EXECUTIVE SUMMARY
RESULTS OF THE STAFF REPORT
Campus Climate at San José University (SJSU): Staff 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. Three hundred and eighteen staff responded to the questionnaire, a response rate of about 22.8 percent (out of 1394). The sample is characterized as: 27% male (86) and 69.2% female (220), 39.6% White (126), 23% Asian/Asian American/ Pacific Islander (73), 18.6% Latino/a (59), 2.5% Black/African American (8), 3.8% Other (12); 6% Decline to State (19). Four percent of staff (13) are gay, lesbian, or bisexual, and 7.9% of staff (25) are a person with a disability.

FINDINGS

Perceptions of the Campus Climate
- Staff have “somewhat favorable” to “favorable” perceptions of the campus climate at SJSU. However, a specific group of staff (i.e., gay/lesbian/bisexual) views the campus climate less favorably (i.e., more homophobic).
- The majority of staff do not personally experience discrimination at SJSU. At the same time, findings show that 46.2% of the homosexual or bisexual staff reported having been discriminated against “occasionally” or “frequently” because of their sexual orientation, followed by 8% of the staff with disability because of their disability.
- Overall, 15% of the staff indicate that they have personally experienced sexual harassment at SJSU. However, about one third of Latino/a staff report that they have personally experienced sexual harassment.

Job Satisfaction
- Overall, staff are satisfied with their jobs and the many aspects of their jobs (e.g., “autonomy and independence,” “job security,” “professional relationships with their coworkers”).
- Results also demonstrate that homosexual or bisexual staff are more dissatisfied with the “working conditions (hours, location)” than heterosexual staff, and staff who are 30s are least satisfied with “job security.”
- Staff are satisfied with some aspects of the university, however, a small percentage of the staff are not satisfied with several aspects of the university, including “input in decisions that affect them personally,” the “extent to which the campus administration willingly shares important information,” and “campus administrative leadership.”
- Several subgroups of staff (i.e., racial/ethnic minority, gay, lesbian, or bisexual) report dissatisfaction with some aspects of their jobs.
- Among the staff who had a job change, 46% of them reported that they did not feel discriminated against when applying for a job change, however, 20% of them indicated that they felt discriminated against on the basis of “inside” candidate.

Campus Diversity
- Although about half of the staff (49%) do not believe that the university uses its resources to help train staff for advancement and that their opinions/input are valued at SJSU, a specific group of the staff who have participated in an organized activity (conference, workshop, retreat, etc.) designed to promote sensitivity toward issues of diversity at SJSU views these two items more positively than those who have not participated in such an organized activity.
• Seventy eight percent of the staff agree that they value the work that SJSU is doing to celebrate diversity.
• Seventy six percent of the staff report that they know how to officially report any racist, sexist, or other discriminatory behaviors.
• Small percentage of the staff (24%) do fear for their physical safety on campus and feel uncomfortable discussing racially sensitive topics on campus. Gay, lesbian, or bi-sexual staff report that they feel uncomfortable disclosing their sexual orientation on campus.

The Working Environment
• Although many staff feel that SJSU is a good place to work and see that their work as an integral part of the overall mission of educating students at SJSU, some staff believe that in their opinion, SJSU is not a well-managed university.
• Eighty seven percent of the staff believe that their immediate work environment is free from incidents of sexual harassment and that their department is free of incidents of verbal abuse.
• Fifty three percent of the staff perceive that staff morale is good in their department, but 49% of the staff report that there is favoritism in their department.
• Seventy seven percent of the staff believe that women in their department have equal opportunities as men for recognition, respect, and advancement.

Compensation
• One third of the staff (33%) indicate that they receive an equitable salary in their department or assigned work area. The staff who are 40s agree less with the above statement compared to the staff who are 50s or older.
• About 40% of the staff believe that their actual job duties do not fit their job description.
• Staff seem to indicate that there are opportunities for them to develop their skills and capabilities in their department and feel that they are supported when seeking information about career development. Yet, a relatively small percent of the staff report that there are sufficient opportunities for advancement within their department (29%) and within SJSU (50%).
• Interestingly, the staff who have participated in an organized activity (conference, workshop, retreat, etc.) designed to promote sensitivity toward issues of diversity at SJSU view opportunities for advancement more favorably than those who have not participated in such an organized activity.

Perceptions of Supervisors
• Staff have favorable views of their supervisors. Most staff believe that their supervisors are competent, and that performance on the job is evaluated fairly, and feel that when they take initiative on the job it is usually appreciated.
• Despite such a positive view of one’s supervisor, 59% of the staff indicate that they feel they can report wrongdoing by a supervisor or manager without fear of reprisal.
• About 67% of the staff report that they often feel that it is necessary to work late or thorough lunch to get their work done.

Will the Survey Have an Impact?
• Overall, 58% of the staff are at least somewhat optimistic about the impact that their responses on the survey will have an SJSU’s campus climate.