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Exclusion 1 – Not a true first-time applicant: 1,366 Applicants with prior funded R01 equivalent or 1st application was an amendment

Exclusion 2 – Not a faculty member at a U.S. medical school: 5,835 No AAMC faculty roster information at the time of 1st R01 application

Exclusion 3 – Missing race/ethnicity or degree: 478 Degree or race/ethnicity was missing

Exclusion 4 – Not early career faculty: 4,804 Associate, full professors, and "Other" positions that had tenure

Exclusion 5 – Final exclusionary criteria for statistical inference: 3,254 First application was funded or did not apply for any NIH funding after initial unfunded application

11,808 Final analytic sample