

SUPPORTING INFORMATION S1 APPENDIX

WEBS Online Application

Thank you for your interest in the WEBS Symposium October 14-17 at the Pack Forest Conference Center. The application packet consists of the following items:

1) a one-page statement that describes your expectations for WEBS and how attending will aid in your short and long-term career goals

2) a one-page statement explaining your research and teaching program and interests

You may want to prepare these documents in a Word file so you can cut and paste these two items into separate text boxes in the online application form.

3) Your C.V., limited to 2 pages

Please email this to: websinfo@u.washington.edu

4) Two letters of recommendation

Please have these emailed to: websinfo@u.washington.edu

5) A mandatory online questionnaire. This will provide information about your experiences and your expectations of the WEBS symposium. Please complete the questionnaire, as the answers are required for participant selection.

6) A research information statement. WEBS attendees will be asked to share information from their application, complete a survey at the WEBS symposium, and take two follow-up surveys six- and eighteen-months after the symposium. Participation in the research is voluntary. You are not obligated to participate and your decision not to participate will not preclude you from being selected as a participant in the symposium.

Please have the all items prepared *before* you start the application process.

1. PLEASE PROVIDE A ONE-PAGE STATEMENT THAT DESCRIBES YOUR EXPECTATIONS FOR WEBS AND HOW ATTENDING WILL AID IN YOUR SHORT AND LONG-TERM CAREER GOALS IN THE BOX BELOW.

2. PLEASE PROVIDE A ONE-PAGE STATEMENT THAT DESCRIBES YOUR RESEARCH AND TEACHING INTERESTS IN THE BOX BELOW.

3. YOU WILL NOW BEGIN THE APPLICATION QUESTIONNAIRE. PLEASE COMPLETE THE ENTIRE QUESTIONNAIRE AS YOUR ANSWERS WILL BE USED AS PART OF THE SELECTION PROCESSES FOR WEBS SYMPOSIUM. THIS SURVEY WILL TAKE APPROXIMATELY 15 MINUTES TO COMPLETE. PLEASE DO NOT CLOSE YOUR BROWSER UNTIL YOU HAVE COMPLETED AND SUBMITTED THE SURVEY.

PART I: BACKGROUND INFORMATION

QUESTION 1. PLEASE ENTER YOUR FIRST AND LAST NAME (CONSISTENT WITH THE REST OF YOUR WEBS APPLICATION).

QUESTION 2. Race/Ethnicity? (Please check all that apply.)

A. Race

- ☐ African American/Black
- ☐ Asian Indian (Indian Subcontinent)
- ☐ Asian (e.g. Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Pacific Islander (e.g. Guamanian, Chamorro, Native Hawaiian, Samoan)
- ☐ Native American/Alaska Native
- ☐ White/Caucasian (e.g. European, Middle Eastern, North African)
- ☐ Other (please specify):

B. Ethnicity

- ☐ Hispanic
- ☐ Not Hispanic

QUESTION 3. Marital Status?

- ☐ Single
- ☐ Married
- ☐ Partnered
- ☐ Divorced/Separated
- ☐ Widowed

QUESTION 4. Do you have children?

- ☐ Yes
- ☐ No

QUESTION 5. If yes, when did you have your children? (Please check all that apply.)

- ☐ Pre-Ph.D.
- ☐ Post-Ph.D. and Pre-tenure
- ☐ Post-Ph.D. and Post-tenure

QUESTION 6. Do you have a disability?

- ☐ Yes
- ☐ No

QUESTION 7. What year did you receive your Ph.D. (i.e. 1997)?

QUESTION 8. Choose the area that closely fits your field of Ph.D. study.

- ☐ Biochemistry
- ☐ Bioinformatics
- ☐ Biotechnology
- ☐ Developmental Biology
- ☐ Ecology
- ☐ Evolutionary Biology
- ☐ Genomics and Genetics
- ☐ Immunology
- ☐ Microbiology
- ☐ Molecular Ecology
- ☐ Neuroscience
- ☐ Physiology
- ☐ Plant Biology
- ☐ Structural Biology
- ☐ Other:

QUESTION 9. Check the box that best describes your Ph.D. institution.

- ☐ Research
- ☐ Doctoral/Comprehensive
- ☐ Teaching/Liberal Arts
- ☐ Other

QUESTION 10. What is your current position?

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)
- ☐ Associate Professor
- ☐ Full Professor with tenure
- ☐ Head/Chair of Department
- ☐ Other

QUESTION 11. What type of institution are you currently employed?

- ☐ Biotechnology Company
- ☐ College
- ☐ Consulting Company

- ☐ Engineering Company
- ☐ Government Institution/Agency
- ☐ Publishing Company
- ☐ Non-governmental Organization (NGO)
- ☐ Research Institution
- ☐ University
- ☐ Not currently employed
- ☐ Other:

QUESTION 12. What is the name of your institution?

QUESTION 13. If you are employed in higher education, please check the description which best describes your institution.

- ☐ Research
- ☐ Doctoral/Comprehensive
- ☐ Teaching/Liberal Arts
- ☐ Other

QUESTION 14. If you answered *Question 13*, what is the name of your department?

PART II: CAREER DEVELOPMENT AND LEADERSHIP

QUESTION 15. How satisfied are you with the way your career is progressing?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 16. If you answered *Question 15*, why or why not?

QUESTION 17. Do you have a mentor (formal or informal)?

- ☐ Yes
- ☐ No

QUESTION 18. How strongly do you agree or disagree with the following statements about mentoring?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I believe mentoring is a good idea						
I have benefited from a mentoring relationship						
My mentor is readily available						
My mentor and I meet on a regular basis						
My mentor helps me set goals for my						

professional development						
My mentor helps me integrate work/life issues						
My mentor has involved me in professional activities outside of my institution						
My mentor has involved me in activities within my institution						

QUESTION 19. How strongly do you agree or disagree with the following statement(s):
 “I feel I have a good understanding of what is required of...”

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	N/A
My present position						
Becoming tenured						
Becoming a full professor						

QUESTION 20. How prepared do you feel you are in the following skill areas?

	Not at all prepared	A little prepared	Somewhat prepared	Very prepared	N/A
Time management					
Grant/Proposal writing					
Running a lab					
Media & communicating your research					
Managing budget					
Leadership					
Networking and mentoring					
Conflict management					
Negotiation					
Community service					
Teaching & service					
Course development & teaching tips					
Mentoring & advising students					
Self promotion					
Knowing your organizational environment (politics, culture, structure)					
Preparing for tenure review					

QUESTION 21. How important do you feel the following skills are to your career advancement?

	Not at all important	A little important	Somewhat important	Moderately important	Very important	N/A
Time management						
Grant/Proposal writing						
Running a lab						
Media & communicating your research						
Managing budget						
Leadership						
Networking and mentoring						
Conflict management						
Negotiation						
Community service						
Teaching & service						
Course development &						

teaching tips						
Mentoring & advising students						
Self promotion						
Knowing your organizational environment (politics, culture, structure)						
Preparing for tenure review						

QUESTION 22. Are you considering or have you considered a tenure track position in academia?

- ☐ Yes
☐ No
☐ Undecided

QUESTION 23. If you answered *Question 22*, why or why not?

QUESTION 24. Are you considering or have you considered leadership role(s) in the following: (Please check all that apply.)

- ☐ Committees (department, university and/or college)
☐ Professional Societies
☐ Not considering a leadership role
☐ Other:

QUESTION 25. How often do you participate in the following networking activities?

	Never	Rarely	Sometimes	Very Often	N/A
Formal and informal research groups					
Department and/or campus committees					
Collaborations with colleagues on proposals, papers and/or projects					
Professional development workshops and/or activities					
Professional meetings					
Career progress or career issues discussions with peers and/or mentors					
Work/life balance discussions with peers and/or mentors					
Other:					

QUESTION 26. To which professional societies do you belong? (Please check all that apply.)

- ☐ American Association for the Advancement of Science (AAAS)
☐ American Association for University Women (AAUW)
☐ American Fisheries Society (AFS)
☐ American Geophysical Union (AGU)
☐ American Institute for Biological Sciences (AIBS)
☐ American Society of Limnology and Oceanography (ASLO)
☐ American Society for Microbiology (ASM)
☐ American Society of Naturalists (ASN)

- ☐ Association for Women in Sciences (AWIS)
- ☐ Ecological Society of America (ESA)
- ☐ Estuarine Research Federation (ERF)
- ☐ International Society for Microbial Ecology (ISME)
- ☐ North American Benthological Society (NABS)
- ☐ Society for the Study of Evolution (SSE)
- ☐ Society for Conservation Biology (SCB)
- ☐ Society for Ecological Restoration (SERF)
- ☐ Women in Higher Education (WIHE)
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____

PART III: RETENTION

QUESTION 27. How satisfied are you with your current position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 28. What are the top challenges you face in your current position?

QUESTION 29. Are there any resources at your organization that can address these challenges?

- ☐ Yes
- ☐ No

QUESTION 30. Do you expect to be in your current or a similar position one year from now?

- ☐ Yes
- ☐ No
- ☐ Don't know

QUESTION 31. If you answered "No" to *Question 30*, please select a position you think you may be doing one year from now.

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)

- ☐ Associate Professor
☐ Full Professor with tenure
☐ Head/Chair of Department
☐ Other

QUESTION 32. What factors would most contribute to this change in position?

PART IV: SYMPOSIUM EXPECTATIONS AND FUTURE TOPICS

QUESTION 33. WEBS will cover all participant costs while at the symposium. It is unlikely that we can offer travel support for all participants. (Your answers to these questions will not impact the selection process.)

A. Do you have funding to cover your travel?

- ☐ Yes
☐ No
☐ Partial
☐ Don't know

B. If yes, what is your funding source?

- ☐ Grant funding
☐ Start-up funding
☐ Departmental funding
☐ Other: _____

QUESTION 34. What do you hope to gain from attending this symposium?

QUESTION 35. How do you think attending this symposium will impact your career?

QUESTION 36. Rank the importance of the following topics to the career advancement of female scientists.

	Not at all important	A little important	Somewhat important	Moderately important	Very important	N/A
Life/work balance						
Research						
Leadership						
Teaching						
Career paths						

QUESTION 37. How interested would you be to see the following topics for the symposium:

	Not at all interested	A little interested	Somewhat interested	Moderately interested	Very interested
Family care (child and elder)					
Work schedules					
Dual career issues					

Career progression and family responsibility					
Field work, workshops, conferences, and travel with family					
Time management					
Grant/proposal writing					
Running a lab					
Media and communicating your research					
Designing research program					
Managing budget					
Networking and mentoring					
Conflict management					
Negotiation					
Community service					
Research, teaching, and service					
Course development and teaching tips					
Mentoring and advising students					
Publishing					
Self promotion					
Different careers for scientists					
Personal stories from senior women					
Navigating your organizational environment (politics, culture, structure)					

Thank you for completing the questionnaire.

The next step in the application process is signing a research consent form. This is not mandatory. WEBS attendees will be asked to answer a series of questionnaires after their participation in the symposium. If you do not sign the consent form, it will not affect your application to WEBS.

Please remember to email your 2 page C.V. to: websinfo@u.washington.edu

Please have two letters of recommendation sent to: websinfo@u.washington.edu

WEBS
6-MONTH FOLLOW-UP SURVEY

As a past participant in the NSF-funded Women Evolving the Biological Sciences (WEBS) Annual Symposium, we would like to ask for your assistance in helping assess the impact of the symposium on your career and your outlook for women in the biological sciences. The University of Washington is conducting a research study on the outcomes of the WEBS symposium.

Your input is important in building a representative summary of participant views. Your participation is voluntary and you may, of course, skip any question you do not wish to answer. Individual responses are confidential, and all results will be presented in aggregate form only.

This survey should take approximately 15 minutes to complete.

PART I: BACKGROUND INFORMATION

QUESTION 1. Please enter your first and last name:

QUESTION 2. Marital Status?

- ☐ Single
- ☐ Married
- ☐ Partnered
- ☐ Divorced/Separated
- ☐ Widowed

QUESTION 3. Do you have children?

- ☐ Yes
- ☐ No

QUESTION 4. If yes, when did you have your children? (Please check all that apply.)

- ☐ Pre-Ph.D.
- ☐ Post-Ph.D. and Pre-tenure
- ☐ Post-Ph.D. and Post-tenure

QUESTION 5. Do you hold the same position you held when you attended WEBS?

- ☐ Yes
- ☐ No

QUESTION 6. If you answered “No” to *Question 5*, does WEBS have anything to do with the change?

- ☐ Yes
- ☐ No

QUESTION 7. What is your current position?

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)
- ☐ Associate Professor
- ☐ Full Professor with tenure
- ☐ Head/Chair of Department
- ☐ Other

QUESTION 8. What type of institution are you currently employed?

- ☐ Biotechnology Company
- ☐ College
- ☐ Consulting Company
- ☐ Engineering Company
- ☐ Government Institution/Agency
- ☐ Publishing Company
- ☐ Non-governmental Organization (NGO)
- ☐ Research Institution
- ☐ University
- ☐ Not currently employed
- ☐ Other:

QUESTION 9. What is the name of your institution?

PART II: CAREER DEVELOPMENT AND LEADERSHIP

QUESTION 10. How satisfied are you with the way your career is progressing?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 11. If you answered *Question 10*, why or why not?

QUESTION 12. Do you have a mentor (formal or informal)?

- ☐ Yes
☐ No

QUESTION 13. If yes, have you experienced any changes in your mentoring relationship since attending WEBS?

- ☐ Yes
☐ No

Do you attribute these changes to your participation in WEBS?

QUESTION 14. How strongly do you agree or disagree with the following statements about mentoring?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I believe mentoring is a good idea						
I have benefited from a mentoring relationship						
My mentor is readily available						
My mentor and I meet on a regular basis						
My mentor helps me set goals for my professional development						
My mentor helps me integrate work/life issues						
My mentor has involved me in professional activities outside of my institution						
My mentor has involved me in activities within my institution						

QUESTION 15. How strongly do you agree or disagree with the following statement(s):

“I feel I have a good understanding of what is required of...”

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	N/A
My present position						
Becoming tenured						
Becoming a full professor						

QUESTION 16. To what extent has WEBS contributed to your preparation in the following skill areas?

	Not at all	A little	Somewhat	A Lot	N/A
Time management					
Grant/Proposal writing					
Running a lab					
Media & communicating your research					
Managing budget					
Leadership					
Networking and mentoring					
Conflict management					
Negotiation					
Community service					
Teaching & service					
Course development & teaching tips					
Mentoring & advising students					
Self promotion					
Knowing your organizational environment (politics, culture, structure)					
Preparing for tenure review					

QUESTION 17. Since attending the symposium, are you considering a tenure track position in academia?

- ☐ Yes
☐ No
☐ Undecided

QUESTION 18. If you answered *Question 17*, why or why not?

QUESTION 19. Since attending the symposium, are you considering a leadership role(s) in the following: (Please check all that apply.)

- ☐ Committees (department, university and/or college)
☐ Professional Societies
☐ Not considering a leadership role
☐ Other:

QUESTION 20. Since attending the symposium, how often do you participate in the following networking activities?

	Never	Rarely	Sometimes	Very Often	N/A
Formal and informal research groups					
Department and/or campus committees					
Collaborations with colleagues on proposals, papers and/or projects					
Professional development workshops and/or activities					
Professional meetings					
Career progress or career issues discussions with peers and/or mentors					
Work/life balance discussions with peers and/or mentors					
Other:					

QUESTION 21. To which professional societies do you belong? (Please check all that apply.)

- ☐ American Association for the Advancement of Science (AAAS)
- ☐ American Association for University Women (AAUW)
- ☐ American Fisheries Society (AFS)
- ☐ American Geophysical Union (AGU)
- ☐ American Institute for Biological Sciences (AIBS)
- ☐ American Society of Limnology and Oceanography (ASLO)
- ☐ American Society for Microbiology (ASM)
- ☐ American Society of Naturalists (ASN)
- ☐ Association for Women in Sciences (AWIS)
- ☐ Ecological Society of America (ESA)
- ☐ Estuarine Research Federation (ERF)
- ☐ International Society for Microbial Ecology (ISME)
- ☐ North American Benthological Society (NABS)
- ☐ Society for the Study of Evolution (SSE)
- ☐ Society for Conservation Biology (SCB)
- ☐ Society for Ecological Restoration (SERF)
- ☐ Women in Higher Education (WIHE)
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____

PART III: RETENTION

QUESTION 22. How satisfied are you with your current position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 23. Since attending the symposium, have you seen any improvement in your ability to address on the job challenges?

QUESTION 24. Since attending the symposium, have you identified resources at your organization or elsewhere that address career challenges?

- ☐ Yes
- ☐ No

QUESTION 25. If you answered *Question 24*, why or why not?

QUESTION 26. Do you expect to be in your current or a similar position one year from now?

- ☐ Yes
- ☐ No
- ☐ Don't know

QUESTION 27. If you answered "No" to *Question 26*, please select a position you think you may be doing one year from now.

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)
- ☐ Associate Professor
- ☐ Full Professor with tenure
- ☐ Head/Chair of Department
- ☐ Other

QUESTION 28. What factors would most contribute to this change in position?

PART IV: SYMPOSIUM

QUESTION 29. What was the most valuable part of the symposium for you? Check at most two:

- ☐ Learned something
- ☐ Useful Tools
- ☐ Networking
- ☐ Different perspectives on issues
- ☐ Break-out sessions
- ☐ Shared experience with others

QUESTION 30. How strongly do you agree or disagree with the following statement(s)?
Since attending the symposium...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Change	N/A
I now contact WEBS participants							
WEBS gave me the impetus to expand my support network							
I now utilize my existing network more effectively							
I realize I can support others in my network							
I feel better equipped to manage my next career transition							

QUESTION 31. What practices have you changed since attending the symposium?

QUESTION 32. How did attending the symposium impact your career?

QUESTION 33. What insight did you get at the symposium that you have since shared with others?

QUESTION 34. Please list specific examples of actions you have taken as a result of your experience with WEBS.

WEBS
18-MONTH FOLLOW-UP SURVEY

As a past participant in the NSF-funded Women Evolving the Biological Sciences (WEBS) Annual Symposium, we would like to ask for your assistance in helping assess the impact of the symposium on your career and your outlook for women in the biological sciences. The University of Washington is conducting a research study on the outcomes of the WEBS symposium.

Your input is important in building a representative summary of participant views. Your participation is voluntary and you may, of course, skip any question you do not wish to answer. Individual responses are confidential, and all results will be presented in aggregate form only.

This survey should take approximately 15 minutes to complete.

PART I: BACKGROUND INFORMATION

QUESTION 1. Please enter your first and last name:

QUESTION 2. Marital Status?

- ☐ Single
- ☐ Married
- ☐ Partnered
- ☐ Divorced/Separated
- ☐ Widowed

QUESTION 3. Do you have children?

- ☐ Yes
- ☐ No

QUESTION 4. If yes, when did you have your children? (Please check all that apply.)

- ☐ Pre-Ph.D.
- ☐ Post-Ph.D. and Pre-tenure
- ☐ Post-Ph.D. and Post-tenure

QUESTION 5. Do you hold the same position you held when you attended WEBS?

- ☐ Yes
- ☐ No

QUESTION 6. If you answered “No” to *Question 5*, does WEBS have anything to do with the change?

- ☐ Yes
- ☐ No

QUESTION 7. What is your current position?

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)
- ☐ Associate Professor
- ☐ Full Professor with tenure
- ☐ Head/Chair of Department
- ☐ Other

QUESTION 8. What type of institution are you currently employed?

- ☐ Biotechnology Company
- ☐ College
- ☐ Consulting Company
- ☐ Engineering Company
- ☐ Government Institution/Agency
- ☐ Publishing Company
- ☐ Non-governmental Organization (NGO)
- ☐ Research Institution
- ☐ University
- ☐ Not currently employed
- ☐ Other:

QUESTION 9. What is the name of your institution?

PART II: CAREER DEVELOPMENT AND LEADERSHIP

QUESTION 10. How satisfied are you with the way your career is progressing?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 11. If you answered *Question 10*, why or why not?

QUESTION 12. Do you have a mentor (formal or informal)?

- ☐ Yes
☐ No

QUESTION 13. If yes, have you experienced any changes in your mentoring relationship since attending WEBS?

- ☐ Yes
☐ No

Do you attribute these changes to your participation in WEBS?

QUESTION 14. How strongly do you agree or disagree with the following statements about mentoring?

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
I believe mentoring is a good idea						
I have benefited from a mentoring relationship						
My mentor is readily available						
My mentor and I meet on a regular basis						
My mentor helps me set goals for my professional development						
My mentor helps me integrate work/life issues						
My mentor has involved me in professional activities outside of my institution						
My mentor has involved me in activities within my institution						

QUESTION 15. How strongly do you agree or disagree with the following statement(s):

“I feel I have a good understanding of what is required of...”

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree	N/A
My present position						
Becoming tenured						
Becoming a full professor						

QUESTION 16. To what extent has WEBS contributed to your preparation in the following skill areas?

	Not at all	A little	Somewhat	A Lot	N/A
Time management					
Grant/Proposal writing					
Running a lab					
Media & communicating your research					
Managing budget					
Leadership					
Networking and mentoring					
Conflict management					
Negotiation					
Community service					
Teaching & service					
Course development & teaching tips					
Mentoring & advising students					
Self promotion					
Knowing your organizational environment (politics, culture, structure)					
Preparing for tenure review					

QUESTION 17. Since attending the symposium, are you considering a tenure track position in academia?

- ☐ Yes
☐ No
☐ Undecided

QUESTION 18. If you answered *Question 17*, why or why not?

QUESTION 19. Since attending the symposium, are you considering a leadership role(s) in the following: (Please check all that apply.)

- ☐ Committees (department, university and/or college)
☐ Professional Societies
☐ Not considering a leadership role
☐ Other:

QUESTION 20. Since attending the symposium, how often do you participate in the following networking activities?

	Never	Rarely	Sometimes	Very Often	N/A
Formal and informal research groups					
Department and/or campus committees					
Collaborations with colleagues on proposals, papers and/or projects					
Professional development workshops and/or activities					
Professional meetings					
Career progress or career issues discussions with peers and/or mentors					
Work/life balance discussions with peers and/or mentors					
Other:					

QUESTION 21. To which professional societies do you belong? (Please check all that apply.)

- ☐ American Association for the Advancement of Science (AAAS)
- ☐ American Association for University Women (AAUW)
- ☐ American Fisheries Society (AFS)
- ☐ American Geophysical Union (AGU)
- ☐ American Institute for Biological Sciences (AIBS)
- ☐ American Society of Limnology and Oceanography (ASLO)
- ☐ American Society for Microbiology (ASM)
- ☐ American Society of Naturalists (ASN)
- ☐ Association for Women in Sciences (AWIS)
- ☐ Ecological Society of America (ESA)
- ☐ Estuarine Research Federation (ERF)
- ☐ International Society for Microbial Ecology (ISME)
- ☐ North American Benthological Society (NABS)
- ☐ Society for the Study of Evolution (SSE)
- ☐ Society for Conservation Biology (SCB)
- ☐ Society for Ecological Restoration (SERF)
- ☐ Women in Higher Education (WIHE)
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____
- ☐ Other: _____

PART III: RETENTION

QUESTION 22. How satisfied are you with your current position?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

QUESTION 23. Since attending the symposium, have you seen any improvement in your ability to address on the job challenges?

QUESTION 24. Since attending the symposium, have you identified resources at your organization or elsewhere that address career challenges?

- ☐ Yes
- ☐ No

QUESTION 25. If you answered *Question 24*, why or why not?

QUESTION 26. Do you expect to be in your current or a similar position one year from now?

- ☐ Yes
- ☐ No
- ☐ Don't know

QUESTION 27. If you answered "No" to *Question 26*, please select a position you think you may be doing one year from now.

- ☐ Research Technician
- ☐ Lab Manager
- ☐ Postdoctoral Researcher
- ☐ Research Scientist/Staff Scientist
- ☐ Lead Research Scientist/Staff Scientist
- ☐ Lecturer
- ☐ Assistant Research Professor
- ☐ Associate Research Professor
- ☐ Research Professor
- ☐ Assistant Professor (tenure track)
- ☐ Associate Professor
- ☐ Full Professor with tenure
- ☐ Head/Chair of Department
- ☐ Other

QUESTION 28. What factors would most contribute to this change in position?

PART IV: SYMPOSIUM

QUESTION 29. What was the most valuable part of the symposium for you? Check at most two:

- ☐ Learned something
- ☐ Useful Tools
- ☐ Networking
- ☐ Different perspectives on issues
- ☐ Break-out sessions
- ☐ Shared experience with others

QUESTION 30. How strongly do you agree or disagree with the following statement(s)?
Since attending the symposium...

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Change	N/A
I now contact WEBS participants							
WEBS gave me the impetus to expand my support network							
I now utilize my existing network more effectively							
I realize I can support others in my network							
I feel better equipped to manage my next career transition							

QUESTION 31. What practices have you changed since attending the symposium?

QUESTION 32. How did attending the symposium impact your career?

QUESTION 33. What insight did you get at the symposium that you have since shared with others?

QUESTION 34. Please list specific examples of actions you have taken as a result of your experience with WEBS.