Georgia Tech Data Presentation

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Climate Assessment Focus

FOCUS AREAS

The surveys assessed or will assess the present experiences, perceptions, and knowledge of faculty, staff, and students with respect to the following issue areas that align to the Strategic Plan:

• A culture of collegiality
• Close collaboration
• Global perspective
• Intercultural sensitivity and respect
• Thoughtful interaction among a diverse community of scholars that includes all of our students, faculty, and staff
### Race / Ethnicity

<table>
<thead>
<tr>
<th>Race / Ethnicity</th>
<th>GT Students</th>
<th>GA Residents</th>
<th>Research U, v.high selectivity</th>
<th>All Public Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other / NS</td>
<td>7.8%</td>
<td>15.1%</td>
<td>10.8%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Latinx*</td>
<td>4.2%</td>
<td>2.8%</td>
<td>4.4%</td>
<td>20.8%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>34.5%</td>
<td>32.6%</td>
<td>13.8%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>50.4%</td>
<td>60.2%</td>
<td>53.5%</td>
<td>51.7%</td>
</tr>
<tr>
<td>White or European American</td>
<td>9.9%</td>
<td>5.9%</td>
<td>9.9%</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

### Sex

<table>
<thead>
<tr>
<th>Gender</th>
<th>GT Students</th>
<th>GA Residents</th>
<th>Research U, v.high selectivity</th>
<th>All Public Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>36.0%</td>
<td>51.4%</td>
<td>51.7%</td>
<td>56.0%</td>
</tr>
<tr>
<td>Male</td>
<td>64.0%</td>
<td>48.6%</td>
<td>48.3%</td>
<td>44.0%</td>
</tr>
</tbody>
</table>

Source:
https://www.census.gov/quickfacts/fact/table/atlantacitygeorgia,GA
Staff: GA Tech & the Community

Race / Ethnicity

- GT Staff: 52.8%
- ATL: 40.3%
- GA: 60.2%
- US: 76.3%

- Black or African American: 4.2%
- Asian or Asian American: 4.4%
- White or European American: 5.9%

- Other / NS: 3.0%

*Latinx: 2.5%

Sex

- GT Staff: 46.8%
- ATL: 48.7%
- GA: 48.6%
- US: 49.2%

- Female: 53.2%
- Male: 51.3%

Source:
STUDENT NUMBERS BY RACE/ETHNICITY 2012-2019

Undergraduate

Graduate

White
Black
Latinx
Asian
Other / Not Specified
FACULTY NUMBERS BY RACE/ETHNICITY 2012-2019

Tenure-Track Faculty
STAFF NUMBERS BY RACE/ETHNICITY 2012-2019
HOURLY STAFF BY RACE/ETHNICITY 2012-2019
SALARIED STAFF BY RACE/ETHNICITY 2012-2019
Georgia Tech Campus Climate
2017/18 Campus Climate Survey

• Administered in Fall 2017 (Faculty, Staff) and Fall 2018 (Students)
• Continuation of 2013 efforts

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
<th>Responses</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>22,831</td>
<td>2,724</td>
<td>11.9%</td>
</tr>
<tr>
<td>Faculty (Tenure Track)</td>
<td>1,047</td>
<td>357</td>
<td>34.1%</td>
</tr>
<tr>
<td>Staff</td>
<td>4,435</td>
<td>1,647</td>
<td>37.1%</td>
</tr>
</tbody>
</table>

• Reporting Weighted to the Population
Common Themes
Commitment to Diversity

- Importance of Diversity to Tech
- Recruiting and retaining a diverse body of students, faculty, & staff
Commitment to Diversity

Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission.

I am satisfied with efforts to recruit [my group] from diverse backgrounds.

Percent Agree or Strongly Agree

Students (UG)  Students (GR)  Faculty  Staff

Man  Woman  Non-URM  URM

81.4  86.5  83.9  88.3  93.2  85.2  86  88.3  95.5  91  87.6  88.4  91.0  90.4  90.6  91.9
83.5  75.7  66.7  80.9  81  66.7  80.9  80.5  86  76.0  81  83.3  80.9  80.5  86.9
88.4  85.4  81  83.3  83.3  84  83.3  84  86  86.9  86  82.4  86  86  86.9

Percent Agree or Strongly Agree

Students (UG)  Students (GR)  Faculty  Staff

Man  Woman  Non-URM  URM

80  85  80  75  70  65  60  55  50  45  40  35  30  25  20  15  10  5  0

Students (UG)  Students (GR)  Faculty  Staff

Man  Woman  Non-URM  URM

60  65  70  75  80  85  90  95  100

Georgia Tech  Creating the next
Diversity & Inclusion

Georgia Tech is generally a comfortable and inclusive environment for me

I have considered leaving Georgia Tech because of concerns about collegiality

Student (UG) percent agree or strongly agree: 86.9, 81, 86.6, 86.0, 90.1, 90.4
Student (GR) percent agree or strongly agree: 86, 78, 77.9, 72.63, 78.25, 88.8
Faculty percent agree or strongly agree: 90.1, 90.4
Staff percent agree or strongly agree: 88.8

Gender: Man, Woman, Non-URM, URM
Changes: Diversity & Inclusion

Georgia Tech effectively recruits [my group] from diverse backgrounds

- Students (UG)
- Students (GR)
- Faculty
- Staff

I have considered leaving Georgia Tech because of concerns about collegiality

- Man
- Woman
- Non-URM
- URM
Lack of Support

- Lack of Support:
  - From Administration and Faculty (Students)
  - From Chairs (Faculty)
  - From Supervisors (Staff)
Lack of Support - Students

(Undergraduates)

How comfortable are you discussing issues of diversity with:

Faculty

Administration
Lack of Support - Faculty

Satisfaction with support from your chair:

Establishing Professional Contacts

Mentoring for leadership positions at GT or beyond
Lack of Support - Staff

Satisfaction with support from your supervisor:

Establishing professional contacts

<table>
<thead>
<tr>
<th>Year</th>
<th>Man</th>
<th>Woman</th>
<th>Non-URM</th>
<th>URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>76.6</td>
<td>74.3</td>
<td>70.4</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>80.2</td>
<td>74.2</td>
<td>73.6</td>
<td></td>
</tr>
</tbody>
</table>

Mentoring for career advancement

<table>
<thead>
<tr>
<th>Year</th>
<th>Man</th>
<th>Woman</th>
<th>Non-URM</th>
<th>URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>63.1</td>
<td>62.9</td>
<td>54.4</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>66.2</td>
<td>66.2</td>
<td>59.9</td>
<td>58.9</td>
</tr>
</tbody>
</table>
Disparaging Remarks

• *Increases in reporting and possibly hearing of disparaging remarks by faculty and staff.*

• *Students reported a decrease in the reporting or hearing of disparaging remarks.*
Disparaging Remarks

Disparaging Remarks: Women

Disparaging Remarks: Men
Disparaging Remarks

Disparaging Remarks: People’s race or ethnicity

Disparaging Remarks: Immigrants / People with different nationalities
Changes: Disparaging Remarks

### Women

<table>
<thead>
<tr>
<th>Year</th>
<th>Students (UG)</th>
<th>Students (GR)</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>71</td>
<td>39.2</td>
<td>34.5</td>
<td>28.1</td>
</tr>
<tr>
<td>2017/18</td>
<td>67.8</td>
<td>34.9</td>
<td>31.7</td>
<td>30</td>
</tr>
</tbody>
</table>

### People’s race or ethnicity

<table>
<thead>
<tr>
<th>Year</th>
<th>Students (UG)</th>
<th>Students (GR)</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>69.9</td>
<td>41</td>
<td>26.2</td>
<td>19.4</td>
</tr>
<tr>
<td>2017/18</td>
<td>57</td>
<td>37.5</td>
<td>26</td>
<td>20.4</td>
</tr>
</tbody>
</table>
• The majority of faculty (59.5%), staff (62.0%), and students (73.4% UG, 61.2% Grad) stated they had experienced some form of marginalization, based on at least one of the characteristics inquired about in the survey.
Gender

Race / Ethnicity
Marginalized

Age

Political Perspective
Questions?
FIN
Climate

• Overall, staff respondents agree that Diversity is integral to GT’s ability to successfully fulfill its mission (91.5%).

• Respondents were less positive about their career progress at GT, with 65.1 percent expressing satisfaction in this area. Respondents also had concerns about adequate processes are in place to address grievances at Georgia Tech, with 64.7 percent agreeing.

• The most notable differences among the results by gender is that 65.7 percent of responding women promotion practices were consistent with GT's commitment to diversity, compared to 76.2 percent of responding males.

• Women were also less likely than men to be satisfied with that their unit’s hiring practices are consistent with GT’s commitment to diversity; 87.4 percent of men agreed with this statement compared to 80.3 percent of women.

• Differences between URM and non-URM respondents were slightly more pronounced—particularly regarding work environment, and around hiring, promotion, and retention practices. For example, while 78.3 percent of non-URM respondents agreed that promotion practices are consistent with GT’s commitment to diversity, only 58.3 percent of URM respondents concurred.

• URM respondents were also less satisfied with their unit’s efforts to recruit staff from diverse backgrounds; 86.9 percent of non-URM respondents expressed satisfaction on this item compared to 77.6 percent of URM respondents.

• 77.6% of URM respondents agreed that people are sensitive to cultural differences, compared to 87.2% of their non-URM peers.

• 69.5% or URM respondents felt that people treat each other fairly, versus 80.7% of their non-URM respondents.

• 88.6 percent of URM respondents agreed that GT was a comfortable and inclusive environment for them (compared to 90.4 percent of non-URM respondents), and 83.1 percent of URM respondents agreed that they feel comfortable sharing thoughts and ideas (versus 83.8 percent for non-URM respondents).
Climate

• Over 80 percent of graduate and undergraduate respondents agreed that GT is a generally comfortable and inclusive environment, and over 85 percent that their academic aspirations are supported by GT
  • Among responding Underrepresented Minority (URM) undergraduates, 78 percent agreed that GT is a generally comfortable and inclusive environment (compared to 86 percent of non-URM respondents).
  • For graduate students, the differences were starker: 77.9 percent of URM respondents agreed versus 91.8 percent of non-URM respondents.

• UG- 95.9% comfortable discussing with personal friends vs. 53.9% with faculty, 52% with staff and 48.2% with Administration.

• Graduate- 93.2% comfortable discussing with personal friends vs. 62.7% with faculty, 64.1% with staff and 62.8% with Administration.

• Among undergraduates, women were generally more likely to agree that students at GT were respected regardless of personal characteristics, with the exception of gender and gender identity: 73.3 percent compared to 82.8 percent of men.

• Among both graduate and undergraduate respondents, women felt diversity is integral to GT’s ability to fulfill its mission was more true than men (93.2 versus 81.4 percent).

• Differences in attitudes were revealed by ethnicity, with undergraduate URM respondents less likely to agree that GT effectively recruits students from diverse backgrounds (75.7 percent) than their non-URM cohorts (86 percent).