



## Introduction to the EAB Campus

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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 results inform 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, state and federal legislation and guidance, existing survey instruments, cognitive testing with college graduates, and interviews with several higher education experts about the survey 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 student perceptions, behaviors, attitudes, and experiences with diversity and inclusion and/or the nature of sexual violence on campus. The survey consists of standard sections and optional sections 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 Briefing Book.

Survey respondents were required to consent to take the survey in order to proceed to the survey. No other survey elements were required. The survey asks about respondent experiences beginning of the current academic year (2019-2020), or the beginning of the fall 2019 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](http://eab.com).



## Climate Survey Report



### About the EAB Campus Climate Survey Report

This Excel workbook features a high-level analysis of your institution's spring 2020 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%.

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.

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## EAB Campus Climate Survey Methods

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**University of Tennessee Chattanooga  
Spring 2020 Administration**


Student Sample and Response Rate	
Number of students invited to take the survey	11651
Total number of respondents	1608
Number of survey completers (reached the Thank You page)	1084
Number of partial survey completers (answered at least one question, but did not reach Thank You page)	522
Number of disqualified respondents (did not consent to take the survey)	0
Total response rate	<b>14%</b>



Abnormal Response Patterns	
Number of identified straight-line respondents (respondents who answered the same option for multiple survey questions)	2
Analytic sample size (total respondents - disqualified respondents - straight-line respondents)	<b>1606</b>



Survey Timeline	
Survey launch date (administrator invited students to take the survey and sent reminder emails)	3/30/20
Survey close date	4/20/20

**About the Spring 2020 Cohort**

**15** Institutions in the U.S. participated in the spring 2020 cohort

**21%** Average response rate across all cohort institutions, ranging from 8% to 52%



Surveys were generally open for three weeks between January and April 2020

## Respondent Demographics

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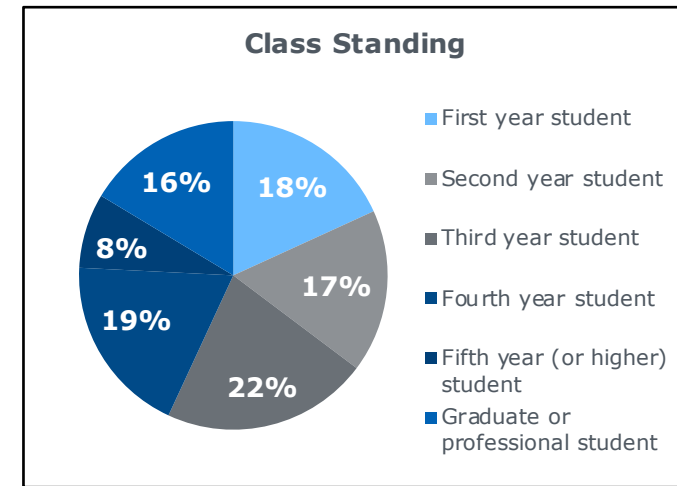
### Quick Takes

- Respondents were closely distributed across first, second, third, fourth year, and graduate or professional students.
- A majority (64%) of respondents lived in off-campus, either in an off-campus apartment or house (37%) or at home with family (27%). 34% of respondents live in a residence hall.
- The majority of respondents were women, white, and heterosexual.
- Twenty-two percent (22%) of respondents were first-generation college students.
- Eight percent (8%) of respondents had a physical disability and 27% had a mental disability.
- Additional characteristics of note:
  - Ninety percent (90%) of respondents were full-time students.
  - The majority (54%) of respondents participated in at least one student group.

Physical Disability Status	%
Yes	8%
No	92%

n= 1522

Mental Disability Status	%
Yes	27%



n= 1557

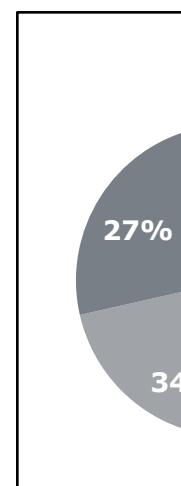
Gender Identity	%
Woman	71%
Man	28%
Genderqueer/non-conforming	1%
Other	0%
Transgender*	0%

n= 1522

\*Transgender n= 1523

*Respondents who identify as men, women, genderqueer/non-conforming, or other may also identify as transgender.*

Sexual Orientation	%
Heterosexual	85%



Race/Ethnicity	%
American Indian	27%
Asian	
Black or African	
Native Hawaiian	
Other	
White	34%
Hispanic or Lat	

First Generation	%
Yes	

No	73%
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n= 1522

LGBAQP**	15%
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n= 1520

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

No
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## General Campus Climate

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### Quick Takes

- Nineteen percent (19%) of respondents seriously considered leaving this school.
- Respondents most commonly considered leaving because they struggled with mental health challenges, wanted to transfer, or didn't feel close to anyone on campus.
- Most respondents feel safe at this school (93%) and think that faculty are genuinely concerned about their welfare (86%).
- Thirty-nine percent (39%) of black respondents think that faculty pre-judge their abilities based on their identity or background, compared to 27% of all respondents.

### Leaving This School?

**19%** Of respondents seriously considered leaving this school.

Respondents most commonly considered leaving because they:	
Struggled with mental health challenges	53%
Wanted to transfer	43%
Didn't feel close to anyone at this school	39%
Experienced financial struggles	34%
Didn't feel welcomed or supported at this school	32%

### All Respondents

n= 1436

### Percent of respondents who agreed/strongly



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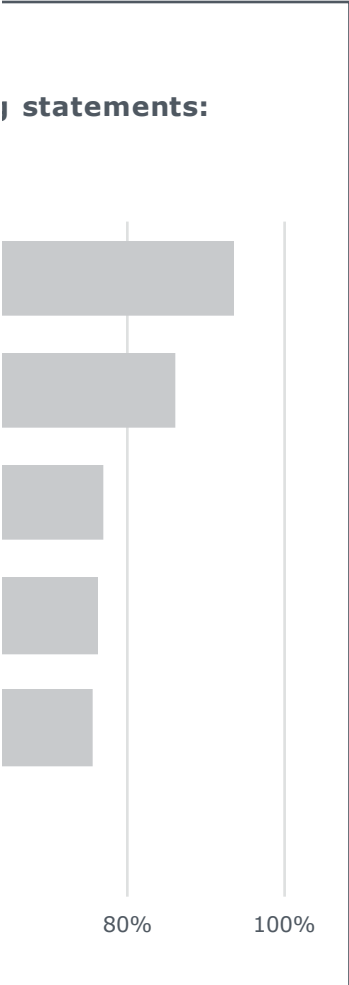
n= 1439

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Student Affairs Forum













## Perceptions of and Experiences with Diversity and Inclusion on Campus

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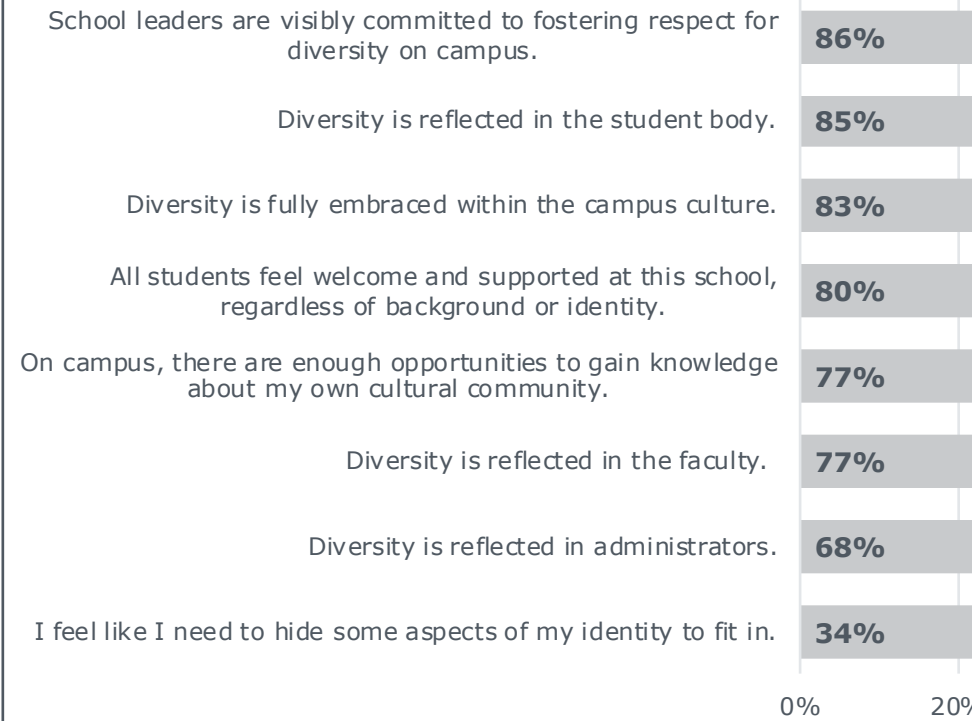
### Quick Takes

- Eighty-five percent (85%) of all respondents think that diversity is reflected in the student body and 83% believe diversity is fully embraced within the campus culture.
- Black respondents were less likely than other respondents to report positive perceptions of and experiences with diversity and inclusion on campus.
- Sixty-seven percent (67%) of black respondents agreed or strongly agreed that all students feel welcomed and supported at this school, regardless of background or identity, compared with 82% of white respondents.
- Forty-two percent (42%) of Asian respondents think that there are enough opportunities to gain knowledge about their own cultural community, compared to 59% of black respondents, 68% of Latino respondents, and 82% of white respondents.
- Forty-five percent (45%) of Latino respondents feel like they need to hide some aspects of their identity to fit in, compared to 34% of all respondents.
- 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 in the

### All Respondents

Avg. n= 1246

#### Percent of respondents who agreed/strongly agreed



#### What diversity topics have you learned most about since coming to this school?

Race and ethnicity	56%
Sexual orientation	44%

#### How have you become more aware of diversity in the

In class
Talking with friends

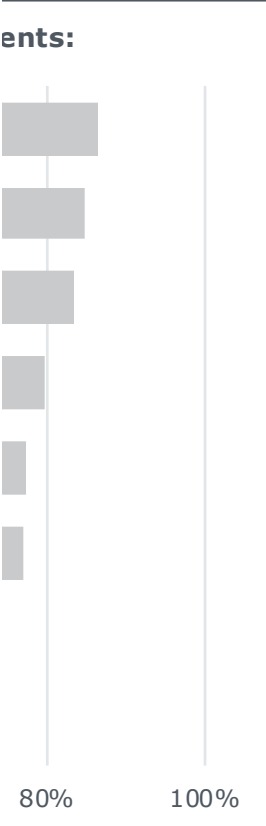
of become more aware of diversity in the classroom.

Political views	40%
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Campus events

n= 1207

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## Diversity and Inclusion Services and Programs

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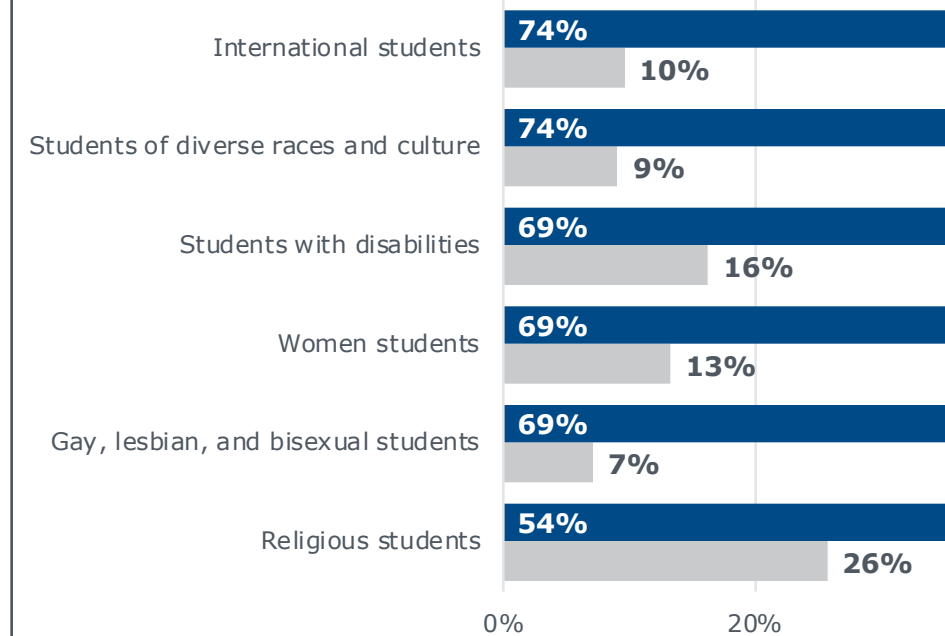
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### Quick Takes

- Most respondents are aware of, but have not used or volunteered/worked at, services to support student subpopulations.
- Respondents most commonly used and/or volunteered/worked with services for religious students.
- Respondents least commonly used and/or volunteered/worked with services for gay, lesbian, and bisexual students.
- Nearly two-thirds (65%) of respondents heard about programs, activities, or events that promote diversity and inclusion several times a semester.
- Sixty-two percent (62%) of respondents rarely or never attend programs, activities, or events that promote diversity and inclusion.

Percent of all respondents  
**Are aware of services to support the**  
 Have used or volunteered/worked at



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

Several times a semester	65%
Once or twice a semester	20%

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

Frequently	
Sometimes	

|

Once or twice a school year	7%
Almost never	5%
Never	2%

n= 1244

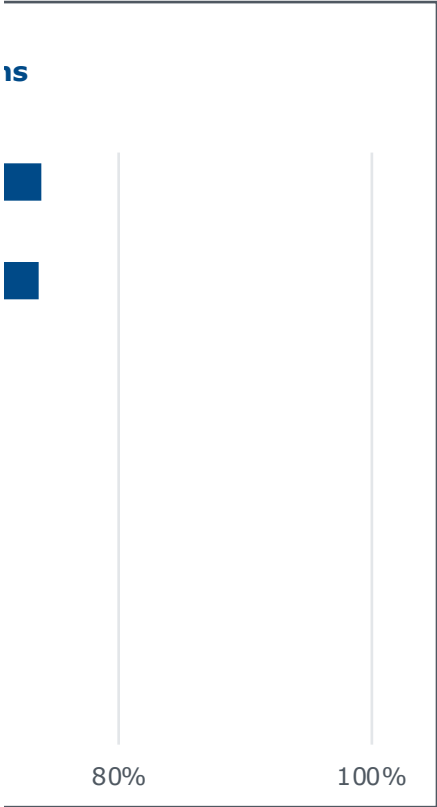
Rarely
Never







# Student Affairs Forum



Avg. n= 1239





avg #REF!



## Experiences with Discrimination and Harassment

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### Quick Takes

- Fourteen percent (14%) 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, receiving hostile or threatening comments or gestures, or being the target of offensive humor.
- Respondents most commonly believed the discrimination or harassment to be based on their appearance or physical characteristics, a miscellaneous factor, or their race.
- Respondents most commonly reported that the incident occurred while walking on campus or in on-campus housing.
- Eighteen percent (18%) 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.

# 14%

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 =

#### Respondents who experienced discrimination or harassment most commonly reported that:

I was deliberately ignored or excluded.

I received hostile or threatening comments or gestures.

I was the target of offensive humor.

n =

#### Respondents who experienced discrimination or harassment most commonly believed the conduct to be based on:

My appearance or physical characteristics

Other

My race

n =

#### Most common locations of the incident

While walking on campus

In on-campus housing

In class

n =

I

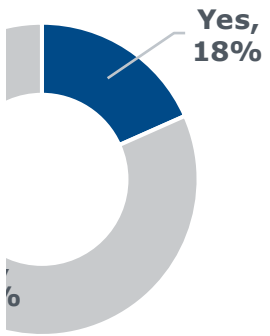






## Student Affairs Forum

Should I  
financially report the  
incident to the school?



n= 158

How was the incident  
initially told:

Someone else	57%
Self	38%
Other	28%

n= 157

Did you have enough information to  
report the incident?

Yes, enough to report	62%
No, not enough information	32%



n= 157





## Sexual Violence Prevention and Student Knowledge

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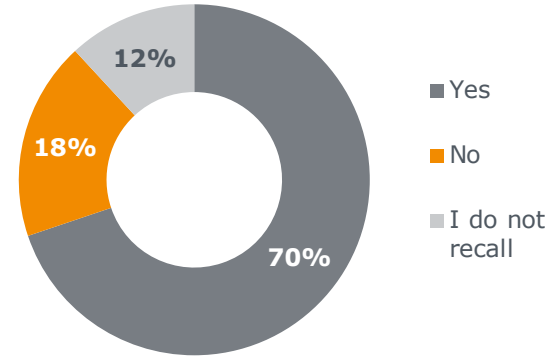
### Quick Takes

- Seventy percent (70%) of all respondents received sexual violence prevention training or information.
  - Eighty-six percent (86%) of first year respondents received information or training.
  - Sixty-one percent (61%) of graduate or professional respondents received information or training.
- Most respondents who received training thought it was useful in increasing their overall knowledge on sexual violence resources, the definition of sexual violence, reporting an incident, and sexual violence prevention strategies.
- Most respondents received information or training at new student orientation.

### All Years

n= 1120

**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 the following content areas were useful/useful in increasing their knowledge

- Sexual violence resources
- The definition of sexual violence
- Reporting an incident of sexual violence
- Sexual violence prevention strategies for consent, responsible decision-making, bystander intervention, and self-defense
- Bystander intervention
- The school's procedures for reporting an incident of sexual violence

### Most common ways that respondents received information or training

- New student orientation
- Campus-wide events
- Residence life programs







## Knowledge and Perceptions of Campus Reporting Options

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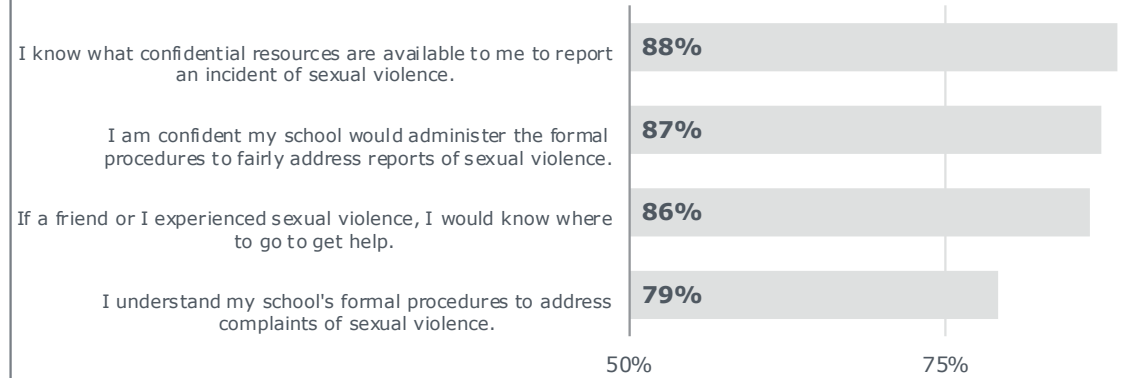
### Quick Takes

- Eighty-eight percent (88%) of respondents know what confidential resources are available to report an incident of sexual violence. Eighty-seven percent (87%) of respondents are confident that their school would administer the formal procedures to fairly address reports of sexual violence, and 86% of respondents know where to get help if they or a friend experienced sexual violence.
- Most respondents believe that their school would take a report seriously (89%) and take steps to protect the reporter from retaliation (86%).
- Still, more than half (54%) of respondents believe that the accused or their friends would retaliate against the person making the report, and 43% believe that the educational achievement or career of the person making the report would suffer.

### All Respondents

Avg. n= 1118

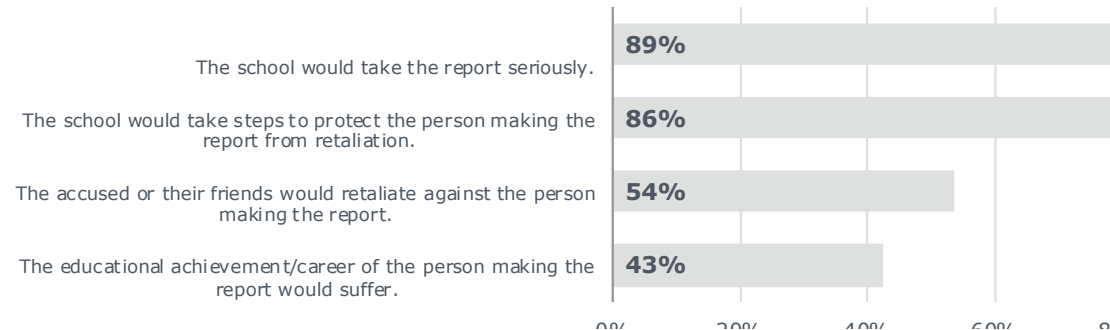
#### Percent of respondents who agreed/strongly agreed with the following statement



### All Respondents

Avg. n= 1118

#### 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...*


|

|

0%

20%

40%

60%

80%







## 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 them or removing some of their clothes.
  - Respondents most commonly reported that the perpetrator was an acquaintance or peer, or someone with whom they had no prior relationship.
  - Respondents most commonly reported that the incident occurred in an off- or on-campus residence.
- Thirty-six percent (36%) of respondents had someone make sexist remarks or jokes in their presence.

### Experiences with Sexual Violence

**7%** Of respondents experienced at least one incident of sexual misconduct at least one time  
n = 1099

Respondents who experienced sexual violence most commonly reported that:	
60%	Someone fondled, kissed, or rubbed against me or removed some of my clothes
28%	Someone TRIED to sexually penetrate me
25%	Someone TRIED to perform oral sex on me or make me give them oral sex

Avg. n = 107

Most common relationships to the perpetrator	
36%	Acquaintance or peer
36%	No prior relationship
15%	Friend

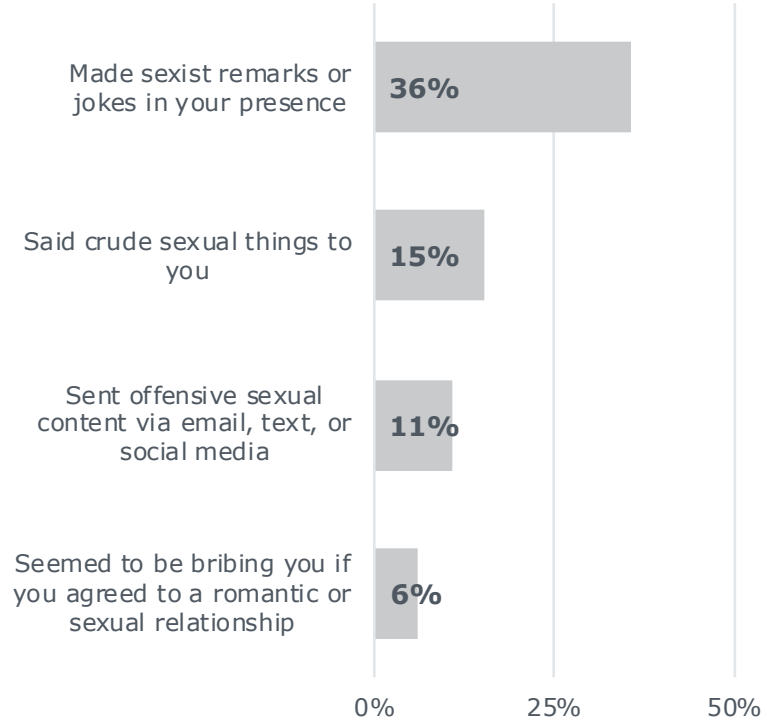
n = 99

Most common locations of the incident	
32%	Off-campus residence
27%	On-campus residence
13%	Other off-campus location

n = 96



### Experiences with Sexual Harassment



n= 1118





## Experiences with Sharing and/or Reporting an Incident on Campus

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### Quick Takes

*Respondents who experienced sexual violence were asked about how they shared and/or reported the incident.*

- Seven 7 respondents reported the incident using the school's formal procedures.
- More than half (55%) of respondents told a roommate, friend, or classmate about the incident.
- 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 did not think it was serious enough to report.

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Respondents used the school's formal procedures to report the incident

n= 96

55%

Of respondents told a roommate, friend, or classmate about the incident

n= 96

#### What kind of response did you receive?

Responded in a way that made you feel supported	67%
Listened sympathetically without criticizing or blaming you	53%
Validated and believed your experience	48%

n= 60

**Respondents' most common concerns when deciding to report their experience**

Didn't think it was serious enough

Wanted to forget it happened

Felt ashamed or embarrassed to know what happened







Prior Experiences with Unwanted Sexual Contact

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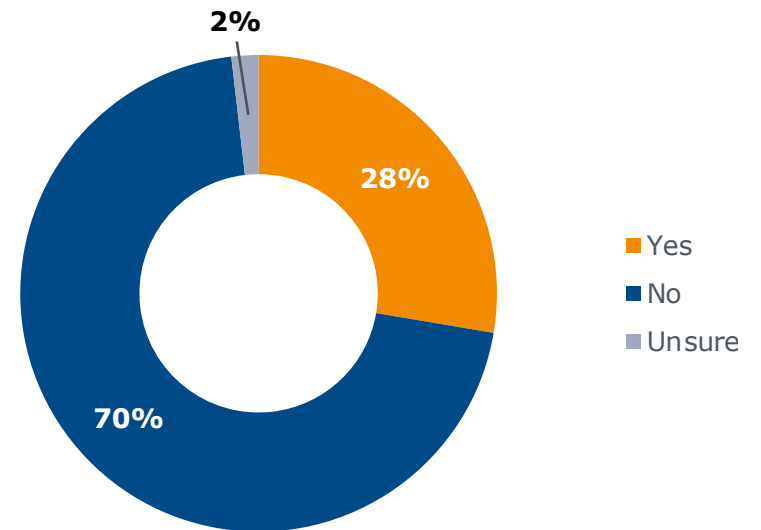
Quick Takes

- Twenty-eight percent (28%) of respondents experienced some form of unwanted sexual contact prior to college.
  - Thirty-four percent (34%) 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= 1092

Unwanted Sexual Contact - Prior to College



|

Forum



2







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### Quick Takes

- Respondents generally viewed themselves as more likely than their peers to engage in bystander behaviors.
- Seven percent (7%) of respondents observed a situation that they believed was, or could have led to, a sexual assault. In response to the situation, respondents most commonly asked the person who appeared to be at risk if they needed help.

### Bystander Behavior

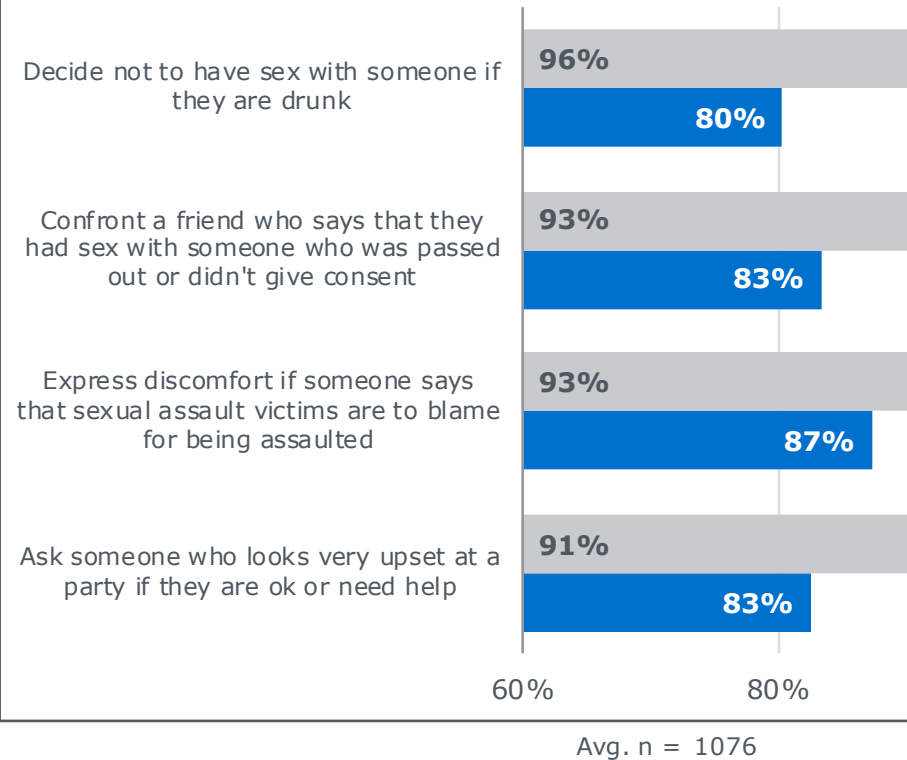
**7%**

Of respondents observed a situation that they believed was, or could have led to, a sexual assault.

In response to the situation, respondents most commonly asked the person who appeared to be at risk if they needed help.

n= 1078

### Percent of respondents that rated themselves and t likely/very likely to engage in the following be



|





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### Quick Takes

- Fifty percent (50%) of women respondents indicated that sexual misconduct was somewhat or definitely a problem, compared to 33% of men respondents.
- A greater percentage of men respondents agreed/strongly agreed with all of the stated myths about sexual misconduct.
- Fifty-one percent (51%) of men respondents agreed or strongly agreed that rape and sexual violence can happen unintentionally, especially if alcohol is involved, compared with 38% of women respondents.
- Nearly one-third (32%) of respondents agreed or strongly agreed that sexual violence and rape happen because men can get carried away in sexual situations once they've started.

### All Respondents

Avg. n= 1070

#### Percent of respondents who agreed or were unsure about

Rape and sexual violence can happen unintentionally, especially if alcohol is involved.

42%

Sexual violence and rape happen because men can get carried away in sexual situations once they've started.

32%

If a woman hooks up with a lot of men, eventually she is going to get into trouble.

26%

A lot of times, women who say they were raped agreed to have sex and then regretted it afterward.

14%

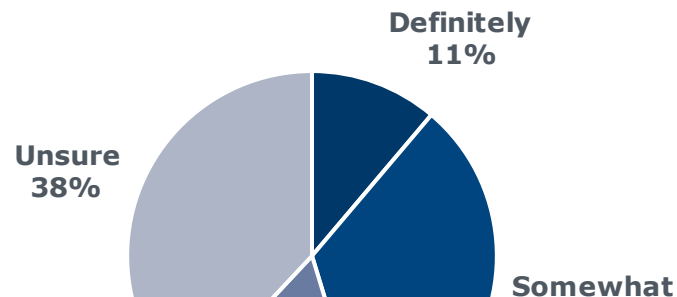
A person who is sexually assaulted or raped while she or he is drunk is at least somewhat responsible for putting themselves in that

11%

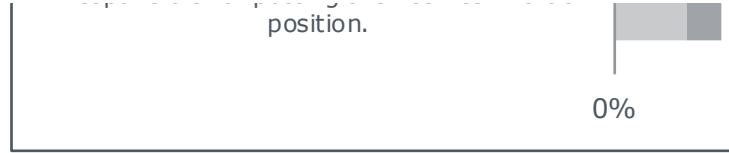
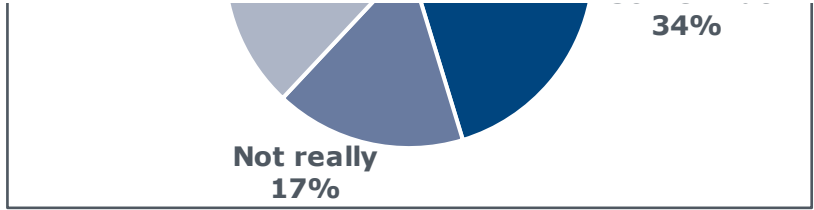
### All Respondents

n= 1073

#### Is sexual violence a problem at your school?



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*Note: These statements are adapted from the Illinois Rape Myth A*