

Results of multiple linear regression model. For binary variables, “false” is always used as the reference level. For Gender, “female” is used as the reference. For race, “Non-White” is used as the reference. For rank, “Assistant” is used as the reference. For Discipline, “Engineering” is set as the reference. For Uni. Control, “Private” is used as the reference. For Uni. Type, “Not R1” is used as the reference. For all research indicators, “Low” is used as the reference. Estimates are listed first, followed by 95th percentile confidence intervals.

	Dependent variable:
	overall
Is Male	0.106*** (0.084, 0.127)
Scientific Age	−0.133*** (−0.147, −0.119)
Mentions Accent = True	−0.172*** (−0.203, −0.142)
Has Chili Pepper	0.417*** (0.393, 0.442)
Rank = Associate	0.047*** (0.017, 0.076)
Rank = Full	0.137*** (0.100, 0.174)
Race unknown	0.046*** (0.019, 0.074)
Race Lilely White	0.118*** (0.096, 0.140)
Difficulty	−0.391*** (−0.401, −0.381)
Student Interest	0.329*** (0.319, 0.339)
Mentions TA = True	−0.184*** (−0.219, −0.149)
Citedness = Moderate	−0.024 (−0.054, 0.006)
Citedness = High	−0.033 (−0.085, 0.018)
Output = Moderate	0.034* (−0.001, 0.069)
Output = High	0.022 (−0.033, 0.077)
Grants Held = Moderate	−0.002 (−0.026, 0.023)
Grants Held = High	0.031 (−0.024, 0.086)
Awards Won = Moderate	0.010 (−0.011, 0.031)
Awards Won = High	0.010 (−0.071, 0.091)
Humanities	0.184*** (0.142, 0.225)
Medical Sci.	0.105*** (0.056, 0.153)
Natural Sci.	0.070*** (0.037, 0.103)
Social Sci.	0.044** (0.008, 0.079)
Uni. Type = R1	−0.030*** (−0.051, −0.010)
Uni. Control = Public	−0.084*** (−0.110, −0.059)
#Reviews	0.006*** (0.004, 0.007)
Constant	3.173*** (3.114, 3.231)
Observations	18,973
R ²	0.514
Adjusted R ²	0.514
Residual Std. Error	0.643 (df = 18946)
F Statistic	771.537*** (df = 26; 18946) (p = 0.000)
Note: *p<0.1; **p<0.05; ***p<0.01	