STEAD *Strength Through Equity and Diversity*

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

(Available at https://academicaffairs.ucdavis.edu/stead)

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 (* indicates studies directly cited in the STEAD workshop):

*Awkward, Michael. 1995. *Negotiating difference: Race, gender, and the politics of positionality*. Chicago, IL: University of Chicago Press.

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*Hubbs, Nadine. 2004. *The Queer Composition of America's Sound: Gay Modernists, American Music, and National Identity*. Berkeley, CA: University of California Press.

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*Levine, Sheen S., et al. 2014. "Ethnic Diversity Deflates Price Bubbles." *Proceedings of the National Academy of Sciences* 111(52): 18524-18529.

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.

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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.

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*Stewart, Abigail J., and Virginia Valian. 2018. *An Inclusive Academy: Achieving Diversity and Excellence*. Cambridge, MA: MIT Press.

*Schiebinger, Londa, Ineke Klinge, Hee Young Paik, Inés Sánchez de Madariaga, Martina Schraudner, and Marcia Stefanick (Eds.) 2011-2018. *Gendered Innovations in Science, Health & Medicine, Engineering, and Environment* (genderedinnovations.stanford.edu).

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.

Sources of Bias: Cognitive functioning, evaluation 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 (* indicates studies directly cited in the STEAD workshop):

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

*Effron, Daniel A., Jessica S. Cameron, and Benoit Monin. 2009. "Endorsing Obama licenses favoring whites." *Journal of Experimental Social Psychology* 45(3): 590-593.

*Monin, Benoit, and Dale T. Miller. 2001. "Moral credentials and the expression of prejudice." *Journal of Personality and Social Psychology* 81(1): 33.

A list of the most relevant biases in behavioral economics: https://thedecisionlab.com/biases/

Double standards and descriptive stereotyping

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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

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*Madera, Juan M., Michelle R. Hebl, and Randi C. Martin. 2009. "Gender and letters of recommendation for academia: Agentic and communal differences." *Journal of Applied Psychology* 94:1591-1599.

*Madera, Juan M, Michelle R Hebl, Heather Dial, Randi Martin and Virgina Valian. 2019. "Raising Doubt in Letters of Recommendation for Academia: Gender Differences and Their Impact." *Journal of Business and Psychology* 34(3):287-303.

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.

*Schmader, Toni, Jessica Whitehead and Vicki H. Wysocki. 2007. "A Linguistic Comparison of Letters of Recommendation for Male and Female Chemistry and Biochemistry Job Applicants." *Sex Roles* 57(7-8):509-14. doi: 10.1007/s11199-007-9291-4.

*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.

Bias in Evaluation: Environment effects, differential attribution, shifting and double standards

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*Source for additional information, including the audio explanation of shifting standards used in the workshop: https://outsmartinghumanminds.org/

Cumulative effects of bias

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

Bias from institutionalized practices: Ad language, CV proxies, recommendation letters and interviews

*Blair-Loy, Mary, Laura Rogers, Daniela Glaser, Y Wong, Danielle Abraham and Pamela Cosman. 2017. "Gender in Engineering Departments: Are There Gender Differences in Interruptions of Academic Job Talks?" *Social Sciences* 6(1):29.

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Dual-Career Couples

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Best Practices

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Student and Faculty Data

Student demographics: https://www.collegefactual.com/colleges/university-of-california-davis/student-life/diversity/#chart-overall-diversity

Faculty demogrpahics: provided by UC Davis Office of the Vice Provost-Academic Affairs

Demographics of field-specific doctorate pools and applicant pools for faculty positions: Survey of Earned Doctorates (NSF); *Evaluating Equity in Faculty Recruitment* Study.