

## S4 File for: Women’s visibility in academic seminars: women ask fewer questions than men

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More senior researchers (faculty) reported asking questions after seminars at higher frequencies than more junior researchers (post-graduate students and postdoctoral researchers; because of the small sample of undergraduate ( $N = 12$ ), research fellow ( $N = 26$ ), and “other” ( $N = 27$ ) respondents, these individuals’ responses have been excluded from these analyses) (linear model with frequency of asking questions as the response and career stage as a predictor (faculty as the reference category): post-graduate students  $\beta \pm \text{S.E.} = -0.61 \pm 0.10$ ,  $t = -5.95$ ,  $p < 0.001$ ; postdoctoral researchers  $\beta \pm \text{S.E.} = -0.40 \pm 0.12$ ,  $t = -3.28$ ,  $p = 0.001$ ; Fig 1a). However, these data show that men self-report asking questions more frequently than women (LM with women as the reference category:  $\beta \pm \text{S.E.} = 0.38 \pm 0.09$ ,  $t = 4.06$ ,  $p < 0.001$ ; Fig 1b) and that this relationship holds at the same rate at every career stage (no significant interaction between gender and career stage; Fig 1c).

### Supplementary Fig A: The relationship between seniority and gender on the self-reported frequencies of question asking behaviour of the survey respondents.

Shown are the proportions of respondents who report asking questions at seminars (a) at different career stages (pgrad = post-graduate student; pdoc = postdoctoral researcher; fac = faculty); (b) for respondents who identified as female and male; and (c) for female (f) and male (m) respondents at each career stage.

