**S3 Tables**

**Table A in S3 Table**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Employment Sector | | | | 1  (0-5 years) | | 2  (6-10 years) | | 3  (11-15 years) | | Total |
|  | Academia | Count | 231a | | 163a, b | | 96b | | 490 | |
| % | 64.0% | | 54.9% | | 46.4% | | 56.6% | |
| For-Profit | Count | 96a | | 103a, b | | 90b | | 289 | |
| % | 26.6% | | 34.7% | | 43.5% | | 33.4% | |
| Government | Count | 21a | | 15a | | 11a | | 47 | |
| % | 5.8% | | 5.1% | | 5.3% | | 5.4% | |
| Nonprofit | Count | 13a | | 16a | | 10a | | 39 | |
| % | 3.6% | | 5.4% | | 4.8% | | 4.5% | |
| Total | | Count | | 361 | | 297 | | 207 | | 865 |
| % | | 100.0% | | 100.0% | | 100.0% | | 100.0% |

X2 (6, N = 865) = 20.30, p = .002. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table B in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employment Sector | | | Female | Male | | Total |
|  | Academia | Count | 264a | 226a | 490 | |
| % | 57.5% | 55.7% | 56.6% | |
| For-Profit | Count | 143a | 146a | 289 | |
| % | 31.2% | 36.0% | 33.4% | |
| Government | Count | 26a | 21a | 47 | |
| % | 5.7% | 5.2% | 5.4% | |
| Nonprofit | Count | 26a | 13a | 39 | |
| % | 5.7% | 3.2% | 4.5% | |
| Total | | Count | 459 | 406 | | 865 |
| % | 100.0% | 100.0% | | 100.0% |

X2 (3, N = 865) = 4.61, p = .202. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table C in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employment Sector | | | Asian | Black or African American | White | Total |
|  | Academia | Count | 207a | 26a, b | 247b | 480 |
| % | 62.0% | 54.2% | 53.2% | 56.7% |
| For-Profit | Count | 92a | 13a, b | 177b | 282 |
| % | 27.5% | 27.1% | 38.1% | 33.3% |
| Government | Count | 22a, b | 7b | 18a | 47 |
| % | 6.6% | 14.6% | 3.9% | 5.6% |
| Nonprofit | Count | 13a | 2a | 22a | 37 |
| % | 3.9% | 4.2% | 4.7% | 4.4% |
| Total | | Count | 334 | 48 | 464 | 846 |
| % | 100.0% | 100.0% | 100.0% | 100.0% |

X2 (6, N = 846) = 20.17, p = .003. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table D in S3 Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employment Sector | | | US Citizens | Non-US Citizens | Total |
|  | Academia | Count | 262a | 228a | 490 |
| % | 54.8% | 58.9% | 56.6% |
| For-Profit | Count | 167a | 122a | 289 |
| % | 34.9% | 31.5% | 33.4% |
| Government | Count | 26a | 21a | 47 |
| % | 5.4% | 5.4% | 5.4% |
| Nonprofit | Count | 23a | 16a | 39 |
| % | 4.8% | 4.1% | 4.5% |
| Total | | Count | 478 | 387 | 865 |
| % | 100.0% | 100.0% | 100.0% |

X2 (3, N = 865) = 1.60, p = .660. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table E in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Career Type | | | 1  (0-5 years) | 2  (6-10 years) | 3  (11-15 years) | Total |
|  | Further Training or Education | Count | 126a | 34b | 5c | 165 |
| % | 34.9% | 11.4% | 2.4% | 19.1% |
| Not Related to Science | Count | 21a | 22a, b | 25b | 68 |
| % | 5.8% | 7.4% | 12.1% | 7.9% |
| Primarily Research | Count | 105a | 110a | 72a | 287 |
| % | 29.1% | 37.0% | 34.8% | 33.2% |
| Primarily Teaching | Count | 42a | 52a | 31a | 125 |
| % | 11.6% | 17.5% | 15.0% | 14.5% |
| Science-Related | Count | 67a | 79b | 74b | 220 |
| % | 18.6% | 26.6% | 35.7% | 25.4% |
| Total | | Count | 361 | 297 | 207 | 865 |
| % | 100.0% | 100.0% | 100.0% | 100.0% |

X2 (8, N = 865) = 116.05, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table F in S3 Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Career Type | | | Female | Male | Total |
|  | Further Training or Education | Count | 77a | 88a | 165 |
| % | 16.8% | 21.7% | 19.1% |
| Not Related to Science | Count | 42a | 26a | 68 |
| % | 9.2% | 6.4% | 7.9% |
| Primarily Research | Count | 135a | 152b | 287 |
| % | 29.4% | 37.4% | 33.2% |
| Primarily Teaching | Count | 87a | 38b | 125 |
| % | 19.0% | 9.4% | 14.5% |
| Science-Related | Count | 118a | 102a | 220 |
| % | 25.7% | 25.1% | 25.4% |
| Total | | Count | 459 | 406 | 865 |
| % | 100.0% | 100.0% | 100.0% |

X2 (3, N = 865) = 22.72, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table G in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Career Type | | | Asian | Black or African American | White | Total |
|  | Further Training or Education | Count | 92a | 6a, b | 63b | 161 |
| % | 27.5% | 12.5% | 13.6% | 19.0% |
| Not Related to Science | Count | 11a | 6b | 51b | 68 |
| % | 3.3% | 12.5% | 11.0% | 8.0% |
| Primarily Research | Count | 122a | 18a | 141a | 281 |
| % | 36.5% | 37.5% | 30.4% | 33.2% |
| Primarily Teaching | Count | 38a | 8a | 76a | 122 |
| % | 11.4% | 16.7% | 16.4% | 14.4% |
| Science-Related | Count | 71a | 10a | 133a | 214 |
| % | 21.3% | 20.8% | 28.7% | 25.3% |
| Total | | Count | 334 | 48 | 464 | 846 |
| % | 100.0% | 100.0% | 100.0% | 100.0% |

X2 (8, N = 846) = 47.27, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table H in S3 Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Career Type | | | US Citizens | Non-US Citizens | Total |
|  | Further Training or Education | Count | 57a | 108b | 165 |
| % | 11.9% | 27.9% | 19.1% |
| Not Related to Science | Count | 50a | 18b | 68 |
| % | 10.5% | 4.7% | 7.9% |
| Primarily Research | Count | 145a | 142b | 287 |
| % | 30.3% | 36.7% | 33.2% |
| Primarily Teaching | Count | 86a | 39b | 125 |
| % | 18.0% | 10.1% | 14.5% |
| Science-Related | Count | 140a | 80b | 220 |
| % | 29.3% | 20.7% | 25.4% |
| Total | | Count | 478 | 387 | 865 |
| % | 100.0% | 100.0% | 100.0% |

X2 (4, N = 865) = 55.94, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table I in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Job Functions | | | 1  (0-5 years) | 2  (6-10 years) | 3  (11-15 years) | Total |
|  | Faculty Member - Tenure/Tenure Track | Count | 50a | 85b | 66b | 201 |
| % | 18.1% | 38.6% | 47.5% | 31.6% |
| Group Leader (Research) | Count | 12a | 26b | 17b | 55 |
| % | 4.3% | 11.8% | 12.2% | 8.6% |
| Healthcare Provider | Count | 34a | 35a | 29a | 98 |
| % | 12.3% | 15.9% | 20.9% | 15.4% |
| Postdoctoral (Scientific Research) | Count | 127a | 34b | 7c | 168 |
| % | 45.8% | 15.5% | 5.0% | 26.4% |
| Research Staff or Technical Director | Count | 54a | 40a | 20a | 114 |
| % | 19.5% | 18.2% | 14.4% | 17.9% |
| Total | | Count | 277 | 220 | 139 | 636 |
| % | 100.0% | 100.0% | 100.0% | 100.0% |

X2 (8, N = 636) = 120.72, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table J in S3 Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Job Functions | | | Female | Male | Total |
|  | Faculty Member - Tenure/Tenure Track | Count | 99a | 102a | 201 |
| % | 30.6% | 32.7% | 31.6% |
| Group Leader (Research) | Count | 24a | 31a | 55 |
| % | 7.4% | 9.9% | 8.6% |
| Healthcare Provider | Count | 68a | 30b | 98 |
| % | 21.0% | 9.6% | 15.4% |
| Postdoctoral (Scientific Research) | Count | 79a | 89a | 168 |
| % | 24.4% | 28.5% | 26.4% |
| Research Staff or Technical Director | Count | 54a | 60a | 114 |
| % | 16.7% | 19.2% | 17.9% |
| Total | | Count | 324 | 312 | 636 |
| % | 100.0% | 100.0% | 100.0% |

X2 (4, N = 636) = 16.36, p = .003. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table K in S3 Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Job Functions | | | Asian | Black or African American | White | Total |
|  | Faculty Member - Tenure/Tenure Track | Count | 65a | 8a, b | 128b | 201 |
| % | 25.1% | 24.2% | 38.9% | 32.4% |
| Group Leader (Research) | Count | 22a | 5a | 26a | 53 |
| % | 8.5% | 15.2% | 7.9% | 8.5% |
| Healthcare Provider | Count | 25a | 6a, b | 63b | 94 |
| % | 9.7% | 18.2% | 19.1% | 15.1% |
| Postdoctoral (Scientific Research) | Count | 94a | 7a, b | 63b | 164 |
| % | 36.3% | 21.2% | 19.1% | 26.4% |
| Research Staff or Technical Director | Count | 53a | 7a | 49a | 109 |
| % | 20.5% | 21.2% | 14.9% | 17.6% |
| Total | | Count | 259 | 33 | 329 | 621 |
| % | 100.0% | 100.0% | 100.0% | 100.0% |

X2 (8, N = 621) = 39.26, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.

**Table L** **in S3 Table**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Job Functions | | | US Citizens | Non-US Citizens | Total |
|  | Faculty Member - Tenure/Tenure Track | Count | 126a | 75b | 201 |
| % | 37.5% | 25.0% | 31.6% |
| Group Leader (Research) | Count | 26a | 29a | 55 |
| % | 7.7% | 9.7% | 8.6% |
| Healthcare Provider | Count | 73a | 25b | 98 |
| % | 21.7% | 8.3% | 15.4% |
| Postdoctoral (Scientific Research) | Count | 58a | 110b | 168 |
| % | 17.3% | 36.7% | 26.4% |
| Research Staff or Technical Director | Count | 53a | 61a | 114 |
| % | 15.8% | 20.3% | 17.9% |
| Total | | Count | 336 | 300 | 636 |
| % | 100.0% | 100.0% | 100.0% |

X2 (4, N = 865) = 51.40, p = .0001. Cells within the same row that share different superscripts are significantly different from each other at the p < .05 level.