

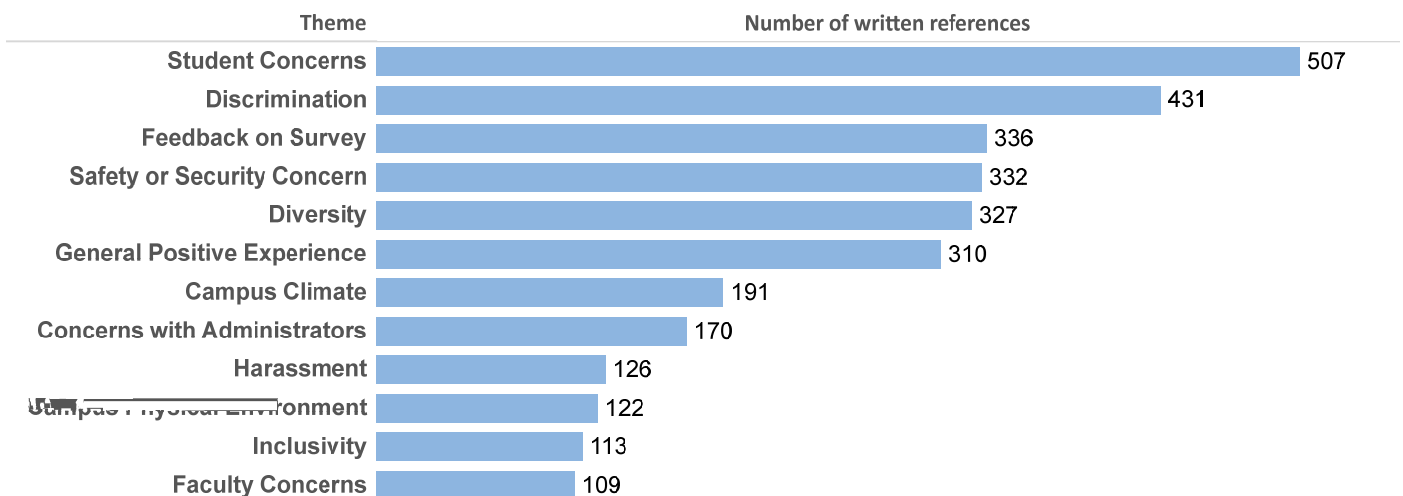
Introduction

The SJSU Campus Climate Survey 2015 was administered as a web based questionnaire in March and April 2015 to all current students, faculty, staff, and administrators. This report is a qualitative summary of major themes that arose from the open ended comments resulting from a systematic analysis of responses. Themes included campus safety, job satisfaction, employment practices, governance,

hostile/discriminatory environment, school events/activities, impacted courses, voice/expression of ideas, sense of community and diversity.

The most commonly referenced themes (those with at least 100 mentions) and their frequencies are shown in **Figure 1**. Student concerns was the largest and consisted of a wide range of problems or difficulties students mentioned that were not subsumed under more specific

Figure 1. Most Common Themes of Written Comments



topics related to the survey content. Examples include experiences with faculty, availability of information on

too high to be normal. The amount of people

Another concern was workload. A faculty member wrote, "I love teaching and my colleagues, however, I would not recommend SJSU as a place of employment for young faculty due to the increasing workload, both in terms of number of classes taught each semester, and the increasing size of classes as well as the low pay." Another faculty member said, "If SJSU wants to promote research, the institution has to change its four classes per semester teaching load policy." On the other hand, staff members were more concerned with career advancement and career growth opportunities. One staff member said, "I wish that there was more growth opportunities and opportunities for my advancement professionally." Another staff member wrote, "There are very few advancement opportunities for staff on campus. It is nearly impossible to move into any type of management position from a lower level staff position no matter what you try to do."

Governance

In

did not need to listen to a 30 year old about what needs to be done to do the job." One faculty member reported, "I am a fairly young professor, and one of my students (older than me) basically told me that I should not be teaching him because I am so young; he wrote a rather nasty signed evaluation, also focusing on my age." Older employees also felt that they were being discriminated against. One older employee stated, "I was told that I was too old to be accepted for a position I applied for. I was stunned. Several other people who applied for the same job were also told that they were too old. A very young person was hired for the position."

The majority of the complaints on gender discrimination came from females. There were 55 references of discrimination against females compared to nine for males. One female worker reported, "There is discriminatory behavior from my co worker who expects me to do his filing and answer his phone shift for no apparent reason other than being a woman; we are the same job classification." A female faculty member stated, "In department meetings, it sometimes seems that women are not given the opportunity/time to speak up and when they are able to, our comments and observations/requests are not taken with the same weight as the statements of the men in the room." One male employee wrote, "I was told I had to do more work in certain areas because I was a male more

file,

member

A

student suggested, "Have more mass student events to encourage

achieved through a sense of community, which SJSU