**How parenthood contributes to gender gaps in academia**

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**Supplementary file 3**

**Survey questions used by the study**

With which gender do you most identify?

* Female
* Male
* Other, please specify
* Prefer not to disclose

Please specify your ethnicity:

* White
* Black or African American
* American Indian or Native American
* Asian or Pacific Islander
* Hispanic or Latino
* Other, please specify
* Prefer not to disclose

What is your current marital status? This includes marriage or domestic partnership with the opposite or same sex. In this context, a domestic partnership includes those who are officially registered or who have lived together for more than 2 years.

* Never married or never taken part in a domestic partnership
* Never married but took part in a domestic partnership
* Married, or in a domestic partnership
* Separated
* Divorced
* Widowed
* Not list, please specify

What is/are your general area(s) of study or research? Check all that apply.

* Arts & Humanities
* Medical Sciences
* Natural Science & Engineering
* Social Sciences
* Other, please specify

What is your current rank or role? Check all that apply. - Student (Bachelor, Master, or Doctoral)

* Student (Bachelor, Master, or Doctoral)
* Post-doctoral fellow
* Lecturer (teaching graduate or undergraduate courses)
* Technician or technician assistant (e.g., statistician, laboratory assistant)
* Research associate (at a public or private institution)
* Senior researcher (at a public or private institution)
* Assistant professor
* Associate professor
* Full professor
* Emeritus professor
* Other, please specify

This project focuses on the relationship between the career development and familial role of researchers. If you are currently a student and never had any work experience, you have the option to quit the survey.

* I would like to quit the survey.
* I would like to continue the survey

How many children (of all ages) do you have, including step-, adopted, and biological children?

* 0
* 1
* 2
* 3
* 4
* 5
* 6 or more

Is the number of children (include 0) you currently have related to your career considerations (more or less)?

* Yes
* No
* Prefer not to disclose

**(For those who have children)** Please evaluate the overall impact of child-rearing on your career development:

* Negative
* Slightly negative
* Almost no influence
* Slightly positive
* Positive

**(For those who have ever been married or cohabited)** Does/Did your current or most recent spouse/partner's primary job duties include conducting research?

* Yes
* No
* I am not sure
* Not applicable

**(For those who answered Yes in the previous question)** Did you ever collaborate on research projects with your current or most recent spouse/partner?

* Yes
* No
* Not applicable

**(For those who have ever been married or cohabited)** Overall, to what extent did your current or most recent spouse/partner provide the following support to your career development? (4-point scale: Not at all, A little bit, Moderate, and Substantial)

* Financial support (such as providing reasonable financial support when needed)
* Emotional support (such as listening to your complaints, giving you a pep talk when needed)
* Time support (such as helping you take care of children and letting you focus more on work)
* Decision support (such as your spouse/partner agreeing to move when you are offered an opportunity to do so for a job in another city)
* Technical support (such as helping you solve problems in your work, or participating in your research)
* Network support (such as introducing people to you who might benefit your research)
* Other support, please specify

**(For those who have ever been married or cohabited)** Have you experienced any of the followings that impeded your career development because of spouse/partner/family related reasons? (4-point scale: Not at all, A little bit, Moderate, and Substantial)

* Emotional pressure (e.g., does not care about your career; makes you feel more depressed when you have problems at work)
* Work-family conflict (e.g., you sacrificed your own working time/career opportunity to take care of family)
* Decision nonsupport (e.g., does not agree to you accepting a more promising job in another city)
* Marital dissatisfaction (e.g., you couldn't concentrate on work due to unresolved marital conflict)
* Network constraints (e.g., limits your involvement with the opposite sex which may benefit your career development)
* Other, please specify

**(For those who have ever been married or cohabited)** Please rate the work-family conflicts you have experienced, if any. (4-point scale: Not at all, A little bit, Moderate, and Substantial)

* Time-based conflict (e.g. working late on weekends to complete a work project, interfering with the time you can spend with family)
* Strain-based conflict (e.g. an employee is not able to concentrate on work because he/she is concerned about his/her sick child/spouse/partner)
* Behavior-based conflict (e.g. high-level employees are expected to be aggressive and unyielding at work but kind and considerable with his/her spouse/children)

I am satisfied with the progress I have made towards meeting my research achievement goals.

* Strongly disagree
* Disagree
* Somewhat disagree
* Neither agree nor disagree
* Somewhat agree
* Agree
* Strongly agree
* Not applicable

I am satisfied with the progress I have made towards meeting my career achievement goals.

* Strongly disagree
* Disagree
* Somewhat disagree
* Neither agree nor disagree
* Somewhat agree
* Agree
* Strongly agree
* Not applicable

I have been recognized for my contributions to scholarly communities.

* Strongly disagree
* Disagree
* Somewhat disagree
* Neither agree nor disagree
* Somewhat agree
* Agree
* Strongly agree
* Not applicable

Note: Only questions supporting analyses in this study are displayed.