



Grant ID: 18222
Applicant Last Name: Tester
Host Institution: MSFHR-DO NOT USE
Competition: 2019 Scholar Competition
Task: Submit Application Reference
Due: 01/31/2019

UPLOADS

The following pages contain the uploads provided by the referee:

Upload Type	File Name	Uploaded By	Uploaded Date
PDF of Reference Letter	Scholar Reference Letter Upload Guide Nov 27 2018.pdf	Biagtan, Andrew	11/27/2018

References letters should:

- Describe the applicant's academic strengths (intellectual curiosity, leadership qualities, demonstrated interests and resourcefulness, commitment to research career, etc).
- Provide specific details about the recognized or potential research experience and academic strengths (quality of education, scientific training, research experience, mentoring experience, collaborations, potential to carry out independent research, etc).
- If the applicant has submitted a KT-Science program of research, please comment on the applicant's potential to work with diverse user-groups.

To mitigate unconscious gender bias in reference letters, it is strongly recommended that referees:

- Use gender-neutral language when referring to the applicant in the letter, (e.g., instead of using gendered pronouns like “he” or “she”, use “they”; when referring to the applicant use Dr. + last name).
- Be attentive to the potential for unconscious bias in the language you use to describe the applicant in your letter. For example, research has shown that women applicants are more likely to be described using “grindstone” words that emphasize effort (e.g., hard-working) while men are more likely to be described using words that emphasize their accomplishments.
- For a quick reference guide to avoiding gender bias in reference writing, consider using this guide when writing the letter:
https://wff.yale.edu/sites/default/files/files/avoiding_gender_bias_in_letter_of_reference_writing%20copy.pdf

In order to upload a .pdf of your reference letter, please do the following:

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