I greatly appreciated the thoughtful and careful reviews that were provided and was glad for a chance to revise my work.  I think the new product is far better than the first iteration, thanks to the reviewers' comments.

I took care to address the comments - I did a substantial bit more work and added a stronger "literature review" section in which there are more international works cited.  I used some of the sources referenced by the reviewers and sought out some additional ones, especially since it seemed to make more sense to include some more non-US sources. One of the reviewers had sent the full report from the Engineers Australia project, too, which was extremely helpful.

I also streamlined the paper a bit.  Some earlier content that made reference to factors and analyses that had not been included were removed so that the paper could better focus on the two research questions of particular interest related to the relationship between family responsibilities and moving into management as two classes of explanations for women being more likely to leave engineering than men.

Two of reviewer B's comments need some additional explanation: in one comment the reviewer indicated that the paper's focus on PhDs in engineering was too narrow.  This is inaccurate - the paper DOES NOT have this narrow focus.  There are people with PhDs included in the analyses, but there are also folks with just bachelor's or master's degrees as well.  Second, reviewer B suggested using a multivariate analysis like regression, citing spuriousness as a threat.  In this case, multi-way crosstabs were used as very few variables were considered and the study population was narrowly defined.  Regression techniques would not have added to the analytical power. Further, given that the dependent variable was dichotomous (thereby necessitating logistic regression), such analysis would have produced far less straight-forwardly interpretable results for a general audience.  The reviewer also indicated that multivariate regression would enable control for whether first degree was engineering or not - indeed, the population in the paper are ONLY people who have a first degree in engineering.

Again, I am grateful for the time that the reviewers dedicated to providing me with such excellent comments.