

Supplemental Digital Appendix 1

Interview Questions Provided to Each Dean After They Agreed to Participate, With Responses Submitted in Writing or Obtained During an Audiorecorded Phone Interview

1. Prior to our initial contact, were you aware of the gender distribution of endowed chairs and professorships at your school?
2. Does your school monitor the gender distribution of these positions?
If yes, has this information influenced the selection of candidates for these positions?
3. Please describe your process for selecting individuals for endowed positions. We would very much appreciate seeing any documents (policies, guidelines etc.) that define the process.
4. How is the process for selection determined?
For example, is the process...
 - ...described in a policy document?
 - ...set by the University or Board of Trustees?
 - ...established historical precedent?
 - ...at the discretion of leadership (Dean, Chancellor, etc.)?
 - ...driven by nominations of candidates?
 - ...dependent on review by a faculty committee? If so, how is this committee chosen?
5. Do the donors of the endowments have any influence on the selection of faculty for these positions?
6. To what do you attribute your success in having a high proportion of women faculty with these positions? Were there specific factors that were critical?
7. Please describe any lessons learned or recommendations for schools who wish to close the gender gap related to endowed positions.
8. Is your success in closing the gap in endowed positions indicative of a more general strategy to achieve gender equity in the distribution of institutional resources?
9. Any other thoughts or comments?