

**Year 3 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education**

Rutgers University

University-Wide Faculty and Staff Campus Climate Survey

Relevant Rubric Area(s):

Evaluation (Measuring the prevalence of sexual harassment, Using climate assessment to inform action) and Organizational Change (Leveraging the strengths of distinct stakeholder groups and creating partnerships between them)

Description of Work:

Over the past year, Rutgers University has been actively planning for the administration of a university-wide campus climate survey. Rutgers climate surveys have historically focused on sexual misconduct among student populations. It is equally important, however, to assess campus climate from the point of view of other members of the community, measure its many dimensions, and transparently identify areas in need of change. Accordingly, in November of 2022, Rutgers will launch its first university-wide sexual harassment campus climate assessment.

The university wide campus climate survey will measure sexual harassment based on a validated tool (Administrator-Researcher Campus Climate Collaborative (ARC3) Campus Climate Survey Instrument, consistent with the recommendations from the National Academies of Sciences, Engineering, and Medicine's 2018 report on the sexual harassment of women¹). The survey will also include questions around workplace civility and other forms of identity-based discrimination. Additionally, researchers are actively working with University Communications and the University's Division of Diversity, Inclusion and Community Engagement to ensure that the sexual harassment survey is conceptualized as just one dimension of holistic climate assessment.

The survey will be administered to administrators, faculty, staff, postdocs, adjuncts, Teaching Assistants (TAs), and Graduate Assistants (GAs) across all four of Rutgers' campuses. Undergraduate and graduate-level students at Rutgers University will also receive a sexual harassment survey module during their next iteration of the climate survey on their respective campuses to ensure a whole-school approach to both the assessment of and subsequent response to these issues.

As part of the research team's efforts to finalize the tool, the team has met with key offices on campus, including Institutional Research, Title IX, victim services, University

¹ National Academies of Sciences, Engineering, and Medicine. (2018). Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. The National Academies Press.

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Communications, the Office of Employment Equity, and the Office of Diversity, Inclusion, and Community Engagement to ensure a collaborative, comprehensive approach. Additionally, the research team has engaged in a multi-phase, iterative review process that has requested feedback on the tool from a number of individuals and offices from around the University. The first phase of the review process began in summer 2021 and involved staff from the Office of Diversity, Inclusion, and Community Engagement as well as the University Wide Faculty and Staff Training Coordinator. The second phase of the review process involved the Title IX offices on each campus, staff at the Office of Employment Equity, several faculty members with expertise in the area of sexual harassment, and the director of the victim services office on each campus. The final phase of the review process requested input from General Counsel. At the conclusion of each phase of the review process, the research team made applicable modifications and documented all revisions in a decision log, which is a detailed excel document intended to track various decisional points throughout the project including revisions to the survey tool.

At this time, the research team is working with University Communications to develop appropriate recruitment strategies, and create inward- and outward-facing messaging leading up to and following the administration of the survey. The research team is also preparing for subsequent data analysis and report writing that is committed to transparency and yielding actionable data that can be used to guide the development of sustainable change across the university. Part of this process has included the research team engaging in an online search of current and emerging best-practices related to survey administration with faculty and staff and synthesizing this information across sources as well as incorporating relevant findings into planning for the university wide project.

The research team is also convening planning groups with the support of university leadership in preparation for the launch of the survey. Campus-specific planning groups will provide support for the Fall 2022 survey project and will develop appropriate post-survey Action Agendas. In addition, a University Steering Committee will be convened to develop university-wide messaging pre- and post-survey, and to provide high-level, visible support for the survey project itself as well as for the resulting campus-based Action Agendas.

Website for further information (if applicable):

<https://socialwork.rutgers.edu/centers/revcenter>

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