Her team has worked together towards building a safe campus for everyone. She listed some initiatives for the coming year regarding facilities and space planning.
 - Ribbon cutting event on August 18 for the new Classroom Hall building.
 - The quad’s design plan is completed. The second quad building is in the design phase with the goal of it opening Fall 22. Her team put together a tuition revenue bond package for another quad building that would facilitate a new academic program that is being requested at the state legislature level. She is hopeful that the state appropriations and budget will allow this.
 - Plans to start moving staff out of Modulars C and B.
 - Reprogramming the recreational center.
 - South star campus partnership development project.
 - Begin planning for additional student housing.
 - Financial stability efforts for the university. She said she intends to keep everyone informed and to develop new monthly reports for President Dr. Matson. She explained that she is working on the legislative appropriation request for FY 22 and 23 budget funding. She will continue working on university resource commission and ways to improve financial revenues and operations.





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- iii. Lastly, she confirmed changes in the structural organization within Business Affairs, as the compliance office and operations manager departed this year.
 - The operation officer position has been filled by David McKenna who will be here next week. He is from A&M Commerce and has several years of experience.
 - The compliance officer is filled by Karen Royal from A&M Kingsville who is joining us in 2 weeks.
 - Our title IX officer, Jan Parten, will retire in late September. Dr. Joni Baker will join us in late September and brings lots of experience in equal opportunity and title IX.
- iv. In her closing remarks, she said she is thankful to be here and to serve.

Speaker- Dr. Janette De Deimar VP for Advancement and External Relations

- i. Dr. De Deimar reflected on the past year and thanked everyone for working together in different ways during a time where campus safety is the highest priority.
- ii. She listed various ways the external relations division has supported the community.safety.TOGETHER mission and emphasized that it takes everyone. The marketing and communications infrastructure is almost fully developed and she recognized her team. The new leadership team members include:
 - John Sanchez, Executive Director of Advancement who has been with us since April. He has assisted with high profile jobs and has started working with other divisions.
 - Anna Romskog was hired before John. She has a background in philanthropic and preservation fundraising.
- iii. Dr. De Diemar recognized some initiatives being worked on:
 - Her team has worked on messages and deliverables about COVID: Safety.Community.TOGETHER.
 - They have collaborated with enrollment management to identify who our audience is and new strategies to reach them.
 - a) She expressed the power of using many methods to reach others such as: social media, storytelling, etc.
 - b) The bridges program will be extended into Fall 21.
 - c) Last all staff meeting, Dr. De Diemar spoke on her vision for enhancing abilities to tell stories about our faculty, staff, and students. She is excited to see some already and hopes to continue building on this.
 - d) She applauded the Mays Center and the E-Sports program for their hand in fundraising for the Jaguar Life Fund. This will continue in December and will be included in part of our annual giving.
 - e) A complete website re-design is in the works to be hopefully launched in the Spring, in three phases. The website is about 8 years old and needs different departments to help manage and support this project. Several departments across the University are recruited to join the website collaborative taskforce.
 - f) ITS will launch a Jaguar mobile app very soon.
 - g) With the University having a robust social media presence, stay tuned for a social media hub with representation from the university to coordinate strategic calendars.





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- iv. With so much going virtual, Dr. De Diemar noted her philosophy is about collaboration and amplifying the universities success and growth stories. She acknowledged that marketing and communications cannot do this alone. Each department holds content experts on various subjects and we each have audiences in different groups. If have a story to share, email pr@tamusa.edu or the team.

Speaker- Director of Inter-Collegiate Athletics and Recreational Sports, Darnell Smith

- i. Darnell Smith is also new since the last all staff meeting and was introduced by Miriam.
- ii. He thanked all the faculty and staff that have worked with his team and expressed gratitude for everyone's contribution to building athletics, telling stories, and Community.Safety.TOGETHER.
- iii. With everything going on in athletics across the nation, A&M-SA has cancelled Fall sports. He looked forward to competing in the future and mentioned hiring a trainer in September.
- iv. He confirmed that the team has new coaches and that he looks forward to competing in the Spring. Visit the website to check out their bios and review updates. New coaches include:
- Nicole Dufour is the softball coach from San Antonio. She attended Southside High School.
 - Christi Cano is the men golf coach. She is also from SA with extensive golf background.
 - Leslie Pierce is the women soccer coach. She has coached before and was a professional athlete.
 - Stephen Sherman is the Assistant Athletic Director of Compliance and Athlete Services.
- i. He recognized his team for being flexible during this time:
- Art Olague, Director of Recreational Sports
 - Amber Graham, the Fitness and Wellness Coordinator
 - Trevor Brunet, Competitive Sports Coordinator
 - Travis Yang, Esports Head Coach
 - And the student workers and graduate assistants
- v. The soccer and softball fields should be done in September.
- vi. He talked about the fundraising efforts and shouted out to the esports coach, Travis.
- vii. He asked staff to call him or email him or his team for updates.

Speaker- Chief Human Resources Officer, Martha Gonzales about Employee Rewards

- i. Staff rewards was first implemented in 2019 and will continue. These awards are to be given annually to recognize and appreciate staff who exemplify outstanding performance with university core values to develop, impact, and transform. The four awards categories:
- On a mission to excellence award for those who embody courage, innovation, forward thinking, and does not avoid opportunities to take calculated risk for the betterment of the university.
 - The rising professional award is given to staff who has worked in higher education for less than 3 years. This is to highlight their contributions and impact on the university.
 - The outstanding professional award is for those who have worked in higher education for more than 3 years. It speaks to exemplary commitment to professional integrity.
 - The jaguar excellence award is given to program or group that demonstrates creativity, innovation, and appeals to a diverse campus community. They exemplify values of collaboration and partnership
- ii. Qualifications:





TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

- Nominees must be an A&M-SA staff member
 - Employed in a full time budgeted position.
 - Must have been employed since September 1, 2019.
 - Has good standing with the university and a current satisfactory performance evaluation
- iii. The call for nominees is open now for about 3-4 weeks. The link is on the HR webpage.
- iv. A review committee receives the nominees and make a collaborated decision. Members of this committee include the president's cabinet and representation from each division.
- v. Winners receive:
- A commemorative plaque
 - 1000\$ (after taxes and deductions.)
 - Recognition on the website.
 - For the group award, it is given to the group to use internally on campus.

Closing remarks- Miriam Magdaleno

- i. Miriam thanked the speakers and asked staff to submit suggestions or questions via the suggestion box.
- ii. The next staff council all staff meeting is November 10
- iii. Fall convocation is on August 18
- iv. President's Picnic is on August 26
- v. Choose.Act.Impact is on September 12
- vi. Hispanic heritage month kick off is on September 16
- vii. Miriam concluded by thanking the all staff meeting committee who made the meeting happen in this new format.



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Staff Council

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