

ADVANCE College of Engineering Luncheon Campus Climate Conversation

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What is the GT Campus Climate Survey?

Campus climate perceptions
and lived experiences of
our community members

- Students
- Faculty
- Staff

Survey administrations:

- 2013
- 2017-18
- **2022**



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Survey Results



- Available to the GT community at <https://diversity.gatech.edu/ccs>
- Today's presentation: Key Findings
- Comparisons between COE, non-COE Academic Units, and all GT; and within COE.
- Thematic Focus



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CoE Demographics - Faculty

Faculty	Respondent Frequency	Valid Respondent Percent	CoE Population Percent
Gender Identity			
Man	65	64.4%	76.8%
Woman	36	35.6%	23.2%
Nonbinary			
Not Specified	12		
Ethnicity			
Hispanic or Latino/a/x	3	2.7%	2.5%
Not Hispanic or Latino/a/x	110	97.3%	97.5%
Race			
Asian or Asian American	18	16.8%	35.0%
Black or African American	2	1.9%	3.0%
White or European American	71	66.4%	55.0%
Other	16	14.9%	7.0%
Not specified	6		

Faculty	Respondent Frequency	Valid Respondent Percent	CoE Population Percent
Citizenship			
U.S. Citizen	86	78.9%	54.7%
Citizen of another country	23	21.1%	45.3%
Not Specified	4		
Faculty Type			
Research	24	21.4%	21.6%
Academic	88	78.6%	79.4%



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Handout Data Interpretation Guidelines

- Heatmaps are analysis and group dependent
- Significance- chi squares but trend analysis are equally relevant
- See whole campus climate results for additional methodological considerations!
- Qualitative data (full quotes and excerpts) offered for triangulation and contextualization



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Leadership Opportunities

	GT			Non-CoE Colleges			CoE		
	Man	Woman	SIG	Man	Woman	SIG	Man	Woman	SIG
(Colleague Support) Mentoring for leadership positions at GT or beyond	60.3%	53.2%		62.3%	56.4%		37.0%	54.4%	
(Supervisor Support) Mentoring for leadership positions at GT or beyond	62.1%	52.1%	*	53.9%	45.1%		47.6%	65.0%	
I am provided with an opportunity to participate in important decision making	70.6%	59.7%	*	71.5%	61.1%		57.3%	46.2%	

	All CoE	Race / Ethnicity				SIG
		Asian	BIPOC	White	Others	
(Colleague Support) Mentoring for leadership positions at GT or beyond	39.1%	31.1%	17.5%	49.3%	36.5%	
(Supervisor Support) Mentoring for leadership positions at GT or beyond	48.8%	44.2%	30.7%	50.1%	59.7%	
I am provided with an opportunity to participate in important decision making	51.0%	59.3%	30.7%	59.1%	30.6%	*



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Leadership Opportunities

- "Georgia Tech has a fairly flat organizational structure. As a result, leadership opportunities for faculty are very limited. This is especially true for larger departments."
- "Leadership paths and most reward mechanisms are open to extremely limited people who have to navigate pretty wild politics or who can be used for showcasing."
- "There is a substantial amount of favoritism that goes on at Georgia Tech. Favorites are given raises (via "extra responsibilities") when others aren't. Favorites are selected to be on committees (amazing how the same people are always on the important committees). Favorites are hired into administrative or academic leadership positions (director or associate director positions of research centers for example), even maybe some of the top positions. This favoritism reinforces the non-diverse nature of leadership at Georgia Tech because the favorites are typically of the same race/ethnicity as those bestowing the benefits to their friends from the past 20 years or their past graduate students. The problem is pervasive and unaddressed. People are leaving Georgia Tech because of it."



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Review Processes

	Non-CoE Colleges			CoE			CoE Race / Ethnicity				
	Man	Woman	SIB	Man	Woman	SIB	Asian	BIPOC	White	Others	SIB
<i>Colleague Support</i>											
Advice on the promotion / tenure processes	71.1%	63.5%		52.4%	83.1%	*	72.6%	30.7%	59.7%	36.8%	*
Advice on the annual review process	73.9%	66.9%		59.1%	58.9%		86.8%	5.6%	55.7%	42.2%	*
Advice on the post-tenure/promotion review process	74.3%	58.0%		72.7%	77.8%		82.6%	23.7%	67.9%	71.4%	
<i>Supervisor Support</i>											
Advice on the promotion / tenure processes	52.1%	63.1%		53.0%	75.7%		72.6%	53.5%	54.0%	30.9%	*
Advice on the annual review process	49.4%	63.4%		64.2%	57.7%		79.3%	20.1%	62.8%	50.3%	*
Advice on the post-tenure/promotion review process	73.8%	59.5%		67.6%	75.9%		76.0%	23.7%	62.3%	47.5%	



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Review Processes

- "Promotion tracks lack clarity and they often work in a nonlinear fashion"
- "It is not clear on promotion or raise (not based on performance but other political factor and relationship) - not transparent or consistent."
- "There is no systematic method of evaluating contributions; it is all based on the perception of the department chair."
- "There needs to be a clear picture from the GT admin that bias and discrimination will not be tolerated."



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Climate – Marginalization

Please indicate your level of agreement with each of the following statements	Non-CoE Colleges			CoE			CoE Race / Ethnicity				Sig
	Man	Woman	Sig	Man	Woman	Sig	Asian	BIPOC	White	Others	
Georgia Tech is generally a comfortable and inclusive environment for me	83.8%	66.5%	*	73.7%	69.7%		75.2%	43.9%	75.1%	63.7%	
I feel valued and respected by the Georgia Tech community	67.3%	55.7%		57.9%	57.4%		50.7%	43.9%	66.3%	36.3%	*
Marginalization at Georgia Tech based on :	Non-CoE Colleges			CoE			CoE Race / Ethnicity				Sig
	Man	Woman	Sig	Man	Woman	Sig	Asian	BIPOC	White	Others	
Gender	7.6%	61.1%	*	14.5%	73.5%	*	20.2%	69.3%	36.1%	24.2%	
National origin	24.4%	20.6%		35.9%	26.9%		57.9%	69.3%	16.1%	56.6%	*
Language difference/accent	6.6%	19.5%	*	34.7%	32.9%		46.9%	69.3%	18.2%	49.6%	*



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Climate – Marginalization

- "Women at GT are marginalized by faculty, staff and students..."
- "There is currently no mechanism in place where women and under-represented students, staff and faculty can address bias and discrimination from male students that make the climate intolerable."
- "[Unit] climate is poor, especially towards URM groups including LBGYM, African American, Asian descents)."
- "...there are Asians, Middle Eastern/Muslim faculty, etc. I belong to one of those groups and certainly do not feel belonging or included and often feel not valued."
- "I am of foreign-born American and I have been at Georgia Tech for almost 14 years. I always experienced a double standard in the way faculty is treated by our Chair in my department..."
- "It seems that people that have political views on the right or are religious are being attacked or marginalized."



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Climate – Disparaging Remarks

	GT		sib	Non-CoE Colleges		sib	CoE		sib
	Man	Woman		Man	Woman		Man	Woman	
Women	20.1%	35.8%	*	29.6%	32.5%		24.2%	58.7%	*
People with different nationalities	14.7%	18.7%		11.1%	20.9%		33.6%	27.9%	
People with language differences/accents	9.9%	22.4%	*	7.1%	29.4%	*	22.9%	33.4%	
People with particular political views	41.2%	36.8%		32.8%	39.8%		53.8%	35.6%	

	CoE Race / Ethnicity				sib
	Asian	BIPOC	White	Others	
Women	27.0%	68.6%	35.6%	15.6%	
People with different nationalities	38.6%	69.3%	24.8%	32.9%	
People with language differences/accents	30.1%	74.2%	23.1%	32.9%	*
People with particular political views	35.5%	84.7%	54.9%	42.2%	



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Climate – Disparaging Remarks

- "I do not feel comfortable responding with specifics. The bias against women and under represented minorities is present, but (too) slowly diminishing..."
- "...Older people should release space for incoming younger people. People like Asian should obey."
- "I have heard clear disparaging remarks against white males."
- "I find no support when I bring up issues of disrespect from the students towards me - I have had students, several years ago, tell me that "You are a **** foreigner, and you need to get out of the country". I have never been so insulted but more importantly no one did anything about this. I have been at Tech for a long time and I no longer enjoy being at Tech."
- "People with different religious or political views from our administration are mocked and belittled."



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Networks and Communities

	Non-CoE			CoE			CoE Race / Ethnicity				
	Man	Woman	SIB	Man	Woman	SIB	Asian	BIPOC	White	Others	SIB
<i>Colleague Support</i>											
Assistance with establishing a network of professional contacts	74.6%	72.7%		75.9%	69.8%		80.5%	68.8%	80.0%	59.2%	
Offers to collaborate on research	68.4%	55.9%		77.3%	78.5%		85.9%	79.3%	78.0%	41.6%	*
Informal invitations (e.g., lunch/coffee)	61.6%	55.8%		65.4%	69.4%		74.7%	21.3%	71.9%	38.9%	*
<i>Supervisor Support</i>											
Assistance with establishing a network of professional contacts	68.1%	63.6%		73.3%	69.7%		79.6%	30.7%	71.7%	66.9%	
Informal invitations (e.g., lunch/coffee)	76.2%	58.5%	*	73.3%	65.9%		89.0%	30.7%	63.8%	57.7%	*



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Networks and Communities

- "I don't expect to get informal invitations to lunch and coffee. I don't want them."
- "I think GT faculty could be stronger in "informal" mentoring / engagement. In some ways, this should be made more intentional, by leadership encouraging senior faculty to engage with junior faculty. It feels that junior faculty often need to contact senior faculty, but it would be better for our junior faculty if the senior faculty were more pro-active / intentional in reaching out to our junior faculty."



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Diversity Perceptions on the Ground

	Non-CoE			CoE			CoE Race / Ethnicity				
	Man	Woman	sig	Man	Woman	sig	Asian	BIPOC	White	Others	sig
My school/unit demonstrates its commitment to diversity, equity, and inclusion	85.0%	81.7%		89.6%	71.7%	*	85.9%	30.7%	87.2%	71.3%	*
I am satisfied with my school's efforts to recruit faculty / researchers from diverse backgrounds	75.9%	60.3%	*	74.7%	69.9%		89.6%	30.7%	70.2%	38.9%	*
I am satisfied with my school's efforts to retain faculty / researchers from diverse backgrounds	74.3%	60.6%		69.3%	65.5%		81.9%	30.7%	65.5%	38.9%	*
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	63.9%	68.4%		83.9%	63.4%	*	80.1%	43.9%	79.1%	77.5%	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	69.4%	66.3%		78.3%	53.7%	*	70.8%	35.3%	72.9%	77.5%	



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Diversity Perceptions on the Ground

- *"In general, far too little attention is given to individuals with disabilities. They are not being 'included'."*
- *"We should be able much better in recruiting and retaining a diverse faculty. the numbers for urm faculty and trainees are still low."*
- *"As an Asian American woman, I find a lot of DEI at the university to be posturing (all talk) and no real action..."*
- *"While Ga Tech has done an admirable job of creating an inclusive environment for sex/gender/race-based diversity, it has done so at the tragic expense of political and religious diversity."*
- *"Diversity has gone overboard at Georgia Tech. We fail as an institution when diversity becomes the primary metric to evaluate faculty and leadership candidates."*



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Table Conversations

- Potential contributing factors

~ 5 mins

- Top 2-3 priorities/actions you would implement at COE to address this issue

- Write them down in index cards

~ 10 mins



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