**Table S3.** Percentage of female faculty at different ranks for one private university (Universidad de Los Andes) and one public university (Universidad del Tolima) in 2023. Data obtained upon request.

|  |  |  |
| --- | --- | --- |
| **University** | **Rank** | **Percentage of female** |
| Universidad de Los Andes | Assistant | 45.27% |
| Associate | 36.15% |
| Full | 20.69% |
| Overall | 37% |
| Universidad del Tolima | *Auxiliar* | 29% |
| Assistant | 37% |
| Associate | 32% |
| Full | 30.56% |
| Overall | 33.33% |