



TEXAS A&M UNIVERSITY - SAN ANTONIO

## Staff Council

**Monthly Meeting**  
4 – 5 p.m.

**October 19, 2022**

### October 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) **absent**
  - Secretary -- Allison Noll (Class of 2023, EEO #3)
  - Historian/Parliamentarian -- Heather Olague (Class of 2024, EEO #1)
  - Cynthia Alejos (Class of 2024, EEO #3) **absent**
  - Yaribel Caraveo (Class of 2023, EEO #3)
  - Huda Eltayeb (Class of 2024, EEO #4)
  - Mia Garcia (Class of 2024, EEO #4) **absent**
  - Angelica Garza (Class of 2023, EEO #3)
  - 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)
  - Clarissa Tejeda (Class of 2024, EEO #1) **absent**
- **Special guest speaker** – Janae Johnson
  - **Email [parking@tamusa.edu](mailto:parking@tamusa.edu) if there were any errors with tickets for parking that should not have been given. Ex: Lot 1 parking permits parked in lot 2 where they should have been able to overflow. Marketing and Communications committee going to work on social media coverage.**
  - **Working on getting aerial photos to show where lots are and who can park in each lot/overflow parking.**
  - **Updates to parking rules/regulations are being considered for next academic year**
  - **Introductory meeting held October 14<sup>th</sup>**
    - **Talked about different opinions for lots and bringing documentation for requests about how each lot can be used.**
- **Committee Reports**
  - All-Staff Meeting – Allison Noll, chair
    - **Confirmed Dates**
      - **November 3, 2022: 2-3 pm**
        - **Planning in progress for this meeting with snack/sweets being worked on with Chartwells.**





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- Presenters are being contacted and confirmed
  - January 5, 2023: 8:30-10 am
    - Meeting confirmed to be moved to January 5<sup>th</sup> instead of January 12<sup>th</sup> to avoid conflicting with spring convocation
  - April 6, 2023: 9-10 am
- Social and Community Service – Angel Garza, chair
  - Lip Sync Battle and Costume Contest – event on October 31<sup>st</sup>
    - Volunteers needed for behind the scenes help with the curtain opener/closer, spotlight manager, program distribution, and photo booth in lobby of auditorium
  - Holiday Wrapping Party for Adopt-A-Family – further planning to be done after the lipsync battle event
  - Holiday Door Decorating Contest – further planning to be done after the lipsync battle event
  - All Staff Social (Spring 2023) – still looking at budget to determine what type of social can be done after convocation in January
- Appreciation/Recognition – Cindy Alejos, chair
  - Next award: November 2022 All Staff Meeting
  - Voting information sent out this week and finalists will be tallied later this week to prepare for All Staff Meeting presentation
- Communications/Marketing – Heather Olague, chair
  - Communications and Marketing assessment
  - Web site
  - Social Media posts
  - Advertising for Lipsync Battle, HEB delivery article from The Mesquite
  - If any member has ideas for social media, let the committee know!
  - Slides to include in staff onboarding with HR to bring awareness about Staff Council and events that we host
  - Website is updated through September as of now. Suggestion box items shared are condensed to be more to the point with website appropriate descriptions for each suggestion.
  - Plan to continue sharing photos from events including lip sync battle, conversations with Dr. Matson, etc.
- **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 nominated to represent SC.





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- University Resource Commission – Joseph Pickering
- COEHD Dean search – Joseph Pickering
- CFO search – Heather Olague
- Faculty Senate meetings – Heather Olague
- Institutional Effectiveness – Clarissa Tejada
- **New Business**
  - Executive Committee updates (Oct. 11 mtg)
    - Discussed suggestion box, listening hour updates, ideas for conversations with Dr. Matson
    - Debrief information on the fire in CAB
    - Messaging about affordability being created and shared
    - Upcoming events also discussed power hours, A&M-SA Day at the Zoo, Lights of Esperanza
  - HR Update – Martha Gonzalez
  - Suggestion Box Items (see supplemental document)
    - Digitized event announcements for student activities, etc.
    - Campus food for events on campus for dietary restrictions. Reach out to leader of the event to get specific food requests. Add descriptions on food for events when invitations are sent out.
    - Pay – had specific opinions about the salary level. Did not respond as the salary compensation study is happening. Suggestion was also anonymous, so couldn't respond easily
    - Job Posting – can we stop posting commensurate for salaries on job postings? Question was sent to HR to further discuss and investigate.
    - Clarification about the spelling of the road in front Patriots Casa. Working on figuring out what the correct spelling is.
  - Listening Hours (EEO and Dr. Matson)
    - Internal communication about remote work and AWL; Certain number of hours allowed and better communication
    - Parking and compensation
    - 360° evaluation – supervisor to employee and employee to supervisor; worry about retaliation, have regular check ins and opportunity to evaluate their supervisor.
    - Why do you stay at TAMUSA? Tried to focus on some positive thoughts in light of the negative comments
    - Frustration with the website, missing links, limited templates, etc.
    - Working on closing the loop with the listening hours to ensure that we don't lose hope for the ideas and issues brought forth. Also need to be transparent on when there is something that we can't do.





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- Conversations with Dr. Matson went well with many questions that were brought forth. Less tension in the room. Promotion with inclusion of more accurate panelist information.
- **Open Floor Discussion** (ideas, issues, concerns)
  - Corporate Cup participation – Art Olague
    - June 2-3, 2023
    - Olympic style competitions in Division 1
      - Cornhole, basketball, chipping contest, other events
    - Open to any faculty/staff with TAMUSA, but costly to participate at \$4,000. Would need 50-60 participants.
    - Incorporating this item into staff meeting agenda.
- **Adjourn Meeting**

