Supplementary Material for: Gender and societies: a grassroots approach to women in science

Contains: Table S1 (TableS1.xlsx) – society data.

 Tables S2 – S5 Benchmarking data by country

 Figure S1 – Benchmarking data by country, subject and career stage

 Full data sources – list of references and URLs from which benchmarking data were collected

**Table S1.** (See TableS1.xlsx) Data from 31 scientific societies spanning four countries and five subject areas. Each row shows data for a single society with columns showing:

* Society: name of society
* Country
* Editors: number of men and women in the associate editor role
* Chief editors: number of men and women in the chief editor role
* Journals: names of publications for which editorial role data were collected
* Late career awardees: number of men and women who have received a late career award since 2000
* Late career awards: names of the awards for which data were collected
* Early career awardees: number of men and women who have received an early career award since 2000
* Early career awards: names of the awards for which data were collected
* Presidents: number of men and women who have been society president since 2000
* Student awardees: number of men and women who have received a student award since 2000
* Student awards: names of the awards for which data were collected

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| --- |
| **United Kingdom** |
|  | **Academic staff** | **Senior staff** | **Junior staff** | **Postgraduate** |
| **Astronomy** | 18% | 11% | 21% | 37% |
|  | Phys academics | Phys P | Phys postdoc | Phys PG  |
|  | Institute of Physics11 | Institute of Physics11 | Institute of Physics11 | HESA9 |
|  | 2016 | 2016 | 2016 | 2016/17 |
| **Ecology** | 45.7% | 15% | 50.0% | 60% |
|  | Biol academics | Biol P | Biol non-P | Biol PG  |
|  | HESA7 | HESA8 | HESA7 | HESA9 |
|  | 2017 | 2012 | 2017 | 2016/17 |
| **Economics** | 26.5% | 21.7% | 35.4% | 38% |
|  | Econ L/AP/P | Econ AP/P | Econ postdoc/L/SL | Econ PhD students |
|  | Royal Economic Society17 | Royal Economic Society17 | Royal Economic Society17 | Royal Economic Society13 |
|  | 2016 | 2016 | 2016 | 2014 |
| **Mathematics & statistics** | 20.0% | 8.5% | 23.3% | 30% |
| Maths L/SL/P | Maths P | Maths postdoc/L/SL | Maths/stats PG  |
| LMS12 | LMS12 | LMS12 | HESA9 |
| 2015 | 2015 | 2015 | 2016 |

**Table S2.** Benchmarking data for the UK. For each subject and career level, the table shows the percentage of women in the category given, the data source and the year the data was collected. Abbreviations: PG = postgraduate research student, L = lecturer, SL = senior lecturer, AP = associate professor or reader, P = professor. Superscript numbers are references to full data sources listed below.

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| --- |
| **United States of America** |
|  | **Academic staff** | **Senior staff** | **Junior staff** | **Postgraduate** |
| **Astronomy** | 18% | 15% | 22% | 20% |
|  | Phys/astron academics | Phys/astron AP/P | Phys/astron asstP/other | Phys/astron PhD  |
|  | AIP1 | AIP1 | AIP1 | NSF14 |
|  | 2010 | 2010 | 2010 | 2016 |
| **Ecology** | 24.5% | 23.5% | 37.9% | 53% |
|  | Biol faculty | Biol AP/P | Biol postdoc/asstP | Biol/biomed PhD  |
|  | Sheltzer & Smith16 | Sheltzer & Smith16 | Sheltzer & Smith16 | NSF14 |
|  | 2014 | 2014 | 2014 | 2016 |
| **Economics** | 23.5% | 15% | 31% | 34% |
|  | Econ faculty | Econ P | Econ assistant faculty | Econ PhD  |
|  | Bayer & Rouse5 | Bayer & Rouse5 | Bayer & Rouse5 | NSF14 |
|  | 2016 | 2016 | 2016 | 2016 |
| **Mathematics** | 25.3% | 22.4% | 31.7% | 27% |
|  | Maths tenured/TT | Maths tenured | Maths postdoc/TT | Maths PhD |
|  | AMS2 | AMS2 | AMS2 | NSF14 |
|  | 2015 | 2015 | 2015 | 2016 |
| **Statistics** | 23.6% | 19.8% | 29.8% | 40% |
|  | Stats tenured/TT | Stats tenured | Stats postdoc/TT | Stats PhD |
|  | AMS2 | AMS2 | AMS2 | NSF14 |
|  | 2015 | 2015 | 2015 | 2016 |

**Table S3.** Benchmarking data for the USA. For each subject and career level, the table shows the percentage of women in the category given, the data source and the year the data was collected. Abbreviations: asstP = assistant professor, TT = tenure-track, AP = associate professor, P = professor, other = “other ranks”. Superscript numbers are references to full data sources listed below.

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| --- |
| **Australia** |
|  | **Academic staff** | **Senior staff** | **Junior staff** | **Postgraduate** |
| **Astronomy** | 19% | 11% | 24% | 39.7% |
|  | Astr. cont. staff | Phys AP/P | Phys postdoc/L/SL | Astronomy PhD |
|  | Decadal plan19 | ARC4/SAGE15 | ARC4/SAGE15 | AAS20 |
|  | 2015 | 2014 | 2014 | 2010 |
| **Ecology** | 37% | 25% | 54% | N/A |
|  | Ecol, workforce | Biol AP/P | Biol postdoc/L/SL |  |
|  | AAS21 | ARC4/SAGE15 | ARC4/SAGE15 |  |
|  | 2015 | 2014 | 2014 |  |
| **Economics** | 21% | 7% | 30% | N/A |
|  | Econ academics | Econ AP/P | Econ assoc. L/L/SL |  |
|  | Hopkins10 | Hopkins10 | Hopkins10 |  |
|  | 2003 | 2003 | 2003 |  |
| **Mathematics & statistics** | 23% | 14% | 28% | 34% |
| Maths/stats level A-E | Maths/stats level D/E | Maths/stats level A-C | Maths/stats PhD  |
| AMSI9 | AMSI9 | AMSI9 | AMSI9 |
|  | 2016 | 2016 | 2016 | 2016 |

**Table S4.** Benchmarking data for Australia. For each subject and career level, the table shows the percentage of women in the category given, the data source and the year the data was collected. Abbreviations: L = lecturer, SL = senior lecturer, AP = associate professor, P = professor. Levels A to C are equivalent to assistant lecturer to senior lecturer; levels D and E are equivalent to associate professor and professor. Superscript numbers are references to full data sources listed below.

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| --- |
| **New Zealand** |
|  | **Academic staff** | **Senior staff** | **Junior staff** | **Postgraduate** |
| **Astronomy** | 13% | 7% | 22% | 33% |
|  | Phys L/SL/AP/P | Phys AP/P | Phys L/SL | Phys/astron PhD |
|  | TEC18 | TEC18 | TEC18 | Education Counts6 |
|  | 2012 | 2012 | 2012 | 2017 |
| **Ecology** | 24% | 15% | 33% | 54% |
|  | Ecol L/SL/AP/P | Ecol AP/P | Ecol L/SL | Biol PhD |
|  | TEC18 | TEC18 | TEC18 | Education Counts6 |
|  | 2012 | 2012 | 2012 | 2017 |
| **Economics** | 23% | 13% | 30% | 50% |
|  | Econ L/SL/AP/P | Econ AP/P | Econ L/SL | Econ PhD |
|  | TEC18 | TEC18 | TEC18 | Education Counts6 |
|  | 2012 | 2012 | 2012 | 2017 |
| **Mathematics** | 14% | 5% | 21% | 47% |
|  | Maths L/SL/AP/P | Maths AP/P | Maths L/SL | Maths/stats PhD |
|  | TEC18 | TEC18 | TEC18 | Education Counts6 |
|  | 2012 | 2012 | 2012 | 2017 |
| **Statistics** | 25% | 22% | 26% |  |
|  | Stats L/SL/AP/P | Stats AP/P | Stats L/SL |  |
|  | TEC18 | TEC18 | TEC18 |  |
|  | 2012 | 2012 | 2012 |  |

**Table S5.** Benchmarking data for New Zealand. For each subject and career level, the table shows the percentage of women in the category given, the data source and the year the data was collected. Abbreviations: L = lecturer, SL = senior lecturer, AP = associate professor, P = professor. Superscript numbers are references to full data sources listed below.



**Figure S1. Benchmarking data for the proportion of women in each subject area by country. Academic** shows all academic staff (senior and junior combined). **Senior** shows senior academic staff, corresponding to Full Professor in the USA, and Associate Professor or Professor in the other countries. **Junior** shows junior academic staff, corresponding to Assistant/Associate Professor in the USA, and Lecturer or Senior Lecturer in the other countries, and includes postdoctoral fellows and research-only staff. **PG** shows postgraduate students. See Tables S2-S5 for details and sources.

**Full data sources** (all URLs accessed on 28 June, 2018)

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17. Tenreyro, S. (2017) Royal Economic Society’s Report on The Gender Balance in UK Economics Departments and Research Institutes in 2016. <http://www.res.org.uk/SpringboardWebApp/userfiles/res/file/Womens%20Committee/Publications/WomensCommitteeReport_2016SurveyResults.pdf>
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