

SJSU SAN JOSÉ STATE
UNIVERSITY

Campus Climate Survey 2015
Preview of Findings
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Goals and Purpose

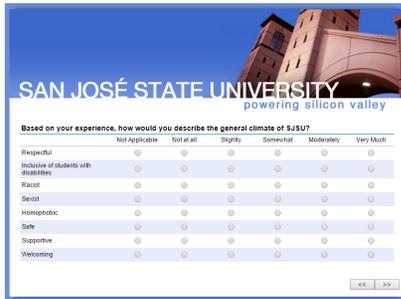
Purpose:

This survey, very similar to the campus climate surveys conducted in 2006 and 2010, sought to better understand the experiences of the campus community. It also coincided with the intent of the President's Commission on Diversity (PCD) to understand campus climate.

Goals:

- Identify campus climate concerns affecting students, faculty, staff, and administrators.
- Compare campus climate data from a previous survey done in 2010.
- Help prioritize and target university actions to improve the campus climate

Survey Methodology



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.

	Total Population Contacted	Usable Responses Received	Estimated Participation Rate
Students	33,659	5,586	17%
Faculty (incl. temporary)	2,320	493	21%
Staff & administration	5,329	783	15%

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

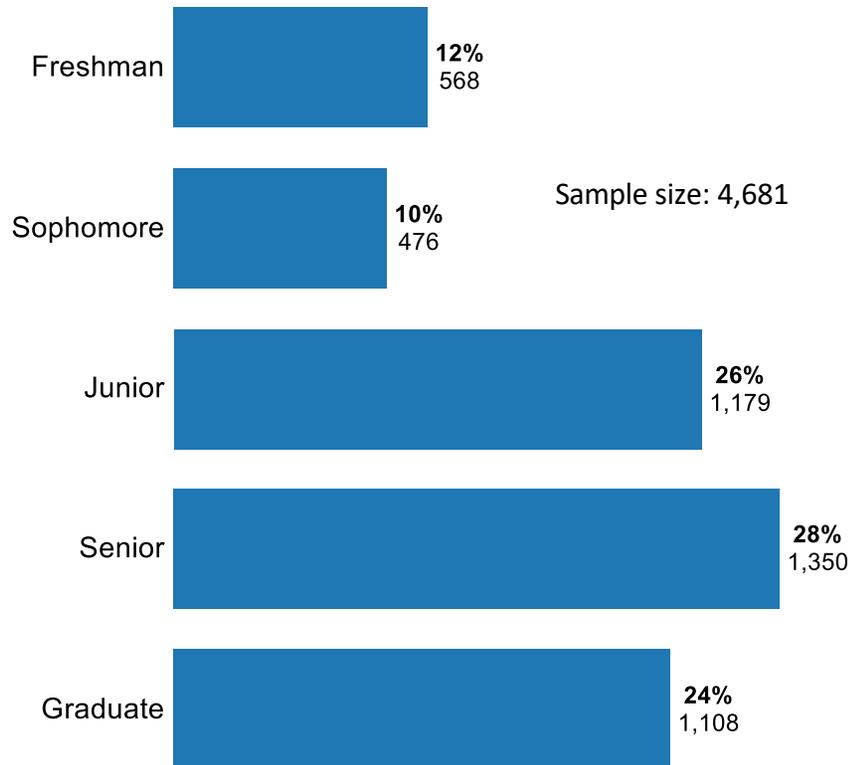
6% indicated having a disability

Ethnicity

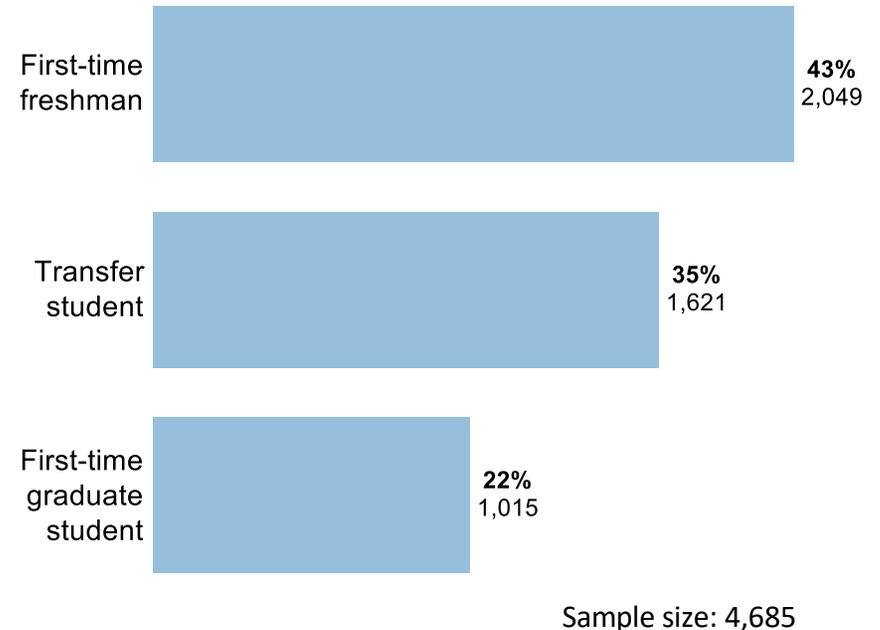
Asians (41%) were the predominant ethnic group, followed by White (24%), Latino (19%), Two or more races (7%), African American (3%), Middle Eastern (2%), Pacific Islander (1%) and others (4%). The predominant Asian nationalities were Asian Indian (27%), Chinese (25%), Vietnamese (19%), and Filipina/o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

Respondent Profile: Students

CLASS LEVEL



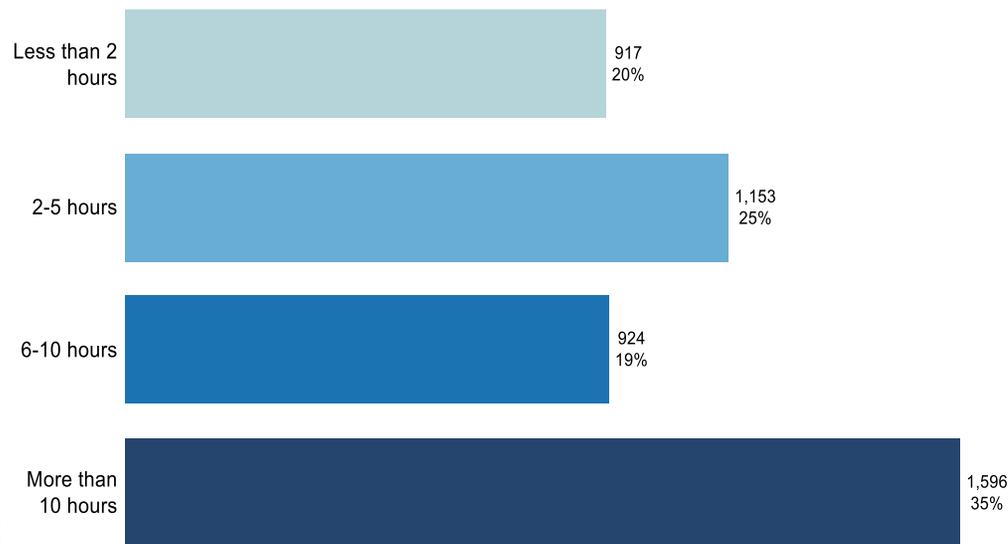
ADMISSION TYPE



The majority of the responses came from juniors (26%) and seniors (28%). Seniors were underrepresented in the sample, while juniors and graduate students were overrepresented. A plurality (43%) entered SJSU as freshmen.

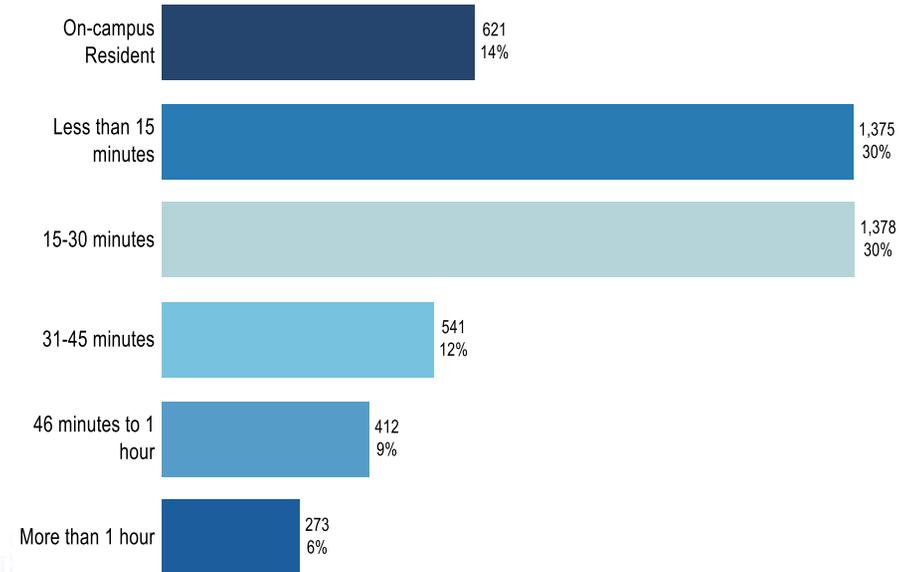
TIME SPENT ON CAMPUS

Hours/Week Spent on Campus by Students



COMMUTE TIME

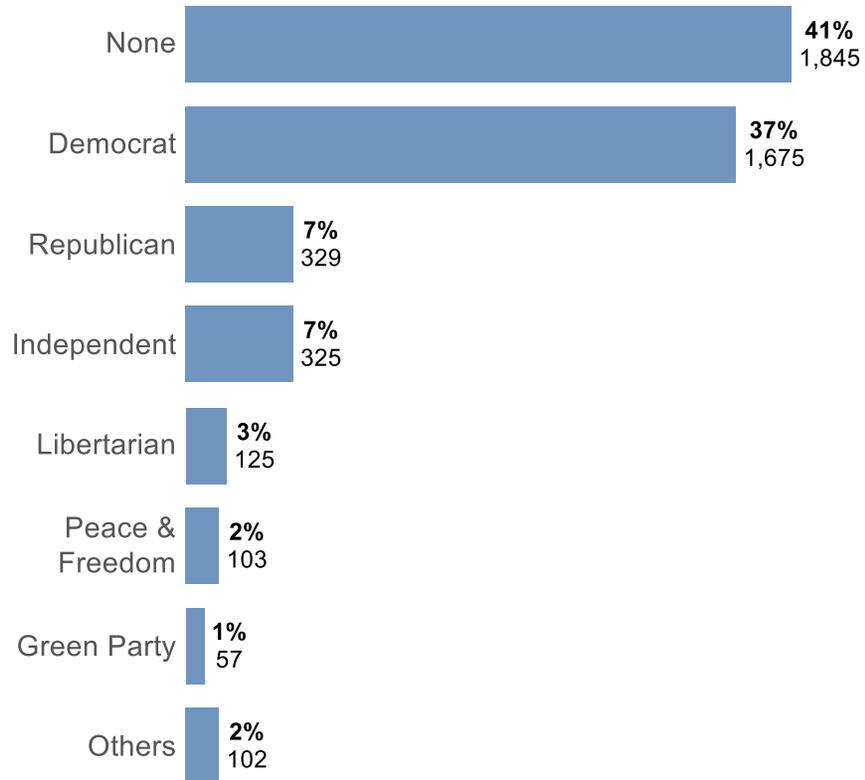
Student Commute Times



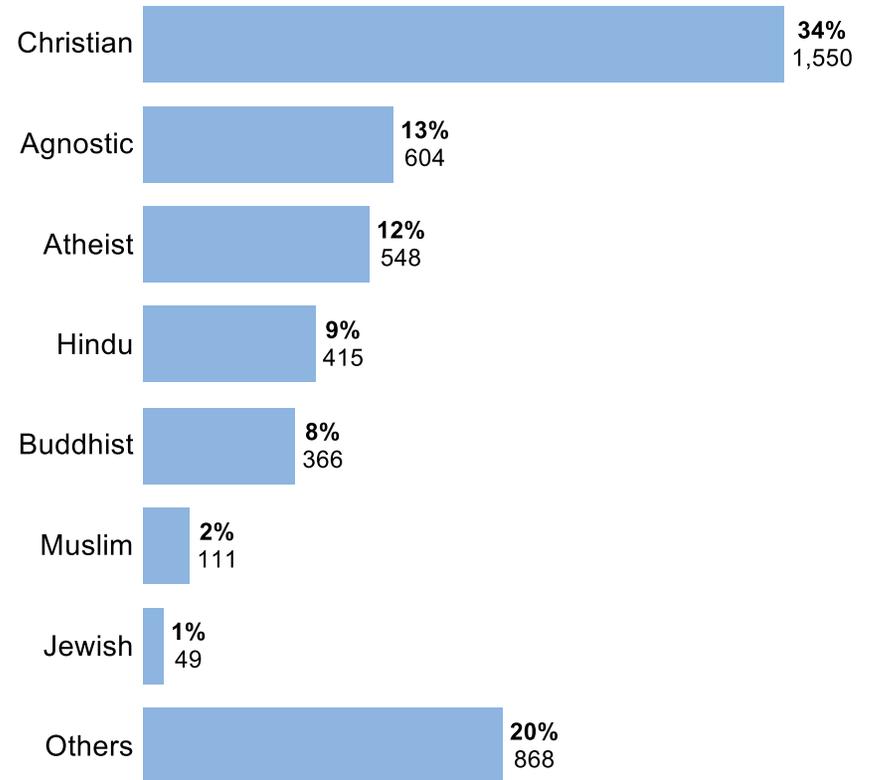
The largest share of respondents (35%) spent more than 10 hours a week on campus, 74% had a commute time of 30 minutes or less (includes 14% on-campus students)

Respondent Profile: Students

POLITICAL AFFILIATION



RELIGIOUS AFFILIATION



Most students identify as being Democrats or have no political affiliation. In terms of religious affiliation, most are Christians followed by agnostics and atheists.

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

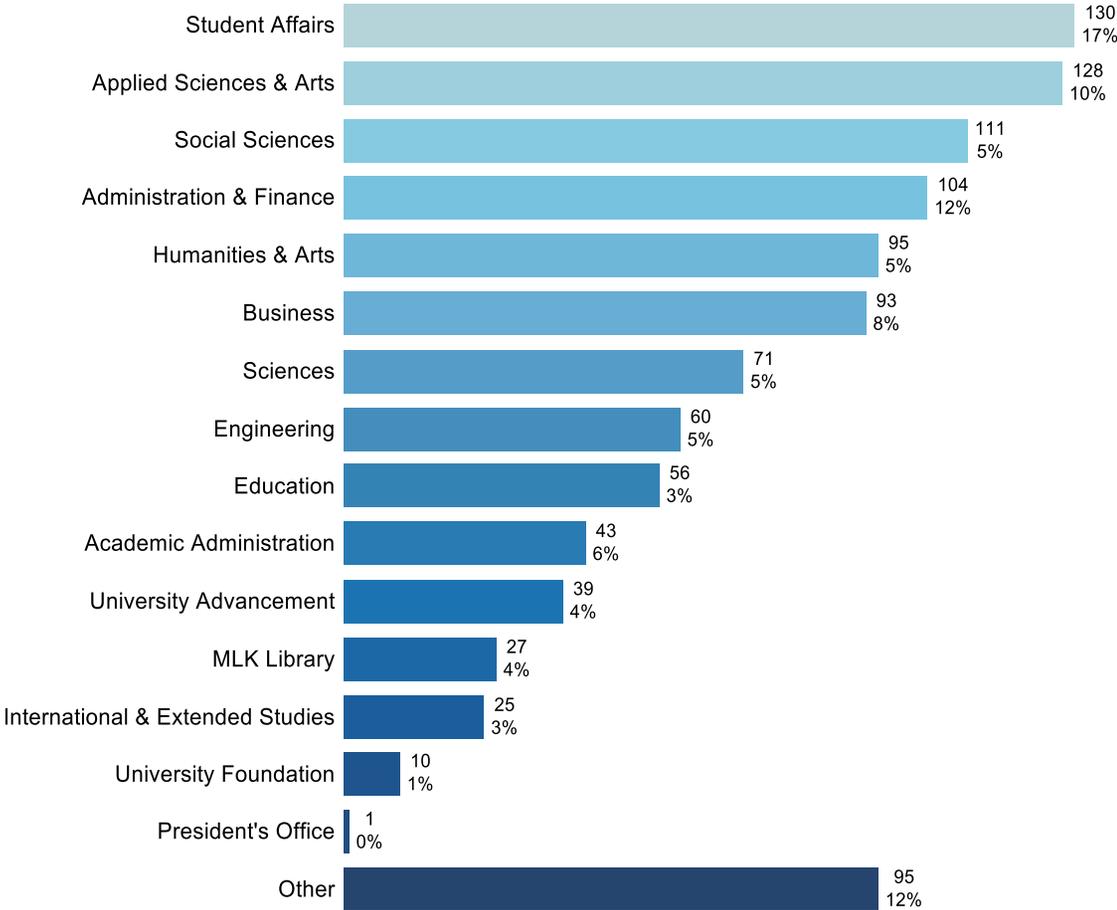
9% indicated having a disability

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%)

Respondent Profile: Employees

COLLEGE OR ADMINISTRATIVE UNIT



Preview of Findings

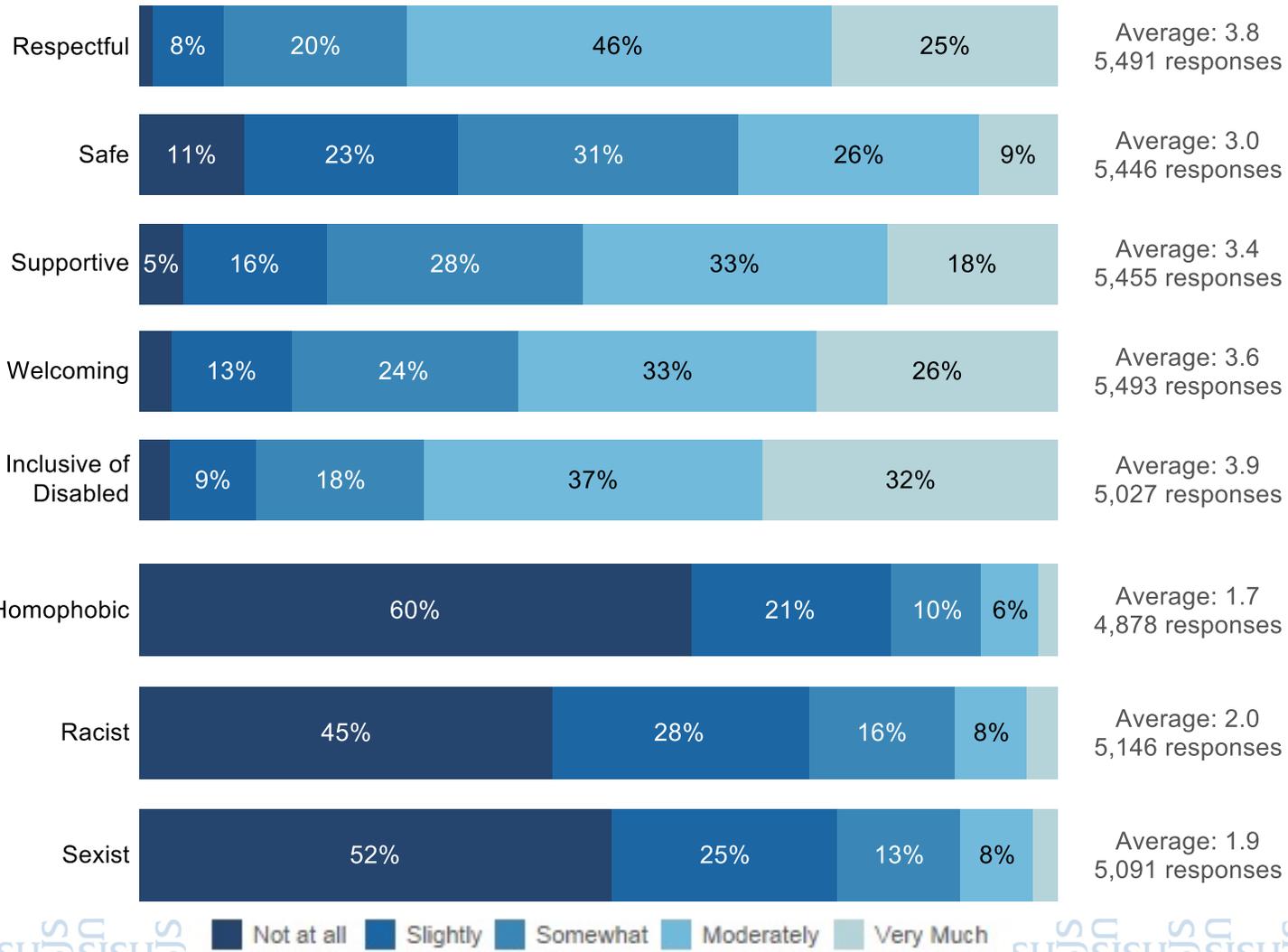
- The majority of students, faculty, staff, and administrators view the campus climate favorably
- Nonetheless there are frequent concerns about several issues, notably
 - Experiences of discrimination, intolerance, and hostility
 - Lack of open, respectful communication, especially on sensitive topics
 - Opportunities for deeper social engagement and on-campus activities
 - Physical safety, particularly among students
 - The style and direction of campus leadership
- Where comparable data were collected, there are very few areas where perceptions of climate have measurably improved since 2010

General climate

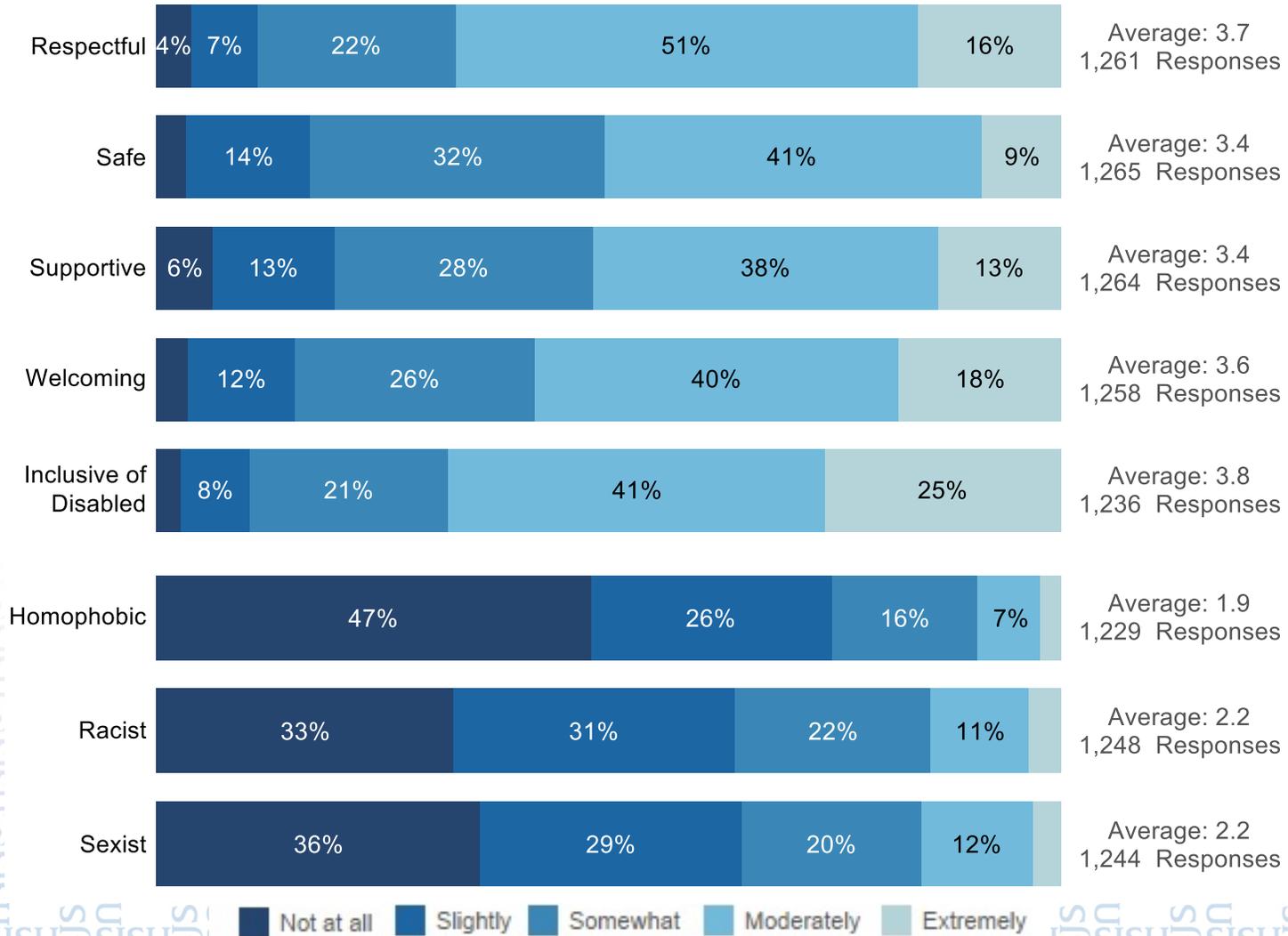
Most Stakeholders Upbeat, But Room to Improve

- A majority of respondents in each constituent group—students, faculty, staff, and administrators—view most aspects of the overall campus climate favorably
- Most perceived the climate as ‘moderately’ or ‘very much’ respectful (71% of students, and 67% of employees)
- Most also viewed the campus as ‘not at all’ or ‘slightly’ racist (73% of students and 64% of employees). They also viewed the climate as less sexist (77% of students and 65% 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

Ratings by students of the general campus climate



Ratings by all employees (faculty, staff, administrators) of the general campus climate



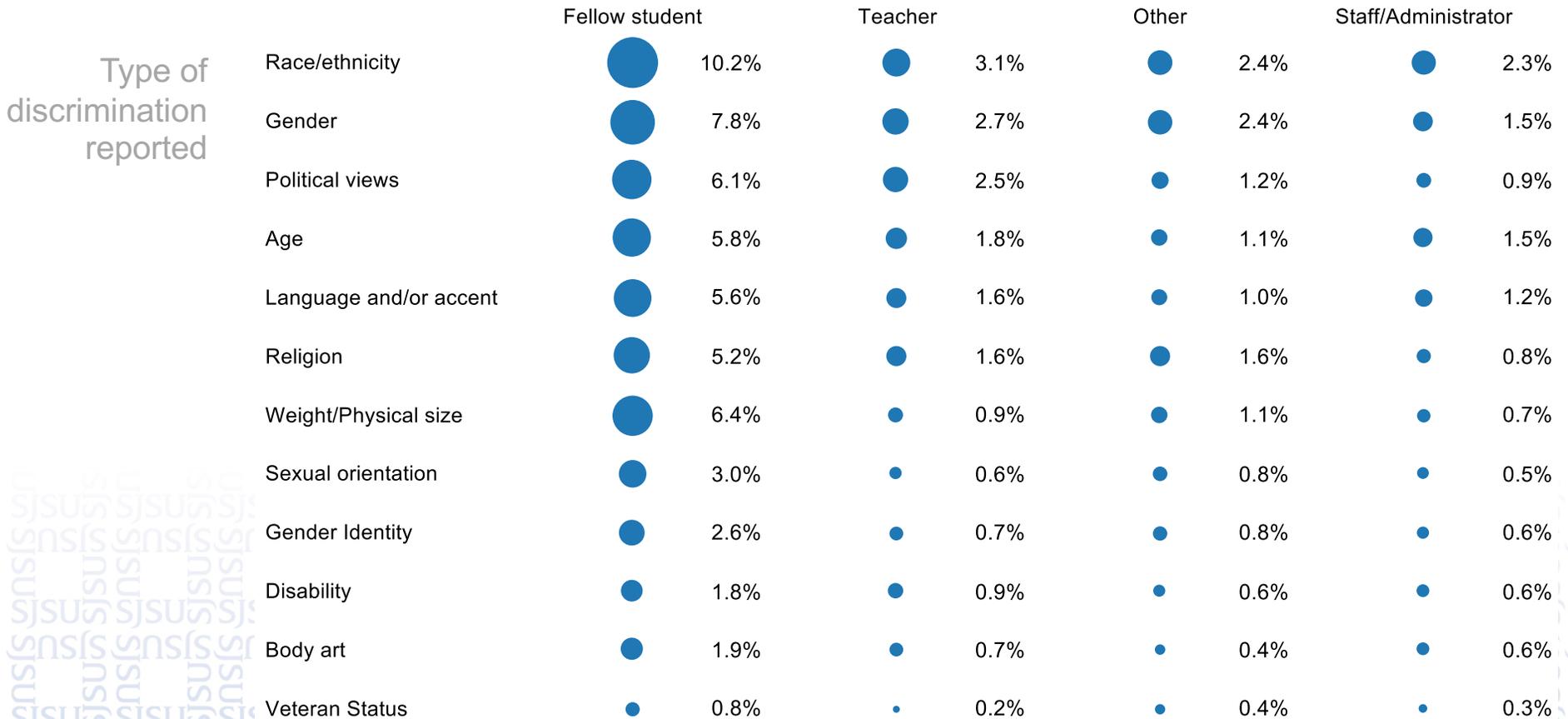
Experiences of discrimination on campus

Many Students Experience Discrimination

- Just over half of student respondents indicated one or more episodes of discrimination or harassment on campus. This proportion is unchanged from 2010
- Race, Gender, and Political Views are the most commonly cited forms of discrimination or harassment
- African American reported experiencing 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

Student reports of discrimination or harassment by type and source

Who committed the act of discrimination or harassment?



For example, in the Figure above, 10.2% of the reported incidents – 805 separate responses indicated an episode of race discrimination caused by a student

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)

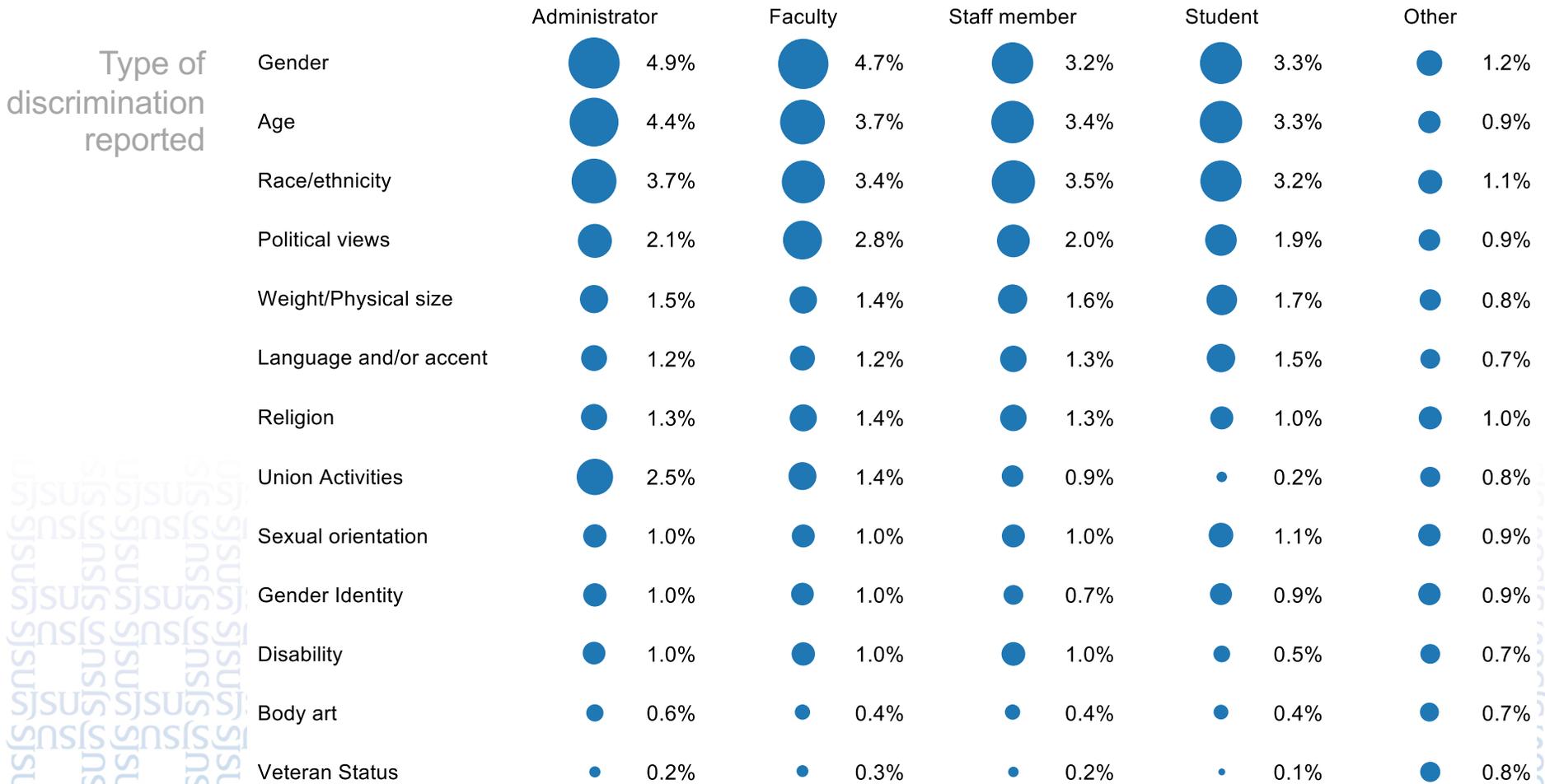
Administrators: Gender & Age* (both by fellow administrators)

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

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

Faculty/staff/administration reports of discrimination or harassment by type and source

Who committed the act of discrimination or harassment?

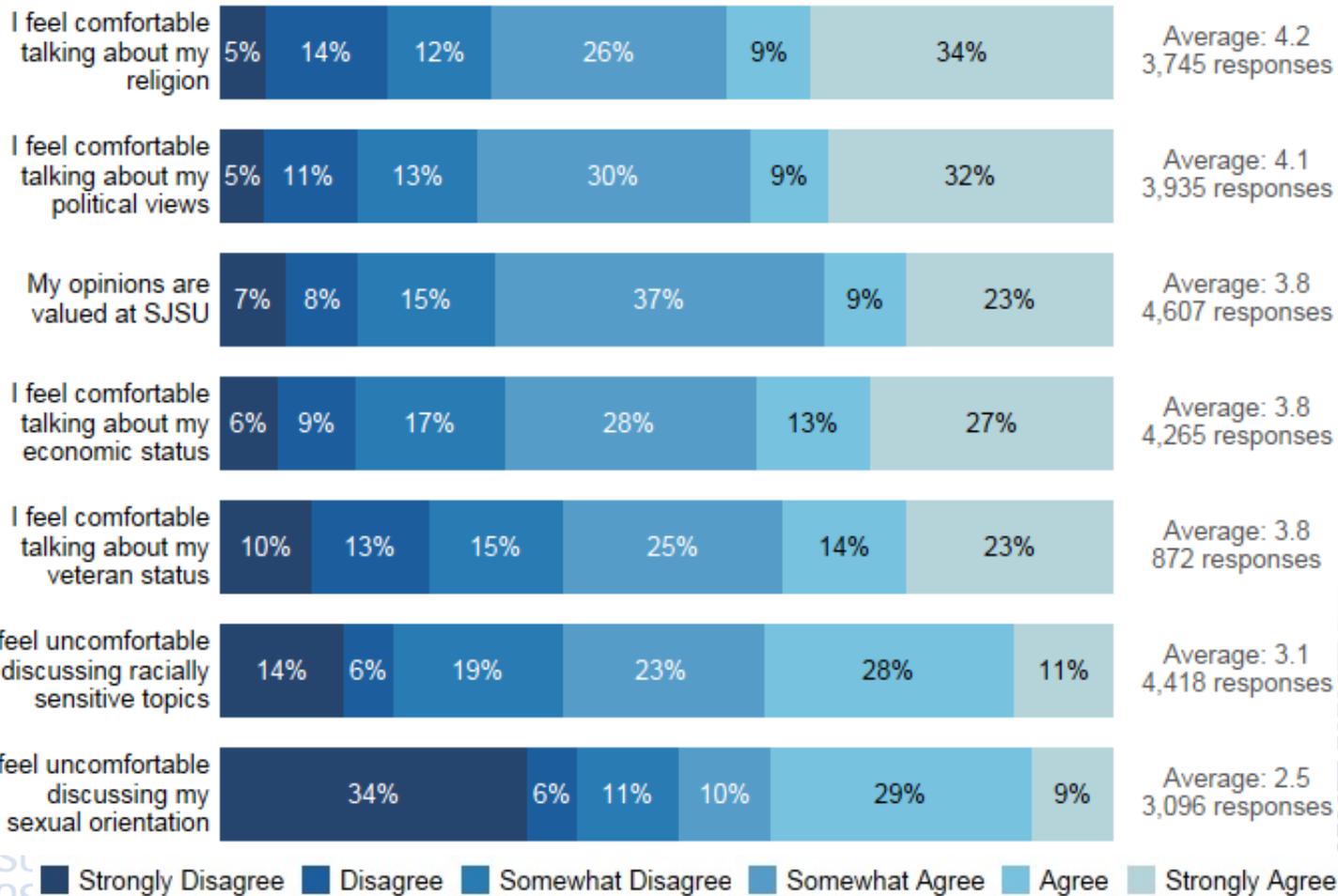


Open and respectful communication

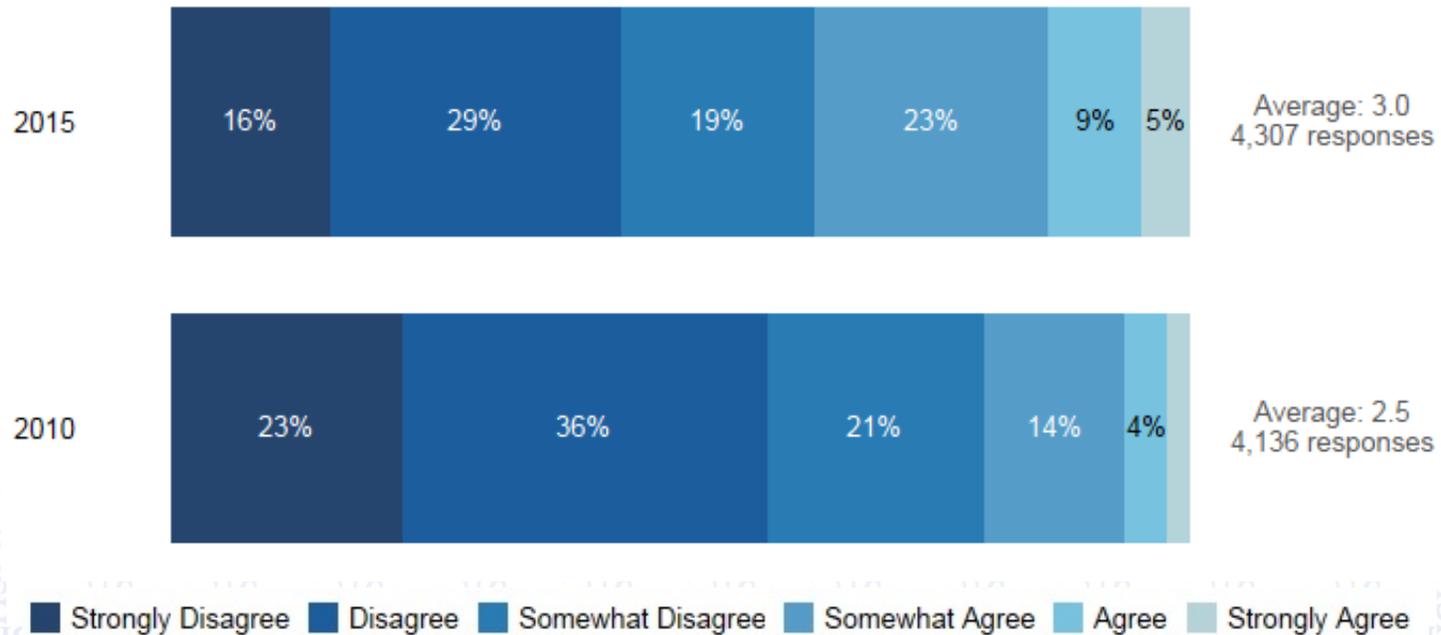
Both Students and Employees Worry About Voicing Unpopular Opinions

- 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

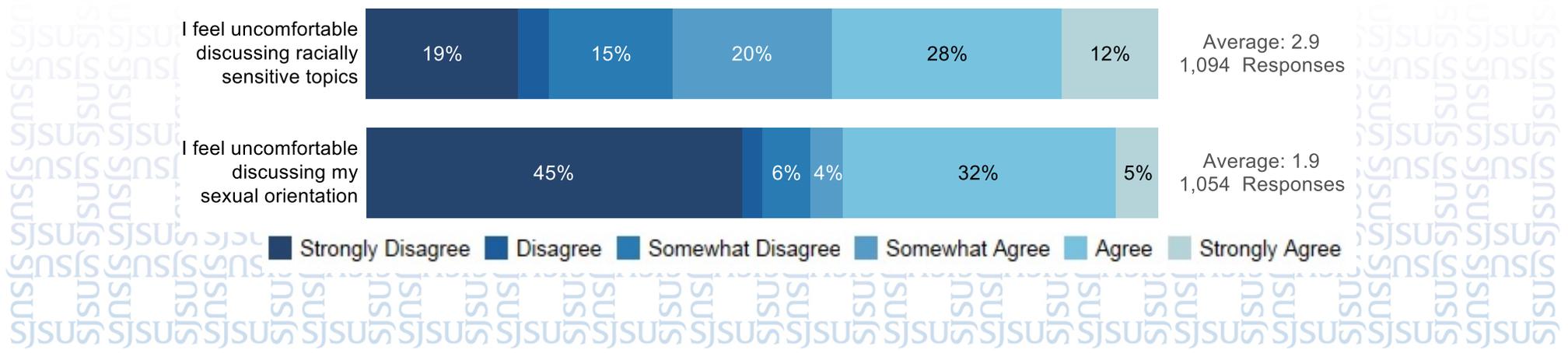
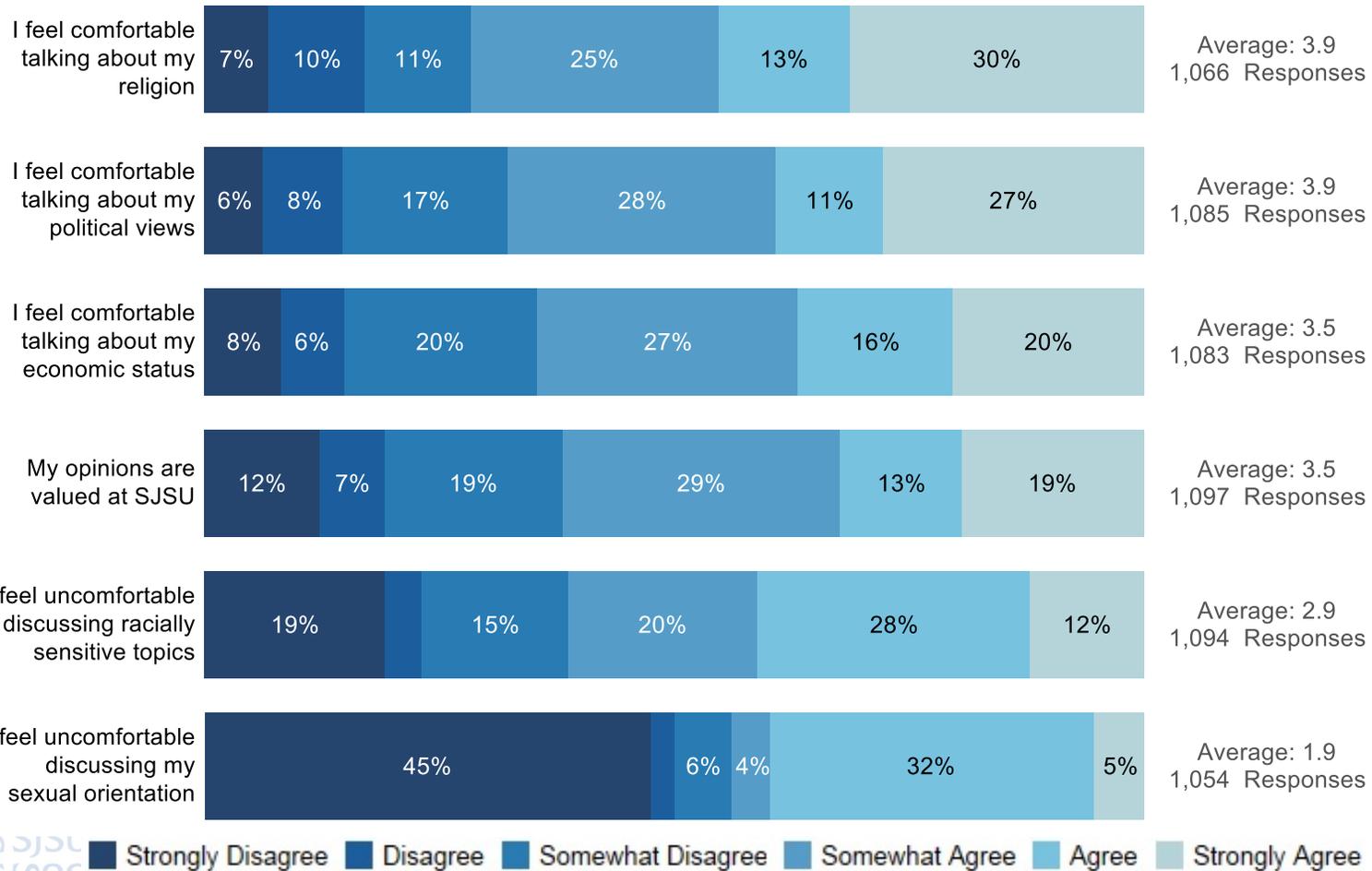
Ratings by students on perceptions of open communication



Ratings by students on perceptions of racial tension on campus



Ratings by faculty, staff, and administrators on perceptions of open communication



Social engagement and campus activities

Students and Employees Seek Deeper Interaction, More Events

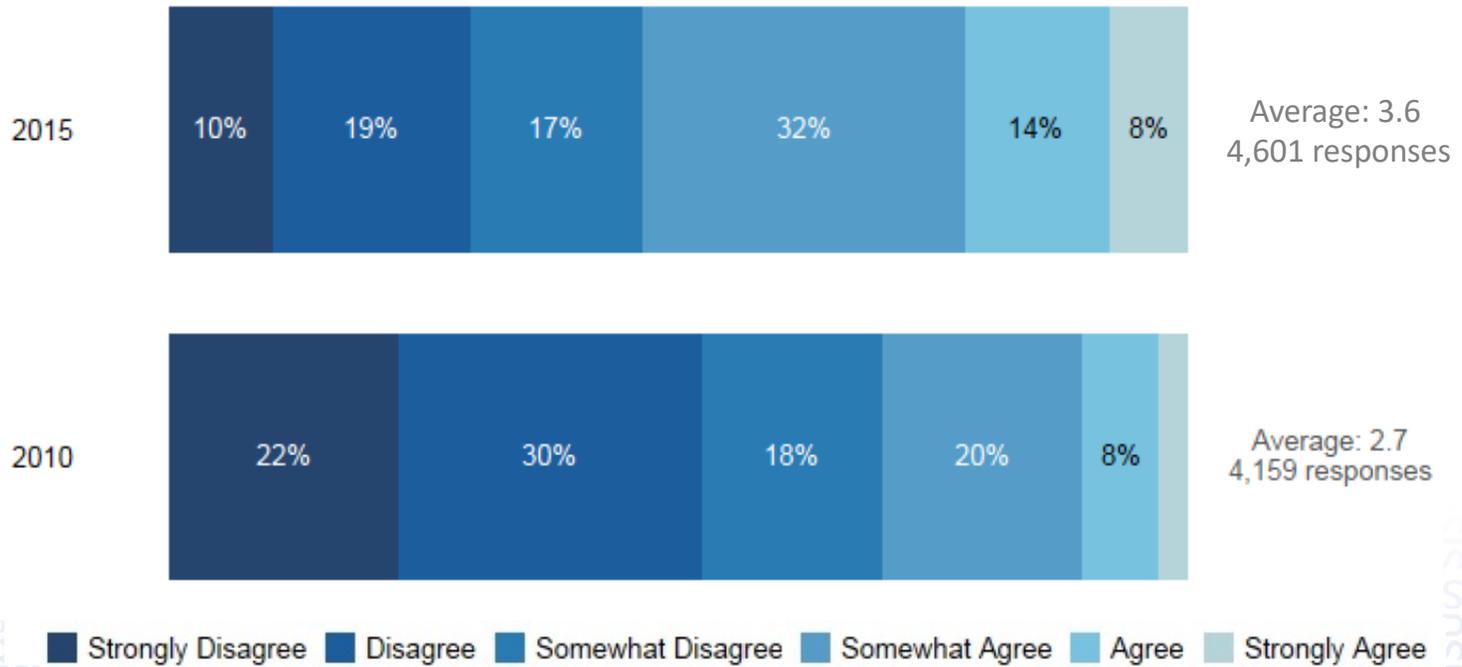
- Students living both on and off campus expressed interest in having more activities—including many ideas about clubs—as well as better notifications about upcoming events, including via e-mail and Canvas
- Faculty and staff described similar concerns about lack of community and a wish for more social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

Personal safety

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

Ratings by students on whether they fear for their safety on campus

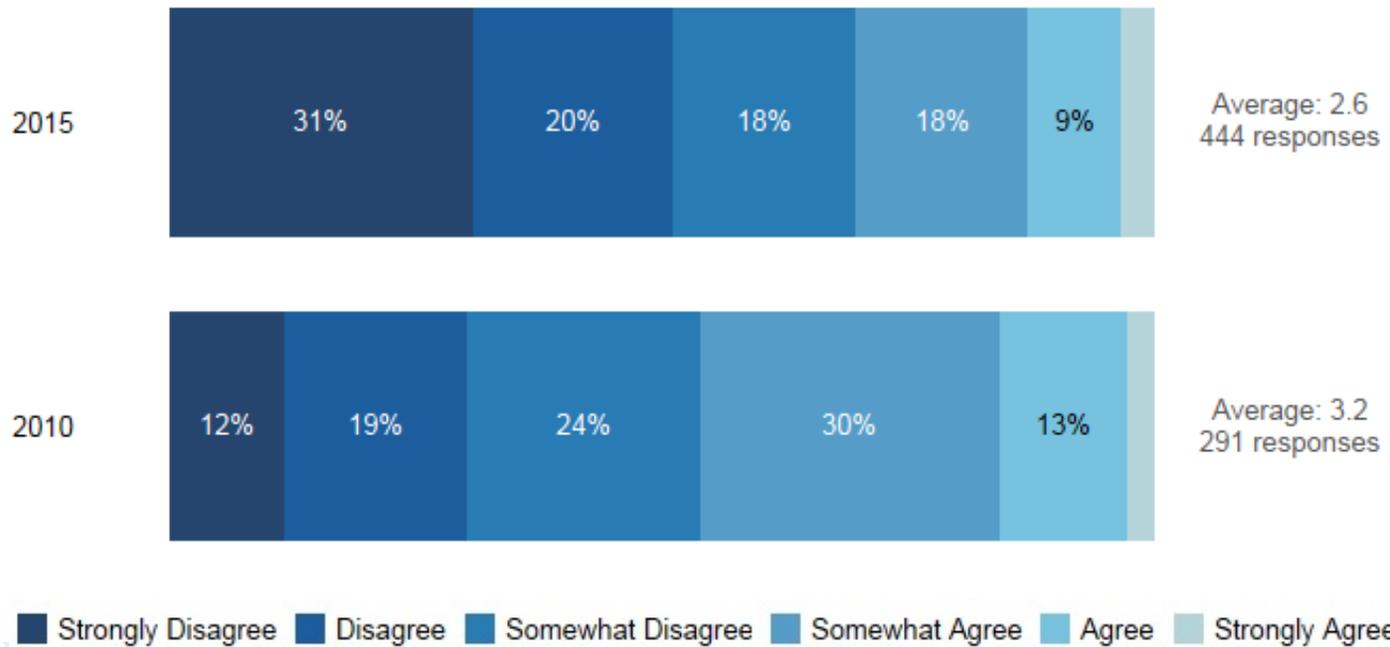


Job satisfaction

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.

Ratings by faculty on whether they believe faculty morale is good

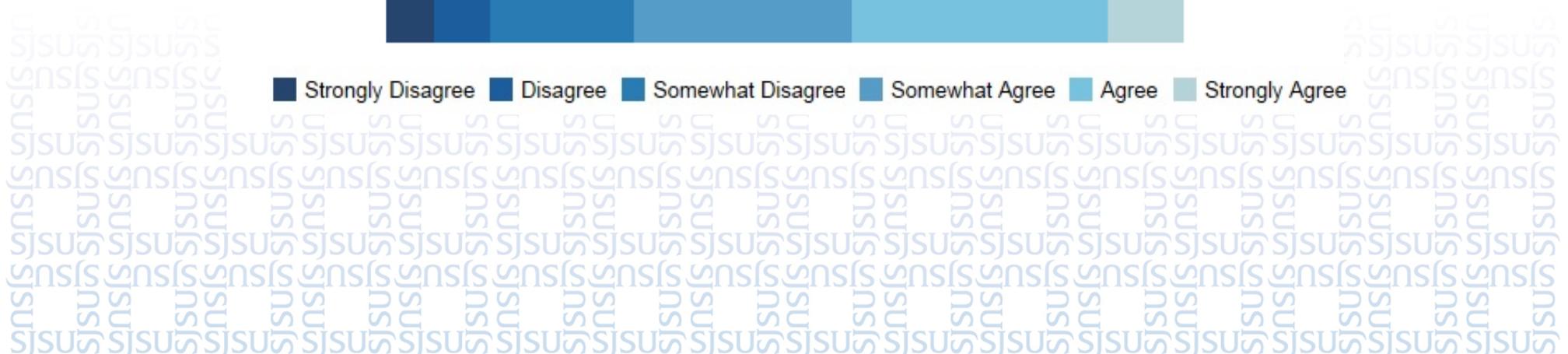
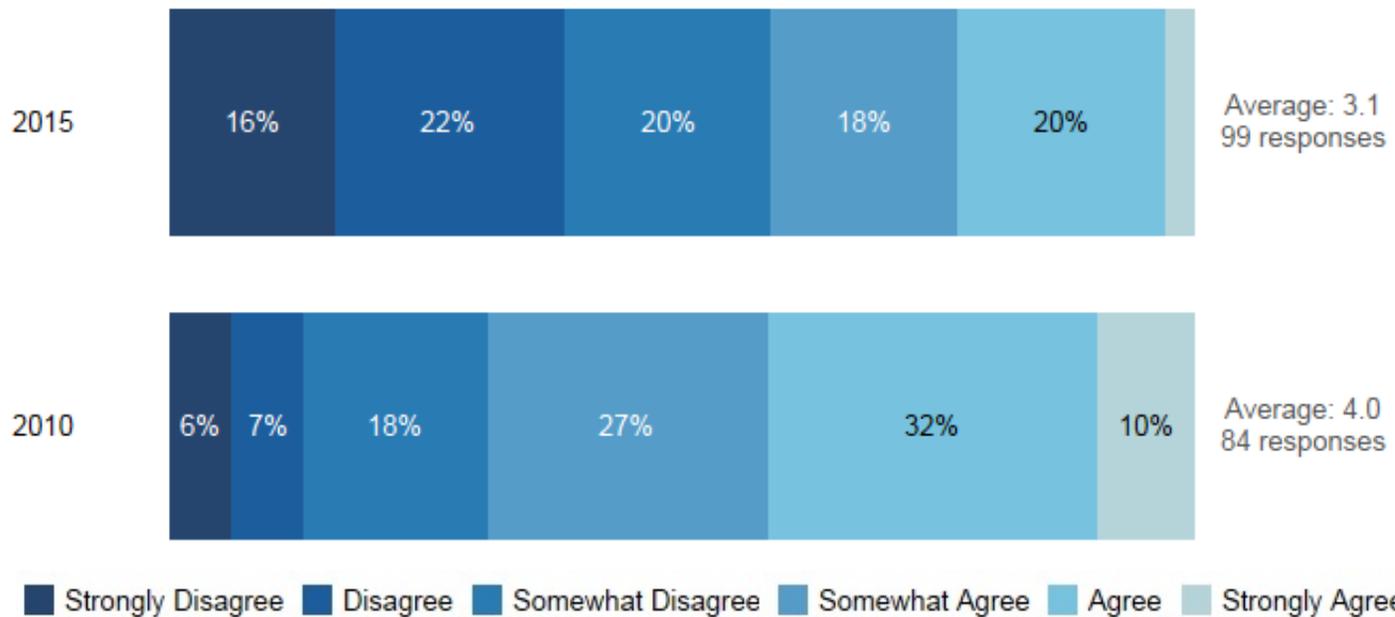


Governance and campus leadership

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

Ratings by administrators on whether they believe SJSU is a well-run university



Concluding Thoughts

The survey highlighted the importance of the following issues:

- Safety in particular for students on campus after dark
- Civility, respectful discourse, and constructive social engagement among students
- Structured, supportive venues for open discourse on topics of concern, including controversial subjects
- Sensitivity/awareness training for the whole campus community
- Accessible campus leadership

Discussion

SAN JOSÉ STATE UNIVERSITY *powering* SILICON VALLEY

