**Instructions**

Welcome!

[PRESS THE SPACE BAR TO CONTINUE]

In this task, you will play the role of selection committee member for an academic honor society. You will see a variety of applicants and their information, and it is up to you to decide who to accept into the honor society and who to reject. It is your job to try and select the most qualified candidates.

More specifically, each applicant will have four pieces of information that are available to you: 1) Science GPA: GPA (out of 4.0) in science classes (biology, chemistry, etc.) 2) Humanities GPA: GPA (out of 4.0) in humanities classes (English, foreign languages, etc.) 3) Letters of Recommendation: The overall quality (poor, fair, good or excellent) of the letters of recommendation that accompanied the application. 4) Interview Score: The interview score (out of 100) that the applicant received during the first round of the application process, which just ended.

Importantly, this academic honor society is looking for very well-rounded applicants, so it is crucial that you weigh and consider each of the four qualifications equally when you make your decision about who to accept and who to reject into the next round of the application process. For this round of the application process, you need to reject around half of the applicants, so try to keep an estimate of what percentage of the applicants you have rejected as you complete the task.

[PRESS THE SPACE BAR TO CONTINUE]

**Viewing Phase**

On the next few screens, you will be seeing some applicant's credentials. This is just to get you familiar with the applicant pool. For this round, there are **18** credentials for you to view.

After you briefly see each applicant's credentials, you will then be presented with applicants one at a time. There will be a button on the screen for 'Accept' and another for 'Reject'.

[PRESS THE SPACE BAR TO BEGIN SEEING APPLICANT CREDENTIALS]

**Decision Phase**

On the next screen, you will begin seeing each of the **64** applicants, one at a time. You will also see a headshot of each applicant. There will be one option for 'Accept' and another for 'Reject'. Press the 'E' key to REJECT an applicant and press the 'I' key to ACCEPT an applicant. Again, you should be accepting approximately half of the applicants to reach the next round. Finally, you will have to wait at least half of a second before making your decision, and the trial will end after 10 seconds, so please try your hardest to make your decision before then.

[PRESS THE SPACE BAR TO BEGIN SEEING THE APPLICANTS]

**Questionnaire Phase I**

Now you will be asked to respond to some questions about yourself and your performance on the task. Please respond honestly. Your answers will remain confidential.

[PRESS THE SPACEBAR TO BEGIN]

**Which statement best describes your performance on the task?**

I was extremely easier on physically attractive applicants and extremely tougher on physically unattractive applicants

I was moderately easier on physically attractive applicants and moderately tougher on physically unattractive applicants

I was slightly easier on physically attractive applicants and slightly tougher on physically unattractive applicants

I treated both physically unattractive and physically attractive applicants equally

I was slightly easier on physically unattractive applicants and slightly tougher on physically attractive applicants

I was moderately easier on physically unattractive applicants and moderately tougher on physically attractive applicants

I was extremely easier on physically unattractive applicants and extremely tougher on physically attractive applicants

**Which statement best describes how you wanted to perform on the task?**

I wanted to be extremely easier on physically attractive applicants and extremely tougher on physically unattractive applicants

I wanted to be moderately easier on physically attractive applicants and moderately tougher on physically unattractive applicants

I wanted to be slightly easier on physically attractive applicants and slightly tougher on physically unattractive applicants

I wanted to treat both physically unattractive and physically attractive applicants equally

I wanted to be slightly easier on physically unattractive applicants and slightly tougher on physically attractive applicants

I wanted to be moderately easier on physically unattractive applicants and moderately tougher on physically attractive applicants

I wanted to be extremely easier on physically unattractive applicants and extremely tougher on physically attractive applicants

**Questionnaire Phase II**

It is important for us to know a little more information about who you are. This information will remain completely confidential.

**Age**

Please enter your age

**Gender**

Please indicate your gender identity

[Female", "Male", "Transgender male", "Transgender female", "Genderqueer", "Another gender identity"]

**Racial Identity**

What is your racial identity?

["African-Canadian, Black, African, Caribbean", "Asian-Canadian, Asian, Pacific Islander", "European-Canadian, Anglo, Caucasian", "Hispanic-Canadian, Latino(a), Chicano(a)", "Indigenous", "Bi-racial, Multi-racial", "Other (please specify)"]

**Born**

Were you born in Canada?

["Yes", "No"(please specify)]

**Language**

Is English your first language?

["Yes", "No" (please specify)]

**Debriefing**

Thank you for completing this study! The general purpose of this research is to investigate how people may use social information even when they are asked to make non-social judgments. In this study, you were asked to make a series of accept or reject decisions on a number of applicants and were told to accept half of them. Within the pool of applicants, we varied the qualifications of the applicants to create two groups. Based on their overall qualifications, there was one set of applicants that should have been accepted and another set that should have been rejected. Furthermore, within each set of applicants that should have been accepted or rejected, there were people with varying levels of physical attractiveness. We are interested in whether these different levels of attractiveness altered the way you decided who should have been accepted and who should have been rejected. For example, people may be more accurate at deciding who should or should not be accepted when presented with attractive people compared to unattractive people. Or people may be too lenient or forgiving when deciding on attractive people, and too tough on unattractive people. We also asked you to complete a survey about your attitudes towards attractive and unattractive people. We are interested in how these opinions performance may relate to performance on the honor society task. The results from this study will help us to better understand how people use social information to make evaluations or decisions about others, even when they might not want to use that social information.

Thank you again for your participation in this study. If you have further questions about the study, please contact Jordan Axt at jra3ee@virginia.edu or 434-243-7787. In addition, if you have any concerns about any aspect of the study, you may contact Tonya Moon, Ph.D., Chair, Institutional Review Board for the Social and Behavioral Sciences, One Morton Drive, Suite 500, University of Virginia, P.O. Box 800392, Charlottesville, VA 22908-0392. Telephone: (434) 924-5999.

If you are interested in learning more about this topic, you may find the readings below as a good place to start:

[1] Caruso, E. M., Rahnev, D. A., & Banaji, M. R. (2009). Using conjoint analysis to detect discrimination: Revealing covert preferences from overt choices. Social Cognition, 27(1), 128-137.

[2] Dion, K., Berscheid, E., Walster, E. (1972). What is beautiful is good. Journal of Personality and Social Psychology, 24 (3), 285-290.

[YOU ARE NOW DONE WITH THE STUDY]