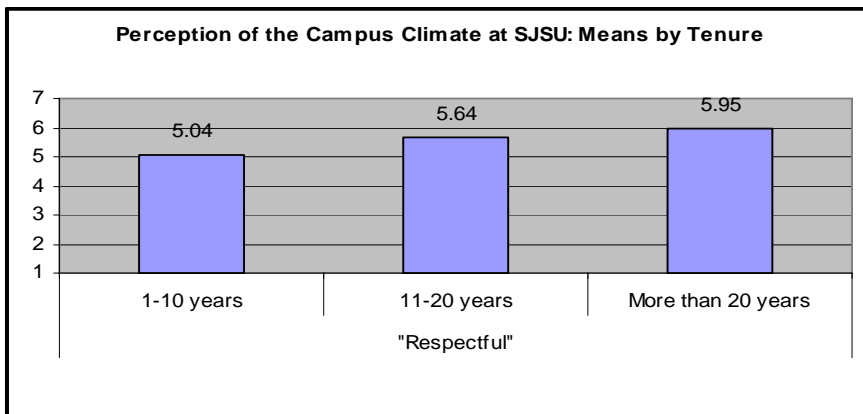


**RESULTS OF THE ADMINISTRATOR REPORT**  
**Campus Climate at San José State University (SJSU): Administrator Perceptions**

The subcommittee of the Campus Climate Committee (CCC), a coalition of faculty, administrators, and staff, along with the Office of Institutional Research, developed four instruments: one each for students, faculty, staff, and administrators. Data collection began April 18, 2006 and ended June 10, 2006. Administrator surveys were administered online to all administrators (N =186). Ninety nine administrators responded to the questionnaire, resulting in a final response rate of about 53.2%. Megumi Hosoda, Rona Halualani, and Elena Klaw conducted all analyses (with input from the Campus Climate Committee).

**FINDINGS**



all respondents reported having been discriminated against “occasionally” or “frequently” because of their gender, 10.1% of all respondents reported having been discriminated against “occasionally” or “frequently” because of their age, 8.1% of all respondents reported having been discriminated against “occasionally” or “frequently” because of their race/ethnicity, and 7.1% of the respondents reported having been discriminated against “occasionally” or “frequently” because of their political views, and 6.1% of the respondents reported having been discriminated against “occasionally” or “frequently” because of their sexual orientation.

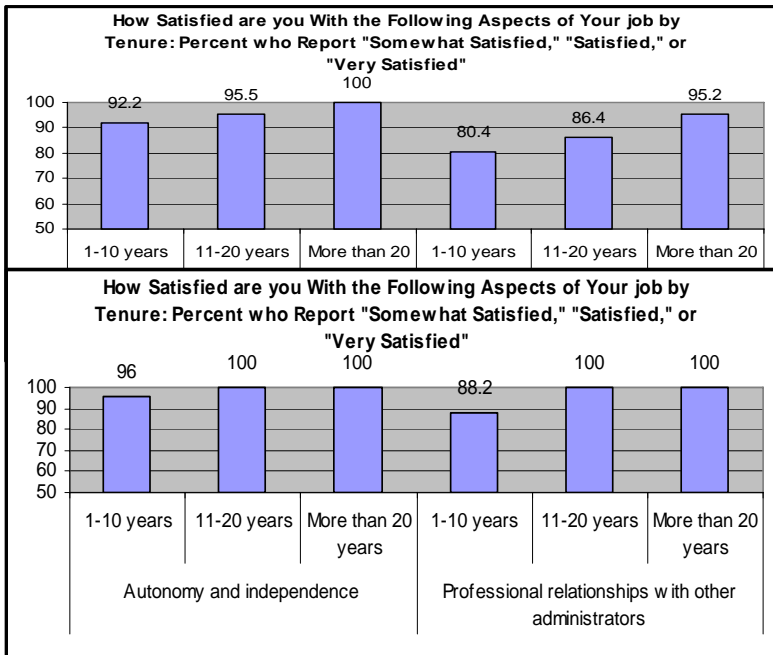
- Upon closer examination of specific subgroups, some patterns related to discrimination experiences emerge. About 30% of the female administrators report that they were discriminated against “occasionally” or “frequently” because of their gender, and 50% of the gay, lesbian, or bisexual administrators because of their sexual orientation. Furthermore, some ethnic minority administrators (i.e., Latino/a, African American) report having been discriminated against “occasionally” or “frequently” because of their race/ethnicity.

- Overall, 8.1% of all respondents indicate that they have personally experienced sexual harassments at SJSU.

### **Job Satisfaction**

- “Overall job satisfaction” for all administrators was relatively high (0.1(f)4.1(o) -1.6u“O oTpen e.t008O()o.5(iTc0 having been discrim)8.1(iw[“O

- With respect to satisfaction with various aspects of the university, the majority of



administrators are satisfied with “the opportunity to be involved in campus activities and events”(93.9%), “the opportunities to interact with students” (85.9%), “campus administrative leadership” (87.9%), and “the extent to which the campus administration encourages them to develop creative and innovative ideas”(86.9%), and “the extent to which the campus administration willingly shares important information with them”(78.8%).

- Additionally, the youngest group of the administrators report that they are not as satisfied with “the extent to which the campus administration encourages them to develop creative and innovative ideas” as the administrators of other age groups.

### Campus Diversity

- The majority of the administrators agree that they know how to report officially any racist, sexist, or other discriminatory behaviors (93.9%). The majority of administrators do

not fear for their physical safety on campus because of their race/ethnicity/culture (96%). Yet, a small number of the administrators feel uncomfortable discussing racially sensitive topics on campus (32.3%).

- Compared to heterosexual administrators, gay, lesbian, or bisexual administrators fear for their physical safety on campus because of their sexual orientation and feel uncomfortable disclosing their sexual orientation to their colleagues.
- Two-thirds of the administrators report that they feel comfortable expressing their political views (67.7%) or talking about their religion on campus (72.7%).
- Most administrators report that their

opinions/input are valued at SJSU (86.9%) and value the work that SJSU is doing to celebrate diversity (86.9%). Furthermore, administrators who in the past two years have participated in an organized activity (conference, workshop, retreat, etc.) designed to promote sensitivity toward issues of diversity at SJSU (93.7%) agree more that they value the work that SJSU is doing to

celebrate diversity than administrators who have not participated in such activity (76.5%).

- Seventy six percent of the administrators believe that the university should use its resources to help underprepared students succeed and only two thirds of the administrators (63.6%) 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 (96%). However, a small number of the administrators (19.2%)

that their professional development is supported (93.9%), less than two-thirds of the administrators indicate that there are sufficient opportunities for their advancement within the administration at SJSU (62.6%).

- About 87% of the administrators believe that women in their department have equal opportunities as men for advancement. Interestingly, those who have been administrators for 1-10 years are least likely to agree with the statement that women in their department have equal opportunities as men for advancement.

### **Perceptions of Staff**

- Administrators have favorable views of their staff. Eighty percent of the administrators report that staff morale is good in their department. Furthermore, they report that “they often give feedback on how their staff are doing their job” (92.9%) and that “they encourage their staff to do their best” (92.9%).

### **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. Those administrators who in