

The Hog Call



Figure 1. Office of Employee Services



Figure 2. President's Leadership Academy

Building Better Conversations

This past session of the President's Leadership Academy brought communication to life as participants explored **Effective Internal Communication Strategies** with guest presenter Miha Vindis, PhD. Rather than simply learning concepts, participants were encouraged to actively engage, reflect, and challenge the way they communicate within their teams.

Through thoughtful group discussions, participants shared their own experiences and gained new perspectives on what effective communication looks like in different settings. These conversations highlighted how communication is not one-size-fits-all and emphasized the importance of listening, understanding, and adapting to others.

One of the highlights of the session was the interactive "Yes, and..." storytelling activity. Participants worked together to build stories by replacing "but" with "yes, and", shifting their language from limiting ideas to expanding them. This simple change encouraged collaboration, creativity, and a more supportive way of engaging with others. It also reinforced how small adjustments in communication can have a big impact on teamwork and relationships.

The session was both insightful and engaging, equipping participants with practical tools to strengthen their communication skills and build more positive, collaborative environments in their everyday interactions.



Figure 3. PALA participating in a group activity.



Figure 4. Justin Rivera and Jeremy Tamez participating in a communication exercise.



Figure 5. Lue Gonzales and Heather Rivas participating in a communication exercise.



Figure 6. Dr. Lisanne Petracca and Dr. Subbarao Yeliseti participating in a communication exercise.



Figure 7. Employee Development

Performance Evaluations Due April 10

The deadline is quickly approaching—**annual performance evaluations are due April 10, 2026 in Workday!**

This is your opportunity to pause and reflect on the past year—celebrating accomplishments, recognizing growth, and setting the stage for what’s ahead. Performance evaluations aren’t just a task to complete; they’re a chance to have meaningful conversations, align expectations, and invest in your continued development.

Who participates?

Non-faculty employees hired on or before September 1, 2025, and who have been employed for more than six months will complete an annual evaluation. If you transferred departments during the evaluation period, your current supervisor will complete your evaluation if you have been in your role for five or more months.

Evaluation Period:

- March 1, 2025 – February 28, 2026

Evaluation Window:

- March 2, 2026 – April 10, 2026

Don’t wait until the last minute—take some time to thoughtfully complete your evaluation and make the most of this process. Helpful job aids are available in Workday to guide both employees and managers every step of the way.

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.

Let's finish strong and make this evaluation cycle a meaningful one!



2026 Performance Evaluation Timetable
Rating period: March 1, 2025, February 28, 2026

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

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Figure 9. Employment Support

Process Improvement Working Group

The Office of Employee Services is excited to announce the launch of new Process Improvement Working Group. This initiative is designed to support our ongoing commitment to operational

excellence and enhancing the overall employee experience. This working group will play a key role in identifying where improvements can be made and how we can create smoother, more effective workflows.

We are seeking ten employees who bring enthusiasm, curiosity, and a desire to contribute to meaningful organizational improvements. Your unique perspectives and day-to-day experiences will help ensure that the solutions we develop are practical and reflective of the challenges and opportunities within our workflows.

The first area of focus will be enhancing our student employment processes, ensuring a more streamlined and supportive experience for both students, hiring departments, and Employee Services.

What Participants Will Do

- Contribute insights on current processes
- Help identify challenges and propose solutions
- Participate in scheduled discussions and improvement sessions

Who We're Looking For?

Employees who are:

- Passionate about continuous improvement
- Interested in sharing ideas and experiences
- Willing to commit time to scheduled working group activities

If you're interested in participating, please submit the nomination form using the link below.

[Process Improvement Working Group – Fill out form](#)

The deadline to submit your nomination is April 15, 2026.

Questions?

If you have any questions about the Process Improvement Working Group or the nomination process, please contact the Office of Employee Services at employeeservices@tamuk.edu.

We look forward to your participation and to working together to strengthen our processes and enhance the employee experience.

Job Description Template

The Office of Employee Services is pleased to announce the release of an updated [Position Description Template](#) designed to better support departments in creating clear, consistent, and comprehensive position descriptions across the university. The revised version streamlines the position documentation process while aligning more closely with current organizational, compliance, and Workday requirements.

For questions, please contact employment@tamuk.edu.

Biannual Workday Release

Workday releases new features and enhancements twice a year, in March and September. The most recent update is **now live!**

Use the link below to visit the Biannual Workday Release page and view the preview video showing key feature updates.

[Biannual Workday Release 2026 R1](#)

Workday Services Webinars

Looking to sharpen your Workday knowledge or catch up on the latest updates? TAMUS is offering a variety of **Workday trainings and webinars** designed to help you navigate the system with confidence. Whether you're new to Workday or just need a refresher, there's something for everyone.

View upcoming Workday trainings and webinars here:

Job Change Templates

Join us as we take a closer look at recent updates to the Job Change business process. We'll review Job Change reasons, introduce newly available Job Change templates, and discuss best practices designed to support smooth, accurate, and efficient job changes.

Date: April 1, 2026, 10:30 am to 11:30 am

Target Audience: HR Partners, HR Contacts

To register, navigate to: **[Workday Webinar: Job Change Templates](#)**

For additional training events, please visit the **[Workday Services](#)** website.



Figure 10. Benefits

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:

- 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:

To register, navigate to: [Virtual Checkup by Catapult Health](#)

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

April Financial Wellness Webinars

Plan for your future with these helpful virtual sessions:

Social Security Basics (April 7) | Learn how benefits work and strategies to maximize your income

To register, navigate to: [What You Need to Know About Social Security](#)

Economic & Market Update (April 15) | Hear expert insights on the current economy and market trends

To register, navigate to: [Quarterly economic and marketing update](#)

Navigating the Sandwich Generation (April 22) | Tips for balancing financial responsibilities while caring for family

To register, navigate to: [Navigating the sandwich generation: Financial strategies for the caregiving squeeze](#)

America Saves Week (April 6–10)

Build stronger financial habits with a week of educational workshops:

Budgeting and emergency savings

Managing debt and understanding credit

Investing basics

Retirement planning

To register, navigate to: [Fidelity Investments](#)



Figure 11. April Tip of the Month

A Fresh Start for Your Goals

April offers the perfect opportunity to pause and reset. Take a moment to reflect on the goals you set at the start of the year and consider what's working and what may need to shift. Growth isn't

always linear, and adjusting your path is a natural part of progress. Giving yourself the space to refocus can help you move forward with greater clarity, intention, and purpose.



Figure 12. Javelina Fact Attack!

Did You Know?

In **April 1951**, Texas A&M University-Kingsville made history by launching its first **ROTC Signal Corps unit**—the first senior division unit of its kind in South Texas. This marked a major step in developing student leadership and military training opportunities on campus.



Figure 13. ROTC Leadership & Excellence logo.



Figure 14. ROTC Color Guard



Figure 15. The Color Guard performing the sacred duty of posting and guarding the national colors during a football game.



Figure 16. ROTC Cannon Team