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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 an Institutional Review Board (IRB) approval (H18-00081) at the University of British Columbia. In addition, 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 black ink, appearing to read 'Tom Lemieux'.

Thomas Lemieux