

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

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