1. **Introduction:** The Division of Research (DOR) delivers strategic support to further the University’s research mission and is committed to a truly comprehensive university, where students, researchers, and inventors bring scholarship and innovation to bear for the benefit of the community, the state and the nation. We encourage all units and members of the DOR to help make our campus and our division a welcoming place for all. DOR demographics for 2018 reflect 69% female employees and 31% male employees with approximately 78% identifying themselves as white. This accountability report was reviewed by DOR senior leadership.

2. **Recruitment:** Approximately 21% of employees in the DOR self identified as belonging to a minority group (not including female). This is a drop from approximately 27% in FY 2017. Seven employees either declined to specify or there is no record of their minority group identification. The division took additional steps in recruiting; it sought measures to increase diversity in its applicant pools and continued with efforts to engage the workforce in promoting diversity and inclusion. The DOR continues to emphasize diversity-related efforts in the recruitment area including diversity/inclusion language in job postings and hiring matrices, including a variety of diversity- and inclusion-related questions on interviews and, when appropriate, appointing hiring committees to reflect diverse groups within the DOR.

3. **Retention:** The DOR continues to provide opportunities for employee advancement and regularly rewards its top performers and those eager to enhance their job knowledge. Among employees who identified themselves as belonging to a racial minority in FY 2018, 14.5% of females and 5.1% of males received promotions or reclassifications. Division-level committees focused on employee morale and wellness continue to thrive within the DOR, and TEAMSRS-Together Engaging and Managing Social and Real Work Situations within Sponsored Research Services was recently recognized for their “Big Idea” suggestion. The division will continue to recognize employees for outstanding job performance and a commitment to enhance and support diversity at Texas A&M and within the DOR along with fostering an environment of growth and professional development. The DOR will continue to assess its workforce and environment to determine if additional programs or actions are needed to improve diversity and employee retention.
4. **Climate:** The DOR continues to hold events and provide networking opportunities to improve internal communications and information sharing. As has been reported in the past, events such as the Ice Cream Social, Staff Appreciation, the Division of Research Staff Excellence Awards program and the annual Holiday Party are just a few opportunities to enhance the climate and foster goodwill and inclusion among colleagues as well as to recognize DOR employees for outstanding job performance and/or service. Some of these events also include a charitable component, which allows DOR employees the opportunity to give to those in need outside of the division.

The Division of Research also supports the campus climate in other ways. The PESCA Research Seed Grant Program supports significant research and scholarly projects that have the potential to lead to external funding. Nearly three quarters (73%) of last year’s grantees were from faculty of traditionally underserved populations. Additionally, two thirds (66%) of the studies funded involved issues relevant to traditionally underserved populations. The Arts & Humanities Fellows program supports significant, long-term scholarly work in the Arts and Humanities which enhances the reputation of both Texas A&M University faculty and the departments and colleges in which they serve. More than three quarters (83%) of last year’s awardees were from faculty of traditionally underserved populations. Additionally, half (50%) of the studies funded involved issues relevant to traditionally underserved populations.

Other campus and community support from the Division of Research includes funding for Brazos Valley Worldfest, Texas A&M Hispanic Network and the NCORE conference.

5. **Equity:** The Division strives to keep equitable titles and pay across the Division for employees performing similar levels of duties and whose positions require similar levels of education and experience. Use of base merit increases, equity adjustments, promotion increases, and hiring salary adjustments are all used to recognize the value of employees’ work within the Division. Salary equity is a consideration in awarding these increases. All personnel actions are reviewed at the division level to mitigate any internal and external equity issues that could potentially arise.

6. **Reflection:**
   a. In 2019, the DOR plans to continue tracking diversity data to determine how best to recruit and retain the best and brightest talent available and to foster an environment that is welcoming to all.
   b. Some challenges that we face are:
i. Supervisor training with regard to the hiring and promotion process. In this FY, we plan to more actively work with DOR supervisors to better inform them of policies and processes to provide for a more inclusive and welcoming work environment.

ii. Supervisor training with regard to leading others. In this FY we plan to more actively work with DOR supervisors to better inform them of practices that enhance open communication with employees, coaching, professional development, and an inclusive and welcoming environment.

c. Some innovative strategies we have implemented include: Periodic supervisor tips sent via email to supervisors in the DOR; practical, classroom training delivered by our HR Liaisons regarding the recruiting and hiring process; and a regularly published division newsletter to share information with all employees.

d. We plan to use funding from the Diversity Plan awards to encourage division staff to attend diversity- and inclusion-related events such as the annual NCORE Conference.