Gender of nominees for jobs requiring brilliance vs. dedication (#5076)

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1) Have any data been collected for this study already?
No, no data have been collected for this study yet

2) What's the main question being asked or hypothesis being tested in this study?
People show bias against women in "brilliance required" contexts but not in "dedication required" contexts.

3) Describe the key dependent variable(s) specifying how they will be measured.
The gender of the candidate that participants nominate for a job position

4) How many and which conditions will participants be assigned to?
Two conditions (between subjects): a job requiring brilliance vs. dedication

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
We will conduct a multilevel mixed-effects logistic regression. The gender of the nominated job candidate will be the dependent variable, and it will be modeled as a function of some or all of the following predictors: (1) condition (Brilliance vs. Dedication), (2) the gender of the participant, (3) nomination round (first vs. second nomination), and (4) participants' endorsement of the "brilliance = males" stereotype. All interactions between the variables in the final model will be included as well.

Variables (2), (3), and (4) above serve as possible moderators of the predicted effect (i.e., that participants will nominate fewer women in the Brilliance vs. the Dedication condition).

6) Any secondary analyses?
Secondary analyses may examine the following additional moderators: subjects' perception of the extent to which society endorses the "brilliance = males" stereotype; subjects' scores on the Modern Sexism scale; subjects' perception of the prestige of the job; subjects' race/ethnicity; and subjects' education level.

An additional set of analyses will examine a secondary dependent variable: the salary that participants believe the person they nominated should earn. Models similar to those described above will be used to explore this secondary dependent variable.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.
We will aim for a sample of 800 participants, after exclusions (see below). To approximate national representativeness, participants' demographics will be matched to the Census on gender, race/ethnicity, and education level (per our agreement with Qualtrics).

8) Anything else you would like to pre-register? (e.g., data exclusions, variables collected for exploratory purposes, unusual analyses planned?)
We will exclude participants based on the following criteria:

(1) if on the questions designed to check their memory for the manipulation (i.e., the paragraph describing the job), they (a) fail to select at least one of the traits relevant to their condition, or (b) select any of the traits relevant to the other condition (e.g., "intelligent" in the Dedication condition), or

(2) if they explicitly report (at the very end of the sessions) that they did not pay attention, or

(3) if they do not fill out the main dependent variable (that is, who they are nominating for the job).