

Demographic

Prolific ID (If applicable)

Gender

- ☐ Man
- ☐ Woman
- ☐ Non-binary / third gender
- ☐ Prefer not to say

Age

Education Level

- ☐ High School
- ☐ Some College
- ☐ Associate's Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree

☐ Doctorate Degree

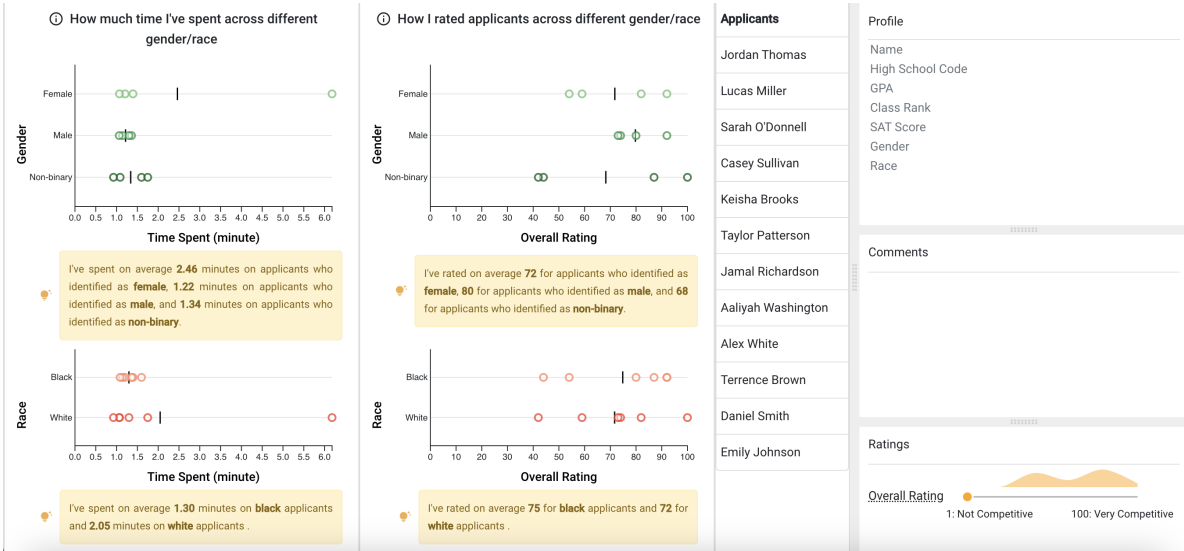
Have you ever been involved in any of the following processes? Check all answers that apply.

- ☐ None
- ☐ Undergraduate Admissions
- ☐ Master's Admissions
- ☐ Ph.D Admissions
- ☐ Company Hiring
- ☐ Other (please specify)

Post Study Questions – Cognitive load

Answer the following questions about the **Review Summary** page in the system.

(***Note that the figure below is for demonstrative purposes, it does not reflect your own data.***)



How mentally demanding was it to interact with and understand the visualizations?

Very low

Low

Medium

High

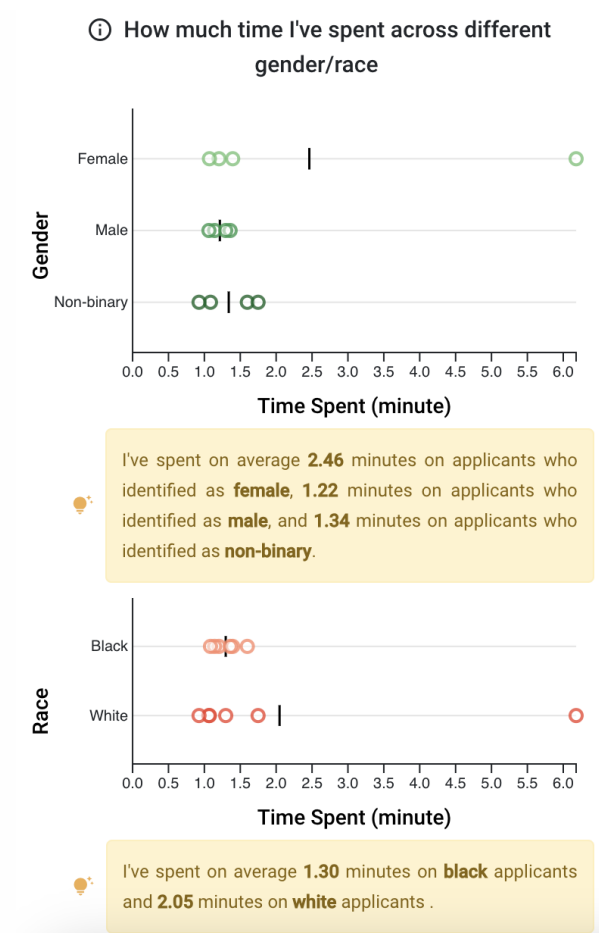
Very high

Please elaborate on why do you found it to be mentally demanding or not.

Post Study Questions – Utility

Answer the following questions about the **Time Spent Distribution** plots in the Review Summary page.

(***Note that the figure below is for demonstrative purposes, it does not reflect your own data.***)



How useful did you find the **Time Spent Distribution** plots and text blocks in the Review Summary page?

Not at all useful

Slightly useful

Moderately useful

Very useful

Extremely useful

Please elaborate on why you found the **Time Spent Distribution** plots and text blocks to be useful or not.

Are you surprised by the data shown in the **Time Spent Distribution** plots and text blocks?

Not at all surprised

Slightly surprised

Moderately surprised

Very surprised

Extremely surprised

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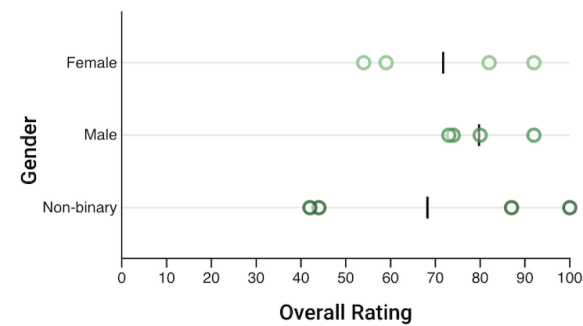
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Please elaborate on why you are or are not surprised.

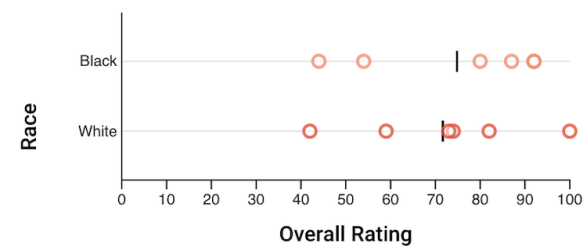
Answer the following questions about the **Overall Rating Distribution** plots in the Review Summary page.

(****Note that the figure below is for demonstrative purposes, it does not reflect your own data.****)

How I rated applicants across different gender/race



I've rated on average **72** for applicants who identified as **female**, **80** for applicants who identified as **male**, and **68** for applicants who identified as **non-binary**.



I've rated on average **75** for **black** applicants and **72** for **white** applicants .

How useful did you find the **Overall Rating Distribution** plots and text blocks in the Review Summary page?

Not at all useful

Slightly useful

Moderately useful

Very useful

Extremely useful

Please elaborate on why you found the **Overall Rating Distribution** plots and text blocks to be useful or not.

Are you surprised by the data shown in the **Overall Rating Distribution** plots and text blocks?

Not at all surprised

Slightly surprised

Moderately surprised

Very surprised

Extremely surprised

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Please elaborate on why you are or are not surprised.

IAT Intro

The following section is the last part of the the survey.

You will complete two **Implicit Association Tests** (IAT) in which you will be asked to sort words into groups as fast as you can.

It will take an estimated **5 minutes** to complete each test and requires your **full attention**.

IAT Gender

Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Male	Man, Son, Father, Boy, Uncle, Grandpa, Husband, Male
Female	Mother, Wife, Aunt, Woman, Girl, Female, Grandma, Daughter
Science	Astronomy, Math, Chemistry, Physics, Biology, Geology, Engineering
Liberal Arts	History, Arts, Humanities, English, Philosophy, Music, Literature

There are seven parts. The instructions change for each part. Pay attention!

Reminder: both accuracy and speed matter. If you answer more than 25% of questions incorrectly, **your survey may be rejected**.

IAT Intro 2



You've completed one of the tests.

The next one is similar but with different groups and words.

IAT Race

Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Good	Cheerful, Friend, Excellent, Appealing, Delight, Laughing, Fantastic, Triumph
Bad	Abuse, Detest, Evil, Rotten, Awful, Scorn, Sick, Despise
Black people	
White people	

There are seven parts. The instructions change for each part. Pay attention!

Reminder: both accuracy and speed matter. If you answer more than 25% of questions incorrectly, **your survey may be rejected.**