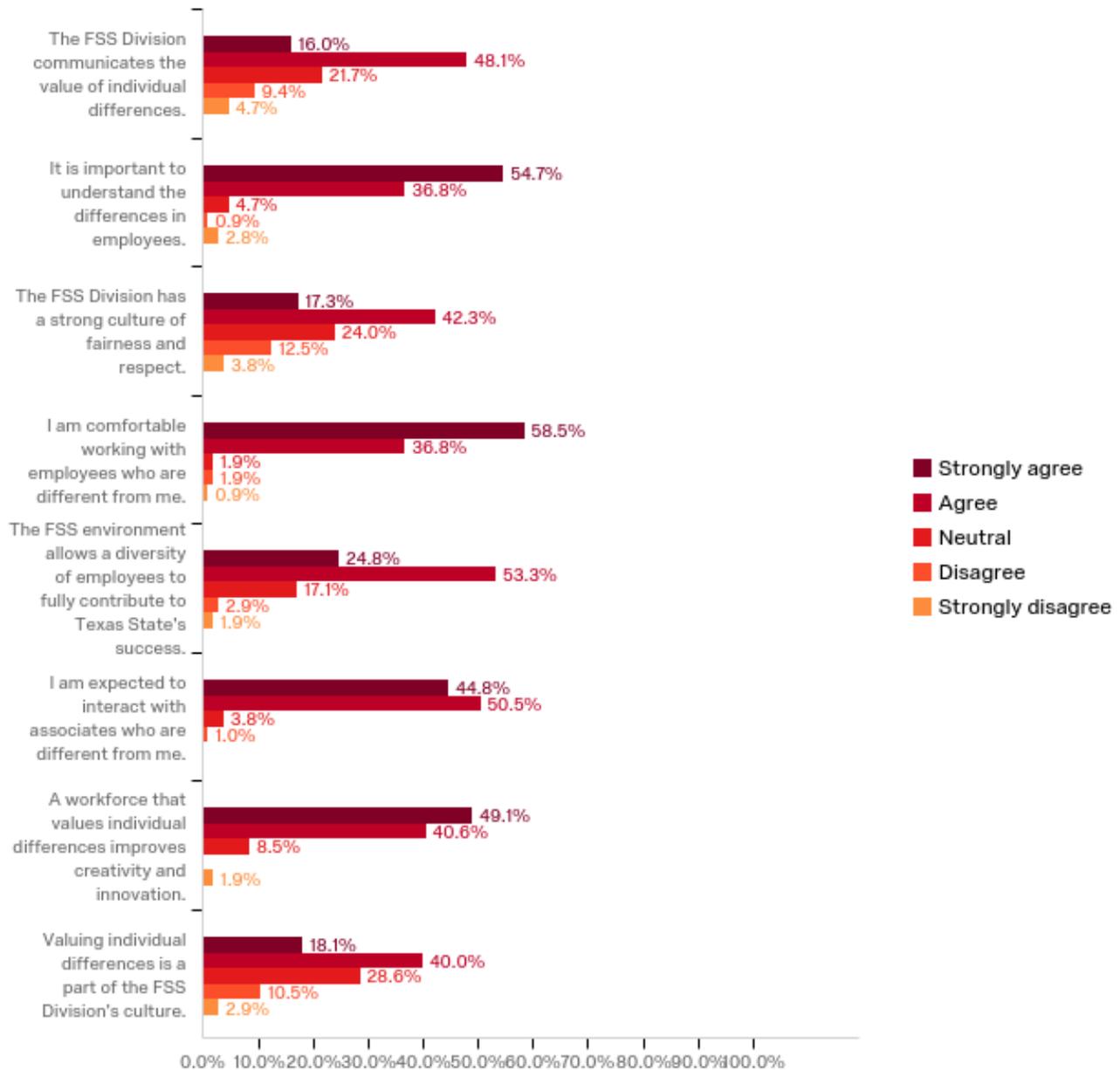


End of Survey Summary Report

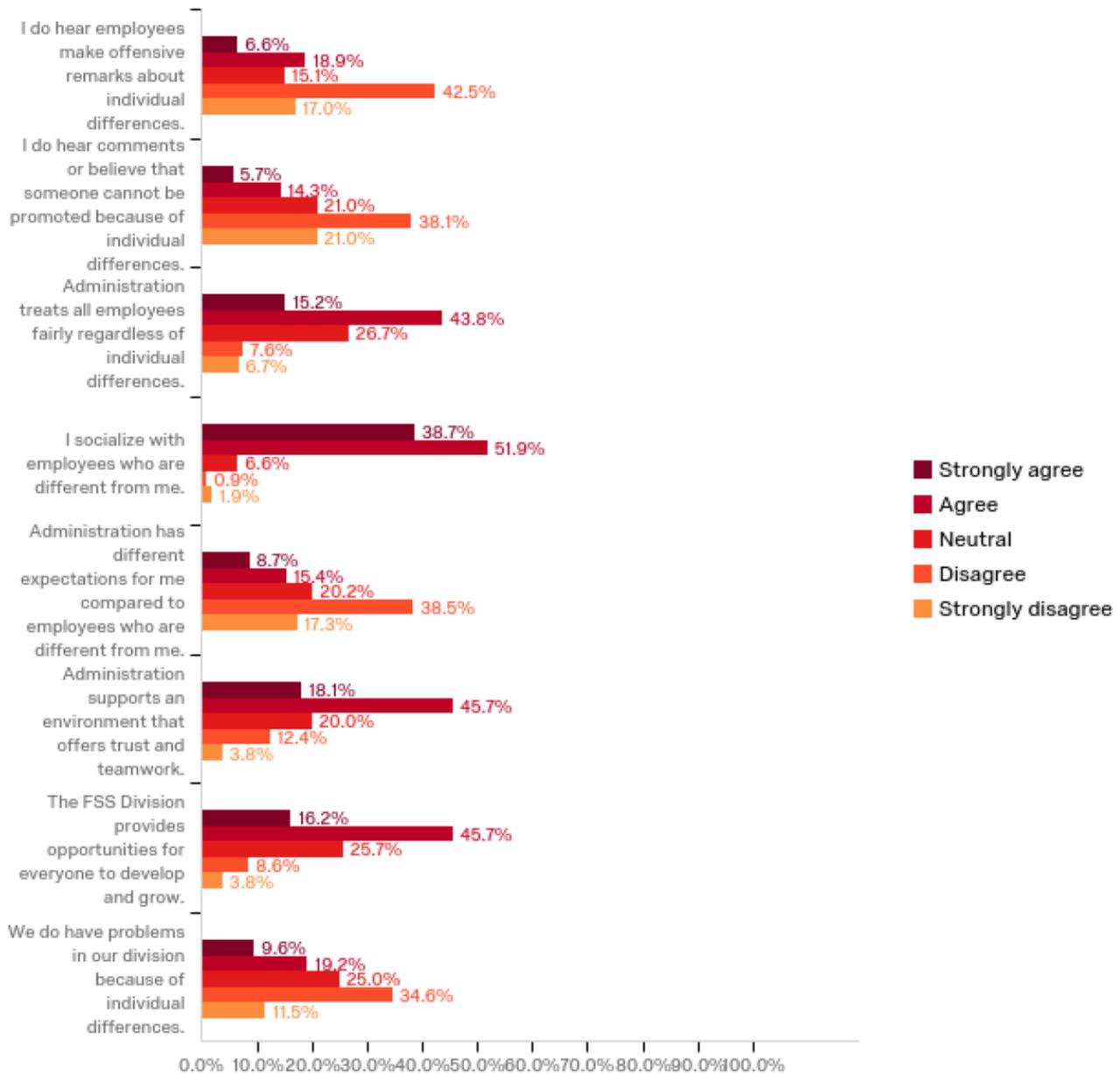
FSS Diversity Survey 2017 Fall

November 20th 2017, 3:49 pm CST

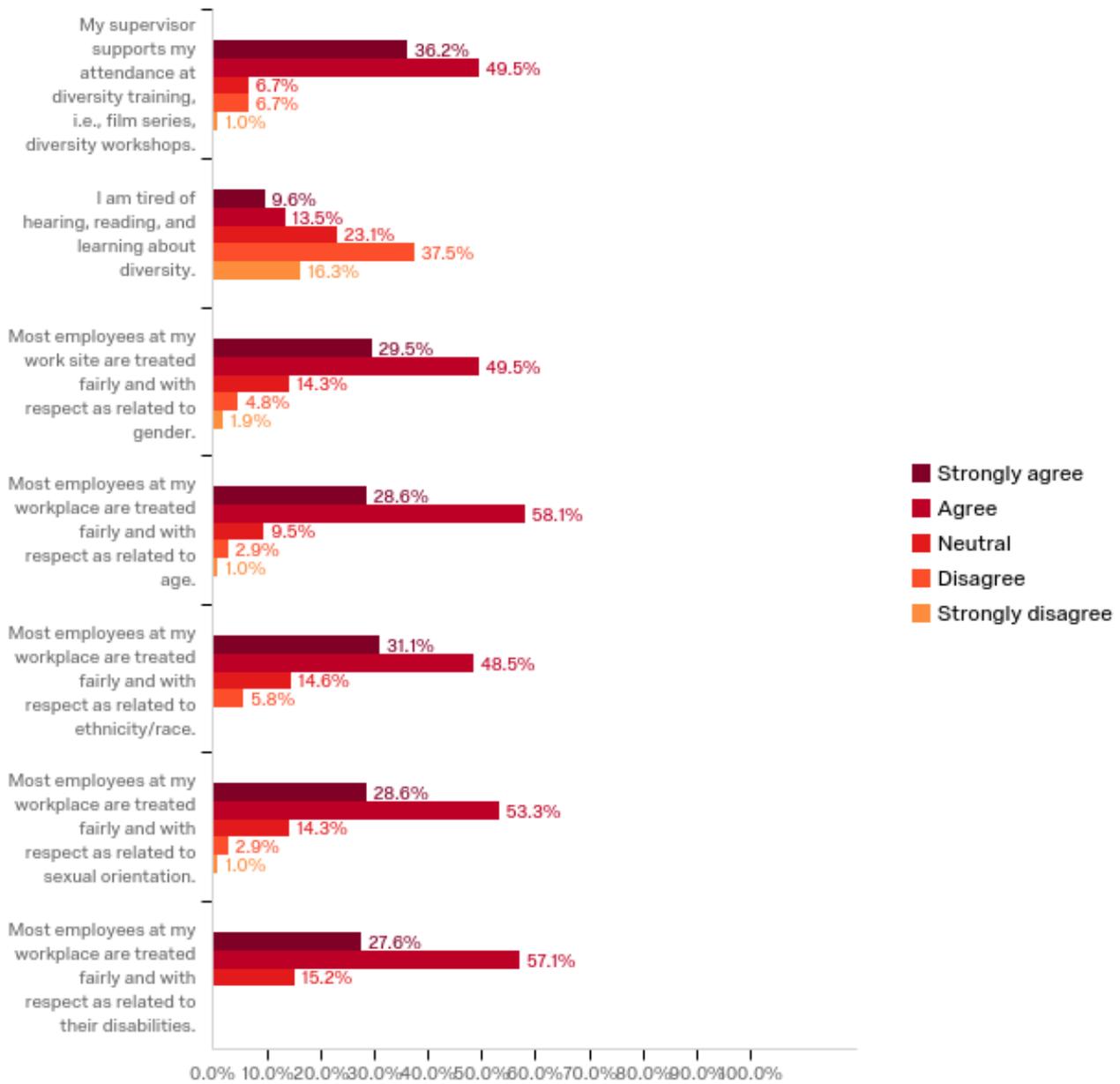
Indicate the degree to which you agree or disagree with the following statements using the scale provided.



Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
Valuing individual differences is a part of the FSS Division's culture.	18.1%	19	40.0%	42	28.6%	30	10.5%	11	2.9%	3	105
The FSS Division has a strong culture of fairness and respect.	17.3%	18	42.3%	44	24.0%	25	12.5%	13	3.8%	4	104
The FSS Division communicates the value of individual differences.	16.0%	17	48.1%	51	21.7%	23	9.4%	10	4.7%	5	106
The FSS environment allows a diversity of employees to fully contribute to Texas State's success.	24.8%	26	53.3%	56	17.1%	18	2.9%	3	1.9%	2	105
A workforce that values individual differences improves creativity and innovation.	49.1%	52	40.6%	43	8.5%	9	0.0%	0	1.9%	2	106
It is important to understand the differences in employees.	54.7%	58	36.8%	39	4.7%	5	0.9%	1	2.8%	3	106
I am expected to interact with associates who are different from me.	44.8%	47	50.5%	53	3.8%	4	1.0%	1	0.0%	0	105
I am comfortable working with employees who are different from me.	58.5%	62	36.8%	39	1.9%	2	1.9%	2	0.9%	1	106



Question	Strongly agree		Agree		Neutral		Disagree		Strongly disagree		Total
I do hear employees make offensive remarks about individual differences.	6.6%	7	18.9%	20	15.1%	16	42.5%	45	17.0%	18	106
I do hear comments or believe that someone cannot be promoted because of individual differences.	5.7%	6	14.3%	15	21.0%	22	38.1%	40	21.0%	22	105
Administration treats all employees fairly regardless of individual differences.	15.2%	16	43.8%	46	26.7%	28	7.6%	8	6.7%	7	105
I socialize with employees who are different from me.	38.7%	41	51.9%	55	6.6%	7	0.9%	1	1.9%	2	106
Administration has different expectations for me compared to employees who are different from me.	8.7%	9	15.4%	16	20.2%	21	38.5%	40	17.3%	18	104
Administration supports an environment that offers trust and teamwork.	18.1%	19	45.7%	48	20.0%	21	12.4%	13	3.8%	4	105
The FSS Division provides opportunities for everyone to develop and grow.	16.2%	17	45.7%	48	25.7%	27	8.6%	9	3.8%	4	105
We do have problems in our division because of individual differences.	9.6%	10	19.2%	20	25.0%	26	34.6%	36	11.5%	12	104



Question	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
My supervisor supports my attendance at diversity training, i.e., film series, diversity workshops.	36.2% 38	49.5% 52	6.7% 7	6.7% 7	1.0% 1	105
I am tired of hearing, reading, and learning about diversity.	9.6% 10	13.5% 14	23.1% 24	37.5% 39	16.3% 17	104
Most employees at my work site are treated fairly and with respect as related to gender.	29.5% 31	49.5% 52	14.3% 15	4.8% 5	1.9% 2	105
Most employees at my workplace are treated fairly and with respect as related to age.	28.6% 30	58.1% 61	9.5% 10	2.9% 3	1.0% 1	105
Most employees at my workplace are treated fairly and with respect as related to ethnicity/race.	31.1% 32	48.5% 50	14.6% 15	5.8% 6	0.0% 0	103
Most employees at my workplace are treated fairly and with respect as related to sexual orientation.	28.6% 30	53.3% 56	14.3% 15	2.9% 3	1.0% 1	105
Most employees at my workplace are treated fairly and with respect as related to their disabilities.	27.6% 29	57.1% 60	15.2% 16	0.0% 0	0.0% 0	105

This survey raised many issues. Please use the space below to share any comments you may have, including suggestions on how the climate at Texas State and the Finance & Support Services Division may be improved.

Let supervisor's know how important diversity events are and let interested employee's attend.

Most differences in our Department (that I have observed) deal primarily with the job titles and responsibilities of various employees. Gender and race has no bearing, but without clear job responsibilities most disagreements are towards who's responsible for providing certain work. The standard clause "other duties as assigned" should be eliminated and leads to more in-house complaining than just stating specifically who's responsible based on their job title and printed responsibilities.

Wonderful place to work:).

I feel there needs to be more inclusion and feedback between workers and facilities management. I have yet to meet our new Director T. Shewan since he has arrived on campus. That is very disturbing and disrespectful to staff in my opinion.

I could not answer the last five questions. While I have not witnessed any unfair treatment I cannot say how others have been treated. I have not personally experienced any unfair treatment.

Communication is key to ALL success. I feel the entire FSS management organization from A.D. to V.P., lack communication (as well as the truth) downwards. I also feel that our organization filters relevant information upwards (or its possible they do and upper management really doesn't care, again my opinion). The treatment to me as a Senior Citizen employee is also well below par and uncalled for by my management and Texas State University. The sever "lack of support and Trust" from upper management to me and others in the same management position (as part of the management team) is uncalled for and unjust (in my opinion). As part of management I am to lead my organization/division; when my upper management doesn't take my word as a manager when I need assistance, I fail to see why we are even here. Its as if our word as a manager is not worthy to anyone. Why have us if our words are not relevant or they just don't believe us. WHY? We are the heart and soul of this part of FSS. Also, The difference in pay for me compared to others younger than myself in the same title position is absurd (over \$11k). I was told we all at this level are equal and treated the same; yet I see extreme favoritism towards a few compared to the one. We all in this type of position should be treated equally as we all have the same title. I for one have done an extremely good job while here at Texas State University and was even told by me previous manager my first 2 1/2 years he was in charge of us; on how I had done an Exceptional Job with the department and reorganizing it. Once new management came in, everything changed, some others may disagree especially if they benefited from it (each is entitled to their own opinion). Sometimes new management coming in just doesn't appreciate another employee in a leadership role, for their own personal reasons (or they just don't think my division is important enough). My suggestions are (if you are interested); Trust those who are part of management and listen to them. Trust what they are telling you is accurate and relevant! We believe in upper management - believe in us lower ones! Listen to what we have to say. Some of us have other experiences and have better and successful ways to do things and get er done. Treat & respect us lower employees as you want your uppers to treat you. We all can succeed and make this the best University around, if we all work together! This is in your hands now; show us you care.

The climate is overall good. I would like to be able to cross train or have more volunteer opportunities to work with other departments. To meet new people.

Interactive training for all division employees or guest speakers will add value to the efforts. Division requirements for training and competency in diversity and inclusion will also better support the goals.

I think the environment for treating people with respect and fairness relating to sexual orientation and disabilities is better than it was a few years ago, but we still have a ways to go.

Though FSS believes in diversity, its departments ethnicity and gender make-up doesn't show a very strong mix of racially diverse individuals. When looking at the casting of people in the different department, it appears to be very stereotyping. I do believe that the workforce within FSS could work harder at pursuing and developing a

more inclusive culture for all races. It could spend more time incorporating Equal Opportunity and Cultural awareness course tailored for departments. Its not only important that as a society we include all races colors and creeds into are lives, but we learn from one another as well. There have been situations were ethnicity has been used as an excuse for other peoples actions, or to fulfill the butt end of a joke.

The "gender" diversity and inclusion training provided to our department was obviously thrown together many years ago and no priority has been made to upgrade to effective training measures. The Equity and Access office, as well as the Human Resource department, have shown obvious signs that they are protecting the University-not its staff, faculty or students when it comes to reporting issues with diversity. I personally was affected and had supervisors and FSS dodge REAL change by giving our department a 1-hr training that lacked any technology, presentation, documentation, facts, etc... about diversity in our field. Stories were shared to us from real examples they have faced here at the University involving staff and faculty, and I am embarrassed that they used them to show us the ridiculousness of some of the examples they see. It boggles my mind that our University does not know how to provide effective training that shows that the University really cares about diversity. Everything is swept under the rug, quickly and like it never happened, and everything goes back to the way it was. Serious attention should be given to bring the current training and presentation up to 2017 life, taking into account that an older generation may not understand the ways people are discriminated against. We have to adjust our way of training to adapt to a younger generation that seeks facts and respect, not training consisting of secret rendezvous with faculty and students and how they cheated on eachother and are in a Title IV claim. My department is in serious trouble if the training is not elevated. Our department deals with the construction industry and nothing was provided in our training to teach us about the lack of diversity that we face, gender specific. As a woman I feel like the University slapped me in the face by providing the training they did, just so they could say they provided us training. Its obvious that is what it was. No one learned anything and it was a hostile training for those of us who had questions. Real care and attention needs to be shown for us, because we are constantly bearing the weight of discrimination and no one is listening. Please step it up!

I do not work with anyone with "different" sexual orientations or disabilities. There are very few women in my workplace. In general, I feel that everyone is respectful of individual differences. I prefer to be "color blind" than to focus on the things that make us different.

We talk diversity but we do not walk the talk.

Diversity is not the problem in the work place. Diversity in the hiring process is the problem. If the candidate pool is divers and the strongest candidate isn't a minority and is more qualified, this raises a flag and is subjected to more review . Diversity is focused on more that just hiring the qualified candidate for the position. If Administration offered development to grow, the travel process for off site training would not be so cumbersome and have to come out of the pockets of the employee up front then be reimbursed...

My supervisor is very supportive of allowing everyone to learn and grow in their trade. Upper management is not . I have seen it first hand.

FSS as a whole is fair and respects differences in people. My particular division under FSS is a bit more unfair as to treating people with the respect they deserve and have earned through their careers.

Diversity training seems more accessible to, and designed for, higher level and administrative employees. There is very little that is reaching the lower paid, more manual labor positions, who often need it most.

While this survey addresses diversity and the respect towards differences in gender, age, race, etc., that is not usually where the disparity begins in FSS. I generally feel administration in FSS has a good level of respect for these diversity components. What occurs often in our department is the administration wants everyone to act the same, work the same, have the same opinions, not voice opinions that might be new or conflicting to the VP's and other administration opinions. We are expected to act alike, think alike and function exactly the same. There does not appear to be much of a window of opportunity to try new things or bring about change. The culture of our department is to simply follow along and some good ideas from good employees have been shelved. Hard to move forward, hard to get any promotion. And unfortunately, there is a strong perception that only the "favorites" of the department head are given opportunity and valuable pay increases. Perception of the favorites getting richer in FSS, creating low morale for others.

I don't know if the issues in my workplace are also happening in other areas of FSS. The issues here as far as I have seen, only involve a few individuals and I do not know how to change or improve it other than removing them.

Within our main office we have a variety of student staff from other nations that we have enjoyed working with and they have communicated the positive experience working in our office. Our other offices we oversee operate very well within their diverse groups. Hope to see their participation more in not only diverse events such as diversity films but even non-diversity professional development where diverse groups share experience and ideas.

The FSS Diversity committee was first established in 1999 to address issues of diversity and at that time to address past and current blatant discrimination issues of minorities in the FSS Division. I was the first Chair of the FSS Diversity Committee. The FSS Division has always been run by white males and females since the establishment of the University and unfortunately it still is. But there is an opportunity to have a qualified minority candidate to be hired with the posting of the Asst. VP of Budgeting position becoming available for hire. Fortunately for Texas State University the Academic and Student Affairs Divisions have become more diverse and accepting of diversity starting in this the 21st Century.

As employees, we are all here to work and accomplish goals within our jobs in order to keep the university running. I don't believe the diversity "issues" above should ever come up unless people are focused on others and not on their own jobs. Everyone should be treated the same regardless of the differences between us. It also does not matter what those differences are because no two individuals, even the most similar, are the exact same. Further pointing out or discussing personal differences, what they are, how to "handle" them, etc. is not an economical use of our time at work. If someone of a different age, ethnicity, sexual orientation, or disability than myself comes into our office, their questions/concerns are handled no differently than any other individual and those differences don't come into play because they are not relevant to the business at hand. Texas State is very diverse. If we are all expected to treat each other as equals, why should we be made to dwell on the things that divide us?

I personally feel that Diversity only counts in the organization if that Diversity is either a minority or part of the LGBTQ community. Everyone else that is "Normal" are treated like second class citizens. People in a work place should be promoted and advanced based on their skills and work performance. Diversity hires are a form of Racism, and should be banned. Just because someone is a minority they should not get preferential treatment for hiring/advanced/training when there are more qualified and better performing employees. Also it should be illegal for HR or our President to send out emails supporting Minorities and or the LGBTQ community as this inherently is showing support for them while not showing any support for the "normal" people. You can not in all fairness show support for one without showing active support for another. Not that I agree with their point of view but some of the "White Supremacist" activity we have seen on campus is a perfect example. If we allow faculty and staff to put LGBTQ rainbow stickers on their doors to their offices then we also have to allow the "White Supremacist" to have their flyers and signs up. You can not claim to be fair to everyone and act any different. The responses we have gotten from our upper management is appalling in this regard as it is not their place to speak out against these actions. What should have been said is that we do not condone unsanctioned signage of any kind. IE putting up a big banner without permission. They should have said something like "We support the right of free speech for all individuals, however graffiti and littering will not be tolerated."

I left the section above blank. I do not understand what you are asking. I feel that we are all treated well as a person and not due to gender, age, ethnicity/race, sexual orientation or disabilities.

The last section is not clear. Employees should be treated equally regardless of the specific category.

I don't think enough is done to keep things equal, with regard to men and women being treated equally when performing the same job. Mostly because the women expect something different. I also think there is a culture of ageism among the employees at my level, among the women especially. It's a touchy subject and I think everyone just dances around it instead of addressing it and making it stop. The "high school mentality" of the "mean girls" lives freely among us and is completely unchecked.

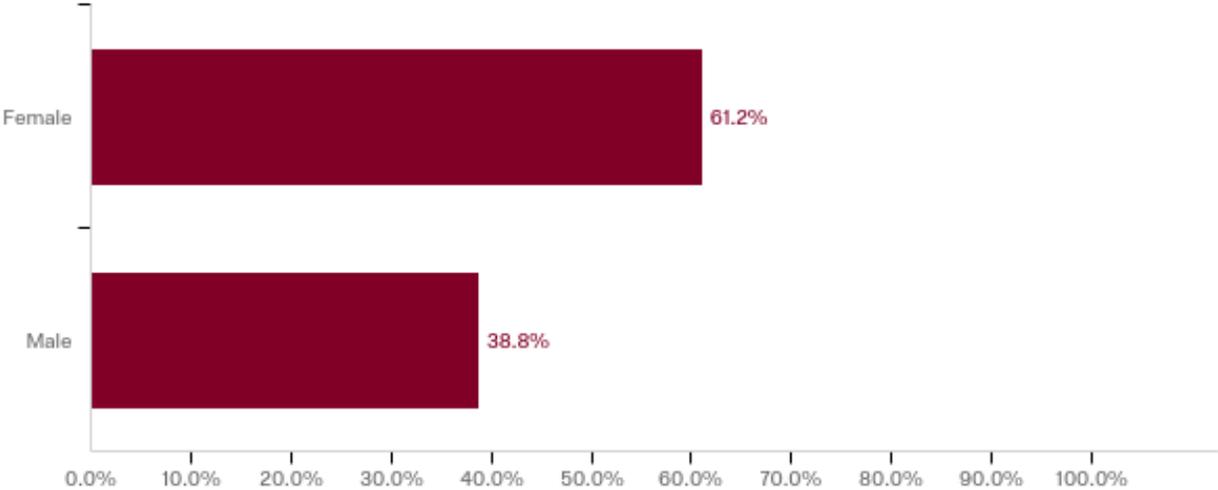
More connection and input from higher ups. More training and discipline for employees who are not meeting performance standards or who are consistently difficult to deal with.

I realize that my answers are all over the place on diversity. I work with trades technicians and a woman in that field is not generally accepted. Thus causing a range of issues. In my department we must all be treated the same

- while that may sound equitable, when someone is in 'trouble' and the requirements of that underachiever affect the others, it feels unfair - Just saying. Also of all the people i work with I find that most cultures and people are extremely respectful of each other. I love that part of working with other people.

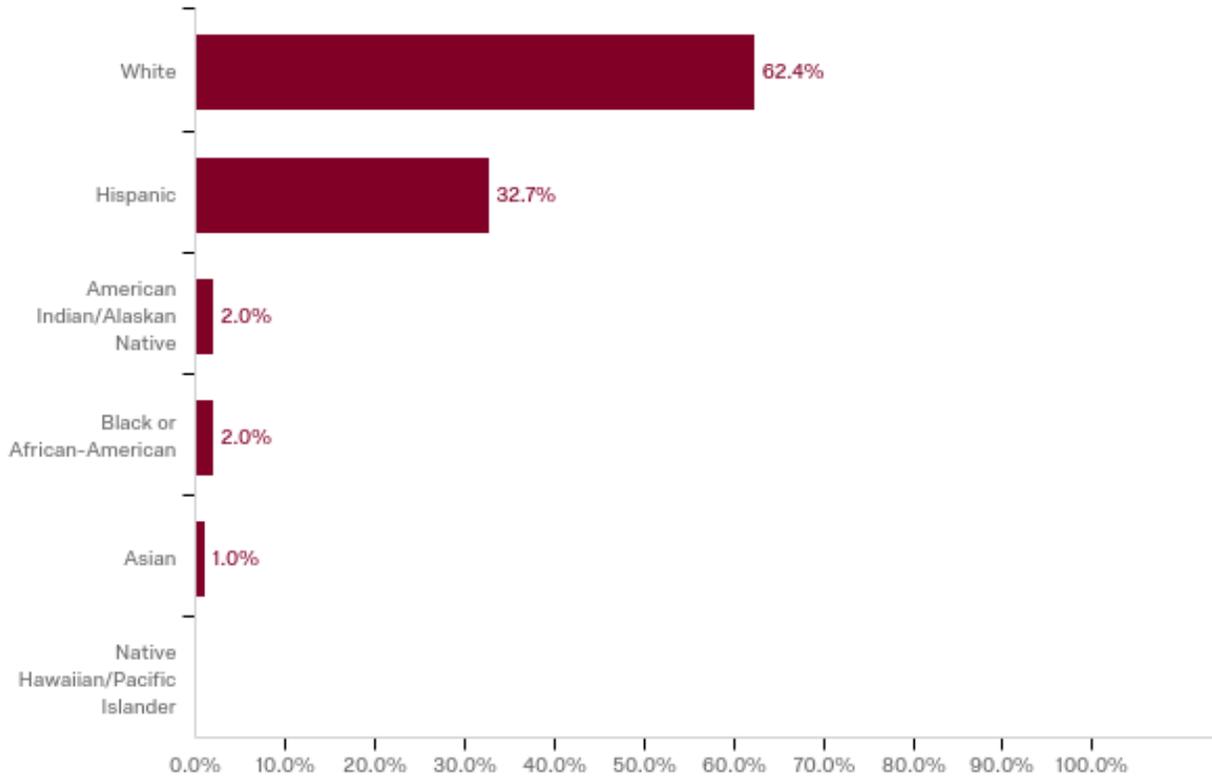
I think this survey is placing too much emphasis on diversity of appearances and life choices rather than diversity of thought. I could care less how you dress, who you want to be with, how you proclaim yourself or any other self identification rhetoric. Only Issue i have had has been an issue of Title IX abuse to address issues that can be resolved in a conversation. The lack of a standard for asserting fault has led to an environment where any comment can be reported based on a feeling and no standard. This has had a negative impact on building inter-personal relationships in the office because people don't address problems directly but create a litigation environment of fear and distrust.

Gender:



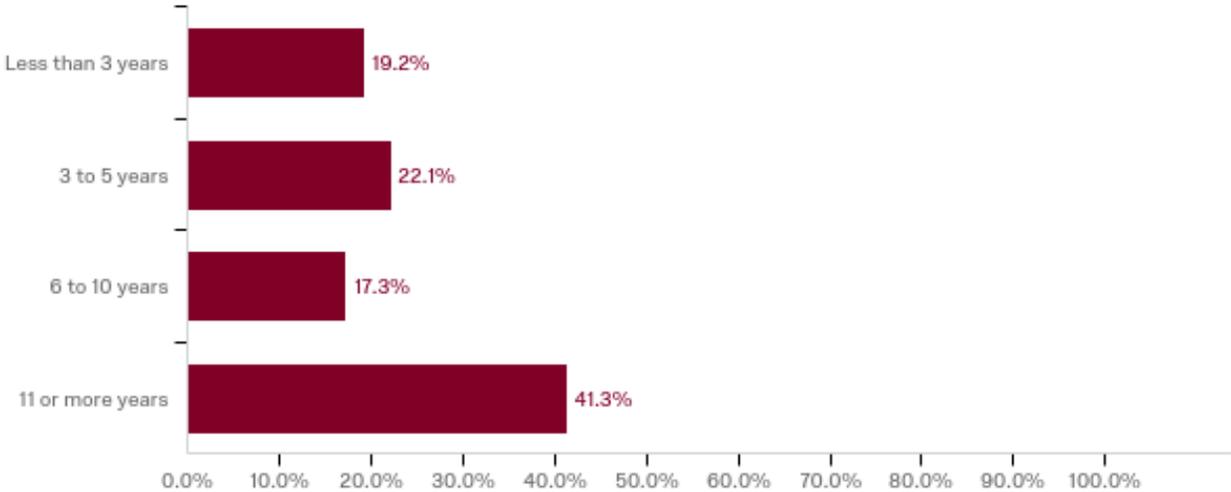
#	Answer	%	Count
1	Male	38.8%	40
2	Female	61.2%	63
	Total	100%	103

Race/Ethnicity:



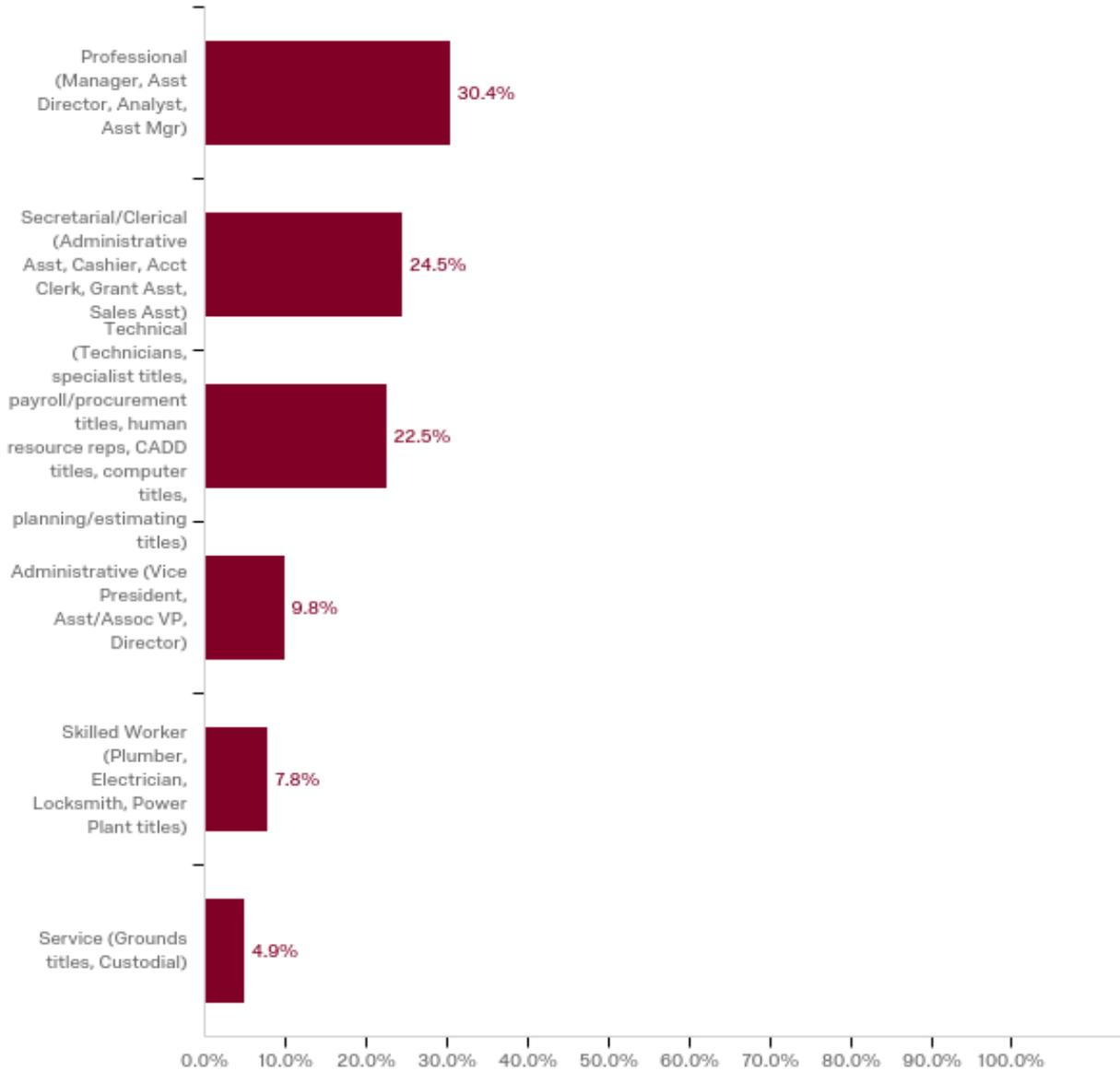
#	Answer	%	Count
1	American Indian/Alaskan Native	2.0%	2
2	Asian	1.0%	1
3	Black or African-American	2.0%	2
4	Hispanic	32.7%	33
5	Native Hawaiian/Pacific Islander	0.0%	0
6	White	62.4%	63
	Total	100%	101

Years of employment with Texas State:



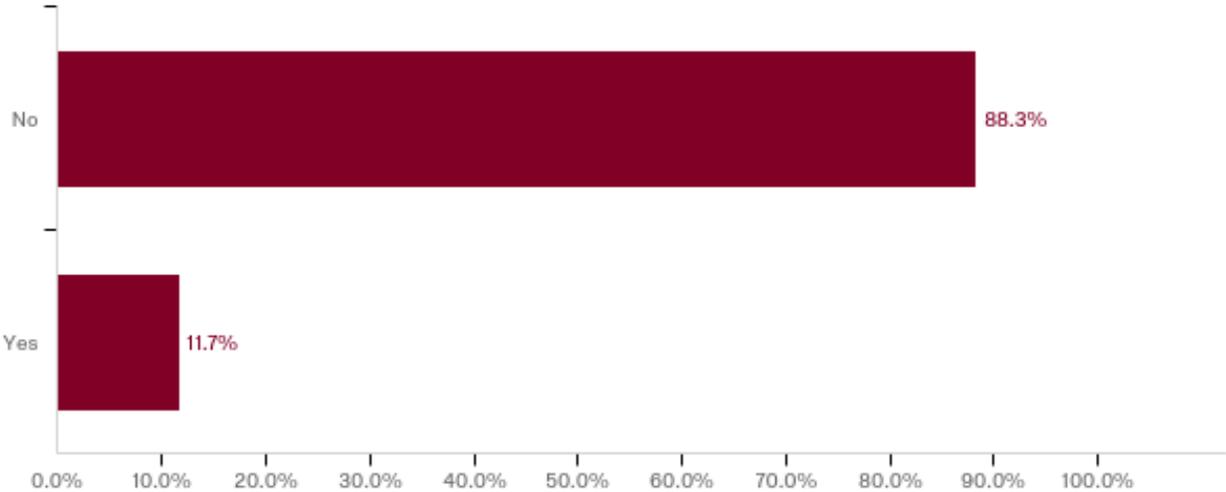
#	Answer	%	Count
1	Less than 3 years	19.2%	20
2	3 to 5 years	22.1%	23
3	6 to 10 years	17.3%	18
4	11 or more years	41.3%	43
	Total	100%	104

Position classification:



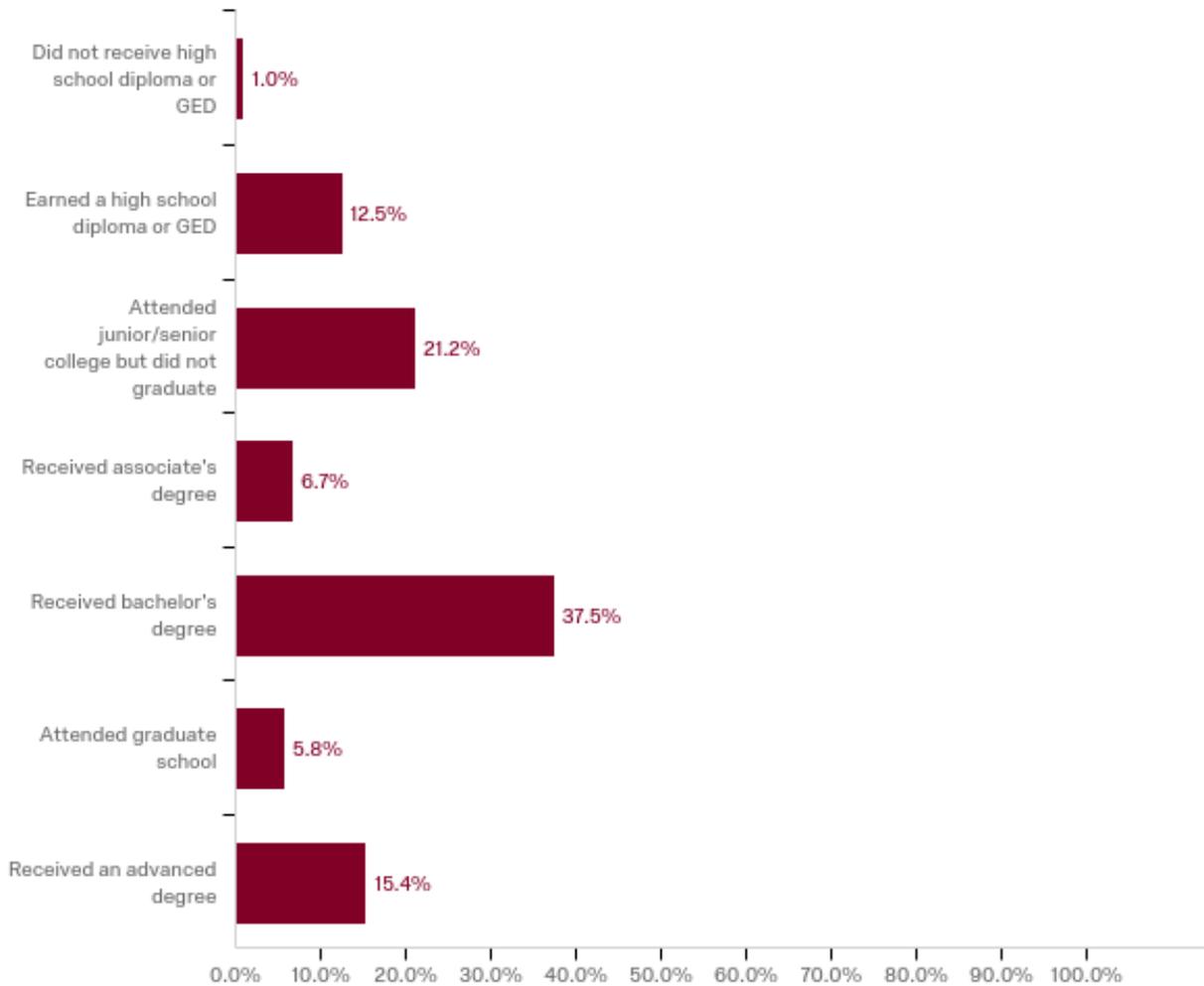
#	Answer	%	Count
1	Administrative (Vice President, Asst/Assoc VP, Director)	9.8%	10
2	Professional (Manager, Asst Director, Analyst, Asst Mgr)	30.4%	31
3	Secretarial/Clerical (Administrative Asst, Cashier, Acct Clerk, Grant Asst, Sales Asst)	24.5%	25
4	Technical (Technicians, specialist titles, payroll/procurement titles, human resource reps, CADD titles, computer titles, planning/estimating titles)	22.5%	23
5	Skilled Worker (Plumber, Electrician, Locksmith, Power Plant titles)	7.8%	8
6	Service (Grounds titles, Custodial)	4.9%	5
	Total	100%	102

Do you have a documented disability?



#	Answer	%	Count
1	Yes	11.7%	12
2	No	88.3%	91
	Total	100%	103

What is the highest level of formal education you have obtained as of today?



#	Answer	%	Count
1	Did not receive high school diploma or GED	1.0%	1
2	Earned a high school diploma or GED	12.5%	13
3	Attended junior/senior college but did not graduate	21.2%	22
4	Received associate's degree	6.7%	7
5	Received bachelor's degree	37.5%	39
6	Attended graduate school	5.8%	6
7	Received an advanced degree	15.4%	16
	Total	100%	104

Survey invitations were emailed by the Office of Institutional Research to 502 employees in the Division of Finance & Support Services on November 9. Reminder messages were emailed to non-respondents on November 15 and the survey closed on November 17. A total of 106 surveys were completed for a response rate of 21 percent.