

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

### Supplementary Data

Applicant profiles shown to participants in forms A and B

	Name, Race, and Gender of Applicants	
	Form A, Name (Race and Gender)	Form B, Name (Race and Gender)
<b>Top-tier Applicant</b>	Emily Anderson (White woman )	Monique Cooper (Black woman )
<b>Middle-tier Applicant facing resilience</b>	Liu-xing (Jenny) Lin (Asian woman )	Ashley Thompson (White woman )
<b>Middle-tier Applicant without resilience</b>	Ashley Thompson (White woman )	Liu-xing (Jenny) Lin (Asian woman )
<b>Lower-tier Applicant</b>	Bradley Davis (White man )	Bradley Davis (White man )

## Survey

What is your gender?

- Man (1)
  - Woman (2)
  - Non-binary / third gender (3)
  - Prefer not to say (4)
- 

What is your age?

\_\_\_\_\_

---

Race (select all that apply):

- White (1)
  - Black (2)
  - American Indian or Alaska Native (3)
  - Asian (4)
  - Native Hawaiian or Pacific Islander (5)
  - Other (6)
- 

Are you Hispanic/Latino?

- Yes (1)
  - No (2)
-

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

State abbreviation (if US) or country (if non-US) where you spent most of your formative years:

---

What is your position?

- Resident (4)
- Fellow (5)
- Attending (6)

Years since graduating medical school:

---

State of medical practice:

---

End of Block: Demographics

Start of Block: Set A

**START OF FORM A**

In the next pages, you will be shown a description of 4 residency applicants. You will be asked if you would want them as a co-worker and asked to rank them in the order of your preference.

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

## **FORM A**

### **Applicant 1**

Name: Ashley Thompson

Date of Birth: 5/18/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 237

USMLE Step 2CK: 243

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of North Carolina
- Medical School: University of Virginia

Summary:

- Grades: Honored two rotations. High pass in all other rotations. Comments mentioned that student was enthusiastic, participated often during rounds, and was engaging with both patients and residents.
- LORS: Two strong letters that detailed student's enthusiasm for the field and her connection with patients. The departmental letter gave solid support.
- PS: Well written personal statement. Discussed that her parents inspired her to pursue medicine. Overall, the statement was a little generic in terms of the rationale behind the desire to go into OBGYN.
- Experiences: Some qualitative research experience. One paper but not first author. Student was on the board for the school's free clinic for two years during pre-clinical and clinical years. Student volunteered for 6 weeks in China in the summer after her first year to help with health screenings in a remote village.
- Hobbies: Travelling, skiing, foodie (running a restaurant blog)

---

Would you want this person as a co-worker?

Yes (1)

No (2)

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

### **Applicant 2**

Name: Emily Anderson

Date of Birth: 11/12/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 252

USMLE Step 2CK: 264

USMLE Step 2CS: Pass

Honors/Awards:

- Alpha Omega Alpha (Member of AOA)
- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: Brown University
- Medical School: Harvard University- Harvard Medical School

Summary:

- Grades: Honors in all rotations with detailed positive comments in all rotations
- LORS: Strong letters of recommendation. Praised for clinical aptitude, research interests, and bedside manner
- PS: Strong PS that relates personal experiences, which demonstrates clear passion for the field and rationale as to why he wants to go into OBGYN. She states that she wants to use her position to advocate for patients and the community and wants to get involved with social justice initiatives.
- Experiences: Strong research interest and experiences. Two first-author publications. On the board of 3 clubs at school. She started the White Coats for Black Lives group at her school. Volunteers monthly at a local shelter. Led the student COVID response by setting up telemedicine elective for the school.
- Hobbies: Running, cooking, photography

---

Would you want this person as a co-worker?

Yes (1)

No (2)

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

### **Applicant 3**

Name: Liu-xing (Jenny) Lin

Date of Birth: 4/23/1994

Race: Asian

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 234

USMLE Step 2CK: 240

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of Michigan
- Medical School: Boston University

Summary:

- Grades: Honored one rotation. High pass on all other rotations. Comments stated she was often quiet on rounds. When she answered questions, she was often correct and seemed to know the material well.
  - LORS: One strong letter of recommendation that mentions that the student can seem reserved, but once you get to know her, she seems extremely mature, and that she is engaged with and knows the material well. Departmental letter mentions that she lost her mother during medical school and had to take time off to take care of her family's business.
  - PS: Powerful personal statement that details how her mother's experience with ovarian cancer made her realize the impact of medicine on a patient's life. She wants to pursue gynecologic oncology to conduct research on ovarian cancer to push the field forward so that people won't have to lose loved ones like she did.
  - Experiences: Took five years to finish medical school. Right before step 1, her mother passed away due to ovarian cancer. After taking step 1, student took time off for a whole year to help out with her family's business. One longitudinal research experience. One first author publication. She was involved in the boards of 2-3 clubs, including a cancer support group, but she dropped all commitments after her mother's passing.
  - Hobbies: Reading, cooking, spending time with family
-

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Would you want this person as a co-worker?

Yes (1)

No (2)

#### **Applicant 4**

Name: Bradley Davis

Page Break

---

Date of Birth: 8/15/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Male

USMLE Step 1: 198

USMLE Step 2CK: 215

USMLE Step 2CS: Failed once. Passed on second attempt

Honors/Awards: None

Education:

- Undergraduate: State University of New York- Stony Brook
- Medical School: Albany Medical College

Summary:

- Grades: High pass in OBGYN. Low pass in one rotation. Pass in all other rotations.
- LORS: Three letters with average support for the student.
- PS: Student spoke about how his interest in OBGYN was sparked after completing his rotation.
- Experiences: Did research over one summer to call patients and enroll them in a study. No publications. He volunteered at a soup kitchen monthly during the pre-clinical years.
- Hobbies: Football, running, lifting

---

Would you want this person as a co-worker?

Yes (1)

No (2)

Page Break

---

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Please rank the applicants below on this page from 1 (most desirable to join program) to 4 (least desirable to join program). You can click on the names of the applicants and drag them up and down to order them with 1 on top and 4 on the bottom. For reference, the applicants can be found below.

Please do not navigate to the next page until you are done ranking.

- \_\_\_\_\_ Ashley Thompson (1)
- \_\_\_\_\_ Emily Anderson (2)
- \_\_\_\_\_ Liu-xing (Jenny) Lin (3)
- \_\_\_\_\_ Bradley Davis (4)

---

The applicants' profiles are shown below for you to review in the selection of your ranking.

**Applicant 1**

Name: Ashley Thompson

Date of Birth: 5/18/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 237

USMLE Step 2CK: 243

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of North Carolina
- Medical School: University of Virginia

Summary:

- Grades: Honored two rotations. High pass in all other rotations. Comments mentioned that student was enthusiastic, participated often during rounds, and was engaging with both patients and residents.
- LORS: Two strong letters that detailed student's enthusiasm for the field and her connection with patients. The departmental letter gave solid support.
- PS: Well written personal statement. Discussed that her parents inspired her to pursue medicine. Overall, the statement was a little generic in terms of the rationale behind the desire to go into OBGYN.
- Experiences: Some qualitative research experience. One paper but not first author. Student was on the board for the school's free clinic for two years during pre-clinical and clinical years. Student volunteered for 6 weeks in China in the summer after her first year to help with health screenings in a remote village.
- Hobbies: Travelling, skiing, foodie (running a restaurant blog)

---

**Applicant 2**

Name: Emily Anderson



Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Date of Birth: 11/12/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 252

USMLE Step 2CK: 264

USMLE Step 2CS: Pass

Honors/Awards:

- Alpha Omega Alpha (Member of AOA)
- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: Brown University
- Medical School: Harvard University- Harvard Medical School

Summary:

- Grades: Honors in all rotations with detailed positive comments in all rotations
- LORS: Strong letters of recommendation. Praised for clinical aptitude, research interests, and bedside manner
- PS: Strong PS that relates personal experiences, which demonstrates clear passion for the field and rationale as to why he wants to go into OBGYN. She states that she wants to use her position to advocate for patients and the community and wants to get involved with social justice initiatives.
- Experiences: Strong research interest and experiences. Two first-author publications. On the board of 3 clubs at school. She started the White Coats for Black Lives group at her school. Volunteers monthly at a local shelter. Led the student COVID response by setting up telemedicine elective for the school.
- Hobbies: Running, cooking, photography

### **Applicant 3**

Name: Liu-xing (Jenny) Lin

Date of Birth: 4/23/1994

Race: Asian

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 234

USMLE Step 2CK: 240

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of Michigan
- Medical School: Boston University

Summary:

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

- Grades: Honored one rotation. High pass on all other rotations. Comments stated she was often quiet on rounds. When she answered questions, she was often correct and seemed to know the material well.
  - LORS: One strong letter of recommendation that mentions that the student can seem reserved, but once you get to know her, she seems extremely mature, and that she is engaged with and knows the material well. Departmental letter mentions that she lost her mother during medical school and had to take time off to take care of her family's business.
  - PS: Powerful personal statement that details how her mother's experience with ovarian cancer made her realize the impact of medicine on a patient's life. She wants to pursue gynecologic oncology to conduct research on ovarian cancer to push the field forward so that people won't have to lose loved ones like she did.
  - Experiences: Took five years to finish medical school. Right before step 1, her mother passed away due to ovarian cancer. After taking step 1, student took time off for a whole year to help out with her family's business. One longitudinal research experience. One first author publication. She was involved in the boards of 2-3 clubs, including a cancer support group, but she dropped all commitments after her mother's passing.
- 

#### **Applicant 4:**

Name: Bradley Davis

Date of Birth: 8/15/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Male

USMLE Step 1: 198

USMLE Step 2CK: 215

USMLE Step 2CS: Failed once. Passed on second attempt

Honors/Awards: None

Education:

- Undergraduate: State University of New York- Stony Brook
- Medical School: Albany Medical College

Summary:

- Grades: High pass in OBGYN. Low pass in one rotation. Pass in all other rotations.
- LORS: Three letters with average support for the student.
- PS: Student spoke about how his interest in OBGYN was sparked after completing his rotation.
- Experiences: Did research over one summer to call patients and enroll them in a study. No publications. He volunteered at a soup kitchen monthly during the pre-clinical years.
- Hobbies: Football, running, lifting

End of Block: Set A

---

Start of Block: Set B

**START OF FORM B**

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

In the next pages, you will be shown a description of 4 residency applicants. You will be asked if you would want them as a co-worker and asked to rank them in the order of your preference.

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

## **FORM B**

### **Applicant 1**

Name: Liu-xing (Jenny) Lin

Date of Birth: 5/18/1994

Race: Asian

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 237

USMLE Step 2CK: 243

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of North Carolina
- Medical School: University of Virginia

Summary:

- Grades: Honored two rotations. High pass in all other rotations. Comments mentioned that student was enthusiastic, participated often during rounds, and was engaging with both patients and residents.
- LORS: Two strong letters that detailed student's enthusiasm for the field and her connection with patients. The departmental letter gave solid support.
- PS: Well written personal statement. Discussed that her parents inspired her to pursue medicine. Overall, the statement was a little generic in terms of the rationale behind the desire to go into OBGYN.
- Experiences: Some qualitative research experience. One paper but not first author. Student was on the board for the school's free clinic for two years during pre-clinical and clinical years. Student volunteered for 6 weeks in China in the summer after her first year to help with health screenings in a remote village.
- Hobbies: Travelling, skiing, foodie (running a restaurant blog)

---

Would you want this person as a co-worker?

Yes (1)

No (2)

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

### **Applicant 2**

Name: Monique Cooper

Date of Birth: 11/12/1994

Race: Black/African-American

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 252

USMLE Step 2CK: 264

USMLE Step 2CS: Pass

Honors/Awards:

- Alpha Omega Alpha (Member of AOA)
- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: Brown University
- Medical School: Harvard University- Harvard Medical School

Summary:

- Grades: Honors in all rotations with detailed positive comments in all rotations
- LORS: Strong letters of recommendation. Praised for clinical aptitude, research interests, and bedside manner
- PS: Strong PS that relates personal experiences, which demonstrates clear passion for the field and rationale as to why he wants to go into OBGYN. She states that she wants to use her position to advocate for patients and the community and wants to get involved with social justice initiatives.
- Experiences: Strong research interest and experiences. Two first-author publications. On the board of 3 clubs at school. She started the White Coats for Black Lives group at her school. Volunteers monthly at a local shelter. Led the student COVID response by setting up telemedicine elective for the school.
- Hobbies: Running, cooking, photography

---

Would you want this person as a co-worker?

Yes (1)

No (2)

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

### **Applicant 3**

Name: Allison Thompson

Date of Birth: 4/23/1994

Race: Asian

Ethnicity: Not Hispanic or Latino

Gender: Female

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 234

USMLE Step 2CK: 240

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of Michigan
- Medical School: Boston University

Summary:

- Grades: Honored one rotation. High pass on all other rotations. Comments stated she was often quiet on rounds. When she answered questions, she was often correct and seemed to know the material well.
  - LORS: One strong letter of recommendation that mentions that the student can seem reserved, but once you get to know her, she seems extremely mature, and that she is engaged with and knows the material well. Departmental letter mentions that she lost her mother during medical school and had to take time off to take care of her family's business.
  - PS: Powerful personal statement that details how her mother's experience with ovarian cancer made her realize the impact of medicine on a patient's life. She wants to pursue gynecologic oncology to conduct research on ovarian cancer to push the field forward so that people won't have to lose loved ones like she did.
  - Experiences: Took five years to finish medical school. Right before step 1, her mother passed away due to ovarian cancer. After taking step 1, student took time off for a whole year to help out with her family's business. One longitudinal research experience. One first author publication. She was involved in the boards of 2-3 clubs, including a cancer support group, but she dropped all commitments after her mother's passing.
  - Hobbies: Reading, cooking, spending time with family
-

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Would you want this person as a co-worker?

Yes (1)

No (2)

#### **Applicant 4**

Name: Bradley Davis

Date of Birth: 8/15/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Male

USMLE Step 1: 198

USMLE Step 2CK: 215

USMLE Step 2CS: Failed once. Passed on second attempt

Honors/Awards: None

Education:

- Undergraduate: State University of New York- Stony Brook
- Medical School: Albany Medical College

Summary:

- Grades: High pass in OBGYN. Low pass in one rotation. Pass in all other rotations.
- LORS: Three letters with average support for the student.
- PS: Student spoke about how his interest in OBGYN was sparked after completing his rotation.
- Experiences: Did research over one summer to call patients and enroll them in a study. No publications. He volunteered at a soup kitchen monthly during the pre-clinical years.
- Hobbies: Football, running, lifting

---

Would you want this person as a co-worker?

Yes (1)

No (2)

---

Page Break

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563. DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Please rank the applicants below on this page from 1 (most desirable to join program) to 4 (least desirable to join program). You can click on the names of the applicants and drag them up and down to order them with 1 on top and 4 on the bottom. For reference, the applicants are included below.

Please do not navigate to the next page until you are done ranking.

- \_\_\_\_\_ Liu-xing (Jenny) Lin (1)
- \_\_\_\_\_ Monique Cooper (2)
- \_\_\_\_\_ Ashley Thompson (3)
- \_\_\_\_\_ Bradley Davis (4)

---

The applicants' profiles are shown below for you to review in the selection of your ranking.

**Applicant 1**

Name: Liu-xing (Jenny) Lin

Date of Birth: 5/18/1994

Race: Asian

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 237

USMLE Step 2CK: 243

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: University of North Carolina
- Medical School: University of Virginia

Summary:

- Grades: Honored two rotations. High pass in all other rotations. Comments mentioned that student was enthusiastic, participated often during rounds, and was engaging with both patients and residents.
- LORS: Two strong letters that detailed student's enthusiasm for the field and her connection with patients. The departmental letter gave solid support.
- PS: Well written personal statement. Discussed that her parents inspired her to pursue medicine. Overall, the statement was a little generic in terms of the rationale behind the desire to go into OBGYN.
- Experiences: Some qualitative research experience. One paper but not first author. Student was on the board for the school's free clinic for two years during pre-clinical and clinical years. Student volunteered for 6 weeks in China in the summer after her first year to help with health screenings in a remote village.
- Hobbies: Travelling, skiing, foodie (running a restaurant blog)



### **Applicant 2**

Name: Monique Cooper

Date of Birth: 11/12/1994

Race: Black/African-American

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 252

USMLE Step 2CK: 264

USMLE Step 2CS: Pass

Honors/Awards:

- Alpha Omega Alpha (Member of AOA)
- Gold Humanism Honor Society (Member of GHHS)

Education:

- Undergraduate: Brown University
- Medical School: Harvard University- Harvard Medical School

Summary:

- Grades: Honors in all rotations with detailed positive comments in all rotations
- LORS: Strong letters of recommendation. Praised for clinical aptitude, research interests, and bedside manner
- PS: Strong PS that relates personal experiences, which demonstrates clear passion for the field and rationale as to why he wants to go into OBGYN. She states that she wants to use her position to advocate for patients and the community and wants to get involved with social justice initiatives.
- Experiences: Strong research interest and experiences. Two first-author publications. On the board of 3 clubs at school. She started the White Coats for Black Lives group at her school. Volunteers monthly at a local shelter. Led the student COVID response by setting up telemedicine elective for the school.

---

### **Applicant 3**

Name: Ashley Thompson

Date of Birth: 4/23/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Female

Ethnicity: Not Hispanic or Latino

Gender: Female

USMLE Step 1: 234

USMLE Step 2CK: 240

USMLE Step 2CS: Pass

Honors/Awards:

- Gold Humanism Honor Society (Member of GHHS)

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

Education:

- Undergraduate: University of Michigan
- Medical School: Boston University

Summary:

- Grades: Honored one rotation. High pass on all other rotations. Comments stated she was often quiet on rounds. When she answered questions, she was often correct and seemed to know the material well.
- LORS: One strong letter of recommendation that mentions that the student can seem reserved, but once you get to know her, she seems extremely mature, and that she is engaged with and knows the material well. Departmental letter mentions that she lost her mother during medical school and had to take time off to take care of her family's business.
- PS: Powerful personal statement that details how her mother's experience with ovarian cancer made her realize the impact of medicine on a patient's life. She wants to pursue gynecologic oncology to conduct research on ovarian cancer to push the field forward so that people won't have to lose loved ones like she did.
- Experiences: Took five years to finish medical school. Right before step 1, her mother passed away due to ovarian cancer. After taking step 1, student took time off for a whole year to help out with her family's business. One longitudinal research experience. One first author publication. She was involved in the boards of 2-3 clubs, including a cancer support group, but she dropped all commitments after her mother's passing.
- Hobbies: Reading, cooking, spending time with family

---

#### **Applicant 4**

Name: Bradley Davis

Date of Birth: 8/15/1994

Race: White

Ethnicity: Not Hispanic or Latino

Gender: Male

USMLE Step 1: 198

USMLE Step 2CK: 215

USMLE Step 2CS: Failed once. Passed on second attempt

Honors/Awards: None

Education:

- Undergraduate: State University of New York- Stony Brook
- Medical School: Albany Medical College

Summary:

- Grades: High pass in OBGYN. Low pass in one rotation. Pass in all other rotations.
- LORS: Three letters with average support for the student.
- PS: Student spoke about how his interest in OBGYN was sparked after completing his rotation.

Vorawandthanachai T, Lambert C, Tavella N, Gonzalez CM, Hughes F. The effect of implicit bias on the OB/GYN residency application process. *J Grad Med Educ.* 2024;16(5):557-563.

DOI:<http://dx.doi.org/10.4300/JGME-D-23-00601.1>

- Experiences: Did research over one summer to call patients and enroll them in a study. No publications. He volunteered at a soup kitchen monthly during the pre-clinical years.
- Hobbies: Football, running, lifting

End of Block: Set B

---

Start of Block: Ranking decision

Please rank the factors below on how much they impacted your decision with 1 (most impact) to 6 (least impact). You can click on the factors and drag them up and down to order them with 1 on top and 6 on the bottom.

- \_\_\_\_\_ Academic Achievement/Scores (1)
- \_\_\_\_\_ Dedication to the field (2)
- \_\_\_\_\_ Resilience (3)
- \_\_\_\_\_ Fit for program (4)
- \_\_\_\_\_ Research/Other Extracurricular Activities (5)
- \_\_\_\_\_ Letters of Recommendation (6)

# Implicit Bias in OB/GYN Residency Application

**INTRODUCTION** Medical students from racially minoritized backgrounds receive negative feedback more frequently. This study investigates whether there is a preference for White applicants over Asian and Black applicants in OB/GYN residency selection.

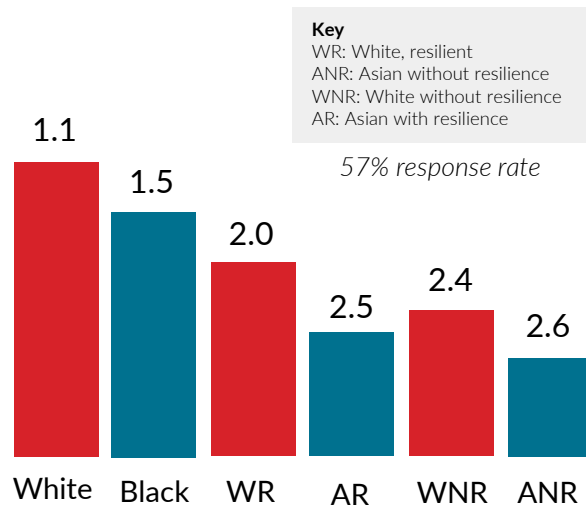
## METHODS

- **Design:** Questionnaire
- **Who:** OB/GYN attendings and trainees from 6 academic programs (n=103)
- **What:** 2 questionnaires comparing 4 contrived applicants

Qualities	Form A (Race and Gender)	Form B (Race and Gender)
Top-tier	White woman	Black woman
Mid-tier with resilience	Asian woman	White woman
Mid-tier without resilience	White woman	Asian woman
Lower-tier	White man	White man

## RESULTS

Ranking of applicants  
(1: highest, 4: lowest)



## CONCLUSIONS

Despite identical qualifications, White applicants were ranked higher than Black and Asian applicants.

## LIMITATIONS



Selection bias



Lack of in-person analysis



Journal of Graduate  
Medical Education