Table 01: Basic Regression

|  |  |  |
| --- | --- | --- |
| **DV: *Call back (OLS)*** | **Spec. 1** | **Spec2** |
|  |  |  |
| *Elite school candidate* | 0.137\*\*\* | 0.137\*\*\* |
|  | (0.0320) | (0.0318) |
| *Big company candidate* |  | 0.0903\*\*\* |
|  |  | (0.0318) |
| *Recruiter is white* |  | 0.0352 |
|  |  | (0.0328) |
| *Recruiter is male* |  | 0.0706 |
|  |  | (0.0435) |
| Constant | 0.588\*\*\* | 0.533\*\*\* |
|  | (0.0226) | (0.0334) |
| Observations | 864 | 864 |
| R-squared | 0.021 | 0.035 |
| Standard errors in parentheses | |  |
| \*\*\* p<0.01, \*\* p<0.05, \* p<0.1 | |  |

*Interpretations:*

1. Specification 1 of Table 01 (Basic Regression): Candidates from elite schools are 13.7 percentage points more likely to be called back than those not from elite schools. The result is significant at the 1% level.
2. Specification 2 of Table 02 (Adjusted Regression): Even after controlling for other variables, the effect of elite school remains significant and consistent. **The variable *Male candidates* is removed as a gender covariate from the regression specification. Even after this exclusion, the effect of elite school remains same, significant and consistent.** Having worked at a big company increases the likelihood of being called back by 9 percentage points, significantly.

Table 02: Logistic Regression

|  |  |  |
| --- | --- | --- |
| **DV: *Call back (Logit)*** | **Spec. 1** | **Spec2** |
|  |  |  |
| *Elite school candidate* | 0.612\*\*\* | 0.621\*\*\* |
|  | (0.145) | (0.147) |
| *Big company candidate* |  | 0.413\*\*\* |
|  |  | (0.146) |
| *Recruiter is white* |  | 0.160 |
|  |  | (0.149) |
| *Recruiter is male* |  | 0.339 |
|  |  | (0.208) |
| Constant | 0.356\*\*\* | 0.0072 |
|  | (0.0977) | (0.148) |
| Observations | 864 | 864 |
| Standard errors in parentheses | |  |
| \*\*\* p<0.01, \*\* p<0.05, \* p<0.1 | |  |

*Interpretations:*

1. Specification 1 of Table 02 (Logit Regression): Candidates from elite schools have about 61.2 percentage higher log odds of being called back than those not from elite schools. The result is significant at the 1% level.
2. Specification 2 of Table 02 (Adjusted Logit Regression): Even after controlling for other variables, the effect of elite school remains significant and consistent – 62.1 percentage higher odds of being called back. **The variable *Male candidates* is removed as a gender covariate from the regression specification. Even after this exclusion, the effect of elite school remains same, significant and consistent.** Having worked at a big company increases the odds of being called back by 41.3 percentage, significantly.