

Table 1S: Institutions

Institution	Years Surveyed
Universities	
University of Arizona	1992, 1999, 2003, 2013
Arizona State University (astronomy only)	2013
University of California at Berkeley	1992, 1999, 2003, 2013
Boston University	1992, 1999, 2003, 2013
California Institute of Technology	1992, 1999, 2003, 2013
Case Western Reserve University	1992, 1999, 2003, 2013
University of Chicago	1992, 1999, 2003, 2013
University of Colorado at Boulder	1992, 1999, 2003, 2013
Columbia University	1992, 1999, 2003, 2013
Cornell University	1992, 1999, 2003, 2013
University of Florida	2013
Georgia State University	2013
Harvard University (Department of Astronomy)	1992, 1999, 2003, 2013
University of Hawaii	2013
Johns Hopkins University (astronomy only)	1992, 1999, 2003, 2013
University of Illinois at Urbana-Champaign	1992, 1999, 2003, 2013
Indiana University	2013
University of Iowa (astronomy only)	1992, 1999, 2003, 2013
Louisiana State University (astronomy only)	1992, 1999, 2003, 2013
University of Maryland	1992, 1999, 2003, 2013
University of Massachusetts at Amherst	1992, 1999, 2003, 2013
Massachusetts Institute of Technology (astrophysics only)	1992, 1999, 2003, 2013
University of Michigan	2013
University of Minnesota	1992, 1999, 2003, 2013
University of New Mexico (astronomy only)	2013
New Mexico State University (astronomy only)	1992, 1999, 2003, 2013
Northwestern University (astronomy only)	1992, 1999, 2003, 2013
Ohio State University	1992, 1999, 2003, 2013
Penn State University	1992, 1999, 2003, 2013
Princeton University	1992, 1999, 2003, 2013

Rice University (astronomy only)	1992, 1999, 2003, 2013
University of California at Santa Cruz	1992, 1999, 2003, 2013
Stony Brook University (astronomy only)	1992, 1999, 2003, 2013
University of Texas at Austin	1992, 1999, 2003, 2013
University of California at Los Angeles	1992, 1999, 2003, 2013
University of Virginia	1992, 1999, 2003, 2013
University of Washington	1992, 1999, 2003, 2013
University of Wisconsin at Madison	1992, 1999, 2003, 2013
University of Wyoming (astronomy only)	2013
Yale University	2003, 2013

National Research Centers

Gemini Observatory	2013
Smithsonian Astrophysical Observatory	1992, 1999, 2003, 2013
NASA Goddard	2013
National Optical Astronomy Observatory	1992, 1999, 2003, 2013
National Radio Astronomy Observatory	1992, 1999, 2003, 2013
National Solar Observatory	2013
Space Telescope Science Institute	1992, 1999, 2003, 2013

Table 2S: Survey Questions

The only change in wording in the 2013 survey is that for the first time we included a *nonbinary* gender option, to allow for the inclusion of astronomers who do not identify with the male or female descriptor (the text from the survey reads, "Note: In our questions about gender, we offer a third alternative because we recognize that some people hold non-binary gender identities or prefer not to declare their gender"). The change did not significantly affect the comparison with previous surveys: only one astronomer of the 3117 included in the survey was tallied as nonbinary, but we do not believe this result to be representative of the field as a whole because the survey was completed by department chairs or administrators who may not have been aware of individuals' gender preferences and identities.

(Categories: Male, Female, Nonbinary)

1. How many graduate students are in your department?
2. How many postdocs are in your department?
3. How many assistant professors are in your department? Please note that you can specify "research equivalent" for faculty without teaching responsibilities.
4. How many associate professors are in your department? Please note that you can specify "research equivalent" for faculty without teaching responsibilities.

5. Do associate professors in your department have tenure? (Options: "Yes," "No," or "It's complicated: Please write in the number of male/female/other associate professors with and without tenure")
6. How many full professors are there in your department? Please note that you can specify "research equivalent" for faculty without teaching responsibilities.
7. How many full-time, non-tenure-track teaching faculty are in your department (e.g., paid adjuncts, lecturers, visiting professors who teach)? Note that this question should only count people who are paid at least in part for teaching responsibilities, and only people with PhDs.
8. How many part-time, non-tenure-track teaching faculty are in your department (e.g., paid adjuncts, lecturers, visiting professors who teach)? Note that this question should only count people who are paid at least in part for teaching responsibilities, and only people with PhDs. Please count each individual as one person, rather than summing over FTE per person.
9. How many tenured faculty have current administrative appointments (e.g., department chair, major lab director, dean, vice president, provost)?