



a place of mind
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Disclosure Statement:

I declare that I have no relevant or material financial interests that relate to the research described in this paper. The paper involved the collection of data on human subjects for which we have obtained Human Ethics (aka IRB) approval (H18-00081) at the University of British Columbia. The data collection underlying this project was partly funded by a grant to Rehavi from the Center for Innovative Data in Economics Research (CIDER) at the University of British Columbia.

Part of the data used in this analysis is the property of *Econ Job Market*, who have reviewed the paper and found no issues with the data disclosure in accordance to the agreement we have with them. Because our data include confidential data with identifying information of persons, as well as proprietary data, we will not be able to make it available for public use.

A handwritten signature in blue ink, appearing to read 'M. Marit Rehavi'.

M. Marit Rehavi