Things to Remember When Reviewing/Writing Letters of Recommendation

- Letters for men tend to be longer and have more references to CV, Publications, Patients, and Colleagues.

- Letters for women tend to be shorter, have more references to personal life, and have more “doubt raisers” (hedges, faint praise and irrelevancies) such as:
  
  - “It’s amazing how much she’s accomplished.”
  - “It appears that her health is stable.”
  - “She is close to my wife.”

- Gender-associated words will characterize the tone of the letter.

**Male-associated words:**

**Standout words:** excellen*, superb, outstanding, unique, exceptional, unparalleled, *est, most, wonderful, terrific*, fabulous, magnificent, remarkable, extraordinar*, amazing, supreme*, unmatched


**Research words:** research*, data, study, studies, experiment*, scholarship, test*, result*, finding*, publication*, publish*, vita*, method*, scien*, grant*, fund*, manuscript*, project*, journal*, theor*, discover*, contribution*

**Female-associated words:**

**Grindstone words:** hardworking, conscientious, depend*, meticulous, thorough, diligen*, dedicate, careful, reliab*, effort*, assiduous, trust*, responsib*, methodical, industrious, busy, work*, persist*, organiz*, disciplined

**Teaching words:** teach, instruct, educat*, train*, mentor, supervis*, adviser, counselor, syllabus, syllabus, course*, class, service, colleague, citizen, communicate*, lectur*, student*, present*, rapport

**Note:** * indicates that any word containing the letter string that precedes or follows the asterisk should be counted.

Based on work by Schmader et al. (2007) *Sex Roles*, 57(7-8), 509–514.

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