A Report from the Graduate School
To the University Senate’s Task Force to Address Sexual Violence and Survivor Support:
Relevant Data from the 2009 and 2012 Graduate Student Experience Survey
Submitted on September 26, 2014

About the Survey
In April 2009, the Graduate School developed and administered its first online survey exploring key facets of our current graduate students’ experience, including program satisfaction, the quality and value of the advising relationship, program climate, and student life, and gathering important information on demographics and recommendations for changes to improve their experiences. Based on the data gathered and feedback collected from students and graduate programs, the Graduate Student Experience Survey was revised and again administered in April 2012.

The Graduate School plans to conduct the Graduate Student Experience Survey again in April 2015.

The Survey Instrument and Reports
During each cycle, the online survey was sent via an email link to all graduate students enrolled in one or more credits at the time of data collection. Responses were gathered using Qualtrics, an online tool, over a two-week period.

Via the Graduate School website, [http://gradschool.uoregon.edu/assessment/student-experience-survey](http://gradschool.uoregon.edu/assessment/student-experience-survey), members of the UO community* may access reports organized by school and college and, within the College of Arts and Sciences (CAS), by discipline area. Students in the School of Law, with the exception of those in the Conflict and Dispute Resolution master’s program, were not surveyed as their programs do not report to the Graduate School. The survey questionnaires can be found here as well. [*Note: DuckID login is required.]

Respondents and Response Rates
The overall response rates were 53.9% in 2009 and 51.5% in 2012.

In the 2009 survey, respondents closely matched the profile of enrolled graduate students by race and ethnicity. However, international students were slightly over-represented among respondents and the gender composition was significantly different for the respondents when compared to our graduate student population. To address this imbalance, a weight was created, resulting in an assigned weight of 0.917 for female respondents and an assigned weight of 1.115 for male respondents. Respondents who did not provide their gender received an assigned weight of 1. Students under age 30 were slightly overrepresented among the respondents, while students over age 35 were slightly underrepresented.

In the 2012 survey, the response rate was analyzed by gender, ethnicity, and academic level. In terms of representativeness of the survey respondents relative to the actual population, there were just two areas of note: women and doctoral students were slightly overrepresented in the survey.

Response rates by school/college/CAS division can be provided by request.

Questions about Climate
Both the 2009 and 2012 surveys included questions to better understand the climate in which our students are pursuing their graduate education. For example, both surveys asked respondents about the climate in their academic department with respect to gender equity, racial and ethnic equality, sexual orientation
inclusivity, family friendliness, etc.; about the degree to which they feel a sense of belonging on campus; and about whether or not they had witnessed or experienced inequitable treatment or unwanted sexual attention. Neither survey asked any direct questions about sexual violence using that specific language. There are three noteworthy distinctions between the 2009 and 2012 surveys with regard to questions related to unwanted sexual attention:

a. In 2009, the survey included open-ended questions asking respondents to describe what had been experienced or observed (see pages 5-8 of this report for these responses); we did not ask these in 2012, in order to optimize the survey’s length in light of adding new questions on other topics, but we did adjust the 2012 survey based on the information gathered (see item c.).

b. In 2009, the survey included a question asking about the action taken and included an open-ended question to which respondents could describe the action they took (see page 9 of this report for these responses); we did not ask these in 2012, in order to optimize the survey’s length in light of adding new questions on other topics. We are considering asking a modified version of this question in the 2015 survey.

c. As a result of the information gathered via the open-ended question in 2009, we modified the 2012 survey to ask respondents to provide information about the committer of the inequitable treatment or unwanted sexual attention, namely, whether that person was another student or a member of the faculty or staff. Without gathering the level of detail asked in 2009, this modification allowed us to identify patterns in the source of the unwanted sexual attention, while maintaining a moderate overall survey length in 2012.

2009 Questions Related to Unwanted Sexual Attention

"Have you witnessed or experienced any unwanted and uninvited sexual attention (including unwanted sexual teasing, jokes, remarks, or questions; unwanted letters, phone calls, email) during your time as a graduate student?"

- Yes
- No (If no, then skip to the next section)

Please use the space below to explain what you experienced or witnessed.

Which of the following best describes the actions you took as a result of experiencing or witnessing [this]? (Choose all that apply)

- I talked to someone with authority in the program/university and felt the situation was handled well.
- I talked to someone with authority in the program/university but felt the situation was not handled well.
- I didn’t talk to anybody with authority about this because I didn’t know who to turn to.
- I didn’t talk to anybody with authority about this because I didn’t think anything would be done about it.
- I didn’t talk to anybody with authority about this because I was afraid of retaliation or a negative impact on my graduate career or future.
- Other (Please explain) ___________________________”
Analysis of Responses from 2009

### Respondent Group

<table>
<thead>
<tr>
<th>Percent of Survey Respondents (N=1484) Who Have Witnessed/Experienced Unwanted Sexual Attention</th>
<th>All Students</th>
<th>Female</th>
<th>Male</th>
<th>SOC</th>
<th>White</th>
<th>International</th>
<th>Domestic</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.5</td>
<td>9.1</td>
<td>4.0</td>
<td>8.0</td>
<td>6.8</td>
<td>6.4</td>
<td>6.7</td>
<td></td>
</tr>
</tbody>
</table>

**SOC**= Students of Color.

In 2009 survey, data identifying first generation college students were not collected.

### Percent of Respondents Who Have Witnessed/Experienced Unwanted Sexual Attention (N=96) Who Reported Having Taken the Following Actions:

- I talked to someone with authority in the program/university and felt the situation was handled well. 14.6
- I talked to someone with authority in the program/university but felt the situation was not handled well. 13.5
- I didn’t talk to anybody with authority about this because I didn’t know who to turn to. 5.2
- I didn’t talk to anybody with authority about this because I didn’t think anything would be done about it. 24.0
- I didn’t talk to anybody with authority about this because I was afraid of retaliation or a negative impact on my graduate career or future. 20.8
- Other 36.5

2012 Questions Related to Unwanted Sexual Attention

“Have you witnessed or experienced any unwanted sexual attention (including unwanted sexual teasing, jokes, remarks or questions) or unwanted personal communications during your time as a graduate student? You may choose more than one answer.

a) No
b) Yes, from another student
c) Yes, from a faculty member
d) Yes, from a staff member”
Analysis of Responses from 2012

<table>
<thead>
<tr>
<th>Percent of Respondents Who Have Witnessed/ Experienced Unwanted Sexual Attention from:</th>
<th>All Students</th>
<th>Female</th>
<th>Male</th>
<th>SOC</th>
<th>White</th>
<th>First Gen</th>
<th>Not First Gen</th>
<th>International</th>
<th>Domestic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Another Student</td>
<td>9.4</td>
<td>11.6</td>
<td>6.2</td>
<td>12.0</td>
<td>8.7</td>
<td>9.7</td>
<td>9.4</td>
<td>12.7</td>
<td>9.1</td>
</tr>
<tr>
<td>A Faculty Member</td>
<td>3.8</td>
<td>5.2</td>
<td>1.6</td>
<td>8.5</td>
<td>3.5</td>
<td>4.4</td>
<td>3.7</td>
<td>1.3</td>
<td>4.2</td>
</tr>
<tr>
<td>A Staff Member</td>
<td>0.5</td>
<td>0.6</td>
<td>0.2</td>
<td>0.7</td>
<td>0.3</td>
<td>0.3</td>
<td>0.5</td>
<td>0.6</td>
<td>0.4</td>
</tr>
</tbody>
</table>

Numbers in red indicate a difference from All Students category by at least ± 5%
SOC= Students of Color; First Gen= First Generation College Students

How this Data Was Reported and Used
The associate deans used data from the climate portion of the survey in a variety of contexts where issues about climate were discussed, including with the Graduate Council, Vice Provost’s Council, Student Affairs, and similar stakeholders.

In summer and fall 2013, the Graduate School was preparing a report on climate issues when leadership priorities and changes occurred that resulted in this project not being completed. Our plan is to ensure that such a report accompanies the reports produced on academic satisfaction and quality after data collection in 2015.

Regarding responses to the open-ended questions in the 2009 survey, we determined that it would not be prudent to take action in instances where only vague information was provided by a single student because of our commitment to confidentiality — we promised that to the graduate students who filled out the survey. However, there was a single case in which an individual was named in two separate responses. The Graduate School followed university policy and reported this to the department head, dean of the school/college, and Office of Affirmative Action and Equal Opportunity, and an investigation was pursued. In the case of a department where there were multiple comments (this occurred with the department in which the named individual was a member), we had extensive discussions with the department head, dean and Office of Affirmative Action and Equal Opportunity.

In the last five years, the Graduate School has had occasion to revisit the 2009 and 2012 Student Experience Survey data when students have come to the office as individuals with concerns related to unwanted sexual attention. Our purpose for reviewing the data is to seek additional information that might be useful in advising or helping the student pursue options for reporting.
Respondents’ Comments in Response to 2009 Survey Question, “Please use the space below to explain what you experienced or witnessed.”

This list has been edited to remove the names of people and academic units identified by respondents. One comment has been removed in its entirety because the respondent expressed a concern, in the text, about it being shared. No other edits have been made.

- A professor in another department... invited me over for dinner, which I thought was for a group of students and faculty. Turned out to be a very small gathering, at the end of which, he proposed I stay at the house. Bordered on a sexual proposition.
- Sexually harassed by another graduate student.
- Bad joke that offended a woman
- Again, working with a men's team, this is normal and to be expected.
- The incident occurred more than once at the Rec Center men's locker room while I was taking a shower. Someone across from the compartment where I was showering behaved in a way that was unambiguously intended to get my attention.
- I have experienced unwanted comments from one of my fellow graduate students, who is no longer in the program.
- There is a professor in the... department who I feel has developed some inappropriate relationships with at least 2 female students. Nothing that has crossed a physical line of misconduct, but definitely subtextual power dynamics have been observed by more than just myself. When I asked one of the women about it, in a casual conversation, she admitted that she felt the sexual attraction but said that nothing has or would ever happen. I don't feel comfortable coming forward and naming names, especially since the line is so fuzzy here (no harm, no foul?). However, I am very concerned that the professor is using his position of power to manipulate these women.
- I experience many sexual comments in the classroom, including one older male student frequently touching my shoulder or arm wheevern he wanted to talk to me.
- Other students who have difficulty understanding the difference between a professional and social atmosphere. We are all friendly in the program and often socialize, but we also work together in the clinic. Some students are unable to differentiate between appropriate socializing behavior and appropriate work behavior.
- My experience was with a classmate. It happened several times that he got too close to me and tried to touch me when we were talking about something or joking or laughing. It was very uncomfortable and I did not say anything to him the first couple of times but later I told him that he gets too close to me(physically). Later I ended my friendship with him, because his behavior changed after I told him that. He didn't seem to want to be close friends anymore. To me it was like this guy just wanted to be friends with me for sexual reasons or intentions or for flirting. I hope I explained this clearly.
- It was in a studio setting and several of the men in the studio were telling explicit stories either sexual or graphic (about bodily functions). I told them they were being completely unprofessional and if they wanted to continue such discussion they could take it outside the studio where I wouldn't be forced to listen to it. This happened on several occasions. / / I have also been in studio setting where adjacent students curse continuously as part of their everyday expressions but in explicit and foul language, using the f-bomb constantly and worse. I have asked them to stop.
- I was inappropriately touched by another graduate student.
- I have been a resource to fellow female graduate students who were being repeatedly asked out by male professors while repeatedly casually turning down these advances. The professors were, at the
time both the gtf supervisor of the student as well as an instructor and potential committee member.

- Students generally tend to treat female GTFs with less respect than men, regardless of their behavior or bearing. This often manifests itself as a general tendency to challenge their authority, but also occasionally as inappropriately familiar or suggestive language.
- From students...
  - There have been inappropriate comments made during social events, that offended some female students. Another students expressed dissatisfaction with some comments made in an email that went out to the entire class. I am not sure if the comments made at the social event or email were meant to be harmless or mean-spirited.
  - I had a friend take the peel off of a tangerine in one piece so that it looked like two balls and a penis. He thought it was funny, but it wasn't the second time I found the same "present" on my desk. I gave him shit for it and he hasn't done it again.
  - One instructor seems to enjoy casually touching female students.
  - One faculty member has a difficult time keeping his eyes off of the breasts of female students during conversation. Pretty minor, but demeaning to some. Women graduate students warned new female students coming in.
  - Jokes among grad students about "hot" (etc.) students in the labs, classes... Jokes about (the few) female grad students in the program about them making it into the program because of their looks, and not because of their abilities.
  - Up to three women in the department (all graduate students) have experienced unwanted sexual attention or remarks from a faculty member. These experiences were both witnessed and unwitnessed. They were not enough to qualify for a reportable offense, but were relayed to a faculty member. No action was taken by anyone.
  - Mild sexual innuendos when talking with male instructors or overhearing male instructors talk about naked images of women to other male students. Not a big deal in the grand scheme of things. I wrote in the eval that the instructor could work on developing a more appropriate professional demeanor with students.
  - Another graduate student made unwanted sexual advances on a friend of mine (also a graduate student in the program).
  - A peer (not a professor) made an inappropriate remark, but others straightened him out quickly.
  - Joking comments of a sexual nature from a faculty member, but these were not serious and I brushed them aside. I talked about it with other graduate students, and I and others didn't feel threatened or very uncomfortable from the events.
  - just good old misogyny
  - A disturbed student sent unwanted romantic emails to a fellow student and we collectively reported this to the department. The problem was addressed immediately, openly, and forcefully by the faculty.
  - A faculty member (in a joking tone) asked if I would like to see him naked when we were alone in his office during office hours. I declined and left directly. In class the following week, he told my fellow students the story and said that his comments on a piece of my work should reflect the incident (though when I reviewed the comments this threat did not appear to be genuine.)
  - A professor harassing and photographing a graduate student for breastfeeding, persisting after being asked to desist and drawing unacceptable levels of attention to the event.
  - A professor made a very inappropriate comment about my chest/breasts.
  - As I mentioned in the previous text block, there were a few incidents amongst graduate students (and outside of officially sanctioned program activities) where sexual harassment occurred, mostly
male graduate students making inappropriate sexual comments about female graduate students at social functions (but sometimes in the office building).

- During my first year as the GTF, there was two or three undergraduate students insulting me with some nasty words. I reported to the instructor and had strong support from the department. I really appreciated that.
- Fellow students have made inappropriate jokes and discussions.
- Group of former female graduate students occasionally talked openly about personal matters, making other students uncomfortable.
- I felt that I was graded down in a course because of a professor's relationship with a student in the course who did not like me personally. I politely and professionally asked the Professor to justify the grade I got in the course and the professor refused to do so.
- I have a colleague who is such a racist, sexist, alcoholic individual that I have considered leaving this university if he was not ejected. He was not, so I avoid contact with him. I've tried to be flexible.
- I have been in a classroom setting where a male professor responded to a student comment with statement that basically said that she was appealing because she was using "intellectual" language. He equated intellectual engagement with sexual appeal.
- I have had students make me feel a little uncomfortable in the way that they approached me, because I am of the opposite sex, and close to age with them. Nothing serious ever came of it, just a few awkward situations.
- I have witnessed a fellow student receive emails and experience repeated close, unwanted physical presence from another colleague who has more authority within the department.
- I received a student review after my first quarter of teaching that included inappropriate comments about my appearance. The student review was unsigned.
- I serve as a graduate teaching fellow and an undergraduate student that I was responsible for made an inappropriate proposal to me. As it turned out, it was really nothing more than someone trying to ask me out, but I felt really uncomfortable about it because of the teacher/student situation.
- I, along with another female member of my cohort, experience sexual harassment during our first year at the UO from members of our cohort. The incidents spanned across our entire first year, where we were subject to numerous jokes, remarks, suggestions, and differential treatment in course distribution, office location, and grading assignments. We took the matter directly to the Associate Dean... who then brought in members of our faculty. All of the men were told to stop - some did. One person was threatened with expulsion. He later left the program for another school where he was given high recommendations from the faculty here.
- In one class [a] Professor... continually made sexual references that were not related to the course material. He would tell sexual and inappropriate jokes, and twist the language of the text we were working with to display sexual content. There was no pedagogic purpose for this and this made many of the female students feel uncomfortable and offended the male students as well. The seminar was composed of two male students and eight female students. Although faculty members were aware of what was going on, nothing was done and [the] Professor... is still a tenured professor in the department. No Graduate Students work with him.
- One of my male advisors made inappropriate comments of a sexual nature regarding one of the students he was teaching at the time, who often frequented his office.
- One professor once called me "baby".
- Prof...has a reputation for a habit of making sexual jokes and innuendos in class, and having taken two seminars with him, I have witnessed this many times. I have also had several female undergraduates tell me that he has given them his cell phone number and/or hit on them in public. He also holds office hours with the lights dim and heavy cologne on, which seems quite inappropriate.
• Several female graduate students will explicitly and graphically talk about sex in the graduate lounge, which is open, public, professional space. I think this is very unprofessional.
• Sexual harassment in emails, jokes, conversation, touching... really just all of it.
• Some sexual harassment and unnecessary comments about the female body while I was present, and everyone else around me were men. None of them spoke up or said anything to the person saying the comments.
• Sometimes in social situations, inappropriate jokes are made. We had an undergraduate student working in our group who was always very quick to produce very inappropriate comments, but that student has no graduated and moved on.
• Talking about sexual orientation of students and using inappropriate words and phrases to describe it.
• Teasing and joking.
• The attention came from a student (I was her GTF). She developed a crush on me that became somewhat obsessive. I was concerned enough to take it to my supervisor and then then program director, who took over and ultimately had the student removed from my classroom.
• The males in the... program regularly make off color sexual jokes and objectify women. In their eyes we should sit there and look nice but have nothing to contribute to the program. They even went so far as to send out an invitation to join their "dirtbag" listserv to transmit off color jokes to one another. A professor in the first year... core made a rape joke on two separate occasions and it was reported this fall to our program but nothing was done. This only reinforces the male students' behavior... Male professors need to be educated that they can be an ally for gender and race issues.
• There is a tenured professor in our department who blatantly stares at my chest when we meet. This is a complaint shared by many women but he is understood to be an "old-school" guy and we all simply avoid him at department gatherings.
• There was one student who I thought was a friend and one evening I visited with him to see his new apartment and he told me that he wanted to fool around. I thought it was a slimeball thing to do considering earlier that evening he said that he thought I just needed a friend. / / I also had two fellow students give me notes at the end of class asking me out for a beer and one to come to their house. / / Both of those situations made me very uncomfortable.
• unwelcome jokes and references to female students
Respondents’ Comments Supplemental to “Other” Response to 2009 Survey Question, “Which of the following best describes the actions you took as a result of experiencing or witnessing [this]?”

- Felt I could handle it on my own.
- Handled the situation myself
- I didn't talk to anybody because I didn't like the girl who was offended
- I handled it
- I left the locker room very angry, and talked to firens about the incident
- I spoke to the person and resolved the situation
- I talked with one of the women involved.
- I talked with other grad students, again, just to vent.
- I tell the person who is making me uncomfortable.
- I thought I can take care of it myself, but now I think I should have talked to someone.
- I took care of it myself
- I took care of the situation on my own.
- I took this information outside of my program and discussed it with the dean's office and another program director. I do not know if or how the situation was handled.
- It did not directly concern me, and there is no authority figure with the ability to change student attitudes/behaviors.
- It really was not a big deal
- It was discussed and a program code of conduct is being developed.
- It was embarrassing and I would not know who to talk to about that without turning bright red in the face.
- It's not my decision whether it crossed the line.
- Not something I experienced, personally
- Quietely, turned away; stopped taking part in the "jokes"
- The grad student making the advances was leaving, so I didn't think to do anything.
- The situation resolved itself
- there was no action necessary
- try to point out to the person that htey are being offensive or innappropriate