

Campus Climate Data Tables

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STUDENT REPORT: MEANS AND STANDARD DEVIATIONS

General Climate

General climate of SJSU?	N	Mean	SD
Respectful	5491	3.85	0.93
Inclusive of individuals with disabilities	5027	2.00	1.07
Racist	5146	1.97	1.11
Sexist	5091	1.86	1.09
Homophobic	4878	1.68	1.02
Safe	5446	2.97	1.14
Supportive	5455	3.45	1.10
Welcoming	5493	3.65	1.11
Valid N (listwise)	4312		

Success of Diversity Initiatives

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, and administration	5219	55.00	1.06
Developing a sense of community among students, staff, and faculty	5210	3.28	1.10
Developing leadership ability among students	5211	3.32	1.06
Helping students learn how to bring about positive change in society	5210	3.28	1.11
Promoting a climate where differences of opinion are regularly aired openly	5209	3.40	1.11
Developing an appreciation for a multicultural society on campus	5200	3.75	1.06
Promoting and celebrating diversity in all its forms	5201	3.68	1.08
Providing meaningful diversity education in General Education (GE) classes	5171	3.45	1.12
Valid N (listwise)	5098		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	4564	1.31	0.65
Gender Identity	4009	1.16	0.50
Political Views	4368	1.30	0.66
RaceEthnicity	4600	1.46	0.75
Sexual Orientation	4189	1.15	0.48
Disability	3056	1.18	0.54
Language and or accent	3996	1.29	0.65
Religion	4179	1.27	0.63
Age	4510	1.26	0.61
Weight-Physical Size	4463	1.26	0.62
Body Art (eg tattoos, piercings)	3463	1.14	0.49
Veteran Status	2459	1.13	0.47
Valid N (listwise)	2121		

Classroom and non- classroom overall experience of diversity appreciation

Do you agree or disagree...	N	Mean	SD
In your experience, do you feel that the classroom is a place where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	5044	3.70	0.93
In general, do you feel that there are other places, activities, events, organizations and clubs at SJSU where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	5045	3.80	0.87
Valid N (listwise)	5036		

Campus Diversity Perceptions

Do you agree or disagree... -	N	Mean	SD
I know how to officially report any racist, sexist, or other discriminatory behaviors.	4586	3.53	1.83
My opinions/inputs are valued at SJSU.	4607	4.00	1.64
SJSU helps under-prepared students succeed.	4344	3.96	1.69
I fear for my physical safety on campus.	4601	3.59	1.76
I feel uncomfortable discussing racially sensitive topics on campus.	4418	3.18	1.69
I value the work that SJSU is doing to promote diversity.	4527	4.72	1.74
I feel comfortable talking about my religion on campus.	3745	4.42	1.81
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	4086	4.60	1.74
I feel comfortable talking about my political views on campus.	3935	4.29	1.69
I feel comfortable talking about my economic status on campus.	4265	4.01	1.71
There is racial tension at SJSU.	4307	3.06	1.65
I feel that there are role models for me on campus.	4372	4.24	1.91
SJSU is preparing me to live and work in a diverse society.	4582	4.78	1.82
I feel uncomfortable disclosing my sexual orientation on campus.	3096	2.58	1.83
I feel comfortable talking about my veteran status on campus.	872	4.03	1.99
Valid N (listwise)	645		

Participation in Diversity Activities

	N	Mean	SD
In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	4613	.25	0.43
Valid N (listwise)	4613		

Other Miscellaneous Diversity Support

	N	Mean	SD
I get more individual time and support from faculty who are similar to me.	4759	3.43	1.39
I feel I am expected to represent my race or ethnicity group in class discussions.	4761	3.07	1.43
Valid N (listwise)	4749		

Student Perceptions of Sensitivity of SJSU Faculty

	N	Mean	SD
Are SJSU faculty sensitive about topics regarding ethnic/racial issues.	4682	4.09	1.30
homophobic issues.	4641	4.02	1.33
sexist issues	4664	4.04	1.31
Are SJSU staff members sensitive about topics regarding			
sexist issues.	4604	3.94	1.28
homophobic issues.	4585	3.94	1.28
ethnic/racial issues.	4630	3.94	1.29
Are your peers/classmates at SJSU sensitive about topics regarding -			
ethnic/racial issues.	4660	3.91	1.31
sexist issues.	4647	3.86	1.32
homophobic issues.	4625	3.89	1.32
Valid N (listwise)	4505		

STUDENT: FREQUENCY DATA

General Climate

General climate of SJSU?	Not at all		Slightly		Somewhat		Moderately		Very Much		Not Applicable	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	1.4%	2	7.8%	426	20.1%	1103	46.1%	2533	24.7%	1354	0.0%	0
Inclusive of individuals with disabilities	3.3%	167	9.3%	467	18.4%	924	36.8%	1852	32.2%	1617	0.0%	0
Racist	45.0%	2316	27.8%	1431	15.9%	816	8.0%	414	3.3%	169	0.0%	0
Sexist	51.6%	2625	24.5%	1248	13.3%	676	7.9%	402	2.7%	140	0.0%	0
Homophobic	60.3%	2942	21.5%	1048	9.9%	485	6.3%	305	2.0%	98	0.0%	0
Safe	11.5%	625	23.2%	1265	30.6%	1665	26.2%	1427	8.5%	464	0.0%	0
Supportive	4.8%	260	15.7%	854	27.9%	1521	33.2%	1812	18.5%	1008	0.0%	0
Welcoming	3.5%	194	13.2%	726	24.5%	1344	32.6%	1789	26.2%	1440	0.0%	0

Success of Diversity Initiatives

SJSU is succeeding at	Not at all successful		Slightly Successful		Somewhat Successful		Moderately Successful		Extremely Successful	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, and administration	3.8%	199	12.4%	646	29.1%	1521	35.3%	1840	19.4%	1013
Developing a sense of community among students, staff, and faculty	6.7%	351	16.9%	883	30.7%	1599	32.6%	1697	13.1%	680
Developing leadership ability among students	5.1%	265	17.1%	891	32.2%	1680	32.2%	1676	13.4%	699
Helping students learn how to bring about positive change in society	6.6%	343	17.8%	927	30.3%	1581	31.3%	1632	14.0%	727
Promoting a climate where differences of opinion are regularly aired openly	6.1%	316	14.8%	770	28.9%	1507	33.4%	1742	16.8%	874
Developing an appreciation for a multicultural society on campus	3.3%	174	9.8%	508	22.9%	1193	36.8%	1915	27.1%	1410
Promoting and celebrating diversity in all its	3.8%	200	10.9%	566	24.1%	1254	36.1%	1878	25.1%	1303
Providing meaningful diversity education in General Education (GE) classes	6.1%	313	13.4%	692	28.6%	1477	33.1%	1714	18.9%	975

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	Never		Seldom		Occasionally		Frequently		Does not apply to me	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	78.6%	3589	13.8%	629	6.0%	272	1.6%	74	0.0%	0
Gender Identity	70.1%	3555	6.0%	305	2.1%	108	.8%	41	20.9%	1062
Political Views	78.9%	3446	13.4%	586	6.0%	262	1.7%	74	0.0%	0
Race/Ethnicity	67.4%	3101	21.4%	986	8.7%	401	2.4%	112	0.0%	0
Sexual Orientation	89.6%	3755	6.9%	288	2.7%	113	.8%	33	0.0%	0
Disability	88.5%	2706	6.8%	208	3.2%	97	1.5%	45	0.0%	0
Language and or accent	80.4%	3212	12.3%	492	5.5%	220	1.8%	72	0.0%	0
Religion	81.7%	3415	11.7%	489	4.8%	202	1.7%	73	0.0%	0
Age	81.4%	3672	12.4%	559	4.9%	222	1.3%	57	0.0%	0
Weight-Physical Size	81.9%	3655	11.6%	518	5.0%	221	1.5%	69	0.0%	0
Body Art (eg tattoos, piercings)	90.2%	3122	6.2%	215	2.6%	91	1.0%	35	0.0%	0
Veteran Status	91.9%	2260	4.9%	120	2.0%	48	1.3%	31	0.0%	0

Classroom and non- classroom overall experience of diversity appreciation

Do you agree or disagree...	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
In your experience, do you feel that the classroom is a place where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	2.5%	124	6.5%	328	28.2%	1420	44.3%	2235	18.6%	937
In general, do you feel that there are other places, activities, events, organizations and clubs at SJSU where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	1.5%	78	4.0%	203	28.2%	1421	45.5%	2296	20.8%	1047

Campus Diversity Perceptions

Do you agree or disagree...	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I know how to officially report any racist, sexist, or other discriminatory behaviors.	12.8%	586	22.5%	1032	12.5%	574	25.5%	1168	19.3%	884	7.5%	342
My opinions/inputs are valued at SJSU.	7.3%	338	9.2%	424	15.4%	708	36.9%	1699	23.2%	1068	8.0%	370
SJSU helps under-prepared students succeed.	8.0%	349	10.5%	458	15.4%	671	34.1%	1482	23.7%	1029	8.2%	355
I fear for my physical safety on campus.	10.3%	472	19.2%	885	17.0%	781	31.7%	1457	14.1%	647	7.8%	359
I feel uncomfortable discussing racially sensitive topics on campus.	13.8%	609	27.8%	1226	19.0%	840	22.6%	1000	11.2%	496	5.6%	247
I value the work that SJSU is doing to promote diversity.	3.4%	152	4.9%	224	8.2%	372	32.4%	1468	34.6%	1566	16.5%	745
I feel comfortable talking about my religion on campus.	5.2%	195	9.4%	352	11.5%	431	26.4%	988	33.9%	1271	13.6%	508
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	2.7%	110	6.9%	281	10.9%	445	32.8%	1342	31.5%	1287	15.2%	621
I feel comfortable talking about my political views on campus.	4.9%	192	8.8%	345	13.4%	528	30.5%	1199	31.9%	1256	10.5%	415
I feel comfortable talking about my economic status on campus.	6.5%	276	12.8%	547	16.6%	708	28.2%	1201	27.2%	1159	8.8%	374
There is racial tension at SJSU.	15.7%	675	28.5%	1228	19.0%	818	22.8%	983	9.1%	394	4.9%	209
I feel that there are role models for me on campus.	7.0%	306	11.2%	488	13.3%	583	29.9%	1309	24.4%	1068	14.1%	618
SJSU is preparing me to live and work in a diverse society.	3.8%	175	4.8%	218	8.5%	390	31.0%	1422	33.2%	1522	18.7%	855
I feel uncomfortable disclosing my sexual orientation on campus.	34.5%	1067	29.3%	908	11.2%	348	10.2%	317	9.1%	283	5.6%	173
I feel comfortable talking about my veteran status on campus.	10.3%	90	13.8%	120	14.8%	129	24.7%	215	23.3%	203	13.2%	115

Participation in Diversity Activities

In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	Frequency	Percent
No	3477	62.2
Yes	1136	20.3
Did not respond	973	17.4
Total	5586	100.0

Other Miscellaneous Diversity Support

	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I get more individual time and support from faculty who are similar to me.	9.0%	426	21.2%	1011	17.8%	845	28.1%	1337	18.1%	863	5.8%	277
I feel I am expected to represent my race or ethnicity group in class discussions.	14.1%	671	28.3%	1345	17.0%	808	23.2%	1106	12.1%	575	5.4%	256

Student Perceptions of Sensitivity of SJSU Faculty

Are SJSU faculty sensitive about topics regarding	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
ethnic/racial issues.	4.3%	199	10.5%	492	12.1%	567	29.5%	1383	32.1%	1501	11.5%	540
homophobic issues.	4.7%	219	11.7%	542	13.4%	620	28.4%	1320	30.7%	1424	11.1%	516
sexist issues	4.4%	207	11.1%	519	13.6%	635	28.8%	1344	31.1%	1451	10.9%	508
Are SJSU staff members sensitive about topics regarding												
sexist issues.	4.8%	223	11.3%	521	14.2%	652	33.0%	1519	28.2%	1300	8.4%	389
homophobic issues.	4.7%	214	11.6%	534	14.3%	655	32.9%	1509	27.9%	1278	8.6%	395
ethnic/racial issues.	4.8%	222	11.8%	548	13.1%	606	33.3%	1542	28.6%	1323	8.4%	389
Are your peers/classmates at SJSU sensitive about topics regarding -												
Are your peers/classmates at SJSU sensitive about topics regarding - ethnic/racial issues.	5.2%	240	11.7%	546	15.5%	721	31.2%	1452	27.5%	1283	9.0%	418
Are your peers/classmates at SJSU sensitive about topics regarding - sexist issues.	5.4%	252	12.5%	580	16.0%	745	31.2%	1451	26.0%	1209	8.8%	410
Are your peers/classmates at SJSU sensitive about topics regarding - homophobic issues.	5.1%	238	12.1%	559	16.6%	768	30.2%	1398	26.6%	1228	9.4%	434

STUDENT DEMOGRAPHICS

Did you enter SJSU as a:

	Frequency	Percent
First-time freshman	2049	36.7
First-time graduate student	1015	18.2
Transfer student	1621	29.0
Did not respond	901	16.1
Total	5586	100.0

How many units do you typically take a semester? (Fall or Spring)

	Frequency	Percent
Less than 8 units	411	7.4
9 to 11 units	925	16.6
12 units or more	3372	60.4
Did not respond	878	15.7
Total	5586	100.0

What is your gender?

	Frequency	Percent
Male	2036	36.4
Female	2572	46.0
Intersex	3	.1
Transwoman	6	.1
Transman	8	.1
Genderqueer	24	.4
Other	17	.3
Did not respond	920	16.5
Total	5586	100.0

What is your current class level?

	Frequency	Percent
Freshman	568	10.2
Sophomore	476	8.5
Junior	1179	21.1
Senior	1350	24.2
Post Baccalaureate/Graduate	1108	19.8
Did not respond	905	16.2
Total	5586	100.0

What is your age?

	Frequency	Percent
Under 20 years of age	1143	20.5
21	638	11.4
22	540	9.7
23	441	7.9
24	377	6.7
25	277	5.0
26	226	4.0
27	155	2.8
28	116	2.1
29	87	1.6
30	68	1.2
31	62	1.1
32	60	1.1
33	38	.7
34	26	.5
35	30	.5
36	30	.5
37	27	.5
38	30	.5
39	19	.3
40	23	.4
41	22	.4
42	20	.4
43	10	.2
44	18	.3
45	13	.2
46	14	.3
47	12	.2
48	15	.3
49	19	.3
50 years or older	113	2.0
Did not respond	917	16.4
Total	5586	100.0

Are you a person with a disability?

	Frequency	Percent
No	4438	79.4
Yes	279	5.0
Did not respond	869	15.6
Total	5586	100.0

What is your sexual orientation?

	Frequency	Percent
Bisexual	227	4.1
Gay	56	1.0
Heterosexual	3791	67.9
Lesbian	49	.9
Pansexual	57	1.0
Queer	41	.7
Other	311	5.6
Did not respond	1054	18.9
Total	5586	100.0

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	134	2.4
American Indian/Alaskan Native	18	.3
Asian/Asian American	1923	34.4
Hispanic/Latino	857	15.3
Middle Eastern/North African	81	1.5
Pacific Islander	43	.8
White	1134	20.3
Two or More Races	329	5.9
Other	171	3.1
Did not respond	896	16.0
Total	5586	100.0

Subcategories with the different race/ethnic groups

African American/African/Black*

	Frequency	Percent
African American	92	1.6
African	27	.5
Black Caribbean	5	.1
Other	7	.1
Total	131	2.3

Asian/Asian American*

	Frequency	Percent
Asian Indian	518	9.3
Bangladeshi	6	.1
Cambodian	16	.3
Chinese/Chinese American (except Taiwanese)	474	8.5
Filipino/Filipino American	231	4.1
Hmong	11	.2
Indonesian	8	.1
Japanese/Japanese American	46	.8
Korean/Korean American	54	1.0
Laotian	8	.1
Malaysian	10	.2
Pakistani	16	.3
Sri Lankan	1	.0
Taiwanese/ Taiwanese American	72	1.3
Thai	5	.1
Vietnamese/Vietnamese American	371	6.6
Other Asian	63	1.1
Total	1910	34.2

Hispanic/Latino*

	Frequency	Percent
Cuban/Cuban American	5	.1
Latin American/Latino	97	1.7
Mexican/Mexican American/Chicano	678	12.1
Puerto Rican	13	.2
Other Hispanic, Latin American, or of Spanish origin	51	.9
Total	844	15.1

Middle Eastern/North African*

	Frequency	Percent
Afghan	5	.1
Arab/Arab American	27	.5
Armenian	2	.0
Assyrian	6	.1
Chaldean	2	.0
Iranian	22	.4
Jewish	2	.0
Kurdish	3	.1
Maronite	2	.0
Other Middle Eastern/North African	8	.1
Total	79	1.4

Pacific Islander*

	Frequency	Percent
Fijian	10	.2
Guamanian/Chamorro	6	.1
Hawaiian	5	.1
Samoan	8	.1
Tongan	3	.1
Other Pacific Islander	11	.2
Total	43	.8

White*

	Frequency	Percent
European/European descent	897	16.1
Other White/Caucasian	206	3.7
Total	1103	19.7

*Overall racial/ethnic group frequency does not match subcategory frequencies. We believe this is the case probably because respondents picked overall race but skipped subcategory questions.

What is your major/program?

	Frequency	Percent
Aerospace Studies	31	.6
African American Studies	3	.1
American Studies	8	.1
Anthropology	34	.6
Art and Art History	99	1.8
Asian Studies	9	.2
Aviation	35	.6
Behavioral Sciences	58	1.0
Business	737	13.2
Communication Studies	104	1.9
Creative Arts	28	.5
Design	132	2.4
Economics	41	.7
Education	264	4.7
Engineering	1013	18.1
English and Comparative Literature	82	1.5
Environmental Studies	79	1.4
Geography	13	.2
Global Studies	17	.3
Health Science and Recreation	139	2.5
History	38	.7
Hospitality Management	46	.8
Humanities	39	.7
Information	81	1.5
Interdisciplinary Studies	8	.1
Journalism and Mass Communications	65	1.2
Justice Studies	114	2.0
Kinesiology	110	2.0
Linguistics and Language Development	39	.7
Mexican American Studies	16	.3
Middle East Studies	7	.1
Music and Dance	44	.8
Nursing	111	2.0
Nutritional, Food Science and Packaging	67	1.2
Occupational Therapy	41	.7
Philosophy	27	.5
Political Science	73	1.3
Psychology	221	4.0
Science	382	6.8
Social Work	83	1.5
Sociology and Interdisciplinary Social Sciences	93	1.7
Technology	44	.8
Television, Radio, Film and Theatre	41	.7
Urban and Regional Planning	37	.7
Women, Gender and Sexuality Studies	6	.1
World Languages and Literatures	39	.7
Did not respond	788	14.1
Total	5586	100.0

Are you an in-state or out-of-state or international student?

	Frequency	Percent
In-State/Resident	3931	70.4
Out-of-State/Non Resident	147	2.6
International	556	10.0
Did not respond	952	17.0
Total	5586	100.0

Where are you currently living?

	Frequency	Percent
With parents or relatives	1650	29.5
Other private home, apartment or room	2120	38.0
Residence Halls	623	11.2
Fraternity or Sorority house	76	1.4
International House	11	.2
No permanent home	57	1.0
Other	103	1.8
Did not respond	946	16.9
Total	5586	100.0

On average, how long does it take you to commute ONE-WAY to SJSU (not including time to park)?

	Frequency	Percent
Resident on campus, I do not commute	621	11.1
Less than 15 minutes	1375	24.6
15-30 minutes	1378	24.7
31-45 minutes	541	9.7
46 minutes to 1 hour	412	7.4
More than 1 hour	273	4.9
Did not respond	986	17.7
Total	5586	100.0

Not including time spent in class, on average how many hours per week do you spend on campus?

	Frequency	Percent
Less than 2 hours	917	16.4
2-5 hours	1153	20.6
6-10 hours	924	16.5
More than 10 hours	1596	28.6
Did not respond	996	17.8
Total	5586	100.0

Which language do you speak at home?

	Frequency	Percent
English is the only language I speak.	1639	29.3
English is my primary language, but I speak one or more other languages.	2026	36.3
English is not my primary language, but I speak one or more other languages.	1004	18.0
Did not respond	917	16.4
Total	5586	100.0

How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Weak	35	.6
Satisfactory	181	3.2
Good	431	7.7
Excellent	353	6.3
Did not respond	4586	82.1
Total	5586	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Weak	41	.7
Satisfactory	229	4.1
Good	448	8.0
Excellent	280	5.0
Did not respond	4588	82.1
Total	5586	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Weak	18	.3
Satisfactory	126	2.3
Good	407	7.3
Excellent	449	8.0
Did not respond	4586	82.1
Total	5586	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Weak	14	.3
Satisfactory	163	2.9
Good	400	7.2
Excellent	423	7.6
Did not respond	4586	82.1
Total	5586	100.0

**What is the highest level of education obtained by your parents? -
Parent/Legal Guardian 1**

	Frequency	Percent
8th grade or less	433	7.8
Some high school	324	5.8
High school graduate	736	13.2
Some college or university	1136	20.3
Baccalaureate degree	1050	18.8
Post baccalaureate or graduate	788	14.1
Don't know	137	2.5
Did not respond	982	17.6
Total	5586	100.0

**What is the highest level of education obtained by your parents? -
Parent/Legal Guardian 2**

	Frequency	Percent
8th grade or less	489	8.8
Some high school	331	5.9
High school graduate	877	15.7
Some college or university	1145	20.5
Baccalaureate degree	911	16.3
Post baccalaureate or graduate	550	9.8
Don't know	244	4.4
Did not respond	1039	18.6
Total	5586	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	1675	30.0
Green Party	57	1.0
Independent	325	5.8
Libertarian	125	2.2
Peace & Freedom	103	1.8
Republican	329	5.9
None	1845	33.0
Other (Please specify)	102	1.8
Did not respond	1025	18.3
Total	5586	100.0

What is your religious affiliation?

	Frequency	Percent
Agnostic	604	10.8
Atheist	548	9.8
Buddhist	366	6.6
Christian	1550	27.7
Hindu	415	7.4
Jewish	49	.9
Muslim	111	2.0
Other (Please specify)	868	15.5
Did not respond	1075	19.2
Total	5586	100.0

Student Involvement

	Frequency
Joined a fraternity or sorority	471
Been an EOP student	389
Participated in a college based program (e.g., MEP, McNair)	235
Participated in an ethnic/racial/cultural student organization	566
Utilized the services of the MOSAIC Center	207
Participated in a student professional or discipline based society	390
Participated in student government on campus	116
Became a member of an SJSU women's organization	64
Joined an on-campus religious organization	295
Joined a gay/lesbian group	70
Joined a student group with disabilities	34
Joined a campus recognized student club/organization	1309
Utilized resources of the LGBT Resource Center	104
Utilized resources of the Veterans Center	56
Utilized resources of the Womens Resource Center	87

I believe my responses on this survey will have a significant impact on SJSUs campus climate.

	Frequency	Percent
Strongly Disagree	387	6.9
Disagree	545	9.8
Neither Agree nor Disagree	1813	32.5
Agree	1530	27.4
Strongly Agree	355	6.4
Did not respond	956	17.1
Total	5586	100.0

To help us improve our survey design, please tell us what device you used to complete the survey

	Frequency	Percent
Computer (desktop)	661	11.8
Computer (laptop)	2079	37.2
Smartphone	1667	29.8
Ipad or other tablet	179	3.2
Other	24	.4
Did not respond	976	17.5
Total	5586	100.0

STAFF REPORT: MEANS AND STANDARD DEVIATIONS

General Climate of SJSU

General climate of SJSU?	N	Mean	SD
Respectful	663	3.71	.933
Safe	667	2.00	.944
Supportive	666	3.46	1.066
Welcoming	664	3.67	1.006
Inclusive of individuals with disabilities	650	3.83	.972
Racist	656	2.18	1.124
Sexist	654	2.12	1.101
Homophobic	648	1.82	1.016
Valid N (listwise)	629		

General Climate of Immediate working environment

General climate of your immediate working environment?	N	Mean	SD
Respectful	638	55.00	1.091
Safe	639	4.17	0.968
Supportive	637	3.95	1.162
Welcoming	635	4.05	1.096
Inclusive of individuals with disabilities	628	4.05	1.095
Racist	627	1.65	1.108
Sexist	629	1.66	1.098
Homophobic	625	1.46	.973
Valid N (listwise)	611		

Success of Diversity Initiatives

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, and administration	620	3.39	1.211
Developing a sense of community among students, staff, and faculty	623	2.97	1.147
Promoting a climate where differences of opinion are regularly aired openly	620	2.90	1.199
Developing an appreciation for a multicultural society on campus	618	3.46	1.151
Promoting and celebrating diversity in all its forms	617	3.39	1.191
Encouraging collaborations among different departments and colleges	618	2.79	1.193
Valid N (listwise)	608		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	581	1.46	.782
RaceEthnicity	550	1.32	.650
Sexual Orientation	573	1.51	.823
Disability	527	1.14	.467
Language and or accent	401	1.19	.556
Religion	489	1.26	.619
Age	536	1.24	.597
Weight-Physical Size	572	1.50	.832
Body Art (eg tattoos, piercings)	552	1.29	.636
Gender	395	1.13	.438
Political Views	510	1.15	.494
Veteran Status	170	1.14	.502
Union Activities	410	1.31	.717
Valid N (listwise)	150		

Job Satisfaction Facets

Job Satisfaction Facets	N	Mean	SD
Working conditions (hours, location)	581	4.79	1.261
Autonomy and independence	579	4.92	1.184
Professional relationships with your co-workers	580	4.92	1.087
Social relationships with your co-workers	574	4.83	1.064
Job security	579	4.79	1.141
Relationship with your immediate supervisor	579	4.86	1.307
Advice/mentoring you have received from people in your department	573	4.45	1.454
Opportunity to be in charge of tasks or projects	577	4.73	1.343
Opportunities to be recognized for excellent performance	577	4.14	1.588
Opportunities to participate in your professional development (e.g., attend workshops, conferences)	574	4.42	1.495
Representation by your union	502	4.35	1.270
Valid N (listwise)	485		

Overall Job Satisfaction

Overall Job Satisfaction	N	Mean	SD
What is your overall job satisfaction?	583	4.63	1.215
Valid N (listwise)	583		

Satisfaction with Governance

Satisfaction with the following aspects of the University	N	Mean	SD
Campus administrative leadership	574	3.60	1.420
Extent to which the campus administration shares important information with you	576	3.86	1.372
Extent to which the campus administration encourages you to develop creative and innovative ideas	568	3.64	1.395
Opportunities to be involved in campus activities and events	570	4.27	1.230
Valid N (listwise)	562		

Campus Diversity Perceptions

Do you agree or disagree... -	N	Mean	SD
I know how to officially report any racist, sexist, or other discriminatory behaviors.	558	4.51	1.274
I fear for my physical safety on campus.	562	2.85	1.301
I feel uncomfortable disclosing my sexual orientation to my colleagues.	533	1.89	1.202
I feel uncomfortable discussing racially sensitive topics on campus.	550	3.02	1.490
I value the work that SJSU is doing to promote diversity.	558	4.42	1.186
I feel comfortable talking about my religion on campus.	545	3.95	1.363
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	548	4.24	1.181
I feel comfortable talking about my political views on campus.	546	3.82	1.271
I feel comfortable talking about my economic status on campus.	547	3.53	1.338
The university uses its resources to help train staff for advancement.	553	3.52	1.408
The university uses its resources to help train staff for advancement.	554	3.36	1.458
Valid N (listwise)	504		

Job Satisfaction 1 (Advancement/Supervision/General)

Do you agree or disagree... -	N	Mean	SD
I receive an equitable salary in my department or assigned work area.	557	3.17	1.568
There are sufficient opportunities for advancement within my department.	557	2.96	1.454
There are sufficient opportunities for advancement within SJSU.	547	3.45	1.393
My work contributions to my department are appreciated by my supervisor/manager.	558	4.50	1.499
Women in my department have the same equal opportunities as men for advancement	544	4.59	1.389
My immediate work environment is free from incidents of sexual harassment.	554	5.04	1.079
Too much emphasis is placed on achieving diversity within the staff.	543	2.79	1.314
I feel SJSU is a good place to work.	554	4.56	1.184
In my opinion, SJSU is a well-managed university.	551	3.42	1.482
I receive enough information in order to perform my job.	555	4.45	1.252
There are opportunities for me to develop my skills and capabilities in my department.	549	4.18	1.440
Valid N (listwise)	517		

Job Satisfaction 2 (Advancement/Supervision/General)

Do you agree or disagree.	N	Mean	SD
My performance on the job is evaluated fairly.	550	4.48	1.321
In my department, there is favoritism.	541	3.28	1.645
My supervisor treats me like I am incompetent.	548	2.10	1.375
I am often given feedback about how I am doing on the job.	548	3.94	1.348
My department is free from incidents of verbal abuse or other hostile language.	550	4.57	1.473
I see my work as an integral part of the overall mission of educating students here at SJSU.	548	4.97	1.120
I feel I can report wrongdoing by a supervisor or manager without fear of reprisal.	545	4.08	1.616
Valid N (listwise)	525		

STAFF: FREQUENCY DATA

General Climate of SJSU

General climate of SJSU?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	3.6%	2	6.5%	43	21.1%	140	52.9%	351	15.8%	105
Safe	3.0%	20	14.4%	96	33.4%	223	39.9%	266	9.3%	62
Supportive	5.4%	36	12.9%	86	27.5%	183	39.0%	260	15.2%	101
Welcoming	2.9%	19	9.6%	64	26.2%	174	40.1%	266	21.2%	141
Inclusive of individuals with disabilities	2.8%	18	6.5%	42	21.2%	138	44.3%	288	25.2%	164
Racist	34.0%	223	31.7%	208	20.0%	131	10.7%	70	3.7%	24
Sexist	36.4%	238	31.0%	203	19.6%	128	10.1%	66	2.9%	19
Homophobic	50.8%	329	26.4%	171	15.0%	97	6.0%	39	1.9%	12

General Climate of Immediate working environment

General climate of your immediate working environment?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	55	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	4.5%	29	6.4%	41	12.2%	78	36.7%	234	40.1%	256
Safe	2.0%	13	4.9%	31	13.0%	83	34.3%	219	45.9%	293
Supportive	4.9%	31	8.9%	57	14.1%	90	30.8%	196	41.3%	263
Welcoming	3.8%	24	6.5%	41	15.4%	98	29.4%	187	44.9%	285
Inclusive of individuals with disabilities	4.6%	29	5.3%	33	14.0%	88	32.8%	206	43.3%	272
Racist	67.6%	424	13.9%	87	8.3%	52	6.5%	41	3.7%	23
Sexist	65.2%	410	17.2%	108	7.9%	50	5.7%	36	4.0%	25
Homophobic	76.6%	479	9.9%	62	7.0%	44	3.5%	22	2.9%	18

Success of Diversity Initiatives

SJSU is succeeding at	Not at all successful		Slightly successful		Somewhat successful		Moderately successful		Extremely successful	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, and administration	7.9%	49	17.3%	107	23.1%	143	31.5%	195	20.3%	126
Developing a sense of community among students, staff, and faculty	11.9%	74	23.4%	146	28.7%	179	27.8%	173	8.2%	51
Promoting a climate where differences of opinion are regularly aired openly	15.5%	96	23.1%	143	26.0%	161	27.4%	170	8.1%	50
Developing an appreciation for a multicultural society on campus	6.8%	42	14.4%	89	23.9%	148	35.9%	222	18.9%	117
Promoting and celebrating diversity in all its forms	7.5%	46	18.0%	111	21.7%	134	34.2%	211	18.6%	115
Encouraging collaborations among different departments and colleges	17.5%	108	23.9%	148	27.5%	170	23.9%	148	7.1%	44

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	Never		Seldom		Occasionally		Frequently		may not be a veteran)	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	69.5%	404	16.9%	98	11.4%	66	2.2%	13	0.0%	0
RaceEthnicity	89.4%	456	6.9%	35	2.7%	14	1.0%	5	0.0%	0
Sexual Orientation	76.9%	423	15.5%	85	6.4%	35	1.3%	7	0.0%	0
Disability	66.7%	382	19.0%	109	10.8%	62	3.5%	20	0.0%	0
Language and or accent	90.3%	476	6.3%	33	2.7%	14	.8%	4	0.0%	0
Religion	87.0%	349	8.7%	35	2.5%	10	1.7%	7	0.0%	0
Age	82.4%	403	11.2%	55	4.7%	23	1.6%	8	0.0%	0
Weight-Physical Size	83.2%	446	10.4%	56	5.2%	28	1.1%	6	0.0%	0
Body Art (eg tattoos, piercings)	68.4%	391	16.3%	93	12.1%	69	3.3%	19	0.0%	0
Gender	80.3%	443	12.0%	66	6.7%	37	1.1%	6	0.0%	0
Political Views	90.4%	357	7.6%	30	1.0%	4	1.0%	4	0.0%	0
Veteran Status	90.6%	154	6.5%	11	1.2%	2	1.8%	3	0.0%	0
Union Activities	80.2%	329	11.2%	46	5.4%	22	3.2%	13	0.0%	0

Job Satisfaction Facets

Job Satisfaction Facets	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Working conditions (hours, location)	3.3%	19	4.3%	25	6.5%	38	13.8%	80	40.1%	233	32.0%	186
Autonomy and independence	2.9%	17	2.6%	15	4.7%	27	15.2%	88	38.2%	221	36.4%	211
Professional relationships with your co-workers	1.6%	9	2.1%	12	5.9%	34	17.9%	104	38.8%	225	33.8%	196
Social relationships with your co-workers	1.2%	7	2.8%	16	6.3%	36	19.0%	109	43.4%	249	27.4%	157
Job security	3.1%	18	1.7%	10	5.9%	34	18.7%	108	43.7%	253	26.9%	156
Relationship with your immediate supervisor	4.8%	28	2.1%	12	5.4%	31	16.6%	96	32.6%	189	38.5%	223
Advice/mentoring you have received from people in your department	6.5%	37	6.8%	39	8.2%	47	18.7%	107	34.0%	195	25.8%	148
Opportunity to be in charge of tasks or projects	4.9%	28	3.5%	20	6.9%	40	17.3%	100	33.8%	195	33.6%	194
Opportunities to be recognized for excellent performance	10.1%	58	8.5%	49	11.6%	67	19.8%	114	27.6%	159	22.5%	130
Opportunities to participate in your professional development (e.g., attend workshops, conferences)	6.4%	37	7.5%	43	9.9%	57	17.9%	103	30.0%	172	28.2%	162
Representation by your union	5.6%	28	3.8%	19	9.2%	46	28.5%	143	37.8%	190	15.1%	76

Overall Job Satisfaction

Overall Job Satisfaction	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
What is your overall job satisfaction?	2.7%	16	5.5%	32	6.0%	35	20.6%	120	42.0%	245	23.2%	135

Satisfaction with Governance

Satisfaction with Governance	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Campus administrative leadership	12.2%	70	10.6%	61	17.8%	102	29.4%	169	24.2%	139	5.7%	33
Extent to which the campus administration shares important information with you	8.5%	49	10.1%	58	13.0%	75	31.8%	183	28.8%	166	7.8%	45
Extent to which the campus administration encourages you to develop creative and innovative ideas	9.9%	56	12.1%	69	19.5%	111	27.3%	155	24.8%	141	6.3%	36
Opportunities to be involved in campus activities and events	4.7%	27	5.1%	29	9.8%	56	31.2%	178	37.0%	211	12.1%	69

Campus Diversity Perceptions

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I know how to officially report any racist, sexist, or other discriminatory behaviors.	3.2%	18	6.3%	35	9.3%	52	19.7%	110	40.5%	226	21.0%	117
I fear for my physical safety on campus.	15.7%	88	32.4%	182	15.1%	85	27.2%	153	7.5%	42	2.1%	12
I feel uncomfortable disclosing my sexual orientation to my colleagues.	47.8%	255	35.6%	190	4.7%	25	5.1%	27	5.1%	27	1.7%	9
I feel uncomfortable discussing racially sensitive topics on campus.	17.6%	97	27.5%	151	14.9%	82	20.9%	115	13.8%	76	5.3%	29
I value the work that SJSU is doing to promote diversity.	3.0%	17	5.2%	29	9.1%	51	26.9%	150	40.7%	227	15.1%	84
I feel comfortable talking about my religion on campus.	5.9%	32	13.4%	73	11.4%	62	27.3%	149	33.4%	182	8.6%	47
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	2.2%	12	7.7%	42	11.3%	62	34.1%	187	31.8%	174	13.0%	71
I feel comfortable talking about my political views on campus.	5.3%	29	11.4%	62	19.4%	106	30.6%	167	27.1%	148	6.2%	34
I feel comfortable talking about my economic status on campus.	7.7%	42	17.9%	98	18.8%	103	29.8%	163	20.7%	113	5.1%	28
The university uses its resources to help train staff for advancement.	12.3%	68	11.4%	63	20.4%	113	30.4%	168	19.2%	106	6.3%	35
The university uses its resources to help train staff for advancement.	14.8%	82	15.5%	86	17.5%	97	28.7%	159	17.9%	99	5.6%	31

Job Satisfaction 1 (Advancement/Supervision/General)

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I receive an equitable salary in my department or assigned work area.	19.2%	107	20.5%	114	15.6%	87	20.1%	112	18.1%	101	6.5%	36
There are sufficient opportunities for advancement within my department.	20.5%	114	21.4%	119	19.9%	111	22.8%	127	10.8%	60	4.7%	26
There are sufficient opportunities for advancement within SJSU.	13.2%	72	11.7%	64	20.5%	112	31.3%	171	18.5%	101	4.9%	27
My work contributions to my department are appreciated by my supervisor/manager.	7.9%	44	5.2%	29	7.2%	40	18.3%	102	31.9%	178	29.6%	165
Women in my department have the same equal opportunities as men for advancement	4.8%	26	6.1%	33	8.1%	44	16.9%	92	34.9%	190	29.2%	159
My immediate work environment is free from incidents of sexual harassment.	1.8%	10	2.0%	11	4.7%	26	12.3%	68	40.8%	226	38.4%	213
Too much emphasis is placed on achieving diversity within the staff.	15.5%	84	32.4%	176	25.4%	138	15.5%	84	6.8%	37	4.4%	24
I feel SJSU is a good place to work.	2.3%	13	5.4%	30	6.7%	37	26.0%	144	39.0%	216	20.6%	114
In my opinion, SJSU is a well-managed university.	14.5%	80	14.2%	78	19.6%	108	24.7%	136	20.7%	114	6.4%	35
I receive enough information in order to perform my job.	3.6%	20	4.5%	25	11.7%	65	23.2%	129	37.8%	210	19.1%	106
There are opportunities for me to develop my skills and capabilities in my department.	7.5%	41	7.3%	40	12.4%	68	22.8%	125	33.0%	181	17.1%	94

Job Satisfaction 2 (Advancement/Supervision/General)

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
My performance on the job is evaluated fairly.	4.5%	25	6.5%	36	7.8%	43	18.2%	100	43.1%	237	19.8%	109
In my department, there is favoritism.	14.0%	76	28.5%	154	14.4%	78	15.5%	84	14.0%	76	13.5%	73
My supervisor treats me like I am incompetent.	44.0%	241	30.8%	169	8.9%	49	8.0%	44	3.8%	21	4.4%	24
I am often given feedback about how I am doing on the job.	4.9%	27	13.3%	73	14.2%	78	27.7%	152	29.7%	163	10.0%	55
My department is free from incidents of verbal abuse or other hostile language.	4.9%	27	7.6%	42	10.4%	57	13.1%	72	30.7%	169	33.3%	183
I see my work as an integral part of the overall mission of educating students here at SJSU.	1.8%	10	2.9%	16	4.0%	22	16.1%	88	37.6%	206	37.6%	206
I feel I can report wrongdoing by a supervisor or manager without fear of reprisal.	10.6%	58	9.4%	51	13.6%	74	16.0%	87	29.2%	159	21.3%	116

In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?

	Frequency	Percent
No	312	46.3
Yes	227	33.7
Did not respond	135	20.0
Total	674	100.0

STAFF DEMOGRAPHICS

Are you considered:

	Frequency	Percent
Part-time, Probationary	14	2.1
Part-time, Permanent	30	4.5
Full-Time, Probationary	47	7.0
Full-time, Permanent	394	58.5
Part-time, Temporary	54	8.0
Full-time, Temporary	21	3.1
Did not respond	114	16.9
Total	674	100.0

How many years have you been working for SJSU?

	Frequency	Percent
less than one year	76	11.3
1 - 2 years	88	13.1
3 - 4 years	65	9.6
5 - 6 years	25	3.7
7 - 8 years	56	8.3
9 - 10 years	43	6.4
11 - 12 years	31	4.6
13 - 14 years	48	7.1
15 - 16 years	34	5.0
17 - 18 years	12	1.8
19 - 20 years	17	2.5
21 - 22 years	5	.7
23 - 24 years	8	1.2
25 - 26 years	16	2.4
27 - 28 years	7	1.0
29 - 30 years	2	.3
More than 30 years	14	2.1
Did not respond	127	18.8
Total	674	100.0

What is your gender?

	Frequency	Percent
Male	166	24.6
Female	370	54.9
Genderqueer	3	.4
Other	2	.3
Did not respond	133	19.7
Total	674	100.0

What is your primary College or Division affiliation?

	Frequency	Percent
Applied Sciences & Arts	43	6.4
Business	40	5.9
Education	11	1.6
Engineering	26	3.9
Humanities & Arts	15	2.2
Social Sciences	18	2.7
Sciences	22	3.3
Academic Administration	36	5.3
Student Affairs	105	15.6
Administration & Finance	75	11.1
University Advancement	18	2.7
University Foundation	9	1.3
International & Extended Studies	21	3.1
MLK Library	21	3.1
President's Office	1	.1
Other (Please specify)	83	12.3
Did not respond	130	19.3
Total	674	100.0

What is your age?

	Frequency	Percent
23 or younger	36	5.3
24 - 29	78	11.6
30 - 39	106	15.7
40 - 49	115	17.1
50 - 59	107	15.9
60 and over	66	9.8
Did not respond	166	24.6
Total	674	100.0

What is your citizenship status?

	Frequency	Percent
U.S. citizen (born or naturalized)	522	77.4
Permanent Resident (Green Card)	12	1.8
Foreign (Temporary)	5	.7
Other	2	.3
Did not respond	133	19.7
Total	674	100.0

**On average, how long does it take you to commute ONE-WAY to SJSU
(not including time to park)?**

	Frequency	Percent
Less than 15 minutes.	138	20.5
15-30 minutes	269	39.9
31-45 minutes	58	8.6
46 minutes to 1 hour	54	8.0
More than 1 hour	32	4.7
Did not respond	123	18.2
Total	674	100.0

My immediate supervisor is a:

	Frequency	Percent
Male	186	27.6
Female	352	52.2
Did not respond	136	20.2
Total	674	100.0

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	27	4.0
American Indian/Alaskan Native	1	.1
Asian/Asian American	119	17.7
Hispanic/Latino	101	15.0
Middle Eastern/North African	2	.3
Pacific Islander	8	1.2
White	204	30.3
Two or More Races	42	6.2
Other	27	4.0
Did not respond	143	21.2
Total	674	100.0

Subcategories with the different race/ethnic groups

African American/African/Black - subgroup

	Frequency	Percent
African American	25	3.7
Other	1	.1
Total	27	4.0

Asian/Asian American - subgroup

	Frequency	Percent
Asian Indian	10	1.5
Bangladeshi	1	.1
Cambodian	2	.3
Chinese/Chinese American (except Taiwanese)	26	3.9
Filipino/Filipino American	27	4.0
Japanese/Japanese American	13	1.9
Korean/Korean American	4	.6
Malaysian	1	.1
Taiwanese/ Taiwanese American	3	.4
Vietnamese/Vietnamese American	24	3.6
Other Asian	1	.1
Total	119	17.7

Hispanic/Latino - subgroup

	Frequency	Percent
Cuban/Cuban American	1	.1
Latin American/Latino	6	.9
Mexican/Mexican American/Chicano	84	12.5
Puerto Rican	2	.3
Other Hispanic, Latin American, or of Spanish origin	6	.9
Total	99	14.7

Middle Eastern/North African - subgroup

	Frequency	Percent
Assyrian	1	.1
Total	2	.3

Pacific Islander - subgroup

	Frequency	Percent
Native Hawaiian	1	.1
Samoan	1	.1
Total	2	.3

White - subgroup

	Frequency	Percent
European/European descent	164	24.3
Other White/Caucasian	36	5.3
Total	200	29.7

Are you a person with a disability?

	Frequency	Percent
No	503	74.6
Yes	46	6.8
Total	549	81.5
Did not respond	125	18.5
Total	674	100.0

Type of disability?

...disability...?	Frequency	Percent
Hearing impaired or deaf	4	.6
Visual Impairment or blind	3	0.4
Mobility Impairment	14	2.1
Speech disorder	2	0.3
Learning disability	6	0.9
Other	21	3.1
Total	50	7.4

What is your sexual orientation?

	Frequency	Percent
Bisexual	1	.1
Gay	7	1.0
Heterosexual/Straight	28	4.2
Lesbian	1	.1
Pansexual	2	.3
Queer	1	.1
Other	6	.9
Did not respond	628	93.2
Total	674	100.0

Please indicate which applies to you:

	Frequency	Percent
English is the only language I speak.	284	42.1
English is my primary language, but I speak one or more other languages.	201	29.8
English is not my primary language, but I speak one or more other languages.	65	9.6
Did not respond	124	18.4
Total	674	100.0

How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Satisfactory	5	.7
Good	32	4.7
Excellent	26	3.9
Did not respond	611	90.7
Total	674	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Weak	3	.4
Satisfactory	8	1.2
Good	31	4.6
Excellent	22	3.3
Did not respond	610	90.5
Total	674	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Satisfactory	4	.6
Good	30	4.5
Excellent	30	4.5
Did not respond	610	90.5
Total	674	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Satisfactory	4	.6
Good	31	4.6
Excellent	29	4.3
Did not respond	610	90.5
Total	674	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	286	42.4
Green Party	7	1.0
Independent	38	5.6
Libertarian	8	1.2
Peace & Freedom	3	.4
Republican	39	5.8
None	115	17.1
Other (Please specify)	16	2.4
Did not respond	162	24.0
Total	674	100.0

What is your religious affiliation?

	Frequency	Percent
Agnostic	60	8.9
Atheist	40	5.9
Buddhist	32	4.7
Christian	244	36.2
Hindu	9	1.3
Jewish	9	1.3
Other (Please specify)	99	14.7
Did not respond	181	26.9
Total	674	100.0

Are you now or have you ever been an SJSU student pursuing a bachelors or masters degree?

	Frequency	Percent
No	249	36.9
Yes	291	43.2
Did not respond	134	19.9
Total	674	100.0

Which bargaining unit are you in?

	Frequency	Percent
Don't know	173	25.7
Academic Professionals (APC)	63	9.3
Administrative workers (CSEA)	157	23.3
Custodial and Grounds workers (CSEA)	2	.3
Faculty (CFA)	13	1.9
Physicians and dentists (UAPD)	2	.3
Other medical workers (CSEA)	8	1.2
Police (SUPA)	1	.1
Technical workers (CSEA)	70	10.4
Trades workers (SETC)	12	1.8
Did not respond	173	25.7
Total	674	100.0

I believe my responses on this survey will have a significant impact on SJSUs campus climate.

	Frequency	Percent
Strongly Disagree	66	9.8
Disagree	97	14.4
Neither Agree nor Disagree	249	36.9
Agree	116	17.2
Strongly Agree	16	2.4
Did not respond	130	19.3
Total	674	100.0

To help us improve our survey design, please tell us what device you used to complete the survey

	Frequency	Percent
Computer (desktop)	419	62.2
Computer (laptop)	74	11.0
Smartphone	31	4.6
Ipad or other tablet	8	1.2
Other	6	.9
Did not respond	136	20.2
Total	674	100.0

MPP REPORT: MEANS AND STANDARD DEVIATIONS

General Climate of SJSU

General climate of SJSU?	N	Mean	SD
Respectful	108	3.62	0.95
Safe	108	2.00	0.87
Supportive	108	3.39	1.00
Welcoming	108	3.51	0.98
Inclusive of individuals with disabilities	107	3.82	0.95
Racist	108	2.09	0.92
Sexist	107	2.18	1.03
Homophobic	107	1.73	0.84
Valid N (listwise)	106		

General Climate of Immediate working environment

General climate of your immediate working environment?	N	Mean	SD
Respectful	106	55.00	0.89
Safe	106	4.27	0.74
Supportive	107	4.12	1.01
Welcoming	106	4.20	0.91
Inclusive of individuals with disabilities	107	4.25	0.80
Racist	106	1.58	0.98
Sexist	106	1.60	0.91
Homophobic	106	1.45	0.91
Valid N (listwise)	103		

Success of Diversity Initiatives

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, and administration	103	3.24	1.10
Developing a sense of community among students, staff, and faculty	104	2.74	1.02
Promoting a climate where differences of opinion are regularly aired openly	104	2.68	1.18
Developing an appreciation for a multicultural society on campus	104	3.42	1.07
Promoting and celebrating diversity in all its forms	102	3.28	1.11
Encouraging collaborations among different departments and colleges	104	2.57	1.11
Helping students bring about a positive change in society	101	3.21	0.94
Providing meaningful diversity education in General Education (GE) classes?	92	3.15	1.04
Valid N (listwise)	92		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	97	1.48	0.81
RaceEthnicity	94	1.28	0.58
Sexual Orientation	94	1.40	0.74
Disability	82	1.21	0.51
Language and or accent	50	1.14	0.40
Religion	72	1.10	0.45
Age	84	1.18	0.52
Weight-Physical Size	93	1.46	0.73
Body Art (eg tattoos, piercings)	90	1.27	0.72
Gender	46	1.13	0.50
Political Views	70	1.13	0.45
Veteran Status	16	1.00	0.00
Union Activities	32	1.09	0.39
Valid N (listwise)	15		

Job Satisfaction Facets

Job Satisfaction Facets	N	Mean	SD
Working conditions (hours, location)	101	4.73	1.18
Autonomy and independence	101	5.10	0.92
Professional relationships with other faculty	101	4.85	1.20
Social relationships with other faculty	98	4.69	1.08
Job security	101	4.50	1.21
Relationship with your staff	100	5.27	0.85
Advice/mentoring you have received from faculty in your department	98	4.36	1.52
Recognition for good performance	101	4.24	1.53
Valid N (listwise)	95		

Satisfaction with Governance

Satisfaction with the following aspects of the University	N	Mean	SD
Academic Senate leadership	91	3.62	1.21
Campus administrative leadership	98	3.45	1.53
Academic freedom	99	3.79	1.42
Extent to which the campus administration shares important information with you	98	3.63	1.52
Valid N (listwise)	90		

Overall Job Satisfaction

Overall Job Satisfaction	N	Mean	SD
What is your overall job satisfaction?	99	4.55	1.21
Valid N (listwise)	99		

Campus Diversity Perceptions

Do you agree or disagree... -	N	Mean	SD
I know how to officially report any racist, sexist, or other discriminatory behaviors.	99	5.17	0.90
I fear for my physical safety on campus.	99	2.69	1.24
I feel uncomfortable disclosing my sexual orientation to my colleagues.	93	1.95	1.39
I feel uncomfortable discussing racially sensitive topics on campus.	97	2.62	1.41
I value the work that SJSU is doing to promote diversity.	99	4.53	1.18
I feel comfortable talking about my religion on campus.	93	3.82	1.52
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	96	3.91	1.20
I feel comfortable talking about my political views on campus.	96	3.80	1.39
I feel comfortable talking about my economic status on campus.	96	3.52	1.42
My opinions/inputs are valued at SJSU.	98	3.89	1.38
Valid N (listwise)	90		

Job Satisfaction 1 (Advancement/Supervision/General)

Do you agree or disagree... -	N	Mean	SD
I feel SJSU is a good place to work.	99	4.59	1.26
Women in my department have the same opportunities as men for advancement.	99	4.71	1.35
My immediate work environment is free from incidents of sexual harassment.	98	5.09	1.02
The current ethnic composition of administrators at SJSU is adequate.	97	3.72	1.44
The current gender composition of administrators at SJSU is adequate.	97	3.90	1.34
Staff morale is good in my department.	99	4.13	1.50
In my opinion, SJSU is a well-managed university.	99	3.13	1.46
My department is free from incidents of verbal abuse or other hostile language.	99	4.67	1.22
Valid N (listwise)	97		

Job Satisfaction 2 (Advancement/Supervision/General)

Do you agree or disagree... -	N	Mean	SD
My professional development is supported.	97	4.53	1.31
Compared to other administrators, I get equal respect.	96	4.32	1.36
I feel confident in mediating job-related interpersonal conflicts.	97	4.68	1.09
Compared to other administrators at my level, I am equitably compensated.	97	3.61	1.53
There are sufficient opportunities for my advancement within the administration at SJSU.	96	3.57	1.45
Valid N (listwise)	95		

MPP: FREQUENCY DATA

General Climate of SJSU

General climate of SJSU?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	4.6%	2	7.4%	8	21.3%	23	54.6%	59	12.0%	13
Safe	2.8%	3	10.2%	11	32.4%	35	48.1%	52	6.5%	7
Supportive	4.6%	5	14.8%	16	26.9%	29	44.4%	48	9.3%	10
Welcoming	1.9%	2	15.7%	17	25.9%	28	42.6%	46	13.9%	15
Inclusive of individuals with disabilities	.9%	1	9.3%	10	21.5%	23	43.0%	46	25.2%	27
Racist	30.6%	33	37.0%	40	25.0%	27	7.4%	8	0.0%	0
Sexist	31.8%	34	30.8%	33	26.2%	28	10.3%	11	.9%	1
Homophobic	48.6%	52	33.6%	36	14.0%	15	3.7%	4	0.0%	0

General Climate of Immediate working environment

General climate of your immediate working environment?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	55	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	.9%	1	3.8%	4	16.0%	17	38.7%	41	40.6%	43
Safe	0.0%	0	2.8%	3	8.5%	9	47.2%	50	41.5%	44
Supportive	2.8%	3	6.5%	7	8.4%	9	40.2%	43	42.1%	45
Welcoming	.9%	1	4.7%	5	13.2%	14	35.8%	38	45.3%	48
Inclusive of individuals with disabilities	0.0%	0	4.7%	5	8.4%	9	43.9%	47	43.0%	46
Racist	65.1%	69	21.7%	23	6.6%	7	3.8%	4	2.8%	3
Sexist	59.4%	63	28.3%	30	6.6%	7	3.8%	4	1.9%	2
Homophobic	71.7%	76	19.8%	21	2.8%	3	2.8%	3	2.8%	3

Success of Diversity Initiatives

SJSU is succeeding at	Not at all successful		Slightly Successful		Somewhat Successful		Moderately Successful		Extremely Successful	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, and administration	4.9%	5	23.3%	24	27.2%	28	32.0%	33	12.6%	13
Developing a sense of community among students, staff, and faculty	12.5%	13	26.0%	27	41.3%	43	15.4%	16	4.8%	5
Promoting a climate where differences of opinion are regularly aired openly	19.2%	20	26.0%	27	27.9%	29	21.2%	22	5.8%	6
Developing an appreciation for a multicultural society on campus	1.9%	2	22.1%	23	24.0%	25	35.6%	37	16.3%	17
Promoting and celebrating diversity in all its forms	2.0%	2	29.4%	30	22.5%	23	30.4%	31	15.7%	16
Encouraging collaborations among different departments and colleges	18.3%	19	33.7%	35	25.0%	26	19.2%	20	3.8%	4
Helping students bring about a positive change in society	2.0%	2	20.8%	21	40.6%	41	27.7%	28	8.9%	9
Providing meaningful diversity education in General Education (GE) classes?	7.6%	7	18.5%	17	30.4%	28	38.0%	35	5.4%	5

Harassment/Discrimination on Campus

Satisfaction with the following aspects of the University	Never		Seldom		Occasionally		Frequently		Does not apply (e.g., you may not be a veteran)	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	69.1%	67	15.5%	15	13.4%	13	2.1%	2	0.0%	0
Race/Ethnicity	91.4%	64	4.3%	3	4.3%	3	0.0%	0	0.0%	0
Sexual Orientation	78.7%	74	14.9%	14	6.4%	6	0.0%	0	0.0%	0
Disability	73.4%	69	13.8%	13	11.7%	11	1.1%	1	0.0%	0
Language and or accent	84.1%	69	11.0%	9	4.9%	4	0.0%	0	0.0%	0
Religion	88.0%	44	10.0%	5	2.0%	1	0.0%	0	0.0%	0
Age	94.4%	68	2.8%	2	1.4%	1	1.4%	1	0.0%	0
Weight-Physical Size	88.1%	74	6.0%	5	6.0%	5	0.0%	0	0.0%	0
Body Art (eg tattoos, piercings)	66.7%	62	21.5%	20	10.8%	10	1.1%	1	0.0%	0
Gender	85.6%	77	5.6%	5	5.6%	5	3.3%	3	0.0%	0
Political Views	93.5%	43	0.0%	0	6.5%	3	0.0%	0	0.0%	0
Veteran Status	100.0%	16	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Union Activities	93.8%	30	3.1%	1	3.1%	1	0.0%	0	0.0%	0

Job Satisfaction Facets

Job Satisfaction Facets	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Working conditions (hours, location)	1.0%	1	4.0%	4	10.9%	11	19.8%	20	33.7%	34	30.7%	31
Autonomy and independence	0.0%	0	2.0%	2	3.0%	3	16.8%	17	39.6%	40	38.6%	39
Professional relationships with other faculty	2.0%	2	3.0%	3	9.9%	10	12.9%	13	37.6%	38	34.7%	35
Social relationships with other faculty	1.0%	1	4.1%	4	7.1%	7	21.4%	21	44.9%	44	21.4%	21
Job security	1.0%	1	9.9%	10	6.9%	7	19.8%	20	44.6%	45	17.8%	18
Relationship with your staff	0.0%	0	2.0%	2	2.0%	2	8.0%	8	43.0%	43	45.0%	45
Advice/mentoring you have received from faculty in your department	5.1%	5	13.3%	13	7.1%	7	15.3%	15	33.7%	33	25.5%	25
Recognition for good performance	8.9%	9	5.9%	6	12.9%	13	19.8%	20	29.7%	30	22.8%	23

Satisfaction with Governance

Satisfaction with the following aspects of the University	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Academic Senate leadership	6.6%	6	11.0%	10	24.2%	22	33.0%	30	23.1%	21	2.2%	2
Campus administrative leadership	13.3%	13	19.4%	19	14.3%	14	22.4%	22	23.5%	23	7.1%	7
Academic freedom	9.1%	9	10.1%	10	16.2%	16	33.3%	33	20.2%	20	11.1%	11
Extent to which the campus administration shares important information with you	10.2%	10	17.3%	17	14.3%	14	27.6%	27	18.4%	18	12.2%	12

Overall Job Satisfaction

Overall Job Satisfaction	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
What is your overall job satisfaction?	3.0%	3	2.0%	2	11.1%	11	29.3%	29	30.3%	30	24.2%	24

Campus Diversity Perceptions

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
...do you agree or disagree... - I know how to officially report any racist, sexist, or other discriminatory behaviors.	1.0%	1	1.0%	1	2.0%	2	11.1%	11	45.5%	45	39.4%	39
...do you agree or disagree... - I fear for my physical safety on campus.	18.2%	18	33.3%	33	17.2%	17	26.3%	26	3.0%	3	2.0%	2
...do you agree or disagree... - I feel uncomfortable disclosing my sexual orientation to my colleagues.	51.6%	48	30.1%	28	4.3%	4	5.4%	5	3.2%	3	5.4%	5
...do you agree or disagree... - I feel uncomfortable discussing racially sensitive topics on campus.	24.7%	24	34.0%	33	11.3%	11	15.5%	15	13.4%	13	1.0%	1
...do you agree or disagree... - I value the work that SJSU is doing to promote diversity.	2.0%	2	5.1%	5	9.1%	9	26.3%	26	37.4%	37	20.2%	20
...do you agree or disagree... - I feel comfortable talking about my religion on campus.	8.6%	8	16.1%	15	12.9%	12	21.5%	20	29.0%	27	11.8%	11
...do you agree or disagree... - I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	1.0%	1	13.5%	13	20.8%	20	31.3%	30	25.0%	24	8.3%	8
...do you agree or disagree... - I feel comfortable talking about my political views on campus.	5.2%	5	16.7%	16	15.6%	15	28.1%	27	24.0%	23	10.4%	10
...do you agree or disagree... - I feel comfortable talking about my economic status on campus.	8.3%	8	17.7%	17	22.9%	22	25.0%	24	16.7%	16	9.4%	9
...do you agree or disagree... - My opinions/inputs are valued at SJSU.	9.2%	9	7.1%	7	14.3%	14	33.7%	33	26.5%	26	9.2%	9

Participation in diversity activities

	No		Yes	
	Row N %	Count	Row N %	Count
In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	49.5%	47	50.5%	48

Job Satisfaction 1 (Advancement/Supervision/General)

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I feel SJSU is a good place to work.	4.0%	4	4.0%	4	7.1%	7	22.2%	22	39.4%	39	23.2%	23
Women in my department have the same opportunities as men for advancement.	5.1%	5	4.0%	4	8.1%	8	10.1%	10	43.4%	43	29.3%	29
My immediate work environment is free from incidents of sexual harassment.	0.0%	0	4.1%	4	4.1%	4	10.2%	10	41.8%	41	39.8%	39
The current ethnic composition of administrators at SJSU is adequate.	9.3%	9	11.3%	11	21.6%	21	22.7%	22	25.8%	25	9.3%	9
The current gender composition of administrators at SJSU is adequate.	4.1%	4	13.4%	13	20.6%	20	21.6%	21	30.9%	30	9.3%	9
Staff morale is good in my department.	9.1%	9	8.1%	8	11.1%	11	19.2%	19	37.4%	37	15.2%	15
In my opinion, SJSU is a well-managed university.	16.2%	16	22.2%	22	20.2%	20	18.2%	18	20.2%	20	3.0%	3
My department is free from incidents of verbal abuse or other hostile language.	1.0%	1	5.1%	5	13.1%	13	16.2%	16	36.4%	36	28.3%	28

Job Satisfaction 2 (Advancement/Supervision/General)

	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
...do you agree or disagree ... - My professional development is supported.	3.1%	3	9.3%	9	4.1%	4	20.6%	20	41.2%	40	21.6%	21
...do you agree or disagree ... - Compared to other administrators, I get equal respect.	5.2%	5	7.3%	7	10.4%	10	21.9%	21	37.5%	36	17.7%	17
...do you agree or disagree ... - I feel confident in mediating job-related interpersonal conflicts.	1.0%	1	4.1%	4	6.2%	6	26.8%	26	38.1%	37	23.7%	23
...do you agree or disagree ... - Compared to other administrators at my level, I am equitably compensated.	13.4%	13	12.4%	12	17.5%	17	21.6%	21	26.8%	26	8.2%	8
...do you agree or disagree ... - There are sufficient opportunities for my advancement within the administration at SJSU.	11.5%	11	13.5%	13	16.7%	16	31.3%	30	18.8%	18	8.3%	8

MPP DEMOGRAPHICS

Are you considered:-Part-time

Are you considered:	Frequency	Percent
Part-time	2	1.8
Full-time	107	98.2
Temporary	1	0.9
Interim	2	1.8
Total	109	100.0

How many years have you been working for SJSU?

	Frequency	Percent
less than one year	7	6.4
1 - 2 years	6	5.5
3 - 4 years	9	8.3
5 - 6 years	10	9.2
7 - 8 years	7	6.4
9 - 10 years	14	12.8
11 - 12 years	4	3.7
13 - 14 years	6	5.5
15 - 16 years	6	5.5
19 - 20 years	3	2.8
21 - 22 years	1	.9
23 - 24 years	4	3.7
25 - 26 years	7	6.4
27 - 28 years	3	2.8
29 - 30 years	1	.9
More than 30 years	5	4.6
Total	93	85.3
Did not respond	16	14.7
	109	100.0

What is your primary College or Division affiliation?

	Frequency	Percent
Applied Sciences & Arts	1	.9
Business	4	3.7
Education	1	.9
Engineering	2	1.8
Humanities & Arts	1	.9
Social Sciences	3	2.8
Sciences	1	.9
Academic Administration	7	6.4
Student Affairs	21	19.3
Administration & Finance	18	16.5
University Advancement	9	8.3
University Foundation	1	.9
International & Extended Studies	4	3.7
MLK Library	6	5.5
Other (Please specify)	12	11.0
Total	91	83.5
Did not respond	18	16.5
	109	100.0

What is your gender?

	Frequency	Percent
Male	32	29.4
Female	60	55.0
Genderqueer	1	.9
Other	1	.9
Total	94	86.2
Did not respond	15	13.8
	109	100.0

What is your age?

	Frequency	Percent
24 - 29	1	.9
30 - 39	10	9.2
40 - 49	22	20.2
50 - 59	33	30.3
60 and over	18	16.5
Total	84	77.1
Did not respond	25	22.9
	109	100.0

What is your citizenship status?

	Frequency	Percent
U.S. citizen (born or naturalized)	94	86.2
Foreign (Temporary)	1	.9
Total	95	87.2
Did not respond	14	12.8
	109	100.0

On average, how long does it take you to commute ONE-WAY to SJSU?

	Frequency	Percent
Less than 15 minutes.	27	24.8
15-30 minutes	41	37.6
31-45 minutes	12	11.0
46 minutes to 1 hour	8	7.3
More than 1 hour	9	8.3
Total	97	89.0
Did not respond	12	11.0
	109	100.0

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	4	3.7
Asian/Asian American	13	11.9
Hispanic/Latino	9	8.3
Pacific Islander	1	.9
White	53	48.6
Two or More Races	4	3.7
Other	7	6.4
Total	91	83.5
Did not respond	18	16.5
	109	100.0

Subcategories with the different race/ethnic groups

African American/African/Black - subgroup

	Frequency	Percent
African American	4	3.7
Total	4	3.7

Asian/Asian American - subgroup

	Frequency	Percent
Asian Indian	2	1.8
Chinese/Chinese American (except Taiwanese)	3	2.8
Japanese/Japanese American	2	1.8
Korean/Korean American	2	1.8
Malaysian	1	.9
Vietnamese/Vietnamese American	1	.9
Total	11	10.1

Hispanic/Latino - subgroup

	Frequency	Percent
Cuban/Cuban American	1	.9
Latin American/Latino	2	1.8
Mexican/Mexican American/Chicano	4	3.7
Other Hispanic, Latin American, or of Spanish origin	2	1.8
Total	9	8.3

Middle Eastern/North African - subgroup

	Frequency	Percent
Did not respond	109	100.0

Pacific Islander - subgroup

	Frequency	Percent
Other Pacific Islander	1	.9
Did not respond	108	99.1
	109	100.0

White - subgroup

	Frequency	Percent
European/European descent	49	45.0
Other White/Caucasian	4	3.7
Total	53	48.6
Did not respond	56	51.4
	109	100.0

Are you a person with a disability?

	Frequency	Percent
No	92	84.4
Yes	4	3.7
Total	96	88.1
Did not respond	13	11.9
	109	100.0

Type of disability?

...disability...?	Frequency	Percent
Hearing impaired or deaf	0	.0
Visual Impairment or blind	0	0.0
Mobility Impairment	3	2.8
Speech disorder	0	0.0
Learning disability	0	0.0
Other	2	1.8
Total	5	4.6

What is your sexual orientation?

	Frequency	Percent
Bisexual	4	3.7
Gay	3	2.8
Heterosexual/Straight	75	68.8
Lesbian	4	3.7
Queer	1	.9
Other	1	.9
Did not respond	21	19.3
Total	109	100.0

Please indicate which applies to you:

	Frequency	Percent
English is the only language I speak.	60	55.0
English is my primary language, and I speak one or more other languages.	31	28.4
English is not my primary language, and I speak one or more other languages.	3	2.8
Did not respond	15	13.8
Total	109	100.0

How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Good	1	.9
Excellent	2	1.8
Did not respond	106	97.2
Total	109	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	54	49.5
Green Party	1	.9
Independent	13	11.9
Republican	7	6.4
None	9	8.3
Did not respond	25	22.9
Total	109	100.0

What is your religious affiliation?

	Frequency	Percent
Agnostic	15	13.8
Atheist	5	4.6
Buddhist	5	4.6
Christian	45	41.3
Hindu	1	.9
Jewish	1	.9
Muslim	2	1.8
Other (Please specify)	10	9.2
Did not respond	25	22.9
Total	109	100.0

I believe my responses on this survey will have a significant impact on SJSUs campus climate.

	Frequency	Percent
Strongly Disagree	9	8.3
Disagree	23	21.1
Neither Agree nor Disagree	43	39.4
Agree	18	16.5
Strongly Agree	3	2.8
Did not respond	13	11.9
Total	109	100.0

To help us improve our survey design, please tell us what device you used to complete the survey

	Frequency	Percent
Computer (desktop)	73	67.0
Computer (laptop)	15	13.8
Smartphone	4	3.7
Ipad or similar tablet	2	1.8
Other	1	.9
Did not respond	14	12.8
Total	109	100.0

FACULTY REPORT: MEANS AND STANDARD DEVIATIONS

General Climate of SJSU

General climate of SJSU?	N	Mean	SD
Respectful	490	3.64	1.00
Inclusive of individuals with disabilities	479	2.00	1.05
Racist	484	2.27	1.15
Sexist	483	2.26	1.21
Homophobic	474	2.01	1.13
Safe	490	3.38	0.96
Supportive	490	3.30	1.10
Welcoming	486	3.45	1.05
Valid N (listwise)	459		

Immediate Climate

General climate of your immediate working environment?	N	Mean	SD
Respectful	491	55.00	1.13
Inclusive of individuals with disabilities	478	4.05	1.04
Racist	486	1.73	1.10
Sexist	487	1.81	1.11
Homophobic	478	1.52	0.96
Safe	490	4.03	1.00
Supportive	489	3.78	1.22
Welcoming	486	3.79	1.20
Valid N (listwise)	462		

Success of Diversity Initiatives

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, & administration	478	3.17	1.25
Developing a sense of community among students, staff, and faculty	479	2.58	1.15
Promoting a climate where differences of opinion are regularly aired openly	477	2.77	1.22
Developing an appreciation for a multicultural society on campus	477	3.32	1.19
Promoting and celebrating diversity in all its forms	477	3.20	1.20
Encouraging collaborations among different departments and colleges	479	2.38	1.14
Helping students bring about a positive change in society	477	2.93	1.04
Valid N (listwise)	470		

General Education (GE classes)

	N	Mean	SD
Have you taught a General Education (GE) course at SJSU in the last five years?	483	1.54	0.50
How well do you think SJSU is succeeding at providing meaningful diversity education in GE classes?	216	3.38	1.15
Valid N (listwise)	216		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	462	1.62	0.90
Political Views	454	1.42	0.76
RaceEthnicity	446	1.43	0.78
Sexual Orientation	413	1.19	0.56
Disability	274	1.19	0.54
Language and or accent	370	1.22	0.59
Religion	419	1.21	0.57
Age	457	1.54	0.86
Weight-Physical Size	435	1.23	0.59
Body Art (eg tattoos, piercings)	274	1.05	0.27
Gender	383	1.17	0.55
Veteran Status	90	1.10	0.43
Union Activities	357	1.32	0.69
Valid N (listwise)	78		

Job Satisfaction Facets

Job Satisfaction Facets	N	Mean	SD
Opportunity for scholarly and creative pursuits	459	3.73	1.52
Teaching	459	4.66	1.19
Quality of students	466	4.15	1.22
Working conditions (hours, location)	464	3.85	1.56
Autonomy and independence	465	4.71	1.30
Professional relationships with other faculty	464	4.54	1.27
Social relationships with other faculty	457	4.36	1.23
Job security	464	4.19	1.61
Advice/mentoring you have received from faculty in your department	461	4.04	1.54
Opportunities for professional development	463	3.75	1.54
Representation by your union	445	4.03	1.59
Valid N (listwise)	429		

Satisfaction with Governance

Satisfaction with the following aspects of the University	N	Mean	SD
Academic Senate leadership	438	4.02	1.24
Campus administrative leadership	445	2.76	1.54
Academic freedom	451	4.42	1.29
Extent to which the campus administration shares important information with you	455	3.35	1.58
Valid N (listwise)	433		

Overall Job Satisfaction

Overall Job Satisfaction	N	Mean	SD
What is your overall job satisfaction?	467	4.11	1.30
Valid N (listwise)	467		

Job Satisfaction 1 (Support/Moral/Diversity Related and General)

Do you agree or disagree... -	N	Mean	SD
My department encourages its faculty to incorporate multiple ethnic and gender perspectives into their curriculum.	453	4.59	1.34
The process by which complaints and grievances against faculty are resolved is fair and equitable.	422	3.98	1.50
I feel supported by my dean.	450	4.09	1.59
I feel supported by my department chair.	450	4.85	1.48
Compared to my colleagues in my department, I am equitably compensated.	449	3.39	1.68
My department is free of incidents of verbal abuse or other hostile language.	459	4.52	1.56
In its searches for new faculty in the last 5 years, my department has made an honest effort to hire diverse faculty.	442	4.83	1.34
The evaluation process for lecturers is fair and equitable.	447	4.17	1.47
Valid N (listwise)	393		

Campus Diversity Perceptions

Do you agree or disagree... -	N	Mean	SD
I know how to officially report any racist, sexist, or other discriminatory behaviors.	456	4.31	1.38
I fear for my physical safety on campus.	452	2.86	1.32
I feel uncomfortable disclosing my sexual orientation to my colleagues.	428	1.97	1.28
I feel uncomfortable discussing racially sensitive topics on campus.	447	2.80	1.38
I value the work that SJSU is doing to promote diversity.	453	4.29	1.34
I feel comfortable talking about my religion on campus	428	3.90	1.46
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	433	3.97	1.34
I feel comfortable talking about my political views on campus.	443	3.93	1.40
I feel comfortable talking about my economic status on campus.	440	3.58	1.39
My opinions/inputs are valued at SJSU.	446	3.42	1.46
The university uses its resources to help faculty succeed.	448	2.98	1.48
Valid N (listwise)	396		

Job Satisfaction 2 (Support/Moral/Diversity Related and General)

Do you agree or disagree... -	N	Mean	SD
My department is supportive of the faculty's use of various teaching styles.	451	4.90	1.25
Faculty who are openly critical of my department's administration have no cause to fear retribution.	433	3.98	1.67
Student diversity is appreciated by the faculty on this campus.	444	4.68	1.23
Minority faculty are adequately represented on important Academic Senate committees.	382	3.83	1.36
Women faculty receive the same level of support as male faculty.	430	3.92	1.57
Senior faculty are supportive of junior faculty in my department.	443	4.42	1.40
Faculty morale is good at this campus.	444	2.65	1.47
My colleagues are committed to the curtailment of sexual harassment.	437	4.77	1.16
Subtle discrimination is tolerated on campus.	434	3.57	1.50
I am treated with respect by my colleagues.	453	4.72	1.25
Valid N (listwise)	374		

FACULTY: FREQUENCY DATA

General Climate of SJSU

General climate of SJSU?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	4.5%	2	8.2%	40	23.1%	113	47.6%	233	16.7%	82
Inclusive of individuals with disabilities	3.1%	15	9.2%	44	22.5%	108	38.0%	182	27.1%	130
Racist	31.8%	154	28.9%	140	23.3%	113	12.0%	58	3.9%	19
Sexist	35.8%	173	25.9%	125	18.8%	91	15.3%	74	4.1%	20
Homophobic	44.5%	211	25.1%	119	18.1%	86	9.1%	43	3.2%	15
Safe	4.1%	20	13.5%	66	31.4%	154	42.2%	207	8.8%	43
Supportive	7.8%	38	14.1%	69	30.6%	150	35.5%	174	12.0%	59
Welcoming	4.7%	23	14.0%	68	27.2%	132	39.7%	193	14.4%	70

Immediate Climate

General climate of your immediate working environment?	Not at all		Slightly		Somewhat		Moderately		Extremely	
	Row N %	55	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	5.1%	25	6.7%	33	17.1%	84	32.6%	160	38.5%	189
Inclusive of individuals with disabilities	2.7%	13	6.7%	32	15.7%	75	33.1%	158	41.8%	200
Racist	61.7%	300	16.7%	81	11.5%	56	7.2%	35	2.9%	14
Sexist	55.9%	272	21.8%	106	11.1%	54	8.2%	40	3.1%	15
Homophobic	71.1%	340	14.4%	69	7.9%	38	4.6%	22	1.9%	9
Safe	2.9%	14	5.1%	25	16.1%	79	37.6%	184	38.4%	188
Supportive	6.5%	32	10.0%	49	18.0%	88	29.9%	146	35.6%	174
Welcoming	6.6%	32	8.6%	42	18.5%	90	31.3%	152	35.0%	170

Success of Diversity Initiatives

SJSU is succeeding at	Not at all successful		Slightly successful		Somewhat successful		Moderately successful		Extremely successful	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, & administration	10.7%	51	21.8%	104	24.7%	118	25.9%	124	16.9%	81
Developing a sense of community among students, staff, and faculty	20.0%	96	30.5%	146	25.7%	123	18.6%	89	5.2%	25
Promoting a climate where differences of opinion are regularly aired openly	18.0%	86	25.2%	120	27.5%	131	20.3%	97	9.0%	43
Developing an appreciation for a multicultural society on campus	8.2%	39	17.0%	81	27.7%	132	28.9%	138	18.2%	87
Promoting and celebrating diversity in all its forms	8.0%	38	23.1%	110	26.8%	128	25.6%	122	16.6%	79
Encouraging collaborations among different departments and colleges	25.1%	120	35.3%	169	21.3%	102	13.6%	65	4.8%	23
Helping students bring about a positive change in society	8.4%	40	26.0%	124	36.7%	175	22.4%	107	6.5%	31

Teaching a GE course

	Yes		No	
	Row N %	Count	Row N %	Count
Have you taught a General Education (GE) course at SJSU in the last five years?	45.5%	220	54.5%	263

	Not at all successful		Slightly successful		Somewhat successful		Moderately successful		Extremely successful	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
How well do you think SJSU is succeeding at providing meaningful diversity education in GE classes?	7.9%	17	13.4%	29	28.2%	61	33.8%	73	16.7%	36

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	Never		Seldom		Occasionally		Frequently		(e.g. not a veteran)	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	62.6%	289	16.5%	76	17.3%	80	3.7%	17	0.0%	0
Political Views	72.0%	327	17.4%	79	7.5%	34	3.1%	14	0.0%	0
Race/Ethnicity	73.1%	326	13.0%	58	11.7%	52	2.2%	10	0.0%	0
Sexual Orientation	87.2%	360	7.5%	31	4.1%	17	1.2%	5	0.0%	0
Disability	87.2%	239	7.3%	20	4.7%	13	.7%	2	0.0%	0
Language and or accent	85.1%	315	8.9%	33	4.6%	17	1.4%	5	0.0%	0
Religion	86.2%	361	8.6%	36	3.8%	16	1.4%	6	0.0%	0
Age	66.5%	304	16.8%	77	12.9%	59	3.7%	17	0.0%	0
Weight-Physical Size	84.4%	367	10.3%	45	3.7%	16	1.6%	7	0.0%	0
Body Art (eg tattoos, piercings)	95.6%	262	3.3%	9	1.1%	3	0.0%	0	0.0%	0
Gender	89.6%	343	5.5%	21	3.4%	13	1.6%	6	0.0%	0
Veteran Status	93.3%	84	4.4%	4	1.1%	1	1.1%	1	0.0%	0
Union Activities	78.7%	281	11.8%	42	7.8%	28	1.7%	6	0.0%	0

Job Satisfaction Facets

Job Satisfaction Facets	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Opportunity for scholarly and creative pursuits	10.2%	47	14.4%	66	14.8%	68	25.5%	117	22.7%	104	12.4%	57
Teaching	2.6%	12	3.9%	18	6.8%	31	23.3%	107	38.3%	176	25.1%	115
Quality of students	3.2%	15	6.7%	31	15.5%	72	33.7%	157	28.3%	132	12.7%	59
Working conditions (hours, location)	11.2%	52	10.6%	49	15.9%	74	21.6%	100	25.9%	120	14.9%	69
Autonomy and independence	3.7%	17	5.2%	24	4.3%	20	22.6%	105	32.5%	151	31.8%	148
Professional relationships with other faculty	3.4%	16	5.8%	27	6.3%	29	25.6%	119	35.3%	164	23.5%	109
Social relationships with other faculty	3.1%	14	7.2%	33	9.0%	41	27.6%	126	37.9%	173	15.3%	70
Job security	10.6%	49	8.4%	39	9.9%	46	17.0%	79	30.6%	142	23.5%	109
Advice/mentoring you have received from faculty in your department	11.5%	53	6.1%	28	11.7%	54	25.4%	117	28.4%	131	16.9%	78
Opportunities for professional development	11.0%	51	14.3%	66	12.7%	59	24.8%	115	24.8%	115	12.3%	57
Representation by your union	12.8%	57	6.5%	29	10.8%	48	22.2%	99	29.9%	133	17.8%	79

Satisfaction with Governance

Satisfaction with the following aspects of the University	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Academic Senate leadership	5.5%	24	7.5%	33	12.1%	53	36.8%	161	30.6%	134	7.5%	33
Campus administrative leadership	30.8%	137	17.5%	78	16.0%	71	19.8%	88	12.4%	55	3.6%	16
Academic freedom	4.4%	20	6.2%	28	7.5%	34	24.8%	112	38.8%	175	18.2%	82
Extent to which the campus administration shares important information with you	18.0%	82	16.3%	74	14.3%	65	23.1%	105	21.3%	97	7.0%	32

Overall Job Satisfaction

Overall Job Satisfaction	Very Dissatisfied		Dissatisfied		Somewhat Dissatisfied		Somewhat Satisfied		Satisfied		Very Satisfied	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
What is your overall job satisfaction?	4.5%	21	8.1%	38	14.8%	69	29.3%	137	30.6%	143	12.6%	59

Job Satisfaction 1 (Support/Moral/Diversity Related and General)

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
My department encourages its faculty to incorporate multiple ethnic and gender perspectives into their curriculum.	3.1%	14	6.8%	31	8.4%	38	21.9%	99	29.1%	132	30.7%	139
The process by which complaints and grievances against faculty are resolved is fair and equitable.	10.0%	42	10.9%	46	8.3%	35	25.6%	108	32.7%	138	12.6%	53
I feel supported by my dean.	10.2%	46	8.9%	40	12.0%	54	21.1%	95	26.2%	118	21.6%	97
I feel supported by my department chair.	6.4%	29	4.2%	19	5.1%	23	13.3%	60	23.8%	107	47.1%	212
Compared to my colleagues in my department, I am equitably compensated.	20.0%	90	14.9%	67	15.1%	68	16.7%	75	22.7%	102	10.5%	47
My department is free of incidents of verbal abuse or other hostile language.	6.5%	30	7.8%	36	9.6%	44	15.5%	71	24.0%	110	36.6%	168
In its searches for new faculty in the last 5 years, my department has made an honest effort to hire diverse faculty.	4.1%	18	5.0%	22	3.6%	16	18.3%	81	29.4%	130	39.6%	175
The evaluation process for lecturers is fair and equitable.	8.1%	36	7.6%	34	12.5%	56	21.0%	94	33.1%	148	17.7%	79

Campus Diversity Perceptions

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I know how to officially report any racist, sexist, or other discriminatory behaviors.	3.5%	16	11.0%	50	10.7%	49	20.2%	92	35.1%	160	19.5%	89
I fear for my physical safety on campus.	16.6%	75	30.1%	136	16.4%	74	27.7%	125	6.2%	28	3.1%	14
I feel uncomfortable disclosing my sexual orientation to my colleagues.	46.5%	199	33.4%	143	8.2%	35	3.0%	13	6.3%	27	2.6%	11
I feel uncomfortable discussing racially sensitive topics on campus.	19.7%	88	29.5%	132	17.7%	79	20.4%	91	9.8%	44	2.9%	13
I value the work that SJSU is doing to promote diversity.	5.5%	25	4.6%	21	12.8%	58	28.3%	128	29.6%	134	19.2%	87
I feel comfortable talking about my religion on campus.	7.9%	34	14.0%	60	10.7%	46	26.2%	112	29.4%	126	11.7%	50
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	4.4%	19	11.1%	48	16.4%	71	33.9%	147	19.4%	84	14.8%	64
I feel comfortable talking about my political views on campus.	7.4%	33	10.2%	45	15.8%	70	26.2%	116	29.3%	130	11.1%	49
I feel comfortable talking about my economic status on campus.	9.1%	40	14.3%	63	22.3%	98	26.1%	115	20.7%	91	7.5%	33
My opinions/inputs are valued at SJSU.	13.2%	59	16.1%	72	17.9%	80	27.8%	124	17.9%	80	7.0%	31
...do you agree or disagree... - The university uses its resources to help faculty succeed.	21.9%	98	19.4%	87	18.1%	81	25.2%	113	10.3%	46	5.1%	23

	No		Yes	
	Row N %	Count	Row N %	Count
In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	64.6%	290	35.4%	159

Job Satisfaction 2 (Support/Moral/Diversity Related and General)

Do you agree or disagree... -	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
My department is supportive of the faculty's use of various teaching styles.	3.1%	14	3.5%	16	6.0%	27	13.1%	59	36.1%	163	38.1%	172
Faculty who are openly critical of my department's administration have no cause to fear retribution.	12.9%	56	10.4%	45	10.4%	45	19.2%	83	26.3%	114	20.8%	90
Student diversity is appreciated by the faculty on this campus.	3.2%	14	4.1%	18	6.8%	30	20.3%	90	39.2%	174	26.6%	118
Minority faculty are adequately represented on important Academic Senate committees.	7.6%	29	10.2%	39	16.2%	62	33.0%	126	23.3%	89	9.7%	37
Women faculty receive the same level of support as male faculty.	10.7%	46	10.5%	45	14.0%	60	23.0%	99	24.4%	105	17.4%	75
Senior faculty are supportive of junior faculty in my department.	4.7%	21	7.2%	32	10.6%	47	20.8%	92	31.6%	140	25.1%	111
Faculty morale is good at this campus.	30.9%	137	20.3%	90	18.5%	82	17.6%	78	9.5%	42	3.4%	15
My colleagues are committed to the curtailment of sexual harassment.	1.6%	7	4.3%	19	6.2%	27	20.4%	89	38.7%	169	28.8%	126
Subtle discrimination is tolerated on this campus.	9.4%	41	18.7%	81	17.5%	76	25.6%	111	17.1%	74	11.8%	51
I am treated with respect by my colleagues.	3.1%	14	4.9%	22	6.0%	27	17.4%	79	40.2%	182	28.5%	129

FACULTY DEMOGRAPHICS

Are you considered: (Click all that apply)

	Frequency	Percent
Part-time	130	26.4
Full-time	165	33.5
Temporary	52	10.5
Tenure track	107	21.7
Did not respond	39	7.9
Total	493	100.0

How many years have you been working for SJSU?

	Frequency	Percent
less than one year	29	5.9
1 - 2 years	29	5.9
3 - 4 years	53	10.8
5 - 6 years	34	6.9
7 - 8 years	58	11.8
9 - 10 years	51	10.3
11 - 12 years	22	4.5
13 - 14 years	35	7.1
15 - 16 years	27	5.5
17 - 18 years	14	2.8
19 - 20 years	12	2.4
21 - 22 years	10	2.0
23 - 24 years	13	2.6
25 - 26 years	25	5.1
27 - 28 years	13	2.6
29 - 30 years	7	1.4
More than 30 years	21	4.3
Did not respond	40	8.1
Total	493	100.0

Are you tenured?

	Frequency	Percent
No	249	50.5
Yes	208	42.2
Did not respond	36	7.3
Total	493	100.0

What is your primary College or Unit affiliation?

	Frequency	Percent
Applied Sciences & Arts	84	17.0
Business	49	9.9
Education	44	8.9
Engineering	32	6.5
Humanities & Arts	79	16.0
Social Sciences	90	18.3
Science	48	9.7
Counseling	4	.8
University Library	11	2.2
Other	12	2.4
Did not respond	40	8.1
Total	493	100.0

What is your academic rank?

	Frequency	Percent
Professor	127	25.8
Associate Professor	75	15.2
Assistant Professor	54	11.0
Lecturer	174	35.3
Instructor	9	1.8
Other	14	2.8
Did not respond	40	8.1
Total	493	100.0

What is your gender?

	Frequency	Percent
Male	183	37.1
Female	254	51.5
Intersex	1	.2
Transman	1	.2
Genderqueer	4	.8
Other	8	1.6
Did not respond	42	8.5
Total	493	100.0

What is your age?

	Frequency	Percent
24 - 29	7	1.4
30 - 39	77	15.6
40 - 49	103	20.9
50 - 59	125	25.4
60 and over	121	24.5
Did not respond	60	12.2
Total	493	100.0

What is your citizenship status?

	Frequency	Percent
U.S. citizen (born or naturalized)	413	83.8
Permanent Resident (Green Card)	27	5.5
Foreign (Temporary)	5	1.0
Did not respond	48	9.7
Total	493	100.0

How many days per week are you typically on campus?

	Frequency	Percent
1	23	4.7
2	67	13.6
3	116	23.5
4	121	24.5
5	91	18.5
6	21	4.3
7	5	1.0
Did not respond	49	9.9
Total	493	100.0

On average, how long does it take you to commute ONE-WAY to SJSU (not including time to park)?

	Frequency	Percent
Less than 15 minutes	83	16.8
15-30 minutes	151	30.6
31-45 minutes	87	17.6
46 minutes to 1 hour	63	12.8
More than 1 hour	65	13.2
Did not respond	44	8.9
Total	493	100.0

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	11	2.2
American Indian/Alaskan Native	1	.2
Asian/Asian American	57	11.6
Hispanic/Latino	26	5.3
Middle Eastern/North African	5	1.0
Pacific Islander	2	.4
White	293	59.4
Two or More Races	21	4.3
Other	25	5.1
Did not respond	52	10.5
Total	493	100.0

Subcategories with the different race/ethnic groups

African American/African/Black

	Frequency	Percent
African American	11	2.2
Total	493	100.0

Asian/Asian American

	Frequency	Percent
Asian Indian	9	1.8
Chinese/Chinese American (except Taiwanese)	8	1.6
Filipino/Filipino American	5	1.0
Japanese/Japanese American	6	1.2
Korean/Korean American	6	1.2
Pakistani	2	.4
Sri Lankan	1	.2
Taiwanese/ Taiwanese American	10	2.0
Vietnamese/Vietnamese American	2	.4
Other Asian	4	.8
Total	53	10.8

Hispanic/Latino

	Frequency	Percent
Cuban/Cuban American	1	.2
Latin American/Latino	4	.8
Mexican/Mexican American/Chicano	15	3.0
Puerto Rican	1	.2
Other Hispanic, Latin American, or of Spanish origin	4	.8
Total	25	5.1

Middle Eastern/North African

	Frequency	Percent
Arab/Arab American	1	.2
Assyrian	1	.2
Iranian	1	.2
Jewish	1	.2
Other Middle Eastern/North African	1	.2
Total	5	1.0

Pacific Islander

	Frequency	Percent
Native Hawaiian	1	.2
Other Pacific Islander	1	.2
Total	2	.4

White

	Frequency	Percent
European/European descent	262	53.1
Other White/Caucasian	25	5.1
Total	287	58.2

Are you a person with a disability?

	Frequency	Percent
No	405	82.2
Yes	46	9.3
Total	451	91.5

Are you a person with a disability?

...disability...?	Frequency	Percent
Hearing impaired or deaf	7	1.4
Visual Impairment or blind	4	0.8
Mobility Impairment	23	4.7
Speech disorder	1	0.2
Learning disability	6	1.2
Other	10	2.0
Total	51	10.3

What is your sexual orientation?

	Frequency	Percent
Bisexual	16	3.2
Gay	13	2.6
Heterosexual/Straight	354	71.8
Lesbian	14	2.8
Pansexual	1	.2
Queer	9	1.8
Other	15	3.0
Total	422	85.6
Did not respond	71	14.4
Total	493	100.0

Which language do you speak at home?:

	Frequency	Percent
English is the only language I speak.	199	40.4
English is my primary language, and I speak one or more other languages.	198	40.2
English is not my primary language, and I speak one or more other languages.	46	9.3
Total	443	89.9
Did not respond	50	10.1
Total	493	100.0

How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Satisfactory	3	.6
Good	16	3.2
Excellent	27	5.5
Total	46	9.3
Did not respond	447	90.7
Total	493	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Good	19	3.9
Excellent	27	5.5
Total	46	9.3
Did not respond	447	90.7
Total	493	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Satisfactory	1	.2
Good	15	3.0
Excellent	30	6.1
Total	46	9.3
Did not respond	447	90.7
Total	493	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Good	10	2.0
Excellent	36	7.3
Total	46	9.3
Did not respond	447	90.7
Total	493	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	255	51.7
Green Party	13	2.6
Independent	49	9.9
Libertarian	12	2.4
Republican	24	4.9
None	54	11.0
Other (Please specify)	22	4.5
Total	429	87.0
Did not respond	64	13.0
Total	493	100.0

What is your religious affiliation?

	Frequency	Percent
Agnostic	78	15.8
Atheist	71	14.4
Buddhist	24	4.9
Christian	146	29.6
Hindu	7	1.4
Jewish	23	4.7
Muslim	3	.6
Other (Please specify)	64	13.0
Total	416	84.4
Did not respond	77	15.6
Total	493	100.0

I believe my responses on this survey will have a significant impact on SJSUs campus climate.

	Frequency	Percent
Strongly Disagree	76	15.4
Disagree	116	23.5
Neither Agree nor Disagree	197	40.0
Agree	51	10.3
Strongly Agree	12	2.4
Did not respond	41	8.3
Total	493	100.0

To help us improve our survey design, please tell us what device you used to complete the survey

	Frequency	Percent
Computer (desktop)	162	32.9
Computer (laptop)	229	46.5
Smartphone	26	5.3
Ipad or other tablet	26	5.3
Other	3	.6
Did not respond	47	9.5
Total	493	100.0