

## References on Faculty Recruitment

- Amodio, D. M., Devine, P. G., & Harmon-Jones, E. (2008). Individual differences in the regulation of intergroup bias: The role of conflict monitoring and neural signals for control. *Journal of Personality and Social Psychology, 94*(1), 60-74. doi: 10.1037/0022-3514.94.1.60
- Antonio, A. L., Chang, M. J., Hakuta, K., Kenny, D. A., Levin, S., & Milem, J. F. (2004). Effects of racial diversity on complex thinking in college students. *Psychological Science, 15*(8), 507-510. doi: 10.1111/j.0956-7976.2004.00710.x
- Astin, A. W. (1993). How are students affected? *Change, 25*(2), 44-50. Retrieved from <http://www.changemag.org/>
- Avery, D. R. (2003). Reactions to diversity in recruitment advertising--are differences black and white? *Journal of Applied Psychology, 88*(4), 672-679. doi: 10.1037/0021-9010.88.4.672
- Avery, D. R., & McKay, P. F. (2006). Target practice: An organizational impression management approach to attracting minority and female job applicants. *Personnel Psychology, 59*(1), 157-187. doi: 10.1111/j.1744-6570.2006.00807.x
- Bertrand, M., Chugh, D., & Mullainathan, S. (2005). Implicit discrimination. *American Economic Association, 95*(2), 94-98. doi: 10.1257/000282805774670365
- 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*(4), 991-1013. doi: 10.1257/0002828042002561
- Biernat, M., & Manis, M. (1994). Shifting standards and stereotype-based judgments. *Journal of Personality and Social Psychology, 66*(1), 5-20. doi: 10.1037/0022-3514.66.1.5

- Brown, D. J., Cober, R. T., Keeping, L. M., & Levy, P. E. (2002, April). *Racial tolerance and job advertisements: Its a matter of fit*. Poster presented at the Society for Industrial and Organizational Psychology, Toronto, CA.
- Bystydzienski, J. (2009). Why so few women? Explaining gendered occupational outcomes in science, technology, engineering and mathematics fields. *Sex Roles, 60*(9), 751-753. doi: 10.1007/s11199-008-9548-6
- Castelli, L., & Tomelleri, S. (2008). Contextual effects on prejudiced attitudes: When the presence of others leads to more egalitarian responses. *Journal of Experimental Social Psychology, 44*(3), 679-686. doi: 10.1016/j.jesp.2007.04.006
- Correll, S., J. , Benard, S., & Paik, I. (2007). Getting a job: Is there a motherhood penalty? *The American Journal of Sociology, 112*(5), 1297-1338. doi: 10.1086/511799
- Cortez, A. (2011). You had me at hello: Employee engagement begins long before hire. Retrieved February 9, 2011 from <http://www.improvedexperience.com/>
- Deaux, K., & Emswiller, T. (1974). Explanations of successful performance on sex-linked tasks: What is skill for the male is luck for the female. *Journal of Personality and Social Psychology, 29*(1), 80-85. doi: 10.1037/h0035733
- Devine, P. G., Plant, E. A., Amodio, D. M., Harmon-Jones, E., & Vance, S. L. (2002). The regulation of explicit and implicit race bias: The role of motivations to respond without prejudice. *Journal of Personality and Social Psychology, 82*(5), 835-848. doi: 10.1037/0022-3514.82.5.835
- Dineen, B. R., & Noe, R. A. (2009). Effects of customization on application decisions and applicant pool characteristics in a web-based recruitment context. *Journal of Applied Psychology, 94*(1), 224-234. doi: 10.1037/a0012832

- Dovidio, J. F., Gaertner, S. E., Kawakami, K., & Hodson, G. (2002). Why can't we just get along? Interpersonal biases and interracial distrust. *Cultural Diversity and Ethnic Minority Psychology, 8*(2), 88-102. doi: 10.1037/1099-9809.8.2.88
- Dovidio, J. F., Kawakami, K., & Gaertner, S. L. (2002). Implicit and explicit prejudice and interracial interaction. *Journal of Personality and Social Psychology, 82*(1), 62-68. doi: 10.1037/0022-3514.82.1.62
- Dovidio, J. F., Kawakami, K., Johnson, C., Johnson, B., & Howard, A. (1997). On the nature of prejudice: Automatic and controlled processes. *Journal of Experimental Social Psychology, 33*(5), 510-540. doi: 10.1006/jesp.1997.1331
- Eagly, A. H., & Karau, S. J. (2002). Role congruity theory of prejudice toward female leaders. *Psychological Review, 109*(3), 573-598. doi: 10.1037/0033-295x.109.3.573
- Gailliot, M. T., Michelle Peruche, B., Plant, E. A., & Baumeister, R. F. (2009). Stereotypes and prejudice in the blood: Sucrose drinks reduce prejudice and stereotyping. *Journal of Experimental Social Psychology, 45*(1), 288-290. doi: 10.1016/j.jesp.2008.09.003
- Girves, J. E., Zepeda, Y., & Gwathmey, J. K. (2005). Mentoring in a post-affirmative action world. *Journal of Social Issues, 61*(3), 449-479. doi: 10.1111/j.1540-4560.2005.00416.x
- Goldin, C., & Rouse, C. (2000). Orchestrating impartiality: The impact of "blind" auditions on female musicians. *American Economic Review, 90*(4), 715-741. doi: 10.1257/aer.90.4.715
- Greenwald, A. G., Poehlman, T. A., Uhlmann, E. L., & Banaji, M. R. (2009). Understanding and using the implicit association test: III. Meta-analysis of predictive validity. *Journal of Personality and Social Psychology, 97*(1), 17-41. doi: 10.1037/a0015575

- Gurin, P. (1999). Selections from the *The Compelling Need for Diversity in Higher Education*, expert reports in defense of the University of Michigan. *Equity & Excellence in Education*, 32(2), 36 - 62. doi: 10.1080/1066568990320207
- Heilman, M. 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. doi: 10.1016/0030-5073(80)90074-4
- Heilman, M. E., & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology*, 93(1), 189-198. doi: 10.1037/0021-9010.93.1.189
- Iyer, A., & Ryan, M. K. (2009). Why do men and women challenge gender discrimination in the workplace? The role of group status and in-group identification in predicting pathways to collective action. *Journal of Social Issues*, 65(4), 791-814. Retrieved from <http://www.spssi.org>
- Johnson, S. K., Murphy, S. E., Zewdie, S., & Reichard, R. J. (2008). The strong, sensitive type: Effects of gender stereotypes and leadership prototypes on the evaluation of male and female leaders. *Organizational Behavior and Human Decision Processes*, 106(1), 39-60. doi: 10.1016/j.obhdp.2007.12.002
- Kravitz, D. A. (2008). The diversity–validity dilemma: Beyond selection—the role of affirmative action. *Personnel Psychology*, 61(1), 173-193. doi: 10.1111/j.1744-6570.2008.00110.x
- Lips, H., & Lawson, K. (2009). Work values, gender, and expectations about work commitment and pay: Laying the groundwork for the “motherhood penalty”? *Sex Roles*, 61(9), 667-676. doi: 10.1007/s11199-009-9670-0

- Madera, J. M., Hebl, M. R., & Martin, R. C. (2009). Gender and letters of recommendation for academia: Agentic and communal differences. *Journal of Applied Psychology, 94*(6), 1591-1599. doi: 10.1037/a0016539
- Mallett, R. K., & Wagner, D. E. (2011). The unexpectedly positive consequences of confronting sexism. *Journal of Experimental Social Psychology, 47*(1), 215-220. doi: 10.1016/j.jesp.2010.10.001
- Martell, R. F. (1991). Sex bias at work: The effects of attentional and memory demands on performance ratings of men and women. *Journal of Applied Social Psychology, 21*(23), 1939-1960. doi: 10.1111/j.1559-1816.1991.tb00515.x
- McNab, S. M., & Johnston, L. (2002). The impact of equal employment opportunity statements in job advertisements on applicants' perceptions of organisations. *Australian Journal of Psychology, 54*(2), 105-109. doi: 10.1080/00049530210001706573
- Milem, J. F. (2003). The educational benefits of diversity: Evidence from multiple sectors. In M. Chang, D. Witt, J. Jones & K. Hakuta (Eds.), *Compelling interest: Examining the evidence on racial dynamics in higher education* (pp. 126-169). Palo Alto, CA: Stanford University Press.
- Milem, J. F., & Hakuta, K. (2000). The benefits of racial and ethnic diversity in higher education. In D. Wilds (Ed.), *Minorities in Higher Education, 1999-2000. Seventeenth Annual Status Report*. Washington, DC.: American Council on Education.
- Moody, J. (2007). Rising above cognitive errors. *Diversity on Campus*. San Diego, CA.
- Moreno, J., Smith, D., Parker, S., Clayton-Pedersen, A., Parker, S., & Hiroyuki-Teraguchi, D. (2006). The revolving door for under-represented minority faculty in higher education: An analysis from the Campus Diversity Initiative. *The James Irvine Foundation Campus*

*Diversity Initiative*. Washington D.C: Association of American Colleges and Universities.

- Newman, D. A., & Lyon, J. S. (2009). Recruitment efforts to reduce adverse impact: Targeted recruiting for personality, cognitive ability, and diversity. *Journal of Applied Psychology*, *94*(2), 298-317. doi: 10.1037/a0013472
- Nijstad, B. A., & Kaps, S. C. (2008). Taking the easy way out: Preference diversity, decision strategies, and decision refusal in groups. *Journal of Personality and Social Psychology*, *94*(5), 860-870. doi: 10.1037/0022-3514.94.5.860
- Paludi, M., A. , & Bauer, W., D. . (1983). Goldberg revisited: What's in an author's name. *Sex Roles*, *9*(3), 387-390. Retrieved from <http://www.springer.com/>
- Pascarella, E. T., Edison, M., Nora, A., Hagedorn, L. S., & Terenzini, P. T. (1996). Influences on students' openness to diversity and challenge in the first year of college. *Journal of Higher Education*, *67*(2), 174-222. Retrieved from <http://muse.jhu.edu/>
- Perlman, B., & McCann, L. I. (1996). *Recruiting good college faculty: Practical advice for a successful search*. San Francisco, CA: Anker Publishing.
- Ployhart, R. E., & Holtz, B. C. (2008). The diversity–validity dilemma: Strategies for reducing racioethnic and sex subgroup differences and adverse impact in selection. *Personnel Psychology*, *61*(1), 153-172. doi: 10.1111/j.1744-6570.2008.00109.x
- Saguy, T., Tausch, N., Dovidio, J. F., & Pratto, F. (2009). The irony of harmony. *Psychological Science*, *20*(1), 114-121. doi: 10.1111/j.1467-9280.2008.02261.x
- Sanders, K., Willemsen, T., & Millar, C. (2009). Views from above the glass ceiling: Does the academic environment influence women professors' careers and experiences? *Sex Roles*, *60*(5), 301-312. doi: 10.1007/s11199-008-9547-7

- Schiebinger, L., Henderson, A. D., & Gilmartin, S. K. (2008). Dual-career academic couples: What universities need to know. Stanford, CA: Michelle R. Clayman Institute for Gender Research.
- Schrodt, P., Cawyer, C. S., & Sanders, R. (2003). An examination of academic mentoring behaviors and new faculty members' satisfaction with socialization and tenure and promotion processes. *Communication Education*, 52(1), 17-29. doi: 10.1080/03634520302461
- Smith, D. G., Turner, C. S., Osei-Kofi, N., & Richards, S. (2004). Interrupting the usual: Successful strategies for hiring diverse faculty. *Journal of Higher Education*, 75(2), 133-160. Retrieved from <http://muse.jhu.edu/>
- Smith, D. G., Wolf, L. E., & Busenberg, B. E. (1996). Achieving faculty diversity: Debunking the myths. Washington, D.C.: Association of American Colleges and Universities.
- Steinpreis, R. E., Anders, K. A., & Ritzke, D. (1999). The impact of gender on the review of the curricula vitae of job applicants and tenure candidates: A national empirical study. *Sex Roles*, 41(7), 509-528. Retrieved from <http://www.springer.com/>
- Todd, Z., Madill, A., Shaw, N., & Bown, N. (2008). Faculty members' perceptions of how academic work is evaluated: Similarities and differences by gender. *Sex Roles*, 59(11), 765-775. doi: 10.1007/s11199-008-9480-9
- Trix, F., & Psenka, C. (2003). Exploring the color of glass: Letters of recommendation for female and male medical faculty. *Discourse & Society*, 14(2), 191-220. doi: 10.1177/0957926503014002277
- Turner, C. S. V. (2002). *Diversifying the faculty: A guidebook for search committees*. Washington, D.C.: Association of American Colleges and Universities.

- Uhlmann, E. L., & Cohen, G. L. (2005). Constructed criteria: Redefining merit to justify discrimination. *Psychological Science, 16*(6), 474-480. doi: 10.1111/j.0956-7976.2005.01559.x
- Valian, V. (1999). *Why so slow? The advancement of women*. Cambridge, MA M.I.T. Press.
- Van Hove, G., & Lievens, F. (2009). Tapping the grapevine: A closer look at word-of-mouth as a recruitment source. *Journal of Applied Psychology, 94*(2), 341-352. doi: 10.1037/a0014066
- van Ommeren, J., Russo, G., de Vries, R. E., & van Ommeren, M. (2005). Context in selection of men and women in hiring decisions: Gender composition of the applicant pool. *Psychological Reports, 96*(2), 349-360. doi: 10.2466/pr0.96.2.349-360
- Vicker, L. A., & Royer, H. J. (2006). *The complete academic search manual: A systematic approach to successful and inclusive hiring*. Herndon, VA: Stylus Publishing, LLC.
- Walker, H. J., Feild, H. S., Giles, W. F., Armenakis, A. A., & Bernerth, J. B. (2009). Displaying employee testimonials on recruitment web sites: Effects of communication media, employee race, and job seeker race on organizational attraction and information credibility. *Journal of Applied Psychology, 94*(5), 1354-1364. doi: 10.1037/a0014964
- Weller, I., Holtom, B. C., Matiaske, W., & Mellewigt, T. (2009). Level and time effects of recruitment sources on early voluntary turnover. *Journal of Applied Psychology, 94*(5), 1146-1162. doi: 10.1037/a0015924
- Wenneras, C., & Wold, A. (1997). Nepotism and sexism in peer-review. *Nature, 387*(6631), 341. doi: 10.1038/387341a0
- West, M. S., & Curtis, J. W. (2006). AAUP faculty gender equity indicators. Washington, D.C.: American Association of University Professors. Retrieved from <http://www.aaup.org>