Abbreviated Reading List on Evaluation Bias in the Workplace

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


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?


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?


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


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.


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.


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


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

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