

Below is a summary of questions submitted during the July HR Connections meeting, along with our presenters' responses. To view the presentation slides and recording, visit the [HR Connections Resources page](#). For additional questions, contact Human Resources at HR@txstate.edu.

EMPLOYEE ENGAGEMENT SURVEY

Q: How does the upcoming Employee Engagement Survey (launching September 21) differ from the mission, vision, and values survey sent recently by the Chief of Staff's office?

A: These are two separate surveys. The mission, vision, and values survey is unrelated to the Employee Engagement Survey.

Q: What is the goal of the Employee Engagement Survey?

A: The survey is designed to understand the employee experience at Texas State and identify the key drivers of employee engagement. Results will be used to develop clear, meaningful action plans to improve the employee experience at TXST.

Q: How long will the Employee Engagement Survey be open?

A: The survey will be open from September 21 through October 2.

Q: Who will receive the survey, and is it sent to individuals or by division?

A: Gallup will send a secure, individualized survey link to all active regular faculty and staff — specifically, staff hired on or before June 21, 2026, and returning faculty who were active on May 31, 2026.

Q: Beyond engagement, will TXST ever survey employees on broader satisfaction topics such as processes, leadership (both immediate and university-wide), employee support, and cross-departmental collaboration?

A: TXST is currently working through an Administrative Review project, which has included a third-party assessment of processes. As the university approaches the Workday transformational project, which will affect many legacy processes, HR will work with leaders and employees on change management throughout the transition.

GRADUATE ASSISTANT COMPENSATION

Q: Do we have an idea of when we'll find out about graduate student salaries for FY27, and will there be updates to the pay plan minimums for graduate assistants — including when these will be posted on the Pay Plan website?

A: The Provost's Office expects to communicate updates on graduate student pay plans in late July 2026, with the updated pay plans published online in late July or early August 2026.

STUDENT EMPLOYMENT REMINDERS

Q: Where can I find the dates and topics for the Prowl to Professionalism workshop series?

A: The dates and topics are available on the Career Services website: <https://www.txst.edu/studentemployment/student-employees.html>

Q: What time do the Fall 2026 Student Worker Professional Development sessions take place?

A: The sessions run from 12:00 PM to 1:00 PM. Full dates, times, and locations are listed on the Career Services website: <https://www.txst.edu/studentemployment/student-employees.html>

LIFESPEAK

Q: How can employees bookmark or organize content (such as classes or articles) on the LifeSpeak platform?

A: Any piece of content — including programs and articles — can be bookmarked by clicking the heart icon, which saves it to your library. From there, content can be organized into playlists or categorized however you'd like.

Q: Does the LifeSpeak platform include Barre classes under its fitness content?

A: Yes, LifeSpeak includes a full Barre section under its fitness content.

PAYROLL SERVICES

Q: Will Payroll Services provide a calendar showing the maximum number of NSNR (Non-Student Non-Regular) hours allowed by month?

A: Payroll is working on obtaining this information from TRS; an answer was not yet available at the time of the event.

AUGUST BERG GATHERING

Q: How can employees join the BERG (Event Resource Group) Teams channel?

A: [Join the BERG Teams channel here](#)

CAMPUS RECREATION TEAM BUILDING

Q: What does Campus Recreation's Team Building program cost?

A: A facilitator fee applies in addition to a per-person rate: \$75 per facilitator for half-day programs, \$120 per facilitator for full-day programs. Low Ropes programs require a minimum of 2 facilitators; High Ropes programs require a minimum of 3 facilitators. A per-person rate is charged based on total group size, and all groups are charged for a minimum of 10 participants at the designated group rate.

Q: What does Campus Recreation's Fit for Hire program (yoga, strength training, etc.) cost?

A: Onsite (at the Student Recreation Center): \$50 per class. Offsite (elsewhere on the Texas State campus): \$65 per class.

UPPS 04.04.62 RECORDING OF ELECTRONIC COMMUNICATIONS

Q: Are students — including student employees — bound by the UPPS 04.04.62 recording policy?

A: The policy applies to meetings between employees and is not directed at students generally. Student employees are bound by the policy when they are serving in an employee capacity in work-related meetings.

Q: Do routine virtual presentations recorded for students (with students and staff in attendance) need specific recording-notification language before they begin?

A: The policy is directed at administrative meetings between and among employees, not student-facing presentations.

Q: Are the built-in Zoom and Teams recording/transcription notifications sufficient to meet this policy's notification requirement?

A: Yes.

Q: What level of notification is expected for participants who join a recorded meeting late?

A: The best practice is to make sure the notification that the meeting is being recorded shows in the meeting chat, or to place a comment in the chat noting that the meeting is being recorded.

Q: Are university phone calls recorded, and is notification required for calls made for quality assurance or claims verification?

A: This policy is not designed to address the recording of conversations when an employee is providing support to a student or external constituent. It is meant to address conversations between and amongst employees.

Q: Can job candidates be asked not to record their interview (via video recording or AI note-taking) under this policy?

A: Candidates are not employees, so the university does not have authority over them. University employees who wish to record an interview should apply the Teams or Zoom recording notifications described above.

Q: Is a verbal recording announcement at the start of a meeting considered best practice in addition to the platform's recording notification?

A: A comment placed in the chat is preferable, since it also accounts for participants who join late.

Q: Is there additional guidance for recorded virtual meetings that include participants joining from outside Texas?

A: Providing the meeting recording notification and a chat confirmation, as noted above, should address the various consent issues that can arise across locations.

Q: How are AI-generated meeting tools (e.g., Teams Copilot notes, AI-generated transcripts, Zoom AI Companion summaries) treated under this policy — the same as a recording?

A: These tools are currently viewed as separate from “transcription” or recording. They are more akin to a person taking notes or minutes, though not writing down every word verbatim, and are not considered a “recording” for purposes of this policy.