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Title: Comparison of Texas A&M University to Peers in Recognition and Appreciation Efforts for Staff

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Abstract: In Summer and Fall 2015, a subcommittee of the Academic Affairs Climate and Diversity Committee (AACDC) on Staff Recognition and Appreciation, conducted a review of such practices at Texas A&M University. While subcommittee recommendations focused on division specific issues, the subcommittee also produced a series of summary observations about university level awards for which division staff were also eligible but for which AACDC has no scope of authority. These observations primarily focused on findings that resulted from two comparisons: 1) looking at Texas and Vision 2020 peer practices related to years of service and 2) recognition and appreciation practices of Vision 2020 peers. Findings concluded that Texas A&M is an outlier in terms of when it begins years of service recognition (20 years) vs. the 5 to 10 year start period of most Texas and Vision 2020 peers. However, Texas A&M compares well with Vision 2020 peers in the use and type of university level award and recognition practices. Because University level practices extend beyond AACDC’s scope of authority, these data were shared with the Provost’s Leadership Team and the University Staff Council at Texas A&M to facilitate awareness of the strengths of Texas A&M’s recognition efforts for staff and opportunities to improve those efforts. Creating a poster at the Diversity Matters Conference would also be a way to broadly share information across our campus about this important issue.