

| 2016-2017

University of Tulsa Campus Climate Survey

Executive Summary: Campus Climate Survey

EXECUTIVE SUMMARY PREPARED BY THE UNIVERSITY OF TULSA
INSTITUTE OF TRAUMA, ADVERSITY, AND INJUSTICE AND THE
ADVOCACY ALLIANCE

Introduction

Sexual violence continues to occur at colleges and universities nationwide at alarming rates. In 2007, the U.S. Department of Justice commissioned a web-based survey at a Midwestern and a Southern university for a sample of 5,446 undergraduate women and 1,375 men aged 18 to 25. Researchers found that 28.5% reported having experienced an attempted or completed sexual assault either before or since entering college. Nineteen percent of the women reported experiencing completed or attempted sexual assault since entering college, a slightly larger percentage than those experiencing such incidents before entering college. Of the 13.7% who experienced completed sexual assault in college, they found that 4.7% were physically forced and 11.1% of women were incapacitated by drugs or alcohol (types are not mutually exclusive).

The University of Tulsa's mission reflects a dedication to fostering a caring university community, and a commitment to humanity. In an initiative to nurture this mission, TITAN conducted a system wide "Campus Climate" Survey. **The purpose of the study was to investigate the prevalence rates, attitudes regarding interpersonal violence, knowledge of and access to resources, alcohol and drug consumption, mental health symptoms, and perception of preventative and response efforts by the University.** The data from this survey will inform programming to address and prevent such violence and enhance the safety and wellbeing of students.

Project Structure and Process

The survey instrument used in the present report was developed based in part on The First Report of the White House Task Force to Protect Students From Sexual Assault (Not Alone, 2014), and was a collaborative effort between the Advocacy Alliance and TITAN. All current students at the University of Tulsa were invited to participate via campus email over a four week period. The emails contained a brief description of the study, the approximate time required to complete the survey, and information about the opportunity to receive a gift card incentive. Students were recruited twice during the academic year starting in Fall of 2016. The protocol was approved by the University of Tulsa's Institutional Review Board. In the Fall 2016 semester, a mass email of the survey was not permitted, resulting in low participation.

Description of the Sample

University community members completed 366 surveys. Due to missing data the final sample included 294 students (6.39% of the total student population). Table 1 provides a summary of selected demographic characteristics of the survey respondents.

Table 1. TU Sample Demographics

Characteristics	Subgroup	n	% of sample	
Gender Identity	Women	187	63.6	
	Men	101	34.4	
	Gender Queer/ Nonconforming	3	1.0	
	Other	2	0.7	
	Missing	1	0.3	
	Racial Identity ^a	Caucasian or White	236	74.7
African American or Black		8	2.5	
Asian		49	15.5	
Latino/a		25	7.3	
Native American or Alaska Native		22	7.0	
Native Hawaiian or Other Pacific Islander		1	0.3	
Missing		6	2.0	
Position Status		Freshman	93	31.6
		Sophomore	61	20.7
	Junior	46	15.6	
	Senior	39	13.3	
	5 th Year Senior or Greater	3	1.0	
	Graduate Students	52	17.7	
	International Students	55	13.0	

^aPercentages do not equal 100 because participants were asked to check all that apply.

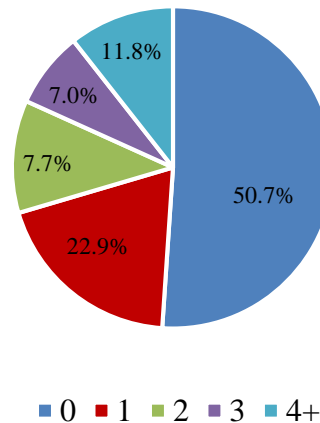
Key Findings

Adverse Childhood Experiences (ACE)

Research has demonstrated that adverse childhood experiences (e.g., substance using parents, incarcerated parents, child abuse) are major risk factors for the leading causes of illness and death as well as poor quality of life in the United States.

Consequences include but are not limited to the increased risk for sexual victimization and intimate partner violence and poor physical and mental health. **49.4% of students indicated at least one ACE.**

Number of ACE's Endorsed by TU Students



Interpersonal Violence

Students were asked to respond to several types of interpersonal violence both at TU and before coming to TU. It is important to note that the following estimates are based on the 6% survey response rate, and often survivors are reluctant to endorse victimization even on anonymous surveys. **Therefore these estimates are likely an underestimation of the actual rates at the University of Tulsa.**

Physical Assault (Past Year at TU)

- Physical assault was assessed via 16 items asking about incidents (e.g., biting, hitting with a fist, shoving) occurring within a relationship while a student at TU.
- 9.6% of female respondents and 10.9% of male respondents reported experiencing a least one incidence of physical assault by a partner while enrolled at the University of Tulsa

Important Terms and Definitions

Sexual Assault: Sexual contact or behavior that occurs without explicit consent of the survivor.

Attempted Sexual Assault: An attempt at sexual contact or behavior that occurs without explicit consent of the survivor.

Drug Facilitated Sexual Assault: Drug-facilitated sexual assault occurs when alcohol or drugs are used to compromise an individual's ability to consent to sexual activity.

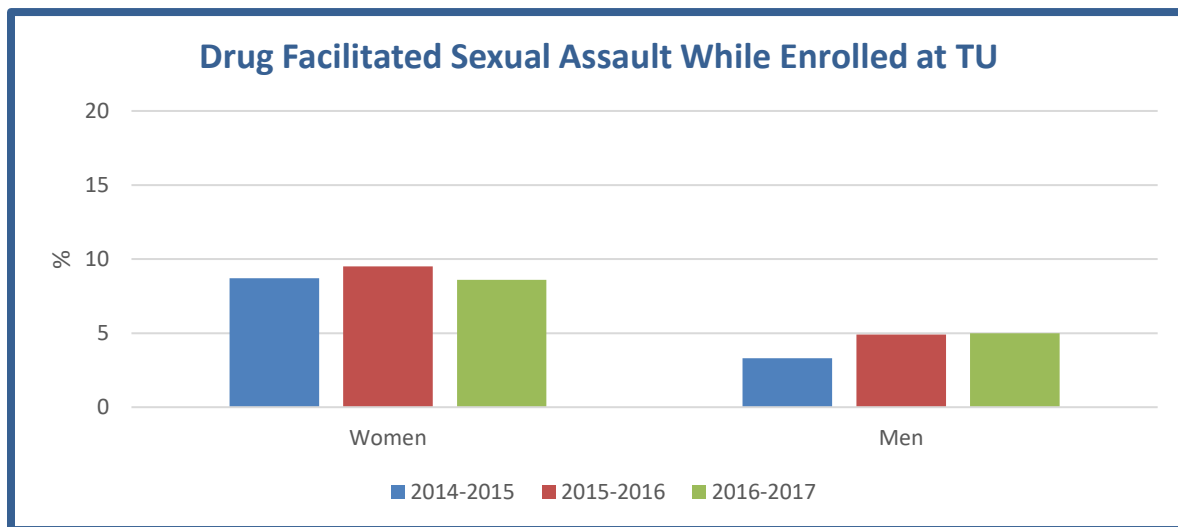
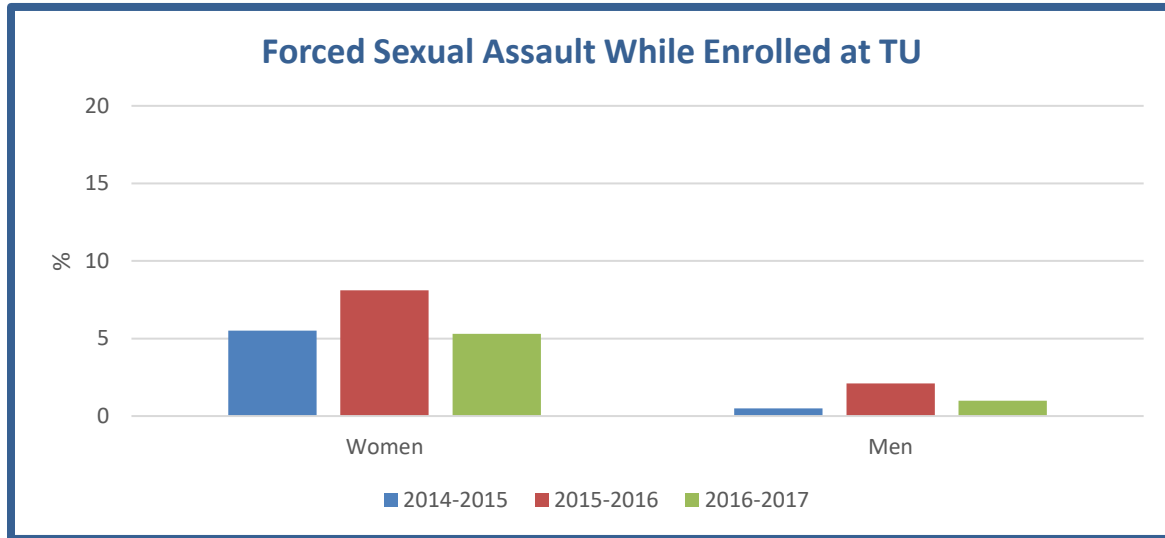
Rates of Sexual Violence at TU

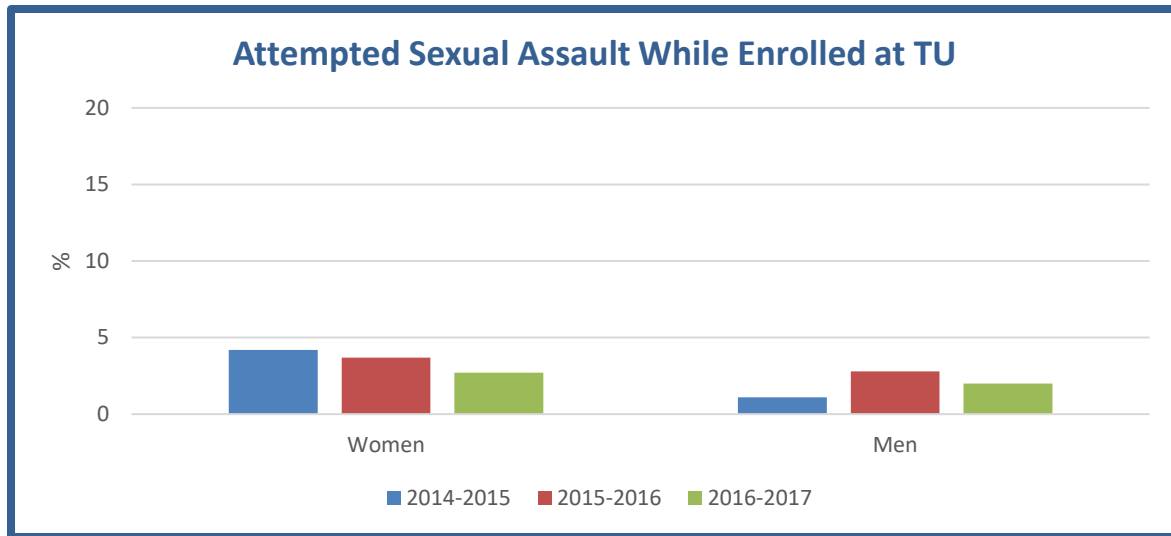
Overall, 8.8% of students reported the experience of forced or drug facilitated sexual assault while a student at TU.

Table 2. 2016-2017 Sexual Violence While at TU

Gender	N	Forced Sexual Assault		Drug Facilitated Sexual Assault		Attempted Sexual Assault	
		#	%	#	%	#	%
Women	187	10	5.3	16	8.6	5	2.7
Men	101	1	1.0	5	5.0	2	2.0
Gender Non-Conforming	3	1	33.3	0	0	0	0
Other	2	0	0	0	0	0	0
Missing	1	0	0	0	0	1	100
Total	294	12	4.1	21	7.1	8	2.7

Note: Due to the low number of individuals who indicated gender as gender non-conforming, other, or missing, their responses are listed in the table, but not represented in the graphs.





Context of Sexual Assault

In order to prevent violence from occurring, it is important to understand the characteristics and context of the assault. The following section provides this information as it relates to students who were assaulted during their time at the University of Tulsa.

Perpetrator Characteristics

- 91.7% of perpetrators were students at the university
- 91.7% of perpetrators were male

Drug and Alcohol Use

- 66.7% of students reported that the perpetrator was using alcohol at the time
- 58.3% of students victimized reported using alcohol at the time
- 8.3% of students reported that the perpetrator was using drugs at the time
- 8.3% of students victimized reported using drugs at the time

Location

- 83.3% of sexual assaults reported occurred on campus
 - Of students who disclosed the specific location, the majority occurred in fraternity houses, and the remaining incidents occurred in campus apartments, and dorm rooms

Disclosure

Students were asked to indicate if they had told anyone about their sexual assault, and if so – to whom they disclosed. Understanding disclosure post-assault is significant for a number of reasons including reactions and action(s) taken by those to whom the individual discloses, which has implications for survivor's mental and physical health. Those students who did not tell anyone were asked to indicate the reason why they chose not to disclose. It is vital for the

university to ascertain the reasons why students do not disclose in order to increase disclosures and access to care in the event of assault or attempted assault.

Of the students reporting having been sexually assaulted:

- **8.3% [$n = 1$] told no one that they had been assaulted**
- 75% disclosed to a roommate or close friend
- 16.7% told a family member
- 25% told a counselor or mental health professional
- Only one student who participated in the survey disclosed to a campus sexual assault advocate

The student who did not disclose to anyone, indicated the following reasons for not disclosing:

- Ashamed or embarrassed
- Concerned that others would find out
- Thought people would try to tell them what to do
- Thought it would feel like an admission of failure
- Wanted to forget it happened

Utilization of Formal Procedures

- **Only 3 students identified using formal university procedures to report the incident**

Student Point of View

Students were asked about their perceptions of leadership, policies, and reporting violence at the University of Tulsa. *It is important to note that the University of Tulsa obtained a grant from the Office on Violence Against Women in October of 2016. TU hired a Program Coordinator for Violence Prevention in January, just before the survey was administered. The efforts related to this grant were rolled out beginning in Spring of 2017, thus the survey responses do not reflect response to these efforts.*

Sexual Violence Policy

- 49.3% of students reported understanding the University of Tulsa's formal procedures to address complaints of sexual assault.
- 56.8% of students reported feeling confident that The University of Tulsa administers the formal procedures to address complaints of sexual assault fairly.
- 37.1% of all respondents had not read the sexual violence policy.
- Of the students who had read the sexual violence policy, 65.6% of respondents indicated that the sexual violence policy was easy to locate; and 83.2% of those who read it found it easy to understand.
- 64.3% of respondents believed that if they or a friend were sexually assaulted, they would know where to go to get help.

Student Point of View- Training

- 64.3 % of respondents reported receiving training in policies and procedures regarding incidents of sexual assault.
- 61.6% of respondents reported having received training in sexual assault prevention.
 - 16.8% found the training to be very useful
 - 44.7% found the training to be moderately useful
 - 24% found the training to be somewhat useful
 - 8.9% found the training to be slightly useful
 - 5.6% found the training to be not useful

University Response

- Overall, the majority of students responded that it would be “moderately likely” or “very likely” that the university would take a report of sexual assault seriously, take steps to protect the person making the report, support the person making the report, take corrective action against the offender, and take corrective action to address factors that may have led to the sexual assault.
- 27.1% of students believe that officials are “not at all” or “slightly likely” to take corrective action against an offender; and nearly 25.8% of students believe that officials are “not at all” or “slightly likely” to take corrective action to address factors that may have led to the sexual assault.
- **66.5% of students felt college administrators should do more to protect students from harm**

Table 3. Students Perception of University Policy, Leadership and Reporting Procedures

How likely is it the University would:	Very Likely	Moderately Likely	Slightly Likely	Not at all Likely
Take the report seriously.	54.9%	30.9%	8.2%	6%
Keep knowledge of the reported limited to those who need to know.	60.9%	29.2%	7.3%	2.6%
Forward the report outside the campus to criminal investigators.	36.5%	40.3%	15.9%	7.9%
Take steps to protect the safety of the person making the report.	52.8%	27.9%	13.3%	6%
Support the person making the report.	48.7%	30.6%	12.5%	8.2%
Take corrective action to address factors that may have led to the sexual assault.	42.2%	31.9%	17.2%	8.6%
Take corrective action against the offender.	42.1%	30.9%	18.5%	8.6%
Take steps to protect the person making the report from retaliation.	42.9%	31.8%	17.2%	8.2%

Safety on Campus

Students were asked to indicate aspects of campus life that led to feeling unsafe. These questions were asked in an open-ended format; responses were examined for patterns; to ensure confidentiality no direct quotes are included. The following are themes noted across responses.

Environment

- Poor walkability; especially with regards to lighting
- The perceived absence of campus security, not enough patrolling (too many stationary officers in vehicles, not enough on foot); slow response time, poor perimeter supervision; absence from campus parties
- Lack of safely located parking lots; students have to park in neighborhoods when shuttle lots are full (see above lighting comment)
- Public accessibility of campus; easy for anyone to walk on and off of campus
- Concerns about the neighborhoods surrounding campus

Culture

- Greek life promotes a culture of female subordination and encourages excessive alcohol and drug use.
- Propensity for administration to treat cases of sexual assault as something to either ignore or make go away; burden on students to not get raped.

Programmatic and Prevention Efforts

- Lack of sexual violence prevention efforts

Conclusions and Next Steps for Developing Actions and Initiatives Based on Survey Findings

The University of Tulsa is poised to become a national leader in the effort to reduce interpersonal violence and improve the health and safety of its students, faculty, and staff. We continue to face challenges in these efforts, however. The following recommendations are made as part of our continued quest to achieve excellence in this most important endeavor.

Personnel Retention

The University of Tulsa has made great strides since the receipt of the Office on Violence Against Women grant and the hiring of the Program Coordinator for Violence Prevention and the Survivor Advocate as part of the grant, as well as hiring a full time Title IX Coordinator. A challenge to continuing the gains made in the past year is retaining the excellent people currently in those positions. While the position is funded through OVW, the salary for the Program Coordinator position is not commensurate with the qualifications required for this position.

- We recommend that the salary associated with the position of Program Coordinator for Violence Prevention be raised to be competitive for the qualifications required of this position and to retain our current Program Coordinator [mean first year salary for Masters in Clinical Psychology = \$45,546; Doran, J.; Kraha, A.; Marks, L.R.; Ameen, E.J.; El-Ghoroury,

Reporting/Disclosure

- While it is challenging to compare results across years, particularly given the low sample size of this past year, it is encouraging that of the 9% of individuals who experienced some form of sexual violence on campus, only one did not disclose to anyone.
- Only 3% reported utilizing formal procedures to report the assault. This survey was administered twice in the academic year; the first administration was prior to the implementation of the OVW grant and the second administration was at the very beginning of the implementation of the OVW grant. It is expected that we will see an increase in formal reporting of interpersonal violence as a result of our new personnel and their efforts, which will allow TU to address these complaints in a timely manner, increase the safety of students, and ensure Title IX compliance.

Policy

- The Title IX Coordinator should work with the Program Coordinator, Principle Investigator, and our OVW Grant technical assistance providers to assess our policies for compliance with Title IX and the Clery Act.
- Adjudication policies should be made clear to all students, particularly as these policies are currently being revised. Education and training related to these changes should be made widely available.

University Response

- Future efforts from the university should work to build student confidence in how administrators handle procedures for interpersonal violence cases so that students feel safe making reports and believe that their reports will be handled fairly through increased transparency and student involvement in current efforts.
 - Example: The Program Coordinator to work with the Collegian to outline what prevention programs the University of Tulsa offers, and to outline the reporting process. The Title IX Coordinator could discuss Title IX resources with editors to help demystify what Title IX is and how we create a safe campus.
 - Example: Students do not know that the University conducts its own investigation *alongside of TPD as long as the survivor is comfortable with reporting to TPD*. Informing students that this process is followed by keeping the requests and health of the survivor in mind could be helpful with transparency. Students on campus who are not involved in a case may not understand, or do not know that this is why details are often kept out of the news/reports as much as possible. If this were addressed students may begin to understand that the University is attempting to protect survivors as much as possible.
- Continue to improve TU communication with students, faculty, and staff regarding interpersonal violence policies and reporting procedures. Attention should be focused on ensuring that all students, faculty, and staff are familiar with TU's policy regarding interpersonal violence and where and how to report incidents of interpersonal violence. This effort could be incorporated in classes through discussions and a standard statement in all syllabi, through mass communication avenues available to students, faculty, and

staff, in residence halls and campus housing through active communication and various mediums (e.g., flyers), as part of security emails related to events on campus, in all departmental offices, in all restrooms, and as a part of our ongoing prevention and education efforts.

Safety

- Identify the characteristics of settings associated with becoming victims or perpetrators of violence, and address the climate, policies, and processes within these settings.
- Inadequate lighting on campus, making students feel unsafe walking, has been noted repeatedly over the past several years.

Training

TU has implemented several evidence based and newly developed interpersonal violence prevention training programs (e.g., Bringing in the Bystander, Consent, Healthy Relationships, Safe Zone, Reporting and Disclosure). A primary hindrance to getting all students, faculty, and staff trained is lack of interest on the part of some of these constituents, lack of resources to offer incentives for participation, and limited personnel resources to provide support and organizational assistance for training efforts. In the past year we have added a Program Coordinator for Violence Prevention and a Survivor Advocate. While these positions have allowed our prevention and education efforts to expand considerably, they are not adequate to fill the needs of our campus. The bulk of all trainings are provided by the Program Coordinator and members of the Advocacy Alliance, all of whom have full time responsibilities outside of the provision of the trainings. Further, all prevention and education efforts currently rely on funding from the Student Association. While this commitment to the issue of interpersonal violence from students is important, it should not be the only source of funding available.

In order to meet our training and education needs, we need to fully resource this effort. We make the following recommendations:

- Provide funding to:
 - Hire 2 graduate student assistants to work under the supervision of the Program Coordinator for Violence Prevention with current and future programming efforts. These individuals would be tasked with:
 - Administration of programs to students, faculty, and staff
 - Organization of the scheduling and marketing of these programs
 - Adapt or change current programming efforts to meet the needs of various groups on campus (e.g., international students)
 - Organization of a peer education training program, provision of ongoing training and supervision of peer educators
 - Eventual expansion of peer educator program to work with area high schools and middle schools
 - Evaluation of current prevention efforts. Evaluation of efforts is required under the OVW grant; however, our current resources are not adequate to conduct a comprehensive evaluation effort.
- In order to create an atmosphere that fosters reporting and participating in the Title IX process, the training opportunities for faculty, staff, and administrators must be

- reviewed, enhanced, encouraged, and strongly supported by the top levels of administration.
- Specific meetings for faculty, staff, and administrators should be designated for various trainings related to violence prevention, Title IX, and the Clery Act. At minimum, opportunities for all mandatory reporters to be trained in Reporting and Disclosure should be provided.
 - Programs provided to students are open to faculty and staff, however, very few take advantage of these. An evaluation of efforts to communicate the availability of these programs to faculty and staff is needed.
 - In order to provide a comprehensive prevention program, we need to include additional trainings targeting other factors that support the continuance of violence.
 - Given the association between alcohol consumption and interpersonal violence [including over half of the incidents reported in the current survey], evidence based interventions for healthy alcohol consumption is needed. This would require the provision of resources to bring in national experts to train TU students, faculty, and staff on these interventions. These programs could then become part of the interventions being rolled out throughout campus. Similarly, toxic masculinity plays a role in sustaining cultures that contribute to violence. A healthy masculinities intervention should be incorporated.
 - Green Dot is an organization that could provide this training to the Advocacy Alliance and other interested individuals for approximately \$15,000.

The Future of Violence Prevention and Education at The University of Tulsa

The OVW grant will end in October, 2019. The end of this funding also means the loss of the positions created by the grant: Program Coordinator and the Survivor Advocate, as well as an individual charged with overseeing and providing vision and guidance for all activities related to the grant (i.e., the Principle Investigator). **In order to meet the goals of the grant and to establish a stable structure to ensure the continued focus on decreasing rates of interpersonal violence on campus and increasing the safety and health of our students, faculty, and staff, the University of Tulsa strategic plan needs to include the development of an Office of Violence Prevention.**

We recommend that the University begin planning efforts with the Program Coordinator and Principle Investigator to create a structural framework for an Office of Violence Prevention and its position and role within the University after the OVW grant ends. The planning would include, but is not limited to, the following:

- **Create a position of Director of the Office of Violence Prevention** to oversee all operations of the OVP, including:
 - Provide leadership for the University of Tulsa campus on issues of interpersonal violence.
 - Work with the Title IX Coordinator to develop and implement evidence based policies and protocols in compliance with federal and state mandates and the university mission.
 - Collaborate with other service providers to offer survivors a comprehensive and tailored approach to recovery.

- Assure the implementation of the university directives regarding programming including any mandated programs.
- Serve as a resource for the university and for the state on both local and national issues related to interpersonal violence.
- Seek out grants in collaboration with other campus (e.g., TITAN) and community (e.g., DVIS, Sexual Assault Nurse Examiner Program) partners to further evaluation and service efforts of the OVP
- Work with staff (i.e., Program Coordinator, Survivor Advocate, CCRT, Advocacy Alliance) to develop the mission and vision for the OVP in the context of the mission and vision of the university. The Program Coordinator has already begun to lay the groundwork for this in line with requirements of the OVW grant, however, a long-term plan that extends beyond the life of the grant is needed.
- Continue the positions of Program Coordinator and Survivor Advocate
- Hire additional personnel to assist with the activities of the OVP including graduate assistants and an administrative assistant
- Provide funding for the OVP to allow for incentives for program participation, bringing in speakers and trainers, and for marketing efforts.
- As per the OVW grant, the Program Coordinator's responsibilities include the provision of services, support, and programming for all students, faculty, staff, and administrators. It will be important to house the OVP outside of the Office of Student Affairs to provide better accessibility to all members of The University of Tulsa

The University of Tulsa has made significant strides over the past few years in its efforts to decrease incidents of interpersonal violence and to support survivors. The OVW grant personnel, Dr. Clancy, and numerous key individuals and groups on and off campus have helped catapult The University of Tulsa forward in these efforts. We have a long way to go to create a sustained culture change on our campus and many challenges in front of us. We are not unique in these challenges, however, we have the expertise, experience, and determination to meet them. We need to continue to move forward in our efforts to put The University of Tulsa firmly on the map as a leader in interpersonal violence prevention and response, and most importantly to take the next step toward ending violence on our campus.