

Paul Smith's College Student Campus Climate Survey Report

Paul Smith's College engaged in its second student-focused campus climate survey of student experiences and perceptions related to sexual misconduct in the Spring of 2021. 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 again 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—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. No identifying information was collected as part of the climate survey. 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 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 have listed our main objectives for each category.

Sample Demographics. One hundred and twelve active Paul Smith’s students completed the climate survey during the Spring 2021 semester. These student participants were relatively well distributed across classes: 27.7% were first-year undergraduate students, 25.0% were second-year, 22.3% were third year, 25.0% were in their fourth year or more. Other sample demographics are detailed below in Table 1.

Table 1. Participant Demographics

	#	%
Gender		
Woman	57	52.8%
Man	47	48%
Another gender	7	6.3%
Race/Ethnicity		
Black/African	7	6.4%
American White/Caucasian	102	92.7%
Asian or Asian American	1	.9%
Hawaiian or Pacific Islander	0	0%
Native American or Alaskan Native	6	5.5%

Hispanic or Latino/a	6	5.5%
Another race/ethnicity	7	6.4%
Sexual Orientation		
Heterosexual	70	64.8%
Gay	2	1.9%
Lesbian	3	2.7%
Bisexual	20	18.5%
Another sexual orientation	8	7.4%
Asexual	3	2.8%
Queer	2	1.9%

Note: Some students chose not to respond to various demographic questions. Totals therefore do not reflect the overall sample size.

HIGHLIGHTS

What we're doing well:

Student's Knowledge of Campus Resources	N	%
I would know where to go to make a report of sexual misconduct	86	70%
The institution would maintain the privacy of the person making the report	81	62.3%
Knowledge of Affirmative Consent		
Affirmative Consent must be given at each step in a sexual encounter	81	93.1%
If a person initiates sex, but during foreplay says they no longer want to, the person has not given affirmative consent to continue	76	87.4%
Bystander Behaviors		
Walked a friend home	70	84.3%

Asked someone if they needed help	75	88%
Intervened when witnessing verbal abuse	71	83.1%

The above chart shows areas of strength at Paul Smith’s College. Students understand affirmative consent, and a high percentage know where to go to get help. PSC will continue our current efforts always with the goal of informing our students where to get help for our 2023 Campus Climate Survey. Our increased programming around Bystander Intervention is giving us favorable results, as we anticipated would happen after the 2019 survey.

Our Challenges:

Victimization Rates	Women		Men		Another Gender	
Sexual Harassment by Faculty and Staff	28	49.1%	15	31.9%	4	42.9%
Sexual Harassment by Students	35	66.0%	21	45.7%	7	100%
Institutional Responses to Cases of Sexual Misconduct						
The institution would take the report seriously	60	46.1%				
The institution would handle the report fairly	63	48.4%				

Paul Smith’s College takes the above challenges very seriously and will continue to work to address our increases in victimization that our students are experiencing. RAINN (the nation’s largest anti-sexual violence organization) reports that 26.4% of female undergraduate students and 6.8% of males experience rape or sexual assault through physical force, violence or incapacitation. Of the 112 students that participated in this Climate Survey, 35.1% reported experiencing sexual violence, which is higher than the national average.

Too large a percentage of our students that took this survey do not believe that reports are taken seriously or that the institution would handle fairly. Campus Safety continues to work hard to develop better relationships with our students, while realizing that 20% of female student victims, age 18-24, will report sexual violence. RAINN cites reasons to include:

- They believed it was a personal matter
- Had a fear of reprisal
- Believed it wasn't important enough to report
- Did not want the perpetrator to get in trouble

Overall, 42% of our students of the students completing this survey reported experiencing sexual harassment by a staff or faculty member and 58.9% reported experiencing sexual harassment by a student. We've outlined our strategies for addressing these challenges below.

Sexual Harassment Incidence Rates. Since enrolling at Paul Smith's College, 42% of respondents experienced sexual harassment by College faculty or staff members, and approximately 59% experienced 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; **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; and **Sexual Harassment via Electronic Communication** refers to unwelcome or violating behaviors or communication facilitated in an online or text-message context.

Table 2. Sexual Harassment Victimization by Faculty and Staff

	#	%
Any Sexual Harassment	47	42.0%
Sexist Harassment	43	38.4%
Treated you "differently" because of your sex	34	30.4%
Displayed, used, or distributed sexist or suggestive materials	15	13.4%
Made offensive sexist remarks	28	25.0%
Put you down or was condescending to you because of your sex	20	17.9%
Crude Harassment	20	17.9%

Repeatedly told you sexual stories or jokes that were offensive to you	9	8.0%
Made unwelcome attempts to draw you into a discussion of sexual matters	10	8.9%
Made offensive remarks about your appearance, body, or sexual activities	14	12.5%
Made gestures or used body language of a sexual nature which embarrassed or offended you	9	8.0%
Unwanted Sexual Attention	10	8.9%
Made unwanted attempts to establish a romantic sexual relationship with you despite efforts to discourage it	6	5.4%
Continued to ask you for dates, drinks, dinner, etc., even though you said “No”	6	5.4%
Touched you in a way that made you feel uncomfortable	9	8.2%
Made unwanted attempts to stroke, fondle or kiss you	6	5.4%
Sexual Coercion	4	3.6%
Made you feel like you were being bribed with a reward to engage in sexual behavior	5	4.5%
Made you feel threatened with some sort of retaliation for not being sexually cooperative	5	4.5%
Treated you badly for refusing to have sex	5	4.5%
Implied better treatment if you were sexually cooperative	5	4.5%

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.

Summary of Responses to Follow Up Questions by Students who Reported Any Sexual Harassment

Sexual Harassment by Faculty and Staff

Involved:	#	%
Sexist or sexually offensive language, gestures, or pictures	24	51.1%

Unwanted sexual attention	8	17.0%
Unwanted touching	8	17.0%
Subtle or explicit bribes or threats	3	6.4%
Status of Person:	#	%
Faculty member	16	44.4%
Staff member	4	11.1%
Graduate Student	3	8.3%
Other: (4 responses defined: teacher, faculty member that has left, faculty member that retired, student staff)	13	36.1%

Sexual Harassment by Students

Involved:	#	%
Sexist or sexually offensive language, gestures, or pictures	35	55.6%
Unwanted sexual attention	27	42.9%
Unwanted touching	14	22.2%
Subtle or explicit bribes	9	14.3%
Status of Person:	#	%
Undergraduate	51	89.5%
Graduate	3	5.3%

Table 3. Sexual Harassment Victimization by Students

	#	%
Any Sexual Harassment	63	58.9%
Sexist Harassment	55	51.4%
Treated you “differently” because of your sex	44	41.1%

Displayed, used, or distributed sexist or suggestive materials	32	29.9%
Made offensive sexist remarks	43	40.2%
Put you down or was condescending to you because of your sex	34	30.4%
Crude Harassment	51	47.7%
Repeatedly told you sexual stories or jokes that were offensive to you	38	35.5%
Made unwelcome attempts to draw you into a discussion of sexual matters	31	29.2%
Made offensive remarks about your appearance, body, or sexual activities	34	31.8%
Made gestures or used body language of a sexual nature which embarrassed or offended you	23	21.5%
Unwanted Sexual Attention	27	25.2%
Made unwanted attempts to establish a romantic sexual relationship with you despite efforts to discourage it	27	25.2%
Continued to ask you for dates, drinks, dinner, etc., even though you said "No"	23	21.5%
Sexual Harassment via Electronic Communication	19	17.8%
Sent or posted unwelcome sexual comments, jokes or pictures by text, email, Facebook or other electronic means?	17	15.9%
Spread unwelcome sexual rumors about you by text, email, Facebook or other electronic means?	17	15.9%
Called you gay or lesbian in a negative way by text, email, Facebook or other electronic means?	17	15.9%

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:

- All employees are mandated through New York State to complete annual Sexual Harassment training through Human Resources, and this will be included in onboarding to the institution.
- We have added the conversation about power dynamics and reporting to our student trainings and will continue this practice.
- Additional discussions with small groups of faculty and staff will target training surrounding professional boundaries and gender.
- Beginning Fall21, we are implementing the SUNY SPARC online sexual misconduct required training for new students.

Stalking Incidence Rates. Since enrolling at Paul Smith’s College, approximately 45% of students who responded to the survey experienced 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	48	45.3%
Watched or followed you from a distance, or spied on you with a listening device, camera, or GPS [global positioning system]?	24	22.9%
Approached you or showed up in places, such as your home, workplace, or school when you didn’t want them to be there?	18	17.1%
Left strange or potentially threatening items for you to find?	6	5.7%
Sneaked into your home or car and did things to scare you by letting you know they had been there?	4	4.8%
Left you unwanted messages (including text or voice messages)?	22	21.0%
Made unwanted phone calls to you (including hang up calls)?	12	11.4%
Sent you unwanted emails, instant messages, or sent messages through social media apps?	22	21.0%

Left you cards, letters, flowers, or presents when they knew you didn't want them to?	4	3.8%
Made rude or mean comments to you online?	17	16.2%
Spread rumors about you online, whether they were true or not?	20	19.0%

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 survey results show that our stalking numbers have increased slightly in the past two years. According to RAINN, 5.8% of college students experience stalking. Our numbers are much higher. One of the ways perpetrators stalk victims is through the use of technology and cyberstalking. As technology and digital platforms continue to grow, so do the chances that someone could interact in an unwanted, sexual manner. Not all of these behaviors are considered stalking, but they can be violating and contribute to feeling uncomfortable. More education about social media use is needed.
- Stalking will continue to be talking about in student trainings and in healthy relationship conversations in FYS classes.

Dating Violence Incidence Rates. Since enrolling at Paul Smith’s College, approximately 27% of students who responded to the survey experienced 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	25	26.9%
The person threatened to hurt me and I thought I might really get hurt	12	13.0%
The person pushed, grabbed, or shook me	12	13.2%

The person hit me	9	9.8%
The person beat me up	1	1.1%
The person stole or destroyed my property	7	7.6%
The person can scare me without laying a hand on me	19	20.9%

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 Next Steps:

- We are pleased that Dating Violence numbers have fallen significantly since our last survey. The new mandated intimate partner violence section in all FYS curriculum has seemed to make a big difference.

Sexual Violence Incidence Rates. Since enrolling at Paul Smith’s College, approximately 35% of students who responded to the survey experienced sexual violence, with approximately 17% 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 the Institution		
Any Sexual Violence	34	35.1%
Acts		
Unwanted Contact	30	30.9%
Coercion	15	15.6%
Rape	16	16.8%

Attempted Coercion	17	17.7%
Attempted Rape	15	15.8%
Tactics		
Verbal Pressure	29	30.2%
Intoxication/Incapacitation	15	15.6%
Threats	12	12.5%
Use of Force	19	19.8%

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:

- All of our percentages have risen slightly since the last survey. This fall we will be implementing a new mandated on-line education program geared around sexual violence and consent for all incoming students. This will allow the face-to-face training during welcome week to be more focused in expanding knowledge in sexual violence, stalking and intimate partner violence, and reporting and the grievance procedures.

Table 7. Knowledge of Campus Resources

If a friend or I experienced sexual misconduct, I know where to get help on campus	81	65.9%
I understand what happens when a student reports a claim of sexual misconduct	79	64.2%
I would know where to go to make a report of sexual misconduct	86	70.0%

Table 8. Perceptions of Institutional Responses to Cases of Sexual Misconduct

	N	%
The institution would take the report seriously	60	46.1%

The institution would maintain the privacy of the person making the report	81	62.3%
The institution would support the person making the report	74	57.4%
The institution would handle the report fairly	63	48.4%

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

Table 9. Knowledge of Affirmative Consent

		N	%
Affirmative Consent Knowledge	Affirmative consent must be given at each step in a sexual encounter	81	93.1%
	If a person initiates sex, but during foreplay says they no longer want to, the person has not given affirmative consent to continue	76	87.4%
Misunderstandings Regarding Affirmative Consent	If a person doesn't physically resist sex, they have given affirmative consent	1	1.1%
	Affirmative consent for sex one time is affirmative consent for future sex	0	0%
	If you and your sexual partner are both drunk, you don't have to worry about affirmative consent	1	1.1%
	Mixed signals can sometimes mean affirmative consent	0	0%
	If someone invites you to their place, they are giving affirmative consent for sex	0	0%

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

Paul Smith’s College’s Next Steps:

- The majority of our students know where to get help on campus, though too many still don’t know what happens when a report is made. Large posters explaining the process have been newly created and will be hung in all residence halls, and key public spaces.
- Affirmative Consent will continue to be prioritized in all trainings.
- Campus Safety continues to prioritize fostering a positive image among students.
- A student advocacy and support community will be created.

- A CARE Instagram account is new this year and is a great space for sharing educational content and providing another avenue for students to engage. It also shows that the institution prioritizes sexual violence.
- A student CARE team will be established in the fall.

Table 10. Student Bystander Behaviors

	N	%
Walked a friend home	70	84.3%
Talked to friends about a drunk person	73	85.5%
Spoke up against sexist jokes	70	81.0%
Distract someone who was trying to take a drunk person to another room	65	75.9%
Ask someone if they need help	75	88.0%
Intervene when witnessing physical abuse	68	79.5%
Intervene when witnessing verbal abuse	71	83.1%

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:

- Since creating stronger Bystander Intervention programming, this shows our students are responding positively as numbers are significantly higher than the last survey.