



Are you a staff member or an administrator?

Staff member

Administrator

[Based on this choice, respondent sees either the administrator or the staff version below]

ADMINISTRATOR VERSION

Based on your experience, how would you describe the general climate of SJSU?

	Not at all	Slightly	Somewhat	Moderately	Extremely
Respectful					
Safe					
Supportive					
Welcoming					
Inclusive of individuals with disabilities					
Racist					
Sexist					
Homophobic					

SJSU strives to accomplish particular goals. In your perception, how well do you think SJSU is succeeding at the following:

	Not at all successful	Slightly Successful	Somewhat Successful	Moderately Successful	Extremely Successful
Having adequate representation of minorities in the faculty, staff, and administration					
Developing a sense of community among students, staff, and faculty					
Promoting a climate where differences of opinion are regularly aired openly					
Developing an appreciation for a multicultural society on campus					
Promoting and celebrating diversity in all its forms					
Encouraging collaborations among different departments and colleges					
Helping students bring about a positive change in society					
Providing meaningful diversity education in General Education (GE) classes?					

This next question asks whether you have been harassed or discriminated against on campus because of any of the following perceived and/or actual identities:

	Does not apply (e.g., you may not be a veteran)	Never	Seldom	Occasionally	Frequently
Gender					
Gender Identity					
Political views					
Race/ethnicity					
Sexual orientation					
Disability					
Language and/or accent					
Religion					
Age					
Weight/Physical size					
Body art (e.g., tattoos, piercings)					
Veteran Status					
Union Activities					

For each category where you experienced harassment or discrimination, was it from faculty, a staff member, administrator or other? (Click all that apply)

	Faculty	Staff Member	Administrator	Student	Other
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How satisfied are you with the following aspects of your job:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
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How satisfied are you with the following aspects of the University:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Academic Senate leadership						
Campus Administrative Leadership						
Extent to which the campus administration shares important information with you						
Extent to which the campus administration encourages you to develop creative and innovative ideas						

What is your overall job satisfaction?

- Very Dissatisfied
- Dissatisfied
- Somewhat Dissatisfied
- Somewhat Satisfied
- Satisfied
- Very Satisfied

Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I know how to officially report any racist, sexist, or other discriminatory behaviors.						
I fear for my physical safety on campus.						
I feel uncomfortable disclosing my sexual orientation to my colleagues.						
I feel uncomfortable discussing racially sensitive topics on campus.						
I value the work that SJSU is doing to promote diversity.						
I feel comfortable talking about my religion on campus.						
I believe a better appreciation should be given to the needs and interests of people with disabilities on campus.						
I feel comfortable						

Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I feel SJSU is a good place to work.						

Women in my department have the same

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hostile language.	
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This is the last section of the survey. The following items are important for us to understand how each group of people has responded to the questions on previous pages. Please click your answers to the best of your knowledge.

Are you considered:

Part-time

Full-Time

Temporary

Interim

How many years have you been working for SJSU?

less than one year

1 - 2 years

3 - 4 years

5 - 6 years

7 - 8 years

9 - 10 years

11 - 12 years

13 - 14 years

15 - 16 years

17 - 18 years

19 - 20 years

21 - 22 years

23 - 24 years

25 - 26 years

27 - 28 years

29 - 30 years

What is your primary College or Division affiliation?

- Applied Sciences & Arts
- Business
- Education
- Engineering
- Humanities & Arts
- Social Sciences
- Sciences
- Academic Administration
- Student Affairs
- Administration & Finance
- University Advancement
- University Foundation
- International & Extended Studies
- MLK Library
- President's Office
- Other (Please specify) _____

What is your gender?

- Male
- Female
- Intersex
- Transwoman
- Transman
- Genderqueer
- Other _____

What is your age?

- 23 or younger
- 24 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 and over

What is your citizenship status?

- U.S. citizen (born or naturalized)
- Permanent Resident (Green Card)
- Foreign (Temporary)
- Other

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

- Less than 15 minutes.
- 15-30 minutes
- 31-45 minutes
- 46 minutes to 1 hour
- More than 1 hour

With which racial/ethnic group do you primarily identify?

- African American/African/Black
- American Indian/Alaskan Native
- Asian/Asian American
- Hispanic/Latino
- Middle Eastern/North African
- Pacific Islander
- White
- Two or More Races
- Other _____

African American/African/Black

- African American
- African
- Black Caribbean
- Other _____

Asian/Asian American

- Asian Indian
- Bangladeshi • Af Ot10.5(rh)JTJ 0

Hispanic/Latino

Cuban/Cuban American

Latin American/Latino

Mexican/Mexican American/Chicano

Puerto Rican

Other Hispanic, Latin American, or of Spanish origin _____

Middle Eastern/North African

Afghan

Arab/Arab American

Armenian

Assyrian

Azerbaijani

Berber

Circassian

Chaldean

Coptic

Druze

Georgian

Iranian

Jewish

Kurdish

Maronite

Turkish

North African

Other Middle Eastern/North African _____

Pacific Islander

Fijian

Guamanian/Chamorro

Native Hawaiian

Samoan

Tongan

Other Pacific Islander _____

White

European/European descent

Other White/Caucasian

You indicated that you are bi-racial or multi-racial. Please indicate the races.

Are you a person with a disability? (Note: “An individual with a disability is anyone with a physical or mental impairment that substantially impairs or restricts one or more major life activities, such as caring for one’s self, performing manual tasks, walking, seeing, hearing, speaking, breathing, working, performing manual tasks and learning.” Ref: Section 504 of the 1973 Federal Rehabilitation Act.)

- Yes
- No

Which of the following best describes your specific disability or disabilities? Check all that apply.

- Hearing impaired or deaf
- Visual impairment or blind
- Mobility impairment
- Speech disorder
- Learning disability
- Other _____

What is your sexual orientation?

- Bisexual
- Gay
- Heterosexual/Straight
- Lesbian
- Pansexual
- Queer
- Other _____

Please indicate which applies to you:

- English is the only language I speak.
- English is my primary language, and I speak one or more other languages.
- English is not my primary language, and I speak one or more other languages.

How would you rate your English skills?

	Weak	Satisfactory	Good	Excellent
Speaking/conversation				
Writing				
Listening				
Reading				

What is your political affiliation?

- Democrat
- Green Party
- Independent
- Libertarian
- Peace & Freedom
- Republican
- None
- Other (Please specify) _____

What is your religious affiliation?

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Other (Please specify) _____

I believe my responses on this survey will have a significant impact on SJSU's campus climate.

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

To help us improve our survey design, please tell us what device you used to complete the survey

- Computer (desktop)
- Computer (laptop)
- Smartphone
- Ipad or similar tablet
- Other _____

Comments Section: We encourage you to add in your own words anything else you would like to share about SJSU's campus climate.

STAFF VERSION

Based on your experience, how would you describe the general climate of SJSU?

	Not at all	Slightly	Somewhat	Moderately	Extremely
Respectful					
Safe					
Supportive					
Welcoming					
Inclusive of students with disabilities					
Racist					
Sexist					
Homophobic					

Based on your experience, how would you describe the general climate of your immediate working environment? Extremely

	Not at all	Slightly	Somewhat	Moderately	Extremely

SJSU strives to accomplish particular goals. In your perception, how well do you think SJSU is succeeding at the following:

	Not at all successful	Slightly successful	Somewhat successful	Moderately successful	Extremely successful
Having adequate representation of minorities in the faculty, staff, and administration					
Developing a sense of community among students, staff, and faculty					
Promoting a climate where					

How often have you been harassed or discriminated against on campus because of any of the following perceived and/or actual identities:

	Does not apply (e.g., you may not be a veteran)	Never	Seldom	Occasionally	Frequently
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Gender

For each category where you experienced

How satisfied are you with the following aspects of your job:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Working conditions (hours, location)						
Autonomy and independence						
Professional relationships with your co-workers						
Social relationships with your co-workers						
Job security						
Relationship with your immediate supervisor						
Advice/mentoring you have received from people in your department						

What is your overall job satisfaction?

- Very Dissatisfied
- Dissatisfied
- Somewhat Dissatisfied
- Somewhat Satisfied
- Satisfied
- Very Satisfied

How satisfied are you with the following aspects of the University:

	Very
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Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
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Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I receive an equitable salary in my department or assigned work area.						
There are sufficient opportunities for advancement within my department.						
There are sufficient opportunities for advancement within SJSU.						
My work contributions to my department are appreciated by my supervisor/manager.						
Women in my department have the same equal opportunities as men for advancement.						
My immediate work environment is free from incidents of sexual harassment.						

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Indicate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
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What is your primary College or Division affiliation?

- Applied Sciences & Arts
- Business
- Education
- Engineering
- Humanities & Arts
- Social Sciences
- Sciences
- Academic Administration
- Student Affairs
- Administration & Finance
- University Advancement
- University Foundation
- International & Extended Studies
- MLK Library
- President's Office
- Other (Please specify) _____

What is your gender?

- Male
- Female
- Intersex
- Transwoman
- Transman
- Genderqueer
- Other _____

What is your age?

- 23 or younger
- 24 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- 60 and over

What is your citizenship status?

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

- Less than 15 minutes.
- 15-30 minutes
- 31-45 minutes
- 46 minutes to 1 hour
- More than 1 hour

My immediate supervisor is a:

- Male
- Female

With which racial/ethnic group do you primarily identify?

- African American/African/Black
- American Indian/Alaskan Native
- Asian/Asian American
- Hispanic/Latino
- Middle Eastern/North African
- Pacific Islander
- White
- Two or More Races
- Other _____

African American/African/Black

- African American
- African
- Black Caribbean
- Other _____

Asian/Asian American

- Asian Indian
- Bangladeshi
- Cambodian
- Chinese/Chinese American (except Taiwanese)
- Filipino/Filipino American
- Hmong
- Indonesian
- Japanese/Japanese American
- Korean/Korean American
- Laotian
- Malaysian
- Pakistani
- Sri Lankan
- Taiwanese/ Taiwanese American
- Thai
- Vietnamese/Vietnamese American
- Other Asian _____

Hispanic/Latino

- Cuban/Cuban American
- Latin American/Latino
- Mexican/Mexican American/Chicano
- Puerto Rican
- Other Hispanic, Latin American, or of Spanish origin _____

Middle Eastern/North African

- Afghan
- Arab/Arab American
- Armenian
- Assyrian
- Azerbaijani
- Berber
- Circassian
- Chaldean
- Coptic
- Druze
- Georgian
- Iranian
- Jewish
- Kurdish
- Maronite
- Turkish
- North African
- Other Middle Eastern/North African _____

Pacific Islander

- Fijian
- Guamanian/Chamorro
- Native Hawaiian
- Samoan
- Tongan

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What is your political affiliation?

- Democrat
- Green Party
- Independent
- Libertarian
- Peace & Freedom
- Republican
- None
- Other (Please specify) _____

What is your religious affiliation?

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Other (Please specify) _____

Are you now or have you ever been an SJSU student pursuing a bachelor's or master's degree?

- Yes
- No

Which bargaining unit are you in?

- Don't know
- Academic Professionals (APC)
- Administrative workers (CSEA)
- Custodial and Grounds workers (CSEA)
- Faculty (CFA)
- Physicians and dentists (UAPD)
- Other medical workers (CSEA)
- Police (SUPA)
- Technical workers (CSEA)
- Trades workers (SETC)

I believe my responses on this survey will have a significant impact on SJSU's campus climate.

Strongly Disagree

Disagree