

Study 3 - Reframing Resumes (#58343)

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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?

Rewriting CVs to capture years of experience instead of calendar dates will make female and male applicants be perceived as having more hireability. Our previous study demonstrates the effectiveness for men and women who have 10 years of experience. Now we seek to examine whether this holds for more years (15) or fewer years (5) of experience.

3) Describe the key dependent variable(s) specifying how they will be measured.

The main DVs are the probability the participant would advance the candidate to the next stage (1-100) as well as the number of years of work experience recalled from the CV

4) How many and which conditions will participants be assigned to?

This will be a between-subject study. Each participant will be randomly assigned to one of two main conditions: control (jobs held displayed from/to using calendar dates) vs. treatment (work experience displayed in years) CV. Across the two CV formats, they will be cross-randomized into two other conditions: a CV with few (5 years) vs. many (10 years) years of experience in total.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

Our main analysis will look at the impact of the treatment and many/few years of experience. When the applicant has many years of experience, we expect to see a main effect of treatment on years recalled and hireability. For fewer years, we also expect to see a main effect on years recalled, but likely no effect on hireability. To test this statistically, we will run an OLS regression for each category (few/many) of years of experience separately: Eq. (1):
 $DV \sim \text{treat}$

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

We will exclude all participants who fail the gender manipulation check.

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 are primarily interested in the comparison between the control and treatment CVs for both many and fewer years of experience and are therefore seeking to be powered to detect a $d=0.25$ effect size at 80% power for each of the two groups (two separate t-tests). We will collect data from 1,600 participants (400 per condition) which will give us additional power in case the effect size is smaller ($d = 0.20$) and to run analyses together with controls. We have not designed this study to be powered highly for the exploratory analyses (e.g., interaction effect between treatment and the many/fewer years of experience).

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

We will look at the full interaction model but we acknowledge that we probably will not have a large enough sample to detect a significant effect.