



**SJSU** SAN JOSÉ STATE  
UNIVERSITY

# **Campus Climate Survey Results**

































**Academic Senate – April 4, 2016**

**Institutional Effectiveness and Analytics**

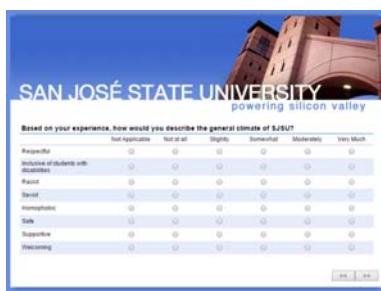
# Survey Background

- The 2015 questionnaires were developed by the President's Commission on Diversity (PCD)
- Some revisions over the 2010 version
- Attempted to balance between having comparable data points over time and responding to current campus needs

# Campus Climate Survey Contents

	Students	Faculty	Staff	MPP
General climate at SJSU				
Immediate work climate				
Success of diversity initiatives				
Harassment/discrimination				
Classroom/out-of-classroom experience				
Perceptions of open communication				
Participation in diversity activities				
Diversity sensitivity				
Job satisfaction & career issues				
Governance issues				
Demographics				

# Campus Climate Methods



All current students, faculty, staff, and administrators were invited via e-mail to complete the survey online in March and April 2015. Responses were anonymous, but those who provided their contact information were eligible to win a gift card for their participation. Results are unweighted.

	Estimated Population Size	Unique E-mail Addresses	Usable Responses Received	Estimated Participation Rate
Students	32,532	33,659	5,586	17%
Faculty (incl. temporary)	2,016	2,320	493	24%
Staff & administrators (incl. student asst.)	3,449	5,329	783	23%

# Respondent Profile: Students

## Gender

55% Female, 44% Male, 1% Genderqueer, Transman/Transwoman, Intersex, Other

## Age

Average age was 24. About 25% were younger than 20 years of age

## Disability

6% indicated having a disability

## Ethnicity

Asians (41%) were the predominant ethnic group, followed by White (24%), Latino (19%), Two or more races (7%), African American (3%), Middle Eastern (2%), Pacific Islander (1%) and others (4%). The predominant Asian nationalities were Asian Indian (27%), Chinese (25%), Vietnamese (19%), and Filipina/o (12%)

# Respondent Profile: Employees

## **Gender**

63% Female, 35% Male, 2% were Genderqueer, Transman, Intersex and Other

## **Age**

Average age was 47. 20% were over the age of 60

## **Disability**

9% indicated having a disability

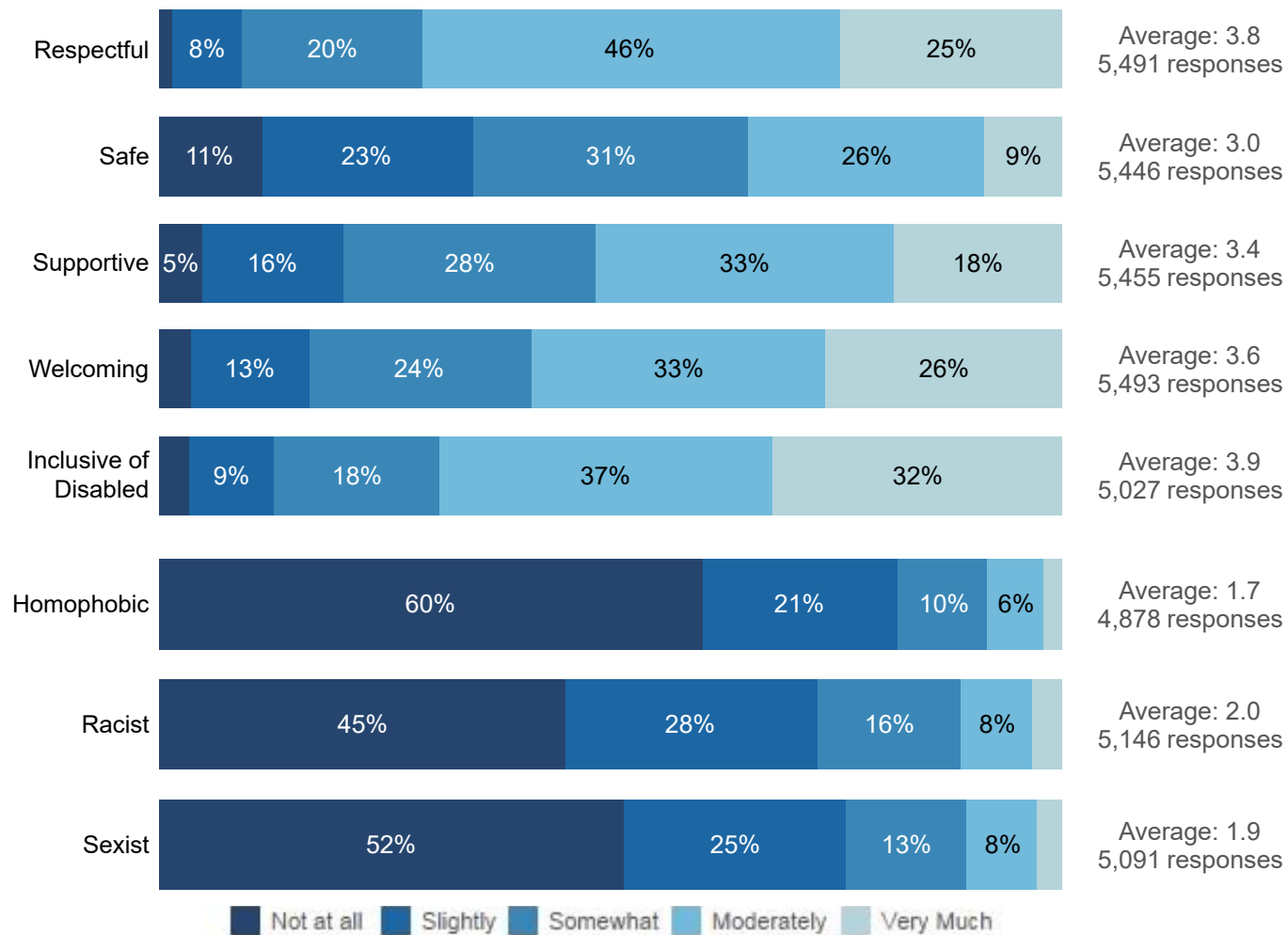
## **Ethnicity**

Most were White (44%), followed by Asians (18%) , and Hispanic/Latino (16%), Two or more races (7%), African American (5%), Pacific Islander (1%), and Other (5%)

## General Climate: Many Stakeholders Upbeat, But Room to Improve

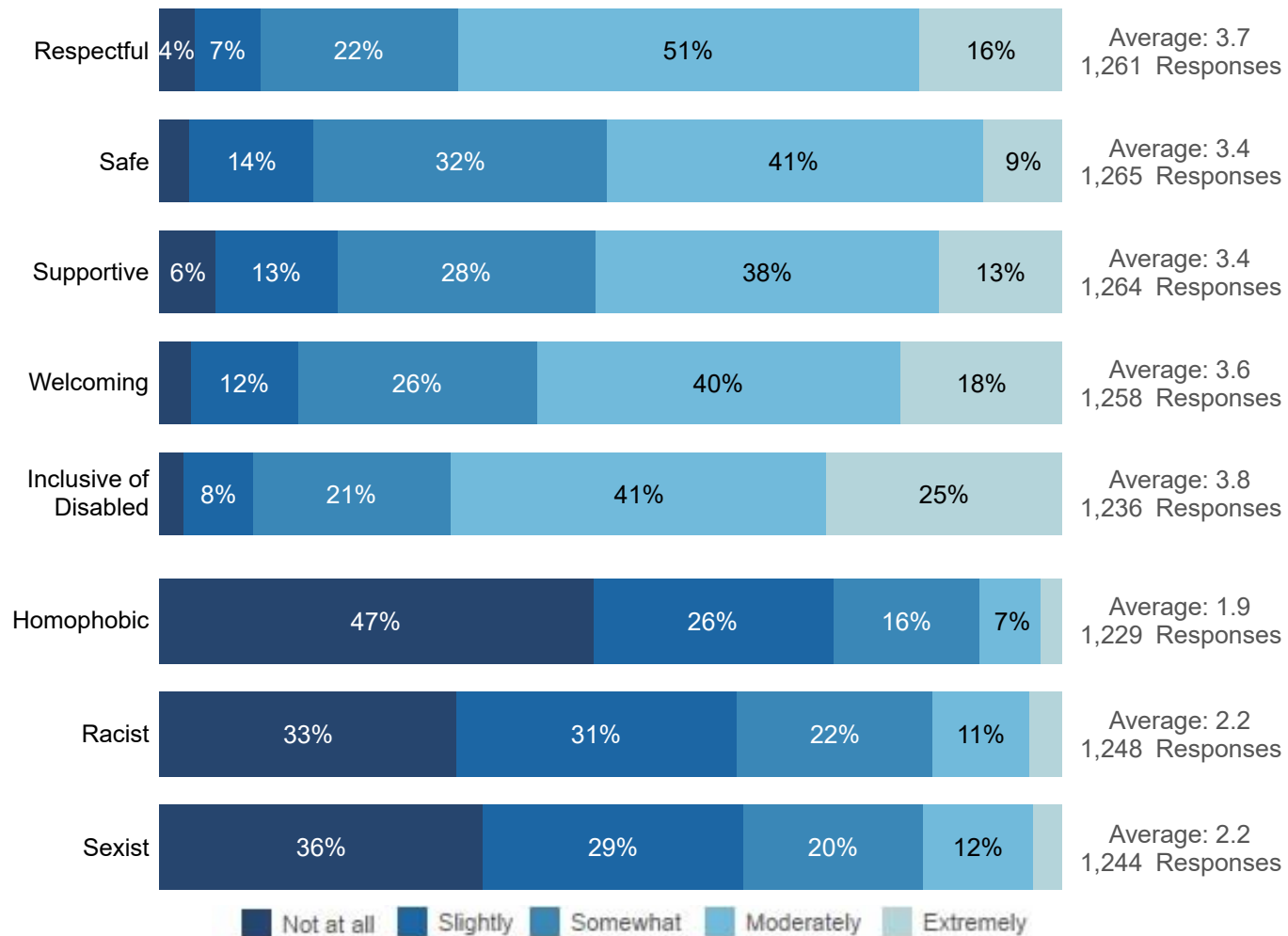
- A majority of respondents in each constituent group—students, faculty, staff, and administrators—view the overall campus climate favorably
- Most perceived the climate as ‘moderately’ or ‘very much’ respectful (71% of students and 67% of faculty, staff, and administrators)
- Only 45% of students and 33% of employees rated the campus as ‘not at all’ racist. The shares believing the campus was not at all sexist were slightly higher (52% of students and 33% of employees).
- African Americans were more likely to perceive the climate as more racist.
- LGBT students were more likely than their heterosexual peers to view the university climate as homophobic
- Among those who identified as disabled 23% of disabled students and almost a third of disabled employees rated the SJSU climate as ‘not at all’ or only ‘slightly’ inclusive of the disabled

# Student ratings of the general campus climate



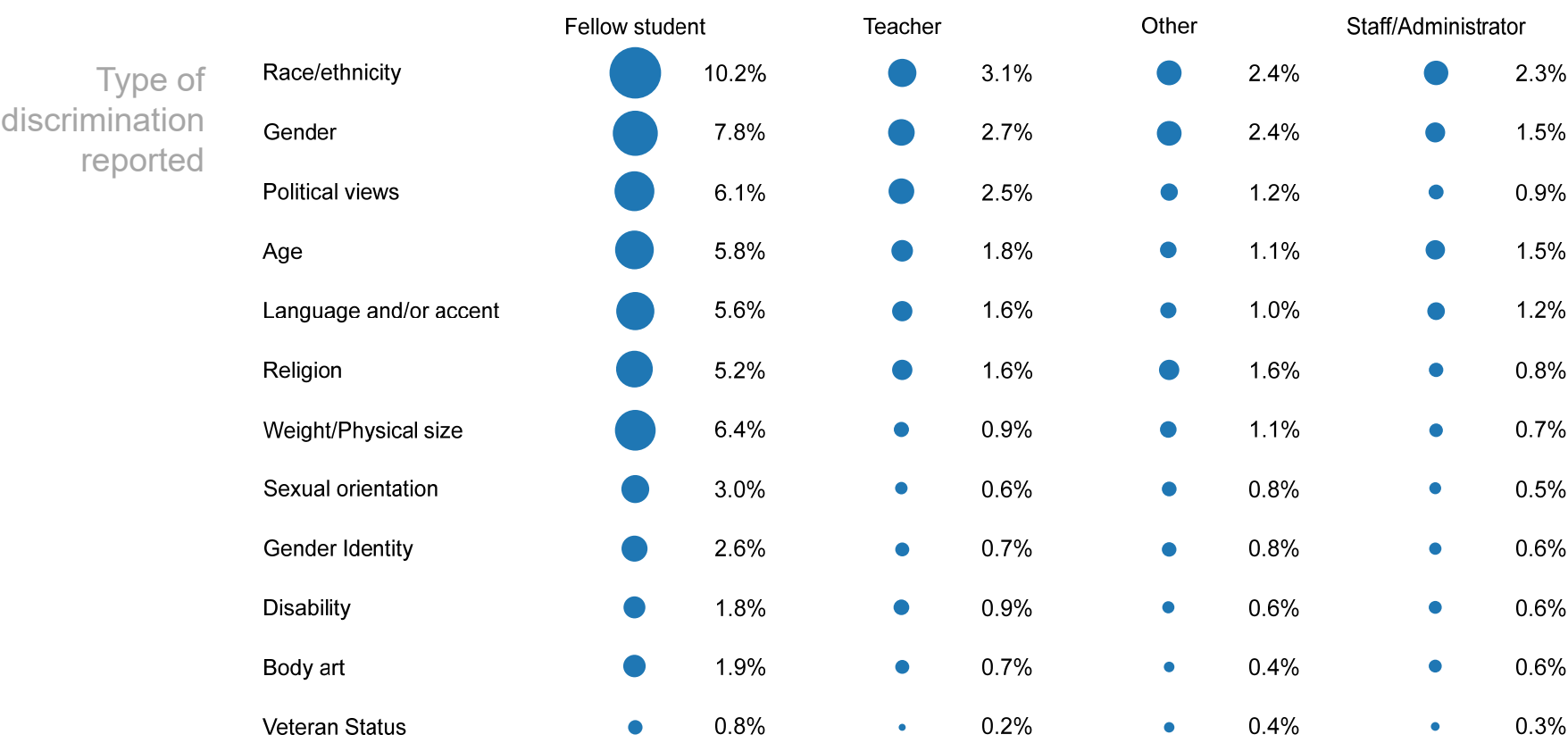


# Employee ratings of the general campus climate



# Student reports of discrimination or harassment by type and source

Who committed the act of discrimination or harassment?



## Many Students Experience Discrimination

- Just over half of student respondents indicated one or more episodes of discrimination or harassment on campus (unchanged from 2010)
- Race, gender, and political views were the most commonly cited forms
- African Americans experienced more race-based harassment than other groups and women were much more likely to report gender discrimination
- Most often, other students are the source of discrimination
- Students in 2015 were less likely to feel that SJSU staff were sensitive to issues of sexism, racism, and homophobia than in 2010

# Faculty and Staff Report Many Instances, Too

- Gender, age, and ethnic discrimination are the most commonly cited forms of discrimination or harassment among employees
- In-group discrimination was the most prevalent for faculty, staff, and administrators
- The most prevalent discrimination instances by type of discrimination and source include:

Faculty: Gender (by other faculty and by administrators)

Administrators: Gender & Age\* (both by fellow administrators)

Staff: Race (by other staff) & Age\* (by administrators)

***\* Age discrimination was prevalent in both younger and older employees***

## **Both Students and Employees Worry About Open Communication, Voicing Unpopular Opinions**

- Part of the university community feels marginalized due to few venues for free, civil discussions and even overtly hostile encounters that discourage open exchange of ideas
- This can include sensitive issues like past hate crimes, race, and the airing of other problems on campus
- In general, as compared to students, employees are much more critical of the university not being successful at facilitating differences of opinions
- Since 2010, the perception has grown that there is racial tension on campus

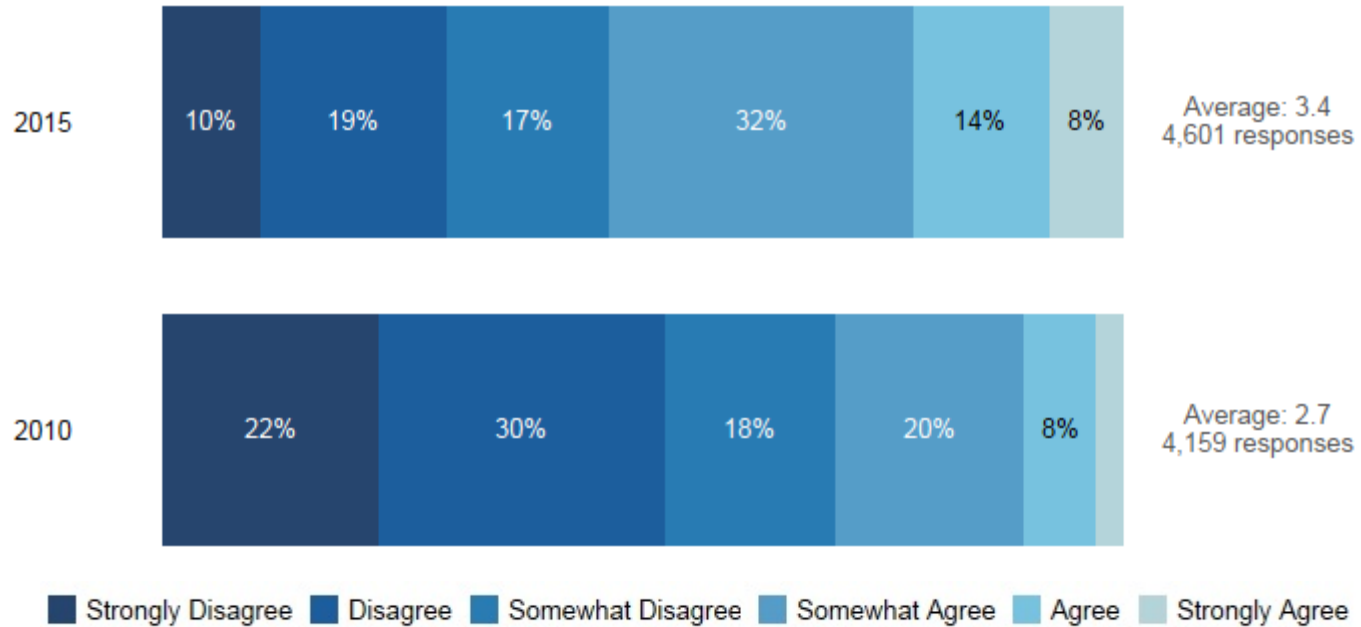
## **Students and Employees Seek Deeper Interaction, More Events**

- Students living both on and off campus expressed interest in having more activities—including many ideas about clubs—as well as better notifications about upcoming events, including via e-mail and Canvas
- Faculty and staff described similar concerns about lack of community and a wish for more social events
- African Americans were less likely to believe that SJSU was building a sense of community, but black employees reported higher job satisfaction

# Students Increasingly Concerned About Safety

- More than 300 written comments referred to matters of physical safety on campus, with women and minorities more likely to have fears
- The percentage expressing fear rose substantially from 2010 to 2015
- Females and nontraditional gender students were more likely than men to express concerns about safety
- Asian students were also significantly more likely than either whites or Latina/os to express concerns about safety

## Student ratings on whether they fear for their safety on campus

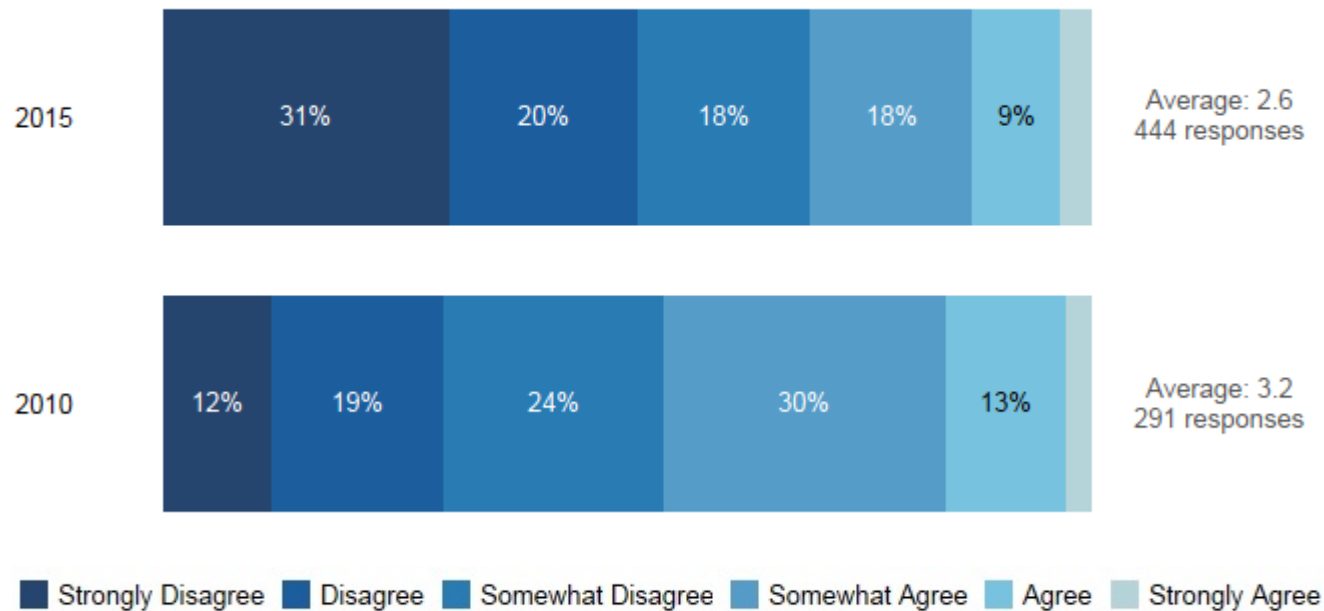




## Faculty Morale Low, Staff Seek Recognition

- Faculty had concerns about decision-making, sharing of information, and opportunities for research and professional development, while staff and administrators sought more mentoring and recognition
- Both faculty and administrator overall job satisfaction declined from 2010 to 2015, and compensation was cited often by faculty and staff
- African American employees reported having greater satisfaction with their level of autonomy and overall job satisfaction, and rated their professional relationship with coworkers higher.

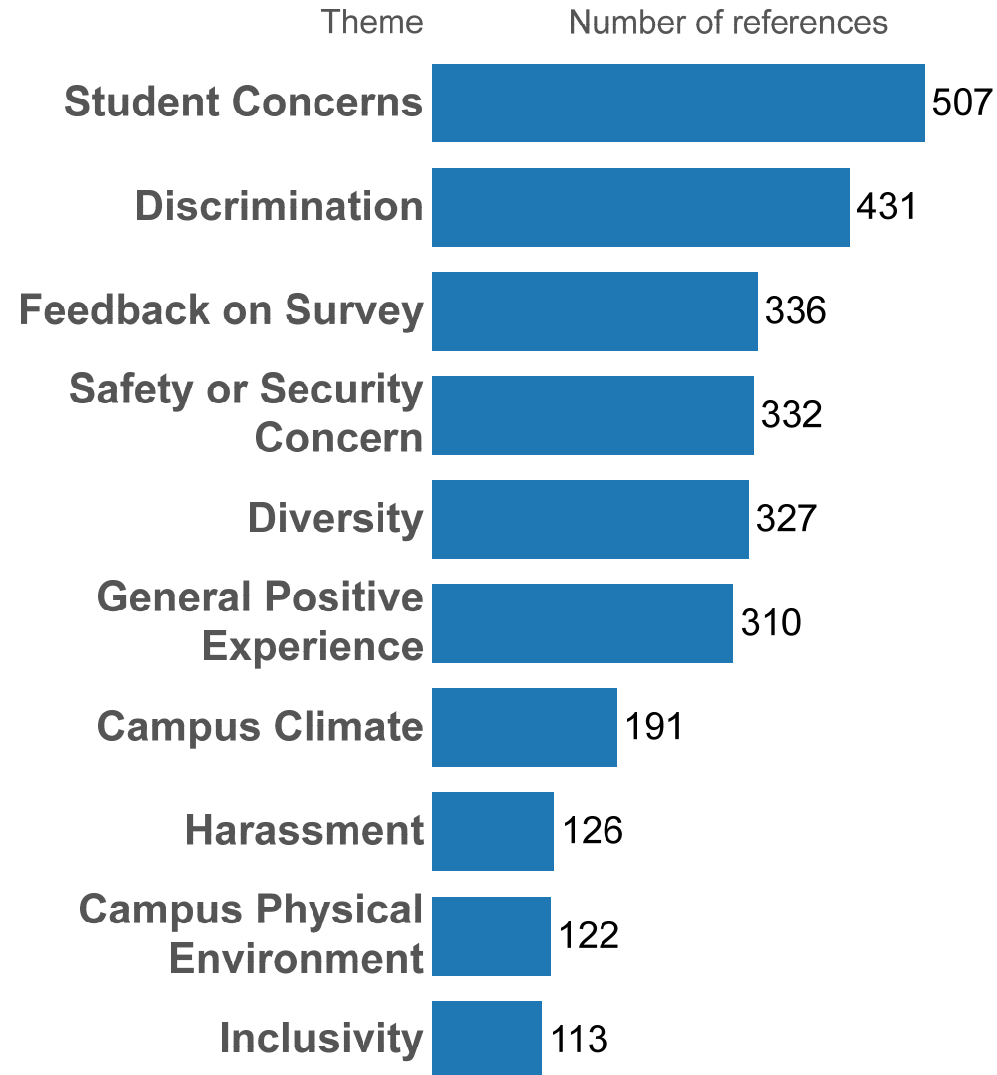
## Faculty ratings on whether they believe faculty morale is good



## **Dissatisfaction with Campus Leadership**

- Satisfaction with campus leadership dropped precipitously from 2010 to 2015 among faculty, staff, and administrators
- The largest decrease among administrators and the smallest among staff.
- Many respondents perceived a lack of transparency, disconnected decision-making, and a decline of shared governance

# Overview of Qualitative Responses



## Further Steps

- Continued presentations and custom data releases to campus constituencies (e.g. Student Affairs, Academic Affairs)
- Partial release of summary data in online interactive format for open access to the campus community

# Discussion

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