Who are TAMU staff?
What are they telling us?

Blanca Lupiani
Associate Dean of Faculties

TAMU Staff Council
Who are TAMU staff?

FY2015

<table>
<thead>
<tr>
<th>Employee Classifications</th>
<th>N</th>
<th>% Female</th>
<th>% White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budgeted Staff*</td>
<td>6,040</td>
<td>59</td>
<td>71</td>
</tr>
<tr>
<td>Wage Staff</td>
<td>2,567</td>
<td>48</td>
<td>69</td>
</tr>
<tr>
<td>Graduate Assistant</td>
<td>3,223</td>
<td>43</td>
<td>50</td>
</tr>
<tr>
<td>Wage Student</td>
<td>6,719</td>
<td>54</td>
<td>33</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>18,549</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Data Source: Texas A&M University System Data Warehouse (5/6/15) Includes College Station and HSC
Budgeted Staff

FY2015

<table>
<thead>
<tr>
<th>% Exec</th>
<th>% Prof</th>
<th>% Cler</th>
<th>% Tech</th>
<th>% Serv</th>
<th>% Skilled</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>61</td>
<td>13</td>
<td>7</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

Data Source: Texas A&M University System Data Warehouse (5/6/15)
Includes College Station and HSC
What are staff telling us?

3 Sources

1. 2012-13 Staff Climate Survey (HR & Boswell)
2. 2012 STEM Staff Experiences Survey (Miner)
3. 2011 Faculty-Staff Focus Groups (ADVANCE)
2012-13 Staff Climate Survey

• Findings:
  ➢ Overall satisfaction decreased slightly (from 2009 survey)
    • Lower organizational commitment
    • Lower satisfaction with voice opportunities
    • Lower perception of organizational support
  ➢ Campus Climate
    • Satisfaction low for political and religious differences
    • Almost 1 in 4 respondents did not indicate a supportive climate
  ➢ Blacks have lower satisfaction with voice opportunities, promotion opportunities, perceptions of organizational support, and organizational commitment
  ➢ Younger employees (<40) have lower organizational commitment
  ➢ Some good news
    • Higher satisfaction with development and promotion opportunities
    • Less turnover intent
• Findings (continued):

- Perceptions of organization support, satisfaction with voice, and promotion and development opportunities significantly predict job satisfaction.
  - Satisfaction with voice yields the strongest influence on overall satisfaction
  - Preference for conferences with participants from other universities, programs with participants at various organizational levels, on-line courses and articles (consistent with 2009 findings)
- Organizational support predicted commitment to the organization (consistent with literature)
Survey examined experiences of mistreatment from faculty toward staff

- Male faculty are significantly more likely to engage in incivility toward staff than women faculty
  - “Put you down or been condescending to you”
  - No differences by staff gender, race, sexual orientation, or age
Significant Types of Mistreatment

1. **Disrespect based on occupational position**
   - “Put down or was condescending to staff because of their occupational position”

2. **Ostracism**
   - “Faculty treat me as if I am invisible.”

3. **Climate of Sexism**
   - “Displayed, used, or distributed sexist or suggestive materials”

4. **Climate of Racism**
   - “Told racist jokes or stories”

5. **Climate of Classism**
   - “Told offensive jokes about people in a lower economic/social class”

6. **Climate of Homophobia**
   - “Made crude or offensive remarks about gay people”

- No differences by staff gender, race, sexual orientation, or age
Impact of Mistreatment

All forms of mistreatment were significantly related to lower job satisfaction, lower commitment to Texas A&M, and greater turnover intentions.

Exceptions:
Climate of Classism and Climate of Homophobia
Strongest Correlations (Top 3 for each group)

• By Gender:
  – Men – incivility from male faculty, climate of sexism, and climate of classism with turnover intentions
  – Women – ostracism with turnover intentions and job satisfaction; occ. position disrespect with job satisfaction

• By Race:
  – Whites – incivility from male faculty with job satisfaction; ostracism with turnover intentions and job satisfaction
  – Staff of color – incivility from male faculty, climate of classism, and climate of racism with turnover intentions

• By Sexual Orientation:
  – Heterosexuals – incivility from male faculty with turnover intentions; ostracism with turnover intentions and job satisfaction
  – Sexual minorities – climate of classism, climate of racism, and climate of homophobia with job satisfaction
Key Points

• More incivility from male faculty than female faculty

• The most commonly reported type of mistreatment from faculty was disrespect based on occupational position

• Almost all forms of mistreatment are related to declines in occupational well-being

• Differences in how mistreatment affects well-being based on gender, race, and sexual orientation
2011 Faculty-Staff Focus Groups

• 4 Focus Groups
  • 1 male faculty, 1 female faculty, 2 mixed-gender staff

• One of the goals:
  • explore the nature of the interactions between STEM faculty and staff

• Quotes from Focus Groups