

President's Initiative to Prevent Sexual Misconduct

Foundation and Background at UMM



UNIVERSITY OF MINNESOTA MORRIS

Driven to DiscoverSM

Morris Overview

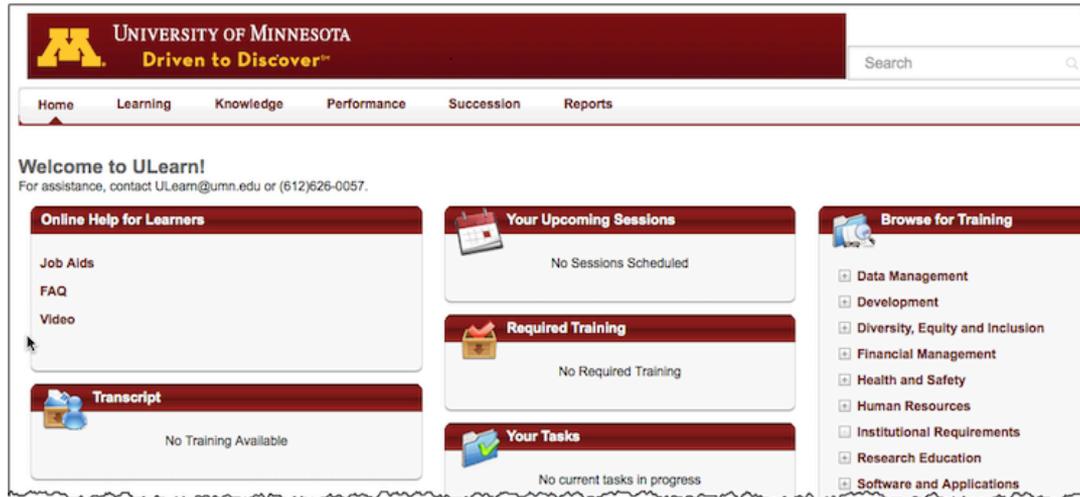
- **Required faculty and staff training**
- **Student education and engagement**
- **Public health/awareness campaign**
- **President's Committee to prevent sexual misconduct**
- **Evaluation**



Required Faculty and Staff Training

Since Spring 2015, UMM has required all current faculty and staff to participate in-person and online training with regard to understanding and responding to actions of sexual misconduct

- New employees receive notification to complete training within 30 days of hire
- Participation is reflected through employee's ULearn record
- In 2016-17 Morris had a compliance rate of 91% for completed training



The screenshot displays the ULearn portal interface. At the top, the University of Minnesota logo and slogan "Driven to Discover™" are visible, along with a search bar. A navigation menu includes links for Home, Learning, Knowledge, Performance, Succession, and Reports. The main content area is titled "Welcome to ULearn!" and provides contact information for assistance. Below this, there are several key sections: "Online Help for Learners" with links for Job Aids, FAQ, and Video; "Your Upcoming Sessions" showing "No Sessions Scheduled"; "Required Training" showing "No Required Training"; "Your Tasks" showing "No current tasks in progress"; and "Transcript" showing "No Training Available". On the right side, a "Browse for Training" section lists various categories such as Data Management, Development, Diversity, Equity and Inclusion, Financial Management, Health and Safety, Human Resources, Institutional Requirements, Research Education, and Software and Applications.

Student Education and Engagement

- **Morris has a long history of working to enhance student education and engagement around sexual misconduct and other forms of power-based violence.**
 - UMM Student Affairs sought and received a US Department of Justice grant for the Prevention of Crimes Against Women on College Campuses in 2003 and 2006 in our partnership with campus and community prevention and response collaborators.
- **Morris has expanded sexual violence prevention and awareness work significantly over the last three years. Initiatives include:**
 - Green Dot campus since fall of 2014 (17 trainers, 400 students during Orientation)
 - Everfi Haven training program since fall of 2016 (compliance among new students, 99%)
 - Annual training programs for several student staff leader positions
 - Current partner in one of three Minnesota Community Primary Prevention Partnership grants awarded by Minnesota Coalition Against Sexual Assault (MNCASA)



Public Health/Awareness Campaign

- **Morris has implemented a series of public health awareness campaigns regarding sexual violence over the last three years. These include Green Dot bystander campaign posters and Title IX sexual violence prevention and response posters.**
 - **Materials have been developed in collaboration with Student Affairs staff, our Communication and Marketing office, and with engaged student leaders.**
 - **Campaign and awareness materials are shared through social media, on campus websites, and the the fall Campus Connections printed “Welcome Back” guide, the student newspaper, and in campus presentations.**



President's Committee to Prevent Sexual Misconduct

- At Morris, this work is currently led by a coordinating team including:
 - Vice Chancellor for Student Affairs
 - Director of Human Resources and EEO/Title IX Liaison
 - Senior Director of Student Activities, Health, and Wellness
 - Director of Residential Life and Community Life
 - Senior Clinical Counselor
 - Assistant Director for Student Life
 - Student Affairs Executive Office and Administrative Specialist
- This work is regularly reviewed with the Chancellor and Vice Chancellors, Academic Division Chairs, Administrative Committee, and the Student Affairs Committee.
- Team leaders will meet with Faculty and P&A Affairs Committee to review the expanded training plan for faculty and staff across the UM system.

Morris is currently assessing our impact as follows:

- **Haven**
 - Pre- and post-training levels of understanding of sexual misconduct through Haven training. Data on students' personal experiences with sexual misconduct and understanding of campus resources. Data includes rates of reported sexual assault, stalking, and relationship violence, the understanding of consent and other important definitions, bystander intervention strategies, awareness, attitudes and campus climate.
- **Community Primary Prevention Partnership grant**
 - Quarterly reports and evaluation of campus sexual assault prevention efforts
- **University of Minnesota Student Health survey**
 - Information on students' experience with sexual misconduct including whether those who experience sexual violence reported it to law enforcement or others.
 - Data can be tracked over time as the survey has been administered at Morris in 2010, 2013, and 2016.

For questions or follow up

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