



OFFICE OF THE PRESIDENT
DR. CYNTHIA TENIENTE-MATSON

MEMORANDUM

DATE: May 20, 2022

TO: Jarrick Brown, Assistant Director for Student Involvement; Staff Council
Immediate Past President
Dr. Gary Coulton, Associate Professor, Department of Life Sciences; Faculty
Ombudsperson
Dr. Megan Wise de Valdez, Associate Professor, Department of Life Sciences;
Faculty Senate Vice President
Dr. Hsiao-Ping Wu, Associate Professor, Department of Educator & Leadership
Preparation
Reed Vesey, Director of Assessment & Communications, Student Success and
Engagement
Vanessa Torres, Assistant Vice President for Enrollment Management
Craig Elmore, Associate Vice President for Finance & Controller
Jessica Loudermilk, Chief of Staff & Associate Vice President for Strategic
Initiatives
Art Olague, Director, Recreational Sports

FROM: Dr. Cynthia Teniente-Matson, President

CC: President's Cabinet members
Dr. Sandra DeGrassi, Associate Professor & Chair, Department of Marketing and
Management; Employee Engagement Task Force Co-Chair
Dr. Mary Kay Cooper, Director, Alumni Affairs; Staff Council President;
Employee Engagement Task Force Co-Chair

SUBJECT: Invitation to serve on Employee Engagement Task Force

Earlier this spring, A&M-San Antonio conducted its first employee engagement survey to establish a baseline and gain insight into employees' perceptions of the University as a workplace. This effort is connected to Goal 5 of our current strategic plan, [Transforming Tomorrow Together](#), which aims to establish and maintain a culture of excellence at the University. A key objective under Goal 5 is to "provide for greater employee engagement and satisfaction as a top priority by seeking and using formalized feedback systems to retain high performing faculty and staff." Employee engagement is a critical measure of employees' connection and commitment to an organization and when engagement is



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high, it is an indicator of the health of the organization and the wellbeing of its employees. The results of the employee engagement survey will help us identify both areas of strength and areas for improvement and it is imperative that we act on what we learn from the survey.

To that end, I invite you to serve on the Employee Engagement Task Force, which will be under the executive sponsorship of Vice President for Business Affairs Kathy Funk-Baxter, and will be co-chaired by Dr. Sandra DeGrassi, Associate Professor and Chair for the Department of Marketing and Management, and Dr. Mary Kay Cooper, Director of Alumni Affairs and 2022-23 Staff Council President-elect. The Task Force will be tasked with analyzing engagement survey results, gathering additional employee feedback, identifying areas of both opportunity and concern, developing recommendations to increase employee engagement, and sharing information with the campus community as this work is conducted.

The Task Force will convene in June 2022 and will meet throughout the summer to analyze the survey results and develop an initial set of recommendations which can be implemented starting in fall 2022, and continue work into the fall to develop a set of longer-term recommendations. Service on the Task Force will be a significant commitment and the timeline is ambitious, but the work of the Task Force will be very meaningful and will inform material enhancements to the employee experience at A&M-San Antonio.

The Task Force would greatly benefit from your contributions and I very much hope that you'll accept this invitation to serve. Your response to this invitation is requested by Tuesday, May 24, via email to Andrienne Harris at andrienne.harris@tamusa.edu.