Table S5

*Summary of Climate Surveys Assessed*

| University | Year | N* | URL |
|---|---|---|---|
| Brown University | 2016 | N = 299<br>108 Female<br>191 Male | https://www.brown.edu/about/administration/institutional-research/surveys/faculty-climate-survey |
| | Sample item: How well do you fit in your department (e.g., your sense of belonging)?<br>Percent selecting Satisfied or Very Satisfied: F: 63.9%, M: 68.6% | | |
| Harvard University | 2013 | N not specified<br>M/F breakdown not specified | https://faculty.harvard.edu/faculty-climate-survey |
| | Sample item: I feel that the climate for female faculty in the School/Department is at least as good as for male faculty.<br>Percent selecting Agree or Strongly Agree: F: 44%, M: 58%, p < .001 | | |
| University of California, San Francisco | 2017 | N = 1,158<br>44% Female<br>56% Male | http://academicaffairs.ucsf.edu/FacultyClimateSurvey/index.php |
| | Sample item: How would you describe the climate overall for WOMEN…very good, good, neutral, poor, very poor, don't know? Percent selecting Good or Very Good: F: 60%, M: 69% | | |
| University of Michigan | 2016 | 71% of N = 1,500 invited<br>42% Female<br>57% Male<br>1% Other | https://diversity.umich.edu/wp-content/uploads/2017/11/DEI-FACULTY-REPORT-FINAL.pdf |
| | Factor scores summarizing responses to several items assessing "value and belonging", e.g., "I feel I belong at U-M."<br>Scores 1-5, higher value indicates more belonging, with 95% CI. Tenure track F: 3.6 (3.5, 3.8), tenure track M: 4.0 (3.9, 4.1), p < .05 | | |
| University of New Hampshire | 2014 | N = 354<br>140 Male<br>114 Female | https://www.unh.edu/sites/www.unh.edu/files/departments/unh_advance/PDFs/climate_study-perceptions_2014-2_final0814.pdf |
| | Factor scores summarizing responses to several items assessing "fit within the department," | | |

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|---|---|---|---|
| | | e.g., "I feel excluded from informal networks in my department."<br>Scores 1-4, higher value indicates more fit. Tenure track F: 2.92, tenure track M: 3.05 (not significant). Tenure track faculty in STEM disciplines F: 2.93, Tenure track faculty in STEM disciplines M: 3.13 ($p < .05$). | |
| University of Wisconsin | 2016 | N = 1,285<br>36% Female<br>61% Male<br>3% Other/No response | http://wiseli.engr.wisc.edu/docs/Report_Wave5_2016TT.pdf<br><br>Specifically for tenure track STEM faculty |
| | | Sample item: In my department, the overall climate is …<br>Scores 1–5, higher value indicates more positive. F: 3.77, M: 4.02, p < .05 | |
| Washington University in St. Louis | 2015 | N=329<br>108 Female<br>221 Male | https://provost.wustl.edu/wp-content/uploads/2016/03/2-WU-Faculty-Work-Life-Survey-AS-Tenured-Tenure-Track-Faculty-Updated-2016.03.pdf |
| | | Sample item: The department is a good fit.<br>Scores 1–5, higher value indicates more agreement. F: 3.8, M: 4.2, p < .05 | |

*Note.* Sample sizes and demographic makeup are listed as reported in the original source, hence the different formats and categories. These surveys were identified through a Google search for "faculty climate surveys." No surveys found were excluded, except those that were identified but were not publicly accessible (Boston University, Case Western Reserve University).