

## Supplemental Digital Appendix 1

### Odds Ratios and 95% Confidence Intervals by Decade for Academic Rank and Tenure Status Component Groups Sub-Analysis in a Study of Full-Time Faculty in Basic Science and Clinical Science Departments at Academic Medical Centers

Basic Science	Tenure Track vs Non-Tenure Track	Assistant Professor	Associate Professor	Full Professor	Clinical Science	Tenure Track vs Non-Tenure Track	Assistant Professor	Associate Professor	Full Professor
<b>1970-79</b>	0.81 (0.76, 0.86)	0.64 (0.59, 0.69)	0.67 (0.59, 0.76)	0.20 (0.08, 0.56)	<b>1970-79</b>	0.96 (0.93, 0.99)	0.78 (0.75, 0.81)	0.92 (0.86, 1.00)	1.96 (1.58, 2.43)
<b>1980-89</b>	0.87 (0.83, 0.91)	0.73 (0.69, 0.77)	0.72 (0.66, 0.79)	0.63 (0.48, 0.84)	<b>1980-89</b>	0.98 (0.96, 1.00)	0.83 (0.81, 0.85)	0.84 (0.80, 0.88)	1.13 (1.00, 1.28)
<b>1990-99</b>	0.90 (0.87, 0.94)	0.80 (0.76, 0.84)	0.78 (0.72, 0.84)	0.79 (0.66, 0.94)	<b>1990-99</b>	0.94 (0.93, 0.96)	0.81 (0.80, 0.83)	0.92 (0.89, 0.95)	1.02 (0.95, 1.11)
<b>2000-09</b>	0.81 (0.78, 0.83)	0.71 (0.69, 0.74)	0.81 (0.75, 0.87)	0.62 (0.54, 0.72)	<b>2000-09</b>	0.98 (0.97, 1.00)	0.90 (0.89, 0.92)	0.95 (0.93, 0.97)	1.00 (0.95, 1.05)
<b>2010-19</b>	0.81 (0.79, 0.84)	0.73 (0.71, 0.76)	0.80 (0.76, 0.85)	0.94 (0.85, 1.04)	<b>2010-19</b>	0.98 (0.97, 0.99)	0.97 (0.96, 0.98)	0.93 (0.91, 0.95)	0.97 (0.94, 1.01)
Basic Science	Tenured vs Tenure Track	Assistant Professor	Associate Professor	Full Professor	Clinical Science	Tenured vs Tenure Track	Assistant Professor	Associate Professor	Full Professor
<b>1970-79</b>	0.45 (0.42, 0.47)	1.36 (1.21, 1.54)	0.99 (0.90, 1.10)	4.19 (1.56, 11.25)	<b>1970-79</b>	0.59 (0.57, 0.61)	1.93 (1.80, 2.07)	1.42 (1.33, 1.52)	0.47 (0.38, 0.57)
<b>1980-89</b>	0.49 (0.47, 0.51)	1.11 (1.00, 1.23)	1.07 (0.99, 1.15)	1.16 (0.89, 1.52)	<b>1980-89</b>	0.45 (0.44, 0.46)	1.24 (1.17, 1.31)	1.14 (1.09, 1.20)	0.71 (0.63, 0.80)
<b>1990-99</b>	0.48 (0.46, 0.49)	0.91 (0.80, 1.04)	0.90 (0.84, 0.96)	0.94 (0.80, 1.11)	<b>1990-99</b>	0.40 (0.39, 0.40)	0.99 (0.93, 1.06)	0.87 (0.84, 0.90)	0.74 (0.69, 0.80)
<b>2000-09</b>	0.57	1.00	0.82	1.27	<b>2000-09</b>	0.42	0.86	0.82	0.79

	(0.55, 0.58)	(0.86, 1.16)	(0.77, 0.88)	(1.11, 1.46)		(0.41, 0.42)	(0.79, 0.93)	(0.80, 0.85)	(0.75, 0.83)
<b>2010-19</b>	0.61 (0.59, 0.62)	1.06 (0.89, 1.27)	0.79 (0.74, 0.83)	0.79 (0.71, 0.87)	<b>2010-19</b>	0.44 (0.43, 0.44)	1.00 (0.88, 1.13)	0.86 (0.83, 0.88)	0.76 (0.74, 0.79)
<b>Basic Science</b>	<b>Full vs Assoc/Assist</b>	<b>Non-Tenure Track</b>	<b>Tenure Track</b>	<b>Tenured</b>	<b>Clinical Science</b>	<b>Full vs Assoc/Assist</b>	<b>Non-Tenure Track</b>	<b>Tenure Track</b>	<b>Tenured</b>
<b>1970-79</b>	0.26 (0.25, 0.28)	0.20 (0.17, 0.24)	0.06 (0.02, 0.17)	0.35 (0.32, 0.38)	<b>1970-79</b>	0.26 (0.25, 0.28)	0.25 (0.23, 0.28)	0.61 (0.50, 0.74)	0.24 (0.22, 0.25)
<b>1980-89</b>	0.32 (0.31, 0.33)	0.32 (0.29, 0.35)	0.27 (0.21, 0.35)	0.40 (0.38, 0.42)	<b>1980-89</b>	0.26 (0.25, 0.27)	0.27 (0.26, 0.29)	0.35 (0.32, 0.40)	0.32 (0.30, 0.33)
<b>1990-99</b>	0.37 (0.36, 0.39)	0.38 (0.36, 0.41)	0.37 (0.32, 0.44)	0.49 (0.47, 0.51)	<b>1990-99</b>	0.27 (0.27, 0.28)	0.29 (0.28, 0.30)	0.35 (0.32, 0.37)	0.39 (0.38, 0.41)
<b>2000-09</b>	0.45 (0.44, 0.46)	0.44 (0.41, 0.47)	0.37 (0.32, 0.42)	0.64 (0.61, 0.66)	<b>2000-09</b>	0.34 (0.33, 0.34)	0.36 (0.35, 0.37)	0.39 (0.37, 0.41)	0.50 (0.48, 0.51)
<b>2010-19</b>	0.52 (0.51, 0.53)	0.54 (0.52, 0.57)	0.67 (0.61, 0.74)	0.71 (0.68, 0.73)	<b>2010-19</b>	0.39 (0.38, 0.39)	0.43 (0.42, 0.43)	0.44 (0.42, 0.45)	0.51 (0.50, 0.53)

Odds ratios were calculated for tenure track vs. non-tenure track and tenure vs. tenure track and were analyzed for each of the individual ranks. Odds ratios for professorship categories were calculated and analyzed by tenure category. Confidence intervals are listed below the odds ratio.

## Supplemental Digital Appendix 2

### Analysis of Percent Female Rates of Change by Academic Rank and Tenure Status in a Study of Full-Time Faculty in Basic Science and Clinical Science Departments at Academic Medical Centers

		Percent Female Slope				
	Dates	(Rank F #)/(Rank Total #)	R <sup>2</sup>		Percent Female Slope	
<b>BSc Assistant Professor</b>	<b>Overall</b>	0.53 %/Year		<b>Non-Tenure (46.04%)*</b>	<b>Tenure Track (50.31%)*</b>	<b>Tenure (3.65%)*</b>
<b>Projected Parity - 2034</b>				<b>2030</b>	<b>2042</b>	<b>Data too small to project</b>
	1966-2019	0.53 %/Year	0.99 <sup>^</sup>	0.50 %/Year	0.48 %/Year	0.14 %/Year
<b>BSc Associate Professor</b>	<b>Overall</b>	0.54 %/Year		<b>Non-Tenure (21.75%)*</b>	<b>Tenure Track (19.40%)*</b>	<b>Tenure (58.85%)*</b>
<b>Projected Parity - 2047</b>				<b>2032</b>	<b>2043</b>	<b>2062</b>
	1966-2019	0.54 %/Year	0.99 <sup>^</sup>	0.59 %/Year	0.54 %/Year	0.46 %/Year
<b>BSc Full Professor</b>	<b>Overall</b>	0.48 %/Year		<b>Non-Tenure (11.30%)*</b>	<b>Tenure Track (2.44%)*</b>	<b>Tenure (86.26%)*</b>
<b>Projected Parity - 2065</b>				<b>2039</b>	<b>2052</b>	<b>2068</b>
	1966-1986	0.23 %/Year	0.97 <sup>^</sup>	0.28 %/Year	0.16 %/Year	0.27 %/Year
	1986-2019	0.57 %/Year	> 0.99 <sup>^</sup>	0.65 %/Year	0.84 %/Year	0.53 %/Year
<b>CSc Assistant Professor</b>	<b>Overall</b>	0.41 %/Year		<b>Non-Tenure (72.42%)*</b>	<b>Tenure Track (26.10%)*</b>	<b>Tenure (1.48%)*</b>
<b>Projected Parity - 2023</b>				<b>2023</b>	<b>2023</b>	<b>Data too small to project</b>
	1966-1977	0.10 %/Year	NA <sup>†</sup>	0.37 %/Year	0.24 %/Year	-0.07 %/Year
	1977-1994	0.93 %/Year	> 0.99 <sup>^</sup>	0.92 %/Year	0.81 %/Year	0.20 %/Year

	1994-2019	0.62 %/Year	> 0.99 <sup>^</sup>	0.56 %/Year	0.75 %/Year	0.78 %/Year
<b>CSc Associate Professor</b>	<b>Overall</b>	0.56 %/Year		<b>Non-Tenure (56.38%)*</b>	<b>Tenure Track (18.24%)*</b>	<b>Tenure (25.39%)*</b>
<b>Projected Parity - 2033</b>				<b>2030</b>	<b>2034</b>	<b>2047</b>
	1966-1985	0.27 %/Year	0.96 <sup>^</sup>	0.27 %/Year	0.32 %/Year	0.03 %/Year
	1985-2019	0.71 %/Year	> 0.99 <sup>^</sup>	0.74 %/Year	0.78 %/Year	0.57 %/Year
<b>CSc Full Professor</b>	<b>Overall</b>	0.59 %/Year		<b>Non-Tenure (34.96%)*</b>	<b>Tenure Track (5.19%)*</b>	<b>Tenure (59.85%)*</b>
<b>Projected Parity - 2053</b>				<b>2040</b>	<b>2072</b>	<b>2070</b>
	1966-1980	0.10 %/Year	0.96 <sup>^</sup>	0.23 %/Year	0.19 %/Year	0.10 %/Year
	1980-1994	0.29% /Year	> 0.99 <sup>^</sup>	0.36 %/Year	0.19 %/Year	0.27 %/Year
	1994-2019	0.66%/Year	> 0.99 <sup>^</sup>	0.73 %/Year	0.61 %/Year	0.55 %/Year

Each rank was separated into tenure options for percent female and projected parity. Percent female rates for tenure options within each rank are based upon the transition points of each overall rank. Some numbers were lost in the Rank vs Tenure comparison as faculty didn't meet inclusion criteria for both Rank and Tenure.

\* Denotes the average percentage of specific tenure options within each rank

<sup>^</sup> Denotes p value < 0.001

<sup>‡</sup> Denotes No Consistent Mean