

Who are TAMU staff? What are they telling us?

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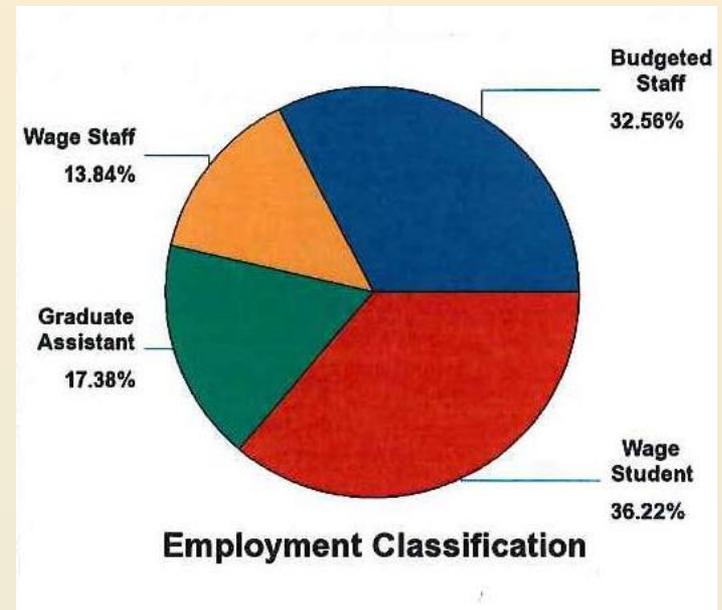


TAMU Staff Council

Who are TAMU staff?

FY2015

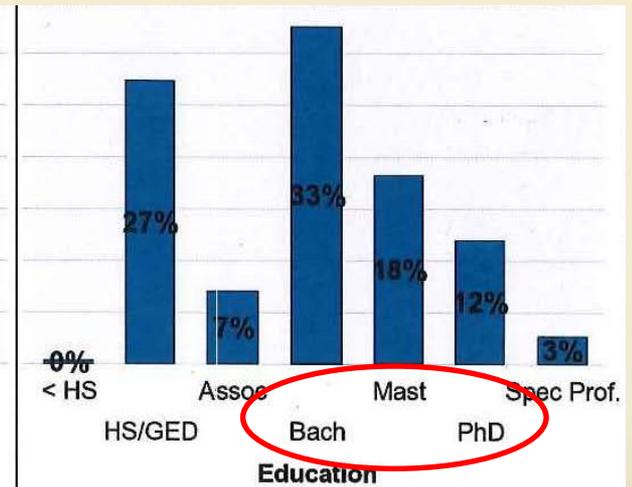
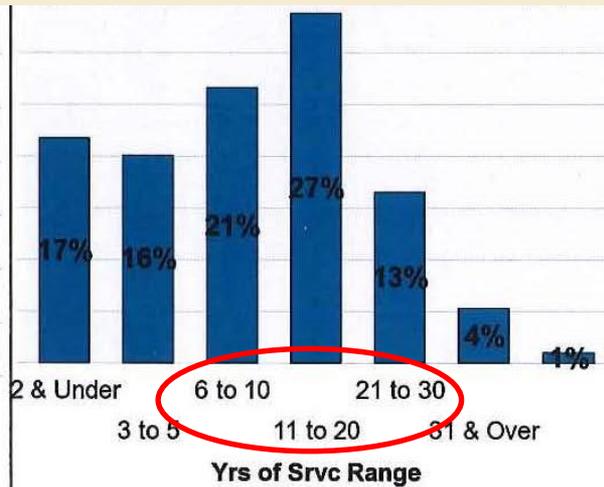
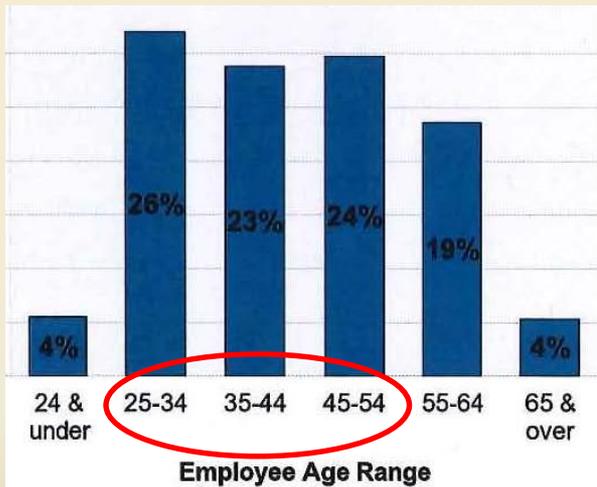
Employee Classifications	N	% Female	% White
Budgeted Staff*	6,040	59	71
Wage Staff	2,567	48	69
Graduate Assistant	3,223	43	50
Wage Student	6,719	54	33
TOTAL	18,549		



Budgeted Staff

FY2015

% Exec	% Prof	% Cler	% Tech	% Serv	% Skilled
12	61	13	7	4	3



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

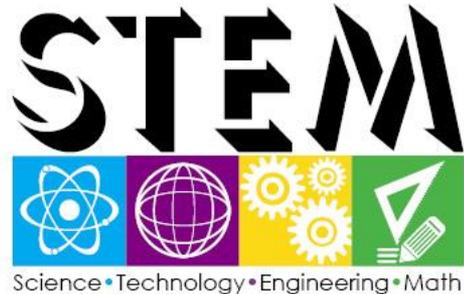


2012-13 Staff Climate Survey

- 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)



2012 STEM Staff Experiences Survey



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



ADVANCE CENTER
TEXAS A&M UNIVERSITY

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

