



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

Minutes – November 19, 2019, 9 a.m.

Quarterly All Staff Meeting

Vista Room

Meeting Began at 9am (No Breakfast)

I. Introduction and Welcome – Nancy Larson, Staff Council President

- Nancy asked that those in attendance take any and all of the flyers on the tables. She specifically pointed out the Staff Emergency Fund Payroll Deduction form on the tables. We have currently raised about \$1300 and we want to get to \$2000 before we open the fund up for applications. If staff have questions about the form, please ask Lloyd Butler.
- The Thanksgiving Potluck is coming up this Friday from 11:30am to 1pm in the Vista Room. Please sign up for side dishes. Staff Council will be providing trivia at the event.
- The door decorating contest is coming with judging on December 3rd so start thinking about how you want to decorate now.
- Nancy has received lots of suggestion box items and she appreciates those. A lot of them have been anonymous but she encourages staff to put their name on them so it is easier to follow up and get further information when needed in order to solve the issue. She reminded staff that notes from monthly Staff Council meetings and Executive Staff Council meetings are on our website. Finally, Nancy gave the example of the suggestion she received regarding the men's locker room showers not draining and stated that staff should feel empowered to submit a facilities request for issues such as these so they can be updated on the status of the issue by facilities. Hugo demonstrated how to submit items to the Staff Council suggestion box and how to subject a facilities request.

2. Presentation of Employee Spotlight Awards – Cynthia Matson, President

- Per Dr. Matson it's an amazing time to be a Jaguar. Last Friday it was announced that Southstar Communities will be launching VIDA, San Antonio's newest master-planned community that will include housing on the southeast corner behind Zarzamora.



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- The Dream Maker Luncheon was held yesterday and Mr. Paul Denham gave a \$1 million donation. Over \$200,000 was raised at the luncheon that will all go towards student scholarships.
- The Lights of Esperanza will be held on December 3rd which is the first Tuesday after Thanksgiving. This day is also the exact same day when the A&M Board of Regents voted our school to be established as a system center (20 years ago from December 3rd). There will be a beam signing for the new academic building behind CAB happening in the afternoon on the same day so watch for more details via email soon.
- A&M-SA has been selected for Excelencia in Education's Institute on December 11th with a team of five people led by Kim Nanez.
- Dr. Matson is thankful for everything that is happening and she looks forward to seeing us at the Thanksgiving Potluck and Lights of Esperanza.

Ursula Vaughan was the October Employee Spotlight of the Month Award Winner but because she works remotely, we'll be presenting her with her certificate at January's all staff meeting. Stephen Shiu was the November Employee Spotlight of the Month Award Winner nominated by Ester Woodbury. Per Ester's nomination, he goes above and beyond and helps her do her job better. He responds to emails very quickly and has demonstrated outstanding support and positivity.

3. ComPsych Guidance Resources (New EAP) and Total Rewards Initiative - Francy Leal, Senior Human Resources, Benefits & Wellness
Francy gave a presentation on ComPsych Guidance Resources who have been in effect as the university's new EAP since Sept. 1, 2019 (replacing Deer Oaks). She stated that the vendor is here today at a table in the hallway outside of the Vista Room so please feel free to stop in and speak to her. Copies of Francy's presentation were placed on the tables.
 - How to Access ComPsych: HR home page under benefits or Google Search
 - Once at their website: Register and then create a profile which is confidential.
 - About icon on their website contains an overview of their resources
 - "More" tab at top contains on demand trainings, discounts and a Tell-It-Now poll that will take the pulse of how you're feeling today and give you suggestions for trainings and readings
 - Work & Education tab: you'll find career development, personal development and more
 - You can also access their resources through the Guidance Now App (bright blue with white lettering): available for android and iPhone





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- Total Rewards-Francy demonstrated where to go in Workday to find your total compensation (not just your base pay but other pay items and benefits).
- In Workday click on the Pay worklet and then Total Rewards. The circle diagram shown is interactive, so you can click on parts of it to see your benefits such as longevity and hazard duty pay. You can also see employer contributions towards your health care benefits, insurance and retirement savings.
- Francy introduced a new member of the HR team, Deepshikha Vyas and she can help answer questions about benefits and wellness.
- Francy also recommended that staff check the HR e-blast to watch the Total Rewards section to see new benefits and discounts that are available.

Pru asked, “How do you know how many months of service you have?” Per Francy, you can look at your overview and state service time in Workday. Francy stated you can also call HR or Payroll and they can help you find that in Workday. Joni asked, “Do we still have blue points?” Francy said, “Yes!” If staff visit my evive and click “Well on Target” that will take you to your blue points.

4. Athletics Update and Master Plan Update – Bill Spindle, VP of Business Affairs and Chief Financial Officer (10 minutes)

- Per Dr. Spindle, this group is led by Trevor Liddle and they are focused on improving infrastructure not only on campus but around campus. Dr. Spindle showed where a future East and West Connector (Jaguar Parkway) and Kelly Parkway (Mauermann) could potentially be much larger busier parkways.
- He also illustrated the three mile arc around Toyota where you can't build any housing and therefore the university must build beyond the arc. Vida is outside this arc.
- The classroom hall that's coming next fall will have 19 more classrooms and offices for faculty. The second new building after that will have the College of Business and the new library by 2022.
- The Rec Center will be built by 2022. It will contain a cafeteria, e-sports facility, arena that will seat 1,000 people, small financial literacy area (bank) and lots of hangout space. Athletics has been relocated to the Northwest corner from the Southeast corner and we would love for this to consist of a softball stadium, baseball stadium, community athletics facility, multi-purpose practice fields, and competition soccer and track venue. We will need help with funding for this from county bonds.





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- Research will get moved more to the East.
 - TDEM (Texas Department of Emergency Management) and TEEEX (Texas A&M Engineering Extension Service) buildings will also be coming. TEEEX currently has a training center on Presa Ave but they want a larger facility for training purposes. TDEM will build a warehouse and facility for first responders to train in. This space will look like a gym and we can use it for our athletics programs. TDEM is funding this project. Hope to have it complete by 2022.
5. University News Site and Introduction of New Advancement Team Members – Jeanette DeDiemar, VP of University Advancement and External Relations (20 minutes)
- Dr. DeDiemar wanted to personally thank staff who worked on Dream Maker Luncheon and this includes Miriam, Fernando, Mary Kay, Jan, Julia, and Cleo who just started two and half weeks ago. \$204,000 were raised (the year before they raised \$185,000) and after expenses for the event were included they raised nearly \$165,000.
 - The Foundation board members will be here for the Lights of Esperanza.
 - They are trying to deploy #onamission in many news ways (for example new banners around campus).
 - Staff can go online to fill out the Marketing and Communications request form if they need assistance from their department.
 - The Executive Director of Integrated Marketing & Communications search is in progress and should hopefully be wrapped up by Dec. 15th. They are also hoping to wrap up the search for the social media position soon. Fernando Estrada is available for web help. Extension 1115 or 1118 is how you can reach Marketing and Communications staff. Visit tamusa.edu/marcom-form to get to their site to request help.
 - A social media hub has been formed that will meet monthly once the social media coordinator has been hired. Imagine the reach and engagement we could have if we worked together.
 - The university needed a news site because we've been telling a lot of stories but haven't been storing them anywhere. They hope to officially launch A&M-SA Today on Dec. 15, 2019 which will bring together all the news. You can find it at tamusatoday.com and they are hoping Google will pick this up as an official news site. The site is still focused on Build, Transform, Impact with a full rollout in January.
6. Dr. Melissa Mahan, Vice President of Student Affairs





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- Women @ Work is sponsoring two events this week so please check the flyers on your table for more information.
- This week is International Education Week so watch for events around campus.
- We're getting to that stressful time in the semester and students may need you to escort them over to Counseling and Wellness Services.
- Two surveys coming out in February – MISO and NSSE
- We are a polling location now and we had 280 people vote in November.



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