

**2025 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in
Higher Education**

University of Michigan/Prevention, Education, Assistance,
and Resources (PEAR)

**Multi-Campus Implementation of the
ARC3 Survey Related to Sex and Gender
with Student, Faculty, and Staff Cohort Groups**

Relevant Rubric Area(s):

Evaluation: Measuring the Prevalence of Sexual Harassment

Evaluation: Evaluating Policies and Procedures

Evaluation: Using Climate Assessments to Inform Action

Description of Work:

Formal reports of sexual harassment, such as those filed with a Title IX Office, are not reliable indicators of its prevalence on college and university campuses. Only about two in seven individuals who experience campus sexual harm actually report it (National Academies, 2018; Rosenthal et al., 2016; Schneider et al., 1997; Wasti and Cortina, 2002). To accurately gauge the extent of campus sexual harassment, large-scale, well-designed surveys are essential. While significant investments have been made in assessing students' sexual experiences and campus climate, there has been less focus on comprehensively evaluating the climate regarding sex and gender for all campus constituent groups. Furthermore, comprehensive evaluations of faculty, staff, and student groups across a large university with a number of campuses and an academic medical center have not been conducted, as far as we know. Conducting campus climate surveys for a single group requires substantial resources, and surveying all constituent groups across multiple campuses significantly increases the complexity and resources needed for implementation.

Decades of research have refined evidence-based methods for measuring harassment, enabling institutions to create informed strategies for prevention and intervention. The National Academies' 2021 guidance document, *Guidance for Measuring Sexual Harassment Prevalence Using Campus Climate Surveys*, offers evidence-based strategies for higher education institutions to implement a survey to assess the prevalence of sexual harassment on their campuses. This includes emphasizing the importance of accuracy in measurement, offering recommendations for survey design, adopting ethical and inclusive surveying practices, integrating assessment efforts into broader and ongoing institutional initiatives, and using data to inform policy and practice.

In the winter and spring of 2024, the University of Michigan contracted with Rankin Climate, an external and independent firm, to conduct a first-of-its-kind project to assess campus climate for faculty, staff, and students on all three of the university's campuses and Michigan Medicine using the Administrator-Researcher Campus Climate Collaborative (ARC3) survey. This effort was both novel and particularly impactful (Evaluation: Measuring the Prevalence of Sexual Harassment). The survey's purpose and goals were to assess the current climates, prevalence, and nature of sexual harassment and misconduct, as well as the

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

effectiveness of educational programs and responses to these issues among all university constituent groups (Evaluation: Evaluating Policies and Procedures). The findings were intended to shape future university policies and programs for safer, more inclusive campus communities, and contribute to broader conversations about these issues within higher education (Evaluation: Using Climate Assessments to Inform Action).

The University of Michigan consists of three campuses and a medical center. UM-Dearborn hosts about 8,100 students and 900 employees, while UM-Flint has approximately 6,500 students and 700 employees. The Ann Arbor campus is the largest, with around 50,000 students and 22,500 faculty and staff. Michigan Medicine, the university's medical center, employs about 30,000 people, including medical and administrative staff. For the 2024 ARC3 survey, representative samples from each campus and Michigan Medicine were invited, resulting in participation from 10,500 individuals, or 66% of those invited. The survey methodology included evaluating a high-quality, stratified representative sample of undergraduate students, graduate students, staff, and faculty on each University of Michigan campus, including Michigan Medicine. It involved oversampling certain population groups to ensure equity in data collection and reliability in findings. Individual incentives were offered to all survey participants, with significant follow-up contact to non-participants to increase response rates. In addition to utilizing a validated instrument suitable for use with various university communities, including students and previously under-surveyed faculty and staff groups, the UM survey team employed additional guidance from the 2021 *Measuring Sexual Harassment Prevalence Using Campus Climate Surveys* document. This included engaging a diverse survey advisory committee to lead and advise the project, including representatives from each campus Title IX office, administrators, faculty, staff, and experts in content area and survey design. Further, guidance suggested ensuring a well-resourced assessment effort, consulting with the university's [Research Ethics and Compliance office](#), conducting a resource audit, ensuring that survey protocols were ethical, inclusive, and safeguarded participant privacy, and securing the public endorsement of institutional leaders, and the buy-in of relevant campus stakeholder groups.

Key survey findings include:

- The majority of students, faculty, and staff reported feeling safe from sexual and gender-based harassment on or around campus and expressed confidence in intervening to prevent or address harassment or misconduct.
- Sexual and gender-based harassment, particularly sexist or sexually offensive language, was the most common type of sexual misconduct experienced by students, faculty, and staff. Students most often reported harassment from fellow students.
- Across all surveyed audiences—students, faculty, and staff—individuals identifying as women, nonbinary, or transgender reported experiencing sexual misconduct and harassment more frequently than men.
- Among the populations surveyed, undergraduate women were at the highest risk of rape, with 8% reporting that they had been raped during the 2023-24 academic year.
- Employees were more likely to report harassment (30%) and sexual violence (12%) to the university than students (12% and 9%, respectively).
- The most common reasons students provided for not reporting their experiences to the university were that the incident "didn't happen on campus," "wasn't perpetrated by someone affiliated with U-M," was not "serious enough," or they felt they "could handle it" themselves.

2025 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

The University of Michigan released the findings of the 2024 ARC3 *Campus Climate Survey Related to Sex and Gender* in a series of nine public presentations for various campus constituent groups December 3-4, 2024, and an additional series of follow-up sessions for various stakeholders from February-April, 2025. A Post Survey Task Force has been assembled to oversee coordination between various action planning follow-up efforts. Additionally, a capacity building initiative between the [Sexual Assault Prevention and Awareness Center \(SAPAC\)](#) and the [Spectrum Center](#) is under development. Finally, ARC3 data has begun informing presentations and trainings across [Equity, Civil Rights, Title IX \(ECRT\)](#), [Prevention, Education, Assistance, and Resources \(PEAR\)](#), and SAPAC networks and portfolios. Plans are in formation for future iterations of the ARC3 at a regular cadence, in accordance with assessment best practices.

Website for further information (if applicable): sexualmisconduct.umich.edu/climate-survey

Point of Contact Name: Rachel Roth Sawatzky

Email Address for Point of Contact: rothsaw@umich.edu