



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

August 2025 Staff Council Monthly Meeting Agenda

I. Welcome/Call to Order

II. Roll Call

- Dr. Reba Sims - President (Class of 2025) (EEO 1)
- Dr. William Kingsbery - Vice President/President Elect (Class of 2026) (EEO 1)
- Iris Castillo - Secretary (Class of 2026) (EEO 3)
- Valeria Cazares Reyna - Treasurer (Class of 2026) (EEO 3)
- Myles Lofland – Historian/Parliamentarian (Class of 2026) (EEO 1)
- Jessica Reynolds (Class of 2026) (EEO 1)
- Kevin Castro (Class of 2026) (EE03)
- Stephanie Gonzalez (Class of 2026) (EEO 3)
- Samantha Broughton (Class of 2027) (EEO 3)
- Alissa Meyer (Class of 2027) (EEO 3)
- Christina Ibarra (Class of 2027) (EEO 4)
- Jamey Nail (Class of 2027) (EE04)
- Mary Jo Bilicek (Academic Affairs)
- Mary Kay Cooper (University Advancement)
- Valeria Delarna (Business Affairs)
- Douglas Daigle (Enrollment Management)
- Anthony Washington (Student Affairs)
- Hoyt Garner (Strategic Communications)

III. 2025-2026 Priorities

1. Strengthening Shared Governance Committees

- a. **Objective:** Enhance collaboration and ensure staff voices are integral to institutional decision-making.
- b. **Actions:**
 - i. Ensure staff representation on key committees and that these committees meet accordingly.
 - ii. Establish regular feedback loops to communicate committee outcomes to staff.

2. Enhance Staff Sense of Value

- a. **Objective:** Ensure staff feel valued and appreciated for their contributions.
- b. **Actions:**
 - i. Offer professional development opportunities that support career growth.
 - ii. Explore opportunities to continue expanding employee perks.

3. Enhance the Culture of Connectedness

- a. **Objective:** Foster a sense of community and belonging among staff.
- b. **Actions:**
 - i. Continue organizing regular social and networking events.
 - ii. Continue promoting transparent and open communication.



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Staff Council

IV. Upcoming Staff Council Events

- a) **Quarterly All Staff Meetings**
 - i) Wednesday, September 3, 2025 (9am-11am)
 - ii) Thursday, November 13, 2025 (1:30pm-3:30pm)
 - iii) Thursday, February 5, 2026 (9am-11am)
 - iv) Thursday, April 30th (1:30pm-3:30pm)

- b) **Monthly Staff Council Meetings (first 45 minutes or so open to all staff)**
 - i) Third Wednesday of each month from 1:30pm-3:30pm
 - (1) August 20th
 - (2) September 17th
 - (3) October 15th
 - (4) November 19th

- c) **Socials and Community Service**
 - i) Door Decorating Contest (November)
 - ii) Adopt a Family (Mid-September-October)
 - iii) Wrapping Party (November 20)
 - iv) Murder Mystery (March 18th / RSVP required)

- d) **Fall Staff Council Connection Hours**
 - i) 8:30am-9:30am in the Classroom Hall Lobby
 - (1) August 29th
 - (2) September 26th
 - (3) October 31st
 - (4) December 5th

V. New Business/Updates

- a) **Service Awards Luncheon**
 - i) September 16, 2025, 12pm-2pm Vista Room (Tentative)
 - ii) Future dates to be scheduled
 - iii) Need to know:
 - (1) What do you want to see from something like this?
 - (2) What would make you feel appreciated and celebrated in this type of scenario?

- b) **Executive Meeting Updates**
 - i) AWL and lack of context/transparency
 - ii) Divisional shifts of offices and lack of context/transparency
 - iii) Merit
 - iv) ADA website maintenance, timeline, and timeliness of the situation
 - v) Overall feelings of lack of staff appreciation

- c) **Bylaw Vote**
 - i) Review, revise, and vote on expanded membership bylaw for division representatives.



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Staff Council

- VI. Buzz Around Campus- What are you hearing?**
 - a) **Suggestion Box Items (see suggestion box page)**
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VII. Staff Council Committee Updates

- a) All Staff Meeting Committee: Dr. Jess Reynolds
- b) Monthly Staff Council Meetings: Dr. Reba Sims
- c) Social & Community Service Committee: Iris Castillo
- d) Appreciation/Recognition Committee: Dr. Clint Kingsbery
- e) Communications/Marketing Committee: Myles Lofland
- f) Connection Hour Committee: Valeria Delarna
- g) Budget
- h) Executive Meeting

VIII. University Shared Governance

Standing University Committees	Staff Council Representative
University Library Committee	Iris Castillo
Space Committee	Valeria Delarna
Academic Calendar Committee	Christina Ibarra
Institutional Effectiveness	Myles Lofland
Parking Committee	Dr. Jess Reynolds
University Food Services Committee	Dr. Reba Sims
Parking Ticket Appeals Committee	Samantha Broughton
Arts, Grounds and Aesthetics	Hoyt Garner
Standing Committees	Staff Council Representative
Faculty Senate Meetings	Jamey Nail
SECC (Under Review by the President)	Adrian Jackson & Sarah McBride
Employee Development Day	Dr. Mary Kay Cooper
Jaguars Remembered	Dr. Reba Sims

IX. Committee Planning Time

X. Adjourn



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Suggestion Box Items

I. Monica Martinez:

- a) "I know space is limited on campus, but I think it would be beneficial for the employees to get a quiet room, similar to what is in the counseling center for students. This would be an ideal place for employees to take telehealth calls with privacy."

II. Anonymous

- a) "Why has there been ZERO communication from the office of the president regarding WFH policy? I'm writing this two weeks out from the beginning of fall semester and rumors are swirling around that no one will be able to work remotely. What studies can he show us that remote work is not effective? It's generally accepted that the ability to work remotely increases productivity so to order people to come back to the office full-time is an insult when there's been no demand from anyone except upper admin stuck in their archaic ways."

III. Anonymous

- a) "What happened to Dr. Ochoa's research and talks about salaries? Is there a reason we don't have cost-of-living adjustments and no news, but upper admin get raises with some as high as 26%?"

https://www.lbb.texas.gov/Documents/Publications/Other/Admin_Acc/2024/749_Admin_Acct_2024.pdf

IV. Anonymous

- a) "Hi, did anything ever come of the president's "listening tours" especially in regard to pay? We're about to start the new fall semester and there's been zero communication from upper admin, I've had to find out from my department head who found out from their division lead who found out from so-and-so. The same can be said about the return to office..."

V. Anonymous

- a) "How can we carry out the mission of bettering the lives of our students when we, as staff, suffer daily from lack of COL raises, are made to endure the big brother-esque RTO, and are, year after year, asked to do "more with less?" Are our upper admin so blind, so ignorant, or do they simply not care? I'd like to think they aren't clueless so the obvious conclusion is that they want people to quit leaving more and more of us who truly care about the mission doing multiple jobs to make up for the loss of manpower."