



Sexual Harassment Among Students in Science, Engineering, and Medicine: Penn State University

**Adam Christensen, PhD
October 4, 2017**



PennState
Student Affairs

Penn State Overview

- **University Park**
 - **14 Colleges (Including Penn State Law)**
 - **7 STEM and 7 Mixed-STEM**
- **19 Commonwealth Campuses (mostly undergrad)**
- **3 Special Mission Campuses**
 - **Great Valley**
 - **Dickinson School of Law**
 - **Hershey Medical**
- **World Campus (not included in the Sexual Misconduct Climate Survey)**

University Park and Hershey Medical will be discussed today



Sites and Populations

University Park (UP)

- Undergraduate Population = 39,503
 - 46.2% Female, 53.8% Male
- Graduate/Professional Population = 6,528
 - 45.6% Female, 54.4% Male

Hershey Medical

- Population = 889
 - 52.5% Female, 47.5% Male



Samples and Response Rates

University Park (UP)

- Undergraduate Sample = 11,023
 - Responses = 2,945
 - Response Rate = 26.7%
- Graduate/Professional Sample = 4,000
 - Responses = 1,637
 - Response Rate = 40.9%

Hershey Medical

- Census = 889
 - Responses = 411
 - Response Rate = 46.2%



Sample Demographics

	Undergraduate	Grad/Prof	Medical
Female	56.1%	49.4%	55.7%
Male	43.3%	49.5%	44.3%
Transgender/Other	0.6%	1.2%	N/A
Stem	58.6%	59.9%	N/A
Mixed-Stem	41.4%	40.1%	



Note Regarding Instrument

- Penn State administered the original ARC3 19 item scales for both faculty/staff and student harassment
- Data presented here reflects the 16 and 12 item scales
- Therefore, overall numbers may vary slightly from other reports available on Penn State data

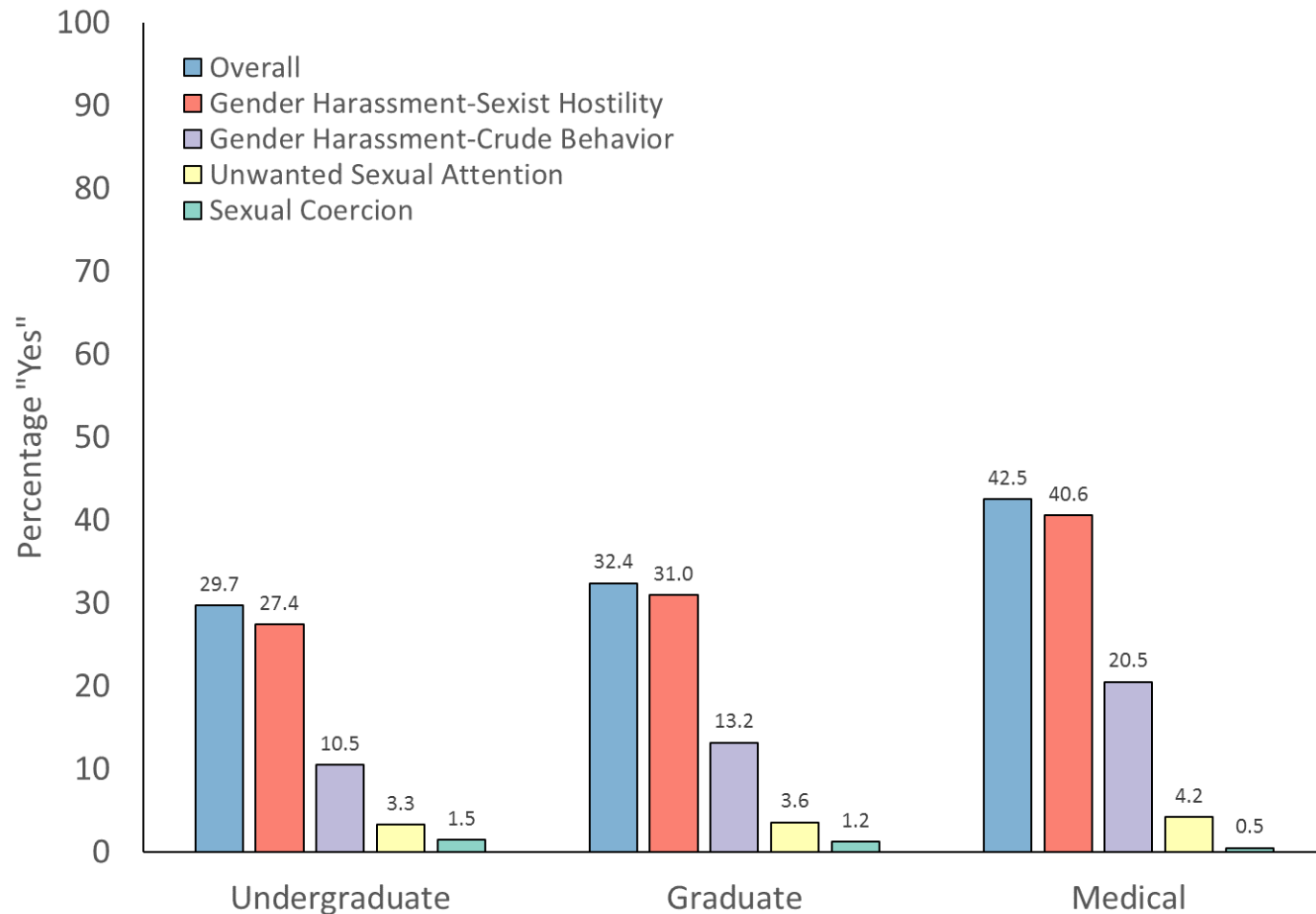


Reliability of Subscales (Alphas)

- **Faculty/Staff Harassment**
 - Overall = .897
 - Gender Harassment-Sexist Hostility = .848
 - Gender Harassment-Crude Behavior = .837
 - Unwanted Sexual Attention = .884
 - Sexual Coercion = .937
- **Student Harassment**
 - Overall = .923
 - Gender Harassment-Sexist Hostility = .880
 - Gender Harassment-Crude Behavior = .896
 - Unwanted Sexual Attention = N/A
 - Sexual Harassment Via Electronic Communication = .674



Faculty/Staff Harassment Incident Rates by Student Level



Faculty/Staff Harassment Incident Rates: Undergraduate

	Female						Male					
	STEM			Mixed-STEM			STEM			Mixed-STEM		
	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total
Overall	35.0	26.5	33.0	34.2	28.2	32.8	23.4	29.9	25.2	27.1	24.1	26.3
Gender Harassment-Sexist Hostility	32.2	25.2	30.6	32.8	23.9	30.7	22.3	25.1	23.1	24.4	21.6	23.7
Gender Harassment-Crude Behavior	12.5	11.6	12.4	13.5	11.7	13.2	6.2	11.4	7.5	7.2	7.8	7.4
Unwanted Sexual Attention	3.3	6.0	4.1	3.0	5.9	3.8	2.3	5.7	3.1	0.6	3.4	1.3
Sexual Coercion	0.6	2.8	1.1	1.2	1.6	1.3	2.0	2.4	2.1	1.2	3.4	1.8

For undergraduates, white women report higher incident rates of faculty/staff harassment than non-white women regardless of STEM grouping.



Faculty/Staff Harassment Incident Rates: Graduate/Professional

	Female						Male					
	STEM			Mixed-STEM			STEM			Mixed-STEM		
	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total
Overall	51.1	24.1	38.8	51.0	38.7	46.6	23.3	10.9	17.1	36.3	28.7	33.3
Gender Harassment-Sexist Hostility	48.9	23.0	37.1	49.4	36.6	44.8	22.5	9.9	16.2	55.0	26.7	31.8
Gender Harassment-Crude Behavior	22.3	11.0	17.1	20.0	16.9	19.1	8.7	6.6	7.7	10.0	9.9	10.0
Unwanted Sexual Attention	4.4	4.7	4.5	4.1	7.7	5.4	2.2	2.6	2.4	1.3	4.0	2.3
Sexual Coercion	0.9	0.5	0.7	0.4	2.8	1.3	0.7	2.2	1.5	0.0	4.0	1.5

For graduate/professional students, mixed-STEM colleges report higher incident rates of faculty/staff harassment than STEM colleges



Faculty/Staff Harassment Incident Rates: Graduate/Professional

	Female						Male					
	STEM			Mixed-STEM			STEM			Mixed-STEM		
	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total
Overall	51.1	24.1	38.8	51.0	38.7	46.6	23.3	10.9	17.1	36.3	28.7	33.3
Gender Harassment-Sexist Hostility	48.9	23.0	37.1	49.4	36.6	44.8	22.5	9.9	16.2	35.0	26.7	31.8
Gender Harassment-Crude Behavior	22.3	11.0	17.1	20.0	16.9	19.1	8.7	6.6	7.7	10.0	9.9	10.0
Unwanted Sexual Attention	4.4	4.7	4.5	4.1	7.7	5.4	2.2	2.6	2.4	1.3	4.0	2.3
Sexual Coercion	0.9	0.5	0.7	0.4	2.8	1.3	0.7	2.2	1.5	0.0	4.0	1.5

As with undergraduate, white graduate/professional students also report higher incident rates compared to non-white students. This pattern is present for both men and women among graduate/professional students.



Faculty/Staff Harassment Incident Rates: Medical

	Female			Male		
	White	Non-White	Total	White	Non-White	Total
Overall	56.1	37.5	50.4	35.1	28.4	32.6
Gender Harassment-Sexist Hostility	55.5	36.1	49.6	33.3	22.4	29.3
Gender Harassment-Crude Behavior	25.2	19.4	23.2	16.7	17.9	17.1
Unwanted Sexual Attention	5.8	4.2	5.3	1.8	4.5	2.8
Sexual Coercion	0.6	0.0	0.4	0.0	1.5	0.6

Among medical students, the same pattern for race appears with white students reporting higher rates of faculty/staff harassment than non-white students. (USA for men appears is the only notable exception)



Mean Comparisons of Faculty/Staff Harassment

Mirror patterns seen in frequencies, therefore not presented in detail here.



Faculty/Staff Follow-up Items

Consistent with the previous data, most students indicated that the incident that had the greatest impact on them involved offensive language, gestures, or pictures.

Men were consistently less likely to report the incident involved unwanted sexual attention, touching, or bribes.

Response patterns suggest options were not exhaustive for students experiences.



Faculty/Staff Harassment Perpetrator Gender

	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
Perpetrator was Female	4.9	44.1	5.4	30.7	1.9	31.5
Perpetrator was Male	92.4	50.2	94.0	64.5	96.3	63.0
Perpetrator was Other	2.7	5.7	0.6	4.8	1.9	5.6

Note: These percentages are among those that reported at least one incident of faculty/staff harassment.



Faculty/Staff Harassment Perpetrator Status

Perpetrator was...	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
Faculty	52.6	51.1	65.1	61.3	69.3	63.0
Staff	13.2	11.5	12.1	12.5	11.9	11.1
Grad Instructor	9.3	8.8	6.8	10.6	9.9	5.6
Other	24.9	28.6	16.0	15.6	8.9	20.4

Note: These percentages are among those that reported at least one incident of faculty/staff harassment.



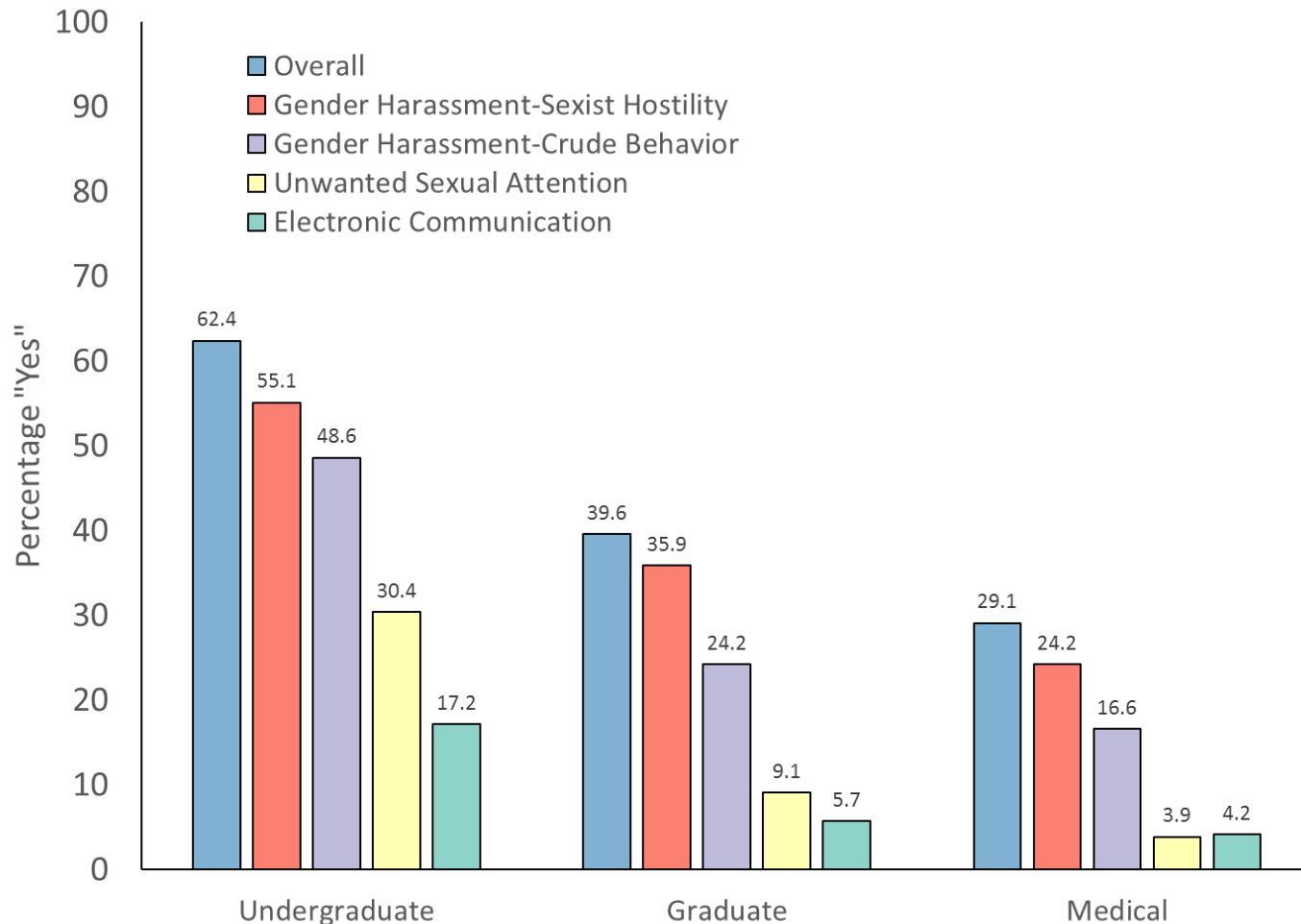
Faculty/Staff Harassment Location

	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
On Campus	54.5	44.9	62.1	50.2	62.8	52.9
Off Campus Affiliated	6.8	5.7	7.4	6.3	8.5	5.9
Off Campus Not Affiliated	20.9	20.1	13.5	17.4	10.9	11.8

Note: These percentages are among those that reported at least one incident of faculty/staff harassment.



Student Harassment Incident Rates by Student Level



Student Harassment Incident Rates: Undergraduate

	Female						Male					
	STEM			Mixed-STEM			STEM			Mixed-STEM		
	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total
Overall	78.4	64.7	75.1	80.0	60.1	75.1	46.5	37.0	44.1	53.0	37.9	49.1
Gender Harassment-Sexist Hostility	72.8	57.7	69.2	75.1	55.9	70.3	37.1	30.8	35.5	41.9	25.9	37.7
Gender Harassment-Crude Behavior	61.8	50.7	59.1	67.9	48.9	63.2	33.3	23.7	30.9	36.4	30.2	34.8
Unwanted Sexual Attention	43.9	33.0	41.2	48.1	34.6	44.8	13.3	11.4	12.8	18.4	12.9	17.0
Electronic Communication	18.3	19.1	18.5	26.7	18.1	24.6	9.9	8.1	9.5	15.1	18.1	15.8

Among undergraduates, no difference in student harassment between STEM and mixed-STEM groups.

White students once again report higher rates than non-white students.

Student Harassment Incident Rates: Graduate/Professional

	Female						Male					
	STEM			Mixed-STEM			STEM			Mixed-STEM		
	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total	White	Non-White	Total
Overall	65.9	33.5	51.2	62.0	35.2	52.2	37.1	11.3	24.2	40.6	23.8	34.1
Gender Harassment-Sexist Hostility	61.6	30.4	47.4	60.0	31.0	49.4	33.2	7.7	20.5	35.6	19.8	29.5
Gender Harassment-Crude Behavior	40.2	20.4	31.2	38.0	23.2	32.6	21.1	8.8	14.9	24.4	13.9	20.3
Unwanted Sexual Attention	18.3	8.9	14.0	14.3	9.2	12.4	5.8	2.6	4.2	6.3	7.9	6.9
Electronic Communication	10.0	4.2	7.4	6.9	5.0	6.2	7.3	2.6	4.9	4.4	3.0	3.8

Similar pattern regarding race is present for graduate/professional students.

For graduate/professional men, mixed-STEM tends to be higher than STEM. This is not as pronounced for women.



Student Harassment Incident Rates: Medical

	Female			Male		
	White	Non-White	Total	White	Non-White	Total
Overall	41.9	30.6	38.3	21.1	10.4	17.1
Gender Harassment-Sexist Hostility	37.4	27.8	34.4	14.0	6.0	11.0
Gender Harassment-Crude Behavior	25.2	13.9	21.6	11.4	7.5	9.9
Unwanted Sexual Attention	5.2	5.6	5.3	3.5	0.0	2.2
Electronic Communication	5.8	4.2	5.3	3.5	1.5	2.8

Pattern for race persists through the medical student results.



Mean Comparisons

As with Faculty/Staff harassment, means mirror patterns seen in frequencies, therefore not presented in detail here.



Student Harassment Follow-up Items

The event that had the most impact involved...	Undergraduate				Graduate				Medical	
	Female		Male		Female		Male		Female	Male
	STEM	Mixed-STEM	STEM	Mixed-STEM	STEM	Mixed-STEM	STEM	Mixed-STEM	N/A	
Offensive language, gestures, pictures	44.6	46.7	43.6	52.7	57.4	55.3	58.7	55.6	60.4	57.1
Unwanted sexual attention	51.8	54.8	28.1	27.8	27.8	32.1	18.2	21.2	13.9	14.3
Unwanted touching	46.6	45.4	19.3	24.1	18.7	23.7	15.4	9.1	11.9	5.7
Bribes or threats	6.8	7.2	3.3	8.7	3.5	3.3	4.2	4.0	4.0	0.0

Note: These percentages are among those that reported at least one incident of student harassment.

No pronounced or consistent pattern regarding follow-up items in relation to STEM categorization.

Undergraduates experience higher rates of unwanted sexual attention, unwanted touching, bribes or threats.



Student Harassment Perpetrator Gender

	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
Perpetrator was Female	1.0	51.5	3.4	38.1	4.4	64.3
Perpetrator was Male	98.4	45.7	95.7	57.8	93.3	32.1
Perpetrator was Other	0.6	2.8	1.0	4.0	2.2	3.6

Note: These percentages are among those that reported at least one incident of student harassment.



Student Harassment Perpetrator Status

	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
Undergraduate	92.4	90.4	39.4	33.2	4.5	4.2
Graduate	3.3	4.0	53.8	62.5	92.1	87.5
Don't Know	4.3	5.6	6.7	4.3	3.4	8.3

Note: These percentages are among those that reported at least one incident of student harassment.



Student Harassment Location

	Undergraduate		Graduate		Medical	
	Female	Male	Female	Male	Female	Male
On Campus	36.7	36.6	53.9	50.8	63.4	34.3
Off Campus Affiliated	14.3	6.3	8.3	6.2	8.9	11.4
Off Campus Not Affiliated	60.2	53.9	47.6	47.9	22.8	34.3

Note: These percentages are among those that reported at least one incident of student harassment.



Crosstabulations between Faculty/Staff and Student Harassment

As expected based on frequencies presented throughout, the highest rates of co-incidence were between Faculty/Staff GH-SH and Student GH-SH.

Rates of co-incidence decrease through the remaining subscales.



Acknowledgements

Penn State Student Affairs Research and Assessment Team Past and Present

Deborah Lee

Margaret Cook

Kirsten Hochstedt

Kyesha Isadore

Hyun Rho

Meg Nyce

Ya-Chi Hung



Questions

Adam Christensen
aec187@psu.edu



PennState
Student Affairs





PennState
Student Affairs

