



Office of Diversity and Inclusion

CAMPUS CULTURE AND
CLIMATE ASSESSMENT

SOUTHERN
POLYTECHNIC COLLEGE
OF ENGINEERING AND
ENGINEERING
TECHNOLOGY

EXECUTIVE SUMMARY

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Southern Polytechnic College of Engineering and Engineering Technology

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 Southern Polytechnic College of Engineering and Engineering Technology (herein referred to as SPCEET) data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, SPCEET 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 SPCEET's strengths and address SPCEET'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 365 respondents from SPCEET participated in the 2014 Assessment of Climate for Learning, Living and Working at Kennesaw State University (KSU) Marietta Campus.¹ Of those respondents, 9% identified as faculty/staff (including administration) (n=32), and 91% as students (n=333). In addition, the respondents reflect 27% of SPCEET faculty/staff and 9% of SPCEET students.² The table below shows the demographic breakdown of SPCEET respondents.

Table 1. Respondents by Demographic Category, 2014

Demographic Categories	Faculty/Staff	Students
Female	41% (13)	22% (72)
Male	59% (19)	78% (254)
Person of Color	43% (13)	40% (129)
White	57% (17)	60% (196)
Person with Disabilities	17% (5)	22% (69)
Person with No Disabilities	83% (25)	78% (241)
Non-U.S. Citizen	16% (5)	9% (31)
U.S. Citizen	84% (27)	91% (301)
Military Service	n<5	8% (28)
No Military Service	not included in analysis	92 (302)
LGBQ	16% (5)	12% (40)
Heterosexual	84% (26)	88% (288)

¹ At the time of the assessment, it was Southern Polytechnic State University (SPSU).

² This is based on 2015 data from Enterprise Information Management and Institutional Research. Reliable data prior to that year is unavailable.

The remainder of this summary highlights findings from five different analyses that are included in the full report.

1. Responses from SPCEET faculty, staff, and students were compared to all other KSU Marietta Campus faculty, staff,³ and students.
2. Within SPCEET, responses from singular identity groups were compared to:
 - a. those of all identity groups,
 - b. their corresponding identity group (i.e., female to male), and
 - c. to established benchmarks.
3. Mean responses from SPCEET faculty, staff, and student 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.

SPCEET Faculty/Staff — Reported Strengths and Challenges

Strengths

- Higher agreement that their service contributions are important to tenure/promotion (faculty only)
- Higher agreement that their colleagues include them as much as others in opportunities that will help their careers
- Lower agreement that people who do not have children are burdened with work responsibilities beyond those who do have children.

Challenges

- Higher agreement that they perform more work to help students beyond that of their colleagues (faculty only)
- Lower agreement that the way salaries are determined is clear
- Lower agreement that SPSU (KSU Marietta Campus) is supportive of taking leave

SPCEET Female Faculty/Staff— Reported Strengths and Challenges

Strengths

- Higher levels of comfort with the climate at SPSU (KSU Marietta Campus)
- Higher agreement that the tenure/promotion standards are reasonable (faculty only)
- Higher agreement that they are comfortable taking earned leave without fear that it may affect their careers

³ Staff (including administrator) responses were insufficient to ensure that confidentiality was maintained when analyses were broken out by demographic categories. Therefore, staff and faculty responses were combined for demographic analyses.

Challenges

- Lower agreement that KSU provides available resources to help balance work-life needs
- Higher agreement that they perform more work to help students beyond that of their colleagues (faculty only)
- Lower agreement that they have colleagues who give career guidance when needed

SPCEET Male Faculty/Staff⁴ — Reported Strengths and Challenges

Strengths

- Higher agreement that SPSU (KSU Marietta Campus) provides available resources for work-life balance
- Higher agreement that they have colleagues who give career guidance when needed

Challenges

- Lower agreement that their supervisors provide ongoing feedback to help improve performance
- Higher percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year
- Lower levels of comfort with the climate at SPSU

SPCEET Faculty/Staff of Color — Reported Strengths and Challenges

Strengths

- Higher agreement that SPSU (KSU Marietta Campus) is supportive of faculty taking sabbatical leave (faculty only)
- Higher agreement that they are comfortable taking earned leave without fear that it may affect their careers
- Higher agreement that their service contributions are important to tenure/promotion (faculty only)

Challenges

- Higher agreement that they have to work harder than their colleagues to achieve the same recognition
- Higher percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year
- Lower agreement that SPSU (KSU Marietta Campus) provides them with resources to pursue professional development

⁴ Both female and male faculty staff reported noteworthy strengths and challenges, so both were reported as reference groups.

SPCEET Faculty/Staff with a Disability — 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
- Higher levels of comfort with the climate at SPSU (KSU Marietta Campus)
- Higher agreement that they have adequate access to administrative support

Challenges

- Higher percentage who have seriously considered leaving SPSU (KSU Marietta Campus)

SPCEET Non-U.S. Citizen Faculty/Staff — Reported Strengths and Challenges

Strengths

- Lower percentage who have observed unjust promotion/tenure/reclassification practices at SPSU (KSU Marietta Campus)
- Lower percentage who have observed exclusionary conduct at SPSU (KSU Marietta Campus) within the past year
- Higher agreement that their supervisors provide them with resources to pursue professional development

Challenges

- Lower agreement that SPSU (KSU Marietta Campus) is supportive of taking leave
- Higher percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year

SPCEET LGBQ Faculty/Staff — Reported Strengths and Challenges

Strengths

- Higher agreement that they have adequate access to administrative support
- Higher agreement that their supervisors provide them with resources to pursue professional development
- Higher agreement that their colleagues include them as much as others in opportunities that will help their careers (faculty only)

Challenges

- Higher percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year

SPCEET Students—Reported Strengths and Challenges

Strengths

- Higher agreement that they have opportunities for academic success similar to their classmates
- Lower percentage who have observed exclusionary conduct at SPSU (KSU Marietta Campus) within the past year
- Lower percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year

Challenges

- Higher percentage who selected “transfer/I never intended to graduate from SPSU (KSU Marietta Campus)” as a reason for considering leaving
- Higher percentage who have seriously considered leaving KSU
- Lower agreement that they have performed academically as well as anticipated

SPCEET Female Students — Reported Strengths and Challenges

Strengths

- Higher agreement that they intend to graduate from SPSU (KSU Marietta Campus)
- Higher agreement that they are performing up to their full academic potential
- Higher agreement that they have performed academically as well as anticipated

Challenges

- Higher agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background
- Higher percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year

SPCEET Students of Color — Reported Strengths and Challenges

Strengths

- Lower percentage selecting “consolidation” as a reason for considering leaving SPSU (KSU Marietta Campus)
- Higher agreement that they have staff who they perceive as role models
- Lower percentage who have personally experienced exclusionary behavior at SPSU within the past year

Challenges

- Higher agreement that they don’t see enough faculty/staff with whom they identify
- Lower levels of comfort with the climate in their courses
- Higher agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background

SPCEET Students with Disabilities — Reported Strengths and Challenges

Strengths

- Higher agreement that they have faculty who they perceive as role models
- Higher levels of comfort with the climate at SPSU (KSU Marietta Campus)
- Lower agreement that they are considering transferring due to academic reasons

Challenges

- Lower agreement that they are performing up to their full academic potential
- Higher percentage who selected “climate was unwelcoming” as a reason for seriously considering leaving SPSU (KSU Marietta Campus)
- Higher percentage who selected “didn’t offer my major” as a reason for considering leaving SPSU (KSU Marietta Campus)

SPCEET Non-U.S. Citizen Students — Reported Strengths and Challenges

Strengths

- Higher agreement that they feel valued by other students in the classroom
- Higher agreement that SPSU (KSU Marietta Campus) faculty are genuinely concerned for their welfare
- Lower percentage who selected “climate was unwelcoming” as a reason for seriously considering leaving SPSU (KSU Marietta Campus)

Challenges

- Lower agreement that they have performed academically as well as anticipated
- Higher percentage who selected “transfer/I never intended to graduate from SPSU (KSU Marietta Campus)” as a reason for considering leaving

SPCEET Students with Military Service — Reported Strengths and Challenges

Strengths

- Lower agreement that KSU faculty pre-judge their abilities based on perceived background
- Higher agreement that they are satisfied with the extent of their intellectual development since enrolling in SPSU (KSU Marietta Campus)
- Higher agreement that they have opportunities for academic success similar to their classmates

Challenges

- Higher percentage who have seriously considered leaving SPSU (KSU Marietta Campus)
- Higher percentage who selected “consolidation” as a reason for seriously considering leaving KSU

- **SPCEET LGBTQ Students — Reported Strengths and Challenges**

Strengths

- Higher agreement that they have opportunities for academic success similar to their classmates
- Lower percentage who selected “transfer/I never intended to graduate from SPSU (KSU Marietta Campus)” as a reason for considering leaving
- Higher agreement that they feel valued by faculty in the classroom

Challenges

- Higher percentage who have seriously considered leaving SPSU (KSU Marietta Campus)
- Lower levels of comfort with the climate in their courses
- Lower agreement that their academic experience has had a positive influence on their intellectual growth

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

WE ARE **stronger** together.



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