

# Select References

## Stereotyping and Unconscious Bias

### Cornell ADVANCE Center

---



Advancing Cornell's Commitment  
to Excellence and Leadership

#### General Overviews

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

Linda Babcock and Sara Laschever. 2003. *Women Don't Ask: Negotiation and the Gender Divide*. Princeton, NJ: Princeton University Press.

Sonnert, Gerhard and Gerald Holton. 1996. "Career patterns of women and men in the sciences." *American Scientist* 84: 63-73.

#### Empirical Studies

##### Double standard, descriptive stereotyping

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.

Goldin, Claudia and Cecilia Rouse. 2000. "Orchestrating impartiality: The impact of 'blind' auditions on female musicians." *The American Economic Review* 90: 715-741.

Foschi, Martha. 1996. "Double standards in the evaluation of men and women." *Social Psychology Quarterly* 59: 237-254.

Biernat, Monica and Diane D. Kobrynowicz. 1997. "Gender and race-based standards of competence: Lower minimum standards but higher ability standards for devalued groups." *Journal of Personality and Social Psychology* 72: 544-557.

Correll, Shelley J., Stephen Benard and In Paik. 2007. "Getting a job: Is there a motherhood penalty?" *American Journal of Sociology* 112: 1297-1338.

##### Bias in supporting materials

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.

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.



Advancing Cornell's Commitment  
to Excellence and Leadership

## Select References cont.

---

### Double bind, prescriptive stereotyping

Bowles, Hannah Riley, Linda Babcock and Lei Lai. 2007. "Social incentives for gender differences in the propensity to initiate negotiations: Sometimes it does hurt to ask." *Organizational Behavior and Human Decision Processes* 103: 84-103.

Rudman, Laurie A. 1998. "Self-promotion as a risk factor for women: The costs and benefits of counterstereotypical impression management." *Journal of Personality and Social Psychology* 74:629-645.

Heilman, Madeline E., Aaron S. Wallen, Daniella Fuchs, and Melinda M. Tamkins. 2004. "Penalties for success: Reactions to women who succeed at male gender-typed tasks." *Journal of Applied Psychology* 89: 416-427.

### Shifting Criteria

Norton, M.I., J.A. Vandello and J.M. Darley. 2004. Casuistry and social category bias. *Journal of Personality and Social Psychology* 87: 817-831.