



Annual Report

*Texas A&M University
2010-11*

Mission

The University Staff Council's (USC) stated mission is to represent the interests of and the issues impacting both classified and non-classified staff employees at Texas A&M - College Station.

The University Staff Council represents over 5,700 budgeted (ADLOC Part 02) staff in nearly 1,000 different title codes.

Purpose

The council provides a voice and integrates staff perspective by:

1. Acting as a conduit for two-way communication between staff and administration.
2. Engaging staff and bringing their interests before the administration.
3. Identifying university issues and their impact on staff.
4. Exploring and researching possible solutions.
5. Providing options and recommendations to the President.
6. Interacting with other councils.

History of the University Staff Council

The foundation for the University Staff Council began in 2006 at the request of President Robert M. Gates to provide staff with a means to become engaged in the shared governance of the University. The University Staff Advisory Council (USAC) began meeting in the Fall of 2007 with seventeen appointed members representing nearly 9,000 employees in the College Station area including TAMU, Agriculture, Engineering, TTI, TEES, and TEEX. The Staff Advisory Council provided recommendations to Interim President Ed Davis on how to move forward in establishing the USC. The USC once established, would discuss issues that impact non-faculty staff and serve as a source of advice to the President. Based upon recommendations from the Staff Advisory Council, the initial makeup of the Council was as follows: 5- Executive Vice President for Operations, 11- Executive Vice President and Provost (including Colleges), 2 - Vice President for Student Affairs, 1- President's Office and Athletics, 2- Agency Representatives (Agriculture and Engineering), 2- Ex-Officio Members.

In September 2008, President Elsa Murano announced the formation of the USC, with 21 appointed members and 2 Ex-Officio Members (from the Council of Senior Business Administrators and the Office of Human Resources). The bylaws of the University Staff Council were drafted and approved in October of 2008.

The first elected USC representatives joined the USC in the Fall of 2009. Over the course of time, the representation has been refined, with a representative from each college now a member of the Council. There are no fewer than 25 Council positions and no more than 10 Ex-Officio member positions.

Beginning Fall 2011, the USC will be a full-elected body of representatives (no longer appointed), aside from the Ex-Officio members invited to assist the USC.

About the University Staff Council

The University Staff Council meets monthly September through August on the third Tuesday of each month. Both the meeting start time and location alternated (morning/afternoon, General Services Complex/Rudder Tower) in order to provide opportunity for staff to attend the open monthly meetings. Meetings are scheduled for two-hours in length. Additionally, the Executive Committee meets at least monthly to prepare for the full USC meetings. Committees meet monthly, if not more frequently, as determined necessary based upon the time of year and projects at hand.

USC Monthly Meetings typically consist of approval of minutes from previous meeting; treasurer's report; reports from USC committees; reports from special committees, working groups or appointments; unfinished business; and new business. Meeting agendas are posted to the website <http://staff.tamu.edu> before meetings and meeting minutes are posted once approved.

The following staff served on the University Staff Council for the 2010-11 academic year:

Rose Berryhill	Vice President for Administration
Lisa Blum	College of Liberal Arts
Nora Cargo	Executive Vice President & Provost
Ron Carter	College of Science
Dennis Corrington	Vice President for Student Affairs
Kimberly Crawford	Mays Business School
Debra Dandridge	Executive Vice President & Provost
Debz DeFreitas	College of Geosciences
Mary DuBuisson	Vice President & Chief Financial Officer
Lisa Foster	Agency Representative, Engineering
Tanya Gunnels	Agency Representative, Agriculture
Kevin Gustavus	College of Architecture
Andy Hartman	Executive Vice President & Provost
Debbie Hoffmann	Vice President for Administration
Ron Huddleston	Vice President for Administration
Robert Jensen	College of Agriculture
Jeannie Laird	Executive Vice President & Provost
Thomas Mather	College of Engineering
Jennifer Slovacek	Vice President & Chief Financial Officer
Gail Snook	College of Veterinary Medicine

Tom Swanner	Executive Vice President & Provost
Christine Tisone	College of Education and Human Development
Mary Fran Troy	Vice President for Administration
Matthew Upton	Bush School
Janice Walpert	President's Office
Emily Weers	Executive Vice President & Provost
Jeff Wilson	Vice President for Student Affairs
Carla Wiseniske	Vice President for Administration
Kim Zemanek	Executive Vice President & Provost
Dean Endler	Ex-Officio
Cynthia Gay	Ex-Officio
Brandy Kosh	Ex Officio
Janelle Ramirez	Ex-Officio
Nora Miles	Ex-Officio

Special guests to address the USC in 2010-11 have been President Loftin, Provost Watson, Chief of Staff Fry, Vice President for Diversity Stanley, Assistant Vice President for Diversity Pettit, and Vice President for Administration McClendon.

In addition to monthly meetings, the USC has held a fall retreat, reception, and optional lunch-time gatherings/after hour socials to bring the members together to get to know one-another and further establish working relationships.

USC Accomplishments in Brief

The 2010-2011 year has been productive in many aspects. The USC has

- continued to refine its bylaws and created an official Bylaws Amendment form
- established and enacted an Issues Process for items brought to the USC from staff
- established format and content for Standard Operation Procedures for committees and USC processes
- created and approved a USC logo to be used in marketing and communications
- considered and responded to 65 items sent to staff@tamu.edu
- been afforded audience with President Loftin to review USC activities and general staff concerns
- maintained regular contact with President Loftin through Chief of Staff Matt Fry
- received continued funding from the Office of the President
- proposed and received support for a part-time staff position to support the USC (partnership with the Faculty Senate, Office of Dean of Faculties)
- created a New Member Orientation for Council members beginning their terms
- met with officers of the University of Texas at Austin Staff Council (executive officers)
- established an Outreach Committee to reach out to University staff to and to increase the diversity of the USC

USC Committees

Standing Committees have been established by the Executive Committee for a specified purpose and an indefinite span of time. The following Standing Committees served within the Council for the 2010-11 academic year:

- Executive Committee
- Communications
- Work Life and Benefits (WL&B)
- Parking, Transportation, Facilities, and Infrastructure (PTFI)
- Shared Governance
- Elections

Ad hoc Committees have also been established by the Executive Committee for a specified purpose and an indefinite span of time. The following Ad hoc Committees served within the Council for the 2010-2011 academic year:

- Bylaws
- Staff Scholarships (sub-committee of Work Life and Benefits Committee)

Committee Membership for 2010-11 was as follows:

Executive Committee

- Jeannie Laird, Chairperson
- Kevin Gustavus, Vice Chairperson (through July 2011)
- Jeff Wilson, Secretary
- Lisa Blum, Treasurer
- Debra Dandridge, Communications Coordinator
- Debz DeFreitas, At Large
- Nora Cargo, At Large

Communications

- Debra Dandridge, Chair
- Thomas Mather, Co-chair
- Lisa Blum
- Debz DeFreitas
- Cynthia Gay
- Debbie Hoffmann
- Tom Swanner
- Emily Weers
- Kim Zemanek

Work Life and Benefits

- Christine Tisone, Co-chair
- Kevin Gustavus, Co-chair
- Rose Berryhill
- Kimberly Crawford
- Mary DuBuisson
- Tanya Gunnels
- Robert Jensen

Thomas Mather
Janelle Ramirez
Jennifer Slovacek
Carla Wiseniske

Elections

Jeff Wilson, Chair
Brandy Kosh
Kim Zemanek

Parking, Transportation, Facilities, and Infrastructure

Jeff Wilson, Co-chair
Robert Jensen, Co-chair
Lisa Foster
Andy Hartman
Debbie Hoffmann
Ronnie Huddleston
Jennifer Slovacek
Gail Snook
Mary Fran Troy
Janice Walpert

Shared Governance

Ron Carter, Co-chair
Dennis Corrington, Co-chair
Lisa Blum

Bylaws

Jeannie Laird, Chair
Rose Berryhill
Nora Cargo
Ron Carter
Debz DeFreitas
Thomas Mather

Staff Scholarship (sub-committee of Work Life & Benefits)

Kevin Gustavus, Chair
Nora Cargo
Kimberly Crawford
Brandy Kosh
Janelle Ramirez
Mary Fran Troy
Matthew Upton

Work Life and Benefits Committee Activities

The mission of the Work Life & Benefits Committee is to enhance the quality of work life for university employees. The committee aims to address work-life issues to include, but not limited to safety and wellness, benefits, employee incentive programs, alternative work models, and dependent care. The committee collaborates with units across campus to identify and share information about exemplary work life improvement efforts.

Scholarship Proposals

Over the past year and a half, a subset of the Work Life & Benefits Committee (the Staff Scholarship Committee) worked diligently on two proposals to establish a scholarship program for staff at Texas A&M University. One proposal was presented to the President's office in September 2010, and the other was presented to the Association of Former Students in December 2010.

Each of the proposals requested funding for staff scholarships, for awards in the amount of \$750 per semester. The number of scholarships available would depend on funding. After carefully considering the cost of attending classes at Texas A&M University and an evaluation of the current tuition and fees structure, we were able to narrow the expense to staff, taking a three hour undergraduate course to \$32, when used in conjunction with current exemptions for full-time staff.

We received approval from the Association of Former Students for \$25,000 to initiate the scholarship program in June 2011, with continued support for FY 13 and FY 14. With that exciting news, the Scholarship Committee continued its efforts in establishing procedures related to criteria and eligibility, as well as application processing. In an effort to handle applications in an expeditious manner, the Staff Scholarship Committee decided it would be best to work directly with the Scholarship & Financial Aid department, to align it with other scholarship programs on campus.

The Committee received 50 applications in total: 9 from undergraduates, 39 from graduate students, and 2 not enrolled staff. Of these, 36 met the minimum criteria and deadline.

The USC Staff Scholarship Committee met on August 2 and 3, and selected 19 recipients to receive the \$25,000. Four of the 19 recipients are pursuing undergraduate degrees while the remaining are pursuing graduate coursework.

The Staff Scholarship Committee will continue working with the Association of Former Students and the President's office to secure the Staff Scholarship Program for years to come.

Staff Holiday Survey

In April of 2011, the Work Life & Benefits Committee presented the results of a survey to the President's Office illustrating the thoughts and concerns of the staff regarding the holiday decision process. The intent of this survey was to capture the staff's viewpoint, as well as educate staff on how paid holidays were determined at Texas A&M University, and to see if there was any interest in establishing a set number of holidays. Currently, the state provides the University with a number of holidays allowed in a year, based on where those holidays fall, and the number varies from year to year.

Construction of the survey was no easy task. Information from several entities on campus had to be formulated into a cohesive document, and questions regarding the decision process had to be carefully articulated so that every staff member could easily understand them. The survey was distributed to those classified as staff, which included 8,304 e-mail addresses in the university's bulk mail system. Additionally,

775 paper copies (in both English and Spanish) were distributed to staff in units where computer access was not readily available. The total number of surveys distributed was 9,079. There were 3,982 responses to the survey, 299 of which were in paper format. This represents a response rate of 43.8%.

As expected, the feedback we received from the holiday survey indicated that staff would support an effort to establish a set number of holidays each fiscal year, rather than having the number vary from year to year.

Moving Forward

The Work Life & Benefits Committee continues to serve the University Staff Council and the campus community as one of the most active committees in the USC. In addition to major endeavors mentioned above, we are currently evaluating issues that include:

- A proposed Standard Administrative Procedure on Workplace Bullying for staff (in conjunction with the Faculty Senate);
- A proposed Standard Administrative Procedure on Staff Emeritus;
- Maternity leave;
- Summer day care; and
- A smoke-free campus policy/ordinance.

For any questions related to the information presented above, please contact Christine Tisone (Co-chair of the WLB) at 862-1630 or ctisone@tamu.edu, or Rose Berryhill (Co-chair of the WLB) at 845-9700 or rberryhill@tamu.edu.

Parking, Transportation, Facilities, and Infrastructure Committee Activities

The parking Transportation, Facilities and Infrastructure (PTFI) Committee is charged with working on issues that affect staff at TAMU concerning parking, transportation, facilities and infrastructure relating to the physical space and facilities of TAMU. In support of this charge, PTFI:

- (a) provides input to the administration concerning policies, user fees, or other issues that affect staff;
- (b) evaluates service levels, demands for new services, buildings, and other facility or infrastructure related projects;
- (c) periodically updates the full USC membership on issues the committee is assigned; research and make recommendations for USC approval;
- (d) works with the USC communications committee to assist in informing staff on items relating to parking/transportation/facilities/infrastructure.

The Parking Transportation, Facilities & Infrastructure (PTFI) Committee was formed in 2009-2010. The Committee Chair has been Jeff Wilson. For 2010-2011, the committee charge remained the same but the co-chair position was added for continuity. Robert Jensen will be the Committee Chair for 2011-2012.

The PTFI Committee has presented parking, transportation, facilities, and infrastructure updates at three (3) USC Forums. The PTFI committee was very active in 2009-2010 addressing mostly parking rate increases, parking lot closure and assignment issues, but also dining related issues. PTFI has been less active in 2010-2011, due mostly to the fact that most auxiliary enterprises (e.g. Transportation Services and

University Dining), have not increased their costs/fees. Attached is a summary of the issues PTFI has addressed and the responses.

PTFI has responded to seven on-going issues/complaints/concerns:

- Why do I have to pay for parking?
- Why aren't permit prices based on ability to pay or salary?
- Why merit/salary increases do not cover the parking increases?
- Why can't I park next to my building?
- Can customers who carpool pay a reduced rate for parking?
- Can parking be subsidized?
- Para transit Bus Service.

Several of these issues took months of coordination and communication with various entities to understand the complexities of the issue prior to responding. Since parking can be a "hot button" on this campus, PTFI needed to fully research the issues before posting these responses.

For 2010-2011, PTFI has membership on University-wide Committees:

Transportation Services Advisory Committee (TSAC) PTFI members are: Jennifer Slovacek and Jeff Wilson. TSAC meets monthly during the academic year and has representation from numerous organizations on campus. TSAC has been in existence for several years and is one of the more established committees on campus. TSAC is chaired to the Executive Director of Transportation Services and the co-chair position has traditionally been a member of the Faculty Senate. Updates are presented monthly at the USC meetings.

Dining Services Advisory Committee (DSAC) PTFI members are Mary Fran Troy and Jeff Wilson. DSAC meets monthly during the academic year and has representation from several organizations and student groups on campus, to include the Corps of Cadets. DSAC is chaired by the Executive Director of University Dining and is normally co-chaired by a representative from one of the student groups (as they are their largest customer). DSAC is a fairly new committee but this was the first year that USC was asked to participate on this committee. Updates are presented monthly at the USC meetings.

Audio Visual Surveillance Team (AVST) PTFI member is Robert Jensen (who replaced Debbie Hoffmann). This team was formed in 2011 to address a standard protocol and create a standard operating practice for the use, operation and control of the thousands of audio visual cameras that exist in countless departments, agencies, divisions, and colleges on the College Station campus. This group is chaired by Willis Marti and has membership from most of organizations that use and operate surveillance cameras. This group meets twice a month and updates are presented monthly at the USC meetings.

Council for Built Environment (CBE) Although PTFI does not have a member on this committee, we were the ones to advocate that the University Staff Council have a seat at the table on this very important campus-wide committee. Due to the importance of this committee and the visibility it has at Texas A&M, it was decided that one of the USC Executive Officer be our representative. For 2010-2011, our representative for this was Jeannie Laird, USC Chairperson. Updates are presented monthly at the USC meetings.

On-Going Issues:

- In discussion with University Dining on reduced staff meal plans.
- The committee is trying to take a more proactive approach (vs. just meeting to respond to questions/concerns) and will be focusing more on the facilities & infrastructure issues as well.

Elections Committee Activities

External USC Elections

At the inception of the USC in September 2009, USC members were appointed vs. elected and each college/division had equal representation. This issue was discussed with then Interim President, Dr. Loftin who agreed that the USC should be an elected body.

Originally all USC terms were for three (3) years, but in order to go to a fully elected body by September 2011, several USC members volunteered to stagger their appointments starting in September 2009 with the intent to get approximately one third (1/3) of the council elected each year. The USC will be a fully elected body in September 2011 when the last original seven (7) USC members' terms expire on August 30, 2011.

In an effort to come closer to the USC goal of a 200:1 staff to member representation ratio, the 2010-2011 USC Elections Committee (Brady Kosh, Kim Zemanek, and Jeff Wilson) researched how best to realign or redistrict the USC representation- both in numbers we represent and from a diversity perspective. After several meetings to address this issue, the Elections Committee gave an update on our findings to the USC in February 2011 outlining three (3) possible options:

1. No change in the number of representatives, but target under representative groups to be more inclusive. Total voting members would be 29.
2. No change to the total number of USC members but change the two (2) Agency Representatives (from the College of Engineering and the College of Agriculture) to Ex-Officio members and add two (2) voting positions to the Vice President for Administration (VP for Admin). This would mean that VP for Admin would have a total of four (4) voting members. Total voting members would remain 29.
3. Change the two (2) Agency representatives to Ex-Officio (as listed above) and add two (2) positions for VP for Admin plus one (1) additional position for the Vice President for Student Affairs. Total voting members would be changed to 30 (or plus one (1) voting member).

The USC agreed to the third option in April 2011 and asked Dr. Christine Stanley, Vice President for Diversity, to assist the USC on ways we could be a more inclusive and diverse body of representatives. The USC Executive Officers presented all of this information to Dr. Loftin in May 2011 who supported our recommendation. A change to the Bylaws was required to facilitate this membership change and the revised USC Bylaws were approved in June 2011.

In June 2011, the USC Election Committee began working with representatives from the Office of the Executive Vice President & Provost, the Office of the Vice President for Administration, and the Office of the Vice President for Student Affairs on the elections of the seven (7) out-going members plus the three (3) new members for the 2011-2012 University Staff Council. The USC Elections Committee worked with Colleges/Division to assist them on their own internal elections processes. Nine (9) new members will be replacing seven (7) members next year: Three (3) from Vice President for Administration, three (3) from Executive Vice President & Provost, and three (3) for Vice President for Student Affairs. A fourth position for the Vice President for Administration was made available, however the unit has chosen to fill this position with a two-year term next year (maintaining the elections cycle).

Internal USC Elections

In September 2010, The USC Executive Officers made a recommendation to add two (2) At-Large Executive Officer positions to the 2010-2011 Council. These two (2) At-Large Executive Officer positions would be current USC members. By doing this, there would not be a change to the overall USC composition of 29 voting members. Like all other USC Executive Officer positions, these terms will expire on August 30, 2011.

Executive Officer Elections

Each year, the USC votes on the new Executive Officer positions for the next year. All internal USC elections are done using Survey Monkey. The 2010-2011 Executive Officer were Chairperson: Jeannie Laird, Vice Chairperson: Kevin Gustavus, Secretary: Jeff Wilson, Treasurer: Lisa Blum, and Communications Coordinator: Debra Dandridge. Nora Cargo and Debz DeFreitas, the two (2) At-Large Executive Officer positions were voted on in October 2010.

In May 2011, the USC voted on the 2011-2012 Executive Officers. These are: Chairperson: Kevin Gustavus, Vice Chairperson: Nora Cargo, Secretary: Debz DeFreitas, Treasurer: Kim Crawford, Communications Coordinator: Thomas Mather, and the two (2) At-Large Executive Officers: Mary DuBuisson and Emily Weers.

In July 2010, Kevin Gustavus resigned from the USC. After a nomination period, Nora Cargo was elected to serve as the 2011-2012 Chairperson. The vacated Vice Chair position is to be filled with the start of the 2011-12 year.

Recommendations

For External USC Elections. A future goal for the Texas A&M University Staff Council might be to go towards a centralized campus-wide election process (similar to what is done by the University of Texas at Austin).

Shared Governance Committee Activities

The primary focus in this inaugural year of the Shared Governance Committee was initiating discussions with other assemblies representing large constituents within the University. We were a representative at several meetings with the Faculty Senate, Graduate Student Council and the Student Government Association to establish future relationships with the University Staff Council.

The Share Governance Committee represented the USC at several monthly Faculty Senate meetings supporting the proposed new policy within the University regarding "Workplace Bullying."

Communications Committee Activities

The Communications Committee paved the way for the USC's visibility via internal and external medium:

1. The USC website is functional and under the control of USC members
2. A new rate for hosting the website on a virtual server was negotiated with CIS and accepted
3. The problem notification system (Keystone) is functional
4. The official USC logo was finalized and its use implemented
5. The USC Communications Plan was approved and is now posted on the USC website
6. A marketing plan has been drafted
7. USC membership and the group(s) that they represent is posted, along with member contact information including photos (where appropriate), on the USC website

Special Committees, Working Groups or Appointments

Additionally, the staff of Texas A&M were represented through the University Staff Council in the following committees:

Audio Visual Surveillance Technology Committee - Robert Jensen
Budget Reallocation Working Group - Jeannie Laird and Kevin Gustavus
Council on Climate & Diversity - Lisa Blum
Council on the Built Environment - Jeannie Laird and Thomas Mather
Dean of the University Libraries - Andy Hartman
Dining Services Advisory Committee - Jeff Wilson and Mary Fran Troy
Diversity Operations Committee - Debbie Hoffmann
Faculty Senate Personnel & Welfare -Debra Dandridge
Performance Evaluation Redesign Team - Jeannie Laird
President's Search Committee – Lisa Blum, Carla Wiseniske, and Jeff Wilson
Transportation Services Advisory Committee - Jennifer Slovacek and Jeff Wilson
University Dining Review Team - Kevin Gustavus/ Gail Snook
University Work-Life Committee - Janelle Ramirez
Vice President & Provost Search Committee - Ron Carter
Vice President for Administration Search Committee - Rose Berryhill
Vision 20/20 Mid-term Executive Committee - Jeannie Laird

Looking Ahead

The Texas A&M University Staff Council is pleased with its accomplishments to date. The USC hopes to continue to market itself as a resource for staff through its Outreach Committee. We seek to further means for communication to and from the staff we represent through venues both small and large.

It is an exciting time to be a member of the USC. We have a new staff scholarship program that will encourage staff to pursue higher education, we have a body that is fully-elected, and we have a University President that has demonstrated his support and concern for the staff of Texas A&M time and time again. The USC sincerely appreciates Dr. Loftin's deliberative efforts to ensure that staff "have a seat at the table" in the shared governance of the University.

Representing an Outstanding Constituency

Texas A&M University is fortunate to have an accomplished, dedicated staff. Below is a listing of staff from units throughout the University who have received special recognition for the 2010-2011 academic year:

President's Meritorious Service Awards

Krista Bailey, Department of Student Activities
John Louis Bolch, Entomology
Diana M. Bushong, Communications
Samuel B Cohen, Facilities Services Administration
Katherine A. Edwards, Industrial and Systems Engineering
Dalaiah Eiland, English
LeJuanda Dinita Freeman, Dining Services
Faye Greenwade, Engineering Technology and Industrial Distribution
Bruce Wayne Hall, Dining Services
James W. Hardin, Biology
Ashley B. Hilgemeier, Center for Executive Development
Pamela Walsh Horner, Transportation Services
Kristi L. Hosea, University Police
Melissa A. Kay, Biochemistry and Biophysics
Kenneth M. Kimball, Transportation Services
Becky Lewis, Animal Science
Luis A. Martinez, Facilities Services
Drew McMillen, Recreational Sports
Sally Miller, Student Life
Dan Mizer, Residence Life and Housing
Frances Nelson, Office of the Associate Provost for Undergraduate Studies
Kathleen D. Seaton, Entomology

Team Recipient: International Faculty and Scholars Services

Erin R. Pope Deborah Warren Shilpa Hegde

Office of the President and Office of Athletics

Coaches of the Year

Mike Sherman, Big 12 Coach of the Year: San Antonio Express-News; Dallas Morning News
Gary Blair, NYC Downtown Athletic Club Winged Foot Award
Mark Turgeon, Big 12 Coach of the Year: Dallas Morning News
Pat Henry
 2010 Big 12 Women's Outdoor Coach of the Year
 2010 Men's & Women's Outdoor National Coach of the Year: USTFCCCA
 2011 Big 12 Men's Indoor Coach of the Year
 2011 Big 12 Women's Outdoor Coach of the Year
 2011 Big 12 Men's Outdoor Coach of the Year
Vince Anderson
 2010 National USTFCCCA Outdoor Assistant Coach of the Year
 2011 National USTFCCCA Indoor Women's Assistant Coach of the Year
Jay Lerew, Men's Big 12 Diving Coach of the Year
Steve Denton, Big 12 Men's Tennis Coach of the Year
Rob Childress, Big 12 Baseball Coach of the Year

Staff Accomplishments

Chris Barttelbort, Senior Scholastic Supervisor, Ed Guthrie Advisor Award presented by University Advisors and Counselors

James Duncan, Football Video Coordinator, 2011 Collegiate Sports Video Association's Big 12 Conference Video Coordinator of the Year

Leo Goertz, Athletic Fields Manager, Harry C. Gill Founders Award awarded by the Sports Turf Managers Association

Jenn Jones, Assistant Strength & Conditioning Coach, named Master Strength & Conditioning Coach. One of 100 MSCC in country and one of eight women to earn distinction.

David Weir, Assistant Athletic Trainer, named chairman of the Advisory Board for Athletic Trainers by Governor Rick Perry

Vice President for Administration

A+ Awards for Service Excellence

- Ms. Alicia Ibanez, Custodian Custodial Services
- Ms. Maritza Renfroe, Custodian, Custodial Services
- Mr. Jose Ramirez, Custodian, Custodial Services
- Ms. Debbie Sherman, Unit Manager, Dining Services
- Mr. Don Unsell, Systems Analyst I, Facilities Services IMS

Beutel Health Center Custodial Team

- Mr. John Hernandez, Lead Custodian, Custodial Services
- Ms. Donna Levan, Custodian, Custodial Services
- Ms. Olga Vega, Custodian, Custodial Services
- Ms. Norma Hernandez, Custodian, Custodial Services

Plumbing Distribution Team (All with Utilities & Energy Management)

- Mr. Larry O. Hedrick, Superintendent of Plumbing Distribution
- Mr. Reuben M. Bernal, Master Utilities Plumber
- Mr. Michael L. Belford, Senior Utilities Plumber
- Mr. Andrew J. Daily, Jr., Senior Utilities Plumber
- Mr. Dennis E. Frock, Senior Utilities Plumber
- Mr. Joe M. Garcia, Senior Utilities Plumber
- Mr. George D. Stocks, Maintenance Worker I
- Mr. David B. Demaree, Apprentice III

Employee of the Year for Custodial Services - Lilia Portillo

Supervisor of the Year - Mary Richardson

Employees of the Year (By Crew)

- | | | |
|---------------------|----------------------|-------------------------|
| A – Maria Cortez | F – Myrna Agramonte | K – Patricia Walker |
| B – James Lynch | G – Maria A. Cruz | L – Babanette Stevenson |
| C – Reginald Turner | H – Louis Hartmann | M – Lilia Portillo |
| D – Hilda Torres | I – Lorena Rodriguez | Y – Reyna Calvo |
| E – Marta Calvo | J – Lucia Gonzales | |

Vice President Student Affairs

Randy Matson Association of Former Students Award

Tracey Forman, Program Coordinator - Adaptive Technology, Disability Services
Rusty Thompson, Associate Director, Student Activities
Jason Kurten, Student Development Specialist IV, Recreational Sports

Awards of Distinction - Individual

Ashley Donaldson, Student Development Specialist - Facilities Coordinator, Recreational Sports
Brooke Woodruff, IT Manager, Information Technology
Jess Wade, Assistant Vocal Music Coordinator, Student Activities
Lowell Kane, Program Coordinator – GLBT Resource Center, Offices of the Dean of Student Life
Meredith Malnar, Program Coordinator – New Student Programs, Offices of the Dean of Student Life

Award of Distinction - Team

Recreational Sports – Ground Crew

Bob Marcotte	David Smith	Ross Pike
Brian Carey	Gene Herr	Brian Fettus
Stanley Kolbasinski	Juan Mendez	

Southerland Award

Melanie Featherston, Business Associate, Student Activities

John J. Koldus Award

Marisa Suhm, Assistant Director, Multicultural Services

Vice President and Chief Financial Officer

Division of Finance Keys to Excellence Award

Tammy Bage-Financial Accountant II, Financial Management Operations
Lindy Beasley, Senior Contract Administrator, Contract Administration
Laura Dohnalik, Liaison Administrator, Human Resources
Jim Kuhlmann, Leave Specialist, Human Resources
Katy Oliphint, Financial Analyst II, Office of Cost Analysis
Karen Palumbo, Buyer II, Procurement Services

Division Team Award

2010 Leadership Institute Implementation Team
Human Resources, Employee and Organizational Development (EOD)
Kelleen Stine-Cheyne Kathy Pilgrim
Carolyn Sandoval Pamela Praesel

Office of the Executive Vice President and Provost

Tradition of Excellence Award

Janie Alcala, San Antonio Prospective Student Center
Janet Gonzales, Office of the Associate Provost for Undergraduate Studies
Kate Karstadt, Office of Professional School Advising
David McMahon Experiential Education/Career Center
David Louis, Honors and Undergraduate Research
Erin Porter, Scholarships & Financial Aid

Davis Library Awards

Randall (Randy) Russell

Bill Chollett

College of Agriculture & Life Sciences

Vice Chancellor's Awards in Excellence

Donna Witt, Sr. Academic Advisor I for Animal Science, Student Counseling and Relations Award

Gail Hyden, Business Administrator II for Nutrition and Food Science, Administrative Support Award

Jacqueline Slovacek, Executive Assistant for AgriLife Research Director's Office received the Clerical Support Award

Otto Strey, Senior Research Associate for Entomology, Research Support Award

Lisa Slay, Research Assistant for Animal Science, Technical/Extension Support Award

College of Architecture

Ms. Ann Eastwood, Association of Former Students Outstanding Achievement for Staff Award

College of Engineering

Staff Achievement Awards

Colleen Leatherman, Administrative Coordinator, Aerospace Engineering

Joy Monroe, Administrative Coordinator, ESSAP

Katy Ellison, Business Coordinator I, Engineering Technology and Industrial Distribution

Lisa Coe Wright, Program Specialist II, Texas Center for Applied Technology

Mandy (Scarmardo) Stark, Business Coordinator I, Strategic Research Development

Thomas Mather, Senior Database/Systems Administrator, Civil

Frank Cervantez, Technical Laboratory Manager, Engineering Technology and Industrial Distribution

College of Geosciences

Dean's Distinguished Achievement Awards

Tim Copple, Senior Systems Administrator, Geography (Technical Staff)

Matt Mefferd, Systems Administrator, IODP (Technical Staff)

Carria Collins, Business Coordinator I, Atmospheric Sciences (Administrative Staff)

Wendy Gamble, Business Coordinator I, Oceanography (Administrative Staff)

Dr. José Sericano, Research Scientist, GERG (Research Scientist)

College of Liberal Arts

College of Liberal Arts Superior Service (CLASS) Awards

Carol Newsom - Arabic & Asian Language Office

Christi Ramirez - Department of Sociology

Rebecca Jobling - Dean of Liberal Arts Office

Blair Williamson- Dean of Liberal Arts Office

Team award:

Department of Psychology:

Rachel Hull

Jennifer Fleming

Zuleika Carrasco-Martinez

Mays School of Business

Outstanding Staff Award

Stacey Cole, Graduate Business Career Services
Peter Drysdale, Undergraduate Programs Office
Wanda Justice, Accounting
Theresa Morrison, Marketing

Fish Camp namesake 2011

Lanell Graebner, Center for Executive Development

2011 Star Performer Awards

Jennifer Smith, Accounting
Risa Meyer, Business Undergraduate Special Programs
Veronica Griffin, Center for Executive Development
Karen Burke, Center for International Business Studies
Kristin Cooper, Office of the Dean
Coral Gabaldon, Office of the Dean
Rachel Krolczyk, Office of the Dean
James Laird, Office of the Dean
Jenna Homeyer, Finance
Heidi Lewis, Management Information Systems
Kelli Kilpatrick, Master of Business Administration
John Norton, Office of the Dean
Patsy Hartmangruber, Management
Clarissa Means, Marketing
Bryan Pope, Real Estate Center
Patrick Williams, Undergraduate Programs Office
Kelli Levey, Office of the Dean, International Association of Business Communicators/Brazos Valley Chapter's Brazos Bravo award

President's Academic Advising Award

Sheryl Lampo, Undergraduate Programs Office
Patrick Williams, Undergraduate Programs Office

College of Science

Outstanding Staff Achievement Awards

Robert Hildreth, Chemistry
Linda Redd, Chemistry
Ginger Stuessy, Biology

College of Veterinary Medicine

2010 Pearl Enfield Staff Leadership Award

Cheryl Chamblee, Veterinary Medical Teaching Hospital

2010 CVM Staff Awards

Sandra Nunn, Veterinary Medical Teaching Hospital
Jimann Jones, Veterinary Medical Teaching Hospital
Jovana Guillen, Department of Veterinary Integrative Biosciences

Deborah Daniel, Department of Veterinary Integrative Biosciences
Brandon Oyler, Department of Veterinary Pathobiology
Sybil Camcho, Department of Veterinary Physiology and Pharmacology
Dana Whitaker, Veterinary Medical Teaching Hospital
Raine Lunde, Department of Veterinary Physiology and Pharmacology
Cindy McGee, Veterinary Medical Teaching Hospital
Dawn Currin, Department of Veterinary Pathobiology

The University Staff Council is proud to represent these and the thousands of staff that dutifully serve and enthusiastically represent Texas A&M University.

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N. Cargo