



## **Administrator/Staff Campus Climate Survey 2015**

This survey seeks your feedback on your personal experiences 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 individuals who complete the survey will win \$20 SJSU Gold Point cards and two winners will win \$100 Gold Points.***

Your responses will be completely confidential.

***Thank you for your participation!***

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Are you a staff member or an administrator?

- Staff member
- Administrator

*[Based on this choice, respondent sees either the administrator or the staff version below]*

# ADMINISTRATOR VERSION

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 students 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"/>				
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"/>				
Helping students bring about a positive change in society	<input type="radio"/>				
Providing meaningful diversity education in General Education (GE) classes?	<input type="radio"/>				

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 (e.g., you may not be 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 where you experienced harassment or discrimination, was it from faculty, a staff member, administrator 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 discrimination or harassment, 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
Working conditions (hours, location)	<input type="radio"/>					
Autonomy and independence	<input type="radio"/>					
Professional relationships with other administrators	<input type="radio"/>					
Social relationships with other administrators	<input type="radio"/>					
Job security	<input type="radio"/>					
Relationship with your staff	<input type="radio"/>					
Advice/mentoring you have received from people in your department	<input type="radio"/>					
Recognition for good performance	<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"/>					
Extent to which the campus administration shares important information with you	<input type="radio"/>					
Extent to which the campus administration encourages you to develop creative and innovative ideas	<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
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"/>					

<p>talking about my political views on campus.</p> <p>I feel comfortable talking about my economic status on campus.</p> <p>My opinions/inputs are valued at SJSU</p>	<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
I feel SJSU is a good place to work.	<input type="radio"/>					
Women in my department have the same opportunities as men for advancement.	<input type="radio"/>					
My immediate work environment is free from incidents of sexual harassment.	<input type="radio"/>					
The current ethnic composition of administrators at SJSU is adequate.	<input type="radio"/>					
The current gender composition of administrators at SJSU is adequate.	<input type="radio"/>					
Staff morale is good in my department.	<input type="radio"/>					
In my opinion, SJSU is a well-managed university.	<input type="radio"/>					
My department is free from incidents of verbal abuse or other	<input type="radio"/>					

hostile language.						
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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
My professional development is supported.	<input type="radio"/>					
Compared to other administrators, I get equal respect.	<input type="radio"/>					
I feel confident in mediating job-related interpersonal conflicts.	<input type="radio"/>					
Compared to other administrators at my level, I am equitably compensated.	<input type="radio"/>					
There are sufficient opportunities for my advancement within the administration at SJSU.	<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:

- Part-time
- Full-Time
- Temporary
- Interim

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

What is your primary College or Division affiliation?

- Applied Sciences & Arts
- Business
- Education
- Engineering
- Humanities & Arts
- Social Sciences
- Sciences
- Academic Administration
- Student Affairs
- Administration & Finance
- University Advancement
- University Foundation
- International & Extended Studies
- MLK Library
- President's Office
- Other (Please specify) \_\_\_\_\_

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

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, working, performing manual tasks and learning.” 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 similar 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.

## STAFF VERSION

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 students 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 students 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"/>				
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"/>				

How often have you been harassed or discriminated against on campus because of any of the following perceived and/or actual identities:

	Does not apply (e.g., you may not be 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 where you experienced harassment or discrimination, was it from faculty, a staff member, administrator 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
Working conditions (hours, location)	<input type="radio"/>					
Autonomy and independence	<input type="radio"/>					
Professional relationships with your co-workers	<input type="radio"/>					
Social relationships with your co-workers	<input type="radio"/>					
Job security	<input type="radio"/>					
Relationship with your immediate supervisor	<input type="radio"/>					
Advice/mentoring you have received from people in your department	<input type="radio"/>					
Opportunity to be in charge of tasks or projects	<input type="radio"/>					
Opportunities to be recognized for excellent performance	<input type="radio"/>					
Opportunities to participate in your professional development (e.g., attend workshops, conferences)	<input type="radio"/>					
Representation by your union	<input type="radio"/>					

What is your overall job satisfaction?

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

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

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Campus administrative leadership	<input type="radio"/>					
Extent to which the campus administration shares important information with you	<input type="radio"/>					
Extent to which the campus administration encourages you to develop creative and innovative ideas	<input type="radio"/>					
Opportunities to be involved in campus activities and events	<input type="radio"/>					

Have you ever been discriminated against when applying for a job change at SJSU? If so, what do you think was the basis for this? (Click all that apply)

- Not applicable; never had job change
- Had job change, but did not feel discriminated
- Gender
- Race/ethnicity
- Age
- Union affiliation
- 'Inside' candidate
- Other (please specify) \_\_\_\_\_

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 talking about my political views on campus.	<input type="radio"/>					
I feel comfortable talking about my economic status on campus.	<input type="radio"/>					
My opinions/inputs are valued at SJSU.	<input type="radio"/>					
The university uses its resources to help train staff for advancement.	<input type="radio"/>					

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I receive an equitable salary in my department or assigned work area.	<input type="radio"/>					
There are sufficient opportunities for advancement within my department.	<input type="radio"/>					
There are sufficient opportunities for advancement within SJSU.	<input type="radio"/>					
My work contributions to my department are appreciated by my supervisor/manager.	<input type="radio"/>					
Women in my department have the same equal opportunities as men for advancement.	<input type="radio"/>					
My immediate work environment is free from incidents of sexual harassment.	<input type="radio"/>					
Too much emphasis is placed on achieving diversity within the staff.	<input type="radio"/>					
I feel SJSU is a good place to work.	<input type="radio"/>					
In my opinion, SJSU is a well-managed university.	<input type="radio"/>					
I receive enough information in order to perform my job.	<input type="radio"/>					
There are opportunities for me to develop my skills and capabilities in my department.	<input type="radio"/>					

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
My performance on the job is evaluated fairly.	<input type="radio"/>					
In my department, there is favoritism.	<input type="radio"/>					
My supervisor treats me like I am incompetent.	<input type="radio"/>					
I am often given feedback about how I am doing on the job.	<input type="radio"/>					
My department is free from incidents of verbal abuse or other hostile language.	<input type="radio"/>					
I see my work as an integral part of the overall mission of educating students here at SJSU.	<input type="radio"/>					
I feel I can report wrongdoing by a supervisor or manager without fear of reprisal.	<input type="radio"/>					

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

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:

- Part-time, Probationary
- Part-time, Permanent
- Full-Time, Probationary
- Full-time, Permanent
- Part-time, Temporary
- Full-time, Temporary

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

What is your primary College or Division affiliation?

- Applied Sciences & Arts
- Business
- Education
- Engineering
- Humanities & Arts
- Social Sciences
- Sciences
- Academic Administration
- Student Affairs
- Administration & Finance
- University Advancement
- University Foundation
- International & Extended Studies
- MLK Library
- President's Office
- Other (Please specify) \_\_\_\_\_

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

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

My immediate supervisor is a:

- Male
- Female

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, but I speak one or more other languages.
- English is not my primary language, but 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) \_\_\_\_\_

Are you now or have you ever been an SJSU student pursuing a bachelor's or master's degree?

- Yes
- No

Which bargaining unit are you in?

- Don't know
- Academic Professionals (APC)
- Administrative workers (CSEA)
- Custodial and Grounds workers (CSEA)
- Faculty (CFA)
- Physicians and dentists (UAPD)
- Other medical workers (CSEA)
- Police (SUPA)
- Technical workers (CSEA)
- Trades workers (SETC)

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.