



Introduction to the EAB Campus Climate Survey Report

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Purpose of the EAB Campus Climate Survey

The EAB Campus Climate Survey helps higher education leaders understand students' experiences with diversity and inclusion and/or the scope and nature of sexual violence on campus. Survey data informs efforts to improve students' experiences and available support and resources on campus.

Survey Development

The Student Affairs Forum initially developed the EAB Campus Climate Survey in 2014. Since then, more than 80 unique institutions have administered the survey on campus at least one time. The survey was developed through an extensive literature review that included related research studies, state and federal legislation and guidance, existing survey instruments, cognitive testing with recent college graduates, and interviews with several higher education experts about the survey's language and content. Each year, the survey is updated based on new literature and feedback from institutional users and survey respondents.

Survey Design

The EAB Campus Climate Survey is an anonymous online instrument that assesses students' perceptions, behaviors, attitudes, and experiences with diversity and inclusion and/or the scope and nature of sexual violence on campus. The survey consists of standard sections and optional modules that are customized for participating institutions. Select survey questions can be customized and custom questions can be added. Your institution's full survey can be found in your EAB Box folder.

Respondents were required to consent to take the survey in order to proceed to the survey questions. No other survey elements were required. The survey asks about respondent experiences since the beginning of the current academic year (2018-2019), or the beginning of the fall 2018 semester.

About EAB and the Student Affairs Forum

EAB is a technology, research, and consulting firm located in Washington, DC. EAB works with more than 1,200 colleges and universities across North America to help higher education leaders solve their biggest problems. The Student Affairs Forum is a research program dedicated to serving more than 200 chief student affairs officers and their teams on campus climate issues. For more information, please visit eab.com.



About the EAB Campus Climate Survey Report

This Excel workbook features a high-level analysis of your institution's spring 2019 campus climate survey data. This report is designed to be viewed electronically in Excel.

Navigating the Report

Use the links in the left-hand column of this workbook to access each page of the report.

Each page includes a "Quick Takes" box to indicate top takeaways.

Each data chart or table includes an "n" value, representing the number of respondents for that particular question. Keep in mind that some questions were "check all that apply," meaning that percentages may not total to 100%. For those tables reporting questions that are not "check all that apply" and still do not add up to 100%, note that percentages in this report are generally rounded up or down to the nearest whole number. This may mean that some tables add up to 99% or 101%.

You can break down some survey results by select respondent demographics. A blue button at the top of a chart indicates this option. The results are not segmented by other demographic categories either because those counts were generally too low (15 students or less) to ensure student privacy, or because results were not substantially different across demographic characteristics.

Learning More From Your Data

EAB is not able to determine to what extent the survey respondents reflect the makeup of your student population. Survey results may not be generalizable to the entire student body. You should work with a research expert on your campus to determine generalizability.

This report represents a high-level analysis of your institution's campus climate survey data. Data from the climate survey is very rich and you should work with a research expert on your campus to conduct further analyses of your institution's survey data.

EAB Campus Climate Survey Methods

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University of Tennessee Chattanooga
Spring 2019 Administration

Student Sample and Response Rate	
Number of students invited to take the survey	10,497
Total number of respondents	1,860
Number of survey completers (reached the Thank You page)	1,184
Number of partial survey completers (answered at least one question, but did not reach Thank You page)	674
Number of disqualified respondents (did not consent to take the survey)	2
Total response rate	18%



Abnormal Response Patterns	
Number of identified straight-line respondents (respondents who answered the same option for multiple survey questions)	3
Analytic sample size (total respondents - disqualified respondents - straight-line respondents)	1,855



Survey Timeline	
Survey launch date (administrator invited students to take the survey and sent reminder emails)	3/18/19
Survey close date	4/8/19

About the Spring 2019 Cohort



- 24

Institutions in the U.S. participated in the spring 2019 cohort
- 15%

Average response rate across all cohort institutions, ranging from 2% to 54%
- 

Surveys were generally open for three weeks between January and May, 2019

Respondent Demographics

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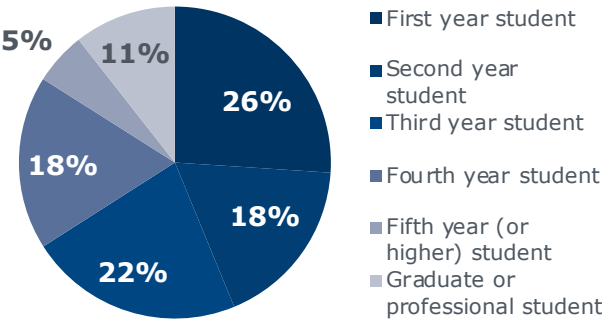
Quick Takes

- A plurality (26%) of respondents were first year students.
- Most respondents lived in a residence hall or an off-campus apartment/house.
- The majority of respondents were women, white, and heterosexual.
- Some additional characteristics of note:
 - Ninety-three percent (93%) of respondents were full-time students.
 - Fifty-six percent (56%) of respondents participated in at least one student group.
 - Twenty-four percent (24%) of respondents had a mental disability.
 - Twenty-one percent (21%) of respondents were first-generation college students.

First Generation Status	%
Yes	21%
No	77%
Unsure	1%

n= 1746

Class Standing



n= 1786

Gender Identity	%
Woman	66%
Man	33%
Genderqueer/non-conforming	0.8%
Transgender	0.6%
Other	0.2%

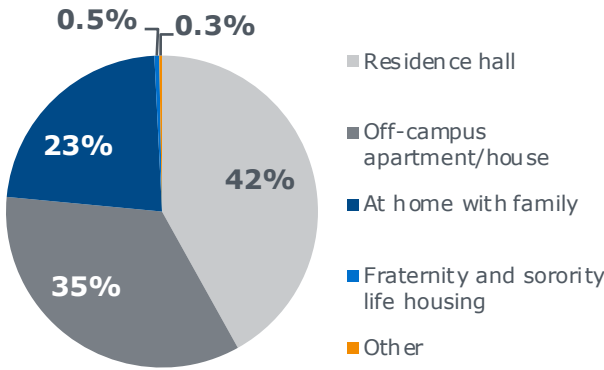
n= 1743

Sexual Orientation	%
Heterosexual	88%
LGBAQP*	12%

n= 1745

*LGBAQP label includes lesbian, gay, bisexual, asexual, questioning, pansexual, other

Residence



n= 1787

Race	%
White	82%
Hispanic or Latino**	6%
Black or African American	13%
Asian	5%
American Indian or Alaska Native	2%
Native Hawaiian or Other Pacific Islander	1%
Other	3%

n= 1740

**H/L n= 1740

1



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Quick Takes

- Twenty-two percent (22%) of respondents seriously considered leaving this school.
- Respondents most commonly considered leaving because they wanted to transfer, struggled with mental health challenges, or didn't feel close to anyone on campus.
- Most respondents feel safe (97%) and close (75%) to people at this school.
- Eighty-two percent (82%) of all respondents feel that faculty are genuinely concerned about their welfare, compared to 68% of black respondents.
- Respondents of color are more likely than white respondents to think that faculty pre-judge their abilities based on their identity or background.

Leaving This School?

22%

Of respondents seriously considered leaving this school. Respondents most commonly considered leaving because they wanted to transfer, they struggled with mental health challenges, or they didn't feel close to anyone on campus.

n= 1634

White

Percent of

I think faculty are genuine

It is easy to find people c

I fee

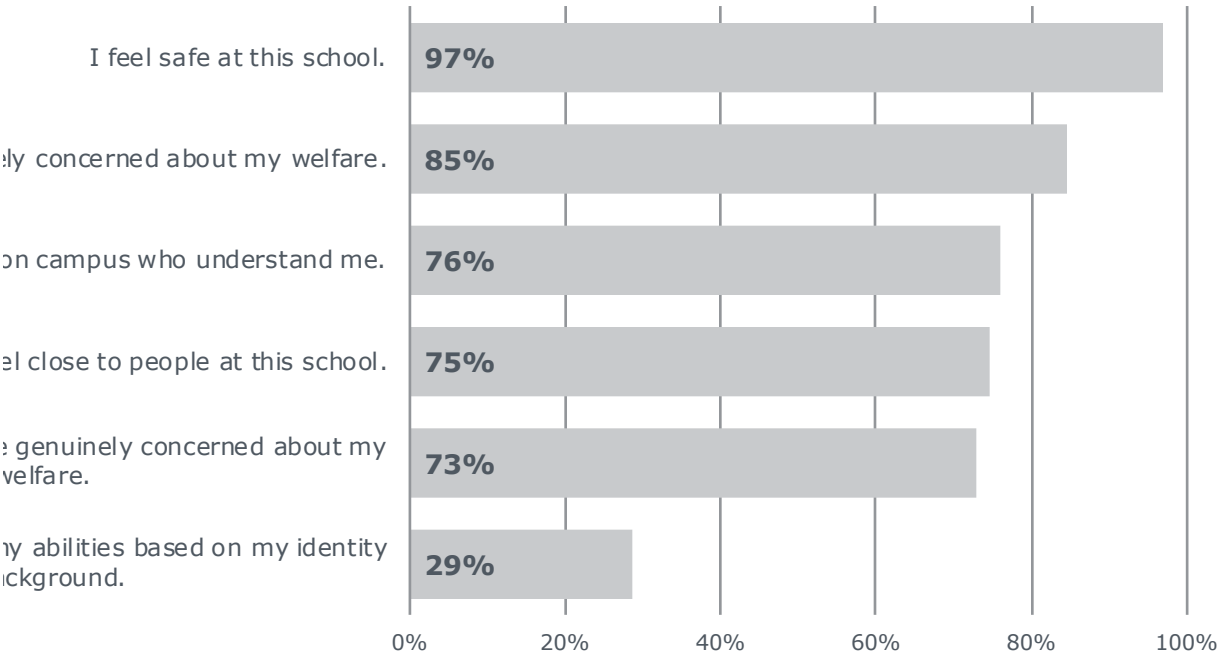
I think administrators are v

I think faculty pre-judge m or ba

Climate

n= 1357

of respondents who agreed/strongly agreed with the following statements:



Perceptions of and Experiences with Diversity and Inclusion on Campus

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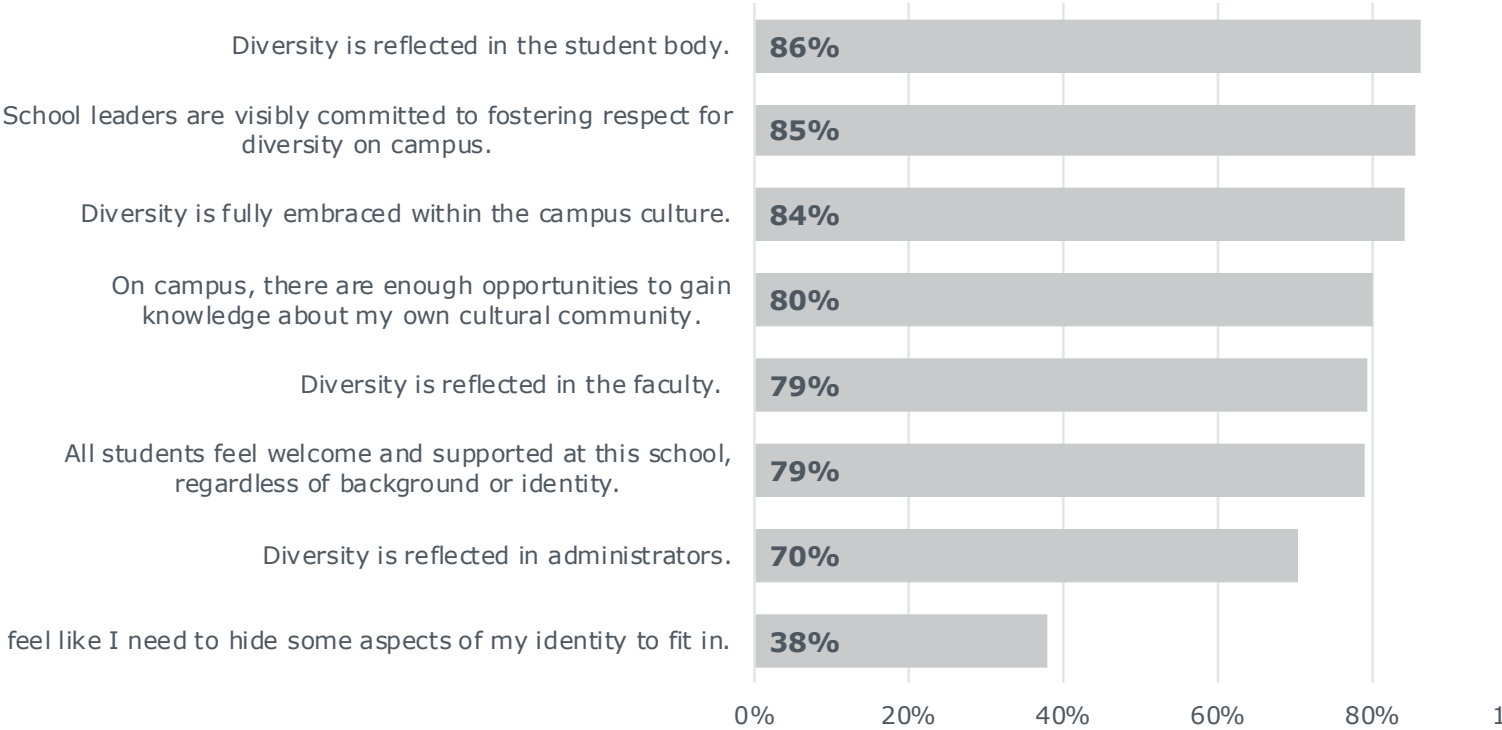
Quick Takes

- Most respondents have positive perceptions of and experiences with diversity and inclusion on campus.
- Eighty-six percent (86%) of respondents agree or strongly agree that diversity is reflected in the student body.
- Sixty percent (60%) of black respondents feel that diversity is fully embraced within the campus culture, compared to 88% of white respondents.
- Thirty-eight percent (38%) of all respondents feel like they need to hide some aspects of their identity to fit in. This increases to 48% for American Indian respondents and 55% for respondents identifying as "other" when asked to indicate their race/ethnicity.
- Since coming to school, respondents have learned most about diversity topics like race and ethnicity, sexual orientation, and political views.
- Respondents have primarily learned about or become more aware of diversity by talking with friends or in class.

All Respondents

Avg. n= 1432

Percent of respondents who agreed/strongly agreed with the following statements:



What diversity topics have you learned most about since coming to this school?	
Race and ethnicity	58%
Sexual orientation	46%

How have you primarily learned about or become more aware of diversity?	
Talking with friends	38%
In class	33%

|

Political views	45%
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n= 1374

Campus events	11%
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n= 1416





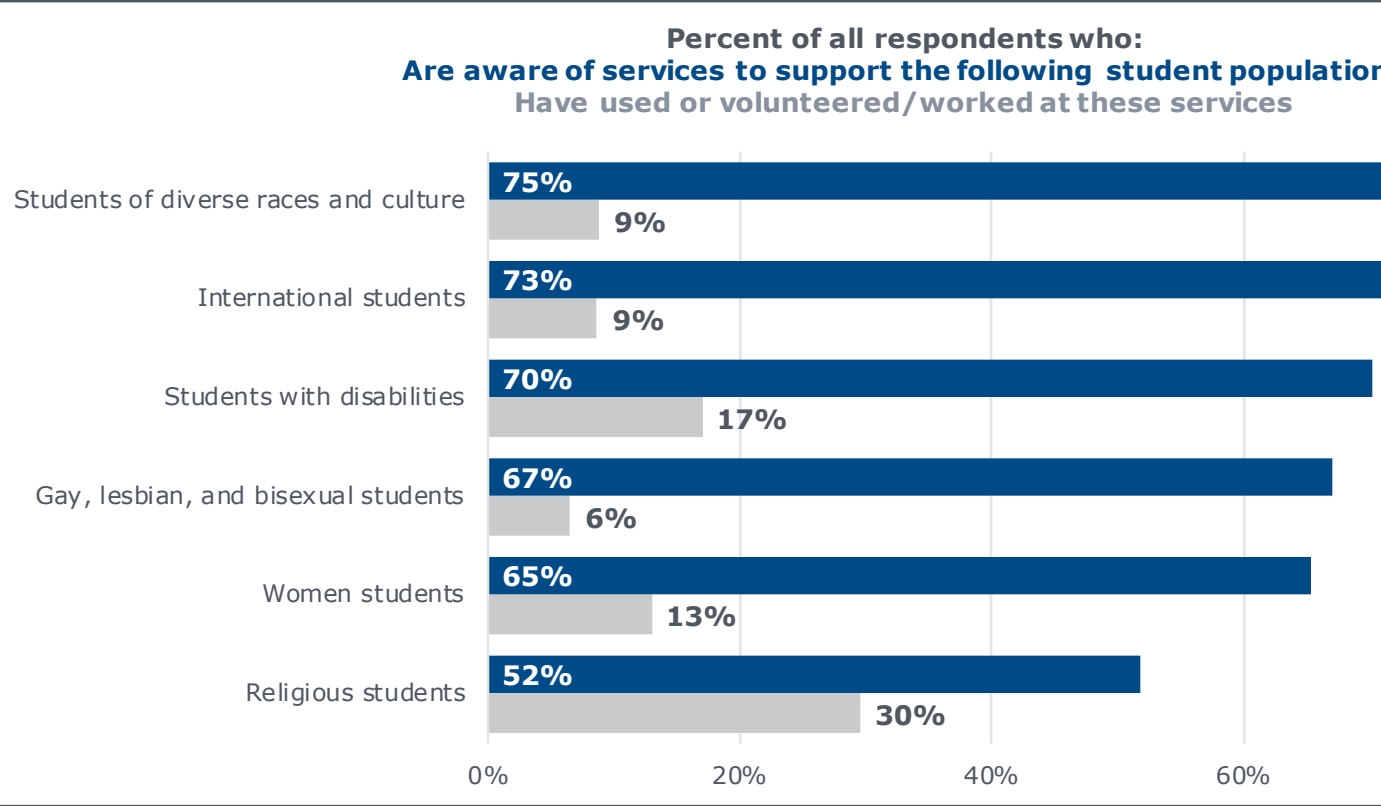
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Quick Takes

- Most respondents are aware of services addressing the needs of diverse students.
- Respondents most commonly used and/or volunteered/worked with services for religious students, students with disabilities, or women students.
- Respondents least commonly used and/or volunteered/worked with services for gay, lesbian, and bisexual students, international students, or students of diverse races and cultures.
- A majority (59%) of respondents heard about programs, activities, or events that promote diversity and inclusion several times a semester.
- Sixty-three percent (63%) of respondents rarely or never attend related programs, activities, or events on campus.

Diversity and Inclusion Services and Programs



About how often do you *hear* about programs, activities, or events that promote diversity and inclusion happening on campus?

Several times a semester	59%
Once or twice a semester	24%

About how often do you *attend* programs, activities, or events that promote diversity and inclusion happening on campus?

Frequently	8%
Sometimes	29%

Once or twice a school year	9%
Almost never	6%
Never	2%

n= 1422

Rarely	34%
Never	29%

n= 1424

Student Affairs Forum



Avg. n= 1416

Experiences with Discrimination and Harassment

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Quick Takes

- Sixteen percent (16%) of respondents reported that someone shunned, ignored, or intimidated them, or acted directly or indirectly toward them in an offensive or hostile manner that interfered with their ability to learn and work once or more than once since the beginning of the school year.
- Respondents most commonly experienced being deliberately ignored or excluded, being the target of offensive humor, or receiving hostile or threatening comments or gestures.
- Respondents most commonly believed the discrimination or harassment to be based on their physical appearance.
- Respondents most commonly reported that the incident occurred in class.
- Twelve percent (12%) of respondents formally reported the incident to the school.
- Respondents most commonly told a roommate, friend, or classmate about the incident.
- Respondents most commonly chose not to report or tell someone about the incident because they did not think it was serious enough to report.

16%

Of respondents reported that someone shunned, ignored, or intimidated them, or acted directly or indirectly toward them in an offensive or hostile manner that interfered with their ability to learn and work (once or more than once)

n= 1402

Respondents who experienced discrimination or harassment most commonly reported that:	
I was deliberately ignored or excluded.	54%
I was the target of offensive humor.	36%
I received hostile or threatening comments or gestures.	25%

n= 222

Respondents who experienced discrimination or harassment most commonly believed the conduct to be based on:	
My appearance or physical characteristics	46%
My political views	24%
Other	23%

n= 215

Most common locations of the incident	
In class	40%
While walking on campus	24%
In on-campus housing	21%

n= 211

Did you formally report the incident to the school?

Respondents most commonly reported the incident to:

Roommate, friend, or classmate
Family member
No one

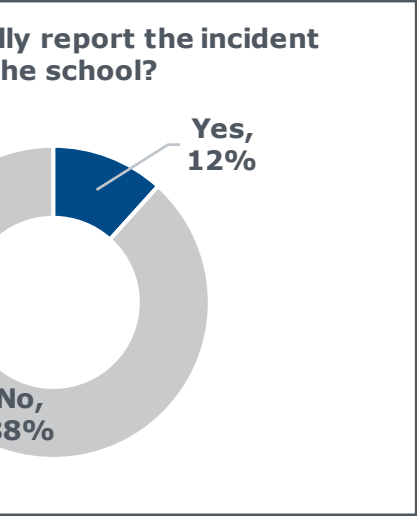
Most common reasons for not reporting the incident

Didn't think it was serious enough to report
Lack of proof that the incident occurred

I

Feared that I would not be
seriously

Student Affairs Forum



n= 214

How many people were told:	
Someone	50%
Someone	32%
Someone	28%

n= 214

How many respondents did not share or	
Not enough to report	67%
Incident happened	34%

e believed or taken	33%
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n= 205

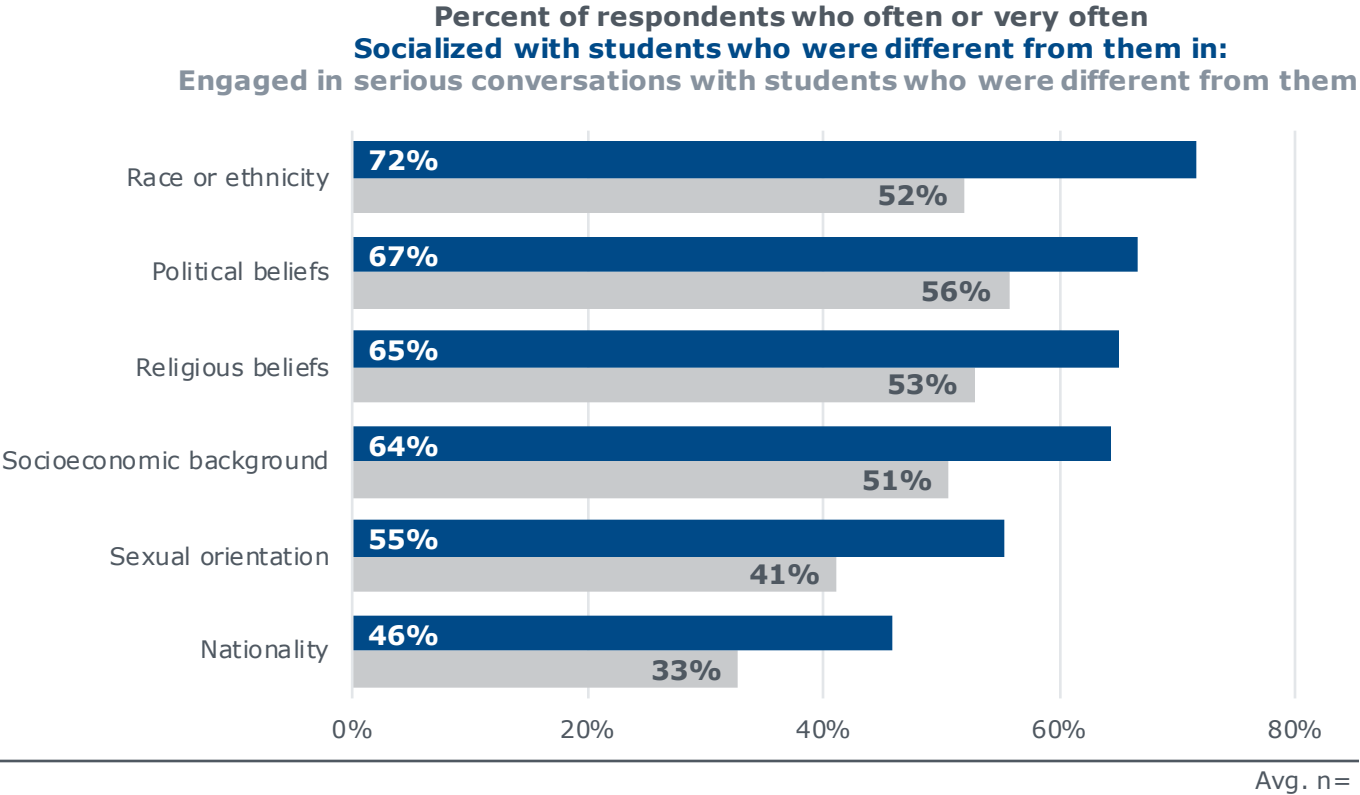
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Quick Takes

- Respondents most often socialized with students who were different from them in race or ethnicity.
- Respondents most often engaged in series conversations with students who were different from them in political beliefs.
- Respondents least often socialized or engaged in serious conversations with students who were different from them in nationality.
- Respondents primarily interact with students whose background and identities differ from their own in class.
- Respondents most commonly hesitate to engage with others because they are afraid they might say something that could be perceived as offensive or uninformed, or they don't know what to talk about.
- Just over one-quarter (27%) of respondents reported not feeling any discomfort interacting with peers who are different from them.



Where do you primarily interact with students whose background and identities differ from your own?

In class	59%
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Most common reasons why respondents might hesitate to engage with others

I'm afraid that I may say something that could be perceived to be offensive or uninformed.

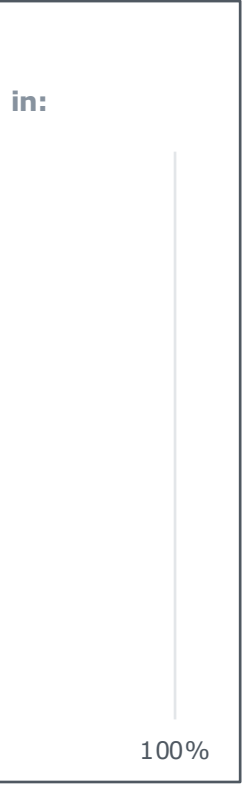
At informal gatherings	12%
At student residences	8%

n= 1294

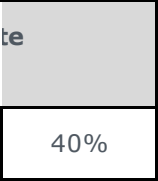
I don't know what to talk about
I feel like I can't relate to them or we don't have anything in common.

n=

nt Affairs Forum



1296



35%
26%

1284

Perceptions of Campus Inclusivity

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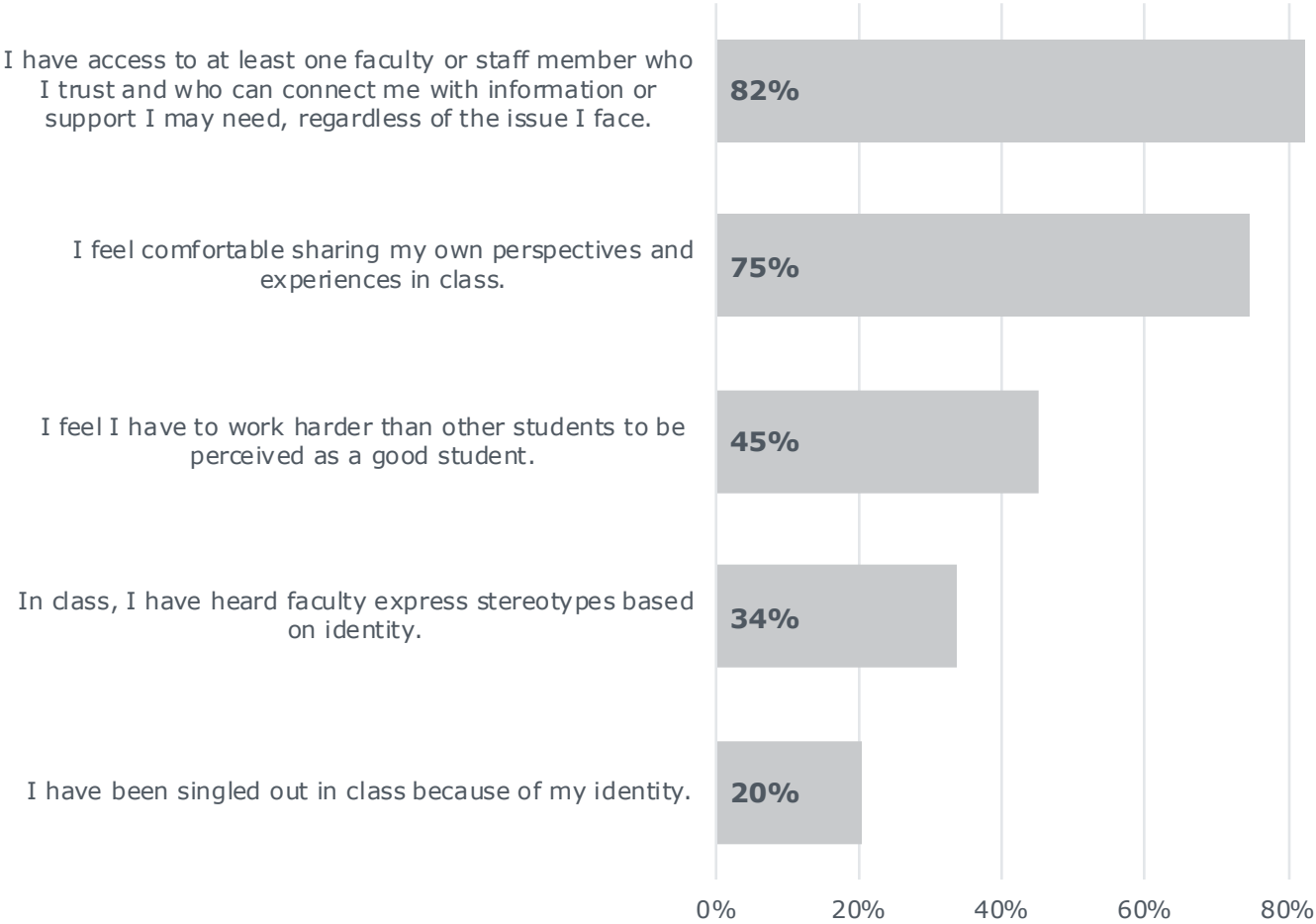
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Quick Takes

- Most respondents have access to a faculty or staff member that they trust (82%) and feel comfortable sharing their own perspectives in class (75%).
- Nearly half (45%) of respondents feel they have to work harder than others to be perceived as a good student.
- More than one-third (34%) of respondents have heard faculty express stereotypes based on identity in class and one-fifth (20%) have been singled out in class based on their identity.
- Less than two-thirds (62%) of respondents think that issues of diversity and inclusion are adequately addressed in the curriculum.

Percent of respondents who feel that issues of diversity and inclusion are adequately addressed:	
In student organizations	79%
In the school mission	75%
By faculty	72%
In class	73%
In school communication	76%
By school leadership	71%
In the curriculum	62%

Percent of respondents who strongly agreed/agreed with the following statements:



|

Avg. n= 1229

Forum



Sexual Violence Prevention and Student Knowledge

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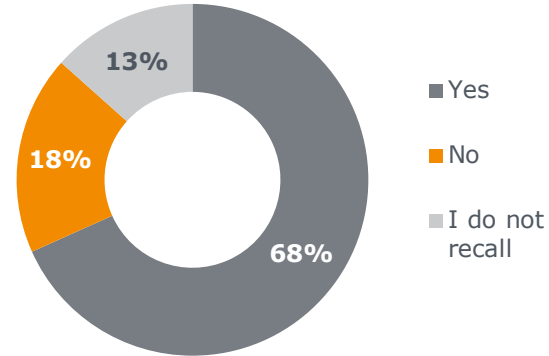
Quick Takes

- Over two-thirds (68%) of all respondents received sexual violence prevention training or information.
 - Eighty-two percent (82%) of first year respondents received information or training.
 - The number of respondents receiving training in subsequent years declined.
- Most respondents who received training thought it was useful in increasing their knowledge of topics related to sexual violence prevention.
- Most respondents received information or training at new student orientation.

All Years

n= 1186

Percent of respondents who received prevention training or information



Note: Respondents were asked if they received training about the content areas listed to the right.

Respondents who reported that training was very useful/useful in increasing their knowledge of:

Reporting an incident of sexual violence	91%
Sexual violence resources	90%
Sexual violence prevention strategies (e.g., asking for consent, responsible alcohol use)	90%
The definition of sexual violence	90%
Bystander intervention skills	88%
The school's procedures for investigating an incident of sexual violence	82%

Avg. n= 799

Most common ways that respondents received information or training:

New student orientation	63%
Campus-wide events	25%
Residence life programs	18%

Avg. n= 749

Knowledge and Perceptions of Campus Reporting Options

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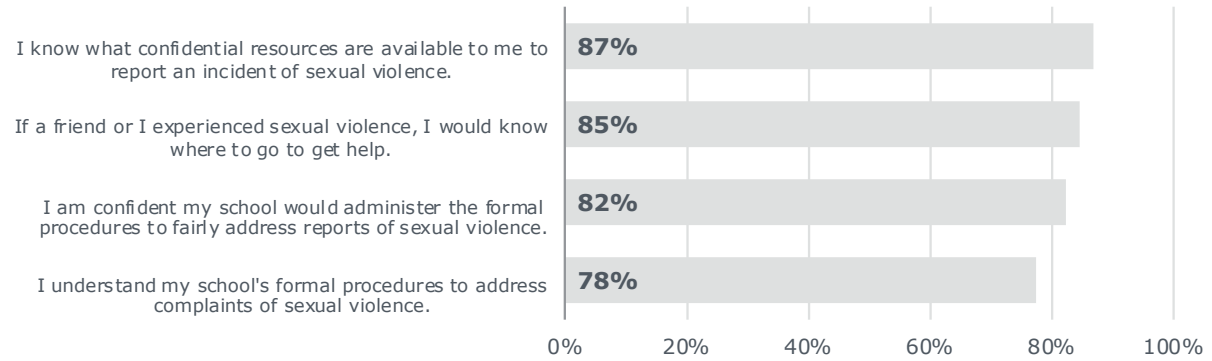
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Quick Takes

- More than 80% of respondents know about confidential resources and know where to get help if they or a friend experienced sexual violence.
- Most respondents are confident that their school would administer the formal procedures to fairly address reports of sexual violence (82%) and understand those procedures (78%).
- Most respondents believe that their school would take a report seriously (87%) and take steps to protect the reporter from retaliation (85%).
- Still, 58% of respondents believe that the accused or their friends would retaliate against the person making the report and nearly half (47%) of respondents believe that the educational achievement or career of the person making the report would suffer.

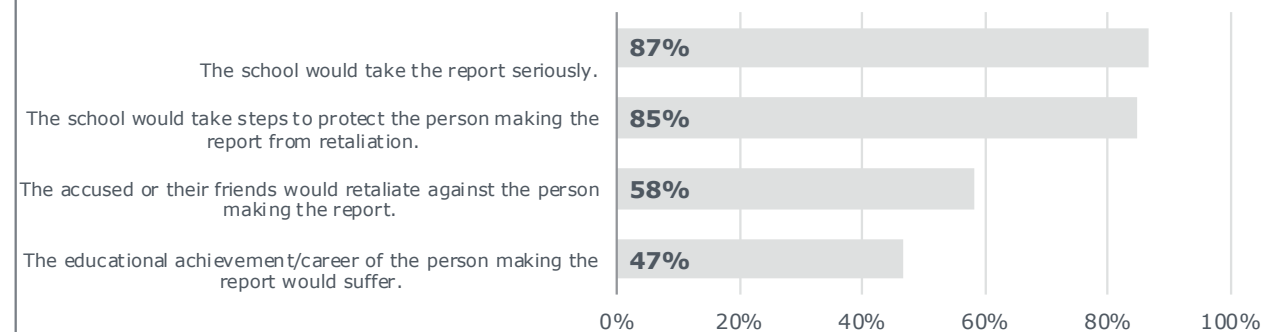
Percent of respondents who agreed/strongly agreed with the following statements:



Avg. n= 1176

Percent of respondents who agreed/strongly agreed with the following statement:

If someone were to report an incident of sexual violence to a campus authority...



Avg. n= 1179

Experiences with Sexual Violence and Sexual Harassment

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Quick Takes

- Seven percent (7%) of respondents experienced at least one incident of sexual misconduct at least one time since the beginning of the school year. Of those respondents:
 - Respondents most commonly experienced someone fondling, kissing, or rubbing against the private areas of their body or removing some of their clothes.
 - Respondents most commonly reported that the perpetrator was an acquaintance or peer, someone with whom they had no prior relationship, or a friend.
 - Respondents most commonly reported that the incident occurred in an off-campus residence.
- Forty-two (42%) of respondents had someone make sexist remarks or jokes in their presence.
- Thirteen percent (13%) of respondents were sent offensive sexual content via email, text, or social media.

Experiences with Sexual Violence

7% Of respondents experienced at least one incident of sexual misconduct at least one time
n= 1156

Respondents who experienced sexual violence most commonly reported that:	
63%	Someone fondled, kissed, or rubbed against me or removed some of my clothes
27%	Someone TRIED to sexually penetrate me
25%	Someone sexually penetrated me

Avg. n= 106

Most common relationships to the perpetrator	
38%	Acquaintance or peer
35%	No prior relationship
28%	Friend

n= 104

Most common locations of the incident	
40%	Off-campus residence
31%	On-campus residence
17%	Bar, night/dance club

n= 103

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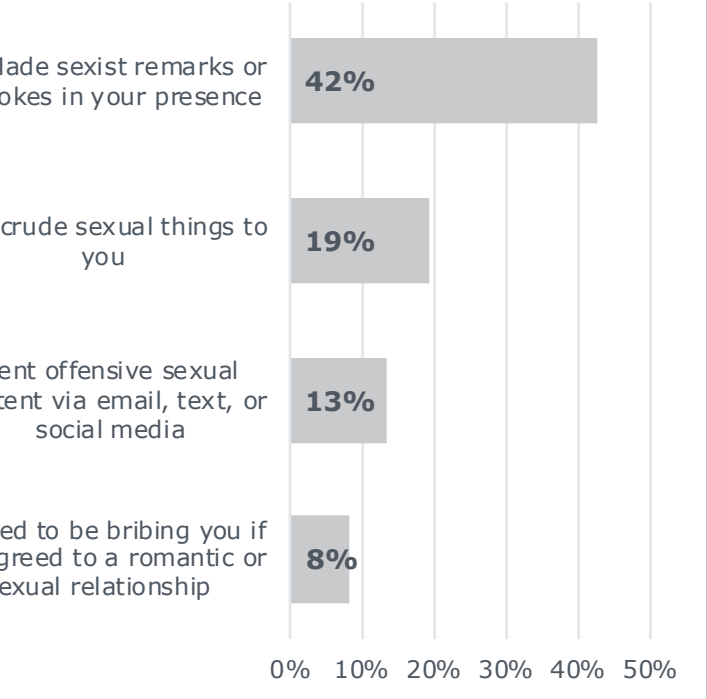
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Experiences with Sexual Harassment



n= 1179

Experiences with Sharing and/or Reporting an Incident on Campus

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Quick Takes

Respondents who selected "yes" or "unsure" when asked if they experienced sexual violence were asked about how they shared and/or reported the incident.

- Ten respondents formally reported the incident on campus.
- Fifty-one percent (51%) of respondents told a roommate, friend, or classmate about the incident. Thirty-eight percent (38%) told no one.
- Most respondents received a supportive response from those they told about the incident.
- Respondents most commonly chose not to report or tell someone about the incident because they didn't think it was serious enough to report.

10 Respondents used the school's formal procedures to report the incident
n= 101

51% Of respondents told a roommate, friend, or classmate about the incident
n= 103

What kind of response did you receive?

Responded in a way that made you feel supported	69%
Listened sympathetically without criticizing or blaming you	42%
Validated and believed your experience	40%

n= 62

Respondents' most common thoughts and concerns when deciding to report or share their experience

Didn't think it was serious enough to report	55%
Wanted to forget it happened	39%
Wasn't clear that the offender intended harm	30%

n= 105

Prior Experiences with Unwanted Sexual Contact

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Quick Takes

- Nearly one-quarter (22%) of all respondents reported that someone had or attempted to have unwanted sexual contact with them prior to college.
- More than one-quarter (28%) of women respondents experienced unwanted sexual contact prior to college.
- Nine percent (9%) of men respondents experienced unwanted sexual contact prior to college.

All Respondents

n= 1167

Unwanted Sexual Contact - Prior to College

