The climate for women is good in my department.

We have taken steps to enhance the climate for women in my department.

We have made an effort to promote women into leadership positions in my department.

We have made an effort to recruit women faculty in my department.

Leaders are committed to diversity in my department.

Diverse perspectives are valued in my department.

People from different backgrounds get along well in my department.

Leaders value everyone regardless of their backgrounds in my department.

Colleagues value everyone regardless of their backgrounds in my department.

### Abstract

The 2013 and 2015 Faculty Climate Surveys, which were administered to all TAMU tenured, tenure-track and academic professional faculty members during the spring semester of the corresponding school years, were designed to (a) to monitor the extent to which faculty members are satisfied with their working environment; (b) enhance our understanding of the climate, both departmental and institutional, in which faculty work; and (c) to evaluate the changes over time, if any, in the climate within departments, within colleges, and across the University. In 2013, male and female faculty members had sharply divergent views regarding TAMU’s climate for diversity and departmental inclusion. Those differences remain. Average perceptions about TAMU’s climate for diversity have improved significantly among female faculty members, while average perceptions about departmental inclusion among female faculty members have deteriorated significantly. This pattern is found among both STEM and non-STEM faculty members.