

Appendix Table 3. Ordinal Regression of Factors Associate with Promotion.

	Crude Odds Ratio	95% Confidence Interval	<i>p</i> value	Adjusted Odds Ratio*	95% Confidence Interval	<i>p</i> value*
Chief Residency	3.42	2.04 - 5.74	<0.0001	2.46	1.34 - 4.51	0.0038
H-index	1.23	1.19 - 1.27	<0.0001	1.16	1.12 - 1.20	<0.0001
Years since Residency	1.17	1.14 - 1.20	<0.0001	1.14	1.11 - 1.17	<0.0001
Top 25 Medical School	2.52	1.83 - 3.48	<0.0001	2.10	1.44 - 3.06	0.0001
Gender (Male)	1.47	1.07 - 2.03	0.0188	0.74	0.50 - 1.08	0.1150
*Adjusted for all other variables in the model						
Ordinal Outcomes: Assistant Professor, Associate Professor, Full Professor.						