CAMPUS CULTURE AND CLIMATE ASSESSMENT

Office of University Advancement and Development Report

Executive Summary
 EXECUTIVE SUMMARY
Office of University Advancement and Development

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 University Advancement and Development (UAD) data from the 2014 campus climate assessment.

In collaboration with the Office of Diversity and Inclusion, UAD 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 UAD’s strengths and address UAD’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 20 staff respondents from UAD 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 UAD staff to categorical items were compared to those of all other KSU staff using chi square tests. Responses from UAD staff to categorical items were compared to established benchmarks. Mean responses from UAD 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.

UAD Staff Compared to KSU Staff — Reported Strengths and Challenges

Top Strengths
- Higher agreement that KSU is supportive of taking leave
- Higher agreement that they have colleagues who give career guidance when needed
- Higher agreement that KSU provides them with resources to pursue professional development

Top Challenges
- Lower agreement that KSU provides available resources to help balance work-life needs
- Lower agreement that KSU is supportive of flexible work schedules
- Higher percentage who have seriously considered leaving KSU

Other findings of note:
- UAD staff rated the climate at KSU as closer to friendly, welcoming, and respectful than all other KSU staff.
- UAD staff rated the climate as further from cooperative and improving than all other KSU staff.
WE ARE stronger together.