

1 Supplementary Materials

2 Table S1. Dimensions of engagement explored in this study, with definitions

Dimension	Definition or Example
Reach	Size of audience, readership, etc.
Rigor	Quality of representation of science
Innovation	Novelty of the engagement activity
Number/Quantity of Effort	Number of times engagement activities occur
Depth of Effort	Magnitude of work and expertise behind each effort; e.g., writing op-eds > signing petitions
Prominence	Perceived esteem; e.g., keynote talks > invited talks > uninvited talks
Outcomes	Intended or positive changes as a result of the activity

Table S2. Pair-wise comparison results of Tukey tests (following ANOVA) of the perceived institutional reward for different activities (research, teaching/TAing, internal service, and engagement) for established researchers and students across different evaluation processes (hiring, periodic reviews, promotion, acquiring funding, professional opportunities, and supervisory assessments). Letters indicate perceived reward for the activities that are statistically similar to each other. For example, on average students perceive research to be rewarded similarly for professional opportunities and supervisory assessments.

Category	Participant	Stage	Pairwise Comparisons from ANOVA and Tukey Tests
Research	Established Researcher	Hiring	A
Research	Established Researcher	Periodic Reviews	A B
Research	Established Researcher	Promotion	A B C
Research	Students	Funding	A B C D
Research	Students	Professional Opportunities	B C D E
Research	Students	Supervisory Assessments	A B C D E F
Teaching	Established Researcher	Hiring	G
Teaching	Established Researcher	Periodic Reviews	H
Teaching	Established Researcher	Promotion	I
TAing	Students	Funding	J
TAing	Students	Professional Opportunities	K
TAing	Students	Supervisory Assessments	L
Internal Service	Established Researcher	Hiring	J L M
Internal Service	Established Researcher	Periodic Reviews	G K L N
Internal Service	Established Researcher	Promotion	G K L N O
Internal Service	Students	Funding	J M P
Internal Service	Students	Professional Opportunities	K L N O Q
Internal Service	Students	Supervisory Assessments	J L M P R
Engagement	Established Researcher	Hiring	J L M P R S
Engagement	Established Researcher	Periodic Reviews	K L N O Q S T
Engagement	Established Researcher	Promotion	K L N O Q R S T U
Engagement	Students	Funding	K L N O Q S T U V
Engagement	Students	Professional Opportunities	G H I K L N O Q S T V W
Engagement	Students	Supervisory Assessments	K L M N O Q R S T U V W X

Table S3. Pair-wise comparison results of Tukey test results (following ANOVA) of the perceived societal benefit of different activities (research, teaching, internal service, and engagement) for established researchers and students. Letters indicate perceived societal benefit of activities that are statistically similar to each other. For example, on average both established researchers and students perceive engagement to have as much societal benefit as established researchers perceive for teaching.

Category	Participant	Tukey test results
Research	Established researcher	A
Research	Student	B
Teaching	Established researcher	C
Teaching	Student	D
Internal Service	Established researcher	E
Internal Service	Student	E F
Engagement	Established researcher	C G
Engagement	Student	C G H

Table S4. Demographics of survey participants

	Established Researcher	Students
Institution		
Academic	443	176
Agency (federal/provincial/state)	49	35
Non-Governmental Organization	31	29
Private Company	3	16
Research Council	3	0
Parastatal	1	0
Freelance	1	3
Law	0	1
Political	0	1
Hospital	0	1
Education	0	2
Museum	0	1
Unsure	0	19
No Response	103	174
Discipline		
Applied Science/Engineering	30	14
Health Sciences	32	19
Humanities	7	2
Interdisciplinary	63	49
Natural Sciences	324	180
Physical Sciences	24	1
Social Sciences	44	25
Mathematics	1	1
Linguistics	1	0
Arts	1	0
Industrial Design	0	1
No Response	107	166
Gender		
Female	239	185
Male	283	106
Other	2	1
No Response	110	166
Country		
Australia	20	17
Austria	2	0
Bangladesh	1	0
Belgium	11	1
Benin	2	0
Bolivia	0	1

Brazil	45	18
Canada	102	117
Chile	5	2
China	2	2
Colombia	0	1
Croatia	1	0
Denmark	2	2
Ecuador	1	0
Egypt	1	0
Ethiopia	1	0
Finland	1	2
France	1	0
Germany	6	4
Ghana	0	1
Greece	1	1
Iceland	1	0
India	4	2
Ireland	1	2
Israel	4	3
Italy	6	4
Japan	15	5
Jordan	2	0
Kenya	1	0
Kyrgyzstan	0	1
Malaysia	3	0
Mauritius	1	0
Mexico	4	1
Morocco	0	1
Netherlands	2	4
New Zealand	6	1
Nigeria	2	0
Pakistan	1	0
Peru	1	0
Philippines	2	0
Puerto Rico	1	0
Serbia	3	5
Slovakia	1	0
South Africa	25	28
Spain	6	8
Sweden	2	9
Switzerland	6	5
Taiwan	1	0
Thailand	2	1

Turkey	12	22
United Arab Emirates	1	0
United Kingdom	28	19
Uruguay	2	3
USA	229	110
Venezuela	0	1
Not Given	54	54

Table S5. The top 20 candidate models included in each average model for established researchers, with their associated corrected Akaike's Information Criterion (AICc) scores (as well as delta AICc from the top ranked model) and model weights. For comparison, the null model associated with each engagement type is shown as well.

Interpret					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikaike Weights	Cumulative Weight
1	Better World + Career Benefits + Public Misunderstandings + Unmotivated + Reward	1326.320	0.000	0.016	0.016
2	Social Responsibility + Career Benefits + Public Misunderstandings + Unmotivated + Reward	1326.745	0.425	0.013	0.028
3	Social Responsibility + Better World + Career Benefits + Public Misunderstandings + Unmotivated + Reward	1327.128	0.808	0.010	0.038
4	Better World + Career Benefits + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1327.743	1.423	0.008	0.046
5	Social Responsibility + Career Benefits + Public Trust + Unmotivated + Reward	1327.749	1.430	0.008	0.054
6	Social Responsibility + Career Benefits + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1327.785	1.465	0.007	0.061
7	Better World + Career Benefits + Communication Skills + Public Misunderstandings + Unmotivated + Reward	1327.850	1.530	0.007	0.068
8	Better World + Career Benefits + Public Misunderstandings + Status + Unmotivated + Reward	1327.946	1.627	0.007	0.075
9	Better World + Career Benefits + Public Misunderstandings + Public Trust + Unmotivated + Reward	1327.960	1.640	0.007	0.082
10	Better World + Public Misunderstandings + Status + Unmotivated + Reward	1328.000	1.680	0.007	0.089
11	Social Responsibility + Career Benefits + Public Misunderstandings + Public Trust + Unmotivated + Reward	1328.074	1.754	0.006	0.095
12	Better World + Career Benefits + Public Trust + Unmotivated + Reward	1328.164	1.844	0.006	0.101
13	Social Responsibility + Career Benefits + Public Trust + Poor Policy + Unmotivated + Reward	1328.199	1.879	0.006	0.107
14	Better World + Career Benefits + Public Misunderstandings + Unmotivated	1328.320	2.000	0.006	0.113
15	Social Responsibility + Career Benefits + Public Misunderstandings + Status + Unmotivated + Reward	1328.322	2.002	0.006	0.119
16	Social Responsibility + Career Benefits + Public Misunderstandings + Unmotivated	1328.341	2.021	0.006	0.124
17	Better World + Career Benefits + Excite Public + Public Misunderstandings + Unmotivated + Reward	1328.384	2.065	0.006	0.130
18	Better World + Public Misunderstandings + Unmotivated + Reward	1328.386	2.066	0.006	0.135
19	Social Responsibility + Career Benefits + Communication Skills + Public Misunderstandings + Unmotivated + Reward	1328.403	2.083	0.005	0.141
20	Social Responsibility + Better World + Career Benefits + Public Trust + Unmotivated + Reward	1328.573	2.253	0.005	0.146
2048	NULL	1390.717	64.398	0.000	

Integrate

Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Social Responsibility + Better World + Excite Public + Poor Policy + Unmotivated + Reward	1233.803	0.000	0.044	0.044
2	Social Responsibility + Excite Public + Poor Policy + Unmotivated + Reward	1233.869	0.066	0.043	0.087
3	Social Responsibility + Excite Public + Public Trust + Poor Policy + Unmotivated + Reward	1234.775	0.972	0.027	0.114
4	Social Responsibility + Better World + Excite Public + Status + Poor Policy + Unmotivated + Reward	1234.859	1.056	0.026	0.140
5	Social Responsibility + Excite Public + Status + Poor Policy + Unmotivated + Reward	1234.906	1.102	0.025	0.165
6	Social Responsibility + Better World + Excite Public + Public Trust + Poor Policy + Unmotivated + Reward	1235.009	1.206	0.024	0.189
7	Social Responsibility + Better World + Communication Skills + Excite Public + Poor Policy + Unmotivated + Reward	1235.094	1.291	0.023	0.212
8	Social Responsibility + Communication Skills + Excite Public + Poor Policy + Unmotivated + Reward	1235.200	1.397	0.022	0.234
9	Social Responsibility + Better World + Excite Public + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1235.688	1.884	0.017	0.251
10	Social Responsibility + Excite Public + Public Trust + Status + Poor Policy + Unmotivated + Reward	1235.727	1.923	0.017	0.268
11	Social Responsibility + Career Benefits + Excite Public + Poor Policy + Unmotivated + Reward	1235.782	1.978	0.016	0.285
12	Social Responsibility + Better World + Career Benefits + Excite Public + Poor Policy + Unmotivated + Reward	1235.794	1.991	0.016	0.301
13	Social Responsibility + Excite Public + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1235.817	2.014	0.016	0.317
14	Social Responsibility + Better World + Excite Public + Public Trust + Status + Poor Policy + Unmotivated + Reward	1235.993	2.189	0.015	0.332
15	Social Responsibility + Communication Skills + Excite Public + Public Trust + Poor Policy + Unmotivated + Reward	1236.278	2.475	0.013	0.345
16	Social Responsibility + Better World + Communication Skills + Excite Public + Status + Poor Policy + Unmotivated + Reward	1236.367	2.563	0.012	0.357
17	Social Responsibility + Communication Skills + Excite Public + Status + Poor Policy + Unmotivated + Reward	1236.447	2.644	0.012	0.369
18	Social Responsibility + Better World + Communication Skills + Excite Public + Public Trust + Poor Policy + Unmotivated + Reward	1236.459	2.655	0.012	0.380
19	Social Responsibility + Career Benefits + Excite Public + Public Trust + Poor Policy + Unmotivated + Reward	1236.713	2.910	0.010	0.391
20	Social Responsibility + Better World + Excite Public + Public Misunderstandings + Status + Poor Policy + Unmotivated + Reward	1236.756	2.953	0.010	0.401
2010	NULL	1286.899	53.095	0.000	

Position					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Social Responsibility + Communication Skills + Excite Public + Poor Policy	1262.375	0.000	0.024	0.024
2	Social Responsibility + Excite Public + Poor Policy	1262.604	0.230	0.022	0.046

3	Social Responsibility + Better World + Communication Skills + Excite Public + Poor Policy	1262.940	0.565	0.018	0.064
4	Social Responsibility + Better World + Excite Public + Poor Policy	1263.167	0.793	0.016	0.081
5	Social Responsibility + Communication Skills + Excite Public + Status + Poor Policy	1263.451	1.076	0.014	0.095
6	Social Responsibility + Communication Skills + Excite Public + Poor Policy + Reward	1263.921	1.546	0.011	0.106
7	Social Responsibility + Excite Public + Poor Policy + Reward	1263.953	1.578	0.011	0.117
8	Social Responsibility + Communication Skills + Excite Public + Poor Policy + Unmotivated	1263.997	1.622	0.011	0.128
9	Social Responsibility + Better World + Communication Skills + Excite Public + Status + Poor Policy	1264.010	1.635	0.011	0.139
10	Social Responsibility + Excite Public + Status + Poor Policy	1264.065	1.691	0.010	0.149
11	Social Responsibility + Excite Public + Poor Policy + Unmotivated	1264.098	1.723	0.010	0.160
12	Social Responsibility + Communication Skills + Excite Public + Public Misunderstandings + Poor Policy	1264.345	1.971	0.009	0.169
13	Social Responsibility + Communication Skills + Excite Public + Public Trust + Poor Policy	1264.384	2.009	0.009	0.178
14	Social Responsibility + Career Benefits + Communication Skills + Excite Public + Poor Policy	1264.411	2.036	0.009	0.186
15	Social Responsibility + Career Benefits + Excite Public + Poor Policy	1264.411	2.037	0.009	0.195
16	Social Responsibility + Better World + Communication Skills + Excite Public + Poor Policy + Reward	1264.477	2.103	0.009	0.204
17	Social Responsibility + Excite Public + Public Misunderstandings + Poor Policy	1264.484	2.109	0.008	0.212
18	Social Responsibility + Better World + Excite Public + Poor Policy + Reward	1264.504	2.130	0.008	0.221
19	Social Responsibility + Better World + Excite Public + Status + Poor Policy	1264.626	2.251	0.008	0.229
20	Social Responsibility + Excite Public + Public Trust + Poor Policy	1264.651	2.276	0.008	0.236

1954 NULL 1302.530 40.155 0.000

Decision Making

Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Communication Skills + Excite Public + Reward	963.989	0.000	0.016	0.016
2	Communication Skills + Reward	964.361	0.371	0.013	0.029
3	Reward	964.648	0.659	0.011	0.040
4	Communication Skills + Excite Public + Public Trust + Reward	965.054	1.064	0.009	0.049
5	Communication Skills + Excite Public + Poor Policy + Reward	965.128	1.139	0.009	0.058
6	Better World + Communication Skills + Reward	965.569	1.580	0.007	0.065
7	Poor Policy + Reward	965.679	1.690	0.007	0.072
8	Career Benefits + Communication Skills + Excite Public + Reward	965.737	1.748	0.007	0.079
9	Excite Public + Reward	965.739	1.750	0.007	0.085
10	Better World + Communication Skills + Excite Public + Reward	965.747	1.757	0.007	0.092

11	Communication Skills + Excite Public + Status + Reward	965.776	1.787	0.006	0.098
12	Communication Skills + Public Misunderstandings + Reward	965.785	1.795	0.006	0.105
13	Social Responsibility + Communication Skills + Excite Public + Reward	965.823	1.833	0.006	0.111
14	Communication Skills + Poor Policy + Reward	965.844	1.855	0.006	0.117
15	Communication Skills + Status + Reward	965.872	1.883	0.006	0.123
16	Communication Skills + Excite Public + Unmotivated + Reward	965.923	1.934	0.006	0.129
17	Communication Skills + Excite Public + Public Misunderstandings + Reward	966.039	2.049	0.006	0.135
18	Career Benefits + Reward	966.131	2.142	0.005	0.140
19	Excite Public + Public Trust + Reward	966.226	2.237	0.005	0.145
20	Career Benefits + Communication Skills + Reward	966.278	2.288	0.005	0.150

1056	NULL	987.122	23.132	0.000	
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Community					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Social Responsibility + Better World + Communication Skills + Excite Public + Unmotivated + Reward	1349.964	0.000	0.026	0.026
2	Social Responsibility + Communication Skills + Excite Public + Unmotivated + Reward	1350.240	0.276	0.023	0.049
3	Better World + Communication Skills + Excite Public + Unmotivated + Reward	1350.245	0.281	0.023	0.072
4	Social Responsibility + Better World + Communication Skills + Excite Public + Public Misunderstandings + Unmotivated + Reward	1350.942	0.978	0.016	0.088
5	Social Responsibility + Communication Skills + Excite Public + Public Misunderstandings + Unmotivated + Reward	1351.208	1.244	0.014	0.102
6	Social Responsibility + Communication Skills + Public Misunderstandings + Unmotivated + Reward	1351.322	1.358	0.013	0.116
7	Social Responsibility + Communication Skills + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1351.341	1.377	0.013	0.129
8	Social Responsibility + Communication Skills + Excite Public + Poor Policy + Unmotivated + Reward	1351.415	1.451	0.013	0.142
9	Better World + Communication Skills + Excite Public + Public Misunderstandings + Unmotivated + Reward	1351.537	1.573	0.012	0.154
10	Social Responsibility + Communication Skills + Excite Public + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1351.582	1.618	0.012	0.166
11	Social Responsibility + Better World + Communication Skills + Excite Public + Poor Policy + Unmotivated + Reward	1351.597	1.633	0.012	0.177
12	Social Responsibility + Better World + Communication Skills + Public Misunderstandings + Unmotivated + Reward	1351.607	1.643	0.012	0.189
13	Social Responsibility + Better World + Career Benefits + Communication Skills + Excite Public + Unmotivated + Reward	1351.733	1.769	0.011	0.200

14	Better World + Communication Skills + Excite Public + Poor Policy + Unmotivated + Reward	1351.790	1.826	0.011	0.210
15	Social Responsibility + Better World + Communication Skills + Excite Public + Public Trust + Unmotivated + Reward	1351.827	1.863	0.010	0.221
16	Social Responsibility + Career Benefits + Communication Skills + Excite Public + Unmotivated + Reward	1351.849	1.885	0.010	0.231
17	Social Responsibility + Better World + Communication Skills + Excite Public + Reward	1351.947	1.983	0.010	0.241
18	Social Responsibility + Better World + Communication Skills + Excite Public + Public Misunderstandings + Poor Policy + Unmotivated + Reward	1351.985	2.021	0.010	0.250
19	Social Responsibility + Better World + Communication Skills + Excite Public + Status + Unmotivated + Reward	1352.031	2.067	0.009	0.260
20	Better World + Communication Skills + Excite Public + Public Trust + Unmotivated + Reward	1352.138	2.174	0.009	0.269
2011	NULL	1384.768	34.804	0.000	

Table S6. The top 20 candidate models included in each average model for students, with their associated corrected Akaike’s Information Criterion (AICc) scores (as well as delta AICc from the top ranked model) and model weights. For comparison, the null model associated with each engagement type is shown as well.

Interpret					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Better World + Unmotivated	659.835	0.000	0.016	0.016
2	Better World + Public Misunderstanding + Unmotivated	660.928	1.093	0.009	0.026
3	Better World + Public Misunderstanding + Public Trust + Unmotivated	661.042	1.206	0.009	0.035
4	Better World + Status + Unmotivated	661.062	1.226	0.009	0.043
5	Better World + Communication Skills + Unmotivated	661.420	1.585	0.007	0.051
6	Better World + Public Trust + Unmotivated	661.517	1.681	0.007	0.058
7	Better World + Unmotivated + Reward	661.671	1.835	0.007	0.064
8	Public Misunderstanding + Unmotivated	661.680	1.845	0.006	0.071
9	Better World + Excite Public + Unmotivated	661.793	1.957	0.006	0.077
10	Social Responsibility + Better World + Unmotivated	661.794	1.958	0.006	0.083
11	Better World + Career Benefits + Unmotivated	661.824	1.989	0.006	0.089
12	Unmotivated	661.848	2.013	0.006	0.095
13	Better World + Poor Policy + Unmotivated	661.853	2.017	0.006	0.101
14	Better World + Public Misunderstanding + Status + Unmotivated	661.892	2.056	0.006	0.107
15	Better World + Communication Skills + Status + Unmotivated	661.900	2.064	0.006	0.113
16	Better World + Public Misunderstanding + Public Trust + Status + Unmotivated	662.306	2.471	0.005	0.117
17	Social Responsibility + Unmotivated	662.395	2.559	0.005	0.122
18	Public Misunderstanding + Status + Unmotivated	662.429	2.594	0.004	0.126
19	Public Misunderstanding + Public Trust + Unmotivated	662.433	2.597	0.004	0.131
20	Better World + Communication Skills + Public Misunderstanding + Public Trust + Unmotivated	662.466	2.631	0.004	0.135
1420	NULL	670.315	10.480	0.000	
Integrate					

Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Excite Public + Poor Policy + Unmotivated	506.169	0.000	0.025	0.025
2	Better World + Excite Public + Poor Policy + Unmotivated	506.610	0.440	0.020	0.046
3	Excite Public + Public Trust + Poor Policy + Unmotivated	507.399	1.230	0.014	0.059
4	Better World + Excite Public + Public Trust + Poor Policy + Unmotivated	507.437	1.267	0.013	0.073
5	Excite Public + Public Misunderstanding + Poor Policy + Unmotivated	507.541	1.371	0.013	0.085
6	Better World + Excite Public + Public Misunderstanding + Poor Policy + Unmotivated	507.608	1.439	0.012	0.098
7	Excite Public + Status + Poor Policy + Unmotivated	508.039	1.870	0.010	0.108
8	Excite Public + Poor Policy + Unmotivated + Reward	508.134	1.965	0.009	0.117
9	Career Benefits + Excite Public + Poor Policy + Unmotivated	508.136	1.967	0.009	0.126
10	Communication Skills + Excite Public + Poor Policy + Unmotivated	508.240	2.071	0.009	0.135
11	Social Responsibility + Excite Public + Poor Policy + Unmotivated	508.266	2.096	0.009	0.144
12	Social Responsibility + Better World + Excite Public + Poor Policy + Unmotivated	508.304	2.134	0.009	0.153
13	Public Trust + Poor Policy + Unmotivated	508.346	2.176	0.009	0.161
14	Better World + Excite Public + Status + Poor Policy + Unmotivated	508.359	2.190	0.008	0.170
15	Better World + Career Benefits + Excite Public + Poor Policy + Unmotivated	508.511	2.341	0.008	0.178
16	Better World + Excite Public + Poor Policy + Unmotivated + Reward	508.654	2.485	0.007	0.185
17	Better World + Public Trust + Poor Policy + Unmotivated	508.676	2.506	0.007	0.192
18	Better World + Communication Skills + Excite Public + Poor Policy + Unmotivated	508.726	2.557	0.007	0.199
19	Better World + Excite Public + Public Trust + Status + Poor Policy + Unmotivated	509.054	2.885	0.006	0.205
20	Better World + Excite Public + Public Misunderstanding + Public Trust + Poor Policy + Unmotivated	509.097	2.928	0.006	0.211
901	NULL	516.579	10.409	0.000	

Position					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Better World + Career Benefits + Poor Policy	615.558	0.000	0.038	0.038
2	Better World + Career Benefits + Status + Poor Policy	615.987	0.430	0.031	0.069
3	Social Responsibility + Better World + Career Benefits + Poor Policy	616.204	0.647	0.028	0.096
4	Social Responsibility + Better World + Career Benefits + Status + Poor Policy	616.958	1.401	0.019	0.115
5	Better World + Career Benefits + Poor Policy + Unmotivated	617.214	1.656	0.017	0.132
6	Better World + Career Benefits + Public Trust + Poor Policy	617.420	1.862	0.015	0.147

7	Better World + Career Benefits + Public Misunderstanding + Poor Policy	617.460	1.902	0.015	0.161
8	Better World + Career Benefits + Excite Public + Poor Policy	617.545	1.987	0.014	0.175
9	Better World + Career Benefits + Poor Policy + Reward	617.593	2.036	0.014	0.189
10	Better World + Career Benefits + Communication Skills + Poor Policy	617.649	2.091	0.013	0.203
11	Better World + Career Benefits + Status + Poor Policy + Unmotivated	617.769	2.212	0.013	0.215
12	Better World + Career Benefits + Public Trust + Status + Poor Policy	617.804	2.247	0.012	0.228
13	Better World + Career Benefits + Public Misunderstanding + Status + Poor Policy	617.950	2.392	0.011	0.239
14	Better World + Career Benefits + Excite Public + Status + Poor Policy	617.977	2.420	0.011	0.250
15	Better World + Career Benefits + Status + Poor Policy + Reward	618.039	2.481	0.011	0.261
16	Social Responsibility + Better World + Career Benefits + Public Misunderstanding + Poor Policy	618.054	2.496	0.011	0.272
17	Better World + Career Benefits + Communication Skills + Status + Poor Policy	618.073	2.516	0.011	0.283
18	Social Responsibility + Better World + Career Benefits + Poor Policy + Unmotivated	618.126	2.569	0.011	0.294
19	Social Responsibility + Better World + Career Benefits + Poor Policy + Reward	618.223	2.665	0.010	0.304
20	Social Responsibility + Better World + Career Benefits + Communication Skills + Poor Policy	618.226	2.669	0.010	0.314

1914	NULL	646.252	30.695	0.000	
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Decision Making					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Public Trust + Status + Poor Policy	291.639	0.000	0.006	0.006
2	Public Trust + Poor Policy	291.783	0.144	0.006	0.011
3	Public Trust + Status	291.957	0.318	0.005	0.017
4	Status	292.004	0.365	0.005	0.021
5	Career Benefits + Status	292.203	0.564	0.004	0.026
6	Excite Public + Status	292.250	0.611	0.004	0.030
7	Communication Skills + Public Trust + Poor Policy	292.382	0.743	0.004	0.034
8	Poor Policy	292.399	0.760	0.004	0.038
9	NULL	292.477	0.839	0.004	0.042
10	Excite Public + Poor Policy	292.578	0.939	0.004	0.046
11	Career Benefits + Public Trust + Status + Poor Policy	292.591	0.953	0.004	0.050
12	Excite Public + Status + Poor Policy	292.656	1.017	0.004	0.053
13	Status + Poor Policy	292.667	1.028	0.004	0.057
14	Social Responsibility + Poor Policy	292.690	1.052	0.004	0.060

15	Career Benefits + Public Trust + Status	292.766	1.128	0.003	0.064
16	Communication Skills + Excite Public + Poor Policy	292.804	1.165	0.003	0.067
17	Communication Skills + Excite Public	292.848	1.209	0.003	0.070
18	Career Benefits + Status + Poor Policy	292.871	1.233	0.003	0.073
19	Career Benefits + Excite Public + Status	292.969	1.330	0.003	0.077
20	Excite Public	292.997	1.358	0.003	0.080

Community					
Candidate Model Rank	Variables in Candidate Model	AICc	Delta AICc	Aikake Weights	Cumulative Weight
1	Social Responsibility + Unmotivated	678.963	0.000	0.014	0.014
2	Social Responsibility + Status + Unmotivated	679.752	0.788	0.009	0.023
3	Social Responsibility + Excite Public + Unmotivated	680.424	1.460	0.007	0.030
4	Unmotivated	680.434	1.470	0.007	0.037
5	Social Responsibility + Career Benefits + Unmotivated	680.440	1.477	0.007	0.043
6	Social Responsibility + Poor Policy + Unmotivated	680.502	1.538	0.006	0.050
7	Social Responsibility + Public Trust + Unmotivated	680.534	1.571	0.006	0.056
8	Social Responsibility + Excite Public + Public Trust + Unmotivated	680.583	1.620	0.006	0.062
9	Social Responsibility + Communication Skills + Unmotivated	680.802	1.839	0.006	0.068
10	Social Responsibility + Communication Skills + Status + Unmotivated	680.852	1.889	0.005	0.073
11	Social Responsibility + Better World + Unmotivated	680.863	1.899	0.005	0.079
12	Social Responsibility + Unmotivated + Reward	680.879	1.915	0.005	0.084
13	Status + Unmotivated	680.881	1.918	0.005	0.089
14	Social Responsibility + Public Misunderstanding + Unmotivated	680.891	1.927	0.005	0.095
15	Communication Skills + Status + Unmotivated	680.958	1.995	0.005	0.100
16	Better World + Unmotivated	680.970	2.006	0.005	0.105
17	Social Responsibility + Excite Public + Status + Unmotivated	681.015	2.051	0.005	0.110
18	Excite Public + Unmotivated	681.264	2.301	0.004	0.114
19	Excite Public + Status + Unmotivated	681.445	2.482	0.004	0.118
20	Social Responsibility	681.455	2.492	0.004	0.122
771	NULL	686.350	7.386	0.000	

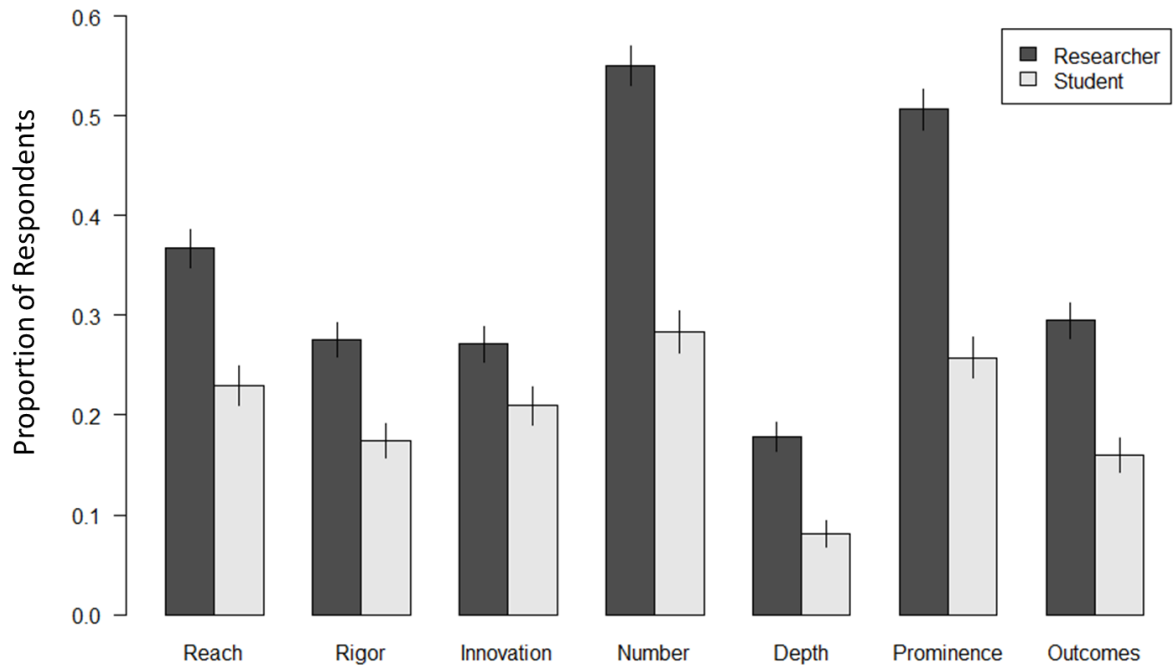


Figure S1. Perceptions of whether institutional evaluation captured each of our seven dimensions of engagement, in various processes relevant to career advancement (e.g., 0.37 in the left-most bar indicates that 37% of career-researcher respondents indicated that evaluations captured *reach* of engagements, and 23% indicated they did not). Error bars represent standard errors.