



Relationships
Education
Appreciating Contributions
Collaboration
Honest Communication

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

Employee Engagement Task Force
August 22, 2022 10:00 a.m. – 11:00 a.m.
Meeting Notes

- **Roll Call:** Jarrick Brown, Martha Olivos-Gonzalez, Carl Sheperis, Dr. Wu, Reed Vesey, Sandra DeGrassi, Jessica Loudermilk, Craig Elmore, Megan Wise De Valdez, , Mary Kay Cooper, Art Olague,
- **Missing:** Vanessa Torres, Megan Wise
- **Start Time :** 10:02 AM

- Plan for focus groups and/or surveys to dig deeper into the data
 - Mary Kay – Focus groups sooner rather than later
 - Sandra – College of Business has discussed doing in September
 - Focus Group Questions
 - Jessica – Have external.. have some forums that are not specific to where you work. Campus Works is set to advise us. Realty or perception, have to battle notion that is an empty process. Can't give the appearance we aren't doing anything about survey. Campus Works will be able guide.
 - Martha – will campus works join virtually or in person?
 - Jessica – they will travel depending on what the group thinks. Have to have some forums to take individuals out of their work group.
 - Carl – be clear that audio is being transcribe, only one person will see it. The purpose of the recording is to transcribe, not to save.
 - Mary Kay – feel like I've heard concern about communication between in person/virtual. Offer four sessions in person and virtually, various times/dates.
 - Art – as many options as possible sounds great. What is goal of number of people in each group?
 - Mary Kay – is there merit to separate faculty to staff in focus groups?
 - Sandra – Huge differences, ex 69% vs 90% faculty/staff
 - Craig – Tenure faculty might be afraid to speak up cause they are afraid to lose their tenure.
 - Art - ..
 - Carl – Were tackling sample by faculty and staff. 10 – 12 is max in focus group, and that's still big for a focus group. 4-6 groups is a lot of data to transcribe. Looking for repeat information from all groups. Those reluctant to speak their mind simply won't come.

- Jessica – the process is only as good as people’s willingness to participate, you have to name the problem to address it. Separate by EEO? Faculty staff should be separate simply by the number difference.
- Mary Kay – Start week after labor day, finish four weeks later, sort of equal number of in person and virtual focus groups.
- Jessica – we can ask people to not come, still completely fair.
- Sandra – part of the concern is your opinions aren’t valued, meaning in invites is still important.
- Martha – did Carl mean, would we select who would be in focus groups? Not invitation?
- Jessica – not what I meant, we can ask people to not attend
- Sandra – I think we invite, then there is a cap of who can participate.
- Mary Kay – is anyone opposed to using Campus Works this way?
 - All no’s
- Reed – If we get stronger response than we think we’re going to get, how are we going to handle those flexibilities? We don’t know what the interests is going to be, we should keep flexibility open in case.
- Mary Kay – Jessica, can you speak more about dividing up the constructs?
- Jessica – how will we use the focus group to.. for construct * here is what we are addressing to the group. If we subdivide, for X construct here’s what we want to know about it, I think we’re covering all our bases. If were planning to cover all the topics with all the focus groups, we have to narrow down the questions.
- Martha – would be a lot to address every one of the constructs. In the next two years, what are the areas that need to be address? We can actually show we’re acting on them.
- Mary Kay – I always felt focus groups were to clarify gaps, not necessarily looking for the actionable items. Clarifying agents.
- Sandra – some of these are just so low, 27% percent needs to be address.
- Carl – happy to draft recommendation for Friday, might help get moving in a direction
- Jarrick – what if we broke it up by constructs. One group about job satisfaction, etc
- Carl – if you do it that way, three people will tell you about an area but it doesn’t represent everyone. Validity among multiple groups will increase confidence.
- Craig – question 5, terms need to be defined. Who is the “We”? Depending how your mind thinks about the question will effect answer.
- Jessica – some of the information we discover won’t necessarily be for the tasks force to handle. We can make recommendations for future action.
- Carl – from the survey results, a lot of the faculty/staff.. “if you saw us communicating with the public, what would that look like” we might be doing it, they just don’t know.
- Dr. Wu – what professional characteristics are we looking for in the questions.
- Sandra – next steps for getting them on board?

- Jessica – they are on board (campus works) by next week, they will give feedback. Ask them to join our next meeting.
- Sandra – encourage folks to engage with the taskforce.
- Craig – Standardize our communication
- Sandra – communicating a lot of different ways is important.
- Carl – creating trust around the process.
- Jessica – somebody who is responsible to collecting information and populating the site.

- **Meeting Adjourn: 11:00 AM**