

Supplement to:

Park, So Yun, Eunsil Oh. 2025. "Getting a Foot in the Door: A Meta-Analysis of U.S. Audit Studies of Gender Bias in Hiring" *Sociological Science* 12: 26-50.

Supplemental Materials

List of Studies Used in the Meta-analysis

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Meta-regression results for the full sample

	(1)	(2)	(3)
<i>Research design factor</i>			
Year of data collection	0.003 (0.009)	0.005 (0.009)	0.003 (0.009)
<i>Demographic characteristics</i>			
Race: White only (ref: Mixed)		0.098 (0.083)	0.114 (0.078)
Race: Unknown (ref: Mixed)		-0.063 (0.117)	-0.066 (0.110)
Education (unit: years)		-0.016 (0.018)	-0.035 (0.024)
Signal parenthood (ref: No signal)		-0.076 (0.098)	-0.065 (0.091)
<i>Occupational characteristics</i>			
Female ratio			-0.004 ** (0.002)
Median hourly wage			-0.000 (0.003)
Prestige			0.006 (0.005)
Required skill level			-0.001 (0.003)
Tau-squared	0.028	0.028	0.020
N	85	85	85

*p<.05, **p<.01

Meta-regression results for Black applicants

	(4)	(5)	(6)
<i>Research design factor</i>			
Year of data collection	-0.016 (0.012)	-0.018 (0.013)	-0.020 (0.013)
<i>Demographic characteristics</i>			
Education (unit: years)		-0.020 (0.025)	-0.033 (0.042)
Signal parenthood (ref: No signal)		0.040 (0.117)	0.075 (0.132)
<i>Occupational characteristics</i>			
Female ratio			0.001 (0.003)
Median hourly wage			0.004 (0.005)
Prestige			-0.001 (0.008)
Required skill level			-0.001 (0.006)
Tau-squared	0.015	0.024	0.038
N	56	56	56

*p<.05, **p<.01

Meta-regression results for White applicants

	(7)	(8)	(9)
<i>Research design factor</i>			
Year of data collection	0.012 (0.011)	0.011 (0.012)	0.013 (0.011)
<i>Demographic characteristics</i>			
Education (unit: years)		0.000 (0.022)	-0.012 (0.029)
Signal parenthood (ref: No signal)		0.010 (0.118)	0.006 (0.107)
<i>Occupational characteristics</i>			
Female ratio			-0.006 ** (0.002)
Median hourly wage			-0.000 (0.003)
Prestige			0.007 (0.006)
Required skill level			-0.002 (0.004)
Tau-squared	0.028	0.032	0.022
N	76	76	76

*p<.05, **p<.01

**Meta-regression results for the full sample
with only gender-randomized or varying studies (robustness check)**

	(1)	(2)	(3)
<i>Research design factor</i>			
Year of data collection	0.007 (0.009)	0.012 (0.009)	0.008 (0.009)
<i>Demographic characteristics</i>			
Race: White only (ref: Mixed)		0.056 (0.075)	0.123 (0.062)
Race: Unknown (ref: Mixed)		-0.169 (0.125)	-0.214 * (0.103)
Education (unit: years)		-0.012 (0.017)	-0.046 * (0.021)
Signal parenthood (ref: No signal)		-0.115 (0.084)	-0.061 (0.070)
<i>Occupational characteristics</i>			
Female ratio			-0.004 ** (0.001)
Median hourly wage			0.003 (0.002)
Prestige			0.003 (0.005)
Required skill level			-0.000 (0.003)
Tau-squared	0.016	0.015	0.003
N	67	67	67

*p<.05, **p<.01

**Meta-regression results for Black applicants
with only gender-randomized or varying studies (robustness check)**

	(4)	(5)	(6)
<i>Research design factor</i>			
Year of data collection	-0.004 (0.011)	-0.005 (0.013)	-0.007 (0.015)
<i>Demographic characteristics</i>			
Education (unit: years)		-0.011 (0.021)	-0.010 (0.039)
Signal parenthood (ref: No signal)		-0.025 (0.092)	0.024 (0.106)
<i>Occupational characteristics</i>			
Female ratio			0.002 (0.003)
Median hourly wage			0.006 (0.004)
Prestige			-0.001 (0.007)
Required skill level			-0.004 (0.005)
Tau-squared	0.000	0.002	0.010
N	48	48	48

*p<.05, **p<.01

**Meta-regression results for White applicants
with only gender-randomized or varying studies (robustness check)**

	(7)	(8)	(9)
<i>Research design factor</i>			
Year of data collection	0.014 (0.010)	0.015 (0.011)	0.021 * (0.010)
<i>Demographic characteristics</i>			
Education (unit: years)		-0.002 (0.019)	-0.008 (0.024)
Signal parenthood (ref: No signal)		-0.023 (0.094)	-0.023 (0.080)
<i>Occupational characteristics</i>			
Female ratio			-0.006 ** (0.002)
Median hourly wage			0.002 (0.003)
Prestige			0.004 (0.006)
Required skill level			-0.003 (0.004)
Tau-squared	0.014	0.016	0.005
N	62	62	62

*p<.05, **p<.01

**Meta-regression results for Black and White applicants pooled
with only gender-randomized or varying studies (robustness check)**

	(10)
<i>Research design factor</i>	
Year of data collection	0.013 (0.008)
<i>Demographic characteristics</i>	
Education (unit: years)	-0.009 (0.018)
Signal parenthood (ref: No signal)	-0.023 (0.059)
White sample (ref: Black)	0.337 * (0.144)
<i>Occupational characteristics</i>	
Female ratio	0.001 (0.002)
Median hourly wage	0.004 * (0.002)
Prestige	0.002 (0.004)
Required skill level	-0.003 (0.003)
<i>Interaction term</i>	
White sample × Female ratio	-0.007 * (0.003)
Tau-squared	0.002
N	110

*p<.05, **p<.01