README: Replicating Analyses from "Incentivized Resume Rating: Eliciting Employer Preferences without Deception"

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The Supplement directory contains this document (README.pdf) and three directories: Code, Data, and Tables and Figures.

- Code contains KesslerLowSullivan-IRR Analysis.do. This file creates cleaned data files with derived variables, and then generates all tables and figures in Kessler, Low, and Sullivan 2019. Edit and uncomment line 14 in this file to set the working directory to the Supplements on your local system before executing.

- Data contains two subdirectories, Data/Raw and Data/Clean.

  - Data/Raw contains IRRData_Penn.dta and IRRData_Pitt.dta, each with data from two IRR experimental rounds (two at the University of Pennsylvania, two at the University of Pittsburgh). Each observation in the dataset represents the evaluation of one hypothetical resume. Each variable is labeled with a description in Stata. The Penn data file contains all variables necessary to reconstruct each hypothetical resume. The resume components at Pitt were collected under a different data agreement, so we have removed the bullet point descriptions and locations of experiences to protect the anonymity of the source resumes. We performed all analyses and generate data using Stata version 15.1. Key variables in the datasets:
    * `rating_hire` is the Likert-scale rating of *Hiring Interest*; `rating_accept` is the Likert-scale rating of *Likelihood of Acceptance*.
    * Variables that appear as text directly on resumes are prefixed with `rand` (with the exception of `rand_eth` and `randgender`, which are randomized demographic variables that are implied on the resume through name only). When these variables are missing (as for some bullet points, or some second work experiences), no element appeared in that position on the resume.

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* Human capital variables include `randgpa` (*GPA*), `topemp` (*Top Internship*), `secondint` *Second Internship*, `wfm` (*Work for Money*), and `techskills` (*Technical Skills*).

* Demographic variables are derived from `rand_eth` and `randgender`. We define the demographic variables `whitefemale` (*Female, White*); `nonwhite_male` (*Male, Non-White*); `nonwhite_female` (*Female; Non-White*); and `not_a_whitemale` (*Not a White Male*) in the Stata do-file for use in regressions.

* The Pitt data includes an additional variable `targetmajor` indicating whether or not the resume major was on the list of majors targeted by the firm. We only collected this variable for the final experimental wave at Pitt.

– Data/Clean is an empty directory. After executing KesslerLowSullivan-IRR Analysis.do, it will contain new datasets with all derived variables used for analysis.

• Tables and Figures is an empty directory. LaTeX tables and PNG figures will output to this directory when the Stata do-file is executed.