

## DIVERSITY SURVEY RESULTS 2011

The purpose of this survey is to assess FSS employees' perception, experiences, and opinions regarding diversity. The survey was administered online as well as in hardcopy to 475 employees. 126 employees responded to the survey for a 26.5 percent response rate. Females represent the majority with 54 percent while males were at 46 percent. Fifty-nine percent were Anglos and 33 percent were Hispanics. A majority of employees have been employed at Texas State for 11+ years.

### Highlights:

Generally, FSS employees have a strong desire to learn about diversity.

A majority of respondents are comfortable in the FSS division and they feel accepted by employees from different backgrounds.

They are also comfortable with others regardless of their disability, gender, age, or sexual orientation.

Employees believe that their input is fairly well respected.

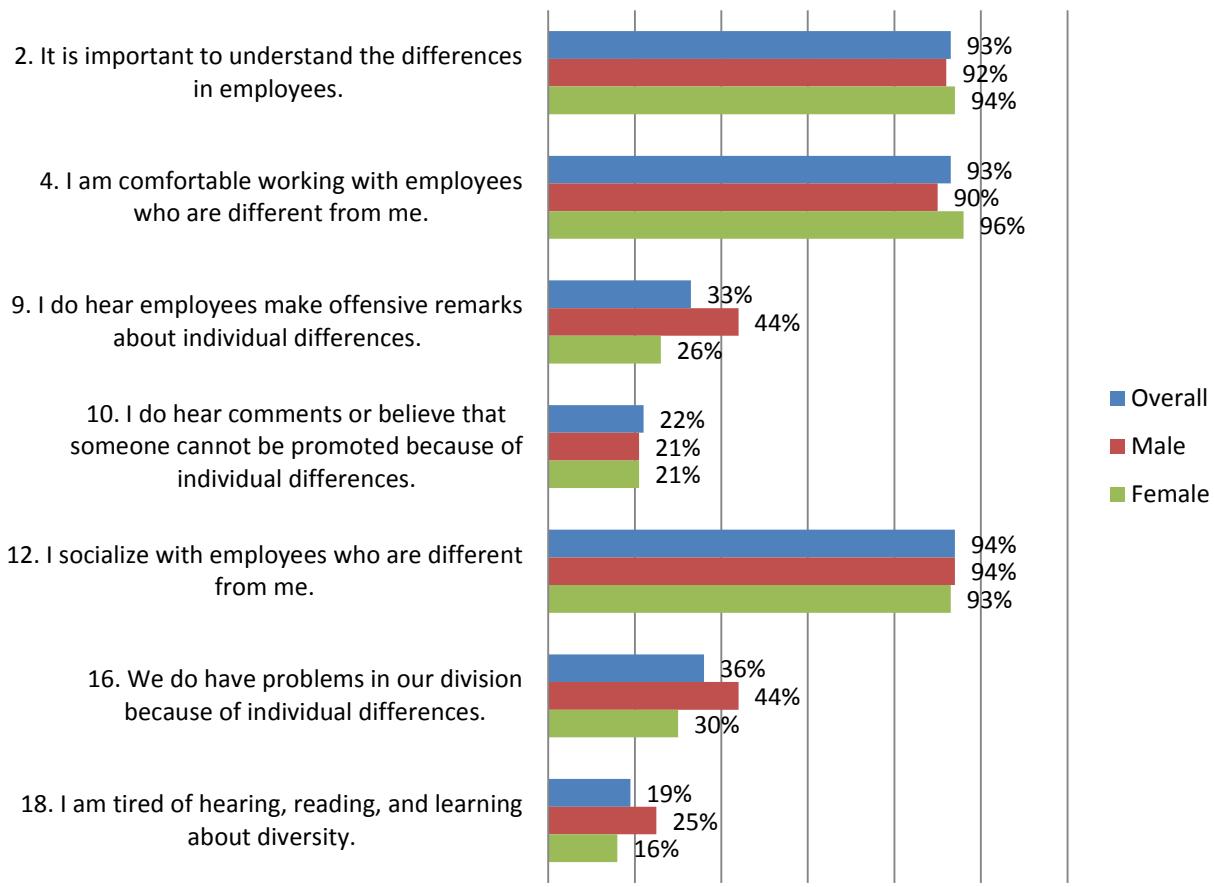
Almost all employees report positive interactions with others.

Respondents believe that the FSS workforce values individuals' differences.

With increases in all categories over the past two years indicate that the Finance and Support Services division has made gains in our diversity efforts.

# DIVERSITY SURVEY RESULTS 2011

## Employees' Perceptions of Their Diversity Awareness

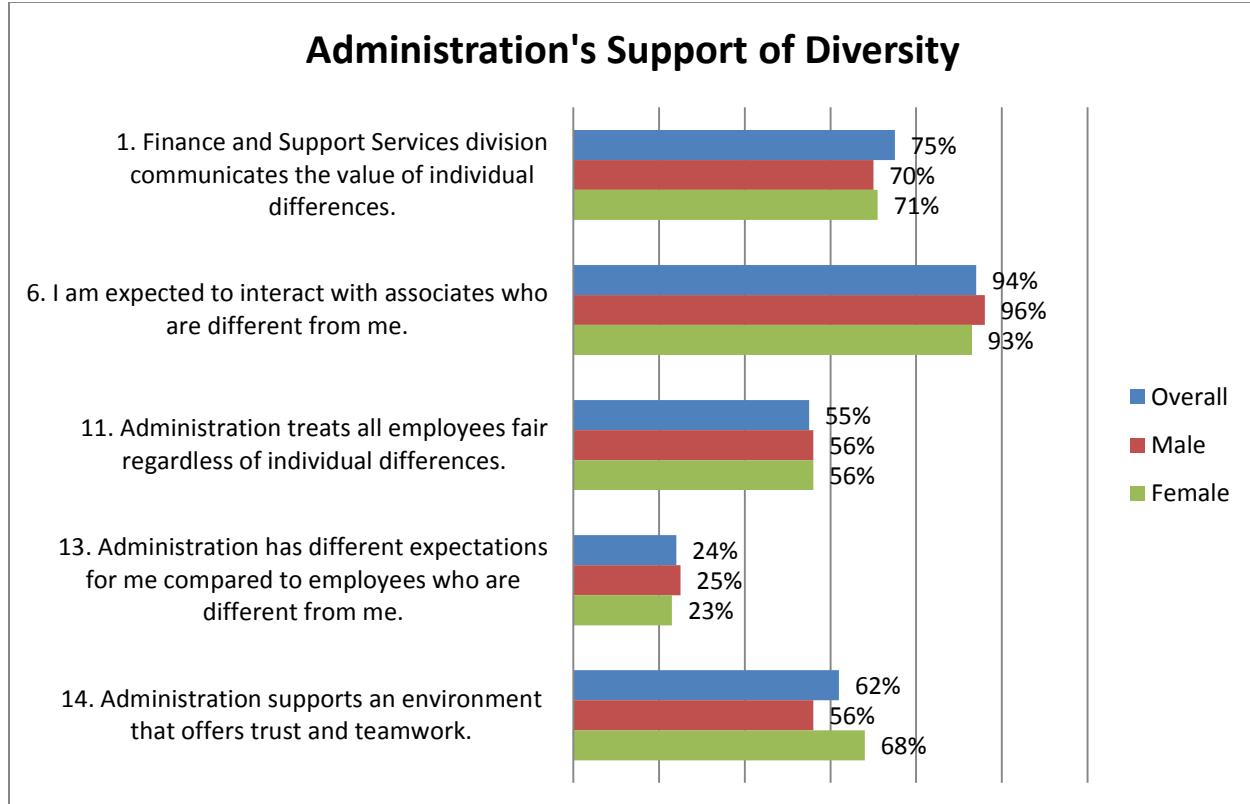


When comparing the individual survey questions within this category to the 2009 survey, we found that employees reported an overall decrease in the following three areas: "Do hear employees make offensive remarks about individual differences," "Do hear comments or believe that someone cannot be promoted because of individual differences," and "Do have problems in their division because of individual differences."

A majority of employees, 93 percent, feel "it is important to understand the differences in employees" and "are comfortable working with employees who are different."

Overall, there is a strong desire (81 percent of employees) to learn about diversity.

# DIVERSITY SURVEY RESULTS 2011

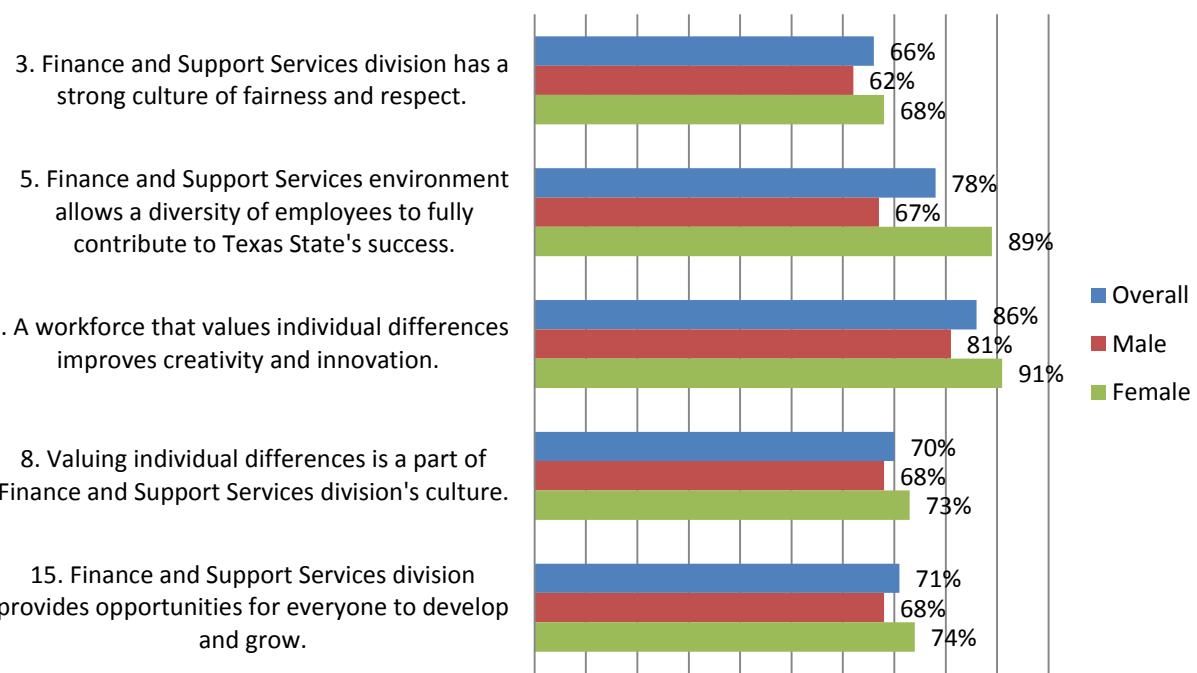


Fifty-five percent of employees, an increase of 13 percent from the 2009 survey, feel that the “Administration treats all employees fair regardless of individual differences.”

Sixty-two percent, a gain of nine percent, of FSS employees believe that “Administration supports an environment that offers trust and teamwork.”

# DIVERSITY SURVEY RESULTS 2011

## Finance and Support Services Culture of Diversity



Questions 3 and 5 had gains in that the FSS division “has a strong culture of fairness and respect” and “allows a diversity of employees to fully contribute to Texas State’s success.”

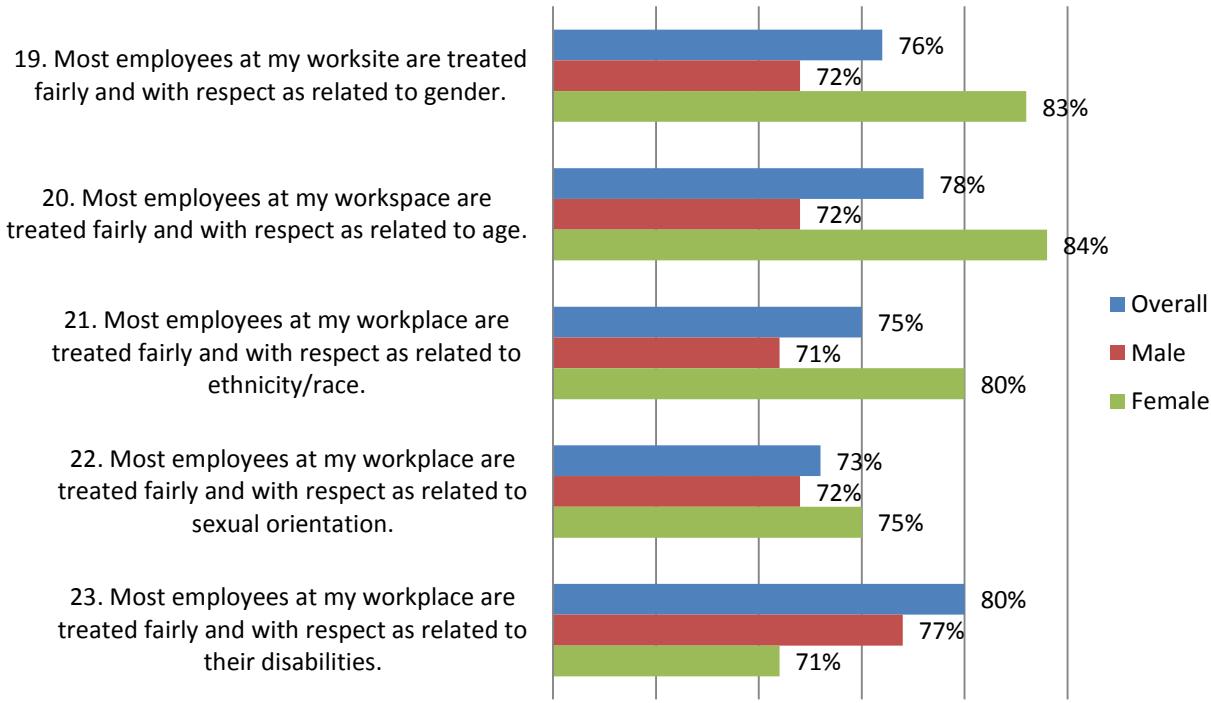
On the whole, 88 percent of FSS employees believe that the FSS division has a workforce that values individuals’ differences that improves creativity and innovation.

Seventy-one percent of FSS employees, an increase of 9 percent, agree that the FSS division provides opportunities for everyone to develop and grow.

Females have higher percentages than males in all the categories of FSS division culture of diversity.

# DIVERSITY SURVEY RESULTS 2011

## Finance and Support Services Culture of Diversity



In question 21, a majority of employees, 75% (a large increase of 13 percent) agree that “Most employees at their workplace are treated fairly and with respect as related to ethnicity/race.”

Employee generally agree that FSS employees believe that employees at their workplace are treated fairly and with respect as related to their gender (76%), age (78%), and sexual orientation (73%).

Eighty percent of employees, an increase of 14 percent, feel the FSS division treated employees fairly with respect to their disabilities.