

University of Michigan

Key Findings from the 2024 Climate
Survey Related to Sex and Gender

December 2024



RANKIN CLIMATE

Rankin Climate

- **Kevin Swartout, PhD**, and **Meredith Smith, JD**, of **Rankin Climate** and two of the founding members of the **Administrator-Researcher Campus Climate Collaborative (ARC3)**.
- **Rankin Climate** has worked with with over 300 institutions of higher education over the last 30 years to assess campus climate, including:
 - Boston University
 - Dartmouth College
 - Johns Hopkins University
 - Massachusetts Institute of Technology
 - Vanderbilt University
- The Survey Instrument was based on the **ARC3 Campus Sexual Misconduct Survey** originally developed in 2015 at Wisconsin by a collaborative of researchers and campus administrators in response to a call from the *White House Task Force to Protect Students from Sexual Assault*.

University of Michigan Advisory Committee

- **Lilia Cortina**, University Diversity and Social Transformation Professor of Psychology and Women's & Gender Studies
- **Kaaren Williamsen**, Director - Prevention Education, Assistance & Resources (PEAR) within ECRT
- **Tami Strickman**, Special Advisor to the President and Executive Director, Equity, Civil Rights, and Title IX (ECRT)
- **Elizabeth Seney**, Director of Sexual and Gender-Based Misconduct and Title IX Coordinator, ECRT
- **Patricia Petrowski**, Associate Vice President and Deputy General Counsel, Office of the Vice President and General Counsel
- **Rachel Roth Sawatzky (U-M PI)**, Specialist, PEAR office within ECRT
- **William Axinn**, Professor of Sociology; Institute for Social Research; Survey Research Center
- **Pamela Heatlie**, Director and Title IX Coordinator, ECRT Office - U-M Dearborn
- **Andrea McDaniel**, Deputy Director Equity, Civil Rights and Title IX Office - U-M Dearborn
- **Kirstie Stroble**, Director of ECRT and Title IX Coordinator, U-M Flint

ARC3 Survey 101

- **Perceptions and experiences related to sexual and gender-based harassment, stalking, intimate partner violence and sexual violence occurring throughout AY 2023-24.**
- **Modules** included:
 - Screener/Position Questions
 - Demographics
 - Perceptions Of Institutional Response
 - Bystander Confidence
 - Sexual Harassment
 - Stalking
 - Intimate Partner Violence
 - Sexual Violence/Sexual Assault
 - Consent - *Students Only*
 - Consent & Civility - *Employees Only*
 - Campus Safety
- **The incidence rates of U-M student, faculty, and staff experiences with different forms of sexual and gender-based misconduct are comparable to what the ARC3 has shown at other US universities over the past few years.**

Broader Context

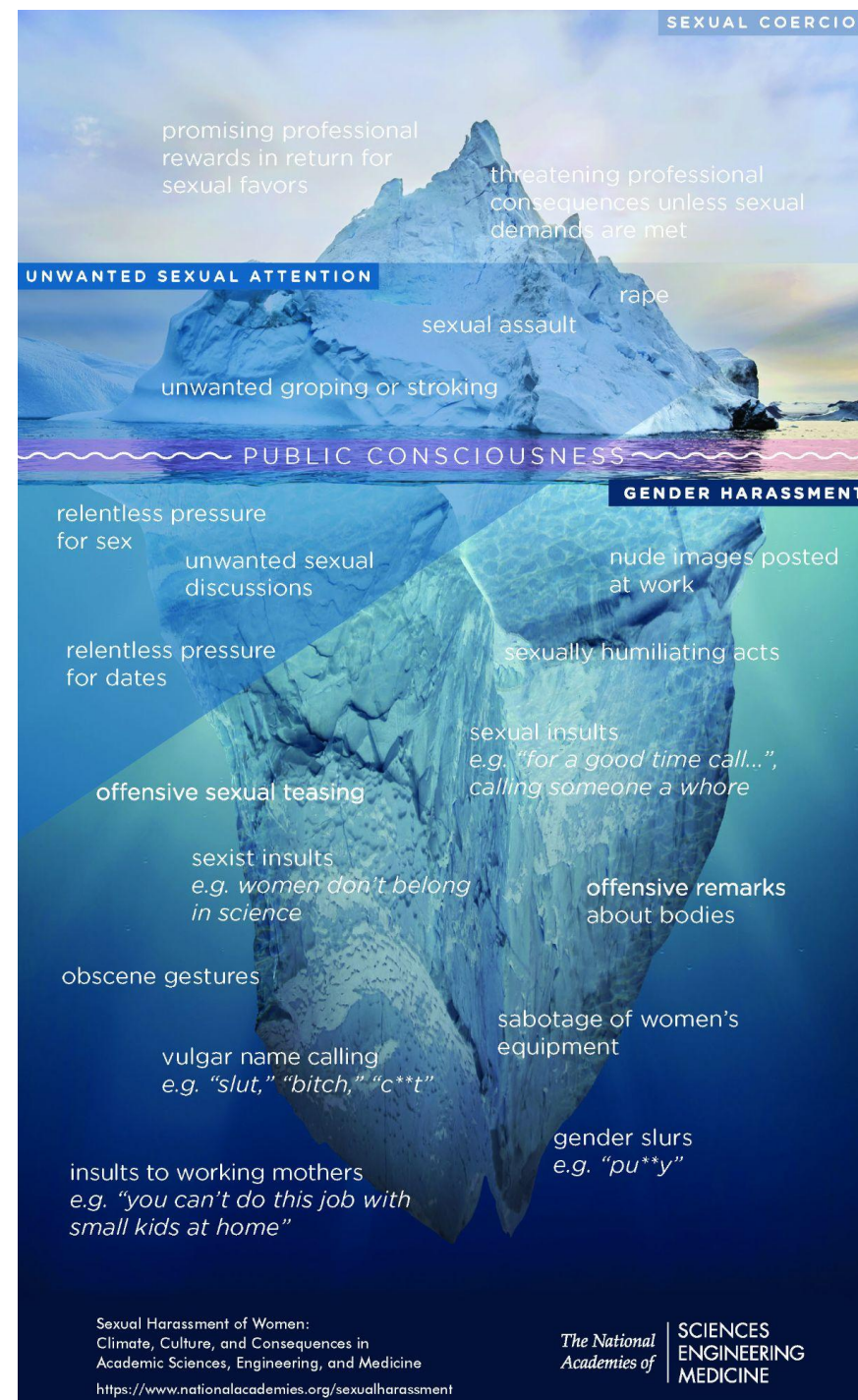
Sexual Misconduct in Higher Education:

- Former U.S. President Barack Obama established the White House Task Force to Protect Students From Sexual Assault, which recommended campus climate surveys to identify prevalence and perceptions related to campus sexual misconduct.
- The 2022 Violence Against Women Act reauthorization mandated a national sexual misconduct climate survey for US college students.

Contributing Factors: Hierarchical organizational structures; Male-dominated work settings; Ineffective policies and procedures; Uninformed leadership; Permissive Organizational climate

U-M: Incidence rates of U-M student, faculty, and staff experiences with different forms of sexual and gender-based misconduct are comparable to what we have found at other US universities over the past few years.

Assessing Prevalence



Key Definitions

Campus Climate: The current attitudes and behaviors of faculty, staff, administrators, and students, as well as institutional policies and procedures, which influence the level of respect for individual needs, abilities, and potential.

Sexual or Gender-Based Harassment: Verbal, nonverbal, or physical conduct of a sexual nature when this conduct affects an individual's education or employment, unreasonably interferes with an individual's educational or work performance; or creates an intimidating, hostile, or offensive educational or work environment, including a range of behaviors, such as misgendering, offensive or sexist comments, or vulgar name calling.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

Intimate Partner Violence: Any physical violence, psychological violence, or destruction of property within the context of an intimate relationship.

Sexual Violence: Nonconsensual sexual contact committed through verbal pressure, threats, physical force, or incapacitation, including unwelcomed touching of a sexual nature, including unwanted sexual contact and rape.

Overall Survey Response

Response rate: 65.8%

Surveys completed: 10,500+

Survey Instrument: Thirty-five core questions assessed a variety of perceptions and experiences related to campus sexual and gender-based misconduct, including:

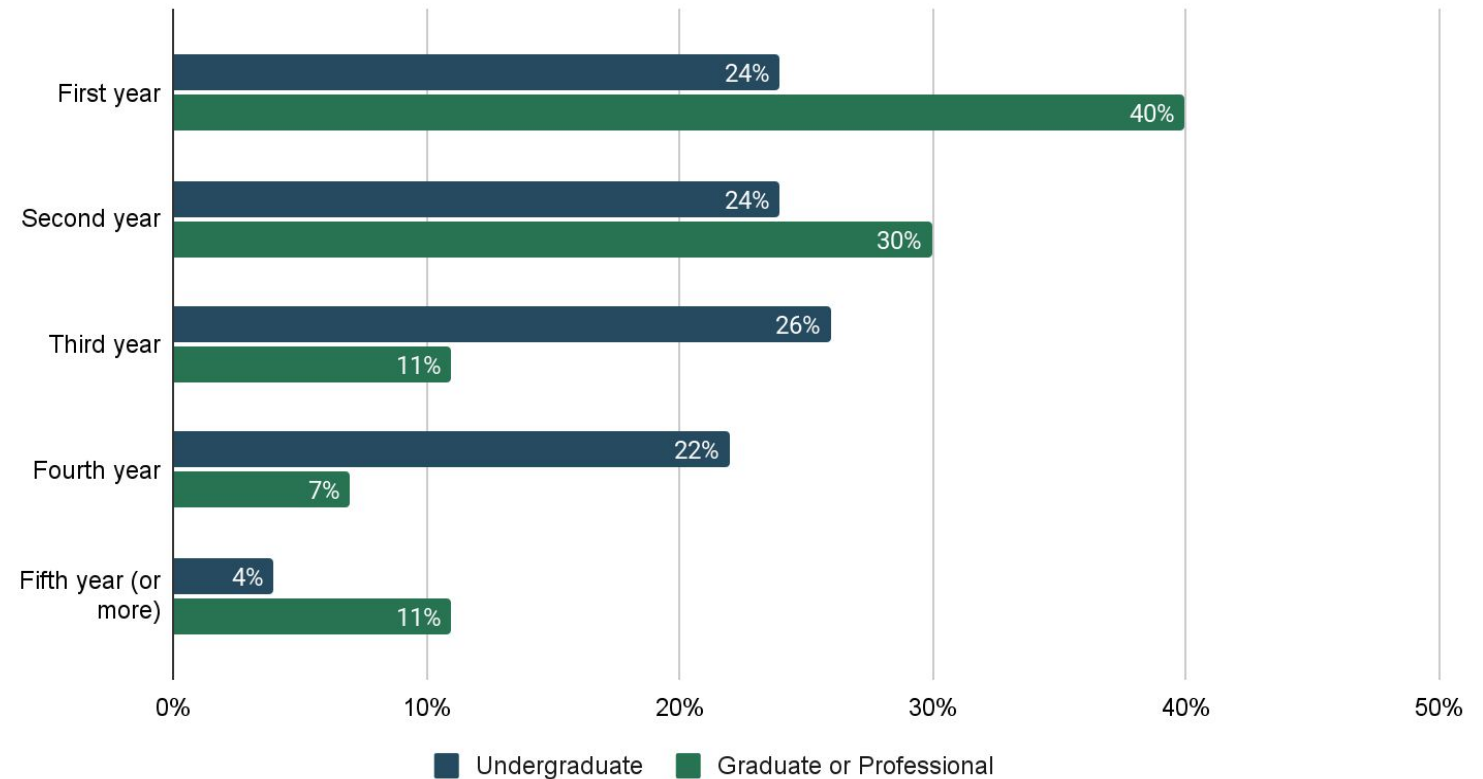
- Perceptions of safety on and around campus
- Awareness of campus resources
- Knowledge related to sexual misconduct prevention
- Experiences with sexual and gender-based misconduct

Students | Year in Program

U-M Ann Arbor Response Rates

Undergraduate: **46%**

Graduate: **47%**

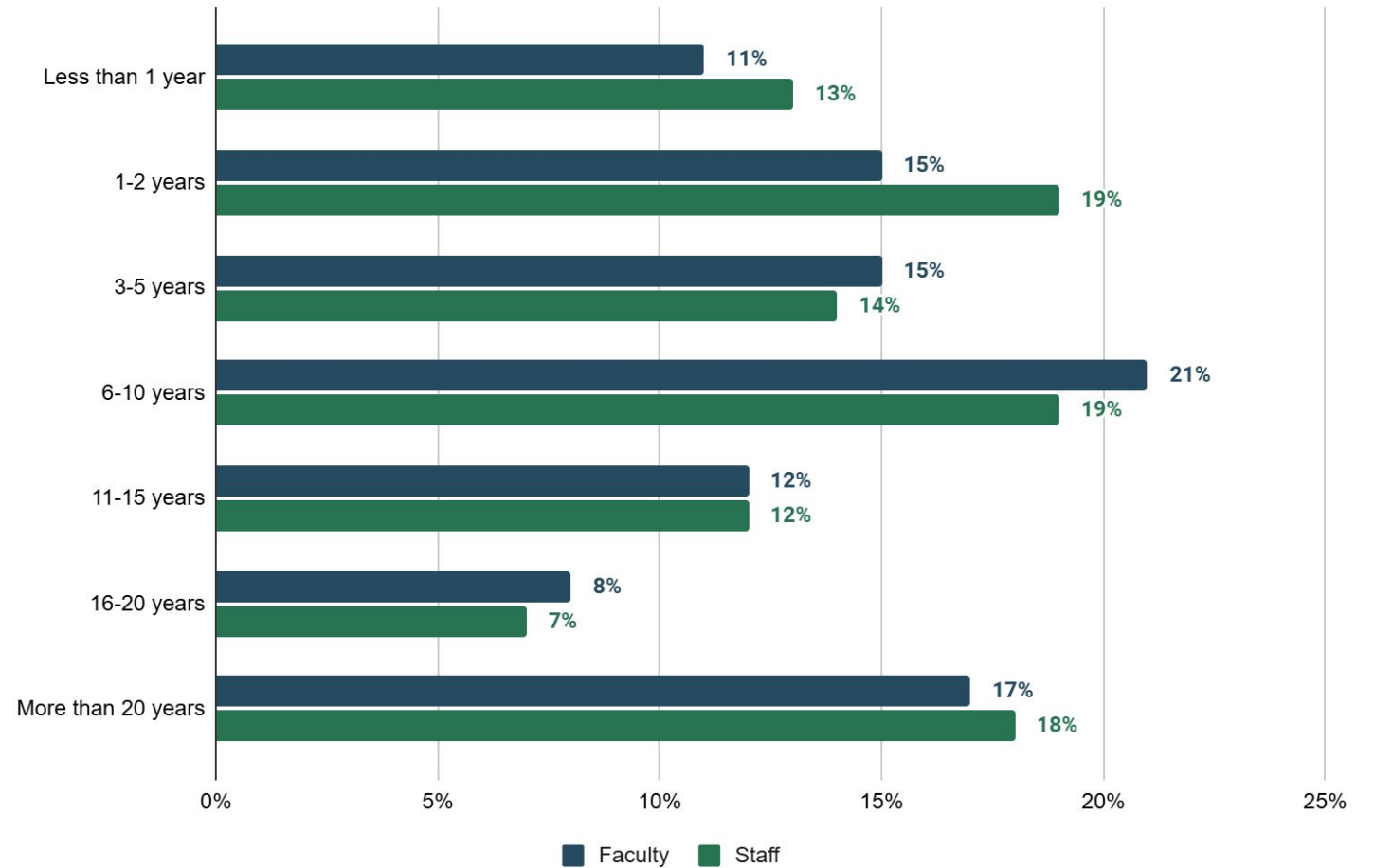


Employees | Length of Employment

**U-M Ann Arbor
Response Rates**

Faculty: 65%

Staff: 56%



Survey Participant Demographics

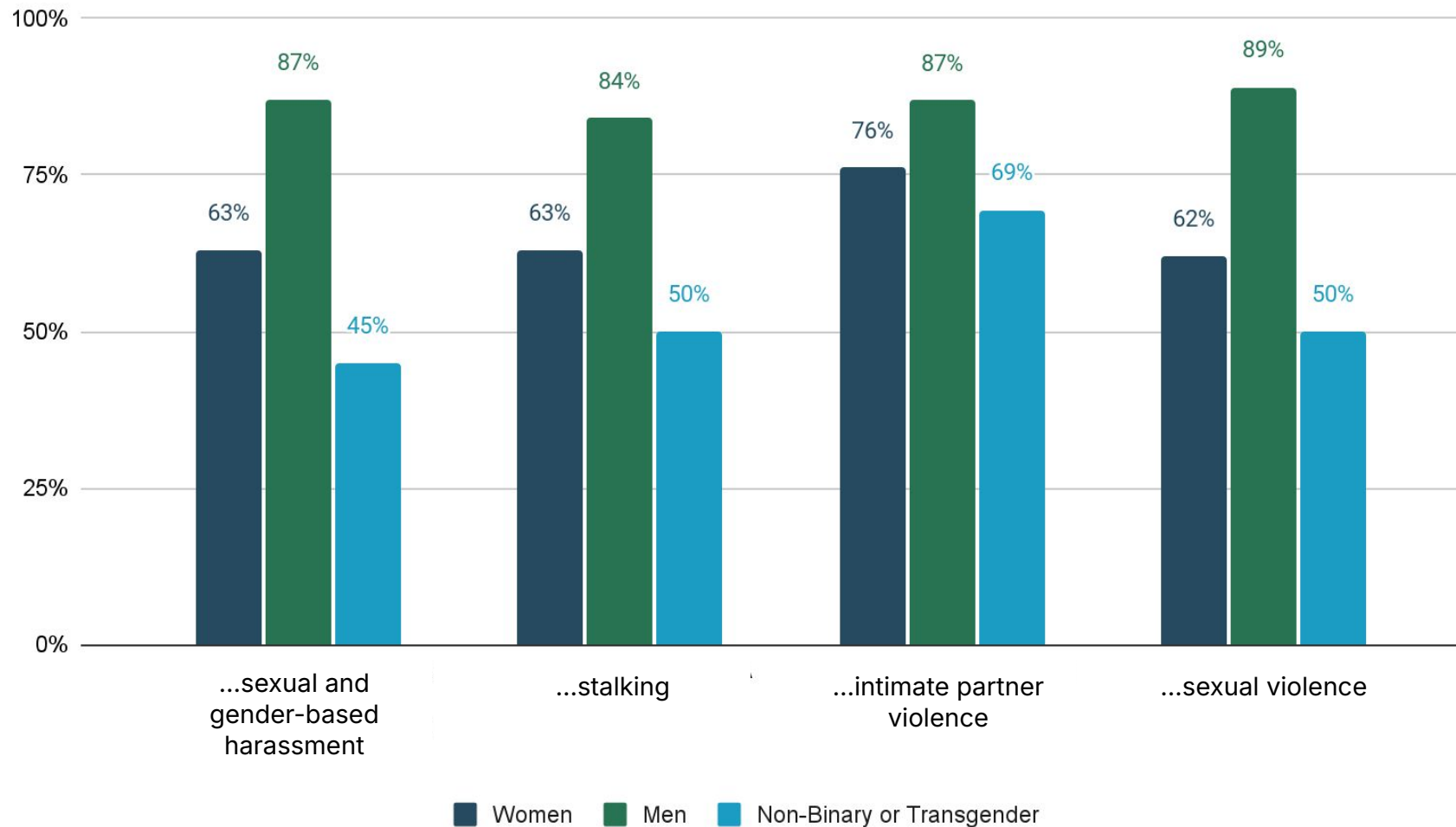
Gender Identity			
	Students	Faculty	Staff
Women	U - 52% G - 54%	51%	58%
Men	U - 44% G - 41%	44%	38%
Non-binary or Transgender	U & G - 5%	5%	4%

Sexual Orientation			
	Students	Faculty	Staff
Heterosexual	U & G - 71%	80%	80%
Queer-spectrum	U & G - 26%	16%	16%
Did not disclose	U & G - 3%	4%	4%

Race & Citizenship			
	Students	Faculty	Staff
White	U - 56% G - 42%	71%	74%
Asian or Asian American	U - 25% G - 13%	10%	6%
Hispanic/Latinx	U - 9% G - 8%	4%	4%
Black or African American	U - 4% G - 5%	5%	9%
American Indian or Alaska Native	U & G - >1%	–	–
Two or more races	U - 6% G - 3%	2%	3%
Another race or Did not disclose	–	8%	4%
International	U - >1% G - 28%	–	–

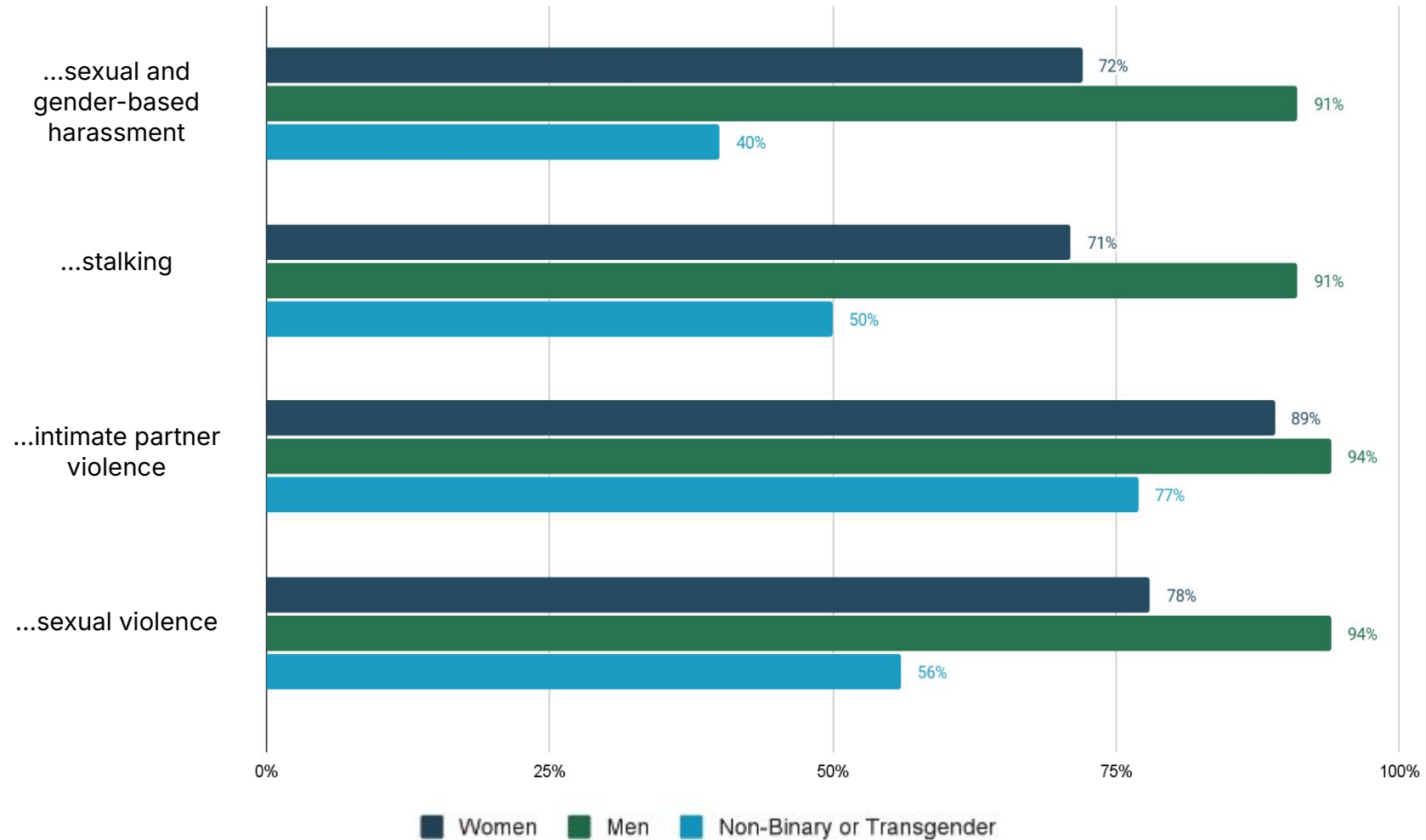
Sense of Safety around Campus | Students

On or around UM campus I feel safe from...



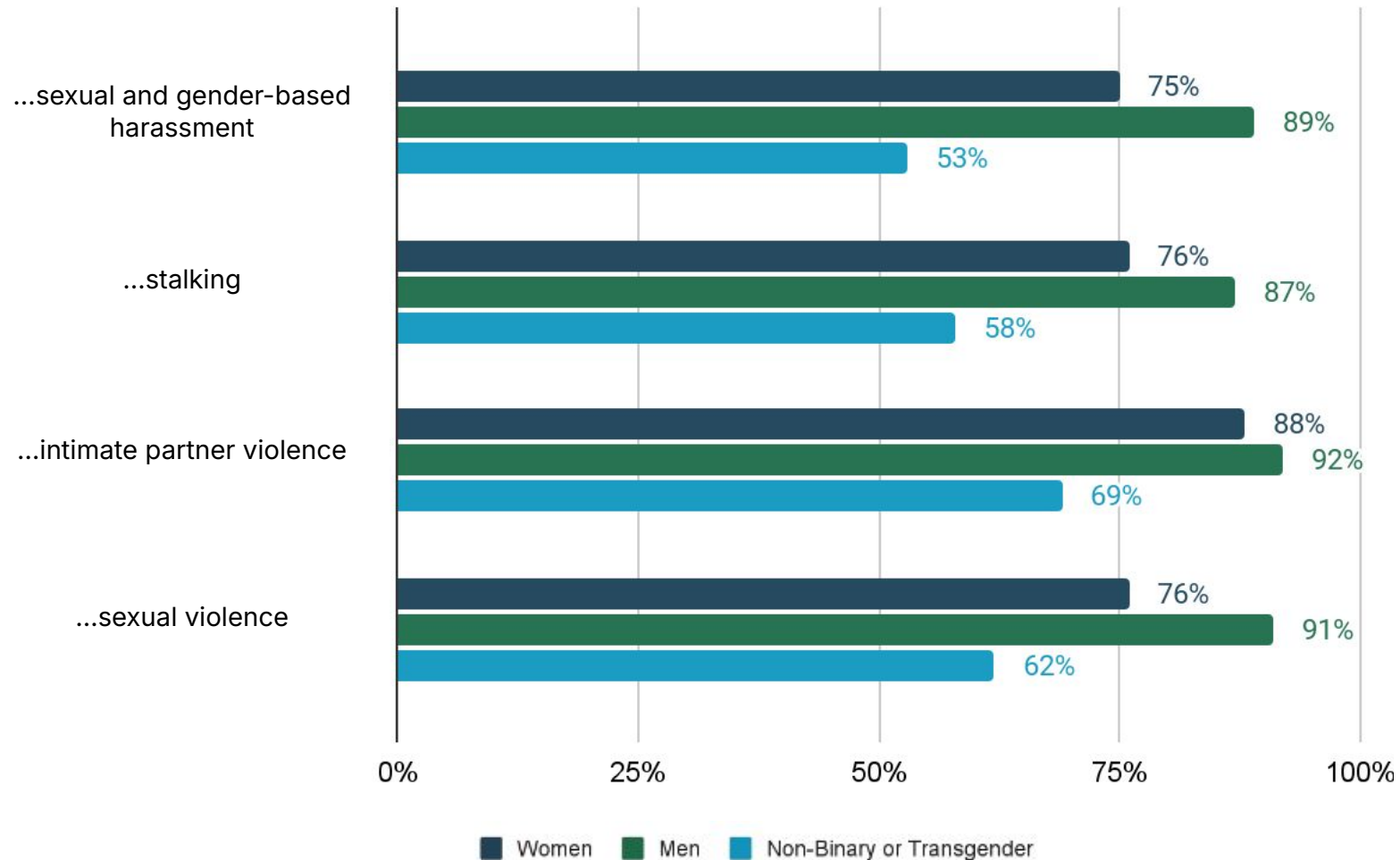
Sense of Safety around Campus | Faculty

On or around UM campus I feel safe from...

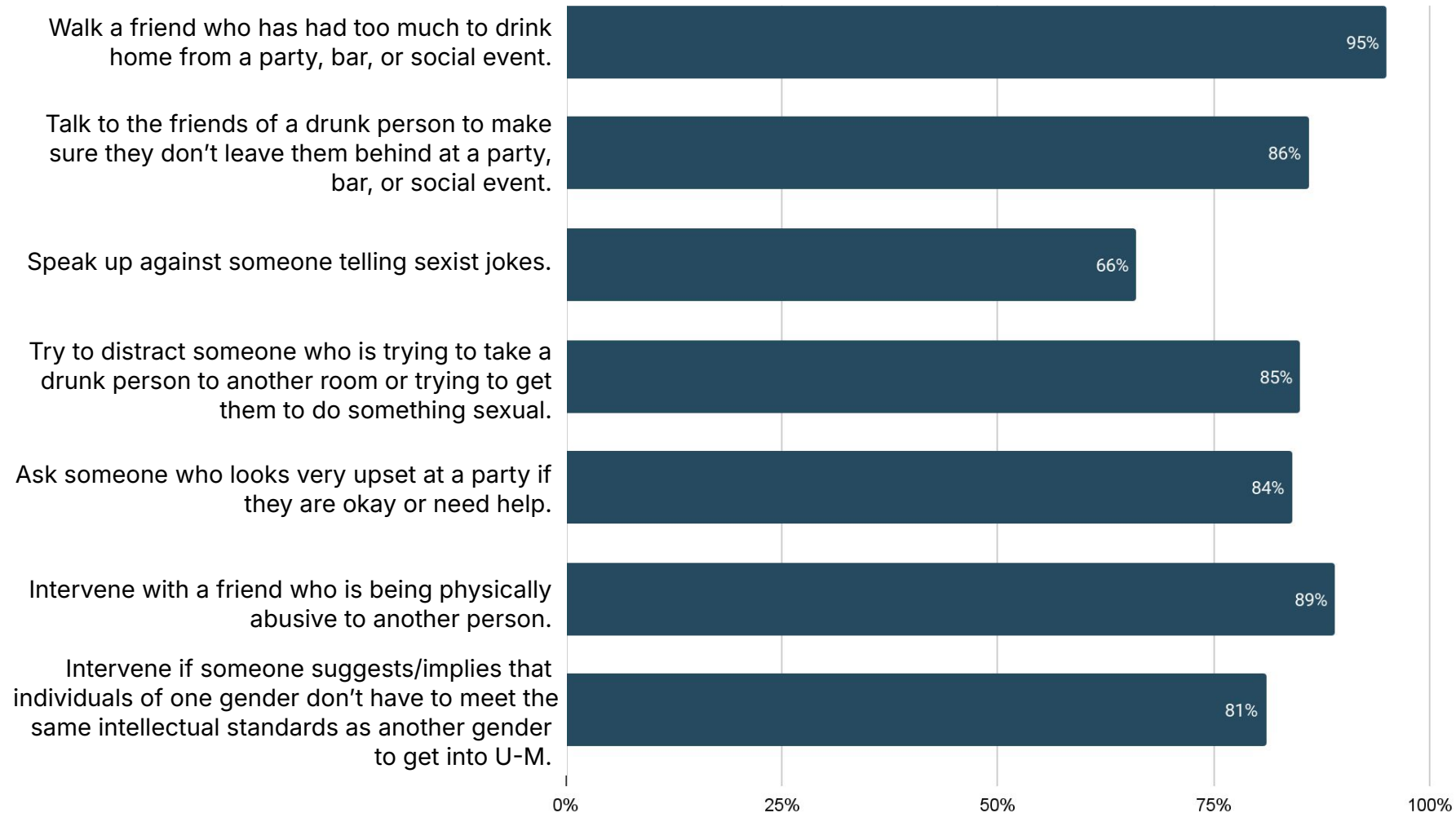


Sense of Safety Around Campus | Staff

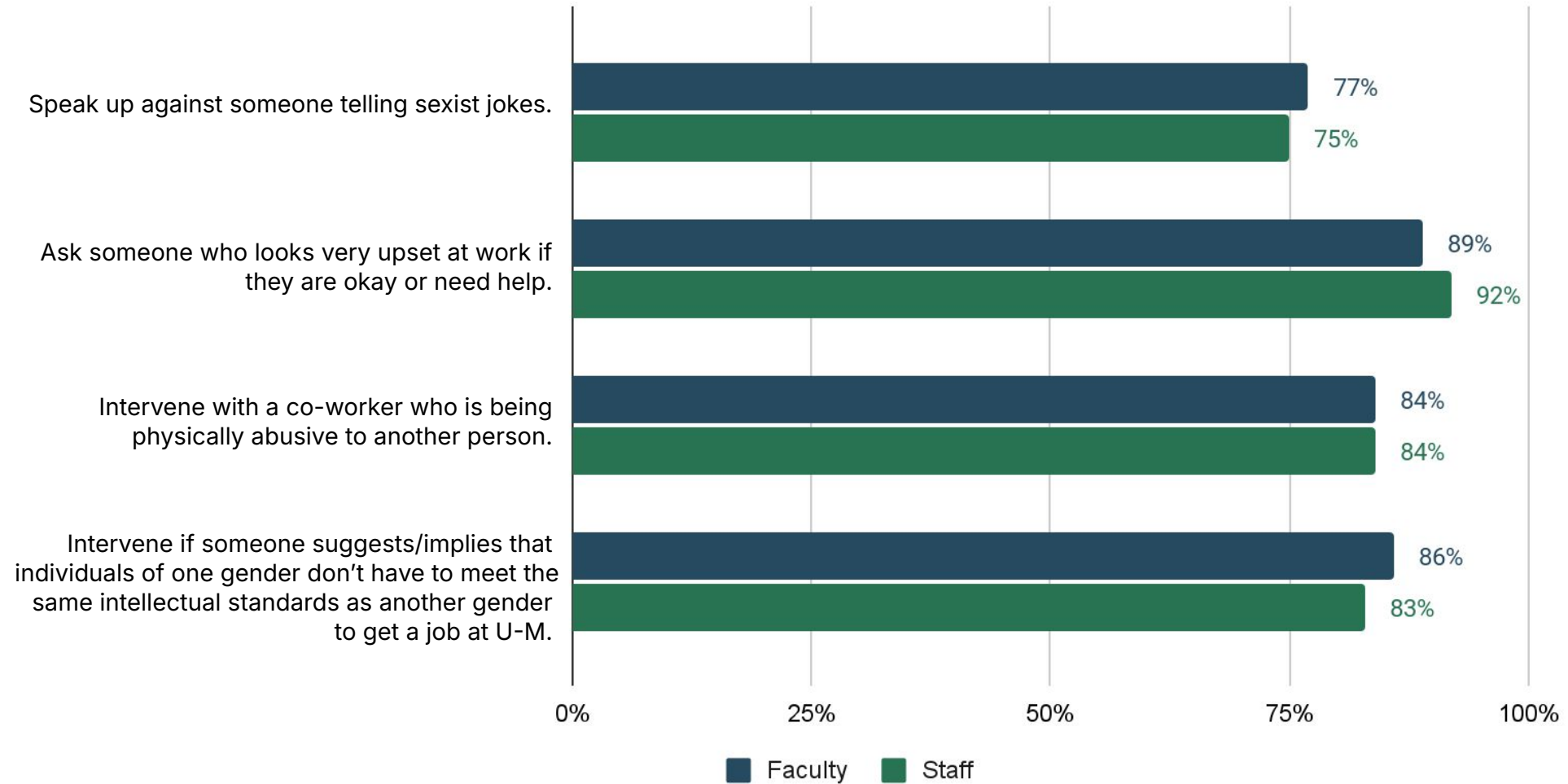
On or around UM campus I feel safe from...



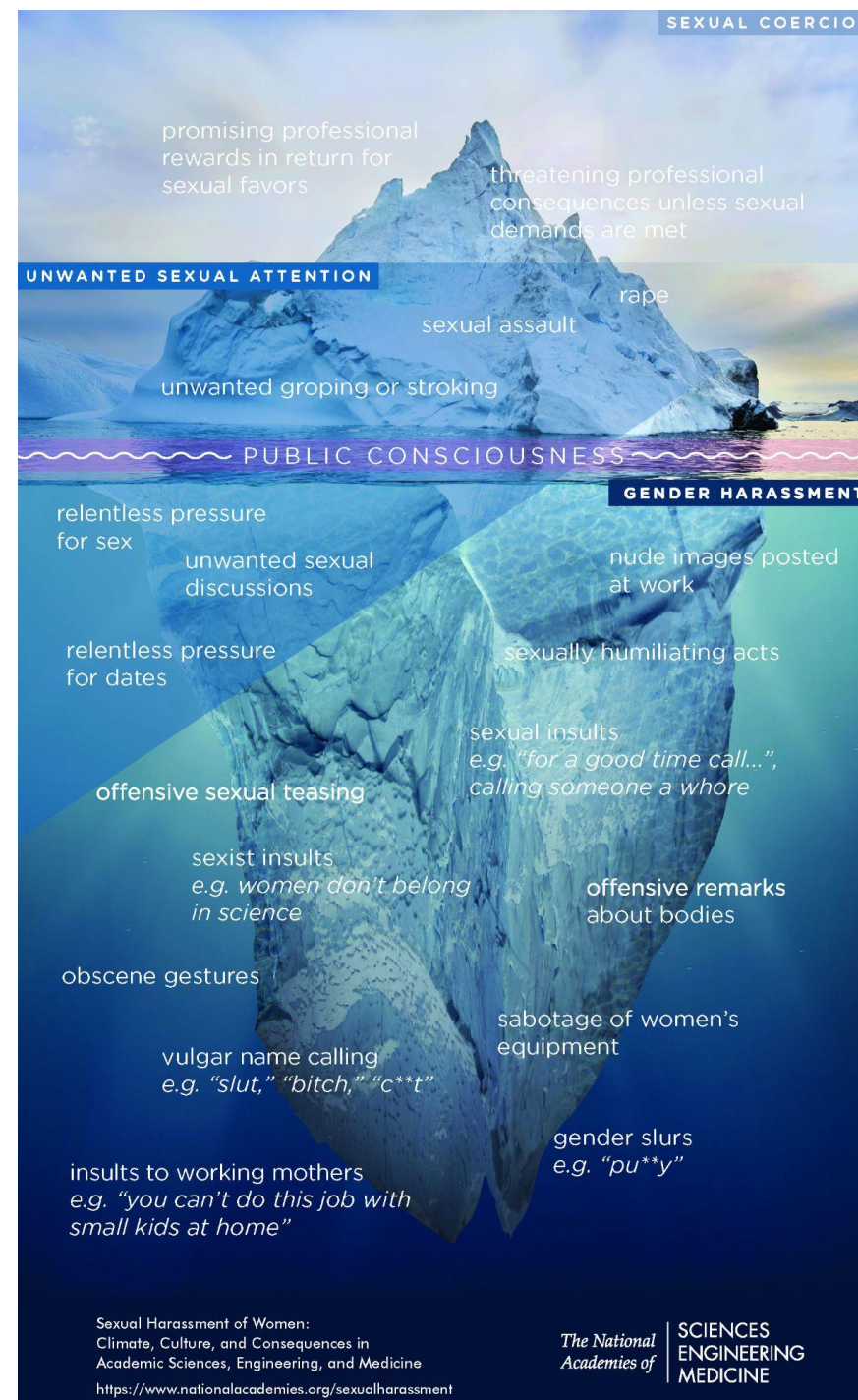
Bystander Intervention Confidence | Students



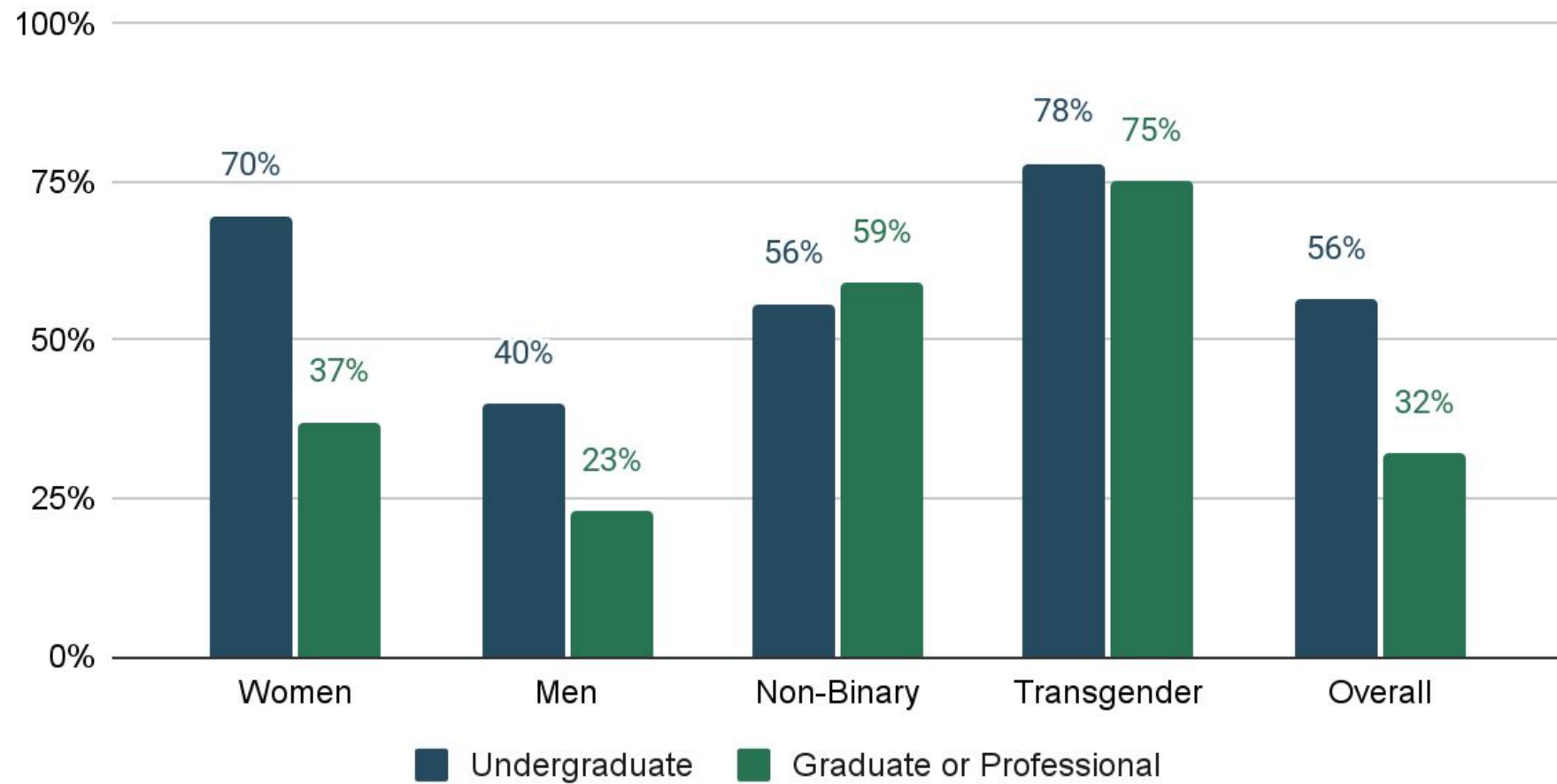
Bystander Intervention Confidence | Employees



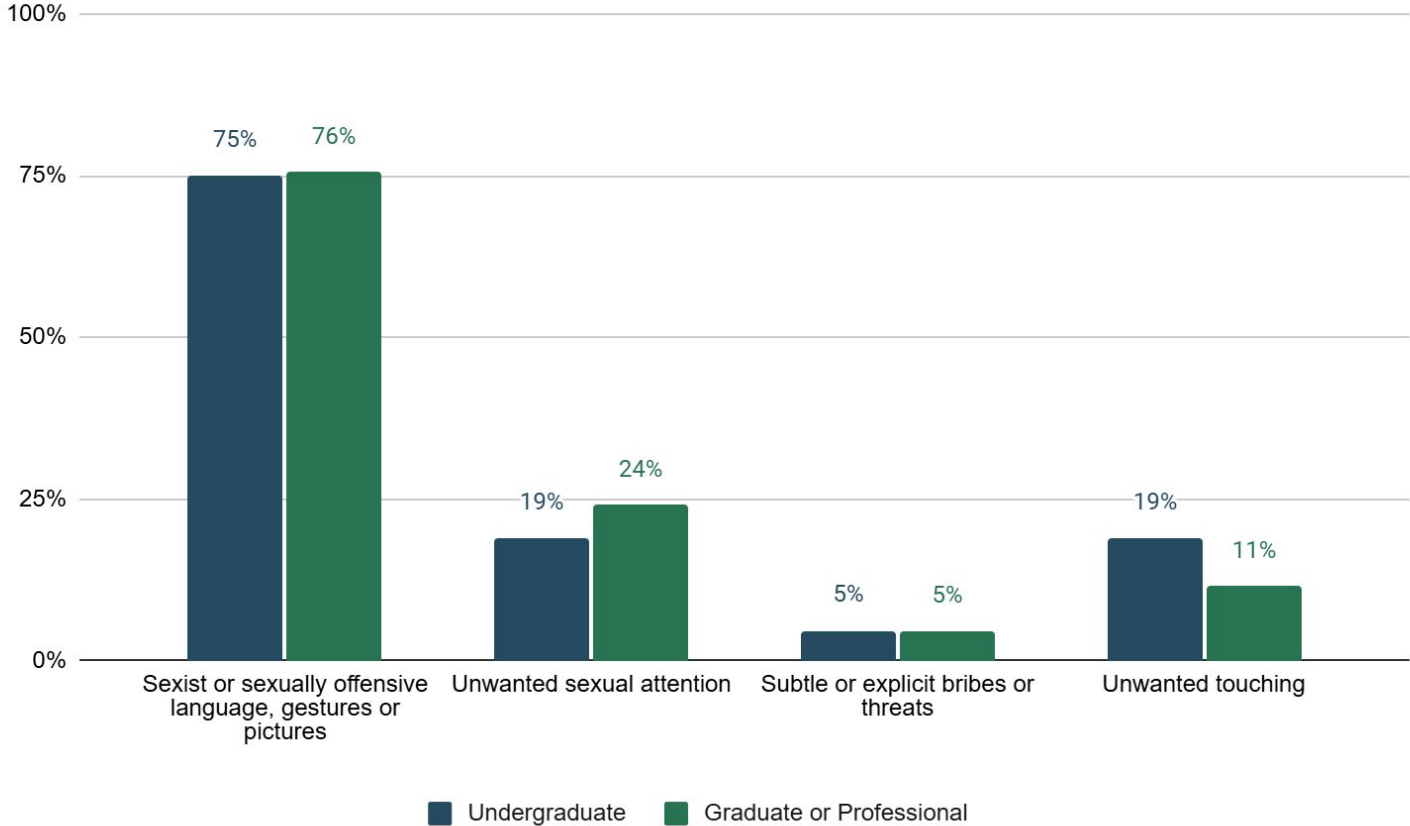
Assessing Prevalence: Sexual Harassment



Sexual Harassment by Other Students | Students

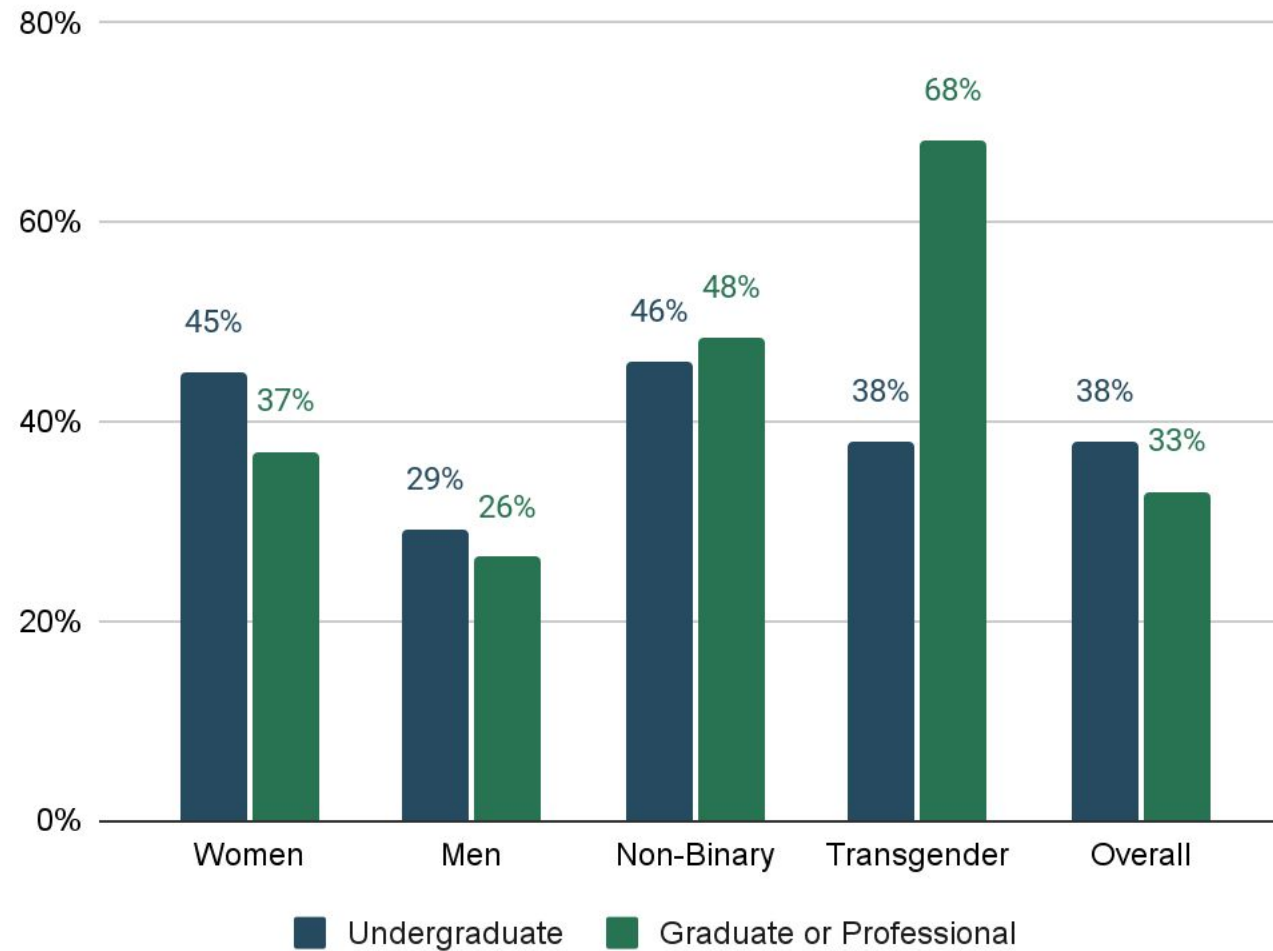


Characteristics of Student-to-Student Sexual Harassment

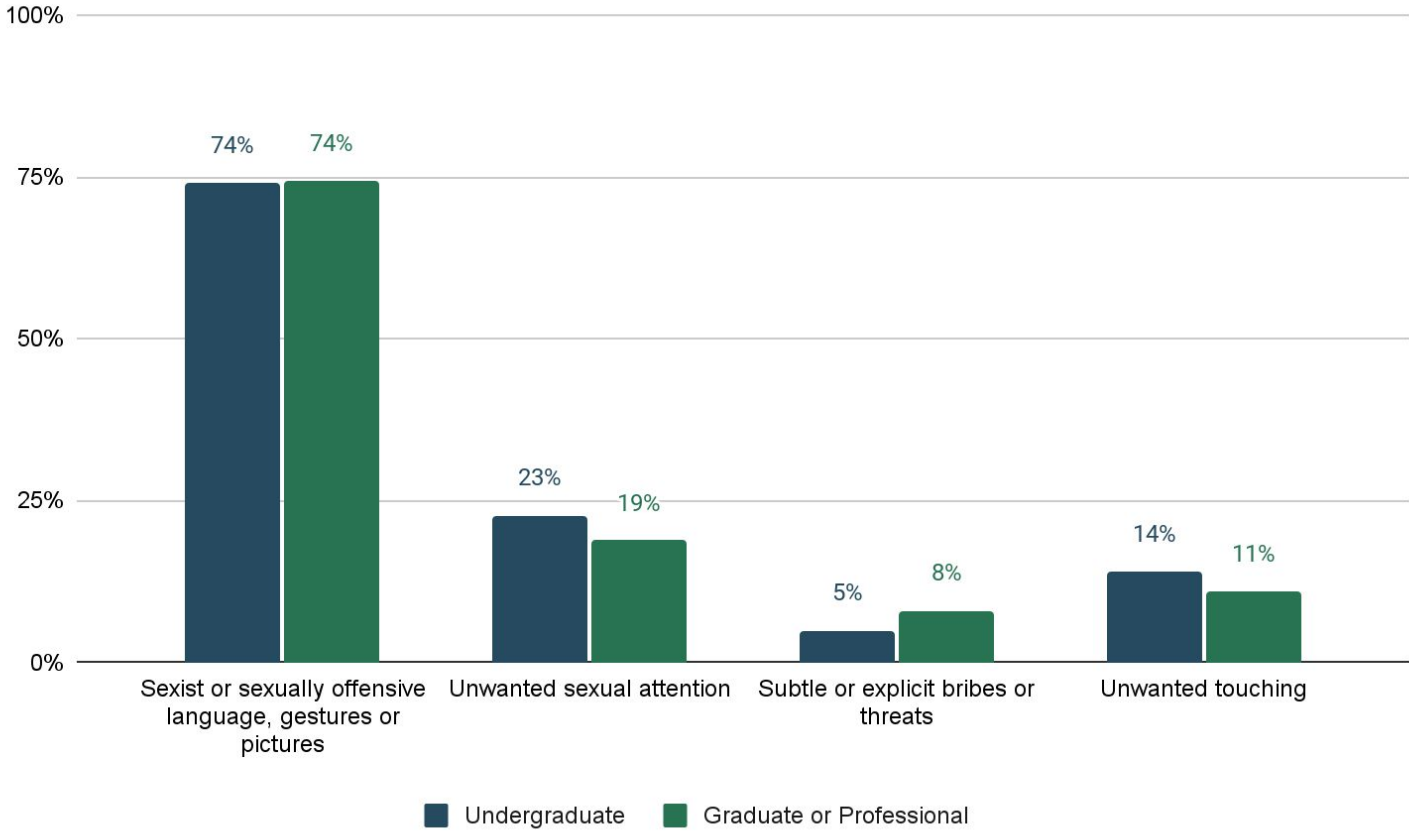


Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Sexual Harassment by Faculty/Staff | Students



Characteristics of Employee-to-Student Sexual Harassment



Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Key Contextual Information on Student Sexual Harassment Experiences

Among students who experienced sexual harassment by a U-M employee:

- 8% of undergraduate students and 17% of graduate students told someone who works at U-M about their experience, including SAPAC, ECRT, faculty members or teaching staff, CAPS, or UHS.

Among students who experienced sexual harassment by another student:

- 5% of undergraduate students and 14% of graduate students told someone who works at U-M about their experience, including SAPAC, ECRT, faculty members or teaching staff, CAPS, or UHS.

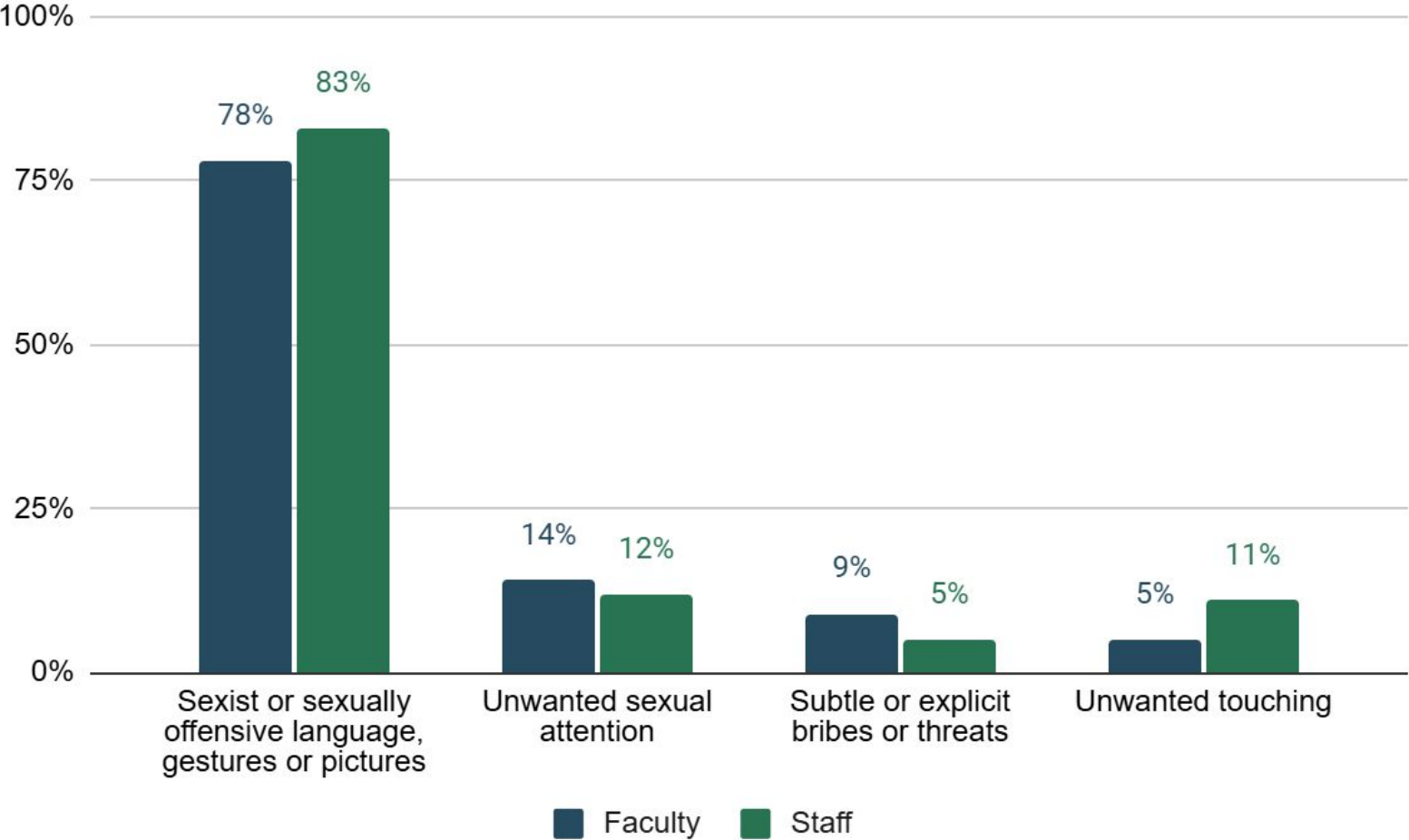
Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Key Contextual Information on Student Sexual Harassment Experiences

- Most students who experienced sexual harassment by another student indicated it was a peer.
 - 85% of undergraduate students
 - 63% of graduate students
 - 38% were unsure of the person's affiliation with U-M.
- 9% of undergraduates and 13% of graduate students indicated the other person was a supervisor or mentor.
- 22% of undergraduate students and 33% of graduate students indicated that the person who engaged in the harassment was a U-M faculty member.

Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Key Contextual Information on Employee Sexual Harassment Experiences



Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Sexual Harassment | Faculty

Fifty-six percent of faculty participants from the Ann Arbor campus indicated at least one experience with sexual harassment since the beginning of the academic year.

- 56% of faculty women
- 7% of faculty men
- 89% of non-binary or transgender faculty

Sexual Harassment | Staff

Thirty-four percent of staff participants from the Ann Arbor campus indicated at least one experience with sexual harassment since the beginning of the academic year.

- 37% of staff women
- 27% of staff men
- 56% of non-binary or transgender staff

Key Contextual Information on Employee Sexual Harassment Experiences

- 66% of the faculty indicated that the person who engaged in the harassment was another U-M faculty member.
- 52% of the staff indicated that the person who engaged in the harassment was another U-M staff member.
- 13% of faculty and 16% of staff indicated the person was a supervisor.
- 29% of faculty and 28% of staff told someone else who works at U-M about their experience.

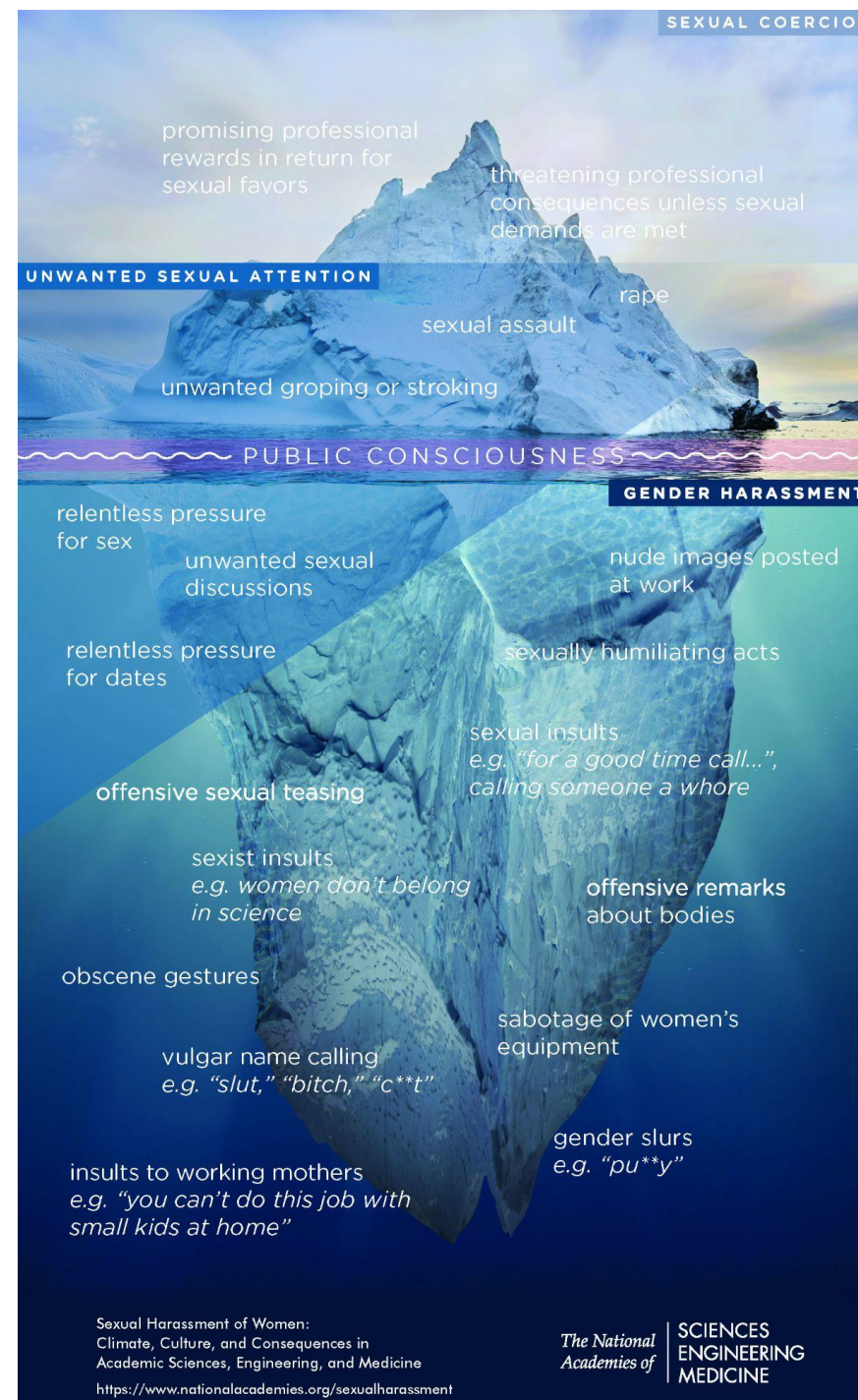
Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Why People did not tell a U-M Employee about their Experience with Sexual Harassment

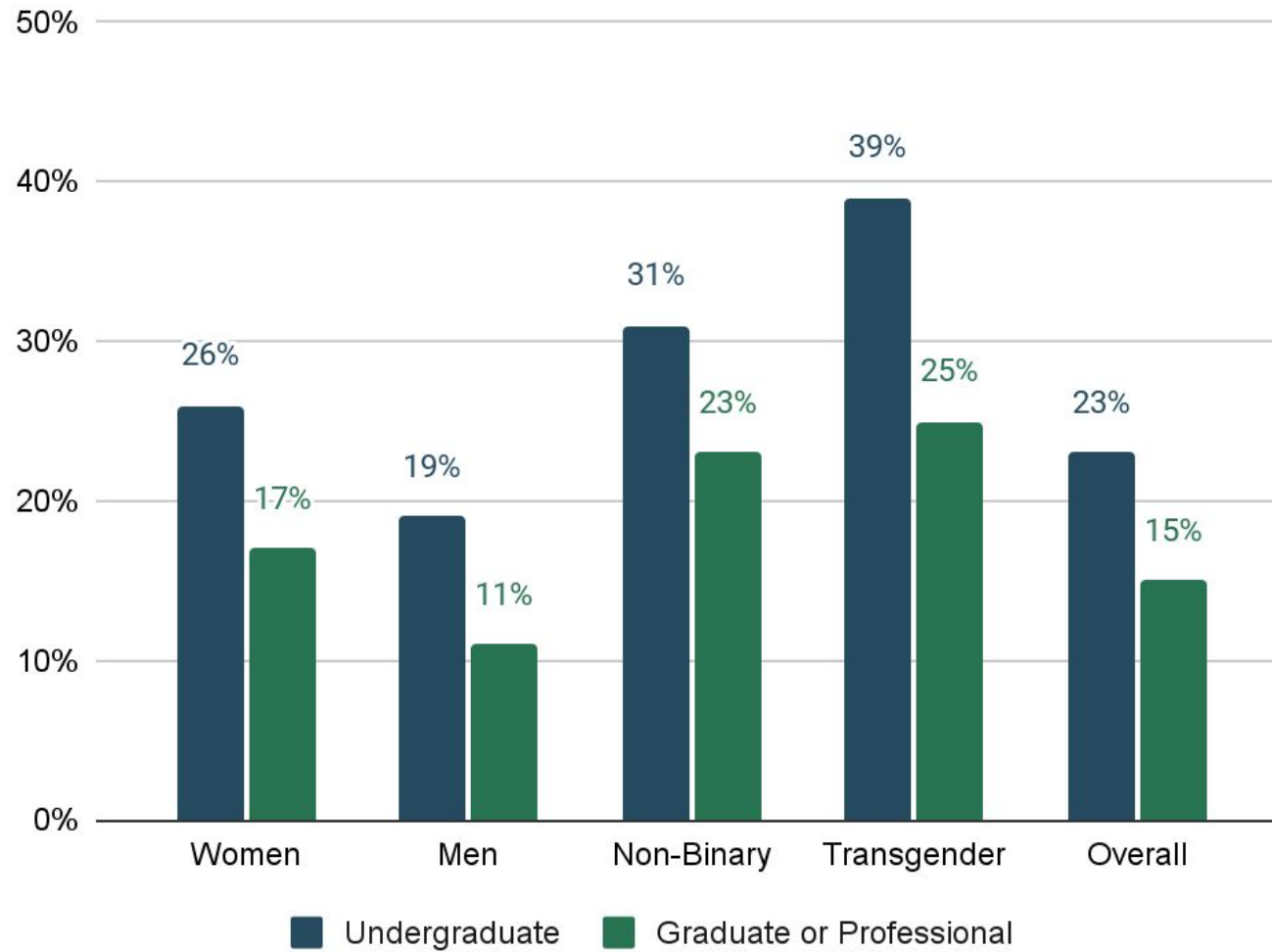
The most common reasons people provided for not telling a U-M employee about their experience were:

- it "was not a serious enough comment or offense to warrant me telling anyone"
- the incident "was not on campus"
- there "was nothing to be gained by telling someone..."
- "once [they] spoke to the person about it, they apologized and changed their behavior going forward"
- they did not "feel like an institution that would help in the situation"

Assessing Prevalence: Stalking



Stalking | Students

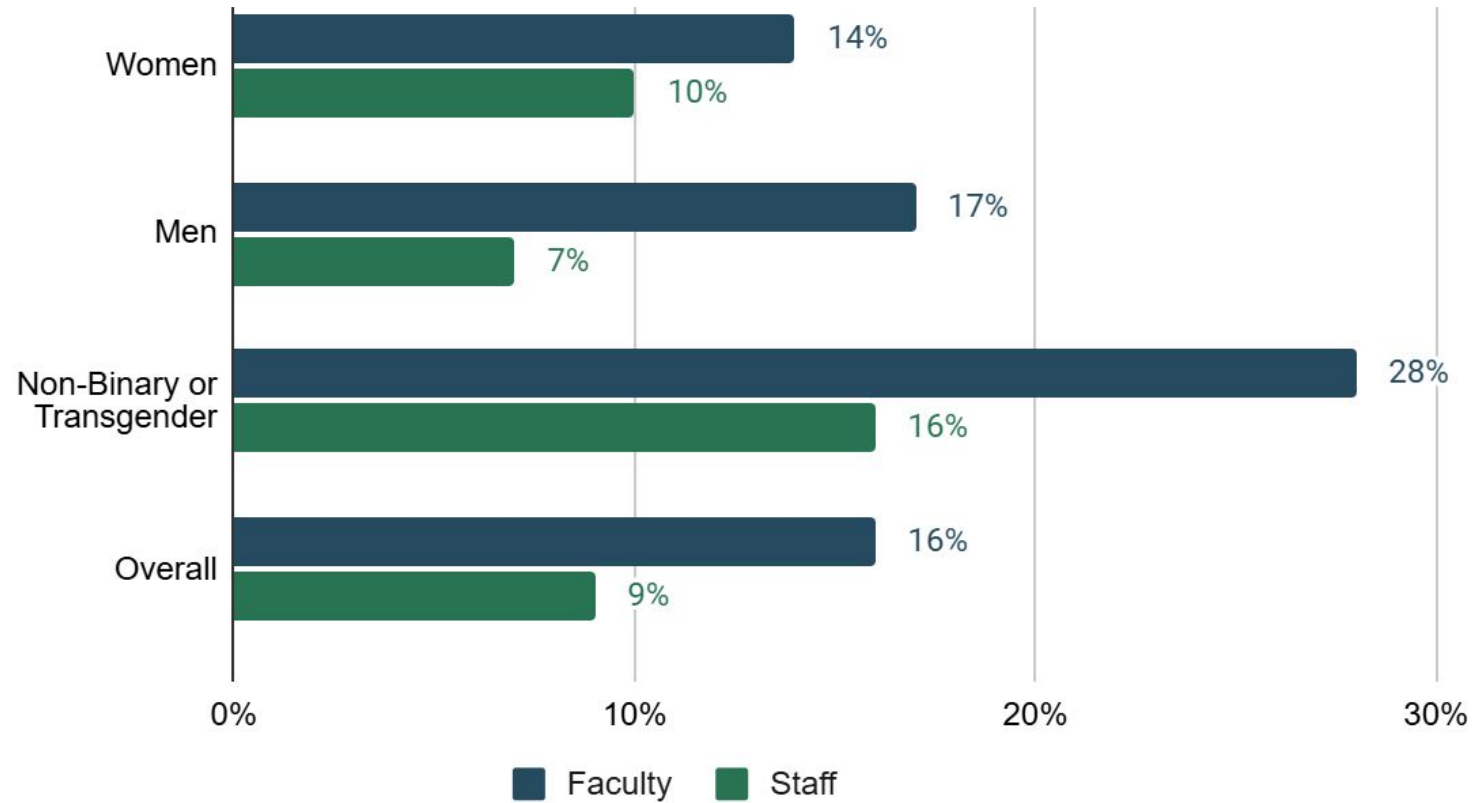


Key Contextual Information on Student Stalking Experiences

- 59% of undergraduate students indicated that the person who engaged in the stalking was another U-M undergraduate student.
- 28% of graduate students indicated that the person who engaged in the violence was not affiliated with U-M.
- 38% of graduate students were unsure of the person's affiliation with U-M.
- Only 1% of undergraduate and 2% of graduate students indicated experiencing stalking by a supervisor or mentor.
- 8% of undergraduate students and 16% of graduate students told a U-M employee such as DPSS, ECRT or SAPAC.

Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Stalking | Employees



Key Contextual Information on Employee Stalking Experiences

- 27% of faculty indicated that the person who engaged in the stalking was another U-M faculty member.
- 30% of staff indicated that the person who engaged in the stalking was another U-M staff member.
- 7% of faculty and 13% of staff indicated the person was a supervisor.
- 33% of faculty and 39% of staff told someone else who works at U-M about their experience such as a colleague, FASCCO, DPSS or ECRT.

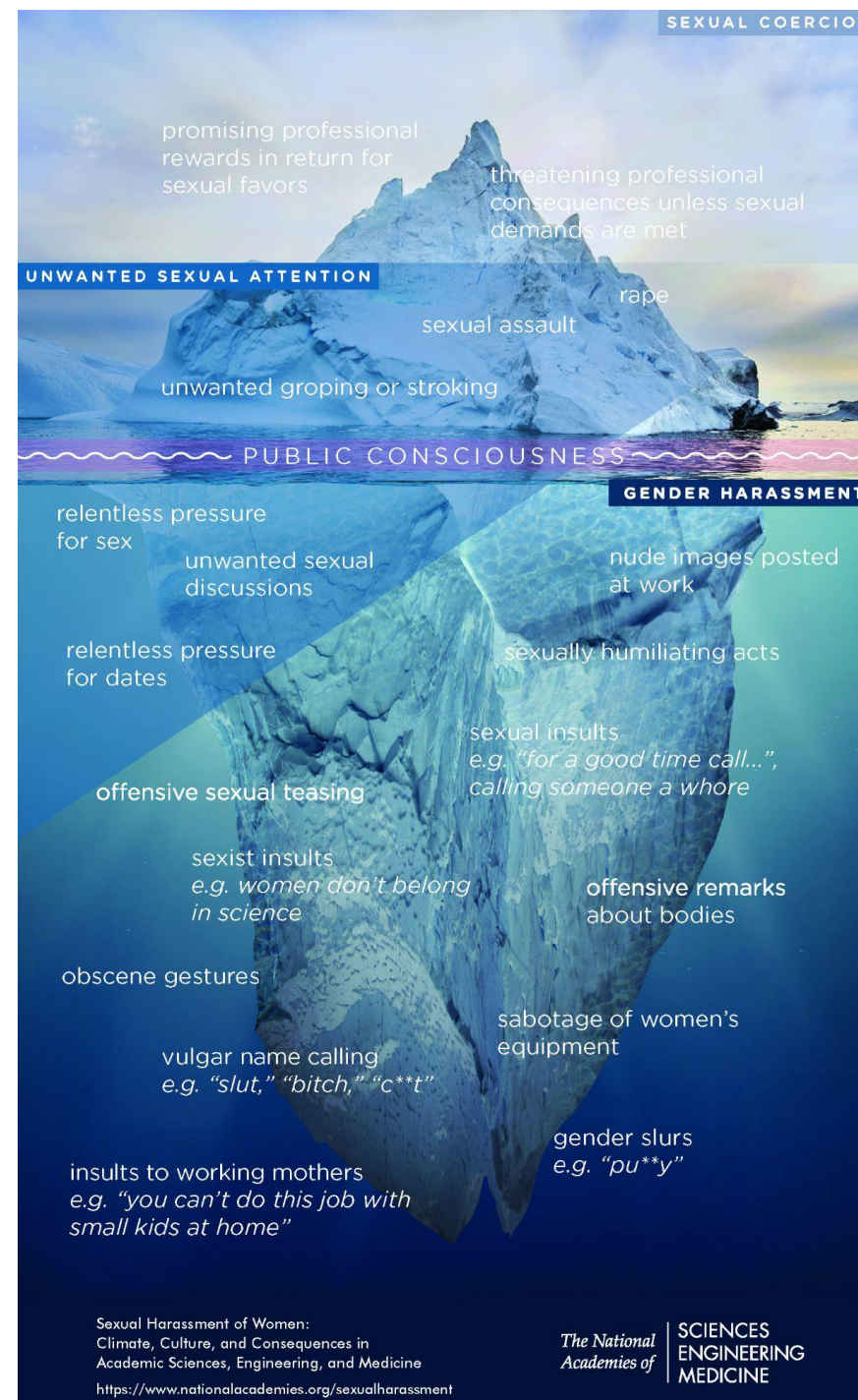
Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Why People did not tell a U-M Employee about their Experience with Stalking

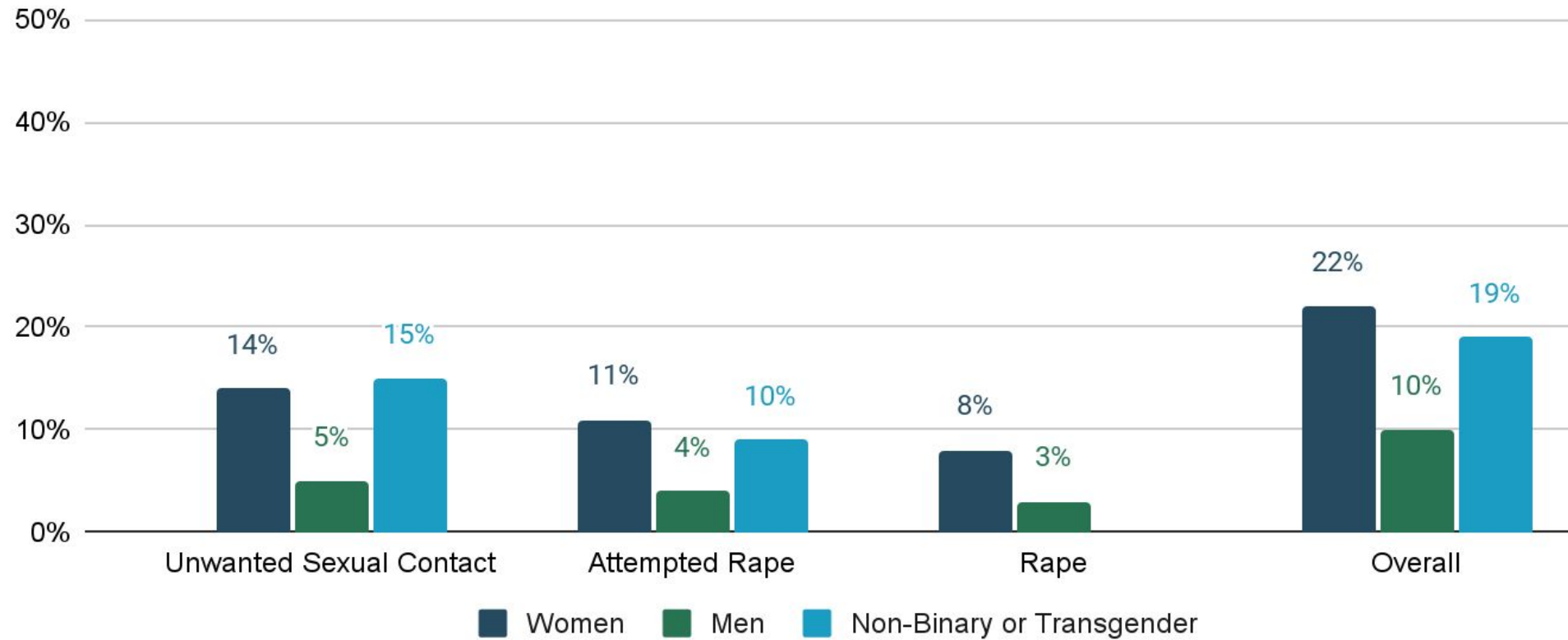
The most common reasons people provided for not telling a U-M employee about their experience were:

- the situation “didn’t have anything to do with school”
- it “was something that resolved itself on its own”
- it “was something [they] believed [they] could handle on [their] own”
- “it wasn't serious enough to report”
- they had a “lack of confidence in the University to handle the situation appropriately”

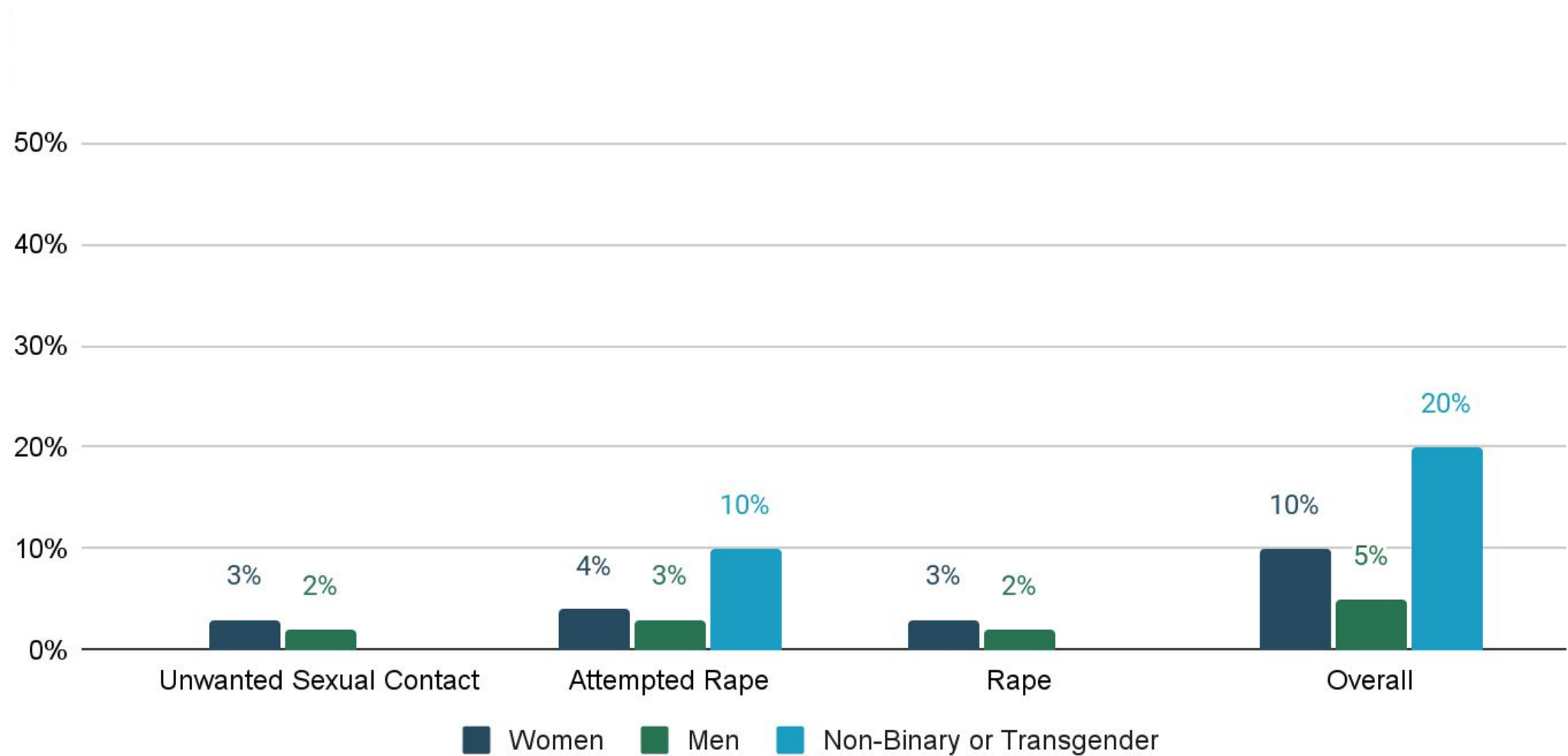
Assessing Prevalence: Sexual Violence



Sexual Violence | Undergraduate Students



Sexual Violence | Graduate Students



Key Contextual Information on Student Sexual Violence Experiences

- 69% of undergraduate students indicated that the perpetrator was another U-M undergraduate student.
- 21% of graduate students indicated that the perpetrator was another U-M graduate student.
- Only 1% of undergraduate and 3% of graduate students indicated the perpetrator was a supervisor or mentor.
- 10% of undergraduate students and 3% of graduate students told a U-M employee such as a faculty or staff member, SAPAC or ECRT.
- 50% indicated the perpetrator had been using alcohol or drugs prior to the violence.

Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Sexual Violence | Faculty

Two percent of faculty participants from the Ann Arbor campus indicated at least one experience with sexual violence since the beginning of the academic year.

- 2% of faculty women
- 2% of faculty men
- 6% of non-binary or transgender faculty

Sexual Violence | Staff

Four percent of staff participants from the Ann Arbor campus indicated at least one experience with sexual violence since the beginning of the academic year.

- 4% of staff women
- 2% of staff men
- 6% of non-binary or transgender staff

Key Contextual Information on Employee Sexual Violence Experiences

- 38% of the faculty indicated that the person who engaged in the violence was another U-M faculty member or teaching staff.
- 38% of the faculty indicated that the person who engaged in the violence was not affiliated with U-M.
- 55% of the staff indicated that the person who engaged in the violence was not affiliated with U-M.
- 14% of faculty and 11% of staff who experienced sexual violence chose to tell some else who works at U-M.

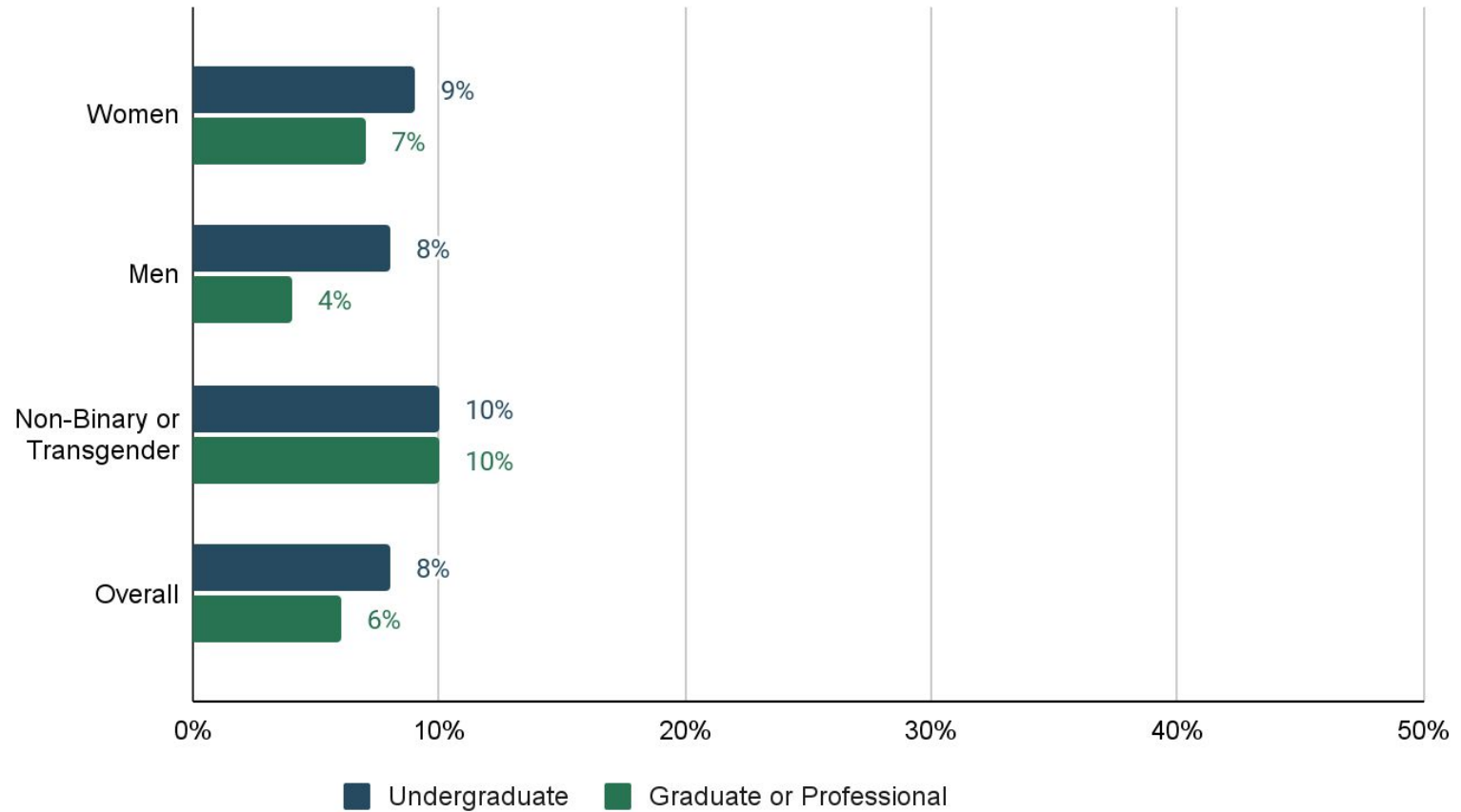
Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Why People did not tell a U-M Employee about their Experience with Sexual Violence

The most common reasons people provided for not telling a U-M employee about their experience were:

- the incident "didn't happen on campus"
- it "wasn't perpetrated by someone affiliated with U-M"
- they did not feel it was "serious enough"
- they felt they "could handle it" themselves
- they "felt embarrassed" or "ashamed"

Intimate Partner Violence | Students

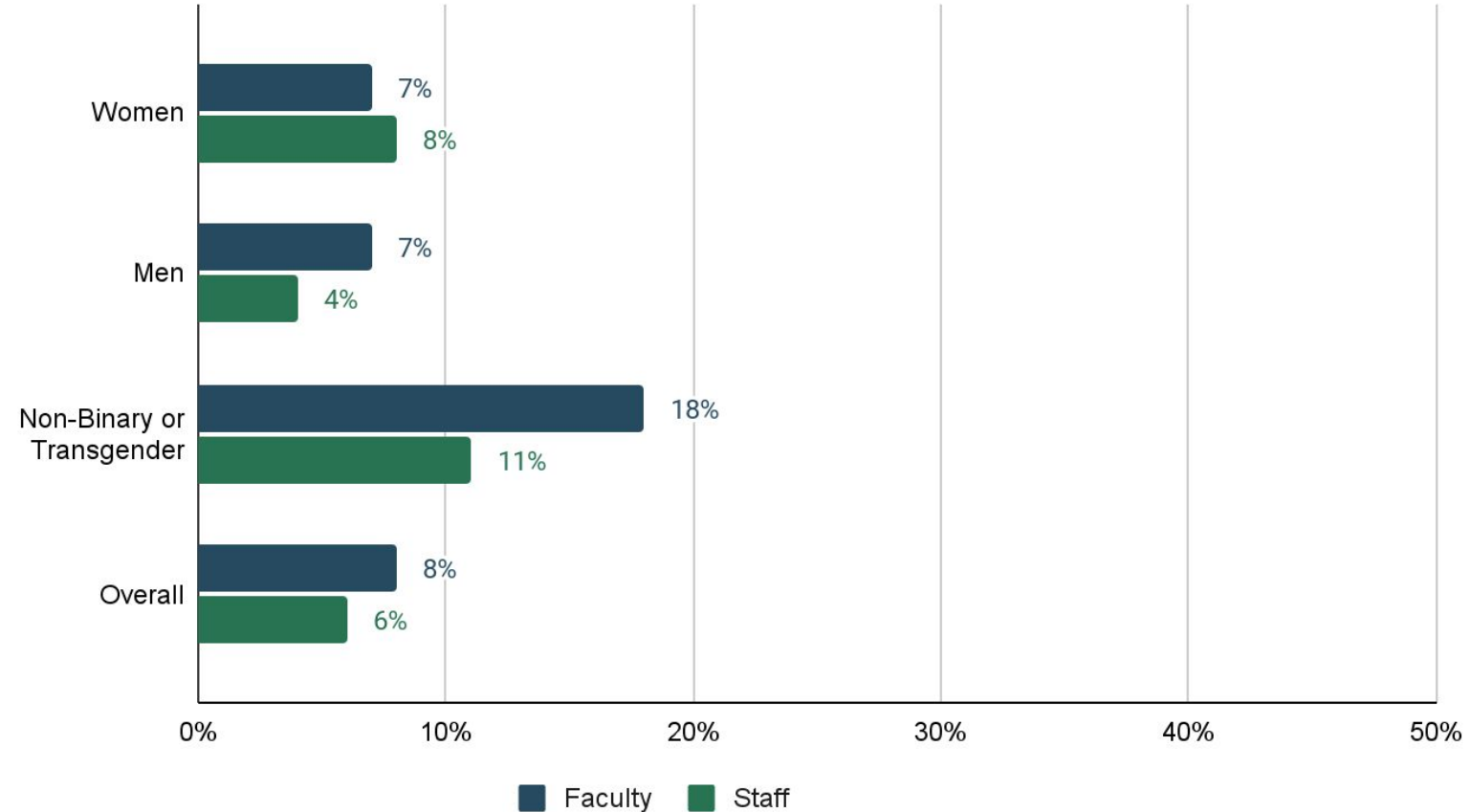


Key Contextual Information on Student Intimate Partner Violence Experiences

- 62% of the undergraduate students indicated that the perpetrator was another U-M undergraduate student (ie. hookup/boyfriend/girlfriend/partner).
- 46% of the graduate students indicated that the perpetrator was not affiliated with U-M.
- Very few undergraduate (2%) and graduate students (5%) indicated experiencing intimate partner violence by a supervisor or mentor.
- 13% of undergraduate students and 14% of graduate students told a U-M employee such as told a U-M employee such as a faculty or staff member, SAPAC or ECRT.

Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Intimate Partner Violence | Employees



Key Contextual Information on Employee Intimate Partner Violence Experiences

- 80% of faculty and staff who experienced sexual violence indicated that the person who engaged in the violence was either not affiliated with U-M or they were unsure of their affiliation.
- 7% of faculty and 8% of staff indicated the person was a supervisor.
- 17% of faculty and 23% of staff told someone else who works at U-M about their experience.

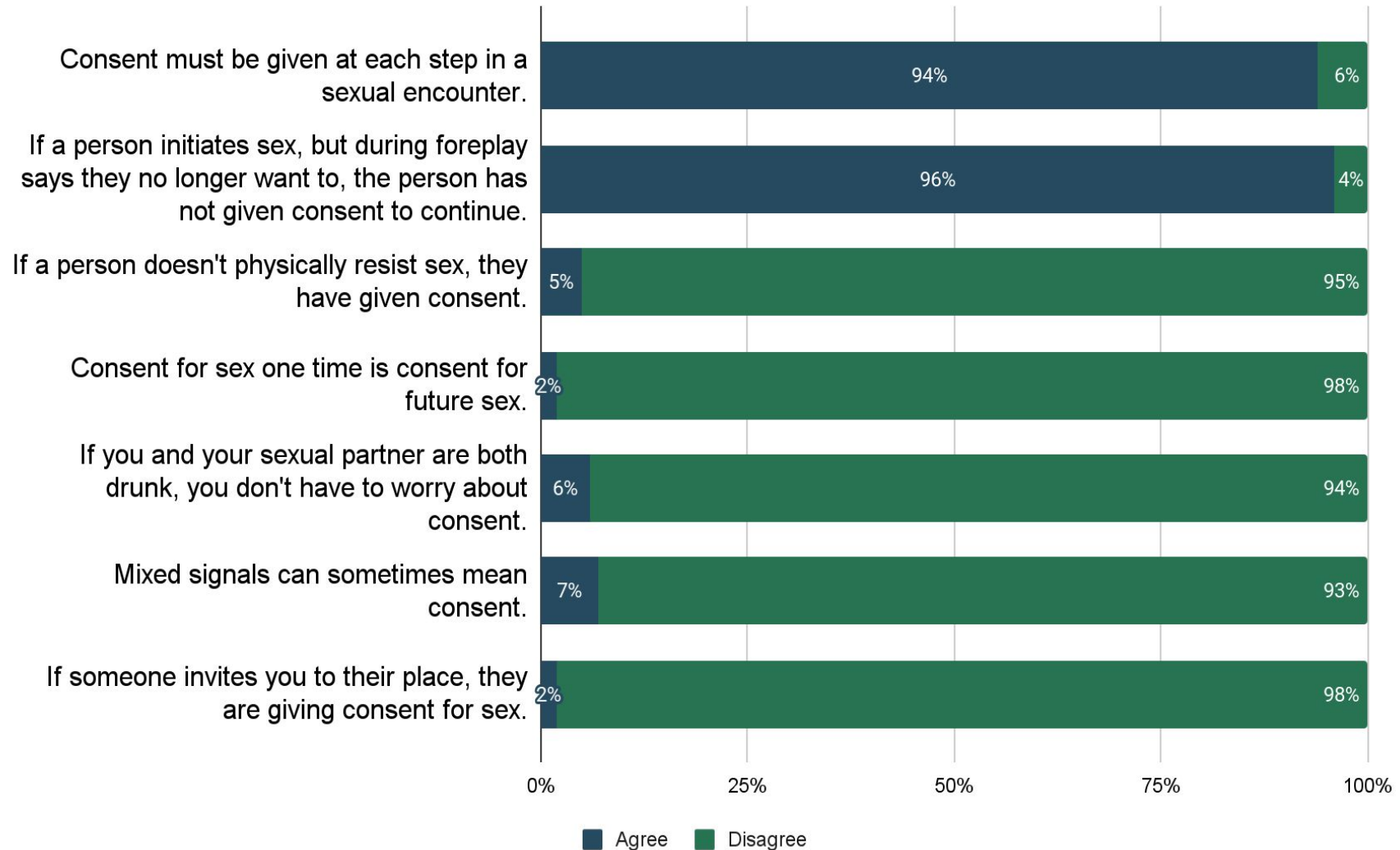
Note: These percentages represent proportions of participants who indicated experiencing this form of misconduct earlier in the survey.

Why People did not tell a U-M Employee about their Experience with Intimate Partner Violence

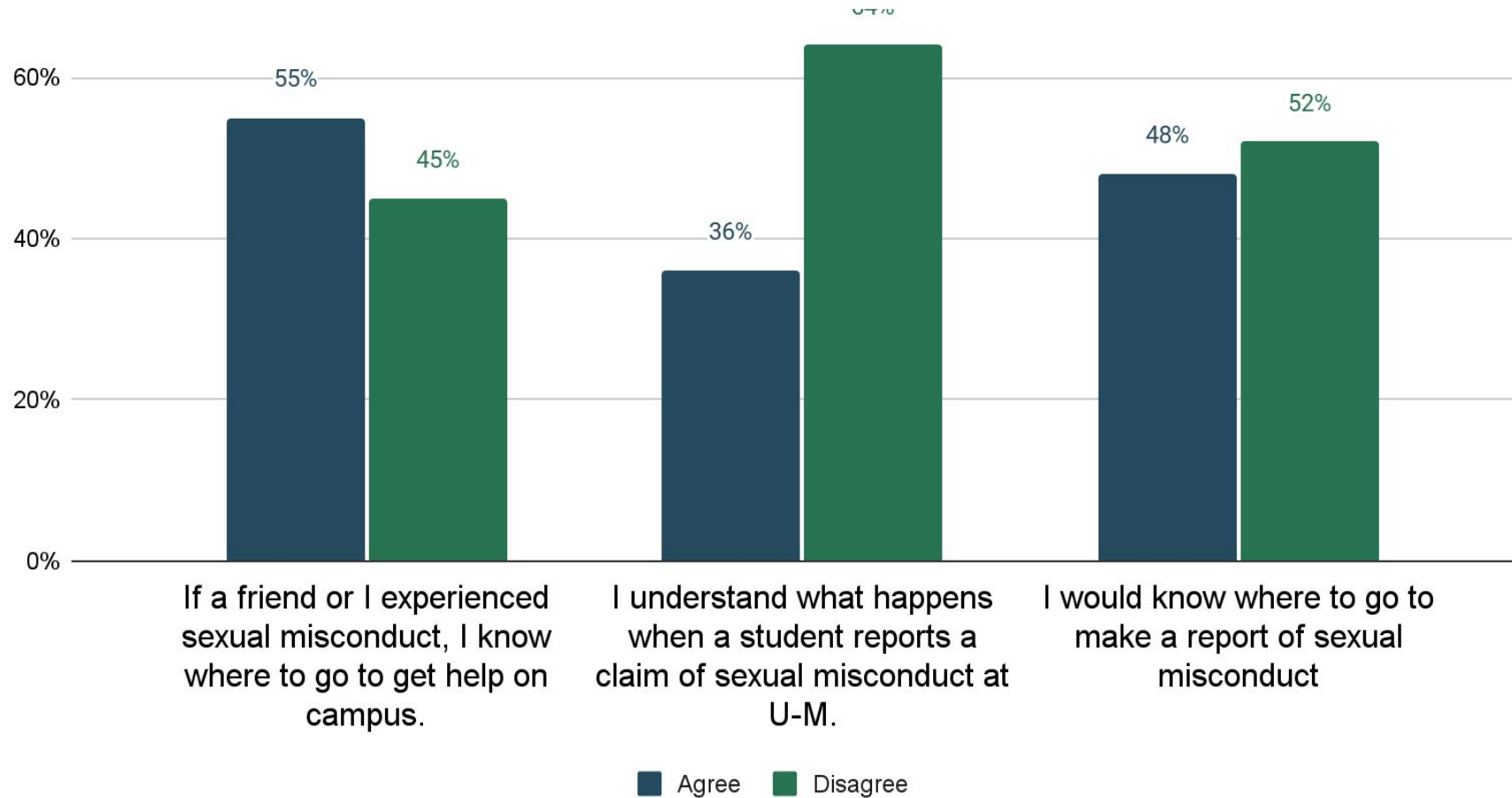
The most common reasons people provided for not telling a U-M employee about their experience were:

- that it "happened in my personal life unrelated to the University of Michigan"
- "they are my partner"
- "it was in a relationship and I didn't want to run the risk of ruining that relationship"
- they were "scared"
- it was "not a serious situation"

Consent Knowledge | Students



Institutional Knowledge | Students



Barriers to Telling a U-M Employee

- Across participants, there was a general theme of the experiences being perceived as not severe enough to disclose.
 - Ex: **"They were subtle sexist remarks that did not create strong discomfort"**
 - Ex: **"Sexist comments often feel so normalized that it does not feel "worth it" to address them to higher entities."**
- Undergraduate and graduate students referenced alcohol use before or during the incident as a reason they did not disclose.
 - Ex: **"They were incredibly intoxicated and I didn't feel the need to pursue"**

Barriers to Telling a U-M Employee

- Black women participants indicated a perception U-M would be dismissive of the incident...
 - Ex: **"I thought they would be dismissive"**
 - Ex: **"I have reported other experiences such as racial/ethnic discrimination, microaggressions, retaliation etc. nothing has ever been done about any of these issues."**
- ...and indicated concerns about the outcomes of a formal process.
 - Ex: **"I am ashamed and he's not a member of the University and I did not want to report him because I didn't think jail was the answer"**

Where do we go from here?

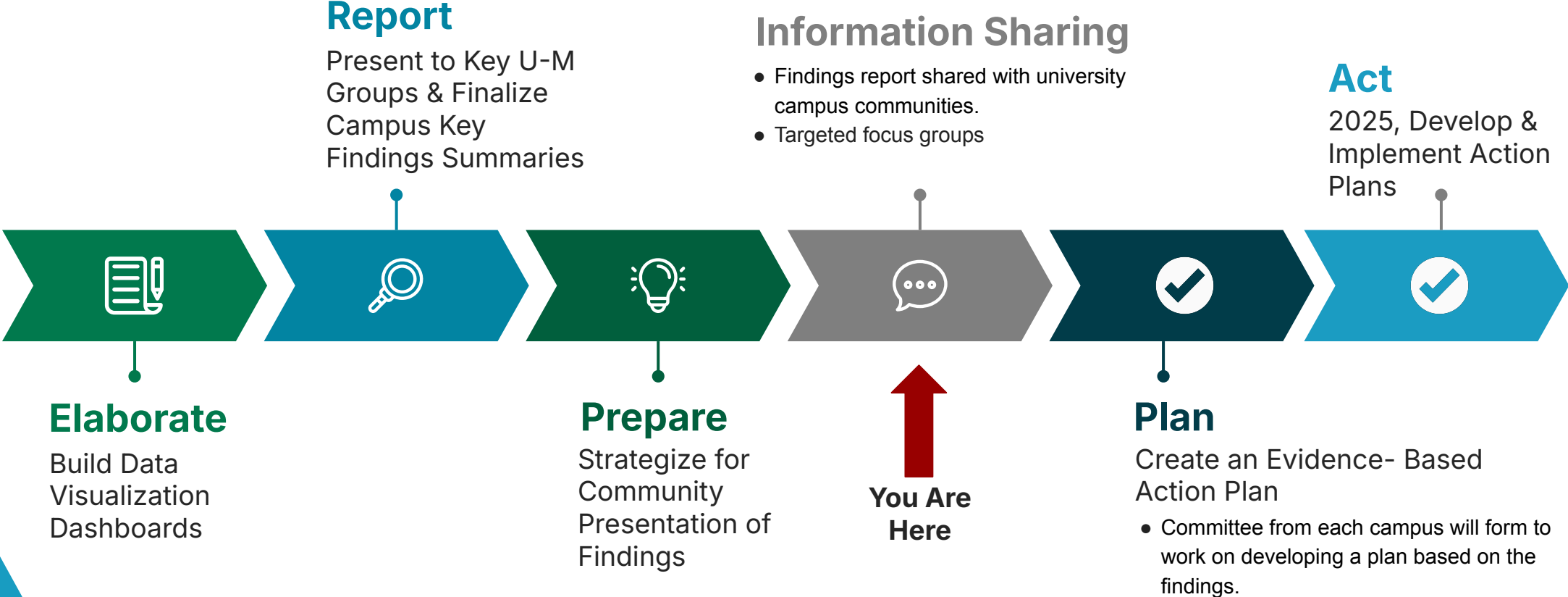
- Ongoing regular cycles of evaluation
- The Title IX coordinators on each campus are responsible for leading a comprehensive approach responding to 2024 ARC3 *Campus Climate Survey Related to Sex & Gender*
- ECRT, PEAR, and SAPAC will continue to review the data to refine and shift programming accordingly.
 - Website updated quarterly
- Department level analysis and action planning

Learn more & provide feedback



<https://sexualmisconduct.umich.edu/climate-survey/>

Next Steps



Thank You



RANKIN CLIMATE

Presentation feedback



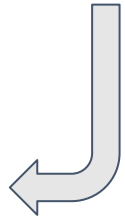
<https://forms.gle/1bhTz3cv4Y1kBhx97>

Campus resources - confidential



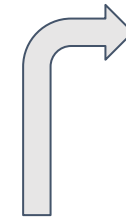
Student resources:

<https://sexualmisconduct.umich.edu/student-resources/>



Employee resources:

<https://sexualmisconduct.umich.edu/faculty-staff-resources/>



Campus reporting resources



<https://sexualmisconduct.umich.edu/reporting-process//>