

Table 1*FOAM Questionnaire Item Descriptive Statistics*

Item	Construct	Mean	SD
1. I can carry out my job assignments successfully.	CAS	4.65	.68
2. Attaining a position with a higher rank or title is appealing to me.	ADV	4.21	1.14
3. The opportunity to grow in my career is of utmost importance to me.	ADV	4.43	.85
4. In my academic position, I am able to advance to the topmost rank and title.	CAS	3.28	1.62
5. I experience a challenge in advancing beyond a certain level in higher education (glass-ceiling phenomenon).	CAS	2.81	1.53
6. I would seek promotion or tenure (advancement) if the opportunity arose.	ADV	4.26	1.40

7. Cultural beliefs make it difficult for others to accept me in a more advanced academic rank or title.	BSA	3.41	1.57
8. I feel that stereotypes, held by others about people like me, may prevent me from achieving promotion or tenure.	BSA	3.34	1.44
9. I volunteer to assist with tasks beyond my assigned duties to be considered for promotion.	ADV	1.92	1.17
10. Underrepresented colleagues in my setting are often negatively challenged by those in the majority.	BSA	2.76	1.53
11. Achieving a work-life balance is a big challenge if you have a demanding career.	WLB	1.41	0.67
12. I believe that advanced positions in my setting are difficult to achieve for those that have family commitments.	WLB	2.36	1.29

13. I feel that it is easier for others than it is for me to advance in rank and title in my setting.	ADV	2.83	1.44
14. I feel that the “old boy network” is a barrier to my progress in higher education.	BSA	2.75	1.56
15. Those with family commitments can advance to senior rank and titles in my area.	WLB	3.95	1.15
16. My male colleagues take too much time away from work to attend to family responsibilities.	WLB	3.89	1.55
17. My female colleagues take too much time away from work to attend to family responsibilities.	WLB	3.78	1.56
18. Even in dual-career couples, women place less emphasis on their careers than men.	UNIQUE	3.05	1.51
19. Even in dual-career couples, men place less emphasis on their careers than women.	UNIQUE	3.84	1.33

20. Faculty with dependents will find it harder to advance in rank and title in my setting.	WLB	2.96	1.34
21. I am encouraged to take on leadership roles.	CAS	3.82	1.30
22. I am given autonomy in my position.	CAS	4.08	0.99
23. Opportunities to strengthen my professional qualifications within my field are limited at my institution.	BSA	2.88	1.38
24. I am given guidance on advancing in my career through a personal development plan or faculty evaluation system.	BSA	2.77	1.40
25. I am often given inequitable responsibilities with additional barriers to overcome compared to my peers.	BSA	3.22	1.52
26. I have given up trying to advance in my career because I am denied advancement opportunities continuously.	CAS	4.09	1.22

27. I have little hope of advancement in my career due to affirmative action.	ADV	4.28	1.22
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28. I feel or have felt pressured to delay or omit having children to advance in my career.	ADV	2.95	1.88
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Note. $n = 106$