

Are Emily and Greg More Employable Than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination

By MARIANNE BERTRAND AND SENDHIL MULLAINATHAN*

We study race in the labor market by sending fictitious resumes to help-wanted ads in Boston and Chicago newspapers. To manipulate perceived race, resumes are randomly assigned African-American- or White-sounding names. White names receive 50 percent more callbacks for interviews. Callbacks are also more responsive to resume quality for White names than for African-American ones. The racial gap is uniform across occupation, industry, and employer size. We also find little evidence that employers are inferring social class from the names. Differential treatment by race still appears to still be prominent in the U.S. labor market. (JEL J71, J64).

Every measure of economic success reveals significant racial inequality in the U.S. labor market. Compared to Whites, African-Americans are twice as likely to be unemployed and earn nearly 25 percent less when they are employed (Council of Economic Advisers, 1998). This inequality has sparked a debate as to whether employers treat members of different races differentially. When faced with observably similar African-American and White applicants, do they favor the White one? Some argue yes, citing either employer prejudice or employer perception that race signals lower productivity. Others argue that differential treatment by race is a relic of the past, eliminated by some combination of employer enlightenment, affirmative action programs and the profit-maximization motive. In fact, many in this latter camp even feel that stringent enforcement of affirmative action programs has produced an environment of reverse discrimination. They would argue that faced with identical candi-

dates, employers might favor the African-American one.¹ Data limitations make it difficult to empirically test these views. Since researchers possess far less data than employers do, White and African-American workers that appear similar to researchers may look very different to employers. So any racial difference in labor market outcomes could just as easily be attributed to differences that are observable to employers but unobservable to researchers.

To circumvent this difficulty, we conduct a field experiment that builds on the correspondence testing methodology that has been primarily used in the past to study minority outcomes in the United Kingdom.² We send resumes in response to help-wanted ads in Chicago and Boston newspapers and measure callback for interview for each sent resume. We

* Bertrand: Graduate School of Business, University of Chicago, 1101 E. 58th Street, R0 229D, Chicago, IL 60637, NBER, and CEPR (e-mail: marianne.bertrand@gsb.uchicago.edu); Mullainathan: Department of Economics, Massachusetts Institute of Technology, 50 Memorial Drive, E52-380a, Cambridge, MA 02142, and NBER (e-mail: mullain@mit.edu). David Abrams, Victoria Bede, Simone Berkowitz, Hong Chung, Almudena Fernandez, Mary Anne Guediguian, Christine Jaw, Richa Maheswari, Beverley Martis, Alison Tisza, Grant Whitehorn, and Christine Yee provided excellent research assistance. We are also grateful to numerous colleagues and seminar participants for very helpful comments.

¹ This camp often explains the poor performance of African-Americans in terms of supply factors. If African-Americans lack many basic skills entering the labor market, then they will perform worse, even with parity or favoritism in hiring.

² See Roger Jowell and Patricia Prescott-Clarke (1970), Jim Hubback and Simon Carter (1980), Colin Brown and Pat Gay (1985), and Peter A. Riach and Judith Rich (1991). One caveat is that some of these studies fail to fully match skills between minority and nonminority resumes. For example some impose differential education background by racial origin. Doris Weichselbaumer (2003, 2004) studies the impact of sex-stereotypes and sexual orientation. Richard E. Nisbett and Dov Cohen (1996) perform a related field experiment to study how employers' response to a criminal past varies between the North and the South in the United States.

experimentally manipulate perception of race via the name of the fictitious job applicant. We randomly assign very White-sounding names (such as Emily Walsh or Greg Baker) to half the resumes and very African-American-sounding names (such as Lakisha Washington or Jamal Jones) to the other half. Because we are also interested in how credentials affect the racial gap in callback, we experimentally vary the quality of the resumes used in response to a given ad. Higher-quality applicants have on average a little more labor market experience and fewer holes in their employment history; they are also more likely to have an e-mail address, have completed some certification degree, possess foreign language skills, or have been awarded some honors.³ In practice, we typically send four resumes in response to each ad: two higher-quality and two lower-quality ones. We randomly assign to one of the higher- and one of the lower-quality resumes an African-American-sounding name. In total, we respond to over 1,300 employment ads in the sales, administrative support, clerical, and customer services job categories and send nearly 5,000 resumes. The ads we respond to cover a large spectrum of job quality, from cashier work at retail establishments and clerical work in a mail room, to office and sales management positions.

We find large racial differences in callback rates.⁴ Applicants with White names need to send about 10 resumes to get one callback whereas applicants with African-American names need to send about 15 resumes. This 50-percent gap in callback is statistically significant. A White name yields as many more callbacks as an additional eight years of experience on a resume. Since applicants' names are randomly assigned, this gap can only be attributed to the name manipulation.

Race also affects the reward to having a better resume. Whites with higher-quality resumes receive nearly 30-percent more callbacks than

Whites with lower-quality resumes. On the other hand, having a higher-quality resume has a smaller effect for African-Americans. In other words, the gap between Whites and African-Americans widens with resume quality. While one may have expected improved credentials to alleviate employers' fear that African-American applicants are deficient in some unobservable skills, this is not the case in our data.⁵

The experiment also reveals several other aspects of the differential treatment by race. First, since we randomly assign applicants' postal addresses to the resumes, we can study the effect of neighborhood of residence on the likelihood of callback. We find that living in a wealthier (or more educated or Whiter) neighborhood increases callback rates. But, interestingly, African-Americans are not helped more than Whites by living in a "better" neighborhood. Second, the racial gap we measure in different industries does not appear correlated to Census-based measures of the racial gap in wages. The same is true for the racial gap we measure in different occupations. In fact, we find that the racial gaps in callback are statistically indistinguishable across all the occupation and industry categories covered in the experiment. Federal contractors, who are thought to be more severely constrained by affirmative action laws, do not treat the African-American resumes more preferentially; neither do larger employers or employers who explicitly state that they are "Equal Opportunity Employers." In Chicago, we find a slightly smaller racial gap when employers are located in more African-American neighborhoods.

The rest of the paper is organized as follows. Section I compares this experiment to earlier work on racial discrimination, and most notably to the labor market audit studies. We describe the experimental design in Section II and present the results in Section III, subsection A. In Section IV, we discuss possible interpretations of our results, focusing especially on two issues. First, we examine whether the

³ In creating the higher-quality resumes, we deliberately make small changes in credentials so as to minimize the risk of overqualification.

⁴ For ease of exposition, we refer to the effects uncovered in this experiment as racial differences. Technically, however, these effects are about the racial soundingness of names. We briefly discuss below the potential confounds between name and race. A more extensive discussion is offered in Section IV, subsection B.

⁵ These results contrast with the view, mostly based on nonexperimental evidence, that African-Americans receive higher returns to skills. For example, estimating earnings regressions on several decades of Census data, James J. Heckman et al. (2001) show that African-Americans experience higher returns to a high school degree than Whites do.

race-specific names we have chosen might also proxy for social class above and beyond the race of the applicant. Using birth certificate data on mother's education for the different first names used in our sample, we find little relationship between social background and the name-specific callback rates.⁶ Second, we discuss how our results map back to the different models of discrimination proposed in the economics literature. In doing so, we focus on two important results: the lower returns to credentials for African-Americans and the relative homogeneity of the racial gap across occupations and industries. We conclude that existing models do a poor job of explaining the full set of findings. Section V concludes.

I. Previous Research

With conventional labor force and household surveys, it is difficult to study whether differential treatment occurs in the labor market.⁷ Armed only with survey data, researchers usually measure differential treatment by comparing the labor market performance of Whites and African-Americans (or men and women) for which they observe similar sets of skills. But such comparisons can be quite misleading. Standard labor force surveys do not contain all the characteristics that employers observe when hiring, promoting, or setting wages. So one can never be sure that the minority and nonminority workers being compared are truly similar from the employers' perspective. As a consequence, any measured differences in outcomes could be attributed to these unobserved (to the researcher) factors.

This difficulty with conventional data has led some authors to instead rely on pseudo-experiments.⁸ Claudia Goldin and Cecilia

Rouse (2000), for example, examine the effect of blind auditioning on the hiring process of orchestras. By observing the treatment of female candidates before and after the introduction of blind auditions, they try to measure the amount of sex discrimination. When such pseudo-experiments can be found, the resulting study can be very informative; but finding such experiments has proven to be extremely challenging.

A different set of studies, known as audit studies, attempts to place comparable minority and White actors into actual social and economic settings and measure how each group fares in these settings.⁹ Labor market audit studies send comparable minority (African-American or Hispanic) and White auditors in for interviews and measure whether one is more likely to get the job than the other.¹⁰ While the results vary somewhat across studies, minority auditors tend to perform worse on average: they are less likely to get called back for a second interview and, conditional on getting called back, less likely to get hired.

These audit studies provide some of the cleanest nonlaboratory evidence of differential treatment by race. But they also have weaknesses, most of which have been highlighted in Heckman and Siegelman (1992) and Heckman (1998). First, these studies require that both members of the auditor pair are identical in all dimensions that might affect productivity in employers' eyes, except for race. To accomplish this, researchers typically match auditors on several characteristics (height, weight, age, dialect, dressing style, hairdo) and train them for several days to coordinate interviewing styles. Yet, critics note that this is unlikely to erase the numerous differences that exist between the auditors in a pair.

Another weakness of the audit studies is that they are not double-blind. Auditors know the purpose of the study. As Turner et al. (1991)

⁶ We also argue that a social class interpretation would find it hard to explain some of our findings, such as why living in a better neighborhood does not increase callback rates more for African-American names than for White names.

⁷ See Joseph G. Altonji and Rebecca M. Blank (1999) for a detailed review of the existing literature on racial discrimination in the labor market.

⁸ William A. Darity, Jr. and Patrick L. Mason (1998) describe an interesting nonexperimental study. Prior to the Civil Rights Act of 1964, employment ads would explicitly state racial biases, providing a direct measure of differential treatment. Of course, as Arrow (1998) mentions, discrimination was at that time "a fact too evident for detection."

⁹ Michael Fix and Marjery A. Turner (1998) provide a survey of many such audit studies.

¹⁰ Earlier hiring audit studies include Jerry M. Newman (1978) and Shelby J. McIntyre et al. (1980). Three more recent studies are Harry Cross et al. (1990), Franklin James and Steve W. DelCastillo (1991), and Turner et al. (1991). Heckman and Peter Siegelman (1992), Heckman (1998), and Altonji and Blank (1999) summarize these studies. See also David Neumark (1996) for a labor market audit study on gender discrimination.

note: "The first day of training also included an introduction to employment discrimination, equal employment opportunity, and a review of project design and methodology." This may generate conscious or subconscious motives among auditors to generate data consistent or inconsistent with their beliefs about race issues in America. As psychologists know very well, these demand effects can be quite strong. It is very difficult to insure that auditors will not want to do "a good job." Since they know the goal of the experiment, they can alter their behavior in front of employers to express (indirectly) their own views. Even a small belief by auditors that employers treat minorities differently can result in measured differences in treatment. This effect is further magnified by the fact that auditors are not in fact seeking jobs and are therefore more free to let their beliefs affect the interview process.

Finally, audit studies are extremely expensive, making it difficult to generate large enough samples to understand nuances and possible mitigating factors. Also, these budgetary constraints worsen the problem of mismatched auditor pairs. Cost considerations force the use of a limited number of pairs of auditors, meaning that any one mismatched pair can easily drive the results. In fact, these studies generally tend to find significant differences in outcomes across pairs.

Our study circumvents these problems. First, because we only rely on resumes and not people, we can be sure to generate comparability across race. In fact, since race is randomly assigned to each resume, the same resume will sometimes be associated with an African-American name and sometimes with a White name. This guarantees that any differences we find are caused solely by the race manipulation. Second, the use of paper resumes insulates us from demand effects. While the research assistants know the purpose of the study, our protocol allows little room for conscious or subconscious deviations from the set procedures. Moreover, we can objectively measure whether the randomization occurred as expected. This kind of objective measurement is impossible in the case of the previous audit studies. Finally, because of relatively low marginal cost, we can send out a large number of resumes. Besides giving us more precise estimates, this larger sample size also allows us to

examine the nature of the differential treatment from many more angles.

II. Experimental Design

A. *Creating a Bank of Resumes*

The first step of the experimental design is to generate templates for the resumes to be sent. The challenge is to produce a set of realistic and representative resumes without using resumes that belong to actual job seekers. To achieve this goal, we start with resumes of actual job searchers but alter them sufficiently to create distinct resumes. The alterations maintain the structure and realism of the initial resumes without compromising their owners.

We begin with resumes posted on two job search Web sites as the basis for our artificial resumes.¹¹ While the resumes posted on these Web sites may not be completely representative of the average job seeker, they provide a practical approximation.¹² We restrict ourselves to people seeking employment in our experimental cities (Boston and Chicago). We also restrict ourselves to four occupational categories: sales, administrative support, clerical services, and customer services. Finally, we further restrict ourselves to resumes posted more than six months prior to the start of the experiment. We purge the selected resumes of the person's name and contact information.

During this process, we classify the resumes within each detailed occupational category into two groups: high and low quality. In judging resume quality, we use criteria such as labor market experience, career profile, existence of gaps in employment, and skills listed. Such a classification is admittedly subjective but it is made independently of any race assignment on the resumes (which occurs later in the experimental design). To further reinforce the quality gap between the two sets of resumes, we add to each high-quality resume a subset of the following features: summer or while-at-school employment experience, volunteering experience, extra computer skills, certification degrees, foreign language skills, honors, or some military

¹¹ The sites are www.careerbuilder.com and www.americasjobbank.com.

¹² In practice, we found large variation in skill levels among people posting their resumes on these sites.

experience. This resume quality manipulation needs to be somewhat subtle to avoid making a higher-quality job applicant overqualified for a given job. We try to avoid this problem by making sure that the features listed above are not all added at once to a given resume. This leaves us with a high-quality and a low-quality pool of resumes.¹³

To minimize similarity to actual job seekers, we use resumes from Boston job seekers to form templates for the resumes to be sent out in Chicago and use resumes from Chicago job seekers to form templates for the resumes to be sent out in Boston. To implement this migration, we alter the names of the schools and previous employers on the resumes. More specifically, for each Boston resume, we use the Chicago resumes to replace a Boston school with a Chicago school.¹⁴ We also use the Chicago resumes to replace a Boston employer with a Chicago employer in the same industry. We use a similar procedure to migrate Chicago resumes to Boston.¹⁵ This produces distinct but realistic looking resumes, similar in their education and career profiles to this subpopulation of job searchers.¹⁶

B. Identities of Fictitious Applicants

The next step is to generate identities for the fictitious job applicants: names, telephone numbers, postal addresses, and (possibly) e-mail addresses. The choice of names is crucial to our experiment.¹⁷ To decide on which names are uniquely African-American and which are uniquely White, we use name frequency data calculated from birth certificates of all babies born in Massachusetts between 1974 and 1979. We tabulate these data by race to determine

which names are distinctively White and which are distinctively African-American. Distinctive names are those that have the highest ratio of frequency in one racial group to frequency in the other racial group.

As a check of distinctiveness, we conducted a survey in various public areas in Chicago. Each respondent was asked to assess features of a person with a particular name, one of which is race. For each name, 30 respondents were asked to identify the name as either "White," "African-American," "Other," or "Cannot Tell." In general, the names led respondents to readily attribute the expected race for the person but there were a few exceptions and these names were disregarded.¹⁸

The final list of first names used for this study is shown in Appendix Table A1. The table reports the relative likelihood of the names for the Whites and African-Americans in the Massachusetts birth certificates data as well as the recognition rate in the field survey.¹⁹ As Appendix Table A1 indicates, the African-American first names used in the experiment are quite common in the population. This suggests that by using these names as an indicator of race, we are actually covering a rather large segment of the African-American population.²⁰

Applicants in each race/sex/city/resume quality cell are allocated the same phone number. This guarantees that we can precisely track employer callbacks in each of these cells. The phone lines we use are virtual ones with only a voice mailbox attached to them. A similar outgoing message is recorded on each of the voice mailboxes but each message is recorded by someone of the appropriate race and gender.

¹⁸ For example, Maurice and Jerome are distinctively African-American names in a frequency sense yet are not perceived as such by many people.

¹⁹ So many of names show a likelihood ratio of ∞ because there is censoring of the data at five births. If there are fewer than five babies in any race/name cell, it is censored (and we do not know whether a cell has zero or was censored). This is primarily a problem for the computation of how many African-American babies have "White" names.

²⁰ We also tried to use more White-sounding last names for White applicants and more African-American-sounding last names for African-American applicants. The last names used for White applicants are: Baker, Kelly, McCarthy, Murphy, Murray, O'Brien, Ryan, Sullivan, and Walsh. The last names used for African-American applicants are: Jackson, Jones, Robinson, Washington, and Williams.

¹³ In Section III, subsection B, and Table 3, we provide a detailed summary of resume characteristics by quality level.

¹⁴ We try as much as possible to match high schools and colleges on quality and demographic characteristics.

¹⁵ Note that for applicants with schooling or work experience outside of the Boston or Chicago areas, we leave the school or employer name unchanged.

¹⁶ We also generate a set of different fonts, layouts, and cover letters to further differentiate the resumes. These are applied at the time the resumes are sent out.

¹⁷ We chose name over other potential manipulations of race, such as affiliation with a minority group, because we felt such affiliations may especially convey more than race.

Since we allocate the same phone number for applicants with different names, we cannot use a person name in the outgoing message.

While we do not expect positive feedback from an employer to take place via postal mail, resumes still need postal addresses. We therefore construct fictitious addresses based on real streets in Boston and Chicago using the White Pages. We select up to three addresses in each 5-digit zip code in Boston and Chicago. Within cities, we randomly assign addresses across all resumes. We also create eight e-mail addresses, four for Chicago and four for Boston.²¹ These e-mail addresses are neutral with respect to both race and sex. Not all applicants are given an e-mail address. The e-mail addresses are used almost exclusively for the higher-quality resumes. This procedure leaves us with a bank of names, phone numbers, addresses, and e-mail addresses that we can assign to the template resumes when responding to the employment ads.

C. Responding to Ads

The experiment was carried out between July 2001 and January 2002 in Boston and between July 2001 and May 2002 in Chicago.²² Over that period, we surveyed all employment ads in the Sunday editions of *The Boston Globe* and *The Chicago Tribune* in the sales, administrative support, and clerical and customer services sections. We eliminate any ad where applicants were asked to call or appear in person. In fact, most of the ads we surveyed in these job categories ask for applicants to fax in or (more rarely) mail in their resume. We log the name (when available) and contact information for each employer, along with any information on the position advertised and specific requirements (such as education, experience, or computer skills). We also record whether or not the ad explicitly states that the employer is an equal opportunity employer.

For each ad, we use the bank of resumes to

sample four resumes (two high-quality and two low-quality) that fit the job description and requirements as closely as possible.²³ In some cases, we slightly alter the resumes to improve the quality of the match, such as by adding the knowledge of a specific software program.

One of the high- and one of the low-quality resumes selected are then drawn at random to receive African-American names, the other high- and low-quality resumes receive White names.²⁴ We use male and female names for sales jobs, whereas we use nearly exclusively female names for administrative and clerical jobs to increase callback rates.²⁵ Based on sex, race, city, and resume quality, we assign a resume the appropriate phone number. We also select at random a postal address. Finally, e-mail addresses are added to most of the high-quality resumes.²⁶ The final resumes are formatted, with fonts, layout, and cover letter style chosen at random. The resumes are then faxed (or in a few cases mailed) to the employer. All in all, we respond to more than 1,300 employment ads over the entire sample period and send close to 5,000 resumes.

D. Measuring Responses

We measure whether a given resume elicits a callback or e-mail back for an interview. For each phone or e-mail response, we use the content of the message left by the employer (name of the applicant, company name, telephone number for contact) to match the response to the corresponding resume-ad pair.²⁷ Any attempt by employers to contact applicants via postal mail cannot be measured in our experiment since the addresses are fictitious. Several human resource managers confirmed to us that

²³ In some instances, our resume bank does not have four resumes that are appropriate matches for a given ad. In such instances, we send only two resumes.

²⁴ Though the same names are repeatedly used in our experiment, we guarantee that no given ad receives multiple resumes with the same name.

²⁵ Male names were used for a few administrative jobs in the first month of the experiment.

²⁶ In the first month of the experiment, a few high-quality resumes were sent without e-mail addresses and a few low-quality resumes were given e-mail addresses. See Table 3 for details.

²⁷ Very few employers used e-mail to contact an applicant back.

²¹ The e-mail addresses are registered on Yahoo.com, Angelfire.com, or Hotmail.com.

²² This period spans tighter and slacker labor markets. In our data, this is apparent as callback rates (and number of new ads) dropped after September 11, 2001. Interestingly, however, the racial gap we measure is the same across these two periods.

TABLE 1—MEAN CALLBACK RATES BY RACIAL SOUNDINGNESS OF NAMES

	Percent callback for White names	Percent callback for African-American names	Ratio	Percent difference (<i>p</i> -value)
Sample:				
All sent resumes	9.65 [2,435]	6.45 [2,435]	1.50	3.20 (0.0000)
Chicago	8.06 [1,352]	5.40 [1,352]	1.49	2.66 (0.0057)
Boston	11.63 [1,083]	7.76 [1,083]	1.50	4.05 (0.0023)
Females	9.89 [1,860]	6.63 [1,886]	1.49	3.26 (0.0003)
Females in administrative jobs	10.46 [1,358]	6.55 [1,359]	1.60	3.91 (0.0003)
Females in sales jobs	8.37 [502]	6.83 [527]	1.22	1.54 (0.3523)
Males	8.87 [575]	5.83 [549]	1.52	3.04 (0.0513)

Notes: The table reports, for the entire sample and different subsamples of sent resumes, the callback rates for applicants with a White-sounding name (column 1) an an African-American-sounding name (column 2), as well as the ratio (column 3) and difference (column 4) of these callback rates. In brackets in each cell is the number of resumes sent in that cell. Column 4 also reports the *p*-value for a test of proportion testing the null hypothesis that the callback rates are equal across racial groups.

employers rarely, if ever, contact applicants via postal mail to set up interviews.

E. Weaknesses of the Experiment

We have already highlighted the strengths of this experiment relative to previous audit studies. We now discuss its weaknesses. First, our outcome measure is crude, even relative to the previous audit studies. Ultimately, one cares about whether an applicant gets the job and about the wage offered conditional on getting the job. Our procedure, however, simply measures callbacks for interviews. To the extent that the search process has even moderate frictions, one would expect that reduced interview rates would translate into reduced job offers. However, we are not able to translate our results into gaps in hiring rates or gaps in earnings.

Another weakness is that the resumes do not directly report race but instead suggest race through personal names. This leads to various sources of concern. First, while the names are chosen to make race salient, some employers may simply not notice the names or not recognize their racial content. On a related note, because we are not assigning race but only race-specific names, our results are not representative of the average African-American (who may not have such a racially distinct

name).²⁸ We return to this issue in Section IV, subsection B.

Finally, and this is an issue pervasive in both our study and the pair-matching audit studies, newspaper ads represent only one channel for job search. As is well known from previous work, social networks are another common means through which people find jobs and one that clearly cannot be studied here. This omission could qualitatively affect our results if African-Americans use social networks more or if employers who rely more on networks differentiate less by race.²⁹

III. Results

A. Is There a Racial Gap in Callback?

Table 1 tabulates average callback rates by racial soundingness of names. Included in brackets under each rate is the number of resumes sent in that cell. Row 1 presents our results for the full data set. Resumes with White

²⁸ As Appendix Table A1 indicates, the African-American names we use are, however, quite common among African-Americans, making this less of a concern.

²⁹ In fact, there is some evidence that African-Americans may rely less on social networks for their job search (Harry J. Holzer, 1987).

names have a 9.65 percent chance of receiving a callback. Equivalent resumes with African-American names have a 6.45 percent chance of being called back. This represents a difference in callback rates of 3.20 percentage points, or 50 percent, that can solely be attributed to the name manipulation. Column 4 shows that this difference is statistically significant.³⁰ Put in other words, these results imply that a White applicant should expect on average one callback for every 10 ads she or he applies to; on the other hand, an African-American applicant would need to apply to about 15 different ads to achieve the same result.³¹

How large are these effects? While the cost of sending additional resumes might not be large per se, this 50-percent gap could be quite substantial when compared to the rate of arrival of new job openings. In our own study, the biggest constraining factor in sending more resumes was the limited number of new job openings each week. Another way to benchmark the measured return to a White name is to compare it to the returns to other resume characteristics. For example, in Table 5, we will show that, at the average number of years of experience in our sample, an extra year of experience increases the likelihood of a callback by a 0.4 percentage point. Based on this point estimate, the return to a White name is equivalent to about eight additional years of experience.

Rows 2 and 3 break down the full sample of sent resumes into the Boston and Chicago markets. About 20 percent more resumes were sent in Chicago than in Boston. The average callback rate (across races) is lower in Chicago than in Boston. This might reflect differences in labor market conditions across the two cities over the experimental period or maybe differences in the ability of the MIT and Chicago teams of research assistants in selecting resumes that were good matches for a given help-wanted ad. The percentage difference in callback rates is, however, strikingly similar across both cities. White applicants are 49 percent more likely

than African-American applicants to receive a callback in Chicago and 50 percent more likely in Boston. These racial differences are statistically significant in both cities.

Finally, rows 4 to 7 break down the full sample into female and male applicants. Row 4 displays the average results for all female names while rows 5 and 6 break the female sample into administrative (row 5) and sales jobs (row 6); row 7 displays the average results for all male names. As noted earlier, female names were used in both sales and administrative job openings whereas male names were used close to exclusively for sales openings.³² Looking across occupations, we find a significant racial gap in callbacks for both males (52 percent) and females (49 percent). Comparing males to females in sales occupations, we find a larger racial gap among males (52 percent versus 22 percent). Interestingly, females in sales jobs appear to receive more callbacks than males; however, this (reverse) gender gap is statistically insignificant and economically much smaller than any of the racial gaps discussed above.

Rather than studying the distribution of callbacks at the applicant level, one can also tabulate the distribution of callbacks at the employment-ad level. In Table 2, we compute the fraction of employers that treat White and African-American applicants equally, the fraction of employers that favor White applicants and the fraction of employers that favor African-American applicants. Because we send up to four resumes in response to each sampled ad, the three categories above can each take three different forms. Equal treatment occurs when either no applicant gets called back, one White and one African-American get called back or two Whites and two African-Americans get called back. Whites are favored when either only one White gets called back, two Whites and no African-American get called back or two Whites and one African-American get called back. African-Americans are favored in all other cases.

As Table 2 indicates, equal treatment occurs for about 88 percent of the help-wanted ads. As expected, the major source of equal treatment comes from the high fraction of ads for which

³⁰ These statistical tests assume independence of callbacks. We have, however, verified that the results stay significant when we assume that the callbacks are correlated either at the employer or first-name level.

³¹ This obviously assumes that African-American applicants cannot assess *a priori* which firms are more likely to treat them more or less favorably.

³² Only about 6 percent of all male resumes were sent in response to an administrative job opening.

TABLE 2—DISTRIBUTION OF CALLBACKS BY EMPLOYMENT AD

	No Callback	1W + 1B	2W + 2B
Equal Treatment:			
88.13 percent	83.37	3.48	1.28
[1,166]	[1,103]	[46]	[17]
Whites Favored (WF):	1W + 0B	2W + 0B	2W + 1B
8.39 percent	5.59	1.44	1.36
[111]	[74]	[19]	[18]
African-Americans Favored (BF):	1B + 0W	2B + 0W	2B + 1W
3.48 percent	2.49	0.45	0.53
[46]	[33]	[6]	[7]
<i>Ho: WF = BF</i>			
<i>p</i> = 0.0000			

Notes: This table documents the distribution of callbacks at the employment-ad level. “No Callback” is the percent of ads for which none of the fictitious applicants received a callback. “1W + 1B” is the percent of ads for which exactly one White and one African-American applicant received a callback. “2W + 2B” is the percent of ads for which exactly two White applicants and two African-American applicants received a callback. “Equal Treatment” is defined as the sum of “No Callback,” “1W + 1B,” and “2W + 2B.” “1W + 0B” is the percent of ads for which exactly one White applicant and no African-American applicant received a call back. “2W + 0B” is the percent of ads for which exactly two White applicants and no African-American applicant received a callback. “2W + 1B” is the percent of ads for which exactly two White applicants and one African-American applicant received a callback. “Whites Favored” is defined as the sum of “1W + 0B,” “2W + 0B,” and “2W + 1B.” “1B + 0W” is the percent of ads for which exactly one African-American applicant and no White applicant received a callback. “2B + 0W” is the percent of ads for which exactly two African-American applicants and no White applicant received a callback. “2B + 1W” is the percent of ads for which exactly two African-American applicants and one White applicant received a callback. “African-Americans Favored” is defined as the sum of “1B + 0W,” “2B + 0W,” and “2B + 1W.” In brackets in each cell is the number of employment ads in that cell. “*Ho: WF = WB*” reports the *p*-value for a test of symmetry between the proportion of employers that favor White names and the proportion of employers that favor African-American names.

no callbacks are recorded (83 percent of the ads). Whites are favored by nearly 8.4 percent of the employers, with a majority of these employers contacting exactly one White applicant. African-Americans, on the other hand, are favored by only about 3.5 percent of employers. We formally test whether there is symmetry in the favoring of Whites over African-Americans and African-Americans over Whites. We find that the difference between the fraction of employers favoring Whites and the fraction of employers favoring African-Americans is statistically very significant (*p* = 0.0000).

B. Do African-Americans Receive Different Returns to Resume Quality?

Our results so far demonstrate a substantial gap in callback based on applicants’ names. Next, we would like to learn more about the factors that may influence this gap. More specifically, we ask how employers respond to improvements in African-American applicants’ credentials. To answer this question, we examine how the racial gap in callback varies by resume quality.

As we explained in Section II, for most of the

employment ads we respond to, we send four different resumes: two higher-quality and two lower-quality ones. Table 3 gives a better sense of which factors enter into this subjective classification. Table 3 displays means and standard deviations of the most relevant resume characteristics for the full sample (column 1), as well as broken down by race (columns 2 and 3) and resume quality (columns 4 and 5). Since applicants’ names are randomized, there is no difference in resume characteristics by race. Columns 4 and 5 document the objective differences between resumes subjectively classified as high and low quality. Higher-quality applicants have on average close to an extra year of labor market experience, fewer employment holes (where an employment hole is defined as a period of at least six months without a reported job), are more likely to have worked while at school, and to report some military experience. Also, higher-quality applicants are more likely to have an e-mail address, to have received some honors, and to list some computer skills and other special skills (such as a certification degree or foreign language skills) on their resume. Note that the higher- and lower-quality resumes do not differ on average with regard to

TABLE 3—RESUME CHARACTERISTICS: SUMMARY STATISTICS

Sample:	All resumes	White names	African-American	Higher quality	Lower quality
Characteristic:					
College degree	0.72	0.72	0.72	0.72	0.71
(Y = 1)	(0.45)	(0.45)	(0.45)	(0.45)	(0.45)
Years of experience	7.84	7.86	7.83	8.29	7.39
	(5.04)	(5.07)	(5.01)	(5.29)	(4.75)
Volunteering experience?	0.41	0.41	0.41	0.79	0.03
(Y = 1)	(0.49)	(0.49)	(0.49)	(0.41)	(0.16)
Military experience?	0.10	0.09	0.10	0.19	0.00
(Y = 1)	(0.30)	(0.29)	(0.30)	(0.39)	(0.06)
E-mail address?	0.48	0.48	0.48	0.92	0.03
(Y = 1)	(0.50)	(0.50)	(0.50)	(0.27)	(0.17)
Employment holes?	0.45	0.45	0.45	0.34	0.56
(Y = 1)	(0.50)	(0.50)	(0.50)	(0.47)	(0.50)
Work in school?	0.56	0.56	0.56	0.72	0.40
(Y = 1)	(0.50)	(0.50)	(0.50)	(0.45)	(0.49)
Honors?	0.05	0.05	0.05	0.07	0.03
(Y = 1)	(0.22)	(0.23)	(0.22)	(0.25)	(0.18)
Computer skills?	0.82	0.81	0.83	0.91	0.73
(Y = 1)	(0.38)	(0.39)	(0.37)	(0.29)	(0.44)
Special skills?	0.33	0.33	0.33	0.36	0.30
(Y = 1)	(0.47)	(0.47)	(0.47)	(0.48)	(0.46)
Fraction high school dropouts in applicant's zip code	0.19	0.19	0.19	0.19	0.18
	(0.08)	(0.08)	(0.08)	(0.08)	(0.08)
Fraction college or more in applicant's zip code	0.21	0.21	0.21	0.21	0.22
	(0.17)	(0.17)	(0.17)	(0.17)	(0.17)
Fraction Whites in applicant's zip code	0.54	0.55	0.54	0.53	0.55
	(0.33)	(0.33)	(0.33)	(0.33)	(0.33)
Fraction African-Americans in applicant's zip code	0.31	0.31	0.31	0.32	0.31
	(0.33)	(0.33)	(0.33)	(0.33)	(0.33)
Log(median per capital income) in applicant's zip code	9.55	9.55	9.55	9.54	9.56
	(0.56)	(0.56)	(0.55)	(0.54)	(0.57)
Sample size	4,870	2,435	2,435	2,446	2,424

Notes: The table reports means and standard deviations for the resume characteristics as listed on the left. Column 1 refers to all resumes sent; column 2 refers to resumes with White names; column 3 refers to resumes with African-American names; column 4 refers to higher-quality resumes; column 5 refers to lower-quality resumes. See text for details.

applicants' education level. This reflects the fact that all sent resumes, whether high or low quality, are chosen to be good matches for a given job opening. About 70 percent of the sent resumes report a college degree.³³

The last five rows of Table 3 show summary characteristics of the applicants' zip code address. Using 1990 Census data, we compute the fraction of high school dropouts, fraction of college educated or more, fraction of Whites, fraction of African-Americans and log(median per capital income) for each zip code used in the

experiment. Since addresses are randomized within cities, these neighborhood quality measures are uncorrelated with race or resume quality.

The differences in callback rates between high- and low-quality resumes are presented in Panel A of Table 4. The first thing to note is that the resume quality manipulation works: higher-quality resumes receive more callbacks. As row 1 indicates, we record a callback rate of close to 11 percent for White applicants with a higher-quality resume, compared to 8.5 percent for White applicants with lower-quality resumes. This is a statistically significant difference of 2.29 percentage points, or 27 percent ($p = 0.0557$). Most strikingly, African-Americans experience much less of an increase in callback

³³ This varies from about 50 percent for the clerical and administrative support positions to more than 80 percent for the executive, managerial, and sales representatives positions.

TABLE 4—AVERAGE CALLBACK RATES BY RACIAL SOUNDINGNESS OF NAMES AND RESUME QUALITY

Panel A: Subjective Measure of Quality (Percent Callback)				
	Low	High	Ratio	Difference (<i>p</i> -value)
White names	8.50 [1,212]	10.79 [1,223]	1.27	2.29 (0.0557)
African-American names	6.19 [1,212]	6.70 [1,223]	1.08	0.51 (0.6084)
Panel B: Predicted Measure of Quality (Percent Callback)				
	Low	High	Ratio	Difference (<i>p</i> -value)
White names	7.18 [822]	13.60 [816]	1.89	6.42 (0.0000)
African-American names	5.37 [819]	8.60 [814]	1.60	3.23 (0.0104)

Notes: Panel A reports the mean callback percents for applicant with a White name (row 1) and African-American name (row 2) depending on whether the resume was subjectively qualified as a lower quality or higher quality. In brackets is the number of resumes sent for each race/quality group. The last column reports the *p*-value of a test of proportion testing the null hypothesis that the callback rates are equal across quality groups within each racial group. For Panel B, we use a third of the sample to estimate a probit regression of the callback dummy on the set of resume characteristics as displayed in Table 3. We further control for a sex dummy, a city dummy, six occupation dummies, and a vector of dummy variables for job requirements as listed in the employment ad (see Section III, subsection D, for details). We then use the estimated coefficients on the set of resume characteristics to estimate a predicted callback for the remaining resumes (two-thirds of the sample). We call “high-quality” resumes the resumes that rank above the median predicted callback and “low-quality” resumes the resumes that rank below the median predicted callback. In brackets is the number of resumes sent for each race/quality group. The last column reports the *p*-value of a test of proportion testing the null hypothesis that the callback percents are equal across quality groups within each racial group.

rate for similar improvements in their credentials. African-Americans with higher-quality resumes receive a callback 6.7 percent of the time, compared to 6.2 percent for African-Americans with lower quality resumes. This is only a 0.51-percentage-point, or 8-percent, difference and this difference is not statistically significant ($p = 0.6084$).

Instead of relying on the subjective quality classification, Panel B directly uses resume characteristics to classify the resumes. More specifically, we use a random subsample of one-third of the resumes to estimate a probit regression of the callback dummy on the resume characteristics listed in Table 3. We further control for a sex dummy, a city dummy, six occupation dummies, and a vector of job requirements as listed in the employment ads.³⁴ We then use the estimated coefficients on the resume characteristics to rank the remaining two-thirds of the resumes by predicted callback. In Panel B, we classify as “high” those resumes that have above-median-predicted callback; similarly, we classify as “low” those resumes

that have below-median-predicted callback. As one can see from Panel B, qualitatively similar results emerge from this analysis. While African-Americans do appear to significantly benefit from higher-quality resumes under this alternative classification, they benefit less than Whites. The ratio of callback rates for high- versus low-quality resumes is 1.60 for African Americans, compared to 1.89 for Whites.

In Table 5, we directly report the results of race-specific probit regressions of the callback dummy on resume characteristics. We, however, start in column 1 with results for the full sample of sent resumes. As one can see, many of the resume characteristics have the expected effect on the likelihood of a callback. The addition of an e-mail address, honors, and special skills all have a positive and significant effect on the likelihood of a callback.³⁵ Also, more experienced applicants are more likely to get called back: at the average number of years of experience in our sample (eight years), each

³⁴ See Section III, subsection D, for more details on these occupation categories and job requirements.

³⁵ Note that the e-mail address dummy, because it is close to perfectly correlated with the subjective resume-quality variable, may in part capture some other unmeasured resume characteristics that may have led us to categorize a given resume as higher quality.

TABLE 5—EFFECT OF RESUME CHARACTERISTICS ON LIKELIHOOD OF CALLBACK

Dependent Variable: Callback Dummy Sample:	All resumes	White names	African-American names
Years of experience (*10)	0.07 (0.03)	0.13 (0.04)	0.02 (0.03)
Years of experience ² (*100)	-0.02 (0.01)	-0.04 (0.01)	-0.00 (0.01)
Volunteering? (Y = 1)	-0.01 (0.01)	-0.01 (0.01)	0.01 (0.01)
Military experience? (Y = 1)	-0.00 (0.01)	0.02 (0.03)	-0.01 (0.02)
E-mail? (Y = 1)	0.02 (0.01)	0.03 (0.01)	-0.00 (0.01)
Employment holes? (Y = 1)	0.02 (0.01)	0.03 (0.02)	0.01 (0.01)
Work in school? (Y = 1)	0.01 (0.01)	0.02 (0.01)	-0.00 (0.01)
Honors? (Y = 1)	0.05 (0.02)	0.06 (0.03)	0.03 (0.02)
Computer skills? (Y = 1)	-0.02 (0.01)	-0.04 (0.02)	-0.00 (0.01)
Special skills? (Y = 1)	0.05 (0.01)	0.06 (0.02)	0.04 (0.01)
<i>Ho</i> : Resume characteristics effects are all zero (<i>p</i> -value)	54.50 (0.0000)	57.59 (0.0000)	23.85 (0.0080)
Standard deviation of predicted callback	0.047	0.062	0.037
Sample size	4,870	2,435	2,435

Notes: Each column gives the results of a probit regression where the dependent variable is the callback dummy. Reported in the table are estimated marginal changes in probability for the continuous variables and estimated discrete changes for the dummy variables. Also included in each regression are a city dummy, a sex dummy, six occupation dummies, and a vector of dummy variables for job requirements as listed in the employment ad (see Section III, subsection D, for details). Sample in column 1 is the entire set of sent resumes; sample in column 2 is the set of resumes with White names; sample in column 3 is the set of resumes with African-American names. Standard errors are corrected for clustering of the observations at the employment-ad level. Reported in the second to last row are the *p*-values for a χ^2 testing that the effects on the resume characteristics are all zero. Reported in the second to last row is the standard deviation of the predicted callback rate.

extra year of experience increases the likelihood of a callback by about a 0.4 percentage point. The most counterintuitive effects come from computer skills, which appear to negatively predict callback, and employment holes, which appear to positively predict callback.

The same qualitative patterns hold in column 2 where we focus on White applicants. More importantly, the estimated returns to an e-mail address, additional work experience, honors, and special skills appear economically stronger for that racial group. For example, at the average number of years of experience in our sample, each extra year of experience increases the likelihood of a callback by about a 0.7 percentage point.

As might have been expected from the two

previous columns, we find that the estimated returns on these resume characteristics are all economically and statistically weaker for African-American applicants (column 3). In fact, all the estimated effects for African-Americans are statistically insignificant, except for the return to special skills. Resume characteristics thus appear less predictive of callback rates for African-Americans than they are for Whites. To illustrate this more saliently, we predict callback rates using either regression estimates in column 2 or regression estimates in column 3. The standard deviation of the predicted callback from column 2 is 0.062, whereas it is only 0.037 from column 3. In summary, employers simply seem to pay less attention or discount more the characteristics listed on the

TABLE 6—EFFECT OF APPLICANT’S ADDRESS ON LIKELIHOOD OF CALLBACK

Dependent Variable: Callback Dummy						
Zip code characteristic:	Fraction Whites		Fraction college or more		Log(per capita income)	
Zip code characteristic	0.020 (0.012)	0.020 (0.016)	0.054 (0.022)	0.053 (0.031)	0.018 (0.007)	0.014 (0.010)
Zip code characteristic*	—	−0.000 (0.024)	—	−0.002 (0.048)	—	0.008 (0.015)
African-American name	—	−0.031 (0.015)	—	−0.031 (0.013)	—	−0.112 (0.152)

Notes: Each column gives the results of a probit regression where the dependent variable is the callback dummy. Reported in the table is the estimated marginal change in probability. Also included in columns 1, 3, and 5 is a city dummy; also included in columns 2, 4, and 6 is a city dummy and a city dummy interacted with a race dummy. Standard errors are corrected for clustering of the observations at the employment-ad level.

resumes with African-American-sounding names. Taken at face value, these results suggest that African-Americans may face relatively lower individual incentives to invest in higher skills.³⁶

C. Applicants’ Address

An incidental feature of our experimental design is the random assignment of addresses to the resumes. This allows us to examine whether and how an applicant’s residential address, all else equal, affects the likelihood of a callback. In addition, and most importantly for our purpose, we can also ask whether African-American applicants are helped relatively more by residing in more affluent neighborhoods.

We perform this analysis in Table 6. We start (columns 1, 3, and 5) by discussing the effect of neighborhood of residence across all applicants. Each of these columns reports the results of a probit regression of the callback dummy on a specific zip code characteristic and a city dummy. Standard errors are corrected for clustering of the observations at the employment-ad level. We find a positive and significant effect of neighborhood quality on the likelihood of a callback. Applicants living in Whiter (column 1), more educated (column 3), or higher-income (column 5) neighborhoods have a higher probability of receiving a callback. For example, a 10-percentage-point increase in the fraction of college-educated in zip code of residence in-

creases the likelihood of a callback by a 0.54 percentage point (column 3).

In columns 2, 4, and 6, we further interact the zip code characteristic with a dummy variable for whether the applicant is African-American or not. Each of the probit regressions in these columns also includes an African-American dummy, a city dummy, and an interaction of the city dummy with the African-American dummy. There is no evidence that African-Americans benefit any more than Whites from living in a Whiter, more educated zip code. The estimated interactions between fraction White and fraction college educated with the African-American dummy are economically very small and statistically insignificant. We do find an economically more meaningful effect of zip code median income level on the racial gap in callback; this effect, however, is statistically insignificant.

In summary, while neighborhood quality affects callbacks, African-Americans do not benefit more than Whites from living in better neighborhoods. If ghettos and bad neighborhoods are particularly stigmatizing for African-Americans, one might have expected African-Americans to be helped more by having a “better” address. Our results do not support this hypothesis.

D. Job and Employer Characteristics

Table 7 studies how various job requirements (as listed in the employment ads) and employer characteristics correlate with the racial gap in callback. Each row of Table 7 focuses on a specific job or employer characteristic, with

³⁶ This of course assumes that the changes in job and wage offers associated with higher skills are the same across races, or at least not systematically larger for African-Americans.

TABLE 7—EFFECT OF JOB REQUIREMENT AND EMPLOYER CHARACTERISTICS ON RACIAL DIFFERENCES IN CALLBACKS

Job requirement:	Sample mean (standard deviation)	Marginal effect on callbacks for African-American names
Any requirement? (Y = 1)	0.79 (0.41)	0.023 (0.015)
Experience? (Y = 1)	0.44 (0.49)	0.011 (0.013)
Computer skills? (Y = 1)	0.44 (0.50)	0.000 (0.013)
Communication skills? (Y = 1)	0.12 (0.33)	−0.000 (0.015)
Organization skills? (Y = 1)	0.07 (0.26)	0.028 (0.029)
Education? (Y = 1)	0.11 (0.31)	−0.031 (0.017)
Total number of requirements	1.18 (0.93)	0.002 (0.006)
Employer characteristic:	Sample mean (standard deviation)	Marginal effect on callbacks for African-American names
Equal opportunity employer? (Y = 1)	0.29 (0.45)	−0.013 (0.012)
Federal contractor? (Y = 1) (N = 3,102)	0.11 (0.32)	−0.035 (0.016)
Log(employment) (N = 1,690)	5.74 (1.74)	−0.001 (0.005)
Ownership status: (N = 2,878)		
Privately held	0.74	0.011 (0.019)
Publicly traded	0.15	−0.025 (0.015)
Not-for-profit	0.11	0.025 (0.042)
Fraction African-Americans in employer's zip code (N = 1,918)	0.08 (0.15)	0.117 (0.062)

Notes: Sample is all sent resumes (N = 4,870) unless otherwise specified in column 1. Column 2 reports means and standard deviations (in parentheses) for the job requirement or employer characteristic. For ads listing an experience requirement, 50.1 percent listed “some,” 24.0 percent listed “two years or less,” and 25.9 percent listed “three years or more.” For ads listing an education requirement, 8.8 percent listed a high school degree, 48.5 percent listed some college, and 42.7 percent listed at least a four-year college degree. Column 3 reports the marginal effect of the job requirement or employer characteristic listed in that row on differential treatment. Specifically, each cell in column 3 corresponds to a different probit regression of the callback dummy on an African-American name dummy, a dummy for the requirement or characteristic listed in that row and the interaction of the requirement or characteristic dummy with the African-American name dummy. Reported in each cell is the estimated change in probability for the interaction term. Standard errors are corrected for clustering of the observations at the employment-ad level.

summary statistics in column 2. Column 3 shows the results of various probit regressions. Each entry in this column is the marginal effect of the specific characteristic listed in that row on the racial gap in callback. More specifically, each entry is from a separate probit regression of a callback dummy on an African-American dummy, the characteristic listed in that row and the interaction of that characteristic with the

African-American dummy. The reported coefficient is that on the interaction term.

We start with job requirements. About 80 percent of the ads state some form of requirement. About 44 percent of the ads require some minimum experience, of which roughly 50 percent simply ask for “some experience,” 24 percent less than two years, and 26 percent at least three years of experience. About 44 percent of

ads mention some computer knowledge requirement, which can range from Excel or Word to more esoteric software programs. Good communication skills are explicitly required in about 12 percent of the ads. Organization skills are mentioned 7 percent of the time. Finally, only about 11 percent of the ads list an explicit education requirement. Of these, 8.8 percent require a high school degree, 48.5 percent some college (such as an associate degree), and the rest at least a four-year college degree.³⁷

Despite this variability, we find little systematic relationship between any of the requirements and the racial gap in callback. The point estimates in column 3 show no consistent economic pattern and are all statistically weak. Measures of job quality, such as experience or computer skills requirements, do not predict the extent of the racial gap. Communication or other interpersonal skill requirements have no effect on the racial gap either.³⁸

We also study employer characteristics. Collecting such information is a more difficult task since it is not readily available from the employment ads we respond to. The only piece of employer information we can directly collect from the employment ad is whether or not the employer explicitly states being an "Equal Opportunity Employer." In several cases, the name of the employer is not even mentioned in the ad and the only piece of information we can rely on is the fax number which applications must be submitted to. We therefore have to turn to supplemental data sources. For employment ads that do not list a specific employer, we first use the fax number to try to identify the company name via Web reverse-lookup services. Based on company names, we use three different data sources (*Onesource Business Browser*, *Thomas Register*, and *Dun and Bradstreet Million Dollar Directory*, 2001) to track company information such as total employment, industry, and ownership status. Using this same set of data

sources, we also try to identify the specific zip code of the company (or company branch) that resumes are to be sent to. Finally, we use the Federal Procurement and Data Center Web site to find a list of companies that have federal contracts.³⁹ The racial difference in callback rates for the subsamples where employer characteristics could be determined is very similar in magnitude to that in the full sample.

Employer characteristics differ significantly across ads. Twenty-nine percent of all employers explicitly state that they are "Equal Opportunity Employers." Eleven percent are federal contractors and, therefore, might face greater scrutiny under affirmative action laws. The average company size is around 2,000 employees but there is a lot of variation across firms. Finally, 74 percent of the firms are privately held, 15 percent are publicly traded, and 11 percent are not-for-profit organizations.

Neither "Equal Opportunity Employers" nor federal contractors appear to treat African-Americans more favorably. In fact, each of these employer characteristics is associated with a larger racial gap in callback (and this effect is marginally significant for federal contractors). Differential treatment does not vary with employer size.⁴⁰ Point estimates indicate less differential treatment in the not-for-profit sector; however, this effect is very noisily estimated.⁴¹

In an unpublished Appendix (available from the authors upon request), we also study how the racial gap in callback varies by occupation and industry. Based on the employment ad listings, we classify the job openings into six occupation categories: executives and managers; administrative supervisors; sales representatives; sales workers; secretaries and legal assistants; clerical workers. We also, when possible,

³⁹ This Web site (www.fpdc.gov) is accurate up to and including March 21, 2000.

⁴⁰ Similar results hold when we measure employer size using a total sales measure rather than an employment measure.

⁴¹ Our measurement of the racial gap by firm or employer type may not be a good indicator of the fraction of African-Americans actually employed in these firms. For example, "Equal Opportunity Employers" may receive a higher fraction of African-American resumes. Their actual hiring may therefore look different from that of non "Equal Opportunity Employers" when one considers the full set of resumes they receive.

³⁷ Other requirements sometimes mentioned include typing skills for secretaries (with specific words-per-minute minimum thresholds), and, more rarely, foreign language skills.

³⁸ Other ways of estimating these effects produce a similar nonresult. Among other things, we considered including a city dummy or estimating the effects separately by city; we also estimated one single probit regression including all requirements at once.

classify employers into six industry categories: manufacturing; transportation and communication; wholesale and retail trade; finance, insurance, and real estate; business and personal services; health, educational, and social services. We then compute occupation and industry-specific racial gaps in callback and relate these gaps to 1990 Census-based measures of occupation and industry earnings, as well as Census-based measures of the White/African-American wage gap in these occupations and industries.

We find a positive White/African-American gap in callbacks in all occupation and industry categories (except for transportation and communication). While average earnings vary a lot across the occupations covered in the experiment, we find no systematic relationship between occupation earnings and the racial gap in callback. Similarly, the industry-specific gaps in callback do not relate well to a measure of inter-industry wage differentials. In fact, while the racial gap in callback rates varies somewhat across occupations and industries, we cannot reject the null hypothesis that the gap is the same across all these categories.

The last row of Table 7 focuses on the marginal effect of employer location on the racial gap in callback.⁴² We use as a measure of employer location the zip code of the company (or company branch) resumes were to be sent to. More specifically, we ask whether differential treatment by race varies with the fraction of African-Americans in the employer's zip code. We find a marginally significant positive effect of employer location on African-American callbacks but this effect is extremely small. In regressions not reported here (but available from the authors upon request), we reestimate this effect separately by city. While the point estimates are positive for both cities, the effect is only statistically significant for Chicago.

IV. Interpretation

Three main sets of questions arise when interpreting the results above. First, does a higher callback rate for White applicants imply that employers are discriminating against African-

Americans? Second, does our design only isolate the effect of race or is the name manipulation conveying some other factors than race? Third, how do our results relate to different models of racial discrimination?

A. Interpreting Callback Rates

Our results indicate that for two identical individuals engaging in an identical job search, the one with an African-American name would receive fewer interviews. Does differential treatment within our experiment imply that employers are discriminating against African-Americans (whether it is rational, prejudice-based, or other form of discrimination)? In other words, could the lower callback rate we record for African-American resumes *within our experiment* be consistent with a racially neutral review of the *entire pool* of resumes the surveyed employers receive?

In a racially neutral review process, employers would rank order resumes based on their quality and call back all applicants that are above a certain threshold. Because names are randomized, the White and African-American resumes we send should rank similarly on average. So, irrespective of the skill and racial composition of the applicant pool, a race-blind selection rule would generate equal treatment of Whites and African-Americans. So our results must imply that employers use race as a factor when reviewing resumes, which matches the legal definition of discrimination.

But even rules where employers are not trying to interview as few African-American applicants as possible may generate observed differential treatment in our experiment. One such hiring rule would be employers trying to interview a target level of African-American candidates. For example, perhaps the average firm in our experiment aims to produce an interview pool that matches the population base rate. This rule could produce the observed differential treatment if the average firm receives a higher proportion of African-American resumes than the population base rate because African-Americans disproportionately apply to the jobs and industries in our sample.⁴³

⁴² For previous work on the effect of employer location on labor market discrimination, see, for example, Steven Raphael et al. (2000).

⁴³ Another variant of this argument is that the (up to) two African-American resumes we sent are enough to signifi-

Some of our other findings may be consistent with such a rule. For example, the fact that “Equal Opportunity Employers” or federal contractors do not appear to discriminate any less may reflect the fact that such employers receive more applications from African-Americans. On the other hand, other key findings run counter to this rule. As we discuss above, we find no systematic difference in the racial gap in callback across occupational or industry categories, despite the large variation in the fraction of African-Americans looking for work in those categories. African-Americans are underrepresented in managerial occupations, for example. If employers matched base rates in the population, the few African-Americans who apply to these jobs should receive a higher callback rate than Whites. Yet, we find that the racial gap in managerial occupations is the same as in all the other job categories. This rule also runs counter to our findings on returns to skill. Suppose firms are struggling to find White applicants but overwhelmed with African-American ones. Then they should be less sensitive to the quality of White applicants (as they are trying to fill in their hiring quota for Whites) and much more sensitive to the quality of Black applicants (when they have so many to pick from). Thus, it

cantly distort the racial composition of the entire applicant pool. This is unlikely for two reasons. First, anecdotal evidence and the empirically low callback rates we record suggest that firms typically receive many hundreds of resumes in response to each ad they post. Hence, the (up to) four resumes we send out are unlikely to influence the racial composition of the pool. Second, the similar racial gap in callback we observe across the two cities goes counter to this interpretation since the racial composition base rates differ quite a lot across these two cities. Another variant of this argument is that, for some reason, the average firm in our sample receives a lot of high-quality resumes from African-American applicants and much fewer high-quality resumes from White applicants. Hypothetically, this might occur if high-quality African-Americans are much more likely to use help-wanted ads rather than other job search channels. If employers perform within-race comparisons and again want to target a certain racial mix in their interviewing and hiring, our African-American resumes may naturally receive lower callbacks as they are competing with many more high-quality applicants. This specific argument would be especially relevant in a case where the average sampled employer is “known” to be good to African-Americans. But our selection procedure for the employment ads did not allow for such screening: we simply responded to as many ads as possible in the targeted occupational categories.

is unlikely that the differential treatment we observe is generated by hiring rules such as these.

B. Potential Confounds

While the names we have used in this experiment strongly signal racial origin, they may also signal some other personal trait. More specifically, one might be concerned that employers are inferring social background from the personal name. When employers read a name like “Tyrone” or “Latoya,” they may assume that the person comes from a disadvantaged background.⁴⁴ In the extreme form of this social background interpretation, employers do not care at all about race but are discriminating only against the social background conveyed by the names we have chosen.⁴⁵

While plausible, we feel that some of our earlier results are hard to reconcile with this interpretation. For example, in Table 6, we found that while employers value “better” addresses, African-Americans are not helped more than Whites by living in Whiter or more educated neighborhoods. If the African-American names we have chosen mainly signal negative social background, one might have expected the estimated name gap to be lower for better addresses. Also, if the names mainly signal social background, one might have expected the name gap to be higher for jobs that rely more on soft skills or require more interpersonal interactions. We found no such evidence in Table 7.

We, however, directly address this alternative interpretation by examining the average social background of babies born with the names used in the experiment. We were able to obtain birth certificate data on mother’s education (less than high school, high school or more) for babies born in Massachusetts between 1970 and

⁴⁴ Roland Fryer and Steven Levitt (2003) provide a recent analysis of social background and naming conventions amongst African-Americans.

⁴⁵ African-Americans as a whole come from more disadvantaged backgrounds than Whites. For this social class effect to be something of independent interest, one must assert that African-Americans with the African-American names we have selected are from a lower social background than the average African-American and/or that Whites with the White names we have selected are from a higher social background than the average White. We come back to this point below.

TABLE 8—CALLBACK RATE AND MOTHER'S EDUCATION BY FIRST NAME

White female			African-American female		
Name	Percent callback	Mother education	Name	Percent callback	Mother education
Emily	7.9	96.6	Aisha	2.2	77.2
Anne	8.3	93.1	Keisha	3.8	68.8
Jill	8.4	92.3	Tamika	5.5	61.5
Allison	9.5	95.7	Lakisha	5.5	55.6
Laurie	9.7	93.4	Tanisha	5.8	64.0
Sarah	9.8	97.9	Latoya	8.4	55.5
Meredith	10.2	81.8	Kenya	8.7	70.2
Carrie	13.1	80.7	Latonya	9.1	31.3
Kristen	13.1	93.4	Ebony	9.6	65.6
Average		91.7	Average		61.0
Overall		83.9	Overall		70.2
Correlation	−0.318	($p = 0.404$)	Correlation	−0.383	($p = 0.309$)

White male			African-American male		
Name	Percent callback	Mother education	Name	Percent callback	Mother education
Todd	5.9	87.7	Rasheed	3.0	77.3
Neil	6.6	85.7	Tremayne	4.3	—
Geoffrey	6.8	96.0	Kareem	4.7	67.4
Brett	6.8	93.9	Darnell	4.8	66.1
Brendan	7.7	96.7	Tyrone	5.3	64.0
Greg	7.8	88.3	Hakim	5.5	73.7
Matthew	9.0	93.1	Jamal	6.6	73.9
Jay	13.4	85.4	Leroy	9.4	53.3
Brad	15.9	90.5	Jermaine	9.6	57.5
Average		91.7	Average		66.7
Overall		83.5	Overall		68.9
Correlation	−0.0251	($p = 0.949$)	Correlation	−0.595	($p = 0.120$)

Notes: This table reports, for each first name used in the experiment, callback rate and average mother education. Mother education for a given first name is defined as the percent of babies born with that name in Massachusetts between 1970 and 1986 whose mother had at least completed a high school degree (see text for details). Within each sex/race group, first names are ranked by increasing callback rate. “Average” reports, within each race-gender group, the average mother education for all the babies born with one of the names used in the experiment. “Overall” reports, within each race-gender group, average mother education for all babies born in Massachusetts between 1970 and 1986 in that race-gender group. “Correlation” reports the Spearman rank order correlation between callback rate and mother education *within* each race-gender group as well as the p -value for the test of independence.

1986.⁴⁶ For each first name in our experiment, we compute the fraction of babies with that

name and, in that gender-race cell, whose mothers have at least completed a high school degree.

In Table 8, we display the average callback rate for each first name along with this proxy for social background. Within each race-gender group, the names are ranked by increasing callback rate. Interestingly, there is significant

⁴⁶ This longer time span (compared to that used to assess name frequencies) was imposed on us for confidentiality reasons. When fewer than 10 births with education data available are recorded in a particular education-name cell, the exact number of births in that cell is not reported and we impute five births. Our results are not sensitive to this imputation. One African-American female name (Latonya) and two male names (Rasheed and Hakim) were imputed in this way. One African-American male name (Tremayne) had too few births with available education data and was therefore dropped from this analysis. Our results are quali-

tatively similar when we use a larger data set of California births for the years 1989 to 2000 (kindly provided to us by Steven Levitt).

variation in callback rates by name. Of course, chance alone could produce such variation because of the rather small number of observations in each cell (about 200 for the female names and 70 for the male names).⁴⁷

The row labeled “Average” reports the average fraction of mothers that have at least completed high school for the set of names listed in that gender-race group. The row labeled “Overall” reports the average fraction of mothers that have at least completed high school for the full sample of births in that gender-race group. For example, 83.9 percent of White female babies born between 1970 and 1986 have mothers with at least a high school degree; 91.7 percent of the White female babies with one of the names used in the experiment have mothers with at least a high school degree.

Consistent with a social background interpretation, the African-American names we have chosen fall below the African-American average. For African-American male names, however, the gap between the experimental names and the population average is negligible. For White names, both the male and female names are above the population average.

But, more interestingly to us, there is substantial between-name heterogeneity in social background. African-American babies named Kenya or Jamal are affiliated with much higher mothers’ education than African-American babies named Latonya or Leroy. Conversely, White babies named Carrie or Neil have lower social background than those named Emily or Geoffrey. This allows for a direct test of the social background hypothesis within our sample: are names associated with a worse social background discriminated against more? In the last row in each gender-race group, we report the rank-order correlation between callback rates and mother’s education. The social background hypothesis predicts a positive correlation. Yet, for all four categories, we find the

exact opposite. The p -values indicate that we cannot reject independence at standard significance levels except in the case of African-American males where we can almost reject it at the 10-percent level ($p = 0.120$). In summary, this test suggests little evidence that social background drives the measured race gap.

Names might also influence our results through familiarity. One could argue that the African-American names used in the experiment simply appear odd to human resource managers and that any odd name is discriminated against. But as noted earlier, the names we have selected are not particularly uncommon among African-Americans (see Appendix Table A1). We have also performed a similar exercise to that of Table 8 and measured the rank-order correlation between name-specific callback rates and name frequency within each gender-race group. We found no systematic positive correlation.

There is one final potential confound to our results. Perhaps what appears as a bias against African-Americans is actually the result of *reverse discrimination*. If qualified African-Americans are thought to be in high demand, then employers with average quality jobs might feel that an equally talented African-American would never accept an offer from them and thereby never call her or him in for an interview. Such an argument might also explain why African-Americans do not receive as strong a return as Whites to better resumes, since higher qualification only strengthens this argument. But this interpretation would suggest that among the better jobs, we ought to see evidence of reverse discrimination, or at least a smaller racial gap. However, as we discussed in Section III, subsection D, we do not find any such evidence. The racial gap does not vary across jobs with different skill requirements, nor does it vary across occupation categories. Even among the better jobs in our sample, we find that employers significantly favor applicants with White names.⁴⁸

⁴⁷ We formally tested whether this variation was significant by estimating a probit regression of the callback dummy on all the personal first names, allowing for clustering of the observations at the employment-ad level. For all but African-American females, we cannot reject the null hypothesis that all the first name effects in the same race-gender group are the same. Of course, a lack of a rejection does not mean there is no underlying pattern in the between-name variation in callbacks that might have been detectable with larger sample sizes.

⁴⁸ One might argue that employers who reverse-discriminate hire through less formal channels than help-wanted ads. But this would imply that African-Americans are less likely to find jobs through formal channels. The evidence on exit out of unemployment does not paint a clear picture in this direction (Holzer, 1987).

C. Relation to Existing Theories

What do these results imply for existing models of discrimination? Economic theories of discrimination can be classified into two main categories: taste-based and statistical discrimination models.⁴⁹ Both sets of models can obviously “explain” our average racial gap in callbacks. But can these models explain our other findings? More specifically, we discuss the relevance of these models with a focus on two of the facts that have been uncovered in this paper: (i) the lower returns to credentials for African-Americans; (ii) the relative uniformity of the race gap across occupations, job requirements and, to a lesser extent, employer characteristics and industries.

Taste-based models (Gary S. Becker, 1961) differ in whose prejudiced “tastes” they emphasize: customers, coworkers, or employers. Customer and co-worker discrimination models seem at odds with the lack of significant variation of the racial gap by occupation and industry categories, as the amount of customer contact and the fraction of White employees vary quite a lot across these categories. We do not find a larger racial gap among jobs that explicitly require “communication skills” and jobs for which we expect either customer or coworker contacts to be higher (retail sales for example).

Because we do not know what drives employer tastes, employer discrimination models could be consistent with the lack of occupation and industry variation. Employer discrimination also matches the finding that employers located in more African-American neighborhoods appear to discriminate somewhat less. However, employer discrimination models would struggle to explain why African-Americans get relatively lower returns to their credentials. Indeed, the cost of indulging the discrimination taste should increase as the minority applicants’ credentials increase.⁵⁰

Statistical discrimination models are the prominent alternative to the taste-based models

in the economics literature. In one class of statistical discrimination models, employers use (observable) race to proxy for *unobservable* skills (e.g., Edmund S. Phelps, 1972; Kenneth J. Arrow, 1973). This class of models struggle to explain the credentials effect as well. Indeed, the added credentials should lead to a larger update for African-Americans and hence greater returns to skills for that group.

A second class of statistical discrimination models “emphasize the precision of the information that employers have about individual productivity” (Altonji and Blank, 1999). Specifically, in these models, employers believe that the same observable signal is more precise for Whites than for African-Americans (Dennis J. Aigner and Glenn G. Cain, 1977; Shelly J. Lundberg and Richard Startz, 1983; Bradford Cornell and Ivo Welch, 1996). Under such models, African-Americans receive lower returns to observable skills because employers place less weight on these skills. However, how reasonable is this interpretation for our experiment? First, it is important to note that we are using the same set of resume characteristics for both racial groups. So the lower precision of information for African-Americans cannot be that, for example, an employer does not know what a high school degree from a very African-American neighborhood means (as in Aigner and Cain, 1977). Second, many of the credentials on the resumes are in fact externally and easily verifiable, such as a certification for a specific software.

An alternative version of these models would rely on bias in the observable signal rather than differential variance or noise of these signals by race. Perhaps the skills of African-Americans are discounted because affirmative action makes it easier for African-Americans to get these skills. While this is plausible for credentials such as an employee-of-the-month honor, it is unclear why this would apply to more verifiable and harder skills. It is equally unclear why work experience would be less rewarded since our study suggests that getting a job is more, not less, difficult for African-Americans.

The uniformity of the racial gap across occupations is also troubling for a statistical discrimination interpretation. Numerous factors that should affect the level of statistical discrimination, such as the importance of unobservable skills, the observability of qualifications, the precision of observable skills and the ease of

⁴⁹ Darity and Mason (1998) provide a more thorough review of a variety of economic theories of discrimination.

⁵⁰ One could, however, assume that employer tastes differ not just by race but also by race and skill, so that employers have greater prejudice against minority workers with better credentials. But the opposite preferences, employers having a particular distaste for low-skilled African-Americans, also seem reasonable.

performance measurement, may vary quite a lot across occupations.

This discussion suggests that perhaps other models may do a better job at explaining our findings. One simple alternative model is lexicographic search by employers. Employers receive so many resumes that they may use quick heuristics in reading these resumes. One such heuristic could be to simply read no further when they see an African-American name. Thus they may never see the skills of African-American candidates and this could explain why these skills are not rewarded. This might also to some extent explain the uniformity of the race gap since the screening process (i.e., looking through a large set of resumes) may be quite similar across the variety of jobs we study.⁵¹

⁵¹ Another explanation could be based on employer stereotyping or categorizing. If employers have coarser stereotypes for African-Americans, many of our results would follow. See Melinda Jones (2002) for the relevant psychology and Mullainathan (2003) for a formalization of the categorization concept.

V. Conclusion

This paper suggests that African-Americans face differential treatment when searching for jobs and this may still be a factor in why they do poorly in the labor market. Job applicants with African-American names get far fewer callbacks for each resume they send out. Equally importantly, applicants with African-American names find it hard to overcome this hurdle in callbacks by improving their observable skills or credentials.

Taken at face value, our results on differential returns to skill have possibly important policy implications. They suggest that training programs alone may not be enough to alleviate the racial gap in labor market outcomes. For training to work, some general-equilibrium force outside the context of our experiment would have to be at play. In fact, if African-Americans recognize how employers reward their skills, they may rationally be less willing than Whites to even participate in these programs.

TABLE A1—FIRST NAMES USED IN EXPERIMENT

White female			African-American female		
Name	L(W)/L(B)	Perception White	Name	L(B)/L(W)	Perception Black
Allison	∞	0.926	Aisha	209	0.97
Anne	∞	0.962	Ebony	∞	0.9
Carrie	∞	0.923	Keisha	116	0.93
Emily	∞	0.925	Kenya	∞	0.967
Jill	∞	0.889	Lakisha	∞	0.967
Laurie	∞	0.963	Latonya	∞	1
Kristen	∞	0.963	Latoya	∞	1
Meredith	∞	0.926	Tamika	284	1
Sarah	∞	0.852	Tanisha	∞	1
Fraction of all births:			Fraction of all births:		
3.8 percent			7.1 percent		

White male			African-American male		
Name	L(W)/L(B)	Perception White	Name	L(B)/L(W)	Perception Black
Brad	∞	1	Darnell	∞	0.967
Brendan	∞	0.667	Hakim		0.933
Geoffrey	∞	0.731	Jamal	257	0.967
Greg	∞	1	Jermaine	90.5	1
Brett	∞	0.923	Kareem	∞	0.967
Jay	∞	0.926	Leroy	44.5	0.933
Matthew	∞	0.888	Rasheed	∞	0.931
Neil	∞	0.654	Tremayne	∞	0.897
Todd	∞	0.926	Tyrone	62.5	0.900
Fraction of all births:			Fraction of all births:		
1.7 percent			3.1 percent		

Notes: This table tabulates the different first names used in the experiment and their identifiability. The first column reports the likelihood that a baby born with that name (in Massachusetts between 1974 and 1979) is White (or African-American) relative to the likelihood that it is African-American (White). The second column reports the probability that the name was picked as White (or African-American) in an independent field survey of people. The last row for each group of names shows the proportion of all births in that race group that these names account for.

REFERENCES

- Aigner, Dennis J. and Cain, Glenn G.** "Statistical Theories of Discrimination in Labor Markets." *Industrial and Labor Relations Review*, January 1977, 30(1), pp. 175–87.
- Altonji, Joseph G. and Blank, Rebecca M.** "Race and Gender in the Labor Market," in Orley Ashenfelter and David Card, eds., *Handbook of labor economics*, Vol. 30. Amsterdam: North-Holland, 1999, pp. 3143–259.
- Arrow, Kenneth, J.** "The Theory of Discrimination," in Orley Ashenfelter and Albert Rees, eds., *Discrimination in labor markets*. Princeton, NJ: Princeton University Press, 1973, pp. 3–33.
- _____. "What Has Economics to Say about Racial Discrimination?" *Journal of Economic Perspectives*, Spring 1998, 12(2), pp. 91–100.
- Becker, Gary S.** *The economics of discrimination*, 2nd Ed. Chicago: University of Chicago Press, 1961.
- Brown, Colin and Gay, Pat.** *Racial discrimination 17 years after the act*. London: Policy Studies Institute, 1985.
- Cornell, Bradford and Welch, Ivo.** "Culture, Information, and Screening Discrimination." *Journal of Political Economy*, June 1996, 104(3), pp. 542–71.
- Council of Economic Advisers.** *Changing America: Indicators of social and economic well-being by race and Hispanic origin*. September 1998, <http://w3.access.gpo.gov/eop/ca/pdfs/ca.pdf>.
- Cross, Harry; Kenney, Genevieve; Mell, Jane and Zimmerman, Wendy.** *Employer hiring practices: Differential treatment of Hispanic and Anglo job applicants*. Washington, DC: Urban Institute Press, 1990.

- Darity, William A., Jr. and Mason, Patrick L.** "Evidence on Discrimination in Employment: Codes of Color, Codes of Gender." *Journal of Economic Perspectives*, Spring 1998, 12(2), pp. 63–90.
- Fix, Michael and Turner, Margery A.**, eds. *A national report card on discrimination in America: The role of testing*. Washington, DC: Urban Institute Press, 1998.
- Fryer, Roland and Levitt, Steven.** "The Causes and Consequences of Distinctively Black Names." Mimeo, University of Chicago, 2003.
- Goldin, Claudia and Rouse, Cecilia.** "Orchestrating Impartiality: The Impact of Blind Auditions on Female Musicians." *American Economic Review*, September 2000, 90(4), pp. 715–41.
- Heckman, James J.** "Detecting Discrimination." *Journal of Economic Perspectives*, Spring 1998, 12(2), pp. 101–16.
- Heckman, James J.; Lochner, Lance J., and Todd, Petra E.** "Fifty Years of Mincer Earnings Regressions." Mimeo, University of Chicago, 2001.
- Heckman, James J. and Siegelman, Peter.** "The Urban Institute Audit Studies: Their Methods and Findings," in Michael Fix and Raymond J. Struyk, eds., *Clear and convincing evidence: Measurement of discrimination in America*. Lanham, MD: Urban Institute Press, 1992, pp. 187–258.
- Holzer, Harry J.** "Informal Job Search and Black Youth Unemployment." *American Economic Review*, June 1987, 77(3), pp. 446–52.
- Hubbuck, Jim and Carter, Simon.** *Half a chance? A report on job discrimination against young blacks in Nottingham*. London: Commission for Racial Equality, 1980.
- James, Franklin and DelCastillo, Steve W.** "Measuring Job Discrimination by Private Employers Against Young Black and Hispanic Seeking Entry Level Work in the Denver Metropolitan Area." Mimeo, University of Colorado-Denver, 1991.
- Jones, Melinda.** *Social psychology of prejudice*. Saddle River, NJ: Pearson Education, 2002.
- Jowell, Roger and Prescott-Clark, Patricia.** "Racial Discrimination and White-Collar Workers in Britain." *Race*, November 1970, 11(4), pp. 397–417.
- Lundberg, Shelly J. and Starz, Richard.** "Private Discrimination and Social Intervention in Competitive Labor Market." *American Economic Review*, June 1983, 73(3), pp. 340–47.
- McIntyre, Shelby J.; Moberg, Dennis J. and Posner, Barry Z.** "Discrimination in Recruitment: An Empirical Analysis: Comment." *Industrial and Labor Relations Review*, July 1980, 33(4), pp. 543–47.
- Mullainathan, Sendhil.** "Thinking Through Categories." Mimeo, Massachusetts Institute of Technology, 2003.
- Neumark, David.** "Sex Discrimination in Restaurant Hiring: An Audit Study." *Quarterly Journal of Economics*, August 1996, 111(3), pp. 915–42.
- Newman, Jerry M.** "Discrimination in Recruitment: An Empirical Analysis." *Industrial and Labor Relations Review*, October 1978, 32(1), pp. 15–23.
- Nisbett, Richard E. and Cohen, Dov.** *The culture of honor: The psychology of violence in the South*. Boulder, CO: Westview Press, 1996.
- Phelps, Edmund S.** "The Statistical Theory of Racism and Sexism." *American Economic Review*, September 1972, 62(4), pp. 659–61.
- Raphael, Steven; Stoll, Michael A. and Holzer, Harry J.** "Are Suburban Firms More Likely to Discriminate against African Americans?" *Journal of Urban Economics*, November 2000, 48(3), pp. 485–508.
- Riach, Peter A. and Rich, Judith.** "Testing for Racial Discrimination in the Labour Market." *Cambridge Journal of Economics*, September 1991, 15(3), pp. 239–56.
- Turner, Margery A.; Fix, Michael and Struyk, Raymond J.** *Opportunities denied, opportunities diminished: Racial discrimination in hiring*. Washington, DC: Urban Institute Press, 1991.
- Weichselbaumer, Doris.** "Sexual Orientation Discrimination in Hiring." *Labour Economics*, December 2003, 10(6), pp. 629–42.
- _____. "Is it Sex or Personality? The Impact of Sex-Stereotypes on Discrimination in Applicant Selection." *Eastern Economic Journal*, Spring 2004, 30(2), pp. 159–86.

This article has been cited by:

1. Tarik Benmarhnia, Anjum Hajat, Jay S. Kaufman. 2021. Inferential challenges when assessing racial/ethnic health disparities in environmental research. *Environmental Health* **20**:1. . [[Crossref](#)]
2. Edward H. Chang, Erika L. Kirgios, Rosanna K. Smith. 2021. Large-scale field experiment shows null effects of team demographic diversity on outsiders' willingness to support the team. *Journal of Experimental Social Psychology* **94**, 104099. [[Crossref](#)]
3. Eliza Forsythe, Jhih-Chian Wu. 2021. Explaining Demographic Heterogeneity in Cyclical Unemployment. *Labour Economics* **69**, 101955. [[Crossref](#)]
4. Beth M. Ritter, Alessiara Bynum, Marcia Gumpertz, Tayah Lin Butler. 2021. An instructional exercise in gender bias. *Journal of Accounting Education* **54**, 100710. [[Crossref](#)]
5. Edana Beauvais. 2021. Discursive Inequity and the Internal Exclusion of Women Speakers. *Political Research Quarterly* **74**:1, 103-116. [[Crossref](#)]
6. Nimish A. Mohile, Andrew R. Spector, Ima M. Ebong, Charles Flippen, Camilo Gutierrez, Rodney O. Leacock, Erika Marulanda-Londoño, Nicté I. Mejía, Reena Thomas, Roy H. Hamilton. 2021. Developing the Neurology Diversity Officer. *Neurology* **96**:8, 386-394. [[Crossref](#)]
7. Jeffrey Lyons, Stephen M. Utych. 2021. You're Not From Here!: The Consequences of Urban and Rural Identities. *Political Behavior* **34**. . [[Crossref](#)]
8. Stijn Baert, Dieter Verhaest. 2021. Work Hard or Play Hard? Degree Class, Student Leadership and Employment Opportunities. *Oxford Bulletin of Economics and Statistics* **9**. . [[Crossref](#)]
9. Niels Bjørn Grund Petersen. 2021. Disciplining the strong? Discrimination of service users and the moderating role of PSM and ability to cope. *Public Management Review* **23**:2, 168-188. [[Crossref](#)]
10. Yao Lu, Xiaoguang Li. 2021. Vertical Education-Occupation Mismatch and Wage Inequality by Race/Ethnicity and Nativity among Highly Educated US Workers. *Social Forces* **16**. . [[Crossref](#)]
11. Jason Hackworth. 2021. Why Black-Majority Neighbourhoods Are The Epicentre Of Population Shrinkage In The American Rust Belt. *Tijdschrift voor economische en sociale geografie* **112**:1, 44-61. [[Crossref](#)]
12. Nathan C. Emery, Ellen K. Bledsoe, Andrew O. Hasley, Carrie Diaz Eaton. 2021. Cultivating inclusive instructional and research environments in ecology and evolutionary science. *Ecology and Evolution* **11**:4, 1480-1491. [[Crossref](#)]
13. Julia Tuppatt, Jürgen Gerhards. 2021. Immigrants' First Names and Perceived Discrimination: A Contribution to Understanding the Integration Paradox. *European Sociological Review* **37**:1, 121-135. [[Crossref](#)]
14. Jonathan Gordils, Andrew J. Elliot, Jeremy P. Jamieson. 2021. The effect of perceived interracial competition on psychological outcomes. *PLOS ONE* **16**:1, e0245671. [[Crossref](#)]
15. Whitney N. Laster Pirtle. 2021. We, too, are academia: Demanding a seat at the table. *Feminist Anthropology* **43**. . [[Crossref](#)]
16. Noah Hammarlund. 2021. Racial treatment disparities after machine learning surgical risk-adjustment. *Health Services and Outcomes Research Methodology* **109**. . [[Crossref](#)]
17. Dominik Hangartner, Daniel Kopp, Michael Siegenthaler. 2021. Monitoring hiring discrimination through online recruitment platforms. *Nature* **3**. . [[Crossref](#)]
18. Lindsey S. Caldwell, Ignacio Garcia-Fleury, Qiang An, Ericka A. Lawler. 2021. Does Removing the Photograph and Name Change the Reviewer's Perception of Orthopaedic Residency Applicants?. *Journal of the American Academy of Orthopaedic Surgeons* **Publish Ahead of Print**. . [[Crossref](#)]

19. Georgiana Mihut. 2021. Does university prestige lead to discrimination in the labor market? Evidence from a labor market field experiment in three countries. *Studies in Higher Education* **121**, 1-16. [[Crossref](#)]
20. Moshe A. Barach, John J. Horton. 2021. How Do Employers Use Compensation History? Evidence from a Field Experiment. *Journal of Labor Economics* **39**:1, 193-218. [[Crossref](#)]
21. Tim Reeskens, Rodrigo Velasco Aguilar. 2021. Being white is a full time job? Explaining skin tone gradients in income in Mexico. *Journal of Ethnic and Migration Studies* **47**:1, 46-68. [[Crossref](#)]
22. Alberto Ortega, Ema Di Fruscia, Bryn Louise. 2021. TRADE LIBERALIZATION AND RACIAL ANIMUS. *Contemporary Economic Policy* **39**:1, 194-204. [[Crossref](#)]
23. Lex Thijssen, Marcel Coenders, Bram Lancee. 2021. Is there evidence for statistical discrimination against ethnic minorities in hiring? Evidence from a cross-national field experiment. *Social Science Research* **93**, 102482. [[Crossref](#)]
24. Yao-Tai Li, John Chung-En Liu. 2021. Auditing ethnic preference in Hong Kong's financial job market: The mediation of white privilege and Hong Kong localism. *International Sociology* **36**:1, 71-90. [[Crossref](#)]
25. Katherine M. Gerull, Anna Holten, Lee Rhea, Cara Cipriano. 2021. Is the Distribution of Awards Gender-balanced in Orthopaedic Surgery Societies?. *Clinical Orthopaedics & Related Research* **479**:1, 33-43. [[Crossref](#)]
26. Stephanie J. Barrett. Exploring Diversity and Inclusion Leadership in Complex Organizations 320-353. [[Crossref](#)]
27. Janna Wisniewski, Brigham Walker, Sarah Tinkler, Miron Stano, Rajiv Sharma. 2021. Mediators of discrimination in primary care appointment access. *Economics Letters* **94**, 109744. [[Crossref](#)]
28. Joshua D Kertzer, Jonathan Renshon, Keren Yarhi-Milo. 2021. How Do Observers Assess Resolve?. *British Journal of Political Science* **51**:1, 308-330. [[Crossref](#)]
29. Raiyan Abdul Baten, Ehsan Hoque. 2021. Technology-Driven Alteration of Nonverbal Cues and its Effects on Negotiation. *Negotiation Journal* **37**:1, 35-47. [[Crossref](#)]
30. Christopher F. Karpowitz, Tyson King-Meadows, J. Quin Monson, Jeremy C. Pope. 2021. What Leads Racially Resentful Voters to Choose Black Candidates?. *The Journal of Politics* **83**:1, 103-121. [[Crossref](#)]
31. Myrtle P. Bell, Daphne Berry, Joy Leopold, Stella Nkomo. 2021. Making Black Lives Matter in academia: A Black feminist call for collective action against anti-blackness in the academy. *Gender, Work & Organization* **28**:S1, 39-57. [[Crossref](#)]
32. 2021. OUP accepted manuscript. *Social Forces* . [[Crossref](#)]
33. Asmus Leth Olsen, Jonas Høgh Kyhse-Andersen, Donald Moynihan. 2020. The Unequal Distribution of Opportunity: A National Audit Study of Bureaucratic Discrimination in Primary School Access. *American Journal of Political Science* **54**. . [[Crossref](#)]
34. Kate M. Den Houter, Deepshikha Chatterjee. 2020. Perceptions of identity management in police-civilian interactions: considering the role of gender and race. *Policing: An International Journal* **ahead-of-print**:ahead-of-print. . [[Crossref](#)]
35. Frank D. Hodge, Kim I. Mendoza, Roshan K. Sinha. 2020. The Effect of Humanizing Robo-Advisors on Investor Judgments*. *Contemporary Accounting Research* **34**. . [[Crossref](#)]
36. Siqi Ma, Li Hao, John A. Aloysius. 2020. Women are an Advantage in Supply Chain Collaboration and Efficiency. *Production and Operations Management* **29**. . [[Crossref](#)]
37. Mel Fugate, Beatrice van der Heijden, Ans De Vos, Anneleen Forrier, Nele De Cuyper. 2020. IS WHAT'S PAST PROLOGUE? A REVIEW AND AGENDA FOR CONTEMPORARY EMPLOYABILITY RESEARCH. *Academy of Management Annals* . [[Crossref](#)]

38. Emmanuel K. Yiridoe. 2020. Fostering a culture of equity, diversity, and inclusion in the Canadian agricultural economics profession. *Canadian Journal of Agricultural Economics/Revue canadienne d'agroéconomie* 12. . [[Crossref](#)]
39. Haoda Feng, Feng Shi. 2020. Book Review: Quantitative social science: An introduction. *Social Science Computer Review* 38:6, 803-805. [[Crossref](#)]
40. Jaewon Lee, Fei Sun. 2020. Intergenerational Economic Mobility Between Mothers and Children: Racial and Ethnic Disparities. *Family Relations* 69:5, 921-933. [[Crossref](#)]
41. Mladen Adamovic. 2020. Analyzing discrimination in recruitment: A guide and best practices for resume studies. *International Journal of Selection and Assessment* 28:4, 445-464. [[Crossref](#)]
42. Marlene Kim. 2020. Intersectionality and Gendered Racism in the United States: A New Theoretical Framework. *Review of Radical Political Economics* 52:4, 616-625. [[Crossref](#)]
43. Filipe Gouveia, Therese Nilsson, Niclas Berggren. 2020. Religiosity and discrimination against same-sex couples: The case of Portugal's rental market. *Journal of Housing Economics* 50, 101729. [[Crossref](#)]
44. Kinsey B. Bryant-Lees, Mary E. Kite. 2020. Evaluations of LGBT job applicants: consequences of applying "out". *Equality, Diversity and Inclusion: An International Journal* **ahead-of-print**:ahead-of-print. . [[Crossref](#)]
45. Sabine Glock, Hannah Kleen. 2020. Preservice teachers' attitudes, attributions, and stereotypes: Exploring the disadvantages of students from families with low socioeconomic status. *Studies in Educational Evaluation* 67, 100929. [[Crossref](#)]
46. Ricardo Nogales, Pamela Córdova, Manuel Urquidi. 2020. The impact of university reputation on employment opportunities: Experimental evidence from Bolivia. *The Economic and Labour Relations Review* 31:4, 524-542. [[Crossref](#)]
47. Jon Kleinberg, Jens Ludwig, Sendhil Mullainathan, Cass R. Sunstein. 2020. Algorithms as discrimination detectors. *Proceedings of the National Academy of Sciences* 117:48, 30096-30100. [[Crossref](#)]
48. Hannah Yared, Christine Grové, Denise Chapman. 2020. How does race play out in schools? A scoping review and thematic analysis of racial issues in Australian schools. *Social Psychology of Education* 23:6, 1505-1538. [[Crossref](#)]
49. Gaétan de Rassenfosse, Reza Hosseini. 2020. Discrimination against foreigners in the U.S. patent system. *Journal of International Business Policy* 3:4, 349-366. [[Crossref](#)]
50. Guido W. Imbens. 2020. Potential Outcome and Directed Acyclic Graph Approaches to Causality: Relevance for Empirical Practice in Economics. *Journal of Economic Literature* 58:4, 1129-1179. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
51. Regina Bateson. 2020. Strategic Discrimination. *Perspectives on Politics* 18:4, 1068-1087. [[Crossref](#)]
52. Connor M. Sheehan, Katrina M. Walsemann, Jennifer A. Ailshire. 2020. Race/ethnic differences in educational gradients in sleep duration and quality among U.S. adults. *SSM - Population Health* 12, 100685. [[Crossref](#)]
53. Ajit Dayanandan, Han Donker, John Nofsinger, Rashmi Prasad. 2020. Caste Primacy of Auditor Choice and Independence. *The International Journal of Accounting* 55:04, 2050017. [[Crossref](#)]
54. Michelangelo Landgrave. 2020. Can We Reduce Deception in Elite Field Experiments? Evidence from a Field Experiment with State Legislative Offices. *State Politics & Policy Quarterly* 20:4, 489-507. [[Crossref](#)]
55. Jürgen Gerhards, Julia Tuppatt. 2020. Gendered Pathways to Integration: Why Immigrants' Naming Practices Differ by the Child's Gender. *KZfSS Kölner Zeitschrift für Soziologie und Sozialpsychologie* 88. . [[Crossref](#)]

56. Shinjinee Chattopadhyay, Emily C. Bianchi. 2020. Does the Black/White Wage Gap Widen During Recessions?. *Work and Occupations* **78**, 073088842096814. [[Crossref](#)]
57. Juan Prieto-Rodríguez, Juan Gabriel Rodríguez, Rafael Salas. The Measurement of Wage Discrimination with Imperfect Information: A Finite Mixture Approach 187-204. [[Crossref](#)]
58. Alina Köchling, Shirin Riaz, Marius Claus Wehner, Katharina Simbeck. 2020. Highly Accurate, But Still Discriminatory. *Business & Information Systems Engineering* **44**. . [[Crossref](#)]
59. Peter Leasure, Gary Zhang. 2020. Women, Criminal Records, and Certificates of Relief: An Experimental Study. *Justice Evaluation Journal* **41**, 1-21. [[Crossref](#)]
60. Dafeng Xu, Yuxin Zhang. 2020. Identifying ethnic occupational segregation. *Journal of Population Economics* **122**. . [[Crossref](#)]
61. Emmitt Y. Riley, Clarissa Peterson. 2020. I Can't Breathe. *National Review of Black Politics* **1**:4, 496-515. [[Crossref](#)]
62. Brad Greenwood, Idris Adjerid, Corey M. Angst, Nathan L. Meikle. 2020. How Unbecoming of You: Online Experiments Uncovering Gender Biases in Perceptions of Ridesharing Performance. *Journal of Business Ethics* **2031979**. . [[Crossref](#)]
63. Peter Leasure, Robert J. Kaminski. 2020. The Impact of a Multiple Conviction Record on Hiring Outcomes. *Crime & Delinquency* **41**, 001112872097315. [[Crossref](#)]
64. Joshua Hailpern, Mark Huber, Ronald Calvo. 2020. How Impactful Is Presentation in Email? The Effect of Avatars and Signatures. *ACM Transactions on Interactive Intelligent Systems* **10**:3, 1-26. [[Crossref](#)]
65. Barbara A. Bliss, Joseph Engelberg, Mitch Warachka. 2020. Affiliation bias in the online market for rental accommodation. *Real Estate Economics* **45**. . [[Crossref](#)]
66. Akhlaq Ahmad. 2020. Does additional work experience moderate ethnic discrimination in the labour market?. *Economic and Industrial Democracy* **62**, 0143831X2096982. [[Crossref](#)]
67. Steven Shepherd, Ted Matherly. 2020. Racialization of peer-to-peer transactions: Inequality and barriers to legitimacy. *Journal of Consumer Affairs* **64**. . [[Crossref](#)]
68. Christopher K. Marshburn, Kevin J. Cochran, Elinor Flynn, Linda J. Levine. 2020. Workplace Anger Costs Women Irrespective of Race. *Frontiers in Psychology* **11**. . [[Crossref](#)]
69. Lincoln Quillian, John J Lee, Mariana Oliver. 2020. Evidence from Field Experiments in Hiring Shows Substantial Additional Racial Discrimination after the Callback. *Social Forces* **99**:2, 732-759. [[Crossref](#)]
70. Tiffany M. Trzebiatowski, Connie R. Wanberg, Karyn Dossinger. 2020. Unemployed Needn't Apply: Unemployment Status, Legislation, and Interview Requests. *Journal of Management* **46**:8, 1380-1407. [[Crossref](#)]
71. Peter Kuhn, Kailing Shen, Shuo Zhang. 2020. Gender-targeted job ads in the recruitment process: Facts from a Chinese job board. *Journal of Development Economics* **147**, 102531. [[Crossref](#)]
72. Lisa Buchter. 2020. Tell Me Your Story: How Recruitment Practices Implementing Affirmative Action Laws May Undermine the Laws' Goals. *Law & Social Inquiry* **45**:4, 902-934. [[Crossref](#)]
73. Brit Grosskopf, Graeme Pearce. 2020. Do You Mind Me Paying Less? Measuring Other-Regarding Preferences in the Market for Taxis. *Management Science* **66**:11, 5059-5074. [[Crossref](#)]
74. Kartik K. Ganju, Hilal Atasoy, Jeffery McCullough, Brad Greenwood. 2020. The Role of Decision Support Systems in Attenuating Racial Biases in Healthcare Delivery. *Management Science* **66**:11, 5171-5181. [[Crossref](#)]
75. Uri Simonsohn, Joseph P. Simmons, Leif D. Nelson. 2020. Specification curve analysis. *Nature Human Behaviour* **4**:11, 1208-1214. [[Crossref](#)]

76. Junwan Liu, Yinglu Song, Sai Yang. 2020. Gender disparities in the field of economics. *Scientometrics* **125**:2, 1477-1498. [[Crossref](#)]
77. Sheryll Namingit, William Blankenau, Benjamin Schwab. 2020. Sick and tell: A field experiment analyzing the effects of an illness-related employment gap on the callback rate. *Journal of Economic Behavior & Organization* . [[Crossref](#)]
78. Dana Kanze, Mark A. Conley, Tyler G. Okimoto, Damon J. Phillips, Jennifer Merluzzi. 2020. Evidence that investors penalize female founders for lack of industry fit. *Science Advances* **6**:48, eabd7664. [[Crossref](#)]
79. Manuel Denzer, Thorsten Schank, Richard Upward. 2020. Does the internet increase the job finding rate? Evidence from a period of expansion in internet use. *Information Economics and Policy* 100900. [[Crossref](#)]
80. Marie-Anne Valfort. 2020. Anti-Muslim discrimination in France: Evidence from a field experiment. *World Development* **135**, 105022. [[Crossref](#)]
81. Secil E. Ertorer, Jennifer Long, Melissa Fellin, Victoria M. Esses. 2020. Immigrant perceptions of integration in the Canadian workplace. *Equality, Diversity and Inclusion: An International Journal ahead-of-print:ahead-of-print*. . [[Crossref](#)]
82. Dara Kay Cohen, Connor Huff, Robert Schub. 2020. At War and at Home: The Consequences of US Women Combat Casualties. *Journal of Conflict Resolution* **71**, 002200272096495. [[Crossref](#)]
83. Ted Shore, Armen Tashchian, William R. Forrester. 2020. THE INFLUENCE OF RESUME QUALITY AND ETHNICITY CUES ON EMPLOYMENT DECISIONS. *Journal of Business Economics and Management* **22**:1, 61-76. [[Crossref](#)]
84. Samantha Bielen, Peter Grajzl, Wim Marneffe. 2020. Blame based on one's name? Extralegal disparities in criminal conviction and sentencing. *European Journal of Law and Economics* **41**. . [[Crossref](#)]
85. Crystal L. Hoyt, Brenten H. DeShields. 2020. How Social-Class Background Influences Perceptions of Political Leaders. *Political Psychology* **10**. . [[Crossref](#)]
86. . References 129-137. [[Crossref](#)]
87. Nazita Lajevardi. 2020. Access denied: exploring Muslim American representation and exclusion by state legislators. *Politics, Groups, and Identities* **8**:5, 957-985. [[Crossref](#)]
88. Akhlaq Ahmad. 2020. Ethnic discrimination against second-generation immigrants in hiring: empirical evidence from a correspondence test. *European Societies* **22**:5, 659-681. [[Crossref](#)]
89. Matthew Hayes, David Fortunato, Matthew V. Hibbing. 2020. Race-gender bias in white Americans' preferences for gun availability. *Journal of Public Policy* **81**, 1-17. [[Crossref](#)]
90. Giovanni Busetta, Maria Gabriella Campolo, Demetrio Panarello. 2020. The discrimination decomposition index: a new instrument to separate statistical and taste-based discrimination using first- and second-generation immigrants. *International Journal of Social Economics* **47**:12, 1577-1597. [[Crossref](#)]
91. Garrett A. Stone, Brandon Harris, Lauren N. Duffy, Billy Terry, Eric Layland, Dorothy L. Schmalz, Dana Kivel, Brandy Kelly-Pryor, Rasul Mowatt. 2020. Implicit Attitudes and the Challenge of Becoming a Reflexive Leisure Scholar. *Leisure Sciences* **94**, 1-17. [[Crossref](#)]
92. Sofia Bapna, Martin Ganco. 2020. Gender Gaps in Equity Crowdfunding: Evidence from a Randomized Field Experiment. *Management Science* . [[Crossref](#)]
93. J. Sebastian Leguizamon, Susane Leguizamon, Wesley Howden. 2020. Revisiting the Link Between Economic Distress, Race, and Domestic Violence. *Journal of Interpersonal Violence* **35**:19-20, 4141-4161. [[Crossref](#)]

94. Andreea I Alecu. 2020. Which doctors do we trust? A vignette experiment of how gender and ethnicity influence trust. *Ethnicities* 20:5, 939-958. [[Crossref](#)]
95. Sanford C. Goldberg. 2020. What we owe each other, epistemologically speaking: ethico-political values in social epistemology. *Synthese* 197:10, 4407-4423. [[Crossref](#)]
96. Daniel Mügge. 2020. Economic statistics as political artefacts. *Review of International Political Economy* 23, 1-22. [[Crossref](#)]
97. Bethany Shockley, Justin J. Gengler. 2020. Social identity and coethnic voting in the Middle East: Experimental evidence from Qatar. *Electoral Studies* 67, 102213. [[Crossref](#)]
98. Akhlaq Ahmad. 2020. Do Equal Qualifications Yield Equal Rewards for Immigrants in the Labour Market?. *Work, Employment and Society* 34:5, 826-843. [[Crossref](#)]
99. Yanbo Ge, Christopher R. Knittel, Don MacKenzie, Stephen Zoepf. 2020. Racial discrimination in transportation network companies. *Journal of Public Economics* 190, 104205. [[Crossref](#)]
100. Ryuko Kubota. 2020. Confronting Epistemological Racism, Decolonizing Scholarly Knowledge: Race and Gender in Applied Linguistics. *Applied Linguistics* 41:5, 712-732. [[Crossref](#)]
101. Ruta Yemane. 2020. Cumulative disadvantage? The role of race compared to ethnicity, religion, and non-white phenotype in explaining hiring discrimination in the U.S. labour market. *Research in Social Stratification and Mobility* 69, 100552. [[Crossref](#)]
102. Megan Evans, Barrett A. Lee. 2020. Neighborhood reputations as symbolic and stratifying mechanisms in the urban hierarchy. *Sociology Compass* 14:10, 1-15. [[Crossref](#)]
103. Michael Rochlitz, Evgeniya Mitrokhina, Irina Nizovkina. 2020. Bureaucratic discrimination in electoral authoritarian regimes: Experimental evidence from Russia. *European Journal of Political Economy* 101957. [[Crossref](#)]
104. Jinell Scott, Stephen Waite, Deborah Reede. 2020. Voluntary Employee Turnover: A Literature Review and Evidence-Based, User-Centered Strategies to Improve Retention. *Journal of the American College of Radiology* . [[Crossref](#)]
105. Gustavo Rincón Guerrero, Michelle Castrillón Córdoba, Nathaly Jiménez Montoya. 2020. Percepciones en el mercado laboral: dos caras de una misma moneda / Labor market perceptions: two sides of the same coin. *Religación. Revista de Ciencias Sociales y Humanidades* 5:25, 209-224. [[Crossref](#)]
106. David W. Mogk. 2020. The intersection of geoethics and diversity in the geosciences. *Geological Society, London, Special Publications* 60, SP508-2020-66. [[Crossref](#)]
107. Mustafa Bilgehan Ozturk, Aykut Berber. 2020. Racialised professionals' experiences of selective incivility in organisations: A multi-level analysis of subtle racism. *Human Relations* 2, 001872672095772. [[Crossref](#)]
108. Ryan Lavalley, Khalilah Robinson Johnson. 2020. Occupation, injustice, and anti-Black racism in the United States of America. *Journal of Occupational Science* 19, 1-13. [[Crossref](#)]
109. Barbara Brown Wilson. 2020. Disorientation as a Learning Objective: Applying Transformational Learning Theory in Participatory Action Pedagogy. *Journal of Planning Education and Research* 51, 0739456X2095638. [[Crossref](#)]
110. Kostanca Dhima. 2020. Do Elites Discriminate against Female Political Aspirants? Evidence from a Field Experiment. *Politics & Gender* 2, 1-32. [[Crossref](#)]
111. Wade Munroe. 2020. The challenge of heritability: genetic determinants of beliefs and their implications. *Inquiry* 63:8, 831-874. [[Crossref](#)]
112. Lisa Miracchi. 2020. A case for integrative epistemology. *Synthese* 23. . [[Crossref](#)]
113. Redzo Mujcic, Paul Frijters. 2020. The Colour of a Free Ride. *The Economic Journal* 115. . [[Crossref](#)]

114. Vonnice C. McLoyd, Samantha K. Hallman. 2020. Antecedents and Correlates of Adolescent Employment: Race as a Moderator of Psychological Predictors. *Youth & Society* 52:6, 871-893. [[Crossref](#)]
115. Peter Leasure, Tia Stevens Andersen. 2020. Race, Criminal Records, and Certificates of Relief: An Experimental Pilot Study. *Deviant Behavior* 41:9, 1065-1083. [[Crossref](#)]
116. Josep Maria Raya, Catia Nicodemo, Daniel McMillen. 2020. Does Juan Carlos or Nelson Obtain a Larger Price Cut in the Spanish Housing Market?. *Urban Affairs Review* 56:5, 1581-1604. [[Crossref](#)]
117. Tobias Theys, Stef Adriaenssens, Dieter Verhaest, Nick Deschacht, Sandra Rousseau. 2020. Disentangling language from ethnic preferences in the recruitment of domestic workers: A discrete choice experiment. *Journal of Business Research* 117, 144-151. [[Crossref](#)]
118. Lu Zhang, Caren B. Goldberg, Patrick F. McKay. 2020. From new hires to their supervisors: The influence of newcomer race/ethnicity on the leader-member exchange conveyance. *Journal of Occupational and Organizational Psychology* 93:3, 767-789. [[Crossref](#)]
119. J. Michelle Brock. 2020. Unfair inequality, governance and individual beliefs. *Journal of Comparative Economics* 48:3, 658-687. [[Crossref](#)]
120. Stephen Politzer-Ahles, Teresa Girolamo, Samantha Ghali. 2020. Preliminary evidence of linguistic bias in academic reviewing. *Journal of English for Academic Purposes* 47, 100895. [[Crossref](#)]
121. G. Cristina Mora, Tianna S. Paschel. 2020. Antiblackness as a Logic for Anti-Immigrant Resentment: Evidence From California. *Sociological Forum* 35:S1, 918-940. [[Crossref](#)]
122. Marcel Rosa-Salas, Isabel Flower. 2020. 'Worth more than just its weight in gold': Nameplate jewellery and the practice of oppositional respectability. *Journal of Marketing Management* 36:13-14, 1308-1337. [[Crossref](#)]
123. Ayush Agrawal, Chitwan Lalji, Debayan Pakrashi. 2020. He Has Gone to a Better Place, but She Has Not: Health Status of Hindu Widows in India. *The Journal of Development Studies* 104, 1-22. [[Crossref](#)]
124. Steven Pfaff, Charles Crabtree, Holger L. Kern, John B. Holbein. 2020. Do Street-Level Bureaucrats Discriminate Based on Religion? A Large-Scale Correspondence Experiment among American Public School Principals. *Public Administration Review* 113. . [[Crossref](#)]
125. Kai Chi Yam, Scott J. Reynolds, Scott S. Wiltermuth, Yajun Zhang. 2020. The benefits and perils of job candidates' signaling their morality in selection decisions. *Personnel Psychology* 89. . [[Crossref](#)]
126. Eddie Lucero, Jessica Trounstone, Jennifer M. Connolly, Casey Klofstad. 2020. A matter of life or death: How racial representation shapes compliance with city disaster preparedness orders. *Journal of Urban Affairs* 82, 1-18. [[Crossref](#)]
127. Gunn Elisabeth Birkelund, Lars E. F. Johannessen, Erik Børve Rasmussen, Jon Rogstad. 2020. Experience, stereotypes and discrimination. Employers' reflections on their hiring behavior. *European Societies* 22:4, 503-524. [[Crossref](#)]
128. Giovanni Busetta, Fabio Fiorillo, Giulio Palomba. 2020. The impact of attractiveness on job opportunities in Italy: a gender field experiment. *Economia Politica* 65. . [[Crossref](#)]
129. Parimal K. Bag, Bibhas Saha, Shiva Sikdar. 2020. Prejudice, bias and identity neutral policy. *Social Choice and Welfare* 15. . [[Crossref](#)]
130. Jamila Michener. 2020. Race, Politics, and the Affordable Care Act. *Journal of Health Politics, Policy and Law* 45:4, 547-566. [[Crossref](#)]
131. Mahesh Karra, Emma Sandoe. 2020. A polling experiment on public opinion on the future expansion of Medicare and Medicaid. *Health Services Research* 55:4, 578-586. [[Crossref](#)]

132. Jordan D. Dworkin, Kristin A. Linn, Erin G. Teich, Perry Zurn, Russell T. Shinohara, Danielle S. Bassett. 2020. The extent and drivers of gender imbalance in neuroscience reference lists. *Nature Neuroscience* **23**:8, 918-926. [[Crossref](#)]
133. Adam Storer, Daniel Schneider, Kristen Harknett. 2020. What Explains Racial/Ethnic Inequality in Job Quality in the Service Sector?. *American Sociological Review* **85**:4, 537-572. [[Crossref](#)]
134. Attakrit Leckcivilize, Alexander Straub. 2020. Your wingman could help you land a job: How beauty composition of applicants affects the call-back probability. *Labour Economics* **65**, 101857. [[Crossref](#)]
135. Patrick Button, Brigham Walker. 2020. Employment discrimination against Indigenous Peoples in the United States: Evidence from a field experiment. *Labour Economics* **65**, 101851. [[Crossref](#)]
136. Caitlin Kuhlman, Elke Rundensteiner. 2020. Rank aggregation algorithms for fair consensus. *Proceedings of the VLDB Endowment* **13**:12, 2706-2719. [[Crossref](#)]
137. Rolando Gonzales Martínez, Gabriela Aguilera-Lizarazu, Andrea Rojas-Hosse, Patricia Aranda Blanco. 2020. The interaction effect of gender and ethnicity in loan approval: A Bayesian estimation with data from a laboratory field experiment. *Review of Development Economics* **24**:3, 726-749. [[Crossref](#)]
138. David E. Broockman, Evan J. Soltas. 2020. A natural experiment on discrimination in elections. *Journal of Public Economics* **188**, 104201. [[Crossref](#)]
139. Rita Sobczyk, Rosa Soriano-Miras, Andrés Caballero-Calvo. 2020. Procesos de construcción identitaria y desafíos del antiesencialismo analítico. *Sociologías* **22**:54, 202-229. [[Crossref](#)]
140. Dimitri Landa, Dominik Duell. 2020. Strategic Discrimination in Hierarchies. *The Journal of Politics* . [[Crossref](#)]
141. Daniela Huppenkothen, Brian McFee, Laura Norén. 2020. Entrophy your cohort: A transparent method for diverse cohort selection. *PLOS ONE* **15**:7, e0231939. [[Crossref](#)]
142. Tamar Kricheli Katz, Tali Regev, Shay Lavie, Haggai Porat, Ronen Avraham. 2020. Those who tan and those who don't: A natural experiment on colorism. *PLOS ONE* **15**:7, e0235438. [[Crossref](#)]
143. Myrtle P. Bell. 2020. Anti-blackness, surface-level diversity continues to matter: what must we do?. *Equality, Diversity and Inclusion: An International Journal* **39**:7, 749-759. [[Crossref](#)]
144. Mattie Mackenzie-Liu, David J. Schwegman, Leonard M. Lopoo. 2020. Do Foster Care Agencies Discriminate Against Gay Couples? Evidence from a Correspondence Study. *Journal of Policy Analysis and Management* **85** . [[Crossref](#)]
145. Oscar Holmes IV. 2020. Police brutality and four other ways racism kills Black people. *Equality, Diversity and Inclusion: An International Journal* **39**:7, 803-809. [[Crossref](#)]
146. Simon Howard, Alex M. Borgella. 2020. Are Adewale and Ngochi more employable than Jamal and Lakeisha? The influence of nationality and ethnicity cues on employment-related evaluations of Blacks in the United States. *The Journal of Social Psychology* **160**:4, 509-519. [[Crossref](#)]
147. Jody Heymann, Bijetri Bose, Willetta Waisath, Amy Raub, Michael McCormack. 2020. Legislative approaches to nondiscrimination at work: a comparative analysis across 13 groups in 193 countries. *Equality, Diversity and Inclusion: An International Journal* **ahead-of-print**:ahead-of-print. . [[Crossref](#)]
148. Woo Chang Kang, Emily Look. 2020. Inequality and attitudes toward immigration: the native-immigrant gap in Australia. *Australian Journal of Political Science* **55**:3, 257-275. [[Crossref](#)]
149. Sarina Rhinehart. 2020. Mentoring the Next Generation of Women Candidates: A Field Experiment of State Legislators. *American Politics Research* **48**:4, 492-505. [[Crossref](#)]
150. Nicholas Hill, Marc Remer. 2020. RACE AND EMPLOYMENT OUTCOMES: EVIDENCE FROM NBA COACHES. *Economic Inquiry* **58**:3, 1469-1486. [[Crossref](#)]
151. Ana Maria Diaz, Luz Magdalena Salas. 2020. Do firms redline workers?. *Regional Science and Urban Economics* **83**, 103541. [[Crossref](#)]

152. Michael Dalton, Peter Landry. 2020. 'Overattention' to first-hand experience in hiring decisions: Evidence from professional basketball. *Journal of Economic Behavior & Organization* 175, 98-113. [[Crossref](#)]
153. Martin Abel, Rulof Burger, Patrizio Piraino. 2020. The Value of Reference Letters: Experimental Evidence from South Africa. *American Economic Journal: Applied Economics* 12:3, 40-71. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
154. Nina Sirola. 2020. Individuals' Responses to Economic Cycles: Organizational Relevance and a Multilevel Theoretical Integration. *Academy of Management Annals* 14:2, 451-473. [[Crossref](#)]
155. Noé M. Wiener. 2020. Labor Market Segmentation and Immigrant Competition: A Quantal Response Statistical Equilibrium Analysis. *Entropy* 22:7, 742. [[Crossref](#)]
156. Helmut M. Dietl, Carlos Gomez-Gonzalez, Paolo Moretti, Cornel Nesseler. 2020. Does persistence pay off? Accessing social activities with a foreign-sounding name. *Applied Economics Letters* 1-5. [[Crossref](#)]
157. Andrés Villarreal, Stanley R Bailey. 2020. The Endogeneity of Race: Black Racial Identification and Men's Earnings in Mexico. *Social Forces* 98:4, 1744-1772. [[Crossref](#)]
158. Salman Bahoo, Ilan Alon, Josanco Floreani. 2020. Corruption in economics: a bibliometric analysis and research agenda. *Applied Economics Letters* 13, 1-14. [[Crossref](#)]
159. Emmanuel Duguet, David Gray, Yannick L'Horty, Loïc Parquet, Pascale Petit. 2020. Labour market effects of urban riots: An experimental assessment. *Papers in Regional Science* 99:3, 787-806. [[Crossref](#)]
160. Letisha Engracia Cardoso Brown. 2020. Eat to Live, Don't Live to Eat: Black Men, Masculinity, Faith and Food. *International Journal of Environmental Research and Public Health* 17:12, 4264. [[Crossref](#)]
161. David A. F. Haaga. 2020. Need for viewpoint diversity in clinical psychology. *Clinical Psychology: Science and Practice* 27:2. . [[Crossref](#)]
162. Larisa Stanila, Maria Denisa Vasilescu, Eva Militaru. 2020. Investigating Labor Market Discrimination in Romania. *Sustainability* 12:12, 4983. [[Crossref](#)]
163. Clémence Berson, Morgane Laouénan, Emmanuel Valat. 2020. Outsourcing recruitment as a solution to prevent discrimination: A correspondence study. *Labour Economics* 64, 101838. [[Crossref](#)]
164. Nazita Lajevardi. Outsiders at Home 6, . [[Crossref](#)]
165. Eva Derous, Hannah-Hanh D. Nguyen, Ann Marie Ryan. 2020. Reducing ethnic discrimination in resume-screening: a test of two training interventions. *European Journal of Work and Organizational Psychology* 73, 1-15. [[Crossref](#)]
166. Alain Cohn, Michel André Maréchal, Frédéric Schneider, Roberto A Weber. 2020. Frequent Job Changes can Signal Poor Work Attitude and Reduce Employability. *Journal of the European Economic Association* 60. . [[Crossref](#)]
167. Jorge Mejia, Chris Parker. 2020. When Transparency Fails: Bias and Financial Incentives in Ridesharing Platforms. *Management Science* . [[Crossref](#)]
168. Keon West. 2020. Interethnic Bias in Willingness to Engage in Casual Sex Versus Committed Relationships. *The Journal of Sex Research* 57:4, 409-420. [[Crossref](#)]
169. Joshua Mugg. 2020. How Not to Deal with the Tragic Dilemma. *Social Epistemology* 34:3, 253-264. [[Crossref](#)]
170. Samuel E. DeWitt, Megan Denver. 2020. Criminal Records, Positive Employment Credentials, and Race. *Journal of Research in Crime and Delinquency* 57:3, 333-368. [[Crossref](#)]
171. Raj Chetty, Nathaniel Hendren, Maggie R Jones, Sonya R Porter. 2020. Race and Economic Opportunity in the United States: an Intergenerational Perspective*. *The Quarterly Journal of Economics* 135:2, 711-783. [[Crossref](#)]

172. EUGENE SOLTES. 2020. Paper Versus Practice: A Field Investigation of Integrity Hotlines. *Journal of Accounting Research* **58**:2, 429-472. [[Crossref](#)]
173. Tagart Cain Sobotka, Sheridan A. Stewart. 2020. Stereotyping and the opioid epidemic: A conjoint analysis. *Social Science & Medicine* 113018. [[Crossref](#)]
174. Ran Abramitzky, Leah Boustan, Katherine Eriksson, Stephanie Hao. 2020. Discrimination and the Returns to Cultural Assimilation in the Age of Mass Migration. *AEA Papers and Proceedings* **110**, 340-346. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
175. Marianne Bertrand. 2020. Gender in the Twenty-First Century. *AEA Papers and Proceedings* **110**, 1-24. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
176. Mitchell R. Campbell, Markus Brauer. 2020. Incorporating Social-Marketing Insights Into Prejudice Research: Advancing Theory and Demonstrating Real-World Applications. *Perspectives on Psychological Science* **15**:3, 608-629. [[Crossref](#)]
177. Doris Weichselbaumer. 2020. Multiple Discrimination against Female Immigrants Wearing Headscarves. *ILR Review* **73**:3, 600-627. [[Crossref](#)]
178. Uwe Dulleck, Jonas Fooker, Yumei He. 2020. Hukou Status and Individual-Level Labor Market Discrimination: An Experiment in China. *ILR Review* **73**:3, 628-649. [[Crossref](#)]
179. Zhiyu Feng, Yukun Liu, Zhen Wang, Krishna Savani. 2020. Let's choose one of each: Using the partition dependence effect to increase diversity in organizations. *Organizational Behavior and Human Decision Processes* **158**, 11-26. [[Crossref](#)]
180. Raymundo M. Campos-Vazquez, Eva Gonzalez. 2020. Obesity and hiring discrimination. *Economics & Human Biology* **37**, 100850. [[Crossref](#)]
181. Edward Cartwright, Myrna Wooders. 2020. Own experience bias in evaluating the efforts of others. *Journal of Economic Behavior & Organization* **173**, 164-178. [[Crossref](#)]
182. Jack C. Collins, Megan MacKenzie, Carl R. Schneider, Betty B. Chaar, Rebekah J. Moles. 2020. A mixed-method simulated patient approach to explore implicit bias in health care: A feasibility study in community pharmacy. *Research in Social and Administrative Pharmacy* **8**. [[Crossref](#)]
183. Jürgen Gerhards, Tim Sawert, Julia Tuppatt. 2020. Reversing the symbolic order of discrimination: results from a field experiment on the discrimination of migrants and transgender people in theatre. *Journal of Ethnic and Migration Studies* **42**, 1-19. [[Crossref](#)]
184. Lori Foster, Telma Viale. Sustainability as a Driver of Organizational Change 583-618. [[Crossref](#)]
185. Abu Bakkar Siddique. 2020. Identity-based Earning Discrimination among Chinese People. *IZA Journal of Development and Migration* **11**:1. [[Crossref](#)]
186. Miriam E. Van Dyke, Nicole Kau'i Baumhofer, Natalie Slopen, Mahasin S. Mujahid, Cheryl R. Clark, David R. Williams, Tené T. Lewis. 2020. Pervasive Discrimination and Allostatic Load in African American and White Adults. *Psychosomatic Medicine* **82**:3, 316-323. [[Crossref](#)]
187. Lena Hipp. 2020. Do Hiring Practices Penalize Women and Benefit Men for Having Children? Experimental Evidence from Germany. *European Sociological Review* **36**:2, 250-264. [[Crossref](#)]
188. Emma McClure, Regina Rini. 2020. Microaggression: Conceptual and scientific issues. *Philosophy Compass* **15**:4. [[Crossref](#)]
189. Timothy L. Michaelis, Jeffrey M. Pollack, Paul Mulvey, Beth M. Ritter, Jon C. Carr. 2020. Gender Bias and Venture Funding: Discussing Bias in the Entrepreneurship Classroom. *Entrepreneurship Education and Pedagogy* **3**:2, 154-181. [[Crossref](#)]
190. John P. Bumpus, Zimife Umeh, Angel L. Harris. 2020. Social Class and Educational Attainment: Do Blacks Benefit Less from Increases in Parents' Social Class Status?. *Sociology of Race and Ethnicity* **6**:2, 223-241. [[Crossref](#)]

191. Joshua Ballance, Robert Clifford, Daniel Shoag. 2020. “No more credit score”: Employer credit check bans and signal substitution. *Labour Economics* **63**, 101769. [[Crossref](#)]
192. Luz Azlor, Anna Piil Damm, Marie Louise Schultz-Nielsen. 2020. Local labour demand and immigrant employment. *Labour Economics* **63**, 101808. [[Crossref](#)]
193. David Wozniak, Timothy MacNeill. 2020. Racial discrimination in the lab: Evidence of statistical and taste-based discrimination. *Journal of Behavioral and Experimental Economics* **85**, 101512. [[Crossref](#)]
194. . The Production of Knowledge **20**, . [[Crossref](#)]
195. Kim Stephens, Richard L. Baskerville. 2020. The impact of implicit bias on business-to-business marketing. *Journal of Business & Industrial Marketing* **35**:10, 1517-1525. [[Crossref](#)]
196. Pearl K. Ford Dowe, Sekou M. Franklin, Niambi M. Carter. 2020. Policy symmetry and cross-racial linked fate in the early years of the Obama presidency. *Politics, Groups, and Identities* **8**:2, 248-274. [[Crossref](#)]
197. Mackenzie S. Kirkman, Debra L. Oswald. 2020. Is it just me, or was that sexist? The role of sexism type and perpetrator race in identifying sexism. *The Journal of Social Psychology* **160**:2, 236-247. [[Crossref](#)]
198. Michaël Aklin, Chao-Yo Cheng, Johannes Urpelainen. 2020. Inequality in policy implementation: caste and electrification in rural India. *Journal of Public Policy* **42**, 1-29. [[Crossref](#)]
199. Tyler J VanderWeele. 2020. Invited Commentary: Counterfactuals in Social Epidemiology—Thinking Outside of “the Box”. *American Journal of Epidemiology* **189**:3, 175-178. [[Crossref](#)]
200. Andre Comandon, Paul Ong. 2020. South Los Angeles Since the 1960s: Race, Place, and Class. *The Review of Black Political Economy* **47**:1, 50-74. [[Crossref](#)]
201. Alain Lacroux, Christelle Martin-Lacroux. 2020. Anonymous résumés: An effective preselection method?. *International Journal of Selection and Assessment* **28**:1, 98-111. [[Crossref](#)]
202. Xiaodong Fan, Jed DeVaro. 2020. Job Hopping and Adverse Selection in the Labor Market. *The Journal of Law, Economics, and Organization* **36**:1, 84-138. [[Crossref](#)]
203. Ran Abramitzky, Leah Boustan, Katherine Eriksson. 2020. Do Immigrants Assimilate More Slowly Today than in the Past?. *American Economic Review: Insights* **2**:1, 125-141. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
204. Michael Ewens, Richard R. Townsend. 2020. Are early stage investors biased against women?. *Journal of Financial Economics* **135**:3, 653-677. [[Crossref](#)]
205. Ruomeng Cui, Jun Li, Dennis J. Zhang. 2020. Reducing Discrimination with Reviews in the Sharing Economy: Evidence from Field Experiments on Airbnb. *Management Science* **66**:3, 1071-1094. [[Crossref](#)]
206. Eliot L. Sherman. 2020. Discretionary Remote Working Helps Mothers Without Harming Non-mothers: Evidence from a Field Experiment. *Management Science* **66**:3, 1351-1374. [[Crossref](#)]
207. Alessandro Acquisti, Christina Fong. 2020. An Experiment in Hiring Discrimination via Online Social Networks. *Management Science* **66**:3, 1005-1024. [[Crossref](#)]
208. Nekeisha Spencer, Mikhail-Ann Urquhart, Patrice Whitely. 2020. Class Discrimination? Evidence from Jamaica: A Racially Homogeneous Labor Market. *Review of Radical Political Economics* **52**:1, 77-95. [[Crossref](#)]
209. Stijn M.J. van Osselaer, Christoph Fuchs, Martin Schreier, Stefano Puntoni. 2020. The Power of Personal. *Journal of Retailing* **96**:1, 88-100. [[Crossref](#)]
210. Jesper N. Wulff, Anders R. Villadsen. 2020. Are Survey Experiments as Valid as Field Experiments in Management Research? An Empirical Comparison Using the Case of Ethnic Employment Discrimination. *European Management Review* **17**:1, 347-356. [[Crossref](#)]

211. Tanmoy Majilla, Matthias Rieger. 2020. Gray University Degrees: Experimental Evidence from India. *Education Finance and Policy* 15:2, 292-309. [[Crossref](#)]
212. Conrad Ziller, Boris Heizmann. 2020. Economic conditions and native-immigrant asymmetries in generalized social trust. *Social Science Research* 87, 102399. [[Crossref](#)]
213. Darryl L. Jones II. 2020. Minority Report. *Journal of Bodies, Sexualities, and Masculinities* 1:1, 60-79. [[Crossref](#)]
214. Conor Lennon. 2020. How Do Online Degrees Affect Labor Market Prospects? Evidence from a Correspondence Audit Study. *ILR Review* 7, 001979391989994. [[Crossref](#)]
215. Matthew J. Witry, Barbara J. St. Marie, Brahmendra Reddy Viyyuri, Paul D. Windschitl. 2020. Factors Influencing Judgments to Consult Prescription Monitoring Programs: A Factorial Survey Experiment. *Pain Management Nursing* 21:1, 48-56. [[Crossref](#)]
216. Naomi F. Sugie, Noah D. Zatz, Dallas Augustine. 2020. Employer aversion to criminal records: An experimental study of mechanisms. *Criminology* 58:1, 5-34. [[Crossref](#)]
217. Robert Stewart, Christopher Uggen. 2020. Criminal records and college admissions: A modified experimental audit. *Criminology* 58:1, 156-188. [[Crossref](#)]
218. Adia Harvey Wingfield, Koji Chavez. 2020. Getting In, Getting Hired, Getting Sideways Looks: Organizational Hierarchy and Perceptions of Racial Discrimination. *American Sociological Review* 85:1, 31-57. [[Crossref](#)]
219. Sebastian E. Wenz, Kerstin Hoenig. 2020. Ethnic and social class discrimination in education: Experimental evidence from Germany. *Research in Social Stratification and Mobility* 65, 100461. [[Crossref](#)]
220. Valentina Di Stasio, Bram Lancee. 2020. Understanding why employers discriminate, where and against whom: The potential of cross-national, factorial and multi-group field experiments. *Research in Social Stratification and Mobility* 65, 100463. [[Crossref](#)]
221. Flavia Fossati, Fabienne Liechti, Daniel Auer. 2020. Can signaling assimilation mitigate hiring discrimination? Evidence from a survey experiment. *Research in Social Stratification and Mobility* 65, 100462. [[Crossref](#)]
222. Felipe A. Dias. 2020. How skin color, class status, and gender intersect in the labor market: Evidence from a field experiment. *Research in Social Stratification and Mobility* 65, 100477. [[Crossref](#)]
223. Mahmood Arai, Marie Gartell, Magnus Rödin, Gülay Özcan. 2020. Ethnic Stereotypes and Entry into Labor Market Programs. *ILR Review* 41, 001979391989993. [[Crossref](#)]
224. M. Elizabeth Barnes, Jasmine M. Truong, Daniel Z. Grunspan, Sara E. Brownell. 2020. Are scientists biased against Christians? Exploring real and perceived bias against Christians in academic biology. *PLOS ONE* 15:1, e0226826. [[Crossref](#)]
225. Tong Wang, Sheng Zhao, Xin Shen. 2020. Why does regional information matter? evidence from peer-to-peer lending. *The European Journal of Finance* 115, 1-21. [[Crossref](#)]
226. Mikki Hebl, Shannon K. Cheng, Linnea C. Ng. 2020. Modern Discrimination in Organizations. *Annual Review of Organizational Psychology and Organizational Behavior* 7:1, 257-282. [[Crossref](#)]
227. Renuka Tipirneni, John Z. Ayanian, Minal R. Patel, Edith C. Kieffer, Matthias A. Kirch, Corey Bryant, Jeffrey T. Kullgren, Sarah J. Clark, Sunghee Lee, Erica Solway, Tammy Chang, Adrienne N. Haggins, Jamie Luster, Erin Beathard, Susan D. Goold. 2020. Association of Medicaid Expansion With Enrollee Employment and Student Status in Michigan. *JAMA Network Open* 3:1, e1920316. [[Crossref](#)]
228. Peter Norlander, Geoffrey C. Ho, Margaret Shih, Daniel J. Walters, Todd L. Pittinsky. 2020. The Role of Psychological Stigmatization in Unemployment Discrimination. *Basic and Applied Social Psychology* 42:1, 29-49. [[Crossref](#)]

229. Zoltan L. Hajnal. Dangerously Divided 57, . [[Crossref](#)]
230. Tameka Williams, Daniel K. Pryce, Tyler Clark, Hydeia Wilfong. 2020. The Benefits of Criminal Justice Internships at a Historically Black University: An Analysis of Site Supervisors' Evaluations of Interns' Professional Development. *Journal of Criminal Justice Education* 31:1, 124-140. [[Crossref](#)]
231. Keith B. Wilson, Jenelle S. Pitt, Malik A. Raheem, Carrie L. Acklin, José M. Wilson. Multicultural Counseling Competencies 1568-1585. [[Crossref](#)]
232. Hewan Girma. 2020. Black Names, Immigrant Names: Navigating Race and Ethnicity Through Personal Names. *Journal of Black Studies* 51:1, 16-36. [[Crossref](#)]
233. Evgenia Gorina, Trang Hoang. 2020. Pension Reforms and Public Sector Turnover. *Journal of Public Administration Research and Theory* 30:1, 96-112. [[Crossref](#)]
234. Magali Fassiotto, Sabine C. Girod. How to Recognize and Address Unconscious Bias 233-241. [[Crossref](#)]
235. Sharonne N. Hayes, John H. Noseworthy, Gianrico Farrugia. 2020. A Structured Compensation Plan Results in Equitable Physician Compensation. *Mayo Clinic Proceedings* 95:1, 35-43. [[Crossref](#)]
236. Brittany Dernberger, Joanna Pepin. 2020. Gender Flexibility, but not Equality: Young Adults' Division of Labor Preferences. *Sociological Science* 7, 36-56. [[Crossref](#)]
237. Emily A. Beam, Joshua Hyman, Caroline Theoharides. 2020. The Relative Returns to Education, Experience, and Attractiveness for Young Workers. *Economic Development and Cultural Change* 68:2, 391-428. [[Crossref](#)]
238. Felix Danbold, Corinne Bendersky. 2020. Balancing Professional Prototypes Increases the Valuation of Women in Male-Dominated Professions. *Organization Science* 31:1, 119-140. [[Crossref](#)]
239. Jimmy R. Ellis, Seth Gershenson. 2020. Gender, peer advising, and college success. *Labour Economics* 62, 101775. [[Crossref](#)]
240. Pedro Carneiro, Sokbae Lee, Hugo Reis. 2020. Please call me John: Name choice and the assimilation of immigrants in the United States, 1900–1930. *Labour Economics* 62, 101778. [[Crossref](#)]
241. Julie Posselt, Theresa E. Hernandez, Cynthia D. Villarreal, Aireale J. Rodgers, Lauren N. Irwin. Evaluation and Decision Making in Higher Education 1-63. [[Crossref](#)]
242. Juan-Maria Gallego. Cultivating Cultural Self-Awareness 65-93. [[Crossref](#)]
243. Albert Cheng, Laura Florick. 2020. The Value of Study Abroad Experience in the Labor Market: Findings from a Resume Audit Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
244. Casey Boyd-Swan, Chris M. Herbst. 2020. Influence of quality credentialing programs on teacher characteristics in center-based early care and education settings. *Early Childhood Research Quarterly* 51, 352-365. [[Crossref](#)]
245. Julie Posselt, Theresa E. Hernandez, Cynthia D. Villarreal, Aireale J. Rodgers, Lauren N. Irwin. Evaluation and Decision Making in Higher Education 453-515. [[Crossref](#)]
246. Tillmann Nett, Angela Dorrough, Marc Jekel, Andreas Glöckner. 2020. Perceived Biological and Social Characteristics of a Representative Set of German First Names. *Social Psychology* 51:1, 17-34. [[Crossref](#)]
247. Aliza Luft. 2020. Theorizing Moral Cognition: Culture in Action, Situations, and Relationships. *Socius: Sociological Research for a Dynamic World* 6, 237802312091612. [[Crossref](#)]
248. Ines Black, Sharique Hasan, Rembrand Koning. 2020. Hunting for Talent: Firm-Driven Labor Market Search in America. *SSRN Electronic Journal* . [[Crossref](#)]
249. Sasha Johfre. 2020. What Age Is in a Name?. *Sociological Science* 7, 367-390. [[Crossref](#)]
250. Adia Harvey Wingfield. When Passion Serves a Purpose: Race, Social Networks, and Countering Occupational Discrimination 183-197. [[Crossref](#)]

251. Sher Afghan Asad, Ritwik Banerjee, Joydeep Bhattacharya. 2020. Do Workers Discriminate against Their Out-Group Employers? Evidence from the Gig Economy. *SSRN Electronic Journal* . [\[Crossref\]](#)
252. Tolulope Olarewaju, Temitayo Olarewaju. Ethnic Poverty: Causes, Implications, and Solutions 1-13. [\[Crossref\]](#)
253. Subrato Banerjee. Race Discrimination: Evolution and Economic Impact 1-11. [\[Crossref\]](#)
254. D. Alex Hughes, Micah Gell-Redman, Charles Crabtree, Natarajan Krishnaswami, Diana Rodenberger, Guillermo Monge. 2020. Persistent Bias Among Local Election Officials. *Journal of Experimental Political Science* 7:3, 179-187. [\[Crossref\]](#)
255. Anja Lambrecht, Catherine E. Tucker. 2020. Apparent Algorithmic Bias and Algorithmic Learning. *SSRN Electronic Journal* . [\[Crossref\]](#)
256. Mogens Fosgerau, Rajiv Sethi, Jorgen W. Weibull. 2020. Categorical Screening with Rational Inattention. *SSRN Electronic Journal* . [\[Crossref\]](#)
257. Lisa Fairbrother. Native-Speakerism and Nihonjinron in Japanese Higher Education Policy and Related Hiring Practices: A Focus on the Japanese "Top Global Universities" Project 47-68. [\[Crossref\]](#)
258. Samuel Bazzi, Martin Fiszbein, Mesay Gebresilas. 2020. Frontier Culture: The Roots and Persistence of "Rugged Individualism" in the United States. *Econometrica* 88:6, 2329-2368. [\[Crossref\]](#)
259. Amanda Y. Agan, Sonja B. Starr. 2020. Employer Neighborhoods and Racial Discrimination. *SSRN Electronic Journal* . [\[Crossref\]](#)
260. Lindsey M. Cole, Keisha April, Rick J. Trinkner. The Black and White Reality: Historical and Post-Ferguson Era Perspectives on Public Attitudes Toward the Police 267-299. [\[Crossref\]](#)
261. Guha Balakrishnan, Yuanjun Xiong, Wei Xia, Pietro Perona. Towards Causal Benchmarking of Bias in Face Analysis Algorithms 547-563. [\[Crossref\]](#)
262. S. Michael Gaddis, Raj Ghoshal. 2020. Searching for a Roommate: A Correspondence Audit Examining Racial/Ethnic and Immigrant Discrimination among Millennials. *Socius: Sociological Research for a Dynamic World* 6, 237802312097228. [\[Crossref\]](#)
263. Jamillah Williams, Jonathan Cox. 2020. Diversity Narratives: How Color-blindness Shapes Diversity Beliefs and Actions in the U.S. Workplace. *SSRN Electronic Journal* . [\[Crossref\]](#)
264. Bryan C. McCannon, Corey Williams. 2020. Do Elections Encourage Public Actors to be More Responsive?. *SSRN Electronic Journal* . [\[Crossref\]](#)
265. Apoorva Goel, Richa Awasthy. Are Video Resumes Preferred by Job Applicants? Information Technology in Recruitment 138-149. [\[Crossref\]](#)
266. Rachel Flam, Jeremiah Green, Joshua A. Lee, Nathan Y. Sharp. 2020. A Level Playing Field? Empirical Evidence That Ethnic Minority Analysts Face Unequal Access to Corporate Managers. *SSRN Electronic Journal* . [\[Crossref\]](#)
267. Nathan Barrymore, Cristian L. Dezso, Benjamin King. 2020. Can Sponsorship Address Women's Underrepresentation in Senior Management? Experimental Evidence on Gender Differences in Sponsoring Behavior. *SSRN Electronic Journal* . [\[Crossref\]](#)
268. David Ong, Man Xie, Junsen Zhang. 2020. The College Admissions Contribution to the Labor Market Beauty Premium. *SSRN Electronic Journal* . [\[Crossref\]](#)
269. Romain Boulongne, Rodolphe Durand, Caroline Flammer. 2020. Impact Investing and the Fostering of Entrepreneurship in Disadvantaged Urban Areas: Evidence from Microdata in French Banlieues. *SSRN Electronic Journal* . [\[Crossref\]](#)
270. André Salata. 2020. Race, Class and Income Inequality in Brazil: A Social Trajectory Analysis. *Dados* 63:3. . [\[Crossref\]](#)
271. 2020. OUP accepted manuscript. *Oxford Review Of Economic Policy* . [\[Crossref\]](#)

272. 2020. OUP accepted manuscript. *Oxford Review Of Economic Policy* . [[Crossref](#)]
273. Martin F. Hellwig. 2020. Incomplete-Information Games in Large Populations with Anonymity. *SSRN Electronic Journal* **87**. . [[Crossref](#)]
274. Blair Schneider, Mary Anne Holmes. Science behind Bias 51-71. [[Crossref](#)]
275. Fred E. Markowitz, Jeffrey Syverson. 2019. Race, Gender, and Homelessness Stigma: Effects of Perceived Blameworthiness and Dangerousness. *Deviant Behavior* **37**, 1-12. [[Crossref](#)]
276. Lynette Yarger, Fay Cobb Payton, Bikalpa Neupane. 2019. Algorithmic equity in the hiring of underrepresented IT job candidates. *Online Information Review* **44**:2, 383-395. [[Crossref](#)]
277. Ruud Koopmans, Susanne Veit, Ruta Yemane. 2019. Taste or statistics? A correspondence study of ethnic, racial and religious labour market discrimination in Germany. *Ethnic and Racial Studies* **42**:16, 233-252. [[Crossref](#)]
278. Andrew Cho, Sopang “Pang” Men. Navigating Weird Comments, Stereotypes, and Microaggressions as Southeast Asian American Faculty at a Predominantly White Community College 57-69. [[Crossref](#)]
279. Casey Dougal, Pengjie Gao, William J. Mayew, Christopher A. Parsons. 2019. What’s in a (school) name? Racial discrimination in higher education bond markets. *Journal of Financial Economics* **134**:3, 570-590. [[Crossref](#)]
280. Peter Leasure. 2019. Misdemeanor Records and Employment Outcomes: An Experimental Study. *Crime & Delinquency* **65**:13, 1850-1872. [[Crossref](#)]
281. Leah M. Backhus, Jacques Kpodonu, Jennifer C. Romano, Glenn J. Pelletier, Ourania Preventza, David T. Cooke. 2019. An Exploration of Myths, Barriers, and Strategies for Improving Diversity Among STS Members. *The Annals of Thoracic Surgery* **108**:6, 1617-1624. [[Crossref](#)]
282. Brecht Neyt, Sarah Vandenbulcke, Stijn Baert. 2019. Are men intimidated by highly educated women? Undercover on Tinder. *Economics of Education Review* **73**, 101914. [[Crossref](#)]
283. Kaivan Munshi. 2019. Caste and the Indian Economy. *Journal of Economic Literature* **57**:4, 781-834. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
284. Matthew D. Bucknor, Javier E. Villanueva-Meyer, Vishal Kumar, Jason F. Talbott, Susan D. Wall, Christine M. Glastonbury, William P. Dillon, Ronald L. Arenson, Mark W. Wilson, Christopher P. Hess. 2019. Diversity and Inclusion Efforts in University of California, San Francisco Radiology: Reflections on 3 Years of Pipeline, Selection, and Education Initiatives. *Journal of the American College of Radiology* **16**:12, 1716-1719. [[Crossref](#)]
285. Taiyi Sun. 2019. Deliberate Differentiation by the Chinese State: Outsourcing Responsibility for Governance. *The China Quarterly* **240**, 880-905. [[Crossref](#)]
286. Amanda L. Sullivan, Shanna Sadeh, Alaa K. Hourii. 2019. Are school psychologists’ special education eligibility decisions reliable and unbiased?: A multi-study experimental investigation. *Journal of School Psychology* **77**, 90-109. [[Crossref](#)]
287. Amanda Gaulke, Hugh Cassidy, Sheryll Namingit. 2019. The effect of post-baccalaureate business certificates on job search: Results from a correspondence study. *Labour Economics* **61**, 101759. [[Crossref](#)]
288. Kathryn M. Kroeper, Katherine Muenks, Mary C. Murphy. 2019. Marriage Equality: On the Books and on the Ground? An Experimental Audit Study of Beliefs and Behavior towards Same-Sex and Interracial Couples in the Wedding Industry . *Analyses of Social Issues and Public Policy* **19**:1, 50-77. [[Crossref](#)]
289. Anya Marchenko. 2019. The impact of host race and gender on prices on Airbnb. *Journal of Housing Economics* **46**, 101635. [[Crossref](#)]
290. Aman Yadav, Christopher Seals. 2019. Taking the next step: supporting postdocs to develop an independent path in academia. *International Journal of STEM Education* **6**:1. . [[Crossref](#)]

291. Eva O. Arceo-Gomez, Raymundo M. Campos-Vazquez. 2019. Double Discrimination: Is Discrimination in Job Ads Accompanied by Discrimination in Callbacks?. *Journal of Economics, Race, and Policy* 2:4, 257-268. [[Crossref](#)]
292. David S. Pedulla, Devah Pager. 2019. Race and Networks in the Job Search Process. *American Sociological Review* 84:6, 983-1012. [[Crossref](#)]
293. Jerome D. Williams, David Lopez, Patrick Shafto, Kyungwon Lee. 2019. Technological Workforce and Its Impact on Algorithmic Justice in Politics. *Customer Needs and Solutions* 6:3-4, 84-91. [[Crossref](#)]
294. Ainciburu, Buttazzi. 2019. "Esa no soy Yo": Self-Image and Name Change from the Perspective of Female Immigrants. *Languages* 4:4, 83. [[Crossref](#)]
295. Joyce W. Yen. 2019. De-biasing the evaluation process of in-person review panels for a postdoctoral fellowship. *Nature Astronomy* 3:12, 1041-1042. [[Crossref](#)]
296. Cornel Nessler, Carlos Gomez-Gonzalez, Helmut Dietl. 2019. What's in a name? Measuring access to social activities with a field experiment. *Palgrave Communications* 5:1. . [[Crossref](#)]
297. Carolyn M. Shields. Tenet Two 31-57. [[Crossref](#)]
298. Yulin Hswen, Jared B Hawkins, Kara Sewalk, Gaurav Tuli, David R Williams, K Viswanath, SV Subramanian, John S Brownstein. 2019. Monitoring Racial and Ethnic Disparities for Patient Experiences in the United States: A 4-Year Online Social Media Analysis (Preprint). *Journal of Medical Internet Research* . [[Crossref](#)]
299. Jason R. Lambert, Ekundayo Y. Akinlade. 2019. Immigrant stereotypes and differential screening. *Personnel Review* 49:4, 921-938. [[Crossref](#)]
300. Linfeng Li, Tawanna R. Dillahunt, Tanya Rosenblat. 2019. Does Driving as a Form of. *Proceedings of the ACM on Human-Computer Interaction* 3:CSCW, 1-16. [[Crossref](#)]
301. Sabina Lissitsa, Svetlana Chachashvili-Bolotin. 2019. The effect of digital variables on perceived employability in an ethnic minority and the hegemonic group. *Israel Affairs* 25:6, 1082-1104. [[Crossref](#)]
302. Judd B. Kessler, Corinne Low, Colin D. Sullivan. 2019. Incentivized Resume Rating: Eliciting Employer Preferences without Deception. *American Economic Review* 109:11, 3713-3744. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
303. Grantley Taylor, Ahmed Al-Hadi, Grant Richardson, Usamah Alfarhan, Khamis Al-Yahyaee. 2019. Is there a relation between labor investment inefficiency and corporate tax avoidance?. *Economic Modelling* 82, 185-201. [[Crossref](#)]
304. Dorothea Kübler, Julia Schmid, Robert Stüber. 2019. Take Your Time to Grow: A Field Experiment on the Hiring of Youths. *German Economic Review* 20:4. . [[Crossref](#)]
305. Keon West. 2019. Testing Hypersensitive Responses: Ethnic Minorities Are Not More Sensitive to Microaggressions, They Just Experience Them More Frequently. *Personality and Social Psychology Bulletin* 45:11, 1619-1632. [[Crossref](#)]
306. Jaewon Lee, Jisuk Seon. 2019. Educational Attainment and Health Behaviors Among Young Adult Men: Racial/Ethnic Disparities. *American Journal of Men's Health* 13:6, 155798831989448. [[Crossref](#)]
307. Chiara Ravetti, Mare Sarr, Daniel Munene, Tim Swanson. 2019. Discrimination and favouritism among South African workers: Ethnic identity and union membership. *World Development* 123, 104604. [[Crossref](#)]
308. Brian W. Halpin, Vicki Smith. 2019. Recruitment: an undertheorized mechanism for workplace control. *Theory and Society* 48:5, 709-732. [[Crossref](#)]

309. Philippe Askenazy, Luc Behaghel, Morgane Laouenan, Dominique Meurs. 2019. Quarante ans d'analyse du travail et de l'emploi : points de vue de quatre économistes. *Travail et emploi* :158, 69-94. [[Crossref](#)]
310. Xilin Li, Christopher K. Hsee. 2019. Free-riding and cost-bearing in discrimination. *Organizational Behavior and Human Decision Processes* . [[Crossref](#)]
311. Christopher W Munn. 2019. Finding a Seat at the Table: How Race Shapes Access to Social Capital. *Sociology of Religion* **80**:4, 435-455. [[Crossref](#)]
312. Elwood David Watson. Keepin' It Real: Essays on Race in Contemporary America . [[Crossref](#)]
313. Alexey Bessudnov, Andrey Shcherbak. 2019. Ethnic Discrimination in Multi-ethnic Societies: Evidence from Russia. *European Sociological Review* **95**. . [[Crossref](#)]
314. Lily Fesler, Thomas Dee, Rachel Baker, Brent Evans. 2019. Text as Data Methods for Education Research. *Journal of Research on Educational Effectiveness* **12**:4, 707-727. [[Crossref](#)]
315. J. Aislinn Bohren, Alex Imas, Michael Rosenberg. 2019. The Dynamics of Discrimination: Theory and Evidence. *American Economic Review* **109**:10, 3395-3436. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
316. Jun Gu, Annika Mueller, Ingrid Nielsen, Jason Shachat, Russell Smyth. 2019. Improving Intergroup Relations through Actual and Imagined Contact: Field Experiments with Malawian Shopkeepers and Chinese Migrants. *Economic Development and Cultural Change* **68**:1, 273-303. [[Crossref](#)]
317. Ulrik Beck, Benedikte Bjerger, Marcel Fafchamps. 2019. The Role of Social Ties in Factor Allocation. *The World Bank Economic Review* **33**:3, 598-621. [[Crossref](#)]
318. Adam Dunbar. 2019. Rap music, race, and perceptions of crime. *Sociology Compass* **13**:10. . [[Crossref](#)]
319. Ralph Stinebrickner, Todd Stinebrickner, Paul Sullivan. 2019. Beauty, Job Tasks, and Wages: A New Conclusion about Employer Taste-Based Discrimination. *The Review of Economics and Statistics* **101**:4, 602-615. [[Crossref](#)]
320. Shiv R. Desai. 2019. Humanizing Trayvon Martin: Racial Profiling, Implicit Biases, and Teacher Education. *Urban Education* **54**:8, 1031-1057. [[Crossref](#)]
321. S. Michael Gaddis. 2019. Understanding the “How” and “Why” Aspects of Racial-Ethnic Discrimination: A Multimethod Approach to Audit Studies. *Sociology of Race and Ethnicity* **5**:4, 443-455. [[Crossref](#)]
322. Casey Boyd-Swan, Chris M. Herbst. 2019. Racial and Ethnic Discrimination in the Labor Market for Child Care Teachers. *Educational Researcher* **48**:7, 394-406. [[Crossref](#)]
323. Silvia Angerer, Christian Waibel, Harald Stummer. 2019. Discrimination in Health Care: A Field Experiment on the Impact of Patients' Socioeconomic Status on Access to Care. *American Journal of Health Economics* **5**:4, 407-427. [[Crossref](#)]
324. Zhengyu Cai, Karen Maguire, John V. Winters. 2019. Who benefits from local oil and gas employment? Labor market composition in the oil and gas industry in Texas and the rest of the United States. *Energy Economics* **84**, 104515. [[Crossref](#)]
325. Sonu Bedi. Private Racism **95**, . [[Crossref](#)]
326. Dania V. Francis, Angela C. M. de Oliveira, Carey Dimmitt. 2019. Do School Counselors Exhibit Bias in Recommending Students for Advanced Coursework?. *The B.E. Journal of Economic Analysis & Policy* **19**:4. . [[Crossref](#)]
327. Deepika V. S.. 2019. EMPLOYERS' PREFERENCE FOR LABOUR; AN EMPIRICAL INVESTIGATION FROM KERALA'S IN-MIGRATION CONTEXT. *Humanities & Social Sciences Reviews* **7**:5, 870-880. [[Crossref](#)]

328. Jay Lu. 2019. Bayesian Identification: A Theory for State-Dependent Utilities. *American Economic Review* **109**:9, 3192-3228. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
329. Natalie M. Daumeyer, Ivuoma N. Onyeador, Xanni Brown, Jennifer A. Richeson. 2019. Consequences of attributing discrimination to implicit vs. explicit bias. *Journal of Experimental Social Psychology* **84**, 103812. [[Crossref](#)]
330. Evi Taylor, Patricia Guy-Walls, Patricia Wilkerson, Rejoice Addae. 2019. The Historical Perspectives of Stereotypes on African-American Males. *Journal of Human Rights and Social Work* **4**:3, 213-225. [[Crossref](#)]
331. Anne E. Brown. 2019. Prevalence and Mechanisms of Discrimination: Evidence from the Ride-Hail and Taxi Industries. *Journal of Planning Education and Research* 0739456X1987168. [[Crossref](#)]
332. Semra Karakas, Mustafa F. Özbilgin. Reflections on Definitions, Methods, Challenges of and Ways Forward for Ethnic Counting in Europe 15-34. [[Crossref](#)]
333. Emma von Essen, Jonas Karlsson. 2019. The effect of competition on discrimination in online markets —Anonymity and selection. *PLOS ONE* **14**:8, e0221857. [[Crossref](#)]
334. Sarah Lyons-Padilla, Hazel Rose Markus, Ashby Monk, Sid Radhakrishna, Radhika Shah, Norris A. “Daryn” Dodson, Jennifer L. Eberhardt. 2019. Race influences professional investors’ financial judgments. *Proceedings of the National Academy of Sciences* **116**:35, 17225-17230. [[Crossref](#)]
335. Claire L. Adida, David D. Laitin, Marie-Anne Valfort. 2019. Response and Rejoinders to Symposium on Why Muslim Integration Fails in Christian-Heritage Societies. *Perspectives on Politics* **81**, 1-3. [[Crossref](#)]
336. Wendy Cukier. 2019. Disruptive processes and skills mismatches in the new economy. *Journal of Global Responsibility* **10**:3, 211-225. [[Crossref](#)]
337. Donghyun Danny Choi, Mathias Poertner, Nicholas Sambanis. 2019. Parochialism, social norms, and discrimination against immigrants. *Proceedings of the National Academy of Sciences* **116**:33, 16274-16279. [[Crossref](#)]
338. Gijs Custers. 2019. Neighbourhood ties and employment: a test of different hypotheses across neighbourhoods. *Housing Studies* **34**:7, 1212-1234. [[Crossref](#)]
339. Sunil Mitra Kumar, Ragupathy Venkatachalam. 2019. Caste and Credit: A Woeful Tale?. *The Journal of Development Studies* **55**:8, 1816-1833. [[Crossref](#)]
340. Tracy Sohoni, Melissa Rorie. 2019. The whiteness of white-collar crime in the United States: Examining the role of race in a culture of elite white-collar offending. *Theoretical Criminology* **14**, 136248061986431. [[Crossref](#)]
341. Keon West, Asia A. Eaton. 2019. Prejudiced and unaware of it: Evidence for the Dunning-Kruger model in the domains of racism and sexism. *Personality and Individual Differences* **146**, 111-119. [[Crossref](#)]
342. Jacques Melitz, Farid Toubal. 2019. Somatic distance, trust and trade. *Review of International Economics* **27**:3, 786-802. [[Crossref](#)]
343. Marina Mileo Gorsuch. 2019. Gender, Sexual Orientation, and Behavioral Norms in the Labor Market. *ILR Review* **72**:4, 927-954. [[Crossref](#)]
344. Stephanie M. Koning, Deborah B. Ehrental. 2019. Stressor landscapes, birth weight, and prematurity at the intersection of race and income: Elucidating birth contexts through patterned life events. *SSM - Population Health* **8**, 100460. [[Crossref](#)]
345. Magnus Carlsson, Stefan Eriksson. 2019. Age discrimination in hiring decisions: Evidence from a field experiment in the labor market. *Labour Economics* **59**, 173-183. [[Crossref](#)]
346. Philip Habel, Sarah Birch. 2019. A Field Experiment on the Effects of Ethnicity and Socioeconomic Status on the Quality of Representation. *Legislative Studies Quarterly* **44**:3, 389-420. [[Crossref](#)]

347. Joseph Vecchi, Tomáš Želinský. 2019. Behavioural challenges of minorities: Social identity and role models. *PLOS ONE* 14:7, e0220010. [[Crossref](#)]
348. Amanda Bayer, David W. Wilcox. 2019. The unequal distribution of economic education: A report on the race, ethnicity, and gender of economics majors at U.S. colleges and universities. *The Journal of Economic Education* 50:3, 299-320. [[Crossref](#)]
349. Abubakr Saeed, Sidra Maqsood, Amir Rafique. 2019. Color matters: field experiment to explore the impact of facial complexion in Pakistani labor market. *Journal of the Asia Pacific Economy* 24:3, 347-363. [[Crossref](#)]
350. Markus Dertwinkel-Kalt, Anna Kerkhof, Johannes Münster. 2019. Incumbency Dominance in Letters to the Editor: Field Experimental Evidence. *Political Communication* 36:3, 337-356. [[Crossref](#)]
351. Simin He. 2019. Minority advantage and disadvantage in competition and coordination. *Journal of Economic Behavior & Organization* 163, 464-482. [[Crossref](#)]
352. Sanaz Mobasserri. 2019. Race, Place, and Crime: How Violent Crime Events Affect Employment Discrimination. *American Journal of Sociology* 125:1, 63-104. [[Crossref](#)]
353. Sang-Hyun Kim, Fernanda L Lopez de Leon. 2019. In-group and out-group biases in the marketplace: a field experiment during the World Cup. *Oxford Economic Papers* 71:3, 528-547. [[Crossref](#)]
354. Rishi Ahuja, Ronan C Lyons. 2019. The silent treatment: discrimination against same-sex relations in the sharing economy. *Oxford Economic Papers* 71:3, 564-576. [[Crossref](#)]
355. Michèle Belot, Philipp Kircher, Paul Muller. 2019. Providing Advice to Jobseekers at Low Cost: An Experimental Study on Online Advice. *The Review of Economic Studies* 86:4, 1411-1447. [[Crossref](#)]
356. Jeffrey W. Lucas, Jo C. Phelan. 2019. Influence and Social Distance Consequences across Categories of Race and Mental Illness. *Society and Mental Health* 9:2, 143-157. [[Crossref](#)]
357. Lauren Schudde, Kaitlin Bernell. 2019. Educational Attainment and Nonwage Labor Market Returns in the United States. *AERA Open* 5:3, 233285841987405. [[Crossref](#)]
358. Sean R. Martin, Stéphane Côté. 2019. Social Class Transitioners: Their Cultural Abilities and Organizational Importance. *Academy of Management Review* 44:3, 618-642. [[Crossref](#)]
359. Lisa M. Leslie. 2019. Diversity Initiative Effectiveness: A Typological Theory of Unintended Consequences. *Academy of Management Review* 44:3, 538-563. [[Crossref](#)]
360. Erika V. Hall, Alison V. Hall, Adam D. Galinsky, Katherine W. Phillips. 2019. MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories. *Academy of Management Review* 44:3, 643-672. [[Crossref](#)]
361. Sandra E. Cha, Patricia Faison Hewlin, Laura Morgan Roberts, Brooke R. Buckman, Hannes Leroy, Erica L. Steckler, Kathryn Ostermeier, Danielle Cooper. 2019. Being Your True Self at Work: Integrating the Fragmented Research on Authenticity in Organizations. *Academy of Management Annals* 13:2, 633-671. [[Crossref](#)]
362. Elena Cettolin, Sigrid Suetens. 2019. Return on Trust is Lower for Immigrants. *The Economic Journal* 129:621, 1992-2009. [[Crossref](#)]
363. Paola Gilsanz, Charles P. Quesenberry, Elizabeth Rose Mayeda, M. Maria Glymour, Sarah T. Farias, Rachel A. Whitmer. 2019. Stressors in Midlife and Risk of Dementia. *Alzheimer Disease & Associated Disorders* 33:3, 200-205. [[Crossref](#)]
364. Bram Lancee. 2019. Ethnic discrimination in hiring: comparing groups across contexts. Results from a cross-national field experiment. *Journal of Ethnic and Migration Studies* 9, 1-20. [[Crossref](#)]
365. Laurent Gobillon, Matthieu Solignac. 2019. Homeownership of immigrants in France: selection effects related to international migration flows. *Journal of Economic Geography* 122. . [[Crossref](#)]

366. Glen Smith. Should Universities Encourage Affirmative Action Policies? 94-102. [[Crossref](#)]
367. Simon Calmar Andersen, Thorbjørn Sejr Guul. 2019. Reducing Minority Discrimination at the Front Line—Combined Survey and Field Experimental Evidence. *Journal of Public Administration Research and Theory* **29**:3, 429-444. [[Crossref](#)]
368. Christopher J. Bryant, Julie C. Barnett. 2019. What's in a name? Consumer perceptions of in vitro meat under different names. *Appetite* **137**, 104-113. [[Crossref](#)]
369. Uwe Peters. 2019. Implicit bias, ideological bias, and epistemic risks in philosophy. *Mind & Language* **34**:3, 393-419. [[Crossref](#)]
370. Paul M. Vaaler, Joel Waldfogel. 2019. Discriminatory Product Differentiation: The Case of Israel's Omission from Airline Route Maps. *Strategy Science* **4**:2, 70-93. [[Crossref](#)]
371. Kristen Underhill. 2019. Price and Prejudice: An Empirical Test of Financial Incentives, Altruism, and Racial Bias. *The Journal of Legal Studies* **48**:2, 245-274. [[Crossref](#)]
372. Shelley I. White-Means, Ahmad Reshad Osmani. 2019. Job Market Prospects of Breast vs. Prostate Cancer Survivors in the US: A Double Hurdle Model of Ethnic Disparities. *Journal of Family and Economic Issues* **40**:2, 282-304. [[Crossref](#)]
373. Max Besbris, Jacob William Faber, Patrick Sharkey. 2019. Disentangling the Effects of Race and Place in Economic Transactions: Findings from an Online Field Experiment. *City & Community* **18**:2, 529-555. [[Crossref](#)]
374. Sekou Keita, Jérôme Valette. 2019. Natives' Attitudes and Immigrants' Unemployment Durations. *Demography* **56**:3, 1023-1050. [[Crossref](#)]
375. Karen Teel. 2019. Whiteness in Catholic Theological Method. *Journal of the American Academy of Religion* **87**:2, 401-433. [[Crossref](#)]
376. Lucius Couloute. Organizing Reentry: How Racial Colorblindness Structures the Post-imprisonment Terrain 89-109. [[Crossref](#)]
377. Reginald A. Byron, Vincent J. Roscigno. Bureaucracy, Discrimination, and the Racialized Character of Organizational Life 151-169. [[Crossref](#)]
378. Paul M. Ong, Silvia R. Gonzalez. Uneven Urbanscape **3**, . [[Crossref](#)]
379. Daniel Muise, Jennifer Pan. 2019. Online field experiments. *Asian Journal of Communication* **29**:3, 217-234. [[Crossref](#)]
380. Eric Bayruns Garcia. 2019. Expression-Style Exclusion. *Social Epistemology* **33**:3, 245-261. [[Crossref](#)]
381. Angelica S. Gutierrez, Jason Francis D'Mello. 2019. Not All Entrepreneurs are Viewed Equally: A Social Dominance Theory Perspective on Access to Capital. *Entrepreneurship Research Journal* **10**:1. . [[Crossref](#)]
382. Dermot Lynott, Michael Walsh, Tony McEnery, Louise Connell, Liam Cross, Kerry O'Brien. 2019. Are You What You Read? Predicting Implicit Attitudes to Immigration Based on Linguistic Distributional Cues From Newspaper Readership; A Pre-registered Study. *Frontiers in Psychology* **10**. . [[Crossref](#)]
383. Thomas D. Jeitschko. 2019. Toward the Next Generation of Scholarship: Challenges and Opportunities for Full Participation in PhD Training in Economics. *AEA Papers and Proceedings* **109**, 250-254. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
384. Mohamed Arouri, Adel Ben-Youssef, Cuong Viet Nguyen. 2019. Ethnic and racial disparities in children's education: Comparative evidence from Ethiopia, India, Peru and Viet Nam. *Children and Youth Services Review* **100**, 503-514. [[Crossref](#)]
385. JONATHAN MUMMOLO, ERIK PETERSON. 2019. Demand Effects in Survey Experiments: An Empirical Assessment. *American Political Science Review* **113**:2, 517-529. [[Crossref](#)]

386. VASILIKI FOUKA. 2019. How Do Immigrants Respond to Discrimination? The Case of Germans in the US During World War I. *American Political Science Review* 113:2, 405-422. [[Crossref](#)]
387. Kimberly D. Elsbach, Ileana Stiglicani. 2019. New Information Technology and Implicit Bias. *Academy of Management Perspectives* 33:2, 185-206. [[Crossref](#)]
388. David Neumark, Ian Burn, Patrick Button, Nanneh Chehras. 2019. Do State Laws Protecting Older Workers from Discrimination Reduce Age Discrimination in Hiring? Evidence from a Field Experiment. *The Journal of Law and Economics* 62:2, 373-402. [[Crossref](#)]
389. Lisa Y. Flores, Leticia D. Martinez, Gloria G. McGillen, Johanna Milord. 2019. Something Old and Something New: Future Directions in Vocational Research With People of Color in the United States. *Journal of Career Assessment* 27:2, 187-208. [[Crossref](#)]
390. Joshua Skewes, David M. Amodio, Johanna Seibt. 2019. Social robotics and the modulation of social perception and bias. *Philosophical Transactions of the Royal Society B: Biological Sciences* 374:1771, 20180037. [[Crossref](#)]
391. Corina Graif, Brittany N. Freelin, Yu-Hsuan Kuo, Hongjian Wang, Zhenhui Li, Daniel Kifer. 2019. Network Spillovers and Neighborhood Crime: A Computational Statistics Analysis of Employment-Based Networks of Neighborhoods. *Justice Quarterly* 4, 1-31. [[Crossref](#)]
392. Beatrice Schindler Rangvid. 2019. Gender Discrimination in Exam Grading? Double Evidence from a Natural Experiment and a Field Experiment. *The B.E. Journal of Economic Analysis & Policy* 19:2. . [[Crossref](#)]
393. Yannick L'Horty, Mathieu Bunel, Pascale Petit. 2019. Testing for redlining in the labour market. *Spatial Economic Analysis* 14:2, 153-173. [[Crossref](#)]
394. Naoki Egami, Kosuke Imai. 2019. Causal Interaction in Factorial Experiments: Application to Conjoint Analysis. *Journal of the American Statistical Association* 114:526, 529-540. [[Crossref](#)]
395. Kevin T. Nead, Elizabeth Linos, Neha Vapiwala. 2019. Increasing Diversity in Radiation Oncology: A Call to Action. *Advances in Radiation Oncology* 4:2, 226-228. [[Crossref](#)]
396. Ajit Dayanandan, Han Donker, John Nofsinger. 2019. The role of caste for board membership, CEO, and interlocking. *Pacific-Basin Finance Journal* 54, 29-41. [[Crossref](#)]
397. Henry S. Farber, Chris M. Herbst, Dan Silverman, Till von Wachter. 2019. Whom Do Employers Want? The Role of Recent Employment and Unemployment Status and Age. *Journal of Labor Economics* 37:2, 323-349. [[Crossref](#)]
398. M José González, Clara Cortina, Jorge Rodríguez. 2019. The Role of Gender Stereotypes in Hiring: A Field Experiment. *European Sociological Review* 35:2, 187-204. [[Crossref](#)]
399. Eva Derous, Ann Marie Ryan. 2019. When your resume is (not) turning you down: Modelling ethnic bias in resume screening. *Human Resource Management Journal* 29:2, 113-130. [[Crossref](#)]
400. Matthieu Manant, Serge Pajak, Nicolas Soulié. 2019. Can social media lead to labor market discrimination? Evidence from a field experiment. *Journal of Economics & Management Strategy* 28:2, 225-246. [[Crossref](#)]
401. Claire E. Kunesch, Amity Noltemeyer. 2019. Understanding Disciplinary Disproportionality: Stereotypes Shape Pre-Service Teachers' Beliefs About Black Boys' Behavior. *Urban Education* 54:4, 471-498. [[Crossref](#)]
402. Douglas Rice, Jesse H. Rhodes, Tatishe Nteta. 2019. Racial bias in legal language. *Research & Politics* 6:2, 205316801984893. [[Crossref](#)]
403. Marti Rovira. 2019. The stigma of a criminal record in the labour market in Spain: An experimental study. *European Journal of Probation* 11:1, 14-29. [[Crossref](#)]

404. Denise Sekaquaptewa, Koji Takahashi, Janet Malley, Keith Herzog, Sara Bliss. 2019. An evidence-based faculty recruitment workshop influences departmental hiring practice perceptions among university faculty. *Equality, Diversity and Inclusion: An International Journal* **38**:2, 188-210. [[Crossref](#)]
405. David Schwegman. 2019. Rental Market Discrimination Against Same-Sex Couples: Evidence From a Pairwise-Matched Email Correspondence Test. *Housing Policy Debate* **29**:2, 250-272. [[Crossref](#)]
406. Daniel Kilvington. 2019. Does english football warrant the rooney rule? assessing the thoughts of british asian coaches. *Sport in Society* **22**:3, 432-448. [[Crossref](#)]
407. Gautam Rao. 2019. Familiarity Does Not Breed Contempt: Generosity, Discrimination, and Diversity in Delhi Schools. *American Economic Review* **109**:3, 774-809. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
408. Anthony Edo, Nicolas Jacquemet, Constantine Yannelis. 2019. Language skills and homophilous hiring discrimination: Evidence from gender and racially differentiated applications. *Review of Economics of the Household* **17**:1, 349-376. [[Crossref](#)]
409. Andrew F. Johnson, Katherine J. Roberto. 2019. Elections and selection: The role of political ideology in selection decisions. *Human Resource Management Review* **29**:1, 14-27. [[Crossref](#)]
410. Jungmin Lee, Sangkon Park. 2019. Price discrimination by language: Field experimental evidence from a shopping mall. *International Journal of Industrial Organization* **63**, 69-98. [[Crossref](#)]
411. Sandra R. DiBrito, Carla M. Lopez, Christian Jones, Aarti Mathur. 2019. Reducing Implicit Bias: Association of Women Surgeons #HeForShe Task Force Best Practice Recommendations. *Journal of the American College of Surgeons* **228**:3, 303-309. [[Crossref](#)]
412. Peter Younkin, Venkat Kuppuswamy. 2019. Discounted: The effect of founder race on the price of new products. *Journal of Business Venturing* **34**:2, 389-412. [[Crossref](#)]
413. Sophie Hennekam, Jonathan Peterson, Loubna Tahssain-Gay, Jean-Pierre Dumazert. 2019. Recruitment discrimination: how organizations use social power to circumvent laws and regulations. *The International Journal of Human Resource Management* **14**, 1-29. [[Crossref](#)]
414. Adrienne Frech, Sarah Damaske. 2019. Men's Income Trajectories and Physical and Mental Health at Midlife. *American Journal of Sociology* **124**:5, 1372-1412. [[Crossref](#)]
415. Stijn Baert, Dieter Verhaest. 2019. Unemployment or Overeducation: Which is a Worse Signal to Employers?. *De Economist* **167**:1, 1-21. [[Crossref](#)]
416. Patrick S. Forscher, William T. L. Cox, Markus Brauer, Patricia G. Devine. 2019. Little race or gender bias in an experiment of initial review of NIH R01 grant proposals. *Nature Human Behaviour* **3**:3, 257-264. [[Crossref](#)]
417. Peter H. Ditto, Cory J. Clark, Brittany S. Liu, Sean P. Wojcik, Eric E. Chen, Rebecca H. Grady, Jared B. Celniker, Joanne F. Zinger. 2019. Partisan Bias and Its Discontents. *Perspectives on Psychological Science* **14**:2, 304-316. [[Crossref](#)]
418. Andrea L. Miller. 2019. Expertise Fails to Attenuate Gendered Biases in Judicial Decision-Making. *Social Psychological and Personality Science* **10**:2, 227-234. [[Crossref](#)]
419. Daniel Auer, Giuliano Bonoli, Flavia Fossati, Fabienne Liechti. 2019. The Matching Hierarchies Model: Evidence from a Survey Experiment on Employers' Hiring Intent Regarding Immigrant Applicants. *International Migration Review* **53**:1, 90-121. [[Crossref](#)]
420. Dionissi Aliprantis, Daniel R. Carroll. 2019. What Is Behind the Persistence of the Racial Wealth Gap?. *Economic Commentary (Federal Reserve Bank of Cleveland)* 1-6. [[Crossref](#)]
421. Rosie Roberts. 2019. 'His visa is made of rubber': tactics, risk and temporary moorings under conditions of multi-stage migration to Australia. *Social & Cultural Geography* **16**, 1-20. [[Crossref](#)]
422. Jorge Rodríguez Menés, Marti Rovira. 2019. Assessing Discrimination in Correspondence Studies. *Sociological Methods & Research* **86**, 004912411982615. [[Crossref](#)]

423. Theodore F. Figinski. 2019. Do Employers Favor those with Military Experience in the U.S. Reserve Forces? Evidence from a Field Experiment. *Defence and Peace Economics* 30:2, 213-226. [[Crossref](#)]
424. Colleen M. Lewis, Nirali Shah, Katrina Falkner. Equity and Diversity 481-510. [[Crossref](#)]
425. Leng Ling, Danglun Luo, Guoman SHE. 2019. Judging a book by its Cover: The influence of physical attractiveness on the promotion of regional leaders. *Journal of Economic Behavior & Organization* 158, 1-14. [[Crossref](#)]
426. Samantha Sinclair, Artur Nilsson, Elmedina Cederskär. 2019. Explaining gender-typed educational choice in adolescence: The role of social identity, self-concept, goals, grades, and interests. *Journal of Vocational Behavior* 110, 54-71. [[Crossref](#)]
427. Corrado Giulietti, Mirco Tonin, Michael Vlassopoulos. 2019. Racial Discrimination in Local Public Services: A Field Experiment in the United States. *Journal of the European Economic Association* 17:1, 165-204. [[Crossref](#)]
428. Tamara G.J. Leech, Amy Irby-Shasanmi, Anne L. Mitchell. 2019. "Are you accepting new patients?" A pilot field experiment on telephone-based gatekeeping and Black patients' access to pediatric care. *Health Services Research* 54, 234-242. [[Crossref](#)]
429. Francisco B. Galarza, Gustavo Yamada. 2019. Afro-descendants in Peru: Do beauty and race matter in the labor market?. *Review of Development Economics* 23:1, 211-230. [[Crossref](#)]
430. Shervin Assari. 2019. Education Attainment and Obesity#Differential Returns Based on Sexual Orientation. *Behavioral Sciences* 9:2, 16. [[Crossref](#)]
431. Don Winiecki, Noah Salzman. Teaching Professional Morality & Ethics to Undergraduate Computer Science Students through Cognitive Apprenticeships & Case Studies: Experiences in CS-HU 130 'Foundational Values' 1-3. [[Crossref](#)]
432. Donna Jingdan Yao, Melody M. Chao. 2019. When Forgiveness Signals Power: Effects of Forgiveness Expression and Forgiver Gender. *Personality and Social Psychology Bulletin* 45:2, 310-324. [[Crossref](#)]
433. Laurel Eckhouse, Kristian Lum, Cynthia Conti-Cook, Julie Ciccolini. 2019. Layers of Bias: A Unified Approach for Understanding Problems With Risk Assessment. *Criminal Justice and Behavior* 46:2, 185-209. [[Crossref](#)]
434. Victor Ray. 2019. A Theory of Racialized Organizations. *American Sociological Review* 84:1, 26-53. [[Crossref](#)]
435. Xiaoqi Zhang, Yanqiao Zheng. 2019. Gender differences in self-view and desired salaries: A study on online recruitment website users in China. *PLOS ONE* 14:1, e0210072. [[Crossref](#)]
436. Randy T. Lee, Amanda D. Perez, C. Malik Boykin, Rodolfo Mendoza-Denton. 2019. On the prevalence of racial discrimination in the United States. *PLOS ONE* 14:1, e0210698. [[Crossref](#)]
437. David C Phillips. 2019. Do Comparisons of Fictional Applicants Measure Discrimination When Search Externalities are Present? Evidence from Existing Experiments. *The Economic Journal* 12. . [[Crossref](#)]
438. Tracy R. Whitaker. 2019. Banging on a Locked Door: The Persistent Role of Racial Discrimination in the Workplace. *Social Work in Public Health* 34:1, 22-27. [[Crossref](#)]
439. Lina Vyas. Work-Life Balance Among Ethnic Minorities: A Case Study of Hong Kong 1-5. [[Crossref](#)]
440. Robert Leeson. 'Free'-Market 'Knowledge': Seven Suggested Research Topics 269-305. [[Crossref](#)]
441. Jeffrey Olivet, Marc Dones, Molly Richard. The Intersection of Homelessness, Racism, and Mental Illness 55-69. [[Crossref](#)]
442. Sami Miaari, Nabil Khattab, Ron Johnston. 2019. Religion and ethnicity at work: a study of British Muslim women's labour market performance. *Quality & Quantity* 53:1, 19-47. [[Crossref](#)]
443. Leslie Ashburn-Nardo, M. Fazuan Abdul Karim. The CPR model 29-47. [[Crossref](#)]

444. Alexander Coppock. 2019. Avoiding Post-Treatment Bias in Audit Experiments. *Journal of Experimental Political Science* 6:1, 1-4. [[Crossref](#)]
445. Gunn Elisabeth Birkelund, Tak Wing Chan, Elisabeth Ugreninov, Arnfinn H. Midtbøen, Jon Rogstad. 2019. Do terrorist attacks affect ethnic discrimination in the labour market? Evidence from two randomized field experiments. *The British Journal of Sociology* 70:1, 241-260. [[Crossref](#)]
446. Ben Green, Yiling Chen. Disparate Interactions 90-99. [[Crossref](#)]
447. Maria De-Arteaga, Alexey Romanov, Hanna Wallach, Jennifer Chayes, Christian Borgs, Alexandra Chouldechova, Sahin Geyik, Krishnaram Kenthapadi, Adam Tauman Kalai. Bias in Bios 120-128. [[Crossref](#)]
448. Letian Zhang. 2019. Who Loses When a Team Wins? Better Performance Increases Racial Bias. *Organization Science* 30:1, 40-50. [[Crossref](#)]
449. Lincoln Quillian, Anthony Heath, Devah Pager, Arnfinn Midtbøen, Fenella Fleischmann, Ole Hexel. 2019. Do Some Countries Discriminate More than Others? Evidence from 97 Field Experiments of Racial Discrimination in Hiring. *Sociological Science* 6, 467-496. [[Crossref](#)]
450. Gilbert C. Gee, Cindy C. Sangalang, Brittany N. Morey, Anna K. Hing. 20. The Global and Historical Nature of Racism and Health Among Asian Americans . [[Crossref](#)]
451. Alberto Manconi, Antonino Emanuele Rizzo, Oliver G. Spalt. 2019. Is the Stock Market Biased Against Diverse Top Management Teams?. *SSRN Electronic Journal* . [[Crossref](#)]
452. Arul Mishra, Himanshu Mishra, Shelly Rathee. 2019. Examining the Presence of Gender Bias in Customer Reviews Using Word Embedding. *SSRN Electronic Journal* . [[Crossref](#)]
453. Oghenovo A. Obrimah. 2019. Absent Collusion, Can Micro Level Discrimination Aggregate into Macro Level Discrimination?. *SSRN Electronic Journal* . [[Crossref](#)]
454. Alastair Berg. 2019. An Economic Theory of Surnames. *SSRN Electronic Journal* . [[Crossref](#)]
455. Alastair Berg. 2019. Identity in Economics: A Review. *SSRN Electronic Journal* . [[Crossref](#)]
456. Brenna Deanne Miaira Kutch, Juliana Sayumi Miaira Kutch. Innovation Through Diversity and Inclusion 49-78. [[Crossref](#)]
457. Dionissi Aliprantis, Hal Martin, David Phillips. 2019. Can Landlords Be Paid to Stop Avoiding Voucher Tenants?. *SSRN Electronic Journal* . [[Crossref](#)]
458. Manish Raghavan, Solon Barocas, Jon Kleinberg, Karen Levy. 2019. Mitigating Bias in Algorithmic Employment Screening: Evaluating Claims and Practices. *SSRN Electronic Journal* . [[Crossref](#)]
459. David P. Byrne, Leslie A. Martin, Jia Sheen Nah. 2019. Price Discrimination, Search, and Negotiation in an Oligopoly: A Field Experiment in Retail Electricity. *SSRN Electronic Journal* . [[Crossref](#)]
460. Omar Al-Ubaydli, John A. List. 2019. How natural field experiments have enhanced our understanding of unemployment. *Nature Human Behaviour* 3:1, 33-39. [[Crossref](#)]
461. Jean-Philippe Beauregard, Gabriel Arteau, Renaud Drolet-Brassard. 2019. Testing à l'embauche des Québécoises et Québécois d'origine maghrébine à Québec. *Recherches sociographiques* 60:1, 35. [[Crossref](#)]
462. Nayoung Rim, Roman Rivera, Bocar A. Ba. 2019. In-group Bias and the Police: Evidence from Award Nominations. *SSRN Electronic Journal* . [[Crossref](#)]
463. Jerônimo Oliveira Muniz, Carmelita Zilah Veneroso. 2019. Diferenciais de Participação Laboral e Rendimento por Gênero e Classes de Renda: uma Investigação sobre o Ônus da Maternidade no Brasil. *Dados* 62:1. . [[Crossref](#)]
464. Christopher Lewis. 2019. LATINOS AND THE PRINCIPLES OF RACIAL DEMOGRAPHY. *Du Bois Review: Social Science Research on Race* 16:1, 63-81. [[Crossref](#)]

465. Letian Zhang. 2019. Shaking Things Up: Unintended Consequences of Firm Acquisitions on Inequality and Diversity. *SSRN Electronic Journal* . [[Crossref](#)]
466. Kelsey L. Autin, Ryan D. Duffy. The Psychology of Working: Framework and Theory 167-184. [[Crossref](#)]
467. S. Michael Gaddis, Raj Ghoshal. 2019. Dynamic Racial Triangulation: Examining the Racial Order using Two Experiments on Discrimination among Millennials. *SSRN Electronic Journal* . [[Crossref](#)]
468. Mariassunta Giannetti, Tracy Yue Wang. 2019. Public Attention to Gender Equality and the Demand for Female Directors. *SSRN Electronic Journal* . [[Crossref](#)]
469. Shaun Davies, Edward Dickersin Van Wesep, Brian Waters. 2019. On the Magnification of Small Biases in Decision-Making. *SSRN Electronic Journal* . [[Crossref](#)]
470. Carlos Avenancio-Leon, Troup Howard. 2019. The Assessment Gap: Racial Inequalities in Property Taxation. *SSRN Electronic Journal* . [[Crossref](#)]
471. Norman G. Vinson, Heather Molyneaux, Joel D. Martin. Explanations in Artificial Intelligence Decision Making 96-117. [[Crossref](#)]
472. Sumit Agarwal, Keyang Li, Yu Qin, Jing Wu. 2019. The Impact of Fertility Relaxation on Female Labor Market Outcomes. *SSRN Electronic Journal* . [[Crossref](#)]
473. Jad Salem, Swati Gupta. 2019. Closing the GAP: Group-Aware Parallelization for Online Selection of Candidates with Biased Evaluations. *SSRN Electronic Journal* . [[Crossref](#)]
474. Regina Bateson. 2019. Strategic Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
475. Sumit Agarwal, Aditya Murlidharan, Naman Nishesh, Prasanna L. Tantri. 2019. Does Diversification Outweigh Superior Information In Enforcement of Loan Contracts?. *SSRN Electronic Journal* . [[Crossref](#)]
476. J. Aislinn Bohren, Kareem Haggag, Alex Imas, Devin G. Pope. 2019. Inaccurate Statistical Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
477. J. Aislinn Bohren, Kareem Haggag, Alex Imas, Devin G. Pope. 2019. Innacurate Statistical Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
478. Adam J. Hoffman, Deborah Rivas-Drake, Isis H. Settles, Shelia T. Brassel, Bernardette J. Pinetta. Ethnic and Racial Prejudice Across the Life Span 23-41. [[Crossref](#)]
479. Torun Dewan, Stephane Wolton. 2019. A Political Economy of Social Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
480. S. Michael Gaddis, Raj Ghoshal. 2019. Searching for a Roommate: A Correspondence Audit Examining Racial/Ethnic and Immigrant Discrimination among Millennials. *SSRN Electronic Journal* . [[Crossref](#)]
481. . Introduction 1-22. [[Crossref](#)]
482. . Naturalizing Coercion: 25-49. [[Crossref](#)]
483. . Consumed by Disease: 50-66. [[Crossref](#)]
484. . Billions Served: 67-84. [[Crossref](#)]
485. . Shadows of War, Traces of Policing: 85-106. [[Crossref](#)]
486. . This Is Not Minority Report : 107-129. [[Crossref](#)]
487. . Racialized Surveillance in the Digital Service Economy 133-169. [[Crossref](#)]
488. . Digital Character in “The Scored Society”: 170-187. [[Crossref](#)]
489. . Deception by Design: 188-208. [[Crossref](#)]
490. . Employing the Carceral Imaginary: 209-223. [[Crossref](#)]
491. . Anti-Racist Technoscience: 227-251. [[Crossref](#)]

492. . Techno-Vernacular Creativity and Innovation across the African Diaspora and Global South 252-274. [[Crossref](#)]
493. . Making Skin Visible through Liberatory Design 275-307. [[Crossref](#)]
494. . Scratch a Theory, You Find a Biography 308-327. [[Crossref](#)]
495. . Reimagining Race, Resistance, and Technoscience 328-348. [[Crossref](#)]
496. . Bibliography 349-388. [[Crossref](#)]
497. David Neumark, Judith Rich. 2019. Do Field Experiments on Labor and Housing Markets Overstate Discrimination? A Re-examination of the Evidence. *ILR Review* 72:1, 223-252. [[Crossref](#)]
498. Vincent J. Roscigno. 2019. Discrimination, Sexual Harassment, and the Impact of Workplace Power. *Socius: Sociological Research for a Dynamic World* 5, 237802311985389. [[Crossref](#)]
499. Robert E. M. Pickett, Aliya Saperstein, Andrew M. Penner. 2019. Placing Racial Classification in Context. *Socius: Sociological Research for a Dynamic World* 5, 237802311985101. [[Crossref](#)]
500. J. Michelle Brock, Ralph De Haas. 2019. Gender Discrimination in Small Business Lending. Evidence from a Lab in-the-Field Experiment in Turkey. *SSRN Electronic Journal* . [[Crossref](#)]
501. Sabita Persaud. 2019. Addressing Unconscious Bias. *Nursing Administration Quarterly* 43:2, 130-137. [[Crossref](#)]
502. Adrienne R. Carter-Sowell, Jyotsna Vaid, Christine A. Stanley, Becky Petitt, Sherry Yennello. Bloom Where You Are Planted: Reflections on Effecting Campus Climate Change To Retain Minoritized Faculty Scholars in STEM Fields 197-214. [[Crossref](#)]
503. Katrine Berg Nødtvedt, Hallgeir Sjøstad, Siv Skard, Helge Thorbjørnsen, Jay Van Bavel. 2019. Racial Bias in the Sharing Economy and the Role of Trust. *SSRN Electronic Journal* . [[Crossref](#)]
504. Peter K. H. Chew, Jessica L. Young, Gerald P. K. Tan. 2019. Racism and the Pinkerton syndrome in Singapore: effects of race on hiring decisions. *Journal of Pacific Rim Psychology* 13, e16. [[Crossref](#)]
505. Jon Kleinberg, Jens Ludwig, Sendhil Mullainathan, Cass R Sunstein. 2018. Discrimination in the Age of Algorithms. *Journal of Legal Analysis* 10, 113-174. [[Crossref](#)]
506. Ericka B. Adams, Patrice K. Morris, Edward R. Maguire. 2018. The Impact of Gangs on Community Life in Trinidad. *Race and Justice* 1, 215336871882057. [[Crossref](#)]
507. Victor E. Ray. 2018. Reproducing Inequality in Sociology. *Sociological Forum* 39. . [[Crossref](#)]
508. Hanjo Hamann, Nicky Nicholls. Group Identity in Intermediated Interactions: Lessons from a Trust Game with Delegation in South Africa 227-264. [[Crossref](#)]
509. Rebecca Tesfai. 2018. Does Country Context Matter? Sub-Saharan and North African Immigrants' Labour Market Outcomes in France and Spain. *International Migration* 23. . [[Crossref](#)]
510. Courtenay R. Conrad, Sarah E. Croco, Brad T. Gomez, Will H. Moore. 2018. Threat Perception and American Support for Torture. *Political Behavior* 40:4, 989-1009. [[Crossref](#)]
511. Panu Poutvaara, Max Friedrich Steinhardt. 2018. Bitterness in life and attitudes towards immigration. *European Journal of Political Economy* 55, 471-490. [[Crossref](#)]
512. Muhammad Asali, Norberto Pignatti, Sophiko Skhirtladze. 2018. Employment discrimination in a former Soviet Union Republic: Evidence from a field experiment. *Journal of Comparative Economics* 46:4, 1294-1309. [[Crossref](#)]
513. Konstantinos Tzioumis. 2018. Demographic aspects of first names. *Scientific Data* 5:1. . [[Crossref](#)]
514. Alana M.W. LeBrón, Keta Cowan, William D. Lopez, Nicole L. Novak, Maria Ibarra-Frayre, Jorge Delva. 2018. It Works, But For Whom? Examining Racial Bias in Carding Experiences and Acceptance of a County Identification Card. *Health Equity* 2:1, 239-248. [[Crossref](#)]

515. Fabiana Silva. 2018. The Strength of Whites' Ties: How Employers Reward the Referrals of Black and White Jobseekers. *Social Forces* 97:2, 741-768. [[Crossref](#)]
516. Peter A. Hausdorf, Chet Robie. 2018. Understanding subgroup differences with general mental ability tests in employment selection: Exploring socio-cultural factors across inter-generational groups. *International Journal of Selection and Assessment* 26:2-4, 176-190. [[Crossref](#)]
517. Attakrit Leckcivilize, Alexander Straub. 2018. Headscarf and job recruitment—lifting the veil of labour market discrimination. *IZA Journal of Labor Economics* 7:1. . [[Crossref](#)]
518. Giovanni Busetta, Maria Gabriella Campolo, Demetrio Panarello. 2018. Immigrants and Italian labor market: statistical or taste-based discrimination?. *Genus* 74:1. . [[Crossref](#)]
519. Anders R. Villadsen, Jesper N. Wulff. 2018. Is the Public Sector a Fairer Employer? Ethnic Employment Discrimination in the Public and Private Sectors. *Academy of Management Discoveries* 4:4, 429-448. [[Crossref](#)]
520. ROSS J. BENBOW, MATTHEW T. HORA. 2018. Reconsidering College Student Employability: A Cultural Analysis of Educator and Employer Conceptions of Workplace Skills. *Harvard Educational Review* 88:4, 483-515. [[Crossref](#)]
521. Jan Hanousek, Štěpán Jurajda. 2018. Corporate Names and Performance. *Politická ekonomie* 66:6, 671-688. [[Crossref](#)]
522. Cynthia Daniels, Christin L. Munsch. 2018. Pregnancy Criminalization, Reproductive Asymmetry, and Race: An Experimental Study. *Feminist Criminology* 13:5, 560-582. [[Crossref](#)]
523. Nabil Khattab, Shereen Hussein. 2018. Can Religious Affiliation Explain the Disadvantage of Muslim Women in the British Labour Market?. *Work, Employment and Society* 32:6, 1011-1028. [[Crossref](#)]
524. JR Keller. 2018. Posting and Slotting: How Hiring Processes Shape the Quality of Hire and Compensation in Internal Labor Markets. *Administrative Science Quarterly* 63:4, 848-878. [[Crossref](#)]
525. Nicole C Ferry. 2018. It's a family business!: Leadership texts as technologies of heteronormativity. *Leadership* 14:6, 603-621. [[Crossref](#)]
526. Meraiah Foley, Sue Williamson. 2018. Does anonymising job applications reduce gender bias?. *Gender in Management: An International Journal* 33:8, 623-635. [[Crossref](#)]
527. André Ndobo, Alice Faure, Jeanne Boisselier, Stella Giannaki. 2018. The ethno-racial segmentation jobs: The impacts of the occupational stereotypes on hiring decisions. *The Journal of Social Psychology* 158:6, 663-679. [[Crossref](#)]
528. Judson Murchie, Jindong Pang. 2018. Rental housing discrimination across protected classes: Evidence from a randomized experiment. *Regional Science and Urban Economics* 73, 170-179. [[Crossref](#)]
529. RYAN D. ENOS, NOAM GIDRON. 2018. Exclusion and Cooperation in Diverse Societies: Experimental Evidence from Israel. *American Political Science Review* 112:4, 742-757. [[Crossref](#)]
530. BRIANNE SENIOR, JOBIE HUI, MOLLY BABEL. 2018. Liu vs. Liu vs. Luke? Name influence on voice recall. *Applied Psycholinguistics* 39:6, 1117-1146. [[Crossref](#)]
531. Katherine Farrow, Gilles Grolleau, Naoufel Mzoughi. 2018. What in the Word! The Scope for the Effect of Word Choice on Economic Behavior. *Kyklos* 71:4, 557-580. [[Crossref](#)]
532. M. Rose Barlow, Joanna N. Lahey. 2018. What Race Is Lacey? Intersecting Perceptions of Racial Minority Status and Social Class*. *Social Science Quarterly* 99:5, 1680-1698. [[Crossref](#)]
533. Adina D. Sterling, Roberto M. Fernandez. 2018. Once in the Door: Gender, Tryouts, and the Initial Salaries of Managers. *Management Science* 64:11, 5444-5460. [[Crossref](#)]
534. Shervin Assari. 2018. Parental Education Attainment and Educational Upward Mobility; Role of Race and Gender. *Behavioral Sciences* 8:11, 107. [[Crossref](#)]

535. Daniel Ian Rubin. 2018. From the Beginning: Creating a Diversity and Multicultural Education Course at Jacksonville State University. *Education and Urban Society* 50:8, 727-746. [[Crossref](#)]
536. Gina Curcio, April Pattavina. 2018. Still Paying for the Past: Examining Gender Differences in Employment Among Individuals with a Criminal Record. *Women & Criminal Justice* 28:5, 375-396. [[Crossref](#)]
537. Maria R. Ibanez, Bradley R. Staats. Behavioral Empirics and Field Experiments 121-147. [[Crossref](#)]
538. Rediet Abebe, Kira Goldner. 2018. Mechanism design for social good. *AI Matters* 4:3, 27-34. [[Crossref](#)]
539. Amy Kroska, Marshall R. Schmidt. Occupational Status, Impression Formation, and Criminal Sanctioning: A Vignette Experiment 103-128. [[Crossref](#)]
540. George Bermudez. 2018. The Social Dreaming Matrix as a Container for the Processing of Implicit Racial Bias and Collective Racial Trauma. *International Journal of Group Psychotherapy* 68:4, 538-560. [[Crossref](#)]
541. Min Hee Go. 2018. Does Christopher Chen vote more than Shu-Wei Chen? The cost of ethnic retention among Asian American voters. *Politics, Groups, and Identities* 6:4, 553-575. [[Crossref](#)]
542. Claudia Olivetti, M. Daniele Paserman, Laura Salisbury. 2018. Three-generation mobility in the United States, 1850-1940: The role of maternal and paternal grandparents. *Explorations in Economic History* 70, 73-90. [[Crossref](#)]
543. Rickard Carlsson, Jens Agerström, Donald Williams, Gary N. Burns. 2018. A Primer on the benefits of differential treatment analysis when predicting discriminatory behavior. *The Quantitative Methods for Psychology* 14:3, 193-205. [[Crossref](#)]
544. Yiu Por (Vincent) Chen, Yuan Zhang. 2018. A decomposition method on employment and wage discrimination and its application in urban China (2002-2013). *World Development* 110, 1-12. [[Crossref](#)]
545. Daniel B. Lee, Justin E. Heinze, Enrique W. Neblett, Cleopatra H. Caldwell, Marc A. Zimmerman. 2018. Trajectories of Racial Discrimination That Predict Problematic Alcohol Use Among African American Emerging Adults. *Emerging Adulthood* 6:5, 347-357. [[Crossref](#)]
546. Reuben A. Buford May, Pat Rubio Goldsmith. 2018. Dress Codes and Racial Discrimination in Urban Nightclubs. *Sociology of Race and Ethnicity* 4:4, 555-566. [[Crossref](#)]
547. Leonard S. Newman, Mingxuan Tan, Tracy L. Caldwell, Kimberley J. Duff, E. Samuel Winer. 2018. Name Norms: A Guide to Casting Your Next Experiment. *Personality and Social Psychology Bulletin* 44:10, 1435-1448. [[Crossref](#)]
548. Raj Ghoshal. 2018. Testing for Discrimination: Teaching Audit Studies in Quantitative Methods Courses. *Teaching Sociology* 46:4, 309-323. [[Crossref](#)]
549. Jennifer Young-Jin Kim, Duoc Nguyen, Caryn Block. The 360-Degree Experience of Workplace Microaggressions: Who Commits Them? How Do Individuals Respond? What Are the Consequences? 157-177. [[Crossref](#)]
550. Adrianna C. Jenkins, Pierre Karashchuk, Lusha Zhu, Ming Hsu. 2018. Predicting human behavior toward members of different social groups. *Proceedings of the National Academy of Sciences* 115:39, 9696-9701. [[Crossref](#)]
551. Martin Baekgaard, Bert George. 2018. Equal Access to the Top? Representative Bureaucracy and Politicians' Recruitment Preferences for Top Administrative Staff. *Journal of Public Administration Research and Theory* 28:4, 535-550. [[Crossref](#)]
552. Eric P. S. Baumer, Jaime Snyder, Geri K. Gay. 2018. Interpretive Impacts of Text Visualization. *ACM Transactions on Computer-Human Interaction* 25:4, 1-26. [[Crossref](#)]

553. Daniela Huppenkothen, Anthony Arendt, David W. Hogg, Karthik Ram, Jacob T. VanderPlas, Ariel Rokem. 2018. Hack weeks as a model for data science education and collaboration. *Proceedings of the National Academy of Sciences* **115**:36, 8872-8877. [[Crossref](#)]
554. Vincent Chiao. 2018. Predicting Proportionality: The Case for Algorithmic Sentencing. *Criminal Justice Ethics* **37**:3, 238-261. [[Crossref](#)]
555. David Neumark. 2018. Experimental Research on Labor Market Discrimination. *Journal of Economic Literature* **56**:3, 799-866. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
556. Garret Christensen, Edward Miguel. 2018. Transparency, Reproducibility, and the Credibility of Economics Research. *Journal of Economic Literature* **56**:3, 920-980. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
557. David Bjerk, Serkan Ozbeklik. 2018. Using Samples-of-Opportunity to Assess Gender Bias in Principal Evaluations of Teachers: A Cautionary Tale. *Journal of Labor Research* **39**:3, 235-258. [[Crossref](#)]
558. Rafael Piñeiro Rodríguez, Cecilia Rossel. 2018. A field experiment on bureaucratic discretionary bias under FOI laws. *Government Information Quarterly* **35**:3, 418-427. [[Crossref](#)]
559. Alexandre Flage. 2018. Ethnic and gender discrimination in the rental housing market: Evidence from a meta-analysis of correspondence tests, 2006–2017. *Journal of Housing Economics* **41**, 251-273. [[Crossref](#)]
560. Norman Sedgley, Bruce Elmslie. 2018. Discrimination, human capital, and life expectancy in a model of economic development. *International Journal of Economic Theory* **14**:3, 211-232. [[Crossref](#)]
561. Joey Marshall, Daniel V. A. Olson. 2018. Local Religious Subcultures and Generalized Social Trust in the United States. *Journal for the Scientific Study of Religion* **57**:3, 473-494. [[Crossref](#)]
562. Ashwin Rode, Anand J. Shukla. 2018. Prejudicial Attitudes and Labor Market Outcomes. *LABOUR* **32**:3, 320-352. [[Crossref](#)]
563. Timothy M. Diette, Arthur H. Goldsmith, Darrick Hamilton, William Darity. 2018. Race, Unemployment, and Mental Health in the USA: What Can We Infer About the Psychological Cost of the Great Recession Across Racial Groups?. *Journal of Economics, Race, and Policy* **1**:2-3, 75-91. [[Crossref](#)]
564. Thomas Masterson. 2018. Trends in Black–White Employment Gaps Since the Great Recession. *The Review of Black Political Economy* **45**:3, 245-269. [[Crossref](#)]
565. Micah Gell-Redman, Neil Visalvanich, Charles Crabtree, Christopher J. Fariss. 2018. It's All about Race: How State Legislators Respond to Immigrant Constituents. *Political Research Quarterly* **71**:3, 517-531. [[Crossref](#)]
566. Huriya Jabbar, Wei-Ling Sun, Melinda A. Lemke, Emily Germain. 2018. Gender, Markets, and Inequality: A Framework. *Educational Policy* **32**:6, 755-796. [[Crossref](#)]
567. Abby L. Mulay, Melanie Mivshek, Holly Kaufman, Mark H. Waugh. 2018. The Ethics of Empathy: Walking a Fine Line in Forensic Evaluations. *Journal of Forensic Psychology Research and Practice* **18**:4, 320-336. [[Crossref](#)]
568. Olive Melissa Minor, Michelle Cameo. 2018. A Comparison of Wages by Gender and Region of Origin for Newly Arrived Refugees in the USA. *Journal of International Migration and Integration* **19**:3, 813-828. [[Crossref](#)]
569. ALEXANDRA SCACCO, SHANA S. WARREN. 2018. Can Social Contact Reduce Prejudice and Discrimination? Evidence from a Field Experiment in Nigeria. *American Political Science Review* **112**:3, 654-677. [[Crossref](#)]

570. Malte Dahl, Niels Krog. 2018. Experimental Evidence of Discrimination in the Labour Market: Intersections between Ethnicity, Gender, and Socio-Economic Status. *European Sociological Review* 34:4, 402-417. [[Crossref](#)]
571. Jasper Dag Tjaden, Carsten Schwemmer, Menusch Khadjavi. 2018. Ride with Me—Ethnic Discrimination, Social Markets, and the Sharing Economy. *European Sociological Review* 34:4, 418-432. [[Crossref](#)]
572. Zelda G. Knight. 2018. ‘Speaking the Names’ of Family as ‘Speaking a Place’. *British Journal of Psychotherapy* 34:3, 428-442. [[Crossref](#)]
573. Matthew S. Mendez, Christian R. Grose. 2018. Doubling Down: Inequality in Responsiveness and the Policy Preferences of Elected Officials. *Legislative Studies Quarterly* 43:3, 457-491. [[Crossref](#)]
574. Sarah E. Tinkler, Rajiv L. Sharma, Raven R.H. Susu-Mago, Sudeshna Pal, Miron Stano. 2018. Access to US primary care physicians for new patients concerned about smoking or weight. *Preventive Medicine* 113, 51-56. [[Crossref](#)]
575. Johanna Claire Schuch. 2018. Sociospatial Practices of Hispanic Youth Navigating Their Labor Market Opportunities. *Hispanic Journal of Behavioral Sciences* 40:3, 330-350. [[Crossref](#)]
576. Elizabeth Korver-Glenn. 2018. Compounding Inequalities: How Racial Stereotypes and Discrimination Accumulate across the Stages of Housing Exchange. *American Sociological Review* 83:4, 627-656. [[Crossref](#)]
577. Chris Houser, Kelly Lemmons. 2018. Implicit bias in letters of recommendation for an undergraduate research internship. *Journal of Further and Higher Education* 42:5, 585-595. [[Crossref](#)]
578. Keisha E. Payne, Zackary Philyaw, Jerome Rabow, Sara Yazdanfar. 2018. Names: a new dimension of transformation. *Race Ethnicity and Education* 21:4, 564-571. [[Crossref](#)]
579. Stijn Baert. 2018. Hiring a Gay Man, Taking a Risk?: A Lab Experiment on Employment Discrimination and Risk Aversion. *Journal of Homosexuality* 65:8, 1015-1031. [[Crossref](#)]
580. Stijn Baert, Ann-Sofie De Meyer, Yentl Moerman, Eddy Omev. 2018. Does size matter? Hiring discrimination and firm size. *International Journal of Manpower* 39:4, 550-566. [[Crossref](#)]
581. Magnus Carlsson, Abdulaziz Abrar Reshid, Dan-Olof Rooth. 2018. Neighborhood signaling effects, commuting time, and employment. *International Journal of Manpower* 39:4, 534-549. [[Crossref](#)]
582. Margaret Maurer-Fazio, Sili Wang. 2018. Does marital status affect how firms interpret job applicants’ un/employment histories?. *International Journal of Manpower* 39:4, 567-580. [[Crossref](#)]
583. Jörg L. Spenkuch, B. Pablo Montagnes, Daniel B. Magleby. 2018. Backward Induction in the Wild? Evidence from Sequential Voting in the US Senate. *American Economic Review* 108:7, 1971-2013. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
584. Stijn Baert, Sunčica Vujić. 2018. Does it pay to care? Volunteering and employment opportunities. *Journal of Population Economics* 31:3, 819-836. [[Crossref](#)]
585. Bidisha Lahiri. 2018. Racial Earnings Disparities with Endogenous Labor Market Participation. *Journal of Economics, Race, and Policy* 1:1, 16-25. [[Crossref](#)]
586. Matthew Knepper. 2018. When the Shadow Is the Substance: Judge Gender and the Outcomes of Workplace Sex Discrimination Cases. *Journal of Labor Economics* 36:3, 623-664. [[Crossref](#)]
587. Dieter Verhaest, Elene Bogaert, Jeroen Dereymaeker, Laura Mestdagh, Stijn Baert. 2018. Do Employers Prefer Overqualified Graduates? A Field Experiment. *Industrial Relations: A Journal of Economy and Society* 57:3, 361-388. [[Crossref](#)]
588. Peter Younkin, Venkat Kuppaswamy. 2018. The Colorblind Crowd? Founder Race and Performance in Crowdfunding. *Management Science* 64:7, 3269-3287. [[Crossref](#)]

589. Andreas Horr, Christian Hunkler, Clemens Kroneberg. 2018. Ethnic Discrimination in the German Housing Market. *Zeitschrift für Soziologie* 47:2, 134-146. [[Crossref](#)]
590. Sebastian Jilke, Wouter Van Dooren, Sabine Rys. 2018. Discrimination and Administrative Burden in Public Service Markets: Does a Public-Private Difference Exist?. *Journal of Public Administration Research and Theory* 28:3, 423-439. [[Crossref](#)]
591. Mogens Jin Pedersen, Justin M Stritch, Frederik Thuesen. 2018. Punishment on the Frontlines of Public Service Delivery: Client Ethnicity and Caseworker Sanctioning Decisions in a Scandinavian Welfare State. *Journal of Public Administration Research and Theory* 28:3, 339-354. [[Crossref](#)]
592. Zanita E. Fenton. Being Exceptional 79-106. [[Crossref](#)]
593. . Prelims i-viii. [[Crossref](#)]
594. Yusuf Neggers. 2018. Enfranchising Your Own? Experimental Evidence on Bureaucrat Diversity and Election Bias in India. *American Economic Review* 108:6, 1288-1321. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
595. Stevina U. Evuleocha, Steve D. Ugbah. 2018. Profiling: The Efficacy of Using Social Networking Sites for Job Screening. *Journal of Employment Counseling* 55:2, 48-57. [[Crossref](#)]
596. Stephanie E. V. Brown, Sin-Ning Cindy Liu. 2018. Intersectionally Insufficient: A Necessary Expansion of the Social-Structural Lens. *Industrial and Organizational Psychology* 11:2, 296-301. [[Crossref](#)]
597. Kathi N. Miner, Jessica M. Walker, Mindy E. Bergman, Vanessa A. Jean, Adrienne Carter-Sowell, Samantha C. January, Christine Kaunas. 2018. From “Her” Problem to “Our” Problem: Using an Individual Lens Versus a Social-Structural Lens to Understand Gender Inequity in STEM. *Industrial and Organizational Psychology* 11:2, 267-290. [[Crossref](#)]
598. David S Pedulla. 2018. How Race and Unemployment Shape Labor Market Opportunities: Additive, Amplified, or Muted Effects?. *Social Forces* 96:4, 1477-1506. [[Crossref](#)]
599. Huailu Li, Kevin Lang, Kaiwen Leong. 2018. Does Competition Eliminate Discrimination? Evidence from the Commercial Sex Market in Singapore. *The Economic Journal* 128:611, 1570-1608. [[Crossref](#)]
600. Myrtle P. Bell, Joy Leopold, Daphne Berry, Alison V. Hall. 2018. Diversity, Discrimination, and Persistent Inequality: Hope for the Future through the Solidarity Economy Movement. *Journal of Social Issues* 74:2, 224-243. [[Crossref](#)]
601. Rune V. Lesner. 2018. Testing for Statistical Discrimination Based on Gender. *LABOUR* 32:2, 141-181. [[Crossref](#)]
602. Jin-Young Choi. 2018. Semiparametric Estimator for Binary-outcome Sample Selection: Prejudice Matters in Election. *Oxford Bulletin of Economics and Statistics* 80:3, 536-553. [[Crossref](#)]
603. Ross Kleinstuber. 2018. Erasing race: overlooking racial and ethnic disadvantage as a mitigating factor in capital penalty trials. *Journal of Crime and Justice* 41:3, 244-258. [[Crossref](#)]
604. Magnus Carlsson, Luca Fumarco, Dan-Olof Rooth. 2018. Ethnic discrimination in hiring, labour market tightness and the business cycle - evidence from field experiments. *Applied Economics* 50:24, 2652-2663. [[Crossref](#)]
605. Sabine Otten, Juliette Schaafsma, Wiebren S. Jansen. Inclusion as a Pathway to Peace 35-52. [[Crossref](#)]
606. Douglas S. McNair. Preventing Disparities: Bayesian and Frequentist Methods for Assessing Fairness in Machine-Learning Decision-Support Models . [[Crossref](#)]
607. Roland G. Fryer Jr.. 2018. Reconciling Results on Racial Differences in Police Shootings. *AEA Papers and Proceedings* 108, 228-233. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]

608. Aislinn Bohren, Alex Imas, Michael Rosenberg. 2018. The Language of Discrimination: Using Experimental versus Observational Data. *AEA Papers and Proceedings* **108**, 169-174. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
609. Adam Nowak, Juan Sayago-Gomez. 2018. Homeowner preferences after September 11th, a microdata approach. *Regional Science and Urban Economics* **70**, 330-351. [[Crossref](#)]
610. Ruqaiijah Yearby. 2018. Racial Disparities in Health Status and Access to Healthcare: The Continuation of Inequality in the United States Due to Structural Racism. *American Journal of Economics and Sociology* **77**:3-4, 1113-1152. [[Crossref](#)]
611. Xian Zhao, Monica Biernat. 2018. "I Have Two Names, Xian and Alex": Psychological Correlates of Adopting Anglo Names. *Journal of Cross-Cultural Psychology* **49**:4, 587-601. [[Crossref](#)]
612. Laura K. Gee. 2018. The More You Know: Information Effects on Job Application Rates in a Large Field Experiment. *Management Science* . [[Crossref](#)]
613. Marilia Y. Antúnez. 2018. Perspectives in Hiring Academic Librarians with Frequent Job Changes. *Journal of Library Administration* **58**:3, 205-229. [[Crossref](#)]
614. Jeanette Morehouse Mendez, Jesse Perez Mendez. 2018. What's in a Name...or a Face? Student Perceptions of Faculty Race. *Journal of Political Science Education* **14**:2, 177-196. [[Crossref](#)]
615. Guillaume Pierné. 2018. Hiring discrimination, ethnic origin and employment status. *International Journal of Manpower* **39**:1, 152-165. [[Crossref](#)]
616. Amon Emeka. 2018. Where Race Matters Most: Measuring the Strength of Association Between Race and Unemployment Across the 50 United States. *Social Indicators Research* **136**:2, 557-573. [[Crossref](#)]
617. Martha Garcia-Murillo, Ian MacInnes. 2018. Così fan tutte : A better approach than the right to be forgotten. *Telecommunications Policy* **42**:3, 227-240. [[Crossref](#)]
618. Daniel LaFave, Randy Nelson, Michael Doherty. 2018. Race and Retention in a Competitive Labor Market. *Journal of Sports Economics* **19**:3, 417-451. [[Crossref](#)]
619. Natasha Quadlin. 2018. The Mark of a Woman's Record: Gender and Academic Performance in Hiring. *American Sociological Review* **83**:2, 331-360. [[Crossref](#)]
620. Rajiv Sharma, Sarah Tinkler, Arnab Mitra, Sudeshna Pal, Raven Susu-Mago, Miron Stano. 2018. State Medicaid fees and access to primary care physicians. *Health Economics* **27**:3, 629-636. [[Crossref](#)]
621. Alicia Robb, David T. Robinson. 2018. Testing for racial bias in business credit scores. *Small Business Economics* **50**:3, 429-443. [[Crossref](#)]
622. Timothy Bates, William D. Bradford, Robert Seamans. 2018. Minority entrepreneurship in twenty-first century America. *Small Business Economics* **50**:3, 415-427. [[Crossref](#)]
623. Francesco Bogliacino, Laura Jiménez Lozano, Daniel Reyes. 2018. Socioeconomic stratification and stereotyping: lab-in-the-field evidence from Colombia. *International Review of Economics* **65**:1, 77-118. [[Crossref](#)]
624. Daniel Borowczyk-Martins, Jake Bradley, Linas Tarasonis. 2018. Racial discrimination in the U.S. labor market: Employment and wage differentials by skill. *Labour Economics* **50**, 45-66. [[Crossref](#)]
625. Jan Krämer, Michael Wohlfarth. 2018. Market power, regulatory convergence, and the role of data in digital markets. *Telecommunications Policy* **42**:2, 154-171. [[Crossref](#)]
626. Casey Boyd-Swan, Chris M. Herbst. 2018. The demand for teacher characteristics in the market for child care: Evidence from a field experiment. *Journal of Public Economics* **159**, 183-202. [[Crossref](#)]
627. B. Keith Payne, Heidi A. Vuletich. 2018. Policy Insights From Advances in Implicit Bias Research. *Policy Insights from the Behavioral and Brain Sciences* **5**:1, 49-56. [[Crossref](#)]

628. Stijn Baert. 2018. Facebook profile picture appearance affects recruiters' first hiring decisions. *New Media & Society* **20**:3, 1220-1239. [[Crossref](#)]
629. Maia Feigon, Cady Block, Leslie Guidotti Breting, Laura Boxley, Erica Dawson, Derin Cobia. 2018. Work-life integration in neuropsychology: a review of the existing literature and preliminary recommendations. *The Clinical Neuropsychologist* **32**:2, 300-317. [[Crossref](#)]
630. Kezia R. Manlove, Rebecca M. Belou. 2018. Authors and editors assort on gender and geography in high-rank ecological publications. *PLOS ONE* **13**:2, e0192481. [[Crossref](#)]
631. Anastasia Cozarenco, Ariane Szafarz. 2018. Gender Biases in Bank Lending: Lessons from Microcredit in France. *Journal of Business Ethics* **147**:3, 631-650. [[Crossref](#)]
632. Parvinder Hira-Friesen. 2018. Immigrants and Precarious Work in Canada: Trends, 2006–2012. *Journal of International Migration and Integration* **19**:1, 35-57. [[Crossref](#)]
633. Ennio Bilancini, Leonardo Boncinelli, Jiabin Wu. 2018. The interplay of cultural intolerance and action-assortativity for the emergence of cooperation and homophily. *European Economic Review* **102**, 1-18. [[Crossref](#)]
634. David H. Chae, Sean Clouston, Connor D. Martz, Mark L. Hatzenbuehler, Hannah L.F. Cooper, Rodman Turpin, Seth Stephens-Davidowitz, Michael R. Kramer. 2018. Area racism and birth outcomes among Blacks in the United States. *Social Science & Medicine* **199**, 49-55. [[Crossref](#)]
635. Courtney L. McCluney, Lauren L. Schmitz, Margaret T. Hicken, Amanda Sonnega. 2018. Structural racism in the workplace: Does perception matter for health inequalities?. *Social Science & Medicine* **199**, 106-114. [[Crossref](#)]
636. Amanda Agan, Sonja Starr. 2018. Ban the Box, Criminal Records, and Racial Discrimination: A Field Experiment*. *The Quarterly Journal of Economics* **133**:1, 191-235. [[Crossref](#)]
637. Arthur Sakamoto, Christopher R. Tamborini, ChangHwan Kim. 2018. Long-Term Earnings Differentials Between African American and White Men by Educational Level. *Population Research and Policy Review* **37**:1, 91-116. [[Crossref](#)]
638. Jennifer Randles, Kerry Woodward. 2018. Learning to Labor, Love, and Live: Shaping the Good Neoliberal Citizen in State Work and Marriage Programs. *Sociological Perspectives* **61**:1, 39-56. [[Crossref](#)]
639. Brigitte Vittrup. 2018. Color Blind or Color Conscious? White American Mothers' Approaches to Racial Socialization. *Journal of Family Issues* **39**:3, 668-692. [[Crossref](#)]
640. Matthias Stefan, Felix Holzmeister, Alexander Müllauer, Michael Kirchler. 2018. Ethnical discrimination in Europe: Field evidence from the finance industry. *PLOS ONE* **13**:1, e0191959. [[Crossref](#)]
641. Simone T.A. Phipps, Leon C. Prieto. 2018. The business of black beauty: social entrepreneurship or social injustice?. *Journal of Management History* **24**:1, 37-56. [[Crossref](#)]
642. Asia T. McCleary-Gaddy, Carol T. Miller. 2018. Preference for Second-Generation African Immigrants Over Native-Born Black Americans: A College Admission Simulation. *Basic and Applied Social Psychology* **40**:1, 6-17. [[Crossref](#)]
643. Francesco Chiesa, Anna Elisabetta Galeotti. 2018. Linguistic Justice and Analytic Philosophy. *Philosophical Papers* **47**:1, 155-182. [[Crossref](#)]
644. Roberto Montoya, Geneva L. Sarcedo. 2018. Critical race parenting in the Trump era: a Sisyphean endeavor? A parable. *International Journal of Qualitative Studies in Education* **31**:1, 70-81. [[Crossref](#)]
645. Jeanette Morehouse Mendez, Jesse Perez Mendez. 2018. The Gender Effect in Student Selection of Professors for Classes. *NASPA Journal About Women in Higher Education* **11**:1, 74-88. [[Crossref](#)]
646. Morten Størling Hedegaard, Jean-Robert Tyran. 2018. The Price of Prejudice. *American Economic Journal: Applied Economics* **10**:1, 40-63. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]

647. Dean Rockwell. Inequality in Organizations 3235-3240. [[Crossref](#)]
648. Zara Whysall. Cognitive Biases in Recruitment, Selection, and Promotion: The Risk of Subconscious Discrimination 215-243. [[Crossref](#)]
649. Henry F. Fradella. Supporting Strategies for Equity, Diversity, and Inclusion in Higher Education Faculty Hiring 119-151. [[Crossref](#)]
650. Paul R. Croll. Economic Inequality and Race: No, It Can't Be that Bad... 213-220. [[Crossref](#)]
651. S. Michael Gaddis. An Introduction to Audit Studies in the Social Sciences 3-44. [[Crossref](#)]
652. Stijn Baert. Hiring Discrimination: An Overview of (Almost) All Correspondence Experiments Since 2005 63-77. [[Crossref](#)]
653. Joanna Lahey, Ryan Beasley. Technical Aspects of Correspondence Studies 81-101. [[Crossref](#)]
654. Charles Crabtree. An Introduction to Conducting Email Audit Studies 103-117. [[Crossref](#)]
655. Mike Vuolo, Christopher Uggen, Sarah Lageson. To Match or Not to Match? Statistical and Substantive Considerations in Audit Design and Analysis 119-140. [[Crossref](#)]
656. William Carbonaro, Jonathan Schwarz. Opportunities and Challenges in Designing and Conducting a Labor Market Resume Study 143-158. [[Crossref](#)]
657. Max Besbris, Jacob William Faber, Peter Rich, Patrick Sharkey. The Geography of Stigma: Experimental Methods to Identify the Penalty of Place 159-177. [[Crossref](#)]
658. David S. Pedulla. Emerging Frontiers in Audit Study Research: Mechanisms, Variation, and Representativeness 179-195. [[Crossref](#)]
659. Zandria F. Robinson. Intersectionality and Gender Theory 69-80. [[Crossref](#)]
660. Mikayla Novak. Social Exclusion 153-180. [[Crossref](#)]
661. Matthew Oware. Coming Straight from the Underground 115-152. [[Crossref](#)]
662. Thomas Hinz. Methoden der Arbeitsmarktforschung 479-524. [[Crossref](#)]
663. Eithne Knappitsch, Sabine Caliskan. Das Management von unbewussten Vorurteilen im HRM: Rekrutierung und Bindung einer diversen Belegschaft 207-230. [[Crossref](#)]
664. Kelly Monahan. Connecting 157-178. [[Crossref](#)]
665. Derek D. Rucker, Adam D. Galinsky, Joe C. Magee. The Agentic-Communal Model of Advantage and Disadvantage: How Inequality Produces Similarities in the Psychology of Power, Social Class, Gender, and Race 71-125. [[Crossref](#)]
666. Vessela Daskalova. 2018. Discrimination, social identity, and coordination: An experiment. *Games and Economic Behavior* **107**, 238-252. [[Crossref](#)]
667. Ashleigh Shelby Rosette, Rebecca Ponce de Leon, Christy Zhou Koval, David A. Harrison. 2018. Intersectionality: Connecting experiences of gender with race at work. *Research in Organizational Behavior* **38**, 1-22. [[Crossref](#)]
668. LARS INGE TERUM, GAUTE TORSVIK, EINAR ØVERBYE. 2018. Discrimination Against Ethnic Minorities in Activation Programme? Evidence from a Vignette Experiment. *Journal of Social Policy* **47**:1, 39-56. [[Crossref](#)]
669. Ariel White, Anton Strezhnev, Christopher Lucas, Dominika Kruszewska, Connor Huff. 2018. Investigator Characteristics and Respondent Behavior in Online Surveys. *Journal of Experimental Political Science* **5**:1, 56-67. [[Crossref](#)]
670. Marisa A. Abrajano, Christopher S. Elmendorf, Kevin M. Quinn. 2018. Labels vs. Pictures: Treatment-Mode Effects in Experiments About Discrimination. *Political Analysis* **26**:1, 20-33. [[Crossref](#)]
671. John J. Donohue. Anti-Discrimination Law 338-347. [[Crossref](#)]

672. Christopher McConnell, Yotam Margalit, Neil Malhotra, Matthew Levendusky. 2018. The Economic Consequences of Partisanship in a Polarized Era. *American Journal of Political Science* 62:1, 5-18. [[Crossref](#)]
673. Sherrilyn Roush. 2018. Knowledge of Our Own Beliefs. *Philosophy and Phenomenological Research* 96:1, 45-69. [[Crossref](#)]
674. Le Chen, Ruijun Ma, Anikó Hannák, Christo Wilson. Investigating the Impact of Gender on Rank in Resume Search Engines 1-14. [[Crossref](#)]
675. Charles Crabtree, Volha Chykina. 2018. Last Name Selection in Audit Studies. *Sociological Science* 5, 21-28. [[Crossref](#)]
676. Kyla Thomas. 2018. The Labor Market Value of Taste: An Experimental Study of Class Bias in U.S. Employment. *Sociological Science* 5, 562-595. [[Crossref](#)]
677. Nikoloz Kudashvili. 2018. Sources of Statistical Discrimination: Experimental Evidence from Georgia. *SSRN Electronic Journal* . [[Crossref](#)]
678. Marina Gorsuch, Deborah Rho. 2018. Customer Prejudice & Salience: The Effect of the 2016 Election on Employment Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
679. Asadul Islam, Debayan Pakrashi, Liang C. Wang, Yves Zenou. 2018. Determining the Extent of Statistical Discrimination: Evidence from a Field Experiment in India. *SSRN Electronic Journal* . [[Crossref](#)]
680. Jorge Mejia, Chris Parker. 2018. When Transparency Fails: Bias and Financial Incentives in Ridesharing Platforms. *SSRN Electronic Journal* . [[Crossref](#)]
681. J. Aislinn Bohren, Alex Imas, Michael Rosenberg. 2018. The Dynamics of Discrimination: Theory and Evidence. *SSRN Electronic Journal* . [[Crossref](#)]
682. V. Joseph Hotz, Per Johansson, Arizo Karimi. 2018. Parenthood, Family Friendly Workplaces, and the Gender Gaps in Early Work Careers. *SSRN Electronic Journal* . [[Crossref](#)]
683. Joni Hersch, Blair Bullock. 2018. The Law and Economics of Employment Discrimination Law. *SSRN Electronic Journal* . [[Crossref](#)]
684. Thomas Masterson. 2018. Black Employment Trends since the Great Recession. *SSRN Electronic Journal* . [[Crossref](#)]
685. Alexander Cauley, Jeffrey S. Zax. 2018. Alphabetism: The Effects of Surname Initial and the Cost of Being Otherwise Undistinguished. *SSRN Electronic Journal* . [[Crossref](#)]
686. Daviti Jibuti. 2018. Discrimination against Workers with Visible Tattoos: Experimental Evidence from Germany. *SSRN Electronic Journal* . [[Crossref](#)]
687. Alberto F. Alesina, Michela Carlana, Eliana La Ferrara, Paolo Pinotti. 2018. Revealing Stereotypes: Evidence from Immigrants in Schools. *SSRN Electronic Journal* . [[Crossref](#)]
688. Tushi Baul, Sujoy Chakravarty, Tanya Rosenblat, Qiqi Wang. 2018. Self-Confidence, Social Identity, and Labor Market Inequality: Experimental Evidence From India. *SSRN Electronic Journal* . [[Crossref](#)]
689. Edward C. Fletcher Jr.. 2018. Characteristics of Career and Technical Education Faculty across Institutions of Higher Education in the United States. *International Journal of Adult Vocational Education and Technology* 9:1, 42-58. [[Crossref](#)]
690. Alan Mallach. Jobs and Education: The Struggle to Escape the Poverty Trap 203-233. [[Crossref](#)]
691. Samantha Bielen, Peter Grajzl, Wim Marneffe. 2018. Blame Based on One's Name? Extralegal Disparities in Criminal Conviction and Sentencing. *SSRN Electronic Journal* . [[Crossref](#)]
692. Sofia Bapna, Martin Ganco. 2018. Gender Gaps in Equity Crowdfunding: Evidence from a Randomized Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]

693. Camille Hebert. 2018. Mind the Gap: Gender Stereotypes and Entrepreneur Financing. *SSRN Electronic Journal* . [[Crossref](#)]
694. Viktor Veterinarov, Vladimir Ivanov. 2018. Slavs Only: Ethnic Discrimination and Rental Prices. *SSRN Electronic Journal* . [[Crossref](#)]
695. Frank Douglas Hodge, Kim Mendoza, Roshan Sinha. 2018. The Effect of Humanizing Robo-Advisors on Investor Judgments. *SSRN Electronic Journal* . [[Crossref](#)]
696. Guido W. Imbens, Donald B. Rubin. Rubin Causal Model 11844-11853. [[Crossref](#)]
697. Kerwin Kofi Charles, Jonathan Guryan. Taste-Based Discrimination 13425-13432. [[Crossref](#)]
698. Sheryl Ball. Status and Economics 13039-13043. [[Crossref](#)]
699. Steven N. Durlauf, Lawrence E. Blume. Stigma 13082-13089. [[Crossref](#)]
700. Rourke L. O'Brien, Barbara Kiviat. 2018. Disparate Impact? Race, Sex, and Credit Reports in Hiring. *Socius: Sociological Research for a Dynamic World* **4**, 237802311877006. [[Crossref](#)]
701. Michael N. Stagnaro, Yarrow Dunham, David G. Rand. 2018. Profit Versus Prejudice. *Social Psychological and Personality Science* **9**:1, 50-58. [[Crossref](#)]
702. Will Gornall, Ilya A. Strebulaev. 2018. Gender, Race, and Entrepreneurship: A Randomized Field Experiment on Venture Capitalists and Angels. *SSRN Electronic Journal* . [[Crossref](#)]
703. Mason Ameri, Lisa Schur, Meera Adya, F. Scott Bentley, Patrick McKay, Douglas Kruse. 2018. The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior. *ILR Review* **71**:2, 329. [[Crossref](#)]
704. Renée B. Adams, Min S. Kim. 2018. Unsuccessful Teams. *SSRN Electronic Journal* . [[Crossref](#)]
705. Martin Hugo Saavedra. 2018. Kenji or Kenneth? Pearl Harbor and Japanese-American Assimilation. *SSRN Electronic Journal* . [[Crossref](#)]
706. Alexander W. Butler, Erik J. Mayer, James Peter Weston. 2018. Discrimination in the Auto Loan Market. *SSRN Electronic Journal* . [[Crossref](#)]
707. Peter K.H. Chew. 2018. Racism in Singapore: A Review and Recommendations for Future Research. *Journal of Pacific Rim Psychology* **12**, e5. [[Crossref](#)]
708. Sima Wolgast, Martin Bäckström, Fredrik Björklund. 2017. Tools for fairness: Increased structure in the selection process reduces discrimination. *PLOS ONE* **12**:12, e0189512. [[Crossref](#)]
709. Shiliang Tang, Xinyi Zhang, Jenna Cryan, Miriam J. Metzger, Haitao Zheng, Ben Y. Zhao. 2017. Gender Bias in the Job Market. *Proceedings of the ACM on Human-Computer Interaction* **1**:CSCW, 1-19. [[Crossref](#)]
710. Jérémy Celse, Michel Nicolas, Pierre Schilling. 2017. Are athletes more cooperative than nonathletes? A laboratory experiment. *Managerial and Decision Economics* **38**:8, 1248-1261. [[Crossref](#)]
711. Laura K. Gee, Marco Migueis, Sahar Parsa. 2017. Redistributive choices and increasing income inequality: experimental evidence for income as a signal of deservingness. *Experimental Economics* **20**:4, 894-923. [[Crossref](#)]
712. Jingbo Luo. 2017. How does smog affect firms' investment behavior? A natural experiment based on a sudden surge in the PM2.5 index. *China Journal of Accounting Research* **10**:4, 359-378. [[Crossref](#)]
713. Nick Drydakis. 2017. Measuring labour differences between natives, non-natives, and natives with an ethnic-minority background. *Economics Letters* **161**, 27-30. [[Crossref](#)]
714. Daniel Borowczyk-Martins, Jake Bradley, Linas Tarasonis. 2017. Racial discrimination in the U.S. labor market: Employment and wage differentials by skill. *Labour Economics* **49**, 106-127. [[Crossref](#)]
715. Arjumand Siddiqi, Faraz Vahid Shahidi, Chantel Ramraj, David R. Williams. 2017. Associations between race, discrimination and risk for chronic disease in a population-based sample from Canada. *Social Science & Medicine* **194**, 135-141. [[Crossref](#)]

716. Martin L. Jönsson, Julia Sjö Dahl. 2017. INCREASING THE VERACITY OF IMPLICITLY BIASED RANKINGS. *Episteme* 14:4, 499-517. [[Crossref](#)]
717. Mike Dacey. 2017. Anthropomorphism as Cognitive Bias. *Philosophy of Science* 84:5, 1152-1164. [[Crossref](#)]
718. Robin G. Nelson, Julianne N. Rutherford, Katie Hinde, Kathryn B. H. Clancy. 2017. Signaling Safety: Characterizing Fieldwork Experiences and Their Implications for Career Trajectories. *American Anthropologist* 119:4, 710-722. [[Crossref](#)]
719. Rachel McKinnon, Adam Sennet. 2017. Survey Article: On the Nature of the Political Concept of Privilege. *Journal of Political Philosophy* 25:4, 487-507. [[Crossref](#)]
720. Elizabeth Linos, Joanne Reinhard, Simon Ruda. 2017. Levelling the playing field in police recruitment: Evidence from a field experiment on test performance. *Public Administration* 95:4, 943-956. [[Crossref](#)]
721. Ryan Jerome LeCount. 2017. More Black than Blue? Comparing the Racial Attitudes of Police to Citizens. *Sociological Forum* 32, 1051-1072. [[Crossref](#)]
722. Kyung H. Park. 2017. Do Judges Have Tastes for Discrimination? Evidence from Criminal Courts. *The Review of Economics and Statistics* 99:5, 810-823. [[Crossref](#)]
723. Chloë FitzGerald, Samia Hurst. 2017. Implicit bias in healthcare professionals: a systematic review. *BMC Medical Ethics* 18:1. . [[Crossref](#)]
724. Ali M. Ahmed, Elisabeth Lång. 2017. The employability of ex-offenders: a field experiment in the Swedish labor market. *IZA Journal of Labor Policy* 6:1. . [[Crossref](#)]
725. Tristan L. Botelho, Mabel Abraham. 2017. Pursuing Quality: How Search Costs and Uncertainty Magnify Gender-based Double Standards in a Multistage Evaluation Process. *Administrative Science Quarterly* 62:4, 698-730. [[Crossref](#)]
726. Letian Zhang. 2017. A Fair Game? Racial Bias and Repeated Interaction between NBA Coaches and Players. *Administrative Science Quarterly* 62:4, 603-625. [[Crossref](#)]
727. Leslie Ashburn-Nardo, Kecia Thomas, Aspen J. Robinson. 2017. Broadening the conversation: why Black Lives Matter. *Equality, Diversity and Inclusion: An International Journal* 36:8, 698-706. [[Crossref](#)]
728. Tina Opie, Laura Morgan Roberts. 2017. Do black lives really matter in the workplace? Restorative justice as a means to reclaim humanity. *Equality, Diversity and Inclusion: An International Journal* 36:8, 707-719. [[Crossref](#)]
729. Eva Deuchert, Lukas Kauer, Helge Liebert, Carl Wuppermann. 2017. Disability discrimination in higher education: analyzing the quality of counseling services. *Education Economics* 25:6, 543-553. [[Crossref](#)]
730. Davi Kallman. 2017. Integrating Disability: Boomerang Effects when using Positive Media Exemplars to Reduce Disability Prejudice. *International Journal of Disability, Development and Education* 64:6, 644-662. [[Crossref](#)]
731. Monica Solinas-Saunders, Melissa J. Stacer. 2017. Fighting labor market discrimination with ban the box (BTB): Are there racial implications?. *Sociology Compass* 11:11, e12535. [[Crossref](#)]
732. Gregory S. Burge, Arthur Zillante. 2017. Racial Discrimination and Statistical Discrimination: MLB Rookie Card Values and Performance Uncertainty. *Social Science Quarterly* 98:5, 1435-1455. [[Crossref](#)]
733. David H. Chae, Wizdom A. Powell, Amani M. Nuru-Jeter, Mia A. Smith-Bynum, Eleanor K. Seaton, Tyrone A. Forman, Rodman Turpin, Robert Sellers. 2017. The Role of Racial Identity and Implicit Racial Bias in Self-Reported Racial Discrimination: Implications for Depression Among African American Men. *Journal of Black Psychology* 43:8, 789-812. [[Crossref](#)]

734. Caprice C. Greenberg. 2017. Association for Academic Surgery presidential address: sticky floors and glass ceilings. *Journal of Surgical Research* **219**, ix-xviii. [[Crossref](#)]
735. Yan Chen, Fangwen Lu, Jinan Zhang. 2017. Social comparisons, status and driving behavior. *Journal of Public Economics* **155**, 11-20. [[Crossref](#)]
736. Amanda L. Sullivan. 2017. Wading Through Quicksand: Making Sense of Minority Disproportionality in Identification of Emotional Disturbance. *Behavioral Disorders* **43**:1, 244-252. [[Crossref](#)]
737. Knut Petzold. 2017. Studying Abroad as a Sorting Criterion in the Recruitment Process: A Field Experiment Among German Employers. *Journal of Studies in International Education* **21**:5, 412-430. [[Crossref](#)]
738. Lincoln Quillian, Devah Pager, Ole Hexel, Arnfinn H. Midtbøen. 2017. Meta-analysis of field experiments shows no change in racial discrimination in hiring over time. *Proceedings of the National Academy of Sciences* **114**:41, 10870-10875. [[Crossref](#)]
739. Stephen L. Ross. 2017. Measuring trends in discrimination with field experiment data. *Proceedings of the National Academy of Sciences* **114**:41, 10815-10817. [[Crossref](#)]
740. Elena Delavega, Peter A. Kindle, Susan Peterson, Charles Schwartz. 2017. The Blame Index: Exploring the Change in Social Work Students' Perceptions of Poverty. *Journal of Social Work Education* **53**:4, 664-675. [[Crossref](#)]
741. Christopher S. Carpenter, Samuel T. Eppink. 2017. Does It Get Better? Recent Estimates of Sexual Orientation and Earnings in the United States. *Southern Economic Journal* **84**:2, 426-441. [[Crossref](#)]
742. Georgios Georgiou. 2017. Are oral examinations objective? Evidence from the hiring process for judges in Greece. *European Journal of Law and Economics* **44**:2, 217-239. [[Crossref](#)]
743. Cuong Viet Nguyen, Tuyen Quang Tran, Huong Van Vu. 2017. Ethnic Minorities in Northern Mountains of Vietnam: Employment, Poverty and Income. *Social Indicators Research* **134**:1, 93-115. [[Crossref](#)]
744. Andrew Hanson. 2017. Do college admissions counselors discriminate? Evidence from a correspondence-based field experiment. *Economics of Education Review* **60**, 86-96. [[Crossref](#)]
745. Elena Claudia Meroni, Esperanza Vera-Toscano. 2017. The persistence of overeducation among recent graduates. *Labour Economics* **48**, 120-143. [[Crossref](#)]
746. Corina Graif, Alina Lungeanu, Alyssa M. Yetter. 2017. Neighborhood isolation in Chicago: Violent crime effects on structural isolation and homophily in inter-neighborhood commuting networks. *Social Networks* **51**, 40-59. [[Crossref](#)]
747. Costanza Biavaschi, Corrado Giulietti, Zahra Siddique. 2017. The Economic Payoff of Name Americanization. *Journal of Labor Economics* **35**:4, 1089-1116. [[Crossref](#)]
748. Cornelius Christian. 2017. Lynchings, labour, and cotton in the US south: A reappraisal of Tolnay and Beck. *Explorations in Economic History* **66**, 106-116. [[Crossref](#)]
749. Rachel E. Scherr, Amy D. Robertson. 2017. Unveiling Privilege to Broaden Participation. *The Physics Teacher* **55**:7, 394-397. [[Crossref](#)]
750. Donna Riley. 2017. Rigor/Us: Building Boundaries and Disciplining Diversity with Standards of Merit. *Engineering Studies* **9**:3, 249-265. [[Crossref](#)]
751. Stefan Eriksson, Per Johansson, Sophie Langenskiöld. 2017. What is the right profile for getting a job? A stated choice experiment of the recruitment process. *Empirical Economics* **53**:2, 803-826. [[Crossref](#)]
752. Patrick S. Forscher, Chelsea Mitamura, Emily L. Dix, William T.L. Cox, Patricia G. Devine. 2017. Breaking the prejudice habit: Mechanisms, timecourse, and longevity. *Journal of Experimental Social Psychology* **72**, 133-146. [[Crossref](#)]

753. Allyson Shortle, Tyler Johnson. 2017. Owning Immigration: Messenger Ethnicity, Issue Ownership, and Support for Latino Candidates. *The Journal of Race, Ethnicity, and Politics* 2:2, 233-259. [[Crossref](#)]
754. Jordan R. Axt. 2017. An unintentional pro-Black bias in judgement among educators. *British Journal of Educational Psychology* 87:3, 408-421. [[Crossref](#)]
755. , , . 2017. Does Religious Involvement Mitigate the Effects of Major Discrimination on the Mental Health of African Americans? Findings from the Nashville Stress and Health Study. *Religions* 8:9, 195. [[Crossref](#)]
756. Liam J. A. Lenten. 2017. Racial discrimination in umpire voting: an (arguably) unexpected result. *Applied Economics* 49:37, 3751-3757. [[Crossref](#)]
757. Magnus Carlsson, Stefan Eriksson. 2017. Do attitudes expressed in surveys predict ethnic discrimination?. *Ethnic and Racial Studies* 40:10, 1739-1757. [[Crossref](#)]
758. Dafeng Xu. 2017. Acculturational homophily. *Economics of Education Review* 59, 29-42. [[Crossref](#)]
759. Michael Zürn, Sascha Topolinski. 2017. When trust comes easy: Articulatory fluency increases transfers in the trust game. *Journal of Economic Psychology* 61, 74-86. [[Crossref](#)]
760. Thomas de Haan, Theo Offerman, Randolph Sloof. 2017. Discrimination In the Labour Market: The Curse of Competition Between Workers. *The Economic Journal* 127:603, 1433-1466. [[Crossref](#)]
761. Sharon Clemons Doerer, Murray Webster, Lisa Slattery Walker. 2017. Racial double standards and applicant selection. *Social Science Research* 66, 32-41. [[Crossref](#)]
762. Siyu Yu, Yu Xie. 2017. Preference effects on friendship choice: Evidence from an online field experiment. *Social Science Research* 66, 201-210. [[Crossref](#)]
763. Theodore F. Figinski. 2017. The Effect of Potential Activations on the Employment of Military Reservists: Evidence from a Field Experiment. *ILR Review* 70:4, 1037-1056. [[Crossref](#)]
764. Delia Baldassarri, Maria Abascal. 2017. Field Experiments Across the Social Sciences. *Annual Review of Sociology* 43:1, 41-73. [[Crossref](#)]
765. I. M. Nick. 2017. Names, Grades, and Metamorphosis: A Small-Scale Socio-onomastic Investigation into the Effects of Ethnicity and Gender-Marked Personal Names on the Pedagogical Assessments of a Grade School Essay. *Names* 65:3, 129-142. [[Crossref](#)]
766. Edward Fergus. 2017. The Integration Project Among White Teachers and Racial/Ethnic Minority Youth: Understanding Bias in School Practice. *Theory Into Practice* 56:3, 169-177. [[Crossref](#)]
767. John E. Kiat, Jacob E. Cheadle. 2017. The impact of individuation on the bases of human empathic responding. *NeuroImage* 155, 312-321. [[Crossref](#)]
768. Brent B Allred, Michael G Findley, Daniel Nielson, J C Sharman. 2017. Anonymous shell companies: A global audit study and field experiment in 176 countries. *Journal of International Business Studies* 48:5, 596-619. [[Crossref](#)]
769. Celeste K. Carruthers, Marianne H. Wanamaker. 2017. Separate and Unequal in the Labor Market: Human Capital and the Jim Crow Wage Gap. *Journal of Labor Economics* 35:3, 655-696. [[Crossref](#)]
770. Zachary W. Brewster, Jonathan R. Brauer. 2017. Tableside Justice: Racial Differences in Retributive Reactions to Dissatisfaction. *Sociology of Race and Ethnicity* 3:3, 383-397. [[Crossref](#)]
771. David Niven. 2017. Can Republican African Americans Win African American Votes? A Field Experiment. *Journal of Black Studies* 48:5, 465-483. [[Crossref](#)]
772. Eva Derous, Roland Pepermans, Ann Marie Ryan. 2017. Ethnic discrimination during résumé screening: Interactive effects of applicants' ethnic salience with job context. *Human Relations* 70:7, 860-882. [[Crossref](#)]

773. Gary A. Williams, AnaMarie C. Guichard, JungHa An. 2017. The effects of name and religious priming on ratings of a well-known political figure, President Barack Obama. *PLOS ONE* **12**:6, e0180676. [[Crossref](#)]
774. Mike Vuolo, Christopher Uggen, Sarah Lageson. Race, Recession, and Social Closure in the Low-Wage Labor Market: Experimental and Observational Evidence 141-183. [[Crossref](#)]
775. Albert Yirmiyahu, Ofir D. Rubin, Miki Malul. 2017. Does greater accessibility to higher education reduce wage inequality? The case of the Arab minority in Israel. *Studies in Higher Education* **42**:6, 1071-1090. [[Crossref](#)]
776. Jonathan Anomaly. 2017. Race Research and the Ethics of Belief. *Journal of Bioethical Inquiry* **14**:2, 287-297. [[Crossref](#)]
777. Patricia Knezek. 2017. Implicit bias in astronomy. *Nature Astronomy* **1**:6. . [[Crossref](#)]
778. Eva DEUCHERT, Lukas KAUER. 2017. Subventions à l'embauche et handicap: les enseignements d'une expérience à petite échelle. *Revue internationale du Travail* **156**:2, 299-317. [[Crossref](#)]
779. Eva DEUCHERT, Lukas KAUER. 2017. Subsidios a la contratación de personas con discapacidades. Resultados de un pequeño experimento de campo. *Revista Internacional del Trabajo* **136**:2, 277-293. [[Crossref](#)]
780. Eva DEUCHERT, Lukas KAUER. 2017. Hiring subsidies for people with a disability: Evidence from a small-scale social field experiment. *International Labour Review* **156**:2, 269-285. [[Crossref](#)]
781. Matthew DeBell. 2017. Polarized Opinions on Racial Progress and Inequality: Measurement and Application to Affirmative Action Preferences. *Political Psychology* **38**:3, 481-498. [[Crossref](#)]
782. Anna Kaatz, Molly Carnes, Belinda Gutierrez, Julia Savoy, Clem Samuel, Amarette Filut, Christine Maidl Pribbenow. 2017. Fair Play: A Study of Scientific Workforce Trainers' Experience Playing an Educational Video Game about Racial Bias. *CBE—Life Sciences Education* **16**:2, ar27. [[Crossref](#)]
783. Gennifer Furst. Prisons, Race Making, and the Changing American Racial Milieu 175-196. [[Crossref](#)]
784. Xian Zhao, Monica Biernat. 2017. "Welcome to the U.S." but "change your name"? Adopting Anglo names and discrimination. *Journal of Experimental Social Psychology* **70**, 59-68. [[Crossref](#)]
785. Doris Weichselbaumer. 2017. Discrimination Against Migrant Job Applicants in Austria: An Experimental Study. *German Economic Review* **18**:2, 237-265. [[Crossref](#)]
786. Francisco B. Galarza, Gustavo Yamada. 2017. Triple Penalty in Employment Access: The Role of Beauty, Race, and Sex. *Journal of Applied Economics* **20**:1, 29-47. [[Crossref](#)]
787. John M. Nunley, Adam Pugh, Nicholas Romero, R. Alan Seals. 2017. The Effects of Unemployment and Underemployment on Employment Opportunities. *ILR Review* **70**:3, 642-669. [[Crossref](#)]
788. Aylin Caliskan, Joanna J. Bryson, Arvind Narayanan. 2017. Semantics derived automatically from language corpora contain human-like biases. *Science* **356**:6334, 183-186. [[Crossref](#)]
789. Nicolas Guéguen. 2017. "Mr de Bussy" is More Employable than "Mr Bussy": The Impact of a Particle Associated with the Surname of an Applicant in a Job Application Evaluation Context. *Names* **65**:2, 104-111. [[Crossref](#)]
790. Kaushik Basu. 2017. Discrimination as Focal Point: Markets and Group Identity. *Forum for Social Economics* **46**:2, 128-138. [[Crossref](#)]
791. Benjamin Edelman, Michael Luca, Dan Svirsky. 2017. Racial Discrimination in the Sharing Economy: Evidence from a Field Experiment. *American Economic Journal: Applied Economics* **9**:2, 1-22. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
792. Sarah Tinkler, Rajiv Sharma, Sudeshna Pal, Raven Susu-Mago, Miron Stano. 2017. Offers of appointments with nurse practitioners if a requested physician is unavailable. *Journal of the American Association of Nurse Practitioners* **29**:4, 209-215. [[Crossref](#)]

793. Shane Thompson. 2017. COLLEGE ADVISING AND GENDER. *Economic Inquiry* 55:2, 1007-1016. [[Crossref](#)]
794. SHAI BERNSTEIN, ARTHUR KORTEWEG, KEVIN LAWS. 2017. Attracting Early-Stage Investors: Evidence from a Randomized Field Experiment. *The Journal of Finance* 72:2, 509-538. [[Crossref](#)]
795. David R. Hekman, Stefanie K. Johnson, Maw-Der Foo, Wei Yang. 2017. Does Diversity-Valuing Behavior Result in Diminished Performance Ratings for Non-White and Female Leaders?. *Academy of Management Journal* 60:2, 771-797. [[Crossref](#)]
796. Victor Erik Ray, Antonia Randolph, Megan Underhill, David Luke. 2017. Critical Race Theory, Afro-Pessimism, and Racial Progress Narratives. *Sociology of Race and Ethnicity* 3:2, 147-158. [[Crossref](#)]
797. Shelley J. Correll, Cecilia L. Ridgeway, Ezra W. Zuckerman, Sharon Jank, Sara Jordan-Bloch, Sandra Nakagawa. 2017. It's the Conventional Thought That Counts. *American Sociological Review* 82:2, 297-327. [[Crossref](#)]
798. Daniel Drewski, Jürgen Gerhards, Silke Hans. 2017. Symbolische Grenzziehungen und nationale Herkunft. Eine explorative Studie über Distinktionsprozesse an einer multinationalen Schule in Brüssel. *Berliner Journal für Soziologie* 27:1, 65-92. [[Crossref](#)]
799. Annette Pritchard, Nigel Morgan. 2017. Tourism's lost leaders: Analysing gender and performance. *Annals of Tourism Research* 63, 34-47. [[Crossref](#)]
800. David Doherty, James Stancliff. 2017. Interpreting and Tolerating Speech. *American Politics Research* 45:2, 224-255. [[Crossref](#)]
801. Diana D'amico, Robert J. Pawlewicz, Penelope M. Earley, Adam P. McGeehan. 2017. Where Are All the Black Teachers? Discrimination in the Teacher Labor Market. *Harvard Educational Review* 87:1, 26-49. [[Crossref](#)]
802. Charles Lassiter, Nathan Ballantyne. 2017. Implicit racial bias and epistemic pessimism. *Philosophical Psychology* 30:1-2, 79-101. [[Crossref](#)]
803. Bosco B. Bae. 2017. Belief and Acceptance for the Study of Religion. *Method & Theory in the Study of Religion* 29:1, 57-87. [[Crossref](#)]
804. Raymond Fisman, Daniel Paravisini, Vikrant Vig. 2017. Cultural Proximity and Loan Outcomes. *American Economic Review* 107:2, 457-492. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
805. David C. Phillips. 2017. Landlords avoid tenants who pay with vouchers. *Economics Letters* 151, 48-52. [[Crossref](#)]
806. Rachel Elizabeth Fish. 2017. The racialized construction of exceptionality: Experimental evidence of race/ethnicity effects on teachers' interventions. *Social Science Research* 62, 317-334. [[Crossref](#)]
807. Mindi N. Thompson, Jason J. Dahling, Mun Yuk Chin, Robert C. Melloy. 2017. Integrating Job Loss, Unemployment, and Reemployment With Social Cognitive Career Theory. *Journal of Career Assessment* 25:1, 40-57. [[Crossref](#)]
808. Meghan R. Busse, Ayelet Israeli, Florian Zettelmeyer. 2017. Repairing the Damage: The Effect of Price Knowledge and Gender on Auto Repair Price Quotes. *Journal of Marketing Research* 54:1, 75-95. [[Crossref](#)]
809. Hema Yoganarasimhan. 2017. Identifying the Presence and Cause of Fashion Cycles in Data. *Journal of Marketing Research* 54:1, 5-26. [[Crossref](#)]
810. Rhian M. Daniel, Bianca L. De Stavola, Stijn Vansteelandt. 2017. The formal approach to quantitative causal inference in epidemiology: misguided or misrepresented?. *International Journal of Epidemiology* 65, dyw227. [[Crossref](#)]
811. Jürgen Gerhards, Sylvia Kämpfer. 2017. Symbolische Grenzen und die Grenzarbeit von Migrantinnen und Migranten. *Zeitschrift für Soziologie* 46:5. . [[Crossref](#)]

812. Emilia Aldrin. 2017. Assessing Names? Effects of Name-Based Stereotypes on Teachers' Evaluations of Pupils' Texts. *Names* 65:1, 3-14. [[Crossref](#)]
813. Tracy N. Anderson-Clark, Raymond J. Green. 2017. Basking in reflected glory: the election of president Obama and naming behaviour. *Ethnic and Racial Studies* 40:1, 63-76. [[Crossref](#)]
814. Jason Coupet. 2017. Strings attached? Linking Historically Black Colleges and Universities public revenue sources with efficiency. *Journal of Higher Education Policy and Management* 39:1, 40-57. [[Crossref](#)]
815. Lorian Roberson, Filomena Buonocore, Shana M. Yearwood. Hiring for Diversity: The Challenges Faced by American and European Companies in Employee Selection 151-171. [[Crossref](#)]
816. Robert Leeson. 44: Europe, 1962-1992 (2) 349-387. [[Crossref](#)]
817. Kazuhiro Ueda. Cognitive Mechanism in Selecting New Products: A Cognitive Neuroscience Perspective 31-41. [[Crossref](#)]
818. Łukasz Kurek. Supervenience and the Normativity of Folk Psychology in the Legal-Philosophical Context 161-175. [[Crossref](#)]
819. M. Bertrand, E. Duflo. Field Experiments on Discrimination a Laura Stilwell and Jan Zilinsky provided excellent research assistance. We thank Abhijit Banerjee for comments. We are particularly grateful to Betsy Levy Paluck, our discussant, for her detailed and thoughtful review of an earlier draft 309-393. [[Crossref](#)]
820. O. Al-Ubaydli, J.A. List. Field Experiments in Markets 271-307. [[Crossref](#)]
821. J. Rothstein, T. von Wachter. Social Experiments in the Labor Market 555-637. [[Crossref](#)]
822. Roy Chen, Yan Chen, Yang Liu, Qiaozhu Mei. 2017. Does team competition increase pro-social lending? Evidence from online microfinance. *Games and Economic Behavior* 101, 311-333. [[Crossref](#)]
823. Oliver P. Hauser, Elizabeth Linos, Todd Rogers. 2017. Innovation with field experiments: Studying organizational behaviors in actual organizations. *Research in Organizational Behavior* 37, 185-198. [[Crossref](#)]
824. Naa Oyo A. Kwate. 2017. THE RACE AGAINST TIME. *Du Bois Review: Social Science Research on Race* 14:2, 497-514. [[Crossref](#)]
825. Daniel M. Butler, Charles Crabtree. 2017. Moving Beyond Measurement: Adapting Audit Studies to Test Bias-Reducing Interventions. *Journal of Experimental Political Science* 4:1, 57-67. [[Crossref](#)]
826. Daniel M. Butler, Jonathan Homola. 2017. An Empirical Justification for the Use of Racially Distinctive Names to Signal Race in Experiments. *Political Analysis* 25:1, 122-130. [[Crossref](#)]
827. Monika Sengul-Jones. 'Being a Better #Freelancer': Gendered and Racialised Aesthetic Labour on Online Freelance Marketplaces 215-229. [[Crossref](#)]
828. Michael Luca. 2017. Designing Online Marketplaces: Trust and Reputation Mechanisms. *Innovation Policy and the Economy* 17, 77-93. [[Crossref](#)]
829. Katherine Levine Einstein, David M. Glick. 2017. Does Race Affect Access to Government Services? An Experiment Exploring Street-Level Bureaucrats and Access to Public Housing. *American Journal of Political Science* 61:1, 100-116. [[Crossref](#)]
830. Jazmin L. Brown-Iannuzzi, Kristjen B. Lundberg, Stephanie McKee. 2017. Political Action in the Age of High-Economic Inequality: A Multilevel Approach. *Social Issues and Policy Review* 11:1, 232-273. [[Crossref](#)]
831. Anikó Hannák, Claudia Wagner, David Garcia, Alan Mislove, Markus Strohmaier, Christo Wilson. Bias in Online Freelance Marketplaces 1914-1933. [[Crossref](#)]
832. Ari Schlesinger, W. Keith Edwards, Rebecca E. Grinter. Intersectional HCI 5412-5427. [[Crossref](#)]

833. S. Gaddis. 2017. How Black Are Lakisha and Jamal? Racial Perceptions from Names Used in Correspondence Audit Studies. *Sociological Science* 4, 469-489. [[Crossref](#)]
834. Simin He. 2017. What's Right When You're Left? The Impact of Minority Identity in Competitive and Cooperative Environments. *SSRN Electronic Journal* . [[Crossref](#)]
835. S. Michael Gaddis. 2017. How Black Are Lakisha and Jamal? Racial Perceptions from Names Used in Correspondence Audit Studies. *SSRN Electronic Journal* . [[Crossref](#)]
836. Joel Waldfogel, Paul M. Vaaler. 2017. Discriminatory Product Differentiation: The Case of Israel's Omission from Airline Route Maps. *SSRN Electronic Journal* . [[Crossref](#)]
837. Georg Weizsacker, Christian Zankiewicz. 2017. Measuring Applicant Quality to Detect Discrimination in Peer-to-Peer Lending. *SSRN Electronic Journal* . [[Crossref](#)]
838. Etan A Green. 2017. Bayesian Instinct. *SSRN Electronic Journal* . [[Crossref](#)]
839. Adam Nowak, Juan Tomms Sayago-Gomez. 2017. Homeowner Preferences after September 11th, a Microdata Approach. *SSRN Electronic Journal* . [[Crossref](#)]
840. Moshe Barach, John J. Horton. 2017. How Do Employers Use Compensation History?: Evidence from a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
841. Michael Ewens. 2017. Can Access to Capital Explain the Entrepreneurship Gender Gap?. *SSRN Electronic Journal* . [[Crossref](#)]
842. Jonathan Mummolo, Erik Peterson. 2017. Demand Effects in Survey Experiments: An Empirical Assessment. *SSRN Electronic Journal* . [[Crossref](#)]
843. S. Michael Gaddis. 2017. Racial/Ethnic Perceptions from Hispanic Names: Selecting Names to Test for Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
844. Micah Gell-Redman, Neil Visalvanich, Charles Crabtree, Christopher J. Fariss. 2017. It's All About Race: How State Legislators Respond to Immigrant Constituents. *SSRN Electronic Journal* . [[Crossref](#)]
845. Christopher Lewis. 2017. Latinos and the Principles of Racial Demography. *SSRN Electronic Journal* . [[Crossref](#)]
846. Brad M. Barber, Anna Scherbina, Bernd Schlusche. 2017. Performance Isn't Everything: Personal Characteristics and Career Outcomes of Mutual Fund Managers. *SSRN Electronic Journal* . [[Crossref](#)]
847. Lauren E. Willis. 2017. Finance-Informed Citizens, Citizen-Informed Finance: An Essay Occasioned by the International Handbook of Financial Literacy. *SSRN Electronic Journal* . [[Crossref](#)]
848. Soumyajit Mazumder. 2017. Becoming White: How Mass Warfare Turned Immigrants into Americans. *SSRN Electronic Journal* . [[Crossref](#)]
849. J. Aislinn Bohren, Alex Imas, Michael Rosenberg. 2017. The Dynamics of Discrimination: Theory and Evidence. *SSRN Electronic Journal* . [[Crossref](#)]
850. Emmanuel Duguet, David M. Gray, Yannick L'Horty, Du Parquet Looc, Pascale Petit. 2017. Labor Market Effects of Urban Riots: An Experimental Assessment. *SSRN Electronic Journal* . [[Crossref](#)]
851. Edward Cartwright, Myrna H. Wooders. 2017. Own Experience Bias, Prejudice and Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
852. Claudia mname Diehl, Elisabeth mname Liebau. 2017. Perceptions of Discrimination: What Do They Measure and Why Do They Matter?. *SSRN Electronic Journal* . [[Crossref](#)]
853. Charles Bellemare, Marion Goussy, Guy Lacroix, Steeve Marchand. 2017. Physical Disability and Labor Market Discrimination: Evidence From a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
854. Haydn Hornstein-Platt. 2017. Whose Fault Is It?: A Survey Experiment Examining Differences in Attribution and Support for White and Black Men. *SSRN Electronic Journal* . [[Crossref](#)]

855. Nicholas Hill, Marc Remer. 2017. Racial Bias and Networking in Employment Outcomes: Evidence from NBA Coaches. *SSRN Electronic Journal* . [[Crossref](#)]
856. Daniel L. Chen, Yosh Halberstam, Alan Yu. 2017. Covering: Mutable Characteristics and Perceptions of Voice in the U.S. Supreme Court. *SSRN Electronic Journal* . [[Crossref](#)]
857. Sylvia Mupepi, Mambo Mupepi, Aslam Modak. Highly Productive 21st Century Workforce 218-234. [[Crossref](#)]
858. Keith B. Wilson, Jenelle S. Pitt, Malik A. Raheem, Carrie L. Acklin, José M. Wilson. Multicultural Counseling Competencies 237-254. [[Crossref](#)]
859. Barbara A. Bliss, Joseph Engelberg, Mitch Warachka. 2017. How Do Households Set Prices? Evidence from College Football Rivalries and Airbnb. *SSRN Electronic Journal* . [[Crossref](#)]
860. Jennifer Merluzzi, Adina Sterling. 2017. Lasting Effects? Referrals and Career Mobility of Demographic Groups in Organizations. *ILR Review* **70**:1, 105-131. [[Crossref](#)]
861. Srikant Devaraj, Pankaj C. Patel. 2017. Skin Tone and Self-Employment: Is there an Intra-Group Variation among Blacks?. *The Review of Black Political Economy* **44**:1-2, 137-166. [[Crossref](#)]
862. S. Michael Gaddis. 2017. Racial/Ethnic Perceptions from Hispanic Names: Selecting Names to Test for Discrimination. *Socius: Sociological Research for a Dynamic World* **3**, 237802311773719. [[Crossref](#)]
863. Camila F. S. Campos, Shaun Hargreaves Heap, Fernanda Leite Lopez de Leon. 2016. The political influence of peer groups: experimental evidence in the classroom. *Oxford Economic Papers* **24**, gpw065. [[Crossref](#)]
864. Sumit Agarwal, Jia He, Tien Foo Sing, Jian Zhang. 2016. Gender Gap in Personal Bankruptcy Risks: Empirical Evidence from Singapore. *Review of Finance* **84**, rfw063. [[Crossref](#)]
865. Brenda J. Allen, Kavita Garg. 2016. Diversity Matters in Academic Radiology: Acknowledging and Addressing Unconscious Bias. *Journal of the American College of Radiology* **13**:12, 1426-1432. [[Crossref](#)]
866. Stijn Baert, Jennifer Norga, Yannick Thuy, Marieke Van Hecke. 2016. Getting grey hairs in the labour market. An alternative experiment on age discrimination. *Journal of Economic Psychology* **57**, 86-101. [[Crossref](#)]
867. Stephen Politzer-Ahles, Jeffrey J. Holliday, Teresa Girolamo, Maria Spychalska, Kelly Harper Berkson. 2016. Is linguistic injustice a myth? A response to Hyland (2016). *Journal of Second Language Writing* **34**, 3-8. [[Crossref](#)]
868. Stijn Baert, Sarah De Visschere, Koen Schoors, Désirée Vandenberghe, Eddy Omev. 2016. First depressed, then discriminated against?. *Social Science & Medicine* **170**, 247-254. [[Crossref](#)]
869. Darius Palia. 2016. Differential Access to Capital from Financial Institutions by Minority Entrepreneurs. *Journal of Empirical Legal Studies* **13**:4, 756-785. [[Crossref](#)]
870. STEVEN ONGENA, ALEXANDER POPOV. 2016. Gender Bias and Credit Access. *Journal of Money, Credit and Banking* **48**:8, 1691-1724. [[Crossref](#)]
871. Morton Ann Gernsbacher, Adam R. Raimond, M. Theresa Balinghasay, Jilana S. Boston. 2016. "Special needs" is an ineffective euphemism. *Cognitive Research: Principles and Implications* **1**:1. . [[Crossref](#)]
872. Courtney M. Heldreth, Christine M. Guardino, Lauren H. Wong, Christine Dunkel Schetter, Jenessa R. Shapiro, Peter Schafer, Madeleine Shalowitz, Robin Gaines Lanzi, John Thorp, Tonse Raju. 2016. Childhood Racism Experiences and Postpartum Depressive Symptoms in African American Mothers. *Journal of Social and Clinical Psychology* **35**:10, 840-864. [[Crossref](#)]
873. Lauren A. Rivera, András Tilcsik. 2016. Class Advantage, Commitment Penalty. *American Sociological Review* **81**:6, 1097-1131. [[Crossref](#)]

874. Daphne Brandenburg. 2016. Implicit attitudes and the social capacity for free will. *Philosophical Psychology* **29**:8, 1215-1228. [[Crossref](#)]
875. Amanda L. Golbeck, Arlene Ash, Mary Gray, Marcia Gumpertz, Nicholas P. Jewell, Jon R. Kettenring, Judith D. Singer, Yulia R. Gel. 2016. A conversation about implicit bias. *Statistical Journal of the IAOS* **32**:4, 739-755. [[Crossref](#)]
876. Amanda Bayer, Cecilia Elena Rouse. 2016. Diversity in the Economics Profession: A New Attack on an Old Problem. *Journal of Economic Perspectives* **30**:4, 221-242. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
877. Jelani Kerr, Trinidad Jackson. 2016. Stigma, sexual risks, and the war on drugs: Examining drug policy and HIV/AIDS inequities among African Americans using the Drug War HIV/AIDS Inequities Model. *International Journal of Drug Policy* **37**, 31-41. [[Crossref](#)]
878. Markus Mobius, Tanya Rosenblat, Qiqi Wang. 2016. Ethnic discrimination: Evidence from China. *European Economic Review* **90**, 165-177. [[Crossref](#)]
879. Thorsten Chmura, Sebastian J. Goerg, Pia Weiss. 2016. Natural groups and economic characteristics as driving forces of wage discrimination. *European Economic Review* **90**, 178-200. [[Crossref](#)]
880. Niklas Jakobsson, Andreas Kotsadam, Astri Syse, Henning Øien. 2016. Gender bias in public long-term care? A survey experiment among care managers. *Journal of Economic Behavior & Organization* **131**, 126-138. [[Crossref](#)]
881. Ajay Agrawal, Nicola Lacetera, Elizabeth Lyons. 2016. Does standardized information in online markets disproportionately benefit job applicants from less developed countries?. *Journal of International Economics* **103**, 1-12. [[Crossref](#)]
882. Jean M. Twenge, Lauren Dawson, W. Keith Campbell. 2016. Still standing out: children's names in the United States during the Great Recession and correlations with economic indicators. *Journal of Applied Social Psychology* **46**:11, 663-670. [[Crossref](#)]
883. Ruqaiyah Yearby. 2016. Missing the "Target". *American Journal of Law & Medicine* **42**:4, 797-833. [[Crossref](#)]
884. Lauren B. Edelman, Aaron C. Smyth, Asad Rahim. 2016. Legal Discrimination: Empirical Sociolegal and Critical Race Perspectives on Antidiscrimination Law. *Annual Review of Law and Social Science* **12**:1, 395-415. [[Crossref](#)]
885. Isaac Wiegman, Ron Mallon. Applied Philosophy of Social Science 439-454. [[Crossref](#)]
886. Christopher B. Barrett, Teevrat Garg, Linden McBride. 2016. Well-Being Dynamics and Poverty Traps. *Annual Review of Resource Economics* **8**:1, 303-327. [[Crossref](#)]
887. Claire S.H. Lim, Bernardo S. Silveira, James M. Snyder. 2016. Do Judges' Characteristics Matter? Ethnicity, Gender, and Partisanship in Texas State Trial Courts. *American Law and Economics Review* **18**:2, 302-357. [[Crossref](#)]
888. Tim Sawert. 2016. Tote Sprachen als lohnende Investition?. *Zeitschrift für Soziologie* **45**:5, 340-356. [[Crossref](#)]
889. Edward D. Vargas, Nadia C. Winston, John A. Garcia, Gabriel R. Sanchez. 2016. Latina/o or Mexicana/o? The Relationship between Socially Assigned Race and Experiences with Discrimination. *Sociology of Race and Ethnicity* **2**:4, 498-515. [[Crossref](#)]
890. Francois Bonnet, Etienne Lalé, Mirna Safi, Etienne Wasmer. 2016. Better residential than ethnic discrimination! Reconciling audit and interview findings in the Parisian housing market. *Urban Studies* **53**:13, 2815-2833. [[Crossref](#)]
891. Tomomi Tanaka, Colin F. Camerer. 2016. Trait perceptions influence economic out-group bias: lab and field evidence from Vietnam. *Experimental Economics* **19**:3, 513-534. [[Crossref](#)]

892. Emily Jane Woo. 2016. CORR Insights®: Disparities in TKA Outcomes: Census Tract Data Show Interactions Between Race and Poverty. *Clinical Orthopaedics and Related Research*® 474:9, 1996–1998. [[Crossref](#)]
893. Stijn Baert, Sunčica Vujić. 2016. Immigrant volunteering: A way out of labour market discrimination?. *Economics Letters* 146, 95–98. [[Crossref](#)]
894. Kristyn L. Karl, Timothy J. Ryan. 2016. When are Stereotypes about Black Candidates Applied? An Experimental Test. *The Journal of Race, Ethnicity, and Politics* 1:2, 253–279. [[Crossref](#)]
895. David Jacobs, Jonathan C. Dirlam. 2016. Politics and Economic Stratification: Power Resources and Income Inequality in the United States. *American Journal of Sociology* 122:2, 469–500. [[Crossref](#)]
896. José Santiago Arroyo Mina, Luis Felipe Pinzón Gutiérrez, Jhon James Mora, Dany Alexis Gómez Jaramillo, Andrés Cendales. 2016. Afrocolombianos, discriminación y segregación espacial de la calidad del empleo para Cali. *Cuadernos de Economía* 35:69, 753–783. [[Crossref](#)]
897. Crystal L. Hoyt, Stefanie Simon. 2016. The role of social dominance orientation and patriotism in the evaluation of racial minority and female leaders. *Journal of Applied Social Psychology* 46:9, 518–528. [[Crossref](#)]
898. Sonia K. Kang, Katherine A. DeCelles, András Tilcsik, Sora Jun. 2016. Whitened Résumés. *Administrative Science Quarterly* 61:3, 469–502. [[Crossref](#)]
899. Megan Johnson Shen, Jordan P. LaBouff. 2016. More than political ideology: Subtle racial prejudice as a predictor of opposition to universal health care among U.S. citizens. *Journal of Social and Political Psychology* 4:2, 493–520. [[Crossref](#)]
900. Rajeev Darolia, Cory Koedel, Paco Martorell, Katie Wilson, Francisco Perez-Arce. 2016. Race and gender effects on employer interest in job applicants: new evidence from a resume field experiment. *Applied Economics Letters* 23:12, 853–856. [[Crossref](#)]
901. Štěpán Jurajda, Daniel München. 2016. Alphabetical order effects in school admissions. *Research Papers in Education* 31:4, 483–498. [[Crossref](#)]
902. Francesca Gino, Michael I. Norton, Roberto A. Weber. 2016. Motivated Bayesians: Feeling Moral While Acting Egoistically. *Journal of Economic Perspectives* 30:3, 189–212. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
903. Rickard Carlsson, Jens Agerström. 2016. A closer look at the discrimination outcomes in the IAT literature. *Scandinavian Journal of Psychology* 57:4, 278–287. [[Crossref](#)]
904. Cindy P. Zapata, Andrew M. Carton, Joseph T. Liu. 2016. When Justice Promotes Injustice: Why Minority Leaders Experience Bias When They Adhere to Interpersonal Justice Rules. *Academy of Management Journal* 59:4, 1150–1173. [[Crossref](#)]
905. Bethany G. Everett, Jarron Saint Onge, Stefanie Mollborn. 2016. Effects of Minority Status and Perceived Discrimination on Mental Health. *Population Research and Policy Review* 35:4, 445–469. [[Crossref](#)]
906. Stijn Baert, Olivier Rotsaert, Dieter Verhaest, Eddy Omev. 2016. Student Employment and Later Labour Market Success: No Evidence for Higher Employment Chances. *Kyklos* 69:3, 401–425. [[Crossref](#)]
907. Mario Bossler. 2016. Recruiting abroad: an empirical analysis. *International Journal of Manpower* 37:4, 590–605. [[Crossref](#)]
908. Dursun Peksen. 2016. Economic sanctions and official ethnic discrimination in target countries, 1950–2003. *Defence and Peace Economics* 27:4, 480–502. [[Crossref](#)]
909. Brenda L. Berkelaar, Jeffrey L. Birdsell, Joshua M. Scacco. 2016. Storying the digital professional: how online screening shifts the primary site and authorship of workers' career stories. *Journal of Applied Communication Research* 44:3, 275–295. [[Crossref](#)]

910. Amir S. Durrani, Lakshman Rajagopal. 2016. Interviewing practices in California restaurants: Perspectives of restaurant managers and student job applicants. *Journal of Human Resources in Hospitality & Tourism* 15:3, 297-324. [[Crossref](#)]
911. Daniel J. Hopkins, Jonathan Mummolo, Victoria M. Esses, Cheryl R. Kaiser, Helen B. Marrow, Monica McDermott. 2016. Out of context: the absence of geographic variation in US immigrants' perceptions of discrimination. *Politics, Groups, and Identities* 4:3, 363-392. [[Crossref](#)]
912. Douglas N. Evans. 2016. The effect of criminal convictions on real estate agent decisions in New York City. *Journal of Crime and Justice* 39:3, 363-379. [[Crossref](#)]
913. Nicole M. Deterding, David S. Pedulla. 2016. Educational Authority in the "Open Door" Marketplace. *Sociology of Education* 89:3, 155-170. [[Crossref](#)]
914. Joanne M. Hall, Kelly Carlson. 2016. Marginalization. *Advances in Nursing Science* 39:3, 200-215. [[Crossref](#)]
915. Victor Ray, Louise Seamster. 2016. Rethinking racial progress: a response to Wimmer. *Ethnic and Racial Studies* 39:8, 1361-1369. [[Crossref](#)]
916. Karmela Liebkina, Liisa Larja, Asteria Brylka. 2016. Ethnic and gender discrimination in recruitment: Experimental evidence from Finland. *Journal of Social and Political Psychology* 4:1, 403-426. [[Crossref](#)]
917. Vojtěch Bartoš, Michal Bauer, Julie Chytilová, Filip Matějka. 2016. Attention Discrimination: Theory and Field Experiments with Monitoring Information Acquisition. *American Economic Review* 106:6, 1437-1475. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
918. Alessandro Acquisti, Curtis Taylor, Liad Wagman. 2016. The Economics of Privacy. *Journal of Economic Literature* 54:2, 442-492. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
919. Benjamin A. Everly, Miguel M. Unzueta, Margaret J. Shih. 2016. Can Being Gay Provide a Boost in the Hiring Process? Maybe If the Boss is Female. *Journal of Business and Psychology* 31:2, 293-306. [[Crossref](#)]
920. Kevin M. Kniffin, Mitsuru Shimizu. 2016. Sounds that make you smile and share: a phonetic key to prosociality and engagement. *Marketing Letters* 27:2, 273-283. [[Crossref](#)]
921. Christopher Lewis. 2016. INEQUALITY, INCENTIVES, CRIMINALITY, AND BLAME. *Legal Theory* 22:2, 153-180. [[Crossref](#)]
922. Mahmood Arai, Moa Bursell, Lena Nekby. 2016. The Reverse Gender Gap in Ethnic Discrimination: Employer Stereotypes of Men and Women with Arabic Names. *International Migration Review* 50:2, 385-412. [[Crossref](#)]
923. Jerry A. Jacobs, Kathleen Gerson. 2016. Unpacking Americans' Views of the Employment of Mothers and Fathers Using National Vignette Survey Data. *Gender & Society* 30:3, 413-441. [[Crossref](#)]
924. Giovanna Fullin. 2016. Labour market outcomes of immigrants in a South European country: do race and religion matter?. *Work, Employment and Society* 30:3, 391-409. [[Crossref](#)]
925. Christian Ebner, Marc Helbling. 2016. Social distance and wage inequalities for immigrants in Switzerland. *Work, Employment and Society* 30:3, 436-454. [[Crossref](#)]
926. Per LUNDBORG, Per SKEDINGER. 2016. Employer attitudes towards refugee immigrants: Findings from a Swedish survey. *International Labour Review* 155:2, 315-337. [[Crossref](#)]
927. Per LUNDBORG, Per SKEDINGER. 2016. Actitudes de los empleadores hacia los inmigrantes refugiados según una encuesta sueca. *Revista Internacional del Trabajo* 135:2, 339-363. [[Crossref](#)]
928. Per LUNDBORG, Per SKEDINGER. 2016. L'attitude des employeurs à l'égard des réfugiés: les résultats d'une enquête suédoise. *Revue internationale du Travail* 155:2, 347-371. [[Crossref](#)]
929. Kelly Coate, Camille Kandiko Howson. 2016. Indicators of esteem: gender and prestige in academic work. *British Journal of Sociology of Education* 37:4, 567-585. [[Crossref](#)]

930. Maya Sen, Omar Wasow. 2016. Race as a Bundle of Sticks: Designs that Estimate Effects of Seemingly Immutable Characteristics. *Annual Review of Political Science* **19**:1, 499-522. [[Crossref](#)]
931. . Review of causal inference concepts and methods 18-39. [[Crossref](#)]
932. Joanna N. Lahey, Douglas Oxley. 2016. The Power of Eye Tracking in Economics Experiments. *American Economic Review* **106**:5, 309-313. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
933. Faye K. Cocchiara, Myrtle P. Bell, Wendy J. Casper. 2016. Sounding "Different": The Role of Sociolinguistic Cues in Evaluating Job Candidates. *Human Resource Management* **55**:3, 463-477. [[Crossref](#)]
934. ROBERT BLOOMFIELD, MARK W. NELSON, EUGENE SOLTES. 2016. Gathering Data for Archival, Field, Survey, and Experimental Accounting Research. *Journal of Accounting Research* **54**:2, 341-395. [[Crossref](#)]
935. Isaac Speer. 2016. Race, Wealth, and Class Identification in 21st-Century American Society. *The Sociological Quarterly* **57**:2, 356-379. [[Crossref](#)]
936. Stijn Baert, Ann-Sophie De Pauw, Nick Deschacht. 2016. Do Employer Preferences Contribute to Sticky Floors?. *ILR Review* **69**:3, 714-736. [[Crossref](#)]
937. David Card, Ana Rute Cardoso, Patrick Kline. 2016. Bargaining, Sorting, and the Gender Wage Gap: Quantifying the Impact of Firms on the Relative Pay of Women *. *The Quarterly Journal of Economics* **131**:2, 633-686. [[Crossref](#)]
938. Mike Vuolo, Christopher Uggen, Sarah Lageson. 2016. Statistical Power in Experimental Audit Studies. *Sociological Methods & Research* **45**:2, 260-303. [[Crossref](#)]
939. Luc Bovens. 2016. Selection under Uncertainty: Affirmative Action at Shortlisting Stage: Table 1. *Mind* **125**:498, 421-437. [[Crossref](#)]
940. Denia Garcia, Maria Abascal. 2016. Colored Perceptions. *American Behavioral Scientist* **60**:4, 420-441. [[Crossref](#)]
941. David S. Pedulla. 2016. Penalized or Protected? Gender and the Consequences of Nonstandard and Mismatched Employment Histories. *American Sociological Review* **81**:2, 262-289. [[Crossref](#)]
942. Dawn Marie Dow. 2016. The Deadly Challenges of Raising African American Boys. *Gender & Society* **30**:2, 161-188. [[Crossref](#)]
943. Danice L. Brown, Daniel Segrist. 2016. African American Career Aspirations. *Journal of Career Development* **43**:2, 177-189. [[Crossref](#)]
944. Andreas Damelang, Martin Abraham. 2016. You Can Take Some of It with You!. *Zeitschrift für Soziologie* **45**:2, 91-106. [[Crossref](#)]
945. David J. Deming, Noam Yuchtman, Amira Abulafi, Claudia Goldin, Lawrence F. Katz. 2016. The Value of Postsecondary Credentials in the Labor Market: An Experimental Study. *American Economic Review* **106**:3, 778-806. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
946. J. Eric Oliver, Thomas Wood, Alexandra Bass. 2016. Liberellas Versus Conservatives: Social Status, Ideology, and Birth Names in the United States. *Political Behavior* **38**:1, 55-81. [[Crossref](#)]
947. Lorie Fridell, Hyeyoung Lim. 2016. Assessing the racial aspects of police force using the implicit- and counter-bias perspectives. *Journal of Criminal Justice* **44**, 36-48. [[Crossref](#)]
948. Andrew Hanson, Zackary Hawley, Hal Martin, Bo Liu. 2016. Discrimination in mortgage lending: Evidence from a correspondence experiment. *Journal of Urban Economics* **92**, 48-65. [[Crossref](#)]
949. Michael D. Eriksen, Thomas J. Kniesner, Chris Rohlfs, Ryan Sullivan. 2016. Toward more general hedonic estimation: Clarifying the roles of alternative experimental designs with an application to a housing attribute. *Regional Science and Urban Economics* **57**, 54-62. [[Crossref](#)]

950. Mark Skidmore, Gary Anderson, Mark Eiswerth. 2016. The Child Adoption Marketplace. *Public Finance Review* 44:2, 163-196. [[Crossref](#)]
951. Jill J. McCluskey. 2016. Diversify or Die: How Increasing Diversity of People and Ideas Can Make Organizations More Competitive. *American Journal of Agricultural Economics* 98:2, 351-359. [[Crossref](#)]
952. Arnfinn H. Midtbøen. 2016. Discrimination of the Second Generation: Evidence from a Field Experiment in Norway. *Journal of International Migration and Integration* 17:1, 253-272. [[Crossref](#)]
953. Amir S. Durrani, Lakshman Rajagopal. 2016. Restaurant human resource managers' attitudes towards workplace diversity, perceptions and definition of ethical hiring. *International Journal of Hospitality Management* 53, 145-151. [[Crossref](#)]
954. Joshua R. Goldstein, Guy Stecklov. 2016. From Patrick to John F. *American Sociological Review* 81:1, 85-106. [[Crossref](#)]
955. Mathieu Bunel, Yannick L'Horty, Pascale Petit. 2016. Discrimination based on place of residence and access to employment. *Urban Studies* 53:2, 267-286. [[Crossref](#)]
956. Jonathan W. Kunstman, E. Ashby Plant, Jason C. Deska. 2016. White ≠ Poor. *Personality and Social Psychology Bulletin* 42:2, 230-243. [[Crossref](#)]
957. Jordan R. Axt, Charles R. Ebersole, Brian A. Nosek. 2016. An Unintentional, Robust, and Replicable Pro-Black Bias in Social Judgment. *Social Cognition* 34:1, 1-39. [[Crossref](#)]
958. Paul L. Morgan, George Farkas. 2016. Evidence and Implications of Racial and Ethnic Disparities in Emotional and Behavioral Disorders Identification and Treatment. *Behavioral Disorders* 41:2, 122-131. [[Crossref](#)]
959. Stefan Bernhard, Sarah Bernhard. 2016. Do EU Anti-discrimination Provisions Make a Difference?. *Zeitschrift für Soziologie* 45:1, 57-72. [[Crossref](#)]
960. Ruud Koopmans. 2016. Does assimilation work? Sociocultural determinants of labour market participation of European Muslims. *Journal of Ethnic and Migration Studies* 42:2, 197-216. [[Crossref](#)]
961. E. Borisova, A. Kulkova. 2016. Culture, names and economic development. *Voprosy Ekonomiki* :1, 81-106. [[Crossref](#)]
962. Natasha D. Williams, Angelique Foye, Florence Lewis. 2016. Applying Structural Family Therapy in the Changing Context of the Modern African American Single Mother. *Journal of Feminist Family Therapy* 28:1, 30-47. [[Crossref](#)]
963. Hwok-Aun Lee, Muhammed Abdul Khalid. 2016. Discrimination of high degrees: race and graduate hiring in Malaysia. *Journal of the Asia Pacific Economy* 21:1, 53-76. [[Crossref](#)]
964. Bentley Coffey, Patrick A. McLaughlin. 2016. The Effect on Lawyers Income of Gender Information Contained in First Names. *Review of Law & Economics*, ahead of print. [[Crossref](#)]
965. David M. Kaplan, Robyn A. Berkley, James E. Fisher. 2016. Applicant Identity Congruence in Selection Decision Making: Implications for Alejandro and Consuela. *Human Resource Management* 55:1, 39-51. [[Crossref](#)]
966. Daisy Grewal, Manwai Candy Ku, Sabine C. Girod, Hannah Valentine. How to Recognize and Address Unconscious Bias 229-243. [[Crossref](#)]
967. H. Kristl Davison, Mark N. Bing, Donald H. Kluemper, Philip L. Roth. Social Media as a Personnel Selection and Hiring Resource: Reservations and Recommendations 15-42. [[Crossref](#)]
968. Dean Rockwell. Inequality in Organizations 1-6. [[Crossref](#)]
969. Zandria Felice Robinson. Intersectionality 477-499. [[Crossref](#)]
970. Arch Woodside, Rouxelle de Villiers, Roger Marshall. Incompetency Training: Theory, Practice, and Remedies 19-47. [[Crossref](#)]
971. Anders Persson. Implicit Bias in Predictive Data Profiling Within Recruitments 212-230. [[Crossref](#)]

972. Claudia Diehl. Migration und Integration in der Bevölkerungssoziologie 461-479. [[Crossref](#)]
973. Claudia Diehl, Patrick Fick. Ethnische Diskriminierung im deutschen Bildungssystem 243-286. [[Crossref](#)]
974. Stijn Baert. 2016. Wage subsidies and hiring chances for the disabled: some causal evidence. *The European Journal of Health Economics* 17:1, 71-86. [[Crossref](#)]
975. Major G. Coleman. 2016. At a Loss for Words: Measuring Racial Inequality in America. *The Review of Black Political Economy* 43:2, 177-192. [[Crossref](#)]
976. Masanori Kuroki. 2016. An Analysis of Perceptions of Job Insecurity among White and Black Workers in the United States: 1977-2012. *The Review of Black Political Economy* 43:3-4, 289-300. [[Crossref](#)]
977. Salvador Contreras. 2016. For Economic Advantage or Something Else? A Case for Racial Identification Switching. *The Review of Black Political Economy* 43:3-4, 301-323. [[Crossref](#)]
978. Lisa D. Cook, Trevon D. Logan, John M. Parman. 2016. The mortality consequences of distinctively black names. *Explorations in Economic History* 59, 114-125. [[Crossref](#)]
979. John M. Nunley, Adam Pugh, Nicholas Romero, R. Alan Seals. 2016. College major, internship experience, and employment opportunities: Estimates from a résumé audit. *Labour Economics* 38, 37-46. [[Crossref](#)]
980. Gwyneth H. McClendon. 2016. Race and Responsiveness: An Experiment with South African Politicians. *Journal of Experimental Political Science* 3:1, 60-74. [[Crossref](#)]
981. Karla Hoff. Behavioral Economics and Social Exclusion: Can Interventions Overcome Prejudice? 172-200. [[Crossref](#)]
982. Ashwini Deshpande, Dean Spears. 2016. Who Is the Identifiable Victim? Caste and Charitable Giving in Modern India. *Economic Development and Cultural Change* 64:2, 299-321. [[Crossref](#)]
983. Stephan Grohs, Christian Adam, Christoph Knill. 2016. Are Some Citizens More Equal than Others? Evidence from a Field Experiment. *Public Administration Review* 76:1, 155-164. [[Crossref](#)]
984. Axel Cleeremans, Victor Ginsburgh, Olivier Klein, Abdul Noury. 2016. What's in a Name? The Effect of an Artist's Name on Aesthetic Judgments. *Empirical Studies of the Arts* 34:1, 126-139. [[Crossref](#)]
985. Alexis Rosenblum, William Darity, Angel L. Harris, Tod G. Hamilton. 2016. Looking through the Shades. *Sociology of Race and Ethnicity* 2:1, 87-105. [[Crossref](#)]
986. Bosco B. Bae. 2016. Christianity and Implicit Racism in the U.S. Moral and Human Economy. *Open Theology* 2:1. . [[Crossref](#)]
987. Devah Pager. 2016. Are Firms That Discriminate More Likely to Go Out of Business?. *Sociological Science* 3, 849-859. [[Crossref](#)]
988. Charles Crabtree, Christopher Fariss. 2016. Stylized Facts and Experimentation. *Sociological Science* 3, 910-914. [[Crossref](#)]
989. Christopher I. Rider, James Wade, Anand Swaminathan, Andreas Schwab. 2016. Racial Disparity in Leadership: Performance-Reward Bias in Promotions of National Football League Coaches. *SSRN Electronic Journal* . [[Crossref](#)]
990. Roy Mill, Luke C.D. Stein. 2016. Race, Skin Color, and Economic Outcomes in Early Twentieth-Century America. *SSRN Electronic Journal* . [[Crossref](#)]
991. Daniel Auer, Giuliano Bonoli, Flavia Fossati, Fabienne Liechti. 2016. The Matching Hierarchies Model: Evidence from a Survey Experiment on Employerss Hiring Intent of Immigrant Applicants. *SSRN Electronic Journal* . [[Crossref](#)]
992. Ennio Bilancini, Jiabin Wu. 2016. The Interplay of Cultural Aversion and Assortativity for the Emergence of Cooperation. *SSRN Electronic Journal* . [[Crossref](#)]

993. Valentina Michelangeli, Enrico Sette. 2016. How Does Bank Capital Affect the Supply of Mortgages? Evidence from a Randomized Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
994. Eva Zschrnt. 2016. Measuring Hiring Discrimination A History of Field Experiments in Discrimination Research. *SSRN Electronic Journal* . [[Crossref](#)]
995. Joe Vecci, Tomas Zelinsky. 2016. Social Identity and Role Models. *SSRN Electronic Journal* . [[Crossref](#)]
996. Michael B. Clement, Kelvin Law. 2016. Labor Market Dynamics and Analyst Ability. *SSRN Electronic Journal* . [[Crossref](#)]
997. Leng Ling, Guoman SHE. 2016. Judging a Book by Its Cover: Beauty Effects in the Promotion Tournament of Regional Leaders. *SSRN Electronic Journal* . [[Crossref](#)]
998. Dominik Duell, Dimitri Landa. 2016. Discrimination in Strategic Settings. *SSRN Electronic Journal* . [[Crossref](#)]
999. Alexandra Ravenelle. 2016. Belong Anywhere? How Airbnb Is Dismantling Generations of Civil Rights in the Name of Progress. *SSRN Electronic Journal* . [[Crossref](#)]
1000. Ian Appel. 2016. Pockets of Poverty: The Long-Term Effects of Redlining. *SSRN Electronic Journal* . [[Crossref](#)]
1001. Gaurav Sood, Daniel Trielli. 2016. The Face of Crime in Prime Time: Evidence from Law and Order. *SSRN Electronic Journal* . [[Crossref](#)]
1002. Stepan Jurajda, Dejan Kovaa. 2016. What's in a Name in a War. *SSRN Electronic Journal* . [[Crossref](#)]
1003. David Neumark, Ian Burn, Patrick Button, Nanneh Chehras. 2016. Do State Laws Protecting Older Workers from Discrimination Laws Reduce Age Discrimination in Hiring? Experimental (and Nonexperimental) Evidence. *SSRN Electronic Journal* . [[Crossref](#)]
1004. J. Michelle Brock. 2016. Inequality of Opportunity and Beliefs About Success and Failure. *SSRN Electronic Journal* . [[Crossref](#)]
1005. Simon Briire, Bernard Fortin, Guy Lacroix. 2016. Discrimination llembauche des candidates ddorigine maghrrbine dans la rrgion de la Capitale-Nationale (Hiring Discrimination towards North-African Women in Quebec's National Capital Region). *SSRN Electronic Journal* . [[Crossref](#)]
1006. Gabriela Aguilera Lizarazu, Andrea Rojas Hosse, Patricia Aranda, Rolando A. Gonzales. 2016. Preference for Women But Less Preference for Indigenous Women: A Lab-Field Experiment of Loan Discrimination in a Developing Economy. *SSRN Electronic Journal* . [[Crossref](#)]
1007. Charles H. Lea, Laura S. Abrams. From Ex-Offender to New Contributor: An Examination of How a Community-Based Reentry Program Addresses Racial Barriers to Employment 215-244. [[Crossref](#)]
1008. Barbara Láštiová, Andrej Findor. 2016. Developing explicit measures of stereotypes and anti-Roma prejudice in Slovakia: Conceptual and methodological challenges. *Human Affairs* **26**:3. . [[Crossref](#)]
1009. Ciara Keenan, Paul Connolly, Clifford Stevenson. 2016. PROTOCOL: Universal Preschool- and School-based Education Programmes for Reducing Ethnic Prejudice and Promoting Respect for Diversity among Children Aged 3-11: A Systematic Review and Meta-Analysis. *Campbell Systematic Reviews* **12**:1, 1-45. [[Crossref](#)]
1010. Alexander Bartik, Scott Nelson. 2016. Credit Reports as RRsumms: The Incidence of Pre-Employment Credit Screening. *SSRN Electronic Journal* . [[Crossref](#)]
1011. Ruomeng Cui, Jun Li, Dennis Zhang. 2016. Discrimination with Incomplete Information in the Sharing Economy: Evidence from Field Experiments on Airbnb. *SSRN Electronic Journal* . [[Crossref](#)]
1012. Eric Arce, Denise A. Segura. Stratification in the Labor Market 1-3. [[Crossref](#)]
1013. Martin Humburg, Rolf van der Velden. 2015. Skills and the graduate recruitment process: Evidence from two discrete choice experiments. *Economics of Education Review* **49**, 24-41. [[Crossref](#)]

1014. Shiva Sikdar. 2015. On efforts in teams with stereotypes. *Economics Letters* **137**, 203-207. [[Crossref](#)]
1015. Rajiv Sharma, Arnab Mitra, Miron Stano. 2015. Insurance, race/ethnicity, and sex in the search for a new physician. *Economics Letters* **137**, 150-153. [[Crossref](#)]
1016. Paul Belleflamme, Nessrine Omrani, Martin Peitz. 2015. The economics of crowdfunding platforms. *Information Economics and Policy* **33**, 11-28. [[Crossref](#)]
1017. Liqun Liu, Andrew J. Rettenmaier, Thomas R. Saving. 2015. Voluntary disclosure of a discriminated against characteristic. *Journal of Economic Behavior & Organization* **120**, 94-103. [[Crossref](#)]
1018. Mahmood Arai, Damien Besancenot, Kim Huynh, Ali Skalli. 2015. Children's First Names, Religiosity and Immigration Background in France. *International Migration* **53**:6, 145-152. [[Crossref](#)]
1019. Salimah H. Meghani, Jesse Chittams. 2015. Controlling for Socioeconomic Status in Pain Disparities Research: All-Else-Equal Analysis When "All Else" Is Not Equal. *Pain Medicine* **16**:12, 2222-2225. [[Crossref](#)]
1020. Peter Kuhn, Kailing Shen. 2015. Do employers prefer migrant workers? Evidence from a Chinese job board. *IZA Journal of Labor Economics* **4**:1. . [[Crossref](#)]
1021. Derrick M. Anderson, Barry C. Edwards. 2015. Unfulfilled Promise: Laboratory experiments in public management research. *Public Management Review* **17**:10, 1518-1542. [[Crossref](#)]
1022. Madelijn Strick, Peter F. Stoeckart, Ap Dijksterhuis. 2015. Thinking in Black and White: Conscious thought increases racially biased judgments through biased face memory. *Consciousness and Cognition* **36**, 206-218. [[Crossref](#)]
1023. Agostino Mazziotta, Michael Zerr, Anette Rohmann. 2015. The Effects of Multiple Stigmas on Discrimination in the German Housing Market. *Social Psychology* **46**:6, 325-334. [[Crossref](#)]
1024. Jacob Copeman. 2015. Secularism's Names: Commitment to Confusion and the Pedagogy of the Name. *South Asia Multidisciplinary Academic Journal* :12. . [[Crossref](#)]
1025. Claudia L. Aranda, Diane K. Levy, Sierra Stoney. Role Playing 383-411. [[Crossref](#)]
1026. Eleonora Patacchini, Giuseppe Ragusa, Yves Zenou. 2015. Unexplored dimensions of discrimination in Europe: homosexuality and physical appearance. *Journal of Population Economics* **28**:4, 1045-1073. [[Crossref](#)]
1027. Sarah Vansteenkiste, Nick Deschacht, Luc Sels. 2015. Why are unemployed aged fifty and over less likely to find a job? A decomposition analysis. *Journal of Vocational Behavior* **90**, 55-65. [[Crossref](#)]
1028. Sonu Bedi. 2015. Sexual Racism: Intimacy as a Matter of Justice. *The Journal of Politics* **77**:4, 998-1011. [[Crossref](#)]
1029. Ian Ayres, Mahzarin Banaji, Christine Jolls. 2015. Race effects on eBay. *The RAND Journal of Economics* **46**:4, 891-917. [[Crossref](#)]
1030. Jens H. Hellmann, Anne Berthold, Jonas H. Rees, Deborah F. Hellmann. 2015. "A letter for Dr. Outgroup": on the effects of an indicator of competence and chances for altruism toward a member of a stigmatized out-group. *Frontiers in Psychology* **6**. . [[Crossref](#)]
1031. Štěpán Jurajda, Daniel München. 2015. Candidate ballot information and election outcomes: the Czech case. *Post-Soviet Affairs* **31**:5, 448-469. [[Crossref](#)]
1032. Stijn Baert, Eddy Omeij. 2015. Hiring Discrimination Against Pro-union Applicants: The Role of Union Density and Firm Size. *De Economist* **163**:3, 263-280. [[Crossref](#)]
1033. Karen Gift, Thomas Gift. 2015. Does Politics Influence Hiring? Evidence from a Randomized Experiment. *Political Behavior* **37**:3, 653-675. [[Crossref](#)]
1034. Zheng Fang, Chris Sakellariou. 2015. Glass Ceilings versus Sticky Floors: Evidence from Southeast Asia and an International Update. *Asian Economic Journal* **29**:3, 215-242. [[Crossref](#)]

1035. Annabelle Krause, Ulf Rinne, Simone Schüller. 2015. Kick it like Özil? Decomposing the Native-Migrant Education Gap. *International Migration Review* **49**:3, 757-789. [[Crossref](#)]
1036. Eva Derous, Ann Marie Ryan, Alec W. Serlie. 2015. Double Jeopardy Upon Resumé Screening: When Achmed Is Less Employable Than Aïsha. *Personnel Psychology* **68**:3, 659-696. [[Crossref](#)]
1037. Sarah D. Warren. 2015. Naming Regulations and Indigenous Rights in Argentina. *Sociological Forum* **30**:3, 764-786. [[Crossref](#)]
1038. András Tilcsik, Michel Anteby, Carly R. Knight. 2015. Concealable Stigma and Occupational Segregation. *Administrative Science Quarterly* **60**:3, 446-481. [[Crossref](#)]
1039. Rajeev Darolia, Cory Koedel, Paco Martorell, Katie Wilson, Francisco Perez-Arce. 2015. Do Employers Prefer Workers Who Attend For-Profit Colleges? Evidence from a Field Experiment. *Journal of Policy Analysis and Management* **34**:4, 881-903. [[Crossref](#)]
1040. Sheila Lintott. 2015. Friendship and Bias: Ethical and Epistemic Considerations. *Journal of Social Philosophy* **46**:3, 318-339. [[Crossref](#)]
1041. Patrick S. Forscher, Patricia G. Devine. Controlling the Influence of Stereotypes on One's Thoughts 1-12. [[Crossref](#)]
1042. Laura Guerrero, John-Paul Hatala. 2015. Antecedents of perceived overqualification: a three-wave study. *Career Development International* **20**:4, 409-423. [[Crossref](#)]
1043. Claudia Olivetti, M. Daniele Paserman. 2015. In the Name of the Son (and the Daughter): Intergenerational Mobility in the United States, 1850 –1940. *American Economic Review* **105**:8, 2695-2724. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1044. Alok Kumar, Alexandra Niessen-Ruenzi, Oliver G. Spalt. 2015. What's in a Name? Mutual Fund Flows When Managers Have Foreign-Sounding Names. *Review of Financial Studies* **28**:8, 2281-2321. [[Crossref](#)]
1045. Ted Thornhill. 2015. Racial Salience and the Consequences of Making White People Uncomfortable: Intra-Racial Discrimination, Racial Screening, and the Maintenance of White Supremacy. *Sociology Compass* **9**:8, 694-703. [[Crossref](#)]
1046. Maria Abascal. 2015. Us and Them. *American Sociological Review* **80**:4, 789-813. [[Crossref](#)]
1047. Bradley J. Ruffle, Ze'ev Shtudiner. 2015. Are Good-Looking People More Employable?. *Management Science* **61**:8, 1760-1776. [[Crossref](#)]
1048. Magnus Carlsson, Stefan Eriksson. 2015. Ethnic Discrimination in the London Market for Shared Housing. *Journal of Ethnic and Migration Studies* **41**:8, 1276-1301. [[Crossref](#)]
1049. Jack Turner. 2015. Reconstructing liberalism: Charles Mills' unfinished project. *Politics, Groups, and Identities* **3**:3, 471-487. [[Crossref](#)]
1050. Luc Behaghel, Bruno Crépon, Thomas Le Barbanchon. 2015. Unintended Effects of Anonymous Résumés. *American Economic Journal: Applied Economics* **7**:3, 1-27. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1051. Sepideh S. Soheilian, Arpana G. Inman. 2015. Competent Counseling for Middle Eastern American Clients: Implications for Trainees. *Journal of Multicultural Counseling and Development* **43**:3, 173-190. [[Crossref](#)]
1052. Tae Wan Kim, Rosemarie Monge, Alan Strudler. 2015. Bounded Ethicality and The Principle That "Ought" Implies "Can". *Business Ethics Quarterly* **25**:3, 341-361. [[Crossref](#)]
1053. Jens Hainmueller, Daniel J. Hopkins. 2015. The Hidden American Immigration Consensus: A Conjoint Analysis of Attitudes toward Immigrants. *American Journal of Political Science* **59**:3, 529-548. [[Crossref](#)]

1054. Christian R. Grose, Neil Malhotra, Robert Parks Van Houweling. 2015. Explaining Explanations: How Legislators Explain their Policy Positions and How Citizens React. *American Journal of Political Science* **59**:3, 724-743. [[Crossref](#)]
1055. S. Michael Gaddis, Raj Ghoshal. 2015. Arab American Housing Discrimination, Ethnic Competition, and the Contact Hypothesis. *The ANNALS of the American Academy of Political and Social Science* **660**:1, 282-299. [[Crossref](#)]
1056. John M. Nunley, Adam Pugh, Nicholas Romero, R. Alan Seals. 2015. Racial Discrimination in the Labor Market for Recent College Graduates: Evidence from a Field Experiment. *The B.E. Journal of Economic Analysis & Policy* **15**:3, 1093-1125. [[Crossref](#)]
1057. Stewart J. D'Alessio, Lisa Stolzenberg, Jamie L. Flexon. 2015. The Effect of Hawaii's Ban The Box Law on Repeat Offending. *American Journal of Criminal Justice* **40**:2, 336-352. [[Crossref](#)]
1058. Alex Bryson, Arnaud Chevalier. 2015. Is there a taste for racial discrimination amongst employers?. *Labour Economics* **34**, 51-63. [[Crossref](#)]
1059. S. Michael Gaddis. 2015. Discrimination in the Credential Society: An Audit Study of Race and College Selectivity in the Labor Market. *Social Forces* **93**:4, 1451-1479. [[Crossref](#)]
1060. Erika V. Hall, Adam D. Galinsky, Katherine W. Phillips. 2015. Gender Profiling. *Personality and Social Psychology Bulletin* **41**:6, 853-868. [[Crossref](#)]
1061. Sun Young Lee, Marko Pitesa, Stefan Thau, Madan M. Pillutla. 2015. Discrimination in Selection Decisions: Integrating Stereotype Fit and Interdependence Theories. *Academy of Management Journal* **58**:3, 789-812. [[Crossref](#)]
1062. Bertin M. Louis, Wornie L. Reed. Racial Justice under President Obama: A Misuse of the Bully Pulpit 77-99. [[Crossref](#)]
1063. Jan-Erik Lönngqvist, Heike Hennig-Schmidt, Gari Walkowitz. 2015. Ethnicity- and Sex-Based Discrimination and the Maintenance of Self-Esteem. *PLOS ONE* **10**:5, e0124622. [[Crossref](#)]
1064. David D. Laitin, Sangick Jeon. Exploring Opportunities in Cultural Diversity 1-17. [[Crossref](#)]
1065. Omar Al-Ubaydli, John A. List. 2015. Do Natural Field Experiments Afford Researchers More or Less Control than Laboratory Experiments?. *American Economic Review* **105**:5, 462-466. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1066. Greg Willard, Kyonne-Joy Isaac, Dana R. Carney. 2015. Some evidence for the nonverbal contagion of racial bias. *Organizational Behavior and Human Decision Processes* **128**, 96-107. [[Crossref](#)]
1067. Stijn Baert, Bart Cockx, Niels Gheyle, Cora Vandamme. 2015. Is There Less Discrimination in Occupations Where Recruitment Is Difficult?. *ILR Review* **68**:3, 467-500. [[Crossref](#)]
1068. Enobong Hannah Branch. 2015. The American Non-Dilemma: Racial Inequality Without Racism. *Contemporary Sociology: A Journal of Reviews* **44**:3, 356-358. [[Crossref](#)]
1069. Ritwik Banerjee, Nabanita Datta Gupta. 2015. Awareness Programs and Change in Taste-Based Caste Prejudice. *PLOS ONE* **10**:4, e0118546. [[Crossref](#)]
1070. Max Besbris, Jacob William Faber, Peter Rich, Patrick Sharkey. 2015. Effect of neighborhood stigma on economic transactions. *Proceedings of the National Academy of Sciences* **112**:16, 4994-4998. [[Crossref](#)]
1071. Margaret Maurer-Fazio, Lei Lei. 2015. "As rare as a panda". *International Journal of Manpower* **36**:1, 68-85. [[Crossref](#)]
1072. Martin Huber. 2015. Causal Pitfalls in the Decomposition of Wage Gaps. *Journal of Business & Economic Statistics* **33**:2, 179-191. [[Crossref](#)]

1073. Monica Solinas-Saunders, Melissa J. Stacer, Roger Guy. 2015. Ex-offender barriers to employment: racial disparities in labor markets with asymmetric information. *Journal of Crime and Justice* **38**:2, 249-269. [[Crossref](#)]
1074. Angela Byars-Winston, Nadya Fouad, Yao Wen. 2015. Race/ethnicity and sex in U.S. occupations, 1970–2010: Implications for research, practice, and policy. *Journal of Vocational Behavior* **87**, 54-70. [[Crossref](#)]
1075. M. Guell, J. V. Rodriguez Mora, C. I. Telmer. 2015. The Informational Content of Surnames, the Evolution of Intergenerational Mobility, and Assortative Mating. *The Review of Economic Studies* **82**:2, 693-735. [[Crossref](#)]
1076. Claire L. Adida, David D. Laitin, Marie-Anne Valfort. 2015. RELIGIOUS HOMOPHILY IN A SECULAR COUNTRY: EVIDENCE FROM A VOTING GAME IN FRANCE. *Economic Inquiry* **53**:2, 1187-1206. [[Crossref](#)]
1077. Jason A. Grissom, Emily C. Kern, Luis A. Rodriguez. 2015. The “Representative Bureaucracy” in Education. *Educational Researcher* **44**:3, 185-192. [[Crossref](#)]
1078. Vonnie C. McLoyd, Kelly M. Purtell, Cecily R. Hardaway. Race, Class, and Ethnicity in Young Adulthood 1-53. [[Crossref](#)]
1079. Richard Reed, Anna King, Gail Whiteford. 2015. Re-conceptualising sustainable widening participation: evaluation, collaboration and evolution. *Higher Education Research & Development* **34**:2, 383-396. [[Crossref](#)]
1080. Stijn Baert, Elsy Verhofstadt. 2015. Labour market discrimination against former juvenile delinquents: evidence from a field experiment. *Applied Economics* **47**:11, 1061-1072. [[Crossref](#)]
1081. Scott H. Decker, Natalie Ortiz, Cassia Spohn, Eric Hedberg. 2015. Criminal stigma, race, and ethnicity: The consequences of imprisonment for employment. *Journal of Criminal Justice* **43**:2, 108-121. [[Crossref](#)]
1082. David Ong, Jue Wang. 2015. Income attraction: An online dating field experiment. *Journal of Economic Behavior & Organization* **111**, 13-22. [[Crossref](#)]
1083. Clara L. Wilkins, Joseph D. Wellman, Laura G. Babbitt, Negin R. Toosi, Katherine D. Schad. 2015. You can win but I can't lose: Bias against high-status groups increases their zero-sum beliefs about discrimination. *Journal of Experimental Social Psychology* **57**, 1-14. [[Crossref](#)]
1084. Arnfinn H. Midtbøen. 2015. The context of employment discrimination: interpreting the findings of a field experiment. *The British Journal of Sociology* **66**:1, 193-214. [[Crossref](#)]
1085. Christian Brown. 2015. Returns to Postincarceration Education for Former Prisoners*. *Social Science Quarterly* **96**:1, 161-175. [[Crossref](#)]
1086. Héctor R. Cordero-Guzmán. 2015. Worker Centers, Worker Center Networks, and the Promise of Protections for Low-Wage Workers. *WorkingUSA* **18**:1, 31-57. [[Crossref](#)]
1087. Daniel Kreisman, Marcos A. Rangel. 2015. On the Blurring of the Color Line: Wages and Employment for Black Males of Different Skin Tones. *Review of Economics and Statistics* **97**:1, 1-13. [[Crossref](#)]
1088. Alexandre Pascual, Nicolas Guéguen, Boris Vallée, Marcel Lourel, Olivier Cosnefroy. 2015. First Name Popularity as Predictor of Employability. *Names* **63**:1, 30-36. [[Crossref](#)]
1089. Christopher Jay Roussin. 2015. Age differences in the perception of new co-worker benevolence. *Journal of Managerial Psychology* **30**:1, 71-86. [[Crossref](#)]
1090. Jonathan Smith, Michael Hurwitz, Jessica Howell. 2015. Screening mechanisms and student responses in the college market. *Economics of Education Review* **44**, 17-28. [[Crossref](#)]

1091. ARIEL R. WHITE, NOAH L. NATHAN, JULIE K. FALLER. 2015. What Do I Need to Vote? Bureaucratic Discretion and Discrimination by Local Election Officials. *American Political Science Review* **109**:1, 129-142. [[Crossref](#)]
1092. Richard Chisik. 2015. Job market signalling, stereotype threat and counter-stereotypical behaviour. *Canadian Journal of Economics/Revue canadienne d'économie* **48**:1, 155-188. [[Crossref](#)]
1093. Lance C. Smith, Anne M. Geroski. Decolonizing Alterity Models Within School Counseling Practice 99-116. [[Crossref](#)]
1094. Barbara Probst. Situating Disorder: Mental Disorder in Context 85-110. [[Crossref](#)]
1095. Cristian L. Paredes. Race and Ethnicity in Peru 129-149. [[Crossref](#)]
1096. Jonathan Michael Kaplan. 2015. Race, IQ, and the search for statistical signals associated with so-called "X"-factors: environments, racism, and the "hereditarian hypothesis". *Biology & Philosophy* **30**:1, 1-17. [[Crossref](#)]
1097. Marcos A. Rangel. 2015. Is Parental Love Colorblind? Human Capital Accumulation within Mixed Families. *The Review of Black Political Economy* **42**:1-2, 57-86. [[Crossref](#)]
1098. William A. Darity, Darrick Hamilton, James B. Stewart. 2015. A Tour de Force in Understanding Intergroup Inequality: An Introduction to Stratification Economics. *The Review of Black Political Economy* **42**:1-2, 1-6. [[Crossref](#)]
1099. Ruth Dittmann, Elizabeth Levy Paluck. Field Experiments 128-134. [[Crossref](#)]
1100. Xiaolu Wang. Mediation, Statistical 75-80. [[Crossref](#)]
1101. Arthur Sweetman, Jan C. van Ours. Immigration 1141-1193. [[Crossref](#)]
1102. Nancy DiTomaso. 2015. Racism and discrimination versus advantage and favoritism: Bias for versus bias against. *Research in Organizational Behavior* **35**, 57-77. [[Crossref](#)]
1103. Damon Centola, Arnout van de Rijt. 2015. Choosing your network: Social preferences in an online health community. *Social Science & Medicine* **125**, 19-31. [[Crossref](#)]
1104. MICHELLE CIURRIA. 2015. Moral Responsibility Ain't Just in the Head. *Journal of the American Philosophical Association* **1**:4, 601-616. [[Crossref](#)]
1105. Jacqueline Chattopadhyay. 2015. Are press depictions of Affordable Care Act beneficiaries favorable to policy durability?. *Politics and the Life Sciences* **34**:2, 7-43. [[Crossref](#)]
1106. Devah Pager, David S. Pedulla. 2015. Race, Self-Selection, and the Job Search Process. *American Journal of Sociology* **120**:4, 1005-1054. [[Crossref](#)]
1107. Maya Sen. 2015. Is Justice Really Blind? Race and Reversal in US Courts. *The Journal of Legal Studies* **44**:S1, S187-S229. [[Crossref](#)]
1108. Michael G. Findley, Daniel L. Nielson, J.C. Sharman. 2015. Causes of Noncompliance with International Law: A Field Experiment on Anonymous Incorporation. *American Journal of Political Science* **59**:1, 146-161. [[Crossref](#)]
1109. Philipp D. Koellinger, Julija N. Mell, Irene Pohl, Christian Roessler, Theresa Treffers. 2015. Self-employed But Looking: A Labour Market Experiment. *Economica* **82**:325, 137-161. [[Crossref](#)]
1110. Doris Weichselbaumer. 2015. Testing for Discrimination against Lesbians of Different Marital Status: A Field Experiment. *Industrial Relations: A Journal of Economy and Society* **54**:1, 131-161. [[Crossref](#)]
1111. David Ong, Jue Wang. 2015. Income Attraction: An Online Dating Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1112. Alessandro Acquisti, Curtis R. Taylor, Liad Wagman. 2015. The Economics of Privacy. *SSRN Electronic Journal* . [[Crossref](#)]
1113. Jennifer Merluzzi, Adina D. Sterling. 2015. Lasting Effects? Hiring Through Referrals and the Post-Entry Career Outcomes of African Americans and Women. *SSRN Electronic Journal* . [[Crossref](#)]

1114. Konstantinos Tzioumis. 2015. Demographic Aspects of First Names. *SSRN Electronic Journal* . [[Crossref](#)]
1115. David Wozniak, Tim MacNeill. 2015. Lies, Discrimination, and Internalized Racism: Findings from the Lab. *SSRN Electronic Journal* . [[Crossref](#)]
1116. Darius Palia. 2015. Differential Access to Capital from Financial Institutions by Minority Entrepreneurs. *SSRN Electronic Journal* . [[Crossref](#)]
1117. Bradley Hardy, Daniel Muhammad, Rhucha Samudra. 2015. The Effect of the Earned Income Tax Credit in the District of Columbia on Poverty and Income Dynamics. *SSRN Electronic Journal* . [[Crossref](#)]
1118. Hershey H. Friedman, Chaya Leverton, Linda Weiser Friedman. 2015. To Foster Creativity and Success, Remove Intentional and Unintentional Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
1119. Andrrs Tilcsik, Michel Anteby, Carly Knight. 2015. Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations. *SSRN Electronic Journal* . [[Crossref](#)]
1120. Robert J. Bloomfield, Mark W. Nelson, Eugene F. Soltes. 2015. Gathering Data for Financial Reporting Research. *SSRN Electronic Journal* . [[Crossref](#)]
1121. Gergely Horvath. 2015. Network Effects and the Black-White Wage Gap. *SSRN Electronic Journal* . [[Crossref](#)]
1122. Uri Simonsohn, Joseph P. Simmons, Leif D. Nelson. 2015. Specification Curve: Descriptive and Inferential Statistics on All Reasonable Specifications. *SSRN Electronic Journal* . [[Crossref](#)]
1123. Matthias Heinz, Heiner Schumacher. 2015. Signaling Cooperation. *SSRN Electronic Journal* . [[Crossref](#)]
1124. Panu Poutvaara, Max Friedrich Steinhardt. 2015. Bitterness in Life and Attitudes Towards Immigration. *SSRN Electronic Journal* . [[Crossref](#)]
1125. Benjamin G. Edelman, Michael Luca, Dan Svirsky. 2015. Racial Discrimination in the Sharing Economy: Evidence from a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1126. Saw Htay Wah. 2015. Do Employers in Myanmar Prefer Workers Who Accumulated Skills in More Advanced Countries? Evidence from a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1127. Francesco Bogliacino, Laura Jimenez, Daniel Reyes Galvis. 2015. Identificar la Incidencia de la estratificaciin socioeconmica urbana sobre la segregaciin de los hogares bogotanos (Identifying the Effect of the Socio-Economic Stratification on Urban Segregation in Bogota). *SSRN Electronic Journal* . [[Crossref](#)]
1128. Alain Cohn, Michel Andrr Marrchal, Frddric Schneider, Roberto A. Weber. 2015. Job History, Work Attitude, and Employability. *SSRN Electronic Journal* . [[Crossref](#)]
1129. Kimberly Diggles. 2014. Addressing Racial Awareness and Color-Blindness in Higher Education. *New Directions for Teaching and Learning* **2014**:140, 31-44. [[Crossref](#)]
1130. Craig Kerr, Randall Walsh. 2014. Racial Wage Disparity in US Cities. *Race and Social Problems* **6**:4, 305-327. [[Crossref](#)]
1131. Ashwini Deshpande, Thomas E. Weisskopf. 2014. Does Affirmative Action Reduce Productivity? A Case Study of the Indian Railways. *World Development* **64**, 169-180. [[Crossref](#)]
1132. Quayshawn Spencer. 2014. A Radical Solution to the Race Problem. *Philosophy of Science* **81**:5, 1025-1038. [[Crossref](#)]
1133. Belinda Gutierrez, Anna Kaatz, Sarah Chu, Dennis Ramirez, Clem Samson-Samuel, Molly Carnes. 2014. "Fair Play": A Videogame Designed to Address Implicit Race Bias Through Active Perspective Taking. *Games for Health Journal* **3**:6, 371-378. [[Crossref](#)]

1134. J. A. List, R. Metcalfe. 2014. Field experiments in the developed world: an introduction. *Oxford Review of Economic Policy* **30**:4, 585-596. [[Crossref](#)]
1135. Steinar Holden, Åsa Rosén. 2014. DISCRIMINATION AND EMPLOYMENT PROTECTION. *Journal of the European Economic Association* **12**:6, 1676-1699. [[Crossref](#)]
1136. Laura Lütkenhöner. 2014. Wettbewerbsvorteile aufgrund des Vornamens? Feldexperimente auf dem Beziehungs-, Nachhilfe- und Wohnungsmarkt. *Schmollers Jahrbuch* **134**:4, 391-414. [[Crossref](#)]
1137. Myrtle P. Bell. 2014. Presumed Incompetent: The Intersections of Race and Class for Women in Academia. Presumed Incompetent: The Intersections of Race and Class for Women in Academia, by Gutiérrez y Muhs Gabriella, Flores Niemann Yolanda, González Carmen G., and Harris Angela P. (Eds.). Boulder, CO: University Press of Colorado, 2012. 570 pages, soft cover. *Academy of Management Learning & Education* **13**:4, 670-674. [[Crossref](#)]
1138. Ben A. Rissing, Emilio J. Castilla. 2014. House of Green Cards. *American Sociological Review* **79**:6, 1226-1255. [[Crossref](#)]
1139. Enrica N. Ruggs, Michelle R. Hebl, Sarah Singletary Walker, Naomi Fa-Kaji. 2014. Selection biases that emerge when age meets gender. *Journal of Managerial Psychology* **29**:8, 1028-1043. [[Crossref](#)]
1140. Stijn Baert, Ann-Sophie De Pauw. 2014. Is ethnic discrimination due to distaste or statistics?. *Economics Letters* **125**:2, 270-273. [[Crossref](#)]
1141. Arturs Kalnins, Michele Williams. 2014. When do female-owned businesses out-survive male-owned businesses? A disaggregated approach by industry and geography. *Journal of Business Venturing* **29**:6, 822-835. [[Crossref](#)]
1142. Andrea Romei, Salvatore Ruggieri. 2014. A multidisciplinary survey on discrimination analysis. *The Knowledge Engineering Review* **29**:5, 582-638. [[Crossref](#)]
1143. Stijn Baert. 2014. Career lesbians. Getting hired for not having kids?. *Industrial Relations Journal* **45**:6, 543-561. [[Crossref](#)]
1144. Anna Fairtlough, Claudia Bernard, Joan Fletcher, Akile Ahmet. 2014. Black social work students' experiences of practice learning: Understanding differential progression rates. *Journal of Social Work* **14**:6, 605-624. [[Crossref](#)]
1145. Eric D. Knowles, Brian S. Lowery, Rosalind M. Chow, Miguel M. Unzueta. 2014. Deny, Distance, or Dismantle? How White Americans Manage a Privileged Identity. *Perspectives on Psychological Science* **9**:6, 594-609. [[Crossref](#)]
1146. Kevin E. Henrickson. 2014. A Classroom Labor Market Game Illustrating the Existence, and Implications of, Statistical Discrimination. *Journal of Education for Business* **89**:7, 352-360. [[Crossref](#)]
1147. Markus Frölich, Martin Huber. 2014. Treatment Evaluation With Multiple Outcome Periods Under Endogeneity and Attrition. *Journal of the American Statistical Association* **109**:508, 1697-1711. [[Crossref](#)]
1148. Wolter Hassink, Bas van Leeuwen. 2014. A note on height and surnames: the role of networks. *Journal of the Asia Pacific Economy* **19**:4, 579-587. [[Crossref](#)]
1149. Claire L. Adida, David D. Laitin, Marie-Anne Valfort. 2014. Muslims in France: identifying a discriminatory equilibrium. *Journal of Population Economics* **27**:4, 1039-1086. [[Crossref](#)]
1150. Seth Stephens-Davidowitz. 2014. The cost of racial animus on a black candidate: Evidence using Google search data. *Journal of Public Economics* **118**, 26-40. [[Crossref](#)]
1151. Ghazala Azmat, Barbara Petrongolo. 2014. Gender and the labor market: What have we learned from field and lab experiments?. *Labour Economics* **30**, 32-40. [[Crossref](#)]
1152. Andrea Lanfranchi. 2014. The significance of the interculturally competent school psychologist for achieving equitable education outcomes for migrant students. *School Psychology International* **35**:5, 544-558. [[Crossref](#)]

1153. Jack Glaser, Katherine Spencer, Amanda Charbonneau. 2014. Racial Bias and Public Policy. *Policy Insights from the Behavioral and Brain Sciences* 1:1, 88-94. [[Crossref](#)]
1154. Jennifer R. Spoor, Justin J. Lehmler. 2014. The Impact of Course Title and Instructor Gender on Student Perceptions and Interest in a Women's and Gender Studies Course. *PLoS ONE* 9:9, e106286. [[Crossref](#)]
1155. Choon-Hwa Lim, Meena Chavan, Christopher Chan. 2014. "Culture"—The elephant in the room in structured behavioral selection interview. *International Journal of Intercultural Relations* 42, 1-24. [[Crossref](#)]
1156. Elena Obukhova, Ezra W. Zuckerman, Jiayin Zhang. 2014. When Politics Froze Fashion: The Effect of the Cultural Revolution on Naming in Beijing. *American Journal of Sociology* 120:2, 555-583. [[Crossref](#)]
1157. Lyda Bigelow, Leif Lundmark, Judi McLean Parks, Robert Wuebker. 2014. Skirting the Issues. *Journal of Management* 40:6, 1732-1759. [[Crossref](#)]
1158. Jishnu Das, Jeffrey Hammer. 2014. Quality of Primary Care in Low-Income Countries: Facts and Economics. *Annual Review of Economics* 6:1, 525-553. [[Crossref](#)]
1159. Sha'Kema M. Blackmon, Anita Jones Thomas. 2014. Linking Contextual Affordances. *Journal of Career Development* 41:4, 301-320. [[Crossref](#)]
1160. Donald P. Green, Amber D. Spry. 2014. Hate Crime Research. *Journal of Contemporary Criminal Justice* 30:3, 228-246. [[Crossref](#)]
1161. Lisa M. Leslie, David M. Mayer, David A. Kravitz. 2014. The Stigma of Affirmative Action: A Stereotyping-Based Theory and Meta-Analytic Test of the Consequences for Performance. *Academy of Management Journal* 57:4, 964-989. [[Crossref](#)]
1162. Nick Drydakis. 2014. Sexual orientation discrimination in the Cypriot labour market. Distastes or uncertainty?. *International Journal of Manpower* 35:5, 720-744. [[Crossref](#)]
1163. Roberto M. Fernandez, Roman V. Galperin. The Causal Status of Social Capital in Labor Markets 445-462. [[Crossref](#)]
1164. Lisa D. Cook, Trevon D. Logan, John M. Parman. 2014. Distinctively black names in the American past. *Explorations in Economic History* 53, 64-82. [[Crossref](#)]
1165. Olof Åslund, Lena Hensvik, Oskar Nordström Skans. 2014. Seeking Similarity: How Immigrants and Natives Manage in the Labor Market. *Journal of Labor Economics* 32:3, 405-441. [[Crossref](#)]
1166. Tyler J. VanderWeele, Whitney R. Robinson. 2014. On the Causal Interpretation of Race in Regressions Adjusting for Confounding and Mediating Variables. *Epidemiology* 25:4, 473-484. [[Crossref](#)]
1167. Romana Imříšková. 2014. Dva soudobé koncepty rasismu ve Spojených státech amerických: Laissez-faire rasismus a koncept privilegia bílých. *HISTORICKÁ SOCIOLOGIE* 2014:1, 101-117. [[Crossref](#)]
1168. . References 219-267. [[Crossref](#)]
1169. Jinhuan Li, Paavo Monkkonen. 2014. The value of property management services: an experiment. *Property Management* 32:3, 213-223. [[Crossref](#)]
1170. Lisa D. Cook. 2014. Violence and economic activity: evidence from African American patents, 1870-1940. *Journal of Economic Growth* 19:2, 221-257. [[Crossref](#)]
1171. Yang Song. 2014. What should economists know about the current Chinese hukou system?. *China Economic Review* 29, 200-212. [[Crossref](#)]
1172. Francisco B. Galarza, Gustavo Yamada. 2014. Labor Market Discrimination in Lima, Peru: Evidence from a Field Experiment. *World Development* 58, 83-94. [[Crossref](#)]

1173. Tamar Szabó Gendler. 2014. I—Tamar Szabó Gendler: The Third Horse: On Unendorsed Association and Human Behaviour. *Aristotelian Society Supplementary Volume* **88**:1, 185-218. [[Crossref](#)]
1174. Michael Wallace, Bradley R. E. Wright, Allen Hyde. 2014. Religious Affiliation and Hiring Discrimination in the American South. *Social Currents* **1**:2, 189-207. [[Crossref](#)]
1175. Christian R. Grose. 2014. Field Experimental Work on Political Institutions. *Annual Review of Political Science* **17**:1, 355-370. [[Crossref](#)]
1176. Rafaela M. Dancygier, David D. Laitin. 2014. Immigration into Europe: Economic Discrimination, Violence, and Public Policy. *Annual Review of Political Science* **17**:1, 43-64. [[Crossref](#)]
1177. Alison Cook, Christy M. Glass. 2014. Analyzing promotions of racial/ethnic minority CEOs. *Journal of Managerial Psychology* **29**:4, 440-454. [[Crossref](#)]
1178. Eva O. Arceo-Gomez, Raymundo M. Campos-Vazquez. 2014. Race and Marriage in the Labor Market: A Discrimination Correspondence Study in a Developing Country. *American Economic Review* **104**:5, 376-380. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1179. Cassandra A. Okechukwu, Kerry Souza, Kelly D. Davis, A. Butch de Castro. 2014. Discrimination, harassment, abuse, and bullying in the workplace: Contribution of workplace injustice to occupational health disparities. *American Journal of Industrial Medicine* **57**:5, 573-586. [[Crossref](#)]
1180. Lieselotte Blommaert, Marcel Coenders, Frank van Tubergen. 2014. Ethnic Discrimination in Recruitment and Decision Makers' Features: Evidence from Laboratory Experiment and Survey Data using a Student Sample. *Social Indicators Research* **116**:3, 731-754. [[Crossref](#)]
1181. Matthew W. Hughey. 2014. White backlash in the 'post-racial' United States. *Ethnic and Racial Studies* **37**:5, 721-730. [[Crossref](#)]
1182. Henrich R. Greve. Sex, drugs, and rolling rocks: Adolescent counter-normative behaviors and their job mobility as young adults 159-190. [[Crossref](#)]
1183. Mary-Frances Winters. From Diversity to Inclusion: An Inclusion Equation 205-228. [[Crossref](#)]
1184. Myrtle P. Bell, Dennis Marquardt, Daphne P. Berry. 2014. "Diversity," immigration, and the new American multi-racial hierarchy. *Journal of Managerial Psychology* **29**:3, 285-303. [[Crossref](#)]
1185. Stefan Eriksson, Dan-Olof Rooth. 2014. Do Employers Use Unemployment as a Sorting Criterion When Hiring? Evidence from a Field Experiment. *American Economic Review* **104**:3, 1014-1039. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1186. Fabrizio Panebianco. 2014. Socialization networks and the transmission of interethnic attitudes. *Journal of Economic Theory* **150**, 583-610. [[Crossref](#)]
1187. Magnus Carlsson, Stefan Eriksson. 2014. Discrimination in the rental market for apartments. *Journal of Housing Economics* **23**, 41-54. [[Crossref](#)]
1188. Danhong Chen, Tse-Chuan Yang. 2014. The pathways from perceived discrimination to self-rated health: An investigation of the roles of distrust, social capital, and health behaviors. *Social Science & Medicine* **104**, 64-73. [[Crossref](#)]
1189. Zoltan L. Hajnal, Jeremy D. Horowitz. 2014. Racial Winners and Losers in American Party Politics. *Perspectives on Politics* **12**:1, 100-118. [[Crossref](#)]
1190. Maya Sen. 2014. How Judicial Qualification Ratings May Disadvantage Minority and Female Candidates. *Journal of Law and Courts* **2**:1, 33-65. [[Crossref](#)]
1191. L. Blommaert, M. Coenders, F. van Tubergen. 2014. Discrimination of Arabic-Named Applicants in the Netherlands: An Internet-Based Field Experiment Examining Different Phases in Online Recruitment Procedures. *Social Forces* **92**:3, 957-982. [[Crossref](#)]

1192. Claire L. Adida, David D. Laitin, Marie-Anne Valfort. 2014. Women, Muslim Immigrants, and Economic Integration in France. *Economics & Politics* **26**:1, 79-95. [[Crossref](#)]
1193. Michael Ewens, Bryan Tomlin, Liang Choon Wang. 2014. Statistical Discrimination or Prejudice? A Large Sample Field Experiment. *Review of Economics and Statistics* **96**:1, 119-134. [[Crossref](#)]
1194. Balázs Kovács, Amanda J. Sharkey. 2014. The Paradox of Publicity. *Administrative Science Quarterly* **59**:1, 1-33. [[Crossref](#)]
1195. David S. Pedulla. 2014. The Positive Consequences of Negative Stereotypes. *Social Psychology Quarterly* **77**:1, 75-94. [[Crossref](#)]
1196. Philip Edward Jones. 2014. Revisiting Stereotypes of Non-White Politicians' Ideological and Partisan Orientations. *American Politics Research* **42**:2, 283-310. [[Crossref](#)]
1197. Nicole M. Lindner, Alexander Graser, Brian A. Nosek. 2014. Age-Based Hiring Discrimination as a Function of Equity Norms and Self-Perceived Objectivity. *PLoS ONE* **9**:1, e84752. [[Crossref](#)]
1198. Jenny M. Hoobler. Recent Developments in the Uneasy Tension Between Family and Career: Competency-Related Perceptions of Women and Mothers 219-237. [[Crossref](#)]
1199. Pablo Mateos. Forenames and Social Stratification 81-114. [[Crossref](#)]
1200. Claudia Diehl. Migration und Integration 1-16. [[Crossref](#)]
1201. Fangwen Lu. 2014. Insurance coverage and agency problems in doctor prescriptions: Evidence from a field experiment in China. *Journal of Development Economics* **106**, 156-167. [[Crossref](#)]
1202. L. Taylor Phillips, Max Weisbuch, Nalini Ambady. 2014. People perception: Social vision of groups and consequences for organizing and interacting. *Research in Organizational Behavior* **34**, 101-127. [[Crossref](#)]
1203. Jacob S. Rugh, Douglas S. Massey. 2014. SEGREGATION IN POST-CIVIL RIGHTS AMERICA. *Du Bois Review: Social Science Research on Race* **11**:2, 205-232. [[Crossref](#)]
1204. Jessica M. Vasquez. 2014. RACE COGNIZANCE AND COLORBLINDNESS. *Du Bois Review: Social Science Research on Race* **11**:2, 273-293. [[Crossref](#)]
1205. Rashawn Ray. 2014. STALLED DESEGREGATION AND THE MYTH OF RACIAL EQUALITY IN THE U.S. LABOR MARKET. *Du Bois Review: Social Science Research on Race* **11**:2, 477-487. [[Crossref](#)]
1206. Steven Finlay. Ethics and Legislation 85-103. [[Crossref](#)]
1207. Tamar Saguy, Nour Kteily. 2014. Power, negotiations, and the anticipation of intergroup encounters. *European Review of Social Psychology* **25**:1, 107-141. [[Crossref](#)]
1208. Y. Rubinstein, D. Brenner. 2014. Pride and Prejudice: Using Ethnic-Sounding Names and Inter-Ethnic Marriages to Identify Labour Market Discrimination. *The Review of Economic Studies* **81**:1, 389-425. [[Crossref](#)]
1209. BRADY P. HORN, JILL J. MCCLUSKEY, RON C. MITTELHAMMER. 2014. QUANTIFYING BIAS IN DRIVING-UNDER-THE-INFLUENCE ENFORCEMENT. *Economic Inquiry* **52**:1, 269-284. [[Crossref](#)]
1210. Meg A. Bond, Michelle C. Haynes. 2014. Workplace Diversity: A Social-Ecological Framework and Policy Implications. *Social Issues and Policy Review* **8**:1, 167-201. [[Crossref](#)]
1211. Hephzibah V. Strmic-Pawl. 2014. The Influences Affecting and the Influential Effects of Multiracials: Multiracialism and Stratification. *Sociology Compass* **8**:1, 63-77. [[Crossref](#)]
1212. Karen Teel. 2014. Getting Out of the Left Lane: The Possibility of White Antiracist Pedagogy. *Teaching Theology & Religion* **17**:1, 3-26. [[Crossref](#)]
1213. Magnus Carlsson, Luca Fumarco, Dan-Olof Rooth. 2014. Does the design of correspondence studies influence the measurement of discrimination?. *IZA Journal of Migration* **3**:1, 11. [[Crossref](#)]

1214. Kevin F. Hallock, Xin Jin, Linda Barrington. 2014. Estimating Pay Gaps for Workers With Disabilities: Implications From Broadening Definitions and Data Sets. *Rehabilitation Research, Policy, and Education* **28**:4, 264-290. [[Crossref](#)]
1215. Margaret T. Hicken, Hedwig Lee, Jeffrey Morenoff, James S. House, David R. Williams. 2014. Racial/Ethnic Disparities in Hypertension Prevalence: Reconsidering the Role of Chronic Stress. *American Journal of Public Health* **104**:1, 117-123. [[Crossref](#)]
1216. Benjamin G. Edelman, Michael Luca. 2014. Digital Discrimination: The Case of Airbnb.com. *SSRN Electronic Journal* . [[Crossref](#)]
1217. Liad Wagman. 2014. Good News or Bad News? Social Media and Employee Screening in Competitive Labor Markets. *SSRN Electronic Journal* . [[Crossref](#)]
1218. Arthur Sweetman, Jan C. van Ours. 2014. Immigration: What About the Children and Grandchildren?. *SSRN Electronic Journal* . [[Crossref](#)]
1219. S. Michael Gaddis. 2014. Discrimination in the Credential Society: An Audit Study of Race, Social Class, and College Selectivity in the Labor Market. *SSRN Electronic Journal* . [[Crossref](#)]
1220. Stepan Jurajda, Daniel Munich. 2014. Candidate Ballot Information and Election Outcomes: The Czech Case. *SSRN Electronic Journal* . [[Crossref](#)]
1221. Stepan Jurajda, Daniel Munich. 2014. Alphabetical Order Effects in School Admissions. *SSRN Electronic Journal* . [[Crossref](#)]
1222. Morten Hedegaard, Jean-Robert Tyran. 2014. The Price of Prejudice. *SSRN Electronic Journal* . [[Crossref](#)]
1223. Shai Bernstein, Arthur G. Korteweg, Kevin Laws. 2014. Attracting Early Stage Investors: Evidence from a Randomized Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1224. Nicola Lacetera, Mario Macis, Angelo Mele. 2014. Viral Altruism? Generosity and Social Contagion in Online Networks. *SSRN Electronic Journal* . [[Crossref](#)]
1225. Jung Hyun Choi, Richard K. Green. 2014. Human Capital Spillovers and Local Unemployment. *SSRN Electronic Journal* . [[Crossref](#)]
1226. Matthieu Manant, Serge Pajak, Nicolas Soulii. 2014. Do Recruiters 'Like' it? Online Social Networks and Privacy In Hiring: A Pseudo-Randomized Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1227. Jefferson Duarte, Stephan Siegel, Lance A. Young. 2014. Do Individual Investors Form Rational Expectations? Evidence from Peer-to-Peer Lending. *SSRN Electronic Journal* . [[Crossref](#)]
1228. Peter Hinrichs. 2014. What Kind of Teachers are Schools Looking for? Evidence from a Randomized Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1229. Omer Dekel, Amos Schurr. 2014. Cognitive Biases in Government Procurement An Experimental Study. *SSRN Electronic Journal* . [[Crossref](#)]
1230. Frédéric Teulon. 2014. Discriminations et inconsciences d'entreprise. *Question(s) de management* **7**:3, 61. [[Crossref](#)]
1231. Rickard Carlsson, Jens Agerström, Fredrik Björklund, Magnus Carlsson, Dan-Olof Rooth. 2014. Testing for Backlash in Hiring. *Journal of Personnel Psychology* **13**:4, 204-214. [[Crossref](#)]
1232. Bethany G. Everett, David H. Rehkopf, Richard G. Rogers. 2013. The Nonlinear Relationship Between Education and Mortality: An Examination of Cohort, Race/Ethnic, and Gender Differences. *Population Research and Policy Review* **32**:6, 893-917. [[Crossref](#)]
1233. Bradley R.E. Wright, Michael Wallace, John Bailey, Allen Hyde. 2013. Religious affiliation and hiring discrimination in New England: A field experiment. *Research in Social Stratification and Mobility* **34**, 111-126. [[Crossref](#)]

1234. Claudia Diehl, Veronika A. Andorfer, Yassine Khoudja, Karolin Krause. 2013. Not In My Kitchen? Ethnic Discrimination and Discrimination Intentions in Shared Housing among University Students in Germany. *Journal of Ethnic and Migration Studies* 39:10, 1679-1697. [[Crossref](#)]
1235. Raphael Silberzahn, Eric Luis Uhlmann. 2013. It Pays to Be Herr Kaiser. *Psychological Science* 24:12, 2437-2444. [[Crossref](#)]
1236. Dorota Witkowska. 2013. Gender Disparities in the Labor Market in the EU. *International Advances in Economic Research* 19:4, 331-354. [[Crossref](#)]
1237. Amy R. Krosch, Leslie Berntsen, David M. Amodio, John T. Jost, Jay J. Van Bavel. 2013. On the ideology of hypodescent: Political conservatism predicts categorization of racially ambiguous faces as Black. *Journal of Experimental Social Psychology* 49:6, 1196-1203. [[Crossref](#)]
1238. Beau Abar, Caitlin C. Abar, Edwin D. Boudreaux. 2013. Feasibility of audit methods to study access to substance use treatment. *Journal of Substance Abuse Treatment* 45:5, 395-399. [[Crossref](#)]
1239. Asaf Zussman. 2013. Ethnic Discrimination: Lessons from the Israeli Online Market for Used Cars. *The Economic Journal* 123:572, F433-F468. [[Crossref](#)]
1240. Jonathan Guryan, Kerwin Kofi Charles. 2013. Taste-Based or Statistical Discrimination: The Economics of Discrimination Returns to its Roots. *The Economic Journal* 123:572, F417-F432. [[Crossref](#)]
1241. Jennifer L. Doleac, Luke C.D. Stein. 2013. The Visible Hand: Race and Online Market Outcomes. *The Economic Journal* 123:572, F469-F492. [[Crossref](#)]
1242. Jazmin L. Brown-Iannuzzi, B. Keith Payne, Sophie Trawalter. 2013. Narrow imaginations: How imagining ideal employees can increase racial bias. *Group Processes & Intergroup Relations* 16:6, 661-670. [[Crossref](#)]
1243. Brian Rubineau, Roberto M. Fernandez. 2013. Missing Links: Referrer Behavior and Job Segregation. *Management Science* 59:11, 2470-2489. [[Crossref](#)]
1244. Jennifer Saul. 2013. Scepticism and Implicit Bias. *Disputatio* 5:37, 243-263. [[Crossref](#)]
1245. Whitney Botsford Morgan, Katherine B. Elder, Eden B. King. 2013. The emergence and reduction of bias in letters of recommendation. *Journal of Applied Social Psychology* 43:11, 2297-2306. [[Crossref](#)]
1246. Michael G. Findley, Daniel L. Nielson, J.C. Sharman. 2013. Using Field Experiments in International Relations: A Randomized Study of Anonymous Incorporation 1. *International Organization* 67:4, 657-693. [[Crossref](#)]
1247. John W. Clark, Robert J. Cramer, Amy Percosky, Katrina A. Rufino, Rowland S. Miller, Shara M. Johnson. 2013. Juror perceptions of African American- and Arabic-named victims. *Psychiatry, Psychology and Law* 20:5, 781-794. [[Crossref](#)]
1248. Eden B. King, Michelle R. Hebl, Whitney Botsford Morgan, Afra Saeed Ahmad. 2013. Field Experiments on Sensitive Organizational Topics. *Organizational Research Methods* 16:4, 501-521. [[Crossref](#)]
1249. Clémence Berson. 2013. Testing : la difficulté de l'interprétation de la discrimination à l'embauche. *Travail et emploi* :135, 27-40. [[Crossref](#)]
1250. Chia-Jung Tsay. 2013. Sight over sound in the judgment of music performance. *Proceedings of the National Academy of Sciences* 110:36, 14580-14585. [[Crossref](#)]
1251. Israel Waismel-Manor, Natalie Jomini Stroud. 2013. The Influence of President Obama's, Middle Name on Middle Eastern and U.S. Perceptions. *Political Behavior* 35:3, 621-641. [[Crossref](#)]
1252. Kendra Anderson, Femina P. Varghese, Emily Trower, Luke Sandlin, Nathaniel Norwood. 2013. Perceptions of African American College Applicants: The Roles of Race, Criminal History, and Qualifications. *Race and Social Problems* 5:3, 157-172. [[Crossref](#)]

1253. Jeffrey M. Cucina, Sharron Thompson Peyton, Lauren L. Clark, Chihwei Su, Benjamin E. Liberman. 2013. Diversity and Inclusion Science and Practice Requires an Interdisciplinary Approach. *Industrial and Organizational Psychology* 6:3, 221-232. [[Crossref](#)]
1254. Jonathan Clifton. 2013. What's in a name? Names, national identity, assimilation, and the new racist discourse of Marine Le Pen. *Pragmatics. Quarterly Publication of the International Pragmatics Association (IPrA)* 23:3, 403-420. [[Crossref](#)]
1255. Jonathan A. Lanning. 2013. Opportunities Denied, Wages Diminished: Using Search Theory to Translate Audit-Pair Study Findings into Wage Differentials. *The B.E. Journal of Economic Analysis & Policy* 13:2, 921-958. [[Crossref](#)]
1256. Myrtle P. Bell, Daphne P. Berry, Dennis J. Marquardt, Tiffany Galvin Green. 2013. Introducing discriminatory job loss: antecedents, consequences, and complexities. *Journal of Managerial Psychology* 28:6, 584-605. [[Crossref](#)]
1257. Maresa Sprietsma. 2013. Discrimination in grading: experimental evidence from primary school teachers. *Empirical Economics* 45:1, 523-538. [[Crossref](#)]
1258. Tobias Heinrich. 2013. Endogenous negative stereotypes: A similarity-based approach. *Journal of Economic Behavior & Organization* 92, 45-54. [[Crossref](#)]
1259. Kaushik Basu. 2013. Group Identity, Productivity and Well-being Policy Implications for Promoting Development. *Journal of Human Development and Capabilities* 14:3, 323-340. [[Crossref](#)]
1260. Frank L. Samson. 2013. Altering Public University Admission Standards to Preserve White Group Position in the United States: Results from a Laboratory Experiment. *Comparative Education Review* 57:3, 369-396. [[Crossref](#)]
1261. Roland G. Fryer, Devah Pager, Jörg L. Spenkuch. 2013. Racial Disparities in Job Finding and Offered Wages. *The Journal of Law and Economics* 56:3, 633-689. [[Crossref](#)]
1262. Renate Ortlieb, Barbara Sieben. 2013. Diversity Strategies and Business Logic. *Group & Organization Management* 38:4, 480-511. [[Crossref](#)]
1263. Kory Kroft, Fabian Lange, Matthew J. Notowidigdo. 2013. Duration Dependence and Labor Market Conditions: Evidence from a Field Experiment*. *The Quarterly Journal of Economics* 128:3, 1123-1167. [[Crossref](#)]
1264. Michelle Jackson, D.R. Cox. 2013. The Principles of Experimental Design and Their Application in Sociology. *Annual Review of Sociology* 39:1, 27-49. [[Crossref](#)]
1265. Annemarie M.F. Hiemstra, Eva Deros, Alec W. Serlie, Marise P. Born. 2013. Ethnicity Effects in Graduates' Résumé Content. *Applied Psychology* 62:3, 427-453. [[Crossref](#)]
1266. Sarah E. Hailey, Kristina R. Olson. 2013. A Social Psychologist's Guide to the Development of Racial Attitudes. *Social and Personality Psychology Compass* 7:7, 457-469. [[Crossref](#)]
1267. Richard J. Murnane. 2013. U.S. High School Graduation Rates: Patterns and Explanations. *Journal of Economic Literature* 51:2, 370-422. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1268. Michael Stuetzer, Martin Obschonka, Eva Schmitt-Rodermund. 2013. Balanced skills among nascent entrepreneurs. *Small Business Economics* 41:1, 93-114. [[Crossref](#)]
1269. Margaret T. Hicken, Hedwig Lee, Jennifer Ailshire, Sarah A. Burgard, David R. Williams. 2013. "Every Shut Eye, Ain't Sleep": The Role of Racism-Related Vigilance in Racial/Ethnic Disparities in Sleep Difficulty. *Race and Social Problems* 5:2, 100-112. [[Crossref](#)]
1270. John Bailey, Michael Wallace, Bradley Wright. 2013. Are Gay Men and Lesbians Discriminated Against When Applying for Jobs? A Four-City, Internet-Based Field Experiment. *Journal of Homosexuality* 60:6, 873-894. [[Crossref](#)]

1271. Scott J. Behson, Roger Koppl. 2013. Using Procedural Justice to Understand, Explain, and Prevent Decision-Making Errors in Forensic Sciences. *Organization Management Journal* 10:2, 99-109. [[Crossref](#)]
1272. Sonia Ghumman, Christopher M. Barnes. 2013. Sleep and prejudice: a resource recovery approach. *Journal of Applied Social Psychology* 43, E166-E178. [[Crossref](#)]
1273. Ola Bengtsson, John R. M. Hand. 2013. Employee Compensation in Entrepreneurial Companies. *Journal of Economics & Management Strategy* 22:2, 312-340. [[Crossref](#)]
1274. Laurie A. Rudman, Kris Mescher. 2013. Penalizing Men Who Request a Family Leave: Is Flexibility Stigma a Femininity Stigma?. *Journal of Social Issues* 69:2, 322-340. [[Crossref](#)]
1275. Audrey Yap. 2013. Ad Hominem Fallacies, Bias, and Testimony. *Argumentation* 27:2, 97-109. [[Crossref](#)]
1276. Vianney Dequiedt, Yves Zenou. 2013. International migration, imperfect information, and brain drain. *Journal of Development Economics* 102, 62-78. [[Crossref](#)]
1277. Monica Biernat, Amanda K. Sesko. 2013. Evaluating the contributions of members of mixed-sex work teams: Race and gender matter. *Journal of Experimental Social Psychology* 49:3, 471-476. [[Crossref](#)]
1278. Clinton J. Pecenka, Godfrey Kundhlande. 2013. Theft in South Africa: An Experiment to Examine the Influence of Racial Identity and Inequality. *Journal of Development Studies* 49:5, 737-753. [[Crossref](#)]
1279. Per Lundborg. 2013. Refugees' Employment Integration in Sweden: Cultural Distance and Labor Market Performance. *Review of International Economics* 21:2, 219-232. [[Crossref](#)]
1280. Sheryl Skaggs, Jennifer Bridges. 2013. Race and Sex Discrimination in the Employment Process. *Sociology Compass* 7:5, 404-415. [[Crossref](#)]
1281. James D. Johnson, Cheryl R. Kaiser. 2013. Racial Identity Denied. *Social Psychological and Personality Science* 4:3, 376-382. [[Crossref](#)]
1282. Christopher D. DeSante. 2013. Working Twice as Hard to Get Half as Far: Race, Work Ethic, and America's Deserving Poor. *American Journal of Political Science* 57:2, 342-356. [[Crossref](#)]
1283. Holger Stichnoth, Karine Van der Straeten. 2013. ETHNIC DIVERSITY, PUBLIC SPENDING, AND INDIVIDUAL SUPPORT FOR THE WELFARE STATE: A REVIEW OF THE EMPIRICAL LITERATURE. *Journal of Economic Surveys* 27:2, 364-389. [[Crossref](#)]
1284. Laura Giuliano, Michael R Ransom. 2013. Manager Ethnicity and Employment Segregation. *ILR Review* 66:2, 346-379. [[Crossref](#)]
1285. Raj Andrew Ghoshal, Cameron Lippard, Vanesa Ribas, Ken Muir. 2013. Beyond Bigotry. *Teaching Sociology* 41:2, 130-143. [[Crossref](#)]
1286. Adam D. Galinsky, Erika V. Hall, Amy J. C. Cuddy. 2013. Gendered Races. *Psychological Science* 24:4, 498-506. [[Crossref](#)]
1287. Dena Hassouneh. 2013. Unconscious Racist Bias: Barrier to a Diverse Nursing Faculty. *Journal of Nursing Education* 52:4, 183-184. [[Crossref](#)]
1288. Michael Lewis, Debanjan Mitra, Yeujun Yoon. 2013. Customer portfolio composition and customer equity feedback effects: Student diversity and acquisition in educational communities. *Marketing Letters* 24:1, 71-84. [[Crossref](#)]
1289. Vianney Dequiedt, Yves Zenou. 2013. International migration, imperfect information, and brain drain. *Journal of Development Economics* 101, 117-132. [[Crossref](#)]
1290. Alison Blodorn, Laurie T. O'Brien. 2013. Evaluations of White American versus Black American discrimination claimants' political views and prejudicial attitudes. *Journal of Experimental Social Psychology* 49:2, 211-216. [[Crossref](#)]

1291. Anna Stone, Toby Wright. 2013. When your face doesn't fit: employment discrimination against people with facial disfigurements. *Journal of Applied Social Psychology* **43**:3, 515-526. [[Crossref](#)]
1292. Yan Hairong, Barry Sautman. 2013. "The Beginning of a World Empire"? Contesting the Discourse of Chinese Copper Mining in Zambia. *Modern China* **39**:2, 131-164. [[Crossref](#)]
1293. Feng Li, Venky Nagar. 2013. Diversity and Performance. *Management Science* **59**:3, 529-544. [[Crossref](#)]
1294. JENS HAINMUELLER, DOMINIK HANGARTNER. 2013. Who Gets a Swiss Passport? A Natural Experiment in Immigrant Discrimination. *American Political Science Review* **107**:1, 159-187. [[Crossref](#)]
1295. Karsten Jonsen, Ahu Tatli, Mustafa F Özbilgin, Myrtle P Bell. 2013. The tragedy of the commons: Reframing workforce diversity. *Human Relations* **66**:2, 271-294. [[Crossref](#)]
1296. Peter Kuhn, Kailing Shen. 2013. Gender Discrimination in Job Ads: Evidence from China *. *The Quarterly Journal of Economics* **128**:1, 287-336. [[Crossref](#)]
1297. Hendrik Jürges, Joachim Winter. 2013. ARE ANCHORING VIGNETTES RATINGS SENSITIVE TO VIGNETTE AGE AND SEX?. *Health Economics* **22**:1, 1-13. [[Crossref](#)]
1298. Daisy Grewal, Manwai Candy Ku, Sabine C. Girod, Hannah Valentine. How to Recognize and Address Unconscious Bias 405-412. [[Crossref](#)]
1299. Andrea Romei, Salvatore Ruggieri. Discrimination Data Analysis: A Multi-disciplinary Bibliography 109-135. [[Crossref](#)]
1300. Anja Stichs, Stephanie Müssig. Muslime in Deutschland und die Rolle der Religion für die Arbeitsmarktintegration 49-85. [[Crossref](#)]
1301. Emily M. Drew. Whiteness as Currency: Rethinking the Exchange Rate 101-105. [[Crossref](#)]
1302. Juan M. Madera, Michelle R. Hebl. 2013. "Don't Stigmatize": The Ironic Effects of Equal Opportunity Guidelines in Interviews. *Basic and Applied Social Psychology* **35**:1, 123-130. [[Crossref](#)]
1303. Kailing Shen, Peter Kuhn. Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board 1-30. [[Crossref](#)]
1304. Roberto M. Fernandez, Jason Greenberg. Race, Network Hiring, and Statistical Discrimination 81-102. [[Crossref](#)]
1305. ANDREW W. NUTTING. 2013. THE BOOKER DECISION AND DISCRIMINATION IN FEDERAL CRIMINAL SENTENCES. *Economic Inquiry* **51**:1, 637-652. [[Crossref](#)]
1306. INNES ROBERT, MITRA ARNAB. 2013. IS DISHONESTY CONTAGIOUS?. *Economic Inquiry* **51**:1, 722-734. [[Crossref](#)]
1307. Kosuke Imai, Dustin Tingley, Teppei Yamamoto. 2013. Experimental designs for identifying causal mechanisms. *Journal of the Royal Statistical Society: Series A (Statistics in Society)* **176**:1, 5-51. [[Crossref](#)]
1308. Alberto F. Alesina, Francesca Lotti, Paolo Emilio Mistrulli. 2013. DO WOMEN PAY MORE FOR CREDIT? EVIDENCE FROM ITALY. *Journal of the European Economic Association* **11**, 45-66. [[Crossref](#)]
1309. Sachin S. Pandya, Peter Siegelman. 2013. Underclaiming and Overclaiming. *Law & Social Inquiry* **38**:04, 836-862. [[Crossref](#)]
1310. Susan Clampet-Lundquist. 2013. Baltimore Teens and Work. *Journal of Adolescent Research* **28**:1, 122-149. [[Crossref](#)]
1311. Daniel J. Hopkins, Jonathan Mummolo, Victoria Esses, Cheryl Kaiser, Helen Marrow, Monica McDermott. 2013. Out of Context: The Unexpected Absence of Spatial Variation in U.S. Immigrants' Perceptions of Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]

1312. Xiangyi Zhou, Jie Zhang, Xuetao Song. 2013. Gender Discrimination in Hiring: Evidence from 19,130 Resumes in China. *SSRN Electronic Journal* . [[Crossref](#)]
1313. Lucas Puente, Linus Wilson. 2013. Racial Discrimination in TARP Investments. *SSRN Electronic Journal* . [[Crossref](#)]
1314. Greg Distelhorst, Yue Hou. 2013. Ethnicity and Political Responsiveness in China: A Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1315. Kory Kroft, Fabian Lange, Matthew Notowidigdo. 2013. Duration Dependence and Labor Market Conditions: Evidence from a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1316. Yann Girard. 2013. The Value of Competition. *SSRN Electronic Journal* . [[Crossref](#)]
1317. Giovanni Busetta, Fabio Fiorillo, Emanuela Visalli. 2013. Searching for a Job is a Beauty Contest. *SSRN Electronic Journal* . [[Crossref](#)]
1318. Prakarsh Singh, Hongye Guo, Alvaro Morales. 2013. A Research-Based Development Economics Course for Undergraduates. *SSRN Electronic Journal* . [[Crossref](#)]
1319. Giovanni Busetta, Fabio Fiorillo. 2013. Will Ugly Betty Ever Find a Job in Italy?. *SSRN Electronic Journal* . [[Crossref](#)]
1320. Hershey H. Friedman. 2013. The Second Golden Rulee: Caring for Society's Disadvantaged. *SSRN Electronic Journal* . [[Crossref](#)]
1321. Sumit Agarwal, Jian Zhang, Tien Foo Sing, Jia He. 2013. Gender and Household Financial Decision: Evidence from Personal Bankruptcy. *SSRN Electronic Journal* . [[Crossref](#)]
1322. Griffin Sims Edwards. 2013. Creating 'Reasonable Accommodations' for Disabled Individuals. The Golf Cart Test. *SSRN Electronic Journal* . [[Crossref](#)]
1323. Vojtech Bartos, Michal Bauer, Julie Chytilovv, Filip Mattjka. 2013. Attention Discrimination: Theory and Field Experiments. *SSRN Electronic Journal* . [[Crossref](#)]
1324. Ali M. Ahmed, Lina Andersson, Mats Hammarstedt. 2013. Are Gay Men and Lesbians Discriminated against in the Hiring Process?. *Southern Economic Journal* **79**:3, 565-585. [[Crossref](#)]
1325. Sophie Larribeau, David Masclet, Emmanuel Peterle. 2013. Que nous apprend l'économie expérimentale des différences homme-femme sur le marché du travail ?. *Revue française d'économie* **XXVIII**:2, 121. [[Crossref](#)]
1326. Kevin Lang,, Jee-Yeon K. Lehmann. 2012. Racial Discrimination in the Labor Market: Theory and Empirics. *Journal of Economic Literature* **50**:4, 959-1006. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1327. Nicolas Jacquemet, Constantine Yannelis. 2012. Indiscriminate discrimination: A correspondence test for ethnic homophily in the Chicago labor market. *Labour Economics* **19**:6, 824-832. [[Crossref](#)]
1328. Annemarie M. F. Hiemstra, Eva Derous, Alec W. Serlie, Marise Ph. Born. 2012. Fairness Perceptions of Video Resumes among Ethnically Diverse Applicants. *International Journal of Selection and Assessment* **20**:4, 423-433. [[Crossref](#)]
1329. Eva Derous, Ann Marie Ryan. 2012. Documenting the Adverse Impact of Résumé Screening: Degree of ethnic identification matters. *International Journal of Selection and Assessment* **20**:4, 464-474. [[Crossref](#)]
1330. Caryn J. Block, Kerstin Aumann, Amy Chelin. 2012. Assessing Stereotypes of Black and White Managers: A Diagnostic Ratio Approach. *Journal of Applied Social Psychology* **42**, E128-E149. [[Crossref](#)]
1331. Rema N. Hanna,, Leigh L. Linden. 2012. Discrimination in Grading. *American Economic Journal: Economic Policy* **4**:4, 146-168. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]

1332. Olaoluwa Olusanya, Jeffrey M. Cancino. 2012. Cross-Examining the Race-Neutral Frameworks of Prisoner Re-Entry. *Critical Criminology* 20:4, 345-358. [[Crossref](#)]
1333. Annabelle Krause, Ulf Rinne, Klaus F. Zimmermann. 2012. Anonymous job applications of fresh Ph.D. economists. *Economics Letters* 117:2, 441-444. [[Crossref](#)]
1334. John Griffin, David Nickerson, Abigail Wozniak. 2012. Racial differences in inequality aversion: Evidence from real world respondents in the ultimatum game. *Journal of Economic Behavior & Organization* 84:2, 600-617. [[Crossref](#)]
1335. Patricia G. Devine, Patrick S. Forscher, Anthony J. Austin, William T.L. Cox. 2012. Long-term reduction in implicit race bias: A prejudice habit-breaking intervention. *Journal of Experimental Social Psychology* 48:6, 1267-1278. [[Crossref](#)]
1336. Mariano Bosch, M. Belen Cobacho. 2012. Discrimination in second-hand consumer markets: evidence from a field experiment. *Applied Economics Letters* 19:17, 1727-1730. [[Crossref](#)]
1337. Deborah A. Small, Devin G. Pope, Michael I. Norton. 2012. An Age Penalty in Racial Preferences. *Social Psychological and Personality Science* 3:6, 730-737. [[Crossref](#)]
1338. Frank L. Samson. 2012. Perceptions of Racialized Opportunities and Hispanics' Political Attitudes. *American Behavioral Scientist* 56:11, 1525-1564. [[Crossref](#)]
1339. Ian Larkin, Lamar Pierce, Francesca Gino. 2012. The psychological costs of pay-for-performance: Implications for the strategic compensation of employees. *Strategic Management Journal* 33:10, 1194-1214. [[Crossref](#)]
1340. Stefan Eriksson, Jonas Lagerström. 2012. Detecting discrimination in the hiring process: evidence from an Internet-based search channel. *Empirical Economics* 43:2, 537-563. [[Crossref](#)]
1341. Sebastian Bauhoff. 2012. Do health plans risk-select? An audit study on Germany's Social Health Insurance. *Journal of Public Economics* 96:9-10, 750-759. [[Crossref](#)]
1342. Joonmo Son, Nan Lin. 2012. Network diversity, contact diversity, and status attainment. *Social Networks* 34:4, 601-613. [[Crossref](#)]
1343. Eric Zitzewitz. 2012. Forensic Economics. *Journal of Economic Literature* 50:3, 731-769. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1344. Ayanna F. Brown, Janice Tuck Lively. 2012. "Selling the Farm to Buy the Cow". *Journal of Black Studies* 43:6, 667-692. [[Crossref](#)]
1345. David R. Williams. 2012. Miles to Go before We Sleep. *Journal of Health and Social Behavior* 53:3, 279-295. [[Crossref](#)]
1346. William T. L. Cox, Lyn Y. Abramson, Patricia G. Devine, Steven D. Hollon. 2012. Stereotypes, Prejudice, and Depression. *Perspectives on Psychological Science* 7:5, 427-449. [[Crossref](#)]
1347. Jochen E. Gebauer, Mark R. Leary, Wiebke Neberich. 2012. Unfortunate First Names. *Social Psychological and Personality Science* 3:5, 590-596. [[Crossref](#)]
1348. Sheila D. Ards, Samuel L. Myers, Patricia Ray, Hyeon-Eui Kim, Kevin Monroe, Irma Arteaga. 2012. Racialized perceptions and child neglect. *Children and Youth Services Review* 34:8, 1480-1491. [[Crossref](#)]
1349. Alison L. Booth, Andrew Leigh, Elena Varganova. 2012. Does Ethnic Discrimination Vary Across Minority Groups? Evidence from a Field Experiment*. *Oxford Bulletin of Economics and Statistics* 74:4, 547-573. [[Crossref](#)]
1350. Malcolm Brynin, Ayse Güveli. 2012. Understanding the ethnic pay gap in Britain. *Work, Employment and Society* 26:4, 574-587. [[Crossref](#)]

1351. Peter A. Heslin, Myrtle P. Bell, Pinar O. Fletcher. 2012. The devil without and within: A conceptual model of social cognitive processes whereby discrimination leads stigmatized minorities to become discouraged workers. *Journal of Organizational Behavior* 33:6, 840-862. [[Crossref](#)]
1352. Jens Agerström, Fredrik Björklund, Rickard Carlsson, Dan-Olof Rooth. 2012. Warm and Competent Hassan = Cold and Incompetent Eric: A Harsh Equation of Real-Life Hiring Discrimination. *Basic and Applied Social Psychology* 34:4, 359-366. [[Crossref](#)]
1353. C. Lennox. 2012. Racial integration, ethnic diversity, and prejudice: empirical evidence from a study of the British National Party. *Oxford Economic Papers* 64:3, 395-416. [[Crossref](#)]
1354. Katherine L. Milkman, Modupe Akinola, Dolly Chugh. 2012. Temporal Distance and Discrimination. *Psychological Science* 23:7, 710-717. [[Crossref](#)]
1355. Daniel J. Hopkins, Katherine T. McCabe. 2012. After It's Too Late. *American Politics Research* 40:4, 665-700. [[Crossref](#)]
1356. Tyler J. VanderWeele, Miguel A. Hernán. Causal Effects and Natural Laws: Towards a Conceptualization of Causal Counterfactuals for Nonmanipulable Exposures, with Application to the Effects of Race and Sex 101-113. [[Crossref](#)]
1357. Leng Lee. 2012. Decomposing wage differentials between migrant workers and urban workers in urban China's labor markets. *China Economic Review* 23:2, 461-470. [[Crossref](#)]
1358. David R. Upton, C. Edward Arrington. 2012. Implicit racial prejudice against African-Americans in balanced scorecard performance evaluations. *Critical Perspectives on Accounting* 23:4-5, 281-297. [[Crossref](#)]
1359. Nick Drydakis. 2012. Estimating ethnic discrimination in the labour market using experimental data. *Southeast European and Black Sea Studies* 12:2, 335-355. [[Crossref](#)]
1360. Farrukh Suvankulov, Marco Chi Keung Lau, Frankie Ho Chi Chau. 2012. Job search on the internet and its outcome. *Internet Research* 22:3, 298-317. [[Crossref](#)]
1361. Jason A. Nier, Samuel L. Gaertner. 2012. The Challenge of Detecting Contemporary Forms of Discrimination. *Journal of Social Issues* 68:2, 207-220. [[Crossref](#)]
1362. Devah Pager, Bruce Western. 2012. Identifying Discrimination at Work: The Use of Field Experiments. *Journal of Social Issues* 68:2, 221-237. [[Crossref](#)]
1363. Marc Bendick, Ana P. Nunes. 2012. Developing the Research Basis for Controlling Bias in Hiring. *Journal of Social Issues* 68:2, 238-262. [[Crossref](#)]
1364. Jerry Kang. 2012. The Missing Quadrants of Antidiscrimination: Going Beyond the "Prejudice Polygraph". *Journal of Social Issues* 68:2, 314-327. [[Crossref](#)]
1365. Nilanjana Dasgupta, Jane G. Stout. 2012. Contemporary Discrimination in the Lab and Field: Benefits and Obstacles of Full-Cycle Social Psychology. *Journal of Social Issues* 68:2, 399-412. [[Crossref](#)]
1366. JULIA LEVASHINA, FREDERICK P. MORGESON, MICHAEL A. CAMPION. 2012. TELL ME SOME MORE: EXPLORING HOW VERBAL ABILITY AND ITEM VERIFIABILITY INFLUENCE RESPONSES TO BIODATA QUESTIONS IN A HIGH-STAKES SELECTION CONTEXT. *Personnel Psychology* 65:2, 359-383. [[Crossref](#)]
1367. Evan P. Apfelbaum, Michael I. Norton, Samuel R. Sommers. 2012. Racial Color Blindness. *Current Directions in Psychological Science* 21:3, 205-209. [[Crossref](#)]
1368. Martin Huber. 2012. Identification of Average Treatment Effects in Social Experiments Under Alternative Forms of Attrition. *Journal of Educational and Behavioral Statistics* 37:3, 443-474. [[Crossref](#)]
1369. Simon M. Laham, Peter Koval, Adam L. Alter. 2012. The name-pronunciation effect: Why people like Mr. Smith more than Mr. Colquhoun. *Journal of Experimental Social Psychology* 48:3, 752-756. [[Crossref](#)]

1370. Andrew R. Todd, Galen V. Bodenhausen, Adam D. Galinsky. 2012. Perspective taking combats the denial of intergroup discrimination. *Journal of Experimental Social Psychology* **48**:3, 738-745. [[Crossref](#)]
1371. S. Anwar, P. Bayer, R. Hjalmarsson. 2012. The Impact of Jury Race in Criminal Trials. *The Quarterly Journal of Economics* **127**:2, 1017-1055. [[Crossref](#)]
1372. David R. Williams, Dolly A. John, Daphna Oyserman, John Sonnega, Selina A. Mohammed, James S. Jackson. 2012. Research on Discrimination and Health: An Exploratory Study of Unresolved Conceptual and Measurement Issues. *American Journal of Public Health* **102**:5, 975-978. [[Crossref](#)]
1373. Eva Derous, Ann Marie Ryan, Hannah-Hanh D. Nguyen. 2012. Multiple categorization in resume screening: Examining effects on hiring discrimination against Arab applicants in field and lab settings. *Journal of Organizational Behavior* **33**:4, 544-570. [[Crossref](#)]
1374. Therese Macan, Stephanie Merritt. Actions Speak Too: Uncovering Possible Implicit and Explicit Discrimination in the Employment Interview Process 293-337. [[Crossref](#)]
1375. Petra Moser. 2012. Taste-based discrimination evidence from a shift in ethnic preferences after WWI. *Explorations in Economic History* **49**:2, 167-188. [[Crossref](#)]
1376. SUBHASISH DUGAR, HAIMANTI BHATTACHARYA, DAVID REILEY. 2012. CAN'T BUY ME LOVE? A FIELD EXPERIMENT EXPLORING THE TRADE-OFF BETWEEN INCOME AND CASTE-STATUS IN AN INDIAN MATRIMONIAL MARKET. *Economic Inquiry* **50**:2, 534-550. [[Crossref](#)]
1377. Randall Akee, Mutlu Yuksel. 2012. The Decreasing Effect of Skin Tone on Women's Full-Time Employment. *ILR Review* **65**:2, 398-426. [[Crossref](#)]
1378. Brian Rubineau, Yoon Kang. 2012. Bias in White: A Longitudinal Natural Experiment Measuring Changes in Discrimination. *Management Science* **58**:4, 660-677. [[Crossref](#)]
1379. João Luiz Bastos, Eduardo Faerstein, Roger Keller Celeste, Aluisio J D Barros. 2012. Explicit discrimination and health: development and psychometric properties of an assessment instrument. *Revista de Saúde Pública* **46**:2, 269-278. [[Crossref](#)]
1380. Rickard Carlsson, Fredrik Björklund, Martin Bäckström. 2012. Mixed Discriminatory Judgments of Individuals' Warmth and Competence-Related Abilities. *Social Psychology* **43**:3, 160-167. [[Crossref](#)]
1381. Daphne Berry, Myrtle P. Bell. 2012. Inequality in organizations: stereotyping, discrimination, and labor law exclusions. *Equality, Diversity and Inclusion: An International Journal* **31**:3, 236-248. [[Crossref](#)]
1382. Mark J. Brandt, Christine Reyna. 2012. The Functions of Symbolic Racism. *Social Justice Research* **25**:1, 41-60. [[Crossref](#)]
1383. Arch G. Woodside. 2012. Incompetency training: Theory, practice, and remedies. *Journal of Business Research* **65**:3, 279-293. [[Crossref](#)]
1384. Brian A. Nosek, Rachel G. Riskind. 2012. Policy Implications of Implicit Social Cognition. *Social Issues and Policy Review* **6**:1, 113-147. [[Crossref](#)]
1385. Franklin G. Mixon, Richard J. Cebula. 2012. More is More: Some Economics of Distinctively-Named White Kids. *Atlantic Economic Journal* **40**:1, 39-47. [[Crossref](#)]
1386. Steven P. Vallas. Work and Employment 418-443. [[Crossref](#)]
1387. Thomas G. Blomberg, William D. Bales, Alex R. Piquero. 2012. Is Educational Achievement a Turning Point for Incarcerated Delinquents Across Race and Sex?. *Journal of Youth and Adolescence* **41**:2, 202-216. [[Crossref](#)]
1388. Cory Koedel, Eric Tyhurst. 2012. Math skills and labor-market outcomes: Evidence from a resume-based field experiment. *Economics of Education Review* **31**:1, 131-140. [[Crossref](#)]

1389. Thomas Cornelissen, Uwe Jirjahn. 2012. September 11th and the earnings of Muslims in Germany —The moderating role of education and firm size. *Journal of Economic Behavior & Organization* **81**:2, 490-504. [[Crossref](#)]
1390. Martín Moreno, Hugo Ñopo, Jaime Saavedra, Máximo Torero. 2012. Detecting Gender and Racial Discrimination in Hiring Through Monitoring Intermediation Services: The Case of Selected Occupations in Metropolitan Lima, Peru. *World Development* **40**:2, 315-328. [[Crossref](#)]
1391. Leo Kaas, Christian Manger. 2012. Ethnic Discrimination in Germany's Labour Market: A Field Experiment. *German Economic Review* **13**:1, 1-20. [[Crossref](#)]
1392. Nicolas Guéguen, Alexandre Pascual. 2012. The Impact of Patronymic Attractiveness on Employability. *Journal of Human Behavior in the Social Environment* **22**:1, 78-84. [[Crossref](#)]
1393. Connie R. Wanberg. 2012. The Individual Experience of Unemployment. *Annual Review of Psychology* **63**:1, 369-396. [[Crossref](#)]
1394. Shamena Anwar. 2012. Testing for discrimination: Evidence from the game show Street Smarts. *Journal of Economic Behavior & Organization* **81**:1, 268-285. [[Crossref](#)]
1395. Lieselotte Blommaert, Frank van Tubergen, Marcel Coenders. 2012. Implicit and explicit interethnic attitudes and ethnic discrimination in hiring. *Social Science Research* **41**:1, 61-73. [[Crossref](#)]
1396. Gloria Moss. Professional Services Firms and Gender Diversity 151-185. [[Crossref](#)]
1397. Cassidy Puckett, Eszter Hargittai. 2012. From Dot-Edu to Dot-Com: Predictors of College Students' Job and Career Information Seeking Online. *Sociological Focus* **45**:1, 85-102. [[Crossref](#)]
1398. Ragnar Bengtsson, Ellis Iverman, Björn Tyrefors Hinnerich. 2012. Gender and ethnic discrimination in the rental housing market. *Applied Economics Letters* **19**:1, 1-5. [[Crossref](#)]
1399. Geoffrey Beattie, Patrick Johnson. 2012. Possible unconscious bias in recruitment and promotion and the need to promote equality. *Perspectives: Policy and Practice in Higher Education* **16**:1, 7-13. [[Crossref](#)]
1400. D. Lisa Cothran. Disparities in the Prevalence of Mental Illness Among Black Americans 277-298. [[Crossref](#)]
1401. Olof Åslund, Oskar Nordström Skans. 2012. Do Anonymous Job Application Procedures Level the Playing Field?. *ILR Review* **65**:1, 82-107. [[Crossref](#)]
1402. Margaret Maurer-Fazio. 2012. Ethnic discrimination in China's internet job board labor market. *IZA Journal of Migration* **1**:1, 12. [[Crossref](#)]
1403. Curtis R. Price. 2012. Gender, Competition, and Managerial Decisions. *Management Science* **58**:1, 114-122. [[Crossref](#)]
1404. Sonal Pandya, Rajkumar Venkatesan. 2012. French Roast: Explaining Consumer Responses to the 2003 Iraq War. *SSRN Electronic Journal* . [[Crossref](#)]
1405. Michael Ewens, Bryan Tomlin, Liang Choon Wang. 2012. Statistical Discrimination or Prejudice? A Large Sample Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1406. Claire L. Adida, David Laitin, Marie-Anne Valfort. 2012. 'One Muslim is Enough!' Evidence from a Field Experiment in France. *SSRN Electronic Journal* . [[Crossref](#)]
1407. Deniz Igan, Marcelo Pinheiro, John Smith. 2012. Racial Biases and Market Outcomes: 'White Men Can't Jump,' But Would You Bet on It?. *SSRN Electronic Journal* . [[Crossref](#)]
1408. Fabrizio Panebianco. 2012. Socialization Networks and the Transmission of Interethnic Attitudes. *SSRN Electronic Journal* . [[Crossref](#)]
1409. Philip Oreopoulos, Diane Dechief. 2012. Why Do Some Employers Prefer to Interview Matthew, but Not Samir? New Evidence from Toronto, Montreal, and Vancouver. *SSRN Electronic Journal* . [[Crossref](#)]

1410. Alessandro Acquisti, Christina M. Fong. 2012. An Experiment in Hiring Discrimination Via Online Social Networks. *SSRN Electronic Journal* . [[Crossref](#)]
1411. Roberto M. Fernandez, Roman V. Galperin. 2012. The Causal Status of Social Capital in Labor Markets. *SSRN Electronic Journal* . [[Crossref](#)]
1412. Nicole M. Lindner, Brian A. Nosek, Alexander Graser. 2012. Age-Based Hiring Discrimination as a Function of Equity Norms and Self-Perceived Objectivity. *SSRN Electronic Journal* . [[Crossref](#)]
1413. Marco Castillo, Ragan Petrie, Maximo A. Torero. 2012. Beautiful or White? Discrimination in Group Formation. *SSRN Electronic Journal* . [[Crossref](#)]
1414. Claire L. Adida, David Laitin, Marie-Anne Valfort. 2012. Muslims in France: Identifying a Discriminatory Equilibrium. *SSRN Electronic Journal* . [[Crossref](#)]
1415. Henock Louis. 2012. Minority Lending and the U.S. Subprime Mortgage Foreclosure Crisis. *SSRN Electronic Journal* . [[Crossref](#)]
1416. Emmanuel Duguet, Du Parquet Loïc, Yannick L'Horty, Pascale Petit. 2012. First Order Stochastic Dominance and the Measurement of Hiring Discrimination: A Ranking Extension of Correspondence Testings with an Application to Gender and Origin. *SSRN Electronic Journal* . [[Crossref](#)]
1417. Dubravka Ritter. 2012. Do We Still Need the Equal Credit Opportunity Act?. *SSRN Electronic Journal* . [[Crossref](#)]
1418. Nicola Lacetera, Mario Macis, Angelo Mele. 2012. Viral Altruism? A Natural Field Experiment of Social Contagion in On-Line Networks. *SSRN Electronic Journal* . [[Crossref](#)]
1419. Hema Yoganarasimhan. 2012. Identifying the Presence and Cause of Fashion Cycles in the Choice of Given Names. *SSRN Electronic Journal* . [[Crossref](#)]
1420. Annabelle Krause, Ulf Rinne, Simone Schüller. 2012. Kick it Like Özil? Decomposing the Native-Migrant Education Gap. *SSRN Electronic Journal* . [[Crossref](#)]
1421. Ola Bengtsson, John R. M. Hand. 2012. Employee Compensation in Entrepreneurial Companies. *SSRN Electronic Journal* . [[Crossref](#)]
1422. Maya Sen. 2012. How Judicial Qualification Ratings Matter (and Why They Maybe Shouldn't). *SSRN Electronic Journal* . [[Crossref](#)]
1423. Joyce Burnette. 2012. Testing for Wage Discrimination in U.S. Manufacturing. *SSRN Electronic Journal* . [[Crossref](#)]
1424. Jin Xiang. 2012. Credit Rating Categories. *SSRN Electronic Journal* . [[Crossref](#)]
1425. Arnfinn H. Midtbøen, Jon Rogstad. 2012. DISCRIMINATION. Methodological controversies and sociological perspectives on future research. *Nordic Journal of Migration Research* 2:3. . [[Crossref](#)]
1426. Paul Eid. 2012. Les inégalités « ethnoraciales » dans l'accès à l'emploi à Montréal : le poids de la discrimination1. *Recherches sociographiques* 53:2, 415-450. [[Crossref](#)]
1427. Michael Wallace, Bradley R.E. Wright, Christine Zozula, Stacy Missari, Christopher M. Donnelly, Annie Scola Wisnesky. A New Approach for Studying Stratification and Religion: Early Results from a National Internet-Based Field Experiment study of U.S. Churches 369-397. [[Crossref](#)]
1428. Alice Faure, André Ndobo. 2012. Double avantage ou double peine ? Les effets de l'âge et du sexe des candidats sur les attitudes évaluatives et discursives des évaluateurs en situation de recrutement. *Les cahiers internationaux de psychologie sociale* Numéro 94:2, 285. [[Crossref](#)]
1429. Olivier Armantier, Amadou Boly. 2011. A controlled field experiment on corruption. *European Economic Review* 55:8, 1072-1082. [[Crossref](#)]
1430. John M. Nunley, Mark F. Owens, R. Stephen Howard. 2011. The effects of information and competition on racial discrimination: Evidence from a field experiment. *Journal of Economic Behavior & Organization* 80:3, 670-679. [[Crossref](#)]

1431. Andrew Hanson, Zackary Hawley, Aryn Taylor. 2011. Subtle discrimination in the rental housing market: Evidence from e-mail correspondence with landlords. *Journal of Housing Economics* **20**:4, 276-284. [[Crossref](#)]
1432. Zahra Siddique. 2011. Evidence on Caste Based Discrimination. *Labour Economics* **18**, S146-S159. [[Crossref](#)]
1433. J. C. Sharman. 2011. Testing the Global Financial Transparency Regime¹. *International Studies Quarterly* **55**:4, 981-1001. [[Crossref](#)]
1434. Daniel Widner, Stephen Chicoine. 2011. It's All in the Name: Employment Discrimination Against Arab Americans¹. *Sociological Forum* **26**:4, 806-823. [[Crossref](#)]
1435. Max Weisbuch, Kristin Pauker. 2011. The Nonverbal Transmission of Intergroup Bias: A Model of Bias Contagion with Implications for Social Policy. *Social Issues and Policy Review* **5**:1, 257-291. [[Crossref](#)]
1436. Frances McGinnity, Peter D. Lunn. 2011. Measuring discrimination facing ethnic minority job applicants: an Irish experiment. *Work, Employment and Society* **25**:4, 693-708. [[Crossref](#)]
1437. Bernie Hogan, Brent Berry. 2011. Racial and Ethnic Biases in Rental Housing: An Audit Study of Online Apartment Listings. *City & Community* **10**:4, 351-372. [[Crossref](#)]
1438. Philip Oreopoulos. 2011. Why Do Skilled Immigrants Struggle in the Labor Market? A Field Experiment with Thirteen Thousand Resumes. *American Economic Journal: Economic Policy* **3**:4, 148-171. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1439. Ralf Caers, Vanessa Castelyns. 2011. LinkedIn and Facebook in Belgium. *Social Science Computer Review* **29**:4, 437-448. [[Crossref](#)]
1440. Jan-Erik Lönngqvist, Inga Jasinskaja-Lahti, Markku Verkasalo. 2011. Personal Values Before and After Migration. *Social Psychological and Personality Science* **2**:6, 584-591. [[Crossref](#)]
1441. Shannon K. Carter, Fernando I. Rivera. Social Constructions of the Nonprejudiced White Self 111-133. [[Crossref](#)]
1442. Tamar Szabó Gendler. 2011. On the epistemic costs of implicit bias. *Philosophical Studies* **156**:1, 33-63. [[Crossref](#)]
1443. Reyn van Ewijk. 2011. Same work, lower grade? Student ethnicity and teachers' subjective assessments. *Economics of Education Review* **30**:5, 1045-1058. [[Crossref](#)]
1444. Pablo Guillen, Daniel Ji. 2011. Trust, discrimination and acculturation. *The Journal of Socio-Economics* **40**:5, 594-608. [[Crossref](#)]
1445. Daniel Sabbagh. 2011. The paradox of decategorization: deinstitutionalizing race through race-based affirmative action in the United States. *Ethnic and Racial Studies* **34**:10, 1665-1681. [[Crossref](#)]
1446. STEVIE WATSON, OSEI APPIAH, CORLISS G. THORNTON. 2011. The Effect of Name on Pre-Interview Impressions and Occupational Stereotypes: The Case of Black Sales Job Applicants. *Journal of Applied Social Psychology* **41**:10, 2405-2420. [[Crossref](#)]
1447. Kosuke Imai, Booil Jo, Elizabeth A. Stuart. 2011. Commentary: Using Potential Outcomes to Understand Causal Mediation Analysis. *Multivariate Behavioral Research* **46**:5, 861-873. [[Crossref](#)]
1448. Daniel E. Martin. 2011. Internal compensation structuring and social bias. *Personnel Review* **40**:6, 785-804. [[Crossref](#)]
1449. Prosper F. Bangwayo-Skeete, Precious Zikhali. 2011. Social exclusion and labour market outcomes: evidence from Eastern Europe and Central Asia. *International Journal of Development Issues* **10**:3, 233-250. [[Crossref](#)]

1450. Andrew Hanson, Zackary Hawley. 2011. Do landlords discriminate in the rental housing market? Evidence from an internet field experiment in US cities. *Journal of Urban Economics* **70**:2-3, 99-114. [[Crossref](#)]
1451. Phillip Connor. 2011. Religion as resource: Religion and immigrant economic incorporation. *Social Science Research* **40**:5, 1350-1361. [[Crossref](#)]
1452. Bethany G. Everett, Richard G. Rogers, Robert A. Hummer, Patrick M. Krueger. 2011. Trends in educational attainment by race/ethnicity, nativity, and sex in the United States, 1989–2005. *Ethnic and Racial Studies* **34**:9, 1543-1566. [[Crossref](#)]
1453. András Tilcsik. 2011. Pride and Prejudice: Employment Discrimination against Openly Gay Men in the United States. *American Journal of Sociology* **117**:2, 586-626. [[Crossref](#)]
1454. Rebecca D. Gill, Sylvia R. Lazos, Mallory M. Waters. 2011. Are Judicial Performance Evaluations Fair to Women and Minorities? A Cautionary Tale from Clark County, Nevada. *Law & Society Review* **45**:3, 731-759. [[Crossref](#)]
1455. Kerwin Kofi Charles, Jonathan Guryan. 2011. Studying Discrimination: Fundamental Challenges and Recent Progress. *Annual Review of Economics* **3**:1, 479-511. [[Crossref](#)]
1456. L. A. Tabak, F. S. Collins. 2011. Weaving a Richer Tapestry in Biomedical Science. *Science* **333**:6045, 940-941. [[Crossref](#)]
1457. Oriana Bandiera,, Iwan Barankay,, Imran Rasul. 2011. Field Experiments with Firms. *Journal of Economic Perspectives* **25**:3, 63-82. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1458. Björn Tyrefors Hinnerich, Erik Höglén, Magnus Johannesson. 2011. Are boys discriminated in Swedish high schools?. *Economics of Education Review* **30**:4, 682-690. [[Crossref](#)]
1459. Pierre-Guillaume Méon, Ariane Szafarz. 2011. The modern corporation as a safe haven for taste-based discrimination: An agency model of hiring decisions. *Labour Economics* **18**:4, 487-497. [[Crossref](#)]
1460. D. James Greiner, Donald B. Rubin. 2011. Causal Effects of Perceived Immutable Characteristics. *Review of Economics and Statistics* **93**:3, 775-785. [[Crossref](#)]
1461. Emily Johnson, Joanna Lahey. 2011. The Resume Characteristics Determining Job Interviews for Middle-Aged Women Seeking Entry-Level Employment. *Journal of Career Development* **38**:4, 310-330. [[Crossref](#)]
1462. ABIGAIL WOZNIAK. 2011. Field Perspectives on the Causes of Low Employment Among Less Skilled Black Men. *American Journal of Economics and Sociology* **70**:3, 811-844. [[Crossref](#)]
1463. Daniel M. Butler, David E. Broockman. 2011. Do Politicians Racially Discriminate Against Constituents? A Field Experiment on State Legislators. *American Journal of Political Science* **55**:3, 463-477. [[Crossref](#)]
1464. Heidi Grappendorf, Angie Henderson, Laura Burton, Preston Boyles. 2011. Utilizing Role Congruity Theory to Examine the Hiring of Blacks for Entry Level Sports Management. *Journal for the Study of Sports and Athletes in Education* **5**:2, 201-218. [[Crossref](#)]
1465. Kevin Lang,, Michael Manove. 2011. Education and Labor Market Discrimination. *American Economic Review* **101**:4, 1467-1496. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1466. Victoria R. Brown, E. Daly Vaughn. 2011. The Writing on the (Facebook) Wall: The Use of Social Networking Sites in Hiring Decisions. *Journal of Business and Psychology* **26**:2, 219-225. [[Crossref](#)]
1467. Christina M. Fong, Erzo F.P. Luttmer. 2011. Do fairness and race matter in generosity? Evidence from a nationally representative charity experiment. *Journal of Public Economics* **95**:5-6, 372-394. [[Crossref](#)]
1468. Dan-Olof Rooth. 2011. Work out or out of work — The labor market return to physical fitness and leisure sports activities. *Labour Economics* **18**:3, 399-409. [[Crossref](#)]

1469. Benjamin L. Solow, John L. Solow, Todd B. Walker. 2011. Moving on up: The Rooney rule and minority hiring in the NFL. *Labour Economics* 18:3, 332-337. [[Crossref](#)]
1470. Clayton S. Rose, William T. Bielby. 2011. Race at the top: How companies shape the inclusion of African Americans on their boards in response to institutional pressures. *Social Science Research* 40:3, 841-859. [[Crossref](#)]
1471. Michael I. Norton, Samuel R. Sommers. 2011. Whites See Racism as a Zero-Sum Game That They Are Now Losing. *Perspectives on Psychological Science* 6:3, 215-218. [[Crossref](#)]
1472. Therese Macan, Stephanie Merritt. Actions Speak Too: Uncovering Possible Implicit and Explicit Discrimination in the Employment Interview Process 293-337. [[Crossref](#)]
1473. Daniel H. Krymkowski, Beth Mintz. 2011. College as an Investment: The Role of Graduation Rates in Changing Occupational Inequality by Race, Ethnicity, and Gender. *Race and Social Problems* 3:1, 1-12. [[Crossref](#)]
1474. John A. List, Imran Rasul. Field Experiments in Labor Economics 103-228. [[Crossref](#)]
1475. William Darity. 2011. REVISITING THE DEBATE ON RACE AND CULTURE. *Du Bois Review: Social Science Research on Race* 8:2, 467-476. [[Crossref](#)]
1476. Rocío Albert, Lorenzo Escot, José Andrés Fernández-Cornejo. 2011. A field experiment to study sex and age discrimination in the Madrid labour market. *The International Journal of Human Resource Management* 22:2, 351-375. [[Crossref](#)]
1477. Nick Drydakis. 2011. Women's Sexual Orientation and Labor Market Outcomes in Greece. *Feminist Economics* 17:1, 89-117. [[Crossref](#)]
1478. Lyda S. Bigelow, Leif Lundmark, Judi McLean Parks, Robert Wuebker. 2011. Skirting The Issues? Experimental Evidence Of Gender Bias In IPO Prospectus Evaluations. *SSRN Electronic Journal* . [[Crossref](#)]
1479. Patrick J. Bayer, Randi Hjalmarsson, Shamena Anwar. 2011. The Impact of Jury Race in Criminal Trials. *SSRN Electronic Journal* . [[Crossref](#)]
1480. Bradley J. Ruffle, Ze'ev Shtudiner. 2011. Are Good-Looking People More Employable?. *SSRN Electronic Journal* . [[Crossref](#)]
1481. Shamena Anwar, Hanming Fang. 2011. Testing for the Role of Prejudice in Emergency Departments Using Bounceback Rates. *SSRN Electronic Journal* . [[Crossref](#)]
1482. Nicolas Jacquemet, Constantine Yannelis. 2011. Indiscriminate Discrimination: A Correspondence Test for Ethnic Homophily in the Chicago Labor Market. *SSRN Electronic Journal* . [[Crossref](#)]
1483. Ian Larkin, Lamar Pierce, Francesca Gino. 2011. The Psychological Costs of Pay-for-Performance: Implications for the Strategic Compensation of Employees. *SSRN Electronic Journal* . [[Crossref](#)]
1484. Elena Obukhova, Ezra W. Zuckerman, Jiayin Zhang. 2011. Why Was There No Fashion in Mao's China? Effects of Politics on Culture in the Case of Chinese Naming Practices. *SSRN Electronic Journal* . [[Crossref](#)]
1485. William A. Sundstrom. 2011. African Americans in the U.S. Economy Since Emancipation. *SSRN Electronic Journal* . [[Crossref](#)]
1486. Ian Ayres, Mahzarin Banaji, Christine Jolls. 2011. Race Effects on Ebay. *SSRN Electronic Journal* . [[Crossref](#)]
1487. Roland G. Fryer, Devah Pager, Jörg L. Spenkuch. 2011. Racial Disparities in Job Finding and Offered Wages. *SSRN Electronic Journal* . [[Crossref](#)]
1488. Steinar Holden, Asa Rosen. 2011. Discrimination and Employment Protection. *SSRN Electronic Journal* . [[Crossref](#)]

1489. Thomas de Haan, Theo Offerman, Randolph Sloof. 2011. Discrimination in the Labor Market: The Curse of Competition between Workers. *SSRN Electronic Journal* . [[Crossref](#)]
1490. R. Glenn Hubbard, Darius Palia, Wei Yu. 2011. Analysis of Discrimination in Prime and Subprime Mortgage Markets. *SSRN Electronic Journal* . [[Crossref](#)]
1491. Alain Rallet, Fabrice Rochelandet. 2011. La régulation des données personnelles face au web relationnel : une voie sans issue ?. *Réseaux* n° 167:3, 17. [[Crossref](#)]
1492. Carole J. Lee, Christian D. Schunn. 2011. Social Biases and Solutions for Procedural Objectivity. *Hypatia* 26:2, 352-373. [[Crossref](#)]
1493. Štěpán Jurajda, Daniel Münich. 2010. Admission to selective schools, alphabetically. *Economics of Education Review* 29:6, 1100-1109. [[Crossref](#)]
1494. Paulo Santos, Christopher B. Barrett. 2010. Identity, Interest and Information Search in a Dynamic Rural Economy. *World Development* 38:12, 1788-1796. [[Crossref](#)]
1495. Christopher Finn, Jack Glaser. 2010. Voter Affect and the 2008 U.S. Presidential Election: Hope and Race Mattered. *Analyses of Social Issues and Public Policy* 10:1, 262-275. [[Crossref](#)]
1496. Jerry Kang, Nilanjana Dasgupta, Kumar Yogeeswaran, Gary Blasi. 2010. Are Ideal Litigators White? Measuring the Myth of Colorblindness. *Journal of Empirical Legal Studies* 7:4, 886-915. [[Crossref](#)]
1497. Francesca Gino, Lamar Pierce. 2010. Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help. *Organization Science* 21:6, 1176-1194. [[Crossref](#)]
1498. Robert Slonim, Pablo Guillen. 2010. Gender selection discrimination: Evidence from a Trust game. *Journal of Economic Behavior & Organization* 76:2, 385-405. [[Crossref](#)]
1499. Thomas S. Moore. 2010. The Locus of Racial Disadvantage in the Labor Market. *American Journal of Sociology* 116:3, 909-42. [[Crossref](#)]
1500. Jacob S. Rugh, Douglas S. Massey. 2010. Racial Segregation and the American Foreclosure Crisis. *American Sociological Review* 75:5, 629-651. [[Crossref](#)]
1501. Stephen J. Sauer, Melissa C. Thomas-Hunt, Patrick A. Morris. 2010. Too Good to Be True? The Unintended Signaling Effects of Educational Prestige on External Expectations of Team Performance. *Organization Science* 21:5, 1108-1120. [[Crossref](#)]
1502. Femina P. Varghese, Erin E. Hardin, Rebecca L. Bauer, Robert D. Morgan. 2010. Attitudes Toward Hiring Offenders. *International Journal of Offender Therapy and Comparative Criminology* 54:5, 769-782. [[Crossref](#)]
1503. Magnus Carlsson. 2010. Experimental Evidence of Discrimination in the Hiring of First- and Second-generation Immigrants. *LABOUR* 24:3, 263-278. [[Crossref](#)]
1504. Nick Drydakis. 2010. Religious Affiliation and Employment Bias in the Labor Market. *Journal for the Scientific Study of Religion* 49:3, 477-493. [[Crossref](#)]
1505. Oren Gazal-Ayal, Raanan Sulitzeanu-Kenan. 2010. Let My People Go: Ethnic In-Group Bias in Judicial Decisions-Evidence from a Randomized Natural Experiment. *Journal of Empirical Legal Studies* 7:3, 403-428. [[Crossref](#)]
1506. RAY BLOCK JR., CHINONYE ONWUNLI. 2010. Managing Monikers: The Role of Name Presentation in the 2008 Presidential Election. *Presidential Studies Quarterly* 40:3, 464-481. [[Crossref](#)]
1507. Niki Dickerson VonLockette. 2010. The Impact of Metropolitan Residential Segregation on the Employment Chances of Blacks and Whites in the United States. *City & Community* 9:3, 256-273. [[Crossref](#)]
1508. Leo Kaas, Jun Lu. 2010. Equal-treatment policy in a random search model with taste discrimination. *Labour Economics* 17:4, 699-709. [[Crossref](#)]
1509. . References 310-338. [[Crossref](#)]

1510. Guy Michaels,, Xiaojia Zhi. 2010. Freedom Fries. *American Economic Journal: Applied Economics* 2:3, 256-281. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1511. Abigail A. Sewell, David R. Heise. 2010. Racial differences in sentiments: Exploring variant cultures. *International Journal of Intercultural Relations* 34:4, 400-412. [[Crossref](#)]
1512. Philip Broyles, Weston Fenner. 2010. Race, human capital, and wage discrimination in STEM professions in the United States. *International Journal of Sociology and Social Policy* 30:5/6, 251-266. [[Crossref](#)]
1513. Guido W. Imbens. 2010. Better LATE Than Nothing: Some Comments on Deaton (2009) and Heckman and Urzua (2009). *Journal of Economic Literature* 48:2, 399-423. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1514. Dan-Olof Rooth. 2010. Automatic associations and discrimination in hiring: Real world evidence. *Labour Economics* 17:3, 523-534. [[Crossref](#)]
1515. NICK DRYDAKIS, MINAS VLASSIS. 2010. ETHNIC DISCRIMINATION IN THE GREEK LABOUR MARKET: OCCUPATIONAL ACCESS, INSURANCE COVERAGE AND WAGE OFFERS. *The Manchester School* 78:3, 201-218. [[Crossref](#)]
1516. Elizabeth Hirsh, Christopher J. Lyons. 2010. Perceiving Discrimination on the Job: Legal Consciousness, Workplace Context, and the Construction of Race Discrimination. *Law & Society Review* 44:2, 269-298. [[Crossref](#)]
1517. Markus Gangl. 2010. Causal Inference in Sociological Research. *Annual Review of Sociology* 36:1, 21-47. [[Crossref](#)]
1518. Elizabeth Pontikes, Giacomo Negro, Hayagreeva Rao. 2010. Stained Red. *American Sociological Review* 75:3, 456-478. [[Crossref](#)]
1519. James C. Kaufman, John Baer, Mark D. Agars, David Loomis. 2010. Creativity Stereotypes and the Consensual Assessment Technique. *Creativity Research Journal* 22:2, 200-205. [[Crossref](#)]
1520. Tom Ahn, Peter Arcidiacono, Alvin Murphy, Omari Swinton. 2010. Explaining cross-racial differences in teenage labor force participation: Results from a two-sided matching model. *Journal of Econometrics* 156:1, 201-211. [[Crossref](#)]
1521. Gitte Jensen, Magdalena Cismaru, Anne Lavack, Romulus Cismaru. 2010. Examining prejudice-reduction theories in anti-racism initiatives. *International Journal of Nonprofit and Voluntary Sector Marketing* 15:2, 181-198. [[Crossref](#)]
1522. Michael A. Stoll. 2010. Labor Market Advancement for Young Men: How It Differs by Educational Attainment and Race/Ethnicity During the Initial Transition to Work. *Journal of Education for Students Placed at Risk (JESPAR)* 15:1-2, 66-92. [[Crossref](#)]
1523. Suresh Naidu. 2010. Recruitment Restrictions and Labor Markets: Evidence from the Postbellum U.S. South. *Journal of Labor Economics* 28:2, 413-445. [[Crossref](#)]
1524. Ali M. Ahmed. 2010. Muslim Discrimination: Evidence From Two Lost-Letter Experiments. *Journal of Applied Social Psychology* 40:4, 888-898. [[Crossref](#)]
1525. Nick Drydakis. 2010. Labour Discrimination as a Symptom of HIV: Experimental Evaluation - The Greek Case. *Journal of Industrial Relations* 52:2, 201-217. [[Crossref](#)]
1526. David R. Hekman, Karl Aquino, Bradley P. Owens, Terence R. Mitchell, Pauline Schilpzand, Keith Leavitt. 2010. An Examination of Whether and How Racial and Gender Biases Influence Customer Satisfaction. *Academy of Management Journal* 53:2, 238-264. [[Crossref](#)]
1527. Margaret Kelaher, Deborah J. Warr, Peter Feldman, Theonie Tacticos. 2010. Living in 'Birdsville': Exploring the impact of neighbourhood stigma on health. *Health & Place* 16:2, 381-388. [[Crossref](#)]

1528. Anne-Célia Disdier, Keith Head, Thierry Mayer. 2010. Exposure to foreign media and changes in cultural traits: Evidence from naming patterns in France. *Journal of International Economics* **80**:2, 226-238. [[Crossref](#)]
1529. Melissa R. Herman. 2010. Do You See What I Am?. *Social Psychology Quarterly* **73**:1, 58-78. [[Crossref](#)]
1530. Arthur Sakamoto, Changhwan Kim. 2010. Is Rising Earnings Inequality Associated with Increased Exploitation? Evidence for U.S. Manufacturing Industries, 1971–1996. *Sociological Perspectives* **53**:1, 19-43. [[Crossref](#)]
1531. Marret K. Noordewier, Femke van Horen, Kirsten I. Ruys, Diederik A. Stapel. 2010. What's in a Name? 361.708 Euros: The Effects of Marital Name Change. *Basic and Applied Social Psychology* **32**:1, 17-25. [[Crossref](#)]
1532. Myrtle P. Bell, Eileen N. Kwesiga, Daphne P. Berry. 2010. Immigrants. *Journal of Managerial Psychology* **25**:2, 177-188. [[Crossref](#)]
1533. Rodney J. Andrews. 2010. Comments on “Black Americans in the 21st Century: Should We be Optimistic or Concerned?”. *The Review of Black Political Economy* **37**:3-4, 253-255. [[Crossref](#)]
1534. Trudy Ann Cameron, J.R. DeShazo. 2010. Differential Attention to Attributes in Utility-Theoretic Choice Models. *Journal of Choice Modelling* **3**:3, 73-115. [[Crossref](#)]
1535. Marco Castillo, Ragan Petrie. 2010. Discrimination in the lab: Does information trump appearance?. *Games and Economic Behavior* **68**:1, 50-59. [[Crossref](#)]
1536. Mariano Bosch, M. Angeles Carnero, Lidia Farré. 2010. Information and discrimination in the rental housing market: Evidence from a field experiment. *Regional Science and Urban Economics* **40**:1, 11-19. [[Crossref](#)]
1537. Guido W. Imbens, Donald B. Rubin. Rubin Causal Model 229-241. [[Crossref](#)]
1538. SAKU AURA, GREGORY D. HESS. 2010. WHAT’S IN A NAME?. *Economic Inquiry* **48**:1, 214-227. [[Crossref](#)]
1539. Hannah Riley Bowles, Michele Gelfand. 2010. Status and the Evaluation of Workplace Deviance. *Psychological Science* **21**:1, 49-54. [[Crossref](#)]
1540. Jean M. Twenge, Emodish M. Abebe, W. Keith Campbell. 2010. Fitting In or Standing Out: Trends in American Parents' Choices for Children’s Names, 1880–2007. *Social Psychological and Personality Science* **1**:1, 19-25. [[Crossref](#)]
1541. Roberto M. Fernandez. 2010. Creating Connections for the Disadvantaged: Networks and Labor Market Intermediaries at the Hiring Interface. *SSRN Electronic Journal* . [[Crossref](#)]
1542. Thomas Cornelissen, Uwe Jirjahn. 2010. September 11th and the Earnings of Muslims in Germany – The Moderating Role of Education and Firm Size. *SSRN Electronic Journal* . [[Crossref](#)]
1543. Dorothea F. Kübler. 2010. Experimental Practices in Economics: Performativity and the Creation of Phenomena. *SSRN Electronic Journal* . [[Crossref](#)]
1544. Maya Sen. 2010. Quantifying Discrimination: The Role of Race and Gender in the Awarding of Subprime Mortgage Loans. *SSRN Electronic Journal* . [[Crossref](#)]
1545. Jennifer L. Doleac, Luke C.D. Stein. 2010. The Visible Hand: Race and Online Market Outcomes. *SSRN Electronic Journal* . [[Crossref](#)]
1546. Sumit Agarwal, Souphala Chomsisengphet, Robert McMenamin, Paige Marta Skiba. 2010. Dismissal with Prejudice? Race and Politics in Personal Bankruptcy. *SSRN Electronic Journal* . [[Crossref](#)]
1547. Ola Bengtsson, John R. M. Hand. 2010. Employee Compensation in Venture-Backed Firms. *SSRN Electronic Journal* . [[Crossref](#)]
1548. Meredith Kleykamp. 2010. Women's Work after War. *SSRN Electronic Journal* . [[Crossref](#)]

1549. Pavan K. Mamidi. 2010. Signalling and Caste Mimicry in Urban India: Experimental Evidence – Audience Effects. *SSRN Electronic Journal* . [[Crossref](#)]
1550. Stefan Hochguertel. 2010. Self-Employment Around Retirement Age. *SSRN Electronic Journal* . [[Crossref](#)]
1551. Jonathan T. Rothwell. 2010. Trust in Diverse, Integrated Cities: An Empirical Investigation. *SSRN Electronic Journal* . [[Crossref](#)]
1552. Reyn van Ewijk. 2010. Same Work, Lower Grade? Student Ethnicity and Teachers' Subjective Assessments. *SSRN Electronic Journal* . [[Crossref](#)]
1553. Daniel Sabbagh. 2010. Les ravages de la pensée moniste : à propos de La Diversité contre l'égalité de Walter Benn Michaels, *Raisons d'agir*, 2009. *Mouvements* **61**:1, 172. [[Crossref](#)]
1554. M. Weisbuch, K. Pauker, N. Ambady. 2009. The Subtle Transmission of Race Bias via Televised Nonverbal Behavior. *Science* **326**:5960, 1711-1714. [[Crossref](#)]
1555. David M. Kaplan, James E. Fisher. 2009. A Rose by Any Other Name: Identity and Impression Management in Résumés. *Employee Responsibilities and Rights Journal* **21**:4, 319-332. [[Crossref](#)]
1556. Alison L. Booth. 2009. Gender and competition. *Labour Economics* **16**:6, 599-606. [[Crossref](#)]
1557. Michelle Jackson. 2009. Disadvantaged through discrimination? The role of employers in social stratification1. *The British Journal of Sociology* **60**:4, 669-692. [[Crossref](#)]
1558. Rockoff Jonah. 2009. Field Experiments in Class Size from the Early Twentieth Century. *Journal of Economic Perspectives* **23**:4, 211-230. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1559. Vonnice C. McLoyd, Rachel Kaplan, Kelly M. Purtell, Erika Bagley, Cecily R. Hardaway, Ciara Smalls. Poverty and Socioeconomic Disadvantage in Adolescence . [[Crossref](#)]
1560. Laura Giuliano, David I. Levine, Jonathan Leonard. 2009. Manager Race and the Race of New Hires. *Journal of Labor Economics* **27**:4, 589-631. [[Crossref](#)]
1561. Devah Pager, Bart Bonikowski, Bruce Western. 2009. Discrimination in a Low-Wage Labor Market. *American Sociological Review* **74**:5, 777-799. [[Crossref](#)]
1562. Edward Soule, Marcus Hedahl, John Dienhart. 2009. Principles of Managerial Moral Responsibility. *Business Ethics Quarterly* **19**:4, 529-552. [[Crossref](#)]
1563. Eva Derous, Hannah-Hanh Nguyen, Ann Marie Ryan. 2009. Hiring Discrimination Against Arab Minorities: Interactions Between Prejudice and Job Characteristics. *Human Performance* **22**:4, 297-320. [[Crossref](#)]
1564. Amon Emeka. 2009. Race and Unemployment Amidst the New Diversity: More Evidence of a Black/ Non-Black Divide. *Race and Social Problems* **1**:3, 157-170. [[Crossref](#)]
1565. Femina P. Varghese, Erin E. Hardin, Rebecca L. Bauer. 2009. Factors Influencing the Employability of Latinos: The Roles of Ethnicity, Criminal History, and Qualifications. *Race and Social Problems* **1**:3, 171-181. [[Crossref](#)]
1566. Maria Krysan, Mick P. Couper, Reynolds Farley, Tyrone A. Forman. 2009. Does Race Matter in Neighborhood Preferences? Results from a Video Experiment. *American Journal of Sociology* **115**:2, 527-559. [[Crossref](#)]
1567. Geert Demuijnck. 2009. Non-Discrimination in Human Resources Management as a Moral Obligation. *Journal of Business Ethics* **88**:1, 83-101. [[Crossref](#)]
1568. Nick Drydakis. 2009. Sexual orientation discrimination in the labour market. *Labour Economics* **16**:4, 364-372. [[Crossref](#)]
1569. Daniel M. Oppenheimer, Tom Meyvis, Nicolas Davidenko. 2009. Instructional manipulation checks: Detecting satisficing to increase statistical power. *Journal of Experimental Social Psychology* **45**:4, 867-872. [[Crossref](#)]

1570. Sabino Kornrich. 2009. Combining Preferences and Processes: An Integrated Approach to Black-White Labor Market Inequality. *American Journal of Sociology* 115:1, 1-38. [[Crossref](#)]
1571. ALI M. AHMED, MATS HAMMARSTEDT. 2009. Detecting Discrimination against Homosexuals: Evidence from a Field Experiment on the Internet. *Economica* 76:303, 588-597. [[Crossref](#)]
1572. MARLENE KIM. 2009. Race and Gender Differences in the Earnings of Black Workers. *Industrial Relations: A Journal of Economy and Society* 48:3, 466-488. [[Crossref](#)]
1573. Gregory N. Price. 2009. Obesity and crime: Is there a relationship?. *Economics Letters* 103:3, 149-152. [[Crossref](#)]
1574. Joanna N. Lahey, Ryan A. Beasley. 2009. Computerizing audit studies. *Journal of Economic Behavior & Organization* 70:3, 508-514. [[Crossref](#)]
1575. Birgit Becker. 2009. Immigrants' emotional identification with the host society. *Ethnicities* 9:2, 200-225. [[Crossref](#)]
1576. Lars-Eric Petersen, Franciska Krings. 2009. Are Ethical Codes of Conduct Toothless Tigers for Dealing with Employment Discrimination?. *Journal of Business Ethics* 85:4, 501-514. [[Crossref](#)]
1577. Jens Agerström, Dan-Olof Rooth. 2009. Implicit prejudice and ethnic minorities. *International Journal of Manpower* 30:1/2, 43-55. [[Crossref](#)]
1578. Denis Fougère, Mirna Safi. 2009. Naturalization and employment of immigrants in France (1968-1999). *International Journal of Manpower* 30:1/2, 83-96. [[Crossref](#)]
1579. Christina M. Fong,, Erzo F. P. Luttmer. 2009. What Determines Giving to Hurricane Katrina Victims? Experimental Evidence on Racial Group Loyalty. *American Economic Journal: Applied Economics* 1:2, 64-87. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1580. Guido W. Imbens,, Jeffrey M. Wooldridge. 2009. Recent Developments in the Econometrics of Program Evaluation. *Journal of Economic Literature* 47:1, 5-86. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1581. Benjamin L. Cook, Thomas G. McGuire, Ellen Meara, Alan M. Zaslavsky. 2009. Adjusting for health status in non-linear models of health care disparities. *Health Services and Outcomes Research Methodology* 9:1, 1-21. [[Crossref](#)]
1582. Douglas S. Massey. 2009. Racial Formation in Theory and Practice: The Case of Mexicans in the United States. *Race and Social Problems* 1:1, 12-26. [[Crossref](#)]
1583. Abhijit Banerjee, Marianne Bertrand, Saugato Datta, Sendhil Mullainathan. 2009. Labor market discrimination in Delhi: Evidence from a field experiment. *Journal of Comparative Economics* 37:1, 14-27. [[Crossref](#)]
1584. Ellen Garbarino, Robert Slonim. 2009. The robustness of trust and reciprocity across a heterogeneous U.S. population. *Journal of Economic Behavior & Organization* 69:3, 226-240. [[Crossref](#)]
1585. James E. King, Myrtle P. Bell, Ericka Lawrence. 2009. Religion as an aspect of workplace diversity: an examination of the US context and a call for international research. *Journal of Management, Spirituality & Religion* 6:1, 43-57. [[Crossref](#)]
1586. B. Coffey, P. A. McLaughlin. 2009. Do Masculine Names Help Female Lawyers Become Judges? Evidence from South Carolina. *American Law and Economics Review* 11:1, 112-133. [[Crossref](#)]
1587. Susan F. Cabrera, Stephen J. Sauer, Melissa C. Thomas-Hunt. 2009. The Evolving Manager Stereotype: The Effects of Industry Gender Typing on Performance Expectations for Leaders and Their Teams. *Psychology of Women Quarterly* 33:4, 419-428. [[Crossref](#)]
1588. David E. Kalist, Daniel Y. Lee. 2009. First Names and Crime: Does Unpopularity Spell Trouble?. *Social Science Quarterly* 90:1, 39-49. [[Crossref](#)]

1589. John Morgan,, Felix Várdy. 2009. Diversity in the Workplace. *American Economic Review* **99**:1, 472-485. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1590. Cecily R. Hardaway, Vonnie C. McLoyd. 2009. Escaping Poverty and Securing Middle Class Status: How Race and Socioeconomic Status Shape Mobility Prospects for African Americans During the Transition to Adulthood. *Journal of Youth and Adolescence* **38**:2, 242-256. [[Crossref](#)]
1591. Victoria Büsch, Svenn-Åge Dahl, Dennis A.V. Dittrich. 2009. An empirical study of age discrimination in Norway and Germany. *Applied Economics* **41**:5, 633-651. [[Crossref](#)]
1592. Nicole M. Lindner, Brian A. Nosek. 2009. Alienable Speech: Ideological Variations in the Application of Free-Speech Principles. *Political Psychology* **30**:1, 67-92. [[Crossref](#)]
1593. Brian J. O'Leary, Candace R. Durham, Bart L. Weathington, D. Lisa Cothran, Christopher J. L. Cunningham. 2009. Racial Identity as a Moderator of the Relationship Between Perceived Applicant Similarity and Hiring Decisions. *Journal of Black Psychology* **35**:1, 63-77. [[Crossref](#)]
1594. Eugene M. Caruso, Dobromir A. Rahnev, Mahzarin R. Banaji. 2009. Using Conjoint Analysis to Detect Discrimination: Revealing Covert Preferences From Overt Choices. *Social Cognition* **27**:1, 128-137. [[Crossref](#)]
1595. Kerwin Kofi Charles, Jonathan Guryan. Taste-Based Discrimination 1-8. [[Crossref](#)]
1596. Mahmood Arai, Peter Skogman Thoursie. 2009. Renouncing Personal Names: An Empirical Examination of Surname Change and Earnings. *Journal of Labor Economics* **27**:1, 127-147. [[Crossref](#)]
1597. Jürgen Gerhards, Silke Hans. 2009. From Hasan to Herbert: Name-Giving Patterns of Immigrant Parents between Acculturation and Ethnic Maintenance. *American Journal of Sociology* **114**:4, 1102-1128. [[Crossref](#)]
1598. Vincent L. Hutchings. 2009. Change or More of The Same?. *Public Opinion Quarterly* **73**:5, 917-942. [[Crossref](#)]
1599. Jean Moule. 2009. Understanding Unconscious Bias and Unintentional Racism. *Phi Delta Kappan* **90**:5, 320-326. [[Crossref](#)]
1600. Francesca Gino, Lamar Pierce. 2009. Robin Hood Under the Hood: Wealth-Based Discrimination in Illicit Customer Help. *SSRN Electronic Journal* . [[Crossref](#)]
1601. Bentley Coffey, Patrick A. McLaughlin. 2009. From Lawyer to Judge: Advancement, Sex, and Name-Calling. *SSRN Electronic Journal* . [[Crossref](#)]
1602. Robert D. Innes, Arnab Mitra. 2009. Is Dishonesty Contagious? An Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1603. Oren Gazal-Ayal, Raanan Sulitzeanu-Kenan. 2009. Let My People Go: Ethnic In-Group Bias in Judicial Decisions - Evidence from a Randomized Natural Experiment. *SSRN Electronic Journal* . [[Crossref](#)]
1604. Victoria Büsch, Dennis Alexis Valin Dittrich, Manfred Königstein. 2009. Bad Hiring Chances for Older Workers. *SSRN Electronic Journal* . [[Crossref](#)]
1605. Jerry Kang, Nilanjana Dasgupta, Kumar Yogeeswaran, Gary L. Blasi. 2009. Are Ideal Litigators White? Measuring the Myth of Colorblindness. *SSRN Electronic Journal* . [[Crossref](#)]
1606. Ross Levine, Alexey Levkov, Yona Rubinstein. 2009. Racial Discrimination and Competition. *SSRN Electronic Journal* . [[Crossref](#)]
1607. Henock Louis. 2009. Minority Lending and the Subprime Foreclosure Crisis. *SSRN Electronic Journal* . [[Crossref](#)]
1608. Alison L. Booth, Andrew Leigh, Elena Varganova. 2009. Does Racial and Ethnic Discrimination Vary Across Minority Groups? Evidence from a Field Experiment. *SSRN Electronic Journal* . [[Crossref](#)]

1609. Zahra Siddique. 2009. Caste Based Discrimination: Evidence and Policy. *SSRN Electronic Journal* . [\[Crossref\]](#)
1610. Devah Pager, Diana Karafin. 2009. Bayesian Bigot? Statistical Discrimination, Stereotypes, and Employer Decision Making. *The ANNALS of the American Academy of Political and Social Science* **621**:1, 70-93. [\[Crossref\]](#)
1611. Lawrence D. Bobo, Camille Z. Charles. 2009. Race in the American Mind: From the Moynihan Report to the Obama Candidacy. *The ANNALS of the American Academy of Political and Social Science* **621**:1, 243-259. [\[Crossref\]](#)
1612. Dianna L. Stone, Megumi Hosoda, Kimberly M. Lukaszewski, T. Nichole Phillips. 2008. Methodological problems associated with research on unfair discrimination against racial minorities. *Human Resource Management Review* **18**:4, 243-258. [\[Crossref\]](#)
1613. Kristian-Olari Leping, Ott Toomet. 2008. Emerging ethnic wage gap: Estonia during political and economic transition. *Journal of Comparative Economics* **36**:4, 599-619. [\[Crossref\]](#)
1614. Lisa M. Leslie, Eden B. King, Jill C. Bradley, Michelle R. Hebl. 2008. Triangulation Across Methodologies: All Signs Point to Persistent Stereotyping and Discrimination in Organizations. *Industrial and Organizational Psychology* **1**:4, 399-404. [\[Crossref\]](#)
1615. C. MIRJAM VAN PRAAG, BERNARD M.S. VAN PRAAG. 2008. The Benefits of Being Economics Professor A (rather than Z). *Economica* **75**:300, 782-796. [\[Crossref\]](#)
1616. RAYMOND PATERNOSTER, ROBERT BRAME. 2008. REASSESSING RACE DISPARITIES IN MARYLAND CAPITAL CASES*. *Criminology* **46**:4, 971-1008. [\[Crossref\]](#)
1617. C. Elizabeth Hirsh, Youngjoo Cha. 2008. Understanding Employment Discrimination: A Multilevel Approach. *Sociology Compass* **2**:6, 1989-2007. [\[Crossref\]](#)
1618. M. Maria Glymour, Jennifer J. Manly. 2008. Lifecourse Social Conditions and Racial and Ethnic Patterns of Cognitive Aging. *Neuropsychology Review* **18**:3, 223-254. [\[Crossref\]](#)
1619. Ali M. Ahmed, Lina Andersson, Mats Hammarstedt. 2008. Are lesbians discriminated against in the rental housing market? Evidence from a correspondence testing experiment. *Journal of Housing Economics* **17**:3, 234-238. [\[Crossref\]](#)
1620. Ali M. Ahmed, Mats Hammarstedt. 2008. Discrimination in the rental housing market: A field experiment on the Internet. *Journal of Urban Economics* **64**:2, 362-372. [\[Crossref\]](#)
1621. Judith K. Hellerstein, David Neumark, Melissa McInerney. 2008. Spatial mismatch or racial mismatch?. *Journal of Urban Economics* **64**:2, 464-479. [\[Crossref\]](#)
1622. Gigi Foster. 2008. Names will never hurt me: Racially distinct names and identity in the undergraduate classroom. *Social Science Research* **37**:3, 934-952. [\[Crossref\]](#)
1623. John F. Dovidio, Louis A. Penner, Terrance L. Albrecht, Wynne E. Norton, Samuel L. Gaertner, J. Nicole Shelton. 2008. Disparities and distrust: The implications of psychological processes for understanding racial disparities in health and health care. *Social Science & Medicine* **67**:3, 478-486. [\[Crossref\]](#)
1624. Devah Pager, Hana Shepherd. 2008. The Sociology of Discrimination: Racial Discrimination in Employment, Housing, Credit, and Consumer Markets. *Annual Review of Sociology* **34**:1, 181-209. [\[Crossref\]](#)
1625. Judith K. Hellerstein, David Neumark. 2008. Workplace Segregation in the United States: Race, Ethnicity, and Skill. *Review of Economics and Statistics* **90**:3, 459-477. [\[Crossref\]](#)
1626. David Bjerk. 2008. Glass Ceilings or Sticky Floors? Statistical Discrimination in a Dynamic Model of Hiring and Promotion. *The Economic Journal* **118**:530, 961-982. [\[Crossref\]](#)
1627. Robert Slonim, Ellen Garbarino. 2008. Increases in trust and altruism from partner selection: Experimental evidence. *Experimental Economics* **11**:2, 134-153. [\[Crossref\]](#)

1628. Sally Haslanger. 2008. Changing the Ideology and Culture of Philosophy: Not by Reason (Alone). *Hypatia* 23:2, 210-223. [[Crossref](#)]
1629. Stephen L. Ross, Margery Austin Turner, Erin Godfrey, Robin R. Smith. 2008. Mortgage lending in Chicago and Los Angeles: A paired testing study of the pre-application process. *Journal of Urban Economics* 63:3, 902-919. [[Crossref](#)]
1630. Jay S. Kaufman. 2008. Epidemiologic analysis of racial/ethnic disparities: Some fundamental issues and a cautionary example. *Social Science & Medicine* 66:8, 1659-1669. [[Crossref](#)]
1631. PETER BAMBERGER, ELA KOHN, INBAL NAHUM-SHANI. 2008. Aversive Workplace Conditions and Employee Grievance Filing: The Moderating Effects of Gender and Ethnicity. *Industrial Relations* 47:2, 229-259. [[Crossref](#)]
1632. Major G. Coleman, William A. Darity Jr., Rhonda V. Sharpe. 2008. Are Reports of Discrimination Valid? Considering the Moral Hazard Effect. *American Journal of Economics and Sociology* 67:2, 149-175. [[Crossref](#)]
1633. Paul DiMaggio, Bart Bonikowski. 2008. Make Money Surfing the Web? The Impact of Internet Use on the Earnings of U.S. Workers. *American Sociological Review* 73:2, 227-250. [[Crossref](#)]
1634. Rosalind J. Wyatt, Betsy D. Gelb, Stephanie Geiger-Oneto. 2008. How Social Insecurity and the Social Meaning of Advertising Reinforce Minority Consumers' Preference for National Brands. *Journal of Current Issues & Research in Advertising* 30:1, 61-70. [[Crossref](#)]
1635. C. Elizabeth Hirsh, Sabino Kornrich. 2008. The Context of Discrimination: Workplace Conditions, Institutional Environments, and Sex and Race Discrimination Charges. *American Journal of Sociology* 113:5, 1394-1432. [[Crossref](#)]
1636. DAVID A. KRAVITZ. 2008. THE DIVERSITY-VALIDITY DILEMMA: BEYOND SELECTION—THE ROLE OF AFFIRMATIVE ACTION. *Personnel Psychology* 61:1, 173-193. [[Crossref](#)]
1637. Lincoln Quillian. 2008. Does Unconscious Racism Exist?. *Social Psychology Quarterly* 71:1, 6-11. [[Crossref](#)]
1638. Prina Shachaf, Shannon M. Oltmann, Sarah M. Horowitz. 2008. Service equality in virtual reference. *Journal of the American Society for Information Science and Technology* 59:4, 535-550. [[Crossref](#)]
1639. Keith Head, Thierry Mayer. 2008. DETECTION OF LOCAL INTERACTIONS FROM THE SPATIAL PATTERN OF NAMES IN FRANCE*. *Journal of Regional Science* 48:1, 67-95. [[Crossref](#)]
1640. David H. Autor, David Scarborough. 2008. Does Job Testing Harm Minority Workers? Evidence from Retail Establishments *. *Quarterly Journal of Economics* 123:1, 219-277. [[Crossref](#)]
1641. Michael I. Norton, Joseph A. Vandello, Andrew Biga, John M. Darley. 2008. Colorblindness and Diversity: Conflicting Goals in Decisions Influenced by Race. *Social Cognition* 26:1, 102-111. [[Crossref](#)]
1642. Stephanie Riegg Cellini, Signe-Mary McKernan, Caroline Ratcliffe. 2008. The dynamics of poverty in the United States: A review of data, methods, and findings. *Journal of Policy Analysis and Management* 27:3, 577-605. [[Crossref](#)]
1643. Yiu Por Chen. Ethnic and Technical Clustering: Native-Born Americans Versus Foreign S&E Graduates 73-104. [[Crossref](#)]
1644. Maria Krysan, Reynolds Farley, Mick P. Couper. 2008. IN THE EYE OF THE BEHOLDER. *Du Bois Review: Social Science Research on Race* 5:1, 5-26. [[Crossref](#)]
1645. Steven N. Durlauf, Lawrence E. Blume. Stigma 1-7. [[Crossref](#)]
1646. Guido W. Imbens, Donald B. Rubin. Rubin Causal Model 1-10. [[Crossref](#)]

1647. Sheryl Ball. Status and Economics 1-6. [[Crossref](#)]
1648. Joe C. Magee, Adam D. Galinsky. 2008. 8 Social Hierarchy: The Self-Reinforcing Nature of Power and Status. *The Academy of Management Annals* 2:1, 351-398. [[Crossref](#)]
1649. Emmanuel Duguet, Noam Leandri, Yannick L'Horty, Pascale Petit. 2008. Are Young French Jobseekers of Ethnic Immigrant Origin Discriminated Against? A Controlled Experiment in the Paris Area. *SSRN Electronic Journal* . [[Crossref](#)]
1650. Marco Castillo, Ragan Petrie, Maximo A. Torero. 2008. Beautiful or White? Discrimination in Group Formation. *SSRN Electronic Journal* . [[Crossref](#)]
1651. Alberto F. Alesina, Francesca Lotti, Paolo Emilio Mistrulli. 2008. Do Women Pay More for Credit? Evidence from Italy. *SSRN Electronic Journal* . [[Crossref](#)]
1652. Timothy S. Simcoe, David Waguespack, Lee Fleming. 2008. What's in a (Missing) Name? Status and Signaling in Open Standards Development. *SSRN Electronic Journal* . [[Crossref](#)]
1653. David Bravo, Claudia Sanhueza Sanhueza, Sergio Samuel Urzua. 2008. An Experimental Study of Labor Market Discrimination: Gender, Social Class and Neighborhood in Chile. *SSRN Electronic Journal* . [[Crossref](#)]
1654. Juan-Camilo Cárdenas, Natalia Candelo, Alejandro Gaviria, Sandra Polania, Rajiv Sethi. 2008. Discrimination in the Provision of Social Services to the Poor: A Field Experimental Study. *SSRN Electronic Journal* . [[Crossref](#)]
1655. Michèle V. K. Belot, V. Bhaskar, Jeroen van de Ven. 2008. Beauty and the Sources of Discrimination. *SSRN Electronic Journal* . [[Crossref](#)]
1656. Joe C. Magee, Adam D. Galinsky. 2008. 8 Social Hierarchy: The Self-Reinforcing Nature of Power and Status. *Academy of Management Annals* 2:1, 351-398. [[Crossref](#)]
1657. John J. Donohue. Anti-Discrimination Law 1-10. [[Crossref](#)]
1658. Christian Fichter, Klaus Jonas. 2008. Image Effects of Newspapers. *Zeitschrift für Psychologie / Journal of Psychology* 216:4, 226-234. [[Crossref](#)]
1659. David Branham. 2008. Taking Advantage of an Untapped Pool: Assessing the Success of African American Head Coaches in the National Football League. *The Review of Black Political Economy* 35:4, 129-146. [[Crossref](#)]
1660. John DiNardo. 2007. Interesting Questions in Freakonomics. *Journal of Economic Literature* 45:4, 973-1000. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1661. Eric Luis Uhlmann, 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* 104:2, 207-223. [[Crossref](#)]
1662. Laurent Gobillon, Harris Selod, Yves Zenou. 2007. The Mechanisms of Spatial Mismatch. *Urban Studies* 44:12, 2401-2427. [[Crossref](#)]
1663. Heidi B. Carlone, Angela Johnson. 2007. Understanding the science experiences of successful women of color: Science identity as an analytic lens. *Journal of Research in Science Teaching* 44:8, 1187-1218. [[Crossref](#)]
1664. Francesco Renna, Randall King. 2007. The Impact of Racial Discrimination on the Early Career Outcomes of Young Men. *Atlantic Economic Journal* 35:3, 269-278. [[Crossref](#)]
1665. Magnus Carlsson, Dan-Olof Rooth. 2007. Evidence of ethnic discrimination in the Swedish labor market using experimental data. *Labour Economics* 14:4, 716-729. [[Crossref](#)]
1666. Nauro F. Campos, Vitaliy S. Kuzeyev. 2007. On the Dynamics of Ethnic Fractionalization. *American Journal of Political Science* 51:3, 620-639. [[Crossref](#)]

1667. Michael J. Stebleton. 2007. Career Counseling With African Immigrant College Students: Theoretical Approaches and Implications for Practice. *The Career Development Quarterly* 55:4, 290-312. [[Crossref](#)]
1668. PAUL J. FERRARO, RONALD G. CUMMINGS. 2007. CULTURAL DIVERSITY, DISCRIMINATION, AND ECONOMIC OUTCOMES: AN EXPERIMENTAL ANALYSIS. *Economic Inquiry* 45:2, 217-232. [[Crossref](#)]
1669. Eishi Asano, Mohammad Sunbuli, Fadi Aljabi, Yuko Asano. 2007. Encouragement to contribute to peer-review process in clinical neurology journals. *Brain and Development* 29:2, 98-101. [[Crossref](#)]
1670. Robin R. Sobotta, Heather E. Campbell, Beverly J. Owens. 2007. AVIATION NOISE AND ENVIRONMENTAL JUSTICE: THE BARRIO BARRIER. *Journal of Regional Science* 47:1, 125-154. [[Crossref](#)]
1671. 2007. Table of Contents. *ASHE Higher Education Report* 33:1, 1-139. [[Crossref](#)]
1672. Leanna Stiefel, Amy Ellen Schwartz, Ingrid Gould Ellen. 2007. Disentangling the racial test score gap: Probing the evidence in a large urban school district. *Journal of Policy Analysis and Management* 26:1, 7-30. [[Crossref](#)]
1673. John J. Donohue. Chapter 18 Antidiscrimination Law 1387-1472. [[Crossref](#)]
1674. Colin Camerer, Eric Talley. Chapter 21 Experimental Study of Law 1619-1650. [[Crossref](#)]
1675. Daniel Sabbagh. A Strategic and Consequentialist Perspective: Affirmative Action as an Instrument for Deracializing American Society 49-85. [[Crossref](#)]
1676. Ian Ayres, Antonia R. Ayres-Brown, Henry J. Ayres-Brown. 2007. Seeing Significance: Is the 95% Probability Range Easier To Perceive?. *CHANCE* 20:1, 11-16. [[Crossref](#)]
1677. Pnina Shachaf, Shannon Oltmann. E-Quality and E-Service Equality 247c-247c. [[Crossref](#)]
1678. Amy J. C. Cuddy, Mindi S. Rock, Michael I. Norton. 2007. Aid in the Aftermath of Hurricane Katrina: Inferences of Secondary Emotions and Intergroup Helping. *Group Processes & Intergroup Relations* 10:1, 107-118. [[Crossref](#)]
1679. Joanna Lahey, Ryan A. Beasley. 2007. Computerizing Audit Studies. *SSRN Electronic Journal* . [[Crossref](#)]
1680. Maia Guell, José V. Rodríguez Mora, Chris I. Telmer. 2007. Intergenerational Mobility and the Informative Content of Surnames. *SSRN Electronic Journal* . [[Crossref](#)]
1681. Judith K. Hellerstein, David Neumark, Melissa McInerney. 2007. Spatial Mismatch or Racial Mismatch?. *SSRN Electronic Journal* . [[Crossref](#)]
1682. David S. Abrams, Albert Yoon. 2007. Understanding High Skill Worker Productivity Using Random Case Assignment in a Public Defender's Office. *SSRN Electronic Journal* . [[Crossref](#)]
1683. Alberto Chong, Hugo Nopo. 2007. Discrimination in Latin America: An Elephant in the Room?. *SSRN Electronic Journal* . [[Crossref](#)]
1684. Judith K. Hellerstein, David Neumark. 2007. Workplace Segregation in the United States: Race, Ethnicity, and Skill. *SSRN Electronic Journal* . [[Crossref](#)]
1685. Enrichetta Ravina. 2007. Beauty, Personal Characteristics, and Trust in Credit Markets. *SSRN Electronic Journal* . [[Crossref](#)]
1686. Kristjan-Olari Leping, Ott Toomet. 2007. Ethnic Wage Gap and Political Break-Ups: Estonia During Political and Economic Transition. *SSRN Electronic Journal* . [[Crossref](#)]
1687. George Wilson. 2007. Introduction. *The ANNALS of the American Academy of Political and Social Science* 609:1, 6-15. [[Crossref](#)]

1688. Devah Pager. 2007. The Use of Field Experiments for Studies of Employment Discrimination: Contributions, Critiques, and Directions for the Future. *The ANNALS of the American Academy of Political and Social Science* **609**:1, 104-133. [[Crossref](#)]
1689. Gregory D. Squires. 2007. Demobilization of the Individualistic Bias: Housing Market Discrimination as a Contributor to Labor Market and Economic Inequality. *The ANNALS of the American Academy of Political and Social Science* **609**:1, 200-214. [[Crossref](#)]
1690. Michael I. Norton, Samuel R. Sommers, Evan P. Apfelbaum, Natassia Pura, Dan Ariely. 2006. Color Blindness and Interracial Interaction. *Psychological Science* **17**:11, 949-953. [[Crossref](#)]
1691. Eric Bettinger, Robert Slonim. 2006. Using experimental economics to measure the effects of a natural educational experiment on altruism. *Journal of Public Economics* **90**:8-9, 1625-1648. [[Crossref](#)]
1692. Todd L. Pittinsky, Margaret J. Shih, Amy Trahan. 2006. Identity Cues: Evidence From and for Intra-Individual Perspectives on Positive and Negative Stereotyping1. *Journal of Applied Social Psychology* **36**:9, 2215-2239. [[Crossref](#)]
1693. Niki T. Dickerson. 2006. "WE ARE A FORCE TO BE RECKONED WITH": BLACK AND LATINA WOMEN'S LEADERSHIP IN THE CONTEMPORARY U.S. LABOR MOVEMENT. *WorkingUSA* **9**:3, 293-313. [[Crossref](#)]
1694. Lincoln Quillian. 2006. New Approaches to Understanding Racial Prejudice and Discrimination. *Annual Review of Sociology* **32**:1, 299-328. [[Crossref](#)]
1695. Bo Zhao, Jan Ondrich, John Yinger. 2006. Why do real estate brokers continue to discriminate? Evidence from the 2000 Housing Discrimination Study. *Journal of Urban Economics* **59**:3, 394-419. [[Crossref](#)]
1696. Adrian G. Carpusor, William E. Loges. 2006. Rental Discrimination and Ethnicity in Names1. *Journal of Applied Social Psychology* **36**:4, 934-952. [[Crossref](#)]
1697. Liran Einav, Leeat Yariv. 2006. What's in a Surname? The Effects of Surname Initials on Academic Success. *Journal of Economic Perspectives* **20**:1, 175-188. [[Abstract](#)] [[View PDF article](#)] [[PDF with links](#)]
1698. Roberto M. Fernandez, Isabel Fernandez-Mateo. 2006. Networks, Race, and Hiring. *American Sociological Review* **71**:1, 42-71. [[Crossref](#)]
1699. Joanna Lahey. 2006. Age, Women, and Hiring: An Experimental Study. *SSRN Electronic Journal* . [[Crossref](#)]
1700. Evan Osborne. 2006. A Conflict Model of Tribal Separatism and Oppression. *SSRN Electronic Journal* . [[Crossref](#)]
1701. Anne-Celia Disdier, Keith Charles Head, Thierry Mayer. 2006. Exposure to Foreign Media and Changes in Cultural Traits: Evidence from Naming Patterns in France. *SSRN Electronic Journal* . [[Crossref](#)]
1702. Kaushik Basu. 2006. Participatory Equity, Identity, and Productivity: Policy Implications for Promoting Development. *SSRN Electronic Journal* . [[Crossref](#)]
1703. Felix J. J. Vardy, John Morgan. 2006. Diversity in the Workplace. *IMF Working Papers* **06**:237, 1. [[Crossref](#)]
1704. Gregory D. Squires, Jan Chadwick. 2006. Linguistic Profiling. *Urban Affairs Review* **41**:3, 400-415. [[Crossref](#)]
1705. Lawrence M. Berger, Marla McDaniel, Christina Paxson. 2005. Assessing Parenting Behaviors across Racial Groups: Implications for the Child Welfare System. *Social Service Review* **79**:4, 653-688. [[Crossref](#)]
1706. Alya Guseva. 2005. Building new markets: a comparison of the Russian and American credit card markets. *Socio-Economic Review* **3**:3, 437-466. [[Crossref](#)]

1707. Shannon Harper, Barbara Reskin. 2005. Affirmative Action at School and on the Job. *Annual Review of Sociology* 31:1, 357-379. [[Crossref](#)]
1708. Jennifer A. Chatman, Francis J. Flynn. 2005. Full-Cycle Micro-Organizational Behavior Research. *Organization Science* 16:4, 434-447. [[Crossref](#)]
1709. David Colander. 2005. What Economists Teach and What Economists Do. *The Journal of Economic Education* 36:3, 249-260. [[Crossref](#)]
1710. William Darity. 2005. Stratification economics: The role of intergroup inequality. *Journal of Economics and Finance* 29:2, 144-153. [[Crossref](#)]
1711. Devah Pager, Lincoln Quillian. 2005. Walking the Talk? What Employers Say Versus What They Do. *American Sociological Review* 70:3, 355-380. [[Crossref](#)]
1712. Marianne Bertrand, Dolly Chugh, Sendhil Mullainathan. 2005. Implicit Discrimination. *American Economic Review* 95:2, 94-98. [[Citation](#)] [[View PDF article](#)] [[PDF with links](#)]
1713. Jeffrey R. Kling, Jens Ludwig, Lawrence F. Katz. 2005. Neighborhood Effects on Crime for Female and Male Youth: Evidence From a Randomized Housing Voucher Experiment*. *Quarterly Journal of Economics* 120:1, 87-130. [[Crossref](#)]
1714. Stepan Jurajda, Daniel Munich. 2005. Admission to Selective Schools, Alphabetically. *SSRN Electronic Journal* . [[Crossref](#)]
1715. Jorge Aguero. 2005. Stereotypes and Willingness to Change Them: Testing Theories of Discrimination in South Africa. *SSRN Electronic Journal* . [[Crossref](#)]
1716. Siri Thanasombat, John Trasvina. 2005. Screening Names Instead of Qualifications: Testing with Emailed Resumes Reveals Racial Preferences. *AAPI Nexus Journal: Policy, Practice, and Community* 3:2, 105-115. [[Crossref](#)]
1717. William Darity. 2004. The Wellspring of Racial Inequality. *The Review of Black Political Economy* 32:2, 61-68. [[Crossref](#)]
1718. Jay S. Kaufman. Making Causal Inferences About Macrosocial Factors as a Basis for Public Health Policies 355-373. [[Crossref](#)]
1719. Donnalyn Pompper. Doing Ethnicity in Organizations 81-97. [[Crossref](#)]
1720. Su Li, Roberta Rincon, Joan Williams. Climate Control: Gender and Racial Bias in Engineering? . [[Crossref](#)]
1721. Adedayo Ladigbolu Abah. Mediating Identity and Culture 273-293. [[Crossref](#)]