



Initiative on Women in Science (IWIS) Institutional Report Card for Gender Equality

That goal of the Institutional Report Card for Gender Equality is to encourage institutions to promote gender equality in science, medicine, and engineering and to create programs to make it possible. The report should be completed by, or on behalf, of the applicant's department chair. Please answer the following questions through the online grants management system.

The data reported will not affect the outcome of your grant award application. However, you must submit in order for your application to be considered complete.

If any of the questions below are not applicable to your department or institution, please use 000 to indicate N/A.

Section 1: Students and Trainees (Raw numbers of students must be provided, not percentages)

Undergraduate students: those students pursuing a bachelor's degree or equivalent in a major in the applicant's department

Graduate students: master's students, doctoral students

Postgraduate trainees: post-doctoral students, fellows, or researchers, research or clinical fellows

- How many male undergraduate students are in your department?
- How many female undergraduate students are in your department?
- How many transgender / gender non-conforming undergraduate students are in your department?
- How many male graduate students are in your department?
- How many female graduate students are in your department?
- How many transgender / gender non-conforming graduate students are in your department?
- How many male postgraduate trainees are in your department?
- How many female postgraduate trainees are in your department?
- How many transgender / gender non-conforming postgraduate trainees are in your department?

Section 2: Professors (Raw numbers of professors must be provided, not percentages)

For purposes of this data reporting, Assistant Professors are those researchers who have established their own, independent laboratories.

- How many male Assistant Professors (or equivalent) are in your department?
- How many female Assistant Professors (or equivalent) are in your department?
- How many transgender / gender non-conforming Assistant Professors (or equivalent) are in your department?
- How many male Associate Professors (or equivalent) are in your department?
- How many female Associate Professors (or equivalent) are in your department?
- How many transgender / gender non-conforming Associate Professors (or equivalent) are in your department?
- How many male Full Professors (or equivalent) are in your department?
- How many female Full Professors (or equivalent) are in your department?
- How many transgender / gender non-conforming Full Professors (or equivalent) are in your department?

Section 3: Tenure and Faculty Members (Raw numbers of faculty members must be provided, not percentages)

- In the last five years, how many tenured faculty members (or equivalent) recruited from outside your institutions were male?
- In the last five years, how many tenured faculty members (or equivalent) recruited from outside your institutions were female?
- In the last five years, how many tenured faculty members (or equivalent) recruited from outside your institutions were transgender / gender non-conforming?
- In the last five years, how many first-time tenure track faculty members (or equivalent) recruited from outside your institutions were male?
- In the last five years, how many first-time tenure track faculty members (or equivalent) recruited from outside your institutions were female?
- In the last five years, how many first-time tenure track faculty members (or equivalent) recruited from outside your institutions were transgender / gender non-conforming?

Section 4: Invited Speakers (Raw numbers of invited speakers must be provided, not percentages)

- In the past 12 months, how many of the speakers on your department's external seminar program were male?
- In the past 12 months, how many of the speakers on your department's external seminar program were female?
- In the past 12 months, how many of the speakers on your department's external seminar program were transgender / gender non-conforming?

Section 5: Institutional Policies

- What is your institutional policy regarding paid family leave and pausing the tenure clock?
- Which of the following most correctly resembles your institution's family leave policy?
 - We provide paid leave for both the birthing and non-birthing parents
 - We provide unpaid leave for both the birthing and non-birthing parent
 - We provide paid leave for the birthing parent only
 - We provide unpaid leave for the birthing parent only
 - We have no policy for family leave
- Is there additional support available on top of the recruitment account to fund paid family leave and pausing the tenure clock?
 - Yes
 - No
- What kind of additional support is available?
- If you have a family leave policy, what dictates your institution's family leave policy?
 - Our policy is in accordance with national, state, or city law
 - We have an institutional policy
 - We determine family leave on a case-by-case policy
- Do you have an institutional policy regarding balanced gender representation on internal committees?
 - Yes
 - No
- If yes, what is your institutional policy regarding balanced gender representation on internal committees?

Section 6: Committees

- How many members of the faculty appointment committee are male?
- How many members of the faculty appointment committee are female?
- How many members of the faculty appointment committee are transgender / gender non-conforming?

- How many members of the graduate student appointment / recruitment committee are male?
- How many members of the graduate student appointment / recruitment committee are female?
- How many members of the graduate student appointment / recruitment committee are transgender / non-conforming?
- How many members of the faculty promotions committee are male?
- How many members of the faculty promotions committee are female?
- How many members of the faculty promotions committee are transgender / gender non-conforming?
- How many members of the department's finance committee are male, if applicable?
- How many members of the department's finance committee are female, if applicable?
- How many members of the department's finance committee are transgender / gender non-conforming, if applicable?
- How many members of the department's awards committee are male, if applicable?
- How many members of the department's awards committee are female, if applicable?
- How many members of the department's awards committee are transgender / gender non-conforming, if applicable?
- How many members of the department's strategy committee are male, if applicable?
- How many members of the department's strategy committee are female, if applicable?
- How many members of the department's strategy committee are transgender / gender non-conforming, if applicable?

How frequently is gender diversity data collected at your institution?

- Never
- Less than yearly
- Yearly
- More than once yearly
- Upon request only