



**Third Party Name:** Emerald Tester

**Application ID:** RT-2022-2520

## Reference Letter

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### References letters should:

- Describe the applicant's academic strengths (intellectual curiosity, leadership qualities, demonstrated interests and resourcefulness, commitment to research career, creativity and critical thinking skills, 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).
- **Please refer to the applicant using **personal pronouns** indicated in the Application Details section above. If no pronouns are indicated, please use they/them/their.**

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

- 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.

### PDF of Reference Letter

[Reference\\_Letter.pdf](#)

126 KB - 12/15/2021 5:01PM

Total Files: 1

# REFERENCE LETTER

FREE FORM

With official logo

With signature

## **References letters should:**

- a) Describe the applicant's academic strengths and intellectual capacity
- b) Provide specific details about the applicant's recognized or potential research expertise, competence, and abilities (quality of education, research experience, mentoring experience, collaborations, potential to carry out independent research, etc).
- c) Refer to the applicant using preferred personal pronouns stated in their application.