

Workshop on Faculty Recruitment for Excellence and Diversity Bibliography of Research Cited and Consulted

(Available at <http://academicaffairs.ucdavis.edu/training-and-development/stead/index.html>)

Benefits of diversity

A growing body of research provides evidence that a diverse student body, faculty and staff benefits the university's joint missions of teaching and research by increasing creativity, innovation, and problem-solving. A selection of this research includes:

Carrell, Scott E., Marianne E. Page and James E. West. 2010. "Sex and Science: How Professor Gender Perpetuates the Gender Gap," *The Quarterly Journal of Economics* 125(3):1101-1144.

Herring, Cedric. 2009. "Does Diversity Pay?: Race, Gender, and the Business Case for Diversity." *American Sociological Review* 74:208-224.

Page, Scott E. 2007. *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*. Princeton, NJ: Princeton University Press.

Putnam, Robert D. 2007. "E Pluribus Unum: Diversity and Community in the Twenty-First Century—The 2006 Johan Skytte Prize Lecture." *Scandinavian Political Studies* 30:137-174.

Mannix, Elizabeth and Margaret A. Neale. 2005. "What Differences Make a Difference?: The Promise and Reality of Diverse Teams in Organizations" *Psychological Science in the Public Interest* 6:31-55.

Schulz-Hardt, Stefan et al. 2006. "Group Decision Making in Hidden Profile Situations: Dissent as a Facilitator for Decision Quality." *Journal of Personality and Social Psychology* 91:1080-1093.

Smith, Daryl G. and Associates. 1997. *Diversity Works: The Emerging Picture of How Students Benefit*. Washington, D.C.: Association of American Colleges and Universities.

Sommers, S. 2006. "On Racial Diversity and Group Decision Making: Identifying Multiple Effects of Racial Composition on Jury Deliberations." *Journal of Personality and Social Psychology* 90(4):597-612.

Young, Danielle M., Rudman, Laurie A., Buettner, Helen M., & McLean, Meghan C. 2013. "The influence of female role models on women's implicit science cognitions." *Psychology of Women Quarterly* 37:283-292.

Cognitive functioning, schemas and decision-making

A large body of research provides evidence that human cognition relies on processes that introduce implicit or unconscious assumptions that influence judgment and decision-making. A selection of this research includes:

Overviews

Banaji, Mahzarin R. and Anthony G. Greenwald. 2013. *Blindspot: Hidden Biases of Good People*. New York: Delacorte Press.

Dovidio, John F. 2001. "On the Nature of Contemporary Prejudice: The Third Wave." *Journal of Social Issues* 57:829-849.

Kahneman, Daniel. 2011. *Thinking, Fast and Slow*. New York: Farrar, Straus and Giroux.

Uhlmann, Eric Luis and Geoffrey L. Cohen. 2007. "I Think it, therefore it's True": Effects of Self-Perceived Objectivity on Hiring Discrimination." *Organizational Behavior and Human Decision Processes* 104:208.

Valian, Virginia. 1998. *Why So Slow? The Advancement of Women*. Cambridge, MA: The MIT Press.

Scientific American Frontiers video that introduces the implicit association test, its creators, and explains its relevance: <https://www.youtube.com/watch?v=2RSVz6VEybk>

Double standards and descriptive stereotyping

Bertrand, Marianne and Sendhil Mullainathan. 2004. "Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination." *The American Economic Review*, 94(4):991-1013.

Biernat, Monica and Diane D. Kobrynowicz. 1997. "Gender and race-based standards of competence: Lower minimum standards but higher ability standards for devalued groups." *Journal of Personality and Social Psychology* 72:544-557.

- Correll, Shelley J., Stephen Benard and In Paik. 2007. "Getting a job: Is there a motherhood penalty?" *American Journal of Sociology* 112:1297-1338.
- Ginther, Donna, et al. 2011. "Race, Ethnicity, and NIH Research Awards." *Science* 333(6045):1015-1019.
- Goldin, Claudia and Cecilia Rouse. 2000. "Orchestrating impartiality: The impact of 'blind' auditions on female musicians." *The American Economic Review* 90:715-741.
- Heilman, Madeline E. 1980. "The Impact of Situational Factors on Personnel Decisions Concerning Women: Varying the Sex Composition of the Applicant Pool." *Organizational Behavior and Human Performance* 26:386-395.
- Foschi, Martha. 1996. "Double standards in the evaluation of men and women." *Social Psychology Quarterly* 59:237-254.
- Moss-Racusin, Corinne, Dovidio, John F., Brescoll, Victoria L., Graham, Mark J., and Handelsman, Jo. 2012. "Science faculty's subtle gender biases favor male students." *Proceedings of the National Academy of Sciences of the United States of America* 41:16474-16479.
- Russ, Travis, Cheri Simonds and Stephen Hunt. 2002. "Coming Out in the Classroom... An Occupational Hazard?: The Influence of Sexual Orientation on Teacher Credibility and Perceived Student Learning." *Communication Education* 51(3):311-324.
- Steinpreis, Rhea E., Katie A. Anders and Dawn Ritzke. 1999. "The impact of gender on the review of curriculum vitae of job applicants and tenure Candidates: A national empirical study." *Sex Roles* 41:509-528.
- Wenneras, Christine. and Agnes Wold. 1997. "Nepotism and sexism in peer-review." *Nature* 387(6631):341-343.

Bias in letters of recommendation and student evaluations

- Madera, Juan M., Michelle R. Hebl, and Randi C. Martin. 2009. "Gender and letters of recommendation for academia: Agentive and communal differences." *Journal of Applied Psychology* 94:1591-1599.
- Sinclair, Lisa and Ziva Kunda. 2000. "Motivated stereotyping of women: She's fine if she praised me but incompetent if she criticizes me." *Personality and Social Psychology Bulletin* 26:1329-1342.
- Trix, Frances, and Carolyn Psenka. 2003. "Exploring the color of glass: Letters of recommendation for female and male medical faculty." *Discourse and Society* 14:191-220.

Double bind, prescriptive stereotyping and shifting criteria

- Bowles, Hannah R., Linda Babcock and Lei Lai. 2007. "Social incentives for gender differences in the propensity to initiate negotiations: Sometimes it does hurt to ask." *Organizational Behavior and Human Decision Processes* 103:84-103.
- Heilman, Madeline E., Aaron S. Wallen, Daniella Fuchs, and Melinda M. Tamkins. 2004. "Penalties for success: Reactions to women who succeed at male gender-typed tasks." *Journal of Applied Psychology* 89:416-427.
- Leslie, Sarah-Jane, Andrei Cimpian, Meredith Meyer, and Edward Freeland. 2015. "Expectations of brilliance underlie gender distributions across academic disciplines." *Science* 347:262-265.
- Norton, Michael I., Joseph A. Vandello and John M. Darley. 2004. "Casuistry and social category bias." *Journal of Personality and Social Psychology* 87:817-831.
- Rudman, Laurie A. 1998. "Self-promotion as a risk factor for women: The costs and benefits of counterstereotypical impression management." *Journal of Personality and Social Psychology* 74:629-645.
- Padilla, Amado M. (1994). "Ethnic minority scholars, research, and mentoring: Current and future issues." *Educational Researcher*, 23(4):24-27.
- Hirshfield, Laura E., & Joseph, Tiffany D. (2012). "'We need a woman, we need a black woman': Gender, race, and identity taxation on the academy." *Gender and Education*, 24(2):213-227.
- Megan R. Mahoney, MD, Elisabeth Wilson, MD, MPH, Kara L. Odom, MD, MPH, Loma Flowers, MD, and Shelley R. Adler, PhD. (2008). "Minority faculty voices on diversity in academic medicine: Perspectives from one school." *Academic Medicine*, 83(8):781-786.
- Eagan, M. Kevin, & Garvey, Jason C. (2015). "Stressing out: Connecting race, gender, and stress with faculty productivity." *The Journal of Higher Education*, 86(6):923-954.

A Little Bias Goes a Long Way

Martell, Lane & Emrich (1996). "Male-female differences: a computer simulation." *American Psychologist* 51:157-58.

Influence of institutionalized practices

Gauscher, Danielle, Friesen, Justin and Kay, Aaron C. 2011. "Evidence that gendered wording in job advertisements exists and sustains gender inequality." *Journal of Personality and Social Psychology*, 101:109-128.

Kalev, Alexandra, Frank Dobbin, and Erin Kelly. 2006. "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies." *American Sociological Review* 71:589-617.

Segregation of networks

Sheltzer, Jason M. and Joan C. Smith. 2014. "Elite male faculty in the life sciences employ fewer women." *Proceedings of the National Academy of Sciences* 111(28):10107–10112.

Koput, Kenneth W. and Barbara A. Gutek. 2010. *Gender Stratification in the IT Industry: Sex, Status and Social Capital*. New York: Edward Elgar.

McDonald, Steve. 2011. "What's in the 'old boys' network? Accessing social capital in gendered and racialized networks." *Social Networks* 33(4):317-330

Dual-Career Couples

Schiebinger, L., Henderson, A. D., & Gilmartin, S. K. 2008. *Dual-career academic couples: What universities need to know*. Michelle R. Cayman Institute for Gender Research, Stanford University. Available at: <http://gender.stanford.edu/dual-career-research-report>

Best Practices

Bauer, Cara C. & Baltes, Boris B. 2002. "Reducing the effects of gender stereotypes on performance evaluations." *Sex Roles* 9/10:465-476.

Heilman, Madeline E. 1980. "The impact of situational factors on personnel decisions concerning women: Varying the sex composition of the applicant pool." *Organizational Behavior and Human Performance* 26(3):386-395.

Huffcutt, Allen I., and Philip L. Roth. 1998. "Racial group differences in employment interview evaluations." *Journal of applied Psychology* 83(2):179.

Latu, Ioana M., et al. 2013. "Successful female leaders empower women's behavior in leadership tasks." *Journal of Experimental Social Psychology* 49(3):444-448.

Sekaquaptewa, Denise, and Mischa Thompson. 2002. "The differential effects of solo status on members of high-and low-status groups." *Personality and Social Psychology Bulletin* 28(5):694-707.