Codebook: Understanding Variation in Start-Up Funds
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This codebook explains the coding and contains the survey question for all the variables included in models in the main text.

Variable in Code	***Explanation***	***Coding rule***	***Question in Survey***
didyouget2	Whether the respondent did or did not receive a start-up fund	*1 = Yes, 0 = No*	Did you receive start-up funds?
totalmoney	Total amount of funds received	Survey included a textbox. This was recoded from the text. All currency conversions are as of fall 2020.	How much will you (or did you) receive in total over your probationary period?
publicprivate	Whether the respondent's institution is public or private	Public or Private	Is your college or university public or private?
PhD	Whether the respondent is at a PhD-granting department or a department that does not grant a PhD	1 = PhD, 0 = bachelor's or master's	What is the highest degree granted by **your department**? [note: bold in original. Highest degree offered by institution was asked in a previous section.]
articles	Number of peer reviewed articles respondent had at time of hire	Count ranging from 0 to 5. Original survey options from 0 to 5+. 5+ was recoded as 5.	How many peer-reviewed articles did you have at the time you were hired?
otheroffers2	Whether the respondent had other offers or not	1 = At least one other offer, 0 = no other offers. "At least one other offer" pools two	At the time of your job offer, did you have any other offers?

		categories in the original: people who had one and people who had more than one.	
woman	Whether the respondent identifies as a woman	1 = Woman, 0 = Not woman. Original survey contained a textbox. There were three non-binary respondents, here coded as “not woman”. Our findings do not vary based on this coding choice.	What is your gender?
ABD	Whether the respondent was ABD at the time of the job offer	1 = respondent is ABD (this is their first academic position), 0 = respondent is not ABD	Is this your first academic position? (Options: No, prior post-doc; No, prior non-tenure-track; No, tenure-track elsewhere; No, tenured elsewhere; Yes)
priorTT	Whether the respondent had a prior tenure-track position elsewhere as of the time of the job offer	1 = had been tenured or tenure-track elsewhere, 0 = had not been tenured or tenure-track elsewhere	Is this your first academic position?
anyfamily	Whether the respondent had any family in academia at the time of their job offer	1 = had family in academia, 0 = did not have family in academia	Prior to your hire, did you have any family members who are/were employed as professors?