

Letter

Dear Peter:

Thank you for yours and the reviewers' comments. We have now revised the manuscript following the feedback. In particular:

- We corrected grammatical and punctuation errors and had the manuscript proofread by a third person. We also rechecked the values and corrected a few mistyped values.
- We added confidence intervals on effect sizes including confidence intervals in Table 2. In Table 2, we added a column for Math vs. Non-math ratios.
- We added in the discussion a half a paragraph discussing implications of using university vs. departmental norms (in response to Reviewer 1).
- Finally, we added color to Figure 2 and 3 to better distinguish the two overlapping distribution.

The changes are marked up in blue font.

Cheers,

Bob