

Division of Finance and Operations Climate Survey

Demographics

	2015	2018
Respondents / Rate	603	613
Response Rate	43.4%	46.1%
Male	52%	53%
Female	48%	36%
Age	44.7	33.2
Age Range	16 - 81	19 - 79
Underrepresented (Yes)	17%	18%
Underrepresented (No)	58%	64%

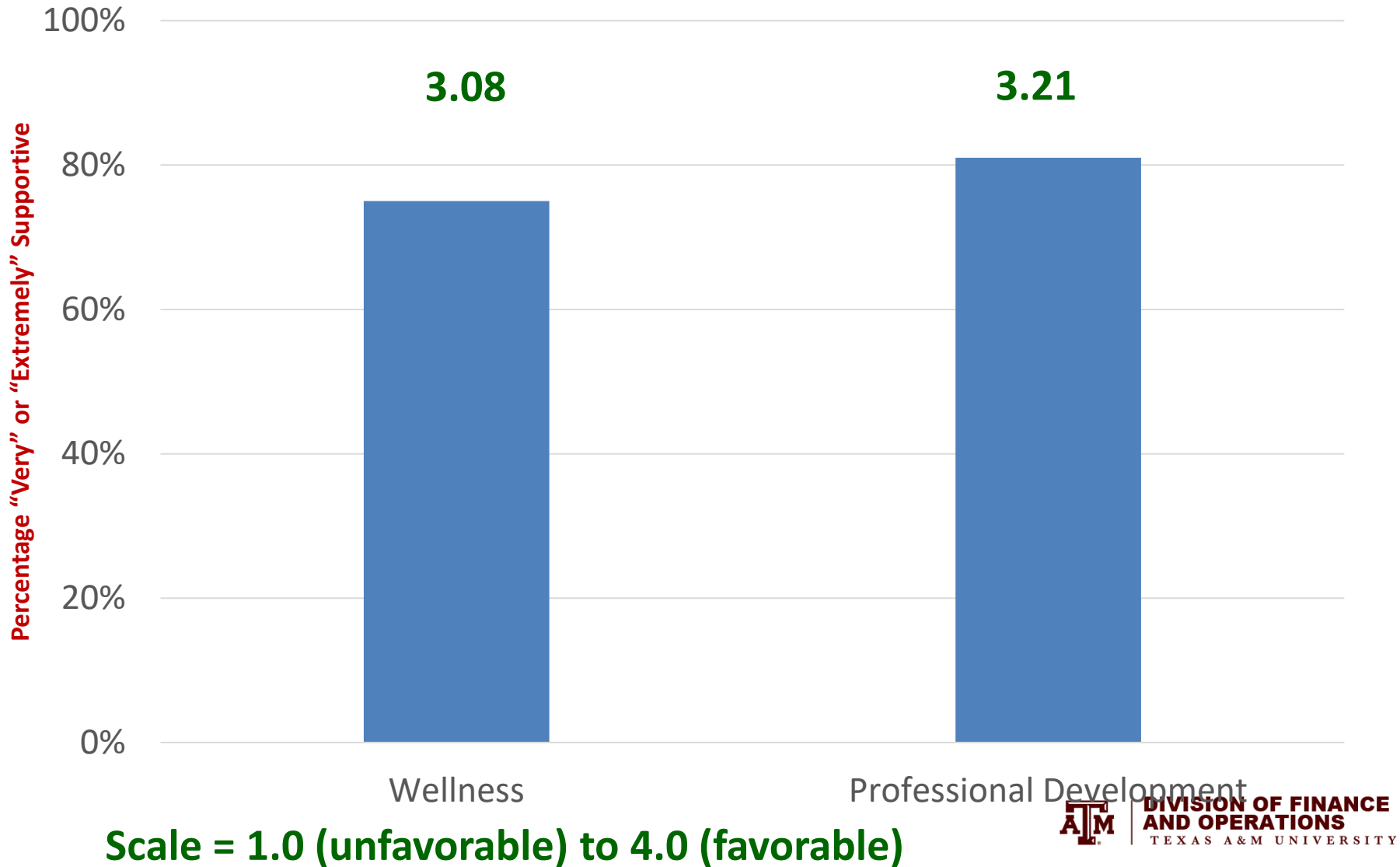
% may not sum to 100% if chose not to respond



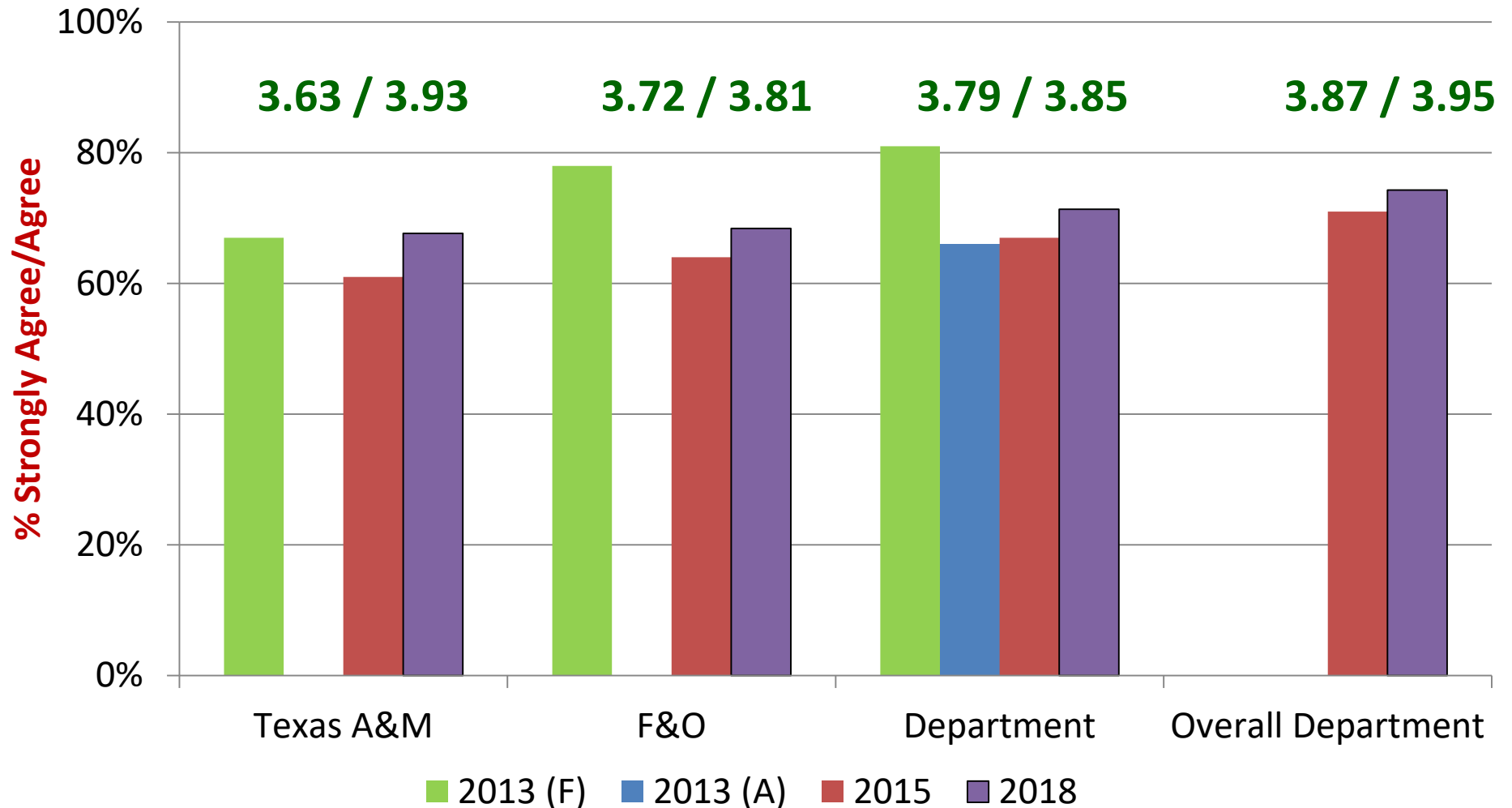
Areas Analyzed

- Supervisor Support for Wellness and Professional Development (**NEW**)
- Environment for Inclusion
- Stress
- Treatment (Incivility, Ostracism/Exclusion, Co-Workers, Supervisors)
- Inappropriate Behaviors or Comments
- Job Outcomes (Job Satisfaction, Turnover)
- Open-Ended Responses
- Safety (UES, Transportation, UPD, EHS)

Supervisor Support

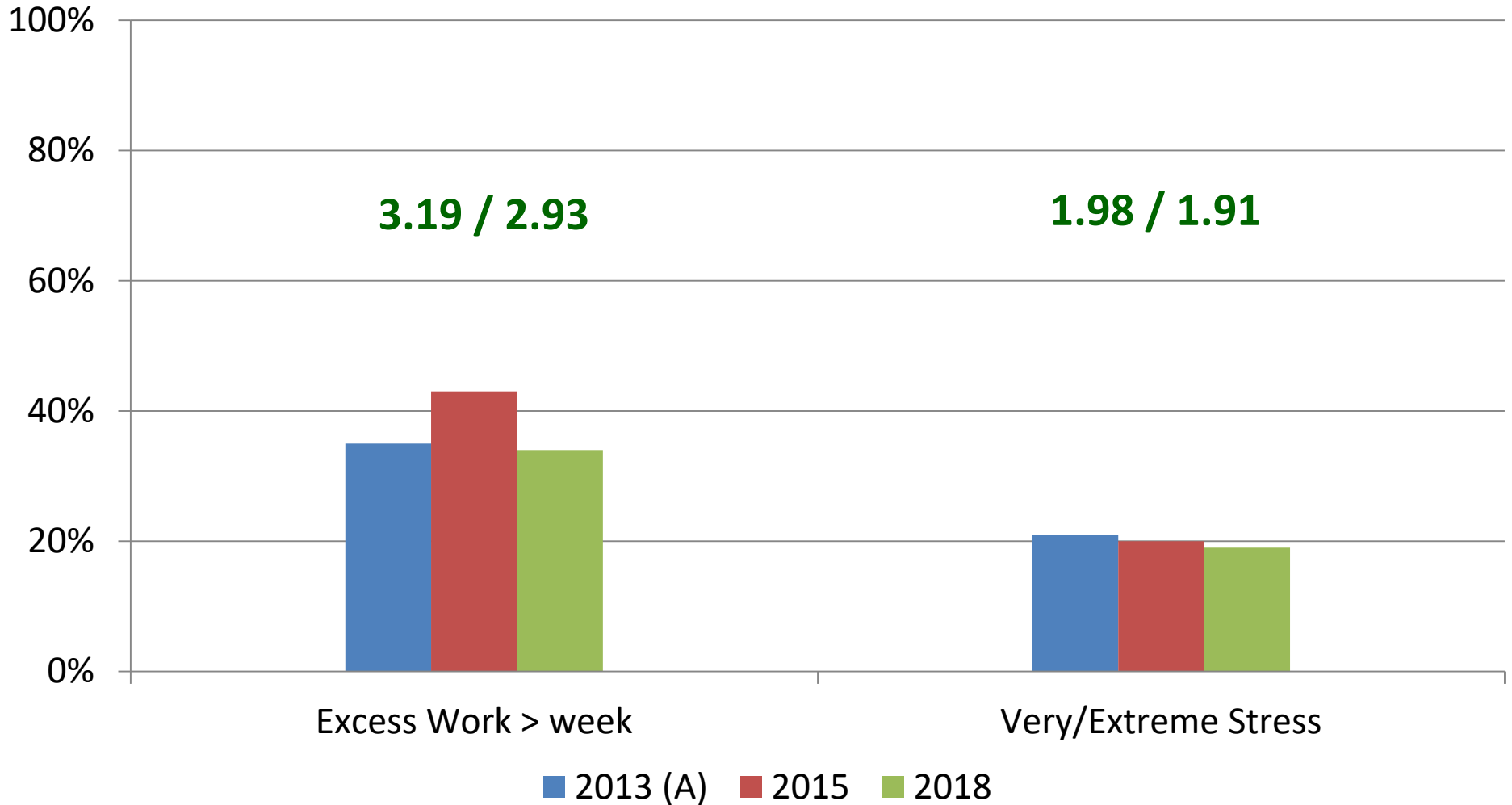


Environment for Diversity/Inclusion



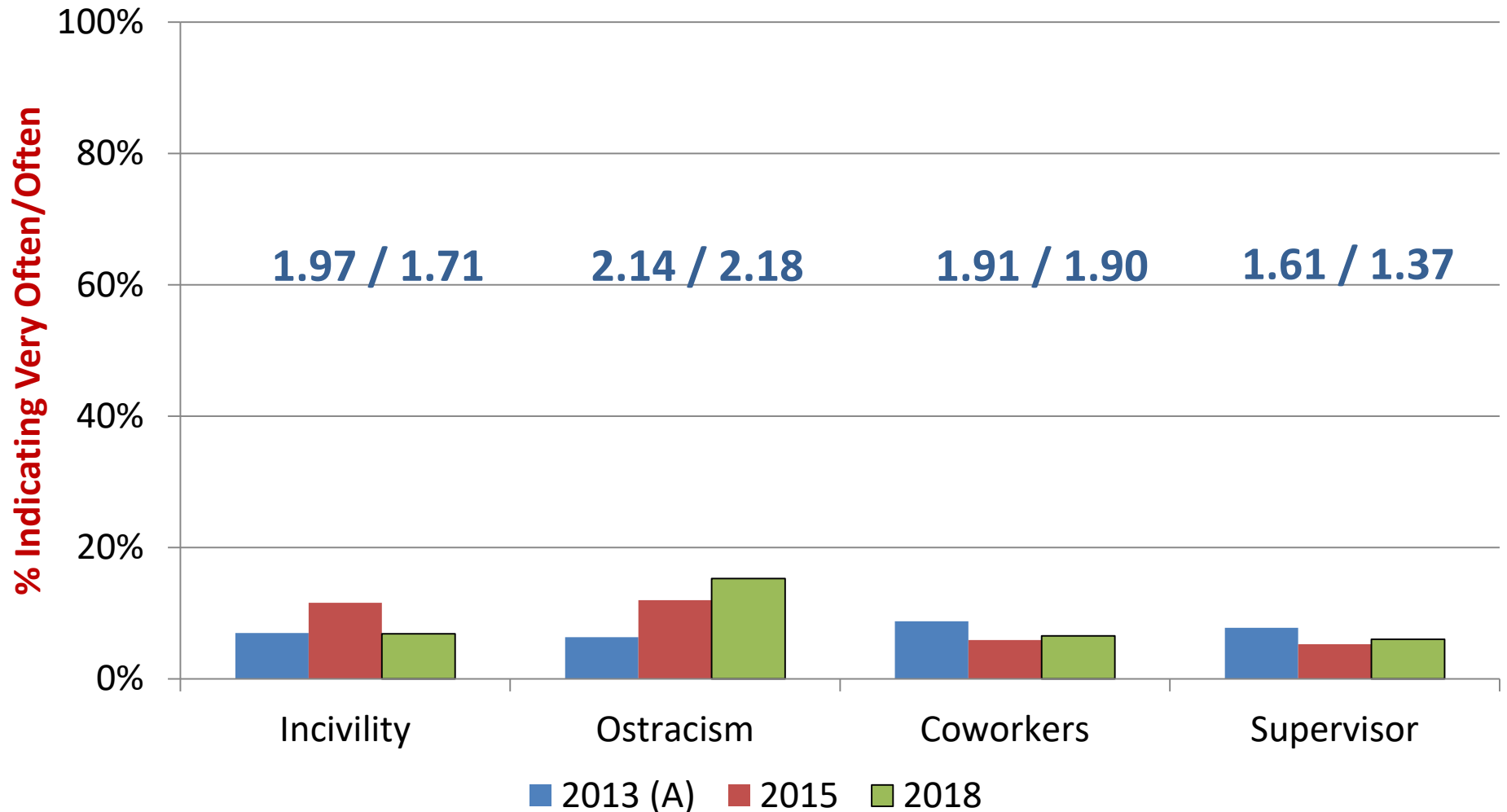
Scale = 1.0 (unfavorable) to 5.0 (favorable)

Stress



Scale = 1.0 (favorable) to 5.0 (unfavorable)

Treatment/Environment

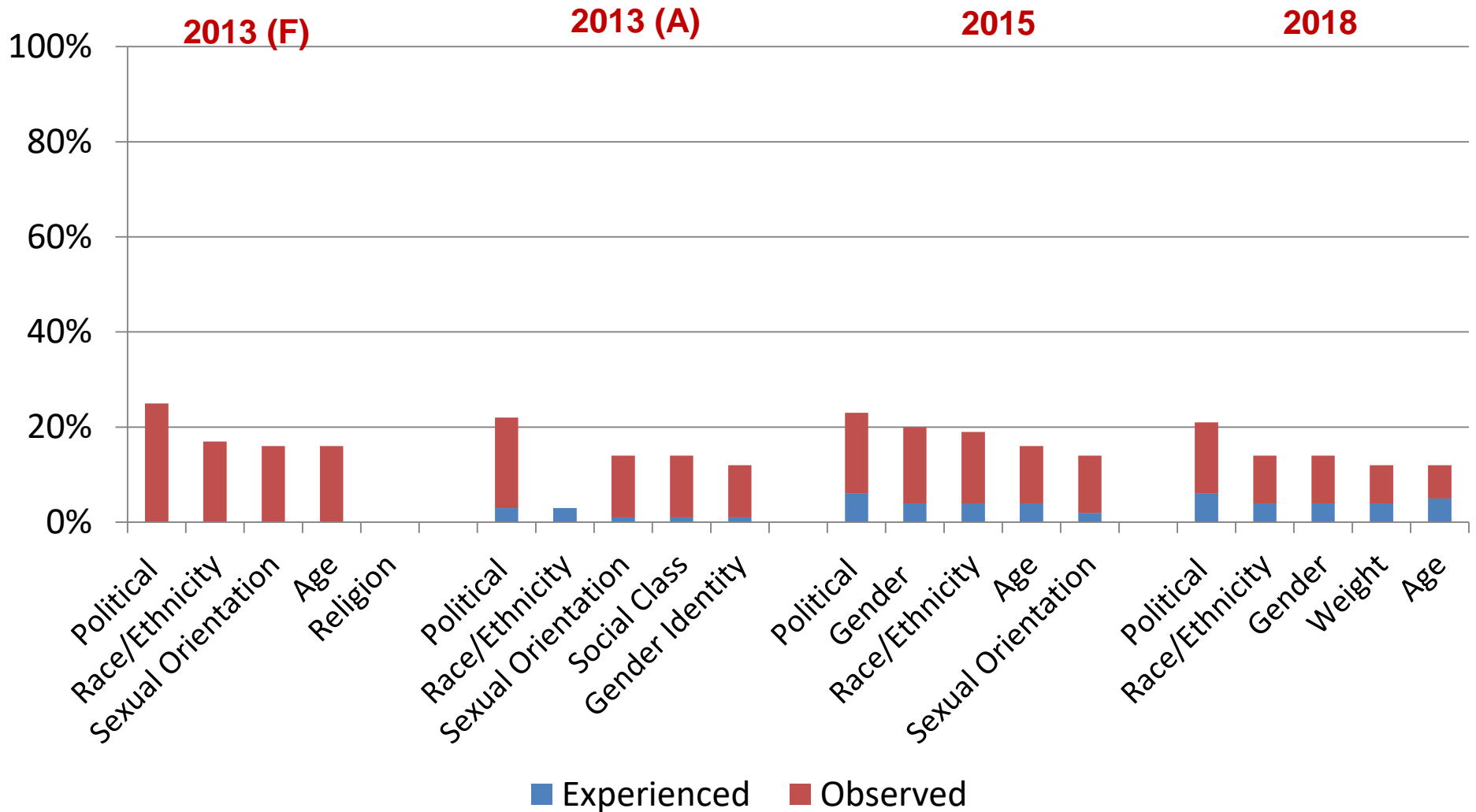


Scale = 1.0 (favorable) to 5.0 (unfavorable)

Incivility

- 87 open-ended responses
 - Generally positive comments (20)
 - Generally negative comments (18)
 - Gossip/Hearsay (20)
 - Supervisors (16)
- Concerns (responded “occasionally” or more frequently)
 - Talked about you behind back (27%)
 - Jokes at your expense (13%)
 - Demeaning/derogatory remarks (16%)
 - Put down/condescending (23%)

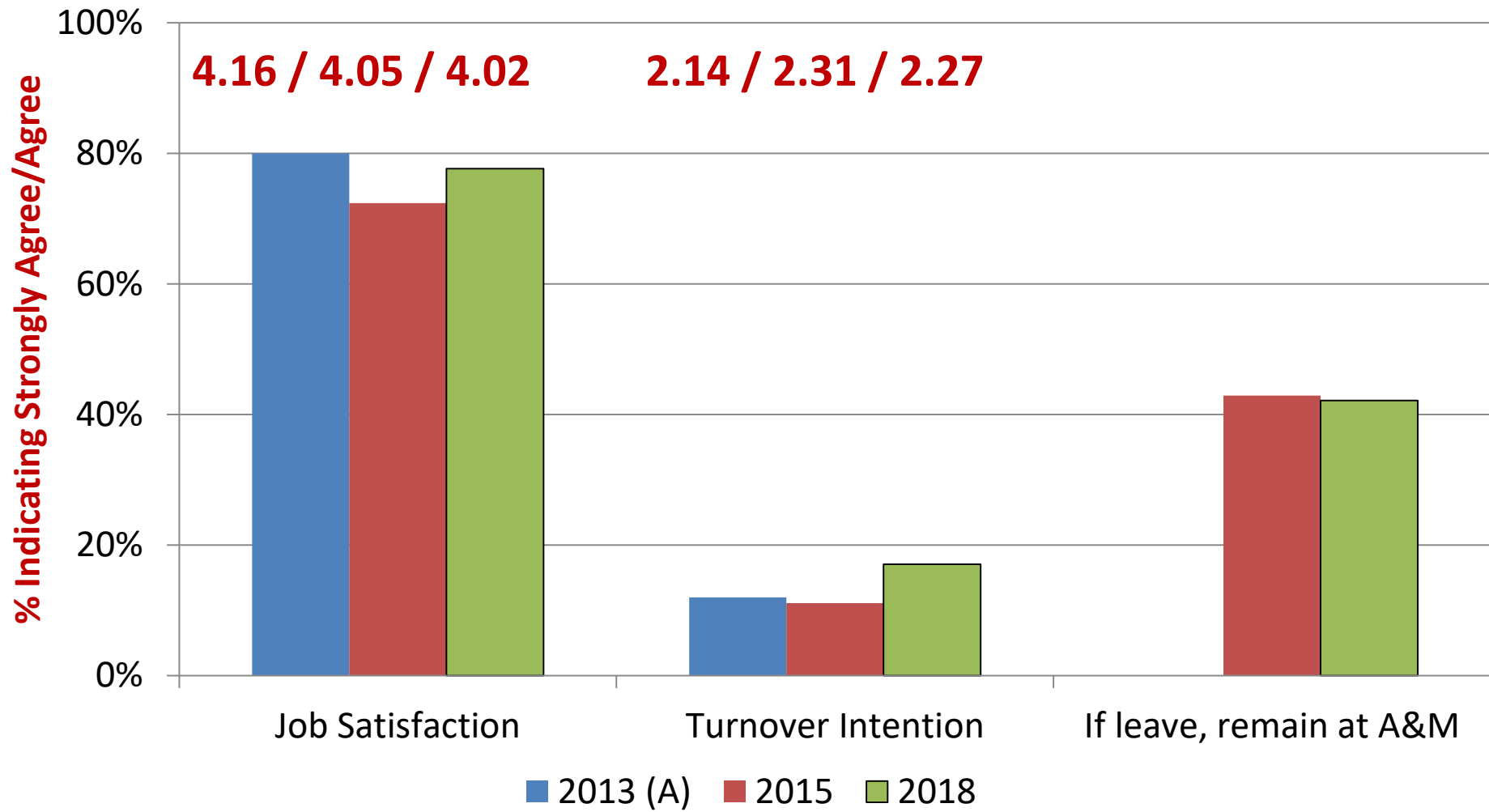
Inappropriate Behaviors and Comments



Inappropriate Behaviors and Comments

- 28 open-ended responses
- 7 responses mentioned specifics
 - Religion (non-believer)
 - Age (young)
 - Race (majority)
 - Weight (overweight)
 - Politics
 - Sexual orientation
 - Facial hair

Job Outcomes



Satisfaction Scale = 1.0 (unfavorable) to 5.0 (favorable)
Turnover Scale = 1.0 (favorable) to 5.0 (unfavorable)

Open-Ended Responses: Strengths

2015

(438 respondents/630 items/29 unique items) (438 respondents/630 items/29 unique items)

- Teamwork (137)
- Supervisor/Leadership (98)
- Colleagues (60)
- Work environment (72)
- Respect (49)
- **Nature of work**
- Quality (34)
- Flexibility (34)
- Communication (30)
- Discretion/freedom to do work (24)
- **Resources (23)**
- **Diversity (21)**
- **Trust (20)**
- Professional Development (40)
- Flexible schedule (30)

“I love my job so much, I’d work for free!”

Open-Ended Responses: Opportunities

2015

(419 respondents/610 items/41 unique items)

- Communication (76)
- Compensation (56)
- Staffing (55)
- Equity/treatment (41)
- Facilities/equipment (37)
- Training/Professional development (30)
- Supervisor (29)
- Appreciation/respect (28)
- Nothing/none (28)
- Environment (27)
- Employee input/engagement (26)
- **Micromanagement (22)**
- **Promotion/opportunities (21)**

2018

(404 respondents/658 items/ 55 unique items)

- Compensation (70)
- Staffing (58)
- Communication (56)
- Facilities/equipment (41)
- Equity/treatment (39)
- Supervisor (36)
- **Resources (34)**
- Environment (28)
- Nothing/none (25)
- Appreciation/respect (25)
- Employee input/engagement (24)
- Training/Professional development (22)
- **Collaboration (20)**



Next Steps?



Next Steps

- Distribute/analyze results by area within Division
- Brainstorm ideas with groups and develop plans to address
 - Employee Advisory Committee
 - CIT on Climate and Respect
 - Bi-monthly breakfast meetings
 - Individual colleagues



Division/University Updates

- Bush Ceremony
- Human Resources and Organizational Effectiveness
- Transportation Services Grant (20 buses)
- Division Dashboard (vpfo.tamu.edu)



Budget Allocations/Requests

- Central Budget requests/allocations

	Base	One-Time
FY 17	UPD: \$105 (4 FTE, support) EHS: \$193 (4.5 FTE) TS: \$300 (additional service)	UPD/EHS: \$300 (equipment)
FY 18	UPD: \$450 (7 FTE, officers)	UPD: \$450 (equipment)
FY 19	UPD/EM: \$225 (2 FTE & other) SBS: \$175 (5 FTE)	TS: \$1,000 (\$500 x 2 years)
FY 20	TS: \$1,200	TS: \$1,000

- VPFO

- \$242 (base 1% merit to units, FY 2017)
- \$590 for one-time merit (FY 2018)
- \$275 for Personal/Professional Development (annual)

Questions

- HROE
 - With HROE under our division, can we give them some much deserved help in hiring more employees to help with transition to Workday?
 - Reporting structure of HROE
- Growing problem of vaping and e-cigs on campus?
- Status of climate survey and action?
- 15/Five (Controller's unit program)
- Agenda 21/Agenda 2030 (Sustainability)

CIT: Onboarding

- Current Accomplishments
 - New employee survey (35% response rate): Overall positive results
 - New employee checklist send to all HR liaisons for use
- Upcoming Initiatives
 - New employee onboarding courses in TrainTraQ to contain division-specific information
 - Continued department tours (UPD, Transportation, Emergency Management Operations)
 - Alternating new employee breakfast to reception to accommodate shift workers

CIT: Professional Development

- Current Accomplishments
 - Launched Emerging Leaders Academy
 - Launched Book Club with *Power of Habit* (complete on December 11)
 - Initiated community service project (Food Drive) to be completed December 11
- Upcoming Initiatives
 - Second Book Club group to begin in January 2019
 - Shadowing and mentoring programs
 - Customer service affinity group

CIT: Climate and Respect

- Current Accomplishments
 - Continue hosting bi-monthly breakfasts
- Upcoming Initiatives
 - Develop recommendations based on Climate Survey
 - Informal “meet and greets” throughout Division to assess morale and issues
 - Develop programs for recognizing individuals for contributions to department efficiency or morale