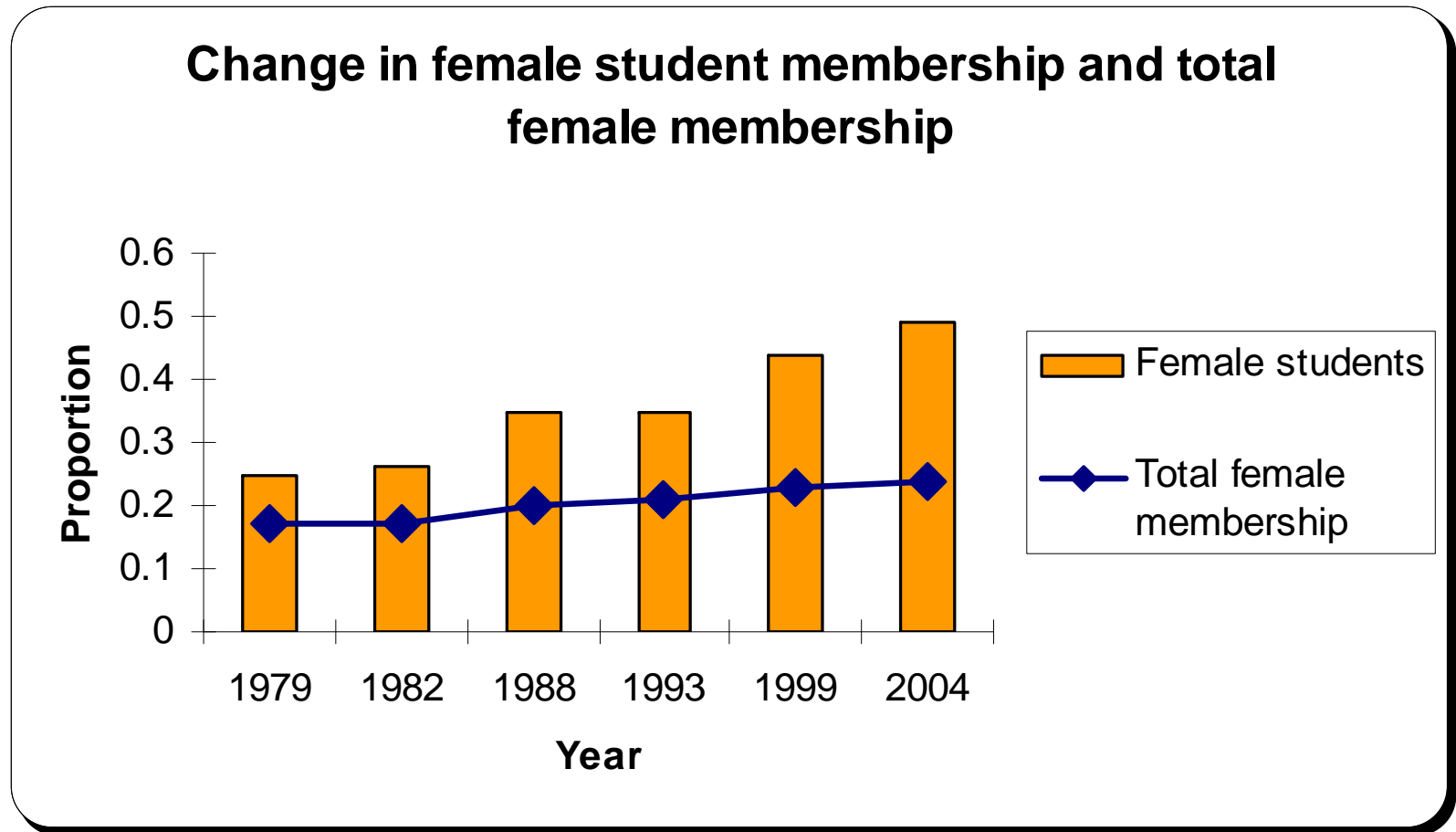
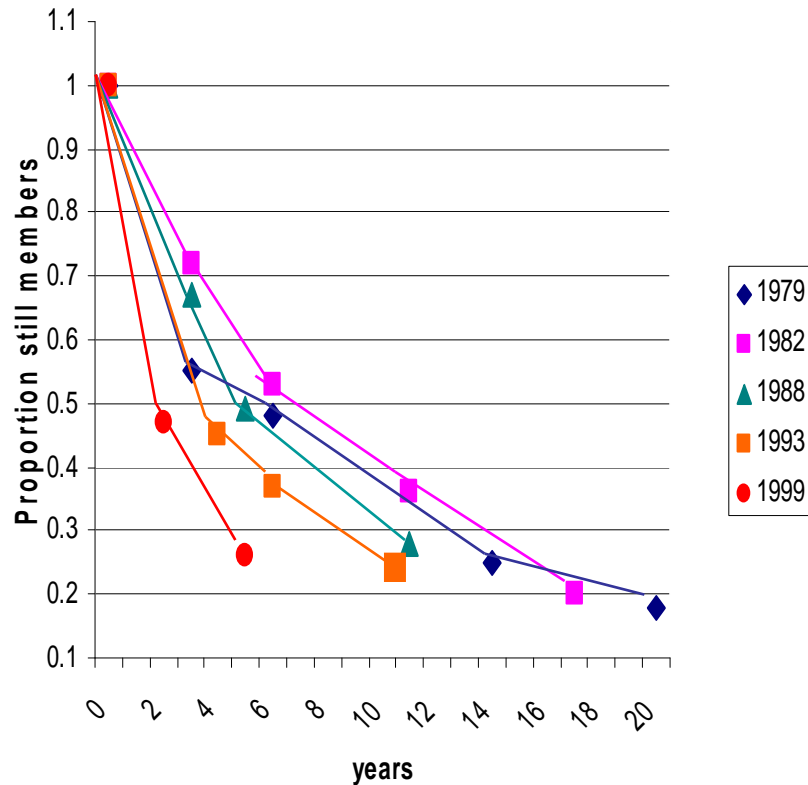


AOU Proportion of student members and total members who are women

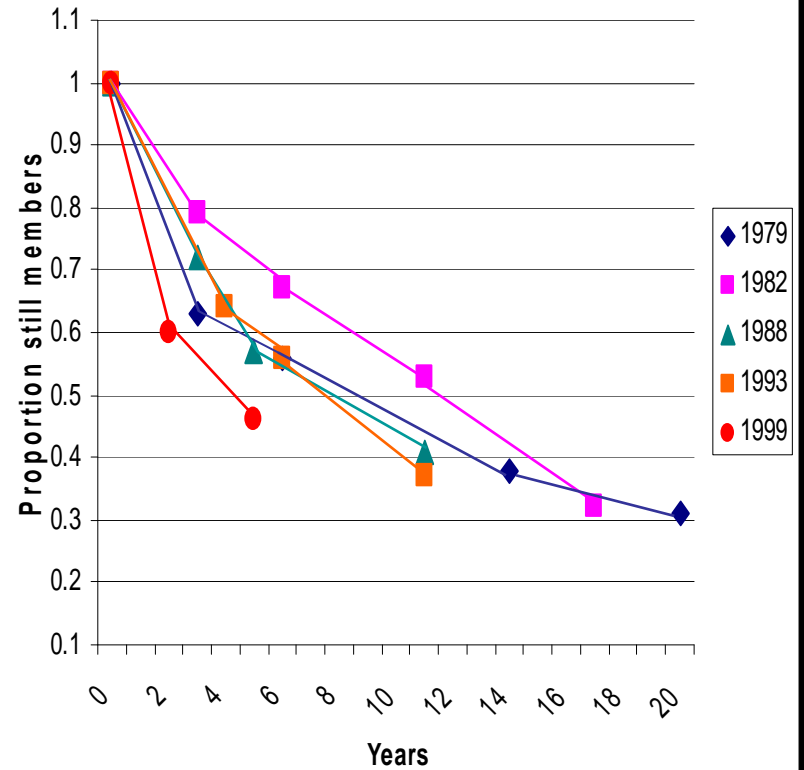


The pipeline leaked from graduate student to professional scientist.

Survival rates for female student members from 1979-1999

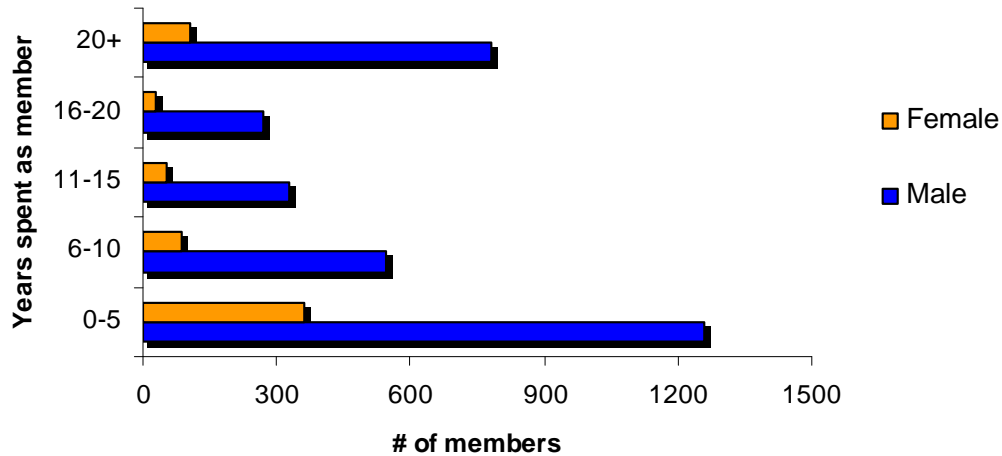


Survival rates for male student members from 1979-1999



Since 1993 women have been dropping out of the society significantly faster than men. The largest decline is 5-10 years after joining during the transition to professional scientist.

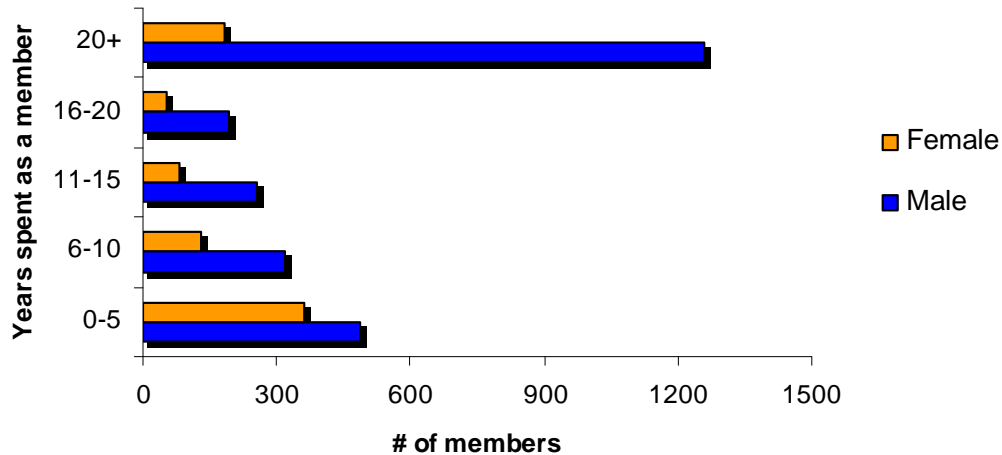
1979



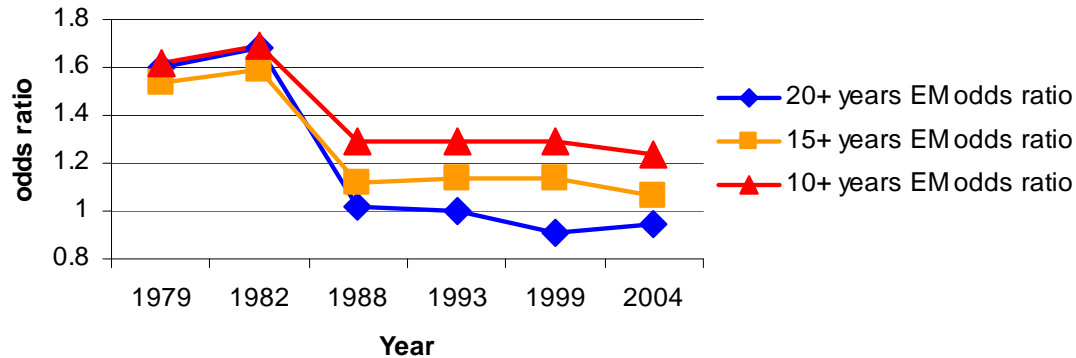
Over 25 years the society “aged”

1. Dramatic decrease in new male members while the number of new female members remained the same.
2. Small increase in number of 10+ year female members. But female members show little “aging”.
3. Male members dramatically “aged”. By 2004 50% of male members had been members for 20+ years and there were as many 40+ year male members as 0-5 yr male members.
4. For 25 years women joined as graduate students but did not remain as members.

2004



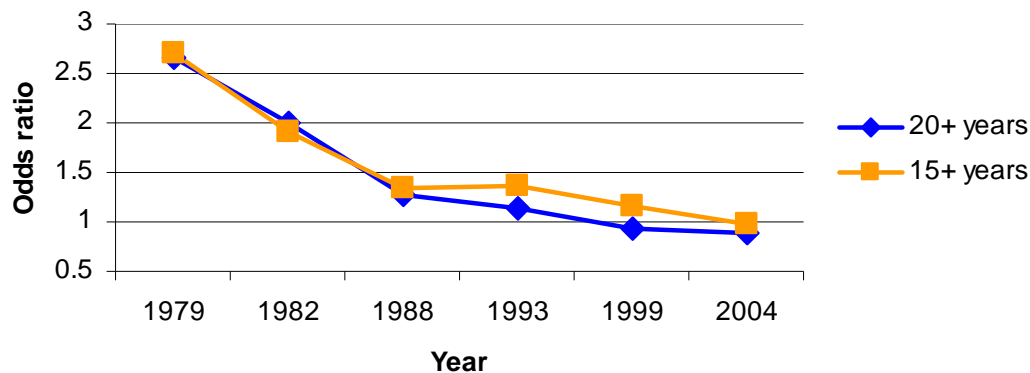
Odds ratios (male/female) for elected members of the AOU as influenced by number of years spent as an AOU member



The AOU recognized that few women were Elective Members or Fellows in the early 1980s and actively began nominating women for these positions.

By 2004 it took about 5 years longer for women to become Elective Members than men.

Odds ratios (male/female) for AOU fellow members from 1979 to 2004 for individuals that have been AOU members for 15+ and 20+ years



By 2004 women and men were equally likely to become Fellows.

Fellows are nominated from a list of Elected Members.