



Summer 2000 FSS Diversity Survey

Executive Summary

Respondents

Four hundred and twenty-six employees were surveyed with 226 returning questionnaires for a 53% response rate. Chi-square tests indicate respondents differ significantly from FSS employees in gender, ethnicity, and EEO category. Men, Anglos, professional and skilled workers were highly represented in respondents. (See Table 1)

SWT and FSS as a Community

(See Table 2)

Concerning the “sense of belonging or community” at SWT and in FSS

- Over the last two years 40% of respondents feel SWT has improved, 42% feel there has been no change, and 18% feel SWT is getting worse.
- Over the last two years 38% of respondents feel FSS has improved, 43% feel there has been no change, and 19% feel FSS is getting worse.
- Differences in responses for SWT and FSS are not significant.

Concerning the overall experiences at SWT and in FSS

- Fifty-four percent of respondents feel some degree of satisfaction with their experiences at SWT, 31% are neutral, and 16% are dissatisfied to some degree.
- Forty-nine percent of respondents feel some degree of satisfaction with their experience in FSS, 27% are neutral, and 24% are dissatisfied to some degree.
- Differences in responses for SWT and FSS are not significant.

Interaction with Others

(See Table 3)

Concerning degrees of comfort while working with

- members of a different ethnic heritage: 12% of minority and 4% of Anglo respondents feel some degree of discomfort.
- Difference in responses by minorities and Anglos were significant at a 95% confidence level.
- members of the opposite sex: 4% of men and 1% of women feel some degree of discomfort. Differences in responses by men and women were not significant.
- a person with a documented disability: 16% of those with documented disabilities and 6% of those without experience some degree of discomfort.

Summer 2000 FSS Diversity Survey

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Experiences with Discrimination

(See Table 4)

Concerning discrimination based on

- ethnicity: 47% of minorities and 31% of Anglos believe they have experienced discrimination on occasion or more often.
- gender: 45% of women and 31% of men believe they have experienced discrimination on occasion or more often.
- having a disability: 47% of people with documented disabilities believe they have experienced discrimination on occasion or more often.

SWT Diversity Issues in FSS

(See Table 5)

Concerning issues of leadership fostering diversity

- Average value ratings on issues affecting women range from 4.30 to 4.51 with the VP for FSS receiving the highest rating and the director receiving the lowest.
- Average value ratings on issues affecting minorities range from 4.13 to 4.45 with the immediate supervisor receiving the highest rating and the director receiving the lowest.
- Average value ratings on issues affecting people with documented disabilities range from 4.25 to 4.44 with the immediate supervisor receiving the highest rating and the director receiving the lowest.

Concerning issues in the workplace

- Average value ratings, for value and respect received, range from 4.16 to 4.45 with women receiving the highest and employees in general receiving the lowest.
- Average value ratings for equal opportunity in the workplace were 4.06 for people with disabilities and 4.07 for various racial/ethnic groups.
- Average value ratings for receiving preferential treatment in the workplace range from 3.31 to 3.83 with various racial/ethnic groups receiving the highest and people with disabilities receiving the lowest.

Concerning issues of diversity training

- Eighty-four percent of respondents agree (34.8% strongly) that diversity training should be required of all employees at SWT.
- The longer an employee has been employed at SWT the less they agree that diversity training should be required. (See Table 5c)

Feedback and Final Comments

(See Attachment 1)

- Of 18 respondents who raised issues of diversity with superiors, only 2 felt the issue had been resolved positively.
- Several respondents in both the feedback and final comment sections of the survey raised improving communication and relationships with superiors as issues.

Summer 2003 FSS Diversity Survey

Executive Summary

Respondents

Four hundred and forty-eight employees were surveyed with 189 responding for a 42% response rate. Chi-square tests indicate respondents differ significantly from FSS employees in gender, ethnicity, and EEO category. Men, Anglos, administrative, professional, technical, and skilled workers were highly represented in respondents. (See Table 1)

SWT and FSS as a Community

(See Table 2)

Concerning the “sense of belonging or community” at Texas State and in FSS

- Over the last two years 33% of respondents feel Texas State has improved, 52% feel there has been no change, and 14% (down 3%)¹ feel Texas State is getting worse.
- Over the last two years 29% of respondents feel FSS has improved, 49% feel there has been no change, and 22% (up 3%) feel FSS is getting worse.
- Differences in responses for Texas State and FSS are not significant.

Concerning the overall experiences at Texas State and in FSS

- Fifty-eight percent of respondents feel some degree of satisfaction with their experiences at Texas State, 27% are neutral, and 15% (down 1%) are dissatisfied to some degree.
- Forty-seven percent of respondents feel some degree of satisfaction with their experience in FSS, 31% are neutral, and 21% (down 1%) are dissatisfied to some degree.
- Differences in responses for Texas State and FSS are not significant.

Interaction with Others

(See Table 3, only 7 individuals with documented disabilities responded, making comparisons between this group and the Summer 2000 survey less reliable)

Concerning degrees of comfort while working with:

- members of a different ethnic heritage: 14% (up 2%) of minority and 3% (down 1%) of Anglo respondents feel some degree of discomfort. Difference in responses by minorities and Anglos were significant at a 95% confidence level.
- members of the opposite sex: 11% of men (up 7%) and 9% of women (up 8%) feel some degree of discomfort. (Differences in responses by men and women were not significant.)
- a person with a documented disability: 29% of those with documented disabilities (up 13%) and 7% of those without (up 1%) experience some degree of discomfort.

¹ Percent up and down compares with Summer 2000 Diversity Survey.

Summer 2003 FSS Diversity Survey

Experiences with Discrimination

(See Table 4)

Concerning discrimination based on

- ethnicity: 56% of minorities (up 9%) and 28% of Anglos (down 3%) believe they have experienced discrimination on occasion or more often. This is a significant difference at a chi-square p-value < .05.
- gender: 42% of women (down 3%) and 26% of men (down 5%) believe they have experienced discrimination on occasion or more often.
- having a disability: 57% of people with documented disabilities (up 10%, may be due to a small “n”) believe they have experienced discrimination on occasion or more often.

SWT Diversity Issues in FSS

(See Table 5)

Concerning issues of leadership fostering diversity

- Average value ratings on issues affecting women range from 4.41 to 4.51 with the immediate supervisor receiving the highest rating and the director receiving the lowest.
- Average value ratings on issues affecting minorities range from 4.07 to 4.53 with the immediate supervisor receiving the highest rating and the VP receiving the lowest.
- Average value ratings on issues affecting people with documented disabilities range from 4.18 to 4.52 with the immediate supervisor receiving the highest rating and the VP receiving the lowest.

Concerning issues in the workplace

- Average value ratings, for value and respect received, range from 4.30 to 4.54 with women receiving the highest and the individual employee receiving the lowest. All ratings improved since the Summer 2000 survey.
- Average value ratings for equal opportunity in the workplace were 4.25 for people with disabilities and 4.44 for various racial/ethnic groups. Both ratings improved since the Summer 2000 Survey.
- Average value ratings for receiving preferential treatment in the workplace range from 2.97 to 3.29 with women receiving the highest (preferential) and people with disabilities receiving the lowest (non-preferential). All ratings improved since the Summer 2000 survey.

Concerning issues of diversity training

- Eighty-one percent of respondents agree (41% strongly) that diversity training should be required of all employees at Texas State.
- The longer an employee has been employed at Texas State the less they agree that diversity training should be required. (See Table 5c)

Summer 2003 FSS Diversity Survey

Diversity Workshops – Improving the Environment

(See Table 6)

- Twenty-nine percent of respondents felt the Diversity Workshops improved their sense of “belonging or community” at Texas State, and 23% felt it improved for the FSS division.
- Twenty-seven percent of respondents felt diversity related issues at Texas State improved because of the workshops, and 25% felt they improved within the FSS division.
- Thirty percent of respondents felt employee relationships at Texas State improved because of the workshops, and 25% felt employee relationships in FSS improved.

Diversity Workshops – Training and Topics

(See Table 6b)

- Sixty-three percent of respondents felt diversity workshops would be most effective during orientation or the first six months of employment.
- Forty-two percent of respondents believe subsequent training should occur every 2-3 years.
- The topic that received the strongest agreement is “having managers and supervisors attend the same workshop as their employees limits open discussion” with 76% agreeing to some extent.

Feedback and Final Comments

(See Attachment II)

- Of 12 respondents who raised issues of diversity with superiors, only 2 felt the issue had been resolved positively.
- Several respondents in both the feedback and final comment sections of the survey raised hiring, paying, and promoting fairly and showing respect to all as a means for improving diversity issues on campus.