

**S1 Table:** Comparison of participant demographics across conditions in Study 2 and Study 3 as well as comparison to the broader population of academic scientists (taken from a sociological survey of academic scientists' religious affiliations and beliefs (Ecklund & Scheitle, 2007)).

|                        | Totals Study 2 (n = 494) | Christian Applicant (n = 135) | Atheist Applicant (n = 143) | Activities Applicant (n = 216) | Totals Study 3 (n = 261) | Evangelical Applicant (n = 128) | UNICEF Applicant (n = 133) | General Population of Academic Scientists (Ecklund and Schietle 2007) |
|------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|--------------------------|---------------------------------|----------------------------|---|
| <b>Academic Rank</b>   |                          |                               |                             |                                |                          |                                 |                            |   |
| Full Prof.             | 43.7%                    | 56 (41.5%)                    | 63 (44.1%)                  | 97 (44.9%)                     | 39.1%                    | 47 (36.7%)                      | 55 (41.4%)                 | 58.5%   |
| Associate Prof.        | 25.7%                    | 39 (28.9%)                    | 34 (23.8%)                  | 54 (25.0%)                     | 19.2%                    | 24 (18.8%)                      | 26 (19.5%)                 | 17.0%   |
| Assistant Prof.        | 26.9%                    | 37 (27.4%)                    | 41 (28.7%)                  | 55 (25.5%)                     | 32.6%                    | 42 (32.8%)                      | 43 (32.2%)                 | 22.8%   |
| No answer              | 1.0%                     | 3 (2.2%)                      | 5 (3.5%)                    | 10 (4.6%)                      | 9.2%                     | 15 (11.7%)                      | 9 (6.8%)                   | N/A   |
| <b>Gender</b>          |                          |                               |                             |                                |                          |                                 |                            |   |
| Female                 | 36.0%                    | 46 (34.1%)                    | 47 (32.9%)                  | 85 (39.4%)                     | 31.0%                    | 40 (31.3%)                      | 41 (30.8%)                 | 26.1%   |
| Male                   | 59.3%                    | 85 (63.0%)                    | 86 (60.1%)                  | 122 (56.5%)                    | 57.5%                    | 69 (53.9%)                      | 81 (60.9%)                 | N/A   |
| No answer              | 4.7%                     | 4 (3.0%)                      | 10 (7.0%)                   | 9 (4.2%)                       | 11.5%                    | 19 (14.8%)                      | 11 (8.3%)                  | N/A   |
| <b>Race/ethnicity</b>  |                          |                               |                             |                                |                          |                                 |                            |   |
| White                  | 76.7%                    | 102 (75.6%)                   | 108 (75.5%)                 | 169 (78.2%)                    | 72.0%                    | 83 (64.8%)                      | 105 (78.9%)                | 83.9%   |
| URM                    | 2.6%                     | 5 (3.7%)                      | 2 (1.4%)                    | 6 (2.8%)                       | 1.2%                     | 2 (1.6%)                        | 1 (0.8%)                   | 1.9%  |
| Asian                  | 9.9%                     | 10 (7.4%)                     | 15 (10.5%)                  | 24 (11.1%)                     | 10.0%                    | 13 (10.2%)                      | 13 (9.8%)                  | 12.9%   |
| More than one          | 1.4%                     | 3 (2.2%)                      | 2 (1.4%)                    | 2 (0.9%)                       | 1.5%                     | 3 (2.3%)                        | 1 (0.8%)                   | N/A   |
| No answer              | 8.7%                     | 15 (11.1%)                    | 16 (11.2%)                  | 15 (6.9%)                      | 15.3%                    | 27 (21.1%)                      | 13 (9.8%)                  | N/A   |
| <b>Religion</b>        |                          |                               |                             |                                |                          |                                 |                            |   |
| Catholic               | 7.5%                     | 9 (6.7%)                      | 8 (5.6%)                    | 20 (9.3%)                      | 9.2%                     | 16 (12.5%)                      | 8 (6.0%)                   | 8.7%  |
| Non-Catholic Christian | 13.8%                    | 18 (13.3%)                    | 22 (15.4%)                  | 28 (13.0%)                     | 11.1%                    | 14 (10.9%)                      | 15 (11.3%)                 | 16.7%   |
| Jewish                 | 5.5%                     | 9 (6.7%)                      | 6 (4.2%)                    | 12 (5.6%)                      | 5.7%                     | 10 (7.8%)                       | 5 (3.8%)                   | 15.3%   |
| Other religion         | 4.3%                     | 7 (5.2%)                      | 7 (4.9%)                    | 7 (3.2%)                       | 2.7%                     | 3 (2.3%)                        | 4 (3.0%)                   | 7.1%  |
| None                   | 60.3%                    | 82 (60.7%)                    | 88 (61.5%)                  | 128 (59.3%)                    | 53.6%                    | 60 (46.9%)                      | 80 (60.2%)                 | 51.8%   |
| No answer              | 8.7%                     | 10 (7.4%)                     | 12 (8.4%)                   | 21 (9.7%)                      | 17.6%                    | 25 (19.5%)                      | 21 (15.8%)                 | N/A   |