

**Stephen F. Austin State University
Staff Council Meeting Notes
Tuesday, December 9, 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 type="checkbox"/> Treasurer: Theunis Oliphant <input checked="" type="checkbox"/> Parliamentarian: Heather Catton <input 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 type="checkbox"/> Dudley May <input checked="" type="checkbox"/> James McLaughlin <input checked="" type="checkbox"/> Faron Moore <input checked="" type="checkbox"/> Shana Scott <input checked="" type="checkbox"/> Sydnee Seeton <input checked="" type="checkbox"/> William Stelson <input checked="" type="checkbox"/> Alison Reed <input checked="" type="checkbox"/> Enrique Venegas <input checked="" type="checkbox"/> Henry Wiederhold <input checked="" type="checkbox"/> Craig Yates
Not Present	Dudley May; Theunis Oliphant; Jordan Berry

Meeting Minutes

Topic	Minutes
I. Call to Order	Time: 10:00 a.m.
II. Roll Call	Secretary Delaney called roll. Individuals noted above were in attendance. Kara Predmore served as proxy for Dudley May Choya Coleman served as proxy for Theunis Oliphant
III. Presentations	a. No presentations
IV. Meeting Minutes	Posted minutes from the last meeting up for approval. <ul style="list-style-type: none"> • Change: <ul style="list-style-type: none"> • Representative Scott’s title from Analyst to Business Specialist • Representative Reed: protections for comp time accrual under questions #5. • Motion to accept the minutes as written with updates by Representative Stelson • Seconded by Representative Scott • Approved with no abstentions
V. Officer Reports	a. Chair – Ryan Dietrich <ul style="list-style-type: none"> i. Chair Dietrich and Chair-Elect Roybal-Cano met with Gina Oglesbee and President Weaver separately as follow-up to Town Halls. Staff Salary pool is budgeted from January 2026 – August 2026 and will not apply to the first four months of Fiscal Year 2026. The million is allocated for Jan-Aug 2026. No one’s salary is going to be reduced Sept 1, 2026. Reconfirmed: if you changed positions since January 1st of last year and the new rate is more than 3% of the old rate, then the employee would not be eligible for the salary pool. The creation of an independent staff

	<p>salary committee was discussed. There were some concerns, but Ms. Oglesbee said she would think about it. There are already staff who research salaries. Also discussed how can SFA better inform staff on budgeting process and decision makings for the university. There are Budget Bites meetings on first Friday of each month (but not in January). Send an email to budget@sfasu.edu and they will add you to the distribution list. Try a meeting or two, open to everyone. Chair Dietrich and Chair-elect Roybal-Cano met with President Weaver. We discussed some of the possible confusion around the tonal shift at the end of first town hall, got clarification, it felt unexpected and intense. Felt encouraged that President Weaver would stand up for accused staff members. When we talked through it, President Weaver did not have an issue. Everything will always be fully investigated. The main concern President Weaver had was how the complaint was raised. The complaint was raised anonymously and attempted too bring in public discourse by reaching out to the media. Some aspects of what occurred were discouraging. There are mechanisms on campus to report complaints the person did not use. The person had tried to bring the issues out in a public fashion. If anyone had received that kind of an attack, President Weaver would defend them as well. President Weaver encouraged us to use the appropriate steps to report.</p> <p>ii. Chair Dietrich and Chair-elect Roybal-Cano further discussed President Weaver’s comments following the first Town Hall meeting. Representative McLaughlin also commented.</p> <p>b. Chair Elect – Andrew Roybal-Cano</p> <p>i. Discussed meeting with Gina Oglesbee and Faculty Forum. Faculty workload discussion was majority of the Faculty Forum meeting.</p> <p>VI. Secretary – Sabrina Delaney</p> <p>a. Nothing to report</p> <p>b. Treasurer – Theunis Oliphant</p> <p>c. Parliamentarian – Heather Catton</p> <p>d. Nothing to report</p>
<p>VII. Committee Reports</p>	<p>a. Executive Committee</p> <ul style="list-style-type: none"> • Attempted to coordinate various speakers. Worked through scheduling conflicts. • Met with Staff Council committee chairs to establish expected goals. • Discussed the desire for follow-up meetings with President Weaver and Senior Vice-President Oglesbee • Discussed recognizing and congratulating all recent staff graduates in December 2025. <p>b. Nominations & Elections Committee</p> <ul style="list-style-type: none"> • Representative Laurent: Will send an email to Sabrina to ask what to do. <p>c. Communications Committee</p> <ul style="list-style-type: none"> • Representative Lewellan: Committee worked on mission statement for committee. Wiederhold drew up a statement. Will present to Bylaws committee for adoption. <ul style="list-style-type: none"> ○ <i>“The Staff Council Communications committee is dedicated to developing and implementing effective communication strategies that inform, engage, and empower staff members. By fostering transparency and ensuring clear and unified communication, the committee ensures that staff are well-</i>

	<p style="text-align: center;"><i>informed about Council activities, institutional policies, and opportunities for engagement.</i></p> <ul style="list-style-type: none"> • Representative Lewallen will send the mission statement to Parliamentarian Catton. Trey Cartwright contacted Chair Dietrich about creating a script for a promotional video about Staff Council for new staff members. The Communications Committee produced a script which Chair Dietrich will send to Trey. Both Chair-elect Roybal-Cano and Chair Dietrich have met with new employees during new employee orientation to speak about Staff Council. • Discussion regarding highlighting staff accomplishments. Ex. Presenting at a conference or life events. Items should be funneled through Chair-Elect Roybal-Cano. Staff shoutouts in SFA Today emails were also mentioned. Also discussed updated Staff Council social media and committee members' ability to update. Work life Committee <p>d. Worklife Committee</p> <ul style="list-style-type: none"> • The committee met last week. Representative James discussed the creation of a comprehensive list of discounts and post on Staff Council website and the possibility of making stores display. Ex. Car dealerships, restaurants, movies, etc. • Creation of a mission statement for the committee. <i>The Work Life Committee supports a healthy, inclusive, and balanced work environment for university staff by promoting well-being, professional growth, and community engagement.</i> • Staff Council discussed any known discounts for staff. <p>e. Staff Recognition Committee</p> <ul style="list-style-type: none"> • The committee has met. April 22, 2-4pm, STEM Atrium was selected for the Staff Service Awards ceremony. Next committee meeting is Dec. 10. <p>f. Bylaws Committee</p> <ul style="list-style-type: none"> • Continuing review of bylaws. Committee will bring sets of suggestions to the council so it is not a full review of all bylaws. Please inform committee of any bylaws that want or need review. Please send committee mission statements to Parliamentarian Catton.
<p>VIII. Unfinished Business</p>	<p>a. These are the various projects</p> <p>b. AET - Achieving Excellence through Transparency -</p> <p>a) Representative Lewallen: no updates at this time</p> <p>c. TBBT – The Best Benefits in Town</p> <p>a) Representative James: just spoke on discounts. See above.</p> <p>d. LLBE – Looking for Loophole Bylaws Edition</p> <p>a) Parliamentarian Catton: guides for officer duties</p> <p>e. Staff Awards Ceremony</p> <p>a) Representative Deckard just spoke concerning the ceremony</p> <p>f. President’s Achievement Awards</p> <p>a) Representative Laurent: Nothing to update now</p>
<p>VIII. New Business</p>	<p>a. No new news</p>
<p>IX. Open Discussion</p>	<p>a. Town Hall follow-up</p> <p>i) General discussion of Town Hall. Request was made for obtaining speakers for Staff Council meetings in a timely fashion. Please send ideas or requests for speakers to Chair Dietrich or Chair-elect Roybal-Cano.</p>

	<p>b. Agenda Items</p> <p>c. Presentation Schedules</p> <ul style="list-style-type: none"> • Please send ideas or requests for speakers to Chair Dietrich or Chair-elect Roybal-Cano. Ideas mentioned during Staff Council meeting: Jane Ann Bridges regarding Ethics Point, Human Resources, Master Plan, Athletics or Budget regarding athletics fee possibility, Gina Oglesbee after Feb. 2026 Board meeting, Dr. Kent Willis from Enrollment Management, CARRI project, ACE Center, Campus reorganization, and Livia Pierce regarding Employee Wellness. • Discussion regarding Staff Council meeting timing and speakers. It was noted that several individuals were asked to come speak, but were unable to do so due to a quarterly meeting. Chair-elect Roybal-Cano mentioned the possibility of taking those meetings into consideration when scheduling Staff Council meetings in the future. Representative Reed reminded council of the ability to call an ad hoc meeting when issues come up. • Discussion regarding adding a Staff Council meeting in March 20206. • Motion to add a meeting on March 17, 10:00-12:00 p.m. by Representative Lewallen • Motioned seconded by Representative Laurent • Motion passed. <p>d. New Questions or Comments</p> <ul style="list-style-type: none"> • Chair Dietrich mentioned President Weaver is encouraging everyone to use Ethics Point. • Representative Laurent: Question about salary survey. • Chair-elect Roybal-Cano: The feedback was that administration didn't understand what was being asked in regards to the proposed salary committee which would be similar to committee created by Faculty Forum. • Representative Reed mentioned that salaries can be compared and expressed concern about having a voice before decisions are made. • Chair Dietrich said it would be nice to have an independent committee to compare/study salaries like the one in Faculty Forum. • Chair Dietrich and Chair-elect Roybal-Cano are going to schedule another meeting. • Representative Yates expressed concern about positions left out of the 3% pool. • Representative Reed: What are you asking us to help with that endeavor? • Parliamentarian Catton asked if Staff Council could obtain some info on the work being performed by the Faculty Forum committee. • Chair-elect Roybal-Cano will reach out and see if they can provide insight. • Discussion of how to setup communication. A chat that is separate from all of the channels. Concerns about representatives who do not work on a computer all day. Committees determine which method of communication works best for them
IX. Closed Session	No closed session
X. Adjournment	<ul style="list-style-type: none"> • Motion to adjourn the meeting by Representative Laurent • Seconded by Representative Stelson

	<ul style="list-style-type: none">• Approved with no abstentions Adjourn Time: 11:35 a.m.
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