

A Student's Perspective: Implementing a Campus Climate Survey

Rocky Mountain Campus Safety Summit 2017

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FORT HAYS STATE
UNIVERSITY

Forward thinking. World ready.



A little about me:

- Bachelor's of Science in Organizational Leadership – 2015
- Master's of Professional Studies in Organizational Leadership – 2017
- FHSU Women's Leadership Project 2014-2017
- Commitment to Title IX Committee
- VALUE Scholar Program
- Jana's Campaign 2016-Present

Title IX Committee

- The University Commitment to Title IX Committee is tasked with providing improved gender-based violence prevention, education, and response measures at Fort Hays State University.
- In order to meet Title IX obligations, committee members implemented a climate survey to identify the needs of the institution. The survey was focused around the topics of dating and relationship violence with subtopics of sexual assault, physical and emotional abuse, rape, sexual harassment, and general safety.

Why is it important?

- Under federal law, most notably **Title IX** and the **Clery Act**, students are guaranteed the right to education free from sexual violence and harassment. In the case that such violence does occur, colleges and universities are required to respond to the various needs of the survivors.
- Title IX and the Clery Act includes sexual harassment, sexual violence, dating violence, domestic violence, and stalking.
- On all college campuses, correct implementation of Title IX is extremely important. The climate survey allows the Title IX Coordinator and committee to identify areas of need versus areas that are not major issues on campus.

**KNOW
YOUR IX**
EMPOWERING STUDENTS TO STOP SEXUAL VIOLENCE

How bad is it?

UNIV 101

- **1 in 5 women** will be victims of sexual assault, as will nearly **1 in 16 undergraduate men**. (DOJ Bureau of Justice Statistics, 2016)
- **1 in 3 victims of sexual assault are FIRST YEAR STUDENTS.** (NOMEANSNO.ORG)
- **25% to 33%** of all LGBTQ relationships are abusive (Brown University 2013)
- **60% of sexual assaults go unreported** (RAINN, 2014)



UNIV 101 Survey

- All Freshman receive 50 minute presentation –
The Red Flag Campaign – October
 - Commitment to Title IX Committee
 - Women's Leadership Project
 - Campus Advocate
 - Counseling Center



UNIV 101 Survey

UNIV 101: Pre/Post Comparison



Please indicate how likely you are to engage in the following behaviors: - Challenge my friend who made a sexist joke

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
UNIV 101: Pre-Assessment 	2.47	---	1.25	708	21.61%	50.99%	
UNIV 101: Post Assessment 	2.85	-0.38*	1.22	519	32.18%	38.34%	



* Indicates statistical significance, p < .05

	 UNIV 101: Pre-Assessment	 UNIV 101: Post Assessment
1 - Not likely	30.37%	18.11%
2	20.62%	20.23%
3	27.40%	29.48%
4	15.11%	23.12%
5 - Extremely likely	6.50%	9.06%
Total Respondents	708	519

Please indicate how likely you are to engage in the following behaviors: - Challenge a friend who uses insulting words to describe women/men

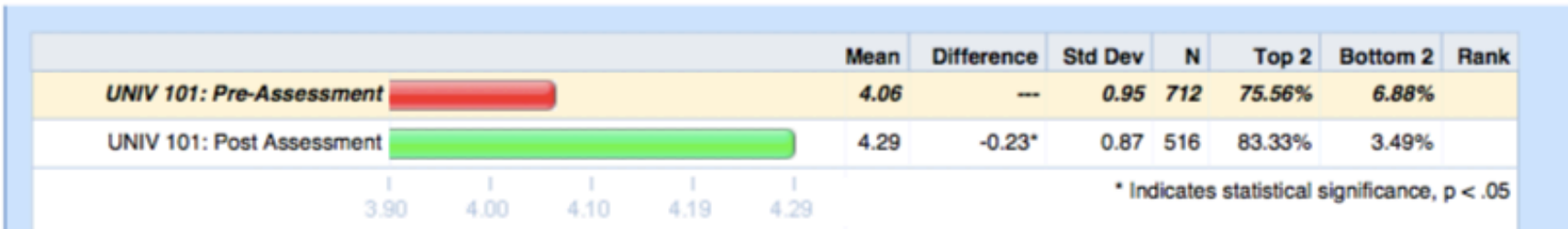
	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
UNIV 101: Pre-Assessment 	3.15	---	1.23	711	42.48%	28.41%	
UNIV 101: Post Assessment 	3.42	-0.28*	1.21	518	53.47%	22.01%	



* Indicates statistical significance, p < .05

	 UNIV 101: Pre-Assessment	 UNIV 101: Post Assessment
1 - Not likely	13.36%	9.46%
2	15.05%	12.55%
3	29.11%	24.52%
4	28.55%	33.20%
5 - Extremely likely	13.92%	20.27%
Total Respondents	711	518

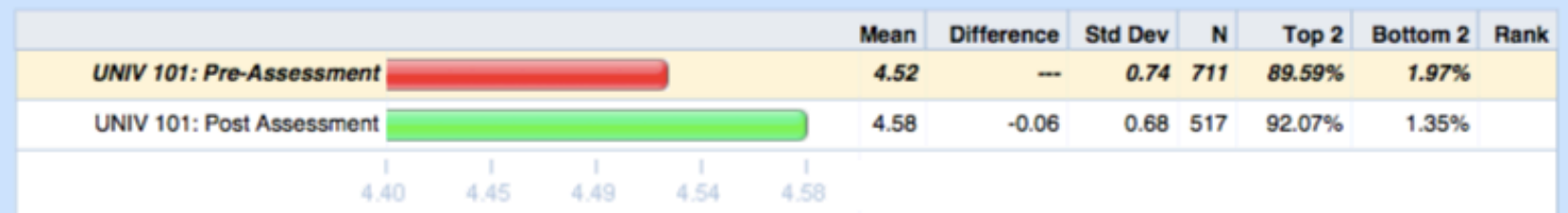
Please indicate how likely you are to engage in the following behaviors: - Talk to a friend if I suspect they are in a verbally abusive relationship

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	 UNIV 101: Pre-Assessment	 UNIV 101: Post Assessment
1 - Not likely	1.40%	1.16%
2	5.48%	2.33%
3	17.56%	13.18%
4	36.38%	32.56%
5 - Extremely likely	39.19%	50.78%
Total Respondents	712	516

Please indicate how likely you are to engage in the following behaviors: - Talk to a friend if I suspect they are in a physically abusive relationship







UNIV 101 Survey

UNIV 101 Survey

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
UNIV 101: Pre-Assessment 	3.78	---	1.17	711	61.04%	15.19%	
UNIV 101: Post Assessment 	4.04	-0.26*	1.04	516	72.87%	9.69%	

* Indicates statistical significance, p < .05

	 UNIV 101: Pre-Assessment	 UNIV 101: Post Assessment
1 - Not likely	4.08%	1.94%
2	11.11%	7.75%
3	23.77%	17.44%
4	24.75%	30.04%
5 - Extremely likely	36.29%	42.83%
Total Respondents	711	516

	Mean	Difference	Std Dev	N	Top 2	Bottom 2	Rank
UNIV 101: Pre-Assessment 	3.45	---	1.23	710	50.28%	22.68%	
UNIV 101: Post Assessment 	3.73	-0.28*	1.11	518	60.23%	12.55%	

* Indicates statistical significance, p < .05

Campus Climate Survey

- Campus climate surveys are essential for colleges and universities committed to preventing campus sexual assault.
- They generate valuable school-level data about the nature and extent of sexual assault on individual campuses so that schools can create tailored prevention and response efforts.
- The White House and the Department of Education's Office for Civil Rights have identified campus climate surveys on sexual assault as a best practice.

Campus Climate Survey

Campus climate surveys can help schools:

- Uncover blind spots in existing institutional responses to sexual assault;
- Show whether sexual assault is more likely to occur during certain times of year or to coincide with certain campus events;
- Demonstrate whether students feel comfortable reporting incidents of sexual assault to school officials;
- Show the level of knowledge that students have about campus resources
- Bring to light any confusion about policies and procedures related to campus sexual assault, including how and where to report incidents.

Campus Climate Survey



The survey is organized into modules that will provide campuses with the flexibility in survey length and content they have indicated they need.

Campus Climate Survey

- IRB Application
- Focus Groups – Student Government Association, Athletic Leaders, Fraternity Members
 - Utilized these groups to make ARC3 survey best fit FHSU.

Institutional Title IX Strategies for Researchers

- The CU-Boulder Institutional Review Board determined that this study did not require IRB review, as this project does not involve research and is not generalizable.
- The goal of this survey was to fill gaps in our understanding of the frequency and types of sexual misconduct experienced by CU-Boulder students and to use the survey findings for program improvement.
- <http://www.colorado.edu/studentsuccess/sexual-misconduct/overview-sexual-misconduct-survey>

Institutional
Title IX
Strategies for
Researchers

Title IX reporting exception for
researchers - University of New
Hampshire

Sample Survey

If interested in a copy of the sample survey – please email me at kdinges@janascampaign.org

FHSU Campus Climate Report 2016

- Students, faculty and staff all were invited to take the survey and explain any acts of violence they have been a part of or have seen on campus or in surrounding areas. The data from this survey will allow for Fort Hays State University to identify areas of need and strategize to create a safer campus, meeting Title IX obligations. Based on the results, the committee makes the following recommendations:
- **Recommendation 1: International student population**
- Climate survey results showed a strong need to educate the international student population. Qualitative data showed that the issue of gender-based violence is frequently happening among our international students but there is a lack of education on the topic. International students do not see gender-based violence as an issue in their culture. When it does occur they do not feel safe reporting and seeking out campus resources. The committee would recommend increased programming for international student populations through orientation, seminar, and educational events in partnership with International Student Services.
- **Recommendation 2: Athletics**
- The committee is concerned with the frequency of male athletes being identified as potential perpetrators of sexual harassment found in qualitative data. In an effort to ensure a safe campus for all students, and to educate athletes of the forms of sexual harassment, the committee recommends mandatory gender-based violence training for all athletic groups. Training should cover Title IX, forms of gender-based violence, and bystander intervention.
- **Recommendation 3: Sexual Harassment**
- The climate survey showed effective efforts in providing training in sexual assault and rape to our students. Respondents did identify a need for increased education on sexual harassment; what it is, how to respond, and resources provided by the institution if they are a victim of sexual harassment. The committee recommends additional programming to specifically address sexual harassment, including the forms of sexual harassment and how to respond. The committee believes there should be continued efforts in providing rape and sexual assault education and response.
- **Recommendation 4: Alcohol and Substance Abuse and its Relationship to Consent**
- Survey results showed several instances of sexual activity without consent due to incapacitation of the victim involving alcohol or drugs. Although never the victims fault we recognize that alcohol and drugs are contributors to individuals lacking the ability to give or receive consent. The committee recommends continued education of consent and additional programming specific to alcohol and substance abuse. This programming can be done in partnership with the Kelly Center and the committee.

FHSU Campus Climate Report 2017

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- Recommendation 1:
 - The climate survey showed effective efforts in providing training in sexual assault and rape to our students. Respondents did identify a need for increased education on sexual harassment; what it is, how to respond, and resources provided by the institution if they are a victim of sexual harassment. The committee recommends additional programming to specifically address sexual harassment, including the forms of sexual harassment and how to respond. The committee believes there should be continued efforts in providing rape and sexual assault education and response.
- Recommendation 2:
 - Survey results showed several instances of sexual activity without consent due to incapacitation of the victim involving alcohol or drugs. Although never the victims' fault we recognize that alcohol and drugs are contributors to individuals lacking the ability to give or receive consent. The committee recommends continued education of consent and additional programming specific to alcohol and substance abuse. This programming can be done in partnership with the Kelly Center and the committee.
- Recommendation 3:
 - Survey results showed a lack of knowledge on the process following a report made to non-confidential resources on campus. Respondents identify a need for more information regarding the reporting process. The committee recommends informational brochures or programming focused on specific processes when choosing to report to a non-confidential resource.

Fort Hays State University Campus Climate Review

Kaiti Dinges

Fort Hays State University

Introduction

Fort Hays State University is dedicated to fostering a caring community. Every student, faculty and staff member at Fort Hays State University has the right to be free from discrimination, and the Commitment to Title IX Committee is dedicated to ensure that everyone has the opportunity to benefit from all programs offered on campus. This case study reviews the thoughts that faculty have after completing a Campus Climate Survey in the spring 2016 semester. Students, faculty, and staff all have an important role in voicing their opinions. This case study allows for faculty members to voice their opinions on Title IX and the campus climate of Fort Hays State University.



Methods

For the Fort Hays State University Campus Climate Review, an interview will take place with faculty members.

Sample Size – six to eight faculty members

Instruments –

1. Consent form
2. Interview Questions
3. Example Images
4. Results from Title IX Report

The interview process will be used to find data that correlates to the factors that may contribute to gender and relationship violence at Fort Hays State University. Faculty members will be interviewed because not only do they interact daily with students, but they may also have experienced intimate partner violence or gender and relationship violence/discrimination.

Faculty members also have prior off campus experiences that can play into why they believe issues of intimate partner violence is accepted at Fort Hays State University. Some of the faculty members that choose to participate may also have knowledge on the causes of the issues. A unique perspective can come from any faculty member that participates.

Results

Data was collected from each individual participant through a series of interview questions that were answered confidentially. This data was transcribed into a script that was sorted into categories and compared to the data received from the past semesters Campus Climate Survey.

Results, cont.

Choices: Results seemed overwhelmingly similar among each of the interviewees. In each interview there was a lot of discussion over how those who choose to partake in violent acts, are seeking power and control over another person. It was common that the word “choice” was often used for those who would be considered perpetrators.

Media: Many of the interviewees claim that the media has a large role in those who choose to seek violence. “There is man who was just elected as president that thinks it is alright to grab women. If this is constantly seen in the media, by him and his friends, those who are viewing will also begin to grab women because they think they are entitled to that.” The role of the president and his attitude towards equality of men and women was frequently discussed.

As prior data has stated, the culture of Fort Hays State University is one of sexual harassment. There was an overall consensus that many of the people of the campus do not realize it is happening, therefore do not see it as a problem for themselves, but understand it is a problem collectively.

Prevention through education: Education and prevention are key ways for faculty members to be role models. Making students and other faculty/staff members aware of the resources that are available to them on campus.

Cultural Norms: Discussion that it is culturally normal that the man is the head of the household and the wife is submissive to her husband. These aspects seem to play a role in the attitudes held on campus by those who choose to partake in acts of violence.

Coding

Power and control
Title IX is for both faculty & staff
Equal Opportunity
Societal aspects – media
Reality not faced by all
Privilege
Education and Prevention
Role Models
Continued conversation about issues
Respect or lack of respect

Resources

Wood, L., Sulley, C., Kammer-Kerwick, M., Bush-Ammendanz, N. (2015). *Climate Surveys: An Inventory of Understanding Sexual Assault and Other Crimes of Interpersonal Violence at Institutions of Higher Education*. SAGE Journals, 1-19

Tygett, M. (2012). *Sexual Assault on College Campuses: Seeking the appropriate balance between due process and victim protection*. *Duke Law Journal*, 62, 487-527

Ottens, A.J., Hotelling, K. (2000). *Sexual Violence on Campus: Policies, programs, and perspectives*. ix-52

McMahon, S. (2015). *Call for Research on Bystander Intervention to Prevent Sexual Violence: The role of campus environments*. *American Journal of Community Psychology*, 55, 3-4, 472-480

Fort Hays State University 2015-2016 Title IX Report. Unpublished. (See attached in appendix pp. 18-19)

Climate Surveys: Useful Tools to Help Colleges and Universities in Their Efforts to Reduce and Prevent Sexual Assault. (n.d.). Retrieved September 8, 2016, from <https://www.nctatech.org/assets/crow-climate-surveys.pdf>

National Sexual Violence Resource Center - Info & Stats for Journalists. (n.d.). Retrieved September 8, 2016, from http://www.nsvrc.org/sites/default/files/publications_nsvrc_infocast_media_packet_statistics_about_sexual_violence_0.pdf

About Sexual Assault. (n.d.). Retrieved September 8, 2016, from <https://www.rainn.org/about-sexual-assault>

Office for Civic Rights. (2011, April 4). *Dear Colleague Letter: Sexual Violence Background, Summary, and Fast Facts* [Letter].

Conclusion

Faculty acknowledge that intimate/gender and relationship violence issues are a problem on the Fort Hays State University campus. There are several connections between the media/societal aspects, location culture, and lack of respect that feed into the acceptance of sexual harassment and sexual assault on campus.

Acknowledgements

I would like to thank all faculty members that expressed interest or lack of interest in partaking in my class project. Also to Dr. Brent Goertzen for the support and

Why are Campus Climate Surveys Important?

- Uncover blind spots in existing institutional responses to sexual assault;
- Show whether sexual assault is more likely to occur during certain times of year or to coincide with certain campus events;
- Demonstrate whether students feel comfortable reporting incidents of sexual assault to school officials;
- Show the level of knowledge that students have about campus resources
- Bring to light any confusion about policies and procedures related to campus sexual assault, including how and where to report incidents.

For a student?

- Experience with IRB process
- Practical “research”
- Understanding of where to start educating peers and colleagues
- Networking

- 
- 
- Questions?

Resources

- American Association of University Professionals (AAUP). (2016). *The History, Uses, and Abuses of Title IX*.
<https://www.aaup.org/report/history-uses-and-abuses-title-ix>.
- *Dear Colleague Letter*. US Department of Education: Office for Civil Rights. <http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.html>. Published April 4, 2011. Accessed April 4, 2011.
- *Dear Colleague Letter*. US Department of Health and Human Services. <http://www.cdc.gov/hiv/pdf/dcl.pdf>. Published November 21, 2013. Accessed June 22, 2015.
- Questions and Answers on Title IX and Sexual Violence. United States Department of Education: Office for Civil Rights. <http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf>. Published April 29, 2014. Accessed April 29, 2014.
- Title IX reporting exception for researchers - University of New Hampshire (UNH)
<https://www.unh.edu/research/title-ix-reporting-exception-research>.
- Title IX Reporting Exception for Research. Emory University.
http://policies.emory.edu/policy/index_pdf.php?policy_number=8.16
- Unanticipated adverse event reporting. Oregon State University (OSU)
<http://research.oregonstate.edu/irb/unanticipated-problems-and-adverse-events>
- www.justice.gov