

Results from the Johns Hopkins Faculty Survey

A Report to the
Johns Hopkins Committee on Faculty Development and Gender
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by

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Objective: To investigate faculty perceptions about: departmental support for career activities; promotion and advancement, departmental and division decision-making processes; and professional climate at the Johns Hopkins School of Medicine (SoM), and possible differences in these perceptions between men and women.

Survey Methodology: A faculty online survey comprising 38 questions was developed by the Committee on Faculty Development and Gender at the School of Medicine with support from the Johns Hopkins Biostatistics Center. Microsoft Active Server Page (ASP) software was used to create the web-based survey. Response data were stored using Microsoft SQL database software. The survey asked questions on: general demographics; perceptions about departmental support for career activities; issues related to promotion, advancement, and termination; conflicts arising between work and family life; and general questions about the overall professional climate. A copy of the survey is given in Appendix 1.

Prior to sending the survey out via e-mail, a list of fulltime faculty in the School of Medicine was obtained from the SoM registrar's office. This listing included 1742 faculty members, 1197 males and 545 females. It contained rank, department and gender, but not email addresses. Full-time faculty member e-mail addresses were obtained from the Johns Hopkins Enterprise Directory (JHED). This JHED list contained 1843 faculty member emails that were entered into a database file for use in verifying the survey participants when they started taking the survey.

Because of the sensitive nature of the survey questions, the survey responses were totally anonymous. Participants entered their email address to verify their eligibility. Because this was an anonymous survey, no other identifiers to verify an individual were obtained. Three safety checks were used to help prevent fraudulent entries as detailed in Appendix II.

The survey took approximately 10 minutes to complete. Participants were not forced to answer every question. At the end of the survey, a confirmation message listed all the questions that had not been answered in case the participant had intended to answer a skipped question.

The survey was opened on April 9 and closed on June 16, 2004. At the start of the survey, an email invitation from the SOM Dean was sent by JHED to all potential participants. The survey was announced multiple times in the Johns Hopkins Medicine daily announcements email which is sent to all Johns Hopkins Medical Institutions personnel. Members of the Committee on

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Faculty Development and Gender met with department chairs to encourage them to communicate with their faculty members and remind them to take the survey. An announcement about the survey also appeared in the May issue of *Change*. Additional email reminders from the SOM Dean were sent by JHED at the midpoint and near the end of the survey.

There were a total of 1030 respondents after duplicate responses were verified and removed. An additional 10 responses were dropped because they were not JHU institutional email addresses and there was no way to verify that the individuals were faculty members. Prior to analysis, all email addresses were removed from the survey records in order to maintain participant anonymity. The final count was 1020 or 63% of the roughly 1800 faculty.

Demographic Data Summary: Of the 1020 Johns Hopkins medical faculty participants, 636 (62.3%) were males, and 384 (37.7%) were female; 107 (10.5%) were instructors, 421 (41.3%) assistant professors, 236 (23.1%) associate professors, and 256 (25.1%) were full professors. Of the 955 respondents who gave their department affiliation, 89 (9.3%) were from non-clinical departments, and 866 (90.7%) were from clinical departments. Three hundred fourteen (30.8%) indicated that they were in basic research, 327 (32.1%) listed themselves as a clinical investigator, and 186 (18.2%) listed clinical educator.

Table 1 presents the percent break down of rank by gender for those who responded and for the total faculty. In general, the distribution of ranks for respondents matches that of the total faculty. However, women at the rank of full, associate, and assistant professors were slightly over represented in the survey, while males in these three ranks were slightly under represented among survey respondents.

Statistical Methods: In initial exploratory analysis, responses to all questions were cross-tabulated by gender. (See Appendix I). Since the goal of this analysis is to estimate the rates at which women and men in similar academic positions differ in their perceptions about their careers, we adjusted response rates by potentially confounding demographic factors that may influence perceptions and differ between the genders. Among several variables were two confounders: rank and self-reported research activity. As an example, 31.9% (203) of male respondents reported being a full professor, as compared to only 13.8% (53) of female respondents. And, 83.1% of all full professors reported being either ‘satisfied’ or ‘somewhat satisfied’ with their job, as compared to 68.3% of assistant professors. In order to accurately reflect differences in response rates between women and men in similar positions, we used logistic regression to obtain estimates of the male rates for a population of respondents with ranks and research activities that matched those reported by women. This approach is referred to as “direct adjustment” by epidemiologists (Rosner, 2000).

For simplicity of discussion, all survey questions were dichotomized, and the percent responses for a positive outcome were reported unadjusted for males and females. Male responses were then adjusted for ten rank activity groups (See Appendix III). These adjusted responses represent an estimate of the mean response rate for males to a given question if males and females had the same rank and research specialties. Differences between the percent positive responses between female and adjusted male populations were calculated such that a negative difference indicates a less favorable outcome for females in those questions where “favorable” makes sense.

Confidence intervals for these differences were calculated using bootstrap methods using 1000 simulated samples (Efron, 1979).

For selected response variables, we also conducted logistic regression analysis to determine how gender and other factors influenced job satisfaction. The outcomes studied include: overall job satisfaction (question 21); achieving your career objectives (question 20); satisfaction with the balance between family and work (question 27); barriers to career advancement (question 16); and men and women treated equally (question 30). In these regression models, the predictor variables were: gender, rank, research activity, whether or not a person received a start-up, ever received a counter-offer to stay at Hopkins, and service in a leadership role as defined by having served as chair/co-chair of department, division, or school/ department committee.

Results:

The rates of self-reported responses to each survey item for women and men are presented in Tables 2 - 4 below. Table 2 contains questions that pertain to the general work conditions, Table 3 contains satisfaction questions, and Table 4 contains survey items that deal with family and work issues as well as the overall professional environment. Figure 1 highlights gender differences for questions where large differences in perceptions by gender were found and those items that were the responses in the logistic regression analyses.

The most striking difference between women and men in similar academic positions occurs for questions related to the overall professional environment. (See Table 4). Women reported experiencing a more hostile work environment, with 21.5% (=100-78.5%) of females reporting having experienced sexual harassment while working at Hopkins, in contrast to 4.2% of men. Similarly, 13.6% (=100-86.4%) of women said that they hear demeaning remarks based on gender, as compared to 1.3% of men (Δ [95% CI] = -12.2 [-15.8, -8.8]). In addition, 40.5% of females said that men and women have equal opportunities within the department, as compared to 80.9% of males adjusted by rank and research activity (Δ [95% CI] = -40.4 [-46.3,-34.1]). Likewise, only 36.9% of women report no barriers to career advancement, as compared to 56.6% of males (Δ [95% CI] = -19.7 [-26.6, -12.9]). No statistical differences were found between women and men in similar academic positions with respect to overall job satisfaction (Δ [95% CI] = -1.1 [-6.9, 5.0]), or achieving career goals (Δ [95% CI] = -5.0 [-11.1, 1.6]).

When asked about family and career conflicts, males were more likely than females to claim that child rearing responsibilities rarely conflict with work or impede their career. For example, 49.1% of males said that children have not slowed down their career path, as compared to 18.2% of females (Δ [95% CI] = -31.0 [-38.7, -23.2]). More men than women reported that department or school committee meetings rarely or never conflicted with childcare responsibilities: Δ [95% CI] = -15.8 [-24.1, -6.8] and Δ [95% CI] = -13.1 [-20.9, -5.7] for department and school committee meetings, respectively. No gender differences were found when asked whether or not clinical or teaching duties ever interfered with child rearing. Men were more likely than their female colleagues to claim that their spouse's career had not slowed their progress (Δ [95% CI] = -12.0 [-19.4, -4.4]). No statistical differences were found between women and men in similar academic positions with respect to reported satisfaction with the balance between work and family (Δ [95% CI] = -1.4 [-8.2, 5.3]).

Results of the logistic regression analyses are given in Table 5 through 9 below. With regard to overall job satisfaction, women were slightly less likely to report satisfaction than men, a result that was marginally statistically significant (unadjusted odds ratio (OR) [95%CI] = 0.74 [0.56, 0.99]). However, this difference was no longer significant after adjusting for rank and research activities (OR [95% CI] = 0.92 [0.68, 1.24]). Similarly, marginally significant gender differences existed with respect to the satisfaction with the balance between family and work, with females 0.77 [0.59, 1.00] less likely to respond with at least “somewhat satisfied”. Again, this difference was no longer significant after controlling for rank and research activities (OR [95% CI] = 0.94 [0.71, 1.24]). Statistically significant gender differences were also found between women and men with respect to achieving career goals, with women less likely to respond with “mostly exceeded” or “exceeded expectations” (unadjusted OR [95%CI] = 0.54 [0.42, 0.70]).

When we considered responses to whether or not barriers exist to career advancement and whether or not men and women are treated equally within the department, we found highly statistically significant results between the genders that persisted after controlling for potential cofounders. Women were over twice as likely to report that barriers exist to career advancement than men after controlling for rank, research activities, receiving a start-up package, ever receiving a counter offer to stay, and serving in a leadership position (OR [95% CI] = 2.56 [1.78, 3.68]). When asked if both genders are treated equally within the department, women were less than a fifth as likely to say ‘yes’ as men after controlling for the other covariates considered (OR [95% CI] = 0.14 [0.09, 0.20]).

Discussion:

We are available to proceed with discussion of the report when convenient for the Committee. Potential topics for discussion include:

- Main findings in context
- Response rate compared to other such surveys
- Approaches to ameliorating differences
- Open questions and further analyses

Reference:

Efron, B. (1979). “Bootstrap methods: Another look at the jackknife.” *The Annals of Statistics*, 7, 1-26.

Rosner, B. (2000). *Fundamentals of Biostatistics*. (Duxubury: Pacific Grove, CA). pp. 594-596.

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Table 1: Percent (number) of survey respondents and SoM total faculty in each rank by gender. Rank and gender of the total faculty were obtained from the SoM registrar.

	Responders	Total Faculty
Men		
Full Professor	19.9% (203)	20.8% (362)
Associate Professor	15.4% (157)	17.0% (296)
Assistant Professor	22.0% (224)	25.2% (439)
Instructor	5.1% (52)	5.7% (100)
Women		
Full Professor	5.2% (53)	3.8% (66)
Associate Professor	7.8% (79)	6.0% (105)
Assistant Professor	19.3% (197)	16.3% (284)
Instructor	5.4% (55)	5.2% (90)
Totals	100% (1020)	100 % (1742)

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Table 2: Below are questions related to the personal experiences and perceived working environment at the Johns Hopkins School of Medicine as viewed by faculty survey participants. Percent of positive responses are given by gender, with male percentages directly adjusted by rank and self-reported research activity. Mean differences between males (adjusted) and females in the percentage of positive responses are given.

Question Summary	Positive Response	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Start-up Package						
Receive a Start-up Package?	≥ Partially	26.9	35.9	32.7	-5.8	[-11.6, -0.04]
Provided Research Funds?	≥ Partially	68.9	74.9	70.9	-2.0	[-12.0, 8.9]
Provided Travel Funds?	≥ Partially	42.7	54.5	54.9	-12.1	[-24.2, 0.01]
Provided Lab Space?	≥ Partially	59.5	69.5	64.9	-5.4	[-15.4, 5.2]
Provided Salary Support?	≥ Partially	43.2	47.3	43.9	-0.7	[-12.1, 11.2]
Provided Office Space?	≥ Partially	92.9	92.0	91.6	1.3	[-4.7, 7.6]
Provided Research Time?	≥ Partially	73.2	78.4	80.3	-7.1	[-17.9, 4.5]
Responsiveness to Necessary Resources						
Lab Space	≥ Moderately	31.9	43.5	38.1	-6.3	[-12.4, .10]
Office Space	≥ Moderately	66.6	67.5	65.0	1.6	[-4.5, 7.9]
Dept. Research Funds	≥ Moderately	36.1	39.6	40.8	-4.7	[-10.8, 1.2]
Salary	≥ Moderately	49.8	56.7	53.0	-3.2	[-10.0, 3.1]
Clerical / Administrative Support	≥ Moderately	52.4	55.2	53.0	-0.6	[-7.2, 6.2]
Assistance w/ Spouse's Career	≥ Moderately	6.3	10.9	10.6	-4.3	[-8.0, -0.5]
Reduced Clinical Responsibilities	≥ Moderately	22.0	24.8	26.7	-4.8	[-10.4, 0.7]
Desirable Clinical Opportunities	≥ Moderately	32.8	32.5	34.9	-2.1	[-8.3, 4.1]
Change in Teaching	≥ Moderately	22.0	29.0	27.9	-5.9	[-11.4, -0.2]
Increased Leadership Opportunity	≥ Moderately	18.2	24.4	18.9	-0.7	[-5.9, 4.6]

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Question Summary	Positive Response	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Amount of Work Compared w/ Colleagues in Dept.						
Research	≥ At Least Avg.	68.0	72.3	71.3	-3.3	[-9.5, 3.3]
Teaching	≥ At Least Avg.	70.0	73.8	71.8	-1.8	[-7.6, 4.3]
Clinical Duties	≥ At Least Avg.	58.8	52.9	55.5	3.3	[-2.6, 9.2]
Administrative Duties	≥ At Least Avg.	72.3	73.3	69.3	2.9	[-3.1, 9.0]
Committees	≥ At Least Avg.	47.3	53.3	46.9	0.5	[-6.3, 6.9]
Positions Held						
Dept. Chair	≥ Have Served	8.6	24.5	15.0	-6.4	[-10.9, -2.3]
Chair/ Co-Chair Dept. Committee	≥ Have Served	20.1	33.9	23.6	-3.5	[-7.9, 1.2]
Chair/ Co-Chair School Committee	≥ Have Served	7.5	16.0	9.8	-2.4	[-6.5, 1.3]
Member of Dept. Committee	≥ Have Served	53.5	64.0	52.4	1.1	[-4.6, 7.3]
Member of School Committee	≥ Have Served	38.0	51.4	39.1	-1.1	[-6.2, 4.7]
Director of Center	≥ Have Served	11.6	14.0	10.9	0.7	[-3.5, 5.0]
Promotion / Termination						
Criteria for Promotion Clear?	≥ Somewhat Clear	79.0	85.7	81.3	-2.3	[-7.9, 3.2]
Criteria for Termination Clear?	≥ Somewhat Clear	51.0	62.0	57.4	-6.4	[-13.2, 0.1]
Department / Division Environment						
Have Voice in Div.?	≥ Somewhat	64.8	73.9	70.0	-5.1	[-11.7, 1.2]
Have Voice in Dept.?	≥ Somewhat	36.8	56.0	48.9	-12.1	[-18.4, -5.8]
Informal Networks in Dept.?	≥ Somewhat	86.5	82.1	81.3	5.2	[0.02, 10.4]
If Yes, Part of the Network?	≥ Somewhat	12.1	33.6	24.2	-12.1	[-19.1, -4.9]
Collegiality of Dept.?	≥ Good	70.3	83.2	81.4	-11.1	[-17.3, -5.2]
Collegiality of Div.?	≥ Good	74.7	83.0	82.2	-7.5	[-13.8, -1.5]
Viewed as Valued Member of Dept.?	≥ Somewhat	66.9	77.5	74.1	-7.2	[-13.1, -1.4]
Viewed as Valued Member by Div.?	≥ Somewhat	73.0	82.4	81.3	-8.3	[-14.6, -1.6]

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Table 3: Below are questions related to the satisfaction with personal career and work related activities while at the Johns Hopkins School of Medicine as viewed by faculty survey participants. Percent of positive responses are given by gender, with male percentages directly adjusted by rank and self-reported research activity. Mean differences between males (adjusted) and females in the percentage of positive responses are given. A negative difference indicates a less favorable outcome for females as compared to their male colleagues.

Question Summary	Positive Outcome	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Overall Satisfaction with Career						
Have You Achieved Your Career Objectives?	≥ Mostly Exceed Expectations	50.7	65.6	55.7	-5.0	[-11.1, 1.6]
Rating of Overall Job Satisfaction	≥ Somewhat Satisfied	70.0	75.9	71.1	-1.1	[-6.9, 5.0]
Satisfied with Balance Between Career and Family	≥ Somewhat Satisfied	61.4	67.4	62.8	-1.4	[-8.2, 5.3]
Satisfaction with Time Spent on Following:						
Research Activities	≥ Somewhat Satisfied	60.7	69.5	66.6	-5.9	[-11.7, 0.3]
Teaching Activities	≥ Somewhat Satisfied	77.6	78.1	75.1	2.5	[-3.1, 8.0]
Clinical Duties	≥ Somewhat Satisfied	53.8	54.1	55.3	-1.5	[-7.8, 4.6]
Administrative Duties	≥ Somewhat Satisfied	63.9	66.7	63.1	0.9	[-5.6, 7.4]
Committees	≥ Somewhat Satisfied	59.3	62.5	56.0	3.2	[-3.1, 9.8]
Following Persons Helpful as a Mentor?						
Department Director Mentor	≥ Somewhat Helpful	71.1	77.7	77.5	-6.3	[-14.4, 1.3]
Division Chief	≥ Somewhat Helpful	75.0	81.5	83.1	-8.1	[-14.7, -1.7]
Other Senior Faculty	≥ Somewhat Helpful	92.3	89.9	90.2	2.0	[-2.5, 6.4]
Colleague	≥ Somewhat Helpful	89.7	90.8	90.8	-1.1	[-6.2, 4.3]
Former Mentor Outside	≥ Somewhat Helpful	79.4	82.9	82.5	-3.0	[-10.3, 4.5]
Others Outside of Hopkins	≥ Somewhat Helpful	87.8	85.6	84.4	3.5	[-3.8, 10.5]

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Question Summary	Positive Outcome	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Yearly Evaluation						
Did You Have a Yearly Evaluation?	Yes	59.2	56.7	58.7	0.5	[-6.3, 7.4]
If Yes, Written Evaluations?	Yes	47.4	59.4	59.7	-12.3	[-21.2, -3.3]
If Yes, Evaluations Fair?	≥ Somewhat Fair	78.7	82.5	80.9	-2.2	[-9.6, 4.7]
If Yes, Helpful for Career?	≥ Somewhat Helpful	31.1	38.7	36.1	-5.0	[-14.0, 2.9]
If No, Benefit from Review?	Yes	68.2	57.7	65.9	2.3	[-7.0, 11.8]
Offers to Stay at Hopkins						
Has Department Made Offers for You to Stay at Hopkins?	Yes	20.4	24.0	21.0	-0.5	[-5.5, 4.9]
If Yes, Responsive to Lab Space?	≥ Moderately	20.3	34.7	37.6	-17.3	[-32.9, -2.2]
If Yes, Responsive to Office Space?	≥ Moderately	31.1	38.8	36.1	-5.0	[-19.7, 10.4]
If Yes, Responsive to Research Funds?	≥ Moderately	31.0	40.6	38.7	-7.6	[-24.7, 7.2]
If Yes, Responsive to Salary?	≥ Moderately	66.6	69.9	71.7	-5.1	[-18.0, 9.4]
If Yes, Responsive to Clerical Help?	≥ Moderately	25.8	30.3	29.1	-3.2	[-18.1, 11.7]
If Yes, Responsive to Spouse's Career?	≥ Moderately	4.0	9.8	14.6	-10.5	[-24.2, -0.4]
If Yes, Responsive to Clinical Duties?	≥ Moderately	26.2	18.2	25.8	0.4	[-14.3, 15.1]
If Yes, Responsive to Desirable Clinical Duties?	≥ Moderately	25.6	20.1	27.0	-1.4	[-17.1, 12.4]
If Yes, Responsive to Teaching Duties?	≥ Moderately	20.1	18.9	25.1	-5.0	[-20.5, 8.9]
If Yes, Responsive to Leadership Opportunities?	≥ Moderately	30.9	34.4	26.7	4.2	[-10.1, 17.8]

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Table 4: Below are questions related to the satisfaction with career and family as well at the professional environment at the Johns Hopkins School of Medicine as viewed by faculty survey participants. Percent of positive responses are given by gender, with male percentages directly adjusted by rank and self-reported research activity. Mean differences between males (adjusted) and females in the percentage of positive responses are given. A negative difference indicates a less favorable outcome for females as compared to their male colleagues.

Question Summary	Positive Outcome	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Family and Career						
Do You Have Dependent Children?	Yes	62.8	63.5	64.7	-2.0	[-8.1, 4.9]
If Yes, Are You Primary Care Giver?	Yes / Shared	93.8	63.8	65.1	28.8	[22.5, 35.4]
If Yes, Have Dept. Meetings Caused Childcare Conflicts?	≤ Rarely	42.1	54.3	57.9	-15.8	[-24.1, -6.8]
If Yes, Have Clinic Duties Caused Childcare Conflicts?	≤ Rarely	44.9	45.3	42.5	2.3	[-6.0, 11.0]
If Yes, Have Teaching Duties Caused Childcare Conflicts?	≤ Rarely	68.9	69.2	70.5	-1.7	[-10.1, 6.0]
If Yes, Have School Meetings Caused Childcare Conflicts?	≤ Rarely	63.1	72.8	76.2	13.1	[-20.9, -5.7]
If Yes, Have Childcare Responsibilities Slowed Career Progress?	Not at All	18.2	50.9	49.1	-31.0	[-38.7, -23.2]
Do You Have a Spouse or Partner?	Yes	80.1	91.6	89.4	-9.4	[-14.4, -4.5]
If Yes, Has Spouse's Career Slowed Career Progress?	Not at All	62.6	76.9	74.5	-12.0	[-19.4, -4.4]
Has Caring for Parent/ Relative Slowed Career Progress?	Not at All	70.2	82.2	79.8	-9.7	[-17.5, -2.1]
Have Other Personal Obligations Slowed Career Progress?	Not at All	68.1	70.9	69.2	-1.1	[-9.3, 6.1]
Has Inflexible Work Schedule Slowed Progress?	Not at All	65.6	80.7	76.2	-10.6	[-17.6, -3.9]

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Table 4 continued

Question Summary	Positive Outcome	Percent Positive				
		Female (A)	Male (B)	Male (adj) (C)	Diff (A-C)	[95% CI]
Promotion and Termination						
Promotion Decisions Fair by Gender?	≥ Somewhat Fair	57.8	78.6	73.8	-16.0	[-22.3, -9.5]
Termination Decisions Fair by Gender?	≥ Somewhat Fair	31.6	62.1	56.9	-25.3	[-32.1, -19.0]
Professional Climate						
Are There Barriers to Your Career Advancement?	No	36.9	63.2	56.6	-19.7	[-26.6, -12.9]
Men and Women have Equal Opportunities in Dept?	Yes	40.5	81.2	80.9	-40.4	[-46.3, -34.1]
Ever Heard Demeaning Remarks Based on Gender?	≤ Rarely	86.5	98.4	98.7	-12.2	[-15.8, -8.8]
Ever Experience Sexual Harassment at Hopkins?	No	78.5	96.1	95.8	-17.2	[-21.8, -12.8]
If Yes, Did You Report Incident? ¹	Yes	15.9	32.0	--	16.1	
If Reported, Did the Situation Get Corrected? ¹	Yes	61.5	37.5	--	24.0	
If Reported, Were there Negative Consequences? ¹	No	41.7	42.9	--	1.2	

¹ Questions not adjusted for rank and research activities due to low number of respondents who reported incidence(s) (N=21).

Table 5: Summary of logistic regression results for gender and Question 21: Rate of overall job satisfaction (\geq ‘Somewhat Satisfied’ considered a positive response). Results are given unadjusted (Model 1); adjusted for rank-research activities (Model 2); adjusted for rank-research activities and start-up package (Model 3); adjusted for rank- research activity and counter offers to stay at Hopkins (Model 4); adjusted for rank-research activities, start-up package, counter offers to stay , and reaching leadership positions (Model 5).

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val
Female ¹	0.74 [0.56, 0.99]	0.039	0.92 [0.68, 1.24]	0.563	0.93 [0.69, 1.25]	0.613	0.95 [0.65, 1.39]	0.789	0.96 [0.66, 1.40]	0.830
Assist. Prof. / Basic Res. ²			2.71 [1.48, 4.97]	0.001	2.54 [1.37, 4.71]	0.003	3.45 [1.48, 8.03]	0.004	3.30 [1.40, 7.80]	0.007
Assist. Prof. / Clin. Invest.			1.22 [0.72, 2.08]	0.457	1.17 [0.69, 2.01]	0.560	1.48 [0.74, 2.95]	0.268	1.43 [0.71, 2.88]	0.312
Assist. Prof. / Clin.Ed. / Clinician /Other			0.84 [0.51, 1.39]	0.505	0.84 [0.51, 1.38]	0.487	1.10 [0.57, 2.12]	0.782	1.06 [0.55, 2.07]	0.853
Assoc. Prof. / Basic Res.			3.34 [1.53, 7.29]	0.002	3.08 [1.39, 6.82]	0.005	6.09 [2.07, 17.92]	0.001	5.51 [1.81, 16.75]	0.003
Assoc. Prof. / Clin. Invest.			1.79 [0.95, 3.41]	0.074	1.73 [0.91, 3.30]	0.095	2.35 [1.05, 5.26]	0.038	2.16 [0.94, 4.96]	0.071
Assoc. Prof. / Clin.Ed. / Clinician /Other			1.77 [0.95, 3.29]	0.074	1.75 [0.94, 3.26]	0.079	1.91 [0.86, 4.28]	0.113	1.76 [0.76, 4.05]	0.185
Full Prof. / Basic Res.			4.85 [2.18, 10.78]	< 0.001	4.43 [1.96, 10.02]	< 0.001	5.60 [2.16, 14.54]	< 0.001	4.80 [1.71, 13.46]	0.003
Full Prof. / Clin. Invest.			1.92 [1.02, 3.61]	0.042	1.85 [0.98, 3.48]	0.058	1.98 [0.94, 4.16]	0.072	1.76 [0.79, 3.93]	0.170
Full Prof. / Clin.Ed. / Clinician /Other			3.02 [1.47, 6.20]	0.003	2.95 [1.43, 6.07]	0.003	4.43 [1.81, 10.87]	0.001	3.87 [1.48, 10.15]	0.006
Start Up Package? (Yes)					1.20 [0.86, 1.69]	0.289			1.08 [0.70, 1.67]	0.734
Counter Offers to Stay? (Yes)							1.87 [1.26, 2.77]	0.002	1.84 [1.24, 2.74]	0.003
Leadership Role? ³ (Yes)									1.16 [0.73, 1.85]	0.517
N	1017		1017		1017		632		632	

¹ Male base category. ² Instructors base category. ³ Defined as have served as chair/co-chair of department, division, or committee.

Table 6: Summary of logistic regression results for gender and Question 20: Achieved career objectives? (\geq ‘Mostly Exceeded Expectations’- positive response). Results are given unadjusted (Model 1); adjusted for rank-research activities (Model 2); adjusted rank-research activities and start-up package (Model 3); adjusted for rank-research activity and counter offers to stay at Hopkins (Model 4); adjusted for rank-research activities, start-up package, counter offers to stay , and reaching leadership positions (Model 5).

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val
Female ¹	0.54 [0.42, 0.70]	< 0.001	0.77 [0.58, 1.02]	0.069	0.78 [0.59, 1.04]	0.090	0.87 [0.60, 1.27]	0.480	0.90 [0.62, 1.31]	0.584
Assist. Prof. / Basic Res. ²			2.03 [1.20, 3.44]	0.009	1.80 [1.05, 3.09]	0.033	1.95 [0.93, 4.12]	0.079	1.69 [0.78, 3.64]	0.183
Assist. Prof. / Clin. Invest.			1.34 [0.80, 2.24]	0.266	1.24 [0.74, 2.08]	0.423	1.48 [0.75, 2.94]	0.259	1.34 [0.67, 2.67]	0.412
Assist. Prof. / Clin.Ed. / Clinician /Other			0.69 [0.41, 1.14]	0.149	0.68 [0.41, 1.13]	0.133	0.77 [0.39, 1.51]	0.447	0.67 [0.34, 1.33]	0.258
Assoc. Prof. / Basic Res.			2.54 [1.34, 4.82]	0.004	2.19 [1.14, 4.22]	0.019	2.45 [1.06, 5.64]	0.036	1.72 [0.72, 4.14]	0.227
Assoc. Prof. / Clin. Invest.			3.08 [1.67, 5.68]	<0.001	2.90 [1.57, 5.36]	0.001	3.70 [1.67, 8.22]	0.001	2.71 [1.19, 6.17]	0.018
Assoc. Prof. / Clin.Ed. / Clinician /Other			1.65 [0.93, 2.92]	0.086	1.62 [0.91, 2.87]	0.100	1.23 [0.57, 2.65]	0.592	0.86 [0.38, 1.92]	0.713
Full Prof. / Basic Res.			12.65 [5.53, 28.94]	< 0.001	10.80 [4.66, 25.02]	< 0.001	11.58 [4.26, 31.49]	< 0.001	6.56 [2.26, 19.09]	0.001
Full Prof. / Clin. Invest.			9.61 [4.58, 20.19]	<0.001	8.99 [4.27, 18.93]	<0.001	12.53 [4.87, 32.24]	<0.001	8.10 [3.03, 21.66]	<0.001
Full Prof. / Clin.Ed. / Clinician /Other			11.84 [5.15, 27.20]	<0.001	11.40 [4.96, 26.24]	<0.001	12.02 [4.40, 32.89]	<0.001	7.13 [2.47, 20.54]	<0.001
Start Up Package? (Yes)					1.40 [1.02, 1.92]	0.040			1.24 [0.81, 1.92]	0.326
Counter Offers to Stay? (Yes)							1.65 [1.13, 2.43]	0.010	1.61 [1.09, 2.37]	0.016
Leadership Position? (Yes)									1.89 [1.20, 2.98]	0.006
N	1016		1016		1016		631		631	

¹ Male base category. ² Instructors base category. ³ Defined as have served as chair/co-chair of department, division, or committee.

Faculty Survey Full Report

Table 7: Summary of logistic regression results for gender and Question 27: Balance between family and work. (\geq ‘Somewhat Satisfied’- positive response). Results are given unadjusted (Model 1); adjusted for rank-research activities (Model 2); adjusted rank-research activities and start-up package (Model 3); adjusted for rank-research activity and counter offers to stay at Hopkins (Model 4); adjusted for rank-research activities, start-up package, counter offers to stay , and reaching leadership positions (Model 5).

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val
Female ¹	0.77 [0.59, 1.00]	0.049	0.94 [0.71, 1.24]	0.650	0.94 [0.71, 1.24]	0.671	1.02 [0.71, 1.46]	0.930	1.01 [0.70, 1.46]	0.943
Assist. Prof. / Basic Res. ²			1.68 [0.98, 2.90]	0.061	1.64 [0.94, 2.85]	0.081	2.31 [1.07, 5.00]	0.034	2.16 [0.98, 4.75]	0.057
Assist. Prof. / Clin. Invest.			0.89 [0.53, 1.49]	0.662	0.88 [0.52, 1.47]	0.621	0.99 [0.50, 1.95]	0.976	0.95 [0.48, 1.89]	0.890
Assist. Prof. / Clin.Ed. / Clinician /Other			0.90 [0.55, 1.47]	0.667	0.90 [0.55, 1.46]	0.659	1.10 [0.57, 2.11]	0.781	1.09 [0.57, 2.11]	0.788
Assoc. Prof. / Basic Res.			1.74 [0.91, 3.34]	0.096	1.69 [0.87, 3.29]	0.125	2.80 [1.17, 6.69]	0.021	2.59 [1.04, 6.43]	0.041
Assoc. Prof. / Clin. Invest.			1.08 [0.60, 1.95]	0.796	1.07 [0.59, 1.93]	0.834	1.27 [0.60, 2.70]	0.525	1.25 [0.58, 2.73]	0.570
Assoc. Prof. / Clin.Ed. / Clinician /Other			1.63 [0.90, 2.94]	0.107	1.62 [0.90, 2.93]	0.111	2.19 [0.99, 4.84]	0.052	2.21 [0.97, 5.02]	0.059
Full Prof. / Basic Res.			3.20 [1.63, 6.26]	0.001	3.09 [1.55, 6.15]	0.001	3.68 [1.61, 8.42]	0.002	3.44 [1.39, 8.54]	0.008
Full Prof. / Clin. Invest.			3.24 [1.68, 6.25]	<0.001	3.19 [1.65, 6.17]	0.001	5.35 [2.33, 12.27]	<0.001	5.35 [2.21, 12.93]	<0.001
Full Prof. / Clin.Ed. / Clinician /Other			2.40 [1.25, 4.61]	0.008	2.38 [1.24, 4.57]	0.009	2.96 [1.33, 6.56]	0.008	2.97 [1.25, 7.06]	0.014
Start Up Package? (Yes)					1.07 [0.79, 1.46]	0.654			1.21 [0.81, 1.83]	0.351
Counter Offers to Stay? (Yes)							1.68 [1.17, 2.43]	0.005	1.67 [1.16, 2.42]	0.006
Leadership Position? (Yes)									0.94 [0.61, 1.45]	0.778
N	1013		1013		1013		631		631	

¹ Male base category. ² Instructors base category. ³ Defined as have served as chair/co-chair of department, division, or committee.

Table 8: Summary of logistic regression results for gender and Question 16: Barriers to career advancement (Yes). Results are given unadjusted (Model 1); adjusted for rank-research activities (Model 2); adjusted rank-research activities and start-up package (Model 3); adjusted for rank-research activity and counter offers to stay at Hopkins (Model 4); adjusted for rank-research activities, start-up package, counter offers to stay , and reaching leadership positions (Model 5).

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val
Female ¹	2.93 [2.25, 3.82]	<0.001	2.41 [1.82, 3.18]	<0.001	2.38 [1.80, 3.15]	<0.001	2.60 [1.81, 3.73]	<0.001	2.56 [1.78, 3.68]	<0.001
Assist. Prof. / Basic Res. ²			0.61 [0.36, 1.05]	0.073	0.66 [0.38, 1.15]	0.146	0.73 [0.34, 1.58]	0.422	0.78 [0.37, 1.73]	0.547
Assist. Prof. / Clin. Invest.			1.09 [0.64, 1.84]	0.759	1.15 [0.67, 1.96]	0.611	1.03 [0.50, 2.11]	0.945	1.09 [0.53, 2.26]	0.815
Assist. Prof. / Clin.Ed. / Clinician /Other			1.53 [0.92, 2.56]	0.105	1.55 [0.93, 2.59]	0.096	1.31 [0.65, 2.65]	0.445	1.45 [0.72, 2.95]	0.302
Assoc. Prof. / Basic Res.			0.46 [0.24, 0.88]	0.020	0.51 [0.26, 0.99]	0.048	0.35 [0.15, 0.84]	0.018	0.44 [0.18, 1.08]	0.072
Assoc. Prof. / Clin. Invest.			1.20 [0.66, 2.19]	0.556	1.26 [0.69, 2.30]	0.458	0.94 [0.43, 2.05]	0.881	1.19 [0.53, 2.66]	0.676
Assoc. Prof. / Clin.Ed. / Clinician /Other			0.94 [0.53, 1.69]	0.846	0.96 [0.53, 1.72]	0.884	0.97 [0.44, 2.13]	0.938	1.27 [0.56, 2.88]	0.575
Full Prof. / Basic Res.			0.32 [0.17, 0.60]	< 0.001	0.36 [0.18, 0.69]	0.002	0.29 [0.13, 0.64]	0.003	0.42 [0.17, 1.03]	0.059
Full Prof. / Clin. Invest.			0.39 [0.21, 0.72]	0.002	0.41 [0.22, 0.76]	0.002	0.39 [0.19, 0.83]	0.014	0.55 [0.25, 1.23]	0.145
Full Prof. / Clin.Ed. / Clinician /Other			0.22 [0.11, 0.44]	<0.001	0.22 [0.11, 0.45]	<0.001	0.20 [0.08, 0.48]	<0.001	0.30 [0.12, 0.75]	0.010
Start Up Package? (Yes)					0.79 [0.59, 1.07]	0.133			0.95 [0.63, 1.41]	0.788
Counter Offers to Stay? (Yes)							0.63 [0.44, 0.90]	0.012	0.65 [0.45, 0.93]	0.019
Leadership Position? (Yes)									0.61 [0.40, 0.93]	0.023
N	1009		1009		1009		629		629	

¹ Male base category. ² Instructors base category. ³ Defined as have served as chair/co-chair of department, division, or committee.

Table 9: Summary of logistic regression results for gender and Question 30: Men and women treated equally? (Yes- positive response). Results are given unadjusted (Model 1); adjusted for rank-research activities (Model 2); adjusted rank-research activities and start-up package (Model 3); adjusted for rank-research activity and counter offers to stay at Hopkins (Model 4); adjusted for rank-research activities, start-up package, counter offers to stay , and reaching leadership positions (Model 5).

Variable	Model 1		Model 2		Model 3		Model 4		Model 5	
	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val	OR [95% CI]	p-val
Female ¹	0.16 [0.12, 0.21]	<0.001	0.16 [0.12, 0.22]	<0.001	0.16 [0.12, 0.22]	<0.001	0.14 [0.09, 0.21]	<0.001	0.14 [0.09, 0.20]	<0.001
Assist. Prof. / Basic Res. ²			0.96 [0.53, 1.76]	0.902	0.85 [0.46, 1.57]	0.609	1.02 [0.44, 2.35]	0.964	0.83 [0.36, 1.96]	0.677
Assist. Prof. / Clin. Invest.			0.48 [0.27, 0.86]	0.013	0.44 [0.25, 0.79]	0.006	0.54 [0.25, 1.15]	0.111	0.48 [0.22, 1.03]	0.061
Assist. Prof. / Clin.Ed. / Clinician /Other			1.15 [0.66, 2.03]	0.621	1.15 [0.65, 2.02]	0.632	1.69 [0.80, 3.57]	0.172	1.65 [0.78, 3.50]	0.195
Assoc. Prof. / Basic Res.			0.94 [0.45, 1.96]	0.872	0.79 [0.37, 1.66]	0.526	1.39 [0.53, 3.60]	0.504	1.02 [0.38, 2.75]	0.971
Assoc. Prof. / Clin. Invest.			0.56 [0.29, 1.08]	0.084	0.52 [0.27, 1.02]	0.056	0.63 [0.27, 1.46]	0.279	0.54 [0.23, 1.29]	0.168
Assoc. Prof. / Clin.Ed. / Clinician /Other			0.84 [0.44, 1.60]	0.588	0.82 [0.43, 1.56]	0.538	1.08 [0.45, 2.58]	0.859	0.97 [0.39, 2.38]	0.940
Full Prof. / Basic Res.			1.84 [0.87, 3.90]	0.111	1.53 [0.71, 3.31]	0.277	3.75 [1.40, 10.08]	0.009	2.62 [0.90, 7.60]	0.077
Full Prof. / Clin. Invest.			0.88 [0.45, 1.69]	0.693	0.81 [0.42, 1.58]	0.536	1.25 [0.55, 2.81]	0.593	1.06 [0.44, 2.53]	0.902
Full Prof. / Clin.Ed. / Clinician /Other			0.90 [0.45, 1.83]	0.779	0.86 [0.42, 1.75]	0.685	1.23 [0.51, 2.98]	0.649	1.03 [0.40, 2.69]	0.947
Start Up Package? (Yes)					1.44 [1.03, 2.03]	0.035			1.65 [1.04, 2.61]	0.033
Counter Offers to Stay? (Yes)							1.16 [0.78, 1.73]	0.455	1.13 [0.76, 1.68]	0.555
Leadership Position? (Yes)									1.10 [0.68, 1.77]	0.703
N	1002		1002		1002		625		625	

¹ Male base category. ² Instructors base category. ³ Defined as have served as chair/co-chair of department, division, or committee.

Appendix I: Faculty Survey Questions and Responses by Gender

A. INFORMATION ABOUT ACADEMIC POSITION

1) Which of the following designations best describes your current activities as a faculty member?

Basic researcher	M: 212 (33.3%)	F: 102 (26.6%)
Clinical investigator	M: 191 (30.0%)	F: 136 (35.4%)
Clinician educator	M: 121 (19.0%)	F: 65 (16.9%)
Clinician	M: 59 (9.2%)	F: 48 (12.5%)
Other	M: 53 (8.3%)	F: 33 (8.6%)

2) What is your current academic rank?

Instructor	M: 52 (8.2%)	F: 55 (14.3%)
Assistant Professor	M: 224 (35.2%)	F: 197 (51.3%)
Associate Professor	M: 157 (24.7%)	F: 79 (20.6%)
Professor	M: 203 (31.9%)	F: 53 (13.8%)

2A) If you are currently not a Professor: Is it your goal to attain the rank of Professor at Hopkins?

Yes	M: 321 (77.2%)	F: 197 (60.8%)
Not at present	M: 60 (14.4%)	F: 56 (17.3%)
Undecided	M: 35 (8.4%)	F: 71 (21.9%)

3) Did you receive your medical/graduate degree or post-graduate training at Johns Hopkins?

Yes M: 332 (52.2%) F: 204 (53.1%)

No M: 304 (47.8%) F: 180 (46.9%)

3A) If yes: Were you at Hopkins immediately prior to the time of your appointment to Asst. Prof.?

Yes M: 249 (74.6%) F: 167 (85.6%)

No M: 85 (25.5%) F: 28 (14.4%)

4) Were you offered a start-up package when you were first hired as a faculty member? By start-up package, we mean funds for research, equipment purchases, and renovations; laboratory and office space; guarantee of protected time for research (clinical faculty).

Yes M: 228 (35.9%) F: 103 (26.8%)

No M: 408 (64.2%) F: 281 (73.2%)

If yes: What was the dollar value of all startup funds (exclusive of salary)?

For clinical faculty: what percentage of your time was guaranteed to be set aside for your own research activities?

Average (SD) M: 56.0% (25.2%) F: 52.9% (28.7%)

Did the university or department provide you with the following items that had been agreed upon at your time of hire?

	Yes	No	Partially	Not Applicable
Research/ equipment funds	M: 136 (56.7%) F: 60 (53.1%)	M: 42 (17.5%) F: 23 (20.4%)	M: 44 (18.3%) F: 18 (15.9%)	M: 18 (7.5%) F: 12 (10.6%)
Travel Funds	M: 102 (42.7%) F: 39 (34.8%)	M: 71 (29.7%) F: 36 (32.1%)	M: 28 (11.7%) F: 9 (8.0%)	M: 38 (15.9%) F: 28 (25.0%)
Laboratory Space	M: 142 (59.2%) F: 54 (48.7%)	M: 34 (14.2%) F: 22 (19.8%)	M: 25 (10.4%) F: 12 (10.8%)	M: 39 (16.3%) F: 23 (20.7%)
Salary tech(s) / postdocs	M: 86 (36.0%) F: 35 (31.0%)	M: 76 (31.8%) F: 33 (29.2%)	M: 27 (11.3%) F: 14 (12.4%)	M: 50 (20.9%) F: 31 (27.4%)
Office space	M: 209 (87.1%) F: 97 (85.8%)	M: 15 (6.3%) F: 5 (4.4%)	M: 12 (5.0%) F: 8 (7.1%)	M: 4 (1.7%) F: 3 (2.7%)
Protected time	M: 141 (58.8%)	M: 18 (7.5%)	M: 47 (19.6%)	M: 34 (14.2%)

Faculty survey - responses

for research	F: 61 (54.5%)	F: 9 (8.0%)	F: 21 (18.8%)	F: 21 (18.8%)
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B. RESOURCES AND RESPONSIBILITIES

5) Please estimate the actual amount of time you spend on each of the following activities:

Average (SD)

Research	M: 51.3% (32.0%)	F: 51.7% (31.6%)
Teaching	M: 12.1% (10.1%)	F: 12.3% (10.4%)
Clinical Duties	M: 36.3% (26.6%)	F: 38.7% (28.0%)
Administrative	M: 15.0% (16.5%)	F: 14.2% (14.6%)

6) For each item below, please estimate the amount of work you do as compared with members of your department with the same academic rank and career pathway:

	More than average	Average	Less than average	Not Applicable
Research	M: 261 (41.2%) F: 118 (31.1%)	M: 197 (31.1%) F: 140 (36.9%)	M: 147 (23.2%) F: 104 (27.4%)	M: 28 (4.4%) F: 17 (4.5%)
Teaching responsibilities	M: 158 (25.1%) F: 84 (22.2%)	M: 307 (48.7%) F: 181 (47.9%)	M: 119 (18.9%) F: 75 (19.8%)	M: 46 (7.3%) F: 38 (10.1%)
Clinical duties	M: 196 (31.3%) F: 112 (30.0%)	M: 135 (21.6%) F: 108 (28.9%)	M: 113 (18.1%) F: 49 (13.1%)	M: 182 (29.1%) F: 105 (28.1%)
Administrative duties	M: 227 (36.3%) F: 115 (30.6%)	M: 231 (37.0%) F: 157 (41.8%)	M: 110 (17.6%) F: 79 (21.0%)	M: 57 (9.1%) F: 25 (6.7%)
Major school or university committees	M: 131 (20.9%) F: 56 (14.9%)	M: 203 (32.4%) F: 121 (32.3%)	M: 195 (31.1%) F: 122 (32.5%)	M: 98 (15.6%) F: 76 (20.3%)

Faculty survey - responses

7) For each item below, please indicate your degree of satisfaction with the amount of time you spend on each activity:

	Satisfied	Somewhat satisfied	Somewhat dissatisfied	Dissatisfied	Not Applicable
Research	M: 296 (46.8%) F: 165 (43.8%)	M: 143 (22.6%) F: 63 (16.7%)	M: 94 (14.9%) F: 72 (19.1%)	M: 75(11.9%) F: 59 (15.7%)	M: 25 (4.0%) F: 18 (4.8%)
Teaching responsibilities	M: 317 (50.3%) F: 180 (48.0%)	M: 175 (27.8%) F: 111(29.6%)	M: 70 (11.1%) F: 38 (10.1%)	M: 24 (3.8%) F: 13 (3.5%)	M: 44 (7.0%) F: 33 (8.8%)
Clinical duties	M: 218 (35.1%) F: 115 (30.8%)	M: 118 (19.0%) F: 86 (23.0%)	M: 80 (12.9%) F: 40 (10.7%)	M: 34 (5.5%) F: 28 (7.5%)	M: 171 (27.5%) F: 105 (28.1%)
Administrative duties	M: 233 (37.2%) F: 123 (32.9%)	M: 185 (29.5%) F: 116 (31.0%)	M: 105 (16.8%) F: 64 (17.1%)	M:45 (7.2%) F: 40 (10.7%)	M: 59 (9.4%) F: 31 (8.3%)
Major school or university committees	M: 236 (37.9%) F: 124 (33.2%)	M: 153 (24.6%) F: 97 (26.0%)	M: 75(12.0%) F: 40 (10.7%)	M: 25 (4.0%) F: 20 (5.4%)	M:134 (21.5%) F: 92 (24.7%)

8) Please tell us whether you have ever held any of the following positions:

	Currently serving	Have served in the past	Never served but would like to	Never served, not interested
Department chair or division chief	M: 95 (15.2%) F: 23 (6.1%)	M: 58 (9.3%) F: 9 (2.4%)	M: 214 (34.3%) F: 118 (31.4%)	M: 257 (41.2%) F: 226 (60.1%)
Chair/co-chair of dept. committee	M: 92 (15.1%) F: 26 (6.9%)	M: 114 (18.7%) F: 49 (13.0%)	M: 232 (38.0%) F: 171 (45.5%)	M: 172 (28.2) F: 130 (34.6)
Chair/co-chair of School or University committee	M: 43 (7.1%) F: 11 (2.9%)	M: 54 (8.9%) F: 17 (4.5%)	M: 285 (46.7%) F: 169 (45.1%)	M: 228 (37.4%) F: 178 (47.5%)
Member of department committee	M: 230 (37.0%) F: 141 (37.1%)	M: 167 (26.9%) F: 62 (16.3%)	M: 168(27.1%) F: 141 (37.1%)	M: 56 (9.0%) F: 36 (9.5%)
Member of School or University committee	M: 191(30.7%) F: 90 (23.8%)	M: 129 (20.7%) F: 53 (14.0%)	M: 217 (34.8%) F: 169 (44.7%)	M: 86 (13.8%) F: 66 (17.5%)
Director of center/institute	M: 66 (10.8%) F: 39 (10.5%)	M: 19 (3.1%) F: 4 (1.1%)	M: 292 (48.0%) F: 139 (37.3%)	M: 232 (38.1%) F: 191 (51.2%)

9) We would like to know whether you have been able to obtain the resources necessary for your career success, whether these resources have come from your division, department, the School of Medicine, or a combination of all three. How responsive to your needs has your department, division or the School of Medicine been in each of the following areas:

	Very responsive	Moderately responsive	Not responsive	Not an issue I have raised	Not relevant
Laboratory space	M: 100 (15.8%) F: 45 (11.8%)	M: 177 (27.9%) F: 76 (20.0%)	M: 106 (16.7%) F: 59 (15.5%)	M: 96 (15.1%) F: 54 (14.2%)	M: 155 (24.5%) F: 147 (38.6%)
Office space	M: 193 (30.5%) F: 103 (27.0%)	M: 235 (37.1%) F: 151 (39.5%)	M: 92(14.5%) F: 64 (16.8%)	M: 93 (14.7%) F: 55 (14.4%)	M: 20 (3.2%) F: 9 (2.4%)
Departmental or institutional research funds	M: 73 (11.5%) F: 27 (7.1%)	M: 178 (28.1%) F: 111 (29.1%)	M: 193 (30.5%) F: 114 (29.8%)	M: 141 (22.3%) F: 91 (23.8%)	M: 48 (7.6%) F: 39 (10.2%)
Salary (including bonus)	M: 114 (18.0%) F: 46 (12.0%)	M: 245 (38.7%) F: 144 (37.7%)	M: 154 (24.3%) F: 123 (32.2%)	M: 108 (17.1%) F: 64 (16.8%)	M: 12 (1.9%) F: 5 (1.3%)
Clerical /administrative support	M: 84 (13.3%) F: 40 (10.5%)	M: 266 (42.0%) F: 159 (41.8%)	M: 183 (28.9%) F: 116 (30.5%)	M: 81 (12.8%) F: 55 (14.5%)	M: 20 (3.2%) F: 10 (2.6%)
Assistance with my spouse /partner's career	M: 25 (4.0%) F: 14 (3.7%)	M: 44 (7.0%) F: 10 (2.6%)	M: 51 (8.1%) F: 30 (7.8%)	M: 243 (38.5%) F: 156 (40.7%)	M: 268 (42.5%) F: 173 (45.2%)
Reduction of clinical responsibilities	M: 42 (6.7%) F: 21 (5.5%)	M: 115 (18.2%) F: 63 (16.5%)	M: 110(17.4%) F: 66 (17.3%)	M: 142 (22.5%) F: 97 (25.4%)	M: 223 (35.3%) F: 135 (35.3%)
Desirable clinical opportunities	M: 76 (12.0%) F: 38 (10.0%)	M: 129 (20.4%) F: 87 (22.8%)	M: 77 (12.2%) F: 48 (12.6%)	M: 137 (21.7%) F: 86 (22.6%)	M: 213 (33.7%) F: 122 (32.0%)
Change in teaching responsibilities	M: 44 (7.0%) F: 21 (5.5%)	M: 139 (22.1%) F: 63 (16.5%)	M: 44 (7.0%) F: 39 (10.2%)	M: 286 (45.4%) F: 166 (43.5%)	M: 117 (18.6%) F: 93 (24.4%)
Named chair or increased leadership opportunity	M: 74 (11.8%) F: 24 (6.3%)	M: 80 (12.7%) F: 46 (12.0%)	M: 96 (15.3%) F: 51 (13.4%)	M: 243 (38.7%) F: 164 (42.9%)	M: 135 (21.5%) F: 97 (25.4%)

C. DEPARTMENTAL ENVIRONMENT AND PRACTICES

10) To what degree do you understand the policies and procedures in your department on the following:

	Clear	Somewhat clear	Unclear	Not sure
Criteria for promotion	M: 325(51.2%) F: 149(38.8%)	M: 219 (34.5%) F: 154 (40.1%)	M: 81(12.8%) F: 68 (17.7%)	M: 10 (1.6%) F: 13 (3.4%)
Criteria for termination	M: 203 (32.2%) F: 78 (20.4%)	M: 189 (30.0%) F: 117 (30.6%)	M: 181 (28.7%) F: 145 (37.9%)	M: 58 (9.2%) F: 43 (11.2%)

11) Do you feel that the following practices and procedures in your department or division are fairly and consistently applied to both men and women:

	Fair	Somewhat fair	Unfair	Not sure
Promotion	M: 404 (63.9%) F: 114 (29.9%)	M: 93 (14.7%) F: 106 (27.8%)	M: 32 (5.1%) F: 69 (18.1%)	M: 103 (16.3%) F: 92 (24.2%)
Termination	M: 336 (53.4%) F: 89 (23.4%)	M: 55 (8.7%) F: 31 (8.1%)	M: 21 (3.3%) F: 30 (7.9%)	M: 217 (34.5%) F: 231 (60.6%)

12) Do you receive yearly evaluations from your department, division director or other departmental leader?

Yes M: 357 (56.8%) F: 225 (59.2%)

No M: 272 (43.2%) F: 155 (40.8%)

If yes: Do you receive a written evaluation and feedback?

Yes M: 215 (59.4%) F: 105 (47.3%)

No M: 147 (40.6%) F: 117 (52.7%)

Do you feel the evaluations have in general been fair?

Fair M: 290 (82.2%) F: 169 (78.6%)

Somewhat M: 55 (15.6%) F: 41 (19.1%)

Unfair M: 8 (2.3%) F: 5 (2.3%)

Faculty survey - responses

Has the review been helpful to your advancement?

Helpful	M: 136 (38.6%)	F: 68 (31.1%)
Somewhat Helpful	M: 139 (39.5%)	F: 90 (41.1%)
Not Helpful	M: 77 (21.9%)	F: 61 (27.9%)

If no: Do you feel you would benefit from an annual review?

Yes	M: 159 (57.4%)	F: 108 (68.8%)
No	M: 56 (20.2%)	F: 15 (9.6%)
Not sure	M: 62 (22.4%)	F: 34 (21.7%)

13) Do you feel you have a voice in divisional decision-making?

Yes	M: 231 (36.4%)	F: 92 (24.0%)
Somewhat	M: 186 (29.3%)	F: 127 (33.1%)
No	M: 148 (23.3%)	F: 119 (31.0%)
Not applicable	M: 70 (11.0%)	F: 46 (12.0%)

14) Do you feel you have a voice in departmental decision-making?

Yes	M: 166 (26.1%)	F: 55 (14.4%)
Somewhat	M: 190 (29.9%)	F: 86 (22.5%)
No	M: 279 (43.9%)	F: 242 (63.2%)

15) Do you feel that there are informal networks in your department or division that have a significant effect on decision-making?

Yes	M: 516 (82.2%)	F: 329 (86.6%)
No	M: 112 (17.8%)	F: 51 (13.4%)

If yes: Do you feel part of them?

Definitely	M: 94 (18.5%)	F: 24 (7.3%)
Some extent	M: 231 (45.4%)	F: 128 (39.0%)

Faculty survey - responses

Not at all

M: 184 (36.2%)

F: 176 (53.7%)

Faculty survey - responses

16) Relative to your peers in the Johns Hopkins School of Medicine, do you feel that there are any barriers to your career advancement or promotion?

Yes M: 233 (36.9%) F: 238 (63.1%)

No M: 399 (63.1%) F: 139 (36.9%)

If yes: What are the formal barriers? Check all that apply

Insufficient research resources	M: 110 (17.3%)	F: 99 (25.8%)
Insufficient time for research	M: 102 (16.1%)	F: 114(29.7%)
Too many clinical responsibilities	M: 107 (16.8%)	F: 87 (22.7%)
Too many teaching responsibilities	M: 20 (3.1%)	F: 27 (7.0%)
Too many administrative responsibilities	M: 53 (8.3%)	F: 54 (14.1%)
Lack of dept. support in acquiring outside funds	M: 88 (13.8%)	F: 91 (23.7%)

If yes: What are the informal barriers? Check all that apply

Exclusion from informal networks	M: 102 (16.0%)	F: 136(35.4%)
Lack of interest in your research area	M: 91 (14.3%)	F: 90 (23.5%)
Lack of professional respect	M: 66 (10.4%)	F: 77 (20.1%)
Lack of mentors	M: 103 (16.2%)	F: 116(30.2%)

17) How would you rate the overall level of collegiality in your department?

Excellent	M: 174 (27.5%)	F: 43 (11.3%)
Very good	M: 189 (29.9%)	F: 101 (26.6%)
Good	M: 164 (25.9%)	F: 123 (32.4%)
Fair	M: 66 (10.4%)	F: 90 (23.7%)
Poor	M: 40 (6.3%)	F: 23 (6.1%)

18) How would you rate the overall level of collegiality in your division?

Excellent	M: 213 (33.7%)	F: 72 (18.9%)
Very Good	M: 155 (24.5%)	F: 95 (24.9%)
Good	M: 96 (15.2%)	F: 82 (21.5%)
Fair	M: 59 (9.3%)	F: 60 (15.7%)
Poor	M: 36 (5.7%)	F: 25 (6.5%)
Not applicable	M: 74 (11.7%)	F: 48 (12.6%)

D. CAREER DEVELOPMENT AND MENTORING

We would like to ask about any mentors you may have or have had. By a mentor, we mean someone who has actively guided or advised you, or promoted your career in some way. This can be for a brief period or consistently over a period of time.

19) Please indicate whether any of the following have served as a mentor to you and, if so, whether their guidance has been helpful:

	Served as mentor? (Yes)	Helpful	Somewhat helpful	Not helpful
Department director	M: 271 (42.6%) F: 118 (30.7%)	M: 211(49.1%) F: 91 (40.3%)	M: 123(28.6%) F: 70 (31.0%)	M: 96(22.3%) F: 65 (28.8%)
Division chief	M: 290 (45.6%) F: 158 (41.2%)	M: 238(58.9%) F: 101 (42.8%)	M: 91 (22.5%) F: 76 (32.2%)	M: 75 (18.6%) F: 59 (25.0%)
Other senior Hopkins faculty	M: 365 (57.4%) F: 239 (62.6%)	M: 307 (65.6%) F: 190 (66.9%)	M: 114 (24.4%) F: 72 (25.4%)	M: 47 (10.0%) F: 22 (7.8%)
Colleague	M: 275 (43.2%) F: 171 (44.5%)	M: 274 (68.2%) F: 148 (63.5%)	M: 91 (22.6%) F: 61 (26.2%)	M: 37 (9.2%) F: 24 (10.3%)
Former mentor at another institution	M: 223 (35.1%) F: 119 (31.0%)	M: 202 (61.2%) F: 116 (67.4%)	M: 72 (21.8%) F: 21 (12.2%)	M: 56 (17.0%) F: 35 (20.4%)
Others outside of Hopkins	M: 191 (30.3%) F: 114 (29.7%)	M: 180(58.6%) F: 122 (69.7%)	M: 83 (27.0%) F: 32 (18.3%)	M: 44 (14.3%) F: 21 (12.0%)

20) Please rate the degree to which you have achieved your career objectives to date:

Exceeded expectations	M: 80 (12.7%)	F: 28 (7.3%)
Completely	M: 76 (12.0%)	F: 28 (7.3%)
Mostly	M: 258 (40.8%)	F: 139 (36.2%)
Partially	M: 183 (29.0%)	F: 157 (40.9%)
Very little	M: 29 (4.6%)	F: 30 (7.8%)
Not at all	M: 6 (1.0%)	F: 2 (0.5%)

E. JOB SATISFACTION AND RETENTION

21) How would you rate your overall job satisfaction, taking into account all aspects of your work and responsibilities?

Satisfied	M: 255 (40.2%)	F: 108 (28.2%)
Somewhat satisfied	M: 226 (35.7%)	F: 160 (41.8%)
Neutral	M: 54 (8.5%)	F: 33 (8.6%)
Somewhat dissatisfied	M: 76 (12.0%)	F: 61 (15.9%)
Dissatisfied	M: 23 (3.6%)	F: 21 (5.5%)

22) What are the primary advantages to staying in your position at Hopkins? Check all that apply

Colleagues	M: 504 (79.3%)	F: 297 (77.3%)
Resources	M: 329 (51.7%)	F: 160 (41.7%)
Reputation	M: 463 (72.8%)	F: 256 (66.7%)
Geographical Location	M: 277 (43.6%)	F: 169 (44.0%)
Leadership	M: 182 (28.6%)	F: 70 (18.2%)
Intellectual Environment	M: 551 (86.6%)	F: 321 (83.6%)

Faculty survey - responses

23) Has your department or the University ever made an effort to keep you at Johns Hopkins in response to an outside offer OR out of any other concern that you might leave Hopkins?

Yes	M: 152 (24.0%)	F: 79 (20.6%)
No, would have liked it to	M: 110 (17.4%)	F: 82 (21.4%)
No, did not want/ask it to	M: 140 (22.1%)	F: 69 (18.0%)
Not applicable	M: 231 (36.5%)	F: 154 (40.1%)

If yes: How responsive was the department or the School of Medicine in the following areas:

	Very responsive	Moderately responsive	Not responsive	Not an issue over which I wanted to negotiate	Not relevant
Laboratory space	M: 25 (16.8%) F: 7 (8.8%)	M: 27 (18.1%) F: 10 (12.5%)	M: 21 (14.1%) F: 7 (8.8%)	M: 25 (16.8%) F: 20 (25.0%)	M: 51 (34.2%) F: 36 (45.0%)
Office space	M: 33 (22.2%) F: 9 (11.3%)	M: 25 (16.8%) F: 17 (21.5%)	M: 24 (16.1%) F: 11 (13.9%)	M: 36 (24.2%) F: 22 (27.9%)	M: 31 (20.8%) F: 20 (25.3%)
Departmental or institutional research funds	M: 20 (13.8%) F: 7 (9.1%)	M: 38 (26.2%) F: 18 (23.4%)	M: 28 (19.3%) F: 20 (26.0%)	M: 32 (22.1%) F: 17 (22.1%)	M: 27 (18.6%) F: 15 (19.5%)
Salary (including bonus)	M: 40 (26.3%) F: 12 (15.0%)	M: 66 (43.4%) F: 40 (50.0%)	M: 21 (13.8%) F: 8 (10.0%)	M: 15 (9.9%) F: 12 (15.0%)	M: 10 (6.6%) F: 8 (10.0%)
Clerical/administrative support	M: 13 (9.0%) F: 5 (6.4%)	M: 31 (21.5%) F: 19 (24.4%)	M: 36 (25.0%) F: 20 (25.6%)	M: 34 (23.6%) F: 18 (23.1%)	M: 30 (20.8%) F: 16 (20.5%)
Assistance with my spouse/partner's career	M: 8 (5.6%) F: 3 (3.8%)	M: 6 (4.2%) F: 1 (1.3%)	M: 10 (6.9%) F: 3 (3.8%)	M: 37 (25.7%) F: 31 (39.2%)	M: 83 (57.6%) F: 41 (51.9%)
Reduction of clinical responsibilities	M: 7 (4.9%) F: 4 (5.1%)	M: 19 (13.2%) F: 16 (20.5%)	M: 17 (11.8%) F: 9 (11.5%)	M: 44 (30.6%) F: 17 (21.8%)	M: 57 (39.6%) F: 32 (41.0%)

Faculty survey - responses

Creating more desirable clinical opportunities	M: 9 (6.1%) F: 5 (6.3%)	M: 21 (14.3%) F: 14 (17.7%)	M: 12 (8.2%) F: 6 (7.6%)	M: 44 (29.9%) F: 22 (27.9%)	M: 61 (41.5%) F: 32 (40.5%)
Change in teaching responsibilities	M: 7 (4.9%) F: 5 (6.7%)	M: 20 (13.9%) F: 10 (13.3%)	M: 11 (7.6%) F: 6 (8.0%)	M: 56 (38.9%) F: 30 (40.0%)	M: 50 (34.7%) F: 24 (32.0%)
Named chair or increased leadership opportunity	M: 33 (22.9%) F: 8 (11.0%)	M: 16 (11.1%) F: 14 (19.2%)	M: 20 (13.9%) F: 4 (5.5%)	M: 36 (25.0%) F: 24 (32.9%)	M: 39 (27.1%) F: 23 (31.5%)

F. WORK AND FAMILY

24) Do you have a spouse/partner?

Yes M: 579 (91.6%) F: 308 (80.2%)

No M: 53 (8.4%) F: 76 (19.8%)

25) Do you currently have dependent children?

Yes M: 402 (63.6%) F: 241 (62.8%)

No M: 230 (36.4%) F: 143 (37.2%)

If yes: How many?

1:	M: 93 (16.0%)	F: 71 (20.1%)
2:	M: 170 (29.2%)	F: 113 (32.0%)
3:	M: 62 (10.6%)	F: 24 (6.8%)
4:	M: 12 (2.1%)	F: 10 (2.8%)
5:	M: 9 (1.5%)	F: 2 (0.6%)
6:	M: 2 (0.3%)	F: 1 (0.3%)
8:	M: 0 (0.0%)	F: 1 (0.3%)

Who is the primary caregiver?

Self	M: 29 (7.2%)	F: 64 (26.1%)
Spouse/Partner	M: 137 (34.1%)	F: 11 (4.5%)
Shared	M: 228 (56.7%)	F: 166 (67.8%)
Grandparent	M: 2 (0.5%)	F: 1 (0.4%)
Other	M: 6 (1.5%)	F: 3 (1.2%)

Faculty survey - responses

Have scheduling of any of the following ever caused conflicts with your childcare responsibilities since you have been a Hopkins faculty member?

	Often	Sometimes	Rarely	Never
Department or Division meetings	M: 45 (8.1%) F: 51 (18.3%)	M: 166 (29.8%) F: 92 (33.0%)	M: 153 (27.4%) F: 65 (23.3%)	M: 194 (34.8%) F: 71 (25.5%)
Clinical duties	M: 82 (15.9%) F: 43 (17.6%)	M: 155 (30.0%) F: 75 (30.6%)	M: 77 (14.9%) F: 52 (21.2%)	M: 203 (39.3%) F: 75 (30.6%)
Teaching	M: 20 (3.7%) F: 9 (3.5%)	M: 123 (22.5%) F: 63 (24.3%)	M: 165 (30.2%) F: 95 (36.7%)	M: 239 (43.7%) F: 92 (35.5%)
School or University meetings	M: 19 (3.5%) F: 20 (7.9%)	M: 104 (19.1%) F: 62 (24.4%)	M: 123 (22.6%) F: 52 (20.5%)	M: 298 (54.8%) F: 120 (47.2%)

26) Have any of the following slowed your career progression since you have been at Hopkins:

	Significantly	Somewhat	Not at all	Not applicable
Childcare responsibilities or other obligations to children	M: 24 (3.9%) F: 71 (19.5%)	M: 172 (27.6%) F: 126 (34.5%)	M: 271 (43.5%) F: 49 (13.4%)	M: 156 (25.0%) F: 119 (32.6%)
Caring for a parent or relative	M: 10 (1.6%) F: 7 (1.9%)	M: 64 (10.3%) F: 50 (13.9%)	M: 341 (55.0%) F: 134 (37.2%)	M: 205 (33.1%) F: 169 (46.9%)
Spouse's career	M: 19 (3.1%) F: 18 (5.0%)	M: 95 (15.3%) F: 77 (21.2%)	M: 379 (60.8%) F: 162 (44.6%)	M: 130 (20.9%) F: 106 (29.2%)
Other personal obligations	M: 16 (2.6%) F: 11 (3.1%)	M: 130 (21.0%) F: 65 (18.1%)	M: 355 (57.4%) F: 162 (45.0%)	M: 118 (19.1%) F: 122 (33.9%)
Inflexibility in work schedule	M: 15 (2.4%) F: 10 (2.8%)	M: 83 (13.4%) F: 84 (23.7%)	M: 410 (66.0%) F: 180 (50.7%)	M: 113 (18.2%) F: 81 (22.8%)

Faculty survey - responses

27) How satisfied are you with the balance you have achieved between work and family?

Satisfied	M: 209 (33.1%)	F: 70 (18.3%)
Somewhat satisfied	M: 216 (34.2%)	F: 164 (42.9%)
Neutral	M: 96 (15.2%)	F: 53 (13.9%)
Somewhat dissatisfied	M: 79 (12.5%)	F: 70 (18.3%)
Dissatisfied	M: 31 (4.9%)	F: 25 (6.5%)

G. PROFESSIONAL CLIMATE

28) Do you feel that you are viewed by your department director as a valuable member of your department?

Yes	M: 320 (50.6%)	F: 133 (34.7%)
Somewhat	M: 170 (26.9%)	F: 123 (32.1%)
No	M: 67 (10.6%)	F: 67 (17.5%)
Not sure	M: 75 (11.9%)	F: 60 (15.7%)

29) Do you feel that you are viewed by your division chief as a valuable member of your department?

Yes	M: 312 (49.7%)	F: 143 (37.1%)
Somewhat	M: 105 (16.7%)	F: 92 (24.0%)
No	M: 45 (7.2%)	F: 43 (11.2%)
Not sure	M: 44 (7.0%)	F: 44 (11.5%)
No divisions	M: 122 (19.4%)	F: 62 (16.2%)

30) Do you feel that men and women in your department have equal opportunities for career advancement?

Yes	M: 508 (81.2%)	F: 152 (40.4%)
Men have somewhat greater opportunities	M: 72 (11.5%)	F: 146 (38.8%)
Men have significantly greater opportunities	M: 10 (1.6%)	F: 76 (20.2%)
Women have somewhat greater opportunities	M: 30 (4.8%)	F: 1 (0.3%)
Women have significantly greater opportunities	M: 6 (1.0%)	F: 1 (0.3%)

31) To what extent do you think people in your department are treated in an inferior manner based on race, ethnicity or national origin?

Not at all	M: 474 (75.6%)	F: 188 (49.7%)
Very little	M: 91 (14.5%)	F: 101 (26.7%)
Somewhat	M: 44 (7.0%)	F: 63 (16.7%)
Great extent	M: 7 (1.1%)	F: 10 (2.7%)
Not applicable	M: 11 (1.8%)	F: 16 (4.2%)

32) Have other faculty made demeaning remarks to you on the basis of your gender?

Never	M: 596 (94.8%)	F: 232 (60.6%)
Very rarely	M: 23 (3.7%)	F: 99 (25.9%)
Occasionally	M: 8 (1.3%)	F: 46 (12.0%)
Frequently	M: 2 (0.3%)	F: 5 (1.3%)
Usually	M: 0 (0.0%)	F: 1 (0.3%)

33) During your time on the Hopkins faculty, have you ever experienced sexual harassment, i.e. unwelcome sexual advances, unwanted physical contact, or a hostile environment created by negative sexist remarks or jokes?

No	M: 609 (96.1%)	F: 300 (78.5%)
Yes, once	M: 14 (2.2%)	F: 38 (10.0%)
Yes, more than once	M: 11 (1.7%)	F: 44 (11.5%)

If yes: Did you report the behavior?

Yes	M: 12 (35.3%)	F: 15 (17.2%)
No	M: 22 (64.7%)	F: 72 (82.8%)

If yes: Was something done to correct the situation?

Yes	M: 3 (33.3%)	F: 9 (64.2%)
No	M: 6 (66.7%)	F: 5 (35.7%)

If yes: Did reporting the behavior result in negative consequences for you?

Yes	M: 3 (37.5%)	F: 5 (38.5%)
No	M: 5 (62.5%)	F: 8 (61.5%)

H. DEMOGRAPHIC INFORMATION

34) Please indicate your gender?

Male:	636 (62.4%)
Female:	384 (37.7%)

35) Which of the following degrees have you received? Check all that apply

Ph.D.	M: 239 (37.6%)	F: 152 (39.6%)
M.D.	M: 450 (70.8%)	F: 235 (61.2%)
D.V.M.	M: 4 (0.6%)	F: 4 (1.0%)
Other	M: 83 (13.1%)	F: 65 (16.9%)

Faculty survey - responses

36) Race/ethnicity (optional):

Asian	M: 76 (12.0%)	F: 38 (9.9%)
Black / African-American	M: 7 (1.1%)	F: 14 (3.7%)
White / Caucasian	M: 495 (77.8%)	F: 306 (76.7%)
Hispanic	M: 16 (2.5%)	F: 5 (1.3%)
Other	M: 18 (2.8%)	F: 7 (1.8%)
Missing	M: 24 (3.8%)	F: 14 (3.7%)

37) What is your department?

Prefer not to report	M: 31 (4.9%)	F: 34 (8.9%)
Anesthesiology/Critical Care	M: 15 (2.4%)	F: 9 (2.3%)
Art as Applied to Medicine	M: 3 (0.5%)	F: 1 (0.3%)
Biology Chemistry	M: 9 (1.4%)	F: 2 (0.5%)
Biophysics/ Biophysical Chemistry	M: 3 (0.5%)	F: 2 (0.5%)
Biomedical Engineering	M: 7 (1.1%)	F: 1 (0.3%)
Cell Biology	M: 5 (0.8%)	F: 5 (1.3%)
Comparative Medicine	M: 5 (0.8%)	F: 6 (1.6%)
Dermatology	M: 6 (1.0%)	F: 5 (1.3%)
Div. of Health Science Information	M: 1 (0.2%)	F: 0 (0.0%)
Emergency Medicine	M: 12 (1.9%)	F: 4 (1.0%)
Functional Anatomy/Evolution	M: 2 (0.3%)	F: 0 (0.0%)
Gynecology and Obstetrics	M: 6 (0.9%)	F: 16 (4.2%)
History of Medicine	M: 4 (0.6%)	F: 1 (0.3%)
Molecular Biology/ Genetics	M: 5 (0.8%)	F: 4 (1.0%)
Medicine	M: 155 (24.4%)	F: 93 (24.2%)
Neurology	M: 28 (4.4%)	F: 10 (2.6%)
Neuroscience	M: 12 (1.9%)	F: 4 (1.0%)
Neurological Surgery	M: 15 (2.4%)	F: 1 (0.3%)
Oncology Center	M: 37 (5.8%)	F: 21 (5.5%)
Ophthalmology	M: 32 (5.0%)	F: 23 (6.0%)
Orthopedic Surgery	M: 4 (0.6%)	F: 5 (1.3%)
Otolaryngology-Head/ Neck Surgery	M: 22 (3.5%)	F: 5 (1.3%)
Pathology	M: 38 (6.0%)	F: 27 (7.0%)
Pediatrics	M: 31 (4.9%)	F: 40 (10.4%)
Pharmacology and Mole	M: 8 (1.3%)	F: 2 (0.5%)
Physiology	M: 3 (0.5%)	F: 2 (0.5%)
Psychiatry and Behavioral Science	M: 48 (7.6%)	F: 39 (10.2%)
Radiation Oncology/ Molecular Radiation	M: 7 (1.1%)	F: 3 (0.8%)
Radiology and Radiological Science	M: 24 (3.8%)	F: 9 (2.3%)
Physical Medicine and Rehabilitation	M: 9 (1.4%)	F: 5 (1.3%)
Surgery	M: 33 (5.1%)	F: 5 (1.3%)
Urology	M: 16 (2.5%)	F: 0 (0.0%)

Faculty survey - responses

Appendix II

The following three safety checks were used to prevent fraudulent entries:

1. Email addresses entered were verified against the list obtained from JHED. If there was no match on this list, an email was sent from the web site to the webmaster with the email address and a warning message that an “unknown” email address had taken the survey. The user was still allowed to take the survey, but was unaware that the webmaster had been alerted.
2. The next check was to determine whether the same email address had previously returned a survey form. If so, the webmaster was again alerted by an email from the website. This was done to inform the webmaster if someone was attempting to enter multiple responses. Up to 3 surveys would be stored for the same address. After the third survey for a given email address, no more surveys would be stored in the database for that user. This was done to prevent someone from submitting multiple surveys in order to overwhelm the database. The user was never given any information regarding how many times they had taken the survey or that the webmaster had been alerted. In this way, someone who was trying to interfere with the study would have no feedback on whether or not they had been successful in their attempts.
3. At the end of each survey, an email was sent to the email address given to inform the participant that their survey had been recorded. This also served to inform a participant if someone else had taken the survey using the participant’s email address. In this event, the participant could inform the webmaster that the survey response was not theirs and the record could be deleted. After the third survey had been submitted for a given email address, no more “survey completion” emails were sent to the address. This was done in order to prevent someone from overwhelming another person’s email address by taking the survey multiple times using the other person’s email address.

Prior to taking the survey, faculty members were presented with the following login screen:

Logging in to the Survey

In order to log in to the survey site, we ask you to type in your email address. This is done **ONLY** to verify that each respondent is a School of Medicine faculty member. After you complete the survey, a confirming email will be sent to you. Once an email address is validated, it will be permanently removed from the database.
[Click here to read more about confidentiality.](#)

The survey should take about 10-15 minutes to complete.

To take the survey, please enter your primary Johns Hopkins email address in the box below.

E-mail address:

(If you do not have a Johns Hopkins email address, enter the address that you use for Johns Hopkins correspondence.)

Appendix III

Table A1: Grouping of rank and self-described research activities that were used in adjusting the male rates, and numbers by gender within each group.

Rank-Research Groups	Number in Sample by Gender	
	Males	Females
All Instructors	52	55
Assistant Professors in Basic Research	75	48
Assistant Professors who are Clinical Investigators	63	72
Assistant Professors who are Clinical Educators, Clinicians, or Other	86	77
Associate Professors in Basic Research	47	20
Associate Professors who are Clinical Investigators	53	28
Associate Professors who are Clinical Educators, Clinicians, or Other	57	31
Full Professors in Basic Research	66	18
Full Professors who are Clinical Investigators	65	25
Full Professors who are Clinical Educators, Clinicians, or Other	72	10