



TEXAS A&M UNIVERSITY - SAN ANTONIO

Staff Council

September 2025 Staff Council Monthly Meeting Agenda

I. Welcome/Call to Order

II. Roll Call

- Dr. Reba Sims - President (Class of 2025) (EEO 1) – Out on Leave
- Heather Olague – Interim President
- 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.



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- ii. Continue promoting transparent and open communication.

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

- (1) Any feedback from those that were there or that you heard from colleagues?

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



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- 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

- a. 8/22/25: Budget/Expenses
 - i. Dr. Ochoa mentioned the efforts in reviewing budget/expenses. Why are certain offices getting bottled water delivered from Culligan? All buildings have filtered water fountains. Divisional shifts of offices and lack of context/transparency
- b. 9/5/25: Remote Work/ AWL
 - i. The president addressed the remote work twice and talked about "criteria." What was the criteria he needed to follow? For example, yes, my job is student facing but I also do a lot of behind the scenes on the computer. While 100% remote work would not be appropriate, working one day remote helps because I am able to get all of my behind-the-scenes work done without distraction. Is there a way we can plead our case for keeping part-time remote work?
- c. 9/5/25: Merit
 - i. With Merit being such a hot topic, I'm concerned about the evaluation. Directors and those who are evaluating others are being told they need to give anything about "met" to employees that go beyond the job list of the job description.

I feel that job evaluations should be based on the quality of work being done within the terms of the job description. Not the quantity of work. It is hard to go above and beyond the amount of work without hindering mental health and work and home balance.

The president wants us to trust him. It would be nice for him to give us the same courtesy and do what he can to ensure we get our full merit potential if we are doing our work effectively. We shouldn't have to go beyond what our duty entails if our quality of work is high.

- d. Lack of sense of Value
 - i. This lack of value is based on the AWL and the 1% merit increase. I say 1% because I know of individuals who were rated significantly or exceeds but leadership (above their direct supervisor) knocked it down to 'meets expectations'.
 - ii. President Ochoa may or may not mention that there was no questions/feedback after he spoke. Many feel like they voiced their concerns during town halls etc and no longer feel 'heard', therefore nobody speaks out. Some don't speak out for fear of retaliation. I also noticed this during the most recent town hall he had a few months ago.
- e. Parking
 - i. Complaints that people keep blocking the slip lane on the way to Lot 1 because they are dropping off people in front of Madla. They double park in the lane even when there are open spots in that area near the Enrollment Services Center. - Submitted to Parking and Transportation and UPD
 - ii. **Response from Chief Stearns:** The PD shares their frustration on this issue. Officers, myself included, have been contacting drivers we observe doing this and making them clear the traffic way. We are ordering additional signage to



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help with traffic in this area. In the interim we will increase our presence in this area to help address this shared concern.

- f. Dining
 - i. Staff pricing increased in the cafeteria with no notification. Issues is primarily lack of communication. – Submitted to Dr. Rottet in Campus Services
- g. Parking, Construction, Facilities issues
 - i. Lack of communication from parking and facilities when items go under construction or are temporarily closed and the continued water issues with Casa.- Submitted to Parking and Transportation and Corrin
- h. Logo Usage
 - i. Lack of effective communication around changes to the utilization of the Jaguar head despite it initially being for all to use during the reveal. There are branding issues, funds spent to rebrand from the previous jaguar head, and now there are rumors that we can't use this one anymore either with no alternative outside of the standing university logo. – Submitted to Caylee and Adrian