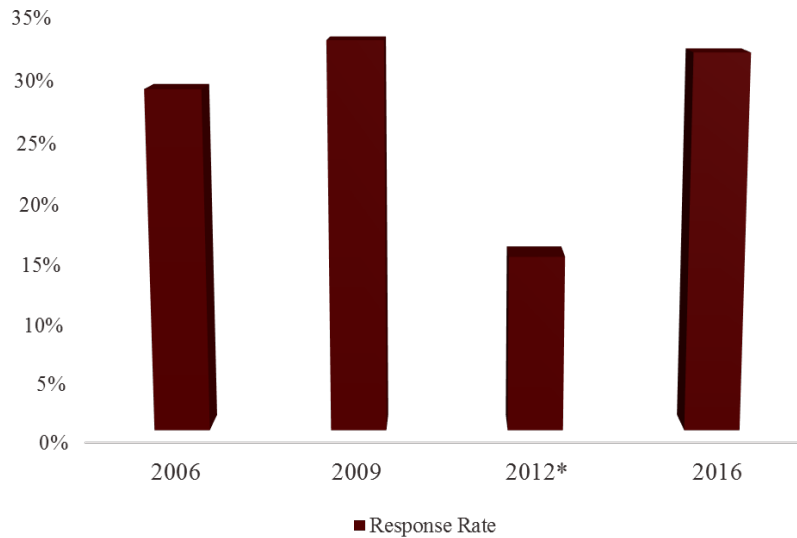


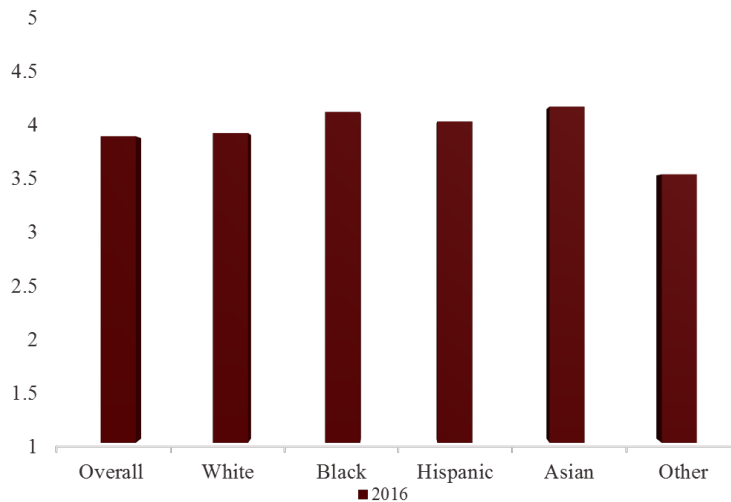
In 2016, the Division of Human Resources and Organizational Effectiveness conducted a campus climate assessment of all 5,982 staff members at Texas A&M University; 32% of staff members responded to the survey. The results were compared to previous years and, overall, the response rates for 2016 increased. (Graph 1)

Graph 1
Response Rate Trends



Job Satisfaction by race/ethnicity – Most items in the survey used a 5-point arithmetic mean response scale. The overall mean was 3.9 out of 5 for job satisfaction. More specifically, reported job satisfaction was 4.1 for Black respondents, 4.0 for Hispanic respondents, and 4.3 for Asian respondents (Graph 2). These results suggest that, overall, staff members at Texas A&M are satisfied with their jobs.

Graph 2
Overall Staff Satisfaction by Race/Ethnicity

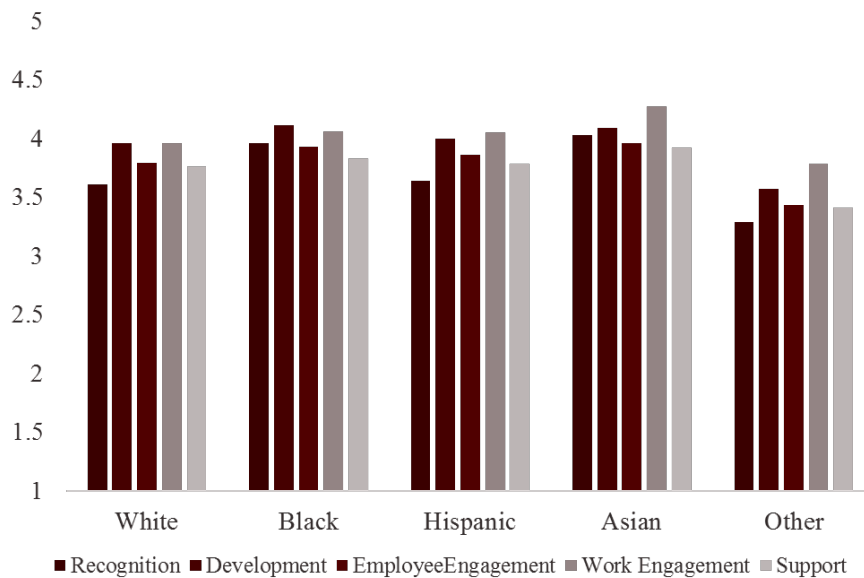


Satisfaction with Recognition, Development, Engagement, and Support by Race/ Ethnicity: In general, the staff response to job satisfaction with recognition, development, engagement, and support by race/ ethnicity is positive (Graph 3). On a five-point Likert-type scale, with 5 being the most satisfied and 1 being the least. The mean values for each category are presented in Table 1.

Table 1
Satisfaction with Recognition, Development, Engagement, and Support by Race/ Ethnicity

Participants	Satisfaction with recognition	Satisfaction with development	Satisfaction with work engagement	Satisfaction with support
White respondents	3.5	3.9	3.9	3.6
Black respondents	3.9	4.2	4.1	3.7
Hispanic respondents	3.6	4.0	4.1	3.8
Asian respondents	4.0	4.1	4.4	3.9

Graph 3
Satisfaction with Recognition, Development, Engagement and Support by Race/Ethnicity



Diversity and Inclusion Issues Experienced – Staff members were asked to what extent they had experienced inappropriate behaviors and/or comments regarding work. Table 2 shows the response rate of staff members disaggregated by identity group.

Table 2
Diversity and Inclusion Issues Experienced

Attribute	TAMU Frequency
In the last year, I have <u>EXPERIENCED</u> inappropriate behaviors and/or comments at work regarding...	
Gender	159 (8%)
Gender Identity/Orientation	42 (2%)
Race	93 (5%)
Sexual Orientation	39 (2%)
Religion	113 (6%)
Political Beliefs	160 (8%)
Disability	46 (2%)
Age	158 (85)
Nationality	41 (2%)
Citizenship	28 (2%)
Social Class	81 (4%)
Weight	104 (5%)

The results from the survey on the percentage of diversity and inclusion at the departmental level revealed that more than 40% of staff respondents agreed/ strongly agreed with the statement that their departments at Texas A&M valued diversity. Specifically, 62% of staff responded “strongly agree/ agree” when asked “in my department open communication on diversity is encouraged,” compared to 10% of staff who responded chose the “disagree/strongly disagree” categories (Table 3).

Table 3
Departmental Diversity and Inclusion

Attribute	TAMU Mean (SD)	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree
In my department...						
Open communication on diversity is encouraged.	3.64 (0.95)	238 (12%)	777 (40%)	371 (19%)	154 (8%)	44 (2%)
Diversity principles are publicized.	3.68 (0.95)	280 (15%)	743 (39%)	354 (18%)	176 (9%)	26 (1%)
Perspectives of people like me are respected.	3.51 (1.02)	212 (11%)	725 (38%)	362 (19%)	208 (11%)	69 (4%)

A diversity-friendly work environment is maintained.	3.76 (0.91)	270 (14%)	853 (44%)	296 (15%)	121 (6%)	38 (2%)
Training to manage diverse populations and offices is offered.	3.66 (0.99)	289 (15%)	730 (38%)	352 (18%)	165 (9%)	46 (2%)
Recruitment comes from diverse sources.	3.52 (0.98)	231 (12%)	634 (33%)	492 (26%)	176 (9%)	50 (3%)
Equal access to diversity training is offered.	3.81 (0.94)	357 (19%)	743 (39%)	336 (18%)	108 (6%)	37 (2%)
Equal access to training is offered.	3.91 (0.92)	390 (20%)	836 (44%)	218 (11%)	104 (5%)	36 (2%)

The findings presented above suggest that the majority of Texas A&M staff respondents seem to value diversity and are satisfied with campus climate

Persistent challenges for discussion among staff include the following:

1. How can we encourage diversity and inclusion as well as ensure understanding of its importance for staff?
2. What needs to be put in place to ensure supervisors are ready to manage employees?
3. How do we support and encourage relationship building between faculty and staff?
4. How do we build better tools for dealing with conflict and team building within departments and between staff members?
5. What can be done to ensure equity in pay among departments, colleges, and units?