

## ADVANCE List of Reading References and Resources

## Brochure: Reviewing Applicants: Research on Bias and Assumptions

- Banaji, M. R., Bazerman, M. H., & Chugh, D. (2003). How (un)ethical are you? *Harvard Business Review*, 81(12), 56-64.  
Source: EBSCO [[Link to Article](#)]
- Bertrand, M., & Mullainathan, S. (2004). Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. *American Economic Review*, 94, 991-1013.  
Source: JSTORE [[Link to Article](#)]
- Carnes, M., Devine, P. G., Isaac, C., Manwell, L. B., Ford, C. E., Byars-Winston, A., Fine, E., & Sheridan, J. (2012). Promoting institutional change through bias literacy. *Journal of Diversity Higher Education*, 5(2), 63-77.  
Source: EBSCO [[Link to Article](#)]
- Madera, Juan M., Hebl, Michelle R., Dial, Heather, Martin, Randi, & Valian, Virginia. (2019). Raising Doubt in Letters of Recommendation for Academia: Gender Differences and Their Impact. *Journal of Business and Psychology*, 34, 287-303.
- Sezgin, C., Barreto, M., & Ellemers, N. (2014, April-June). Men as allies against sexism: The positive effects of a suggestion of sexism by male (vs. female) sources, *SAGE Open* 2014, 1-12.  
Source: SAGE Open [[Link to Article](#)]
- Oliveira, Diego, F.M., Ma, Yifang Ma, Woodruff, Teresa K., Uzzi, Brian (2019). Comparison of National Institutes of Health Grant Amounts to First-Time Male and Female Principal Investigators. *Journal of American Medical Association*, 321(9), 898-900.
- Eagly, A. H., & Karau, S. J. (2002). Role congruity theory of prejudice toward female leaders. *Psychological Review*, 109, 573-598.  
Source: EBSCO [[Link to Article](#)]
- Goldin, C., & Rouse, C. Orchestrating impartiality: The impact of 'blind' auditions on female musicians. *American Economic Review*, 90, 715-741.  
Source: JSTOR [[Link to Article](#)]
- Haines, E.L., Deaux, K., & Lofaro, N. (2016). The Times They Are a-Changing...or Are They Not? A Comparison of Gender Stereotypes, 1983-2014. *Psychology of Women Quarterly*, 40, 353-363.
- Katz, A., & Carnes, M. (2014). Stuck in the out-group: Jennifer can't grow up, Jane's invisible, and Janet's over the hill. *Journal of Women's Health*, 23(6), 481-484.  
Source: EBSCO [[Link to Article](#)]

Moss-Rascusin, C., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences of the United States of America* 109(41), 16474-16479.

Source: Purdue Libraries [[Link to Article](#)]

Richeson, J., & Nussbaum, R. J. (2004). The impact of multiculturalism versus color-blindness on racial bias. *Journal of Experimental Social Psychology*, 40, 417-423.

Source: ScienceDirect [[Link to Article](#)]

Ridgeway, C. L. (2001). Gender, status, and leadership. *Journal of Social Issues*, 57, 637-655.

Source: Wiley Online Library [[Link to Article](#)]

Sheltzer, J. M., & Smith, J. C. (2014). Elite male faculty in the life sciences employ fewer women. *Proceedings of the National Academy of Sciences*, 111(28), 10107-10112.

Source: Highwire [[Link to Article](#)]

Smith, D. G. (2000, Sept-Oct). How to diversify the faculty. *Academe*, 86(5), 48-52.

Source: JSTOR [[Link to Article](#)]

Lariviere, V., Ni, C., Gingras, Y., Cronin, B., & Sugimoto, C. (2013). Bibliometrics: Global gender disparities in science. *Nature*, 504(7479), 211-213.

Source: Nature [[Link to Article](#)]

O'Meara, KerryAnn, Culpepper, Dawn, & Templeton, Lindsey L. (2020). Nudging Toward Diversity: Applying Behavioral Design to Faculty Hiring. *Review of Educational Research* 90(3), 311-348.

Trix, F., & Psenka, C. (2003). Exploring the color of glass: Letters of recommendation for female and male medical faculty. *Discourse and Society* 14(2), 191-220.

Source: SAGE Journals [[Link to Article](#)]

Turner, C., & Viernes, S. (2002). *Diversifying the faculty: A guidebook for search committees*. Washington, DC: AACU.

Source: ERIC [[Link to Article](#)]

Uhlmann, E. L., & Cohen, G. L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science*, 16, 474-480.

Source: SAGE Journals [[Link to Article](#)]

White-Lewis, Damani K. (2020). The Facade of Fit in Faculty Search Processes. *The Journal of Higher Education*

Facebook Workshop on Unconscious Bias (2015)

<http://newsroom.fb.com/news/2015/07/managing-unconscious-bias/> (includes videos and additional references)