

## 2019 Staff Climate Survey Results

### TAMUG Information Services Report

In January 2019, all (183) Texas A&M University-Galveston (TAMUG) staff members were invited to participate in a Staff Climate Survey by the TAMUG's Human Resources Department. Usable responses were gathered from 127 staff, resulting in an overall 69% response rate. Participants included staff from the TAMUG campus. Demographics of the 2019 survey respondents are reported on page 3 of this report. Similar surveys were administered in 2012, 2015, and 2017.

Starting on page 5 of this report, descriptive statistics are organized by Survey Responses (Overall, Sex, and Race), Other Work Satisfaction & Engagement, Department Diversity Climate, University Diversity Climate, Mistreatment & Discrimination, Bullying, Incivility, and Safety to better enable strategic decision-making.

Almost all items in the survey used a 5-point response scale from 1 being "Strongly Disagree" to 5 being "Strongly Agree." For the means created from this scale, higher means indicate higher agreeance. Scale level scores are the arithmetic mean across the items in the table. Note that negatively worded items relative to the rest of the scale [indicated as (R) next to the item text] were reverse-scored when aggregated together to form a construct score but are reported as they are written for frequency counts (i.e., "strongly disagree" to a negatively worded item is an indicator of something *positive*). Respondents were not required to answer every item. Therefore, the amount of missing data varies across questions. Additionally, percentiles can add to more than 100% due to rounding.

Here is a sample table with key components highlighted.

Attribute	TAMU Mean	Strongly Agree	Agree	Neither	Disagree	Strongly Disagree	I don't know
<b>Please indicate your experiences for each of the following items:</b>							
I receive timely feedback about how I am doing and my progress.	3.82	3 (2%)	8 (6%)	17 (13%)	70 (53%)	27 (21%)	5 (5%)
I get the organizational information I need to feel part of our larger team.	2.52	6 (5%)	9 (7%)	27 (21%)	61 (47%)	23 (18%)	2 (2%)
I have the freedom to determine the best way to get my work done.	4.50	2 (2%)	9 (7%)	18 (14%)	74 (54%)	26 (20%)	0 (0%)

Helpful Definitions:

- Autonomy** – degree to which a job provides substantial freedom, independence, and discretion to the individual in scheduling work and procedures to carry out work<sub>1</sub>.
- Proactive Personality** – behavior of people who take initiative to improve and/or influence their environments<sub>2</sub>.
- Job Involvement** – degree to which a person identifies psychologically with their work, or the importance of their total self-image<sub>3</sub>.
- Incivility** – low intensity deviant behaviors in violation of workplace norms of respect with ambiguous intent to harm another person (e.g. rude and discourteous behaviors with lack of regard for others)<sub>4</sub>.
- Neglect** – lax and disregardful behavior (e.g., lateness, absenteeism, and use company time for personal business)<sub>5</sub>.

References:

- Hackman, J.R., & Oldham, G.R. (1975). Development of the job diagnostic survey. *Journal of Applied Psychology*, 60, 159-170.
- Bateman, T.S., & Crant, J.M. (1993). The proactive component of organizational behavior: A measure and correlates. *Journal of Organization Behavior*, 14, 103-118.
- Lodahl, T. M., & Kejnar, M. (1965). The definition and measurement of job involvement. *Journal of Applied Psychology*, 49, 24-33.
- Andersson, L. M., & Pearson, C. M. (1999). Tit for tat? The spiraling effect of incivility in the workplace. *Academy of Management Review*, 24(3), 452-471.
- Naus, F., Van Iterson, A., & Roe, R. (2007). Organizational cynicism: Extending the exit, voice, loyalty, and neglect model of employees' responses to adverse conditions in the workplace. *Human Relations*, 60, 683-718.

## SUMMARY OF BASIC DEMOGRAPHICS

### Response Rates

Academic Dept.	TAMUG
7	127 (69%)

### Sex

Male	Female	Transgender	Prefer Not to Respond
4 (57%)	2 (29%)	0 (0%)	1 (14%)

### Age

< 40	≥ 40
3 (60%)	2 (40%)

### Race

\*Race is not broken down to protect identities

White	Minority
5 (71%)	2 (29%)

### Education

Doctoral (e.g., Ph.D., MD)	Graduate Degree (e.g., MS/JD)	Some Graduate Work	College Degree	Some College Education	High School Diploma/GED
0 (0%)	2 (29%)	1 (14%)	2 (29%)	2 (29%)	0 (0%)

### Avg Tenure at University

Avg.
6.83 years

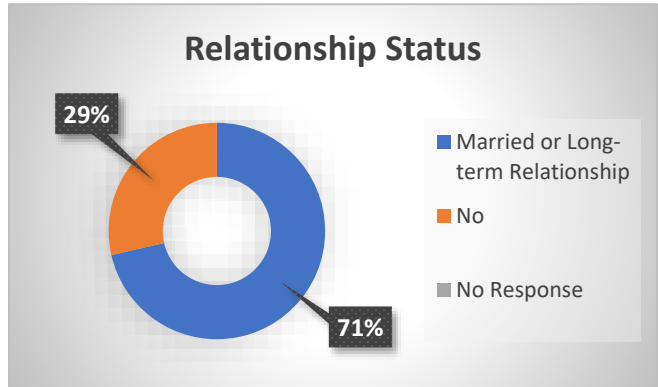
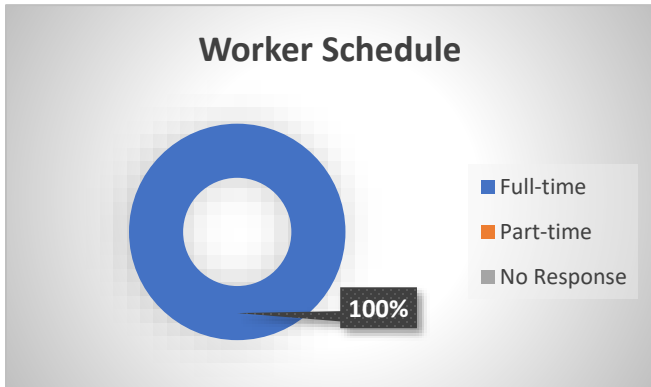
### Avg Tenure in Current Position

Avg.
4.17 years

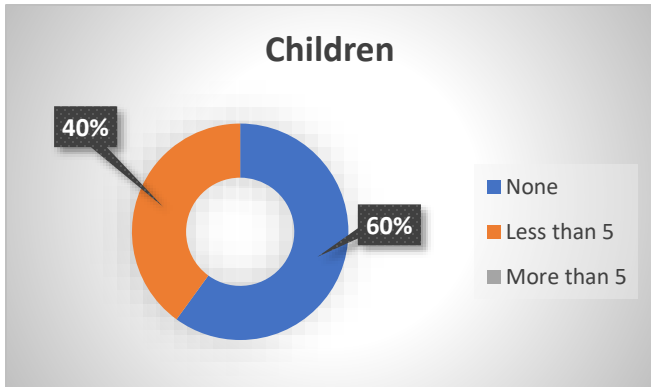
### Avg Hours Spend on Work/Wk

Avg.
40.00 hrs/wk

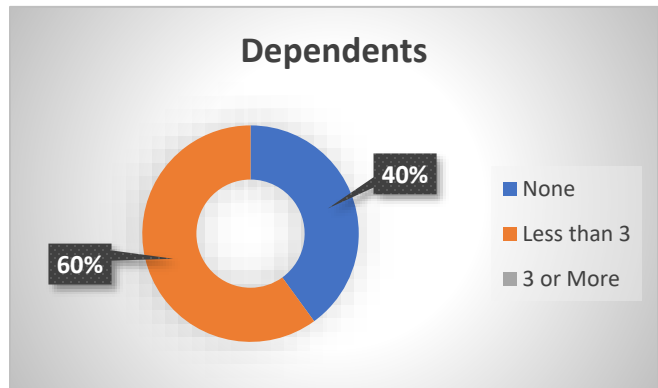
**SUMMARY OF BASIC DEMOGRAPHICS (CONT.)**



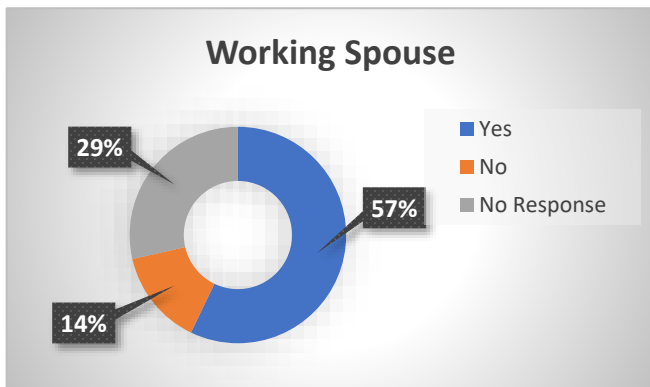
\*"Long-term Relationship" refers to relationship over one year



\*The mode # of children was 0.



\*The mode # of dependents was 1.



\*For respondents who responded being "Married or [in a] Long-term Relationship"

## SURVEY RESPONSES OVERALL

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Overall Job Satisfaction	3.98 (0.61)	3.64 (0.45)	0 (0%)	0 (0%)	3 (43%)	3 (43%)	1 (14%)
Satisfaction with Voice Opportunities	3.69 (0.77)	3.57 (0.53)	0 (0%)	0 (0%)	1 (14%)	6 (86%)	0 (0%)
Satisfaction with Promotion & Development Opportunities	3.58 (0.84)	3.29 (0.56)	0 (0%)	0 (0%)	5 (71%)	2 (29%)	0 (0%)
Organizational Commitment	3.70 (0.81)	3.55 (0.58)	0 (0%)	0 (0%)	2 (29%)	5 (71%)	0 (0%)
Perceived Organizational Support	3.75 (1.01)	3.29 (0.39)	0 (0%)	0 (0%)	4 (57%)	3 (43%)	0 (0%)
Alternative Job Opportunities	3.56 (0.85)	3.64 (0.69)	0 (0%)	0 (0%)	2 (29%)	4 (57%)	1 (14%)
Turnover Intentions	2.55 (1.10)	3.29 (0.81)	0 (0%)	1 (14%)	2 (29%)	4 (57%)	0 (0%)
Overall Diversity Climate	4.05 (0.63)	3.89 (0.74)	0 (0%)	0 (0%)	2 (29%)	3 (43%)	2 (29%)

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Extremely Dissatisfied	Somewhat Dissatisfied	Moderately Dissatisfied	Neither	Moderately Satisfied	Somewhat Satisfied	Extremely Satisfied
Campus Diversity Satisfaction	5.00 (1.23)	5.13 (1.11)	0 (0%)	0 (0%)	0 (0%)	2 (50%)	1 (25%)	1 (25%)	0 (0%)

Scales are from 1-5, except for “Campus Diversity Satisfaction” which is on a scale of 1-7.

**SURVEY RESPONSES BY GROUP: SEX**

<b>Attribute</b>	<b>Males</b>	<b>Females</b>
<b>Overall Job Satisfaction</b>	3.81 (0.51)	3.25 (0.18)
<b>Satisfaction with Voice Opportunities</b>	3.75 (0.29)	3.75 (0.35)
<b>Satisfaction with Developmental &amp; Promotional Opportunities</b>	3.50 (0.64)	2.83 (0.24)
<b>Organizational Commitment</b>	3.92 (0.10)	2.75 (0.35)
<b>Perceived Organizational Support</b>	3.25 (0.50)	3.25 (0.35)
<b>Turnover Intentions</b>	3.13 (0.85)	4.00 (0.00)
<b>Alternatives Job Opportunities</b>	3.63 (0.48)	4.25 (0.35)
<b>Overall Diversity Climate</b>	4.15 (0.93)	3.50 (0.14)
<b>Campus Diversity Satisfaction*</b>	5.41 (1.27)	4.81 (1.33)

**SURVEY RESPONSES BY GROUP: RACE**

<b>Attribute</b>	<b>White</b>	<b>Non-White</b>
<b>Overall Job Satisfaction</b>	3.80 (0.44)	3.25 (0.18)
<b>Satisfaction with Voice Opportunities</b>	3.50 (0.61)	3.75 (0.35)
<b>Satisfaction with Developmental &amp; Promotional Opportunities</b>	3.40 (0.64)	3.00 (0.00)
<b>Organizational Commitment</b>	3.67 (0.39)	3.25 (1.06)
<b>Perceived Organizational Support</b>	3.30 (0.45)	3.25 (0.35)
<b>Turnover Intentions</b>	3.10 (0.89)	3.75 (0.35)
<b>Alternatives Job Opportunities</b>	3.40 (0.65)	4.25 (0.35)
<b>Overall Diversity Climate</b>	4.16 (0.68)	3.20 (0.28)
<b>Campus Diversity Satisfaction*</b>	5.70 (0.62)	3.69 (0.27)

\*Campus Diversity Satisfaction is on a scale of 1-7 (not 1-5 like the rest of the scales).

## OTHER WORK SATISFACTION & ENGAGEMENT

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
<b>Please indicate your level of agreement with the following statements about working at Texas A&amp;M...</b>							
<b>Autonomy</b>	4.16 (0.74)	3.86 (0.48)	0 (0%)	0 (0%)	1 (14%)	5 (71%)	1 (14%)
<b>Job Involvement</b>	4.10 (0.71)	4.10 (0.50)	0 (0%)	0 (0%)	1 (17%)	5 (83%)	0 (0%)
<b>Neglect</b>	1.75 (0.73)	1.93 (0.55)	1 (14%)	4 (57%)	2 (29%)	0 (0%)	0 (0%)

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
<b>Organizational Commitment</b>	3.70 (0.81)	3.55 (0.58)					
<b>I would be happy to spend the rest of my career with Texas A&amp;M-Galveston.</b>	3.71 (1.15)	3.57 (1.27)	1 (14%)	0 (0%)	1 (14%)	4 (57%)	1 (14%)
<b>I enjoy discussing Texas A&amp;M-Galveston with people outside it.</b>	3.93 (1.01)	3.57 (1.13)	1 (14%)	0 (0%)	0 (0%)	6 (86%)	0 (0%)
<b>I really feel as if Texas A&amp;M-Galveston's problems are my own.</b>	3.43 (1.14)	3.57 (0.79)	0 (0%)	1 (14%)	1 (14%)	5 (71%)	0 (0%)
<b>I do not feel like "part of the family" at Texas A&amp;M-Galveston (R).</b>	3.60 (1.07)	3.71 (0.48)	0 (0%)	5 (71%)	2 (29%)	0 (0%)	0 (0%)
<b>Texas A&amp;M-Galveston has a great deal of personal meaning to me.</b>	3.87 (0.95)	3.57 (0.53)	0 (0%)	0 (0%)	3 (43%)	4 (57%)	0 (0%)
<b>I do not feel a strong sense of belonging to Texas A&amp;M-Galveston (R).</b>	3.69 (0.95)	3.29 (0.76)	0 (0%)	3 (43%)	3 (43%)	1 (14%)	0 (0%)

**OTHER WORK SATISFACTION & ENGAGEMENT (CONT.)**

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Yes	No
Have you searched for a job in the last 6 months?	1.62 (0.49)	1.43 (0.54)	4 (57%)	3 (43%)

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
Work-Family Conflict	2.67 (1.05)	2.00 (0.43)					
My work keeps me from my family activities more than I would like.	2.52 (1.20)	2.00 (0.58)	1 (14%)	5 (71%)	1 (14%)	0 (0%)	0 (0%)
I have to miss family activities due to the amount of time I must spend on work responsibilities.	2.39 (1.16)	2.00 (0.58)	1 (14%)	5 (71%)	1 (14%)	0 (0%)	0 (0%)
I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.	2.85 (1.27)	2.14 (0.90)	1 (14%)	5 (71%)	0 (0%)	1 (14%)	0 (0%)
Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.	2.91 (1.26)	1.86 (0.69)	2 (29%)	4 (57%)	1 (14%)	0 (0%)	0 (0%)

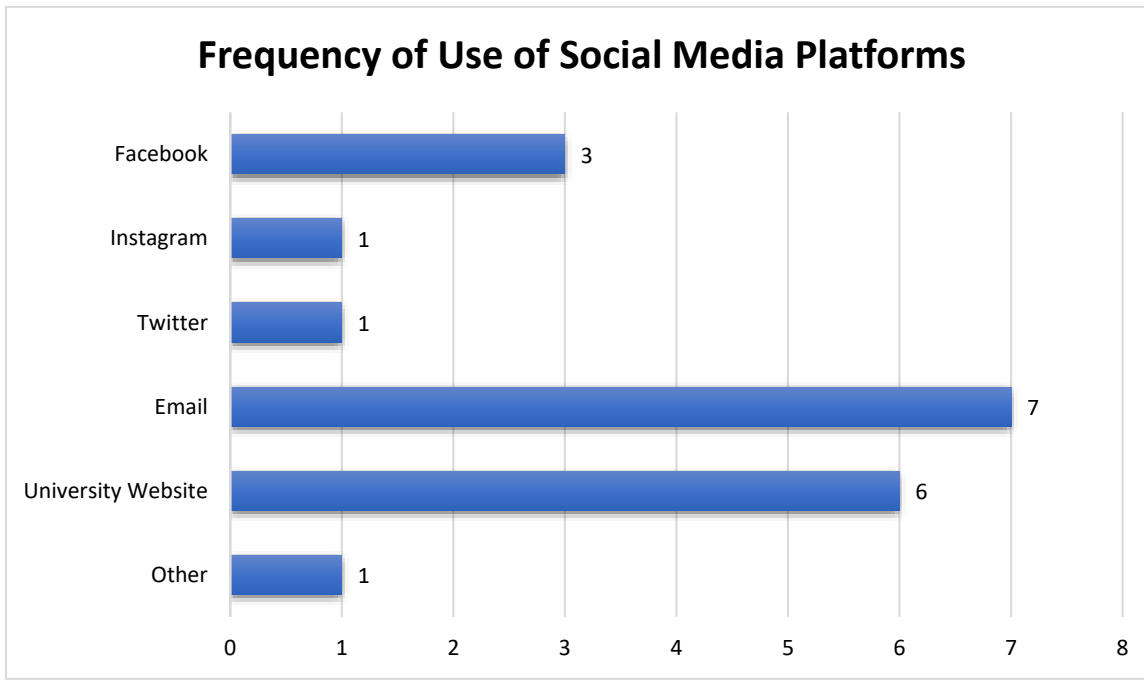


**OTHER WORK SATISFACTION & ENGAGEMENT (CONT.)**

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Not at all	To a small extent	To some extent	To a moderate extent	To a great extent	To a very great extent
<b>Public Servant</b>								
<b>To what extent do you consider the work you do to be a service to...</b>								
<b>The people of the state of Texas?</b>	4.25 (1.31)	4.14 (1.35)	0 (0%)	1 (14%)	1 (14%)	2 (29%)	2 (29%)	1 (14%)
<b>Your community?</b>	4.15 (1.37)	4.29 (1.11)	0 (0%)	0 (0%)	2 (29%)	2 (29%)	2 (29%)	1 (14%)
<b>Job Resources</b>								
<b>To what extent do you have...</b>								
<b>Access to the training needed to be successful in your job?</b>	4.29 (1.17)	4.71 (0.49)	0 (0%)	0 (0%)	0 (0%)	2 (29%)	5 (71%)	0 (0%)
<b>The tools necessary to do your job effectively?</b>	4.32 (1.16)	5.00 (0.00)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	7 (100%)

**OTHER WORK SATISFACTION & ENGAGEMENT (CONT.)**

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Not at all	To a small extent	To some extent	To a moderate extent	To a great extent	To a very great extent
To what extent do you utilize private social media to communicate University business?	1.81 (1.14)	1.43 (0.79)	5 (71%)	1 (14%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)

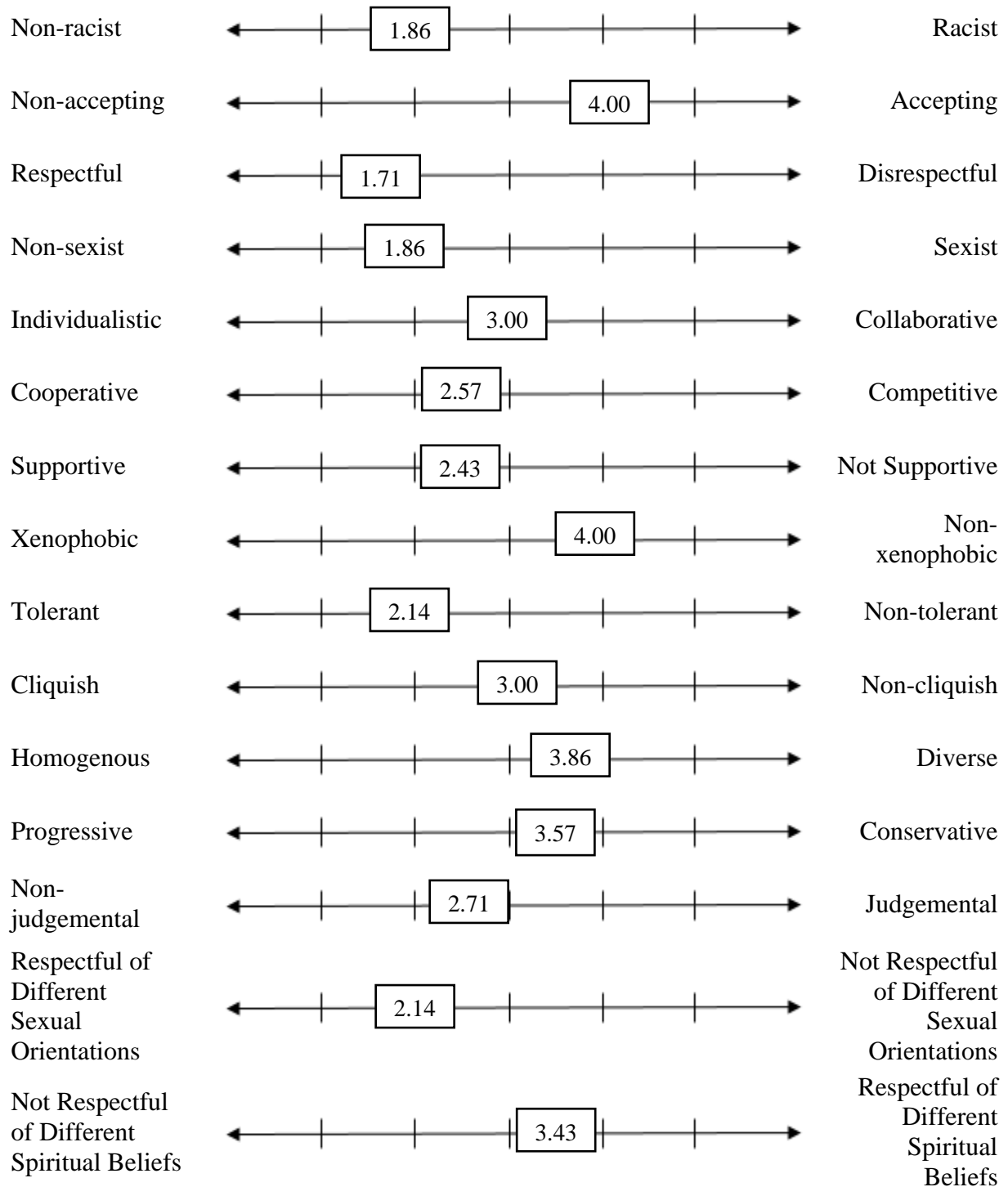


**“Other” Responses for Social Media Platforms:**  
 Reddit

## DEPARTMENT DIVERSITY CLIMATE

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Strongly Disagree	Disagree	Neither	Agree	Strongly Agree
<b>Overall Departmental Diversity Climate</b>	3.83 (0.74)	3.50 (0.55)	0 (0%)	0 (0%)	3 (50%)	3 (50%)	0 (0%)
<b>Indicate your level of agreement with the following about your department/unit, and your relation...</b>							
<b>Overall, I perceive my department/unit climate to be supportive.</b>	3.86 (1.22)	3.83 (0.75)	0 (0%)	0 (0%)	2 (33%)	3 (50%)	1 (17%)
<b>Generally, in my department/unit:</b>							
<b>Open communication on diversity is encouraged.</b>	4.02 (0.92)	3.71 (0.76)	0 (0%)	0 (0%)	3 (43%)	3 (43%)	1 (14%)
<b>Diversity principles are publicized.</b>	3.96 (1.01)	3.43 (1.13)	0 (0%)	2 (29%)	1 (14%)	3 (43%)	1 (14%)
<b>A diversity-friendly work environment is maintained.</b>	4.10 (0.88)	3.86 (0.69)	0 (0%)	0 (0%)	2 (29%)	4 (57%)	1 (14%)
<b>Top leaders are visibly committed to diversity.</b>	4.08 (1.00)	3.86 (1.07)	0 (0%)	1 (14%)	1 (14%)	3 (43%)	2 (29%)
<b>Diverse perspectives are valued.</b>	3.95 (0.96)	3.86 (0.90)	0 (0%)	1 (14%)	0 (0%)	5 (71%)	1 (14%)
<b>Training to manage diverse populations is offered.</b>	3.72 (0.97)	3.57 (1.13)	0 (0%)	2 (29%)	0 (0%)	4 (57%)	1 (14%)
<b>Recruitment comes from diverse sources.</b>	3.76 (0.92)	4.14 (0.69)	0 (0%)	0 (0%)	1 (14%)	4 (57%)	2 (29%)
<b>Equal access to diversity training is offered.</b>	3.86 (0.95)	3.57 (0.98)	0 (0%)	1 (14%)	2 (29%)	3 (43%)	1 (14%)

**UNIVERSITY DIVERSITY CLIMATE ACCORDING TO DEPARTMENT**



## MISTREATMENT & DISCRIMINATION

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Never	Rarely	Occasionally	Often	Very Often
Sexual Harassment	1.11 (0.29)	1.03 (0.08)					
<b>Please indicate your experiences in the <i>past 12 months</i> for each of the following items:</b>							
Displayed, used, or distributed sexist or suggestive materials?	1.11 (0.38)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Made offensive sexist remarks?	1.32 (0.66)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Put you down or was condescending to you because of your sex	1.26 (0.68)	1.14 (0.38)	6 (86%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)
Made offensive remarks about your appearance, body, or sexual activities?	1.11 (0.43)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Made gestures or used body language of a sexual nature which embarrassed or offended you?	1.08 (0.43)	1.14 (0.38)	6 (86%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)
Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?	1.04 (0.38)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Touched you in a way that made you feel uncomfortable?	1.03 (0.37)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Made you feel threatened with some sort of retaliation for not being sexually cooperative?	1.04 (0.38)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Implied faster promotions or better treatment if you were sexually cooperative?	1.00 (0.00)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

## MISTREATMENT & DISCRIMINATION (CONT.)

Attribute	Yes	No	No, but I would have if I felt more supported to do so	Does not apply to me
<b>Reporting Sexual Harassment</b>				
<i>If you have experienced one or more of the situations in the above question within the past 12 months, did you report it?</i>	0 (0%)	0 (0%)	0 (0%)	7 (100%)
<i>Do you know a university employee who has experienced one or more of the situations or behaviors in the above question within the past 12 months?</i>	0 (0%)	7 (100%)	0 (0%)	0 (0%)

Attribute	Yes	No	Unsure
<b>Reporting</b>			
To my knowledge, Texas A&M University – Galveston...			
Investigates racial/ethnic or sexual harassment complaints.	6 (86%)	0 (0%)	1 (14%)
Takes action regarding people who racially or sexually harass, no matter who they are.	5 (71%)	0 (0%)	2 (29%)
Makes strong public statements about the seriousness of racial/ethnic or sexual harassment.	7 (100%)	0 (0%)	0 (0%)
Has leaders who take quick action to stop even subtle racial/ethnic or sexual harassment (for example, rumors, jokes).	5 (71%)	0 (0%)	2 (29%)

**MISTREATMENT & DISCRIMINATION (CONT.)**

<b>Attribute</b>	<b>Hiring</b>	<b>Promotion</b>	<b>Salary</b>	<b>Committee Assignments</b>	<b>Access to Information</b>	<b>Networking Opportunities</b>
<b>Frequency of participants who experienced job-related discrimination within the last year at TAMUG affecting their careers at the university.</b>						
<b>Nationality</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Race/Ethnicity</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Sex</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Disability</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Spiritual/Religious Beliefs</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Age</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Sexual Orientation</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Gender Identity</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (14%)
<b>Gender Expression</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (14%)
<b>Political View</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Socio-economic Status</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Weight</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Other</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

## **BULLYING**

<b>Attribute</b>	<b>TAMUG Mean (SD)</b>	<b>Dept Mean (SD)</b>	<b>Never</b>	<b>Rarely</b>	<b>Occasionally</b>	<b>Often</b>	<b>Very Often</b>
<b>Bullying (Victim)</b>	1.20 (0.37)	1.14 (0.24)					
<b>Coworkers have made fun of you.</b>	1.31 (0.58)	1.29 (0.49)	5 (71%)	2 (29%)	0 (0%)	0 (0%)	0 (0%)
<b>Coworkers have picked on you.</b>	1.34 (0.65)	1.29 (0.49)	5 (71%)	2 (29%)	0 (0%)	0 (0%)	0 (0%)
<b>Coworkers have called you names.</b>	1.17 (0.57)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have been hit and/or pushed by other coworkers.</b>	1.00 (0.00)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Bullying (Instigator)</b>	1.12 (0.24)	1.02 (0.05)					
<b>You have teased coworkers in private.</b>	1.32 (0.66)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have teased coworkers in a group setting.</b>	1.28 (0.60)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have upset coworkers for the fun of it.</b>	1.00 (0.00)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have excluded coworkers from events they should have participated in.</b>	1.05 (0.22)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have spread rumors about coworkers.</b>	1.03 (0.21)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have been mean to someone at work when angry.</b>	1.18 (0.47)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have participated in harassing coworkers.</b>	1.02 (0.13)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>You have started arguments or conflicts at work.</b>	1.11 (0.36)	1.14 (0.38)	6 (86%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)

Bullying is on a scale from 1-5.



## INCIVILITY

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Never	Rarely	Occasionally	Often	Very Often
<b>Incivility</b>	1.56 (0.63)	1.38 (0.55)					
<b>Put you down or was condescending to you?</b>	1.60 (0.97)	1.57 (0.79)	4 (57%)	2 (29%)	1 (14%)	0 (0%)	0 (0%)
<b>Paid little attention to your statement or showed little interest in your opinion?</b>	1.83 (1.04)	2.00 (1.53)	4 (57%)	1 (14%)	1 (14%)	0 (0%)	1 (14%)
<b>Made demeaning or derogatory remarks about you?</b>	1.35 (0.80)	1.29 (0.49)	5 (71%)	2 (29%)	0 (0%)	0 (0%)	0 (0%)
<b>Addressed you in unprofessional terms, either publicly or privately?</b>	1.37 (0.78)	1.14 (0.38)	6 (86%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)
<b>Ignored or excluded you from professional camaraderie?</b>	1.52 (0.89)	1.57 (1.13)	5 (71%)	1 (14%)	0 (0%)	1 (14%)	0 (0%)
<b>Doubted your judgment on a matter over which you have responsibility?</b>	1.77 (1.03)	1.71 (1.11)	4 (57%)	2 (29%)	0 (0%)	1 (14%)	0 (0%)
<b>Made jokes at your expense?</b>	1.19 (0.48)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Accused you of stupidity or incompetence?</b>	1.19 (0.61)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Interrupted or spoke over you?</b>	1.98 (1.20)	1.43 (0.79)	5 (71%)	1 (14%)	1 (14%)	0 (0%)	0 (0%)
<b>Used an inappropriate tone when speaking to you?</b>	1.65 (0.99)	1.14 (0.38)	6 (86%)	1 (14%)	0 (0%)	0 (0%)	0 (0%)
<b>Did not consult you in reference to a decision you should have been involved in?</b>	2.02 (1.13)	1.71 (0.76)	3 (43%)	3 (43%)	1 (14%)	0 (0%)	0 (0%)
<b>Failed to inform you of a meeting you should have been informed about?</b>	1.60 (0.93)	1.43 (1.13)	6 (86%)	0 (0%)	0 (0%)	1 (14%)	0 (0%)
<b>Publicly discussed your confidential personal information?</b>	1.13 (0.43)	1.00 (0.00)	7 (100%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)

Incivility is on a scale from 1-5.

## SAFETY

Attribute	TAMUG Mean (SD)	Dept Mean (SD)	Not at all	To a small extent	To some extent	To a moderate extent	To a great extent	To a very great extent
<b>Personal Safety Overall</b>	5.35 (0.74)	5.00 (0.82)						
<b>To what extent do you feel safe:</b>								
<b>In your personal workspace?</b>	5.39 (0.87)	5.14 (0.69)	0 (0%)	0 (0%)	0 (0%)	1 (14%)	4 (57%)	2 (29%)
<b>Walking around campus in general?</b>	5.40 (0.75)	5.00 (0.82)	0 (0%)	0 (0%)	0 (0%)	2 (29%)	3 (43%)	2 (29%)
<b>While participating in University-sponsored events off-campus?</b>	5.27 (0.86)	4.86 (1.07)	0 (0%)	0 (0%)	1 (14%)	1 (14%)	3 (43%)	2 (29%)

Attribute	Air	Water	Soil	Food	Other environmental Media
<b>Frequency of participants who have been exposed to as well as the method of exposure to the following substances within the past 30 days during work at Texas A&amp;M University-Galveston.</b>					
<b>Hazardous physical agents</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Hazardous chemical agents</b>	1 (14%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Hazardous biological agents</b>	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)