Chart 1.1: Grades by Gender

Grade:
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- Senior

Gender:
- Women
- Men

N
0
10
20
30
40
50
60
70
80

3 4 5 6 7 8 9 10 11 12 13 14 15 senior
Chart 1.2: Gender Composition of Grades

<table>
<thead>
<tr>
<th>Grade</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>12</td>
<td>13</td>
<td>14</td>
</tr>
<tr>
<td>15</td>
<td>senior</td>
<td></td>
</tr>
</tbody>
</table>
Chart 1.3: Education by Gender

Educational level

- High school
- Some college
- Bachelor's
- Master's
- Doctorate

Women
Men

N

0 20 40 60 80 100 120 140 160 180 200

High school Some college Bachelor's Master's Doctorate

Educational level

- Women
- Men
Chart 1.4: Gender Composition of Educational Levels

- High school
- Some college
- Bachelor's
- Master's
- Doctorate

Percent

Women  Men
Chart 1.5: Years of hiring
Chart 1.6: Year of hire by gender

- X-axis: Year
- Y-axis: Count of hires

Legend:
- Women
- Men
Chart 1.7: Gradestep by employment duration and gender for employees without Bachelor’s degree

Note: red: men; blue: women
Chart 1.8: Gradestep by employment duration and gender for employees with Bachelor’s degree

Gradestep

Note: red: men; blue: women
Chart 1.9: Gradestep by employment duration and gender for employees with doctorate degree

Gradestep

Note: red: men; blue: women
Chart 1.10: Gradestep by degree age and gender for BA recipients

Gradestep

Note: red: men; blue: women
Chart 1.11: Gradestep by employment duration, degree, and gender

Gradestep

Note: Yellow: doctorate; green: Masters; red: Bachelors; blue: Highschool. In each case, higher curve is for men, lower curve for women.
Chart 1.12: Gradestep by years since degree, degree, and gender

Gradestep

Years since degree

Note: Yellow: doctorate; green: Masters; red: Bachelors. In each case, higher curve is for men, lower curve for women
Chart 1.13 Gradestep by age and gender for employees with less than BA degrees

Gradestep

![Chart showing gradestep by age and gender for employees with less than BA degrees.](image-url)
Chart 1.14: CfA Employees by Step

Step

N

Women
Men

0 20 40 60 80 100 120 140 160

1 2 3 4 5 6 7 8 9 10
Chart 2.1: Annual cash awards ('01-'04) by grade
Chart 2.2: Annual cash awards ('01-'04) by division

Division

FM  SSP  CG  CF  HR  SP  SED  AMP  OIR  RG  CE  HEA

0  100  200  300  400  500  600  700

F  M  SSP  CG  CF  HR  SP  SED  AMP  OIR  RG  CE  HEA
Chart 2.3: Annual cash award ('01-'02) by division
Chart 2.4: Time off ('01-'04) by birth year and gender

- **Gender**: Women, Men

The chart shows the number of hours of time off by birth year and gender from 2001 to 2004.
Chart 2.5: Annual time off ('01-'04) by grade

- Grades: 7 and less, 8/9/2010, 11, 12, 13, 14, 15, senior
- Hours: 0, 0.5, 1, 1.5, 2, 2.5, 3, 3.5, 4, 4.5
- Chart shows the distribution of annual time off by grade for the years 2001 to 2004.
Chart 2.6: Annual time off ('01-'04)
Chart 3.1: Work space by grade

sq ft

Grade

7 8 9 11 12 13 14 15 senior
Chart 3.2: Work space by selected divisions
Chart 3.3: Work space by occupation

sq ft

0 20 40 60 80 100 120 140 160 180 200 220

gen. admin fin. admin engin. educ./info. science IT

sq ft
Chart 4.1: Annual publication productivity by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Publications</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>men 3.5, women 3.2</td>
</tr>
<tr>
<td>14</td>
<td>men 4.1, women 3.8</td>
</tr>
<tr>
<td>15</td>
<td>men 2.3, women 2.0</td>
</tr>
<tr>
<td>senior</td>
<td>men 5.0, women 5.5</td>
</tr>
</tbody>
</table>
Chart 4.2: Annual citation productivity by grade

Citations

Grade

13
14
15
senior

men
women
Chart 4.3: Percent of first authorships by grade

<table>
<thead>
<tr>
<th>Grade</th>
<th>Percent men</th>
<th>Percent women</th>
</tr>
</thead>
<tbody>
<tr>
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<td>30</td>
</tr>
<tr>
<td>14</td>
<td>30</td>
<td>25</td>
</tr>
<tr>
<td>15</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>senior</td>
<td>20</td>
<td>15</td>
</tr>
</tbody>
</table>