Table 01: Basic Regression

|  |  |  |
| --- | --- | --- |
| **DV: *Callback*** | **Spec. 1** | **Spec2** |
|  |  |  |
| *Elite school candidate* | 0.137\*\*\* | 0.137\*\*\* |
|  | (0.0320) | (0.0318) |
| *Male candidate* |  | -0.0440 |
|  |  | (0.0318) |
| *Big company candidate* |  | 0.0903\*\*\* |
|  |  | (0.0318) |
| *Recruiter is white* |  | 0.0352 |
|  |  | (0.0327) |
| *Recruiter is male* |  | 0.0706 |
|  |  | (0.0434) |
| Constant | 0.588\*\*\* | 0.533\*\*\* |
|  | (0.0226) | (0.0370) |
| Observations | 864 | 864 |
| R-squared | 0.021 | 0.037 |
| 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. Male candidates are slightly less likely to be called back, however this effect is statistically insignificant. Having worked at a big company increases the likelihood of being called back by 9 percentage points, significantly.

Table 02: Interaction Effects

|  |  |  |
| --- | --- | --- |
| **DV: *Callback*** | **Spec. 1** | **Spec. 2** |
| *Elite school candidate* | 0.106\*\* | 0.106\*\* |
|  | (0.0453) | (0.0450) |
| *Male candidate* | -0.0741 | -0.0741 |
|  | (0.0453) | (0.0450) |
| *Elite School X Male candidates* | 0.0602 | 0.0602 |
|  | (0.0640) | (0.0637) |
| *Big company candidate* |  | 0.0903\*\*\* |
|  |  | (0.0318) |
| *Recruiter is male* |  | 0.0706 |
|  |  | (0.0434) |
| *Recruiter is white* |  | 0.0352 |
|  |  | (0.0327) |
| Constant | 0.625\*\*\* | 0.548\*\*\* |
|  | (0.0320) | (0.0403) |
| Observations | 864 | 864 |
| R-squared | 0.024 | 0.038 |
| Standard errors in parentheses  \*\*\* p<0.01, \*\* p<0.05, \* p<0.1 |  |  |

*Interpretations:*

1. Specification 1 of Table 01 (Interaction Effect): The interaction term of *Elite School X Male candidates* is not statistically significant, suggesting that the effect of being from an elite school does not differ significantly between male and female candidates.
2. Specification 2 of Table 02 (Interaction Effect, Full Specification): This specification holds the interpretation of point 1.