EXECUTIVE SUMMARY
RESULTS OF THE ADMINISTRATOR REPORT

Campus Climate at San José University (SJSU): Administrators Perception

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 SJSU. Campus climate was defined as “the formal environment in which we learn, teach, and work, and live in a postsecondary setting.” Data collection began April 18, 2006 and ended June 10, 2006. Ninety-nine administrators responded to the questionnaire, a response rate of 53% (out of 186). The sample is characterized as: 38% male and 58% female, 59% White, 6% Asian/Asian American/Pacific Islander, 9% Latino/a, and 8% Black/African American. Eight percent of administrators consider themselves as gay, lesbian, or bisexual, and 6% of administrators are a person with a disability.

FINDINGS

The Perceptions of the Campus Climate
- Most administrators report “somewhat” to “very” favorable to favorable perceptions of the campus climate at SJSU. The administrators with 1-10 years of tenure report the general climate of the campus and their own working environment as less respectful compared with the administrators with more than 20 years of tenure.
- The majority of administrators do not personally experience discrimination at SJSU. However, a closer examination of specific subgroups shows some patterns. About 30% of the female administrators reported being discriminated against “occasionally” or “frequently” because of their gender, followed by 50% of the gay, lesbian, or bisexual administrators because of their sexual orientation, and some ethnic minority administrators (i.e., Latino/a, African American) because of their race/ethnicity.

Job Satisfaction
- Overall, administrators are satisfied with their jobs. Interestingly, compared with the administrators with more than 20 years of tenure, those with 1-10 years of tenure report less satisfaction with some aspects of their jobs, including “autonomy and independence,” “professional relationships with other administrators,” “job security,” and “access to technical support and assistance.”
- Findings also show that administrators are satisfied with various aspects of the university.

Campus Diversity
- The majority of the administrators report that they do know how to report officially any racist, sexist, or other discriminatory behaviors. Although the majority of administrators do not fear for their physical safety on campus because of their race/ethnicity/culture, a small number of them feel uncomfortable discussing racially sensitive topics on campus. Administrators are somewhat uncomfortable expressing their political views or talking about their religion on campus.
- Gay, lesbian, or bi-sexual administrators report they fear for their physical safety on campus because of their sexual orientation and feel uncomfortable disclosing their sexual orientation to their colleagues.
- Despite that most administrators value the work that SJSU is doing to promote diversity, about 76% of the administrators believe that the university should use its resources to help underprepared students succeed and 63.6% of them believe that more consideration
should be given to the needs and interests of disabled people on campus.

The Working Environment

- The majority of the administrators feel that SJSU is a good place to work and see their work as an integral part of the overall mission of educating students here at SJSU. About 76% of the administrators believe that in their opinion, SJSU is a well-managed university.
- Administrators believe that their immediate work environment is free from incidents of sexual harassment and that their department is free from incidents of verbal abuse.
- Although most administrators agree that the current gender composition of administrators at SJSU is adequate, 64.6% of the administrators and a small percent of the ethnic minority administrators (i.e., Latino/a, African American) agree that the current ethnic composition of administrators at SJSU is adequate.
- The majority of the administrators report that they are challenged by the duties associated with their position and two thirds of the administrators indicate that they feel a lot of pressure to work in the evenings and/or on the weekends to get their work done.

Compensation

- Two thirds of the administrators report that compared to other administrators at their level, they are equitably compensated.

Opportunities for Advancement and Career Development

- Less than two-thirds of the administrators report that there are sufficient opportunities for their advancement within the administration at SJSU.
- Except those with 1-10 years of tenure, most administrators agree that women in their department have equal opportunities as men for advancement.

Perceptions of Staff

- Administrators have favorable views of their staff. Most administrators report that staff moral is good in their department and believe that their staff appreciate their individual management style.
- Furthermore, most administrators do not find it necessary to monitor what their staff does on a day-to-day basis, but many expect their staff to get the job ‘done’ even if they have to work late. More female than male administrators agree with the statement that they see it as one of their responsibilities to validate their staff.

Will the Survey Have an Impact?

- About 67% of the administrators are at least somewhat optimistic about the impact that their responses on the survey will have on SJSU’s campus climate. Yet, those administrators who have participated in an organized activity (conference, workshop, retreat, etc.) designed to promote sensitivity toward issues of diversity at SJSU show more optimism than those who have not participated in such an organized activity.