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Student Means ! ! ! ! ! ! ! ! ! ! ! ! ! ! 4
Frequencies ! ! ! ! ! ! ! ! ! ! ! ! ! ! .5
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Frequencies ! ! ! ! ! ! ! ! ! ! ! ! ! ! .

STUDENT REPORT: MEANS AND STANDARD DEVIATIONS

General Climate

General climate of SJSU?	N	Mean	SD
Respectful	5491	3.85	0.93
Inclusive of individuals with disabilities	5027	2.00	1.07
Racist	5146	1.97	1.11
Sexist	5091	1.86	1.09
Homophobic	4878	1.68	1.02
Safe	5446	2.97	1.14
Supportive	5455	3.45	1.10
Welcoming	5493	3.65	1.11
Valid N (listwise)	4312		

Success of Diversity Initiatives

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, and administration	5219	55.00	1.06
Developing a sense of community among students, staff, and faculty	5210	3.28	1.10
Developing leadership ability among students	5211	3.32	1.06
Helping students learn how to bring about positive change in society	5210	3.28	1.11
Promoting a climate where differences of opinion are regularly aired openly	5209	3.40	1.11
Developing an appreciation for a multicultural society on campus	5200	3.75	1.06
Promoting and celebrating diversity in all its forms	5201	3.68	1.08
Providing meaningful diversity education in General Education (GE) classes	5171	3.45	1.12
Valid N (listwise)	5098		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	4564	1.31	0.65
Gender Identity	4009	1.16	0.50
Political Views	4368	1.30	0.66
Race/Ethnicity	4600	1.46	0.75
Sexual Orientation	4189	1.15	0.48
Disability	3056	1.18	0.54
Language and or accent	3996	1.29	0.65
Religion	4179	1.27	0.63
Age	4510	1.26	0.61
Weight-Physical Size	4463	1.26	0.62
Body Art (eg tattoos, piercings)	3463	1.14	0.49
Veteran Status	2459	1.13	0.47
Valid N (listwise)	2121		

Do you agree or disagree...	N	Mean	SD
In your experience, do you feel that the classroom is a place where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	5044	3.70	0.93
In general, do you feel that there are other places, activities, events, organizations and clubs at SJSU where the backgrounds, identities, and experiences of all students are actively appreciated, engaged and supported.	5045	3.80	0.87
Valid N (listwise)	5036		

Do you agree or disagree... -	N	Mean	SD
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	N	Mean	SD
In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	4613	.25	0.43
Valid N (listwise)	4613		

	N	Mean	SD
I get more individual time and support from faculty who are similar to me.	4759	3.43	1.39
I feel I am expected to represent my race or ethnicity group in class discussions.	4761	3.07	1.43
Valid N (listwise)	4749		

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	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	1.4%	2	7.8%	426	20.1%	1103	46.1%	2533	24.7%	1354	0.0%	0
Inclusive of individuals with disabilities	3.3%	167	9.3%	467	18.4%	924	36.8%	1852	32.2%	1617	0.0%	0
Racist	45.0%	2316	27.8%	1431	15.9%	816	8.0%	414	3.3%	169	0.0%	0
Sexist	51.6%	2625	24.5%	1248	13.3%	676	7.9%	402	2.7%	140	0.0%	0
Homophobic	60.3%	2942	21.5%	1048	9.9%	485	6.3%	305	2.0%	98	0.0%	0
Safe	11.5%	625	23.2%	1265	30.6%	1665	26.2%	1427	8.5%	464	0.0%	0
Supportive	4.8%	260	15.7%	854	27.9%	1521	33.2%	1812	18.5%	1008	0.0%	0
Welcoming	3.5%	194	13.2%	726	24.5%	1344	32.6%	1789	26.2%	1440	0.0%	0

	Row N %	55	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, and administration	3.8%	199	12.4%	646	29.1%	1521	35.3%	1840	19.4%	1013
Developing a sense of community among students, staff, and faculty	6.7%	351	16.9%	883	30.7%	1599	32.6%	1697	13.1%	680
Developing leadership ability among students	5.1%	265	17.1%	891	32.2%	1680	32.2%	1676	13.4%	699
Helping students learn how to bring about positive change in society	6.6%	343	17.8%	927	30.3%	1581	31.3%	1632	14.0%	727
Promoting a climate where differences of opinion are regularly aired openly	6.1%	316	14.8%	770	28.9%	1507	33.4%	1742	16.8%	874
Developing an appreciation for a multicultural society on campus	3.3%	174	9.8%	508	22.9%	1193				

Participation in Diversity Activities

In the past two years, have you participated in any organized activity designed to promote sensitivity and/or understanding of diversity issues at SJSU?	Frequency	Percent
No	3477	62.2
Yes	1136	20.3
Did not respond	973	17.4
Total	5586	100.0

Other Miscellaneous Diversity Support

	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I get more individual time and support from faculty who are similar to me.	9.0%	426	21.2%	1011	17.8%	845	28.1%	1337	18.1%	863	5.8%	277
I feel I am expected to represent my race or ethnicity group in class discussions.	14.1%	671	28.3%	1345	17.0%	808	23.2%	1106	12.1%	575	5.4%	256

Student Perceptions of Sensitivity of SJSU Faculty

Are SJSU faculty sensitive about topics regarding	Strongly Disagree		Disagree		Somewhat Disagree		Somewhat Agree		Agree		Strongly Agree	
	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
ethnic/racial issues.	4.3%	199	10.5%	492	12.1%	567	29.5%	1383	32.1%	1501	11.5%	540
homophobic issues.	4.7%	219	11.7%	542	13.4%	620	28.4%	1320	30.7%	1424	11.1%	516
sexist issues	4.4%	207	11.1%	519	13.6%	635	28.8%	1344	31.1%	1451	10.9%	508
Are SJSU staff members sensitive about topics regarding												
sexist issues.	4.8%	223	11.3%	521	14.2%	652	33.0%	1519	28.2%	1300	8.4%	389
homophobic issues.	4.7%	214	11.6%	534	14.3%	655	32.9%	1509	27.9%	1278	8.6%	395
ethnic/racial issues.	4.8%	222	11.8%	548	13.1%	606	33.3%	1542	28.6%	1323	8.4%	389
Are your peers/classmates at SJSU sensitive about topics regarding -												
Are your peers/classmates at SJSU sensitive about topics regarding - ethnic/racial issues.	5.2%	240	11.7%	546	15.5%	721	31.2%	1452	27.5%	1283	9.0%	418
Are your peers/classmates at SJSU sensitive about topics regarding - sexist issues.	5.4%	252	12.5%	580	16.0%	745	31.2%	1451	26.0%	1209	8.8%	410
Are your peers/classmates at SJSU sensitive about topics regarding - homophobic issues.	5.1%	238	12.1%	559	16.6%	768	30.2%	1398	26.6%	1228	9.4%	434

STUDENT DEMOGRAPHICS

	Frequency	Percent
First-time freshman	2049	36.7
First-time graduate student	1015	18.2
Transfer student	1621	29.0
Did not respond	901	16.1
Total	5586	100.0

	Frequency	Percent
Less than 8 units	411	7.4
9 to 11 units	925	16.6
12 units or more	3372	60.4
Did not respond	878	15.7
Total	5586	100.0

	Frequency	Percent
Male	2036	36.4
Female	2572	46.0
Intersex	3	.1
Transwoman	6	.1
Transman	8	.1
Genderqueer		



	Frequency	Percent
Under 20 years of age	1143	20.5
21	638	

	Frequency	Percent
No	4438	79.4
Yes	279	5.0
Did not respond	869	15.6
Total	5586	100.0

	Frequency	Percent
Bisexual	227	4.1
Gay	56	1.0
Heterosexual	3791	67.9
Lesbian	49	.9
Pansexual	57	1.0
Queer	41	.7
Other	311	5.6

Frequency Percent

	Frequency	Percent
In-State/Resident	3931	70.4
Out-of-State/Non Resident	147	2.6
International	556	10.0
Did not respond	952	17.0
Total	5586	100.0

	Frequency	Percent
With parents or relatives	1650	29.5
Other private home, apartment or room	2120	38.0
Residence Halls	623	11.2
Fraternity or Sorority house	76	1.4

**What is the highest level of education obtained by your parents? -
Parent/Legal Guardian 1**

	Frequency	Percent
8th grade or less	433	7.8
Some high school	324	5.8
High school graduate	736	13.2
Some college or university	1136	20.3
Baccalaureate degree	1050	18.8
Post baccalaureate or graduate	788	14.1
Don't know	137	2.5
Did not respond	982	17.6
Total	5586	100.0

**What is the highest level of education obtained by your parents? -
Parent/Legal Guardian 2**

	Frequency	Percent
8th grade or less	489	8.8
Some high school	331	5.9
High school graduate	877	15.7
Some college or university	1145	20.5
Baccalaureate degree	911	16.3
Post baccalaureate or graduate	550	9.8
Don't know	244	4.4
Did not respond	1039	18.6
Total	5586	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	1675	30.0
Green Party	57	1.0
Independent	325	5.8
Libertarian	125	2.2
Peace & Freedom	103	1.8
Republican	329	5.9
None	1845	33.0
Other (Please specify)	102	1.8
Did not respond	1025	18.3
Total	5586	100.0

	Frequency	Percent
Agnostic	604	10.8
Atheist	548	9.8
Buddhist	366	6.6
Christian	1550	27.7
Hindu	415	7.4
Jewish	49	.9
Muslim	111	2.0
Other (Please specify)	868	15.5
Did not respond	1075	19.2
Total	5586	100.0

	Frequency
Joined a fraternity or sorority	471
Been an EOP student	389
Participated in a college based program (e.g., MEP, McNair)	235
Participated in an ethnic/racial/cultural student	

	Frequency	Percent
Computer (desktop)	661	11.8
Computer (laptop)	2079	37.2
Smartphone	1667	29.8
Ipad or other tablet	179	3.2
Other	24	.4

General Climate of SJSU

General climate of SJSU?	N	Mean	SD
Respectful	663	3.71	.933
Safe	667	2.00	.944
Supportive	666	3.46	1.066
Welcoming	664	3.67	1.006
Inclusive of individuals with disabilities	650	3.83	.972
Racist	656	2.18	1.124
Sexist	654	2.12	1.101
Homophobic	648	1.82	1.016
Valid N (listwise)	629		

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General climate of your immediate working environment?	N	Mean	SD
Respectful	638	55.00	1.091
Safe	639	4.17	0.968
Supportive	637	3.95	1.162
Welcoming	635	4.05	1.096
Inclusive of individuals with disabilities	628	4.05	1.095
Racist	627	1.65	1.108
Sexist	629	1.66	1.098
Homophobic	625	1.46	.973
Valid N (listwise)	611		

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, and administration	620	3.39	1.211
Developing a sense of community among students, staff, and faculty	623	2.97	1.147
Promoting a climate where differences of opinion are regularly aired openly	620	2.90	1.199
Developing an appreciation for a multicultural society on campus	618	3.46	1.151
Promoting and celebrating diversity in all its forms	617	3.39	1.191
Encouraging collaborations among different departments and colleges	618	2.79	1.193
Valid N (listwise)	608		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	581	1.46	.782
RaceEthnicity	550	1.32	.650
Sexual Orientation	573	1.51	.823
Disability	527	1.14	.467
Language and or accent	401	1.19	.556
Religion	489	1.26	.619
Age	536	1.24	.597
Weight-Physical Size	572	1.50	.832
Body Art (eg tattoos, piercings)	552	1.29	.636
Gender	395	1.13	.438
Political Views	510	1.15	.494
Veteran Status	170	1.14	.502
Union Activities	410	1.31	.717
Valid N (listwise)	150		

Job Satisfaction Facets

Job Satisfaction Facets	N	Mean	SD
Working conditions (hours, location)	581	4.79	1.261
Autonomy and independence	579	4.92	1.184
Professional relationships with your co-workers	580	4.92	1.087
Social relationships with your co-workers	574	4.83	1.064
Job security	579	4.79	1.141
Relationship with your immediate supervisor	579	4.86	1.307
Advice/mentoring you have received from people in your department	573	4.45	1.454
Opportunity to be in charge of tasks or projects	577	4.73	1.343
Opportunities to be recognized for excellent performance	577	4.14	1.588
Opportunities to participate in your professional development (e.g., attend workshops, conferences)	574	4.42	1.495
Representation by your union	502	4.35	1.270
Valid N (listwise)	485		

Overall Job Satisfaction

Overall Job Satisfaction	N	Mean	SD
What is your overall job satisfaction?	583	4.63	1.215
Valid N (listwise)	583		

Satisfaction with the following aspects of the University	N	Mean	SD
Campus administrative leadership	574	3.60	1.420
Extent to which the campus administration shares important information with you			

Do you agree or disagree.	N	Mean	SD
My performance on the job is evaluated fairly.	550	4.48	1.321
In my department, there is favoritism.	541	3.28	1.645
My supervisor treats me like I am incompetent.	548	2.10	1.375
I am often given feedback about how I am doing on the job.	548	3.94	1.348
My department is free from incidents of verbal abuse or other hostile language.	550	4.57	1.473
I see my work as an integral part of the overall mission of educating students here at SJSU.	548	4.97	1.120
I feel I can report wrongdoing by a supervisor or manager without fear of reprisal.	545		

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	3.6%	2	6.5%	43	21.1%	140	52.9%	351	15.8%	105
Safe	3.0%	20	14.4%	96	33.4%	223	39.9%	266	9.3%	62
Supportive	5.4%	36	12.9%	86	27.5%	183	39.0%	260	15.2%	101
Welcoming	2.9%	19	9.6%	64	26.2%	174	40.1%	266	21.2%	141
Inclusive of individuals with disabilities	2.8%	18	6.5%	42	21.2%	138	44.3%	288	25.2%	164
Racist	34.0%	223	31.7%	208	20.0%	131	10.7%	70	3.7%	24
Sexist	36.4%	238	31.0%	203	19.6%	128	10.1%	66	2.9%	19
Homophobic	50.8%	329	26.4%	171	15.0%	97	6.0%	39	1.9%	12

	Row N %	55	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	4.5%	29	6.4%	41	12.2%	78	36.7%	234	40.1%	256
Safe	2.0%	13	4.9%	31	13.0%	83	34.3%	219	45.9%	293
Supportive	4.9%	31	8.9%	57	14.1%	90	30.8%	196	41.3%	263
Welcoming	3.8%	24	6.5%	41	15.4%	98	29.4%	187	44.9%	285
Inclusive of individuals with disabilities	4.6%	29	5.3%	33	14.0%	88	32.8%	206	43.3%	272
Racist	67.6%	424	13.9%	87	8.3%	52	6.5%	41	3.7%	23
Sexist	65.2%	410	17.2%	108	7.9%	50	5.7%	36	4.0%	25
Homophobic	76.6%	479	9.9%	62	7.0%	44	3.5%	22	2.9%	18

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Having adequate representation of minorities in the faculty, staff, and administration	7.9%	49	17.3%	107	23.1%	143	31.5%	195	20.3%	126
Developing a sense of community among students, staff, and faculty	11.9%	74	23.4%	146	28.7%	179	27.8%	173	8.2%	51
Promoting a climate where differences of opinion are regularly aired openly	15.5%									

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Gender	69.5%	404	16.9%	98	11.4%	66	2.2%	13	0.0%	0
RaceEthnicity	89.4%	456	6.9%	35	2.7%	14	1.0%	5	0.0%	0
Sexual Orientation	76.9%	423	15.5%	85	6.4%	35	1.3%	7	0.0%	0
Disability	66.7%	382	19.0%	109	10.8%	62	3.5%	20	0.0%	0
Language and or accent	90.3%	476	6.3%	33	2.7%	14	.8%	4	0.0%	0
Religion	87.0%	349	8.7%	35	2.5%	10	1.7%	7	0.0%	0
Age	82.4%	403	11.2%	55	4.7%	23	1.6%	8	0.0%	0
Weight-Physical Size	83.2%	446	10.4%	56	5.2%	28	1.1%	6	0.0%	0
Body Art (eg tattoos, piercings)	68.4%	391	16.3%	93	12.1%	69	3.3%	19	0.0%	0
Gender	80.3%	443	12.0%	66	6.7%	37	1.1%	6	0.0%	0
Political Views	90.4%	357	7.6%	30	1.0%	4	1.0%	4	0.0%	0
Veteran Status	90.6%	154	6.5%	11	1.2%	2	1.8%	3	0.0%	0
Union Activities	80.2%	329	11.2%	46						

Row N % Count Row N % Count Row N % Count Row N % Count Row N % Count Row N % Count

Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	0.199200
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STAFF DEMOGRAPHICS

	Frequency	Percent
Part-time, Probationary	14	2.1
Part-time, Permanent	30	4.5
Full-Time, Probationary	47	7.0
Full-time, Permanent	394	58.5
Part-time, Temporary	54	8.0
Full-time, Temporary	21	3.1
Did not respond	114	16.9
Total	674	100.0

	Frequency	Percent
less than one year	76	11.3
1 - 2 years	88	13.1
3 - 4 years	65	

	Frequency	Percent
Applied Sciences & Arts	43	6.4
Business	40	5.9
Education	11	1.6
Engineering	26	3.9
Humanities & Arts	15	2.2
Social Sciences	18	2.7
Sciences	22	3.3
Academic Administration	36	5.3
Student Affairs	105	15.6
Administration & Finance	75	11.1
University Advancement	18	2.7
University Foundation	9	1.3
International & Extended Studies	21	3.1
MLK Library	21	3.1
President's Office	1	.1
Other (Please specify)	83	12.3
Did not respond	130	19.3
Total	674	100.0

	Frequency	Percent
23 or younger	36	5.3
24 - 29	78	11.6
30 - 39	106	15.7
40 - 49	115	17.1
50 - 59	107	15.9
60 and over	66	9.8
Did not respond	166	24.6
Total	674	100.0

What is your citizenship status?

	Frequency	Percent
U.S. citizen (born or naturalized)	522	77.4
Permanent Resident (Green Card)	12	1.8
Foreign (Temporary)	5	.7
Other	2	.3
Did not respond	133	19.7
Total	674	100.0

**On average, how long does it take you to commute ONE-WAY to SJSU
(not including time to park)?**

	Frequency	Percent
Less than 15 minutes.	138	20.5
15-30 minutes	269	39.9
31-45 minutes	58	8.6
46 minutes to 1 hour	54	8.0
More than 1 hour	32	4.7
Did not respond	123	18.2
Total	674	100.0

My immediate supervisor is a:

	Frequency	Percent
Male	186	27.6
Female	352	52.2
Did not respond	136	20.2
Total	674	100.0

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	27	4.0
American Indian/Alaskan Native	1	.1
Asian/Asian American	119	17.7
Hispanic/Latino	101	15.0
Middle Eastern/North African	2	.3
Pacific Islander	8	1.2
White	204	30.3
Two or More Races	42	6.2
Other	27	4.0
Did not respond	143	21.2
Total	674	100.0

Subcategories with the different race/ethnic groups

African American/African/Black - subgroup

	Frequency	Percent
African American	25	3.7
Other	1	.1
Total	27	4.0

	Frequency	Percent
Asian Indian	10	1.5
Bangladeshi	1	.1
Cambodian	2	.3
Chinese/Chinese American (except Taiwanese)	26	3.9
Filipino/Filipino American	27	4.0
Japanese/Japanese American	13	1.9
Korean/Korean American	4	.6
Malaysian	1	.1
Taiwanese/ Taiwanese American	3	.4
Vietnamese/Vietnamese American	24	3.6
Other Asian	1	.1
Total	119	17.7

Hispanic/Latino - subgroup

	Frequency	Percent
Cuban/Cuban American	1	.1
Latin American/Latino	6	.9
Mexican/Mexican American/Chicano	84	12.5
Puerto Rican	2	.3
Other Hispanic, Latin American, or of Spanish origin	6	.9
Total	99	14.7

	Frequency	Percent
Assyrian	1	.1
Total	2	.3

	Frequency	Percent
Native Hawaiian	1	.1
Samoan	1	.1
Total	2	.3

	Frequency	Percent
European/European descent	164	24.3
Other White/Caucasian	36	5.3
Total	200	29.7

	Frequency	Percent
No	503	74.6
Yes	46	6.8
Total	549	81.5
Did not respond	125	18.5
Total	674	100.0

...disability...?	Frequency	Percent
Hearing impaired or deaf		

How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Satisfactory	5	.7
Good	32	4.7
Excellent	26	3.9
Did not respond	611	90.7
Total	674	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Weak	3	.4
Satisfactory	8	1.2
Good	31	4.6
Excellent	22	3.3
Did not respond	610	90.5
Total	674	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Satisfactory	4	.6
Good	30	4.5
Excellent	30	4.5
Did not respond	610	90.5
Total	674	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Satisfactory	4	.6
Good	31	4.6
Excellent	29	4.3
Did not respond	610	90.5
Total	674	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	286	42.4
Green Party	7	1.0
Independent	38	5.6
Libertarian	8	1.2
Peace & Freedom	3	.4
Republican	39	5.8
None	115	17.1
Other (Please specify)	16	2.4
Did not respond	162	24.0
Total	674	100.0

	Frequency	Percent
Agnostic	60	8.9
Atheist	40	5.9
Buddhist	32	4.7
Christian	244	36.2
Hindu	9	1.3

	Frequency	Percent
Computer (desktop)	419	62.2
Computer (laptop)	74	11.0
Smartphone	31	4.6
Ipad or other tablet	8	1.2
Other	6	.9
Did not respond		

[REDACTED]

[REDACTED]

[REDACTED]

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
...do you agree or disagree... - I know how to officially report any racist, sexist, or other discriminatory behaviors.	1.0%	1	1.0%	1	2.0%	2	11.1%	11	45.5%	45	39.4%	39
...do you agree or disagree... - I fear for my physical safety on campus.	18.2%	18	33.3%	33	17.2%	17	26.3%	26	3.0%	3	2.0%	2
...do you agree or disagree... - I feel uncomfortable disclosing my sexual orientation to my colleagues.	51.6%	48	30.1%	28	4.3%	4	5.4%	5	3.2%	3	5.4%	5
...do you agree or disagree... - I feel uncomfortable discussing racially sensitive topics on campus.	24.7%	24	34.0%	33	11.3%	11	15.5%	15	13.4%	13	1.0%	1
...do you agree or disagree... - I value the work that SJSU is doing to promote diversity.	2.0%	2	5.1%	5	9.1%	9	26.3%	26	37.4%	37	20.2%	20
...do you agree or disagree... - I feel comfortable talking about my religion on campus.	8.6%	8	16.1%	15	12.9%	12	21.5%	20	29.0%	27	11.8%	11
...do you agree or disagree... - I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	1.0%	1	13.5%	13	20.8%	20	31.3%	30	25.0%	24	8.3%	8
...do you agree or disagree... - I feel comfortable talking about my political views on campus.	5.2%	5	16.7%	16	15.6%	15	28.1%	27	24.0%	23	10.4%	10
...do you agree or disagree... - I feel comfortable talking about my economic status on campus.	8.3%	8	17.7%	17	22.9%	22	25.0%	24	16.7%	16	9.4%	9
...do you agree or disagree... - My opinions/inputs are valued at SJSU.	9.2%	9	7.1%	7	14.3%	14	33.7%	33	26.5%	26	9.2%	9

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
...do you agree or disagree ... - My professional development is supported.	3.1%	3	9.3%	9	4.1%	4	20.6%	20	41.2%	40	21.6%	21
...do you agree or disagree ... - Compared to other administrators, I get equal respect.	5.2%	5	7.3%	7	10.4%	10	21.9%	21	37.5%	36	17.7%	17
...do you agree or disagree ... - I feel confident in mediating job-related interpersonal conflicts.	1.0%	1	4.1%	4	6.2%	6	26.8%	26	38.1%	37	23.7%	23
...do you agree or disagree ... - Compared to other administrators at my level, I am equitably compensated.	13.4%	13	12.4%	12	17.5%	17	21.6%	21	26.8%	26	8.2%	8
...do you agree or disagree ... - There are sufficient opportunities for my advancement within the administration at SJSU.	11.5%	11	13.5%	13	16.7%	16	31.3%	30	18.8%	18	8.3%	8

MPP DEMOGRAPHICS

Are you considered:	Frequency	Percent
Part-time	2	1.8
Full-time	107	98.2
Temporary	1	0.9
Interim	2	1.8
Total	109	100.0

	Frequency	Percent
less than one year	7	6.4
1 - 2 years	6	5.5
3 - 4 years	9	8.3
5 - 6 years	10	9.2
7 - 8 years	7	6.4
9 - 10 years		

	Frequency	Percent
U.S. citizen (born or naturalized)	94	86.2
Foreign (Temporary)	1	.9
Total	95	87.2
Did not respond	14	12.8
	109	100.0

	Frequency	Percent
Less than 15 minutes.	27	24.8

	Frequency	Percent
No	92	84.4
Yes	4	3.7
Total	96	88.1
Did not respond	13	11.9
	109	100.0

...disability...?	Frequency	Percent
Hearing impaired or deaf	0	.0
Visual Impairment or blind	0	0.0
Mobility Impairment	3	2.8
Speech disorder	0	0.0
Learning disability	0	0.0
Other	2	1.8
Total	5	4.6

2

	Frequency	Percent
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	Frequency	Percent
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How would you rate your English skills?-Speaking/conversation

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

How would you rate your English skills?-Writing

	Frequency	Percent
Good	1	.9
Excellent	2	1.8
Did not respond	106	97.2
Total	109	100.0

How would you rate your English skills?-Listening

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

How would you rate your English skills?-Reading

	Frequency	Percent
Excellent	3	2.8
Total	109	100.0

What is your political affiliation?

	Frequency	Percent
Democrat	54	49.5
Green Party	1	.9
Independent	13	11.9
Republican	7	6.4
None	9	8.3
Did not respond	25	22.9
Total	109	100.0

	Frequency	Percent
Agnostic	15	13.8
Atheist	5	4.6
Buddhist	5	4.6
Christian	45	41.3
Hindu	1	.9
Jewish	1	.9
Muslim	2	1.8
Other (Please specify)	10	9.2
Did not respond	25	22.9
Total	109	100.0

	Frequency	Percent
Strongly Disagree	9	8.3
Disagree	23	21.1
Neither Agree nor Disagree	43	39.4
Agree	18	16.5
Strongly Agree	3	2.8
Did not respond	13	11.9
Total	109	100.0

	Frequency	Percent
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General climate of SJSU?	N	Mean	SD
Respectful	490	3.64	1.00
Inclusive of individuals with disabilities	479	2.00	1.05
Racist	484	2.27	1.15
Sexist	483	2.26	1.21
Homophobic	474	2.01	1.13
Safe	490	3.38	0.96
Supportive	490	3.30	1.10
Welcoming	486	3.45	1.05
Valid N (listwise)	459		

General climate of your immediate working environment?	N	Mean	SD
Respectful	491	55.00	1.13
Inclusive of individuals with disabilities	478	4.05	1.04
Racist	486	1.73	1.10
Sexist	487	1.81	1.11
Homophobic	478	1.52	0.96
Safe	490	4.03	1.00
Supportive	489	3.78	1.22
Welcoming	486	3.79	1.20
Valid N (listwise)	462		

SJSU is succeeding at	N	Mean	SD
Having adequate representation of minorities in the faculty, staff, & administration	478	3.17	1.25
Developing a sense of commun			

General Education (GE classes)

	N	Mean	SD
Have you taught a General Education (GE) course at SJSU in the last five years?	483	1.54	0.50
How well do you think SJSU is succeeding at providing meaningful diversity education in GE classes?	216	3.38	1.15
Valid N (listwise)	216		

Harassment/Discrimination on Campus

Have you been harrassed/discriminated against on campus because of your...:	N	Mean	SD
Gender	462	1.62	0.90
Political Views	454	1.42	0.76
RaceEthnicity	446	1.43	0.78
Sexual Orientation	413	1.19	0.56
Disability	274	1.19	0.54
Language and or accent	370	1.22	0.59
Religion	419	1.21	0.57
Age	457	1.54	0.86
Weight-Physical Size	435	1.23	0.59
Body Art (eg tattoos, piercings)	274	1.05	0.27
Gender	383	1.17	0.55
Veteran Status	90	1.10	0.43
Union Activities	357	1.32	0.69
Valid N (listwise)	78		

Job Satisfaction Facets

Job Satisfaction Facets	N	Mean	SD
Opportunity for scholarly and creative pursuits	459	3.73	1.52
Teaching	459	4.66	1.19
Quality of students	466	4.15	1.22
Working conditions (hours, location)	464	3.85	1.56
Autonomy and independence	465	4.71	1.30
Professional relationships with other faculty	464	4.54	1.27
Social relationships with other faculty	457	4.36	1.23
Job security	464	4.19	1.61
Advice/mentoring you have received from faculty in your department	461	4.04	1.54
Opportunities for professional development	463	3.75	1.54
Representation by your union	445	4.03	1.59
Valid N (listwise)	429		

Satisfaction with the following aspects of the University	N	Mean	SD
Academic Senate leadership	438	4.02	1.24
Campus administrative leadership	445	2.76	1.54
Academic freedom	451	4.42	1.29
Extent to which the campus administration shares important information with you	455	3.35	1.58
Valid N (listwise)	433		

	N	Mean	SD
What is your overall job satisfaction?	467	4.11	1.30
Valid N (listwise)			

Do you agree or disagree... -	N	Mean	SD
I know how to officially report any racist, sexist, or other discriminatory behaviors.	456	4.31	1.38
I fear for my physical safety on campus.	452	2.86	1.32
I feel uncomfortable disclosing my sexual orientation to my colleagues.	428	1.97	1.28
I feel uncomfortable discussing racially sensitive topics on campus.	447	2.80	1.38
I value the work that SJSU is doing to promote diversity.	453	4.29	1.34
I feel comfortable talking about my religion on campus	428	3.90	1.46
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.	433	3.97	1.34
I feel comfortable talking about my political views on campus.	443	3.93	1.40
I feel comfortable talking about my economic status on campus.	440	3.58	1.39
My opinions/inputs are valued at SJSU.			

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Respectful	4.5%	2	8.2%	40	23.1%	113	47.6%	233	16.7%	82
Inclusive of individuals with disabilities	3.1%	15	9.2%	44	22.5%	108	38.0%	182	27.1%	130
Racist	31.8%	154	28.9%	140	23.3%	113	12.0%	58	3.9%	19
Sexist	35.8%	173	25.9%	125	18.8%	91	15.3%	74	4.1%	20
Homophobic	44.5%	211	25.1%	119	18.1%	86	9.1%	43	3.2%	15
Safe	4.1%	20	13.5%	66	31.4%	154	42.2%	207	8.8%	43
Supportive	7.8%	38	14.1%	69	30.6%	150	35.5%	174	12.0%	59
Welcoming	4.7%	23	14.0%	68	27.2%	132	39.7%	193	14.4%	70

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
		55								

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
Academic Senate leadership	5.5%	24	7.5%	33	12.1%	53	36.8%	161	30.6%	134	7.5%	33
Campus administrative leadership	30.8%	137	17.5%	78	16.0%	71	19.8%	88	12.4%	55	3.6%	16
Academic freedom	4.4%	20	6.2%	28	7.5%	34	24.8%	112	38.8%	175	18.2%	82
Extent to which the campus administration shares important information with you	18.0%	82	16.3%	74	14.3%	65	23.1%	105	21.3%	97	7.0%	32

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
What is your overall job satisfaction?	4.5%	21	8.1%	38	14.8%	69	29.3%	137	30.6%	143	12.6%	59

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
My department encourages its faculty to incorporate multiple ethnic and gender perspectives into their curriculum.	3.1%	14	6.8%	31	8.4%	38	21.9%	99	29.1%	132	30.7%	139
The process by which complaints and grievances against faculty are resolved is fair and equitable.	10.0%	42	10.9%	46	8.3%	35	25.6%	108	32.7%	138	12.6%	53
I feel supported by my dean.	10.2%	46	8.9%	40	12.0%	54	21.1%	95	26.2%	118	21.6%	97
I feel supported by my department chair.	6.4%	29	4.2%	19	5.1%	23	13.3%	60	23.8%	107	47.1%	212

	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count
I know how to officially report any racist, sexist, or other discriminatory behaviors.	3.5%	16	11.0%	50	10.7%	49	20.2%					

FACULTY DEMOGRAPHICS

Are you considered: (Click all that apply)

	Frequency	Percent
Part-time	130	26.4
Full-time	165	33.5
Temporary	52	10.5
Tenure track	107	21.7
Did not respond	39	7.9
Total	493	100.0

How many years have you been working for SJSU?

	Frequency	Percent
less than one year	29	5.9
1 - 2 years	29	5.9
3 - 4 years	53	10.8
5 - 6 years	34	6.9
7 - 8 years	58	11.8
9 - 10 years	51	10.3
11 - 12 years	22	4.5
13 - 14 years	35	7.1
15 - 16 years	27	5.5
17 - 18 years	14	2.8
19 - 20 years	12	2.4
21 - 22 years	10	2.0
23 - 24 years	13	2.6
25 - 26 years	25	5.1
27 - 28 years	13	2.6
29 - 30 years	7	1.4
More than 30 years	21	4.3
Did not respond	40	8.1
Total	493	100.0

Are you tenured?

	Frequency	Percent
No	249	50.5
Yes	208	42.2
Did not respond	36	7.3
Total	493	100.0

	Frequency	Percent
Applied Sciences & Arts	84	17.0
Business	49	9.9
Education	44	8.9
Engineering	32	6.5
Humanities & Arts	79	16.0
Social Sciences	90	18.3
Science	48	9.7
Counseling	4	.8

With which racial/ethnic group do you primarily identify?

	Frequency	Percent
African American/African/Black	11	2.2
American Indian/Alaskan Native	1	.2
Asian/Asian American	57	11.6
Hispanic/Latino	26	5.3
Middle Eastern/North African	5	1.0
Pacific Islander	2	.4
White	293	59.4
Two or More Races	21	4.3
Other	25	5.1
Did not respond	52	10.5
Total	493	100.0

Subcategories with the different race/ethnic groups

African American/African/Black

	Frequency	Percent
African American	11	2.2
Total	493	100.0

Asian/Asian American

	Frequency	Percent
Asian Indian	9	1.8
Chinese/Chinese American (except Taiwanese)	8	1.6
Filipino/Filipino American	5	1.0
Japanese/Japanese American	6	1.2
Korean/Korean American	6	1.2
Pakistani	2	.4
Sri Lankan	1	.2
Taiwanese/ Taiwanese American	10	2.0
Vietnamese/Vietnamese American	2	.4
Other Asian	4	.8
Total	53	10.8

Frequency Percent

%)

Are you a person with a disability?

...disability...?	Frequency	Percent
Hearing impaired or deaf	7	1.4
Visual Impairment or blind	4	0.8
Mobility Impairment	23	4.7
Speech disorder	1	0.2
Learning disability	6	1.2
Other	10	2.0
Total	51	10.3

What is your sexual orientation?

	Frequency	Percent
Bisexual	16	3.2
Gay	13	2.6
Heterosexual/Straight	354	71.8
Lesbian	14	2.8
Pansexual	1	.2
Queer	9	1.8
Other	15	3.0
Total	422	85.6
Did not respond	71	14.4
Total	493	100.0

Which language do you speak at home?:

	Frequency	Percent
English is the only language I speak.	199	40.4
English is my primary language, and I speak one or more other languages.	198	40.2
English is not my primary language, and I speak one or more other languages.	46	9.3
Total	443	89.9
Did not respond	50	10.1
Total	493	100.0

	Frequency	Percent
Computer (desktop)	162	32.9
Computer (laptop)	229	46.5