The Fall 2010 Campus Climate Survey
Responses from Staff Members
Prepared by Office of Institutional Research – February 2011

The Campus Climate Committee (CCC), a presidential advisory group composed of faculty, students, administrators, and staff, in partnership with the Office of Institutional Research, conducted a survey to assess perceptions of campus climate at San José State University (SJSU). Campus climate was defined as “the formal environment in which we learn, teach, and work, and live in a postsecondary setting.” In addition to exploring campus members’ perceptions of the overall environment at SJSU, the project aimed to examine the extent to which campus members valued diversity, and perceived SJSU as safe, welcoming, respectful, and supportive of people of different genders, abilities, races, cultures, and sexual orientations.

The Campus Climate subcommittee developed four instruments to assess the perceptions of the distinct constituents on campus: students, faculty, staff, and administrators. Data collection began October 26, 2006 and ended December 22, 2010. Invitations to participate in an online survey were given to 1,096 staff members. Three hundred seventy (370) responded to the questionnaire, which equals a final response rate of about 34 percent.

The results of the survey are summarized below. If you have any questions or need additional information, please contact Dr. John Briggs, the Office of Institutional Research at (408) 924-1520 or Dr. Wiggsy Sivertsen, Chairman Campus Climate Committee at (408) 924-5320.

**Highlights/Selected findings:**

- Most staff members responded that SJSU was somewhat successful in complying with its Mission Statement.
- Staff members responded that the two SJSU goals of students being active participants in the community and responsible citizens were important.
- Staff members responded that the immediate and general campus climate values diversity.
- Staff members see their work as an integral part of educating students at SJSU. They reported they are given enough opportunities to interact with students and become involved in campus activities.
- Staff members are somewhat satisfied with the campus climate.
- Most staff members at SJSU do not experience discrimination first-hand at SJSU. However, some do and any discrimination is too much. SJSU should continue in its efforts to make its campus discrimination free.
- Staff members responded that overwhelmingly that SJSU students should be taught to bring a positive change to society and that developing a sense of community at SJSU was important.
- Work issues dominated the most disappointing finding for staff members. They responded that there were not opportunities for advancement in their department at SJSU, resources for training were inadequate, salaries were not equitable, and overtime was an issue.
- Staff members responded that that diversity was much more a part of the SJSU environment now than in 2006. They responded that that SJSU celebrates and promotes
diversity, differences of opinion are regularly aired, and there is an appreciation for multicultural society on campus.

- Staff members responded that some things declined from 2006 to 2010. Among them was the amount of resources used for training, physical safety on campus, and respect by their supervisor.