Relationships
Education
Appreciating Contributions
Collaboration
Honest Communication

TEXAS A&M UNIVERSITY-SAN ANTONIO
STRATEGIC PLAN 2022–2026

Employee Engagement Task Force
Thursday, July 14, 2022
11:00 a.m. – 12 p.m.
Meeting Notes

- **Roll Call:** Art Olague, Kathy Funk-Baxter, Martha Olivos-Gonzalez, Jarrick Brown, Carl Sheperis, Craig Elmore (Invite to Next Meeting) , Dr. Wu, Reed Vesey, Sandra Degrassi, Mary Kay Cooper (Online) Megan Wise (Joined Late 11:32 PM), Jessica Loudermilk.

Start: 11:05 p.m.

Recap of last meeting: President's Roundtable

- Remind everyone, moving forward we will be driven by the Data analytics from survey.

- Moving forward
    - Driven by data analytics
    - Part of every meeting we will review data from a particular viewpoint
- Review by Carl Sheperis
    - Data guide
        - There are many reports apart of this analysis, walking through how to digest and break down to one element each meeting or multiple reports each meeting.
        - Recognize there are multiple elements of Exec. Summary, 48 items and each items mean something. 12 constructs and overall
        - Look at demographics of participants.
            - Anyway to breakdown data further than just White
            - We reported demographics according to those who are Hispanic and those who are not.
    - Top priorities and strengths
        - Slow down process, understand what we're looking at.
        - Biggest factor among all reports is that employee retention is an issue.
        - Have to decide as a committee what we want to know, what are things we are not answering today? Might need to dig deeper into
        - What are the primary problems with Employee engagement?

- Until we know specifics, solutions don't make since.
- Solutions might not fit what employees want.
  - Strengths across all data, but they are not excellent just "okay"
  - What level of data analysis does the task force want to tackle?
    - Delegate back to leader of each areas.
    - Focus on larger groups of data, rather than smaller groups of people.
- Understanding Overall Score
  - Overall score of 363/500
- State of Employee Engagement
  - 54% of employees completed survey.
  - 20% highly engage
  - 24% engaged
  - 38% Moderately
  - 17% Disengaged
    - 14% seeking other employment
  - How to stem the flow from the current.
  - Degrassi: do we know where 14% is compared to other institutions
  - Sheperis: Much higher than average
  - Kathy: Avg is 2.55%
  - Reed: Large amount choose not to answer
  - Along the line of benchmarks of other organizations (Item #1)
- Areas of Strength
  - 397 workgroup, supervision and Community scores
    - How do we improve from very good to excellent?
- Areas of Concern
  - Biggest concern is pay, not something this taskforce can fix.
  - Kathy and HR concern, but taskforce can acknowledge problem.
  - 2nd largest, transparency from leadership
    - Pay score 224
      - Almost worse that can be (lowest 200)
    - Internal communication score 343
    - Job satisfaction score 350
- The Data
  - Taskforce has to decide which they want to tackle
  - Kathy: or if you want to tackle at all, don't have to dig into individual areas if you don't want to
  - Kathy: All VPs received data from individual areas for areas of improvement. Helps narrow down what to focus on
  - Degrassi: Faculty and staff don't focus on same areas
  - Sheperis: Data breaks down between each..
  - Kathy: there is some overlap, but most are very different.
  - The taskforce should look at this from a change management perspective

- First step – how do we get out awareness
  - Communication needs to continue, create awareness among all employees to maintain transparency
- Second – creating desire
  - How to get people to buy in, how it makes sense to them.
  - Get feedback from ideas, maybe a survey. How does it fit with the issues you've identified?

- Kathy: Convocation, president would like to communicate the taskforce
- Art: Be deliberate, make information available to smaller groups. Get into smaller rooms to get people to understand at the induvial level. We move fast as an institution but need to let people know. Communicate this process will take time. Representative at area/departmental meetings?
- Mary Kay: staff council representative..
- Megan: bring taskforce to executive council
- Sheperis: suggest publishing calendar of meeting for the year, create transparency. Attach agendas, notes, website
- Kathy: Link on HR website
- Kathy: 12 questions we added to survey do not have anything to compare with, will be used as a benchmark. Some are concerning to me, but no comparison
  - "People from all backgrounds and identities have equal opportunity to advance at the university"
    - Low scores, concerning
    - Extra questions, not sure how to address these.
      - Degrassi: next time we survey, ask same questions?
  - Have ability to add 20 of our own questions.
- Sheperis: Low score, The university is providing adequate support for faculty research.
  - Other scores below are mediocre
  - Lowest score was university communication
- Craig: Was there a difference between faculty or staff who didn't answer?
- Which departments to go over in which order over the next 6 months?
- Mary Kay: What order do we want to do for summaries?
  - Reed: given VPs have already seen data, place to start for the group would be the individual areas.
  - Megan: echo that, see difference between faculty and staff.
  - Degrassi: I agree
  - Kathy: Areas of concern for BOTH faculty and staff?
  - Sheperis: will get back for next meeting. Think about big questions individually.
- Mary Kay: No raw data, just reports. Do we want to see a different breakdown?
  - Reed: anything that is disaggregated would be beneficial/interesting

- - - Kathy: Will work with consultant that provided date to get cost.
    - Jessica Loudermilk: Ask for specific slices
    - Kathy: see what breakdown was on specific demographics
    - Sheperis: Should wait so we can be specific on the data we're requesting. Look at comparison between faculty and staff, identify areas of key concern.
    - Martha: Can get idea of what they can do, how long it can take, contract.
- No raw data solely reports
  - Does taskforce want additional breakdowns from UT?
  - Hispanic for example?
- Key Date review
  - August 4 report
    - Kathy: Hearing everything, I think Dr. Matson being able to say the committee is working, how we're approaching,
    - Mary Kay: not traditional data, should not rush to any conclusions/changes.
    - Kathy: VIA Link, HEB Favor Delivery locations, other things we are doing to improve
    - Reeducation piece, employees don't know what perks they have.
    - Kathy: Revamping HR website to showcase employee benefits.
      - Total Rewards
  - Doodle Poll
    - For month of July, August dates Next two weeks, Week of August 8th, Revisit September.
      - Circle back for Fall dates
  - How often do we want to meet?
    - Every other week
    - Providing a calendar of meetings on taskforce website.
      - Meetings in advance
- **End Meeting: 11:55 PM**