|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | | | |
|  | Called Back | | | |
|  | (1) | (2) | (3) | (4) |
|  | | | | |
| Constant | .59\*\*\* | .51\*\*\* | .55\*\*\* | .51\*\*\* |
|  | (.02) | (.03) | (.03) | (.03) |
| Elite School Candidate | .14\*\*\* | .20\*\*\* | .15\*\*\* | .14\*\*\* |
|  | (.03) | (.05) | (.05) | (.03) |
| Big Company Candidate |  | .16\*\*\* |  | .09\*\*\* |
|  |  | (.05) |  | (.03) |
| Elite School Candidate x Big Company Candidate |  | -.13\*\* |  |  |
|  |  | (.06) |  |  |
| Recruiter is White |  |  | .06 | .04 |
|  |  |  | (.05) | (.03) |
| Elite School Candidate x Recruiter is White |  |  | -.03 |  |
|  |  |  | (.06) |  |
| Recruiter is Male |  |  |  | .07 |
|  |  |  |  | (.04) |
|  | | | | |
| Observations | 864 | 864 | 864 | 864 |
| R2 | .02 | .03 | .02 | .03 |
| Adjusted R2 | .02 | .03 | .02 | .03 |
|  | | | | |
| Note: | \* p<0.1, \*\* p<0.05, \*\*\* p<0.01 | | | |
|  | Standard errors in parentheses. | | | |

**Notes**: This table contains regressions predicting whether a fictitious candidate’s job application was called back (1 or 0) as a function of whether the candidate’s college was elite or not, the size of the candidate’s company, the race and gender of the recruiter, and interactions of certain variables with the Elite School Candidate variable. Standard OLS standard errors are reported.

Having an elite college appears to make job candidates 14 percentage points more likely to be called back. Effects are robust whether or not control variables are included.