

THE UNIVERSITY OF MICHIGAN
SCHOOL OF MUSIC, THEATRE & DANCE
CLIMATE SURVEY REPORT

Giffen & Kaminski, LLC

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I. INTRODUCTION

In 2019, the University of Michigan’s School of Music, Theatre & Dance (“SMTD”) undertook to assess campus climate from the many perspectives of all those who interact with its campus. The administration of SMTD decided it should see, hear, and know about the experiences of its Undergraduates, Graduate Students, Alumni, Staff, and Faculty so that issues did not fester in an atmosphere of secrets and darkness.

In 2018, SMTD learned about what became two high profile sexual misconduct matters. Since revelation of the misconduct to SMTD, the new Dean of SMTD has led an effort to build an environment that encourages people to speak constructively and to be open to the truth. It is this search by SMTD to see, hear and know that the January 2020 SMTD climate survey (“Climate Survey”) was undertaken. The Climate Survey is one way in which SMTD is shining a light to encourage a culture that fosters both academic and artistic excellence in a safe, equitable and inclusive environment.¹

II. GOALS

The goals of the Climate Survey were to:

- Understand the frequency and nature of any sexual harassment and sexual misconduct involving the SMTD community;
- Further develop meaningful prevention, education and awareness programs;
- Learn ways to further encourage a safe environment;
- Understand issues impacting the quality of life for Students, Staff and Faculty; and
- Improve the general SMTD climate.

¹ https://smtd.umich.edu/wp-content/uploads/2019/09/SMTD_Year-4-DEI-Plan_Final_9.27.2019.pdf

In line with the goals, questions were developed to probe the following areas:

1. Overall climate and workplace environment;
2. Sexual misconduct;
3. Discrimination;
4. Reporting of discrimination and sexual misconduct;
5. Retaliation;
6. Knowledge of policies and procedures;
7. Academic and professional growth;
8. Safety; and
9. Faculty and Staff compensation.

The Climate Survey was designed to learn what members of the SMTD community have experienced and solicit positive and negative feedback. It was intended to uncover areas of concern that a person completing the Climate Survey (“Participant”) might have.

The Climate Survey inquired not only about Student/Alumni perspectives but was also designed to inform SMTD leadership about how satisfied SMTD Staff/Faculty were with their salaries, opportunities for advancement, support, and other issues impacting the work climate at SMTD.

III. THE PROCESS

To begin, SMTD interviewed potential providers to design the Climate Survey. After a rigorous process, SMTD hired Giffen & Kaminski, LLC (“Giffen & Kaminski”) to design, execute and analyze the Climate Survey. Giffen & Kaminski is experienced in Title IX work, climate assessments, surveys, and investigations and is a women-owned law firm with no prior connection to SMTD or to the University of Michigan (“University”).

During development of the Climate Survey, Giffen & Kaminski reviewed the White House Task Force April 2014 report on climate surveys, reviewed reports and surveys published by other universities, reviewed academic papers regarding best practices in climate surveying, researched federal data bases and data analysis regarding campus issues, and reviewed prior surveys and

reports issued by the University. Giffen & Kaminski developed the Climate Survey in consultation with an independent statistician, Dr. Linda Smolak.² Dr. Smolak has extensive survey and campus experience. In order to tailor the Climate Survey questions to SMTD's specific circumstances, Giffen & Kaminski interviewed over 50 Faculty, Staff, and members of the SMTD leadership about their experiences and areas of interest.

A draft of the Climate Survey was circulated for comment to Students, Faculty, and Staff, and then refined based on the feedback provided. Before the Climate Survey was available to potential Participants, selected Students, Faculty, and Staff tested the internal logic and usability of the Climate Survey. Giffen & Kaminski has preserved the confidentiality of the people who participated in the development of the Climate Survey. No comments or suggestions made by any person has ever been attributed to that person.

A Frequently Asked Questions ("FAQs") section was included in the final Climate Survey and each Participant had to review the FAQs before they agreed to take the Climate Survey. The FAQs section was used to inform potential Participants about the nature and purpose of the Climate Survey. The FAQs section highlighted that Participants would remain anonymous and alerted Participants that certain of the questions sought sensitive information.

The University's legal department reviewed the Climate Survey before it was sent to potential Participants. The legal department determined that Institutional Review Board ("IRB") approval was not required for the Climate Survey and that the gift card offered as an incentive to Participants did not create tax consequences.

At launch, Dean Gier emailed the potential Participants and his email included a link to the Climate Survey.³ The Climate Survey was sent to a total of 2,884 potential Participants made up of all current Undergraduate and Graduate Students (1,217), all current Staff (105), all current Faculty (214) and all SMTD Alumni who graduated within the past five years for whom email address were known (1,348). The Climate Survey was open from January 7, 2020 until January 24, 2020. Multiple reminder emails were sent to encourage potential Participants to complete the survey.

² Dr. Smolak's CV is attached at Appendix 4.

³ Dean Gier's email invitation is attached at Appendix 3.

Only a few technical issues were experienced by Participants.

The initial question of the Climate Survey asked if the Participant was over 18 years of age and if they were willing to take the Climate Survey. Of the 657 people who opened the Climate Survey only 3 declined to proceed to answer the questions. Most questions in the Climate Survey were optional. There were often follow up questions that were presented to only those with specific responses to an initial question. For example, if a response indicated that there was no involvement by the Participant in a certain type of action, then the next set of follow-up questions were not presented to that Participant. The portion of the Climate Survey pertaining to employment issues was open only to Faculty and Staff.

After the Climate Survey closed, Giffen & Kaminski conducted an additional 55 in-person interviews on the SMTD campus of randomly selected current SMTD students from each of the departments. Information learned from the in-person interviews is included in this Climate Survey Report as part of the anecdotal information gathered. All students were interviewed anonymously.

Participants in the Climate Survey were not identified and there was no electronic method to determine the identity of the person who provided any particular response. Participants were informed that their responses would not be a report of misconduct to SMTD or the University. Resources regarding where and how to report sexual misconduct or discrimination were provided at various points in the Climate Survey.

Participants had the option at the end of the Climate Survey to waive their anonymity and request to be contacted. There were 36 requests for follow-up contact and Giffen & Kaminski contacted each person via email or telephone. The comments provided in these follow-up conversations are included in this Climate Survey Report as part of the anecdotal information gathered.

IV. RESPONSE RATE AND PARTICIPANT DEMOGRAPHICS

A total of 657 people opened the survey. A larger percentage of SMTD invitees participated in the Climate Survey than in the average climate survey across the United States. The response rates of the Faculty and the Staff were particularly high. The demographics of Participants is generally representative of SMTD. Ethnicity distribution is representative of the SMTD population. Women

were somewhat over-represented and gender differences are analyzed throughout this Climate Survey Report. Overall, it is reasonable to deduce, based on the response rate, that the responses in the Climate Survey are representative of actual attitudes and experiences at SMTD.

The classifications of groups of similarly situated people used in this Climate Survey Report (“Positions”) are as follows:

- “**Undergraduate**” means any then current undergraduate at SMTD;
- “**Graduate Student**” means any then current graduate student at SMTD;
- “**Student**” means both Undergraduates and Graduate Students combined;
- “**Faculty**” means any person on the faculty, all instructors and teaching staff at SMTD;
- “**Staff**” is any person working at SMTD or in an administrative position at SMTD; and
- “**Alumni**” is any person who graduated from SMTD.

A. Response Rates

The response rates were as follows:

TABLE 1

POSITION	Total Invited/ Percentage of Total Invited	Participants/ Percentage of Total Participants	% of Invited who Participated
Student	1217 42%	344 53%	28%
Faculty	214 7%	136 21%	64%
Staff	105 4%	77 12%	73%
Alumni	1348 47%	90 14%	7%
Total	2884	647⁴	22%⁵

The rate of response from Staff was extremely high, 73% and likewise very high was Faculty at 64%. The Alumni response was, as expected, low. If Alumni are omitted, the percent of those

⁴ The number of Participants was 657 but 10 did not provide their status.

⁵ 22% is based on the 647 who provide their status.

invited to respond who responded increases to 36% which, as an overall response rate, is substantially above average for campus climate surveys.⁶ The overall survey response rate exceeds the national average even when Alumni are included and is roughly double the national average when Alumni are not included.

B. Demographics of Participants

The responses by Position and gender was as follows:

TABLE 2

Position	SMTD Total Population Men	Participant Men	SMTD Total Population Women	Participant Women
Undergraduate	50.4%	36.9%	49.6%	58.5%
Graduate Student	49.3%	40.7%	50.7%	56.1%
Faculty	58.0%	55.0%	42.0%	40.0%
Staff	41.0%	32.0%	59.0%	64.0%

Some Participants indicated a gender other than male or female, but the number doing so was small. Among Faculty, the gender distribution of Participants is like the gender distribution of all SMTD Faculty. For all other Participant groups, women are somewhat over-represented.

The distribution of ethnic representation in the sample is generally consistent with ethnic diversity of the SMTD community. The only group consistently over-represented is persons categorized as bi/multi-racial. This may be because persons who checked more than one ethnicity were coded for this Climate Survey Report as biracial. The distribution by Position and ethnic/racial identity was:

⁶ The average response rate nationally was about 17% in 2018 and 14% in 2017; https://www.chapman.edu/Students/health-and-safety/title-ix/_files/chapman-climate-survey-data-2019.pdf.

TABLE 3

	Students	Faculty	Staff
SMTD Asian	7.6%	5%	1.0%
Sample Asian	11.3%	3.7%	1.3%
SMTD Black	7.2%	8.0%	6.0%
Sample Black	7.8%	0.7%	2.6%
SMTD Latinx	7.6%	5.0%	3.0%
Sample Latinx	4.4%	3.7%	1.3%
SMTD Pacific Islander	0%	0%	0%
Sample Pacific Islander	0%	0.7%	0%
SMTD Native American	0%	0%	1.0%
Sample Native American	0%	0%	0%
SMTD White	55.6%	79.0%	87.0%
Sample White	60.1%	75.0%	90.9%
SMTD Bi/Multi	3.8%	2.0%	1.0%
Sample Bi/Multi	10.2%	6.6%	2.6%
SMTD Unknown	4.8%	0%	1.0%
Sample Unknown	5.2%	9.6%	1.3%

Respondents were able to check multiple categories regarding sexual orientation. A clear majority indicated they were heterosexual. The data suggests that the sample was generally representative of the sexual orientations at SMTD.

V. METHODS OF ANALYSIS

One purpose of the Climate Survey is to provide information to SMTD that is useful in formulating future policy and procedure. In the analysis phase, it was deemed more important to identify trends or findings (e.g., group differences) than it was to reduce the likelihood of indicating statistical significance when there are no differences beyond what is standard in the social sciences. As a result, statistical significance was set at $p < .05$ indicating that the probability of a finding being attributable to chance was less than 5%. Exact p levels were provided whenever possible to enable the reader to assess the probability of a chance finding.

Some results are provided only in terms of frequencies. In general, this approach is used when either the question was overwhelmingly answered in a certain way or when the frequencies were too low to enable the answers to be divided into groups. For example, if only 6 people answered

“yes” to a question, dividing those 6 into 2 genders or 3 status groups (Students, Faculty, Staff) would yield numbers per group too small to analyze with conventional statistical methods.

Four types of analysis were used in developing the findings:

1. χ^2 (chi squared). Used when the answers to a question are categorical, e.g., “yes” vs. “no”. This allowed an assessment whether a group was associated with one particular answer, e.g., whether men were more likely to answer yes than women were.
2. Independent samples t test. If the variable had scales for answers (e.g., 5 points ranging from “very dissatisfied” to “very satisfied”) and only two different groups (e.g., women and men or Staff and Faculty) were compared, an independent groups t -test was used. This test compares the mean scores for the two groups and estimates whether there is a statistically meaningful difference between the two groups.
3. Correlated groups t test. For a few questions, the same group of people answered similar questions twice. Notably, for example, Staff were asked whether they thought they were paid fairly as it relates to others at SMTD and then again relative to others at the University. In these circumstances, a correlated groups t test was used to assess whether the group’s mean response to the first question differed from their mean response to the second question in a statistically reliable way.
4. Oneway ANOVA (analysis of variance). When more than two groups were compared, as with ethnicity or sexual orientation for example, a Oneway ANOVA was employed. As with the independent groups t test, the ANOVA tells us whether the groups’ means differ from one another. However, the ANOVA’s statistical test, an F test, can only tell us that there are differences not precisely which groups differ from each other. To answer the question of

which groups (e.g., Black vs. Latinx; Asian vs. White) differ from each other, Tukey post hoc tests were used.

There were questions at the end of each section of the Climate Survey that requested narrative responses. At the end of the Climate Survey, Participants were asked to provide up to three suggestions to improve the climate at SMTD and over specific suggestions were given. Narrative responses included both opinions and anecdotes. This Climate Survey Report includes the range of narrative responses along with illustrations where appropriate. If a trend could be identified, the responses are grouped by trend. Narrative responses that tended to undermine the anonymity of the Participant or which identified specific people in the response are not included. Information learned in interviews during the design phase of the Climate Survey and when requested by a Participant are also included in the Climate Survey Report. The written and interview responses are referred to in this Climate Survey Report collectively as “Narrative.”

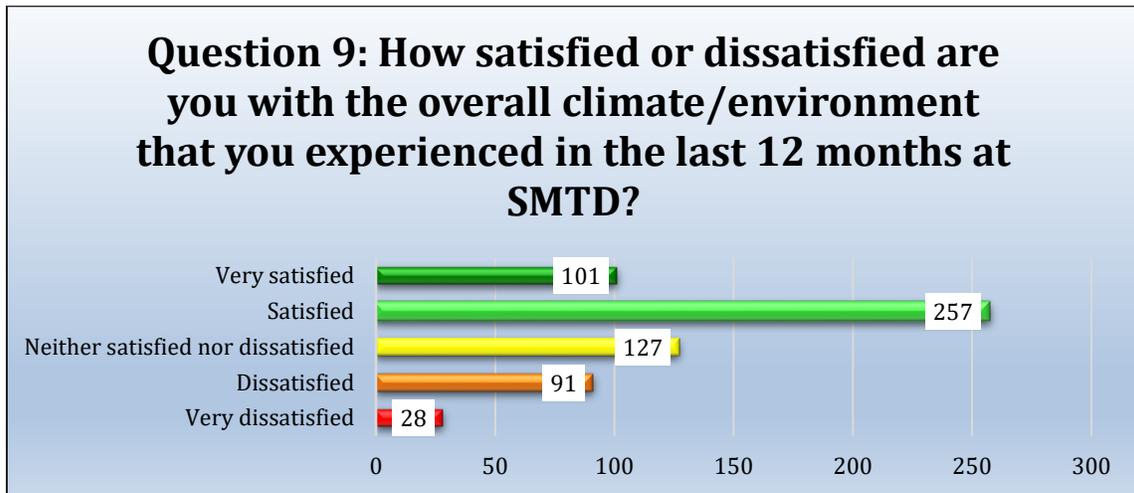
VI. SURVEY RESULTS

A. General Climate

59% of Participants are somewhat or very satisfied with the overall climate/environment during the twelve months before the Climate Survey (“Last 12 Months”). Students indicated they are more satisfied than are Faculty and Staff. There were no identifiable differences based on gender, ethnicity, or sexual orientation as to the satisfaction rate. Participants indicated a significant improvement in climate over what they experienced prior to the Last 12 Months (“Prior Months”). Although positive, the data indicates there are specific areas where there is room for improvement.

Just under 20% of Participants indicated that they were “dissatisfied” or “very dissatisfied” with the general climate at SMTD in the Last 12 Months. Approximately 21% of Participants were neither satisfied nor dissatisfied. Below is a chart showing the breakdowns:

TABLE 4



For Prior Months the percentage of satisfied was lower at 45.6% “very satisfied” or “satisfied,” while approximately 24% were “dissatisfied” or “very dissatisfied” with 18% neither satisfied nor dissatisfied. Thus, the movement in the overall climate score has been positive during the Last 12 Months.

As another measure of overall climate, the Climate Survey asked questions to determine how many people had a mentor at SMTD and 52% responded they did. Participants whose response indicated they had a mentor, over 83% responded that they were “very satisfied” or “satisfied” with their mentor:

TABLE 5

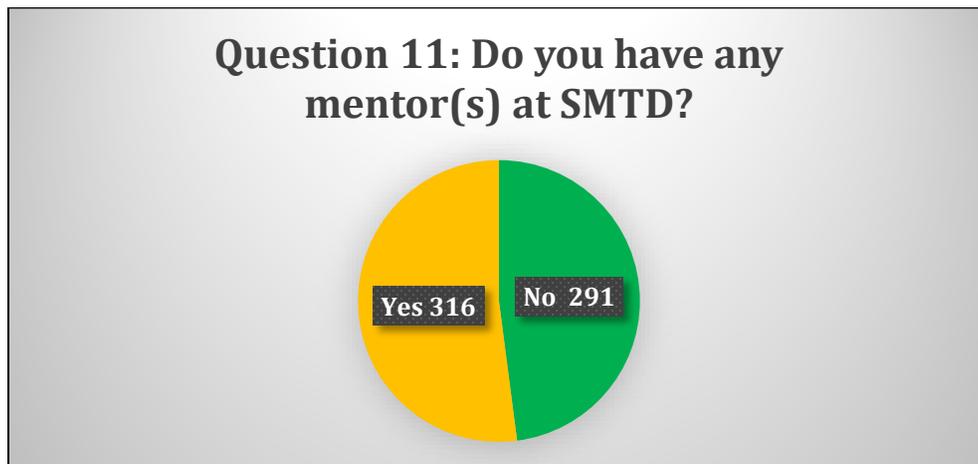


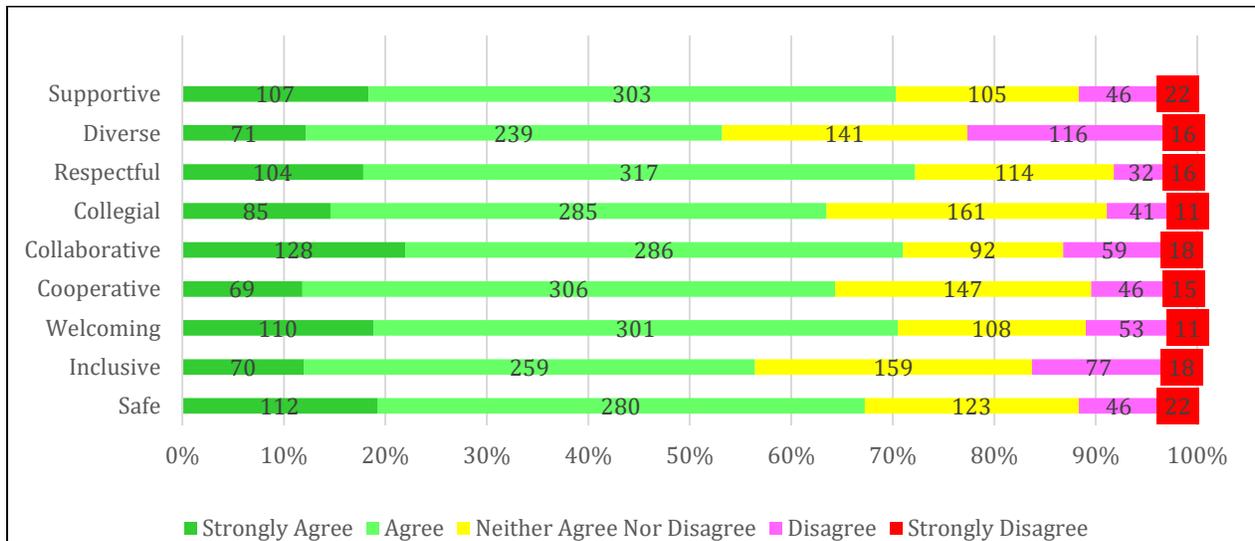
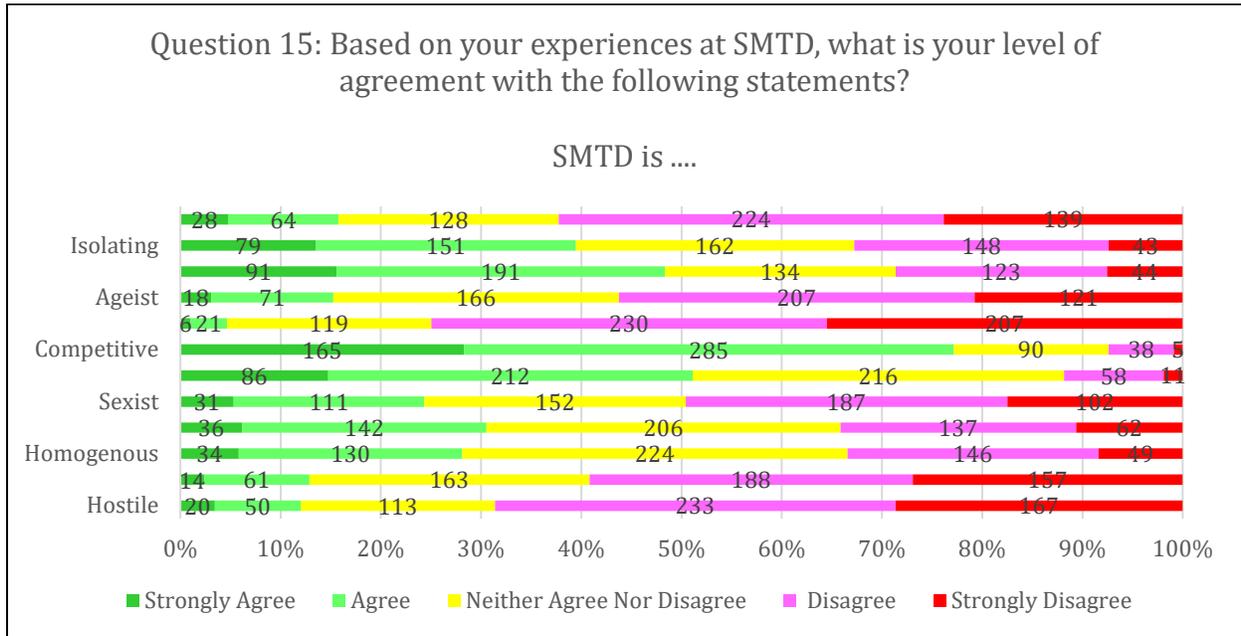
TABLE 6



The availability of academic advising also correlates to overall climate satisfaction. The Climate Survey asked if Students had Staff advisors and 459 indicated that they did and 47% of those were “very satisfied” or “satisfied” with the Staff advising, while about 10% were “dissatisfied” or “very dissatisfied” and 19% were neither satisfied nor dissatisfied. With respect to Faculty academic advising, 466 Participants responded that they had an advisor and 49.4% indicated they were “satisfied” or “very satisfied” with the advisor. Only 12.8% answered they were “dissatisfied” or “very dissatisfied” and 15.5% were neither satisfied nor dissatisfied with their academic advisor.

To gather further information on general climate views, the Climate Survey asked about Participants’ level of agreement or disagreement with a variety of statements that characterized SMTD in broad general terms. The majority responded that SMTD is competitive, not hostile, and not homophobic. A majority indicated that SMTD is safe, respectful, supportive and welcoming. The responses are summarized as follows:

TABLE 7



Despite the similarities among groups as to the number of incidences, there are differences in who feels SMTD is safe and who has confidence in SMTD’s response to hostile, harassing, or intimidating behavior. For example, women find SMTD to be less safe than men do⁷ and Faculty

⁷ The mean score for women = 2.38 (.99) and for men = 2.12 (.93). This difference is statistically significant, $t(516.90) = 3.11, p = .002$.

feels less safe than other groups.⁸ There are no significant ethnic group differences in beliefs about feeling safe.

Narrative responses tended to show that most people feel physically safe while at SMTD and they appreciate having glass panels in the doors of classrooms and offices. There was some indication that having more security guards and additional lighting would be welcome.

The general culture regarding use of offensive language, jokes, or behaviors was probed in two questions. One asked if offensive language and behaviors is unacceptable to the community at large at SMTD and approximately 66% of Participants agreed it was unacceptable while 10.2% did not agree.⁹ Then when asked how satisfied Participants were that offensive language, jokes or behaviors are not tolerated, 60.5% of Participants were “very satisfied” or “satisfied” while 12.5% were “dissatisfied” or “very dissatisfied.”¹⁰ Thus, there were consistent responses that over 60% of Participants did not think the culture at SMTD supported offensive language and behavior.

The Climate Survey asked about how satisfied Participants were that Staff and Faculty sufficiently emphasized issues of diversity, equity and inclusion. Satisfaction with Staff was at approximately 61% (with dissatisfaction at about 10.4%) while satisfaction with Faculty registered at 54.6% (with dissatisfaction at about 18.7%).¹¹

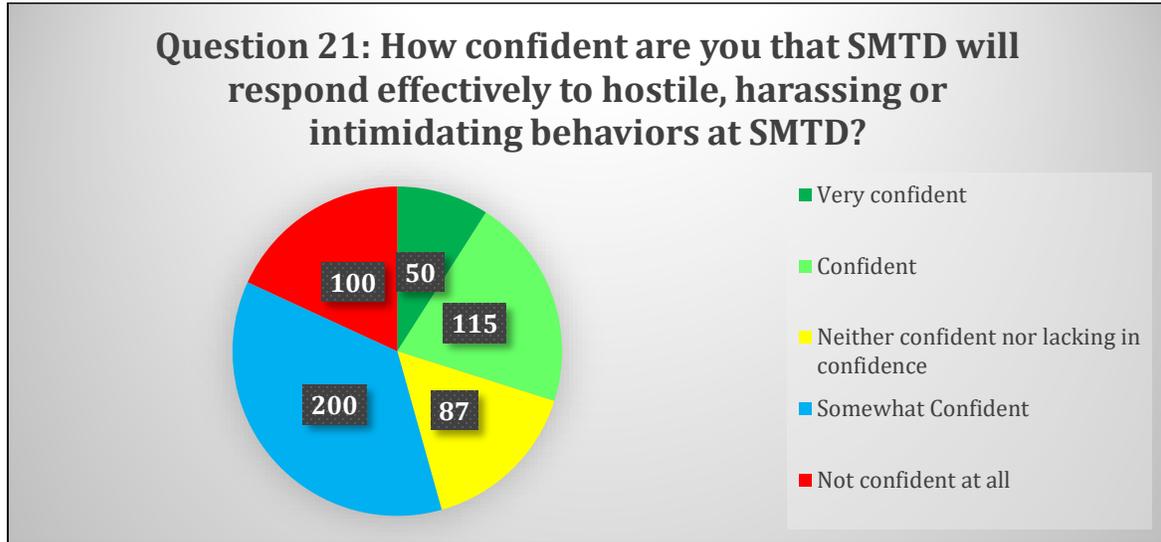
When asked, “How confident are you that SMTD will respond effectively to hostile, harassing or intimidating behaviors at SMTD?” the breakdown in responses was as follows:

⁸ There was a statistically significant difference in response as it relates to feeling safe at SMTD as represented by mean scores for Undergraduates = 2.07 (0.78), Graduate Students = 2.24 (1.16), Faculty = 2.51 (1.04) and Staff = 2.28 (0.80). This yields a statistically significant effect, $F(3, 498) = 5.44, p < .001$.

⁹ Approximately 23.7% were neither satisfied nor dissatisfied with the SMTD community response.

¹⁰ Approximately 27% were neither satisfied nor dissatisfied.

TABLE 8

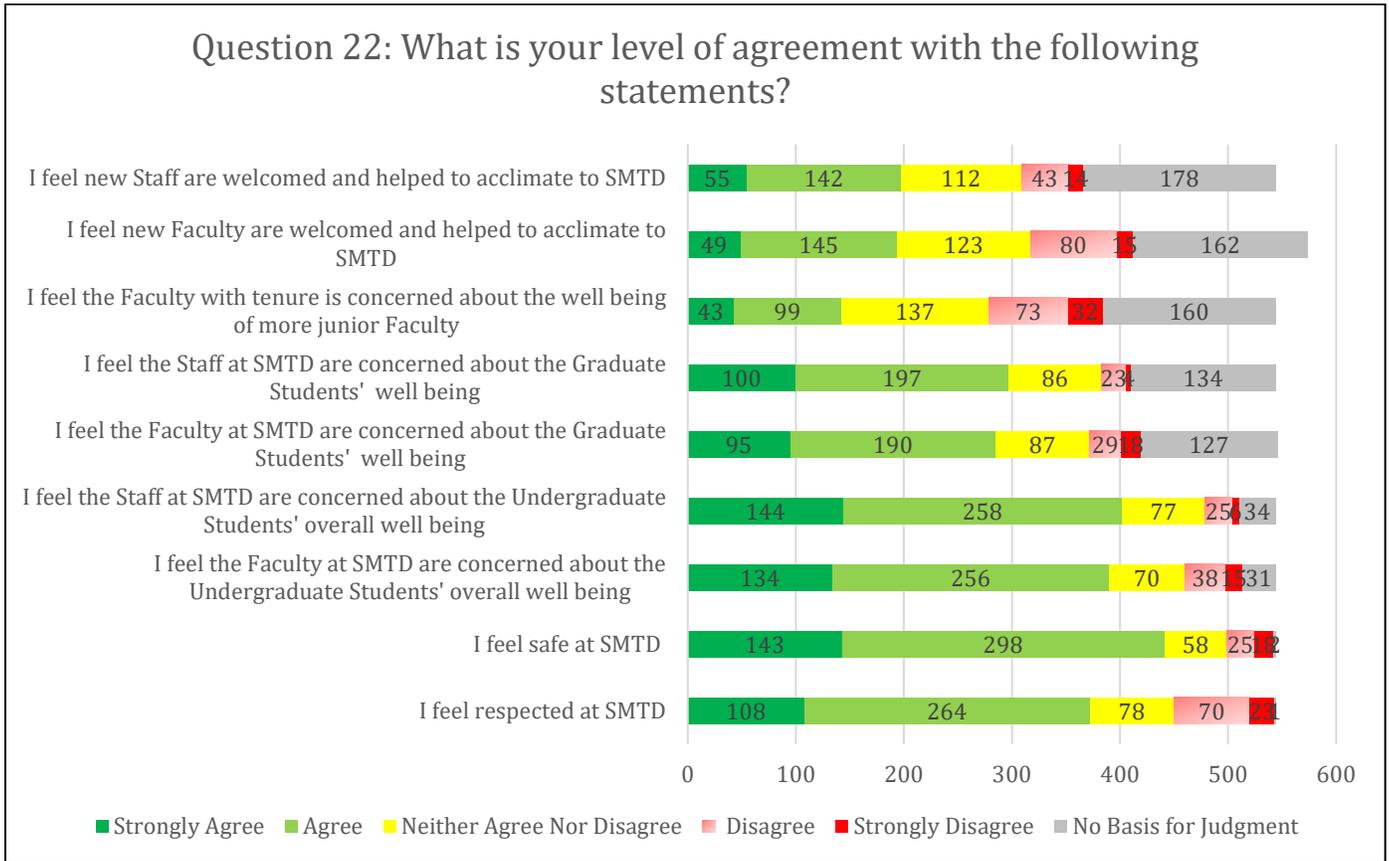


How confident people were that SMTD would respond effectively had a significant gender difference. Women indicated they are less confident than men.¹² There were no differences based on ethnicity nor on what Positions Participants held regarding how confident people were that SMTD would respond effectively.

Participants also were asked to rate their level of agreement with a list of statements about how they felt at SMTD. The statements queried issues about feeling respected, safe, and valued based on various Positions at SMTD. A summary of the results is shown in the chart below:

¹² Means of 2.50 (1.22) vs 2.92 (1.24), respectively, $t(530) = -3.88, p < .001$.

TABLE 9



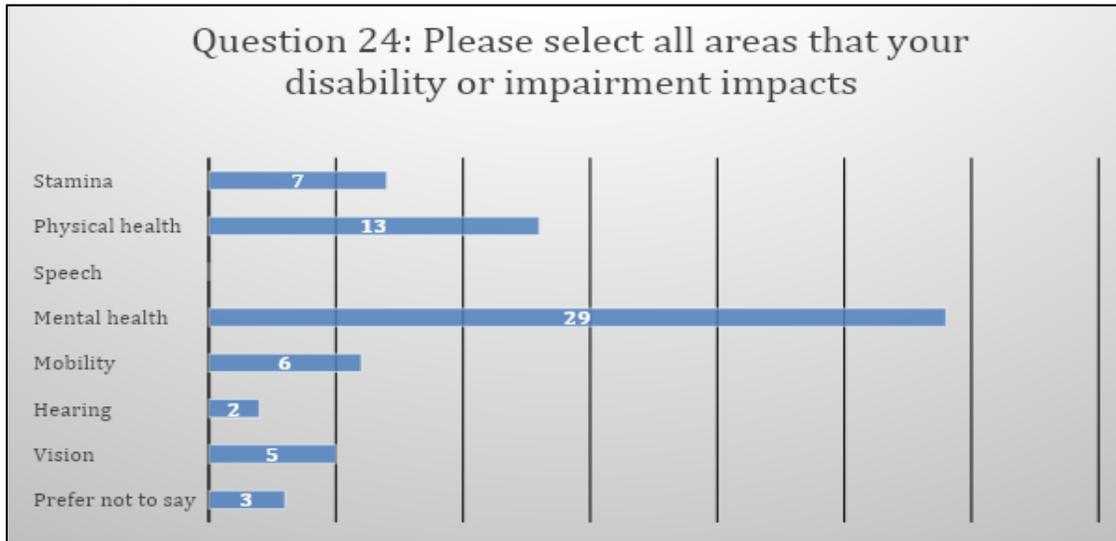
Participants were also asked about how satisfied they were with the current overall reputation of SMTD and 58.8% were either “highly satisfied” or “satisfied”, 21.3% were “dissatisfied” or “very dissatisfied” and 19.8% were neither satisfied nor dissatisfied.

The Narrative responses included suggestions about the need for: more resources and class offerings for jazz and dance; more management; changing the audition practices to make auditioning more inclusive; and, improved student treatment in large ensembles.

B. Disability

Participants were asked if they had any physical or mental disability or impairment and 89% indicated they did not while 39 people (7.25%) did. The 39 people who identified as having a disability indicated the following areas of their lives were impacted:

TABLE 10



29 people indicated that they had a mental health disability and 13 indicated some physical health disability. The 39 people indicating they had a disability described having 62 types of disability over 7 categories. There was no relationship between which disability type people indicated and whether they requested an accommodation, or their level of satisfaction with the accommodations.

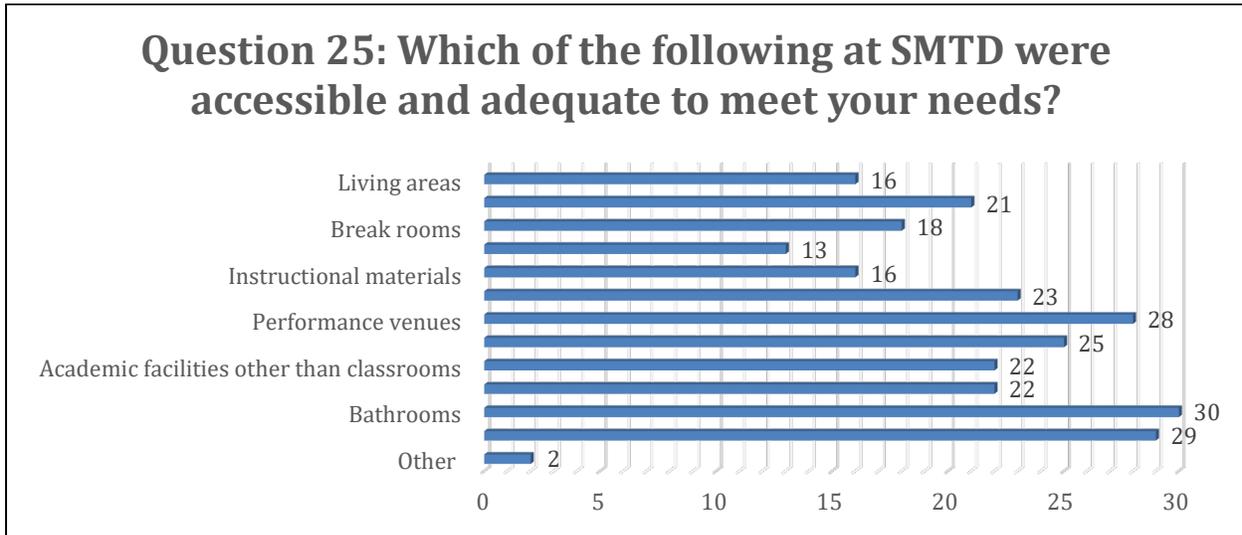
Students were more likely than Faculty or Staff to indicate they have a disability.¹³ Students indicated a disability or impairment at a rate of 10.5% while 3.2% of Faculty and 2.7% of Staff indicated a disability or impairment. Mental health was the most indicated category of disability or impairment and there is a significant difference in the responses by Students (6.4%), Faculty (0.7%) and Staff (2.6%).¹⁴ There was no gender difference in the frequency of mental health issues indicated.

After self-identifying as disabled or impaired, Participants rated various locations, services, and other amenities as to whether they were accessible and adequate to meet their needs. Most Participants found the public spaces and bathrooms were accessible and adequate but there were varied results as to other areas of SMTD. The results by number of people agreeing that the areas were accessible were as follows:

¹³ ($\chi^2(4) = 14.31, p = .006$)

¹⁴ ($\chi^2(4) = 8.03, p = .018$)

TABLE 11



Less than half of Participants answering rated instructional materials and teaching methods as accessible. 33.33% of the Undergraduates and 38% of the Graduate Students who indicated that they experienced disabilities rated the instructional materials as adequate. In terms of teaching methods, 33.33% of the Undergraduates but only 23% of the Graduate Students rated them as adequate. In terms of living areas, only 47.06% endorsed these as accessible.

When asked about whether any form of accommodation was requested from SMTD, 40% said they had done so while 52.5% said they had not and 7.5% preferred not to say. There were no significant differences based on Position in terms of who requested accommodations but there were statistically significant gender differences.¹⁵ 56% of the women requested accommodations and only 9% of the men did. Of the 16 people who requested an accommodation only 37.5% were “very satisfied” or “satisfied” while 50% were “dissatisfied” or “very dissatisfied” and 12.5% were neither satisfied nor dissatisfied.

Narrative responses indicated that non-disabled Faculty were concerned that the campus needed improvement and should move beyond ADA requirements in order to encourage more physically challenged students to enroll. Other comments criticized Faculty for disclosing personal information of a medical nature in class or attempting to learn medical information. There was a

¹⁵ ($\chi^2(2) = 10.66, p = .005$)

sentiment that more collaboration is needed regarding access issues. There were specific observations that the doors were heavy and there are steps that create mobility issues.

C. Discrimination

“Discrimination” was defined for Participants as meaning “any series of behaviors that are unjust, prejudicial, intimidating, hostile or offensive and are taken against a person on the basis of the person’s race, color, sex, gender identity, sexual orientation, religion, national origin, age, genetic information, military service, pregnancy, disability or any other legally protected basis.” More than 90% of Participants indicated they had no experience with most forms of Discrimination at SMTD.

To identify the actions Participants saw as being discriminatory, the survey Participants were asked how often, if at all, they had experienced a variety of negative consequences and the results were as follows:

TABLE 12



Where there was perceived discrimination by a Participant (“Participants Experiencing Discrimination”), the order of prevalence as to the basis of the discrimination was:

TABLE 13

BASIS OF DISCRIMINATION	PERCENTAGE
Gender identity	16.0%
Race/ethnicity	12.6%
Age	8.4%
Sexual orientation	7.4%
Religion	3.8%
Disability	1.8%
Nationality	1.6%
Pregnancy	1.0%
Veteran/military	0.0%
Other basis	8.8%

The “other basis” responses included non-protected classes such as intellectual freedom, personal dislike, studio affiliation, economic status, weight, and political affiliation.

Participants Experiencing Discrimination identified the following Positions as the discriminator by percentage:

TABLE 14

POSITION	PERCENTAGE
Faculty	72.5%
Undergraduate	29.5%
Staff	19.0%
Graduate Student	14.5%
Supervisor/Employer	14.0%

There were no gender, sexual orientation, or race/ethnicity differences with respect to how Participants Experiencing Discrimination identified the Position of the discriminator. There were, however, statistically significant differences as to who the Staff, Students or Faculty identified as being the discriminator with 33.1% of the Faculty naming other Faculty compared to 16% of the Students and 15.8% of the Staff naming Faculty.¹⁶

As to the 29.5%, or 59, people identifying discrimination by Undergraduates there were statistically significant ethnic group and sexual orientation differences:

TABLE 15

ETHNICITY	% NAMING UNDERGRADUATES
Asian	15.0%
Black	12.9%
Latinx	24.0%
White	6.4%
Bi/Multi	14.0%

TABLE 16

SEXUAL ORIENTATION	% NAMING UNDERGRADUATES
Bisexual	7.7%
Gay	7.1%
Heterosexual	7.6%
Queer	15.8%
Other	20.3%

The Climate Survey responses revealed that those identifying as Latinx were the most likely ethnic group to indicate they had been discriminated against by Undergraduates while Whites were most unlikely to indicate having had such experiences. When compared to bisexual, gay, or heterosexual orientations, people who identify as queer or some other sexual orientation were more likely to identify as having been discriminated against by Undergraduates.

¹⁶ ($\chi^2(2) = 18.88, p < .001$)

The discrimination took place at SMTD 86.87% of the time and another 18.2% took place not at SMTD but on the University campus. The discrimination took place at the following places in the following percentages:

TABLE 17

PLACE	PERCENTAGE
Social Media	5.0%
In Writing (Email included)	14.6%
Residence	9.6%
SMTD event not on campus	6.6%
Not at SMTD or University	7.0%

As to the 4 most indicated forms of discrimination, there were significant gender and status differences. For the purposes of data analysis, the various sexual orientation variables were collapsed into 5 categories: bisexual, gay, hetero, queer, and all others. Oneway ANOVAs with Tukey post hoc tests indicate no statistically significant group differences in experiences of derogatory comments, bullying, and undesired sexual attention but a difference on other negative actions as follows:

TABLE 18

TYPE	% NEVER	GENDER DIFFERENCE	STATUS DIFFERENCE	SEXUAL ORIENTATION
Derogatory Comments	73.56%	F>M, $t(483.13) = 2.60$, $p = .01$	Faculty > Stu/Staff, $F(2, 446) = 9.79$, $p < .001$	
Bullying	81.45%		Faculty > Stu/Staff $F(2, 447) = 10.64$, $p < .001$	
Undesired sexual attention	81.99%	F>M, $t(503.94) = 3.12$, $p = .002$		
Other	79%			$F(4,513) = 2.88$, $p = .022^{17}$

¹⁷ While there is a difference in the means for people who defined themselves as queer versus those who defined themselves as heterosexual, it was not large enough to be statistically significant in a Tukey post-hoc test. Therefore, it should not be considered particularly meaningful.

Five bases for discrimination were identified by more than 10 people: gender identity, sexual orientation, race/ethnicity, religion, and age. Table 19 records the statistically significant differences:

TABLE 19

BASIS	N	POSITION	GENDER	RACE/ ETHNICITY	SEXUAL ORIENTATION
Gender Identity	80		Women >Men		Bisexual & Queer higher than Gay & Hetero ¹⁸ Gay lowest.
Sexual Orientation	37				Queer>Other>Gay> B>Hetero (Queer = 21.1% vs Hetero= 2.6% say yes)
Race/Ethnicity	63	Faculty> Student>Staff		White<all others.	
Religion	19				
Age	42	Staff higher			

Different experiences of racial discrimination were indicated among racial/ethnic groups, particularly in comparison with responses by people who identified as White. The percentages for each group indicating such experiences are:

TABLE 20

GROUP	PERCENT EXPERIENCING
Asian	28.3%
Black	32.3%
Latinx	24%
White	2%
Bi/Multi	26%

¹⁸ Women report much higher gender identity-based discrimination than men (24% vs. 1.5%). This may help explain why the Gay category is quite low.

Two of the most common reactions to experiences of racial discrimination were to consider leaving SMTD or the University (73 people or 65.18%) and discouraging others from joining SMTD (67 people or 59.82%). There were statistically significant differences among the responses of Students, Faculty and Staff:

TABLE 21

REACTION	N	STUDENT %	FACULTY %	STAFF %
Leave SMTD but not University	34	3.5%	7.4%	11.7%
Leave SMTD & University	73	7.3%	26.5%	7.8%
Consult a lawyer	36	2.3%	15.4%	3.9%

25.98%, or 53 people, responded that they had made a report regarding discrimination to a person in authority at SMTD or the University. There were no gender, race/ethnicity, sexual orientation, or Position differences in who reported Discrimination to someone in authority at SMTD or the University.

D. Sexual Misconduct

The Climate Survey asked about Participants’ attitudes, knowledge, and experience on the SMTD campus with 8 categories of sexual misconduct which were defined in the Climate Survey and are used in this Climate Survey Report (collectively “Sexual Misconduct”). The definitions of the 8 categories of Sexual Misconduct included in the Climate Survey are as follows:

“Inappropriate Sexual Comments” means sexual slurs, demeaning jokes, use of explicitly sexual pictures or videos whether delivered verbally, in writing or electronically through emails, texts or social media.

“Threats or Bribes” means any threats made for not agreeing to engage in sexual behaviors of any kind, or bribes made to them to engage in sexual behaviors of any kind.

“Distributed Private Information” means anyone at SMTD who viewed or distributed images or recordings of private sexual activity or naked pictures without consent.

“Unwanted Contact” means unwanted phone calls, emails, voicemails, texts, instant messages, posted messages and/or pictures or videos on social networking sites which were posted or sent in a way that made the person feel unsafe.

“Stalking and Spying” means personal experiences with anyone who spied on or watched someone either in person or using technology in a way that made the person feel unsafe.

“Forcibly Touched” means sexual touching without consent including all unwanted sexual touching no matter how slight, vaginally, orally, or anally with any body part or with an object and does not include penetration.

“Penetration Without Consent,” “Penetration Without Your Consent” and **“Penetrated You Without Consent”** means penetration, no matter how slight, vaginally, orally, or anally with any body part or with an object.

“Intimate Partner Violence” means violence from a current or former romantic or sexual partners, one-time hook-ups, casual or serious dating relationships, or those Participants lived with while at SMTD.

The Sexual Misconduct questions were broken into incidents happening in the last 12 months (“Last 12 Months”) and incidents prior to the last 12 months (“Prior Months”).¹⁹ The Participant was instructed that the Sexual Misconduct had to have a relationship to SMTD, either by geography or by the people involved. Participants were permitted to skip questions and to check

¹⁹ These two categories were employed to see if recent events, recent trainings and recent change in SMTD leadership had an impact on behavior. There was no timeframe for the Prior Months and therefore it is unknown when the incidents reported as during Prior Months occurred.

multiple categories (thus percentages do not always equal 100%). It should be noted that a person could respond regarding experiencing multiple categories of Sexual Misconduct.²⁰

1. Overview

Before looking at each type of Sexual Misconduct specifically, some overview is helpful. The number of Participants who responded that they had experienced some form of Sexual Misconduct during the Last 12 Months in the Climate Survey is as follows:

TABLE 22

TYPE OF MISCONDUCT	NUMBER	GENDER DIFFERENCE
Sexual Comments	43	No
Threats or Bribes	12	No
Distributed Pictures	2	No
Unwanted Contact	23	Women>Men
Stalked	8	No
Spied	4	No
Forcibly Touched	12	No
Penetration w/o Consent	3	No
TOTAL	107	

A total of 107 incidents were identified in the Climate Survey with Sexual Comments being the largest category and accounting for over 40% of the total. Unwanted Touching was the next largest category. More detail as to responses regarding each category is discussed below.

The small number of Respondents indicating that they experienced Sexual Misconduct in most categories for the Last 12 Months preclude meaningful statistical analysis of the differences among groups of Participants. Participant responses indicating having experiences of Sexual Comments, Unwanted Contact, and Forcible Touching were sufficiently numerous to warrant a statistical analysis of differences as to Position, gender and ethnic groups. There were no ethnic group differences. There was a gender difference when using a one-tailed test. While 6.5% of the women indicated experiencing Unwanted Contact, only 3.5% of men did. This result is statistically

²⁰ For example, although the definition of Forcible Touching specifically excludes Penetration without Consent, it is possible that a respondent answered affirmatively to both sections based on a single event.

significant (one-tailed test).²¹ In addition, Undergraduates (10% of them) were marginally more likely to respond that they had experienced Unwanted Contacts than were Graduate Students (two-tailed test).²²

When comparing the Last 12 Months with all Prior Months, there were more incidents in all Prior Months than in the Last 12 Months:

TABLE 23

TYPE OF MISCONDUCT	NUMBER IN PRIOR MONTHS	GENDER DIFFERENCE
Sexual Comments	67	No
Threats or Bribes	21	No
Distributed Pictures	3	No
Unwanted Contact	37	No
Stalked	14	No
Spied	5	No
Forcibly Touched	16	No
Penetration w/o Consent	6	No
TOTAL	169	

The role of the Faculty as accused perpetrators of Sexual Misconduct is an overarching theme that should be noted before review of each category. In the responses to the Climate Survey, the Faculty were the alleged perpetrators as a percentage of the total in each type of Sexual Misconduct as follows:

²¹ $\chi^2 (1) = 3.31, p = .035$

²² $\chi^2 (5) = 10.94, p = .053$. The statistical testing required that each person appear only once in the analysis and Survey Monkey may count the same person more than once is reporting its raw numbers. For example, for statistical purposes, Participants who checked two categories in the ethnic category were moved to one multi/bi-ethnic category. Any categories with zero or extremely small numbers were omitted.

TABLE 24

TYPE OF MISCONDUCT	FACULTY LAST 12 MONTHS	FACULTY PRIOR MONTHS
Sexual Comments	21 (41%)	44 (62%)
Threats or Bribes	5 (33%)	14 (67%)
Unwanted Contact	6 (27%)	20 (49%)
Forcibly Touched	6 (43%)	7 (47%)
TOTAL	38	85

While percentages are lower for the Last 12 Months compared to the Prior Months, Faculty are still a high percentage of the incidents of Sexual Misconduct identified in the Climate Survey and by far the largest group of alleged perpetrators.

The Climate Survey asked about personal experiences with each category of Sexual Misconduct. Participants were then asked to identify how many incidents they had heard about. The Participants heard about considerably more Sexual Misconduct than were reported in the personal experience section of the Climate Survey:

TABLE 25

TYPE OF MISCONDUCT	NUMBER HEARD ABOUT
Sexual Comments	158
Threats or Bribes	35
Distributed Pictures	6
Unwanted Contact	108
Stalked	44
Spied	14
Forcibly Touched	76
Penetration w/o Consent	34
TOTAL	475

This category of “heard about” is a particularly difficult category to interpret because it is unknown from the Climate Survey from whom or when the information was heard.

2. *Responses Regarding Inappropriate Sexual Comments*

For the Last 12 Months, 462 people responded regarding Inappropriate Sexual Comments having been made and 90.7% of them indicated that no person associated with SMTD had made inappropriate Sexual Comments to them. The 9.3% who indicated that Inappropriate Sexual Comments were made, 46.7% of the comments were made by Faculty and 33.3% were made by Undergraduates. The remaining comments were made 20% of the time by Graduate Students and 13.3% by Staff. As to employment comments, 8.9% were made by a Co-worker, 4.4% by an SMTD Supervisor/employer and 2.2% by a non-SMTD Staff working at SMTD. Inappropriate Sexual Comments were made on the campus of SMTD 75% of the time and 25% of the time were made on the University campus someplace other than at SMTD. Social media accounted for 2.3% of the Inappropriate Sexual Comments while other written or non-social media electronic communications accounted for 13.6% of the comments.

For the Prior Months, 85.5% of Participants responded they experienced no Inappropriate Sexual Comments and 14.5% responded that they had. Participants who had experienced such comments, responded that 63.8% of the comments came from Faculty, 15.9% came from Undergraduates, 14.5% by Staff, 14.5% were made by a Co-worker, 8.7% Graduate Students, 4.3% SMTD Supervisor/employer, 2.9% by non-SMTD Staff working at SMTD and 4.3% were made by someone where the association with SMTD was unknown. Inappropriate Sexual Comments were made on the campus of SMTD 79.4% of the time and 14.7% of the time were made on the campus of the University but not at SMTD. Social media accounted for 5.9% of the Inappropriate Sexual Comments and written or non-social media electronic communications accounted for 7.3% of the comments.

When asked if any other SMTD person told Participants that someone had made inappropriate Sexual Comments to them, 34.3% said yes and 65.7% said no.

The Narrative responses regarding Inappropriate Sexual Comments included examples of the type of comments made. These comments included statements on someone's appearance in the workplace, false rumors being repeated, jokes regarding male anatomy, porn jokes, jokes about gender identity and one person indicated having been called "hot" in an improper setting. Women identified Inappropriate Sexual Comments about women in the profession and other demeaning comments related to gender.

3. *Responses Regarding Threats or Bribes*

As to Threats or Bribes, 97.4% responded that no one at SMTD had made any Threats or Bribes to them in the Last 12 Months while 2.6% responded affirmatively. When asked to describe who made the Threats or Bribes, Participants responded they were made by the following: Faculty 41.7%, Staff 33.3%, Undergraduates 25%, Graduate Students 25%, SMTD Supervisor/employer 8.3%, and unknown association with SMTD 8.3%. The Threats or Bribes occurred on the SMTD campus 66.7% of the time and 33.3% not at SMTD or at the University. The Threats or Bribes took place on social media 8.3% of the time and in written or non-social media electronic communications 16.7% of the time.

For the Prior Months, 95.5% of the Climate Survey responses were negative as to any Threats or Bribes with 4.5% responding affirmatively. In this group, 70% of the Threats or Bribes were made by Faculty, 15% by Staff, 15% by a SMTD Co-workers, 10% by Undergraduates and 10% by Graduate Students. 90% of the Threats or Bribes were made on the SMTD campus. Social media accounted 4.8% of the Threats or Bribes and written other non-social media electronic communications such as email accounted for 14.3%.

In response to the question, "Has another SMTD Person told you that Threats or Bribes were made to them?" 35 Participants (7.6%) responded affirmatively and the remaining 426 (92.4%) responded negatively.

4. Responses Regarding Distributed Private Information

Only 2 Participants said someone had, in the Last 12 Months Distributed Private Information about them. One Participant indicated the pictures were distributed by Faculty and the other indicated it was by Staff.

When the time frame was changed to Prior Months, 3 people responded that someone had Distributed Private Information. The 3 people named Faculty, Staff, and an Undergraduate as the source of the Distributed Private Information.

When asked if at any time any person at SMTD told the Participant that there was Distributed Private Information about them, 6 Participants responded affirmatively.

5. Responses Regarding Unwanted Contact

5% of the Participants responded that in the Last 12 Months they experienced Unwanted Contact. When asked the Position of the person(s) who initiated the Unwanted Contact, 46.1% said Undergraduates, 38.5% said Faculty and 11.5% said Staff. The Unwanted Contact occurred at SMTD 60.9% of the time and on the University campus, but not at SMTD, 21.7% of the time.

For the Prior Months, 8% of the Participants responded that someone engaged in Unwanted Contact with them. Faculty was named as initiating the Unwanted Contact 52.6% of the time followed by Undergraduates at 26.3%, and an SMTD Co-worker 13.2% of the time. The Unwanted Contact occurred at SMTD 64.9% of the time followed by 29.7% of the time on the University campus but not at SMTD.

While there were few examples, some of the Narrative responses are illustrative of the responses to the Climate Survey. One person responded that the Unwanted Contact included an unwelcome hand on a leg. One person indicated that the Unwanted Contact was with someone in a “high administrative role.” Interesting one comment was as follows: “Once I got tenure, I told the faculty member who always found ways to touch me, to never touch me again.” Another person indicated having filed a Title IX complaint and although there was a finding of responsibility, stated there was no corrective action taken.

6. Responses Regarding Stalking and Spying

In the Last 12 Months, 8 people or 1.7% of Participants stated that someone had Stalked them. Of the 8 people, Undergraduates were identified as responsible for the Stalking 87.5% of the time and the remaining 25% were people with no association to SMTD. The Stalking took place 37.5% of the time at SMTD and 62.5% of the time on the University campus not at SMTD. Of the Stalking responses, 25% were on social media and 37.5% in written or non-social media electronic communications.

The percentage, while still small, went up when reviewing responses regarding Stalking for the Prior Months. 14 people or 3% of the Participants responded that someone Stalked them. Of those 14, an Undergraduate was named as the Stalker 35.7% of the time, 28.6% had no association with SMTD and 14.3% the association of the Stalker with SMTD was unknown. The Stalking took place at SMTD 64.3% of the time and on the University campus but not at SMTD 42.9% of the time. In a much higher percentage than with other surveyed categories, Stalking was conducted in written or non-social media electronic communication 50% of the time and on social media 42.9% of the time.

Only 4 of the Participants identified feeling Spied on during the Last 12 Months and 5 Participants during the Prior Months. It was most often Faculty that was identified as doing the Spying and it was most often on the SMTD campus.

44 (9.6%) of Participants responded that they had been told about Stalking by another person at SMTD and 14 (3%) said they were told about Spying.

7. Responses Regarding Forcible Touching

97.4% of Participants answered that they had not been Forcibly Touched in the Last 12 Months. Of those that responded that they had been Forcible Touched in the Last 12 months, 8 (1.7%) Participants said it occurred one time and 4 (.87%) Participants said it had occurred more than once. Of the 12 Participants that responded they had been Forcibly Touched, 76.9% said 1 person had touched them, 15.4% said 2 people had touched them and 7.7% said 3 people had Forcibly Touched them. The perpetrator of the Forcible Touching was identified as Faculty 46% of the

time, Undergraduates 38.5% of the time, Graduate Students 15.4% of the time, SMTD Co-worker 15.4% of the time, Staff at 7.7%; of the time and no association with SMTD at 7.7% of the time. The Forcible Touching happened at SMTD 38.5% of the time, not at SMTD but on the University campus 30.8% of the time; and, 30.8% of the time not at SMTD nor the University. The Forcible Touching took place at Participants' residence 15.4% of the time.

Of the 12 who responded affirmatively about being Forcibly Touched, 2 people indicated that at least one of the times included someone holding them down with their body weight, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them. 2 people also said that at least one of the times when they were Forcibly Touched, they were passed out, drugged, drunk, asleep or in some way incapacitated.

When asked about being Forcibly Touched at SMTD during the Prior Months, 16 people responded that they had been Forcibly Touched. Of these 16 people, 12 (75%) responded that one person Forcibly Touched them, 2 people responded that they were Forcibly Touched by 2 different people and 2 responded that 3 different people Forcibly Touched them. The perpetrator was identified as the Faculty 43.7% of the time, Undergraduates 43.7% of the time, SMTD Co-worker 12.5% of the time, Graduate Students 6.2% of the time and other 6.2% of the time. The Forcible Touching took place at the SMTD campus 50% of the time, 31.2% of the time it was not at the campus SMTD or the University and 18.7% it was on the University campus but not at SMTD. 18.7% of the time the Forcible Touching was at Participants' residence. Out of these 16 Participants who identified as being Forcibly Touched, 5 (31.2%) said that at least one of the times included someone holding them down with their body weight, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them and the same number, 5 (21.2%) said that at least one of the times when they were Forcibly Touched they were passed out, drugged, drunk, asleep or in some way incapacitated.

76 Participants (many more than those reporting a personal experience) responded that in the Last 12 Months or the Prior Months someone at SMTD told them that the other person had been Forcibly Touched.

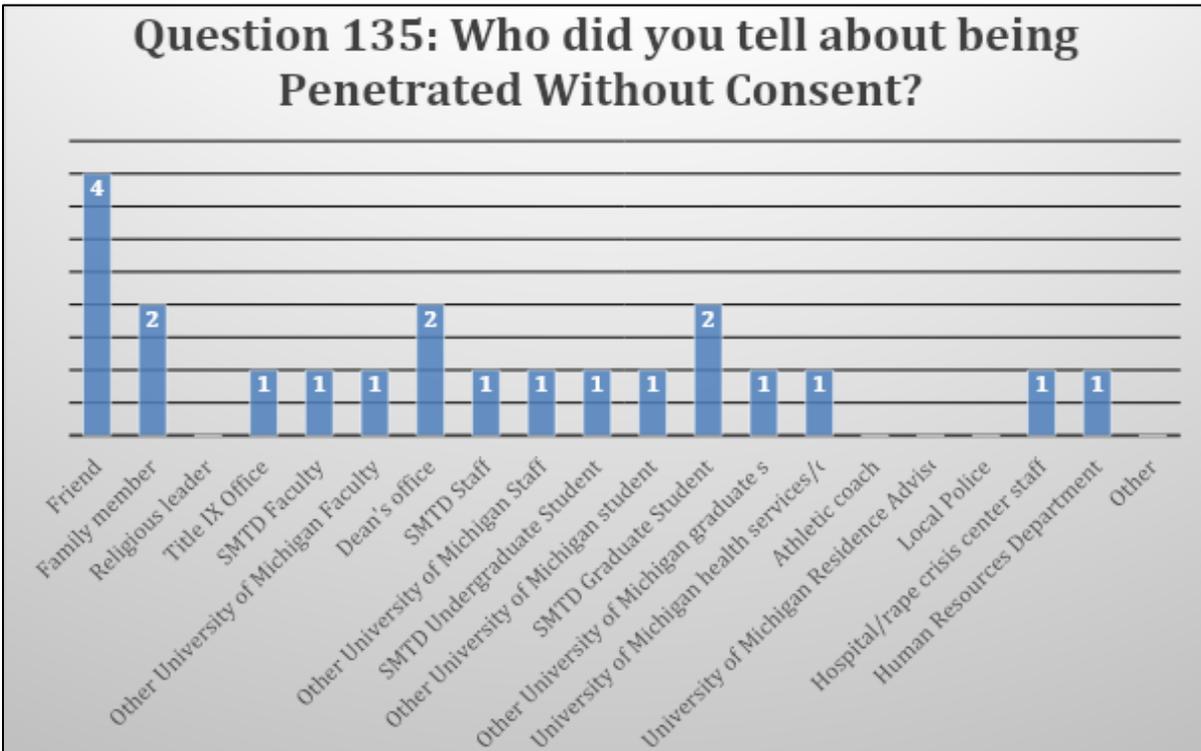
8. Responses Regarding Penetration Without Consent

3 people responded that they had experienced Penetration Without Consent in the Last 12 Months. While there were 3 people, there were 4 incidents of Penetration Without Consent in the responses to the Climate Survey. The perpetrators were identified as an Undergraduate, a Graduate Student, Staff and a person with an unknown relationship to SMTD. The Penetration Without Consent took place at the perpetrator's residence 25% of the time, at Participants' resident 50% of the time and at a SMTD affiliated event or program not on the SMTD or University campus 25% of the time. 33% said that at least one of the times there was Penetration Without Consent it included someone holding them down with their body weight, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them. None responded that they were Penetrated Without Consent when they were passed out, drugged, drunk, asleep or in some way incapacitated.

All 3 people told someone or multiple people. All told a friend, 2 told a Graduate Student, 1 told non-SMTD Staff, 1 told a University residence advisor, 1 told a hospital or rape crisis advisor and 1 told a University health services counselor.

When the date range for Penetration Without Consent was changed to the Prior Months, 4 responses were affirmative. The perpetrators were listed as an Undergraduates, a Graduate Student, Staff, and a person having an unknown association with SMTD. The Penetration Without Consent took place not at SMTD but on the University campus 33.3% of the time, at a SMTD affiliated event or program not on the University campus 16.7% of the time, at Participants' residence 33% of the time and at the perpetrator's residence 16.8% of the time. One of the people who responded regarding having an incident of Penetration Without Consent said that at least one of the times included someone holding them down with their body weight, pinning their arms, hitting or kicking them, or using or threatening to use a weapon against them. 50% of the time the Penetration Without Consent took place when the Participant was passed out, drugged, drunk, or in some way incapacitated. Penetration Without Consent was reported only 1 time to someone in authority at SMTD, however, it was reported to the following people in the following numbers:

TABLE 26



9. Responses Regarding Intimate Partner Violence

9 Participants responded that an intimate partner had threatened physical violence against them or their loved ones. 5 Participants responding yes identified as women and 4 as men. 5 Participants responding yes were Students and 6 identified as heterosexual. Both Undergraduates and Faculty indicated they had this experience. No one indicated having a Faculty member as an intimate partner while they were an Undergraduate but 3 responded that they had Faculty members as partners while they were Graduate Students. 3 Participants indicated supervisors as intimate partners but none of those were Undergraduate or Graduate Students.

10. Responses Regarding Alcohol Use and Consent

The responses regarding Participants' seeking consent from others were as one would expect – more than 90% indicated seeking consent in all circumstances.

Questions were asked to explore the impact of alcohol and/or drug ingestion on the incidences of Sexual Misconduct. Only a minority (<20%) of the Participants indicated that they or the other person involved in Sexual Misconduct had been drinking. When asked about whether a person who was Forcibly Touched was passed out, drugged, drunk, asleep or otherwise incapacitated before the Forcible Touching, 31.25% indicated some degree of incapacitation to consent. As to other forms of Sexual Misconduct, there was little to no indication that either party had used alcohol or drugs, either voluntarily or involuntarily.

There were no gender differences revealed with respect to the consent questions and ethnic differences were too small to analyze. Table 27 sets forth the analysis for each gender and Position for each of the consent questions based on possible answers of Likely (=1), Neither Likely nor Not Likely (=2) and Not Likely (=3).

TABLE 27

QUESTION	GENDER/ STATUS	NUMBER	MEAN	Std. DEVIATION
I stop sexual activity with a partner if they want to stop, even if the sexual activity started with Consent Likely:96.65%	Women	249	1.0482	.27985
	Men	182	1.0275	.16391
	Undergraduate	141	1.0496	
	Graduate	85	1.0824	
	Faculty	86	1.0581	
	Staff	70	1.0000	
I do not have sexual activity with a partner if I am not sure if they are not able to Consent Likely:95.76%	Women	250	1.0400	.23371
	Men	181	1.0442	.20611
	Undergraduate	141	1.0426	
	Graduate	85	1.0824	
	Faculty	86	1.0698	
	Staff	70	1.0286	

QUESTION	GENDER/ STATUS	NUMBER	MEAN	Std. DEVIATION
Even if a partner and I are engaging in one form of sexual activity, I ask my partner for Consent to engage in another form Likely:87.08%	Women	251	1.1235	.35311
	Men	181	1.1492	.37247
	Undergraduate	142	1.1268	
	Graduate	85	1.1412	
	Faculty	86	1.2093	
	Staff	70	1.1000	
I ask my partner for Consent for sexual activity even when we are in a long-term relationship Likely:81.76%	Women	248	1.2137	.49152
	Men	179	1.1955	.45069
	Undergraduate	142	1.1620	
	Graduate	85	1.2706	
	Faculty	83	1.3373	
	Staff	70	1.1429	
I stop sexual activity when asked to, even if I do not want to stop Likely:97.31%	Women	250	1.0360	.20706
	Men	179	1.0112	.10541
	Undergraduate	142	1.0282	
	Graduate	85	1.0471	
	Faculty	83	1.0482	
	Staff	70	1.0000	
I would not continue sexual activity with another person if they were pushing me away but not saying anything verbally Likely:95.52%	Women	250	1.0600	.29792
	Men	179	1.0615	.32085
	Undergraduate	142	1.0915	
	Graduate	85	1.0471	
	Faculty	83	1.0964	
	Staff	70	1.0143	

11. Responses Regarding Effect of Sexual Misconduct

The Climate Survey asked about the effect of Sexual Misconduct when the Participant indicated having had some experience with Sexual Misconduct at SMTD. The Climate Survey responses indicated that the academic and work lives of the Participants who experienced Sexual Misconduct had been impacted. Over 65% of the Participants who experienced Sexual Misconduct answered that they changed their behavior at SMTD in some way as a direct result of Sexual Misconduct. At least 10 Participants described the following effects from their Sexual Misconduct experience:

- Prevented from studying;
- Caused to miss class;
- Caused to change schedule of activities;
- Caused to hand in an assignment late;
- Caused lowered grades;
- Caused to request a change in work assignment;
- Prevented from attending a rehearsal or appearing in public; and,
- Prevented from performing.

The responses indicate a variety of different, and yet related, reactions to experiencing Sexual Misconduct. The Climate Survey responses indicate that people changed their behavior, often to avoid situations (class, rehearsal, work) where they might encounter the perpetrator. Whether this reflects general distress from the experience or an active attempt to avoid the perpetrator involved is unknown. The responses did not indicate that there were any significant difference in the impact of Sexual Misconduct between women and men.

E. Reporting Discrimination and Sexual Misconduct

Each portion of the Climate Survey asked Participants who indicated they had experiences with Discrimination or Sexual Misconduct if a report to authorities was made. Some of the responses regarding reporting are discussed above. Where a person chose not to report to authorities, the Climate Survey then inquired why. The Climate Survey also probed what resources each Participant would consider using if they were to have something to report in the future.

As to Participants who responded that they had experienced Sexual Misconduct in the Last 12 Months the number in each category of Sexual Misconduct and the number who reported the Sexual Misconduct to authorities was as follows:

TABLE 28

TYPE OF MISCONDUCT	NUMBER	REPORTED TO AUTHORITY
Sexual Comments	43	10 (23%)
Threats or Bribes	12	6 (50%)
Distributed Pictures	2	1 (50%)
Unwanted Contact	23	6 (26%)
Stalked	8	2 (25%)
Spied	4	1 (25%)
Forcibly Touched	12	3 (25%)
Penetration w/o Consent	3	0 (0%)
TOTAL	107	29 (27%)

As to Participants who responded that they had experienced Sexual Misconduct in the Prior Months the number in each category of Sexual Misconduct and the number who reported the Sexual Misconduct to authorities was as follows:

TABLE 29

TYPE OF MISCONDUCT	NUMBER	REPORTED TO AUTHORITY
Sexual Comments	67	12 (18%)
Threats or Bribes	21	11 (52%)
Distributed Pictures	3	0 (0%)
Unwanted Contact	37	19 (51%)
Stalked	14	10 (71%)
Spied	5	2 (40%)
Forcibly Touched	16	5 (31%)
Penetration w/o Consent	6	1 (17%)
TOTAL	169	60 (35.5%)

Of the 107 incidents in the Last 12 Months, 27% of those people provided a report regarding the incident to someone in authority and of the 169 incidents in the Prior Months, 35.5% reported the incident to someone in authority. For the total of 276 incidents (107 during the Past 12 Months and 169 in the Prior Months) indicated by Participants of some form(s) of Sexual Misconduct while they were at SMTD, 32%, or 89 people, reported the experiences to someone in authority.

With respect to Discrimination, the responses regarding where Participants would go for information or help regarding Discrimination demonstrates that most Participants would not involve the resources of the University or of SMTD with some notable exceptions:

TABLE 30

RESOURCE	I WOULD GO FOR INFORMATION	I WOULD GO FOR HELP	I WOULD NOT USE
University Title IX Webpage	57.81%	9.94%	42.60%
University Title IX Coordinator	32.05%	25.76%	50.71%
University Campus Counselor	26.77%	41.19%	43.20%
University Campus Health Service	22.72%	33.67%	54.36%
University Campus Security	18.26%	34.69%	54.56%
SMTD Staff	37.53%	39.76%	40.16%
SMTD Faculty	35.70%	46.45%	34.28%
University Faculty	27.59%	25.96%	56.80%
University Staff	26.98%	24.75%	58.01%
Supervisor at Work	22.52%	26.17%	62.27%
Faculty Chair of Department	26.37%	34.48%	51.93%
Deans Office	32.45%	33.67%	46.45%
Human Resources	36.51%	26.17%	50.10%

When asked about their knowledge about reporting Sexual Misconduct, Participants had 4 choices; very knowledgeable, knowledgeable, somewhat knowledgeable, and, not at all knowledgeable. The responses were as follows:

TABLE 31

STATEMENT	VERY	KNOWLEDGE- ABLE	SOMEWHAT	NOT AT ALL
I know where to go at SMTD to get help	15.02%	32.72%	37.04%	15.23%
I know the formal procedures to report	14.81%	21.81%	33.13%	30.25%
I know my rights if I experience Sexual Misconduct	16.87%	26.34%	33.33%	23.46%
I know my rights if I am accused of Sexual Misconduct	11.52%	13.17%	28.19%	47.12%

As indicated, less than half of Participants indicated they were more than somewhat knowledgeable as to where to go to report, how to report or what their rights would be.

The Climate Survey also explored perceptions of the process if a report regarding Sexual Misconduct were to be made. These responses were as follows:

TABLE 32

SMTD AND/OR THE UNIVERSITY WOULD	LIKELY	NEITHER LIKELY NOR NOT LIKELY	NOT LIKELY
Take any report seriously	68.49%	19.75%	11.76%
Conduct a fair investigation	51.89%	31.09%	17.02%
Provide necessary support	48.53%	31.09%	20.38%
Take steps to protect you from further harm	48.74%	29.41%	21.85%
Take appropriate action against the accused	39.08%	37.18%	23.74%
Protect you from retaliation	38.24%	36.34%	25.42%
Keep it confidential	60.50%	24.37%	15.13%

The responses were broken down further by gender and Position as follows:

TABLE 33

QUESTION	GENDER/POSITION	NUMBER	MEAN	STD. DEVIATION
I know where to go at SMTD to get help if I or someone else experiences Sexual Misconduct	Women	274	2.5839	.85703
	Men	194	2.4381	
	Undergraduate	149	2.7651	
	Graduate Student	93	2.5591	
	Faculty	101	2.2376	
I know the formal procedures at SMTD to report an incident of Sexual Misconduct	Women	274	2.8431	1.06260
	Men	194	2.7010	
	Undergraduate	491	3.1544	
	Graduate Student	93	2.8495	
	Faculty	101	2.2772	
I know my rights at SMTD if I experience Sexual Misconduct	Women	274	2.6898	1.03886
	Men	194	2.5412	
	Undergraduate	149	2.8658	
	Graduate Student	93	2.6559	
	Faculty	101	2.3069	
I know my rights at SMTD if I were accused of committing Sexual Misconduct	Women	274	3.1387	1.01766
	Men	194	3.0773	
	Undergraduate	149	3.3221	
	Graduate Student	93	3.0645	
	Faculty	101	2.9604	
SMTD would take your report seriously	Women	268	1.5075	.72666
	Men	191	1.3194	
	Undergraduate	146	1.4932	
	Graduate	89	1.4494	
	Faculty	99	1.2727	
	Staff	73	1.2055	

QUESTION	GENDER/POSITION	NUMBER	MEAN	STD. DEVIATION
SMTD would conduct a fair investigation	Women	268	1.6679	.74814
	Men	191	1.6073	.75236
	Undergraduate	146	1.6781	
	Graduate	89	1.6517	
	Faculty	99	1.4646	
	Staff	73	1.5068	
SMTD would provide you with the necessary support during an investigation	Women	268	1.7500	.77472
	Men	191	1.6702	.78880
	Undergraduate	146	1.7534	.77515
	Graduate	89	1.6966	.77466
	Faculty	99	1.5960	.79436
	Staff	73	1.5890	.72333
SMTD would take steps to protect you from further harm by the accused	Women	268	1.7724	.79586
	Men	191	1.6754	.80090
	Undergraduate	146	1.7466	
	Graduate	89	1.7640	
	Faculty	99	1.6364	
	Staff	73	1.5616	
SMTD would take appropriate action against the accused	Women	268	1.8993	.77479
	Men	191	1.7592	.77772
	Undergraduate	146	1.8630	
	Graduate	89	1.7978	
	Faculty	99	1.7677	
	Staff	73	1.7260	
SMTD would protect you from retaliation	Women	268	1.9328	.79510
	Men	191	1.7749	.77228
	Undergraduate	146	1.8836	.76573
	Graduate	89	1.7978	.81436
	Faculty	99	1.8384	.75196
	Staff	73	1.8219	.78780
SMTD would keep you confidential	Women	268	1.5149	.72137
	Men	191	1.5654	.76410
	Undergraduate	146	1.4863	.69715
	Graduate	89	1.5955	.80790
	Faculty	99	1.5556	.73154
	Staff	73	1.5068	.72884

The Climate Survey asked not only whether a report was made to someone in authority but also whether a report about the incident was made to anyone. 47 Participants said “yes” and 34 answered “no.” Women (67% of the time) were more likely to tell someone about an incident than were men (48% of the time) but this difference is not statistically significant.

Where Participants indicated telling someone, they indicated most often (74% of the time) that friends were told, followed by telling family (52% of the time) and Faculty (40%). Only 8%, or 4 Participants, reported an incident to the Title IX office and all 4 of the reporters were women.

Only 33 Participants responded to the question asking why people did not tell anyone about an incident. The small number of Participants answering this question makes it difficult to draw any conclusions. By far the most common response (48.48% or 16 Participants) indicated it was “because I worried it was not serious enough to report.” No other reason was cited by 10 or more Participants and there were no significant gender differences. The other two responses worth noting were 27.27% (9 Participants) feared retaliation from the person who engaged in the Sexual Misconduct and 24.24% (7 Participants) did not want the person who engaged in the Sexual Misconduct to get in trouble.

The Narrative regarding reporting was consistent with the analysis noted above. Some Narrative responders said the power dynamic between Students and Faculty makes reporting difficult. Some Faculty said the pressure to attain tenure makes it unlikely that wrongdoing would be reported. Several responses indicated that the outcome of a report depended more on the identity of the alleged perpetrator than on the facts. Not wanting to “cause a commotion” or have trouble with “a teacher” were reasons for not reporting. There was some repetition to the belief that nothing would be done even if a report was made.

F. Training About the Title IX Process

A majority of the Climate Survey Participants responded being only “somewhat knowledgeable” or “not at all knowledgeable” about the Title IX process at SMTD and the University. Undergraduates were less knowledgeable than both Faculty and Staff.

29.35% of Participants indicated that they had not attended Title IX training since coming to SMTD. The Climate Survey responses demonstrated no significant gender differences in rates of training. However, there were significant differences based on Position. Whereas 37% of the Undergraduates and 30% of the Graduate Students indicated that they not attended training, only 18% of the Faculty and 8% of the Staff said that they had attended training. During the Last 12 Months, only 40 (18.1%) Undergraduates and 23 (18.7%) Graduate Students indicated attending formal Title IX training while 40 (29%) of the Faculty and 45 (58.4%) of the Staff responded that they had attended training.

More Participants attended virtual training than in-person training. 30 (13.6%) Undergraduates, 39 (31.7%) Graduate Students, 60 (44.1%) Faculty, and 45 (58.4%) Staff responded that they had gone to or used an SMTD or University website.

The majority responded feeling “somewhat” or “not at all” knowledgeable about the Title IX process and 25% said they were “very knowledgeable” or “knowledgeable.” As indicated in Table 33 above, there were no gender differences on knowledge base but there were significant differences based on Position:

- Undergraduates were less likely to know where to get help than were Faculty or Staff;
- Undergraduate and Graduate Students were less knowledgeable than Faculty or Staff as to the procedures on how to report an issue;
- Undergraduates were less informed regarding the rights of a complainant than were Faculty or Staff; and
- Undergraduates were less informed regarding the rights of an accused than were Faculty or Staff.

As Table 33 summarizes, there were the following statistically significant differences in Participants’ impression of how the administration would handle a Title IX investigations:

- Women were less likely than men to believe the administration will take a report seriously and less likely to believe they will be protected from retaliation.
- Undergraduates were less likely than Staff and Faculty to believe that the administration will take their reports seriously.

G. Staff and Faculty

Before designing specific questions for the Climate Survey, a broad cross-section of Faculty and Staff were confidentially interviewed to get input into issues the Climate Survey should explore. There were questions in the Climate Survey that were open only to Faculty and Staff to answer and the responses to those question are discussed below.

1. Faculty Responses

136 Faculty members responded to the survey, 75 (55%) identified as men and 55 (40%) as women. Nearly 81% identified as heterosexual/straight, 5% as bisexual and 5% as gay. While over 5% identified as Asian and over 5% as Latinx, fully 79% identified as White.

Faculty-Staff Relationships. In general, Faculty responded that they are positive about the relationships between the Faculty and Staff. However, there is a notable minority of 25% who expressed dissatisfaction with those relationships. Some of the discontent in this regard seems to stem from personality issues or from a disagreement as to the role of certain Staff.

Influence and Responsiveness. 38.5% of the Faculty responded that they were satisfied or very satisfied with their ability to influence decisions at SMTD and 29.2% said they were dissatisfied or very dissatisfied (the remainder were neutral). While not statistically significant it is noteworthy that Faculty were more satisfied with SMTD's response to Faculty concerns (39.1 % satisfied/very satisfied and 33.3% dissatisfied/very dissatisfied) than with the response to Staff concerns (29.3% satisfied/very satisfied and 31.1% dissatisfied/very dissatisfied).

Work Environment. Many elements of work environment other than salary were surveyed and this Climate Survey Report identifies the areas where improvement could be made to the work environment. The Climate Survey responses by number and percentage are all included in the Appendix to this Climate Survey Report and the positive responses outnumber the negative, but for purposes of this Climate Survey Report, we highlight the areas where there are issues which may have a negative impact on the work environment. In response to whether they were satisfied or not with the feedback regarding their job performance, 33.4% of the responding Faculty said they were dissatisfied or very dissatisfied while 38.5% said they were satisfied/very satisfied.

There were areas of general work environment where, while not a majority, there were blocks of dissatisfied/very dissatisfied as follows:

32.6% with their knowledge of what it takes to succeed at SMTD;

34.4% with their opportunities for promotion;

29.5% with how well their job supports high performance; and,

36.5% with how well their job supports their well-being.

The Faculty responses indicated general satisfaction with how well SMTD accommodates their family life with only 19.8% indicating they are dissatisfied/very dissatisfied. 11.5% of the Faculty indicated they are dissatisfied/very dissatisfied with their Department Chair's commitment to diversity and inclusion.

Being a junior Faculty member may impact issues of overall satisfaction. 28% disagreed/strongly disagreed that Faculty with tenure were concerned about junior Faculty and 24% disagreed/strongly disagreed that that junior Faculty were welcomed and helped to acclimate. While these numbers do not indicate widespread dissatisfaction with the treatment of junior Faculty (though the answers come from all levels of Faculty as opposed to just junior Faculty), they do suggest that seniority may play a role in the overall views of the Faculty.

Satisfaction with Staff. While the Faculty are generally satisfied with the organization of the Staff (only 20% say they are dissatisfied or very dissatisfied), there was some indication of dissatisfaction with specific people in specific positions (30.2% are dissatisfied/very dissatisfied). That said, an overwhelming 73.7% indicated they are positive/very positive about the changes since 2018 and only 3.2% are negative/very negative about the changes. In terms of some specific aspects of interaction with Staff:

TABLE 34

ASPECT	% NOT TRUE/ VERY FALSE
Communicates well	26.2%
Keeps me up to date	24.0%
Handling sexual misconduct appropriately	25.0%
Encouraged to find ways to do job better	42.7%
Conflict resolved quickly	55.3%
SMTD is successful	17.7%
I am clear about appropriate behavior	3.1%
I have the materials & equipment I need	21.9%

Retaliation. 40.6% of the Faculty said that they had not reported an issue they experienced because they were fearful of the potential for retaliation.

Salary. 43.8% of the Faculty responded that they are either dissatisfied or very dissatisfied with their pay as compared to others at SMTD, with 38.9% saying they are currently looking for a better paying job. A majority of Faculty, 64.9%, are dissatisfied when comparing themselves to others at the University. A correlated *t-test* indicated a statistically significant difference²³ between the dissatisfaction with their salary relative to others at SMTD and the dissatisfaction with their salaries relative to the University as a whole. In addition to being dissatisfied with their pay, 41% are dissatisfied with the process that determines their pay and 42.6% said they were dissatisfied/very dissatisfied with the criteria used to determine their salaries. 39.3% responded that they are dissatisfied/very dissatisfied with the time they have for research while only 18.3% are dissatisfied/very dissatisfied with the support they receive for research/professional activity and they are generally positive about technology and other materials available to them for teaching.

²³ $t(93) = -6.32, p < .001$

Narrative. Narrative responses from the Faculty were extensive, and included the following opinions, observations or anecdotes:

- a. More mentoring through mid-career stages is needed.
- b. Feedback to faculty is generally acceptable before tenure, but after tenure there is no constructive criticism and there should be.
- c. An external consultant was hired to meet with the faculty and that is something that should continue.
- d. It is not clear what is needed to get tenure or to be promoted and leadership uses getting tenure as a threat—basically saying “make sure people like you” rather than encouraging excellence.
- e. There are no clear rules for behavior, and some would be helpful.
- f. Professional development takes a back seat to day-to-day responsibilities.
- g. There should be “less wild west every department do what they want.”
- h. The pay inequities created under prior Deans have been improved but more improvement is needed.
- i. Compared to performing artists working in the professional world the job at SMTD is both well paid and very stable and consistent with excellent benefits.
- j. Our individual positions don’t compare to others which makes pay fairness difficult to determine.
- k. Academic departments at SMTD are compensated more poorly than others and that should change.
- l. It is frustrating that salaries for tenured Faculty are much lower at SMTD than other Schools.
- m. Women Faculty at SMTD seem to be paid disproportionately less than men on the Faculty.
- n. Funding for important continuing education to keep up in the industry should be made available.

- o. Within SMTD, certain performance departments are financially undervalued as compared to others.
- p. Get rid of the star salary system in music where the musicians are paid much better than the rest of the Faculty.
- q. Provide a rational explanation of why Faculty salaries in certain SMTD departments are so low, relative to other departments and relative to peer institutions.
- r. Successes in research/careers outside of the narrow box of “classical performance/study” are not celebrated to the same degree as inside the box.
- s. There is full faith in Dean Gier to make progress and to get the right leadership in place because there are some in leadership that need to go.
- t. There is extreme satisfaction with Dean Gier’s leadership and management, but it is understood it will take time for him to fix all the prior issues and problems.
- u. Generally recent changes have started building more confidence in the possibility of an improving climate.
- v. The school feels much more responsive, warm, and open since Dean Gier has been at the SMTD
- w. The new dean has been better in many ways, but he has not been decisive enough.
- x. Conflict between faculty members arises from personality issues.
- y. There are Faculty men who feel that their insecure women colleagues have the potential to cause them great harm, and it’s an ongoing stress for them.
- z. Messaging is a problem. There is a lot of general messaging about a vast array of matters on an hourly basis. This can sometimes flood the inbox, making it difficult to sift through the clutter.
- aa. While the standards are changing quickly throughout society, UM has not been clear about appropriate standards of behavior.
- bb. There was too long a silence over the ongoing sexual misconduct criminal investigation.

- cc. Projection is requested for every show and SMTD does not have equipment, staff, or design faculty that can fulfill the request.
- dd. All teaching shop spaces are lacking in the current technologies being used in professional environments and other academic institutions.
- ee. The dance departments facilities are horrible. There is no way of utilizing quality amplification for accompaniment work.
- ff. There should be more proactive big-picture communication from Dean Gier. Even if details of how investigations are occurring can't be communicated, it would be helpful to us to at least know that things are happening in a more regular way.
- gg. There should be a clarity of expectations regarding Research.
- hh. There is too much time needed for administrative tasks.
- ii. There is not enough Staff support for the Faculty.
- jj. There is not enough money for Research.
- kk. It would be helpful to have a way to accumulate money by saving over a longer period for larger projects.
- ll. Faculty workload should be transparent and consistent.

2. Staff Responses

Staff had a very high rate of completing the survey (73%).

General Climate. Most of the Staff responded to the Climate Survey indicating satisfaction about SMTD's: accommodation of their family life; concern for their general well-being; commitment to diversity; commitment to high performance; and, feedback regarding their work. The Climate Survey results revealed Staff concerns regarding salary, retaliation, promotions, and, Faculty attitude toward and treatment of the Staff as "less than" or of a "lower social class".

Staff concerns about retaliation correlate to other concerns. About 40% of the Staff Participants indicated that they are sufficiently concerned with retaliation that they avoid raising issues. This

40% indicated that, compared to those who were not concerned about retaliation, they were also significantly more dissatisfied with; the amount of feedback they receive; the information they have about how to succeed; their opportunities for promotion; the clarity of what they need to do to get promoted; their ability to influence decisions; their salary as compared to the salary of others at SMTD; and, the University and whether the process to determine salary is fair. Staff looking for a different position and fears of retaliation were significantly related.

Many Staff members do not see a clear path to promotion or advancement at SMTD. 55% of the Staff are either “dissatisfied” or “very dissatisfied” about their advancement or promotion opportunities at SMTD and 21% are satisfied or highly satisfied about these opportunities. This may be in part because some jobs do not have different levels. 66% of Staff are dissatisfied with how clear the steps are for advancement as compared to only 10% who are satisfied.

Staff organization and conflict. The Staff responses indicate concern with how the administration is organized and with whether the correct people are in the correct positions. There is a desire to have conflict resolved more quickly. The Staff responded that they are satisfied with the changes in the administration since 2018 when Dean Gier came to SMTD.

Salary. In response to the general question, “How satisfied are you with your salary or pay?” 46% of Staff said they are dissatisfied while only 34.5% are satisfied. Men are more satisfied than women. The Staff responses indicate that Staff is not satisfied that the process used to determine salary is fair with 45% stating they were dissatisfied compared to 27% who were satisfied. Almost 43% indicated they are currently looking for better paying work. The dissatisfaction of Staff was heightened when they compared themselves to similar positions in other departments of the University. If they compared themselves to those working at SMTD, 32% are satisfied with 38% dissatisfied, but, when comparing themselves across the University system only 12% were satisfied and 58.5% dissatisfied.

Narrative. Narrative responses from the Staff were extensive. and included the following opinions, observations or anecdotes:

- a. Need a procedure set up for advancement (if there is a procedure it needs to be more public).
- b. Merit raises should not have been eliminated and then people offered advancement or promotion instead.
- c. Too many Staff jobs in my area are “dead ends” with no room for advancement or promotion.
- d. Staff are not asked about their goals and should be.
- e. Staff are not asked about their job description or other opportunities and are not included in discussions about themselves and should be.
- f. More meaningful feedback about work quality would be appreciated.
- g. There is hope for things getting better. Steps are beginning to be formalized regarding advancement, promotion, merit and pay adjustments.
- h. Roles, where none exist currently, should be created for Staff to keep great Staff members.
- i. There is no existing path for advancement and there should be.
- j. Other areas in the University have better pay scales and opportunities for promotion than found at SMTD.
- k. Staff is underpaid and undervalued.
- l. Our new Dean is making progress on getting the right leadership.
- m. Dean Gier works hard to be transparent, supportive and equitable.
- n. More careful work needs to be done on the structure of upper administration how they function, and how they serve.
- o. There is great respect for Dean Gier because he came in with an open mind with the goal of understanding SMTD before moving to make changes. It's a much better approach than previous administrations.

- p. No one listens to the Staff when the staff tells them what they truly care about despite the Staff being vocal on what that is.
- q. Staff turnover is troubling.
- r. Combining student affairs and DEI was very smart move.
- s. Faculty and Staff need to share information better and more often.
- t. Too much weight is placed on emails and quick statements in order to communicate very complex and difficult policies and situations.
- u. There is no encouragement to find new and better ways to handle problems that arise.
- v. Leadership lacks transparency. Leadership appear to be the only ones who get to know anything even though it is affecting everyone.
- w. The Dean is trying to take the right steps and that this Climate Survey is part of the process.

H. Narrative Suggestions

At the end of the Climate Survey, all Participants were given an opportunity to make 3 suggestions as to what they thought would improve the climate at SMTD. Over 900 individual suggestions were received, many of which were similar and could be placed into the following categories or themes:

1. More active listening at all levels of SMTD but particularly by leadership.
2. Encourage increased collaboration and respect between and among the Students, Staff and Faculty.
3. SMTD leadership communicate more regarding the status of the high-profile cases.
4. Increase training on Sexual Misconduct and make the training mandatory.
5. Develop clearer procedures to report Discrimination and Sexual Misconduct.
6. Frustration with how past misconduct cases have been handled.

7. The need for more help with mental health issues.
8. A desire to have SMTD recruit more women, more people of color, and more “non-binary” people.
9. Appreciation for the positive steps Dean Gier has taken in the short time he has been at SMTD.
10. Statements that SMTD is moving in a positive direction.
11. Negative comments regarding the fact that certain Staff should no longer be at SMTD or no longer in their then current roles (those changes have occurred independent of and before release of this Climate Survey Report).
12. Bad actors of all kinds need to have consequences.
13. Faculty should not be permitted to bully Students or Staff. The Students and Staff should be able to report Faculty bullying without fear of reprisal.
14. Requests for more respect of classical music and dance and requests for less emphasis on classical music and more emphasis on diverse musical expression.
15. Positive comments regarding having more glass doors.
16. More effort to equalize the position of women and to hear women’s voices.
17. Continue seeking feedback through anonymous surveys.
18. Increased pay for Faculty and Staff.

There were some very pointed and specific suggestions which are so specific that publication of the suggestion would destroy the confidentiality of the person providing the statement or are only applicable to one person. As a result, those suggestions are not being included, but were included in development of the 18 themes or categories above.

VII. RECOMMENDATIONS

Based on the data from the Climate Survey, the goals were reviewed and recommendations developed where responses to the Climate Survey revealed a need for improvement. Obviously, in the areas where the responses were positive, SMTD should continue and build on its current course of action.

In general, the Climate Survey confirmed that there is not a pervasive atmosphere of Discrimination or Sexual Misconduct on the campus of SMTD. The results support a finding that Discrimination and Sexual Misconduct is the exception and not the rule. The Climate Survey revealed that the steps taken by the new SMTD leadership have been impactful and have improved the quality of life at SMTD. Thus, in most areas, the recommendation is to continue to encourage the attitudes and actions that have built the current positive views of SMTD.

The areas where additional steps should be taken to address issues revealed by the Climate Survey are outlined below.

A. Steps to Improve Overall Climate

Most Participants in the Climate indicate that overall climate has improved over the last year at SMTD and they are satisfied with the climate. Most Participants feel that SMTD is safe, supportive and welcoming. Participants are satisfied with the overall reputation of SMTD. Thus, current efforts regarding climate should be supported and continued.

Although generally positive, the data indicates there are specific areas where there is room for improvement. Participants indicated a level of discomfort with competitiveness and isolation at SMTD. Differences were noted in the view of SMTD based on gender identity (women find SMTD to less safe than men), Position (Undergraduates feel less safe than others), or ethnicity (minorities experience more Discrimination). The following are suggested next steps to improve the overall climate within SMTD:

1. Publicize SMTD's efforts to address Discrimination and Sexual Misconduct, including dissemination of this Climate Survey Report regarding the results of the Climate Survey.
2. Develop methods to measure the success of changes implemented as a result of the Climate Survey; for example, do follow up polling.
3. Enhance efforts to foster a collegial atmosphere at SMTD where the voices of all members of SMTD community are heard. Community buy-in to the measures taken to improve climate is critical to success.
4. Increase communication and transparency about difficult SMTD-wide issues such as high-profile misconduct allegations. Pay special attention to the timeliness of such communications. Explain the constraints on public discussion of even high-profile matters and by so doing also reinforce the confidential nature of investigations.
5. Break down silos or work bubbles between and among Faculty and Students. Examine whether specific programs, events or opportunities breed isolation as opposed to necessary academic autonomy. Seek out opportunities to enhance working across departments and disciplines.
6. Promote and develop increased opportunities for regular formal and informal interactions between the Dean/other leaders and Students, Faculty and Staff, such as "state of the school" or "state of the department" meetings. Include Student-led interactions among these opportunities.
7. Promote and enhance existing mentoring programs for Faculty and Staff and academic advising programs for Students. Encourage and educate regarding methods for giving and receiving positive reinforcement and constructive criticism.

B. Steps to Reduce the Frequency and Nature of Discrimination

Incidents of discrimination at SMTD are relatively rare. While uncommon, there are clear areas for improvement. The following are suggested next steps:

1. Appoint a person to oversee collection of additional feedback and information regarding how to improve accessibility for persons with disabilities, including with respect to the campus, instructional materials, teaching methods, and living areas.

2. Continue to improve mental health programming and resources at SMTD for use by Students, Faculty and Staff.
3. Institute campus-wide programming designed to inform Students, Faculty, and Staff about Discrimination, bullying and derogatory remarks. This programming should place specific emphasis on gender identity, race/ethnicity (Asian, Black, and multi-racial persons in particular), age, and sexual orientation. Faculty should be a focus of the programming.
4. Develop additional ways to communicate about and encourage any person experiencing Discrimination to report it and to use the SMTD and University resources.
5. Further examine and learn why SMTD and University resources are infrequently used and are perceived as unhelpful.
6. Reach out to and support underreporting members of the SMTD community (including Latinx Students) and designate a culturally competent person or group to lead these efforts.
7. Continue to improve resources for the recruitment of women, people of color and non-binary Faculty, Staff, and Students

C. Steps to Reduce the Frequency and Nature of Sexual Misconduct

The frequency of Sexual Misconduct at SMTD has been reduced over the past year. The Climate Survey found that Faculty are both the most likely persons to experience and to perpetrate Sexual Misconduct. While there were specific incidents of severe Sexual Misconduct, most instances indicated in the Climate Survey involved inappropriate Sexual Comments and Unwanted Contact.

A majority of the SMTD community describe themselves as either “somewhat knowledgeable” or “not at all knowledgeable” about the Title IX process at SMTD and the University. Undergraduates were less knowledgeable than both the Faculty and the Staff. Most Undergraduates indicated that they had not participated in training. Here are suggested next steps:

1. Establish readable and clear guidance standards for SMTD behavior related to behavior specific to SMTD (for example the guidance regarding costume fittings) and disseminate those guidance standards to Students, Faculty and Staff. Publicize widely the University policies and procedures regarding Sexual Misconduct paying close attention to updating the materials when the University makes changes.

2. Clarify the roles of SMTD Faculty and Staff in the Title IX reporting process.
3. Increase the number of people to whom Sexual Misconduct can be reported at SMTD and publicize more broadly how to report it. Encourage the use of the SMTD and University resources for reporting Sexual Misconduct.
4. Do additional analysis of SMTD physical spaces to improve the actual and perceived safety of those spaces ensuring that the analysis includes the voices of women and Undergraduates.
5. Clarify in multiple trainings and in interactions with Faculty, Staff, and Students that retaliation against reports of Sexual Misconduct will not be tolerated at SMTD. Where there is reported or suspected retaliation, an investigation should be conducted, and appropriate actions taken if retaliation is found.
6. Highlight SMTD's commitment to reduce all forms of Sexual Misconduct by Faculty, Staff, and Students through its leaders. The commitment to reduction must be widely disseminated and information must be readily accessible to all members of the SMTD community. The materials must include informative and operational definitions of Sexual Misconduct.
7. Focus communication efforts to women and Undergraduates in order to increase their confidence in the Title IX process.
8. Provide more guidance and clarification of the expectations around Student - Faculty interactions to both the Faculty and Students.
9. Increase the number and frequency of comprehensive trainings on Sexual Misconduct, including bystander intervention training. In that regard, consider making training mandatory or otherwise providing incentives for completing such training.
10. Create programming and resources for people experiencing Sexual Misconduct that pays specific attention to reducing the impact on academic performance and attendance. Continue working closely with the University during any Title IX investigation to examine what measures are sufficient to distance and protect complainants and respondents until the process is completed.

D. Steps to Increase Satisfaction of Faculty and Staff

Faculty and Staff have observed positive change at SMTD in the last year. However, Faculty and Staff are generally dissatisfied with their ability to influence decisions at SMTD and are generally dissatisfied with specific elements of their work environment. The following are suggested next steps:

1. Communicate by whom decisions are made and the criteria used to determine promotions for Faculty and Staff. Where there are budget limitations, those limitations should be communicated.
2. Help all Faculty and Staff understand the economic model used by the University: SMTD has responsibility for its own revenue stream and it is from SMTD's revenue stream (not the University's) that salaries are paid. (For example, salaries of the Dean of SMTD and the Dean of the law school are determined from separate and distinct revenue streams which correlate to the individual school's revenue stream but not to each other.) Making sure Faculty and Staff understand the independent nature of the budget of SMTD may help explain some of the perceived salary inequities as between SMTD employees and other employees in other business units of the University. Continue to communicate salary restrictions openly and honestly.
3. Develop specific methods and procedures to regularly provide feedback to Faculty and Staff about their job performance.
4. Develop, articulate and publish specific criteria for what it takes to succeed as a Faculty or Staff member and publicize opportunities for promotion.
5. Provide opportunities for acknowledgment of Staff contributions and work with the Faculty to encourage behavior which will limit Staff members feeling "less than" Faculty.
6. Develop programs and more formal mentorship strategies to encourage senior Faculty to be supportive of junior Faculty beyond the one-year program that is in place.
7. Improve the timeliness of addressing known conflict and develop departmental leadership to view conflict resolution as part of the role of leading the department. Faculty leaders should be encouraged to become competent at dispute resolution and to make timely decisions where decisions are needed to end conflict. In this regard, some leadership training may be appropriate.

8. Broadly, encourage open dialogue and reporting of issues by Faculty and Staff to SMTD leadership by demonstrating that issues are addressed and that no retaliation occurs. Recent changes in the leadership will help promote a new atmosphere and those changes should be communicated with positive messages of the desire to encourage dialogue and address concerns regarding retaliation.

VIII. APPENDIX

- A. Climate Survey Responses by Question**
- B. Dean Gier's Letter Requesting Participation**
- C. CV of Linda Smolak**

APPENDIX A

Climate Survey Responses by Question

APPENDIX B

Dean Gier's Letter Requesting Participation

APPENDIX C

CV of Linda Smolak