

Documentation for Names Data

Names contains resume, call-back and employer information for 4,870 fictitious resumes sent in response to employment advertisements in Chicago and Boston in 2001, in a randomized controlled experiment conducted by Marianne Bertrand and Sendhil Mullainathan. The resumes contained information concerning the race of the applicant. Because race is not typically included on a resume, resumes were differentiated on the basis of so-called “white sounding names” (such as Emily Walsh or Gregory Baker) and “African American sounding names” (such as Lakisha Washington or Jamal Jones). A large collection of fictitious resumes were created and the presupposed “race” (based on the “sound” of the name) was randomly assigned to each resume. These resumes were sent to prospective employers to see which resumes generated a phone call (a “call back”) from the prospective employer. These data were provided by Professor Marianne Bertrand of the University of Chicago, and were used in her paper with Sendhil Mullainathan “Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination,” *American Economic Review* 2004, Vol. 94, no. 4.

Variable Descriptions are provided on the next page.

Variable Descriptions

| Variable Name | Description |
|---|--|
| <i>Key Variables</i> | |
| <i>firstname</i> | applicant's first name |
| <i>female</i> | 1 = female |
| <i>black</i> | 1 = black |
| <i>high</i> | 1= high quality resume |
| <i>call_back</i> | 1= applicant was called back |
| <i>chicago</i> | 1 = data from Chicago |
| <i>Detailed Information on Resume</i> | |
| <i>ofjobs</i> | number of jobs listed on resume |
| <i>yearsexp</i> | number of years of work experience on the resume |
| <i>honors</i> | 1=resume mentions some honors |
| <i>volunteer</i> | 1=resume mentions some volunteering experience |
| <i>military</i> | 1=applicant has some military experience |
| <i>empholes</i> | 1=resume has some employment holes |
| <i>workinschool</i> | 1=resume mentions some work experience while at school |
| <i>email</i> | 1=email address on applicant's resume |
| <i>computerskills</i> | 1=resume mentions some computer skills |
| <i>specialskills</i> | 1=resume mentions some special skills |
| <i>college</i> | applicant has college degree or more |
| <i>Detailed Information Concerning Employer</i> | |
| <i>expminreq</i> | min experience required, if any |
| <i>oeo</i> | 1=ad mentions employer is EOE |
| <i>manager</i> | 1=manager wanted |
| <i>supervisor</i> | 1=supervisor wanted |
| <i>secretary</i> | 1=secretary wanted |
| <i>offsupport</i> | 1=office support |
| <i>salesrep</i> | 1=sales representative wanted |
| <i>retailsales</i> | 1=retail sales worker wanted |
| <i>req</i> | 1=ad mentions any requirement for job |
| <i>expreq</i> | 1=ad mentions some experience requirement |
| <i>comreq</i> | 1=ad mentions some communication skills requirement |
| <i>educreq</i> | 1=ad mentions some educational requirement |
| <i>compreq</i> | 1=ad mentions some computer skill requirement |
| <i>orgreq</i> | 1=ad mentions some organizational skills requirement |
| <i>manuf</i> | 1=employer industry is manufacturing |
| <i>transcom</i> | 1=employer industry is transport/communication |
| <i>bankreal</i> | 1=employer industry is finance, insurance, real estate |
| <i>trade</i> | 1=employer industry is wholesale or retail trade |
| <i>busservice</i> | 1=employer industry is business and personal services |
| <i>othservice</i> | 1=employer industry is health, educ. and social services |
| <i>missind</i> | 1=employer industry is other/unknown |