Gender Name Bias (N=750)

June 08, 2025

Items

Read Data

```
#write.csv(qual_data, "raw_data.csv")
## Pull directly from Qualtrics API
qual_data <- fetch_survey(surveyID='SV_3xQRyUFmFz29fXU',
                  label = T,
                  convert = F,
                  start_date = "2025-03-07",
                  force_request = T)

# Read the Excel file
professors_data <- read_excel("Academic -- dataset.xlsx")
```

Demographics

```
## Failed Attention Check Participants: 126
```

```
## Participants without DV but condition assignment: 5
```

```
##                         Percentage gender
## 1 Another gender not listed here:   0.67
## 2                              Man  46.00
## 3                       Non-binary   0.93
## 4                            Woman  52.40
```

```
##                           Percentage  Race
## 1 American Indian or Alaskan Native  0.80
## 2          Asian / Pacific Islander  8.27
## 3         Black or African American  9.47
## 4                 Hispanic / Latinx  7.20
## 5                 White / Caucasian 74.27
```

```
## Mean (age):  45.01
```

```
## SD (age):  12.82
```

Primary Analysis

SUR, followed by Wald Test

```
##                            Estimate Std. Error  t value          Pr(>|t|)
## eastern_(Intercept)     0.08157895 0.01502258 5.430420 0.000000076066014
## eastern_gender_feedback 0.02652916 0.02138821 1.240364 0.215229790474791
## western_(Intercept)     0.10789474 0.01858083 5.806777 0.000000009413244
## western_gender_feedback 0.10291607 0.02645421 3.890347 0.000109018801481
```

```
## Linear hypothesis test (Chi^2 statistic of a Wald test)
##
## Hypothesis:
## eastern_gender_feedback - western_gender_feedback = 0
##
## Model 1: restricted model
## Model 2: sur_model
##
##   Res.Df Df  Chisq Pr(>Chisq)
## 1   1497
## 2   1496  1 4.4029    0.03588 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Robustness Tests

Model with demographic controls

```
## Linear hypothesis test (Theil's F test)
##
## Hypothesis:
## eastern_gender_feedback - western_gender_feedback = 0
##
## Model 1: restricted model
## Model 2: sur_model_demographics
##
##   Res.Df Df      F  Pr(>F)
## 1   1491
## 2   1490  1 4.4501 0.03507 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Handling dropouts - Assuming male scholar selection

```
## Linear hypothesis test (Theil's F test)
##
## Hypothesis:
## eastern_gender_feedback - western_gender_feedback = 0
##
## Model 1: restricted model
## Model 2: sur_model_male
##
##   Res.Df Df      F  Pr(>F)
## 1   1497
## 2   1496  1 4.4029 0.03605 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Handling dropouts - Assuming female Eastern scholar selection

```
## Linear hypothesis test (Theil's F test)
##
## Hypothesis:
## eastern_gender_feedback - western_gender_feedback = 0
##
## Model 1: restricted model
## Model 2: sur_model_eastern
##
##   Res.Df Df      F  Pr(>F)
## 1   1497
## 2   1496  1 4.4029 0.03605 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Handling dropouts - Assuming female Western scholar selection

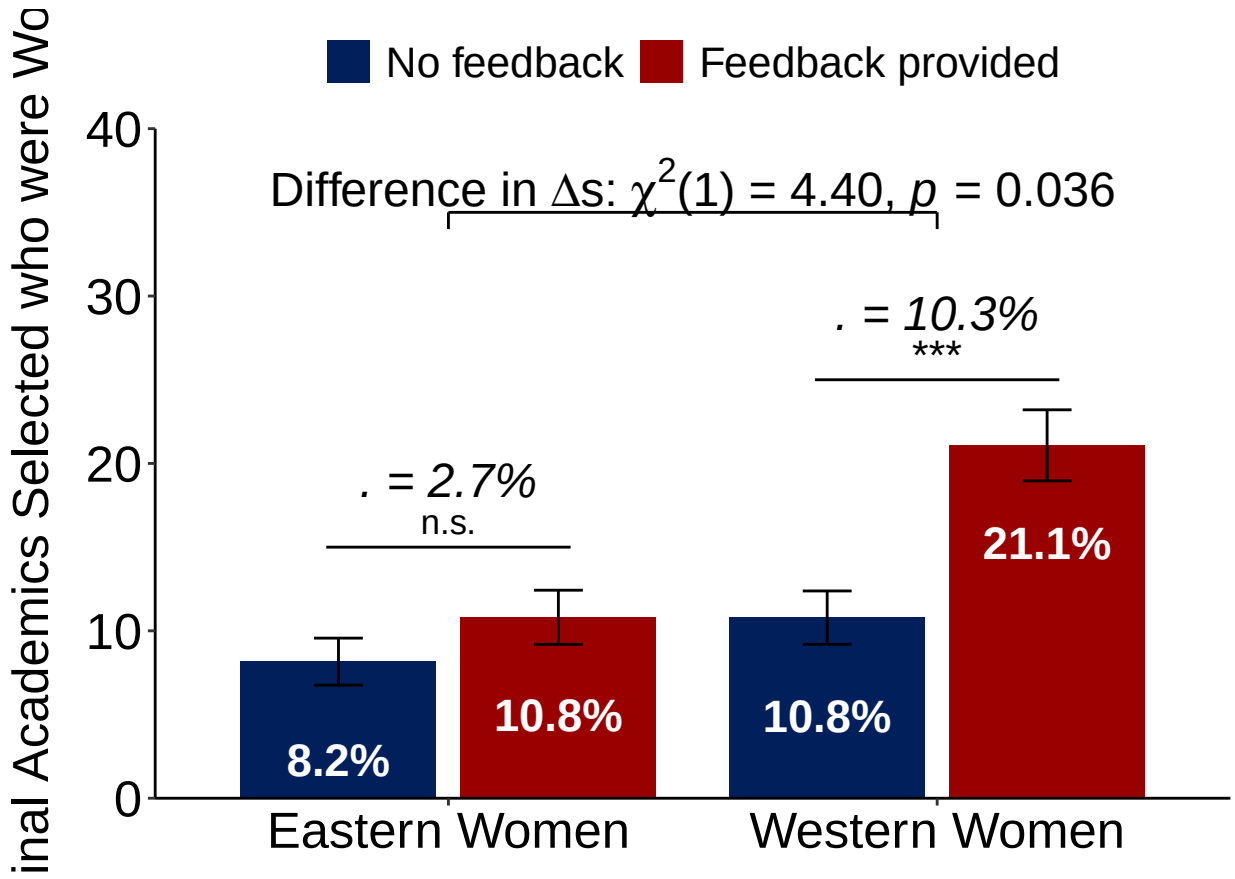
```
## Linear hypothesis test (Theil's F test)
##
## Hypothesis:
## eastern_gender_feedback - western_gender_feedback = 0
##
## Model 1: restricted model
## Model 2: sur_model_western
##
##   Res.Df Df      F  Pr(>F)
## 1   1497
## 2   1496  1 4.4029 0.03605 *
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
```

Robustness Summary table

Table 1: Robustness Check Results across Different Model Specifications

Model	Eastern_Coef	Western_Coef	Wald_p_value
Base Model	0.027	0.103	0.036
With Demographics	0.027	0.018	0.035
Dropouts as Male	0.027	0.103	0.036
Dropouts as Eastern Female	0.027	0.103	0.036
Dropouts as Western Female	0.027	0.103	0.036

Figure


No feedback
Feedback provided
inal Academics Selected who were Wo
40
30
20
10
0
Difference in Δs: $\chi^2(1) = 4.40$, $p = 0.036$
. = 10.3%
***
. = 2.7%
n.s.
21.1%
10.8%
10.8%
8.2%
Eastern Women
Western Women