

## Supplementary File 1. Sample OVID-MEDLINE search strategy

Leadership/  Leadership.mp. [mp=title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, unique identifier, synonyms]  career mobility/  career mobility.mp.  career progression.mp.  career advancement.mp.  1 or 2 or 3 or 4 or 5 or 6  exp Gender Identity/  Sex Factors/  Male/  Female/  Women/  exp Men/  women.mp.  men.mp.  female.mp.  male.mp.  woman.mp.  gender.mp.  sex factor.mp.  8 or 9 or 10 or 11 or 12 or 13 or 14 or 15 or 16 or 17 or 18 or 19 or 20  7 and 21  exp organizations/ or health services administration/ or exp "organization and administration"	Professional Corporations/  academia.mp.  business*.mp.  corporat*.mp.  organization*.mp.  institution*.mp.  industr*.mp.  workforce.mp.  workplace.mp.  work force.mp.  work place.mp.  association*.mp.  health services.mp.  23 or 24 or 25 or 26 or 27 or 28 or 29 or 30 or 31 or 32 or 33 or 34 or 35 or 36  22 and 37  leadership labryinth.mp.  leadership labyrinth. m_titl.  38 and 40  (reasons and remedies).mp.  (reasons and remedies).m_titl.  38 and 43  (reasons and remedies for under-representation).m_titl.  38 and 46
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