

IMPACT ON STAFF RECRUITMENT



Goldin, C. and Rouse, C. (1997) *Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians*. DOI: 10.3386/w5903. Available from [GoogleScholar](#). Google Scholar – cited by 973

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Bayer, A., Rouse, C. E. (2016) Diversity in the Economics Profession: A New Attack on an Old Problem. *The Journal of Economic Perspectives*. Vol 30 (4), 221-242 Available [from Google Scholar](#), 242 citations.

Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians

Abstract

Discrimination against women has been alleged in hiring practices for many occupations, but it is extremely difficult to demonstrate sex-biased hiring. A change in the way symphony orchestras recruit musicians provides an unusual way to test for sex-biased hiring. To overcome possible biases in hiring, most orchestras revised their audition policies in the 1970s and 1980s. A major change involved the use of blind' auditions with a screen' to conceal the identity of the candidate from the jury. Female musicians in the top five symphony orchestras in the United States were less than 5% of all players in 1970 but are 25% today. We ask whether women were more likely to be advanced and/or hired with the use of blind' auditions. Using data from actual auditions in an individual fixed-effects framework, we find that the screen increases by 50% the probability a woman will be advanced out of certain preliminary rounds. The screen also enhances, by severalfold, the likelihood a female contestant will be the winner in the final round. Using data on orchestra personnel, the switch to blind' auditions can explain between 30% and 55% of the increase in the proportion female among new hires and between 25% and 46% of the increase in the percentage female in the orchestras since 1970.

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Casuietry and Social Category Bias

Abstract:

This research explored cases where people are drawn to make judgments between individuals based on questionable criteria, in particular those individuals' social group memberships. We suggest that individuals engage in *casuistry* to mask biased decision making, by recruiting more acceptable criteria to justify such decisions. We present 6 studies that demonstrate how casuistry licenses people to judge on the basis of social category information but appear unbiased—to both others and themselves—while doing so. In 2 domains (employment and college admissions decisions), with 2 social categories (gender and race), and with 2 motivations (favoring an in-group or out-group), the present studies explored how participants justify decisions biased by social category information by arbitrarily inflating the relative value of their preferred candidates' qualifications over those of competitors.

Norton et al., 2004. *Journal of Personality and Social Psychology*. American Psychological Association Vol. 87, No. 6, 817–831. DOI: 10.1037/0022-3514.87.6.817. Available from SDUB

Science faculty's subtle gender biases favor male students

Abstract

Despite efforts to recruit and retain more women, a stark gender disparity persists within academic science. Abundant research has demonstrated gender bias in many demographic groups, but has yet to experimentally investigate whether science faculty exhibit a bias against female students that could contribute to the gender disparity in academic science. In a randomized double-blind study ($n = 127$), science faculty from research-intensive universities rated the application materials of a student—who was randomly assigned either a male or female name—for a laboratory manager position. Faculty participants rated the male applicant as significantly more competent and hireable than the (identical) female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant. The gender of the faculty participants did not affect responses, such that female and male faculty were equally likely to exhibit bias against the female student. Mediation analyses indicated that the female student was less likely to be hired because she was viewed as less competent. We also assessed faculty participants' preexisting subtle bias against women using a standard instrument and found that preexisting subtle bias against women played a moderating role, such that subtle bias against women was associated with less support for the female student, but was unrelated to reactions to the male student. These results suggest that interventions addressing faculty gender bias might advance the goal of increasing the participation of women in science.

Diversity in the Economics Profession: A New Attack on an Old Problem.

Abstract:

The economics profession includes disproportionately few women and members of historically underrepresented racial and ethnic minority groups, relative both to the overall population and to other academic disciplines. This underrepresentation within the field of economics is present at the undergraduate level, continues into the ranks of the academy, and is barely improving over time. It likely hampers the discipline, constraining the range of issues addressed and limiting our collective ability to understand familiar issues from new and innovative perspectives. In this paper, we first present data on the numbers of women and underrepresented minority groups in the profession. We then offer an overview of current research on the reasons for the underrepresentation, highlighting evidence that may be less familiar to economists. We argue that implicit attitudes and institutional practices may be contributing to the underrepresentation of women and minorities at all stages of the pipeline, calling for new types of research and initiatives to attack the problem. We then review evidence on how diversity affects productivity and propose remedial interventions as well as findings on effectiveness. We identify several promising practices, programs, and areas for future research.

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