



Faculty Campus Climate Survey 2015

This survey seeks your feedback on your personal experiences as a faculty member at SJSU. Your feedback is important so that SJSU can continue to strive toward becoming a welcoming, inclusive, campus-community for employees from all backgrounds and life experiences.

As a token of appreciation, 20 faculty members who complete the survey will win \$20 SJSU Gold Point cards and one winner will win \$100 Gold Points.

Your responses will be completely confidential.

Thank you for your participation!

NOTE: You will only be able to access this survey from one device (e.g., smartphone, desktop, or laptop), so if you do not complete it all at once you will need to return from the same device to finish the survey.

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Based on your experience, how would you describe the general climate of SJSU?

	Not at all	Slightly	Somewhat	Moderately	Extremely
Respectful	<input type="radio"/>				
Safe	<input type="radio"/>				
Supportive	<input type="radio"/>				
Welcoming	<input type="radio"/>				
Inclusive of individuals with disabilities	<input type="radio"/>				
Racist	<input type="radio"/>				
Sexist	<input type="radio"/>				
Homophobic	<input type="radio"/>				

Based on your experience, how would you describe the general climate of your immediate working environment?

	Not at all	Slightly	Somewhat	Moderately	Extremely
Respectful	<input type="radio"/>				
Safe	<input type="radio"/>				
Supportive	<input type="radio"/>				
Welcoming	<input type="radio"/>				
Inclusive of individuals with disabilities	<input type="radio"/>				
Racist	<input type="radio"/>				
Sexist	<input type="radio"/>				
Homophobic	<input type="radio"/>				

SJSU strives to accomplish particular goals. In your perception, how well do you think SJSU is succeeding at the following:

	Not at all successful	Slightly successful	Somewhat successful	Moderately successful	Extremely successful
Having adequate representation of minorities in the faculty, staff, and administration	<input type="radio"/>				
Developing a sense of community among students, staff, and faculty	<input type="radio"/>				
Helping students bring about a positive change in society	<input type="radio"/>				
Promoting a climate where differences of opinion are regularly aired openly	<input type="radio"/>				
Developing an appreciation for a multicultural society on campus	<input type="radio"/>				
Promoting and celebrating diversity in all its forms	<input type="radio"/>				
Encouraging collaborations among different departments and colleges	<input type="radio"/>				

Have you taught a General Education (GE) course at SJSU in the last five years?

- Yes
- No

How well do you think SJSU is succeeding at providing meaningful diversity education in GE classes?

- Not at all successful
- Slightly successful
- Somewhat successful
- Moderately successful
- Extremely successful

This next question asks whether you have been harassed or discriminated against on campus because of any of the following perceived and/or actual identities:

	Does not apply to me (e.g. not a veteran)	Never	Seldom	Occasionally	Frequently
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender Identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language and/or accent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weight/Physical size	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Body art (e.g., tattoos, piercings)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran Status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Union Activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For each category in which you have experienced harassment or discrimination, was it from faculty, a staff member, administrator, student or other? (Click all that apply)

	Faculty	Staff Member	Administrator	Student	Other
Gender	<input type="checkbox"/>				
Gender Identity	<input type="checkbox"/>				
Political views	<input type="checkbox"/>				
Race/ethnicity	<input type="checkbox"/>				
Sexual orientation	<input type="checkbox"/>				
Disability	<input type="checkbox"/>				
Language and/or accent	<input type="checkbox"/>				
Religion	<input type="checkbox"/>				
Age	<input type="checkbox"/>				
Weight/Physical size	<input type="checkbox"/>				
Body art (e.g., tattoos, piercings)	<input type="checkbox"/>				
Veteran Status	<input type="checkbox"/>				
Union Activities	<input type="checkbox"/>				

If you did experience harassment or discrimination, please explain the situation or event briefly.

How satisfied are you with the following aspects of your job:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Opportunity for scholarly and creative pursuits	<input type="radio"/>					
Teaching	<input type="radio"/>					
Quality of students	<input type="radio"/>					
Working conditions (hours, location)	<input type="radio"/>					
Autonomy and independence	<input type="radio"/>					
Professional relationships with other faculty	<input type="radio"/>					
Social relationships with other faculty	<input type="radio"/>					
Job security	<input type="radio"/>					
Advice/mentoring you have received from faculty in your department	<input type="radio"/>					
Opportunities for professional development	<input type="radio"/>					
Representation by your union	<input type="radio"/>					

How satisfied are you with the following aspects of the University:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Academic Senate leadership	<input type="radio"/>					
Campus administrative leadership	<input type="radio"/>					
Academic freedom	<input type="radio"/>					
Extent to which the campus administration shares important information with you	<input type="radio"/>					

What is your overall job satisfaction?

- Very Dissatisfied
- Dissatisfied
- Somewhat Dissatisfied
- Somewhat Satisfied
- Satisfied
- Very Satisfied

Indicate the extent to which you agree or disagree with the following statements

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My department encourages its faculty to incorporate multiple ethnic and gender perspectives into their curriculum.	<input type="radio"/>					
The process by which complaints and grievances against faculty are resolved is fair and equitable.	<input type="radio"/>					
I feel supported by my dean.	<input type="radio"/>					
I feel supported by my department chair.	<input type="radio"/>					
Compared to my colleagues in my department, I am equitably compensated.	<input type="radio"/>					
My department is free of incidents of verbal abuse or other hostile language.	<input type="radio"/>					
In its	<input type="radio"/>					

<p>searches for new faculty in the last 5 years, my department has made an honest effort to hire diverse faculty.</p> <p>The evaluation process for lecturers is fair and equitable.</p>	<input type="radio"/>					
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Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I know how to officially report any racist, sexist, or other discriminatory behaviors.	<input type="radio"/>					
I fear for my physical safety on campus.	<input type="radio"/>					
I feel uncomfortable disclosing my sexual orientation to my colleagues.	<input type="radio"/>					
I feel uncomfortable discussing racially sensitive topics on campus.	<input type="radio"/>					
I value the work that SJSU is doing to promote diversity.	<input type="radio"/>					
I feel comfortable talking about my religion on campus.	<input type="radio"/>					
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	<input type="radio"/>					
I feel comfortable	<input type="radio"/>					

talking about my political views on campus. I feel comfortable talking about my economic status on campus. My opinions/inputs are valued at SJSU. The university uses its resources to help faculty succeed.	<input type="radio"/>					
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In the past two years, have you participated in any organized activity (conference, workshop, retreat, etc.) designed to promote sensitivity and/or understanding of diversity issues at SJSU?

- Yes
- No

Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My department is supportive of the faculty's use of various teaching styles.	<input type="radio"/>					
Faculty who are openly critical of my department's administration have no cause to fear retribution.	<input type="radio"/>					
Student diversity is appreciated by the faculty on this campus.	<input type="radio"/>					
Minority faculty are adequately represented on important Academic Senate committees.	<input type="radio"/>					
Women faculty receive the same level of support as male faculty.	<input type="radio"/>					
Senior faculty are supportive of junior faculty in my department.	<input type="radio"/>					
Faculty morale is good at this campus.	<input type="radio"/>					

My colleagues are committed to the curtailment of sexual harassment.	<input type="radio"/>					
Subtle discrimination is tolerated on this campus.	<input type="radio"/>					
I am treated with respect by my colleagues.	<input type="radio"/>					

This is the last section of the survey. The following items are important for us to understand how each group of people has responded to the questions on previous pages. Please click your answers to the best of your knowledge.

Are you considered: (Click all that apply)

- Part-time
- Full-time
- Temporary
- Tenure track

How many years have you been working for SJSU?

- less than one year
- 1 - 2 years
- 3 - 4 years
- 5 - 6 years
- 7 - 8 years
- 9 - 10 years
- 11 - 12 years
- 13 - 14 years
- 15 - 16 years
- 17 - 18 years
- 19 - 20 years
- 21 - 22 years
- 23 - 24 years
- 25 - 26 years
- 27 - 28 years
- 29 - 30 years
- More than 30 years

Are you tenured?

- Yes
- No

What is your primary College or Unit affiliation?

- Applied Sciences & Arts
- Business
- Education
- Engineering
- Humanities & Arts
- Social Sciences
- Science
- International & Extended Studies
- Counseling
- University Library
- Other _____

What is your academic rank?

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
- Instructor
- Other

What is your gender?

- Male
- Female
- Intersex
- Transwoman
- Transman
- Genderqueer
- Other _____

What is your age?

- 23 or younger
- 24 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 and over

What is your citizenship status?

- U.S. citizen (born or naturalized)
- Permanent Resident (Green Card)
- Foreign (Temporary)
- Other

How many days per week are you typically on campus?

- 1
- 2
- 3
- 4
- 5
- 6
- 7

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

- Less than 15 minutes
- 15-30 minutes
- 31-45 minutes
- 46 minutes to 1 hour
- More than 1 hour

With which racial/ethnic group do you primarily identify?

- African American/African/Black
- American Indian/Alaskan Native
- Asian/Asian American
- Hispanic/Latino
- Middle Eastern/North African
- Pacific Islander
- White
- Two or More Races
- Other _____

African American/African/Black

- African American
- African
- Black Caribbean
- Other _____

Asian/Asian American

- Asian Indian
- Bangladeshi
- Cambodian
- Chinese/Chinese American (except Taiwanese)
- Filipino/Filipino American
- Hmong
- Indonesian
- Japanese/Japanese American
- Korean/Korean American
- Laotian
- Malaysian
- Pakistani
- Sri Lankan
- Taiwanese/ Taiwanese American
- Thai
- Vietnamese/Vietnamese American
- Other Asian _____

Hispanic/Latino

- Cuban/Cuban American
- Latin American/Latino
- Mexican/Mexican American/Chicano
- Puerto Rican
- Other Hispanic, Latin American, or of Spanish origin _____

Middle Eastern/North African

- Afghan
- Arab/Arab American
- Armenian
- Assyrian
- Azerbaijani
- Berber
- Circassian
- Chaldean
- Coptic
- Druze
- Georgian
- Iranian
- Jewish
- Kurdish
- Maronite
- Turkish
- North African
- Other Middle Eastern/North African _____

Pacific Islander

- Fijian
- Guamanian/Chamorro
- Native Hawaiian
- Samoan
- Tongan
- Other Pacific Islander _____

White

- European/European descent
- Other White/Caucasian _____

You indicated that you are bi-racial or multi-racial. Please indicate the races.

Are you a person with a disability? (Note: “An individual with a disability is anyone with a physical or mental impairment that substantially impairs or restricts one or more major life activities, such as caring for one’s self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.”) Ref: Section 504 of the 1973 Federal Rehabilitation Act.)

- Yes
- No

Which of the following best describes your specific disability or disabilities? Check all that apply.

- Hearing impaired or deaf
- Visual impairment or blind
- Mobility impairment
- Speech disorder
- Learning disability
- Other _____

What is your sexual orientation?

- Bisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Pansexual
- Queer
- Other _____

Please indicate which applies to you:

- English is the only language I speak.
- English is my primary language, and I speak one or more other languages.
- English is not my primary language, and I speak one or more other languages.

How would you rate your English skills?

	Weak	Satisfactory	Good	Excellent
Speaking/conversation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your political affiliation?

- Democrat
- Green Party
- Independent
- Libertarian
- Peace & Freedom
- Republican
- None
- Other (Please specify) _____

What is your religious affiliation?

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Other (Please specify) _____

I believe my responses on this survey will have a significant impact on SJSU's campus climate.

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

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

- Computer (desktop)
- Computer (laptop)
- Smartphone
- Ipad or other tablet
- Other _____

Comments Section: We encourage you to add in your own words anything else you would like to share about SJSU's campus climate.