



Office of Diversity and Inclusion

# CAMPUS CULTURE AND CLIMATE ASSESSMENT

LIBRARY SYSTEMS,  
STURGIS LIBRARY  
REPORT

EXECUTIVE SUMMARY

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**Library Systems, Sturgis Library**

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 Library Systems, Sturgis Library data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, Sturgis Library 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 Sturgis Library's strengths and address Sturgis Library's 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 11 staff respondents from Sturgis Library participated in the 2014 Assessment of Climate for Learning, Living and Working at Kennesaw State University (KSU). Responses could not be further broken down into demographic categories because of small numbers which would compromise confidentiality.

Three different analyses are included in this report. Responses from Sturgis Library staff to categorical items were compared to those of all other KSU staff using chi square tests. Responses from Sturgis Library staff to categorical items were compared to established benchmarks. Mean responses from Sturgis Library staff to numerical scale items about the general climate were compared to those of all other KSU staff. More information about the statistical measures used to analyze the data can be found in the introduction to the full report.

**Sturgis Library Staff Compared to KSU Staff — Reported Strengths and Challenges**

**Top Strengths**

- Lower percentage who have observed unjust employment-related disciplinary actions at KSU
- Higher agreement that KSU is supportive of flexible work schedules
- Higher agreement that they have supervisors who give career guidance when needed

**Top Challenges**

- Lower agreement that the way salaries are determined is clear
- Lower levels of comfort with the climate in their departments

**Other findings of note:**

- Sturgis Library staff had ratings on each dimension of general climate<sup>1</sup> that were less favorable than all other KSU staff.
- The dimension with the greatest unfavorable rating from Sturgis Library staff compared to all other KSU staff was "respectful – disrespectful."

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<sup>1</sup>Dimensions are "friendly – hostile," "cooperative – uncooperative," "improving – regressing," "welcoming – not welcoming," and "respectful – disrespectful."

WE ARE **stronger** together.



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