



***The Hog Call***



**TEXAS A&M**  
**UNIVERSITY**  
**KINGSVILLE®**

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OFFICE OF  
EMPLOYEE SERVICES

## ***Employee Spotlight!***



### ***Nahun Jimenez - 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 3 years and 6 months.

#### **Where did you graduate from?**

I earned my Bachelor of Business Administration in Management with a concentration in Human Resources from Texas A&M University–Kingsville in Summer 2024. I earned my Master of Business Administration (MBA) with a certification in Human Resource Management at Texas A&M University–Kingsville in Summer 2025.

### **What do you enjoy most about your role?**

What I find most rewarding in my role as an HR Specialist at TAMUK is the chance to connect education with practical experience. You have the opportunity to assist students as they embark on their initial journey into the workforce—supporting them through recruitment procedures, aiding their comprehension of workplace standards, and observing their development in confidence and skill. It is highly rewarding to recognize that you are not merely filling roles but actively influencing futures. Additionally, the position provides a distinctive combination of administrative accuracy and interpersonal engagement, ensuring that each day is both meaningful and focused on individuals.

### **What is your fondest memory at TAMUK?**

As a student, I will always remember Graduation Day with the utmost fondness. I used to spend a few minutes each year standing outside the ceremony to watch the students put on their caps and gowns, pose for photos, and celebrate with their family. It encouraged me to keep going in the hopes that I, too, might experience joy like theirs. It has been rewarding to witness students thrive, attain success, and come back to express their appreciation. I have built relationships with students who have successfully entered their careers; recognizing my role in their journey adds depth to the importance of commencement ceremonies.

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

I would select the position of Student Life Coordinator. This is a dynamic position that places you in the heart of campus activity - organizing events, assisting student organizations, and cultivating a lively community. You have the opportunity to engage with students beyond the classroom, comprehend their interests, and influence their collegiate journey. It's an opportunity to witness how involvement and a sense of belonging are developed from the bottom up and how specific events, such as a well-attended homecoming rally or a successful cultural night, produce enduring memories.



### **November is Diabetes Awareness Month**

#### **What Is Diabetes and How Can I Manage It?**

November is recognized as **Diabetes Awareness Month**, a time to increase understanding about this common yet serious condition that affects millions of Americans.

Diabetes occurs when blood sugar (or glucose) levels rise to unhealthy levels because the body either doesn't make enough insulin or can't use it properly. Insulin helps move glucose from your blood into your cells for energy, so when it isn't working as it should, sugar builds up in the bloodstream.

There are two main types of diabetes:

- **Type 1 diabetes** – often diagnosed in children and young adults – occurs when the body stops producing insulin.
- **Type 2 diabetes** – the most common form – develops when the body doesn't use insulin effectively, known as insulin resistance.

Certain factors can increase your risk for Type 2 diabetes, including being over age 45, having a family history of diabetes, being overweight, or not getting enough physical activity.

Managing diabetes effectively is key to maintaining good health and preventing complications such as heart disease and stroke. The **American Heart Association** recommends:

- Following a heart-healthy diet
- Being physically active
- Reaching and maintaining a healthy weight
- Monitoring your blood sugar regularly
- Avoiding tobacco
- Managing stress and getting enough sleep

This month, take time to learn more about diabetes prevention and management. Small lifestyle changes—like choosing balanced meals, staying active, and scheduling regular checkups—can make a big difference.

To learn more, visit [AnswersByHeart](#)

### **Wellness Corner: Take Charge of Your Health!**

This November, take a proactive step toward better health with two great opportunities right here on campus!

**When:** Monday, November 10

**Where:** Javelina Dining Hall, second Floor

#### ***Flu Shot Clinic***

Protect yourself and those around you by getting your annual flu vaccine!

Flu shots will be available on-site through H-E-B.

Schedule your appointment here: [2025 TAMUK Vaccine Clinic Registration Link](#)

*Why it matters:*

According to the American Diabetes Association, the flu can lead to serious complications—especially for individuals with diabetes or weakened immune systems. Staying up-to-date on your vaccination is one of the best ways to stay healthy this season.

### Catapult Health Checkups

Get a head start on your wellness goals with a confidential, comprehensive health screening.

Schedule your screening here [Schedule your screening here.](#)

Your on-site preventive checkup includes screenings for blood pressure, cholesterol, and glucose, along with personal health coaching to help you take charge of your well-being.

### Healthy Habits Highlight

- Quit smoking to help lower your blood sugar and improve heart health.
- Maintain a balanced diet with whole foods and regular exercise.
- Know your numbers—monitor your blood pressure, cholesterol, and glucose regularly.

Take advantage of these free wellness opportunities and invest in your health today!

**Living with Diabetes: Fighting the Flu and Protecting You**

While diabetes does not make you more likely to get the flu, it does raise your chances of getting seriously sick—making it extra risky for people living with diabetes.

- Call your doctor right away if you experience flu symptoms.
- Get vaccinated annually for the flu.
- Ask your doctor or pharmacist about getting a prescription for an antiviral treatment if you get the flu. Antiviral treatments may lessen flu complications and work best if started one to two days when flu symptoms start.

Always check with your doctor or ask your pharmacist for advice if you're sick and not sure what to do.

Learn more at [diabetes.org/about-diabetes/assessments](http://diabetes.org/about-diabetes/assessments) | 1-800-DIABETES (360-342-2383)  
Supported in part by Seasonal Respiratory Illness Campaign, American Diabetes Association® (ADA)

**What Is Diabetes and How Can I Manage It?**

Diabetes is a condition that results in blood sugar rising to dangerous levels. Blood sugar, also called glucose, is controlled by insulin. Blood sugar is your main source of energy, and comes mostly from the food you eat. Insulin is a hormone that helps your body's cells absorb the glucose from your blood and use it or store it for energy.

When you have diabetes, your body either doesn't make enough insulin or can't use its own insulin as well as it should, or both. This causes sugars to build up in your blood.

**What types of diabetes are there?**

There are two main types of diabetes: Type 1 and Type 2.

**Type 1 diabetes** usually occurs in children and young adults. It happens when the body stops producing insulin. People with Type 1 diabetes must take insulin or other medications daily.

**Type 2 diabetes** is the most common form of diabetes. It most often appears in adults. It develops when the body doesn't use the insulin it makes efficiently. This is called insulin resistance. Also, the pancreas may not make enough insulin for the body's needs.

**Prediabetes** means that the body is having trouble getting your blood sugar numbers down to a healthy range, but it hasn't reached the level of Type 2 diabetes.

**Am I at risk for Type 2 diabetes?**

You're more likely to develop Type 2 diabetes if you:

- Are age 45 or older.
- Have a family history of Type 2 diabetes.
- Have prediabetes.
- Had gestational diabetes or gave birth to a baby over nine pounds.
- Have non-alcoholic fatty liver disease.

• Are overweight or obese.

• Don't get enough physical activity.

• Don't eat a healthy diet.

People in certain ethnic groups also seem to be more likely to develop Type 2 diabetes. These groups include African Americans, Hispanics/Latinos, American Indians, Alaska Natives and Asian Americans.

**How is it diagnosed?**

Diabetes is diagnosed using one of three tests. The most common test is the HbA1c (or A1C). It's used to diagnose and monitor diabetes. This test measures your average blood sugar level for the past two to three months. You may be diagnosed with diabetes if your A1C is 6.5% or above.

Another blood test is the fasting plasma glucose test (FPG). You can't eat or drink except for water for eight hours prior to the test. Normal glucose is less than 100 milligrams per deciliter (mg/dL). Diabetes is diagnosed at 126 mg/dL or higher on at least two occasions.

An oral glucose tolerance test (OGTT) measures how well your body handles a standard amount of glucose.

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# EMPLOYEE DEVELOPMENT

The Employee Development Team continues to offer **Hiring Manager Training – Student Employment** twice a month to help departments confidently navigate the student hiring process.

In recent months, we have noticed a growing number of hiring managers experiencing challenges with the student hiring process. While many have reached out with questions, participation in the scheduled training sessions remains very low.

These sessions are designed to guide hiring managers through each step of the updated process, providing clarity on procedures, required documentation, and best practices. We strongly encourage all hiring managers to attend this valuable training. Participation will not only help streamline departmental processes but also ensure that student hiring tasks are completed efficiently, accurately, and with confidence.

We look forward to seeing increased engagement in the upcoming sessions and continuing to work together to make the student hiring process as smooth and effective as possible.

To sign up for this training, please use the link below.

[Hiring Manager Training](#)





# EMPLOYMENT SUPPORT

## Compensation

The [Academic Operating Procedure 11](#), from the Office of the Provost establishes a formal process by which academic personnel must obtain prior approval for any activity that will result in overload or supplemental compensation. The procedure is intended to address inconsistencies in current practices by requiring authorization before supplemental work is started.

The purpose of this AOP from the Provost is to promote institutional accountability, ensure alignment with existing workload and compensation processes, and support consistent administrative oversight of overload teaching and supplemental pay. Establishing a standardized approval process reduces the risk of unauthorized compensation and ensures compliance with applicable university and System policies and regulations.

## Spring 2026 Hiring

As we prepare for the upcoming Spring 2026 semester, please be reminded to submit all applicable hiring materials well before the holiday break. Early submission is essential to ensure:

- Timely processing of hiring paperwork
- Completion of background checks
- Smooth onboarding for new hires
- Avoidance of delays that could impact start dates or payroll

To support a seamless start to the semester, we strongly encourage departments to:

- Review all anticipated hiring needs (e.g., adjuncts, teaching assistants, student workers, temporary staff)
- Submit complete hiring packets as early as possible
- Ensure all required documentation is accurate and up to date
- Communicate with HR or Academic Affairs regarding any special circumstances or late hires

If you are unsure about the required materials or deadlines, please contact [employment@tamuk.edu](mailto:employment@tamuk.edu) for guidance.

Let's work together to ensure a successful and stress-free start to Spring 2026!



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As we enter the season of thankfulness, take a moment to show appreciation to your colleagues! A simple “thank you” or note of recognition can go a long way in boosting morale and strengthening teamwork.

Whether it’s a coworker who helped with a project, a supervisor who offered guidance, or a student worker who went above and beyond — let them know you’re grateful. A positive word can make someone’s day (and yours too)!

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Did you know that on November 18, 1925, Texas A&M University–Kingsville (then known as *South Texas State Teachers College*) published the very first issue of its student newspaper, *The South Texan*?

That first edition marked the beginning of nearly a century of student voices, stories, and campus traditions being shared in print. What started as a small publication created by passionate students has grown into one of the oldest continuously running college newspapers in Texas!

So, as we celebrate November, we also celebrate the Javelina spirit of storytelling, connection, and pride that continues to live on through *The South Texan* today.

