

The Hog Call



Figure 1. Office Of Employee Services Logo



Figure 2. President's Leadership Academy Logo

Big things are happening in the President's Leadership Academy!

This program is designed for campus professionals who are ready to level up their leadership and personal growth within Javelina Nation. Through engaging experiences and real-world learning, participants build the confidence and skills needed to tackle the evolving challenges facing higher education leaders today. With a strong focus on advanced leadership concepts and self-awareness, the program helps participants recognize their unique strengths and put them into action in both current and future roles at TAMUK.

The latest session, *Leading Through Influence*, presented by Miha Vindis, Ph.D., brought the energy and the insights. Participants explored how true leadership isn't just about position or authority, it's about connection, trust, and the ability to positively influence others.

One of the highlights of the session was an interactive discussion on how to better connect with others. Participants shared that something as simple as finding one relatable thing in common can instantly strengthen relationships. This idea came to life during the fun and interactive Networking Map activity. Attendees wrote their interests on sticky notes and placed them on a whiteboard, then drew lines to each connection they made with others, creating a visual networking map. The room quickly filled with conversation, laughter, and meaningful connections as participants saw their networks grow in real time.

Programs like the President's Leadership Academy and the President's Aspiring Leadership Academy continue to spark collaboration, boost confidence, and empower the next wave of Javelina leaders!



Figure 3. President's Leadership Academy participants enjoying an activity.

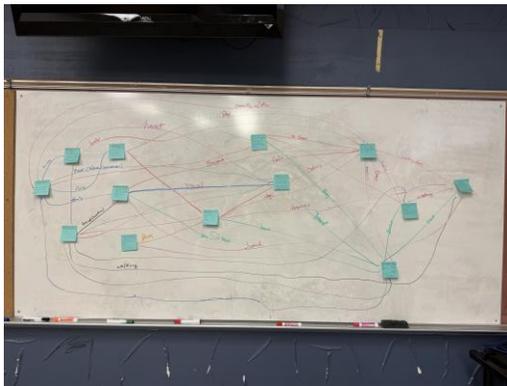


Figure 4. President's Leadership Academy networking map.



Figure 5. President's Aspiring Leadership Academy participants enjoying an activity.

who transferred departments during the evaluation period will be evaluated by their current supervisor if they have been in the role for five or more months.

Evaluation period:

March 1, 2025 – February 28, 2026

Evaluation window:

March 2, 2026 – April 10, 2026

Evaluations are due on April 10, 2026

To support you throughout the process, helpful job aids are available for both employees and managers, and guidance will be provided at each step within Workday.

Job Aids

• **Employee Job Aid:**

https://it.tamus.edu/workdayservices/training/job_aid/complete-performance-review-staff-employee/

• **Manager Job Aid:**

https://it.tamus.edu/workdayservices/training/job_aid/complete-performance-review-staff-manager/

Need help or have questions?

Email olivia.galindo@tamuk.edu for assistance.

We appreciate your cooperation and look forward to supporting a smooth and successful evaluation cycle for everyone!

Performance Evaluation Training Opportunities

To support both employees and managers throughout the evaluation process, Employee Development will be hosting in-person Performance Evaluation trainings during the month of March. These sessions are designed to walk participants through the Workday evaluation process and best practices for completing Performance Evaluations.

All training sessions will be held in Eckhardt Hall, Room 153.

Training Schedule:

• **March 2 | 2:00–4:00 PM**

Employee Performance Management

• **March 3 | 9:00–11:00 AM**

Manager Performance Evaluation Training

• **March 4 | 9:00–11:00 AM**

Employee Performance Management

• **March 5 | 2:00–4:00 PM**

Manager Performance Evaluation Training

If you would like to sign up for a training session, please click the link below:

[Performance Evaluation Training – Fill out form](#)



The flyer features the Texas A&M Kingsville logo at the top left. The title is '2026 Performance Evaluation Timetable' with a subtitle 'Rating period: March 1, 2025, February 28, 2026'. A table lists eight key events with their corresponding dates. A disclaimer at the bottom states that failure to complete evaluations by the deadline may affect merit eligibility.

Event	Date
Annual Performance Evaluations Launch in Workday	March 2, 2026
Manager adds Additional Reviewer/Manager (if applicable)	March 6, 2026
Employee completes self-evaluation	March 13, 2026
Manager drafts performance evaluation	March 25, 2026
Manager & Employee discuss performance evaluation	April 2, 2026
Manager submits evaluation	April 6, 2026
Manager & employee submit acknowledgment/ All performance evaluations completed	April 10, 2026

*Failure to complete annual performance evaluations by the scheduled deadline may affect merit eligibility, if approved, for both the employee and supervisor.

Figure 8. 2026 Performance Evaluation Timetable Flyer

2026 Performance Evaluation Timetable

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Figure 9. Benefits

TRS Retirement Planning Timeline

If you are considering retirement through the Teacher Retirement System of Texas (TRS), it is important to start early. TRS recommends beginning the process **10 to 12 months before your anticipated retirement date.**

For a comprehensive overview of TRS benefits and retirement information, you may review the TRS Benefits Guide here:

<https://assets.system.tamus.edu/files/benefits/pdf/publications/AGuide.PDF>

Key steps in the retirement process include:

- Submit **Form TRS 18** to request an estimate of retirement benefits
- Complete **Form TRS 30** to apply for service retirement
- Review and submit tax withholding information using **Form TRS 228A**
- Set up direct deposit with **Form TRS 278**
- Work with your employer to complete required salary and employment certifications

TRS typically processes retirement certifications within about **31 days after receiving all required paperwork**. Planning ahead helps ensure a smooth transition into retirement.

One-on-One TRS Counseling

- TRS counselors are available to meet individually with employees to:
- Review retirement estimates
- Explain benefit options
- Guide you through required paperwork
- Discuss service credit purchases if applicable

Taking advantage of a counseling session can help you make confident, informed decisions about your retirement.

Don't Wait Until Peak Season

TRS experiences a high volume of retirements between **May and August**, which can slow processing times. Employees who are considering retirement are strongly encouraged to begin the process early.

For additional help or resources, you may contact the Office of Employee Services at employeeservices@tamuk.edu

Wellness Release Time Program

At TAMUK, your well-being matters. The **Wellness Release Time Program** is designed to support employees in prioritizing their physical health — all while maintaining a healthy work-life balance.

What Is Wellness Release Time?

Full-time, benefits-eligible employees may receive:

- 30 Minutes of paid release time
- Up to three times per week
- During normal work hours
- Time does not have to be made up
- No timesheet documentation required

This paid time can be used for approved physical fitness and wellness activities.

Where Can You Participate?

Employees have access to:

- Student Recreation Center (*membership required*)
- Swimming pool
- Racquetball courts
- Bowling alley
- Tennis courts (excluding new intramural courts)
- University walking areas
- Other supervisor-approved fitness activities

Important Guidelines

- Must have had an **annual wellness exam within the past 12 months**
- Requires approval from your **immediate supervisor and dean/department head each academic year**
- Time must be scheduled at the **start or end of the workday or in addition to your lunch break**
- Participation may be adjusted based on departmental need

This program reflects TAMUK's commitment to encouraging healthy habits, improving job satisfaction, and supporting a positive campus culture.

How to Get Started

Submit a [Wellness Release Time Request Form](#) to your supervisor for approval. Once approved, send the signed request to the designated Wellness Champion in Human Resources.

For questions, please contact the Office of Employee Services at employeeservices@tamuk.edu

CATAPULT – Onsite Health Check Up

Take advantage of the upcoming **CATAPULT Onsite Health Check Up** designed to make prioritizing your health easy and convenient.

Location: Robert C. Eckhardt Hall, Room 155

Clinic Dates:

- March 11 & 12
- April 15 & 16
- May 14 & 15

Onsite clinics give you the opportunity to complete your health checkup right here on campus—saving you time while helping you stay proactive about your well-being.

Participating in the CATAPULT health check can help you:

- Stay on track with preventive care
- Identify potential health concerns early
- Support your overall wellness goals
- Maximize your employee health benefits

Spots may fill quickly, so be sure to register in advance:

Register here: <http://www.timeconfirm.com/tamu/kingsville>

Invest in your health this spring—your future self will thank you.



Figure 10. Performance Excellence & Strategy

The Results Are In!

TAMUK Faculty and Staff Respond to Great Colleges to Work For® Survey

Texas A&M University–Kingsville faculty and staff recently participated in the ModernThink Higher Education Insight Survey© as part of the Great Colleges to Work For® program. This national program recognizes higher education institutions that create exceptional workplace environments and foster employee engagement.

TAMUK first administered the survey in 2019 and again in early 2025. We are excited to share that positive responses increased across nearly all categories compared to the 2019 results.

Areas of Strength

Survey results highlighted strong performance in several key areas, including:

- Job Satisfaction and Support
- Faculty and Staff Well-being
- Supervisor/Department Chair Effectiveness
- Belonging and Community
- Mission and Pride

These results reflect the continued commitment of our faculty and staff to building a supportive, mission-driven campus community.

Areas for Improvement

- The survey also identified opportunities for growth in:
- Performance Management
- Communication
- Collaboration

The University Leadership Council (ULC) has reviewed the results and developed an action plan to address these areas. The action plan and detailed survey results are available to faculty and staff on [SharePoint: Performance Excellence and Strategy - Surveys](#)

For more information about the Great Colleges to Work For® program, visit:

<https://greatcollegesprogram.com/>



Figure 11. March Tip of the Month

March is the perfect time to reset and refresh.

Try the Spring Into 10 Challenge:

Pick one area each week and spend just 10 minutes improving it.

Week 1: Clear 10 emails from your inbox

Week 2: Take a 10-minute walk between meetings

Week 3: Organize one drawer or file

Week 4: Write 10 words of appreciation to a colleague

Small actions create momentum. By the end of the month, you'll feel more organized, more energized, and more connected.



Figure 12. Javelina Fact Attack

Did you know?

On **March 24, 2002**, the Texas A&M System Board of Regents officially recognized the outstanding biomedical research happening at Texas A&M University-Kingsville and established the **National Natural Toxins Research Center (NNTRC)**.

Even more impressive?

The NNTRC remains the **nation's only federally-funded viper research center**.

That means groundbreaking venom and toxin research is happening right here in Javelina Nation.
Talk about striking success.

Want to learn more?

Watch here:

<https://youtu.be/NKTsqrOVOUI?si=k6MLF8DyOZV9qyYp>



Figure 13. Natural Toxins Research Center Building



Figure 14. National Natural Toxins Research Center (NNTRC) Logo