

People and Culture NEWSLETTER

FROM THE
UTA Office of Talent, Culture, and Engagement



CAMPUS HAPPENINGS

KICKING OFF BENEFITS SEASON

Soccer scarves, wellness resources, and hundreds of engaged employees came together this summer as the 2026 Benefits & Wellness Fair transformed the Maverick Activities Center into a World Cup–inspired hub of information, connection, and friendly competition.

Held July 8 on the indoor soccer field, the fair embraced the theme “Kick Off Your Benefits Season: Score Big With Your Benefits.” More than 650 faculty, staff, and retirees attended, making it one of the University’s largest employee engagement events of the year.

With more than 40 vendors in attendance, the fair connected employees with experts on resources available to support their well-being, including health plans, retirement options, insurance benefits, wellness programs, and lifestyle services.

One of the most popular stops was the event’s hydration station, where participants took a break, cooled down, and recharged. Inspired by the tournament theme, the station served as a reminder that success, whether on the field or in everyday life, starts with prioritizing personal wellness.

Attendees also had the chance to score prizes during vendor-sponsored raffle drawings, adding more excitement to a day that supported informed decision-making during enrollment period while also celebrating community.



Attendees cool off with fellow Mavericks at the Benefits & Wellness Fair.



LETTER FROM THE VP

DEAR COLLEAGUES,

With the start of the fall semester comes a new class of students eager to begin the next chapter of their lives. They don’t know it yet, but the relationships they are forming now will become some of most valuable resources they will gain at our University.

Throughout my 30-plus years in higher education and advancement, I have seen former students, faculty, staff, donors, and retirees remain connected long after their time on campus ended. Whether they began as students bonding over exams, faculty collaborating on new research, or alumni mentoring the next generation, these relationships evolved into something much deeper: a lifelong connection to our vibrant community and the people within it.

UTA’s strength comes from these relationships, as you’ll see in the stories contained in this issue of the People & Culture Newsletter. Programs like Outstanding Maverick Awards, initiatives like the Employee Emergency Fund, and events like the retiree luncheon help us develop connections inside and outside the University. They are also instrumental to our efforts to build a culture where every Maverick—past, present, or future—can thrive.

Thank you for the many ways you contribute to our Maverick community.

Marie Schultz

Marie Schultz

Vice President for University Advancement

Send a High Five today!



Scan the QR code to send a Mav Up MVP Employee Recognition digital card and let someone know their contribution makes a difference.





EMPLOYEE RECOGNITION

Celebrating Faculty

On April 14, faculty gathered to celebrate our Research, Scholarship, Service, and Teaching Award recipients and to recognize faculty who participated in our University-wide programs and fellowships. This year's celebration was extra special, as organizers joined forces with UTA

Libraries to present the Faculty Creative Works showcase on the same day. Faculty Creative Works is an annual event hosted by UTA Libraries in honor of our Maverick faculty who, year in and year out, elevate the landscape of scholarship, art, and media.

Outstanding Maverick Award

Throughout April, University leaders, colleagues, and members of the Outstanding Maverick Award Committee gathered across campus to honor the recipients of the 2025 Outstanding Maverick Awards, a recognition program celebrating staff members and teams whose contributions exemplify UTA's shared values of collaboration, engagement, excellence, innovation, and integrity.

Rather than holding a traditional awards ceremony, honorees were recognized during surprise receptions held within their own departments, creating exciting moments of gratitude and pride as recipients learned they had been selected for one of UTA's highest staff honors. Each honoree received a commemorative award and monetary recognition before celebrating with colleagues at a reception that highlighted the impact of their work across the University.

The 2025 recipients were:

Collaboration: Daphne R. Baker, Office of Legal Affairs

Engagement: Jade Myers, Department of Computer Science and Engineering

Excellence: Jitenga Knox, Center for Innovation in Health Informatics

Innovation: Stephanie Jacobo, Office of Legal Affairs

Integrity: Jenny Kimball, Office of Legal Affairs

Leadership: Eileen Clements, UTA Research Institute

Leadership: Sarah Panepinto, Office of Grants and Contracts

Teamwork: Clinical Coordination Team, College of Nursing and Health Innovation, including Laurie Cantrell, Khrirel Ewings, Cathleen Harris, Rhonda Jordan, and Janyth Mauricio



The Office of Legal Affairs produced three award recipients, marking the first time one department has earned recognition in three separate award categories since the program's inception.

Faculty Focus

Alicia Rueda-Acedo, a professor of Spanish translation and interpreting, has received the Piper Professor Award recognizing outstanding college professors across Texas. The award honors 10 professors per academic year for their dedication to the teaching profession and for their outstanding academic, scientific, and scholarly achievement. Dr. Rueda-Acedo is the 13th recipient from UTA to win the Piper award since 1959 and the sixth since 2000.



"I am deeply honored and humbled to receive the Piper Professor Award," she said. "Teaching has always been at the heart of my work, and I am grateful for the opportunity to learn alongside my students while supporting their academic and professional growth. This recognition is especially meaningful because it honors not only excellence in teaching, but also scholarship and service to the off-campus community."

Maverick Performance Excellence Award

Designed to create a positive work environment for employees, increase employee performance, and boost morale, the Maverick Performance Excellence Award (MPEA) recognizes employees who have made a meaningful impact on their department, college, or the University through exceptional performance. Recipients are granted paid time off as a token of appreciation and encouragement.



"This achievement reminded me that I'm capable of more than I sometimes give myself credit for. Taking on new responsibilities can feel daunting, but this showed me I can rise to that challenge and still make a difference for my team and the institution."

– Shania McKelvain
Program Assistant Director of Assessment and Accreditation, Office of Institutional Effectiveness and Reporting

Congratulations to the spring 2026 awardees!

- | | |
|-----------------------|-------------------|
| Jose Aberardo Alvarez | Beth Macomb |
| Anne Bittinger | Jennie Mai |
| Shelby Boseman | Shania McKelvain |
| Kwazay Casey | Pavel Mizilin |
| Aaron Cauble | Mikaela Otwor |
| Shannon Chandler | Yaroub Saleh |
| Joseph Condon | Amanda Sims |
| Amanda Ehrlich | Evie Swink |
| Veysel Erel | Priscila Walsh |
| Kayla George | Sheri Whitfield |
| Kymmie Grubb | Various TCE Staff |
| Geneva Hartfield | |
| Lora Johnson | |



All UTA employees can help their peers get rewarded for their efforts by scanning the QR code.

Mav Up MVP

The Mav Up MVP Employee Recognition Program is a University-wide program that allows employees to appreciate their fellow Mavericks for their contributions to the UTA mission and for living out our shared values every day. All faculty, staff, and student employees are eligible to give and receive unlimited recognition. When you spot UTA's shared values in action, send a high-five by submitting a digital recognition card; cards are delivered straight to the recipient's inbox, with their supervisor copied. If you have a team interested in learning more, sign them up for the Mav Up MVP Canvas Course at oit.uta.edu/canvas.



UTA Honors the Legacy of Juneteenth Through Education, Music, and Community

Juneteenth commemorates June 19, 1865, when news of the federal order ending slavery in the United States reached enslaved people in Galveston, Texas, more than two years after the Emancipation Proclamation was issued. On June 18, the UTA community came together in Brazos Park to reflect on that history and celebrate the resilience, culture, and freedom that Juneteenth represents. Hosted by the Intercultural Student Engagement Center (ISEC), the event drew 263 students, faculty, staff, and community members for an afternoon of learning, reflection, and celebration.

Relius Johnson, adjunct faculty member for UTA's Center for African American Studies, gave a keynote address that challenged attendees to remember the lessons of history and recognize the importance of civic engagement in shaping the future. His remarks served as a powerful reminder that Juneteenth is not only about looking back, but it is also about understanding the role each generation plays in moving forward.

Led by Leo Grandison, assistant director of ISEC, the event was made possible through the efforts of a planning committee that included Allia Lewis,

Lisa Thompson, Tailar Brown-Smith, Shabaz Brown, and Shaleace Towns, along with numerous volunteers who helped bring the celebration to life.

By blending history, culture, and community, UTA's Juneteenth celebration transformed an important moment in Texas history into a meaningful campus experience, reminding attendees that understanding the past helps strengthen the communities we build today.



The Juneteenth event received an enthusiastic response, with an average attendee rating of 4.4 out of 5 stars.



Relius Johnson delivers the keynote address.

Student Employment Week

In recognition of National Student Employment Week (April 13–17), the Employee Engagement Team hosted a series of appreciation events dedicated to celebrating UTA's student employees and reinforcing the University's commitment to employee recognition.

The week included a live demonstration of the Mav Up MVP Employee Recognition Program in the Career Development Center and a Student Employee Appreciation Giveaway, where employees received a UTA tote bag as a token of appreciation for their valuable contributions to the Maverick community. These events were designed to recognize and celebrate the dedication, hard work, and impact of UTA's student employees while promoting a culture of appreciation and engagement across the University.



During National Student Employee Week, student employees were invited to a tote bag giveaway in the UTA EDGE Center and an information session about employee recognition at UTA.

Retirees Reunite at Annual Luncheon

For many retirees, UTA is more than a former workplace. It is a community built through decades of service, friendships, and shared experiences. That spirit was on full display at the 2026 Retiree Club Annual Luncheon, where

former faculty and staff returned to campus to reconnect, celebrate, and reflect on the lasting impact of their careers.

With the theme "Celebrating Maverick Legacy," the luncheon welcomed 200 attendees to the Bluebonnet Ballroom of the University Center for an afternoon of fellowship and recognition.

A highlight of the event was an inspiring fireside chat with Barbara Odom Wesley, retired healthcare professor, whose reflections sparked meaningful conversations among attendees about service, leadership, and lifelong learning.

The luncheon also honored the dedication and contributions of UTA's newest retirees. Among

those celebrated were employees whose careers spanned more than three decades of service, a testament to the commitment and loyalty that have helped shape the Maverick community.

Notable attendees included Lynn Peterson, who retired after 56 years of service; Robert Bind with 34 years; Shelley Smith with 33 years; and Victor Reece with 30 years. Their combined years of service represent generations of contributions to students, colleagues, and the University's continued success.

The annual gathering continues to serve as a cherished tradition that brings former colleagues together while honoring the individuals whose work helped build UTA into the institution it is today. As stories were shared and friendships renewed, the event offered a powerful reminder that while careers may conclude, the Maverick legacy endures.



Retirees join Vice President of Talent, Culture, and Engagement Jewel Washington and Provost Tamara Brown at the annual retiree luncheon on April 1.



WELLNESS CHALLENGE

Blazing Race Teams Finish Victorious Together

Clue in hand and competition underway, more than 80 UTA staff and faculty members set off across campus for the 2026 Blazing Race, an interactive wellness adventure that transformed an ordinary workday into a fast-paced test of teamwork, problem-solving, and Maverick spirit.

Held May 20 in Brazos Park, the Blazing Race challenged teams to navigate campus while completing activities inspired by UTA's eight dimensions of wellness. Participants solved clues, tackled physical challenges, tested their knowledge with wellness trivia, and worked together to overcome obstacles at checkpoints across campus. Inspired by *The Amazing Race*, the event combined friendly competition with wellness education, encouraging participants to

think critically, stay active, and build connections with colleagues from across the University.

The excitement began when Jewel Washington, vice president of the Office of Talent, Culture, and Engagement, delivered the race's first clue, sending teams on their way. As competitors raced from location to location, they discovered new wellness resources, learned about UTA's wellness initiatives, and strengthened relationships through collaboration and shared accomplishments.

One of the day's most energetic moments came when participants, volunteers, and campus partners paused the competition for a lively 30-minute Zumba session led by Sineyda Ortiz, assistant director of fitness. The impromptu dance party brought the campus community together through movement,

laughter, and plenty of encouragement. The event was led by Juanita Strube, with support from Lia Lewis, Brianna Rhodes, and numerous campus and community partners who helped bring the race to life.

At the finish line, three teams rose to the top of the leaderboard: The Road Not Jogged, Dewey Decimators, and BlazIEs Too. But the true victory was shared by everyone who ran, walked, or rolled their way through the challenge. By blending wellness, exploration, and friendly competition, the Blazing Race reinforced UTA's commitment to creating a healthy, connected, and engaged campus community, proving that sometimes the best way to learn about wellness is to turn it into an adventure.



ADMINISTRATIVE PROFESSIONALS DAY

Lights, Camera, Admin!

The annual Administrative Professionals Day Luncheon brought approximately 150 employees to the Bluebonnet Ballroom of the University Center to recognize the administrative professionals whose behind-the-scenes work supports the University's daily operations and overall success.

This year's theme, "Lights, Camera, Admin!" transformed the luncheon into a Hollywood-inspired celebration. Attendees were welcomed with a red-carpet entrance and individual photos, creating an Academy Awards-style experience designed to spotlight the employees whose

dedication, professionalism, and service help advance UTA's mission.

A highlight of the event was the introduction of peer recognition awards, a new feature that was enthusiastically received by attendees. Award recipients included:

Best Director of Detail: Christine Lacy, recognized for exceptional organization and execution.

Best Producer of Productivity: Kia Kalumbi, honored for driving efficiency and keeping operations running smoothly.

Best Supporting Role in Success: Karen Walcott, recognized for teamwork, reliability, and support of colleagues.

Best Screenplay for Scheduling: Sherry Sandles, honored for excellence in planning and calendar management.

Best Costume Design for Personal Style: Stephanie Wilson, recognized for maintaining a polished professional presence.

In addition, Margaret Jackymack received the Lifetime Achievement in Administrative Excellence Award for her sustained dedication, service, and outstanding contributions throughout her career at UTA.

The event featured interactive elements, including a Kahoot! trivia game, and provided attendees an opportunity to connect with colleagues across campus. Attendees praised the red-carpet experience, the chance to reconnect with coworkers in person, and the engaging activities.

The annual event reinforced UTA's commitment to recognizing administrative professionals whose contributions have a lasting impact on the University community. As the stars of the day, they were celebrated for the talent, commitment, and excellence they bring to the Maverick community every day.



Administrative professionals who work hard behind the scenes stepped into the spotlight for a Hollywood-themed recognition luncheon on March 24.

Staff Development Conference

More than 240 employees gathered June 10 at the Grand View in Mansfield for the 2026 Staff Development Conference, a signature annual event hosted by the Staff Advisory Council (SAC) that encourages professional growth, meaningful connections, and campus-wide engagement.

Centered on the theme “Connection & Community,” the conference brought together staff from across the University for a full day of

learning and collaboration. Employees had the opportunity to step away from their day-to-day responsibilities and focus on building skills, expanding their networks, and exchanging ideas with colleagues from across campus.

The conference featured a variety of interactive sessions led by UTA and community presenters covering networking, leadership, collaboration, learning communities, workplace relationships, and creating environments that foster belonging

and connection. Keynote speaker Shaunda Musick challenged attendees to reflect on their personal and professional growth while highlighting the important role community plays in individual success.

One of the most impactful aspects of the conference was the opportunity for staff members from different colleges, divisions, and departments to meet, share experiences, and learn from one another. Throughout the day, conversations continued between sessions as attendees exchanged ideas, built professional relationships, and explored new opportunities for collaboration across the University.

The conference was organized by the SAC Staff Development Conference Committee and Executive Board, with support from SAC volunteers and campus partners, including Talent, Culture, and Engagement and Student Affairs. Complimentary shuttle transportation helped make participation more accessible, allowing employees from across campus to take part in the event.

Over the years, the Staff Development Conference has grown into one of UTA’s premier professional development opportunities for staff. The 2026 conference continued that tradition, providing employees with valuable learning experiences while strengthening the relationships and sense of community that contribute to UTA’s success.



Staff members from a wide variety of departments came together for the annual Staff Development Conference.

Employee Service Awards

Long before a student walks across the commencement stage or a research breakthrough makes headlines, faculty and staff across campus are working behind the scenes to make those successes possible. In March, UTA celebrated those contributions during its annual Employee Service Awards, honoring employees whose years of dedication have helped shape the University’s growth and success.

Held in the Bluebonnet Ballroom of the University Center, the 2026 Employee Service Awards recognized faculty and staff members reaching service milestones beginning at 10 years and continuing in five-year increments through 25 years and beyond. Approximately 200 award recipients and guests attended the celebrations.

The recognition was split into two special events. Employees with 25 or more years of service were honored during an invitation-only dinner on March 3, while employees celebrating 10, 15, and 20 years of service were recognized during a reception and awards ceremony on March 17.

University leaders joined colleagues, family members, and guests to celebrate the honorees and acknowledge the impact of their long-term commitment to UTA. Former President Jennifer Cowley and Vice President Jewel Washington helped recognize employees whose careers have contributed to the University’s mission of teaching, research, and service.

Throughout the ceremonies, award recipients were applauded for the expertise, dedication, and institutional knowledge they have cultivated over the years. Each milestone recognized served as a reminder that UTA’s achievements are built on the collective efforts of employees across every area of the University.

Beyond the award presentations, the celebrations offered opportunities for honorees to reconnect with colleagues, share memories, and reflect on their professional journeys.



By recognizing employees who have devoted a decade or more to UTA, the Employee Service Awards highlights people whose commitment and service continue to strengthen the University.



EMPLOYEE SERVICES

Compensation Classes Provide Transparency and Insight

Understanding compensation

processes can sometimes feel complex, but UTA's Compensation team is helping make those topics more accessible through a series of educational classes designed for faculty and staff.

The program promotes pay transparency by providing employees with a deeper understanding of the policies, practices, and processes that guide compensation decisions across the University. Participants learn about topics such as the Compensation and Classification Request (CCR) process, Fair Labor Standards Act classifications, overtime and compensatory time eligibility, market salary data, leadership titling protocols, and UTA pay structures.

Available both online through Canvas and in person, the classes offer practical learning opportunities. Interactive exercises, including job description reviews and mock salary analyses, help employees better understand how compensation

recommendations are developed and evaluated.

The training is open to all faculty and staff, and departments can also request customized sessions tailored to their business needs. Participants consistently describe the courses as informative and engaging, noting that the sessions provide valuable insight into compensation practices and greater clarity around University processes.

In addition to training opportunities, employees can access a variety of resources through the Compensation website, including salary quartiles, staff pay ranges, leadership titling guidance, administrative support titling resources, the CCR form, and the Total Compensation Calculator. By making compensation information more transparent and accessible, the Compensation team is helping employees better understand the processes that support career growth, position management, and pay administration across the University.

Employee Emergency Fund

The Employee Emergency Fund (EEF) provides short-term assistance for employees experiencing significant financial hardship. Covering basic needs for eligible employees, this fund granted \$20,611.23 to employees in need during the spring 2026 and summer 2026 semesters. To be eligible, you must be an active employee in a non-student role, have full or part-time continuous employment for at least six months prior to the date you apply, have a temporary financial hardship because of an emergency, and have an adjusted gross income of less than \$50,000 for an individual or \$100,000 or less for couples filing jointly. The maximum award amount per calendar year is \$1,000.

Effective September 1, 2026, the maximum award amount per calendar year is \$500. To learn more about the Employee Emergency Faculty and staff interested in learning more are encouraged to regularly visit Canvas and uta.edu/hr/compensation for upcoming training opportunities and educational resources.



Temporary financial hardship means a hardship event rather than pre-existing financial concerns. A temporary financial hardship is one caused by

a specific event such as the death of a family or household member, serious illness or injury, loss of livable housing due to a fire or natural disaster, significant loss of household income affecting your ability to pay for basic needs, or medical expenses resulting from an accident.

The fund relies on the compassion and generosity of the UTA community. By contributing to EEF, you can help ensure support remains available for University employees when they need it most.

To learn more about the Employee Emergency Fund or to make a contribution, please visit resources.uta.edu/hr/services/employee-emergency-fund.

NEW BEGINNINGS

UTA's VSP Helps Employees Start Their Next Chapter



UTA recently celebrated the dedicated employees who chose to retire through the Voluntary Separation Program (VSP), an initiative designed to support UTA's long-term financial flexibility while honoring years of meaningful service. In total, 227 employees retired through the program, and 16 others took phased retirement options, leaving a legacy across classrooms, offices, labs, student services, and administrative operations throughout the University.

The VSP created a supportive pathway for retirement-eligible employees to step confidently into their next chapters. Whether they are pursuing full retirement, spending more time with family, traveling, volunteering, consulting, or staying connected to UTA as retirees, these Mavericks move forward with our gratitude and best wishes. Their contributions have helped shape UTA's story, and their impact will continue to be felt for years to come.



VOLUNTEER OPPORTUNITIES

Building a Stronger Maverick Community

Some of UTA's most successful events share one thing in common: dedicated employees who volunteer their time and talents to support the campus community. For faculty and staff looking to expand their network, develop new skills, and make an impact beyond their day-to-day responsibilities, UTA offers a variety of volunteer and task force opportunities throughout the year.

One of the best examples is UTA Commencement, where faculty and staff from across the University come together to help create a memorable experience for graduates and their families. Volunteers play an important role in ensuring ceremonies run smoothly while celebrating one of the University's most meaningful traditions.

Beyond commencement, volunteer opportunities across campus allow employees to collaborate with colleagues from different departments, contribute to University initiatives, and gain valuable leadership and event experience.

Whether assisting at a major campus event, serving on a task force, or supporting a University program, volunteers help strengthen connections across UTA and contribute to a more engaged campus culture.

Faculty and staff are encouraged to watch for volunteer recruitment announcements throughout the year. Every volunteer effort helps make UTA a stronger, more connected Maverick community.



Mentors and mentees in the third cohort of the Maverick Momentum staff mentorship program gather for a photo.

MENTORSHIP

Maverick Momentum in Motion

In June 2026, the Maverick Momentum staff mentorship program celebrated the completion of its third cohort, marking another milestone in this annual initiative. To date, the program has supported more than 40 mentor-mentee partnerships.

This six-month program fosters a culture of engagement, community, and growth through personalized mentorship pairings focused on goal achievement and career advancement. Participants benefit from a structured roadmap of development topics, skills-building workshops, and access to career resources. An alumni networking mixer and the opportunity to use the Iris booth for professional headshots further reinforced the importance of building connections and cultivating a strong personal brand. As we celebrate this milestone,

we look forward to expanding our mentoring community and launching the next cohort.

“The program gave me the opportunity to build a meaningful mentorship experience, and it exceeded my expectations. My mentor challenged me to think more strategically, especially in how I approach feedback and define my personal brand, which had a huge impact on my confidence and growth. I truly felt supported and valued through the time and effort he invested, and it was clear he was genuinely committed to helping me grow. I would absolutely recommend this program to anyone looking to gain a new perspective and grow both personally and professionally.”

—**Jessica Hollon**
Mentee | Sr. Business Analyst, OIT

“Being part of the Maverick Momentum program has been a truly rewarding experience. I’ve enjoyed building meaningful connections, sharing knowledge, and supporting others in their personal and professional growth. Maverick Momentum creates a positive and encouraging environment that benefits everyone involved. I am looking forward to seeing what the plans are for next year.”

—**Felicia Chamberlain**
Mentor | Manager, Graduate Nursing

AI AWARENESS

Best Practices for Using AI Tools in the Workplace

UTA hosted AI Awareness Week in July, offering a series of learning opportunities to help faculty and staff build a strong foundation in AI and explore its responsible use in the workplace. All sessions were free to the UTA community.

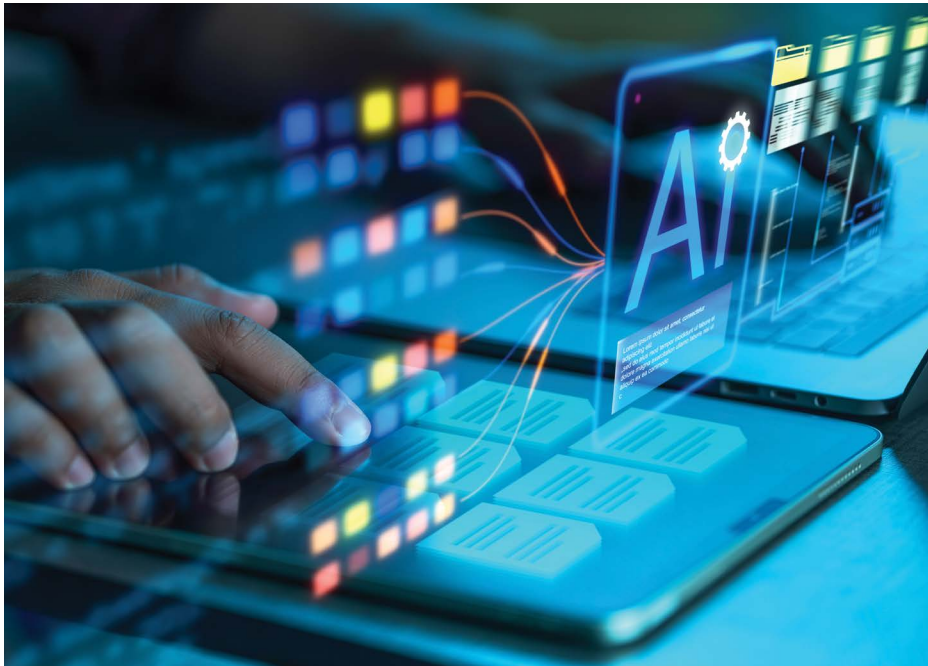
Designed for employees at all stages of their AI journey, the event provided practical strategies for using AI responsibly and effectively in everyday work. Through a mix of virtual presentations and hands-on training sessions, participants gained a better understanding of AI concepts, learned best practices for maintaining professional integrity

while using AI, and explored real-world examples of AI in action across the workplace.

“It is important that employees have opportunities to build the skills needed to use AI tools effectively and responsibly,” said Tabitha Wiles, innovation design analyst in OIT Process Improvement & Innovation. “We are dedicated to helping staff understand AI’s capabilities and limitations, apply it in meaningful ways, and adopt practices that safeguard UTA information and support responsible innovation.”

If you’re interested in building your AI knowledge and skills, consider attending the monthly AI Community of Practice sessions. The next session, “AI for Brainstorming,” is scheduled for Wednesday, Oct. 28.

Join the AI Community of Practice Teams channel for resources distributed during AI Awareness Week and links to upcoming sessions.



MEET A MAV

Fostering an Engaged Culture

New employees attending MavJourney New Employee Orientation were asked to fill in the blanks in the statements: **“I am engaged when...”** and **“Recognize me for...”**



Frida, Development and Alumni Relations
“I am engaged when there is a prize...
Recognize me for beating a deadline!”



David, Extension and Extended Campus
“I am engaged when I am being a part of something BIG... Recognize me for going above and beyond.”

Mavs THRIVE TOGETHER

Turning employee voice into visible action.

Employee engagement is not a once-every-two-years survey moment.

It is the daily experience of knowing your work matters, understanding how your role connects to UTA's mission and values, and seeing that feedback leads to action.

Mavs Thrive Together is UTA's year-round employee engagement strategy built around the Gallup Q12 framework and UTA's People and Culture 2030 theme.



We
LISTEN
to employee
feedback



We
ACT
on what
matters



We
SHARE BACK
what changed
because of you



We
**KEEP
IMPROVING**
together

Gallup-Lumina's State of Higher Education 2026 report reminds us that student success is shaped by people, support, access, and connection.

At UTA, we're moving in the right direction. Our 2025 Pulse Survey showed improvement in all Q12 items and an engagement mean of 4.03, up from 3.85 in 2023. Recognition and employee care are UTA's emerging strengths. Our next opportunities are role clarity, mission and values connection, and the tools to do our best work.

Engagement

is not just what we measure.
It is what we do with what
employees tell us.



Scan the QR code to learn more about the People and Culture Survey and supporting resources.

WHERE WE ARE TODAY



4.03

2025 UTA PULSE ENGAGEMENT
GRAND MEAN
UP FROM 3.85 IN 2023



40%+

2027 FULL SURVEY TARGET
EMPLOYEES ENGAGED



Q12 PROGRESS

RECOGNITION AND EMPLOYEE
CARE ARE UTA'S STRENGTHS

FOCUS AREAS

UTA scored below the 40th percentile among R1 peers in the following:

- Role clarity (Q01)
- Materials & equipment (Q02)
- Mission connection (Q08)

UTA EMPLOYEE ENGAGEMENT COUNCIL

- Expands charge effective September 2026
- Stewards Mavs Thrive Together before, during, and after the spring 2027 survey
- Helps close the loop by showing what changed from 2023 and 2025 feedback
- Supports participation champions and quarterly accountability check-ins

OUR ROADMAP

FALL 2026 | PILOT

- VP-level pilot
- Engagement Council activation
- Tools & infrastructure

SPRING 2027 | SURVEY

- Full Gallup Engagement Survey
- Campus participation campaign

MAY 2027 FORWARD | LAUNCH

- Survey results announced
- Campus-wide 12-month engagement strategy including:
 - » Manager workshops
 - » Monthly themed programming
 - » Recognition & connection
 - » New Employee Orientation Journey

UTA
Office of Talent,
Culture, and Engagement

