

## 2017 Diversity Plan Accountability Report

**Unit:** Division of Research  
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**Purpose:** *The purpose of this report is assess the continuing progress towards diversity at the unit level by reflecting on the recent cycle of benchmarking against your peers.*

**Instructions:** *The report is limited to five, single-sided pages (including graphics). Please use a 10 point font or larger. Where appropriate, use specific examples from individual departments in your unit to provide evidence for your narrative regarding progress towards Texas A&M's Diversity Plan goals: Accountability, Climate, and Equity.*

**1. Recruitment.** *Assess what you have learned recently from your peers and describe future plans, including barriers, to attain a strong, demonstrable presence of diversity in our faculty, staff, students, and administrators.*

The percentage of employees in the Division of Research (DOR) that self-identify as belonging to a minority group grew slightly from 22.9% to 27.3% in fiscal year 2017. Like its peers, the Division of Research took additional steps in the recruiting process to advertise its positions to minority groups, it sought measures to increase diversity in its applicant pools, and continued with its efforts to engage its workforce in promoting diversity and inclusion. Plans are underway to implement additional diversity elements into the Division's recruitment processes. Some of these plans are implemented in response to recommendations from last year's AACDC Hiring Process Review Subcommittee. Plans include:

- As position descriptions are created or updated, HR liaisons will work with supervisors to articulate job duties that require skills related to diversity goals; these will populate job postings; therefore, job postings will contain diversity/inclusion language
- Where appropriate, hiring matrices will include scoring of measurable diversity-related components or factors that relate to the position, for example relevant experience or education related to diversity and inclusion.
- The departmental interview guide is being revised to include a variety of diversity and inclusion-related questions that could be asked. Texas A&M University's Recruitment office is providing input on this component of the recruiting process changes.
- Where appropriate, hiring committees will be appointed to reflect diverse groups with the division

**2. Retention.** *Assess what you have learned recently from your peers and describe future plans, including barriers, to retain diversity in our faculty, staff, students, and administrators.*

The Division of Research 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, 11% of females and 9% of males received promotions or reclassifications.

Based on feedback from peers and leadership at the university level the division has established a wellness committee that serves all DOR units. Additionally, groups such as TEAMSRS—Together Engaging and Managing Social and Real Work Situations within Sponsored Research Services (SRS) actively serve division employees. This group serves to

help all employees within SRS better engage with each other and provides a forum to exchange ideas and information.

Additionally the division has an award program to recognize outstanding job performance and a commitment to “enhance and support diversity at Texas A&M and within the DOR.”

Professional Development is encouraged and supported throughout the division, and job-related skill enhancement pay is available to recognize those individuals who have received advanced degrees, certifications or other job-related accomplishments that enhance their ability to accomplish their job duties.

All told, much effort is being taken to retain employees. We plan to drill down over the next year to determine if additional programs or actions need to be undertaken to improve diversity retention.

**3. Unit Climate.** *Assess what you have learned recently from your peers, including campus and unit climate assessment data and describe future plans, including barriers, to enhance the educational environment where the opportunity to fully participate does not inappropriately or unintentionally depend on elements of an individual's identity.*

The Division of Research also holds events to provide networking and to improve internal communications. Feedback has shown that staff are more inclined to be involved if they have knowledge of the mission and activities of the Division. Bi-monthly newsletters introducing new staff, praising professional accomplishments, and providing information on new business and events provide staff with a sense of unity and promote comradery. Events such as the Chili Cook-off, Ice Cream Social, Staff Appreciation and the Holiday Party, in which awards are given to staff for exceptional service, are just a few opportunities to enhance the climate and foster goodwill amongst peers. Some of those events include a charitable component, which allows for teamwork in giving to those in need outside of the DOR.

The Division of Research also supports the campus climate in other ways. Its Program to enhance Scholarly and Creative Activities (PESCA) Grant Program, supports significant scholarly projects that have the potential to lead to external funding. Nearly half (47%) of last year's grantees were from minority groups. Additionally, more than half (53%) of the studies involved issues relevant to traditionally underserved populations. Other campus and community support from the Division of Research includes funding for Brazos Valley Worldfest, the Hispanic Forum of B/CS, Texas A&M Hispanic Network, and the NCORE conference. Plans are underway to create a Diversity and Inclusion Council to more specifically review diversity and inclusion with the division and make recommendations to the VPR on programs and/or actions that could be taken to ensure that all employees feel welcome.

**4. Equity.** *Assess what you have learned recently from your peers to address equity issues*

The Division strives to keep equitable titles and pay across the Division for employees performing similar levels of duties and who required 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.