### Survey at 2015 FMA Women’s Breakfast

<table>
<thead>
<tr>
<th>Question</th>
<th>COUNT</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1  Which best describes your position?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a  Student</td>
<td>5</td>
<td>11%</td>
</tr>
<tr>
<td>b  Assistant professor</td>
<td>16</td>
<td>35%</td>
</tr>
<tr>
<td>c  Associate professor with tenure</td>
<td>11</td>
<td>24%</td>
</tr>
<tr>
<td>d  Associate professor with tenure</td>
<td>6</td>
<td>13%</td>
</tr>
<tr>
<td>e  Full professor</td>
<td>7</td>
<td>15%</td>
</tr>
<tr>
<td>f  Clinical professor</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>2  How many years since you received your PhD?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a  I’m still a student</td>
<td>4</td>
<td>9%</td>
</tr>
<tr>
<td>b  1 - 2 years</td>
<td>11</td>
<td>24%</td>
</tr>
<tr>
<td>c  3 - 5 years</td>
<td>7</td>
<td>16%</td>
</tr>
<tr>
<td>d  6 - 8 years</td>
<td>7</td>
<td>16%</td>
</tr>
<tr>
<td>e  9 - 12 years</td>
<td>8</td>
<td>18%</td>
</tr>
<tr>
<td>f  More than 12 years</td>
<td>8</td>
<td>18%</td>
</tr>
<tr>
<td>3  In terms of research, what are the expectations for tenure at your school?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a  Multiple A (and possibly A-) level publications, with lower tier publications having relatively little weight</td>
<td>14</td>
<td>30%</td>
</tr>
<tr>
<td>b  At least one A (possibly A-) level publications, combined with lower tier publications</td>
<td>21</td>
<td>45%</td>
</tr>
<tr>
<td>c  Multiple lower tier publications</td>
<td>12</td>
<td>26%</td>
</tr>
<tr>
<td>4  Which one of the following best describes your situation?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a  Not tenured, but I feel that I am on the right track</td>
<td>19</td>
<td>43%</td>
</tr>
<tr>
<td>b  Not tenured, and I feel my chances are low</td>
<td>5</td>
<td>11%</td>
</tr>
<tr>
<td>c  Tenured, but still finding it challenging to get my work published</td>
<td>18</td>
<td>41%</td>
</tr>
<tr>
<td>d  Tenured, and life is a breeze</td>
<td>2</td>
<td>5%</td>
</tr>
<tr>
<td>5  On average, how many conferences do you attend a year?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a  0 - 1</td>
<td>13</td>
<td>28%</td>
</tr>
<tr>
<td>b  2-4</td>
<td>31</td>
<td>66%</td>
</tr>
<tr>
<td>c  5 or more</td>
<td>3</td>
<td>6%</td>
</tr>
</tbody>
</table>
**Survey at 2015 FMA Women’s Breakfast**

6. What portion of conferences do you participate in, for example as a presenter or discussant?
   - a. I rarely participate: 3 (7%)
   - b. About 50%: 10 (22%)
   - c. I participate in the majority: 33 (72%)

7. If you feel that you would benefit by attending more conferences, what is the primary constraint?
   - a. I have had difficulties getting on the programs: 7 (13%)
   - b. Time constraints related to work: 9 (17%)
   - c. Time constraints related to family: 15 (29%)
   - d. Resource constraints: 16 (31%)
   - e. I do not feel a need to attend more conferences: 5 (10%)

8. Which best describes your networking experiences at conferences?
   - a. After getting introduced to somebody, I find it relatively easy to talk to them (usually): 32 (67%)
   - b. Even after getting introduced to somebody, I struggle to keep up a conversation: 11 (23%)
   - c. I do not meet many new people, potentially because I avoid the social events (e.g., planned cocktail hours, conference lunches, etc.) - even though I know I should probably go: 5 (10%)

9. Approximately how many seminar invitations do you receive per year?
   - a. 0 - 1: 36 (71%)
   - b. 2-3: 12 (24%)
   - c. 4-5: 1 (2%)
   - d. More than 5: 2 (4%)
Survey at 2015 FMA Women’s Breakfast

10 Which best characterizes your relationship with your department?
   a I feel very comfortable in the department, and there is one 24 45%
      person that I might describe as a mentor
   b I feel comfortable in the department, but there is no one 20 38%
      person that I feel comfortable approaching with mentor-
      type questions
   c I don't feel very comfortable in the department as a whole, 5 9%
      but there is one person that I might describe as a mentor
   d I don't feel very comfortable in the department as a whole, 4 8%
      and there is nobody that I feel comfortable approaching
      with mentor-type questions

11 Are you more likely to write a paper with another woman than a man?
   a I am indifferent, and I work equally with men and women 34 69%
   b I am indifferent, but I find myself working more 11 22%
      frequently with other women
   c I prefer to work with a man 2 4%
   d I find I have an easier time with other women 2 4%

12 How many semester classes do you teach a year? (If you teach for terms shorter than a
   semester, please make applicable conversion  For example, 3 quarter classes ~ 2
   semester classes)
   a 2 11 26%
   b 3 12 28%
   c 4 13 30%
   d 5 3 7%
   e 6+ 4 9%

13 How many hours a month do you spend on committee or other university service?
   a Less than 1 hour 5 11%
   b 1 - 2 hours 4 9%
   c 3 - 5 hours 11 25%
   d 6 - 10 hours 8 18%
   e 11 - 15 hours 10 23%
   f 16 - 20 hours 4 9%
   g More than 20 hours 2 5%
Survey at 2015 FMA Women’s Breakfast

14 How many hours a month do you spend on professional service such as refereeing, conference committees, journal editing, etc.?
   a  Less than 1 hour                          10  24%
   b  1 - 2 hours                               5  12%
   c  3 - 5 hours                               12  29%
   d  6 - 10 hours                              8  20%
   e  11 - 15 hours                             3  7%
   f  16 - 20 hours                             3  7%

15 How many children do you have?
   a  0                                          14  30%
   b  1                                          10  21%
   c  2                                          12  26%
   d  3                                          7  15%
   e  4+                                         4  9%

16 Are any of your children still in school (including day care)? [Answer if you have kids]
   a  Yes                                       27  73%
   b  No                                        10  27%

17 What percentage of childcare responsibilities would you say you are responsible for?
   [Answer only if you have kids]
   a  0 - 20%                                   4  12%
   b  25 - 50%                                  6  18%
   c  55 - 80%                                  13  39%
   d  More than 80%                             10  30%

18 Do you believe women face more difficulties than men in an academic career in finance?
   Please choose the response that identifies the strongest bias (if any)
   a  No                                        4  8%
   b  Yes, I think it is more difficult for women to have the visibility necessary to get tenure 11  22%
   c  Yes, I think it is more difficult for women to find enough time to conduct research because of the family 22  44%
   d  Yes, I think women are more likely to accept administrative duties and get distracted away from research 9  18%
   e  Yes, I think women face a harder time in teaching, which takes away valuable time from research 4  8%
### Survey at 2015 FMA Women’s Breakfast

<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>What could AFFECT do to help me be successful in my academic career?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>Facilitate connections with other people at my same level, to broaden my research network</td>
<td>19</td>
<td>36%</td>
</tr>
<tr>
<td>b</td>
<td>Facilitate connections with other people at a more senior level, to provide guidance</td>
<td>20</td>
<td>38%</td>
</tr>
<tr>
<td>c</td>
<td>Hold conferences for women at all levels</td>
<td>6</td>
<td>11%</td>
</tr>
<tr>
<td>e</td>
<td>Promote participation of women at conferences and seminars</td>
<td>8</td>
<td>15%</td>
</tr>
</tbody>
</table>