



Office of Diversity and Inclusion

CAMPUS CULTURE AND CLIMATE ASSESSMENT

OFFICE OF THE CHIEF
BUSINESS OFFICER
REPORT

EXECUTIVE SUMMARY

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Office of the Chief Business Officer

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 Office of the Chief Business Officer (herein referred to as OCBO) data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, OCBO 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 OCBO’s strengths and address OCBO’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 110 staff respondents from OCBO participated in the 2014 Assessment of Climate for Learning, Living and Working at Kennesaw State University (KSU). The table below shows the breakdown of respondents by demographic category.

Demographic Categories	#	%
Female	55	51%
Male	53	49%
Person of Color	19	18%
White	89	82%
Person with Disabilities	13	12%
Person Without Disabilities	94	88%
Military Service	11	10%
No Military Service	99	90%

The next table shows the demographic breakdown of all OCBO staff in spring of 2014, when the climate assessment was administered, and for the most currently available data.¹ Data was only available for gender and race/ethnicity.

Demographic Categories	Staff			
	Spring 2014 ²		Fall 2015 ³	
	#	%	#	%
Female	295	59%	288	53%
Male	202	41%	257	47%
Person of Color	167	34%	179	33%
White	329	66%	361	67%

Six different analyses are included in this report. Responses from OCBO staff were compared to all other KSU staff. Within OCBO, responses from staff of each department were compared to those of

¹ Structural changes to the division will have had major impact on these numbers.

² Source: Human Resources

³ Source: Enterprise Information Management and Institutional Research

all other OCBO staff. Also, responses of singular identity groups of OCBO staff were compared to those of all OCBO identity groups, to their corresponding OCBO identity group, and to established benchmarks. Mean responses from OCBO staff identity groups to numerical scale items about the general climate were compared to those of all other KSU staff identity groups. More information about the statistical measures used to analyze the data can be found in the introduction to the full report.

OCBO Staff Compared to KSU Staff — Reported Strengths and Challenges

Strengths

- Lower agreement that people who do not have children are burdened with work responsibilities beyond those who do have children
- Lower agreement that their colleagues expect them to represent the “point of view” of their identities
- Lower percentage who have observed unjust employment-related disciplinary actions at KSU

Challenges

- Lower agreement that KSU provides available resources to help balance work-life needs
- Lower agreement that the way salaries are determined is clear
- Higher percentage who have seriously considered leaving KSU

OCBO Department of Public Safety Staff — Reported Strengths and Challenges

Strength

- Higher agreement that KSU is supportive of taking leave

Challenges

- Higher percentage who have observed unjust promotion/reclassification practices at KSU
- Higher percentage who have seriously considered leaving KSU
- Higher percentage who have observed unjust hiring practices at KSU

OCBO Facilities Services Staff Compared to Other OCBO Staff — Reported Strengths and Challenges

Strengths

- Lower percentage who have observed unjust promotion/reclassification practices at KSU
- Lower agreement that people who do not have children are burdened with work responsibilities beyond those who do have children

Challenges

- Lower agreement that the way salaries are determined is clear
- Lower agreement that KSU provides available resources to help balance work-life needs
- Higher percentage who have seriously considered leaving KSU

OCBO Human Resources Staff Compared to Other OCBO Staff — Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate in their departments
- Lower agreement that people who do not have children are burdened with work responsibilities beyond those who do have children
- Lower percentage who have observed unjust employment-related disciplinary actions at KSU

Challenge

- Lower agreement that they have adequate access to administrative support

OCBO Auxiliary Services Staff Compared to Other OCBO Staff — Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate in their departments
- Higher agreement that they have adequate access to administrative support
- Higher agreement that they have colleagues who give career guidance when needed

Challenges

- Higher agreement that their colleagues expect them to represent the “point of view” of their identities
- Lower agreement that KSU provides available resources to help balance work-life needs
- Lower agreement that KSU is supportive of taking leave

OCBO Office of Finance and Accounting Staff Compared to Other OCBO Staff — Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate at KSU
- Higher agreement that the way salaries are determined is clear⁴
- Higher agreement that their supervisors provide them with resources to pursue professional development

Challenges

- Lower agreement that KSU provides available resources to help balance work-life needs
- Higher percentage who have seriously considered leaving KSU
- Lower agreement that the way salaries are determined is clear⁴

⁴ This item was a strength when compared to all other OCBO staff and a challenge when compared to the benchmark. The greatest difference was the comparison to all other OCBO staff.

OCBO Female Staff — Reported Strengths and Challenges

Strengths

- Lower agreement that their colleagues expect them to represent the “point of view” of their identities
- Higher agreement that KSU is supportive of taking leave
- Lower percentage of observations of unjust employment-related disciplinary actions at KSU

Challenges

- Lower agreement that they have adequate access to administrative support
- Higher percentage who have personally experienced exclusionary behavior at KSU within the past year
- Higher percentage who have observed exclusionary conduct at KSU within the past year

OCBO Staff of Color — Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate at KSU
- Higher agreement that their supervisors provide ongoing feedback to help improve performance
- Higher agreement that KSU provides available resources to help balance work-life needs

Challenges

- Lower agreement that the way salaries are determined is clear
- Higher percentage who have observed unjust promotion/reclassification practices at KSU

OCBO Staff with Disabilities — Reported Strengths and Challenges

Strengths

- Higher agreement that they have adequate access to administrative support
- Higher agreement that the way salaries are determined is clear
- Higher agreement that they are comfortable taking earned leave without fear that it may affect their careers

Challenges

- Lower levels of comfort with the climate in their departments
- Lower levels of comfort with the climate at KSU
- Lower agreement that they have colleagues who give career guidance when needed

OCBO Staff with Military Service — Reported Strengths and Challenges

Strengths

- Higher agreement that they have adequate access to administrative support
- Higher agreement that they are comfortable taking earned leave without fear that it may affect their careers
- Higher agreement that KSU is supportive of flexible work schedules

Challenges

- Lower agreement that KSU provides available resources to help balance work-life needs
- Lower agreement that they have supervisors who give career guidance when needed
- Lower agreement that their supervisors provide ongoing feedback to help improve performance

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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