

Paul Smith's College Student Campus Climate Survey Report

Paul Smith's College engaged in a student-focused survey of student experiences and perceptions related to sexual misconduct in the Spring of 2019. For these purposes, sexual misconduct refers to a range of behaviors that includes sexual assault, intimate partner violence/dating violence, stalking, and sexual harassment. This type of climate survey serves multiple purposes. It goes beyond assessing the incidence and prevalence of sexual misconduct, but also serves across time as a barometer of the success of policies, procedures, services, and prevention programs. Participation in a campus climate survey can serve as an educational opportunity and as an intervention; therefore, the survey was framed to educate students regarding the full range of experiences that constitute sexual misconduct and sexual assault and was structured so students know that their own unwanted experiences matter. Additionally, meaningful prevention rests on identifying the reasons sexual misconduct is perpetrated and the environments that might foster it.

Methodology.

To accomplish these objectives, the Paul Smith's administration selected the Administrator-Researcher Campus Climate Collaborative Survey (ARC3), which is a free, open-access, evidence-based, modular survey about sexual misconduct that can be used by any college or university. The ARC3 survey was specifically developed to be consistent with federal guidelines, including Title IX, and based in current best-practices from the relevant research literature. Specifically, the separate measurement scales chosen for the ARC3 survey were taken from the research literature on campus sexual assault and other forms of sexual misconduct, and each has demonstrated adequate psychometric properties (good reliability and validity).

Dr. Kevin Swartout—Assistant Professor of Psychology at Georgia State University and a member of the ARC3 group—consulted with Paul Smith's administration and assisted with data collection and analysis. The survey was hosted on the Qualtrics.com online survey platform. During data collection, all data were stored on Qualtrics' secure servers. Qualtrics uses Transport Layer Security (TLS) encryption (also known as HTTPS) for all transmitted data. They also protect surveys with passwords and HTTP referrer checking. The data are hosted by third party data centers that are SSAE-16 SOC II certified. All data at rest are encrypted, and data on deprecated hard drives are destroyed by U.S. DOD methods and delivered to a third-party data destruction service. Qualtrics deploys the general requirements set forth by many Federal Acts including the FISMA Act of 2002. They meet or exceed the minimum requirements as outlined in FIPS Publication 200. Qualtrics complies with the privacy standards imposed on health care records by the Health Insurance Portability and Accountability Act (HIPAA). Related to HIPAA, HITECH (Health Information Technology for Economic and Clinical Health Act) are updated assessment rules to ensure that data are properly protected and best security practices followed. By using secure and certified data centers, Qualtrics ensures the highest protection and testing as

per HITECH requirements. Further, all Qualtrics user accounts are hidden behind passwords and all data are protected with real-time data replication.

Paul Smith's College chose to employ a census approach, inviting all students to complete the climate survey. All students were informed that participation was voluntary, they could skip an item they were not comfortable with, and they had the option to stop at any point in the survey. Regardless of what they chose, all students who had the opportunity to enter a drawing for one of thirty \$10 Amazon.com gift cards. No identifying information was collected as part of the climate survey. Once students complete the survey, they were forwarded to a separate survey where they could enter their name and email address to be included in the drawing. The dataset containing identifying information was never linked with the sensitive climate survey data, and there were no identifying codes to link the two datasets. The dataset containing identifying information was permanently deleted after the drawing.

After data collection concluded, both datasets were downloaded from the Qualtrics servers by Dr. Kevin Swartout. All data will be deleted from Qualtrics after download. The incentive dataset to transferred to Paul Smith's administrators using secure file transfer. The climate survey data were temporarily stored for analysis at Georgia State University on firewall and password-protected computer located in Dr. Kevin Swartout's locked office. The anonymous climate survey data were transferred to Paul Smith's administrators using secure file transfer after data analysis concluded. All datasets were deleted from Georgia State University computers after the final transfer to Paul Smith's College.

Below you will find key portions of the data, along with "next steps." All relevant personnel at Paul Smith's College have reviewed the Campus Climate Survey and have used the information to better inform prevention and response efforts. Additionally, the results have been taken into consideration when developing our sexual misconduct strategic plan. We've only listed our main "next step" objectives for each category. If you'd like to review a more comprehensive plan, the college will be publishing a plan to address sexual misconduct for review in January 2020.

Sample Demographics. One hundred and sixty active Paul Smith’s students completed the climate survey during the Spring 2019 semester. These student participants were relatively well distributed across classes: 20% were first-year undergraduate students, 27% were second-year, 25% were third year, 25% were in their fourth year or more, and 3% were enrolled in a graduate or professional program. Other sample demographics are detailed below in Table 1.

Table 1. Participant Demographics

	#	%
Gender		
Woman	76	49%
Man	75	48%
Another gender	5	3%
Race/Ethnicity		
Black/African	4	3%
American White/Caucasian	145	91%
Asian or Asian American	5	3%
Hawaiian or Pacific Islander	0	0%
Native American or Alaskan Native	1	1%
Hispanic or Latino/a	7	4%
Another race/ethnicity	3	2%
Sexual Orientation		
Heterosexual	127	81%
Gay	3	2%
Lesbian	3	2%
Bisexual	17	11%
Another sexual orientation	4	3%

HIGHLIGHTS

What we're doing well:

Student's Knowledge of Campus Resources	N	%
If a friend or I experienced sexual misconduct, I know where to get help on campus	125	80%
I would know where to go to make a report of sexual misconduct	118	76%
Knowledge of Affirmative Consent		
Affirmative consent must be given at each step in a sexual encounter	121	87%
If a person initiates sex, but during foreplay says they no longer want to, the person has not given affirmative consent to continue	120	86%
Bystander Intervention Behaviors		
Engaged in any Bystander Behaviors	123	92%
Bystander Behaviors		
Walked a friend home	94	69%
Talked to friends about a drunk person	95	69%
Spoke up against sexist jokes	101	74%
Perceptions of Campus Safety		
I feel safe on campus:		
Men	63	84%
Women	60	79%

The above chart shows areas of strength at Paul Smith's College. Students reported high understandings of affirmative consent, as well as a high understandings of campus resources. PSC will continue our current efforts with the goal of further bettering these numbers for the 2021/2022 Campus Climate Survey. Students reported high perceptions of feeling safe on campus. Similarly, PSC students reported favorable bystander intervention numbers. We anticipate these will improve after facilitating an evidence based bystander intervention curriculum with all new students beginning in the 2020/2021 academic year.

Our challenges:

Sexual Violence Victimization Since Enrolling at Their Institution	1 Time		2 Times		3 or More Times		% of Students Disclosing Victimization by Type	
	N	%	N	%	N	%		
Any Sexual Violence	10	20%	8	16%	33	65%		
Institutional Responses to Cases of Sexual Misconduct							N	%
The institution would take the report seriously							96	62%
The institution would maintain the privacy of the person making the report							108	69%
The institution would support the person making the report							95	61%
The institution would handle the report fairly							86	56%
Stalking Victimization								
Any Stalking							65	42%
Dating Violence Victimization								
Any dating violence							37	27%
Sexual Harassment Victimization by Students								
Any sexual harassment							74	48%
Sexual Harassment Victimization by Faculty and Staff								
Any sexual harassment							57	37%

Paul Smith’s College faculty and staff are working to address the above challenges that were identified from the Campus Climate Survey.

RAINN reports that 23.1% of female and 5.4% of male undergraduate students experience rape or sexual assault through physical force, violence, or incapacitation during their time in college. Of the 160 students who took the Campus Climate Survey, 32% reported experiencing sexual violence, which is higher than the national average. National dating violence rates on college campuses are 21 – 32% by current or previous partners (National Coalition against Domestic Violence (NCADV), 2016). Of the 160 students who took the Campus Climate Survey, 27% reported experiencing dating violence, which is within the national averages. Though these numbers are within than the national average, we believe that any violence should be interpreted and addressed as something to change.

37% of survey respondents reported experiencing sexual harassment by a staff or faculty member and 48% reported experiencing sexual harassment by a student. We’ve outlined “next steps” for addressing these challenges below.

Sexual Harassment Incidence Rates. Since enrolling at Paul Smith’s College, 37% of respondents reported experiencing some form of sexual harassment by College faculty or staff members, and 48% some form of sexual harassment by other students. Tables 2 and 3 include detailed rates on the specific sexual harassment students reported experiencing. For these purposes, **Sexist Harassment** refers to unwanted and unwelcomed words, actions, symbols, gestures, and behaviors that are based on sex or gender and characteristically repetitive; **Crude Harassment** refers to unwanted and unwelcomed words, actions, symbols, gestures, and behaviors that are based on sex or gender and characteristically repetitive; **Unwanted Sexual Attention** refers to persistent unwanted, unwelcomed, or violating behaviors and gestures of a sexual nature that caused discomfort; and **Sexual Coercion** refers to sexually compelled involuntary actions by an individual without regard for their desire or volition by use of force, threat, or authority.

Table 2. Sexual Harassment Victimization By Faculty and Staff

	#	%
Any Sexual Harassment	57	37%
Sexist Harassment	52	33%
Treated you “differently” because of your sex	37	24%
Displayed, used, or distributed sexist or suggestive materials	17	11%
Made offensive sexist remarks	32	21%
Put you down or was condescending to you because of your sex	25	16%
Crude Harassment	23	15%
Repeatedly told you sexual stories or jokes that were offensive to you	17	11%
Made unwelcome attempts to draw you into a discussion of sexual matters	11	7%
Made offensive remarks about your appearance, body, or sexual activities	13	8%
Made gestures or used body language of a sexual nature which embarrassed or offended you	9	6%
Unwanted Sexual Attention	14	9%
Made unwanted attempts to establish a romantic sexual relationship with you despite efforts to discourage it	7	5%
Continued to ask you for dates, drinks, dinner, etc., even though you said “No”	3	2%
Touched you in a way that made you feel uncomfortable	12	8%
Made unwanted attempts to stroke, fondle or kiss you	2	1%
Sexual Coercion	4	3%
Made you feel like you were being bribed with a reward to engage in sexual behavior	3	2%
Made you feel threatened with some sort of retaliation for not being sexually cooperative	2	1%
Treated you badly for refusing to have sex	4	3%
Implied better treatment if you were sexually cooperative	2	1%

Note: # represents the number of students who reported experiencing the stated act at least once since enrolling at the institution. Categories are not mutually exclusive and students may have experienced multiple forms of harassment. The category “any sexual harassment” refers to distinct, unduplicated students who experienced any

one of the below types of harassment of whether they experienced multiple types.

Table 3. Sexual Harassment Victimization By Students

	#	%
Any Sexual Harassment	74	48%
Sexist Harassment	66	43%
Treated you “differently” because of your sex	55	36%
Displayed, used, or distributed sexist or suggestive materials	35	23%
Made offensive sexist remarks	45	29%
Put you down or was condescending to you because of your sex	39	26%
Crude Harassment	54	35%
Repeatedly told you sexual stories or jokes that were offensive to you	45	29%
Made unwelcome attempts to draw you into a discussion of sexual matters	39	26%
Made offensive remarks about your appearance, body, or sexual activities	38	25%
Made gestures or used body language of a sexual nature which embarrassed or offended you	28	18%
Unwanted Sexual Attention	42	27%
Made unwanted attempts to establish a romantic sexual relationship with you despite efforts to discourage it	31	20%
Continued to ask you for dates, drinks, dinner, etc., even though you said “No”	24	16%
Touched you in a way that made you feel uncomfortable	21	14%
Made unwanted attempts to stroke, fondle or kiss you	26	17%

Note: # represents the number of students who reported experiencing the stated act at least once since enrolling at the institution. Categories are not mutually exclusive and students may have experienced multiple forms of harassment. The category “any sexual harassment” refers to distinct, unduplicated students who experienced any one of the below types of harassment of whether they experienced multiple types.

Paul Smith’s College’s Next Steps:

- Moving forward, all faculty and staff will receive mandated sexual harassment prevention education on an annual basis.
- Sexual harassment will be included in new employee on-boarding training
- All mandated demographics of students will receive information about power dynamics and reporting instances of misconduct perpetrated by employees.

Stalking Incidence Rates. Since enrolling at Paul Smith’s College, 42% of students who responded to the survey reported experiencing some form of stalking. For these purposes, stalking included unwanted pursuit behaviors, including electronic communication and monitoring. Table 4 includes detailed rates of stalking experiences.

Table 4. Stalking Victimization

Any Stalking	65	42%
Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system]?	22	14%
Approached you or showed up in places, such as your home, workplace, or school when you didn’t want them to be there?	31	19%
Left strange or potentially threatening items for you to find?	8	5%
Sneaked into your home or car and did things to scare you by letting you know they had been there?	3	2%
Left you unwanted messages (including text or voice messages)?	23	14%
Made unwanted phone calls to you (including hang up calls)?	12	8%
Sent you unwanted emails, instant messages, or sent messages through social media apps?	26	16%
Left you cards, letters, flowers, or presents when they knew you didn’t want them to?	3	2%
Made rude or mean comments to you online?	17	11%
Spread rumors about you online, whether they were true or not?	23	14%

Note: # represents the number of students who reported experiencing the stated act at least once since enrolling at the institution. Categories are not mutually exclusive and students may have experienced multiple forms of violence. The category “any stalking” refers to distinct, unduplicated students who experienced any one of the below types of violence regardless of whether they experienced multiple types.

Paul Smith’s College’s Next Steps:

- The climate survey results showed higher than anticipated reports of stalking. Paul Smith’s College will incorporate more information about stalking with all mandated student trainings.
- Moving forward stalking will be prioritized in annual conduct board trainings
- Stalking resources will also be added to all resource lists, which are accessible to students.
- Campus Safety will incorporate an official “stalking log” into their investigation forms.

Dating Violence Incidence Rates. Since enrolling at Paul Smith’s College, 27% of students who responded to the survey reported experiencing some form of dating violence. For these purposes, dating violence referenced any physical violence perpetrated by a “hook-up, boyfriend, girlfriend, husband, or wife” the student had including former partners, regardless of the length of the relationship. Table 5 includes detailed rates of dating violence experiences.

Table 5. Dating Violence Victimization

Any Dating Violence	37	53%
The person threatened to hurt me and I thought I might really get hurt	17	24%
The person pushed, grabbed, or shook me	28	40%
The person hit me	9	13%
The person beat me up	3	4%
The person stole or destroyed my property	11	16%
The person can scare me without laying a hand on me	23	33%

Note: # represents the number of students who reported experiencing the stated act at least once since enrolling at the institution. Categories are not mutually exclusive and students may have experienced multiple forms of violence. The category “any dating violence” refers to distinct, unduplicated students who experienced any one of the below types of violence regardless of whether they experienced multiple types.

Paul Smith’s College’s Next Steps

- In the 2019/2020 academic year, the First Year Seminar courses are initiating a mandated intimate partner violence section into their curriculum, which will reach all new students.
- STOP! Domestic Violence will continue to have a presence at Paul Smith’s College, including representation on the campus’s Coordinated Community Response Team.

Sexual Violence Incidence Rates. Since enrolling at Paul Smith’s College, 33% of students who responded to the survey reported experiencing some form of sexual violence, with 16% experiencing completed rape. For the purposes of this survey, sexual violence is defined as any nonconsensual sexual contact, includes verbally coerced sex, unwanted touching, and attempted and completed rape. Rape is defined as nonconsensual sexual penetration, per the Federal Bureau of Investigation definition. Table 6 includes detailed rates of dating violence experiences.

Table 6. Sexual Violence Victimization

Sexual Violence Victimization Since Enrolling at Their Institution	1 Time		2 Times		3 or More Times		% of Students Disclosing Victimization by Type
	#	%	#	%	#	%	
Any Sexual Violence	10	20%	8	16%	33	65%	
Acts							
Unwanted Contact	9	18%	14	28%	19	37%	83%
Coercion	11	22%	4	8%	6	12%	42%
Rape	11	22%	5	10%	8	16%	48%
Attempted Coercion	10	20%	5	10%	10	18%	48%
Attempted Rape	6	12%	2	4%	7	14%	30%
Tactics							
Verbal Pressure	9	18%	6	12%	25	49%	79%
Intoxication/Incapacitation	11	22%	2	4%	13	26%	52%
Threats	1	2%	3	6%	1	2%	10%
Use of Force	8	16%	4	8%	7	14%	38%

Note: # represents the number of students who reported experiencing the stated act at least once since enrolling at the institution. Categories are not mutually exclusive and students may have experienced multiple forms of violence.

Paul Smith’s College’s Next Steps

- Reports of sexual coercion were higher than anticipated. Paul Smith’s College will better define coercion in the Community Guide and will enhance education on coercion with all mandated demographics, including new students.
- Sexual Assault Services of Planned Parenthood will continue to have a presence at Paul Smith’s College, including representation on the campus’s Coordinated Community Response Team.

Knowledge of Campus Resources	N	%
If a friend or I experienced sexual misconduct, I know where to get help on campus	125	80%
I understand what happens when a student reports a claim of sexual misconduct	99	64%
I would know where to go to make a report of sexual misconduct	118	76%

Note: N represents the number of students who responded “agree” or “strongly agree” to the above statements.

Institutional Responses to Cases of Sexual Misconduct	N	%
The institution would take the report seriously	96	62%
The institution would maintain the privacy of the person making the report	108	69%
The institution would support the person making the report	95	61%
The institution would handle the report fairly	86	56%

Note: N represents the number of students who indicated that they believed that the above responses were “likely” or “very likely”.

Knowledge of Affirmative Consent		N	%
Affirmative Consent Knowledge	Affirmative consent must be given at each step in a sexual encounter	121	87%
	If a person initiates sex, but during foreplay says they no longer want to, the person has not given affirmative consent to continue	120	86%
Misunderstandings Regarding Affirmative Consent	If a person doesn't physically resist sex, they have given affirmative consent	3	2%
	Affirmative consent for sex one time is affirmative consent for future sex	2	1%
	If you and your sexual partner are both drunk, you don't have to worry about affirmative consent	2	1%
	Mixed signals can sometimes mean affirmative consent	1	1%
	If someone invites you to their place, they are giving affirmative consent for sex	4	3%

Note: N represents the number of students who indicated “agree” or “strongly agree” to the above statements.

Paul Smith’s College’s Next Steps:

- We notice that the majority of students know where to get help on campus, though many of them don’t know what happens after making a report. PSC will incorporate more clarification about the adjudication process into all relevant lesson plans.
- We will continue initiating the same affirmative consent programming since the numbers expressed above were so positive.

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Bystander Behaviors	N	%
Walked a friend home	94	69%
Talked to friends about a drunk person	95	69%
Spoke up against sexist jokes	101	74%
Distract someone who was trying to take a drunk person to another room	68	50%
Ask someone if they need help	95	69%
Intervene when witnessing physical abuse	74	54%
Intervene when witnessing verbal abuse	81	60%

Note: N represents the number of students who reported ever engaging in the above behaviors when the situation arose.

Paul Smith's College's Next Steps:

- A bystander intervention program will be initiated during Welcome Week with all new students.