|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | | | | | |
|  | CalledBack | | | | |
|  | (1) | (2) | (3) | (4) | (5) |
|  | | | | | |
| Constant | .59\*\*\* | .62\*\*\* | .51\*\*\* | .55\*\*\* | .53\*\*\* |
|  | (.02) | (.03) | (.03) | (.03) | (.04) |
| EliteSchoolCandidate | .14\*\*\* | .11\*\* | .20\*\*\* | .15\*\*\* | .14\*\*\* |
|  | (.03) | (.05) | (.05) | (.05) | (.03) |
| MaleCandidate |  | -.07 |  |  | -.04 |
|  |  | (.05) |  |  | (.03) |
| EliteSchoolCandidate:MaleCandidate |  | .06 |  |  |  |
|  |  | (.06) |  |  |  |
| BigCompanyCandidate |  |  | .16\*\*\* |  | .09\*\*\* |
|  |  |  | (.05) |  | (.03) |
| EliteSchoolCandidate:BigCompanyCandidate |  |  | -.13\*\* |  |  |
|  |  |  | (.06) |  |  |
| RecruiterIsWhite |  |  |  | .06 | .04 |
|  |  |  |  | (.05) | (.03) |
| EliteSchoolCandidate:RecruiterIsWhite |  |  |  | -.03 |  |
|  |  |  |  | (.06) |  |
| RecruiterIsMale |  |  |  |  | .07 |
|  |  |  |  |  | (.04) |
|  | | | | | |
| Observations | 864 | 864 | 864 | 864 | 864 |
| R2 | .02 | .02 | .03 | .02 | .04 |
| Adjusted R2 | .02 | .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 candidate’s gender, the size of the candidate’s company, the race and gender of the recruiter, and interactions of certain variables with the EliteSchoolCandidate 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.