



TEXAS A&M UNIVERSITY - SAN ANTONIO

## Staff Council

**Monthly Meeting**  
**3:30 – 5 p.m.**

**December 14, 2022**

### **December 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)
  - Historian/Parliamentarian -- Heather Olague (Class of 2024, EEO #1)
  - Cynthia Alejos (Class of 2024, EEO #3)
  - Yaribel Caraveo (Class of 2024, EEO #3)
  - Huda Eltayeb (Class of 2024, EEO #4)
  - Mia Garcia (Class of 2024, EEO #4)
  - Angelica Garza (Class of 2023, EEO #3) **absent**
  - Aaron Guerrero (Class of 2024, EEO #3)
  - Liesl Hons (Class of 2024, EEO #3)
  - Celena Mendoza (Class of 2024, EEO #4)
  - Joseph Pickering (Class of 2024, EEO #1) **absent**
  - Clarissa Tejeda (Class of 2024, EEO #1)
- **Committee Reports**
  - All-Staff Meeting – Allison Noll, chair
    - Confirmed Dates
      - January 5, 2023: 8:30-10 am **provided updates to council about topics for January meeting with breakfast; meeting will be recorded so those who can't attend can watch after the fact**
      - April 6, 2023: 9-10 am **moving meeting to afternoon timeslot to match the positive feedback received from the November afternoon meeting**
  - Social and Community Service – Angel Garza, chair
    - **Holiday Wrapping Party for Adopt-A-Family – tomorrow! Information sent to all departments; wrapping paper and other supplies will be available during the party for Adopt-a-Family participants to wrap gifts.**
    - **Holiday Door Decorating Contest 18 doors entered and winner should be announced at wrapping party.**





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- All Staff Social (Spring 2023) – an update **plans on hold as it is Dr. Matson's last day, so there are other events happening that day that would conflict with the time**
- Staycation? **Will be discussed after break**
- Appreciation/Recognition – Cindy Alejos, chair
  - Next award: January 2023 All Staff Meeting **There were 9 nominations for January's spotlight award. HR is currently reviewing for eligibility. Still on track to present at the January meeting.**
- Communications/Marketing – Heather Olague, chair
  - Communications and Marketing assessment
  - Web site **will provide information from suggestion box items and answers online; planning to wear staff council polos to next All Staff Meeting for group picture**
  - Social Media posts **planning to post pictures of doors from decorating contest**
- **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
  - 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
  - Space Committee - Tim Gritten
- **New Business**
  - Executive Committee updates (Dec. 13 mtg) – cancelled **cancelled due to special meeting we held on November 29th**
  - Executive Committee special session (Nov. 29) **discussed any loose ends that Staff Council wanted to handle prior to Dr. Matson's departure.**
    - **Ombudsperson for Staff – Faculty representative open to working with staff as well as faculty. Wasn't able to get on the Faculty Senate for their final meeting of the semester, but will be meeting with them in January to ensure that he is approved to share his services with staff.**





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- Internal communication – going to be handled through the employee engagement survey
- Staff workload – staff being tied to their desks and not able to attend events; handled through the employee engagement survey
- Website – frustration with new updates and not being able to find information on website; want additional training on information to include on website, etc.
- Compensation – already being worked on with compensation study
- 360 feedback – needing to explore how it would be possible for feedback without feeling like employees can't evaluate their supervisor
- Culture of staff – staff feeling valued/devalued which is being discussed in other studies; didn't spend much time discussing this topic
- HR Update – Martha Gonzalez
  - Compensation Study – meetings being held and working with consultants; presentations being done for VPs to help determine on how to move forward
  - AWL has been revised with more descriptive information; campus level decisions can also decide how to proceed; more information to be provided at All Staff Meeting in January
  - Employee Development Day – Clarissa, Yari, and Huda volunteered to represent Staff Council on the committee with HR
  - Early release before holiday is still not certain. Chancellor will provide decision next week.
- Suggestion Box Items (see supplemental document)
  - Living wage – contracts in place for vendors in terms of wages; student worker wages vary based on their office and the aid status.
  - Maps – add proper labeling on the maps to ensure via zones/HEB delivery zones are labeled appropriately
  - Various suggestions – work order form available to notify SSC that there is unkempt areas/restroom issues; hands tied on vending prices
  - CFO search – no plans to put search on hold for now
  - Virtual options – planning to record the meeting to allow those who won't be at the meeting to tune into what happens at the meeting
- Listening Hours (EEO)
  - Will be planning for in-person and virtual listening hours in spring semester. EEO 3 didn't end up having a virtual option in fall, but will plan sooner for spring semester. SC committee will reconvene in January.
- **Open Floor Discussion** (ideas, issues, concerns)
  - **Chartwells** – right to exclusivity on pause until May 2023





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- **Meet n Greets for interim president? Can dates be planned and shared ASAP?**
- **Adjourn Meeting**



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Staff Council  
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