Faculty and Staff Interaction Transformation (FASIT) Program:
A Workplace Climate Improvement Intervention

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Program Objective

Improve Workplace Climate for Women STEM Faculty and Others

Program Rationale

Positive Faculty-Staff Interactions

Positive Workplace Climate

Key Players

Target College Deans
Declare support for the FASIT Program
Sponsor the program to department heads

Target Department Heads
Identify FASIT Team members
Act as advocate for the FASIT Program
Attend 1 Quarterly Meeting with FASIT Team
Work with FASIT Team on Action Plan to improve workplace climate

FASIT Teams
Participate in FASIT Workshop & Quarterly Meetings
Develop knowledge base regarding bias that impacts faculty-staff relationships
Develop Action Plans to improve workplace climate
Promote concepts and conversations related to issues that impact the faculty-staff relationship

What are the Benefits of Participation?

- Greater awareness of faculty-staff interactions and the importance of working together to improve the workplace climate
- Each FASIT Team has a venue for developing and disseminating best practices for faculty-staff interaction
- Departmental participation is reportable on the annual diversity report which is submitted to the Vice President and Associate Provost for Diversity

Who is Participating?

Animal Science
Anthropology
Biochemistry and Biophysics
Chemical Engineering
Chemistry
Civil Engineering
Computer Science & Engineering
Economics
Ecosystem Science & Management
Electrical & Computer Engineering
Hispanic Studies
Math
Mechanical

Engineering
Medical Physiology
Molecular & Cellular Medicine
Neuroscience & Experimental Therapeutics
Nuclear Engineering
Petroleum Engineering
Physics & Astronomy
Political Science
Psychology
Sociology
Soil & Crop Sciences
Statistics

* As of January, 2016

Abstract

In order to contribute to a Psychologically Healthy Workplace (the underlying, evidence-based framework of the Texas A&M University ADVANCE Program), academic departments are participating in the ADVANCE Center’s Faculty and Staff Interaction Transformation (FASIT) Program. The FASIT Program was developed based on findings from focus groups conducted with TAMU faculty and academic staff in 2011; the program was launched in 2013. The purpose of the program is to improve workplace climate at the department level by focusing on the relationship between faculty and staff. As of January 2016, 24 departments have participated.