

## Abbreviated Reading List on Evaluation Bias in the Workplace

### 1. What is the nature of the problem?—General analysis

**Valian, V.** (1998). Gender schemas at work. *Why So Slow? The Advancement of Women*. Cambridge, Mass.: MIT Press.

*This accessible book attempts to uncover the invisible barriers that prevent women from achieving the same professional success as men, drawing on social science research and theory.*

### 2. What does the problem look like in science?

**Wenneras, C. & Wold, A.** (1997). Nepotism and sexism in peer-review. *Nature*, 387, 341-343. *This study assessed gender differences in ratings applications of postdoctoral fellowships from the Swedish Medical Research Council, as well as predictors of those ratings.*

### 3. How does evaluation bias actually operate?

**Bertrand, M., & Mullainathan S.** (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; "Employers' Replies to Racial Names." NBER Website. Thursday, August 31, 2006. <<http://www.nber.org/digest/sep03/w9873.html>>.

*Empirical study demonstrating impact of implicit discrimination by race, and not attributable to class.*

**Caffrey, M.** (1997, May 12). Blind auditions help women. *Princeton Weekly Bulletin*.

Based on **Goldin, C & Rouse, C.** (2000). Orchestrating impartiality: The impact of "blind" auditions on female musicians. *American Economic Review*, 90, 715-741.

*Using data from actual auditions for 8 orchestras over the period when screens were introduced, the authors found that auditions with screens substantially increased the probability that women were advanced (within the orchestra) and that women were hired.*

**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, 7/8, 509-528.

*Both men and women were more likely to hire a "male" job candidate than a "female" candidate, and rated his qualifications as higher, despite identical credentials.*

**Thompson, M. & Sekaquaptewa, D.** (2002). When being different is detrimental: Solo status and the performance of women and minorities. *Analyses of Social Issues and Public Policy*, 2, 183-203.

*This article spells out how the absence of "critical mass" can lead to negative performance outcomes for women and minorities. It addresses the impact on both the actor and the perceiver (evaluator).*

### 4. Strategies for reducing the impact of bias on judgments

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

*This study is one of many showing (1) that people vary in the degree to which they hold certain stereotypes and schemas (2) that having those schemas influences their evaluations of other people; and (3) that it is possible to reduce the impact of commonly-held stereotypes or schemas by relatively simple means.*

## Helpful URL Links

Main UM ADVANCE Project (includes links to other NSF ADVANCE sites):

<http://sitemaker.umich.edu/advance>

STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence)  
Committee Faculty Recruitment Workshops:

<http://sitemaker.umich.edu/advance/stride>

Faculty Recruitment Handbook:

<http://www.umich.edu/~advproj/handbook.pdf>

Giving and Getting Career Advice (Career Advising Handbook):

<http://www.umich.edu/~advproj/career%20advising.pdf>

Georgia Tech NSF ADVANCE site:

<http://www.advance.gatech.edu>

University of Washington NSF ADVANCE site:

<http://www.engr.washington.edu/advance>

University of Wisconsin-Madison NSF ADVANCE site:

<http://wiseli.engr.wisc.edu>

More Women in Science: Online resources and programs (WISELI)

<http://wiseli.engr.wisc.edu/Products/MoreWomen/Resources.htm>

ADVANCE web portal:

[www.advance-portal.net](http://www.advance-portal.net)

Tutorials for Change: Gender Schemas and Science Careers (Valian, V., Hunter  
College of the City University of New York).

<http://www.hunter.cuny.edu/gendertutorial/tutorials.htm>

NSF ADVANCE at the University of Michigan  
Institute for Research on Women and Gender  
University of Michigan, Ann Arbor, MI 48109-1290  
(734) 647-9359

<http://www.umich.edu/~advproj>