



Office of Diversity and Inclusion

CAMPUS CULTURE AND CLIMATE ASSESSMENT

ATHLETICS
DEPARTMENT
REPORT

EXECUTIVE SUMMARY

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Athletics

Kennesaw State University's Strategic Plan, 2012-17, Goal 4, commits to "enhance the collegiate experience, and foster a welcoming, diverse, and inclusive environment." Accordingly, this report provides an in depth analysis of the Athletics Department data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, Athletics will create a Diversity Action Committee charged to act on the findings from the climate assessment. This analysis will assist the Committee in the development of action items that improve upon Athletics' strengths and address Athletics' challenges. The results of these actions will be assessed in the next climate assessment, which will provide longitudinal data on the impact of these efforts.

A total of 55 staff respondents from Athletics participated in the 2014 Assessment of Climate for Learning, Living and Working at Kennesaw State University (KSU), representing 51% (n=107) of the total number of staff. The table below shows the breakdown of respondents by demographic category compared to all Athletics staff.

Demographic Categories	Athletics Respondents		All Athletics Staff	
	#	%	#	%
Female	14	25%	35	33%
Male	41	75%	72	67%
Person of Color	18	33%	29	27%
White	36	67%	78	73%

Other demographic categories, including disability status, military service status, citizenship, and sexual identity status, had <5 responses.

Four different analyses are included in this report. Responses from Athletics staff were compared to all other KSU staff. Within Athletics, responses of singular identity groups of Athletics staff were compared to those of all Athletics identity groups, to their corresponding Athletics identity group, and to established benchmarks. More information about the statistical measures used to analyze the data can be found in the introduction to the full report.

Athletics Staff Compared to KSU Staff — Reported Strengths and Challenges

Strengths

- Lower percentage who have seriously considered leaving KSU (24% compared to 48% other KSU staff)
- Higher agreement that the way salaries are determined is clear (58% compared to 34% other KSU staff)
- Lower percentage who have observed unjust promotion/ reclassification practices at KSU (14% compared to 35% other KSU staff)

Challenges

- Lower agreement that KSU provides available resources to help balance work-life needs (50% compared to 80% benchmark)
- Lower agreement that they are comfortable taking earned leave without fear that it may affect their careers (70% compared to 82% other KSU staff)
- Lower agreement that KSU is supportive of taking leave (78% compared to 90% other KSU staff)

Athletics Female Staff — Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate in their departments. (100% compared to 80% benchmark)
- Higher agreement that their supervisors provide ongoing feedback to help improve performance (86% compared to 80% benchmark)

Challenges

- Lower agreement that KSU is supportive of taking leave (55% compared to 78%)
- Higher agreement that their colleagues expect them to represent the “point of view” of their identities (58% compared to 31% male staff)
- Lower agreement that the way salaries are determined is clear (43% compared to 80% benchmark)

Gender-Specific Item Challenges

- On a scale of “not sexist – sexist,” ratings for female Athletics staff were 24% further from “not sexist” compared to ratings of male Athletics staff.
- On a scale of “positive for women – negative for women,” ratings for female Athletics staff were 17% further from “positive for women” compared to ratings of male Athletics staff.

Athletics Staff of Color — Reported Strengths and Challenges

Strengths

- Higher agreement that their supervisors provide ongoing feedback to help improve performance (100% compared to 80% benchmark)
- Higher agreement that they have colleagues who give career guidance when needed (100% compared to 80% benchmark)
- Higher agreement that their supervisors provide them with resources to pursue professional development (100% compared to 80% benchmark)

Challenge

- Lower agreement that KSU provides available resources to help balance work-life needs (57% compared to 80% benchmark)

In addition to the identity groups listed above, the report contains findings for staff based on political and faith-based affiliation. See full report for details.

WE ARE **stronger** together.



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