New York Stem Cell Foundation Institutional "Report Card" for Gender Equality

Question 1*
What is the proportional gender breakdown (e.g. male, female, transgender) of your department's undergraduate students?
   • Not applicable to ISMMS.

Question 2*
What is the proportional gender breakdown (e.g. male, female, transgender) of your department's postgraduate students?
   • Ask your department. Postgraduate is defined as any student pursuing a PhD, MD, MA, or any degree beyond a Bachelor’s.

Question 3*
What is the proportional gender breakdown of your department's faculty (assistant, associate, full professor)?
   • Ask your department

Question 4*
In the last five years, what was the proportional gender breakdown of your department's tenured faculty members that were recruited from outside your institution?
   • Ask your department

Question 5*
In the last five years, what was the proportional gender breakdown of your department's tenure track faculty members who were recruited from outside your institution?
   • Ask your department

Question 6*
What is your institutional policy regarding paid family leave and pausing the tenure clock? Is there additional support available on top of the recruitment account to fund this?
   • Family Leave -- ISMMS offers eligible employees unpaid leave of up to 12 weeks, consistent with the Family Medical Leave Act. However, qualifying sick time and vacation time may provide some level of payment to individuals during their leave.
   • Tenure Clock Policy Information: http://icahn.mssm.edu/about-us/services-and-resources/faculty-resources/handbooks-and-policies/faculty-handbook/appointments/full-time-faculty/academic-track, scroll down to 4. Adjustment of Academic Clock [what should we include from policy?]
   • Additional support: not available

Question 7*
What is your institutional policy regarding balanced gender representation on internal committees? What is the current gender breakdown on appointments, promotions, finance, awards, and strategy committees?
   • We strive to achieve diverse representation by discipline, race/ethnicity, gender and other attributes.
   • Committee breakdown as of March 2016
<table>
<thead>
<tr>
<th>Committee Name</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Curriculum Committee</td>
<td>4</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Student Admissions Committee</td>
<td>54</td>
<td>60</td>
<td>114</td>
</tr>
<tr>
<td>Student Promotions Committee</td>
<td>11</td>
<td>14</td>
<td>25</td>
</tr>
<tr>
<td>Grievance Committee</td>
<td>4</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Institutional Review Board (IRB)</td>
<td>37</td>
<td>34</td>
<td>71</td>
</tr>
<tr>
<td>Institutional Animal Care and Use Committee (IACUC)</td>
<td>9</td>
<td>5</td>
<td>14</td>
</tr>
<tr>
<td>Financial Conflict of Interest in Research Committee</td>
<td>15</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>Committee on Faculty Appointments, Promotions, and Tenure</td>
<td>31</td>
<td>11</td>
<td>42</td>
</tr>
<tr>
<td>Committee on Special Awards and Grants</td>
<td>10</td>
<td>6</td>
<td>16</td>
</tr>
</tbody>
</table>

Question 8*
In the past 12 months, what is the proportional gender breakdown of the speakers on your department’s external seminar program?
- Ask your department