**Appendix A: Overall results**

**\*Always use Valid Percent column. It takes out missing cases.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Are you...** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | A Ph.D. candidate or Ph.D. student | 487 | 38.5 | 39.1 | 39.1 |
| An assistant professor | 243 | 19.2 | 19.5 | 58.5 |
| An associate professor | 235 | 18.6 | 18.8 | 77.4 |
| A full professor | 251 | 19.8 | 20.1 | 97.5 |
| None of the above | 31 | 2.4 | 2.5 | 100.0 |
| Total | 1247 | 98.5 | 100.0 |  |
| Missing | System | 19 | 1.5 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Position netted by student and professor** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Student | 487 | 38.5 | 40.0 | 40.0 |
| Professor NET | 729 | 57.6 | 60.0 | 100.0 |
| Total | 1216 | 96.1 | 100.0 |  |
| Missing | System | 50 | 3.9 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Are you...** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Tenured | 483 | 38.2 | 67.2 | 67.2 |
| Tenure-track | 236 | 18.6 | 32.8 | 100.0 |
| Total | 719 | 56.8 | 100.0 |  |
| Missing | System | 547 | 43.2 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Is your department...** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Ph.D. granting | 302 | 23.9 | 41.5 | 41.5 |
| M.A. granting | 164 | 13.0 | 22.6 | 64.1 |
| Undergraduate only | 261 | 20.6 | 35.9 | 100.0 |
| Total | 727 | 57.4 | 100.0 |  |
| Missing | System | 539 | 42.6 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Please select the option that best describes your institution:** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Doctoral University with Very High Research Activity (R1) | 715 | 56.5 | 59.1 | 59.1 |
| Doctoral University with High Research Activity (R2) | 154 | 12.2 | 12.7 | 71.9 |
| Doctoral/Professional University (R3) | 52 | 4.1 | 4.3 | 76.2 |
| Master's College and University -- larger programs (200+ MA degrees) (M1) | 10 | .8 | .8 | 77.0 |
| Master's College and University -- medium programs (100-199 MA degrees) (M2) | 22 | 1.7 | 1.8 | 78.8 |
| Master's College and University -- small programs (50-99 MA degrees) (M3) | 101 | 8.0 | 8.4 | 87.2 |
| Baccalaureate College -- Arts and Sciences | 99 | 7.8 | 8.2 | 95.4 |
| Baccalaureate College -- Diverse Fields | 34 | 2.7 | 2.8 | 98.2 |
| Baccalaureate/Associate College | 4 | .3 | .3 | 98.5 |
| Not sure | 18 | 1.4 | 1.5 | 100.0 |
| Total | 1209 | 95.5 | 100.0 |  |
| Missing | System | 57 | 4.5 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Institution netted to R1 and not R1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | R1 | 715 | 56.5 | 60.0 | 60.0 |
| Not R1 | 476 | 37.6 | 40.0 | 100.0 |
| Total | 1191 | 94.1 | 100.0 |  |
| Missing | System | 75 | 5.9 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **How inclusive of women do you think your department's culture is?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Not at all inclusive | 47 | 3.7 | 4.0 | 4.0 |
| A little inclusive | 142 | 11.2 | 12.1 | 16.1 |
| Somewhat inclusive | 548 | 43.3 | 46.6 | 62.7 |
| Very inclusive | 438 | 34.6 | 37.3 | 100.0 |
| Total | 1175 | 92.8 | 100.0 |  |
| Missing | System | 91 | 7.2 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Department inclusiveness top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less inclusive NET | 189 | 14.9 | 16.1 | 16.1 |
| More inclusive NET | 986 | 77.9 | 83.9 | 100.0 |
| Total | 1175 | 92.8 | 100.0 |  |
| Missing | System | 91 | 7.2 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **How inclusive of women do you think your institution's culture is?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Not at all inclusive | 38 | 3.0 | 3.3 | 3.3 |
| A little inclusive | 197 | 15.6 | 17.1 | 20.4 |
| Somewhat inclusive | 643 | 50.8 | 55.7 | 76.1 |
| Very inclusive | 276 | 21.8 | 23.9 | 100.0 |
| Total | 1154 | 91.2 | 100.0 |  |
| Missing | System | 112 | 8.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Institution inclusiveness top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less inclusive NET | 235 | 18.6 | 20.4 | 20.4 |
| More inclusive NET | 919 | 72.6 | 79.6 | 100.0 |
| Total | 1154 | 91.2 | 100.0 |  |
| Missing | System | 112 | 8.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Do you think your gender affects your standing within your department in a positive way, in a negative way, or doesn't affect it either way?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | It strongly affects my standing in a negative way | 71 | 5.6 | 6.2 | 6.2 |
| It affects my standing a little in a negative way | 414 | 32.7 | 36.3 | 42.5 |
| It does not affect my standing either way | 471 | 37.2 | 41.2 | 83.7 |
| It affects my standing a little in a positive way | 161 | 12.7 | 14.1 | 97.8 |
| It strongly affects my standing in a positive way | 25 | 2.0 | 2.2 | 100.0 |
| Total | 1142 | 90.2 | 100.0 |  |
| Missing | System | 124 | 9.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender and department standing top2 bott2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Negative effect NET | 485 | 38.3 | 42.5 | 42.5 |
| No effect | 471 | 37.2 | 41.2 | 83.7 |
| Positive effect NET | 186 | 14.7 | 16.3 | 100.0 |
| Total | 1142 | 90.2 | 100.0 |  |
| Missing | System | 124 | 9.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of maternity leave, paid or unpaid, does your university provide to Ph.D. students?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None at all | 24 | 1.9 | 3.3 | 3.3 |
| Less than one semester | 139 | 11.0 | 18.8 | 22.1 |
| One semester | 76 | 6.0 | 10.3 | 32.4 |
| More than one semester | 120 | 9.5 | 16.3 | 48.6 |
| Not sure | 379 | 29.9 | 51.4 | 100.0 |
| Total | 738 | 58.3 | 100.0 |  |
| Missing | System | 528 | 41.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Maternity leave for Phd students NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No leave | 24 | 1.9 | 3.3 | 3.3 |
| Some leave NET | 335 | 26.5 | 45.4 | 48.6 |
| Not sure | 379 | 29.9 | 51.4 | 100.0 |
| Total | 738 | 58.3 | 100.0 |  |
| Missing | System | 528 | 41.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Does your institution offer regular pay during maternity leave for Ph.D. students? - Selected Choice** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No pay for any period of leave | 2 | .2 | .8 | .8 |
| Half pay for a time period less than a semester of leave | 2 | .2 | .8 | 1.7 |
| Full pay for a time period less than a semester of leave | 44 | 3.5 | 18.6 | 20.3 |
| Half pay for a semester of leave | 8 | .6 | 3.4 | 23.7 |
| Full pay for a semester of leave | 50 | 3.9 | 21.2 | 44.9 |
| Half pay for an academic year of leave | 3 | .2 | 1.3 | 46.2 |
| Full pay for an academic year of leave | 33 | 2.6 | 14.0 | 60.2 |
| Other | 23 | 1.8 | 9.7 | 69.9 |
| Not sure | 71 | 5.6 | 30.1 | 100.0 |
| Total | 236 | 18.6 | 100.0 |  |
| Missing | System | 1030 | 81.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paid maternity leave for Phd students NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None | 2 | .2 | .8 | .8 |
| Some pay for less than one semester | 46 | 3.6 | 19.5 | 20.3 |
| Some pay for a semester | 58 | 4.6 | 24.6 | 44.9 |
| Some pay for an academic year | 36 | 2.8 | 15.3 | 60.2 |
| Other | 23 | 1.8 | 9.7 | 69.9 |
| Not sure | 71 | 5.6 | 30.1 | 100.0 |
| Total | 236 | 18.6 | 100.0 |  |
| Missing | System | 1030 | 81.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of maternity leave, paid or unpaid, does your university provide to tenured and tenure-track faculty?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None at all | 61 | 4.8 | 5.3 | 5.3 |
| Less than one semester | 385 | 30.4 | 33.7 | 39.1 |
| One semester | 156 | 12.3 | 13.7 | 52.7 |
| More than one semester | 71 | 5.6 | 6.2 | 58.9 |
| Not sure | 469 | 37.0 | 41.1 | 100.0 |
| Total | 1142 | 90.2 | 100.0 |  |
| Missing | System | 124 | 9.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Maternity leave for faculty NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No leave | 61 | 4.8 | 5.3 | 5.3 |
| Some leave NET | 612 | 48.3 | 53.6 | 58.9 |
| Not sure | 469 | 37.0 | 41.1 | 100.0 |
| Total | 1142 | 90.2 | 100.0 |  |
| Missing | System | 124 | 9.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Does your institution offer regular pay during maternity leave for faculty? - Selected Choice** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No pay for any period of leave | 17 | 1.3 | 2.8 | 2.8 |
| Half pay for a time period less than a semester of leave | 8 | .6 | 1.3 | 4.2 |
| Full pay for a time period less than a semester of leave | 245 | 19.4 | 40.9 | 45.1 |
| Half pay for a semester of leave | 9 | .7 | 1.5 | 46.6 |
| Full pay for a semester of leave | 82 | 6.5 | 13.7 | 60.3 |
| Half pay for an academic year of leave | 12 | .9 | 2.0 | 62.3 |
| Full pay for an academic year of leave | 14 | 1.1 | 2.3 | 64.6 |
| Other | 83 | 6.6 | 13.9 | 78.5 |
| Not sure | 129 | 10.2 | 21.5 | 100.0 |
| Total | 599 | 47.3 | 100.0 |  |
| Missing | System | 667 | 52.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paid maternity leave for faculty NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None | 17 | 1.3 | 2.8 | 2.8 |
| Some pay for less than one semester | 253 | 20.0 | 42.2 | 45.1 |
| Some pay for a semester | 91 | 7.2 | 15.2 | 60.3 |
| Some pay for an academic year | 26 | 2.1 | 4.3 | 64.6 |
| Other | 83 | 6.6 | 13.9 | 78.5 |
| Not sure | 129 | 10.2 | 21.5 | 100.0 |
| Total | 599 | 47.3 | 100.0 |  |
| Missing | System | 667 | 52.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of paternity leave, paid or unpaid, does your university provide to Ph.D. students?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None at all | 6 | .5 | .8 | .8 |
| Less than one semester | 86 | 6.8 | 11.8 | 12.7 |
| One semester | 67 | 5.3 | 9.2 | 21.9 |
| More than one semester | 128 | 10.1 | 17.6 | 39.5 |
| Not sure | 440 | 34.8 | 60.5 | 100.0 |
| Total | 727 | 57.4 | 100.0 |  |
| Missing | System | 539 | 42.6 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paternity leave for Phd students NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No leave | 6 | .5 | .8 | .8 |
| Some leave NET | 281 | 22.2 | 38.7 | 39.5 |
| Not sure | 440 | 34.8 | 60.5 | 100.0 |
| Total | 727 | 57.4 | 100.0 |  |
| Missing | System | 539 | 42.6 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Does your institution offer regular pay during paternity leave for Ph.D. students? - Selected Choice** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No pay for any period of leave | 1 | .1 | .6 | .6 |
| Full pay for a time period less than a semester of leave | 30 | 2.4 | 18.8 | 19.4 |
| Half pay for a semester of leave | 3 | .2 | 1.9 | 21.3 |
| Full pay for a semester of leave | 40 | 3.2 | 25.0 | 46.3 |
| Half pay for an academic year of leave | 4 | .3 | 2.5 | 48.8 |
| Full pay for an academic year of leave | 18 | 1.4 | 11.3 | 60.0 |
| Other | 13 | 1.0 | 8.1 | 68.1 |
| Not sure | 51 | 4.0 | 31.9 | 100.0 |
| Total | 160 | 12.6 | 100.0 |  |
| Missing | System | 1106 | 87.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paid paternity leave for Phd students NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None | 1 | .1 | .6 | .6 |
| Some pay for less than one semester | 30 | 2.4 | 18.8 | 19.4 |
| Some pay for a semester | 43 | 3.4 | 26.9 | 46.3 |
| Some pay for an academic year | 22 | 1.7 | 13.8 | 60.0 |
| Other | 13 | 1.0 | 8.1 | 68.1 |
| Not sure | 51 | 4.0 | 31.9 | 100.0 |
| Total | 160 | 12.6 | 100.0 |  |
| Missing | System | 1106 | 87.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of paternity leave, paid or unpaid, does your institution provide to tenured and tenure-track faculty?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None at all | 17 | 1.3 | 1.5 | 1.5 |
| Less than one semester | 288 | 22.7 | 25.5 | 27.0 |
| One semester | 132 | 10.4 | 11.7 | 38.7 |
| More than one semester | 113 | 8.9 | 10.0 | 48.7 |
| Not sure | 580 | 45.8 | 51.3 | 100.0 |
| Total | 1130 | 89.3 | 100.0 |  |
| Missing | System | 136 | 10.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paternity leave for faculty NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No leave | 17 | 1.3 | 1.5 | 1.5 |
| Some leave NET | 533 | 42.1 | 47.2 | 48.7 |
| Not sure | 580 | 45.8 | 51.3 | 100.0 |
| Total | 1130 | 89.3 | 100.0 |  |
| Missing | System | 136 | 10.7 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Does your institution offer regular pay during paternity leave for faculty? - Selected Choice** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No pay for any period of leave | 5 | .4 | 1.1 | 1.1 |
| Half pay for a time period less than a semester of leave | 4 | .3 | .9 | 2.1 |
| Full pay for a time period less than a semester of leave | 204 | 16.1 | 46.6 | 48.6 |
| Half pay for a semester of leave | 7 | .6 | 1.6 | 50.2 |
| Full pay for a semester of leave | 80 | 6.3 | 18.3 | 68.5 |
| Half pay for an academic year of leave | 6 | .5 | 1.4 | 69.9 |
| Full pay for an academic year of leave | 10 | .8 | 2.3 | 72.1 |
| Other | 55 | 4.3 | 12.6 | 84.7 |
| Not sure | 67 | 5.3 | 15.3 | 100.0 |
| Total | 438 | 34.6 | 100.0 |  |
| Missing | System | 828 | 65.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Paid paternity leave for faculty NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None | 5 | .4 | 1.1 | 1.1 |
| Some pay for less than one semester | 208 | 16.4 | 47.5 | 48.6 |
| Some pay for a semester | 87 | 6.9 | 19.9 | 68.5 |
| Some pay for an academic year | 16 | 1.3 | 3.7 | 72.1 |
| Other | 55 | 4.3 | 12.6 | 84.7 |
| Not sure | 67 | 5.3 | 15.3 | 100.0 |
| Total | 438 | 34.6 | 100.0 |  |
| Missing | System | 828 | 65.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Do you have any children?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No kids | 676 | 53.4 | 59.7 | 59.7 |
| Yes kids | 457 | 36.1 | 40.3 | 100.0 |
| Total | 1133 | 89.5 | 100.0 |  |
| Missing | System | 133 | 10.5 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of impact do you think having children has had on your career?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Very negative | 46 | 3.6 | 10.1 | 10.1 |
| Somwhat negative | 222 | 17.5 | 48.7 | 58.8 |
| Neutral | 103 | 8.1 | 22.6 | 81.4 |
| Somewhat positive | 53 | 4.2 | 11.6 | 93.0 |
| Very positive | 32 | 2.5 | 7.0 | 100.0 |
| Total | 456 | 36.0 | 100.0 |  |
| Missing | System | 810 | 64.0 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Impact of having children on career top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Negative NET | 268 | 21.2 | 58.8 | 58.8 |
| Neutral | 103 | 8.1 | 22.6 | 81.4 |
| Positive NET | 85 | 6.7 | 18.6 | 100.0 |
| Total | 456 | 36.0 | 100.0 |  |
| Missing | System | 810 | 64.0 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What sort of impact, if any, has motherhood had on your career compared to your gender?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Motherhood has impacted my career more negatively than my gender | 225 | 17.8 | 51.6 | 51.6 |
| Motherhood has impacted my career more positively than my gender | 68 | 5.4 | 15.6 | 67.2 |
| Both have impacted my career equally negatively | 85 | 6.7 | 19.5 | 86.7 |
| Both have impacted my career equally positively | 27 | 2.1 | 6.2 | 92.9 |
| Neither has had any impact on my career | 31 | 2.4 | 7.1 | 100.0 |
| Total | 436 | 34.4 | 100.0 |  |
| Missing | System | 830 | 65.6 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **The current outbreak of Coronavirus has severely disrupted the lives of Americans. Since many schools are now closed, childcare, schooling, and work have to take place in the home simultaneously. Do you think the resulting changes have affected men more, women more, or both equally?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Men are affected more | 3 | .2 | .7 | .7 |
| Women are affected more | 358 | 28.3 | 79.4 | 80.0 |
| Both are equally affected | 34 | 2.7 | 7.5 | 87.6 |
| It's too early to tell | 56 | 4.4 | 12.4 | 100.0 |
| Total | 451 | 35.6 | 100.0 |  |
| Missing | System | 815 | 64.4 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Do you plan to have children in the future?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | No | 227 | 17.9 | 33.7 | 33.7 |
| Maybe | 207 | 16.4 | 30.7 | 64.4 |
| Yes | 240 | 19.0 | 35.6 | 100.0 |
| Total | 674 | 53.2 | 100.0 |  |
| Missing | System | 592 | 46.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What kind of impact do you think having children would have on your career?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Very negative | 93 | 7.3 | 20.9 | 20.9 |
| Somwhat negative | 279 | 22.0 | 62.6 | 83.4 |
| Neutral | 61 | 4.8 | 13.7 | 97.1 |
| Somewhat positive | 9 | .7 | 2.0 | 99.1 |
| Very positive | 4 | .3 | .9 | 100.0 |
| Total | 446 | 35.2 | 100.0 |  |
| Missing | System | 820 | 64.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Impact of possibly having children on career top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Negative NET | 372 | 29.4 | 83.4 | 83.4 |
| Neutral | 61 | 4.8 | 13.7 | 97.1 |
| Positive NET | 13 | 1.0 | 2.9 | 100.0 |
| Total | 446 | 35.2 | 100.0 |  |
| Missing | System | 820 | 64.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Do you think the number of women in your department is an advantage or disadvantage for your career?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Big disadvantage | 61 | 4.8 | 5.7 | 5.7 |
| Slight disadvantage | 170 | 13.4 | 15.8 | 21.4 |
| Neither | 420 | 33.2 | 39.0 | 60.4 |
| Slight advantage | 257 | 20.3 | 23.8 | 84.2 |
| Big advantage | 170 | 13.4 | 15.8 | 100.0 |
| Total | 1078 | 85.2 | 100.0 |  |
| Missing | System | 188 | 14.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Number of women in department ad vs dis top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Disadvantage NET | 231 | 18.2 | 21.4 | 21.4 |
| Neither | 420 | 33.2 | 39.0 | 60.4 |
| Advantage NET | 427 | 33.7 | 39.6 | 100.0 |
| Total | 1078 | 85.2 | 100.0 |  |
| Missing | System | 188 | 14.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Do you think your gender has a positive or negative effect on your students' evaluations of your teaching?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Very negative | 70 | 5.5 | 6.5 | 6.5 |
| Somwhat negative | 561 | 44.3 | 52.3 | 58.8 |
| Neutral | 323 | 25.5 | 30.1 | 88.9 |
| Somewhat positive | 95 | 7.5 | 8.9 | 97.8 |
| Very positive | 24 | 1.9 | 2.2 | 100.0 |
| Total | 1073 | 84.8 | 100.0 |  |
| Missing | System | 193 | 15.2 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Impact of gender on student evaluations top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Negative NET | 631 | 49.8 | 58.8 | 58.8 |
| Neutral | 323 | 25.5 | 30.1 | 88.9 |
| Positive NET | 119 | 9.4 | 11.1 | 100.0 |
| Total | 1073 | 84.8 | 100.0 |  |
| Missing | System | 193 | 15.2 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Academic studies have shown that women and minorities tend to receive lower scores on student evaluations than (white) men. Has your department or your institution taken any action to address this issue? - Selected Choice** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Yes, my chair/dean/president/provost sent out a message to students to make them aware of this issue | 47 | 3.7 | 4.4 | 4.4 |
| Yes, my department/institution is disregarding student evaluations for tenure/promotion/salary decisions | 26 | 2.1 | 2.4 | 6.9 |
| No, this has not been addressed in my department/at my institution | 706 | 55.8 | 66.3 | 73.1 |
| No, this is not an issue in my department/at my institution | 34 | 2.7 | 3.2 | 76.3 |
| Other (please specify) | 252 | 19.9 | 23.7 | 100.0 |
| Total | 1065 | 84.1 | 100.0 |  |
| Missing | System | 201 | 15.9 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **How much of an impact, if any, do you think you can have on your department’s culture on gender issues?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | None at all | 164 | 13.0 | 15.2 | 15.2 |
| A little | 379 | 29.9 | 35.1 | 50.3 |
| A moderate amount | 366 | 28.9 | 33.9 | 84.2 |
| A lot | 170 | 13.4 | 15.8 | 100.0 |
| Total | 1079 | 85.2 | 100.0 |  |
| Missing | System | 187 | 14.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Impact think can have on department culture top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less NET | 543 | 42.9 | 50.3 | 50.3 |
| More NET | 536 | 42.3 | 49.7 | 100.0 |
| Total | 1079 | 85.2 | 100.0 |  |
| Missing | System | 187 | 14.8 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **Overall, how accommodating is your department to women's schedules and needs?** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Not at all | 96 | 7.6 | 9.1 | 9.1 |
| A little | 236 | 18.6 | 22.5 | 31.6 |
| A moderate amount | 399 | 31.5 | 38.0 | 69.6 |
| A great deal | 320 | 25.3 | 30.4 | 100.0 |
| Total | 1051 | 83.0 | 100.0 |  |
| Missing | System | 215 | 17.0 |  |  |
| Total | | 1266 | 100.0 |  |  |

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| --- | --- | --- | --- | --- | --- |
| **How accomodating department is to women top 2 bott 2 NET** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Less NET | 332 | 26.2 | 31.6 | 31.6 |
| More NET | 719 | 56.8 | 68.4 | 100.0 |
| Total | 1051 | 83.0 | 100.0 |  |
| Missing | System | 215 | 17.0 |  |  |
| Total | | 1266 | 100.0 |  |  |