

## Sexual Harassment of Women in Academic Sciences

*A discussion of the recent National Academies Report*

Co-Chairs Women Faculty Forum of Homewood

Karen G. Fleming, Biophysics

&

Anne-Elizabeth Brodsky, Expository Writing

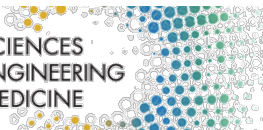
WomenFacultyForum.Wordpress.Com

@wffHop



The National  
Academies of

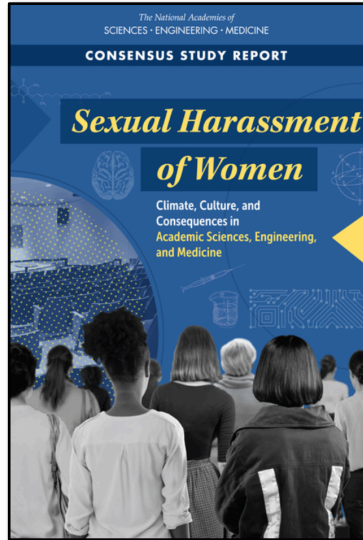
SCIENCES  
ENGINEERING  
MEDICINE



The National Academies of Science, Engineering &  
Medicine Have Sent a Gift



## The NASEM Released an Important Report on Sexual Harassment of Women



Free PDF

300+ Pages

12 June 2018

[www.nas.edu](http://www.nas.edu)

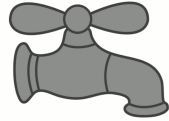
@theNASEM

#ScienceToo

There is very little in this report for Women of Color  
and people with other Intersectional Identities  
(Hence, the black, empty slide)

One of the recommendations from the report is to  
conduct further studies to investigate these questions.

#WomenInSTEM are lost at every educational transition



Undergraduate → Graduate

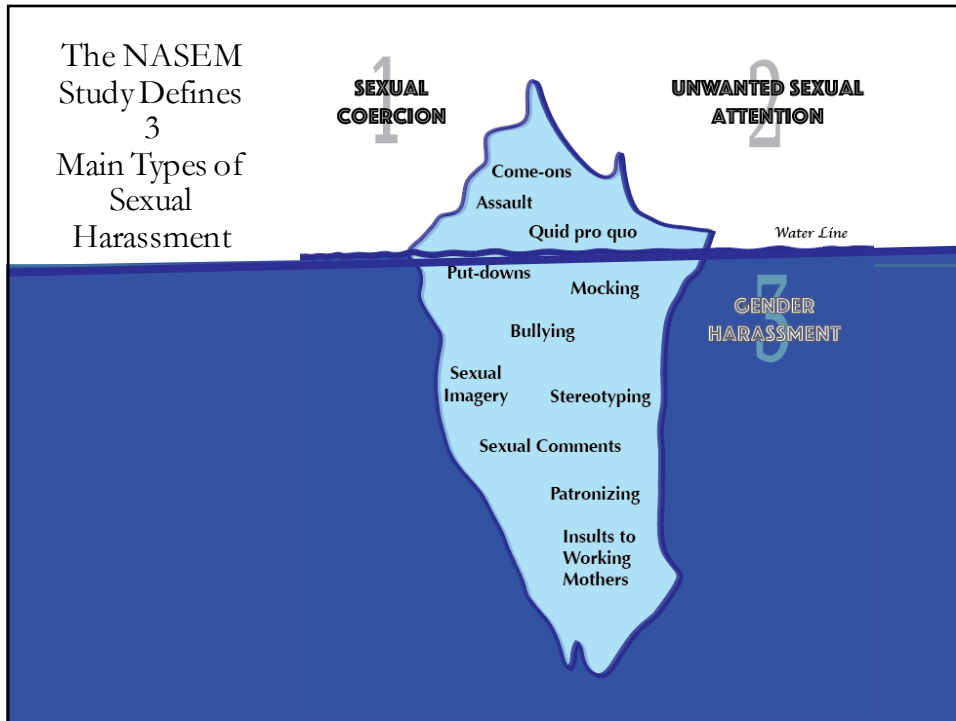
Graduate → Postdoc

Postdoc → Faculty



[http://www.nap.edu/openbook.php?record\\_id=11741](http://www.nap.edu/openbook.php?record_id=11741)

Data + Summary  
Solutions



58%  
of female  
academic faculty & staff  
have experienced sexual harassment

Most Harassment Experienced By Students is Inflicted  
By Other Students



**“By far, the greatest predictors of the occurrence of  
sexual harassment are organizational.”**

PDF, page. 46, 52

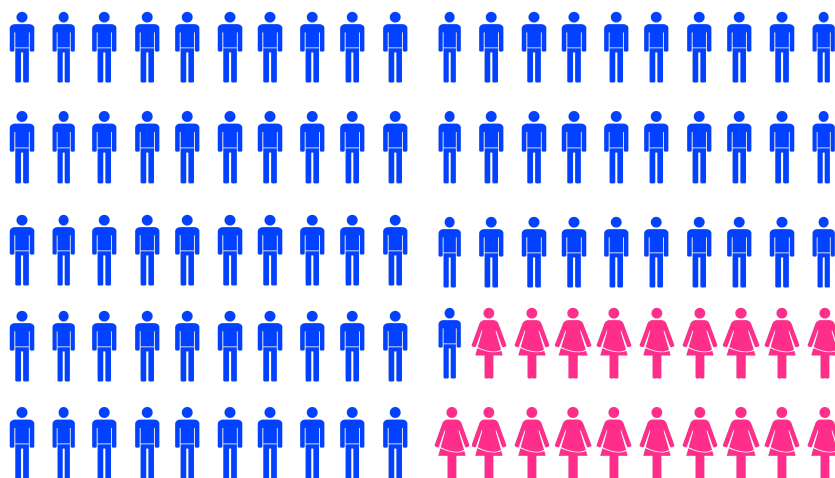
Five Factors Create the Conditions under which Sexual Harassment is Likely to Occur in STEMM

1. A **perceived tolerance** for sexual harassment in academia
2. Environments where **men outnumber women**

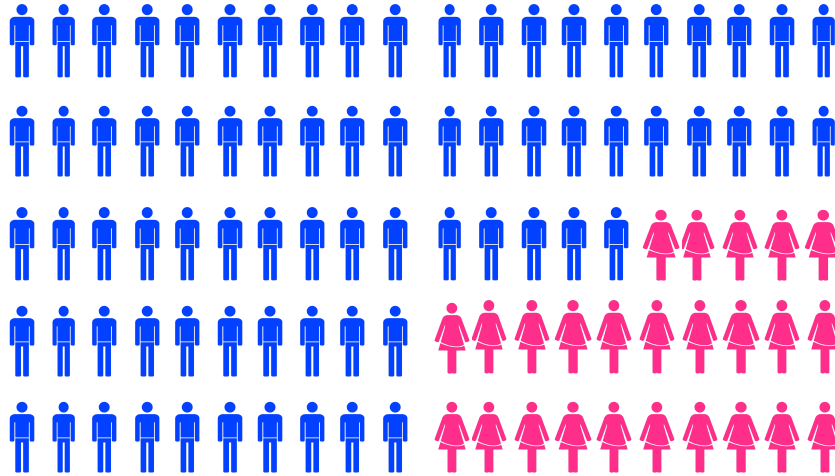


PDF,

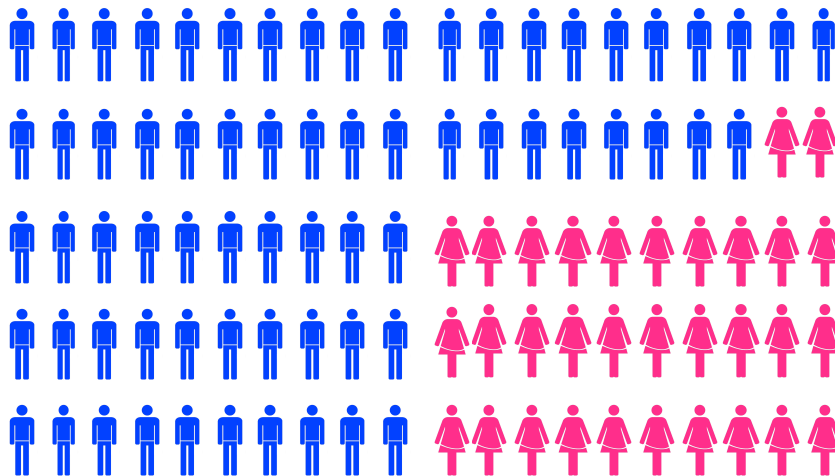
Hopkins Gender Distribution for Engineering Faculty  
(2016 Faculty Composition Report)



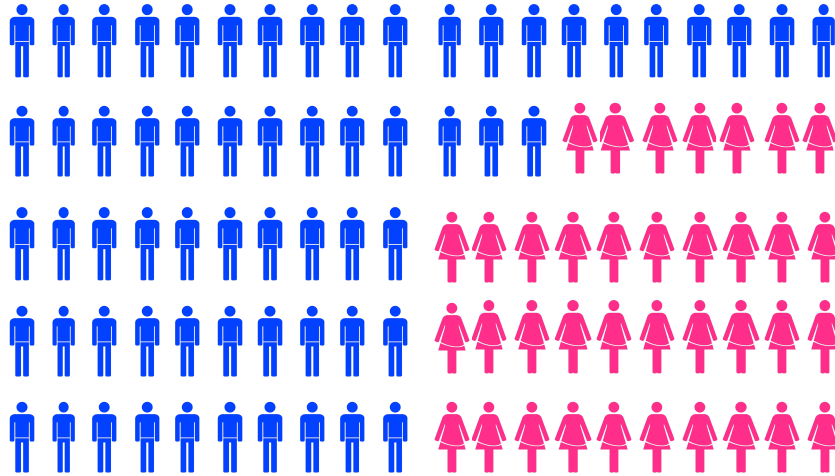
### Hopkins Gender Distribution for Natural Science Faculty (2016 Faculty Composition Report)



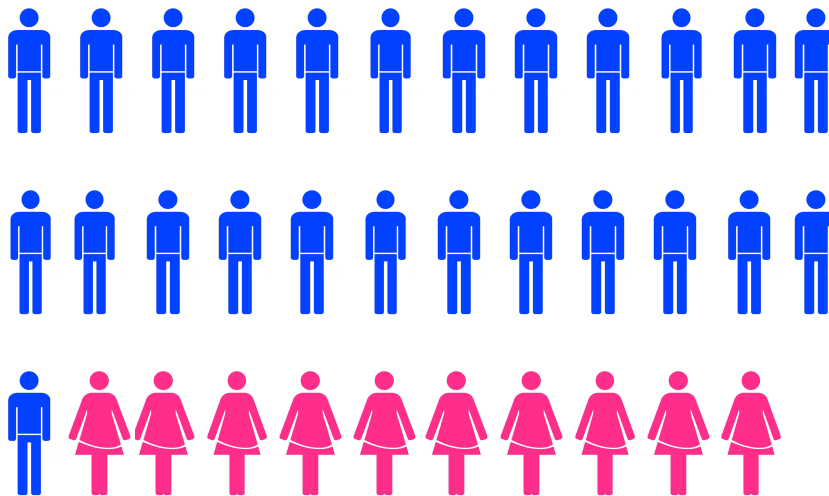
### Hopkins Gender Distribution for Social & Behavioral Sciences (2016 Faculty Composition Report)



Hopkins Gender Distribution for Humanities Faculty  
(2016 Faculty Composition Report)



Gender Distribution for Bloomberg Distinguished Professors  
(2016 Faculty Composition Report)





Five Factors Create the Conditions under which Sexual Harassment is Likely to Occur in STEMM

1. A **perceived tolerance** for sexual harassment in academia
2. Environments where **men outnumber women**
3. Environments with a **hierarchical power structure**
4. A focus on **symbolic compliance** with Title IX has resulted in policies and procedures that protect the liability of the institution but are not effective in preventing sexual harassment.
5. Uninformed **leadership** on campus that **lacks the intentionality and focus** to take the bold and aggressive measures needed to reduce and eliminate sexual harassment.

Fifteen  
Recommendations  
for Moving  
Forward

