



SJSU SAN JOSÉ STATE
UNIVERSITY

Campus Climate Survey Results

Academic Senate – April 4, 2016

Institutional Effectiveness and Analytics

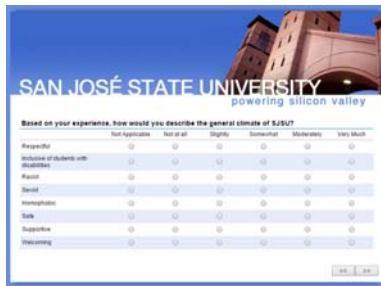
Survey Background

- 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

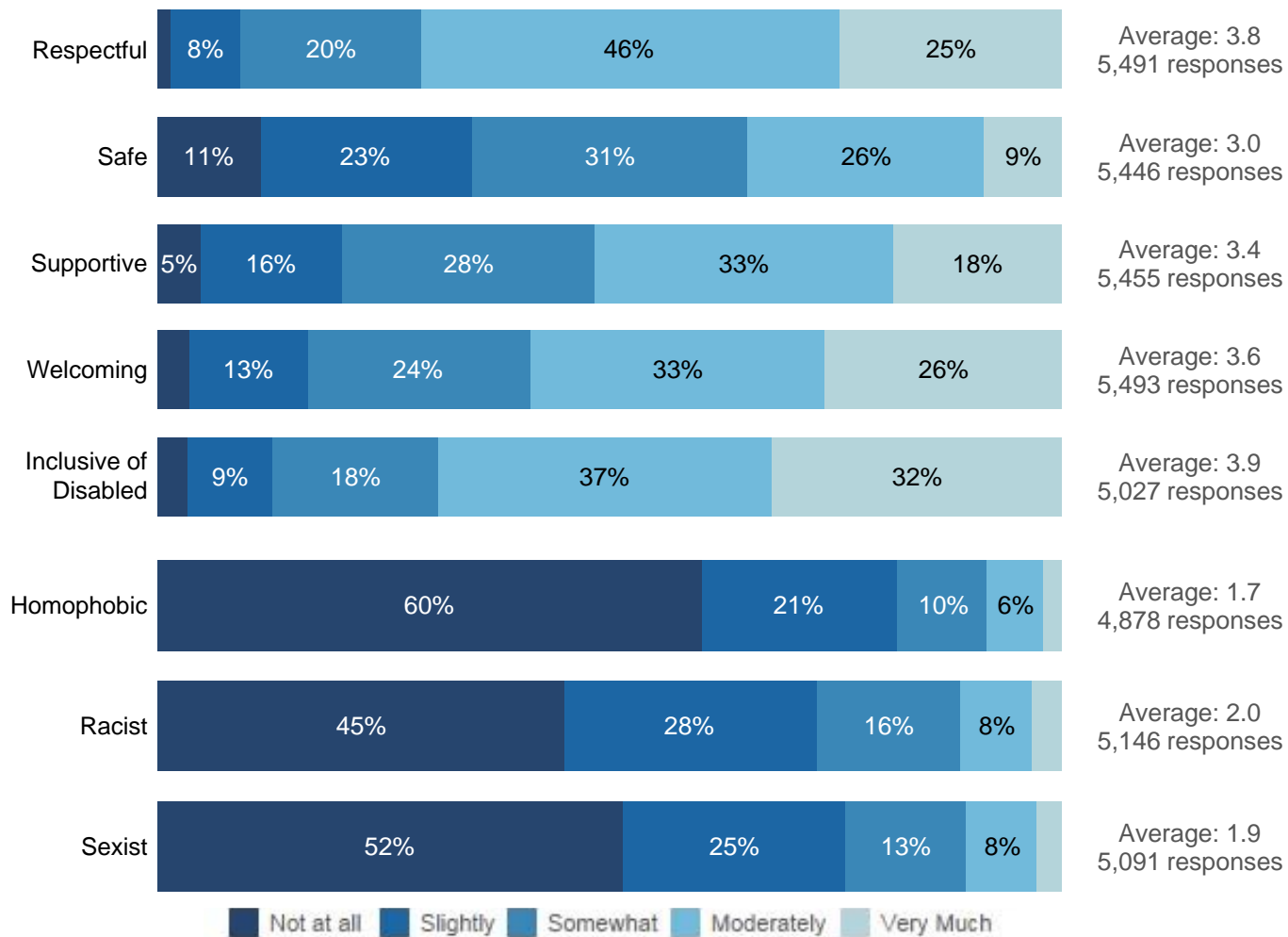
Ethnicity

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%)

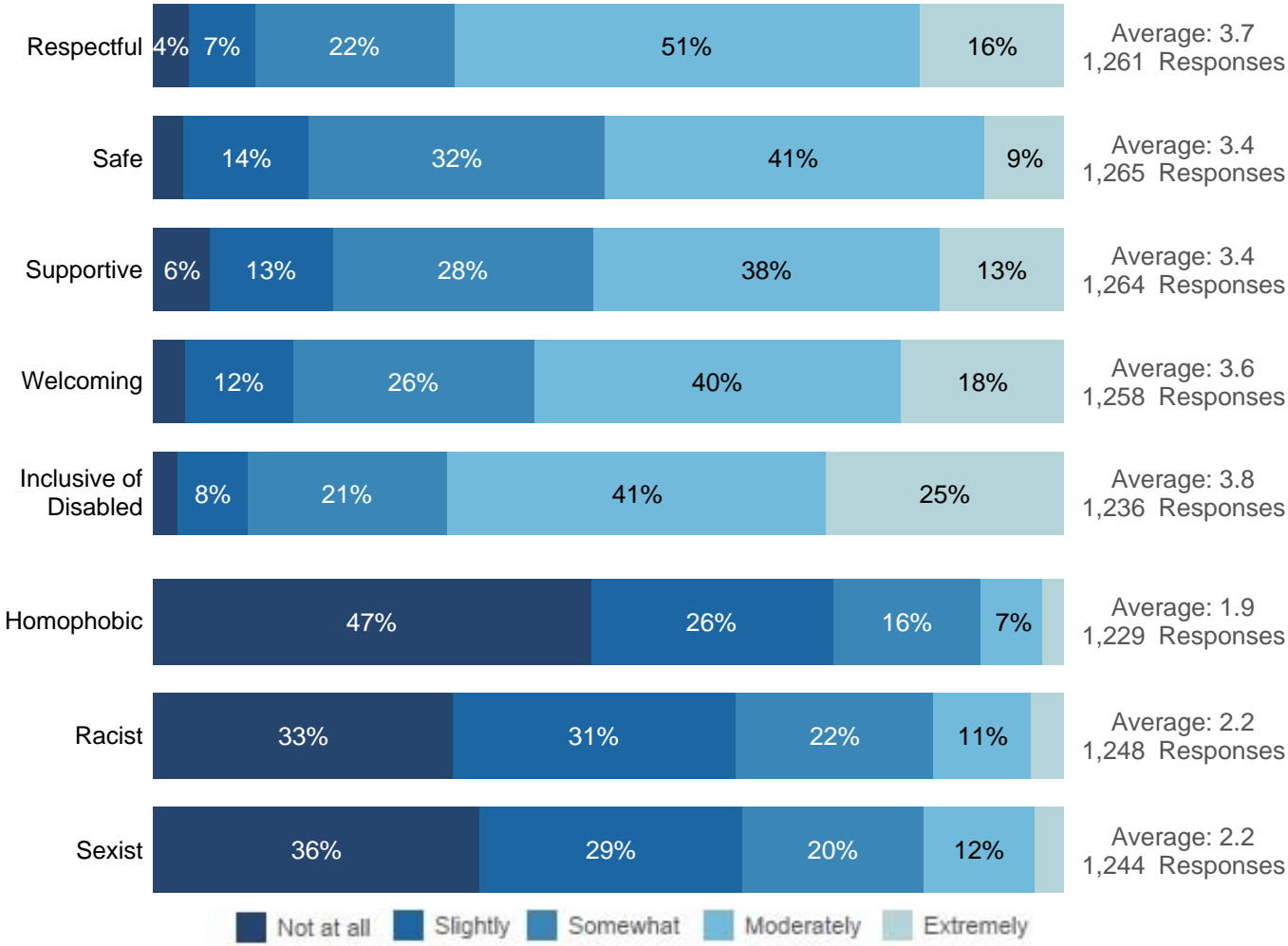
General Climate: Many Stakeholders Upbeat, But Room to Improve

- 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

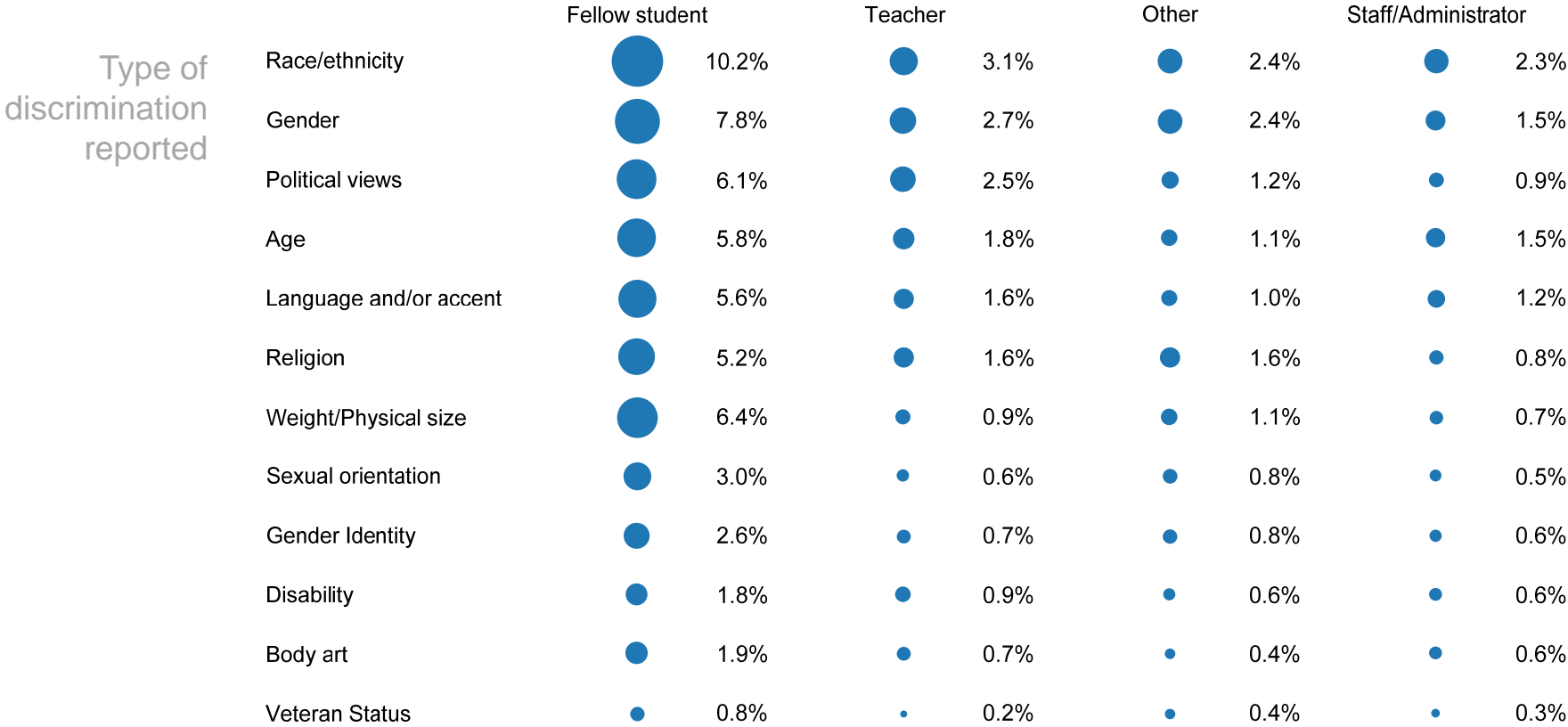


Employee ratings of the general campus climate



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

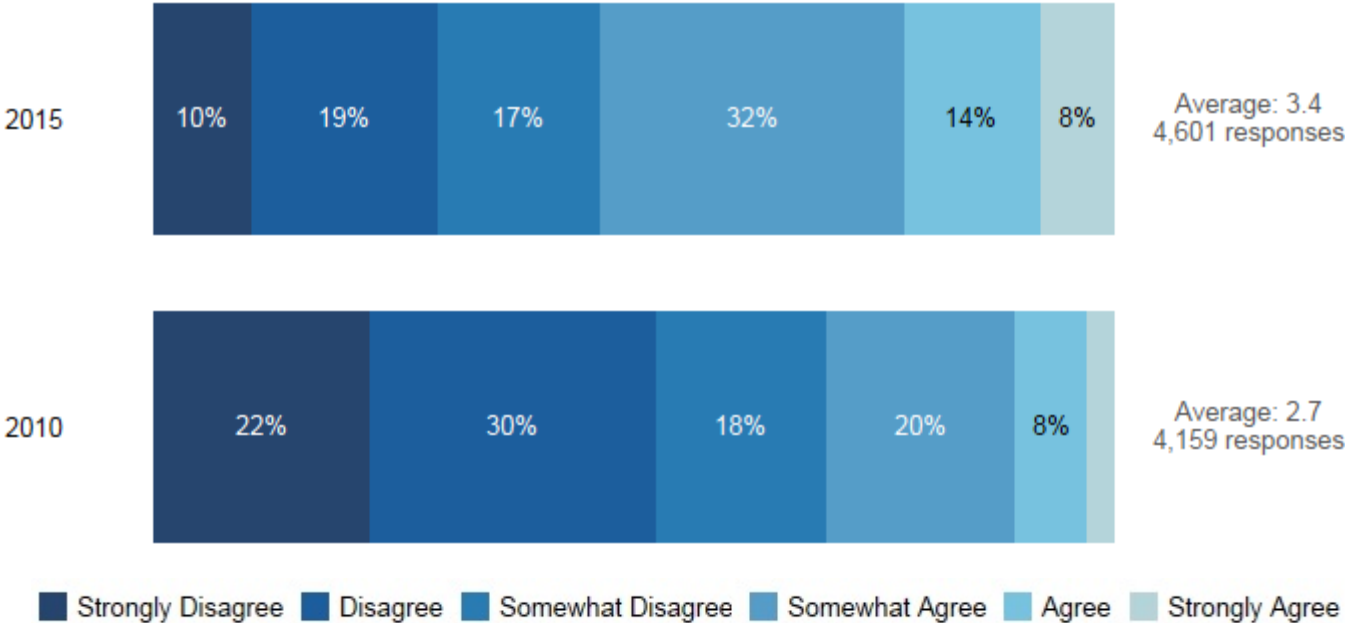
Students and Employees Seek Deeper Interaction, More Events

- 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

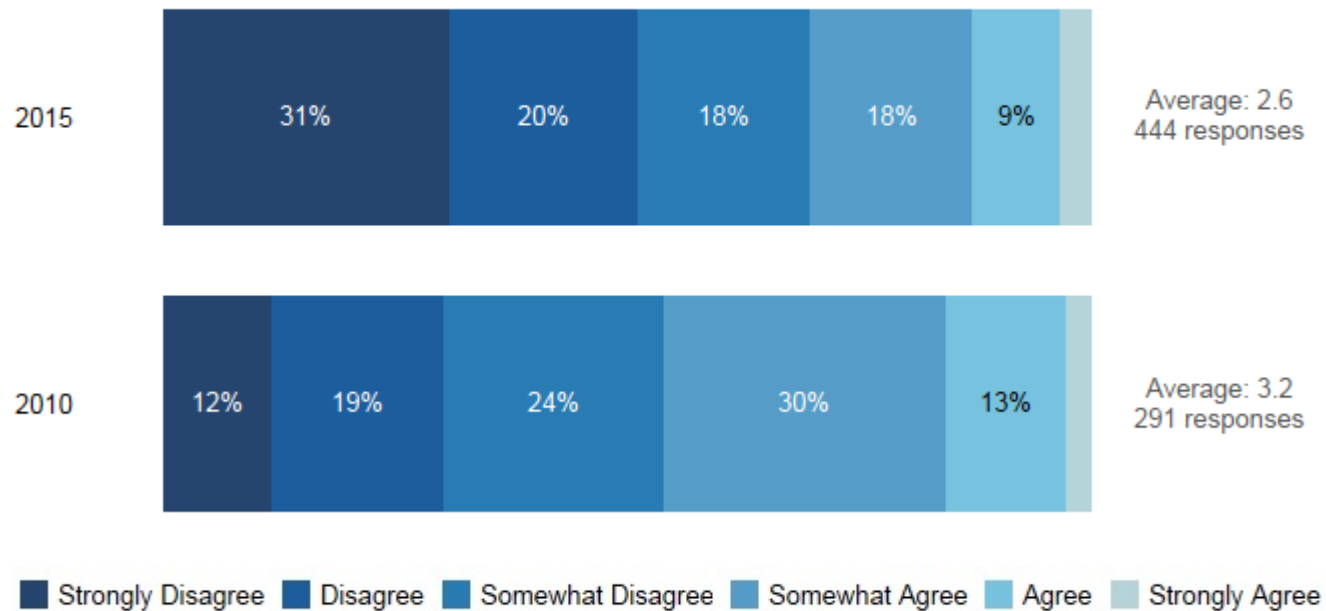
Student ratings on whether they fear for their safety on campus



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.

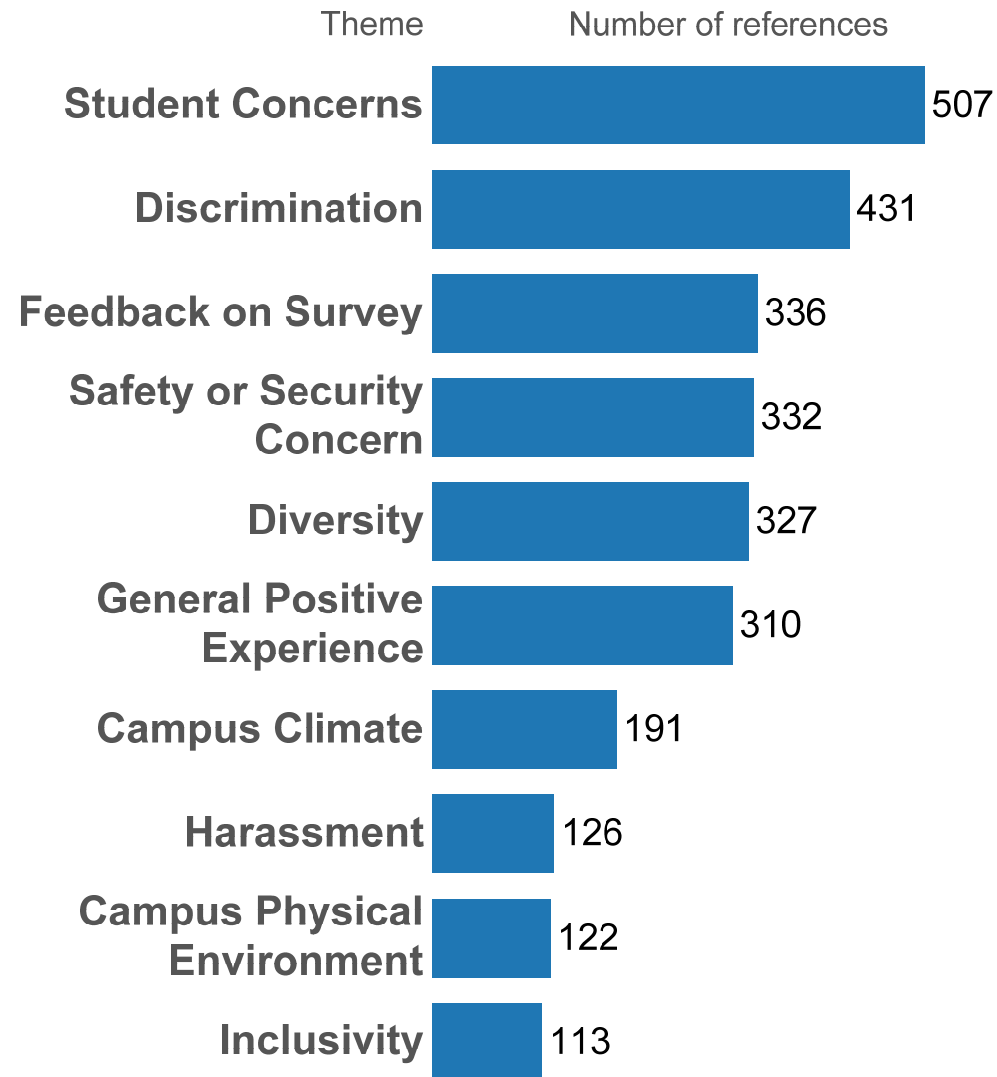
Faculty ratings on whether they believe faculty morale is good



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

SAN JOSÉ STATE UNIVERSITY *powering* SILICON VALLEY

