

Appendix 1. Adherence to STROBE Guideline.

	Item No	Recommendation	Page Number
Title and abstract	1	(a) Indicate the study's design with a commonly used term in the title or the abstract	1
		(b) Provide in the abstract an informative and balanced summary of what was done and what was found	2-3
Introduction			
Background/rationale	2	Explain the scientific background and rationale for the investigation being reported	6-7
Objectives	3	State specific objectives, including any prespecified hypotheses	7
Methods			
Study design	4	Present key elements of study design early in the paper	7
Setting	5	Describe the setting, locations, and relevant dates, including periods of recruitment, exposure, follow-up, and data collection	N/A
Participants	6	<i>Cross-sectional study</i> —Give the eligibility criteria, and the sources and methods of selection of participants	8-10
Variables	7	Clearly define all outcomes, exposures, predictors, potential confounders, and effect modifiers. Give diagnostic criteria, if applicable	10
Data sources/ measurement	8*	For each variable of interest, give sources of data and details of methods of assessment (measurement). Describe comparability of assessment methods if there is more than one group	10-11, Appendix 2
Bias	9	Describe any efforts to address potential sources of bias	N/A
Study size	10	Explain how the study size was arrived at	8
Quantitative variables	11	Explain how quantitative variables were handled in the analyses. If applicable, describe which groupings were chosen and why	11-12
Statistical methods	12	(a) Describe all statistical methods, including those used to control for confounding	11-12
		(b) Describe any methods used to examine subgroups and interactions	N/A
		(c) Explain how missing data were addressed	N/A

		<i>Cross-sectional study</i> —If applicable, describe analytical methods taking account of sampling strategy	N/A
		(e) Describe any sensitivity analyses	N/A

Results			
Participants	13*	(a) Report numbers of individuals at each stage of study—eg numbers potentially eligible, examined for eligibility, confirmed eligible, included in the study, completing follow-up, and analysed	13, Figure 1
		(b) Give reasons for non-participation at each stage	Appendix 3
Descriptive data	14*	(a) Give characteristics of study participants (eg demographic, clinical, social) and information on exposures and potential confounders	13, Table 1
		(b) Indicate number of participants with missing data for each variable of interest	13-15
Outcome data	15*	<i>Cross-sectional study</i> —Report numbers of outcome events or summary measures	13-15
Main results	16	(a) Give unadjusted estimates and, if applicable, confounder-adjusted estimates and their precision (eg, 95% confidence interval). Make clear which confounders were adjusted for and why they were included	12-16
		(b) Report category boundaries when continuous variables were categorized	N/A
		(c) If relevant, consider translating estimates of relative risk into absolute risk for a meaningful time period	N/A
Other analyses	17	Report other analyses done—eg analyses of subgroups and interactions, and sensitivity analyses	15-16
Discussion			
Key results	18	Summarise key results with reference to study objectives	17-18
Limitations	19	Discuss limitations of the study, taking into account sources of potential bias or imprecision. Discuss both direction and magnitude of any potential bias	18-19
Interpretation	20	Give a cautious overall interpretation of results considering objectives, limitations, multiplicity of analyses, results from similar studies, and other relevant evidence	18-20
Generalisability	21	Discuss the generalisability (external	17

		validity) of the study results	
Other information			
Funding	22	Give the source of funding and the role of the funders for the present study and, if applicable, for the original study on which the present article is based	23

Appendix 2. Included Institution Characteristics

University	Level Criteria Assessed	of	Leiden Ranking of University	Most Relevant Biomedical Faculty
Bar-Ilan University	Faculty Criteria		495	Faculty of Medicine
Brigham Young University	Institution Criteria		565	Department of Health Sciences
Cardiff University	Institution Criteria		213	School of Medicine
Case Western Reserve University	Faculty Criteria		62	School of Medicine
Central China Normal University	Institution Criteria		790	Life Sciences
Central South University	Faculty Criteria		84	School of Medicine
China Medical University	Faculty Criteria		96	Medical University
China Pharmaceutical University	Faculty Criteria		298	Basic Medicine and Clinical Pharmacy
Colorado State University	Faculty Criteria		400	School of Medicine
Dankook University	Institution Criteria		575	College of Medicine
Duke University	Faculty Criteria		15	School of Medicine
Ghent University	Institution Criteria		94	Faculty of Medicine and Health Sciences
Guangxi Medical University	Faculty Criteria		328	Medical University
Guangzhou Medical University	Faculty Criteria		354	Medical University
Gunma University	Faculty Criteria		440	Faculty of Medicine
Harbin Medical University	Institution Criteria		152	Medical University

Johannes Gutenberg University Mainz	Faculty Criteria	232	University Medicine
Kansas State University	Faculty Criteria	580	Department of Diagnostic Medicine/Pathobiology
Katholieke Universiteit Leuven	Institution Criteria	56	Faculty of Medicine
Korea Advanced Institute of Science and Technology	Faculty Criteria	547	Graduate School of Medical Science and Engineering
Kyung Hee University	Institution Criteria	183	College of Medicine
Lomonosov Moscow State University	Institution Criteria	533	Faculty of Fundamental Medicine
Murdoch University	Institution Criteria	761	School of Veterinary and Life Sciences
Nagasaki University	Faculty Criteria	349	School of Medicine
Nanchang University	Faculty Criteria	420	Medical College
Nanjing Medical University	Institution Criteria	72	Medical University
National Autonomous University of Mexico - UNAM	Institution Criteria	260	School of Medicine
National University of Cordoba	Faculty Criteria	639	School of Medicine
North Dakota State University	Faculty Criteria	695	School of Medicine & Health Sciences
Northeast Normal University	Institution Criteria	767	School of Life Science
Norwegian University of Science and Technology	Institution Criteria	303	Faculty of Medicine and Health Sciences
Ohio University	Faculty Criteria	694	Biomedical Sciences

Old Dominion University	Institution Criteria	728	College of Health Sciences
Philipps-Universität Marburg	Institution Criteria	348	Department of Medicine
Prince Songkla University	Institution Criteria	624	Faculty of Medicine
Queen Mary University of London	Institution Criteria	240	Barts and the London School of Medicine and Dentistry
Seoul National University	Institution Criteria	14	College of Medicine
Shahid Beheshti University of Medical Sciences	Institution Criteria	317	School of Medicine
Shenyang Pharmaceutical University	Institution Criteria	479	Medicinal Chemistry
Shiraz University of Medical Science	Institution Criteria	423	School of Medicine
South China Agricultural University	Institution Criteria	629	College of Life Sciences
South China University of Technology	Institution Criteria	630	School of Medicine
St Louis University	Faculty Criteria	385	School of Medicine
Sun Yat-sen University	Faculty Criteria	26	Medical Sciences
Tulane University	Faculty Criteria	308	School of Medicine
Uniformed Services University of the Health Sciences	Institution Criteria	421	School of Medicine
Università degli Studi di Genova	Institution Criteria	253	School of Medical and Pharmaceutical Sciences
Université Catholique de Louvain	Institution Criteria	257	Faculty of Medicine and Dentistry

University College Dublin	Institution Criteria	252	School of Medicine
University of Akron	Faculty Criteria	764	Medicine
University of Belgrade	Institution Criteria	214	School of Medicine
University of Campinas	Institution Criteria	186	School of Medical Sciences
University of Chile	Institution Criteria	415	Faculty of Medicine
University of Colorado, Denver	Faculty Criteria	51	School of Medicine
University of East Anglia	Institution Criteria	504	Medical School
University of Florence	Institution Criteria	177	Faculty of Medicine and Dentistry
University of Freiburg	Institution Criteria	142	Faculty of Medicine
University of Kansas	Faculty Criteria	181	School of Medicine
University of Maryland, Baltimore	Faculty Criteria	98	School of Medicine
University of Melbourne	Institution Criteria	21	Medicine School
University of Minnesota - Twin Cities	Faculty Criteria	32	Department of Medicine

University of Modena and Reggio Emilia	Institution Criteria	397	Faculty of Medicine and Surgery
University of Montpellier	Institution Criteria	321	Faculty of Medicine
University of Navarra	Institution Criteria	433	School of Medicine
University of Nevada, Las Vegas	Faculty Criteria	686	School of Medicine
University of Nevada, Reno	Faculty Criteria	657	School of Medicine
University of New South Wales	Institution Criteria	87	Medicine
University of North Texas	Faculty Criteria	567	College of Osteopathic Medicine
University of Oklahoma	Faculty Criteria	234	College of Medicine
University of Oslo	Institution Criteria	73	Faculty of Medicine
University of Pittsburgh	Faculty Criteria	6	School of Medicine
University of Pretoria	Faculty Criteria	549	School of Medicine
University of Queensland	Institution Criteria	50	Faculty of Medicine
University of Saskatchewan	Faculty Criteria	345	College of Medicine

University of South Australia	Institution Criteria	437	School of Pharmacy and Medical Sciences
University of St Andrews	Institution Criteria	689	School of Medicine
University of Strathclyde	Institution Criteria	619	Institute of Pharmacy and Biomedical Sciences
University of Sussex	Institution Criteria	555	Medical School
University of Szeged	Institution Criteria	470	Faculty of Medicine
University of Tampere	Faculty Criteria	386	Faculty of Medicine and Life Sciences
University of Tennessee, Knoxville	Institution Criteria	187	Graduate School of Medicine
University of Toledo	Faculty Criteria	487	College of Medicine and Life Sciences
University of Utah	Faculty Criteria	80	School of Medicine
University of Valencia	Faculty Criteria	278	Faculty of Medicine and Odontology
University of Western Australia	Institution Criteria	178	Medical School
University of Windsor	Institution Criteria	784	Schulich School of Medicine and Dentistry
Utrecht University	Institution Criteria	37	Faculty of Medicine

Wuhan University	Faculty Criteria	138	Faculty of Medical Sciences
Xi'an Jiaotong University	Faculty Criteria	157	School of Basic Medical Sciences
Xidian University	Institution Criteria	842	School of Life Sciences and Technology
Yamagata University	Institution Criteria	634	Faculty of Medicine
Yeungnam University	Institution Criteria	476	College of Medicine

Appendix 3. Categorization of Institutions Not Included in Analyses

Emailed Institution Twice with No Response

1. Akdeniz University*
 2. Budapest University of Technology and Economics*
 3. Chungnam National University
 4. COMSATS Institute of Information Technology
 5. Ehime University
 6. Ernst-Moritz-Arndt University of Greifswald
 7. Federal University of São Carlos - UFSCar
 8. Fourth Military Medical University
 9. Graz University of Technology*
 10. Jiangnan University
 11. Jilin University
 12. Kindai University
 13. Kobe University
 14. Lille 1 University of Science and Technology
 15. Medical University of Graz
 16. Metropolitan Autonomous University
 17. National Technical University of Athens*
 18. National Tsing Hua University
 19. National Yang Ming University
 20. Nicholas Copernicus University of Torun
 21. Osaka University
 22. Peking Union Medical College
 23. Saarland University
 24. Shanghai Jiao Tong University
 25. Tokyo Medical and Dental University
 26. Tokyo University of Agriculture and Technology
 27. Universidad Nacional de La Plata*
 28. Universidade Federal do Paraná
 29. Universidade Federal do Rio de Janeiro
 30. Université Paul Sabatier
 31. Universiti Teknologi Malaysia
 32. University of Hyderabad
 33. University of La Laguna
 34. University of Minho
 35. University of Paris XII - Paris-Est Créteil Val de Marne
 36. University of Silesia
 37. University of Southampton
 38. University of Thessaly
 39. University of Tokyo
 40. University of Toyama
 41. University of Valladolid
 42. Waseda University
 43. Wroclaw University of Technology
-

Institution Reported Not being Willing or Able to Share Documents	<ol style="list-style-type: none"> 1. City University London 2. Erasmus University Rotterdam* 3. Freie Universität Berlin 4. Heidelberg University 5. Karolinska Institute 6. University of Tartu
Institution Provided Documents for Hiring Only	<ol style="list-style-type: none"> 1. University of São Paulo 2. Tohoku University 3. University of Bonn 4. University of Paris VII - Paris Diderot 5. University of Santiago de Compostela 6. Aalborg University 7. Gifu University 8. Yamaguchi University
Guidelines Only Available for Positions Not Included in Analyses	<ol style="list-style-type: none"> 1. University of Münster 2. Julius Maximilian University of Würzburg 3. University of Girona
Documents Available but No Relevant Faculty	<ol style="list-style-type: none"> 1. Anna University* 2. Beihang University* 3. Carnegie Mellon University* 4. Delft University of Technology* 5. Eindhoven University of Technology* 6. George Mason University* 7. Georgia Institute of Technology* 8. Hefei University of Technology* 9. Iowa State University* 10. Nanjiang Agricultural University* 11. Roma Tre University* 12. Sichuan Agricultural University* 13. Technische Universität Darmstadt* 14. University of Bath* 15. University of Nebraska, Lincoln* 16. University of Salento* 17. University of Stuttgart* 18. Vienna University of Technology*

Note: * = institutions did not have a relevant biomedical faculty

Appendix 4. Thresholds for Criteria

Criteria	Relevant Information from Institution Document (number of institutions)
Peer Reviewed Publications	<p>At least 3 publications. (n=1)</p> <p>Continued scholarly publication (40 publications typically). (n=1)</p> <p>Three articles for a 4 year contract; five articles for a 6-year contract. (n=1)</p> <p>Three first authored papers published on important journals. (n=1)</p> <p>One to three publications are required. (n=1)</p> <p>Two publications per year are expected. (n=2)</p> <p>Three to two papers required (varies based on impact factor of journals published in). (n=1)</p> <p>Three to six papers required (varies based on impact factor of journals published in). (n=1)</p> <p>Five to ten papers required (varies based on impact factor of journals published in). (n=2)</p> <p>Two to four papers required (varies based on impact factor of journals published in, awards won, and citations). (n=1)</p> <p>Two published papers required. (n=3)</p> <p>Four published papers required. (n=1)</p> <p>Five published papers since the last promotion. (n=2)</p> <p>Six published papers required. (n=1)</p> <p>Seven published papers required. (n=3)</p> <p>Eight published papers required. (n=3)</p> <p>Ten published papers required. (n=1)</p>

Twelve published papers required. (n=1)

Twenty-eight publications preferred. (n=1)

One to six papers required (varies based on impact factor of journals published in). (n=1)

Requirement varies based on field of medicine, ranging from 14 - 53 publications in the last 10 years. (n=3)

Authorship Order

First or senior author on 1/3 of manuscripts. (n=1)

Greater points earned for single author, first author, or corresponding author on papers. (n=1)

Sole or lead authored publications are encouraged. (n=1)

Three first authored papers published in important journals. (n=1)

Expectation that candidates for promotion will have at least two publications per year with a significant portion as first or last author. (n=1)

Substantial research activity [...] as evidence by a substantial list of first or senior authored high quality peer-reviewed publications. (n=3)

Two papers as first or corresponding author. (n=1)

Six papers as first or corresponding author. (n=2)

Seven papers as first or corresponding author. (n=1)

Eight papers as first or corresponding author. (n=1)

Publishes as primary, senior, or corresponding author at least twice per year. (n=1)

At least 1 paper as first author. (n=1)

At least 1 sole authored paper. (n=1)

Five papers as first or corresponding author. (n=1)

First author on one of five papers. (n=1)

The specific role, such as lead author or otherwise, should be noted. (n=1)

Candidate will be expected to be lead, senior or corresponding author on most recent publications. (n=1)

Lead contributor or corresponding contributor of publications. (n=1)

Promotion requires sole, major, or senior authorship of high-impact publications. (n=1)

Corresponding author of at least five publications since previous promotion. (n=1)

Recent publications which the applicant is first or senior author. (n=1)

Applicant must be leading author (first or last) in the last three years. (n=1)

Independence as documented by senior authorship. (n=1)

At least 5 accredited publications with some as first author. (n=1)

Impact Factor

At least one paper with impact factor ≥ 3.0 ; at least one paper with impact factor ≥ 5.0 , or cumulate impact factor rates totalling to ≥ 11.0 . (n=1)

At least one paper with impact factor ≥ 9.0 ; or cumulate impact factor rates totalling to ≥ 30.0 . (n=1)

At least one paper with impact factor higher than the average level of the specific area (if too few publications as first or senior author the impact factor must be higher). (n=1)

At least three paper with impact factors ranked as second level or higher on the journal citation reports. (n=1)

At least three papers with impact factor ≥ 5.0 ; at least one paper with impact factor ≥ 10.0 , or cumulate impact factor rates totalling to ≥ 20.0 . (n=1)

At least one paper with impact factor ≥ 10.0 ; or at least one paper with impact factor ≥ 15.0 . (n=1)

At least three papers after the last evaluation with a cumulative impact factor of ≥ 4.0 . (n=1)

At least 60% of papers in journals that have an impact factor. (n=1)

At least one paper in a Journal Citation Reports II area; or two papers with impact factor ≥ 3.0 . (n=1)

Table provided from guideline with varying requirements for impact factor dependent on the journal. (n=1)

At least 7 papers with total impact factor ≥ 5.0 ; one paper with an impact factor ≥ 3.0 ; or one paper in journal citation reports II area. A second option is that papers reach an impact factor of at least 2 on the journal citation reports. A third option is that the professor has at least 7 relevant papers as first or corresponding author with all of the impact factors ≥ 3.0 . (n=1)

Grant Funding

Principal investigator of one provincial (or higher level) grant. (n=1)

Five to seven years of funding. (n=1)

Principal investigator of one provincial (or higher level) grant; principal investigator of one national science foundation general project; principal investigator of vertical projects with total amount reach 500,000 RMB or above; or principal investigator of one national science foundation youth project; or principal investigator of vertical projects with total amount reach 300,000 RMB or above. (n=1)

Acquiring a multi-year extramural grant award as a principal investigator at the funding level of NIH R01, or higher; acquiring as a principal investigator a grant award comparable to NIH R01 from other agencies or foundations. (n=1)

Two national grants or one with 1,800,000 RMB. (n=1)

Principal investigator of one national science foundation general project; or principal investigator of sub-project of National Science and Technology Major Project; or principal investigator of National Key Research and Development Program, with research fund 1,000,000 RMB; or 500,000 RMB for non-provincial key disciplines. (n=1)

Principal investigator of two national natural science foundation project; or Principal investigator of project with more than 2,000,000 RMB.

Principal investigator of one national project and some publications. (n=1)

At least 1 grant funded since the last promotion.

Awarded with national second prize or provincial first prize; or expenses for the technology transfers reached 100,000 RMB, or scientific achievement application created more than 500,000 RMB, or gained 1000,000 RMB economic benefit. These could replace the requirements for the publication. (n=1)

Principal investigator of category A project with disposable funding amounting 250,000 for level four professors, 400,000 for level three professors, and 600,000 for level two professors. (n=1)

Principal investigator of one National Natural Science Foundation project. (n=1)

Must be principal investigator of two national grants. (n=1)

Citations

Threshold required for number of citations in the last 10 years for promotion. H-index threshold for the past 10 years also required, ranges from 5-12. (n=1)

Threshold required for number of citations in the last 10 years ranging from 16 - 406 based on medical specialty. H-index threshold for the past 10 years also required, ranges from 5-12. (n=2)

One paper need to be cited 20 to 30 times. Or 100- 150 cumulative citations among less than five papers. (n=1)

[...] published one SCI paper with more than 30 times citation by others. (n=1)

"Citations from 10 hetero citations." (n=1)

Note: Data from non-English schools has been translated English.