Assignment 1

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Response

Table 1 presents the results from OLS models predicting candidates' callback rates. In Model 1, only the variable of interest—whether the candidate graduated from an elite school—is included. Model 2 adds controls for recruiters' characteristics (e.g., race and gender) as well as whether the candidate has worked at big-name companies . In Model 3, each control variable is interacted with candidates' elite school status, in addition to the variables included in Model 2.

In Model 1, we observe a coefficient of 0.137 for elite school status, indicating that candidates from elite schools are 13.7 percent more likely to receive a callback compared to those from non-elite schools. Adding controls for other candidate and recruiter characteristics in Model 2 does not reduce the magnitude of the elite school status coefficient. This suggests that elite school status may be orthogonal to the control variables, implying that the coefficient is likely unbiased. In Model 3, there is a significantly negative moderating effect associated with candidates who have experience at large companies. This finding suggests that, while the main effect of elite school status is positive, having worked at large companies may compensate for a non-elite school background. The interactions between recruiters' demographic characteristics (i.e., race and gender) and candidates' elite school status are not significantly different from zero. Thus, we find no evidence that white or male recruiters prefer candidates with an elite school background more than other recruiters.

In Table 2, in response to the Editor's request, I added an additional control variable for candidates' gender. As shown, the results remain robust.

Table 1: The Effect of Having an Elite College on Call Back Rate

	Called Back		
	(1)	(2)	(3)
Elite School	0.137***	0.137***	0.221***
Candidate	(0.0320)	(0.0318)	(0.0587)
White Recruiter		0.0352	0.0470
		(0.0328)	(0.0463)
Male Recruiter		0.0706	0.0829
		(0.0435)	(0.0614)
Big Company		0.0903**	0.157***
Candidate		(0.0318)	(0.0450)
Elite School			-0.0237
Candidate × White Recruiter			(0.0654)
Elite School			-0.0248
Candidate × Male Recruiter			(0.0868)
Elite School			-0.134*
Candidate × Big Company Candidate			(0.0636)
Observations	864	864	864
R^2	0.021	0.035	0.040

Standard errors in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: This table contains OLS regressions predicting whether the fictitious candidate's job application was called back.

Standard errors are in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 2: The Effect of Having an Elite College on Call Back Rate

	Called Back		
	(1)	(2)	(3)
Elite School	0.137***	0.137***	0.191**
Candidate	(0.0320)	(0.0318)	(0.0667)
White Recruiter		0.0352	0.0470
		(0.0327)	(0.0463)
Male Recruiter		0.0706	0.0829
		(0.0434)	(0.0614)
MaleCandidate		-0.0440	-0.0741
		(0.0318)	(0.0450)
Big Company		0.0903**	0.157***
Candidate		(0.0318)	(0.0450)
Elite School			-0.0237
Candidate × White Recruiter			(0.0654)
Elite School			-0.0248
Candidate × Male Recruiter			(0.0868)
Elite School			0.0602
Candidate × MaleCandidate			(0.0636)
Elite School			-0.134*
Candidate × Big Company Candidate			(0.0636)
Observations	864	864	864
R^2	0.021	0.037	0.043

Notes: This table contains OLS regressions predicting whether the fictitious candidate's job application was called back.
Standard errors are in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$