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San José State University



San José State University is a major, comprehensive public university located in the center of San José and in the heart of Silicon Valley. SJSU is the oldest state university in California. Its distinctive character has been forged by its long history, by its location, and by its vision - a blend of the old and the new, of the traditional and the innovative. Among its most prized traditions is an uncompromising commitment to offer access to higher education to all persons who meet the criteria for admission, yielding a stimulating mix of age groups, cultures, and economic backgrounds for teaching, learning, and research. SJSU takes pride in and is firmly committed to teaching and learning, with a faculty that is active in scholarship, research, technological innovation, community service, and the arts.

[All about SJSU](#) [Our Mission](#) [SJSU News](#) [Academic Programs](#) [Future Students & Families](#) [Students Getting Involved](#) [Spartan Athletics](#) [Living on campus](#) [Living in San Jose](#)

Living in the San José State Community

Located in the heart of Silicon Valley, the world's high-tech capital, San José State University is an exceptional place to pursue undergraduate or graduate study. From its beautiful, tree-lined campus in downtown San José, the university sends more business, engineering, education and computer science graduates into Silicon Valley than any other school. Serving a student body of more than 34,000, San José State offers degrees in more than 134 programs and concentrations. Students benefit from the excitement of studying at a large, urban university—a true crossroads of cultures—in the nation's 10th largest city. Yet they enjoy the personal attention of faculty within the smaller setting of the university's seven colleges. Founded in 1857, SJSU is the oldest public institution of higher education on the West Coast. Today the university is recognized for its award-winning faculty, high-achieving students, cutting-edge programs and innovative collaborations with the community and the corporate world.

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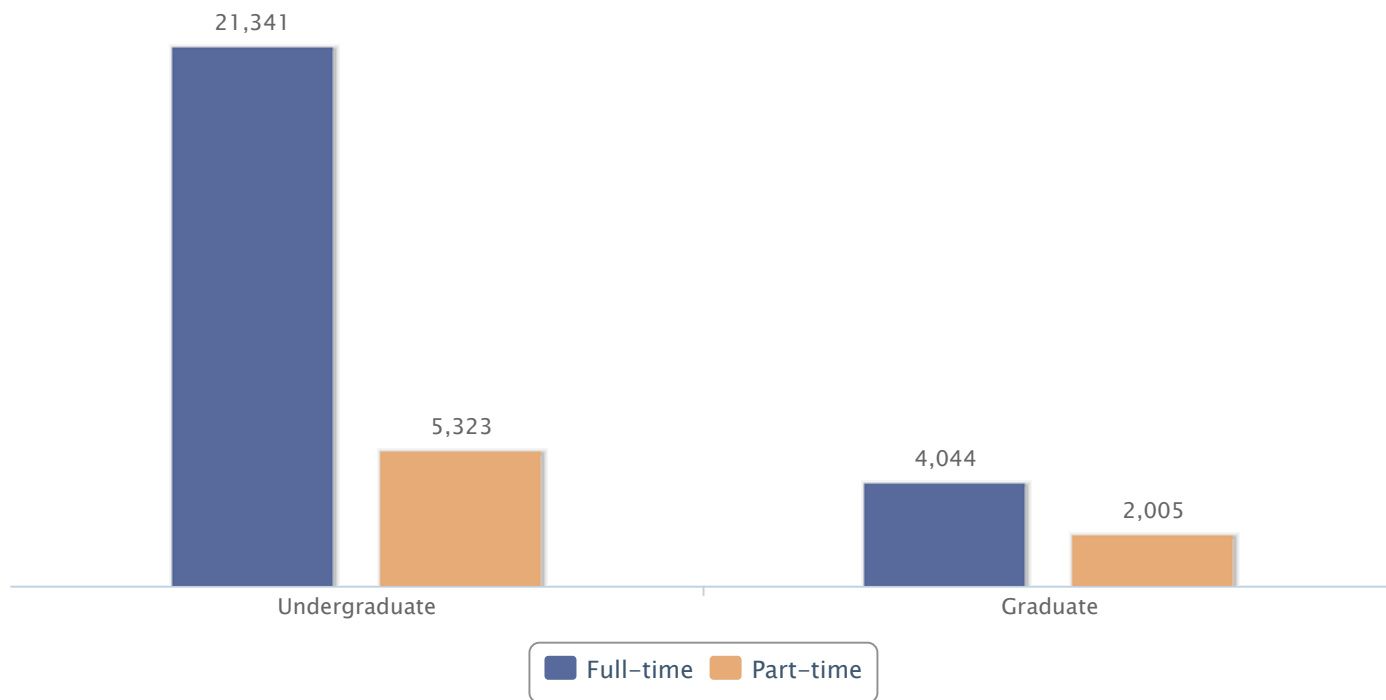
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Students

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The Big Picture: How many students were on campus in Fall 2014



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Undergraduate and Graduate Student Total

Total Students	32,713
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[Students](#)

[Admissions](#)

[College Costs & Financial Aid](#)
[Net Price Calculator](#)
[Classes and Campus Life](#)
[Student Experiences](#)
[Majors, Graduation & Next Steps](#)
[Student Success & Progress](#)
[Student Learning Outcomes](#)
[Public Good](#)

Undergraduate Snapshot

Undergraduate Student Demographic Breakdown

Undergraduate Student Demographic Breakdown

Total Undergraduate Students	26,664
Gender	
Women	12,865 48%
Men	13,799 52%
Race/Ethnicity	
American Indian / Alaskan Native	38 <1%
Asian	9,464 35%
African American / Black	907 3%
Hispanic	6,604 25%
Native Hawaiian or Other Pacific Islander	207 1%
White	5,576 21%
Two or More Races	1,380 5%
International	1,458 5%
Race/Ethnicity Not Reported	1,030 4%

Geographic Distribution (Degree-Seeking)

Geographic Distribution (Degree-Seeking)

Where do SJSU undergraduates call home?

California	98%
Other US States & Territories	1%
Other Countries	2%

Undergraduate Age

Undergraduate Age

How old are SJSU undergraduates?

Average Age	23
Percent of Undergraduates Age 25 or Older	19%

Percent of Low Income Students

Percent of Low Income Students

Low Income Students

% of Undergraduate Students Who Are Low Income Students	42%
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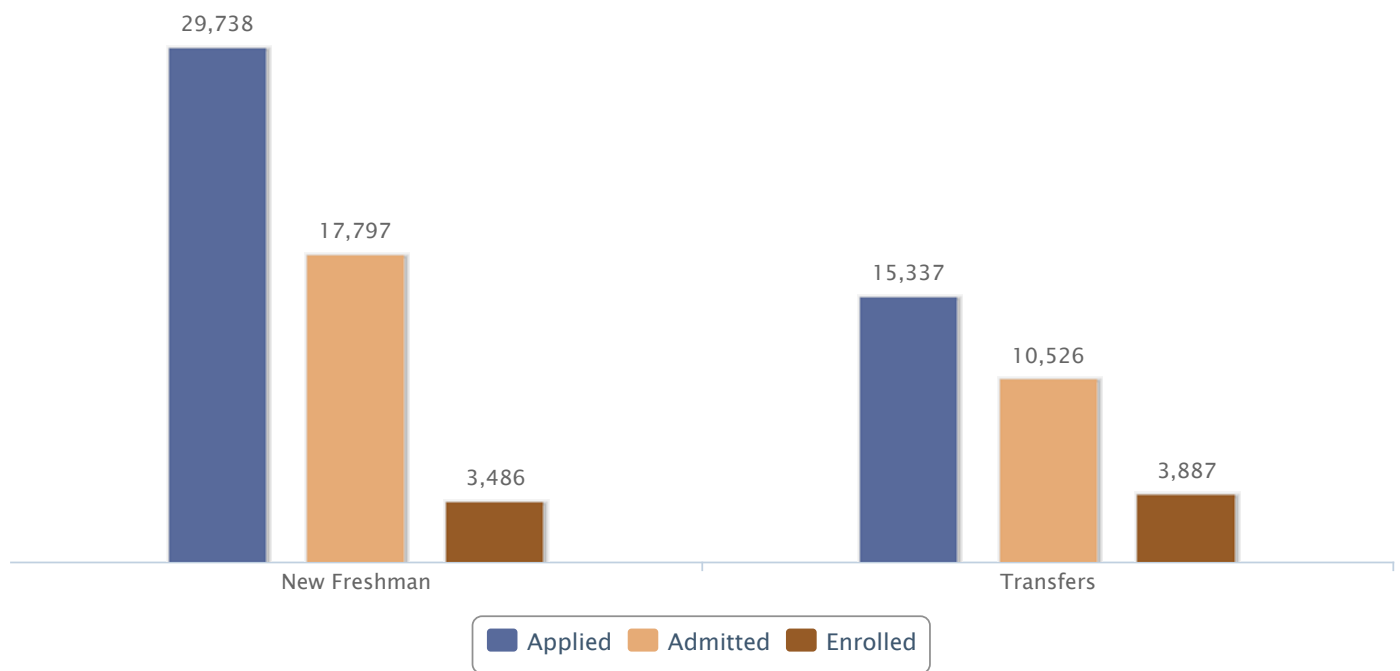
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Admissions

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New Student Applications (Fall 2014)



Of the 29,738 new freshman applicants, 60% were admitted and 20% of the admitted students enrolled at San José State University in Fall 2014.

New Freshman Admissions Info

Of the 15,337 transfer applicants, 69% were admitted and 37% of the admitted students enrolled at San José State University in Fall 2014.

Transfer Admissions Info

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[Students](#)

[Admissions](#)
[College Costs & Financial Aid](#)
[Net Price Calculator](#)
[Classes and Campus Life](#)
[Student Experiences](#)
[Majors, Graduation & Next Steps](#)
[Student Success & Progress](#)
[Student Learning Outcomes](#)
[Public Good](#)

New Freshmen High School Background and Test Scores

Test(s) Required for Admission:

SAT or ACT recommended

Shows middle 50% of testing range

Test Scores of Enrolled New Freshmen	ACT	SAT
Composite	19 - 25	
Math	19 - 26	470 - 600
English	18 - 24	
Critical Reading		450 - 560

50% of enrolled students have test scores within the ranges listed, 25% have scores above, and 25% have scores below.

High School Preparation

High School Background of Enrolled New Freshmen	
Percent in top of graduating class	Data Not Available
Average High School GPA (4-point scale)	3.38
Percent of new freshmen reporting High School GPA	100%



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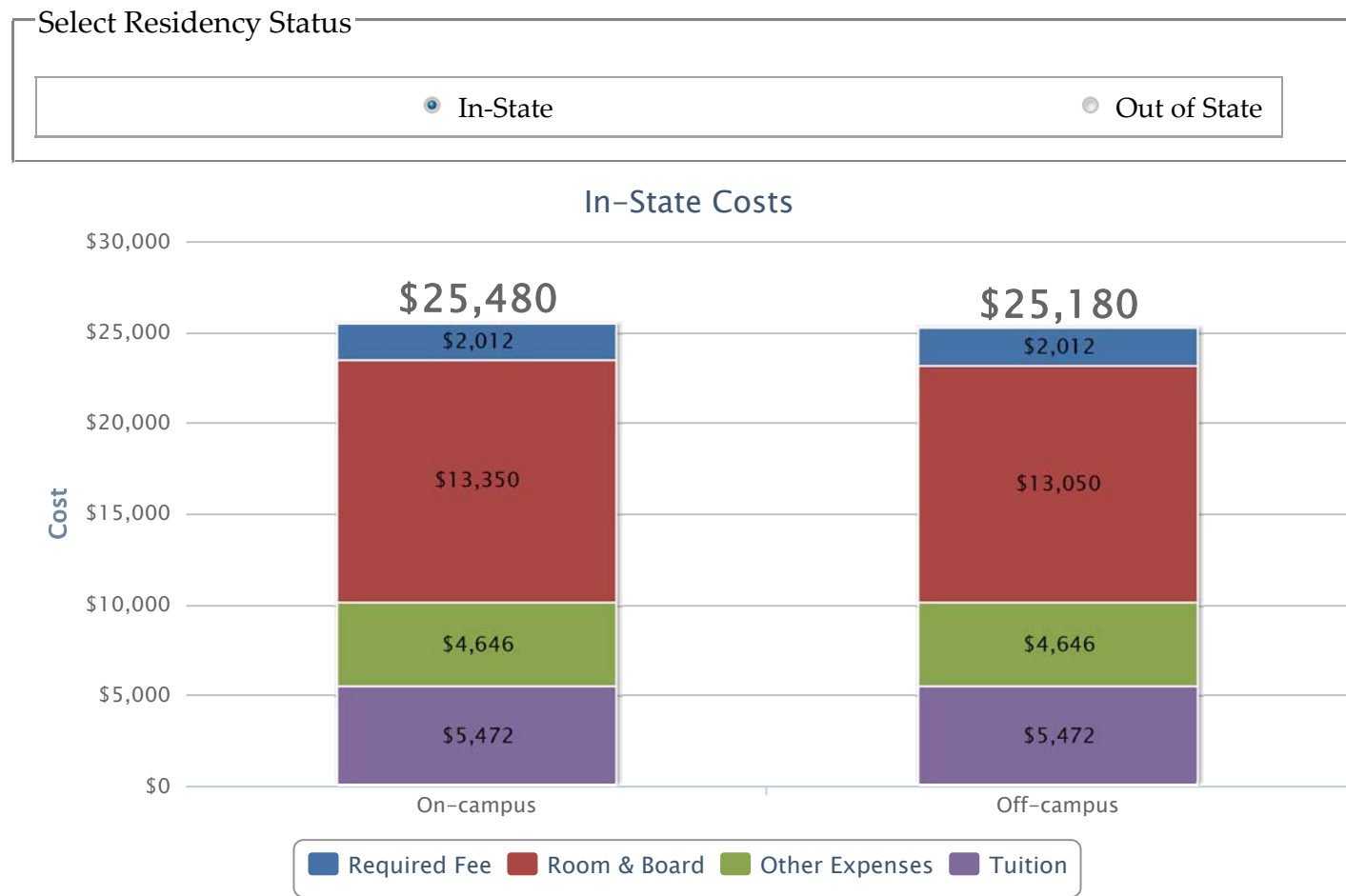
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College Costs & Financial Aid

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Sticker Price: How much does it cost on average?

Typical Undergraduate In-State Costs for 2014-15 without Financial Aid (Full-Time, In-State Students)



Highcharts.com

Information for the cost of attendance of the current academic year is not yet available. The data reflect academic year 12/13.

The cost to attend San José State University varies based on the individual circumstances of students and may be reduced through grants and scholarships.

Net Price: Total Cost of Attendance Minus Aid that Does Not Need to be Repaid

Total Net Price for First time In-State students enrolled full-time in a Degree-seeking program:

\$10,729

For more information on typical net price by average family income ranges with estimated financial aid (grants, scholarships, loans etc.) click [here](#).

Financial Aid: How much help is there to pay?

Scholarships & Grants

- For Fall 2013, 54% of full-time beginning undergraduate students received an average of \$1,973 in grant or scholarship aid from the federal or state government or the institution.

Scholarships and grants are financial aid that does not need to be repaid and is sometimes referred to as gift aid.

Aid that must be repaid: Loans

- For Fall 2013, 41% of full-time beginning undergraduate students received an average of \$5,477 in loans for their first year and 99% of students receiving loans received federal loans.

Loans need to be repaid. Typically, repayment starts once you are no longer enrolled full-time. Please refer to page 12 of the Funding Education Beyond High School guide on the US Department of Education's Federal Student Aid website for more information about Financial Need.

- 40% of graduates from San José State University in 2013-14 borrowed at some time during their undergraduate studies. The average amount borrowed for those who borrowed at all was \$16,403. The loan payment for this amount over 10-years at 5.25% APR is approximately \$168 per month. Individual loan repayment terms may vary, please consult the SJSU Financial Aid office for additional information about loan options.

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Students

Admissions

College Costs & Financial Aid

Net Price Calculator

Classes and Campus Life

Student Experiences

Majors, Graduation & Next Steps

Student Success & Progress

Student Learning Outcomes

Public Good

Additional Information

How much would I pay?

Other Costs

More Information

San José State University College Portrait

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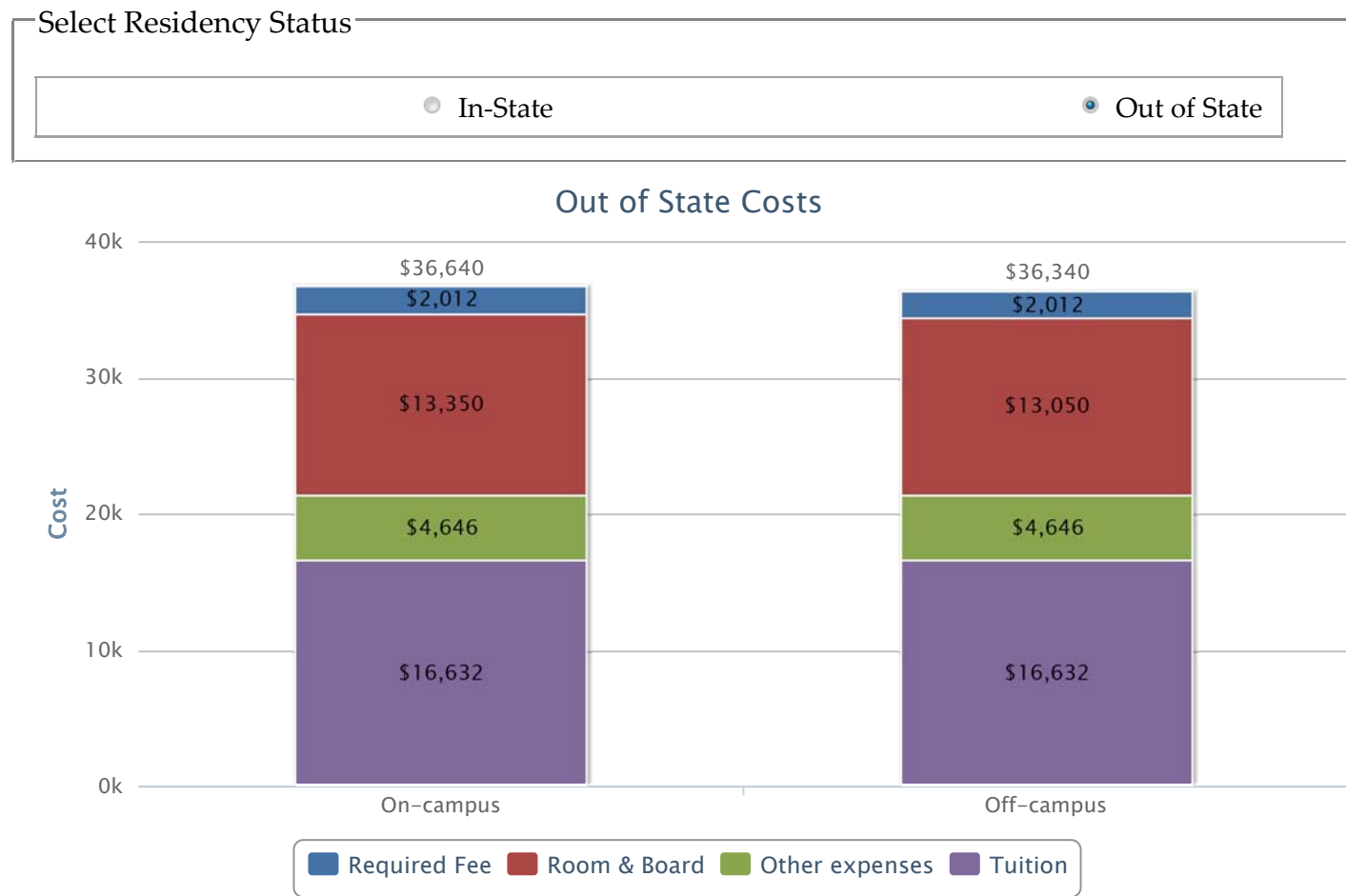
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College Costs & Financial Aid

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Sticker Price: How much does it cost on average?

Typical Undergraduate Out-of-State Costs for 2014-15 without Financial Aid (Full-Time, Out-of-state Students)



Information for the cost of attendance of the current academic year is not yet available. The data reflect academic year 12/13.

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Students

Admissions

College Costs & Financial Aid

Net Price Calculator

Classes and Campus Life

Student Experiences

Majors, Graduation & Next Steps

Student Success & Progress

Student Learning Outcomes

Public Good

Additional Information

How much would I pay?

Other Costs

More Information

San José State University College Portrait

[Skip to Content](#) | [Accessibility](#) | [Login](#)

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San José State University

The table below shows average financial aid and the resulting net price by family income ranges for San José State University.

User's Note: The data in the table are the same as reported to the Department of Education thru the Integrated Postsecondary Education Data System (IPEDS), which uses a more complex method for determining typical cost of attendance than is displayed in other places on the College Portrait.

IPEDS Part G: Net Price Calculation for Group 4

IPEDS Part G: Net Price Calculation for Group 4

	2011-12	2012-13	2013-14
Average amount of grant or scholarship aid	\$6,669	\$7,366	\$8,250
Average institutional net price	\$21,914	\$21,160	\$21,112
Average Aid by Income Level			
\$0-30,000	\$11,075	\$11,589	\$12,518
\$30,001-48,000	\$8,853	\$9,719	\$10,837
\$48,001-75,000	\$5,302	\$6,006	\$6,778
\$75,001-110,000	\$767	\$976	\$2,303
\$110,001 and more	\$4	\$77	\$662
Your Cost / Net Price by Income Level			
\$0-30,000	\$10,839	\$9,571	\$8,594
\$30,001-48,000	\$13,061	\$11,441	\$10,275
\$48,001-75,000	\$16,612	\$15,154	\$14,334

\$75,001-110,000	\$21,147	\$20,184	\$18,809
\$110,001 and more	\$21,910	\$21,083	\$20,450

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[Students](#)

[Admissions](#)

[College Costs & Financial Aid](#)

[Net Price Calculator](#)

[Classes and Campus Life](#)

[Student Experiences](#)

[Majors, Graduation & Next Steps](#)

[Student Success & Progress](#)

[Student Learning Outcomes](#)

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Classes & Campus Life

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SJSU Classes & Instructors

Class size and faculty data

Classroom Environment

Students per Faculty	24 to 1
Undergraduate classes with fewer than 30 students	50%
Undergraduate classes with fewer than 50 students	83%
Total Full-Time Instructional Faculty	630
% of Full-Time Instructional Faculty Who Are Female	47%
% of Full-Time Instructional Faculty Who Are Persons of Color	31%
% of Full-Time Instructional Faculty Who Have the Highest Academic Degree Offered in Their Field of Study	Data Not Available

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[Students](#)

[Admissions](#)

[College Costs & Financial Aid](#)

[Net Price Calculator](#)

Classes and Campus Life
Student Experiences
Majors, Graduation & Next Steps
Student Success & Progress
Student Learning Outcomes
Public Good

Campus-based Housing

56% of new freshmen live in campus-based housing or residence halls. 14% of all undergraduates live on campus.

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Campus Safety

The safety and security of students, faculty and staff at San Jose State is the full-time responsibility of the University Police Department. A force of 32 sworn positions provides protection of the campus itself, ensures the orderly flow of traffic and enforces parking regulations. UPD officers patrol near campus, where many students live, and works with other police agencies on enforcement and investigation.

[Campus Crime Statistics](#)

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Student Experiences

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Student Activities and Involvement at SJSU

Students who are actively involved in their own learning and development are more likely to be successful in college. Colleges and universities offer students a wide variety of opportunities both inside and outside the classroom to become engaged with new ideas, people, and experiences. Institutions measure the effectiveness of these opportunities in a variety of ways to better understand what types of activities and programs students find the most helpful.

Institutions participating in the VSA program measure student involvement on campus using one of four national surveys. Results from the one survey are reported for a common set of questions selected as part of VSA. Following are the selected results from the National Survey of Student Engagement (NSSE). The questions have been grouped together in categories that are known to contribute to student learning and development. The results reported below are based on the responses of seniors who participated in the survey.

Group Learning Experiences

- 89% percent of seniors worked with classmates on assignments outside of class.
- 46% of seniors tutored or taught other students
- 20% of seniors spent at least 6 hours per week participating in co-curricular activities such as student organizations and intramural sports

Active Learning Experiences

- 83% of seniors spent at least 6 hours per week preparing for class
- 5% of seniors worked on a research project with a faculty member
- 4% of seniors participated in an internship, practicum, or field experience
- 27% of seniors participated in community service or volunteer work
- 2% of seniors participated in study abroad
- 94% of seniors made at least one class presentation last year

Institutional Commitment to Student Learning and Success

- 95% of seniors believe this institution provides support for student success
- 71% of seniors rated the quality of academic advising at this institution as good or excellent
- 74% of seniors reported that this institution provided help in coping with work, family and other non-academic responsibilities
- 92% of seniors reported working harder than they thought they could to meet an instructor's standards or expectations

Student Interaction with Campus Faculty and Staff

- 52% of seniors believed that the campus staff were helpful, considerate, or flexible
- 75% of seniors believed that faculty are available, helpful, or sympathetic
- 94% of seniors reported that faculty members provided prompt feedback on their academic performance
- 52% of seniors discussed readings or ideas with faculty members outside of class

Experiences with Diverse Groups of People and Ideas

- 58% of seniors reported that they often tried to understand someone else's point of view
- 92% of seniors reported their experience at this institution contributed to their understanding people of other racial and ethnic backgrounds
- 56% of seniors often had serious conversations with students of a different race or ethnicity

Student Satisfaction

- 83% of seniors would attend this institution if they started over again
- 82% of seniors rated their entire educational experience as good or excellent
- 77% of seniors reported that other students were friendly or supportive

Evaluation of Experiences Survey Administration Process Survey Information

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[Students](#)

[Admissions](#)

[College Costs & Financial Aid](#)

[Net Price Calculator](#)

[Classes and Campus Life](#)

[Student Experiences](#)

[Majors, Graduation & Next Steps](#)

[Student Success & Progress](#)

[Student Learning Outcomes](#)

[Public Good](#)



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Majors, Graduation & Next Steps

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Majors and Degrees

Degrees awarded at San José State University in 2013-14

Degrees awarded at San José State University in 2013-14

Degrees awarded at San José State University in 2013-14

Bachelor's	5,431
Master's	2,264
Total	7,695

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Areas of Study with the largest number of bachelor's degrees awarded in 2013-14

Areas of Study with the largest number of bachelor's degrees awarded in 2013-14

Areas of Study with the largest number of bachelor's degrees awarded in 2013-14

Business Administration, Management and Operations.	23%
Psychology, General.	6%
Fine and Studio Arts.	5%
Teacher Education and Professional Development, Specific Levels and Methods.	4%
Criminal Justice and Corrections.	4%

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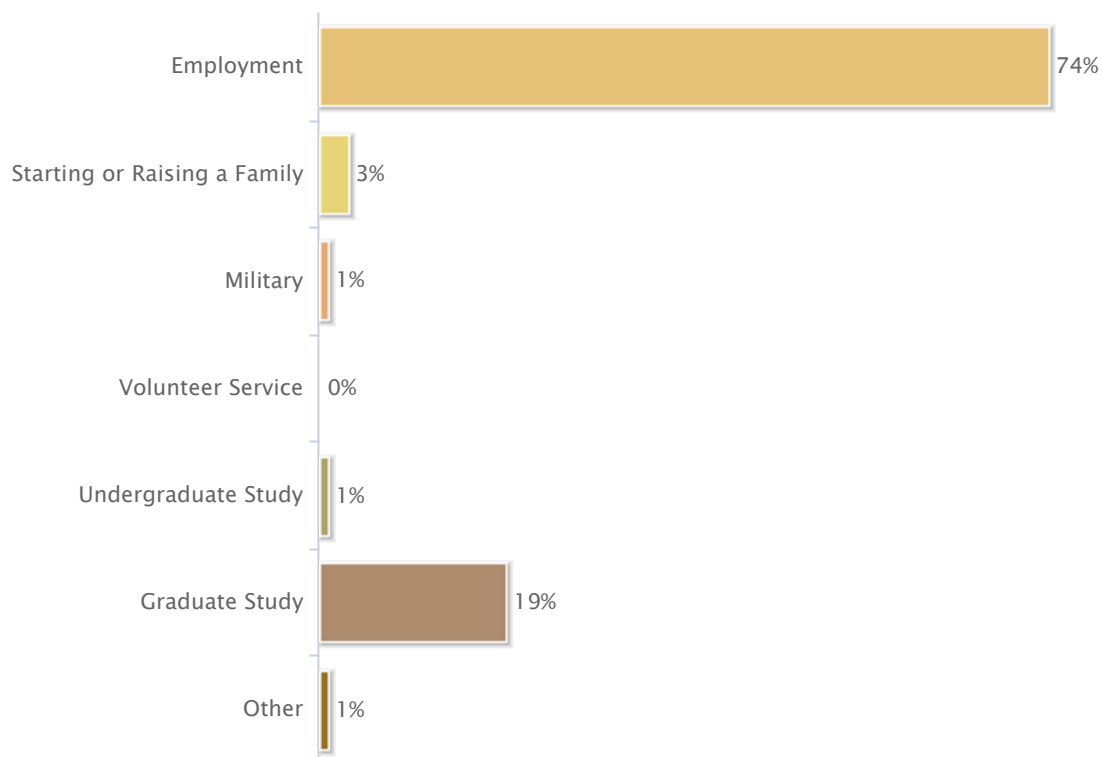
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Future Plans of Bachelor's Degree Recipients

Survey Response Rate: 30%



Survey Administration Process



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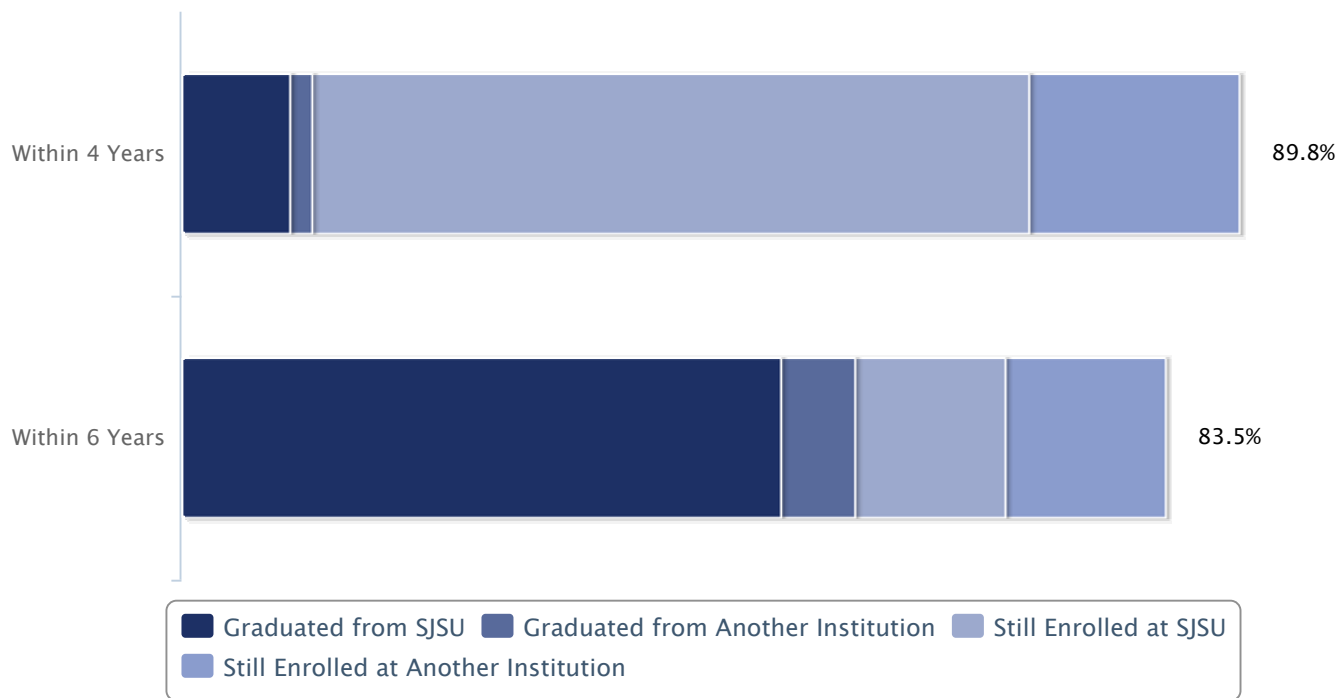
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Student Success & Progress Rate

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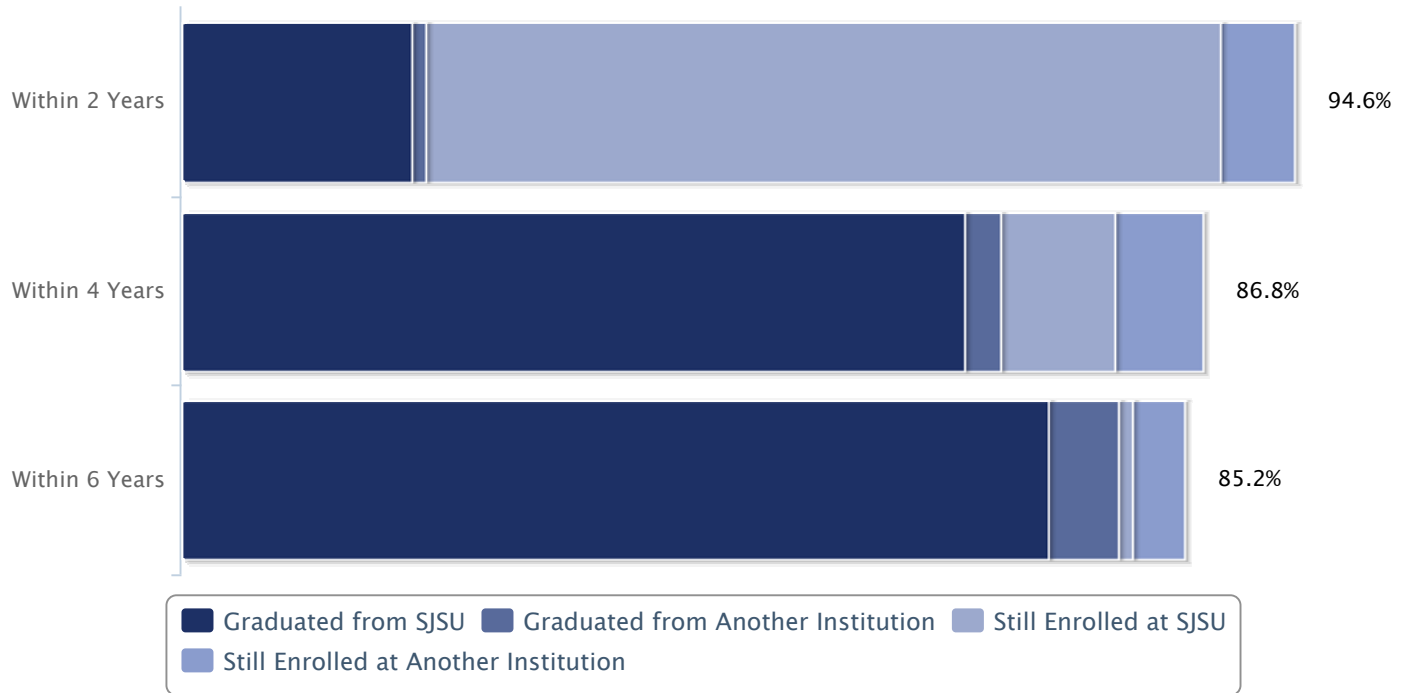
Student Success & Progress Rate

First Time Full-Time Students Starting Fall 2008



Highcharts.com

Full Time Transfer Students Starting Fall 2008



A 90% four-year success and progress rate means that 90% of students starting in Fall 2008 either graduated or are still enrolled at a higher education institution four years later.

More Information

Counts for the Fall 2008 entering class shown in the graph above.

- 3,463 First-Time, Full-Time Students
- 1,892 Full-Time Transfer Students

Success & Progress Rate Table

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[Admissions](#)

[College Costs & Financial Aid](#)

[Net Price Calculator](#)

[Classes and Campus Life](#)

[Student Experiences](#)

[Majors, Graduation & Next Steps](#)

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Retention of Freshman Class

First time students in Fall 2013 that returned for their second year:

83%

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First-Time, Full-Time Students

First-Time, Full-Time Students starting in Fall 2008						
Description	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Bachelors degree from San José State University	0.0%	0.0%	0.1%	9.3%	34.6%	50.9%
Associates degree from San José State University	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Graduated from San José State University	0.0%	0.0%	0.1%	9.3%	34.6%	50.9%
Bachelors degree from another institution	0.0%	0.0%	0.1%	0.8%	3.1%	4.9%
Associates degree from another institution	0.0%	0.0%	0.6%	1.1%	1.3%	1.5%
Total Graduated at another institution	0.0%	0.0%	0.7%	1.9%	4.4%	6.4%
Enrolled at San José State University	98.5%	82.2%	75.1%	60.9%	31.9%	12.7%
Enrolled at another 4-year institution	0.1%	1.8%	3.8%	5.5%	5.1%	4.4%
Enrolled at another 2-year institution	0.2%	12.2%	13.1%	12.2%	10.8%	9.1%
Total Transferred and enrolled at another institution	0.4%	14.0%	16.8%	17.7%	15.9%	13.5%

Student Success & Progress	98.9%	96.2%	92.7%	89.8%	86.8%	83.5%
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Full-Time Transfer Students

Full-Time Transfer Students starting in Fall 2008						
Description	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Bachelors degree from San José State University	0.2%	19.7%	52.6%	66.6%	71.6%	73.8%
Associates degree from San José State University	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Graduated from San José State University	0.2%	19.7%	52.6%	66.6%	71.6%	73.8%
Bachelors degree from another institution	0.1%	0.3%	1.0%	2.0%	3.1%	4.0%
Associates degree from another institution	3.5%	0.9%	0.9%	1.0%	1.4%	1.8%
Total Graduated at another institution	3.6%	1.2%	1.9%	3.0%	4.5%	5.8%
Enrolled at San José State University	94.5%	67.5%	30.2%	9.8%	3.7%	1.2%
Enrolled at another 4-year institution	0.1%	1.8%	2.7%	3.1%	2.2%	2.1%
Enrolled at another 2-year institution	0.2%	4.3%	4.5%	4.3%	3.6%	2.3%
Total Transferred and enrolled at another institution	0.2%	6.2%	7.2%	7.4%	5.8%	4.4%
Student Success & Progress	98.5%	94.6%	91.9%	86.8%	85.6%	85.2%

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Student Learning Outcomes

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San José State University Learning Outcomes

As part of San José State University's commitment to graduating well educated students, assessment of student learning is integrated into all components of the curriculum. The development of student learning outcomes for courses, degree programs, and general education is overseen by committees at the department, college, and university levels. Assessment of student learning is likewise a shared responsibility at each of these levels and is overseen by the Associate Vice Presidents for Undergraduate Studies and for Graduate Studies and Research with the support of the Director of Assessment and assessment coordinators for each of the seven colleges.

Learning Assessment Examples

San José State University administered the CLA+ in 2013 - 2014.

San José State University conducted a Value-added administration of the CLA+ in 2013 - 2014. The results are displayed below in the SLO Results tab.

For additional information on SJSU's process for administering CLA+, please click on the Assessment Process Tab below. For information on the students included in the administration, please click the Students Tested Tab.

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[Admissions](#)

[College Costs & Financial Aid](#)

[Net Price Calculator](#)

[Classes and Campus Life](#)

[Student Experiences](#)

[Majors, Graduation & Next Steps](#)

[Student Success & Progress](#)

Student Learning Outcomes

Public Good

- Assessment Examples
- Students Tested
- Results

Why did you choose the CLA+ for your institutional assessment?

The CLA+ is used as a cross-sectional measure of cognitive skills developed during students' education experience at a college or university. Like the CLA it also examines value added through comparison of skills students possess when starting college with skills students possess upon the completion of their college education. This assessment is completed on-line in a test environment. Unlike the CLA, the CLA+ requires that all students take the exact same assessment which measures critical thinking, reasoning, critiquing and making an argument, writing, and problem solving. The CLA+ incorporates multiple choice items and essay type items.

Which San José State University students are assessed? When?

First-time Freshmen are assessed during the fall semester and native seniors are assessed during the spring semester.

How are assessment data collected?

The innovative CLA+ performance measures require two-hours of testing time; all measures are administered on-line on campus computer facilities. SJSU will have 100 first-year students participate in this study. The project will build a link between educational research and practice by creating a Collegiate Learning Assessment Database that can be used to conduct research about student learning and best practices, and that will inform curricular and programmatic design and planning.

How are data reported within San José State University?

Data are used to compose an executive level report comparing the value-added, of various constructs, over the various years of administration.

How have data led to program changes and improvements at SJSU?

Information is not available.



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Student Learning Outcomes

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San José State University Learning Outcomes

As part of San José State University's commitment to graduating well educated students, assessment of student learning is integrated into all components of the curriculum. The development of student learning outcomes for courses, degree programs, and general education is overseen by committees at the department, college, and university levels. Assessment of student learning is likewise a shared responsibility at each of these levels and is overseen by the Associate Vice Presidents for Undergraduate Studies and for Graduate Studies and Research with the support of the Director of Assessment and assessment coordinators for each of the seven colleges.

Learning Assessment Examples

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[Net Price Calculator](#)

[Classes and Campus Life](#)

[Student Experiences](#)

[Majors, Graduation & Next Steps](#)

[Student Success & Progress](#)

Student Learning Outcomes

Public Good

- Assessment Examples
- Students Tested
- Results

Of 3736 freshmen students eligible to be tested, 112 (3%) were included in the tested sample at San José State University.

Of 3893 senior students eligible to be tested, 109 (3%) were included in the tested sample at San José State University.

Probability sampling, where a small randomly selected sample of a larger population can be used to estimate the learning gains in the entire population with statistical confidence, provides the foundation for campus-level student learning outcomes assessment at many institutions. It's important, however, to review the demographics of the tested sample of students to ensure that the proportion of students within a given group in the tested sample is close to the proportion of students in that group in the total population. Differences in proportions don't mean the results aren't valid, but they do mean that institutions need to use caution in interpreting the results for the groups that are under-represented in the tested sample.

Undergraduate Student Demographic Breakdown

		Freshmen		Seniors	
		Eligible Students	Tested Students	Eligible Students	Tested Students
Gender	Female	47%	38%	50%	52%
	Male	53%	61%	50%	47%
	Other or Unknown	<1%	<1%	<1%	<1%
Race/ Ethnicity	US Underrepresented Minority	71%	79%	67%	65%
	White / Caucasian	18%	13%	22%	21%
	International	4%	<1%	2%	<1%
	Unknown	8%	8%	8%	14%
Low-income (Eligible to receive a Federal Pell Grant)		110	<1%	38%	33%

Information is not available.

The VSA provides sample size guidelines for institutions based on a 95% confidence interval and 5% margin of error. So long as the tested sample demographics represent the student body, this means we can be 95% certain that the "true" population learning outcomes are with +/- 5% of the reported results. For more information on Sampling, please refer to the Research Methods Knowledge Base

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[Student Experiences](#)

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Student Learning Outcomes

Public Good

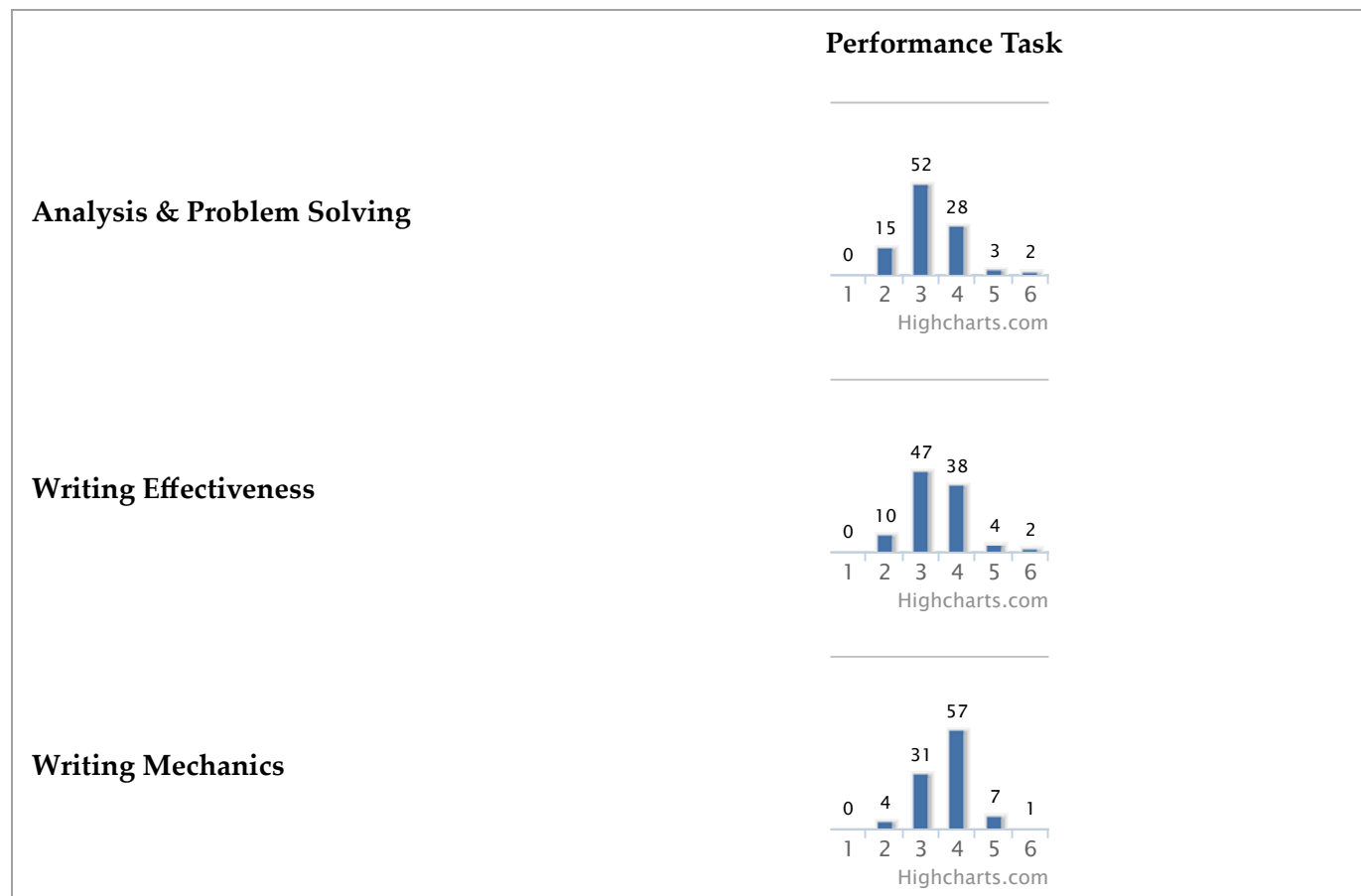
- Assessment Examples
- Students Tested
- Results

The increase in learning on the performance task is at or near what would be expected at an institution testing students of similar academic abilities.

The increase in learning on the selected-response questions is at or near what would be expected what would be expected at an institution testing students of similar academic abilities.

Seniors Detail

The charts below show the proportion of tested seniors who scored at each level of the nine subscales that make up the CLA+. The subscale scores range from 1 to 6 with 6 representing a higher or better score. Due to rounding, subscores may not total 100%.



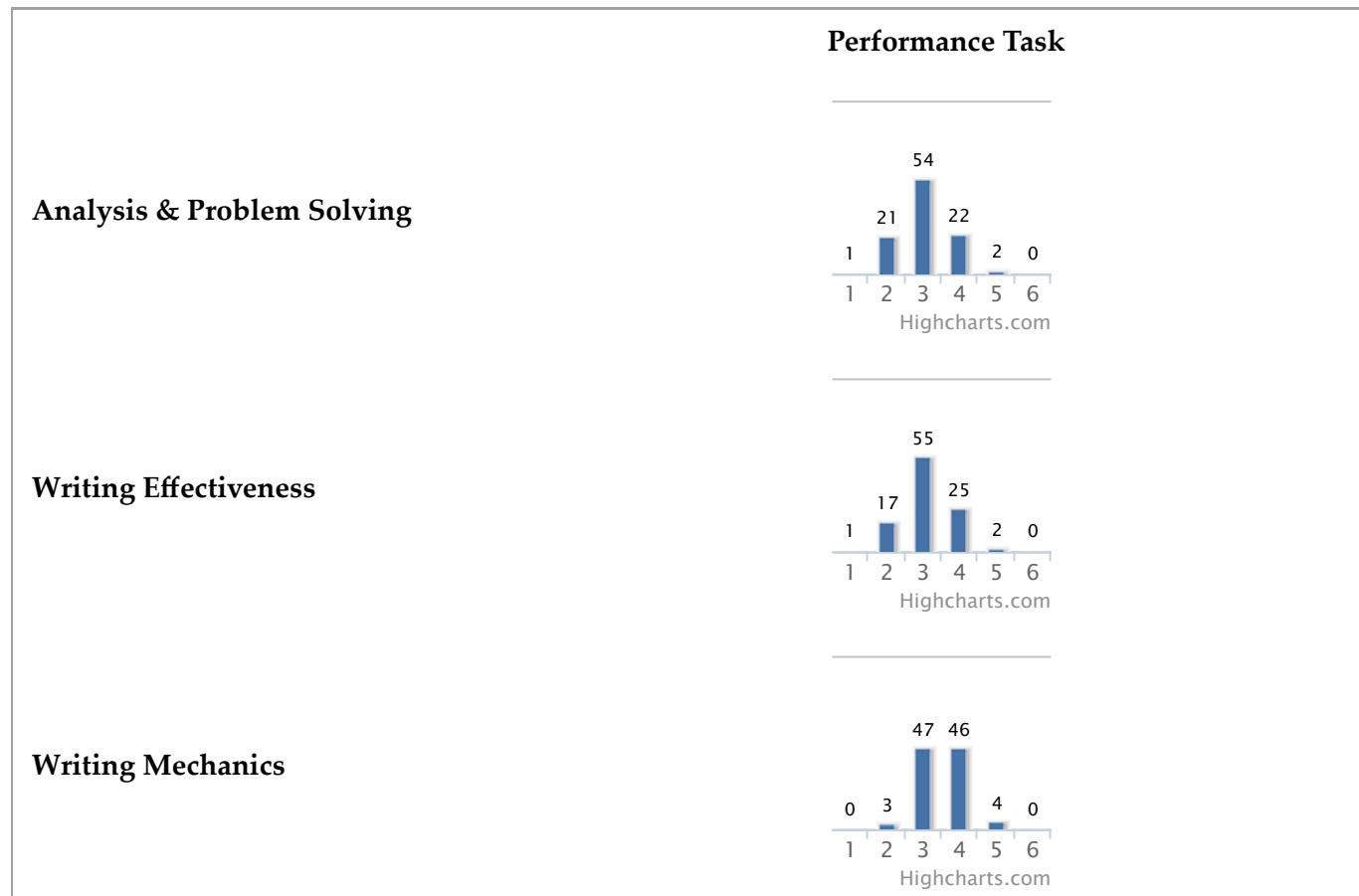
The table below shows students' mean scores on the three subscales that make up the Selected-Response Questions section of the CLA+. The students subscores are determined by the number of correct responses in each subsection, with those raw numbers adjusted based on the difficulty of the question set the students received. Individual student scores are rounded to the nearest whole number.

Subscale	Mean Student Scores
Scientific & Quantitative Reasoning (Range: 0 to 10)	537.0

Critical Reading & Evaluation (Range: 0 to 10)	516.0
Critique an Argument (Range: 0 to 5)	539.0

Freshmen Detail

The charts below show the proportion of tested freshmen who scored at each level of the nine subscales that make up the CLA+. The subscale scores range from 1 to 6 with 6 representing a higher or better score. Due to rounding, subscores may not total 100%.



The table below shows students' mean scores on the three subscales that make up the Selected-Response Questions section of the CLA+. The students subscores are determined by the number of correct responses in each subsection, with those raw numbers adjusted based on the difficulty of the question set the students received. Individual student scores are rounded to the nearest whole number.

Subscale	Mean Student Scores
Scientific & Quantitative Reasoning (Range: 0 to 10)	500.0
Critical Reading & Evaluation (Range: 0 to 10)	490.0
Critique an Argument (Range: 0 to 5)	501.0



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Public Good

Contributions to the Public Good

San José State University

The information provided in this section addresses many important institutional contributions to California. This small collection of data is designed to ensure that many of our public universities are recognized for their societal contributions as well as demonstrating greater accountability to individual students, parents, and the public-at-large.

DEGREES GRANTED 2012-13

Total Degree Awards	San José State	% of CSU	CSU	% of State
Bachelor's	5,209	6%	81,803	47%
Master's	2,352	12%	19,072	27%
Doctoral	0	0%	334	2%
Total	7,561	7%	101,209	39%

BACHELOR'S DEGREE AWARDS 2012-13

by Racial and Ethnic Background	San José State	% of CSU	CSU	% of State
African American / Black	188	5%	3,602	47%
American Indian / Alaskan Native	13	3%	414	43%
Asian	1,622	12%	13,413	38%
Hispanic	1,105	5%	21,686	62%
Native Hawaiian or Other Pacific Islander	120	20%	597	53%

White	1,484	5%	28,990	45%
Two or More Races	217	9%	2,506	69%
Race and Ethnicity Unknown	311	4%	7,576	44%
Non-Resident Alien	149	5%	3,019	42%
Total	5,209	6%	81,803	47%
in High Demand Fields	San José State	% of CSU	CSU	% of State
Hospitality and Tourism	122	16%	Not Available	
Information Technology	152	10%	1,486	30%
Engineering	465	10%	4,867	49%
Business and Professional Services	1,356	8%	16,452	54%
Media/Culture/Design	717	8%	9,377	44%
Nursing	183	7%	2,685	49%

REGULAR AND INTERNSHIP CREDENTIALS 2011-12

	San José State	% of CSU
First-Time/New Type Credentials Issued, Single Subject	133	5%
First-Time/New Type Credentials Issued, Multiple Subject	184	7%
First-Time/New Type Credentials Issued, Educ. Specialist	92	5%

Sources: CSU Chancellor's Office, National Center for Educational Statistics (NCES), and Commission on Teacher Credentialing

ECONOMIC DIVERSITY: ACCESS & COMPLETION

Undergraduate Pell Grant Recipients (2011-12)

San José State Undergraduates	23,803
San José State Undergraduate Pell Grant Recipients	10,076
San José State Pell Percentage of Undergraduates	42%
System Pell Percentage of Undergraduates	49%
National Pell Percentage of Public Four-Year Undergraduates	35%
National Pell Percentage of Private Four-Year (Not-for-Profit) Undergraduates	31%

Bachelor's Degree Pell Grant Recipients (2012-13)

San José State Bachelor's Degrees	5,209
San José State Pell Grant Bachelor's Degree Recipients	2,262

San José State Pell Percentage of Bachelor's Degrees	43%
System Pell Percentage of Bachelor's Degrees	49%
Source: CSU Chancellor's Office, National Center for Educational Statistics (NCES), College InSight	

STICKER AND "NET" TUITION & FEES	
Average tuition and fee "sticker" charged to public four-year full-time instate undergraduates in AY 2012-13	\$8,245
Average tuition and fee "sticker" charged to private four-year (not-for-profit) full-time undergraduates in AY 2012-13	\$28,404
San José State average tuition and fee "sticker" charged to all full-time undergraduates in AY 2012-13	\$6,852
San José State average tuition and fee "net" paid by full-time undergraduates in AY 2012-13	\$3,087
San José State "Net" percent of "Sticker" Tuition & Fees for full-time undergraduates in AY 2012-13	45%
Sources: CSU Chancellor's Office, National Center for Educational Statistics (NCES) IPEDS Data Center	

LOAN DEBT OF BACCALAUREATE RECIPIENTS	
Percent of 2011-12 Baccalaureate Recipients who Started as Freshmen and Assumed Loans	
San José State Percentage	17%
State Percentage	52%
National Public Four-Year Percentage	58%
National Private Four-Year (Not-for-Profit) Percentage	65%
Average Loan Debt of 2011-12 Baccalaureate Recipients who Started as Freshmen and Assumed Loans	
San José State Average	\$16,649
State Average	\$20,269
National Public Four-Year Average	\$24,443
National Private Four-Year (Not-for-Profit) Average	\$29,309
Loan Debt Default Rate	
Loan Debt Default Rate	
San José State Default Rate	3.2%
CSU Default Rate	5.1%
National Public Four-Year Default Rate	6.8%
National Private Four-Year (Not-for-Profit) Default Rate	5.1%
Sources: CSU Chancellor's Office, National Center for Educational Statistics (NCES), "The Project on Student Debt" of The Institute for College Access & Success (TICAS), U.S. Department of Education, and The Institute for College Access & Success, College InSight	

SALARIES OF BACCALAUREATE RECIPIENTS -- Payscale (2013)	
National average starting median salary of graduates from public universities	\$42,670
San José State graduates' median starting salary	\$50,500
National average mid-career median salary of graduates from public universities	\$72,026
San José State graduates' mid-career median salary	\$90,400

Source: "Top State Universities by Salary Potential", PayScale Inc.

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[Student Learning Outcomes](#)

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