

Status Report to the Ad Hoc Group on University Culture and Climate

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President
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Throughout 2015, the University has remained focused on improving the living and learning environment for every member of the University community. The Ad Hoc Group on University Climate and Culture and the associated working groups on Culture, Response, and Prevention played a key role in exploring and understanding the existing environment.

In June 2015, I publicly released the [reports of each working group](#) and noted that some of these recommendations reinforced a robust, extensive set of initiatives that were already underway at the University. I also acknowledged that other recommendations would require additional consideration and review. Since June, University leaders have thoughtfully considered these recommendations and assessed the resources required for implementation and their likely impact.

In the following pages, I provide updates on progress to date on the University's work in addressing sexual violence. Organized around the major themes of prevention, response, and culture, the initiatives and accomplishments below are grounded in the efforts and advice of the Ad Hoc Group and each of the three working groups. Moving forward, we will continue to evaluate recommendations and initiatives to ensure that resources are properly aligned. Our faculty, staff, and students will continue to contribute as we strategically integrate our immediate and long-term efforts.

PREVENTION OF SEXUAL ASSAULT

The Prevention Working Group examined the characteristics of a successful, comprehensive prevention program, including contributing factors such as alcohol, other drugs, and lack of alternative programming. Preventing sexual assault and promoting healthy lifestyle choices are fundamental to our work in educating students within a safe environment. Since June, we have invested significant resources in advancing a culture of prevention at the University.

Training & Education

We have implemented robust training and educational programs to better inform our students, faculty, and staff about their responsibilities as active members of our community:

- 97% of students have completed the "Not on our Grounds" sexual assault training and the "Alcohol Wise" alcohol abuse prevention training modules that were implemented for the fall 2015 semester. Follow-up for students who have not completed the trainings is ongoing.

- The University’s Title IX Coordinator and Assistant Vice President for Clery Act Compliance trained approximately 1,000 employees on matters relating to Title IX and the Clery Act. The Title IX Coordinator and AVP for Clery Act Compliance also conducted small group training/discussion sessions for undergraduate and graduate student groups on these topics.
- Student Affairs modified the summer orientation program to include a session on safety for both students and parents. The session addressed topics such as alcohol and sexual violence. Senior leaders from the Office the Dean of Students addressed incoming students in a large session. Student orientation assistants led small group discussions following each large session.
- Housing and Residence Life modified training for senior staff and resident advisors. The revised training included a three and one half hour session on reporting responsibility procedures specific to Title IX and the Clery Act.
- Student leaders in Housing and Residence Life partnered with student groups *One Less* and *1 in 4* to have a “Dorm Norms” session with every First Year floor. “Dorm Norms” focused on additional support and resources for sexual violence survivors as well as bystander intervention strategies.
- The University invested an additional \$60,000 in permanent funding to support education and outreach programs relating to Green Dot.
- The Office of Health Promotion modified the *Stall Seat Journal* addressing bystander education to better align with Green Dot messaging.

Student Programming

- In partnership with the University Programs Council (UPC), Student Affairs launched *After Hours*, a counter-programming initiative that coincided with high-risk nights. During move-in weekend, UPC implemented several successful events, including:
 - A Welcome Week Concert in the Amphitheater featuring the band *Smallpools* (approximately 1500 students attended)
 - Your “First Late Night” in Newcomb Hall (approximately 700 students attended)
 - Late Night Dining in Newcomb Hall (945 students attended)
- The *After Hours* strategy achieved considerable success by offering “late night breakfasts” to the student community:
 - 762 students attended a late night breakfast on September 25 following the UVA vs. Boise State football game.
 - 720 students attended a late night breakfast at *The Pigeon Hole*, a Corner restaurant, on Halloween.

- As part of the *After Hours* strategy, we successfully utilized Ern Commons in the first-year residence area as a late night programming space. In the months of September and October, three events were hosted in Ern Commons. An average of 316 students attended each event.
- The following chart provides a summary of metrics for *After Hours* events during the months of September and October:

	September	October
Total # of Events	14	14
Average # of Events/Weekend	2.8	3.25
Average # of Attendees/Event	127	130
Average # of Attendees/Weekend	355	446.75
Largest Weekend Attendance	Weekend 4 (September 24 - 26)	Weekend 9 (October 29 - 31)
Largest Event Attendance	9/25 Late Night Breakfast (762 students)	10/31 Late Night Breakfast (720 students)

- *After Hours Dining*: ODOS and Aramark negotiated an agreement for PAV XI in Newcomb Hall to provide a restaurant option until 2am on Thursday – Saturday nights. The Vice President and Chief Student Affairs Officer subsidized 30% of unmet sales targets each night to support coverage of Aramark’s labor needs necessary to keep restaurants open.
- Several other University departments implemented programmatic initiatives during the fall semester:
 - Intramural-Recreational Sports (IM-Rec) extended facility hours in October and November and offered late-night programming options to students on Friday and Saturday nights. Specific examples include “bubble soccer”, basketball competitions, drop-in play, bouldering, and general facility use. The Aquatic and Fitness Center, Memorial Gymnasium, Carr’s Hill Field, Snyder Tennis Center, Nameless Sand Volleyball Courts, and the Outdoor Recreation Center have been utilized for events. As the semester progressed, there has been an increase in student engagement at each event. Most recently, events held the weekend of December 4 saw the greatest number of student participants. Planning for spring events is currently underway.
 - UVA Arts hosted an Arts Grounds Cookout and Open House on August 29. The event attracted over 500 students and faculty and included a movie screening.
 - The Office of Health Promotion expanded the Spring 2015 Health Survey to collect data on the relationship between our students’ drinking and their sexual activity in order to inform programming direction.
- Planning is also underway for the “Lloyd Building” on the Corner. The project will provide highly visible, easily accessible, flexible, modern space for students to come

together to engage creatively in activities that foster healthy community connections and support students' intellectual and social development. While still under development, the space has great potential to support student activities such as performances, rehearsals, meetings, recreation, informal gatherings, and social events, especially late in the day into the evening/after hours when space to meet these interests is limited.

Safety Enhancements

- Safety remains a top priority for the University. Throughout 2015, we have implemented several enhancements relating to student safety:
 - We opened a new police substation on the Corner in a temporary location. The permanent location for the police substation is nearing completion. The number of police patrols has increased. This increase reflects our ongoing partnership with Charlottesville and Albemarle County Police Departments.
 - The Ambassador Program provides friendly assistance in areas frequented by students. In September 2015, we revised the coverage area and hours for the Ambassador Program. The Ambassadors now cover an area extending down West Main Street to the Greyhound Bus Station and provide coverage during the hours when students are most likely to need support.
 - We have improved crosswalks and lighting in areas on and around the Grounds. Additionally, we have inventoried emergency phones, repairing and replacing phones as needed.
 - The Office of Emergency Preparedness is now the Office of Safety and Emergency Preparedness. This change in name reflects an expanded scope for the office, which allows for an increased focus on safety and outreach to students.
 - We continue to examine and assess safety measures such as after-hours transportation and personal safety applications for mobile devices.

Communications

- During the course of their work last winter and spring, the Culture, Prevention, and Response Working Groups learned about resources that existed on the Grounds that some members of the UVA community may not have been aware of previously. The University has made significant efforts to provide easily accessible information through multiple channels (mass email, web sites, and in person) and to make it as understandable as possible, particularly as it relates to policy, procedures, and resources. Below are examples of communication efforts in recent months.
 - Infographic for [students](#) and [employees](#) revised in July 2015 to match final policy language and posted online.
 - [Title IX-VAWA web site](#) deployed July 1, 2015.
 - We publicized the new [Clery Act Compliance Policy](#) and [Issuance of a Timely Warning Policy](#) in our timely warning messages that go to the entire University community, in our official designation letters to Campus Security Authorities, and in

my messages to the University community. We revised the template language used when we send timely warning messages to the University community to protect members of the University community, to promote safety, to help reduce the likelihood of future crimes, and to raise awareness of how to seek prompt assistance should a crime occur. These messages provide clear information about what constitutes sexual assault, what affirmative consent means, reporting options, and confidential and non-confidential resources both on- and off-Grounds.

- We have revised the [Annual Security Report](#) (ASR) to more clearly report the crime statistics data. We have created a [Clery website](#) that houses the ASR and other Clery information and have linked to it from sites across the University that are targeted toward prospective students and job applicants. We maintain a Daily Crime Log on the UPD website for the community to review crime statistics.
 - Mass communications via email were sent to the University community regarding the Title IX/ Clery/ VAWA team.
 - To make it simpler for community members to report an incident, the University modified the [Just Report It](#) online system to allow direct and anonymous reporting, Just Report It allows members of the community to promptly report incidents of bias that include hazing and racial, sexual or gender-based violence.
 - The #HOOSGotYourBack campaign was expanded to include partnerships with downtown Charlottesville merchants and University departments. New this year, University and Charlottesville partners contributed to the overall cost of the T-shirts and placed an order for members of their staff. Participants were encouraged to wear the T-shirts on designated days during the Red Zone. Faculty and staff across the Grounds also wore the T-shirts on designated days.
 - The University Bookstore produced Green Dot and #HOOSGotYourBack promotional items, such as buttons/pins, sunglasses, T-shirts, wristbands, and banners to keep the campaign visible. A Green Dot T-shirt design competition was held in partnership with the University Bookstore. The winning design was printed and sold in the Bookstore, with proceeds to benefit Green Dot at UVA.
- Communication and messaging around alternative programming increased and continues to improve:
 - Student Council has ceased use of Docket, and has instead collaborated with the Cavalier Daily to provide a central website to list upcoming events: The Cavalier Calendar - <http://www.cavalierdaily.com/calendar/>
 - The Hoos-Sober listserv now includes all events sponsored by the University Programs Council.
 - Planning is underway for a *UVA After Hours* website to feature a late night activity calendar.

Administrative Functions

- We have begun an organizational realignment of Title IX functions, shifting some responsibilities previously in Student Affairs to the Equal Opportunity Programs Office.

- We have made continued strides to improve coordination, in particular between the Office of the Dean of Students (ODOS) and Student Health, around both prevention and response. These efforts have been grounded increased coordination and communication among key units that are engaged in prevention work.
- The Program Coordinator for Prevention in ODOS left her position in August 2015 to pursue another opportunity at the University. ODOS is currently recruiting a new hire. In the meantime, a doctoral student was hired in August 2015 to support prevention activity specifically related to Green Dot.
- Student Affairs is planning for three additional full-time equivalent employees (e.g., assistant deans, case manager) to expand education and outreach, as well as to support the Dean on Call response role for all incident types.
- The Vice President and Chief Student Affairs Officer appointed members to the University's Advisory Committee on Alcohol and Substance Abuse to consider effective ways to promote short- and long-term programs that minimize drinking and substance abuse among underage students and tackle abuse among students of legal age.

RESPONSE

The Response Working Group considered ways to respond to incidents of sexual assault after they occur, as well as current and proposed state and federal legislation, regulations, and guidelines that affect the University's response. We have invested significant resources in expanding our professional staff and deepening expertise related to the University's response to sexual violence.

- The University's revised [policy](#) is considered a national model and is the first such policy to be found fully compliant by the U.S Department of Education's Office for Civil Rights.
- Key leadership has been added to provide enhanced counseling and support to survivors of sexual assault and to provide oversight of our compliance with evolving state and federal legislation:
 - Catherine Spear was hired as the Assistant Vice President for Equal Opportunity Programs.
 - Kelley Hodge was hired as the University's first full-time Title IX Coordinator. and searches are currently underway to hire two deputy Title IX Coordinators.
 - Gabe Gates was hired as the Assistant Vice President for Clery Act Compliance.
 - The Maxine Platzer Lynn Women's Center and Counseling and Psychological Services (CAPS) added trauma counselors to their staff. Specifically, CAPS increased their staff by 4.2 full time employees for fiscal year 2016..
 - Student Affairs added a part-time Case Manager to track, monitor, and assist in responding to reports of prohibited conduct under the University's Policy on

Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence.

- The Office of Equal Opportunity Programs now provides a centralized response to all potential violations of this policy. This transition created one office dedicated to investigating and adjudicating incidences of racial, ethnic, sexual, and gender-based harassment and assault if they occur.
- University leaders have initiated discussion between the University Police Department, the Albemarle Commonwealth's Attorney- Elect and a current member of the Commonwealth's Attorney's office, and other relevant stakeholders on the revitalization of the Sexual Assault Response Team (SART).
- Student Health/Counseling and Psychological Services (CAPS) has implemented several new initiatives, including:
 - Investing to ensure survivors receive necessary screenings and treatment at Student Health without any charges or use of insurance, if necessary.
 - Creating a substance abuse support group for Fall 2015.
 - Partnering with the School of Law to implement a pilot program, which places a dedicated CAPS clinical professional on site.
- The University is exploring the appropriate areas where restorative justice principles might be utilized. Catherine Spear, AVP for EOP, has joined the Advisory Board for Restorative Justice at Skidmore College as one avenue to explore this option.
- Student Health and the Office of the Dean of Students continue to implement the Brief Alcohol Screening and Intervention in College Students (BASICS) program. Proactive efforts are underway to market the BASICS program to other University stakeholders (academic college deans, student affairs staff, emergency department staff) to educate about the BASICS program and the referral process.

CULTURE

The Culture Working Group considered ways to improve the University's distinctive culture and achieve the goal of ensuring that UVA and its Grounds are a safe and welcoming place to learn, teach, conduct research, recreate, and live for all members of the community. Significant progress has been made as it relates to new curriculum development, research and associated base line data information, and programmatic efforts aimed at improving the University's culture.

- Consistent with the OCR resolution agreement, a student climate committee advising the Title IX Coordinator has been established. Its charge follows:

Student Committee to Assess Climate Related to Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence (“Student Climate Committee”):

The Student Climate Committee will be comprised of the three chairs from the Sexual Violence Prevention Coalition (SVPC), the two chairs of Student Council’s Safety and Wellness Committee, and six at-large members. The Committee is charged with providing student perspective on the University’s climate related to sexual and gender-based harassment and other forms of interpersonal violence. The Committee will assist the University in (1) assessing students’ attitudes and knowledge regarding sexual harassment, sexual violence, and retaliation; (2) gathering information regarding students’ experience with sexual harassment and sexual violence while attending the University; (3) determining whether students know when and how to report prohibited conduct; (4) gauging students’ comfort with reporting such prohibited conduct; (5) identifying potential barriers to reporting; (6) assessing students’ familiarity with the University’s outreach, education, and prevention efforts to identify which strategies are effective; and/or (7) soliciting student input on how the University can encourage reporting of sexual harassment, sexual violence, and retaliation, and better respond to such reports. The Committee will also offer feedback and recommendations regarding the content and delivery of education, training, and prevention programs administered by the University on these topics. The Committee’s recommendations will be presented to the University’s President, Vice President and Chief Student Affairs Officer, the Assistant Vice President for Equal Opportunity Programs, and Title IX Coordinator on an annual basis.

- The results of the 2014-15 AAU Campus Climate Survey on Sexual Assault at UVA were released September 21, 2015. The University was one of 27 higher education institutions to participate in the AAU survey. AAU released the aggregate results of the survey on the same day as the University. The data serve as a baseline for a longitudinal effort to gauge the impact of institutional programs and system on climate and the prevalence of sexual assaults. The comparative data reflect some similarity across the participating universities. For example, 56.3 percent of students believe that it is very or extremely likely that a victim of sexual violence would be supported by other students in making a report of sexual assault or misconduct to a University official. The AAU average is 56 percent. There were also some areas, such as the percentage of UVA students who believed that it was very likely or extremely likely that campus officials would take action against an offender, where the percentage was lower than the average at our peer institutions. The results show that there are opportunities for increased education and engagement across our entire community. During the spring semester, the Title IX Coordinator and Assistant Vice President for Equal Opportunity Programs will conduct a series of student focus groups specific to pressing issues on Grounds. The following five broad topics were identified and will serve as a framework for the focus groups: University Response/Barriers to Reporting; Bystander Intervention; Resources; Vulnerable Populations (including certain populations such as female graduate students, students with disabilities, and students who identify as LGBTQ); and Sexual Harassment.

- Over 5,000 undergraduates (more than one-third of the undergraduate population) are currently housed on the Grounds. Assessment and study is currently underway to consider expanded housing options as well as non-themed residential housing. Two Architecture studios are also investigating the possibility of having more residential colleges. These studios, under the direction of faculty in the School of Architecture, are currently looking at the West Annex Complex.
- ODOS's Newcomb Centers & Services (NCS) initiated the final phase of a re-visioning effort. NCS's revised mission, vision, and strategy focus on the implementation of a more traditional student union model characterized by integration of the student programming with operational and facility functions. As a result, NCS has enhanced its focus on the student experience, including ensuring spaces and resources are prioritized and allocated to maximize student benefit.
- All IFC fraternities agreed to sign the updated Fraternal Organization Agreement (FOA) by September 15, 2015.
- Pursuant to the OCR Resolution Agreement, all student organizations (fraternal organizations and contracted independent organizations) revised their operating agreements with the University to include a provision on sexual harassment, sexual violence, and retaliation.
- The relevant national organizations and alumni advisors continue to be engaged by ODOS / Fraternity & Sorority Life (FSL) leadership for all allegations of misconduct involving a chapter.

Curricular / Academic Research

- Faculty from multiple schools submitted a proposal to create an "Institute on Violence." As one avenue to achieve this vision, the proposal is currently being considered along with other proposals for the next pan-University institute.
- UVA is participating in the design of a new national training institute on gender-based violence for institutions of higher education in partnership with *Futures Without Violence* and Harvard University (funded by the Jefferson Trust and the Avon Foundation). UVA hosted the initial curriculum design meeting for that project in May and another design meeting is set for December. We plan to host the first training institute this spring/summer.
- As a result of a grant provided by the Centers for Disease Control to the University of Kentucky, UVA will serve as one of the sites participating in this research study on the effects of GreenDot at the postsecondary level.

- The College and Graduate School of Arts & Sciences created a "Power, Violence and Inequality Collective" with some seed funding to support faculty research. These faculty are also part of the larger proposal mentioned above.
- The faculty of the College have voted to make Women, Gender, and Sexuality studies into a department. The proposal has been approved by the Provost and requires additional approvals before the change can be enacted.
- USEMs (University Seminars) and COLAs (College Advising Seminars) continue to provide more small-scale seminars for first year students.
- We have created a new database for tracking student behavior. The new database has received IRB approval and combines information from SIS (student database), Medicaat (Student Health EMR database), and UVA Medical Center (A2K3 & Epic). We have also submitted an NIH grant for further funding and analysis (currently under review).
 - Three studies are currently underway using this database. All are IRB approved:
 - 1) Substance Abuse Study with aims to characterize: The prevalence of substance and alcohol misuse amongst our college students who visited the emergency room from July 1, 2009 to present; the impact of the substance and or alcohol use on their clinical presentation to the emergency room; and the referral process used to help the students with their substance or alcohol use disorder.
 - 2) UVA Undergrad Utilization of the Emergency Department (ED) presenting with suicidal ideation/suicidal attempts with aims to: identify the prevalence of visits to the ED among University of Virginia undergraduate students involving suicidal ideation or attempts; to evaluate the correlates and epidemiological characteristics of these students; and to identify situational/contextual factors contributing to these visits.
 - 3) Student violence study with aim to characterize the UVA student population that presents to the ED (through the use of the Student Health Research Database) with complaints of intentional injuries caused by another individual as well as the extent of violent thoughts. The study also aims to identify the prevalence of visits due to injuries pertaining to violence among UVA students; to determine the frequency of students presenting with aggression and violent thoughts (including but not limited to homicidal ideation); to evaluate the correlates and epidemiological characteristics of these students; to identify situational/contextual factors contributing to these visits; and to identify potential academic consequences of these events.