CAMPUS CULTURE AND CLIMATE ASSESSMENT

COLLEGE OF COMPUTING AND SOFTWARE ENGINEERING REPORT

EXECUTIVE SUMMARY
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College of Computing and Software Engineering

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 College of Computing and Software Engineering (herein referred to as COCSE) data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, COCSE 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 COCSE’s strengths and address COCSE’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 177 respondents from COCSE participated in the 2014 Assessment of Climate for Learning, Living and Working at Kennesaw State University (KSU) Marietta Campus. Of those respondents, 6% identified as faculty/staff (including administrators) (n=11), and 94% as students (n=166). In addition, the respondents reflect 14% of COCSE faculty/staff. The table below shows the demographic breakdown of COCSE student respondents. Response numbers were not sufficient to provide a demographic breakdown of faculty/staff respondents.

<table>
<thead>
<tr>
<th>Demographic Categories</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>n=30 (19%)</td>
</tr>
<tr>
<td>Male</td>
<td>n=130 (81%)</td>
</tr>
<tr>
<td>Person of Color</td>
<td>n=72 (44%)</td>
</tr>
<tr>
<td>White</td>
<td>n=91 (56%)</td>
</tr>
<tr>
<td>Person with Disabilities</td>
<td>n=36 (23%)</td>
</tr>
<tr>
<td>Person with No Disabilities</td>
<td>n=118 (77%)</td>
</tr>
<tr>
<td>Non-U.S. Citizen</td>
<td>n=22 (13%)</td>
</tr>
<tr>
<td>U.S. Citizen</td>
<td>n=144 (87%)</td>
</tr>
<tr>
<td>Military Service</td>
<td>9 (5%)</td>
</tr>
<tr>
<td>No Military Service</td>
<td>156 (95%)</td>
</tr>
<tr>
<td>LGBQ</td>
<td>n=24 (15%)</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>n=136 (85%)</td>
</tr>
</tbody>
</table>

1 At the time of the assessment, it was Southern Polytechnic State University.
2 This is based on 2015 data from Enterprise Information Management and Institutional Research. Reliable data prior to that year is unavailable. Response rates for students could not be calculated because the data file combines Marietta and Kennesaw students with no campus distinction.
The remainder of this summary highlights findings from four different analyses that are included in the full report.

- Responses from COCSE faculty/staff\(^3\) and students were compared to those from all other KSU Marietta Campus faculty/staff and students.
- Within COCSE, student responses from singular identity groups were compared to those of all identity groups.
- Within COCSE, student responses from singular identity groups were compared to their corresponding identity group.
- Within COCSE, student responses from singular identity groups were compared to established benchmarks.\(^4\)

More information about the statistical measures used to analyze the data can be found in the introduction to the full report.

COCSE Faculty/Staff — Reported Strengths and Challenges

**Strengths**
- Lower agreement that they feel pressured to change their research agendas to achieve tenure/promotion (faculty only)
- Lower agreement that people who do not have children are burdened with work responsibilities beyond those who do have children
- Lower agreement that faculty who use accommodation policies (FMLA) are disadvantaged in promotion (faculty only)

**Challenges**
- Lower agreement that SPSU (KSU Marietta Campus) provides available resources for work-life balance
- Higher agreement that they feel burdened by service responsibilities (faculty only)
- Higher percentage of observations of unjust hiring practices at SPSU (KSU Marietta Campus)

COCSE Students—Reported Strengths and Challenges

**Strengths**
- Higher agreement that they have opportunities for academic success similar to their classmates
- Lower percentage who have personally experienced exclusionary behavior at KSU within the past year
- Higher agreement that they feel valued by other students in the classroom

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\(^3\) Responses from faculty and from staff were insufficient to ensure that confidentiality was maintained when analyses were broken out separately for them. Therefore, faculty and staff responses were combined for comparative analyses.

\(^4\) Numbers of faculty/staff responses were insufficient to provide the same analyses for these respondents.
Challenges

- Lower agreement that they have staff who they perceive as role models
- Higher agreement that they don’t see enough faculty/staff with whom they identify

COCSE Female Undergraduate Students — Reported Strengths and Challenges

Strengths

- Lower percentage who chose “transfer/I never intended to graduate from SPSU (KSU Marietta Campus)” as a reason for seriously considered leaving
- Higher agreement that they are satisfied with their academic experience at SPSU (KSU Marietta Campus)
- Higher agreement that they intend to graduate from SPSU (KSU Marietta Campus)

Challenges

- Higher percentage who have experienced exclusionary conduct at SPSU (KSU Marietta Campus) within the past year
- Higher agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background
- Lower agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare

COCSE Female Graduate Students — Reported Strengths and Challenges

Strengths

- 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 within the past year
- Higher agreement that many of their courses this year have been intellectually stimulating

Challenges

- Higher agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background
- Lower agreement that they feel valued by other students in the classroom
COCSE Male Graduate Students — Reported Strengths and Challenges

Strengths
- Higher agreement that they feel valued by other students in the classroom
- Higher agreement that they intend to graduate from SPSU (KSU Marietta Campus)
- Lower agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background

Challenges
- Higher percentage who have observed exclusionary conduct at SPSU (KSU Marietta Campus) within the past year
- Lower agreement that they have performed academically as well as anticipated
- Higher percentage who have personally experienced exclusionary behavior at SPSU within the past year

COCSE Undergraduate Students of Color — Reported Strengths and Challenges

Strengths
- Higher agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare
- Higher agreement that they have opportunities for academic success similar to their classmates
- Higher agreement that they feel valued by faculty in the classroom
- Lower percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year

Challenges
- Higher agreement that they don’t see enough faculty/staff with whom they identify
- Lower agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare
- Lower agreement that they have staff who they perceive as role models

COCSE Graduate Students of Color — Reported Strengths and Challenges

Strengths
- Higher agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare
- Higher agreement that they feel valued by other students in the classroom
- Higher agreement that they have staff who they perceive as role models

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5 This item was a strength in the comparisons to all COCSE identity groups and to COCSE white undergraduate students. It was a challenge in the comparison to the benchmark. The benchmark comparison has the greatest difference.

6 These two items had the same ranking.
Challenges
- Lower levels of comfort with the climate in their courses
- Lower levels of comfort with the climate at SPSU
- Lower agreement that they have performed academically as well as anticipated

**COCSE Students with Disabilities — Reported Strengths and Challenges**

Strengths
- Lower percentage who have personally experienced exclusionary behavior at SPSU (KSU Marietta Campus) within the past year
- Higher levels of comfort with the climate in their courses
- Higher agreement that they feel valued by faculty in the classroom

Challenges
- Lower agreement that they have staff who they perceive as role models
- Higher percentage who chose “climate was unwelcoming” as a reason for seriously considering leaving SPSU (KSU Marietta Campus)
- Lower agreement that SPSU (KSU Marietta Campus) staff are genuinely concerned for their welfare

**COCSE Undergraduate Non-U.S. Citizen Students — Reported Strengths and Challenges**

Strengths
- Higher agreement that SPSU (KSU Marietta Campus) faculty are genuinely concerned for their welfare
- Higher agreement that they are satisfied with the extent of their intellectual development since enrolling in SPSU (KSU Marietta Campus)
- Higher agreement that they feel valued by faculty in the classroom

Challenges
- Higher agreement that they don’t see enough faculty/staff with whom they identify
- Lower agreement that their interest in ideas and intellectual matters has increased since coming to KSU
- Higher agreement that SPSU (KSU Marietta Campus) faculty pre-judge their abilities based on perceived background
COCSE Graduate Non-U.S. Citizen Students — Reported Strengths and Challenges

Strengths
- Higher agreement that they have staff who they perceive as role models
- Higher agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare
- Higher agreement that they are satisfied with the extent of their intellectual development since enrolling in SPSU (KSU Marietta Campus)

Challenges
- Lower levels of comfort with the climate at SPSU (KSU Marietta Campus)
- Lower levels of comfort with the climate in their courses
- Lower agreement that SPSU (KSU Marietta Campus) faculty are genuinely concerned for their welfare

COCSE Students with Military Service — Reported Strengths and Challenges

Strengths
- Higher agreement that their interest in ideas and intellectual matters has increased since coming to SPSU (KSU Marietta Campus)
- Higher agreement that they intend to graduate from SPSU
- Higher agreement that their academic experience has had a positive influence on their intellectual growth

Challenges
- Lower levels of comfort with the climate at SPSU (KSU Marietta Campus)
- Higher percentage who have seriously considered leaving SPSU
- Lower agreement that they are satisfied with their academic experience at SPSU (KSU Marietta Campus)

COCSE LGBQ Students — Reported Strengths and Challenges

Strengths
- Higher agreement that SPSU (KSU Marietta Campus) faculty are genuinely concerned for their welfare
- Higher agreement that SPSU (KSU Marietta Campus) staff are genuinely concerned for their welfare
- Higher agreement that they feel valued by other students in the classroom
Challenges

- Lower agreement that they are performing up to their full academic potential
- Lower agreement that SPSU (KSU Marietta Campus) administrators are genuinely concerned for their welfare
- Higher agreement that they don’t see enough faculty/staff with whom they identify

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.
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