

The Hog Call



Employee Spotlight!



Olivia Galindo - Human Resources Specialist II

How long have you been with Texas A&M University Kingsville?

I have been with Texas A&M University-Kingsville for two years. I originally started as a student worker in Student Access, and in February 2025, I joined the Office of Employee Services as a full-time staff member.

Where did you graduate from?

I graduated from TAMUK in December 2024 with a degree in General Studies, focusing on Biology and Psychology. I am currently pursuing my MBA and plan to graduate in August 2026.

What do you enjoy most about your role?

What I enjoy most about my role is being able to help advance the university through training and professional development. When our employees have access to trainings that help them grow and excel in the workplace, they're better equipped to serve our students, which is the ultimate goal here at TAMUK. I also absolutely love the people I work with; having such a supportive and collaborative team makes coming to work every day so rewarding.

What is your fondest memory at TAMUK?

My fondest memory at TAMUK was definitely graduation day. That moment will always be incredibly special to me. As I crossed the stage, I felt the biggest sense of accomplishment, like every bit of hard work, every challenge, and everything I ever struggled with had finally paid off. It was a reminder that all those late nights, long days, and moments of doubt led to something meaningful. That feeling meant so much more than I ever expected, and it's a memory I'll carry with me forever.

If you could switch roles with another employee for a day, which role would you choose and why?

If I could switch roles with another employee for a day, I would choose to be the head cheer coach. I used to cheer here at TAMUK, so it would be amazing to step back into that environment again, but this time from a leadership perspective.



Coming Soon: Employee Development Training Series!

Launching February 2026 – We Want YOUR Input!

The Employee Development Team is excited to announce that we're gearing up to launch a brand-new employee development training series—designed to help you grow personally, professionally, and as part of our Javelina family!

We have put together a multi-phase lineup of meaningful, skill-building workshops that guide employees from foundational strengths all the way to organizational leadership skills. Before we officially roll out the first sessions in February, we want to get a feel for how many employees are interested in participating.

Your input will help us finalize schedules, space, and group sizes—so let us know which trainings catch your eye!

What's Coming?

Here's a sneak peek at the topics we'll be offering over the upcoming months and years:

- **Self-Awareness**
- **Internal Customer Service**
- **Humility**
- **Active Listening**
- **Emotional Intelligence**
- **Collaboration**
- **Teamwork**
- **Cognitive Flexibility**
- **Critical Thinking**
- **Continuous Improvement**
- **Change Management**

Each session will include interactive activities, practical tools, and opportunities for growth—both individually and as a team.

We want to hear from you!

Are you interested in joining one (or all!) of these trainings?

Click below to let us know:

[Employee Development Training Poll – Fill out form](#)

Your feedback helps shape the future of our employee development offerings. We can't wait to grow with you!



Holiday Perk Spotlight: FREE Identity Protection for BCBSTX Members!

This holiday season, we're unwrapping a benefit you might not know you already have! If you're enrolled in **BCBSTX through the A&M Care or J Plan**, you (and your family!) are eligible for **FREE identity protection** through **Experian IdentityWorks®**.

What's Included?

- **Credit monitoring**
- **Up to \$1 million in identity theft insurance**
- **Identity repair services**

How to Enroll

Just log in here:

<https://www.bcbstx.com/tamus>

Or learn more here:

<http://tx.ag/IDProtection>

Even More Free Benefits for the Holiday Season!

BCBSTX offers several wellness resources at no extra cost—perfect for staying healthy and stress-free through the holidays.

Browse the full BCBSTX Wellness Brochure here:

<https://assets.system.tamus.edu/files/benefits/website/Flyers/BCBSTXWellnessBrochure.pdf>

These resources pair perfectly with upcoming holiday wellness webinars, including:

- **Dine With Your Health in Mind for the Holidays**
- **Taking Control of Stress (Holiday Edition)**

Practice Gratitude for Mental Wellness

(From the *Practicing Gratitude for Mental Health* flyer)

Q4 2025 Practicing Gratitude fo...

BCBSTX members have access to **Learn to Live**, a free online mental health program for members and dependents (ages 13+).

Programs include support for:

- Stress, anxiety, and worry
- Social anxiety
- Depression
- Insomnia
- Substance use
- Panic
- Resilience building

Holiday Gratitude Ideas:

- Write a thank you note
- Take time to appreciate nature
- Connect with a loved one
- Spend time with a friend
- Find *three good things* each day

Access Learn to Live:

learntolive.com/welcome/BCBSTX

Enter code: **BETTERME**

BlueCross BlueShield of Texas Well onTarget®

DINE WITH YOUR HEALTH In Mind for the Holidays



BCBSTX HEALTH EDUCATION WEBINAR

Date: December 4, 2025
 Time: 3:00 PM
 Registration Link: [Click HERE to register](#)
 Or scan the QR code



We will learn about:

- How to Dine like a Dietician, especially for the holidays
- Guidelines for making healthy choices at home and at restaurants during the holidays
- Tips for dining in and out
- How to find a win at every meal!

Blue Cross and Blue Shield of New Mexico, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

BlueCross BlueShield of Texas Well onTarget®



TAKING CONTROL OF STRESS (HOLIDAY VERSION)

Date: December 2, 2025
 Time: 3:00 PM
 Registration Link: [Click HERE to register](#)
 Or scan the QR code



We will learn about:

- Causes of stress
- Effects of stress
- The 4 A's of stress management
- Self-care for stress management
- Stress management tips and techniques

Blue Cross and Blue Shield of Texas, a Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent Licensee of the Blue Cross and Blue Shield Association

learntolive

Practice Gratitude this Holiday Season



Write a thank you note



Connect with a loved one



Spend time with a friend



Find three good things each day



Take time to appreciate nature



Spark joy and enhance your mental health

Learn to Live offers free online mental health programs and support for Blue Cross and Blue Shield of Texas members and their dependents (ages 13 and older).

Scan or visit:
learntolive.com/welcome/BCBSTX
 enter code: BETTERME



Learn to Live's Online Programs
RESILIENCE | STRESS, ANXIETY AND WORRY | SOCIAL ANXIETY | DEPRESSION | INSOMNIA | SUBSTANCE USE | PANIC



Employment & Compensation Guidelines

The Office of Employee Services has developed comprehensive [Employment & Compensation Guidelines](#) designed to align institutional practices with Texas A&M University System policies. These guidelines promote consistency, equity, and legal compliance across employment and compensation processes.

They serve as a resource for department managers and divisional administrators, providing guidance through key steps in these processes. The guidelines were shared with the University Leadership Council at its most recent meeting and are effective immediately.

The guidelines address several key areas, including (but not limited to):

- Governance and Policy Alignment
- Position Management
- Employment Practices
- Job Changes
- Compensation Administration

Spring 2026 Important Dates & Deadlines

As we prepare for the Spring 2026 semester, the Office of Employee Services has developed a list of key dates and deadlines to support a smooth and efficient process. These dates are critical to ensuring the timely processing of employment actions for new and existing employees.

This proactive planning approach allows us to allocate sufficient time for processing and ensures that all employment-related matters are addressed in a timely and organized manner. The Office of Employee Services remains committed to continuously reviewing and refining our processes to ensure optimal efficiency.

Click below to view important dates!

[Spring 2026 Important Dates & Deadlines](#)

Spring 2026 New Hire Orientation Dates

Spring staff orientation sessions for new employees are scheduled on the following Mondays:

- January 12, 2026
- January 26, 2026
- February 2, 2026
- February 16, 2026
- March 2, 2026
- March 16, 2026
- April 6, 2026
- April 20, 2026
- May 4, 2026
- May 18, 2026

To maintain an efficient onboarding and hiring process, candidate acceptance must be confirmed no later than **two weeks before** the scheduled start date.



Holiday stress can affect everyone — students, coworkers, and even you. A simple smile, a warm greeting, or helping someone carry supplies can brighten someone’s entire week. The holidays shine a little brighter when we light up campus with small acts of kindness.

This also ties directly into our Caring Campus commitment. Every friendly gesture, moment of support, or act of patience helps create a more welcoming, connected environment for our students and each other. When we show up with kindness, we help make TAMUK a place where everyone feels valued.



On December 2, 1969, the Student Council voted to make “Jalisco” an official fight song — a tradition that still energizes Javelinas today.

This lively and iconic tune has become a staple of school spirit, especially thanks to **The Pride of South Texas**, our very own Javelina Marching Band. Their vibrant performances bring the song to life at games, pep rallies, and campus celebrations, creating an atmosphere of pride and unity that Javelinas know and love.

Want to hear it for yourself?

Listen to the fight song here: [Javelina Marching Band - Jalisco!](#)

Whether you’re a student, alumni, or staff member, “Jalisco” is a reminder of our deep-rooted traditions and the spirit that connects generations of Javelinas. So next time the band starts playing, take a moment to enjoy this piece of TAMUK history — it’s one of the many reasons our campus shines so bright during the holiday season!

