

Schemas and Letters of Recommendation

Letters for men:

- Longer
- Repetition of standout adjectives (outstanding, excellent, etc.)
- More references to CV, publications, patients, colleagues

Letters for Whites:

- Standout adjectives

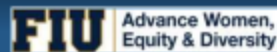
Letters for women:

- Shorter
- Use of “grindstone” adjectives (conscientious, meticulous, hard-working)
- More references to personal life
- More “doubt raisers” (hedges, faint praise, and irrelevancies)

Letters for Blacks:

- (Mere) Competence

Dutt et al. (2016), Madera et al. (2018), Ross et al. (2017), Schmader et al. (2007), Trix & Psenka (2003).



Examples of Doubt-Raisers

- Grindstone adjectives: “She is meticulous and conscientious as a mentor and scholar.”
- Hedges: “Of the three Indian ladies we have here this year, she is perhaps the best.”
- Faint Praise: “My overall impression is that when [she] is motivated, [she] brings enormous talent and energy and is very productive.”
- Irrelevancies: “...an Afghan American and a practicing Muslim woman who wears a veil covering her head but not her face.”
“She is close to my wife.”
- Personal Life: “...devoted mother of two children who manages her responsibilities efficiently, so that she succeeds as a scholar.”

Gender Bias calculator for letters
<https://www.tomforth.co.uk/genderbias/>

