

Supplementary Material S1: WCIS survey questions

1. Please indicate your gender
 - a. Male
 - b. Female
 - c. Other (or Do not identify, Prefer not to say)
2. Which best represents your racial or ethnic heritage:
 - a. African American
 - b. East Asian
 - c. Caucasian
 - d. South Asian
 - e. Pacific Islander
 - f. Middle Eastern
 - g. Hispanic/Latino
 - h. Native American
 - i. Other
3. In what part of the world are you located?
 - a. North America
 - b. Central America
 - c. South America
 - d. Europe
 - e. Africa
 - f. Middle East
 - g. Asia
4. Please indicate the degree which you have or are working towards:
 - a. MS
 - b. MD
 - c. PhD
 - d. MD/PhD
 - e. RN
 - f. None
 - g. Other
5. In what capacity are you employed?
 - a. University
 - b. Government
 - c. Non-profit Research Center
 - d. Private practice
 - e. Laboratory
 - f. Industry
 - g. Other
6. If at University, please note your position
 - a. Instructor
 - b. Assistant Professor

- c. Associate Professor
 - d. Professor
 - e. Other
7. If in Private Practice, are you
- a. Junior partner
 - b. Senior partner
 - c. Employee of practice
 - d. Other
8. Do you work full time or part-time?
- a. Full time
 - b. Part time (at any percentage)
9. How much of your time is spent doing direct patient care?
- a. <25%
 - b. 25-50%
 - c. 50-75%
 - d. >75%
10. Are you married or in a long-term relationship?
- a. Yes
 - b. No
11. Which best describes your spouse's or partner's work?
- a. Works in the sciences
 - b. Works in a non-science field
 - c. Stay at home spouse/partner
 - d. Currently between jobs
 - e. Do not have spouse/partner
 - f. Other
12. Do you have children?
- a. No
 - b. Yes, under 18 years of age
 - c. Yes, older than 18 years of age
 - d. Yes, have children older and younger than 18 years of age
13. Did you take leave for the birth of your child(ren)? If so, how many weeks?
- a. Maternity
 - i. Child #1 _____
 - ii. Child #2 _____
 - iii. Child #3 _____
 - b. Paternity
 - i. Child #1 _____
 - ii. Child #2 _____
 - iii. Child #3 _____
14. Have you ever taken leave for elder care?
- a. Yes
 - b. No
15. How many years have you been in the field of immunology, since your training?

- a. <5 years
 - b. 5-10 years
 - c. 10-15 years
 - d. 15-20 years
 - e. >20 years
16. Do you currently serve on any boards or committees of local or national science committees?
- a. Yes
 - b. No
17. Which of the following issues do you feel are barriers currently facing women in the sciences?
- a. Grants/funding
 - b. Laboratory space
 - c. Child care support
 - d. Gender biases
 - e. Access to mentors
 - f. Lack of role models
 - g. Balancing Life goals
 - h. Having/raising children
 - i. Elder care
 - j. Low pay
 - k. Scarcity of Job openings
 - l. Other (specify)
18. Regarding the above barriers, which are the three most significant ones?
- a.
 - b.
 - c.
19. Does your workplace have a policy on career flexibility?
- a. Yes
 - b. No
 - c. Not sure
20. How well to you feel that you manage your career/work and home/family obligations?
- a. Great, I have harmony in all places
 - b. Pretty good, I am balanced in my goals and outcomes for several aspects of my life
 - c. Just OK, I always have loose ends which never get tied up
 - d. Awful, I have guilt for not being able to spend more time meeting all of my obligations
21. What percentage of your department or work/peer group are females?
- a. <10%
 - b. 10-25%
 - c. 25-50-%
 - d. 50-75%
 - e. >75%
22. Do you have female senior mentors or role models?
- a. No
 - b. Yes, less than 5 total
 - c. Yes, more than 5 total

23. Have you personally experienced gender bias at work, even if not blatantly?
- a. Yes
 - b. No
 - c. Not sure
24. Have you passed up or been excluded from a career opportunity or advancement due to any of the barriers mentioned in question #14?
- a. Yes
 - b. No
 - c. Not sure
25. Would you be interested in programming through the CIS regarding:
- a. Life Balance, Mindfulness and Resilience in the Sciences
 - i. Yes
 - ii. No
 - b. Pathways to Leadership
 - i. Yes
 - ii. No
 - c. Finding and building a good Mentor/Mentee relationship
 - i. Yes
 - ii. No