Bias in Admissions Research

The following research was referenced in the June 10, 2021, “Bias in Admissions” AMCAS Webinar

- **Interview Opportunities**
  - *Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination*

- **Health Care Decisions**
  - *The Effect of Race and Sex on Physicians’ Recommendations for Cardiac Catheterization*

- **Pain Assessment**
  - *Racial Bias in Pain Assessment*

- **Letters of Recommendation**
  - *A Linguistic Comparison of Letters of Recommendation for Male and Female Chemistry and Biochemistry Job Applicants*

- **Gendered Introductions**
  - *Speaker Introductions at Internal Medicine Grand Rounds: Forms of Address Reveal Gender Bias*

- **Health Care Outcomes**
  - *Disparities in trauma care and outcomes in the United States*

### Common rating errors

<table>
<thead>
<tr>
<th>Primacy / Recency</th>
<th>Contrast</th>
<th>Central Tendency</th>
<th>Leniency / Strictness</th>
<th>Similar to Me</th>
<th>Halo / Horns</th>
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<tbody>
<tr>
<td>Tendency to be influenced by the first or most recent behavior while ignoring the other behaviors and characteristics displayed during the interview.</td>
<td>Tendency to perceive someone worse than they are because they are being compared to someone the rater believes to be better.</td>
<td>Tendency for raters to evaluate others as &quot;average&quot; when they apply a rating scale.</td>
<td>Tendency to be more lenient/strict than others when evaluating others OR more lenient/strict with one individual compared to another.</td>
<td>An unconscious tendency to favor people who are similar to us.</td>
<td>Tendency for an overall impression of a person influencing the observer’s feelings and thoughts about that person's character or qualifications.</td>
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