

Annual Report on Membership Demographics

Society for Music Theory

2022

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1. Preface

This document reports the 2022 demographic information for members of the Society for Music Theory (hereafter, SMT). The data was collected from the “My Profile” section in the membership portal on the SMT web site, <https://members.societymusictheory.org/>. The 2022 data is a snapshot of the web site on October 14, 2022.

Historical data points were manually extracted from previous years’ demographics reports, currently available at:

<https://societymusictheory.org/administration/demographics>

Accordingly, the content of the current report is indebted to the work of previous SMT statisticians, including Gabriel Fankhauser (2014–2016), Jenine Lawson Brown (2017–2019), and Sebastiano Bisciglia (2020–2021).

In previous reports, SMT statisticians would often provide comparison data from other professional societies of music (e.g., the American Musicological Society, the Society for Ethnomusicology). It appears, however, that these sister societies do not produce annual demographics reports and have not published a report in recent years. Currently, for example, the latest available demographic report from the American Musicological Society dates from 2017. No comparison data is thus provided here.

This report will be initially shared with SMT’s Executive Board and then posted to SMT’s web site. Please feel free to contact me if you have questions about this report or would like to offer recommendations or suggestions for future reports.

This report was prepared using RStudio (v. 2023.03.1+446), R (v. 4.3.0, “Already Tomorrow”), and LaTeX (v. MacTEX-2022).

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2. Overall membership

2.1. Historical membership data

SMT membership by year since 2014 is shown below in **Table 1**. Although 2020 and 2021 saw a decrease in total members from prior years (presumably due in part to the COVID-19 pandemic), membership for 2022 was greater than the pre-pandemic year of 2019.

Table 1: SMT membership by year

Total membership	1164	1220	1299	1133	1154	1173	1117	1028	1198
Year	2014	2015	2016	2017	2018	2019	2020	2021	2022

Overall membership counts from 2014 to 2022 are plotted in **Figure 1**. In this figure (as well as the similar plots that follow), a linear regression model has been applied to the data, which is shown as the white line between the two regions shaded in light gray. This middle white line shows the overall trend, presuming the data derive from an underlying linear relationship. The slope of the regression line is indicated by $\hat{\beta}$, which provides the best estimate for the amount of change in the variable on the Y -axis given a unit change in the variable on the X -axis. The light gray regions above and below the middle white line indicate the 95% confidence interval (95% CI) for values of the regression slope.

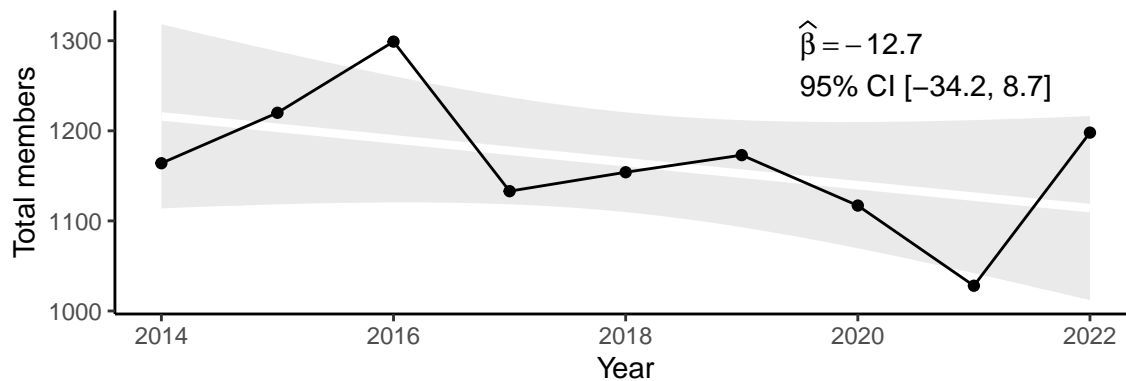


Figure 1: Total SMT membership, 2014-2022

As the regression line in Figure 1 shows, the overall trend for total membership since 2014 has been downward. The best estimate for this trend ($\hat{\beta}$), assuming there is an underlying linear relationship, is -12.7 , i.e., a loss of 12.7 members per year. That said, the 95% confidence interval shows that slope values between -34.2 and 8.7 would not be rejected by a statistical hypothesis test (with an α level of .05). For instance, a slope of zero lies within the 95% confidence interval, meaning that we cannot reject the possibility (at the 95% confidence level) that membership for this period has essentially been flat. (In that case, the observed variation would be due to other factors.)

2.2. Membership by professional status

Previous demographic reports have included data on members' professional status, such as "Assistant Professor" or "Student," as well as members' employment status, such "Full-Time Academic (Tenured)" or "Part-Time Non-Academic (Continuing)."¹ Indeed, professional status and employment status are two separate fields in the "My Profile" section on the SMT web site. Not surprisingly, though, professional status and employment status are highly correlated.² For instance, the professional status of "Full Professor" is highly correlated with the employment status of "Full-Time Academic (Tenured);" similarly, the professional status of "Assistant Professor" is highly correlated with the employment status of "Full-Time Academic (Tenure-Track);" and the professional status of "Student" is, not surprisingly, highly correlated with the employment status of "Student."

Because of the significant overlap and redundancy between a members' professional status and their employment status, the current report merges the data from these two fields into a single variable. This data is shown below in **Table 2**.

Table 2: SMT membership by professional status, 2022

Professional status	Total	% of responses	% of total
Student	349	30.1	29.1
Associate Professor	189	16.3	15.8
Contingent, Full-Time	151	13.0	12.6
Full Professor	139	12.0	11.6
Assistant Professor	136	11.7	11.4
Not Higher-Ed Faculty/Student	97	8.4	8.1
Retired	76	6.5	6.3
Unclear status	15	1.3	1.3
Contingent, Part-Time	9	0.8	0.8
No response	37	NA	3.1

To be clear, Table 2 represents a re-coding of membership data in order to clarify the primary professional status of each member. Some members, for example, listed their professional status

¹ See, for example, Section F of the 2021 report.

² This correlation can be observed, for example, in Section G of the 2021 report.

as “Full Professor” but their employment status as “Retired,” in which case the professional status of the member was re-coded as “Retired.” A complicating factor is that members can choose any number of employment statuses (which may or may not be in conflict with each other) in addition to a separate professional status (which may or may not be in conflict with their employment statuses). Members whose professional status was unclear (either through a lack of specific information or conflicting information) are categorized in Table 2 as having an “Unclear status.”

There are a number of observations that can be made with regard to the data in Table 2. Students, for example, currently account for about 30% of total SMT membership. Members who identify as some sort of Professor (i.e., Assistant, Associate, or Full) account for about 40% of total SMT membership. The low proportion of part-time contingent faculty (less than 1%) is perhaps due to problems related to the way professional and employment status is coded on the web site (or at least in the difficulty of parsing conflicting member responses); it would not be surprising if the true proportion of part-time contingent faculty were higher.

Going forward, the SMT might consider revising the questions related to professional status and employment status. In particular, it may be preferable that the drop-down options in the category of professional status be revised to more closely match the categories in Table 2. This means adding some options (such as “Retired”), removing some current options (such as “Other,” which could be subsumed by alternative choices), and revising other options. The current option of “Instructor/Lecturer,” for example, is unclear as to whether the member currently holds a part-time contingent position or a full-time contingent position, which is often not further clarified in the separate question regarding employment status.

3. Membership by gender/orientation

3.1. Overall membership by gender

Detailed information for 2022 SMT membership by gender is shown below in **Table 3**.

Table 3: SMT membership by gender (detailed), 2022

Gender identity	Total	% of responses	% of total
Man	700	61.5	58.4
Woman	401	35.2	33.5
Another Identity not listed	11	1.0	0.9
Gender Neutral	6	0.5	0.5
Gender Neutral Woman	6	0.5	0.5
Transgender Woman	4	0.4	0.3
Gender Neutral Transgender Woman	3	0.3	0.3
Man Transgender	2	0.2	0.2
Gender Neutral Another Identity not listed	1	0.1	0.1
Gender Neutral Transgender Another Identity not listed	1	0.1	0.1
Man Another Identity not listed Prefer not to answer	1	0.1	0.1
Transgender	1	0.1	0.1
Transgender Another Identity not listed	1	0.1	0.1
Woman Another Identity not listed	1	0.1	0.1
No response or Prefer not to answer	59	NA	4.9

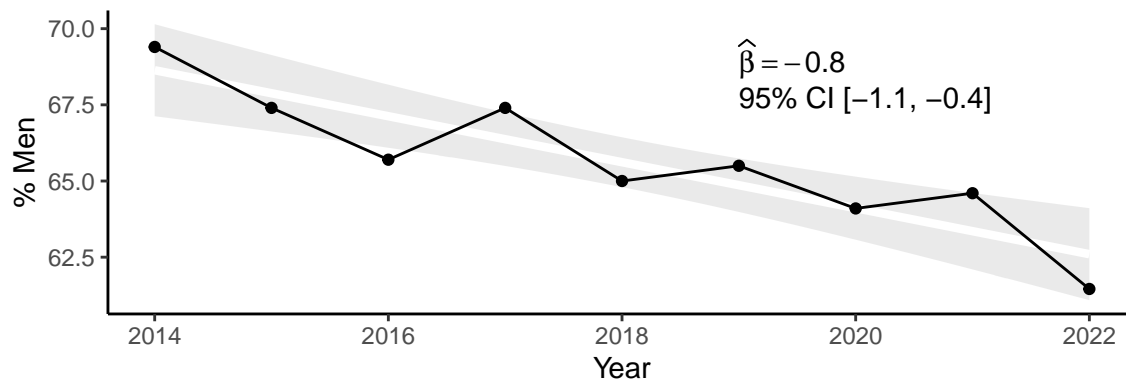
A collapsed version of this same data is shown below in **Table 4**, which categorizes any response that was not “Man” or “Woman” alone as “Non-binary.” The non-response rate (4.9%) is fairly low, although not negligible. As this data shows, SMT membership is, as in previous years, majority male, with women accounting for just over a third of membership overall.

Table 4: SMT membership by gender (collapsed), 2022

Gender identity	Total	% of responses	% of total
Man	700	61.5	58.4
Woman	401	35.2	33.5
Non-binary	38	3.3	3.2
No response or Prefer not to answer	59	NA	4.9

3.2. Historical data on gender

Using previous demographics reports, historical trends in the proportion of different gender categories can be examined. In **Figure 2**, for example, the proportion of members identifying as a man is shown from 2014 to 2022. Assuming a linear relationship between the percentage of men and year, the linear model's estimate for the slope ($\hat{\beta}$) is -0.8 , meaning that the proportion of members identifying as male has decreased about 0.8% per year since 2014. Given that the lower and upper bounds of the confidence interval are both negative (-1.1 to -0.4), there is evidence that the proportion of male SMT members has been declining, even though men still account for the majority of members.

**Figure 2:** Men as a percentage of all responses, 2014-2022

Conversely, **Figure 3** shows that the proportion of members identifying as a woman has been increasing since 2014, with the slope estimate as 0.4% per year during this period. Both the lower and upper bound of the confidence interval are positive (0.1 to 0.7), which gives evidence that the proportion of female SMT members has been increasing, albeit still significantly less than half the membership overall.

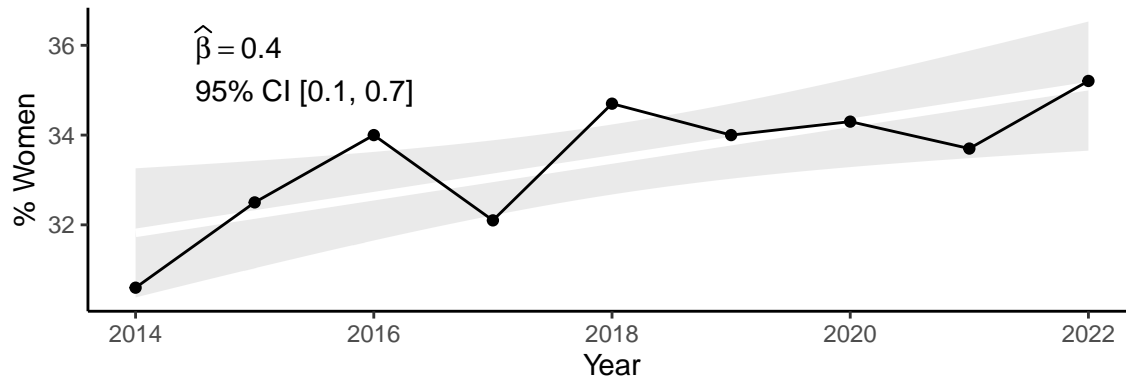


Figure 3: Women as a percentage of all responses, 2014-2022

The discrepancy between the annual decrease in men (0.8%) and the annual increase in women (0.4%) during this period relates to the increase in members identifying as neither solely male or female, i.e., as non-binary. The historical trend for non-binary responses is shown in **Figure 4**, which estimates an increase per year of about 0.3% (assuming a linear relationship). Here again, this appears to be a statistically significant finding given the positive lower and upper bounds of the confidence interval.

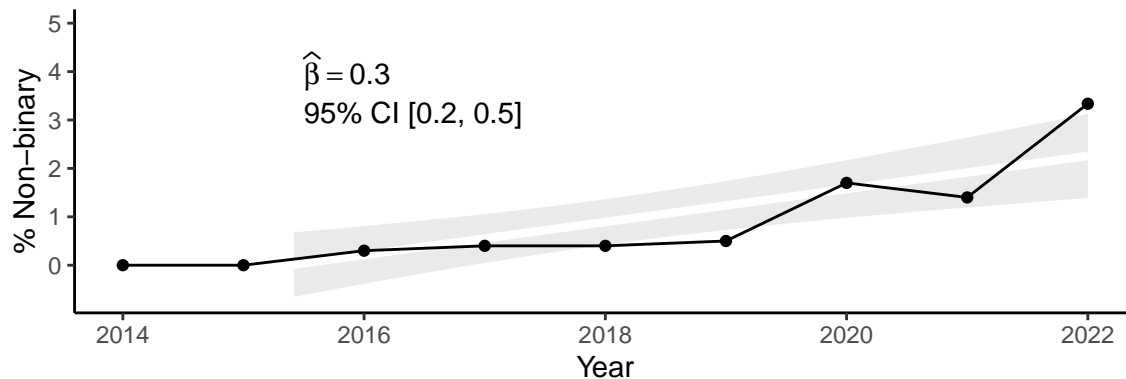


Figure 4: Non-binary as a percentage of all responses, 2014-2022

3.3. Professional status by gender

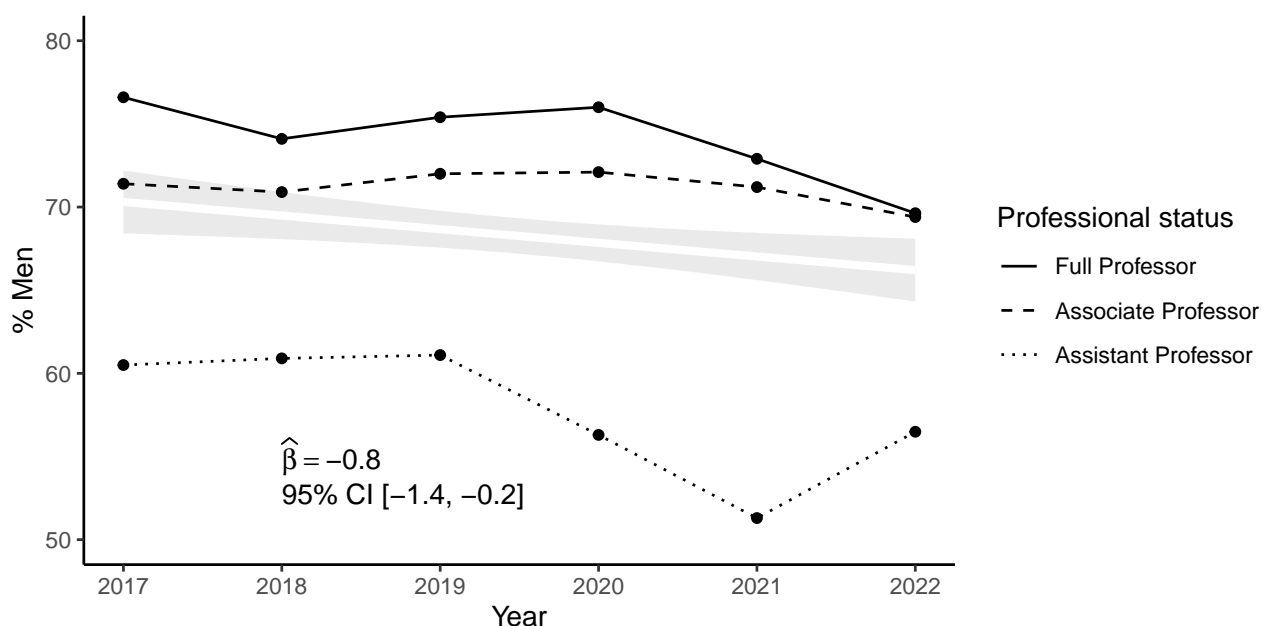
A contingency table (or cross tabulation) of professional status versus gender for the 2022 demographic data is shown in **Table 5**, using only member data that includes responses for both questions. In this table, the categories of professional status are ordered by decreasing percentage of male membership. Retired members, for example, have the highest proportion of men (74.3%), whereas student membership in SMT is close to 50% male. Generally speaking, the order of professional statuses in Table 5 follows the hierarchy (or career trajectory) within academia, with the Assistant Professor level having a higher proportion of men than the Student level, the Associate Professor level having a higher proportion of men than the Assistant Professor level, and so on.

Table 5: Professional status of SMT members by gender, 2022

Professional status	Man	Woman	Non-Binary
Retired	74.3% (55)	25.7% (19)	0.0% (0)
Unclear status	71.4% (10)	28.6% (4)	0.0% (0)
Full Professor	69.6% (94)	29.6% (40)	0.7% (1)
Associate Professor	69.4% (127)	30.1% (55)	0.5% (1)
Not Higher-Ed Faculty/Student	62.6% (57)	34.1% (31)	3.3% (3)
Contingent, Full-Time	60.8% (87)	37.1% (53)	2.1% (3)
Assistant Professor	56.5% (74)	42.0% (55)	1.5% (2)
Contingent, Part-Time	55.6% (5)	44.4% (4)	0.0% (0)
Student	51.2% (166)	40.1% (130)	8.6% (28)

3.4. Historical data on professional status by gender

Using past demographic data, the relationship of professional status to gender can be examined over time. For example, **Figure 5** plots historical data since 2017 for the percentage of men within the three levels of professorship (Assistant, Associate, and Full).³ The best-fit regression estimate, shown as a white line between the two areas shaded in gray, is modeled from the overall percentage of men within the three levels of professorship. As this shows, the percentage of men within any professor-level rank has declined at a rate of about 0.8% per year (assuming a linear relationship). Both bounds of the 95% confidence interval are negative (−1.4 to −0.2), which gives evidence that the percentage of men holding a professorship has not remained constant during this period.

**Figure 5:** Professional status by percentage of men, 2017-2022

³Unfortunately, cross tabulated data on professional status versus gender is not available prior to 2017.

Conversely, **Figure 6** shows a plot of historical data for the percentage of women within the three levels of professorship since 2017. As this plot shows, the model estimates the slope for women holding some level of professorship to be 0.5, meaning a 0.5% increase per year since 2017. That said, the 95% confidence interval includes a negative lower bound (−0.3) as well as a positive upper bound (1.4), so the hypothesis that the proportion of women holding some level of professorship has remained constant during this period cannot be rejected.

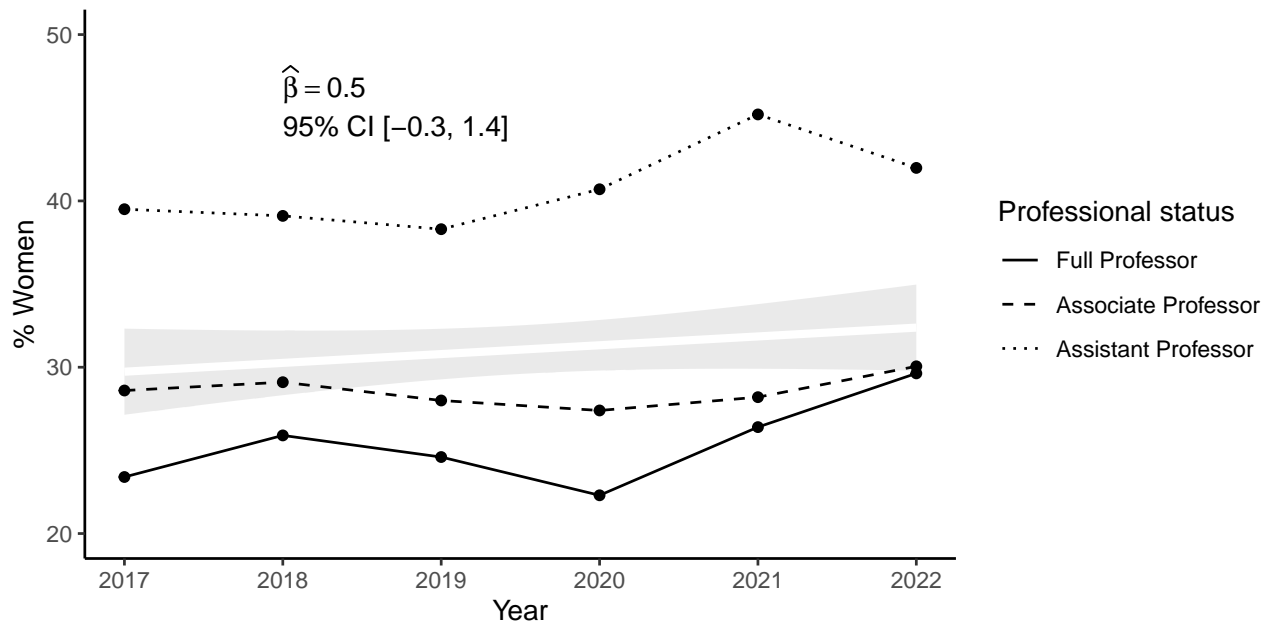


Figure 6: Professional status by percentage of women, 2017-2022

Generally speaking, Figure 5 and Figure 6 are mirror images of one another, since as the proportion of men decreases, it is mostly counterbalanced by an increase in the proportion of women. That said, the slope estimates are not exactly opposite. This is due to an increase in members who identify as non-binary during this period within the three levels of professorship. The frequency counts for non-binary members holding a professorship are too low, however, to attempt to model historical trends since 2017 using regression methods.

3.5. Overall membership by orientation

In addition to gender, the “My Profile” page on the SMT web site asks members a question related to their sexual orientation. Specifically, the question is phrased as: “Do you identify as part of the lesbian, gay, bisexual, queer, intersex community?” Responses to this question are shown below in **Table 6**. The percentage of members responding “Yes” is relatively high (23.5%), at least in comparison to estimates of the proportion of the adult population in the United States and Canada identifying as LGBT.⁴ The non-response rate of this question is fairly high, however, with 37.7% of members choosing to not answer this question.

⁴A 2022 Gallup poll, for example, estimates that 7.1% of the adult population in the United States identifies as LGBT. See <https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>. A 2018 analysis by the Canadian

Table 6: SMT membership by question of LGBTQI identity, 2022

Do you identify as part of the LGBTQI community?	Total	% of responses	% of total
No	571	76.5	47.7
Yes	175	23.5	14.6
No response or Prefer not to answer	452	NA	37.7

3.6. Professional status by orientation

A contingency table (or cross tabulation) of professional status versus the response to the question regarding sexual orientation for the 2022 demographic data is shown in **Table 7**, using only member data that includes responses for both questions. In this table, the categories of professional status are ordered by increasing percentage of members responding “Yes” to the question of sexual orientation. The highest percentage of members responding “Yes,” for example, are students, with 38.4% of student members saying they identify as part of the LGBTQI community.

Table 7: Professional status by question of LGBTQI identity (responses only), 2022

Professional status	Do you identify as part of the LGBTQI community?	
	No	Yes
Contingent, Full-Time	90.6% (87)	09.4% (9)
Retired	88.9% (40)	11.1% (5)
Assistant Professor	84.1% (69)	15.9% (13)
Full Professor	82.9% (63)	17.1% (13)
Associate Professor	82.4% (103)	17.6% (22)
Unclear status	80.0% (8)	20.0% (2)
Contingent, Part-Time	75.0% (3)	25.0% (1)
Not Higher-Ed Faculty/Student	72.6% (45)	27.4% (17)
Student	61.6% (146)	38.4% (91)

As mentioned above, however, the non-response rate to this question is fairly high. Accordingly, **Table 8** shows the relationship between professional status and the question of sexual orientation as a percentage of all members, including responses and non-responses. Even when accounting for the non-responses, the proportion of members responding “Yes” to this question is still comparatively high in certain categories, most notably at the student level.

To get a better picture of LGBTQI representation within SMT would require a higher response rate to the question of sexual orientation, which may be difficult to achieve given the sensitive nature of the topic. That said, it is possible that the question as phrased on the “My Portal” page is a bit misleading or lends itself to potential misinterpretation. Since the question asks whether a member

government estimates that 4% of the Canadian population over the age of 15 identifies as LGBTQ2+. See <https://www150.statcan.gc.ca/n1/daily-quotidien/210615/dq210615a-eng.htm>.

is part of the LGBTQI community, it's possible that some members are not sure how to answer it. Is it a question about the member's own sexual identity or whether the member is an LGBTQI ally, for example? Perhaps a more direct question regarding sexual orientation would increase the response rate, such as a drop-down menu for sexual orientation with three options— Heterosexual, LGBTQI+, and Prefer not to say—without reference to belonging or not belonging to a community.

Table 8: Professional status by question of LGBTQI identity (all members), 2022

Professional status	Do you identify as part of the LGBTQI community?		
	No	Yes	Unanswered
Contingent, Full-Time	57.6% (87)	6.0% (9)	36.4% (55)
Associate Professor	54.5% (103)	11.6% (22)	33.9% (64)
Unclear status	53.3% (8)	13.3% (2)	33.3% (5)
Retired	52.6% (40)	6.6% (5)	40.8% (31)
Assistant Professor	50.7% (69)	9.6% (13)	39.7% (54)
Not Higher-Ed Faculty/Student	46.4% (45)	17.5% (17)	36.1% (35)
Full Professor	45.3% (63)	9.4% (13)	45.3% (63)
Student	41.8% (146)	26.1% (91)	32.1% (112)
Contingent, Part-Time	33.3% (3)	11.1% (1)	55.6% (5)

4. Membership by race/ethnicity

4.1. Overall membership by race/ethnicity

Detailed information for overall SMT membership as of 2022 by race, ethnicity, and citizenship is shown below in **Table 9**. For the sake of transparency, the categories in Table 9 are a somewhat simplified version of the categories available for SMT members to choose. One option for race, ethnicity, and citizenship in the “My Portal” page is “Black or African American,” which in Table 9 has been condensed to “Black.” Similarly, the option for “Native Hawaiian or other Pacific Islander” has been condensed to “Pacific Islander,” the option for “Native American (including North, Central or South American), Alaskan Native, or First Nation” has been condensed to “Native American,” and the option for “Hispanic, Latino, or Spanish” has been condensed to “Hispanic or Latino.” This was done for the purposes of making the data displayed in the table more manageable, especially given that members can choose multiple categories. To be clear, no members were re-coded; only the names of those categories were condensed for display purposes.

Table 9: SMT Membership by race, ethnicity, and citizenship (detailed)

Race, Ethnicity, Citizenship	Total	% of responses	% of total
White	853	78.0	71.2
Asian	96	8.8	8.0
Hispanic or Latino	27	2.5	2.3
Hispanic or Latino White	27	2.5	2.3
Asian White	16	1.5	1.3
Black	15	1.4	1.3
Middle Eastern or North African	8	0.7	0.7
Native American White	8	0.7	0.7
Other	8	0.7	0.7
White Other	7	0.6	0.6
Middle Eastern or North African White	5	0.5	0.4
(All possible options chosen)	2	0.2	0.2
Asian Middle Eastern or North African	2	0.2	0.2
Asian White Pacific Islander	2	0.2	0.2
Black White	2	0.2	0.2
Black White Other	2	0.2	0.2
Asian Middle Eastern or North African White	1	0.1	0.1
Asian Other	1	0.1	0.1
Black Hispanic or Latino	1	0.1	0.1
Black Hispanic or Latino Native American	1	0.1	0.1
Black Hispanic or Latino Native American Other	1	0.1	0.1
Black Hispanic or Latino White	1	0.1	0.1
Black Middle Eastern or North African White	1	0.1	0.1
Hispanic or Latino Middle Eastern or North African	1	0.1	0.1
Hispanic or Latino Native American Other	1	0.1	0.1
Hispanic or Latino Native American White	1	0.1	0.1
Hispanic or Latino Pacific Islander	1	0.1	0.1
Native American	1	0.1	0.1
Native American White Other	1	0.1	0.1
No response	105	NA	8.8

As Table 9 shows, the majority of SMT members (78.0% of those who responded) currently identify as White alone. The non-response rate for race, ethnicity, and citizenship (8.8%) is higher than the non-response rate for gender, but it is still not unreasonably high. The “My Profile” portal also asks members, “With how many racial or ethnic groups do you identify?” The data for this question are shown below in **Table 10**. The non-response rate to this question is fairly high (at 36.3%), so it seems preferable to work directly with the data on race, ethnicity, and citizenship shown in Table 9.

Table 10: SMT membership by question of number of racial or ethnic groups

With how many racial or ethnic groups do you identify?	Total	% of responses	% of total
With a single racial or ethnic category	649	85.1	54.2
With more than one racial or ethnic category	95	12.5	7.9
With no racial or ethnic category	19	2.5	1.6
No response or Prefer not to say	435	NA	36.3

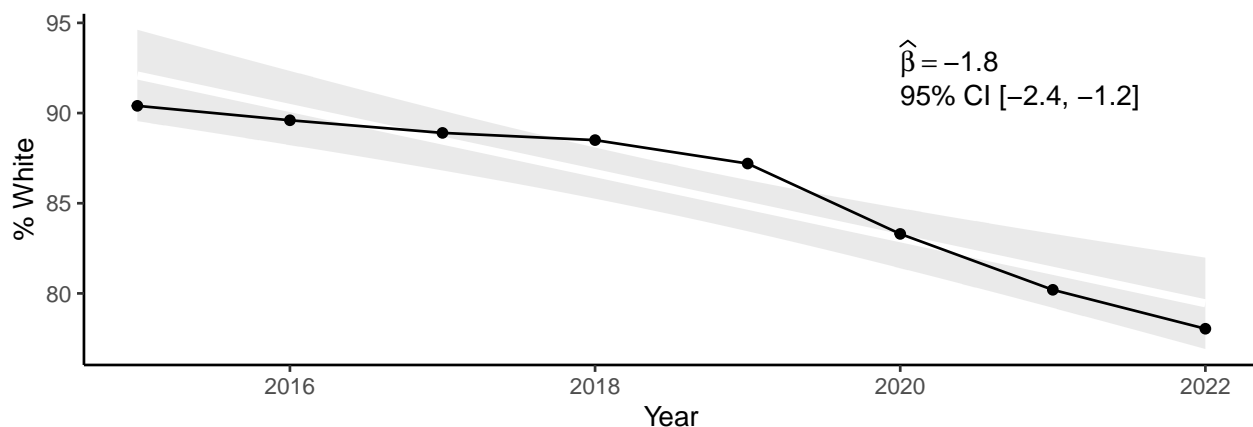
Since Table 9 includes a variety of specific responses, it is helpful from a statistical perspective to collapse this data into fewer categories, as shown in **Table 11**. In this table, any response other than “White” alone has been categorized as a “Person of Color,” including those members who identified as White plus some other race, ethnicity, or citizenship.

Table 11: SMT Membership by race, ethnicity, and citizenship (collapsed)

Race, Ethnicity, Citizenship	Total	% of responses	% of total
White	853	78.0	71.2
Person of Color	240	22.0	20.0
No response	105	NA	8.8

4.2. Historical data on race/ethnicity

Using previous demographics reports, historical trends in the proportion of these two larger categories of race and ethnicity can be examined. **Figure 7**, for example, shows the proportion of SMT members identifying as White alone from 2015 to 2022. The linear model estimates an overall decrease over time, with a slope of -1.8 , i.e., that the percentage of members identifying as White alone has declined 1.8% per year since 2015. The lower and upper bounds of the 95% confidence interval are both negative values (-2.4 to -1.2), which indicates that there is significant evidence of this downwards trend.

**Figure 7:** White as a percentage of all responses, 2015-2022

In contrast, **Figure 8** shows a plot of the percentage of members during the period 2015 to 2022 who identify as a Person of Color. Since the categories of “White” and “Person of Color” are (as defined here) mutually exclusive and collectively exhaustive, the plot and statistics shown in Figure 8 are an inverse of the plot and statistics shown in Figure 7. In particular, the linear model shows an increase over time for the percentage of members identifying as a Person of Color, with an estimate of 1.8% per year. The bounds of the confidence interval are both positive (1.2 to 2.4), which indicates that there is significant evidence of this upwards trend.

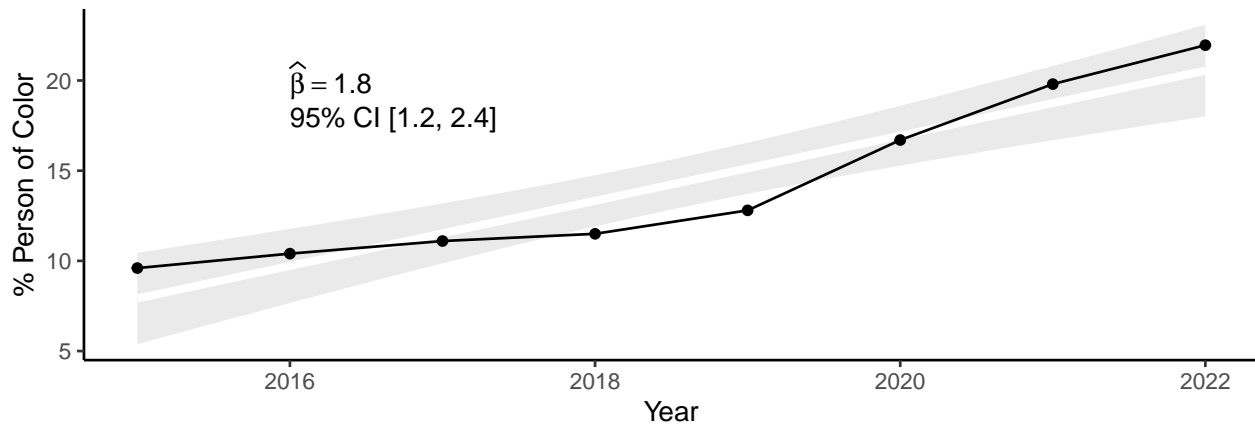


Figure 8: Person of Color as a percentage of all responses, 2015-2022

4.3. Professional status by race/ethnicity

A contingency table (or cross tabulation) of professional status versus race/ethnicity for the 2022 demographic data is shown in **Table 12**, using only member data that includes responses for both questions. In this table, the categories of professional status are ordered by decreasing percentage of members identifying as White alone. Retired members, for example, have the highest proportion of White members (92.3%), whereas student membership in SMT has the lowest proportion of members identifying as White alone (72.1%). As in Table 5, the order of professional statuses in Table 12 follows the hierarchy (or career trajectory) within academia, with the Assistant Professor level having a higher proportion of members identifying as White alone than the Student level, the Associate Professor level having a higher proportion of members identifying as White alone than the Assistant Professor level, and so on.

Table 12: Professional status of SMT members by race/ethnicity, 2022

Professional status	White	Person of Color
Retired	92.3% (60)	07.7% (5)
Contingent, Part-Time	87.5% (7)	12.5% (1)
Full Professor	86.7% (111)	13.3% (17)
Associate Professor	81.2% (147)	18.8% (34)
Not Higher-Ed Faculty/Student	79.3% (69)	20.7% (18)
Contingent, Full-Time	76.8% (109)	23.2% (33)
Assistant Professor	75.0% (93)	25.0% (31)
Student	72.1% (225)	27.9% (87)
Unclear status	53.3% (8)	46.7% (7)

4.4. Historical data on professional status by race/ethnicity

Using past demographic data, the relationship of professional status to race/ethnicity can be examined over time. For example, **Figure 9** shows a plot of historical data since 2017 for the percentage of members identifying as White alone within the three levels of professorship (Assistant, Associate, and Full).⁵ The best-fit regression estimate, shown as the white line between the two areas shaded in gray, is modeled from the overall percentage of White members within the three levels of professorship combined. Assuming a linear relationship over time, this model shows that the percentage of White members within any professor-level rank has declined at a rate of about 2.7% per year. Both bounds of the 95% confidence interval are negative (−3.8 to −1.5), which gives evidence that the percentage of White members holding a professorship has not remained constant during this period.

⁵As with gender, cross tabulated data on race versus professional status is unfortunately not available prior to 2017.

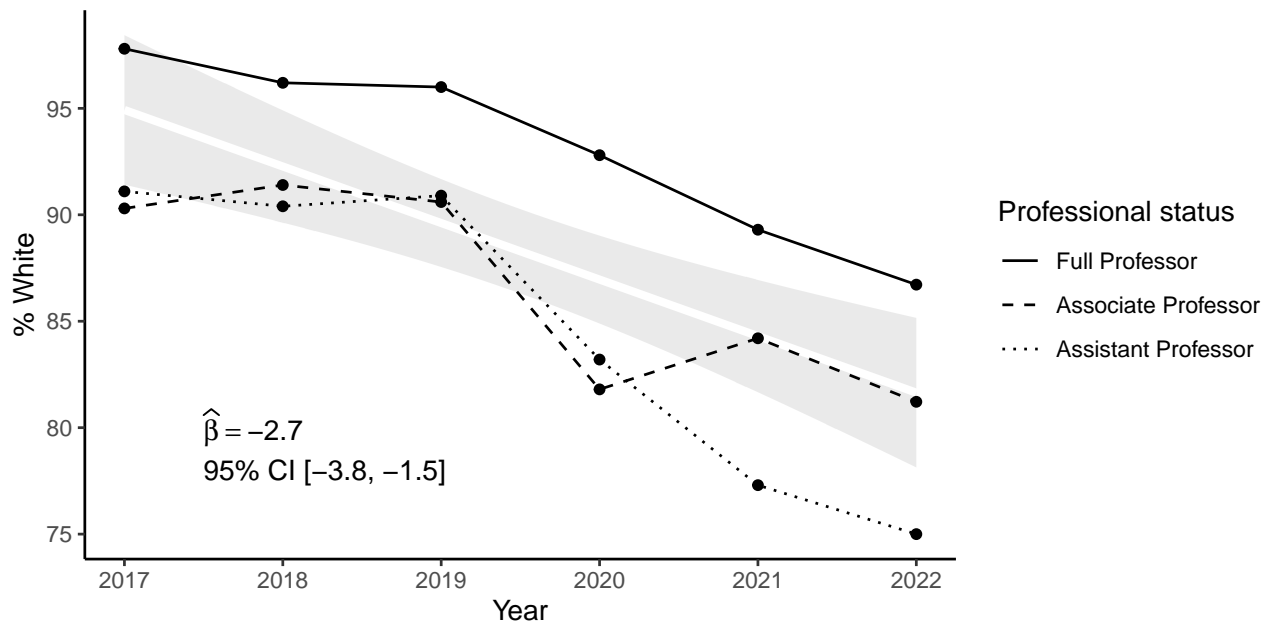


Figure 9: Professional status by percentage of White members, 2017-2022

Conversely, **Figure 10** shows a plot of historical data for the percentage of members identifying as a Person of Color within the three levels of professorship since 2017. As this plot shows, the model estimates the slope for a Person of Color holding a professorship to be 2.7, meaning a 2.7% increase per year since 2017. Since the categories of White and Person of Color are mutually exclusive and collectively exhaustive, the plot and statistics in Figure 10 are an inverse of the plot and statistics in Figure 9. The bounds of the confidence interval in Figure 10 are now both positive (1.5 to 3.8), which gives evidence that the percentage of members identifying as a Person of Color holding a professorship has not remained constant during this period.

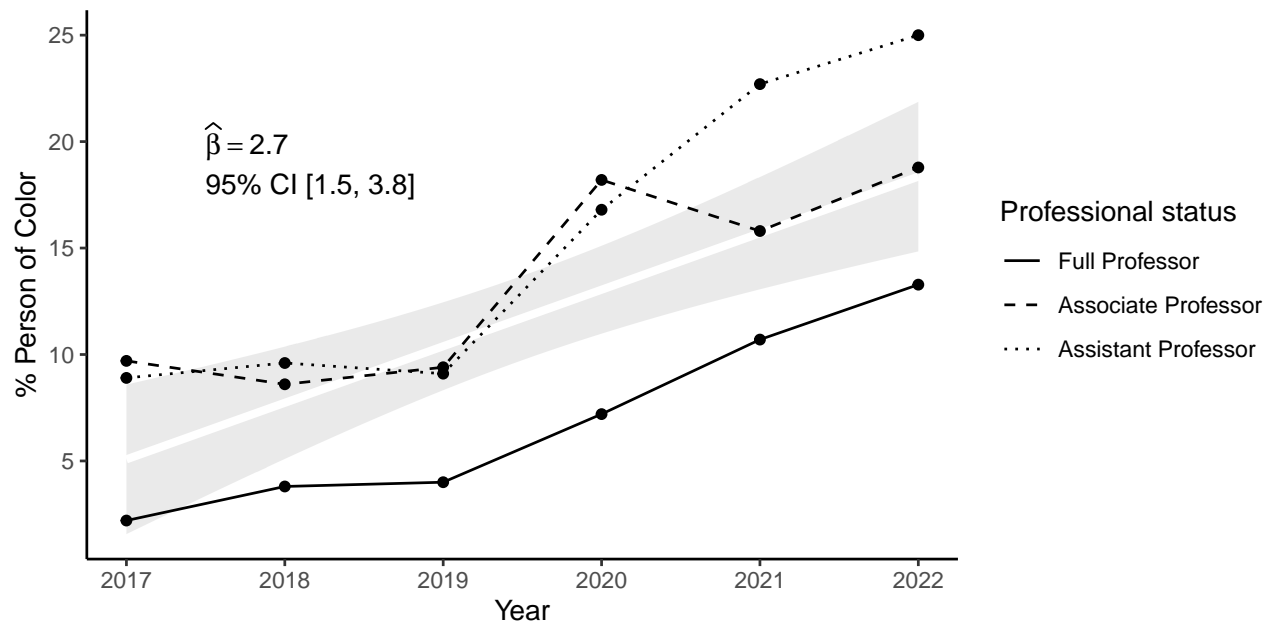


Figure 10: Professional status by percentage of Person of Color, 2017-2022

5. Summary

Demographic data collected through a web site of members inherently suffers from at least two types of bias: 1) response bias, which refers to the tendency to provide misleading or false answers to self-reported questions; and 2) non-response bias, which refers to the correlation between the responses to a question and whether someone responds to that question or not. That said, some of the main findings from this data include:

In terms of gender and sexual orientation:

- Overall membership remains majority male, although the proportion of male members overall appears to be decreasing over time.
 - The proportion of men increases with an increase in academic rank, although male membership appears to be decreasing over time within the three levels of professorship.
- While women account for a minority of members, the proportion of female members overall appears to be increasing over time.
 - The proportion of women decreases with an increase in academic rank, although female membership appears to be increasing over time within the three levels of professorship.
- The proportion of non-binary members overall appears to be increasing over time.
- A significantly high proportion of members, especially students, identify as part of the LGBTQI community.

In terms of race, ethnicity, and citizenship:

- Overall membership remains majority White, although the proportion of members overall identifying as White alone appears to be decreasing over time.
 - The proportion of members identifying as White alone increases with an increase in academic rank, although the proportion of members identifying as White alone appears to be decreasing over time within the three levels of professorship.
- While members identifying as a Person of Color account for a minority of membership, the proportion of members overall identifying as a Person of Color appears to be increasing.
 - The proportion of members identifying as a Person of Color decreases with an increase in academic rank, although the proportion of members identifying as a Person of Color appears to be increasing over time within the three levels of professorship.