

Stephen F. Austin State University
Staff Council Meeting Notes
Tuesday, October 14, 2025
10:00 a.m. – 12:00 p.m.
McGee Business Building (Room 133) and Zoom

Attendees:

Attending Representatives	<input checked="" type="checkbox"/> Chair: Ryan Dietrich <input checked="" type="checkbox"/> Chair-Elect: Andrew Roybal-Cano <input checked="" type="checkbox"/> Secretary: Sabrina Delaney <input checked="" type="checkbox"/> Treasurer: Theunis Oliphant <input checked="" type="checkbox"/> Parliamentarian: Heather Catton <input checked="" type="checkbox"/> Jordan Berry <input checked="" type="checkbox"/> Bonnie Bennett <input checked="" type="checkbox"/> Crystal Deckard <input checked="" type="checkbox"/> Tiffany Gauntt <input checked="" type="checkbox"/> Nicole Ivancic <input checked="" type="checkbox"/> Chase James <input checked="" type="checkbox"/> Emily Keller <input checked="" type="checkbox"/> Steve Laurent <input checked="" type="checkbox"/> Tim Lewallen <input checked="" type="checkbox"/> Dudley May <input checked="" type="checkbox"/> Faron Moore <input checked="" type="checkbox"/> Shana Scott <input checked="" type="checkbox"/> Sydnee Seeton <input type="checkbox"/> Nadia Sifuentes <input type="checkbox"/> William Stelson <input checked="" type="checkbox"/> Enrique Venegas <input checked="" type="checkbox"/> Henry Wiederhold <input checked="" type="checkbox"/> Craig Yates
Not Present	Nadia Sifuentes, William Stelson

Meeting Minutes

Topic	Minutes
I. Call to Order	Time: 10:00 a.m.
II. Roll Call	<ul style="list-style-type: none"> Secretary: I will now do the Roll Call. Please respond "here" or raise your hand if in Zoom. Proxy names will be called at the end. <p>Secretary Delaney called roll. Individuals noted above were in attendance. Jeremy Baxter served as proxy for William Stelson.</p>
III. Presentations	<p>a. Presenter Gina Oglesbee</p> <ul style="list-style-type: none"> Budget <ul style="list-style-type: none"> 500k put in budget to address staff salaries Town halls: Nov. 4 & 5 will be presentation on budget and salaries I have received the questions from Staff Council <p>b. Presenter Damon Derrick (Vice President and General Counsel)</p> <ul style="list-style-type: none"> Second Century Committee -Strategic Plan Presentation Working for about a year, 33-34 members in the committee 5 primary themes: <ol style="list-style-type: none"> Student Experience Academic programs Research and creative activities Innovation Workplace culture Email from Damon explains how to read the strategic plan. Each theme has pathways for success. These are ways we can get there

(to the end goal), but nothing is locked in. What you see is pretty much what will be presented to the board. After the President approves it, it will be taken to the Board in February 2026.

v. Questions

1. Chair Dietrich: Is there a location online?
 - a. Presenter Derrick: not yet, has not been approved yet, but will after it has been approved by the Board.
2. Chair-elect Roybal-Cano: How is it different from when we were independent?
 - a. Presenter Derrick: Similar in that it is a plan, different in who holds accountable for it. Flow down from there.
3. Chair-elect Roybal-Cano: how does this potential plan match up with what we're doing with master plan?
 - a. Presenter Derrick: Similar but not exactly. The committee was in contact with Branch, nothing really direct other than what would be the case anyway as in moving around and shuffle. Branch did get a copy of the outline form of the strategic plan.
4. Chair-elect Roybal-Cano: Qualtrics survey out there, who will read the responses?
 - a. Damon, Jana, and president as cochair.
5. Chair Dietrich: When do you go to the board?
 - a. Presenter Derrick: February 19 board meeting along with Master Plan. Plan finalized in November, sent to board.
6. Parliamentarian Catton: When we have this approved plan, do the metrics come after that? Who is in charge of making sure...?
 - a. Presenter Derrick: Leave it up to each individual academic unit heads.
7. Presenter Oglesbee: add to what Damon said, also long-term financial plan goes to the board. There will actually be 3 plans that will work cohesively with the board.
8. Chair Dietrich: talk a while back about establishing a financial planning committee?
 - a. Presenter Derrick – I don't know much about that one.
9. Representative Lewellan: what are the metrics going to be –this is our goal, is that information going to be in this document or where will the metrics be?
 - a. Presenter Derrick – it will be up to the division head. Yall will touch just about every piece of this as IT; all of the cabinet will have to work collaboratively. As to how, I will leave that to the academic unit heads. I will not exceed my charge.
10. Chair Dietrich: will there be over arcing metrics on how we are achieving these goals?

	<p>a. Presenter Derrick: Sounds like a good idea, I just don't know.</p> <p>11. Chair-elect Roybal-Cano: had the last plan but no follow-up, this is the framework we have on that, but how do we measure that will be down to each division head?</p> <p>a. Presenter Derrick: That sounds right. don't want some committee updates and then it doesn't get updated again. It might need to be some kind of live feed.</p> <p>12. Representative Lewellan: dashboard is good idea, transparency, puts everyone at U on same page, lot of us are "that's not my job", having a dashboard updated on regular basis</p> <p>a. Presenter Derrick: also, don't want to put work on someone that doesn't get utilized...</p> <p>13. Representative Chase: I see a lot of goals, when see them need more faculty and staff. Is there a plan to increase?</p> <p>a. Presenter Derrick: we have them as pathways as to how we get there. may speak more at the town halls. Salary support is listed. Staffing levels are harder to do because every dept is different. Some are heavily understaffed. Some that may be doing alright. That is more independent at unit level. That costs money. question of priority, up to division head.</p> <p>14. Laurent: bringing students, do we know how many students we can handle max?</p> <p>a. Presenter Derrick: 15k total. online may expand that further. 15k is a mix of commuters, not all residents on campus.</p> <p>15. Laurent: Shouldn't we know how many we can handle on both?</p> <p>a. Presenter Oglesbee: Yes, we are working on 10year enrollment plan, Feb board meeting, bringing new res hall to that meeting, housing up and student body, some bonds up, have ability towhole plan should encompass what you are asking.</p> <p>b. Presenter Derrick: How many are there in the new hall?</p> <p>i. Presenter Oglesbee: 300-400</p> <p>16. Dietrich: Qualtrics survey?</p> <p>a. Presenter Derrick: yes, please have them submit comments in Qualtrics please, not email.</p>
IV. Meeting Minutes	<p>Posted minutes from the last meeting for approval.</p> <ul style="list-style-type: none"> • Motion to accept the minutes as written by Representative Laurent • Seconded by Representative Moore • Approved with no abstentions
V. Officer Reports	<p>1) Chair – Dietrich Dietrich</p>

	<ul style="list-style-type: none"> a) Employee Advisory Committee had first meeting for Fiscal Year. Set goals for next year and assigned people to committees. Each committee defines their goals and then can be given out to all of the campuses. <ul style="list-style-type: none"> i) My Perks Committee ii) Networking Initiative Committee –connect across institutions iii) Staff Recognition – look at activities that UT institutions perform to recognize employees; create a guide for things schools can implement. b) Met with Gina Oglesbee with Chair-elect Roybal-Cano about the questions collected by Staff Council. Well received, gave her extra copies, one copy for President’s Office. Not sure if all questions will be answered at the Town Halls. Chair-elect Roybal-Cano and Heather summarized the questions into one page with themes. All the questions generated –we left everything in there. We eliminated duplicates and refined the phrasing. <ul style="list-style-type: none"> i) Chair-elect Roybal Cano: summarized how he and Heather organized the questions. 1. 500k; 2. Salary Analysis, 3. Budget Status & Strategy, 4. Staff Workload & Time. 2) Chair-elect – Andrew Roybal-Cano <ul style="list-style-type: none"> a) Faculty Senate dissolved. Faculty Forum formed, Dr. Weaver spoke at the last meeting. Announced Town Halls: November 4 at 11am and Nov 5 at 3:30pm. Gave some preliminary enrollment numbers, nothing firm. Provost Barkley spoke on academic reorganizations. b) Town Hall Friday, October 10 – Academic Reorganization. Everything is preliminary until we determine where programs will go. 3) Secretary – Sabrina Delaney <ul style="list-style-type: none"> a) Printed agendas for today’s meeting 4) Treasurer – Theunis Oliphant <ul style="list-style-type: none"> a) Same budget as last year, most of expenses coming in the spring for staff recognition, some for Fall kickoff meeting 5) Parliamentarian – Heather Catton <ul style="list-style-type: none"> a) Nothing to report
VI. Committee Reports	<ul style="list-style-type: none"> 1) Executive Committee <ul style="list-style-type: none"> a) Met a few times this past month b) Staff Onboarding Video –needs to be created. Will work to get something set up with UMC, may reach out to reps. <ul style="list-style-type: none"> i) Chair-elect Roybal-Cano: may be something for Communications to look at c) Review of Standing Committees –will discuss later; most everyone got their 1st or 2nd choice of committee; will discuss later about adjusting or realigning committees d) Executive committee met to organize and clean up the formatting for the salary questions submitted to Gina & Cabinet. e) Executive Liaison for Committees –will determine which officer will also serve on each 2) FY26 Committee Representatives Announcement <ul style="list-style-type: none"> a) Nominations & Elections Committee <ul style="list-style-type: none"> i) Steve Laurent -chair, Jordan Berry, Nadia Sifuentes

	<ul style="list-style-type: none"> b) Communications Committee <ul style="list-style-type: none"> i) Tim Lewellan - chair, Henry Wiederhold, William Stelson, Emily Keller c) Worklife Committee <ul style="list-style-type: none"> i) Chase James -chair, Enrique, Faron Moore d) Staff Recognition Committee <ul style="list-style-type: none"> i) Crystal Deckard -chair, Tiffany, Shana, Bonnie Bennett, Sidney Seeton e) Bylaws Committee <ul style="list-style-type: none"> i) Heather Catton -chair, Dudley, Craig, Nicole f) Chair-elect Roybal-Cano: I reached out to each committee chair
VII. Unfinished Business	a. N/A
VIII. New Business	<ul style="list-style-type: none"> 1) Committee Plans – Setting Goals for FY26 <ul style="list-style-type: none"> a) AET - Achieving Excellence through Transparency -Communications b) TBBT – The Best Benefits in Town -Worklife c) LLBE – Looking for Loophole Bylaws Edition -Bylaws d) Staff Awards Ceremony –Staff Recognition e) President’s Achievement Awards –Nominations & Elections f) We found that each charge kinda fits nicely into a current committee. What should we work on, what can we achieve. Flexibility on what to do, names can even change. The committee can decide how to achieve the charge internally.
IX. Open Discussion	<ul style="list-style-type: none"> 1. Representative Seeton – tie what is in the strategic plan into what we are doing here. Dietrich: At the end of the year, we can provide Dr. Weaver with what we worked on. 2) Chair-elect Roybal-Cano: does everyone understand, can we go over, do we have a consensus of which committee 3) Secretary Delaney: What did we do in the past task 4) Representative Laurent: I think it works in nominations & elections. 5) Chair-elect Roybal-Cano: the ceremony will stay with staff recognition. The other charges ... 6) Chair Dietrich: Are there any hesitations with the other suggested assigned charges? <ul style="list-style-type: none"> a) Each chair did not see an issue 7) Chair Dietrich: I think it would be nice to provide something for Dr. Weaver at the end of the year to say this is what we feel will be best. This is what the EAC does. Last year they worked on sick leave phrasing across all the universities, found some that did not acknowledge mental health and were not consistent, recommended that they place the language in. 8) Representative Lewellan: events committee, handle food, etc. Do we have enough demand to handle the social planning? <ul style="list-style-type: none"> a) Chair Dietrich: wary about creating 10-15 new committees. If people meet and feel there needs to be a new committee we can look into it.

	<p>9) Chair-elect Roybal-Cano: question for parliamentarian – looking at bylaws, is there a standing committee for staff recognition?</p> <p>a) Heather: yes</p> <p>10) Secretary Delaney: other committees meet with staff recognition</p> <p>11) Parliamentarian Catton: committees working together such as transparency, maybe that could work with bylaws, what we are working on internally and how to communicate that. Even if we don't have a specific even planning committee, others could help out.</p> <p>12) Representative Lewellan: I think it's a great idea, that we need to firm up and formalize.</p> <p>a) Chair Dietrich: if you decide as a committee that this does not fit with us, bring it back to the exec committee and we can circle back or create an ad hoc committee</p> <p>13) Chair Dietrich: Any new questions? Comments?</p> <p>14) Chair-elect Roybal-Cano: thoughts about Damon's presentation or what Gina said?</p> <p>a) Representative James: kneejerk reaction: every step it feels like they are not wanting to give us the info we want. keeps getting pushed back, not wanting to answer what we need answered.</p> <p>b) Chair-elect Roybal-Cano: when we sat down with Gina, my expectation would be that we would have something. A politicking thing, Dr. Weaver is her supervisor, and I don't want to step on toes. I can at least sympathize with that viewpoint, but was disappointed. Glad that she came and acknowledged receiving them. Agree with your sentiment, working hard to bridge that gap. She has what we wrote, Dr. Weaver has a copy. Our constituents know that we have submitted their concerns directly to them.</p> <p>c) Representative James: feels like my perspective, Dr. Weaver is not scared, but doesn't want to face us. Gina was here, not him. We're the largest group of employees, more than faculty.</p> <p>d) Chair-elect Roybal-Cano: we did not ask Dr. Weaver to attend.</p> <p>e) Representative Gauntt: have hope that Weaver will address the questions, don't know how detailed Dr. Weavers report will be since it will be a lecture. Unsure on ability to have an open discussion about.</p> <p>f) Chair Dietrich: haven't reached out because waiting for campus dates, but going to try to meet with Weaver before the town halls. when we met with gina, talking about next couple of months, could not address since the towns halls were coming up. Town halls the first week and then we meet the 2nd week.</p> <p>g) Representative Scott: mentioned about admin leave in the kickoff? status?</p> <p>i) Chair Dietrich: do not know about the status</p> <p>ii) Chair-elect Roybal-Cano: gina said that it has been discussed in cabinet and that it would be disseminated through each vp. Dietrich and I will verify.</p> <p>h) Representative Lewellan: kneejerk reactions: not view it as a bad thing, Gina and Weaver being in their positions, would say that releasing that information in a town hall would carry a lot more weight than saying it here. in town hall format is an official opinion at that point, no take backs. we have made it abundantly clear that these are the things that we For</p>
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	<p>November meeting with need either Gina or Weaver or both to address the questions that did not get answered at the town halls.</p> <ul style="list-style-type: none"> i) Chair Dietrich: when we spoke to Gina, about having someone here in Nov for follow-ups. ii) Chair-elect Roybal-Cano: agree with you Tim, it's the organization, we gathered questions and said here, this is what we are interested in. After the last one, it was coming from all over, there was a lot of confusion. when we come to communication and transparency piece, we're being clear on what we want to hear. It is in the hands of who we want to hear from. sympathize with Rep. James and others, we keep hearing not yet, willing to wait this one additional time. i) Representative Bennett: when I first came in, yall were talking about the optics and keep kicking can down the road, some questions inflammatory, rather inflammatory to say 'well, we're going to have a town hall and will answer then.' Disappointed to not answering anything. <ul style="list-style-type: none"> i) Chair-elect Roybal-Cano: we asked her to be here to acknowledge that she couldn't say anything at this time, that SC didn't need to be the messenger, think it is warranted to say that at least she did come to say that she couldn't give the info. ii) Chair Dietrich: Would like to increase our face-to-face plan, have more cabinet members and leadership to come and speak. iii) Chair-elect Roybal-Cano: We need to speak about who we would like to come and speak at Staff Council and what topics. j) Parliamentarian Catton: all staff needs to let their reps know who they want to hear from and about what, what questions you have so that we can bring that to SC and make everyone know what we need to be successful <p>15) Go into break and closed session at 11:30am.</p>
X. Closed Session	
X. Adjournment	<p>Approved with no abstentions</p> <ul style="list-style-type: none"> • Motion to adjourn the meeting by Representative Moore • Seconded by Representative Laurent <p>Adjourn Time: 11:57 a.m.</p>