**STAFF PERFORMANCE REVIEWS**

Staff Performance Reviews are due May 31. The review period is May 1, 2018 – April 30, 2019.

Employees can log into SSO Workday Help and use the Complete Performance Review (Staff with Self Evaluation) Job Aid.

Managers must select additional reviewers or managers to participate in the review process or use the gear icon to skip the tasks.

Email human.resources@tgamucc.edu for more information.

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**CONGRATULATIONS!!**

Our very own Cassondra Casanova is the recipient of the SEAS Amigas de la Isla Award which honors one faculty member, one staff member and one university partner who has been a constant support to the Division of Student Engagement & Success. The recipients have gone above and beyond their roles on campus to help the division accomplish goals and serve students.

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**DOROTHY YEATER SCHOLARSHIP**

Applications for Summer are now being accepted thru May 23. Please send applications to staff.council@tamucc.edu.

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**UPCOMING EVENTS**

**Managing Difficult Personalities**  
Friday, May 17  
12:00 p.m. – 1:00 p.m.  
NRC, Room 2004

**SEBAC Elections**  
May 1, 2019 to May 15, 2019  
Please visit the HR webpage for nominee profiles and to cast your vote!

**Employee Development Day**  
Wednesday, May 22  
8:00 a.m. – 4:30 p.m.  
University Center

**SAVE THE DATE**

**Open Enrollment Fair**  
Tuesday, July 23  
11:00 a.m. – 2:00 p.m.

**Teacher Retirement System**  
Tuesday, July 23  
9:30 a.m. – 11:00 a.m.  
TBD, Open to the Public
The One-Time Payment Request Form has been updated to incorporate both the staff and academic supplemental pay forms. The updated form provides a structured process for departments to request several forms of payment that are not easily processed in Workday. HR has updated the Compensation website and the HR Forms page includes a link to the form. Please update any communication regarding use of supplemental pay forms.

The Staff Salary Study April Update has been added to the Salary Study website, a protected site requiring Island ID credentials. The final list of peer groups that will be used for the salary benchmarking phase of the project is available. Details of the process to form the peer group are available in the Peer Group slide deck. The Communication Plan that was developed with input from a subcommittee has been uploaded. Human Resources is currently working on assembling data from 800+ employee position descriptions for review by the consultants.

The Human Resources Department hosted its 23rd Annual Awards Celebration. The festive occasion, held April 26 in the University Center, included a luncheon to recognize the University’s retirees, along with a ceremony to honor faculty and staff excellence, winners of the inaugural Be Well University Cup, employees who have recently earned academic degrees, and a presentation of service pins. Photographs of the event can be found here.
Wellness Score Up 21%

Wellness – On the Mark Report 2019
Every three years Texas A&M University-Corpus Christi is evaluated by the System Benefits Office to determine our commitment to wellness in three areas: Organizational Foundations, Lifestyle Risk Management, and Medical Care Management. Each category is broken up into sub-categories such as HR Management, Commitment, Cultural Change Support, Screening, Physical Activity, Healthy Eating, Tobacco Control, Psychosocial Health, Case Management, and Consumer Empowerment. In eight of these nine sub-categories, we scored above 94%. We had a total increase of 21% from our evaluation three years ago. Programs created with the help of our campus Wellness Committee, the support received from supervisors and higher administration have a direct impact on our wellness score.

We thank all Islanders who participated in the wellness activities this year such as the Wellness Cup, Exercise Work Release Time, Walk for Wellness and Islander Rewards programs. Do you have an idea that will support employee wellness? Please send any suggestions to Benefits@tamucc.edu. Suggestions can also be sent to members of the TAMUCC Wellness Committee: https://academicaffairs.tamucc.edu/councils/campus_wellness.html.

FINANCIAL NEWS

Fidelity Investments
Denethia Yebemetsky will be on campus May 17, 9:00 a.m. – 2:00 p.m. in the NRC Building Room 2014. Faculty and staff are encouraged to stop by to meet with Denethia for questions or advice. Schedule a free one-on-one appointment by calling 800.642.7131 or Register online: getguidance.fidelity.com. Walk-ins are also welcomed. For more information contact Ithza M. Ojeda at x2625 or email benefits@tamucc.edu.

Attention TDA & DCP Participants
Tax Deferred Account (TDA) or Texa$aver 457 Deferred Compensation Plan (DCP) contributions are taken out of every paycheck including summer pay. If you wish to make changes or stop your deductions for the summer, you must make those changes by May 31 for the change to be effective June 1. Keep in mind if you stop deductions for the summer, you will need to make an update before August 31 to have deduction changes effective September 1.

2020 Holiday Schedule

The 2020 Holiday Schedule has been approved by the Texas A&M University System Board of Regents. State employee are entitled to observe 15 holidays during the fiscal year ending August 31, 2020.

RECRUITMENT CORNER

“Ghosting” is no longer only happening in the dating scene...

New research from recruitment firm RAND-NL suggests that as many as two-thirds (66 percent) of United States managers have been snubbed by candidates who initially accepted a job offer, only to retract it – or disappear entirely – ahead of their start date. That practice was dubbed “ghosting” after notoriety in the realm of online dating. Click HERE for more.
Managing Difficult Personalities
May 17th, 2019 at the Natural Resources Center Room 2004 from 12:00 p.m.-1:00 p.m.

Just about every workplace has a diverse blend of personalities and preferences. Learn how to communicate and facilitate a positive working relationship with any personality type. We will also examine the role of attitudes and perceptions, along with how to make the most of our diverse relationships with others.

HOW YOU WILL BENEFIT?
When you leave this session, you should be able to • Develop insight in managing different personality types in the workplace • Develop a cohesive team through individual strengths and differences • Identify your own attitudes and perceptions of people who are different from you.

Please contact Ithza Ojeda to RSVP at 361-825-2625 or email ithza.ojeda@tamucc.edu. Join through Webex here or Join by phone: 1-877-668-4493 call in toll-free number (US/Canada); Meeting number (access code) 286 488 396; Meeting password: W8XpQ7qS (98977777 from phones)

Wellness Incentive Program Reminder
The Wellness Incentive Program is an opt-in program. Employee and their spouse can complete the two-steps to take an annual health exam and the Health Assessment available in MyEvive to reduce premiums for the next fiscal year. Complete both steps, and you will receive $30 premium credit on your monthly check. Participation in any of the suggested MyEvive programs is not required to receive the credit.

Benefits While Traveling
Whether you travel in or out of the United States for summer vacation, you should know how each of your benefits works. Here is a quick guide on benefits while traveling: http://assets.system.tamus.edu/files/benefits/pdf/publications/travel.pdf

Newsletters
Several benefit related newsletters and other important information can be found on the HR website: the Employee Assistance Program provides health and wellness tips, and the monthly newsletter for employees and supervisors, the Well on Target Health Kit provides beneficial health information on a monthly basis, the Texas A&M University System Benefits Administration provides a quarterly Benefit Briefs newsletter and the TicketsatWork newsletter gives you information on employee discounts.

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