

| 2017-2018

The 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 [TITAN] 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, The University of Tulsa Institute of Trauma, Adversity, and Injustice [TITAN] and the Advocacy Alliance 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, 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 at the beginning of each semester. 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.

Description of the Sample

University community members completed 746 surveys. Due to missing data the final sample included 652 students (15.6% of the total student population). Table 1 provides a summary of selected demographic characteristics of the survey participants as well as demographic information for the TU student body in spring 2018. The numbers and percentages of demographics for the total student body are presented to ascertain groups that may be underrepresented in the survey. A direct comparison or analyses cannot be made due to differing ways of asking the questions, however, it appears that the sample may be over-representative of Caucasian/White, Asian, and Native American or Alaska Native individuals and women and under-representative of men and international students.

Table 1. TU Sample Demographics

Characteristics	Subgroup	Current Sample N (%)	Total Student Body N (%)
Gender Identity	Women	447 (68.6)	1844 (44.1)
	Men	194 (29.8)	2333 (55.9)
	Gender Queer/ Nonconforming	6 (0.9)	
	Other	5 (0.8)	
Ethnicity	Latinx	58 (8.9)	237 (5.7)
Racial Identity ^a	Caucasian or White	542 (83.1)	2319 (55.5)
	African American or Black	25 (3.8)	197 (4.7)
	Asian	83 (12.7)	178 (4.3)
	Native American or Alaska Native	57 (8.7)	154 (3.7)
	Native Hawaiian or Other Pacific Islander	0 (0.0)	4 (0.1)
Position Status	First Year	208 (31.9)	
	Sophomore	138 (21.2)	
	Junior	102 (15.6)	
	Senior	77 (11.8)	
	5 th Year Senior or Greater	13 (2.0)	
	Graduate Students	114 (17.5)	
	International Students	79 (12.1)	797 (19.1)

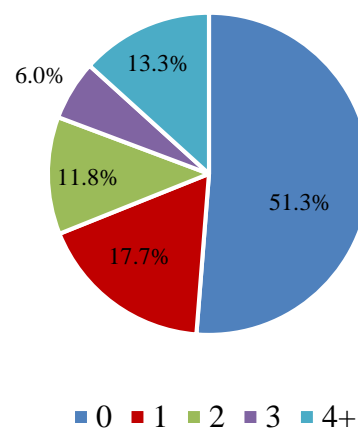
^aPercentages do not equal 100 because participants were asked to check all that apply.

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. Childhood is defined as prior to 18 years of age. Consequences include but are not limited to the increased risk for sexual victimization and intimate partner violence and poor physical and mental health. **48.7% 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. Only information regarding interpersonal violence during their time at TU is included in this report. It is important to note that the following estimates are based on the 15.6% 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.**

Rates of Physical Assault 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.

19% of female participants and 13.9% of male participants reported experiencing a least one incidence of physical assault by a partner while enrolled at TU.

Rates of Sexual Violence at TU

Three types of sexual assault were assessed.

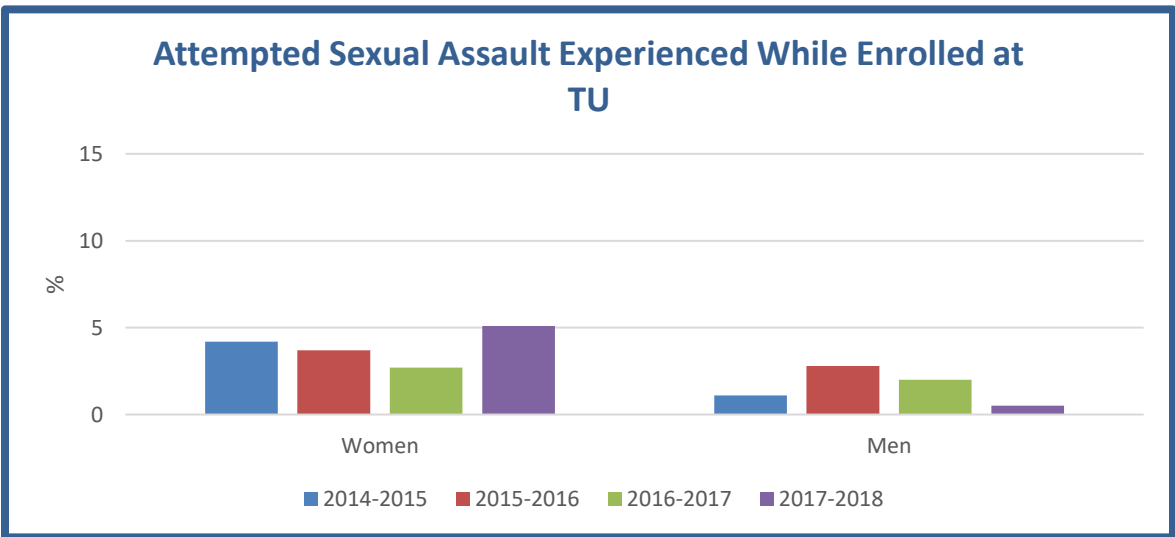
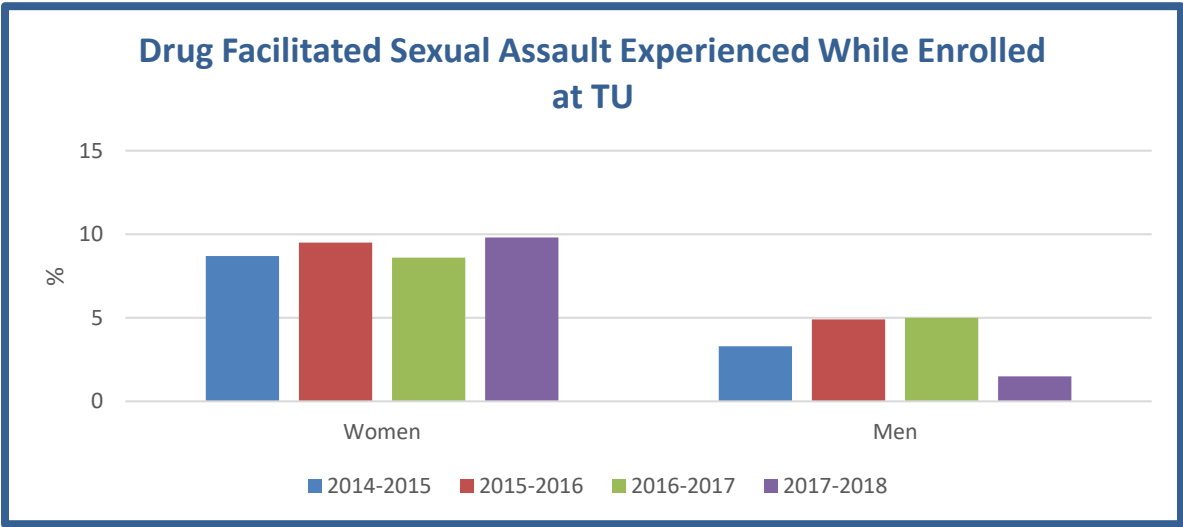
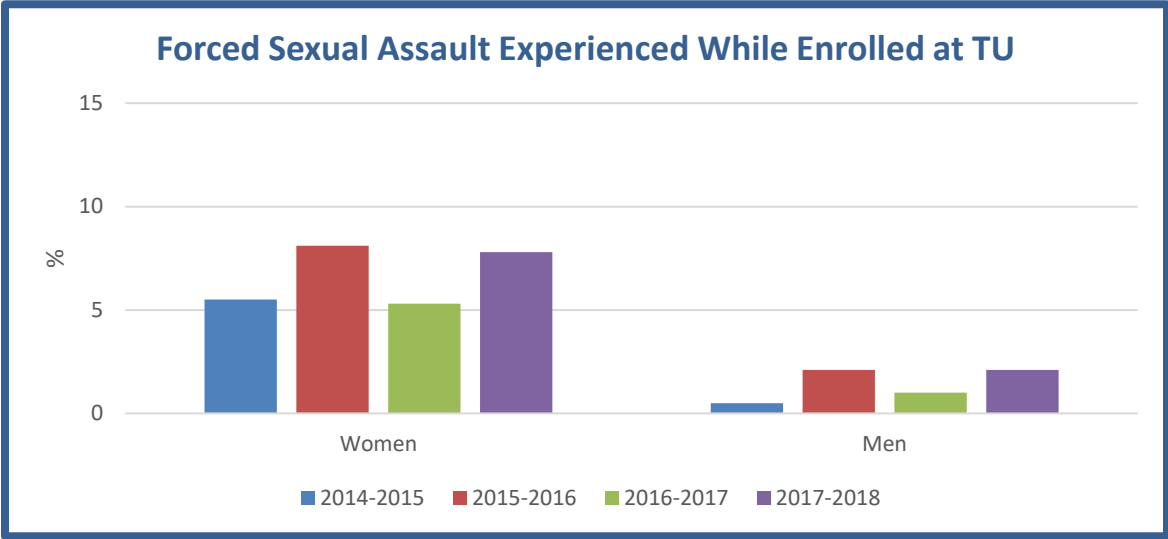
- **Forced Sexual Assault:** Sexual contact or behavior that involves force or threat of force.
- **Drug Facilitated Sexual Assault:** Drug-facilitated sexual assault occurs when alcohol or drugs are used to compromise an individual's ability to consent to sexual activity.
- **Attempted Sexual Assault:** An attempt at sexual contact or behavior that involves force or the threat of force.

9.8% of students reported the experience of forced or drug facilitated sexual assault while a student at TU. This figure is 11.6% if attempted assaults are considered.

Table 2. 2017-2018 Sexual Violence While at TU

Gender	N	Forced Sexual Assault		Drug Facilitated Sexual Assault		Attempted Sexual Assault	
		#	%	#	%	#	%
Women	447	35	7.8	44	9.8	23	5.1
Men	194	4	2.1	3	1.5	1	.5
Gender Non-Conforming	6	0	0	0	0	0	0
Other	5	0	0	0	0	0	0
Total	652	39	5.9	47	7.2	24	3.7

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. Assault types are not mutually exclusive.



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 experienced a forced, drug facilitated, or attempted sexual assault during their time at The University of Tulsa. For individuals who reported more than one type of assault, they responded for the most distressing incident. **All percentages are of those who provided a response to the question – missing data are not included.

Survivor Characteristics

- 94.7% identified race as Caucasian/White, 5.2% Native American or Alaska Native
- 85.5% identified ethnicity as Non-Latinx
- 40.8% were affiliated with Greek life
- 9.2% were international students
- 9.2% were student athletes
- 74.7% of survivors identified as heterosexual, 9.2% bisexual

Perpetrator Characteristics

- 81% of perpetrators were students at TU
- 91% of perpetrators were men
- Nature of relationship to perpetrator
 - 71.3%: acquaintances, friends
 - 16.4%: strangers
 - 12.3%: current or ex-partner

Alcohol Use

- 61.8% of students victimized reported using alcohol at the time
- 59.2% of students reported that the perpetrator was using alcohol at the time

Drug Use

- 5.3% of students reported that the perpetrator was using drugs at the time
- 3.9% of students victimized reported using drugs at the time

Timing of Sexual Assault

The majority of assaults occurred in first year, particularly in the fall

- Fall Semester:
 - 32.9% of drug facilitated/incapacitated sexual assaults
 - 30.3% of forced sexual assaults
 - 11.8% of attempted sexual assaults
- Spring Semester:
 - 14.5% of forced sexual assaults
 - 13.2% of drug facilitated/incapacitated sexual assaults
 - 9.2% of attempted sexual assaults

Location

- 68.4% of sexual assaults reported occurred on campus
 - 52.9%: fraternity houses
 - 29.4%: campus apartments
 - 29.4%: dorm room

Hook Up

- 35% occurred during a hook up

Disclosure

Students were asked to indicate if and to whom they told about their sexual assault [students could check all that applied]:

- 67.1% disclosed to a close friend
- 23.7% disclosed to a roommate
- 19.7% disclosed to a romantic partner
- **17.1% told no one that they had been assaulted**
- 9.2% told a parent
- 9.2% told a counselor or mental health professional
- **Only 3 students who participated in the survey disclosed to a campus sexual assault advocate**

Individuals who did not disclose the sexual assault listed the following reasons for not disclosing:

- Felt it was a private matter and wanted to deal with it on their own
- Did not believe it was serious enough to talk to someone about
- Did not think others would think it was serious
- Felt ashamed or embarrassed
- Wanted to forget it had happened

Utilization of Formal Procedures

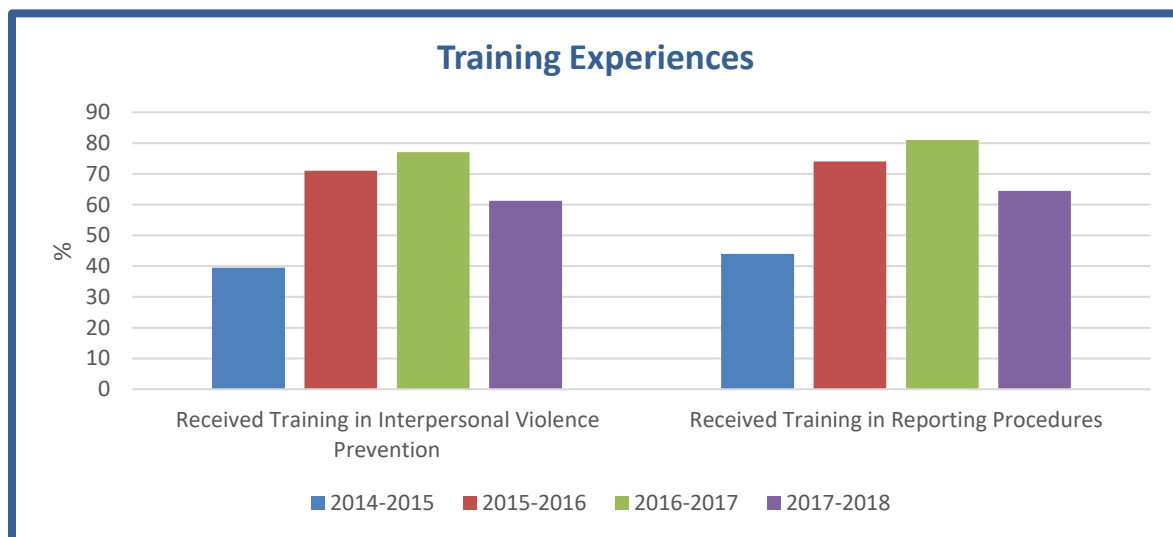
- **Four students [7.5%] identified using formal university procedures to report the incident.**

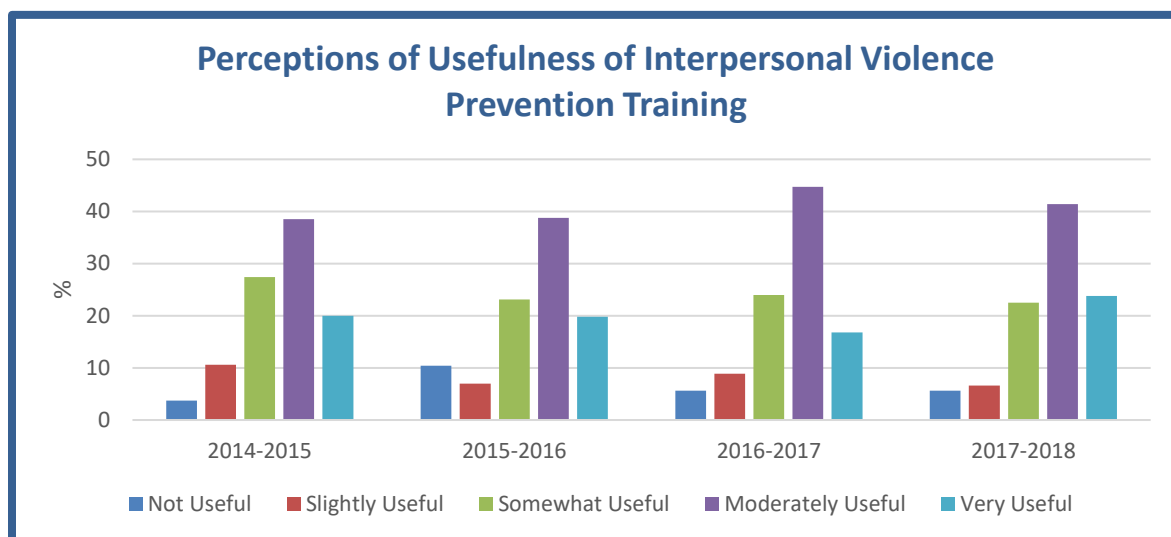
Student Point of View;

Students were asked about their perceptions of leadership, policies, training, and reporting violence at The University of Tulsa.

Table 3. Student Point of View of the Interpersonal Violence Policy 2014-2018

	2014-2015	2015-2016	2016-2017	2017-2018
I have read the Interpersonal Violence Policy	37	48	54	20
Percentage of Individuals who believed at the “Strongly agree” to “Agree” level that:				
If a friend or I were a victim of interpersonal violence, I know where to go to get help.	72	81	83	81
I understand TU’s formal procedures to address complaints of interpersonal violence.	43	62	64	65
Has confidence that TU administers the formal procedures to address complaints of interpersonal violence fairly.	56	73	75	76





Results from the Campus Climate Survey since 2014 reveal a trend of increased positive perceptions of the University’s response to interpersonal violence on campus.

Table 5. Students Perception of University Policy, Leadership and Reporting Procedures 2014-2018

Percentage of Individuals who believed the University is “Very Likely” to “Moderately Likely” to:	2014-2015	2015-2016	2016-2017	2017-018
Take the report seriously.	80	86	86	89
Keep knowledge of the reported limited to those who need to know.	84	85	90	89
Take steps to protect the safety of the person making the report.	75	84	81	86
Support the person making the report.	71	82	79	85
Take corrective action to address factors that may have led to the interpersonal violence.	70	79	74	77
Take corrective action against the offender.	63	76	73	77
Take steps to protect the person making the report from retaliation.	68	80	75	81

However, participant responses also indicated areas for continued improvement.

- 22.7% of students believe that officials are “not at all” or “slightly likely” to take corrective action against an offender;
- 23.5% 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 interpersonal violence.
- 68% of students felt college administrators should do more to protect students from harm

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 (especially the areas around frat and sorority row, and the outer boundaries of campus)
- Limited visibility of campus security [numerous students also noted that the presence of campus security is a factor that makes them feel safer]
- Concern that the blue emergency phones on campus do not work and are not well-maintained [numerous students noted that the blue lights add to their sense of safety]
- 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

- Fraternity parties do not follow alcohol policies, increasing risk of assaults occurring
- Lack of transparency regarding cases of interpersonal violence [concern about timeliness of emails about assaults on campus, little information provided about what happens to alleged perpetrators]
- Concern about instances of athlete rape allegations being covered up or handled differently than non-athlete cases.

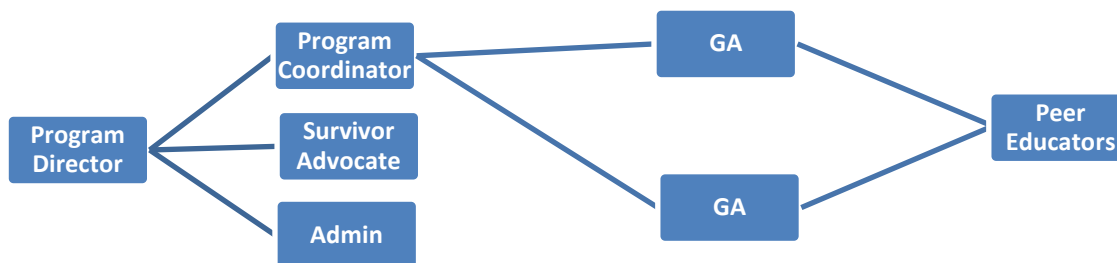
Programmatic and Prevention Efforts

- Desires for additional training opportunities on interpersonal violence prevention, healthy relationships
 - Some suggestions that trainings be mandatory or incentivized for first years
 - Systematized training as an actual class or series of seminars
- Enhance marketing for interpersonal violence prevention trainings.
- More information and trainings on reporting procedures
- More information about formal punishments and consequences of committing an assault in addition to information for survivors.

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. Some of the recommendations below are extensions from previous years.

Personnel



- **Institutionalize the Office of Violence Prevention.** As these efforts grow and expand it will be important to consider the placement of the OVP in the larger University structure [e.g., should the OVP be housed within Student Affairs].
- **Establish the position of Director for the Office of Violence Prevention.** To continue to move forward, expand our reach, and create the model of nationwide leadership that extends into the community, we need a Director to provide vision and guidance in these efforts in addition to the Program Coordinator to carry out and oversee the administration of the trainings, as well as coordinate the train the trainer efforts.
- **Increase the salary of the Program Coordinator for Violence Prevention** to be competitive for the qualifications required of this position. The Program Coordinator is tasked to carry out trainings to faculty and staff and oversee the administration of the trainings to students and the train the trainer efforts. The Program Coordinator would serve as the supervisor of two Graduate Assistants.
- **Hire two 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
 - 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, businesses, agencies, and the broader Tulsa community
 - 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.

- **Hire an Administrative Assistant** to support the efforts of the OVP.
- **Hire a Survivor Advocate** or work with DVIS to continue their support of the current position. The Survivor Advocate assists the TU community with confidential advocacy, answers questions about the process of reporting and adjudication through the University, provides clients information and access to sexual assault forensic exams, assistance with obtaining protective orders, and accessing community partner services.
- **Fund the Office of Violence Prevention's training, prevention, and education efforts.** The Office of Violence Prevention and the Advocacy Alliance [AA] work together on training, prevention, and education efforts related to issues of interpersonal violence and require consistent funding. Currently, the OVP receives no funding. The AA has received some funds from the Student Association in the past two years, however, the presence and amount of this funding varies yearly at the discretion of SA leadership. While this commitment to the issue of interpersonal violence from students is important, it should not be the only source of funding available (a budget is proposed below).

Programming

Interpersonal violence remains a significant problem at The University of Tulsa, with **11.6%** of survey participants indicating an experience of forced, drug facilitated, or attempted sexual violence and **19%** reporting experiences of physical violence. Data also show that nearly half of the students report at least one adverse childhood experience, suggesting the importance of enhancing mental health services broadly. Programming recommendations include enhancing current interpersonal violence programming in the following ways:

- **Provide funding to bring in Greendot [<https://alteristic.org/services/green-dot/>] to provide train the trainer evidence based programs for TU personnel.**
 - **Over 50% of sexual assaults at TU involve substance use.** Currently, few programs are available to TU students that address the intersection of substance use and violence. Evidence based programs are available and resources are needed to bring them to TU to train staff to administer them.
 - **Additional programs are needed to keep the messaging novel, interesting, and helpful to students.** In addition to bystander training, there is a need for more education devoted to forms of violence other than sexual assault, i.e. stalking, dating violence, domestic violence, and the rape culture. We are reaching over 60% of survey participants with programming on reporting procedures and interpersonal violence prevention and the majority of participants find these efforts moderately or very helpful. We must continue to provide the TU community with a varied menu of trainings as the field of interpersonal violence research grows.
 - **Target trainings to specific groups.** The prevention programs we currently offer are largely generic, evidence-based programs. We need additional program options to address the unique experiences of various student groups.
 - **40% of survivors identified as being associated with Greek Life.** Programming efforts for students involved in Greek Life should be enhanced. Further, additional efforts should be made to determine the reasons for this increased risk.
- **Change the structure of the First Year Experience to allow early, continuous, and consistent programming** to combat assault that occurs during the Red Zone [i.e., first few months of first year].

- **45% of sexual violence at TU occurs in the first year** [30% in the fall semester]. While programming regarding consent and defining interpersonal violence has been enhanced at First Year Orientation over the past few years, best practices suggest that early and ongoing programming is more effective.
- Move the online training that students receive in October to be taken before students arrive on campus.
- **Systematizing multiple types of training under the umbrella of increasing student success over the first year** is considered a best practice model [e.g., Project Speak at UCO]. In addition to consent training during orientation and the online training, prevention education instituting several different types of programs focused on bystander intervention, the spectrum of interpersonal violence, consent, substance use, SafeZone, and healthy relationships should be presented early in our students' careers at TU, otherwise, the opportunity to educate our students and create a culture of respect beginning in the first year could be missed.
- **Provide funding to incentivize students to attend programming.** Students desire more programming, but it is challenging to incentivize students to attend programming that is offered. The Office of Violence Prevention needs personnel, resources, and incentives to increase attendance. The Office on Violence Against Women has informed our grant team that one other benefit of having incentives is that you can promote programming efforts through branding. They argue that this branding creates community expectations and can be helpful in increasing accountability.
- **Provide structured opportunities for training faculty, staff, and administrators.** 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.

Proposed Budget for the Office of Violence Prevention

Director	*\$67,600
Program Coordinator	* \$47,500
Survivor Advocate	*\$45,500
GA Positions [2]	*\$90,000
Administrative Associate	*\$40,000
Materials Cost	\$8,000
Training Refresher Costs	\$10,000

New Trainings	\$15,000
Operation/Event Costs	\$10,000
Total	\$333,600
	*includes benefits

University Response

Survey data reflects an increased positive perception of TU's responsiveness to the issue of interpersonal violence however, areas to improve in this respect still exist.

- Student response indicates that despite TU initiating efforts to increase safety on campus **there is a lack of information disseminated** to them specifically about these efforts. For example, in January 2018 The Collegian ran a story on the restoration of the blue lights on campus. This effort had been underway through a partnership between The Collegian and Campus Security for months, but only when the Collegian report came out were students made aware.
 - Further exploration into developing a relationship among departments and organizations like The Collegian, University Relations, and Campus Security could help with any issues of transparency.
- The Title IX Coordinator should continue to work with the Program Coordinator, Principle Investigator, and our OVW Grant technical assistance providers to assess our policies and procedures for compliance with Title IX and the Clery Act.
- Student responses specifically reflected a desire for more information regarding the adjudication process.
 - The policies are currently being revised. Once completed, a plan for dissemination should be developed and implemented.
 - Education and training related to these changes should be made widely available.
 - Future efforts from the university should continue to 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: Students still do not know that the University conducts its own investigation *alongside of TPD as long as the survivor is comfortable with reporting to TPD*. Continuing to inform 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 still may not understand, or do not know that this is why details are often kept out of news/reports as much as possible. If this continues to be 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, inviting OVP staff into the classroom for discussions and

presentations, 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, and as a part of our ongoing prevention and education efforts.

- For example, despite ongoing efforts, standard language regarding Title IX and resources for people who are affected by interpersonal violence has not been made available to all faculty.
- **Provide funding to enhance marketing and incentives for completion of the Campus Climate Survey.** The most recent CCS was completed by 15.6% of students. A higher response rate will provide more representative and comprehensive data to inform our education and prevention efforts.

Safety on Campus

- **Two-thirds of assaults occurred on campus.**
 - Fraternity houses continue to be identified as places of increased risk for incidents of interpersonal violence. We recommend that each house conduct a risk assessment to identify potential geographical and interpersonal risks that could be addressed.
 - We recommend that Student Association meet with the Office of Violence Prevention and the Title IX Coordinator to explore the possibility of systematizing Bystander Intervention Training for officers of student groups who will be hosting university sanctioned parties.
 - The campus climate survey could be modified to better identify the characteristics of settings associated with interpersonal violence to assist the University in addressing 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.
- **Increase Campus Security involvement in some programming efforts.**
 - Campus security has numerous avenues in which they are involved in protecting the health and safety of our students. However, this does not appear to be a perception universally shared by students. Increased presence at certain OVP programming; identification of challenges, barriers, and opportunities to change this perception should be identified.

Community

- **48% of students enter TU report at least one Adverse Childhood Experience.** These numbers indicate that as TU moves to becoming a national leader in prevention education, the surrounding middle schools and high schools could be targets for prevention programming to help foster health and success in potential community members as well. This could be through a number of different groups, i.e.; TU student leadership initiatives, presidential scholars, and service learning through True Blue Neighbors.
- Another conclusion to be drawn from this data is that our students, upon arrival need inclusive, wrap around services and possibly more structured first year experience in order to ensure student success.

The University of Tulsa has continued to make 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. Like so many universities, 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 the challenges that face us, however, we have the expertise, experience, and determination to meet them. We will to continue to move forward in our efforts to put The University of Tulsa at the forefront as a leader in interpersonal violence prevention and response nationally, and most importantly to take the next step toward ending violence on our campus.
