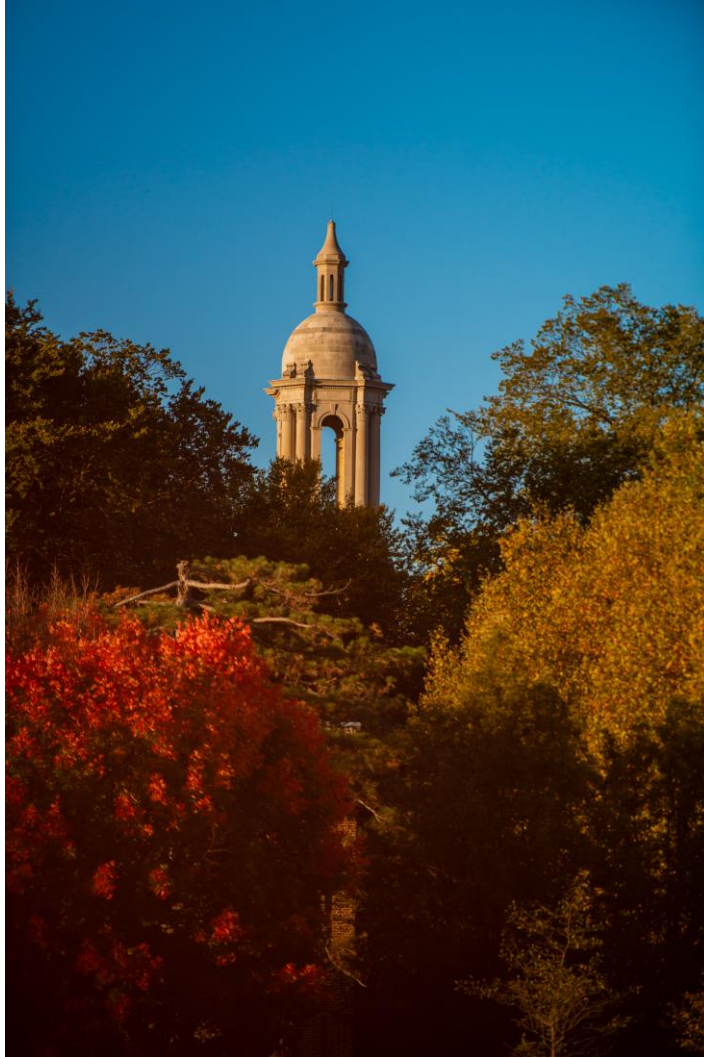# PennState

2023 UNIVERSITY POLICE AND PUBLIC SAFETY COMMUNITY SURVEY

February 14, 2024

Office of Planning, Assessment, and Institutional Research

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University Police and Public Safety Community Survey Findings
Executive Summary

In Fall 2023, Penn State conducted a University-wide anonymous survey of students and employees to determine their attitudes, opinions, and experiences related to University Police and Public Safety (UPPS). Approximately 26,400 community members were invited, and 1,954 usable responses were received, yielding a 7% response rate.

Half of all respondents (50%) reported interacting with a Penn State University Police officer at their primary campus in the last two years, most commonly when they attended an event where officers were present or when they called University Police for non-emergency assistance. Among these respondents, perceptions of University Police were positive – 89% indicated that the UPPS employee's knowledge was sufficient to assist them and 89% indicated that the employee handled their issue professionally.

Fourteen percent of all respondents indicated that there were places on campus where they felt unsafe while 14% were unsure; the most often cited places included anywhere at night (56%), a parking lot (36%), walking between locations on campus (24%), a specific location at night (20%), or a parking garage/deck (19%). The primary safety concern held by respondents was crimes against people (34%). Comments provided in relation to multiple survey questions expressed that police should better enforce scooter and skateboard (particularly electric) rules and laws.

Most respondents were aware of the emergency public phones (71%) and believe that they are an essential part of campus security (76%). Most respondents were signed up for the PSU Alert emergency system (88%) and 72% reported being familiar with the University's Timely Warnings.

While most survey respondents held very positive perceptions of UPPS, it is worth noting that the perceptions of historically marginalized groups were often less positive. For instance, only 51% of transgender, non-binary, gender nonconforming, genderqueer, genderfluid, or respondents who selected "other" as a gender identity (as a group) indicated they felt comfortable contacting University Police for assistance, compared to 87% of women and 82% of men. Similar, though less pronounced, differences were observed for Black/African American respondents as a lower proportion indicated that they felt comfortable contacting University Police for assistance or felt a sense of safety on campus when compared to Asian, Hispanic/Latinx, White, multiracial, or respondents who selected "other" as a race/ethnicity.

SURVEY AT A GLANCE

Survey timing: Fall 2023

Target population: students and employees at 22 campuses with University-provided police services

Survey response rate: 7%

Overall perceptions:

- 92% rate overall UPPS performance as "good" or "very good"
- 89% believe officers are professional
- 88% believe officers are courteous
- 82% believe officers are fair
- 20% find officers intimidating
- 89% believe officers are respectful to "people like me"

Background

In fall 2023, the Office of Planning, Assessment, and Institutional Research (OPAIR) conducted the third implementation of an anonymous University-wide survey on behalf of University Police and Public Safety (UPPS) to gain an understanding of student and employee attitudes and opinions related to police services and programs. This biennial survey, first conducted in 2019,[1] is part of the police department accreditation process. The results are used to improve University Police services for all community members.

This voluntary, online survey is a platform for organizational learning, and by asking specific questions about the quality of policing in the community, it measures how policing in the Penn State community affects public trust. OPAIR distributed the survey via email to selected students and employees at the 22 Penn State campuses where University Police provides services. A random sample of students and employees at Penn State Abington, Altoona, Berks, Behrend, Harrisburg, and University Park as well as all students and employees at the University College campuses—26,429 people in total—were invited to complete the survey. Current and former employees of UPPS were excluded from the target population. University-wide, the survey response rate was 7% (Table 1).

The survey asked students and employees about University Police, the police department that provides services to 22 campuses[2], and covers topics including:

- overall performance;
- overall competency of agency employees;
- perceptions of officer attitudes and behavior;
- community concerns over safety and security within University Police's jurisdiction; and
- recommendations and suggestions for improvements.

Participant responses to the survey are confidential. Although the data were collected without individually identifying information, some respondents provided information that could threaten their anonymity. For this reason, OPAIR provides aggregate findings only. Reported percentages often do not add to 100% due to rounding. Many of the questions asked respondents to "select all that apply." The findings for these responses are presented as a proportion of overall responses to that question. A summary of open-ended responses is provided where applicable.

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[1] Aspects of the survey that differ between the fall 2019 and the fall 2021 administrations are noted in Appendix B. The fall 2023 survey was identical to that of 2021.
[2] Abington, Altoona, Beaver, Behrend, Berks, Brandywine, Carlisle, DuBois, Fayette, Great Valley, Greater Allegheny, Harrisburg, Hazleton, Lehigh Valley, Mont Alto, New Kensington, Schuylkill, Scranton, Shenango, University Park, Wilkes-Barre, and York.

Respondents

Table 1 provides the number of respondents and response rates by primary campus location. Table 2 presents the demographics of the target population in comparison to that of the survey respondents. However, the representativeness of the survey respondents cannot be accurately calculated due to the substantial number of respondents that chose not to provide their affiliation (20.4%), gender (22.6%), age (22.7%), and/or race (25.2%).

Table 1. Number of respondents by campus

Campus location	Survey Respondents	Sample Size*	Campus Response Rate
Abington	90	1,778	5.1%
Altoona	123	1,440	8.5%
Beaver	49	624	7.9%
Behrend, Erie	147	1,975	7.4%
Berks	84	1,151	7.3%
Brandywine	94	1,419	6.6%
Carlisle, Dickinson Law	32	392	8.2%
DuBois	49	452	10.8%
Fayette, The Eberly Campus	63	527	12.0%
Great Valley	56	368	15.2%
Greater Allegheny	42	480	8.8%
Harrisburg	148	2,693	5.5%
Hazleton	48	666	7.2%
Lehigh Valley	57	1,133	5.0%
Mont Alto	62	735	8.4%
New Kensington	47	573	8.2%
Schuylkill	72	772	9.3%
Scranton	74	992	7.5%
Shenango	33	422	7.8%
University Park	455	6,570	6.9%
Wilkes-Barre	37	429	8.6%
York	85	838	10.1%
Unknown	7	--	--
Total	**1,954**	**26,429**	**7.4%**

* Because of the large disparity in campus sizes, campuses were not proportionately sampled. For more information about the sampling design, contact OPAIR.

Table 2. Respondent demographics

Demographics	Target Population	Survey Respondents
Affiliation		
Employee	20.6%	41.2%
Student	79.4%	38.4%
Missing	0.0%	20.4%
Gender identity*		
Women	46.1%	47.9%
Man	53.1%	27.6%
Transgender woman	<1%	<1%
Transgender man	<1%	<1%
Non-binary, gender nonconforming, genderqueer, or genderfluid	<1%	1.2%
Agender	<1%	--
Different identity	<1%	--
Other	--	<1%
Unknown or missing	<1%	22.6%
Age		
Under 18	1.3%	<1%
18—24	70.0%	33.8%
25—34	10.0%	6.9%
35—44	6.3%	9.0%
45—54	6.3%	12.7%
55—64	4.8%	11.5%
65 or older	1.4%	2.8%
Missing	0.0%	22.7%
Race/ethnicity**		
American Indian/Alaska Native	<1%	0.0%
Asian	6.8%	3.5%
Black/African American	5.2%	2.7%
Hispanic/Latinx	7.6%	1.9%
Native Hawaiian/Pacific Islander	<1%	<1%
Multiracial/Two or more races	3.0%	2.6%
White	63.1%	56.9%
International	10.6%	6.2%
Other	--	<1%
Unknown or missing	3.4%	25.2%

-- Option not provided.

* Gender identity was limited to male or female in University employee records when the target population was captured.

** These categories replicate those used in Penn State's Data Digest: https://datadigest.psu.edu/.

Respondent comparison categories in the *UPPS Community Survey* dashboard include:

- Respondents who self-reported their gender identity as transgender male, transgender female, non-binary, gender nonconforming, genderqueer, genderfluid, or other are reported as a single category.[3]
- The *LGBQA or other* report filter is comprised of respondents that self-identified their sexual orientation as asexual/not sexual, bisexual, gay, lesbian, pansexual, queer, questioning or not sure, or other.[4]

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[3] The survey did not offer *gender nonconforming* or *genderqueer* as gender identity options in fall 2019, although respondents did have the opportunity to self-identify.

[4] The survey did not offer *asexual/not sexual*, *pansexual*, or *queer* as sexual orientation options in fall 2019, although respondents did have the opportunity to self-identify.

Open-ended response themes

Perceptions/opinions about the University Police

Nearly a quarter (24.7%, *n* = 482) of all respondents offered comments to the question "What is your perception/opinion of University Police and why?" These comments were analyzed using an emergent coding approach to identify common themes (Figure 1). Two-thirds (66%) of these comments focused on the professionalism, friendliness, trustworthiness, and usefulness of campus officers or characterized University Police as better than other police. A small percentage of comments concerned the perception that University Police are only helpful for minor, non-emergency situations (1.5%), are under resourced or staffed (1.2%), or act in the interest of the University, not the Penn State community (1.0%).

Figure 1. Thematic analysis of respondents' comments
on their perceptions and opinions of University Police
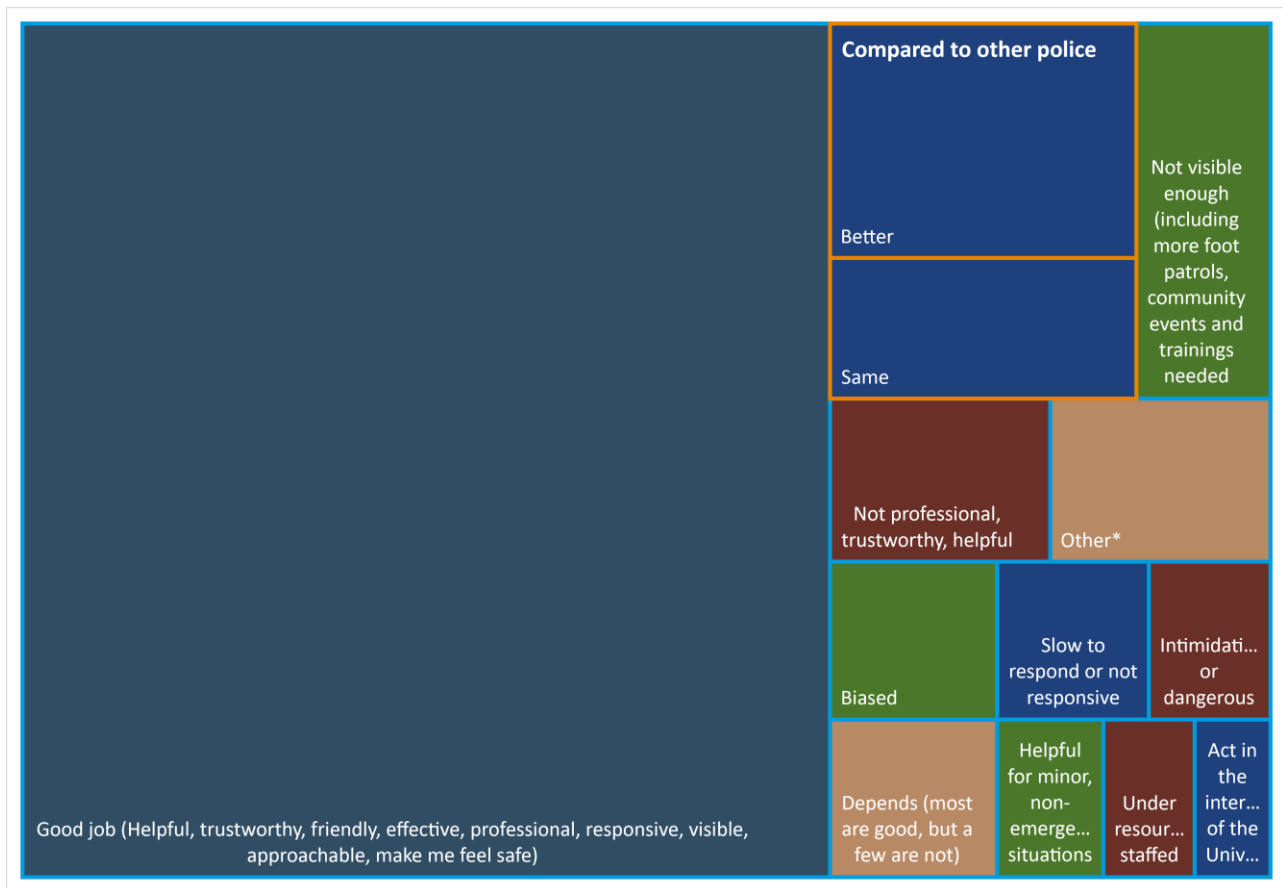
* Other comments included being too focused on the trivial (including parking tickets), needing to impose more traffic control, not vigilant enough, undertrained, and not diverse.

Many respondents (11.4%) indicated that they had not interacted with University Police. Forty percent of these respondents stated that the University Police seemed to be doing a good job, though. Some respondents (1.5%) stated that they had no opinion of the University Police or were indifferent. Several respondents (3.3%) shared their perceptions and opinions of law enforcement more broadly.

"Select all that apply" – *Other* option

The UPPS Community Survey contained several questions instructing respondents to "select all that apply," including an "Other" option. Selecting "Other" provided respondents with an opportunity to clarify their perspective with written text. General themes to these are summarized below.

- "In what ways have you had direct contact with Penn State University Police officers and/or staff at your campus? Please choose all that apply." *Other (please describe)*
    - Number of responses = 241
    - The most common types of other interactions were related to casual conversation and business/work-related interactions(s). Other types of interactions included: assistance with a non-emergency issue (e.g., lost and found, directions, locked out of building, fire alarm activations), obtaining parking pass or keys, events with officer(s) present, checking in with individuals in buildings as part of police daily routine/safety checks, request for assistance with an emergency, assistance with a student issue, and traffic incident.

- "Where do you feel unsafe at your campus, campus-related facilities, and University-owned properties? Please check all that apply." *At a specific location at night (please specify)*
    - Number of responses = 86
    - The most common other locations that University Park respondents cited included parking decks or garages and walkways (particularly in areas perceived to have inadequate lighting). Specific areas on campus included the Ford, Headhouse, and Telecommunications buildings, Buckhout Laboratory, the HUB and Old Main lawns, Beaver Stadium, near Nittany Apartments, and next to the water tower. An off-campus location, Fraternity Row, was also mentioned. Several responses concerned crosswalks and pedestrian/vehicle interactions.
    - The most frequent other locations that Commonwealth Campus respondents cited included: parking lots (particularly at night), walking between buildings, poorly lit areas, and areas without cameras or an emergency (blue light) phone. Some specific areas on campus referred to more than once include Olmsted Building (Harrisburg), Logan House (Behrend), and Luerssen Building (Berks).

- "Which of the following are your <u>primary</u> concerns regarding safety and security on your campus? You may select up to 3." *Other (please describe)*
    - Number of responses = 132
    - The most common other primary concerns included: Scooter/skateboard law violations (especially electric), buildings and/or campus being open access, the possibility of an active shooter situation and/or illegal weapons on campus, not enough cameras or lights, speeding and other traffic-related safety issues, parking (including violations), pedestrian safety, lack of a police presence, perceived negative police presence, and sexual assault.

- "Which types of University Police sponsored programming have you attended? Please select all that apply." *Other type of University Police event (please specify)*
  - Number of responses = 41
  - Other types of reported programming mostly fell into the category of educational programing and primarily included orientation programing (e.g., New Student Orientation) or welcome back to campus events. Safety-related training (e.g., active shooter, self-defense, fire extinguisher) was the next more common programming type mentioned. Various meet-and-greet activities (e.g., Pack the Cruiser, Coffee with a Cop, Commuter Pit Stop) and guest lecturers were also mentioned.

- "What types of programming would you most like to see Penn State police offer at your campus? Please choose all that apply." *Other*
  - Number of responses = 58
  - Other types of programming included scooter and skateboard safety, driving safety, sexual assault, cybersecurity, firearm safety, cybersecurity, self-defense, and information sessions on UPPS procedures and policies.

- "What recommendations do you have to improve Penn State University Police? Please select all that apply." *Other (please describe)*
  - Number of responses = 107
  - Other recommendations included increasing police visibility and coverage, more officer training (especially concerning bias, DEI, and threat management), decreasing police presence, increasing traffic violation enforcement (especially scooter and skateboard), installing more cameras, swipe locks, and blue lights, repairing existing blue lights, decreasing number of parking tickets, enforcing parking violations, decreasing police gear that may be perceived as intimidating (i.e., riot gear and firearms), increasing the number of informal interactions with the community, giving more trainings for the community (e.g., active shooter), and providing clearer instructions on who to contact in an emergency.

"Are you signed up for the PSU Alert emergency system?" – *No. Please tell us why not.* option

The UPPS Community Survey asked several questions about the PSU Alert system. If respondents indicated that they were not signed up for the PSU Alert emergency system, they were asked to explain why. General themes are summarized below.

- "Are you signed up for the PSU Alert emergency system?" *No. Please tell us why not.*
  - Number of responses = 30
  - The most common reasons provided included being unsure how to sign up, never heard of it, aware of it but haven't signed up yet, do not need it (e.g., seldom on campus, campus is safe), and do not want it.

Appendix A: University Police and Public Safety Community Survey

Introduction: As a way to gain feedback from our community, Penn State University Police and Public Safety conducts a survey of citizen attitudes and opinions once every two years in regard to overall agency performance, overall competency of employees, the perception of officers, community concern over safety, and recommendations and suggestions for improvement. This information will be used to improve services for all community members.

This survey is being conducted by Penn State's Office of Planning, Assessment, and Institutional Research on behalf of University Police. Your participation is confidential, and you do not have to answer any questions you do not wish to answer. Raw data will not be provided to University Police and findings will only be reported in the aggregate.

Please note that some of the questions about police services may be related to a traumatic or upsetting experience for you, which may cause discomfort to recall. If you are concerned that recalling such experiences may be challenging, we encourage you to seek assistance from Counseling and Psychological Services (students) or Penn State's Employee Assistance Program (employees). **Participants should also note that this survey is specifically assessing police services provided on Penn State's campuses, which are separate from police agencies that operate off-campus.**

This survey takes an average of 15 minutes to complete and University Police and Public Safety appreciates your participation.

Q1. What is your primary campus location? Please focus on your experiences at this location throughout the survey.
- Abington
- Altoona
- Beaver
- Behrend, Erie
- Berks
- Brandywine
- Carlisle, Dickinson Law
- DuBois
- Fayette, The Eberly Campus
- Great Valley
- Greater Allegheny
- Harrisburg
- Hazleton
- Lehigh Valley
- Mont Alto
- New Kensington
- Schuylkill
- Scranton

- Shenango
- University Park
- Wilkes-Barre
- York
- Prefer not to answer

Q2. In the past two years, have you had any interaction with a Penn State University Police officer at your primary campus?

University Police officers have jurisdiction on Penn State property. If you have interacted with police off of campus, the officers were likely working for a separate police department.
- Yes
- No
- Not sure
- Prefer not to answer

Q3. [Display if "Yes" is selected in Q2] In what ways have you had direct contact with Penn State University Police officers and/or staff at your campus? Please choose all that apply.
- I called University Police/911 for assistance
- I called University Police for non-emergency assistance
- I was the victim of a crime
- I witnessed a crime
- I was interviewed about a crime/incident
- I received a warning or citation
- I was pulled over
- I was arrested
- I was involved in a traffic accident
- I required medical/crisis assistance
- I requested a service or information for myself
- I requested information or a presentation for others
- I attended an event where officers presented (e.g., New Student Orientation; Coffee with a Cop; Run, Hide, Fight training, etc.)
- I utilized a University Police service such as Victim Services
- An officer approached me and spoke to me
- An officer questioned me
- Other (please describe) **[Text box]**

Instructions for Q4 through Q7: [Display if "Yes" is selected in Q2] Thinking about all your contacts with University Police officers or staff at your campus, please indicate your level of agreement with the following statements.

Q4. [Display if "Yes" is selected in Q2] The employee's knowledge was sufficient to assist me during my contact.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not applicable

Q5. [Display if "Yes" is selected in Q2] The employee was able to refer me to the appropriate resources.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not applicable

Q6. [Display if "Yes" is selected in Q2] The employee handled the issue in a timely manner.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not applicable

Q7. [Display if "Yes" is selected in Q2] The employee handled my issue with professionalism.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not applicable

Q8. To what extent do you agree with the statement, "I feel comfortable contacting University Police for assistance."
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q9. To what extent do you agree with the statement, "I feel a sense of safety on my campus"?
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q10. Are there places where you feel unsafe on campus?
- Yes
- No
- Not sure

Q11. [Display if "Yes" or "Not sure" is selected in Q10] Where do you feel unsafe at your campus, campus-related facilities, and University-owned properties? Please check all that apply.
- Anywhere at night
- At a specific location at night (please specify) [Text box]
- Academic building
- Athletic facility
- Arts/entertainment event
- Dining area
- Library
- My office
- Parking lot
- Parking garage/deck
- Residence hall
- Student union center/community area
- University Park Airport
- Walking between locations on campus

Q12. Which of the following are your primary concerns regarding safety and security on your campus? You may select up to 3.
- I have no concerns about safety and security on campus [Exclusive answer]
- Alcohol violations
- Bicycle law violations
- Building design (doors, locks, windows, etc.)
- Crimes against people (active attacker, assault, hate crimes, robbery, sexual assault, etc.)
- Crimes against property (theft, vandalism, etc.)
- Drug violations
- Emergency (blue light) phone access
- Landscaping (overgrown plants, walkways, etc.)
- Outdoor lighting (walkways, parking lots, etc.)
- Pedestrian law violations
- Traffic law violations
- Other (please describe) [Text box]

Instructions and rating scale for Q13 through Q28:
Please indicate your level of agreement with the following statements.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- Not able to judge

Q13. University Police officers are <u>professional</u>.

Q14. University Police officers are <u>knowledgeable</u>.

Q15. University Police officers are <u>helpful</u>.

Q16. University Police officers are <u>competent</u>.

Q17. University Police officers are <u>courteous</u>.

Q18. University Police officers are <u>friendly</u>.

Q19. University Police officers are <u>fair</u>.

Q20. University Police officers are <u>intimidating</u>.

Q21. University Police officers are <u>biased</u>.

Q22. University Police officers <u>violate citizens' rights</u>.

Q23. University Police officers <u>respond</u> to incidents in a reasonable amount of time.

Q24. University Police officers are <u>respectful</u> toward people like me.

Q25. University Police officers <u>take the appropriate steps</u> to keep campus safe.

Q26. University Police officers <u>show concern</u> when I ask them questions.

Q27. University Police officers <u>give me a chance to explain</u>.

Q28. University Police officers <u>are respected</u> by members of the Penn State community.

Q29. Which types of University Police sponsored programming have you attended? Please select all that apply.

- I have never attended an event hosted by the University Police **[Exclusive answer]**
- Not sure if I have ever attended an event hosted by University Police **[Exclusive answer]**
- Educational program instructed by police officers (Run, Hide, Fight; responsible drinking; self-defense, stalking awareness, sexual assault awareness, office safety, etc.)
- Ride along
- Table event/general safety information distribution
- Social event hosted by police officers (ice cream social, pizza party, coffee social, carving pumpkins, etc.)
- Other type of University Police event (please specify) **[Text box]**

Instructions and rating scale for Q30 through Q35:
How often have the following occurred at your campus?
- Never
- Rarely
- Sometimes
- Often

Q30. I know someone who has been stopped, pulled over, watched, or questioned by a University Police officer when they had done nothing wrong.

Q31. I have been stopped, pulled over, watched, or questioned by a University Police officer when I had done nothing wrong.

Q32. I have felt targeted by University Police due to my gender identity.

Q33. I have felt targeted by University Police due to my racial/ethnic identity.

Q34. I have felt targeted by University Police due to my LGBQ status (or perceived status).

Q35. I have felt targeted by University Police due to my disability status (or perceived status).

Q36. Are you aware of the Emergency Public Phones (blue light phones) on your campus?
- Yes
- No
- Not sure

Q37. [Display if "Yes" is selected in Q36] Have you ever used one of the Emergency Public Phones (blue light phones) that are available to obtain emergency assistance on campus?
- Yes
- No
- Not sure

Q38. Do you believe Emergency Public Phones (blue light phones) are an essential part of campus security?
- Yes
- No
- Not sure

The next set of questions asks about the PSU Alert system and Timely Warnings. These are two different things: The PSU Alert system is the emergency notification system used to alert registered members of Penn State's campus communities of ongoing emergencies, campus closings and other urgent information sent via email and text message. Timely Warnings are notifications that go out via email and text to the University community to alert of a potential or ongoing threat or incident. For example, if a crime occurs, and police have not yet apprehended a suspect, a Timely Warning may be issued to notify the campus community. The Timely Warning is intended to inform the community so that members can protect themselves from becoming victims of similar incidents.

Q39. Are you signed up for the PSU Alert emergency system? Click here to learn more about the alert system.
- Yes
- No. Please tell us why not. **[Text box]**
- Not sure
- Prefer not to answer

Q40. [Display if "Yes" is selected in Q39] I find emergency alerts useful.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q41. [Display if "Yes" is selected in Q39] I have changed my plans because of an emergency alert.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q42. [Display if "Yes" is selected in Q39] I don't typically pay attention to the alerts even though I receive them.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q43. Prior to this survey, were you familiar with Timely Warnings issued by Penn State University Police and Public Safety?
- Yes
- No.
- Not sure
- Prefer not to answer

Q44. [Display if "Yes" is selected in Q43] I find the Timely Warnings useful.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q45. [Display if "Yes" is selected in Q43] I have changed my plans because of a Timely Warning.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q46. [Display if "Yes" is selected in Q43] I don't typically pay attention to the Timely Warnings even though I receive them.
- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Q47. How would you rate the overall performance of University Police and Public Safety?
- Poor
- Fair
- Good
- Very good
- Not sure

Q48. What types of programming would you most like to see Penn State police offer at your campus? Please choose all that apply.
- No additional programming needed [Exclusive answer]
- Alcohol abuse education
- Active attacker response/education
- Bike safety
- Driving safety
- Drug abuse education
- Explaining civilians' rights when interacting with police
- Explaining Pennsylvania laws

- Pedestrian safety
- Personal safety
- Scam awareness/education
- Self-defense
- Sexual assault education
- Theft awareness/education
- Other **[Text box]**

Q49. Compared to your perception of law enforcement at a national level, what is your perception of Penn State University Police?
- Less trustworthy
- About the same
- More trustworthy
- Prefer not to answer

Q50. What is your perception/opinion of University Police and why? [Large text box]

Q51. What recommendations do you have to improve Penn State University Police? Please select all that apply.
- No recommendations **[Exclusive answer]**
- Alternate patrols (foot patrol, bike patrol, etc.)
- Hire more officers
- Increased bicycle traffic enforcement
- Increased crime prevention/educational presentations
- Increased diversity among police officers
- Increased engagement with the community
- Increased pedestrian traffic enforcement
- More vehicle traffic enforcement
- More personable/approachable
- More visible presence on campus
- Other (please describe) **[Text box]**

You've almost made it! We have just a few more demographic questions for you. You may skip any questions you choose, but we would truly appreciate as much of the following information as you feel comfortable providing. Individual responses will be held in confidence and all findings are only reported in the aggregate.

Q52. What is your primary affiliation with Penn State?
- Faculty
- Staff
- Student
- Prefer not to answer

Q53. Which term <u>best</u> describes your gender identity?
- Man
- Non-binary, gender nonconforming, genderqueer, or genderfluid
- Transgender man
- Transgender woman
- Woman
- Gender identity not offered above (please describe) **[Text box]**
- Prefer not to answer

Q54. What is your age?
- Under 18
- 18 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55 - 64
- 65 or older
- Prefer not to answer

Q55. Please select the racial and/or ethnic category or categories that best describe yourself. Please select all that apply.
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or other Pacific Islander
- White
- Category not offered above, please specify **[Text box]**
- Prefer not to answer

Q56. Are you an international student or employee?
- Yes
- No
- Prefer not to answer

Q57. Which term best describes your sexual orientation?
- Asexual/not sexual
- Bisexual
- Gay
- Lesbian
- Pansexual
- Queer
- Questioning or not sure
- Straight or heterosexual
- Sexual orientation not offered above, please specify **[Text box]**
- Prefer not to answer

Q58. Do you have a disability as defined by the Americans with Disabilities Act?
- Yes
- No
- Not sure
- Prefer not to answer

Q59. How many years have you been affiliated (student, faculty, and/or staff) with Penn State?
- 0-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21 or more years
- Prefer not to answer

Appendix B: Survey changes across administrations

- The following question was asked in the fall 2019 survey with the intent of using the responses to exclude current or former UPPS employees: "Do you currently or have you ever <u>worked for</u> Penn State University Police in any capacity?" [Options: *Yes*; *No*; *Prefer not to answer*].
    - o This question was not included in fall 2021 survey as, based on the fall 2019 response pattern, there is evidence that the question was often interpreted as "worked for Penn State" by the fall 2019 respondents.

- "Which term <u>best</u> describes your gender identity?"
    - o Fall 2019 option: *Non-binary or genderfluid*
    - o Updated fall 2021 option: *Non-binary, gender nonconforming, or genderfluid*

- "Which term <u>best</u> describes your sexual orientation?"
    - o Options introduced in fall 2021: *Asexual/not sexual*; *Pansexual*; *Queer*