

APPENDIX BI

Study 1 Manipulation Script¹

Selcom, Inc.'s Project NOVA

Selcom, Inc. recently announced an update on the progress of the project NOVA, an ongoing research program. In an interview with [an employee/the leader] of project NOVA, the team [member/leader] claimed that project NOVA has maintained budget expectations and is progressing according to the anticipated timeline to be completed within the next five years. "I expect project NOVA to continue according to the schedule," commented the project [employee/leader]. "The development is no worse or better than what we expected."

Selcom's workforce is made up of several thousand employees who live and work in the United States. Of the workers employed by Selcom, [50% are White and/20% are White and] all are committed to serving the customers. *Please see NOVA. Page C7*

¹ Reprinted with permission from Rosette, Leonardelli, and Phillips, 2008, p. 776

APPENDIX BII

Study 1 Manipulation Check, Distractor Questions, and Dependent Variable²

1. What do you believe is the racial make-up of Selcom’s workforce? Indicate your choice by typing a percentage next to the following choices. Your percentage must total 100.

- _____ % Black/African-American
- _____ % Hispanic/Latin American
- _____ % Asian/Asian-American/Pacific Islander
- _____ % Native American/Alaskan Native
- _____ % White/European-American

2. Who was interviewed for project NOVA?

- A project employee
- The project leader

3. How easy was it for you to infer the purpose of the news article?

1	2	3	4	5
Not at All Easy	A little Easy	Somewhat Easy	Very Easy	Extremely Easy

4. How clearly written was this article?

1	2	3	4	5
Very Poorly Written	Poorly Written	Average	Well Written	Very Well Written

5. In what industry do you think Selcom operates?

- Banking/finance/real estate

² Survey questions for RLP1 replication provided by authors of original study

Education/research
Engineering/construction
Entertainment/media/publishing
Manufacturing/distribution
Business supplies/services
Medical/health services
Hospitality (travel/accommodations)
Consumer retail/wholesale
Non-profit/membership organizations
Government
Legal services

6. What do you think is the age of the [employee/leader] interviewed?

22 to 27 years old
28 to 35 years old
36 to 45 years old
46 to 55 years old
Over 55 years old

7. What do you think is the race of the [employee/leader] interviewed?³

Black/African-American
Hispanic/Latin American
Asian/Asian-American/Pacific Islander
Native American/Alaskan Native
White/European-American
Other:

³ Response choices were counterbalanced

8. What do you think is the gender of the [employee/leader] interviewed?

Male

Female

9. In what region of the United States do you believe Selcom is located?

Northeast

Northwest

Southeast

Southwest

APPENDIX BIII

Study 2 Manipulation Script⁴

Reconsidering Dosagen Corporation's Earnings

By Staff Reporter

The financial state of Dosagen Corporation has changed since Todd [Tyrone] Smith arrived last May and [NOT] for the better.

Photo
Here

At that time, Todd [Tyrone] Smith was hired as chief executive officer to lead the company through the tumultuous events and uncertain economic times. As of this month, company earnings have increased [DECREASED] 34% over the last 5 months (see Figure).

"There are clear explanations for what has happened to Dosagen Corp.," states Chris Johnson, chief analyst at Smith Barney Citigroup. "The performance of the company should be attributed to the performance of the CEO [MARKETPLACE], not to the performance of the marketplace [CEO]. For Dosagen Corporation, the responsibility for this performance clearly falls on Mr. Smith [THE ECONOMIC CONTEXT]

Please see DOSAGEN CORP. Page C7

⁴ Reprinted with permission from Rosette, Leonardelli, and Phillips, 2008, p. 777

APPENDIX BIV

Study 2 Description of CEO profile head shot validation

As specified in the preregistration of this study, to select headshots for use in the current study, we began by revalidating the original pictures used in RLP3. Twenty-five participants from the same sample pool as the overall study were shown pictures of ten different male individuals (5 White, 5 Black) and rated the individuals in terms of perceptions of age, physical attractiveness, and emotional expression. The order of images in the packets were counterbalanced to reduce the likelihood that the order in which images were presented would influence results. Both the sample size and procedure used for the pretesting of images were consistent with those used in RLP3.

These ten pictures included the original images used in RLP3. For consistency with RLP3, the images were presented in black and white. Our validations showed that ratings for the pictures used in RLP3 differed based upon perceptions of emotional expression ($p=0.04$). Consequently, per the procedures specified in our pre-registration, we utilized alternative photographs that were perceived as the intended races by all participants and did not differ on perceptions of age ($p=0.24$), attractiveness ($p=0.38$), or emotional expression ($p=0.29$). Similar to RLP3, the race of the person shown in the image used for the non-White leader condition was perceived as Black by all participants.

The preregistration for the study also specified that for robustness, we would collect data on the perceived power, competence, intelligence, trustworthiness, extraversion, and conscientiousness of the individuals in potential manipulation images prior to conducting this research. The purpose of collecting this data was not to utilize it in the selection of images, but to have it for the purpose of exploring the possibility that differences in perceptions of these traits

could contribute to the research's findings. The images selected for racial manipulations did not differ in terms of perceived power ($p=0.70$), competence ($p=0.31$), intelligence ($p=0.54$), extraversion ($p=0.63$), or conscientiousness ($p=0.36$). Differences between perceptions of trustworthiness differed such that the non-White individual ($M=4.96$, $SD=0.89$) was perceived more favorably than the White individual ($M=4.32$, $SD=0.90$), $F(1, 25)=8.26$, $p=0.008$.

The study's preregistration did not specify the statistical method that would be used to compare perceptions of the individuals in potential manipulation images. Because of this, we used multiple comparison methods to ensure robustness in our comparisons. The results reported above come from an ANOVA that controlled for the unique effect of individual raters. Comparisons using a t-test, the Wilcoxon rank-sum test, a fixed-effects regression, and various other regression models all yielded similar results.

It is possible that the higher evaluation ratings received by the non-White leader in our replications of RLP3 were driven by differences in perceived trustworthiness, but this explanation is unlikely. Because we conducted tests on nine different variables, using $p<0.01$ as the standard for statistical significance, the familywise probability of making a type I error would be 0.086 (Keppel, 1991), thus the significant difference in trust described above may not be as strong as it initially appeared. Additionally, because the morphed photos used in Study 3B were consistent in all facial features except for race, the White and non-White morphed photos should not have differed in terms of perceptions of trust. Consequently, if the higher evaluation ratings experienced by non-White leaders in Studies 2 and 3 were driven by perceptions of trust in the pretested photos, Study 3B should have revealed that the experimental design manipulation was critically important to our findings. This, however, was not the case. Collectively, these results

indicate that the choices in images used for racial manipulations did not meaningfully influence our understanding of LCT.

APPENDIX BV

Study 2 Manipulation Check, Distractor Questions, and Dependent Variable

1. How easy was it for you to infer the purpose of the news article?

1	2	3	4	5
Not at All Easy	A little Easy	Somewhat Easy	Very Easy	Extremely Easy

2. How clearly written was this article?

1	2	3	4	5
Very Poorly Written	Poorly Written	Average	Well Written	Very Well Written

3. In what industry do you think Dosagen operates?

Banking/finance/real estate

Education/research

Engineering/construction

Entertainment/media/publishing

Manufacturing/distribution

Business supplies/services

Medical/health services

Hospitality (travel/accommodations)

Consumer retail/wholesale

Non-profit/membership organizations

Government

Legal services

4. How would you describe Dosagen's performance?

Positive

Negative

5. Who does the article attribute Dosagen's performance to?

Mr. Smith

The marketplace

Please rate your level of agreement with the following statements:

6. I think the CEO is competent.

1	2	3	4	5	6	7
Strongly disagree						Strongly agree

7. I think the CEO is intelligent.

1	2	3	4	5	6	7
Strongly disagree						Strongly agree

8. I think the CEO is confident.

1	2	3	4	5	6	7
Strongly disagree						Strongly agree

9. I think the CEO is competitive.

1	2	3	4	5	6	7
Strongly disagree						Strongly agree

10. What is the race of Mr. Smith, the CEO?

Black/African-American

Hispanic/Latin American

Asian/Asian-American/Pacific Islander

Native American/Alaskan Native

White/European-American

Other:

APPENDIX BVI

Study 3B Description of FaceGen Modifications

An image that was distinct from those used in Study 2 and neither likely to be perceived as White nor likely to be perceived as Black was selected as the baseline image to be used in FaceGen. We selected a distinct image to reduce that likelihood that either morphed image could be biased towards displaying features typically associated with White or Black individuals. The picture was a straight on facial image with eyes open and a closed mouth. These are requirements when using FaceGen.

Once the image was imported into FaceGen, the demographic characteristics were adjusted such that the image was male and age 23 for consistency with the pretested photos. The image was then adjusted to be “very European” and exported for the White condition. The same image was then adjusted to be “very African” for the non-White condition.

The exported FaceGen files were then imported into DazStudio. In DazStudio, we verified that facial feature settings were consistent across conditions before exporting the image to a readable picture file. The final images had the same clothing (a suit) applied to them, only showed the leader from the knot of the tie up, and were adjusted from color photos to black and white for consistency with the pretested images used in Study 2.

APPENDIX BVII

Study 1 Post-Hoc Power Analysis

In Study 1, 80.8 percent of participants in the non-leader condition perceived the interviewee as White while 86.4 percent of participants in the leader condition perceived the interviewee as White. Post-hoc power analyses indicated that to detect a statistically significant effect for interviewee role with power of .80, the rate at which the leader was predicted to have been White would have had to have been 89.3 percent or the required sample size would have been 1,421. Similarly, in Study 3B, to detect a statistically significant effect for interviewee role with power of .80, 90.7 percent of participants would have had to perceive the leader as White, or the required sample size would have been 2,800.