

Coded Data

**Texas A&M University
College of Geosciences
2011 ClimateQUAL Survey
August 2013 Version
COLOR CODED BY ACTION ITEM**

		Organizational Climate for Justice				Leadership Climate		Climate for Deep Diversity		Climate for Demographic Diversity						Climate for Teamwork						Work Unit Conflict					
		Distributive Justice	Procedural Justice	Interpersonal Justice	Informational Justice	Leader-Member Relationship Quality	Authentic Transformational Leadership	Standardized Procedures	Valuing Diversity	Race	Gender	Rank	Sexual Orientation	Climate for Innovation	Climate for Continual Learning	Benefits of Teamwork	Structural Facilitation of Teamwork	Climate for Customer Service	Climate for Psychological Safety	Job Satisfaction	Organizational Commitment	Organizational Citizenship Behavior	Psychological Empowerment in Workplace	Task Engagement	Organizational Withdrawal	Interpersonal Conflict	Task Conflict
TEAMS - LARGE	Prof Acad & Researchers	-0.04	-0.07	1.31	-0.03	1.31	0.89	0.72	1.27	2.26	0.91	0.44	2.14	1.01	0.43	1.48	-0.72	0.29	0.43	0.84	0.20	0.97	-0.32	2.72	0.73	-0.22	-0.82
	Acad/Researchers in Training	0.33	0.40	2.31	1.38	1.63	1.40	0.94	1.09	1.84	1.51	0.42	1.79	1.59	0.96	1.60	-0.12	1.17	0.57	1.20	1.05	0.82	-0.47	2.15	1.25	-0.10	-0.45
	Budgeted Staff	-1.19	-0.36	1.22	0.31	1.45	0.82	0.94	1.46	2.58	1.87	-0.23	2.41	0.79	0.83	1.40	-0.19	0.62	0.58	1.10	1.52	1.67	-0.20	2.37	1.23	-0.34	-0.75
TEAMS - SMALL	Professor	0.05	0.07	0.84	-0.55	1.04	0.85	0.98	1.27	2.14	1.13	0.92	2.23	1.11	0.45	1.19	-1.16	-0.24	0.42	0.95	0.16	0.88	-0.17	2.68	1.33	-0.28	-0.70
	Associate Professor	N/A	N/A	N/A	N/A	N/A	N/A	0.36	1.26	2.39	0.14	-0.09	1.83	0.71	0.23	1.88	-0.32	0.74	0.16	0.60	0.30	0.90	-0.33	2.84	0.20	-0.48	-1.14
	AP & RF & RS & VTF	N/A	N/A	N/A	N/A	N/A	N/A	0.71	1.29	2.41	1.69	0.11	2.36	1.25	0.75	1.50	-0.29	0.84	0.90	1.00	0.13	1.33	-0.67	2.58	0.13	0.36	-0.58
	Postdocs & Ph.D.	0.19	0.30	2.32	1.40	1.68	1.46	0.66	0.72	1.56	0.97	0.31	1.34	1.68	0.81	1.65	-0.13	0.95	0.41	1.04	0.95	0.57	-0.62	2.19	0.81	-0.45	-0.68
	M.S.	0.58	N/A	2.29	1.33	1.54	1.31	1.38	1.59	2.24	2.28	0.58	2.40	1.45	1.17	1.52	-0.11	1.49	0.81	1.43	1.18	1.16	-0.29	2.08	1.89	0.29	-0.16
	Technical Staff	-2.00	-0.36	1.33	0.27	1.21	0.72	0.55	0.72	1.83	0.63	-1.24	1.50	-0.04	0.11	1.25	-0.38	0.12	0.25	0.83	1.97	1.88	0.44	2.83	1.17	-0.46	-0.92
	Operations Staff	N/A	N/A	1.69	0.92	1.10	1.75	2.92	2.44	0.21	2.91	1.25	1.18	1.48	-0.08	0.90	0.78	1.21	1.33	1.57	-0.48	2.17	1.25	-0.29	-0.67		
PRIMARY ADLOC UNIT	Atmospheric Sciences	0.13	0.05A	1.96B	1.32C	1.43	0.84	1.24	1.53	2.30	2.09	0.44	2.81	1.38	1.49	1.69	0.36	1.26	1.04	1.27	1.01	0.75	0.09	2.24	1.00	0.85	0.10
	Geology and Geophysics	-0.22	-0.21	2.20	0.37	1.56	1.27	0.76	1.15	2.24	1.45	0.76	2.23	0.94	0.29	1.47	-1.31	-0.03	0.22	1.00	0.00	0.73	-1.05	2.30	1.33	-0.74	-1.06
	Geography	0.18	A	1.25	0.56	0.63	0.58	0.66	0.90	1.66	1.22	-0.10	1.77	1.63	0.45	1.98	0.12	1.29	0.20	0.87	0.63	0.79	-0.98	2.33	0.46	-0.58	-0.42
	Oceanography	0.33	A	1.46	1.00	1.44	1.08	0.19	0.97	2.00	0.96	0.05	1.60	0.89	0.62	1.10	-0.80	0.52	0.69	0.70	0.63	0.93	-0.55	2.67	0.72	-0.61	-1.01
	GERG, IODP, Env & Water Prog	0.09	0.48	B	C	2.10	1.67	2.07	1.85	2.54	2.35	0.95	2.44	2.00	1.57	2.02	1.38	1.84	1.19	1.58	1.19	0.69	2.44	2.14	1.34	0.56	
	Dean's Office & Other	-1.43	1.54	0.36	1.26	0.89	1.24	1.83	2.36	0.93	0.16	2.08	0.95	0.54	1.54	-0.73	0.72	0.64	1.36	2.03	2.08	0.50	2.88	1.29	-0.66	-1.23	
LENGTH OF EMPL	Up to 5 years	0.08	0.10	2.29	1.33	1.51	1.26	1.08	1.37	2.12	1.81	0.45	2.11	1.47	0.97	1.65	-0.25	1.16	0.68	1.23	1.04	0.95	-0.48	2.25	1.30	-0.12	-0.51
	5-20 yrs	-0.52	N/A	1.54	1.10	1.55	0.70	0.74	1.41	2.42	1.09	0.01	2.28	1.21	0.74	1.61	0.12	0.86	0.63	1.03	0.94	1.05	0.16	2.69	0.48	-0.10	-0.64
	20 yrs or more	-0.32	-0.41	0.73	-0.54	1.00	0.73	0.78	1.00	1.95	1.05	0.60	1.85	0.76	0.32	1.43	-0.99	0.02	0.44	0.77	0.43	1.20	-0.59	2.71	1.48	-0.42	-0.80
SEX	Male	-0.08	0.31	1.36	0.51	1.13	0.86	0.88	1.23	2.11	1.61	0.49	2.08	1.02	0.62	1.80	-0.24	0.64	0.48	0.92	0.48	0.81	-0.23	2.61	1.13	-0.03	-0.43
	Female	-0.17	-0.21	2.24	1.05	1.64	1.25	0.91	1.34	2.21	1.32	0.22	2.11	1.48	0.92	1.33	-0.41	1.03	0.80	1.23	1.29	1.24	-0.39	2.34	1.06	-0.32	-0.78
RACE	White	-0.21	0.10	1.90	0.64	1.52	1.15	0.91	1.32	2.23	1.39	0.29	2.15	1.16	0.71	1.59	-0.54	0.75	0.65	1.15	0.81	1.03	-0.49	2.55	1.05	-0.18	-0.66
	Non-White	0.44	0.40	2.00	1.54	1.16	1.14	1.02	1.39	1.87	1.47	0.69	1.66	1.64	1.24	1.69	0.71	1.28	0.51	1.00	1.69	1.29	0.76	2.33	1.87	-0.06	-0.51
RELIG	Buddhist/Islamic/Hindu/Other	1.03	1.52	2.08	0.72	0.93	0.44	0.81	1.37	1.69	0.44	0.09	1.59	1.02	0.53	1.89	-0.29	0.55	0.02	0.54	0.58	1.03	0.10	2.49	0.79	-0.75	-1.35
	Christian & Jewish	-0.24	-0.30	1.51	0.61	1.49	1.03	1.06	1.25	2.44	2.07	0.46	2.38	1.21	0.74	1.68	-0.36	0.69	0.76	1.12	0.93	1.07	-0.36	2.50	1.44	0.05	-0.29
	Agnostic & Atheist	-0.14	0.30	2.16	1.22	1.56	1.56	1.03	1.61	2.41	1.28	0.61	2.06	1.52	1.21	1.35	-0.05	1.22	0.91	1.44	0.97	0.82	-0.29	2.48	0.78	-0.02	-0.87
	Spiritual but not religious																										