

University Staff Council Meeting Agenda

Tuesday, June 18, 2024

1:30-3:30 pm

General Services Complex 101 A/ Zoom

I. Welcome

II. Common Grounds - Clint Patterson, Assistant Director of Mentoring and Graduate Education, Center for Teaching Excellence at Texas A&M University

1. A Culture of Mentoring at TAMU.
2. Review ongoing mentorship development efforts within and across at Texas A&M, including institutional and external resources like an individual development plan and mentoring compact.

Background Literature -

National Academy Report's online guide: <https://www.nap.edu/resource/25568/interactive/>
Center for the Improvement of Mentored Experiences in Research - <http://cimerproject.org/>

Mentorship: *Mentorship* is a professional, working alliance in which individuals work together over time to support the personal and professional growth, development, and success of the relational partners through the provision of career and psychosocial support.

TAMU Mentoring Academy competencies with learning outcomes -

https://cte.tamu.edu/getmedia/aeb54406-3e6b-45f2-9c1a-876c4631ab4e/Faculty-Mentoring-Academy-Learning-Outcomes_8_24.pdf

TAMU MENTORING ACADEMIES

Goal: Improve Mentoring Experiences

Target Audiences: Graduate and Professional Students, Faculty, Postdoc:
& Staff

Competencies: Evidence-based competencies

- Maintaining effective communication
- Aligning Expectations
- Fostering Independence
- Assessing Understanding
- Promoting Professional Development
- Supporting Well-being
- *Cultivating Ethical Behavior*
- *Enhancing Work-life Integration*

CAPSTONE: Articulating Your Mentoring Plan & Philosophy



Texas A&M University Context

- Community of Mentors
- Mentorship Development
- Mentoring Plans
- Emerging Collaborations
- Educational Research



Graduate Mentoring Academy - <http://tx.ag/TAMUGMAregister>

KEY TAKEAWAYS

- Justification and 'win' for Culture of Mentoring initiative
 - Early evidence for the value of engaging in TAMU Mentoring Academy (FMA and/or GMA)
 - Evidence in value of delivery and format options
- Mentoring competencies are important for our campus participants
- TAMU Mentoring Academy engagement has a positive impact
- GMA participation was statistically significant different than FMA for 4 competencies (AE, AU, FI, and PPD)



LOOKING AHEAD

- Contributes to Culture of Mentoring initiative at Texas A&M University
 - Affirms collaboration and shared vision
 - Increased awareness of TAMU-branded mentoring resources
- Evidence-based competencies are important
 - Connects with CIMER findings and prior case study findings (Mentoring Institute, 2023)
 - Customized collaborations and requests
 - Engagement improves competence across all competencies



Building a Culture of Mentoring

- Consider using these opportunities to **support Federal Training grants** (NIH, NSF, USDA, Dept. Ed, etc.)
- Research shows a distinct **disconnect** between how well mentors **perceive** they are mentoring and how mentees **believe** they are mentoring
- Even the **best mentors improve** when they **invest** in mentor development
- **Together**, we can all work to **build a culture of mentoring** that supports our students, postdocs, staff, and faculty colleagues

Mentorship Resources:

TAMU Doctoral - Individual Development Plan

<http://tx.ag/TAMUIDP>

TAMU Mentoring Compact

<http://tx.ag/TAMUGRADCOMPACT>

Clint Patterson's Contact Information:

capatterson@tamu.edu

MentoringTAMU@tamu.edu

III. Transition to General Meeting**IV. Call to Order**

Motion: Kari DeStefano

Second: Sharon Alderete

V. Roll Call of Members - Kat McLelland

Sharon Alderete, Deb Banarjee, Gloria Brecht, Michelle Brown-Link, Sean Cargo, Sandra Church, Kari DeStefano, Shelley Drgac, Jennifer Enloe, Carli Fenner, Sarah Franke, Mark Gleason, Catherine Halverson, Erin Hinojosa, Gregory Jackson, Katelynn Kellogg, Jeff Lowry, Rebecca Luckey, Kat McLelland, Marcos Mendez, [Sharli Nucker](#), Galen Pahl, Martha Parker, Clint Patterson, Tracy Posey, Emily Schultz, Katie St. Clair, Tara Suel, Wesley Swanson, Michaela Thomas, Robin Williamson, Bree Wright, Wendy Wright, Sally Yang, Mo Younes, Tracy Young.

VI. Approval of Minutes - May 2024 - Approved**VII. Treasurer's Report - Tracey Posey**

- \$6,456.00 - Current Balance in the account.

VIII. Update from Meeting with Vice President of Human Resources - Marcos Mendez

- AWL is staying as of now. Employees still need to go through their supervisor.
- Senate Bill 17 - Meeting guidelines that were set forth by the state.

IX. USC Staff Inquiries - Marcos Mendez

- 2 inquiries that have come through in the last month.
 - Manager's Minutes.
 - Staff Appreciation Week.
 - Moved away from appreciation week.

X. USC Committee Updates

1. Branch Committee - Katie St. Clair

- Qatar updates:
 - Ongoing discussions with the transition team. All employees received termination letters as of two weeks ago. Terminations will occur in three separate phases. June 2025 will be the last day for the final group.
 - Qatar law regarding end of service benefits → not clear which benefits are being applied.
 - Mo stated that he is working with HROE on main campus.
 - Mo's last day is June 30th.

2. Communications and Outreach

- Ashley has been working closely with Pam. If there are any updates that need to be distributed, please put the information in the USC Google Drive.

3. Community Engagement and Respect in the Workplace (CERW)

- Nomination forms are ready to go. The forms have been shared with the branch campuses.
- The committee is here to support implementation of the program.
 - Reach out to Clint Patterson with questions.

4. Elections

- Mark Gleason - Executive Officer nominations have been sent out to each member. The voting will take place through a Google Form.
- Votes need to be submitted by Friday, June 21st.
- Terms will begin with the August Retreat.
- The outgoing Chair remains on the Executive Officer committee as the former chair in order to help with the transition.

5. Professional Development (PD)

- Michelle Brown-Link: HROE put together a three hour resilience course.
- Courses are being offered by HROE. The courses are available for open enrollment in January.
- Next month, Jennifer Smith is speaking as the Common Ground speaker. She will be covering the changes within Title 9.
- There will not be a Common Ground speaker for the August meeting.
- Please send in suggestions for Common Ground speakers for 2024-2025.

6. Staff Emergency Fund (SEF)

- Received and approved 2 applications in May.

- Unofficial balance is \$14,048.
- The numbers for the race have not been finalized. We should have an update soon.
- Last Official, SEF Fund Balance \$15,048.11 YTD Funds dispersed \$5,582.55 as of 05/31/2024
 - this balance does not include the two approved applications as they have not cleared the foundation as of 05/31/2024.

7. Work Life and Benefits (WLB)

- HROE has partnered with WLB. There is a work group that is being created for the new academic year.
- Express Scripts → The problems have been brought up within committee meetings. The system office believes that it is working fine & they have requested specific examples of issues that users are facing.
- Delta Dental → Issues have been reported to the system office.
 - Delta Dental is the best insurance that is offered as of right now. The system office has to look at the entire system so that all members are covered appropriately.

XI. External Committee Appointments

A. System Employee Benefits Advisory Committee - Rebecca Luckey

- BSW - BCBS. They are in negotiations with one another and are hopeful that they will come to a resolution before July 1st.
- Rebecca has a PDF that she can share with the University Staff Council.
- This is not just an A&M System problem, it is across the state. BSW is requesting that the premiums go up and many state agencies are unable to afford the increase.
- Keith → Probable reality → The problem has nothing to do with the Texas A&M System.
 - If the contract does not go through and BCBS goes out of network, what is the likelihood that they will look at another insurance carrier?

B. Transportation Services Advisory Committee - Jamie Norgaard/Katelynn Kellogg -

- There is not an update. The committee does not meet in the summer.
- Katelynn is rolling off of the USC and will need a replacement.

C. Dining Services Committee - Tracey Posey - No update.

D. TAMU IT Governance Program - Jeff Lowry/Shelly Drgac/Sally Yang - No update.

E. Strategic Budget Council

- a. They are close to making budget decisions for the university.

F. Capacity and Student Experience Study Committees - Catherine Halverson/Kenric Davies

- a. The capacity study is wrapping up. The reports are being combined into a big report to be presented to the President.

G. Chief Compliance Officer Selection Committee - Wendy Wright - Committee is Completed.

H. Chief Operating Officer Search Committee - Jennifer Enloe

- a. Made two recommendations to the President.

I. HROE Advisory Council - Marcos Mendez - No Update.

J. Jed Program Steering Committee - Michelle Brown-Link - No Update.

K. Sesquicentennial Executive Committee - Kat McLelland - No update.

XII. Additional Matters

- A. Retreat - August 30th - New Members will come in @10:30AM.
 - a. A save-the-date will be sent out shortly.
 - b. Wear a USC shirt.
- B. Karen Hentschel - Manager Minutes Website.
 - a. Managers' Minutes website: <https://employees.tamu.edu/talent-management/Managers-Minutes/index.html>
 - b. A couple of events are approaching. There is a calendar on the website that shows topics of events that are coming up.
 - c. Thursday, June 20th → Deep Dive: Onboarding New Hires.

XIII. Adjournment

Motion: Kat McLelland

Second: Katelynn Kellogg

Next meeting: July 16, 2024, in General Services Complex, 101 A from 8:45-10:45 am and via Zoom