Bibliography Creating an Inclusive and Equitable Retention, Promotion, and Tenure Review Process

Key studies marked yellow
Useful studies marked light blue

- "Women, Minorities and Persons with Disabilities in Science and Engineering report released." 2017. NewsRx Health & Science, 2017/02/19/, 2017, 284. Accessed 2021/10/27/. https://link-gale-com.libproxy.uccs.edu/apps/doc/A480899302/HWRC?u=colosprings&sid=summon&xid=588ab 868.
- Asai, David J. 2020. "Race Matters." *Cell* 181 (4): 754-757. https://doi.org/https://doi.org/10.1016/j.cell.2020.03.044.
- Barber, Paul H., Tyrone B. Hay, Tracy L. Johnson, and Leticia Márquez-Magaña. 2020. Systemic racism in higher education. *Science* 369 (6510): 1440-1441. Accessed 26 October 2021. https://doi.org/10.1126/science.abd7140.
- Berk, Ronald A, Phyllis L Naumann, and Susan E Appling. 2004. "Beyond student ratings: Peer observation of classroom and clinical teaching." *International Journal of Nursing Education Scholarship* 1 (1).
- Biernat, Monica. 2012. "Stereotypes and Shifting Standards: Forming, Communicating, and Translating Person Impressions." In *Advances in Experimental Psychology*, edited by Patricia Devine and Ashby Plant, 1-60. Waltham, MA: Academic Press.
- Biernat, Monica, Diane Kobrynowicz, and Dara L. Weber. 2003. "Stereotypes and Shifting Standards: Some Paradoxical Effects of Cognitive Load." *Journal of Applied Social Psychology* 33 (10): 2060-2079. https://doi.org/https://doi.org/10.1111/j.1559-1816.2003.tb01875.x.
- Biernat, Monica, Melvin Manis, and Thomas E. Nelson. 1991. "Stereotypes and standards of judgment." *Journal of Personality and Social Psychology* 60 (4): 485-499. https://doi.org/10.1037/0022-3514.60.4.485.
- Biernat, Monica, Monica, MJ Tocci, and Joan C Williams. 2012. "The Language of Performance Evaluations Gender-Based Shifts in Content and Consistency of Judgment." *Social Psychological and Personality Science* 3 (2): 186-192.
- Biernat, Monica, and Theresa K. Vescio. 2002. "She Swings, She Hits, She's Great, She's Benched: Implications of Gender-Based Shifting Standards for Judgment and Behavior." *Personality and Social Psychology Bulletin* 28 (1): 66-77. https://doi.org/10.1177/0146167202281006.
- Boring, Anne, Kellie Ottoboni, and Philip B Stark. 2016. "Student evaluations of teaching are not only unreliable, they are significantly biased against female instructors." *Impact of Social Sciences Blog*.
- Boyle, Paul J, Lucy K Smith, Nicola J Cooper, Kate S Williams, and Henrietta O'Connor. 2015. "Gender balance: Women are funded more fairly in social science." *Nature* 525 (7568): 181-183.
- Britton, Dana M. 2010. "Engendering the University through Policy and Practice: Barriers to Promotion to Full Professor for Women in the Science, Engineering, and Math Disciplines." In *GenderChange in Academia: Re-Mapping the Fields of Work, Knowledge, and Politics from a Gender Perspective*, edited by Birgit Riegraf, Brigitte Aulenbacher, Edit Kirsch-Auwärter and Ursula Müller, 15-26. Wiesbaden: VS Verlag für Sozialwissenschaften.
- Butcher, Charity, and Timothy Kersey. 2015. "When winning is really losing: Teaching awards and women political science faculty." *PS: Political Science & Politics* 48 (1): 138-141.

- Castilla, Emilio J, and Stephen Benard. 2010. "The paradox of meritocracy in organizations." *Administrative science quarterly* 55 (4): 543-676.
- Cech, Erin A, and Mary Blair-Loy. 2014. "Consequences of flexibility stigma among academic scientists and engineers." *Work and occupations* 41 (1): 86-110.
- Centra, John A, and Noreen B Gaubatz. 2000. "Is there gender bias in student evaluations of teaching?" *The journal of higher education* 71 (1): 17-33.
- Chapman, Colin A, Júlio César Bicca-Marques, Sébastien Calvignac-Spencer, Pengfei Fan, Peter J Fashing, Jan Gogarten, Songtao Guo, Claire A Hemingway, Fabian Leendertz, and Baoguo Li. 2019. "Games academics play and their consequences: how authorship, h-index and journal impact factors are shaping the future of academia." *Proceedings of the Royal Society B* 286 (1916): 20192047.
- Chapman, Colin A., Júlio César Bicca-Marques, Sébastien Calvignac-Spencer, Pengfei Fan, Peter J. Fashing, Jan Gogarten, Songtao Guo, Claire A. Hemingway, Fabian Leendertz, Baoguo Li, Ikki Matsuda, Rong Hou, Juan Carlos Serio-Silva, and Nils Chr. Stenseth. 2019. "Games academics play and their consequences: how authorship, h-index and journal impact factors are shaping the future of academia." *Biological Sciences* 286 (1916). https://doi.org/10.1098/rspb.2019.2047.
- Chesler, Mark, Amanda E Lewis, and James E Crowfoot. 2005. *Challenging racism in higher education: Promoting justice*. Rowman & Littlefield Publishers.
- DiPietro, Michelle, and Ann Faye. 2005. "Online student-ratings-of-instruction (SRI) mechanisms for maximal feedback to instructors." 30th annual meeting of the professional and organizational development network, Milwaukee, WI.
- Domingo, Carmen R, Nancy Counts Gerber, Diane Harris, Laura Mamo, Sally G Pasion, R David Rebanal, and Sue V Rosser. 2022. "More service or more advancement: Institutional barriers to academic success for women and women of color faculty at a large public comprehensive minority-serving state university." *Journal of Diversity in Higher Education* 15 (3): 365.
- Dovidio, John F, and Samuel L Gaertner. 2000. "Aversive racism and selection decisions: 1989 and 1999." *Psychological science* 11 (4): 315-319.
- Dzau, Victor J., and Paula A. Johnson. 2018. "Ending Sexual Harassment in Academic Medicine." *New England Journal of Medicine* 379 (17): 1589-1591. https://doi.org/10.1056/NEJMp1809846.
- Eberhardt, J. L. (2020). Biased: Uncovering the hidden prejudice that shapes what we see, think, and do. Penguin.
- Erosheva, Elena A., Sheridan Grant, Mei-Ching Chen, Mark D. Lindner, Richard K. Nakamura, and Carole J. Lee. 2020. "NIH peer review: Criterion scores completely account for racial disparities in overall impact scores." *Science Advances* 6 (23): eaaz4868. https://doi.org/doi:10.1126/sciadv.aaz4868.
- Flaherty, Colleen. 2021. "The DEI Pathway to Promotion." [website]. Inside Higher Ed. Inside Higher Ed. Last Modified 14 May. Accessed 26 October, 2021. https://www.insidehighered.com/news/2021/05/14/iupui-creates-path-promotion-and-tenure-based-dei-work.
- Foschi, Martha. 1996. "Double standards in the evaluation of men and women." *Social Psychology Quarterly*: 237-254.
- Fox, Charles W, and CE Timothy Paine. 2019. "Gender differences in peer review outcomes and manuscript impact at six journals of ecology and evolution." *Ecology and Evolution* 9 (6): 3599-3619.
- Fox, Mary Frank. 2015. "Gender and clarity of evaluation among academic scientists in research universities." *Science, Technology, & Human Values* 40 (4): 487-515.

- Fox, Mary Frank, and Carol Colatrella. 2006. "Participation, performance, and advancement of women in academic science and engineering: What is at issue and why." *The Journal of Technology Transfer* 31: 377-386.
- Garnar, Martin Luther. 2021. "Understanding the Experiences of Academic Librarians of Color." ProQuest Dissertations Publishing (Dissertation/Thesis). https://go.exlibris.link/bmlgmszS.
- Gibney, Elizabeth. 2017. "Teaching load could put female scientists at career disadvantage." Nature 10.
- Ginther, Donna K, Walter T Schaffer, Joshua Schnell, Beth Masimore, Faye Liu, Laurel L Haak, and Raynard Kington. 2011. "Race, ethnicity, and NIH research awards." *Science* 333 (6045): 1015-1019.
- Glock, Sabine, and Hannah Kleen. 2019. "Shifting standards for female ethnic minority students? Evidence from two experimental studies." *Educational Research and Evaluation* 25 (5-6): 229-247. https://doi.org/10.1080/13803611.2019.1701499.
- Goldin, Claudia, and Cecilia Rouse. 2000. "Orchestrating impartiality: The impact of "blind" auditions on female musicians." *American economic review* 90 (4): 715-741.
- Gouldner, Alvin W. 1957. "Cosmopolitans and locals: Toward an analysis of latent social roles. I." *Administrative science quarterly*: 281-306.
- Griffiths, Noola K. 2008. "The effects of concert dress and physical appearance on perceptions of female solo performers." *Musicae Scientiae* 12 (2): 273-290.
- Gutiérrez y Muhs, Gabriella, Yolanda Flores Niemann, Carmen G González, and Angela P Harris. 2012.

 Presumed incompetent: The intersections of race and class for women in academia. University Press of Colorado.
- Hamermesh, Daniel S, and Amy Parker. 2005. "Beauty in the classroom: Instructors' pulchritude and putative pedagogical productivity." *Economics of Education Review* 24 (4): 369-376.
- Hamlin, Kimberly A. 2021. "Why Are There So Few Women Full Professors?: The obstacle to parity is a lack of institutional will." [website]. Chronicle of Higher Education. Chronicle of Higher Education. Last Modified 30 March. Accessed 26 October, 2021. https://www.chronicle.com/article/why-we-need-more-women-full-professors.
- Handley, Ian M, Elizabeth R Brown, Corinne A Moss-Racusin, and Jessi L Smith. 2015. "Quality of evidence revealing subtle gender biases in science is in the eye of the beholder." *Proceedings of the National Academy of Sciences* 112 (43): 13201-13206.
- Haynes-Baratz, Michelle C, Meg A Bond, Christopher T Allen, Yun Ling Li, and Tuğba Metinyurt. 2022. "Challenging gendered microaggressions in the academy: A social—ecological analysis of bystander action among faculty." *Journal of Diversity in Higher Education* 15 (4): 521.
- Hechtman, Lisa A, Nathan P Moore, Claire E Schulkey, Andrew C Miklos, Anna Maria Calcagno, Richard Aragon, and Judith H Greenberg. 2018. "NIH funding longevity by gender." Proceedings of the National Academy of Sciences 115 (31): 7943-7948.
- Heilman, Madeline E, Aaron S Wallen, Daniella Fuchs, and Melinda M Tamkins. 2004. "Penalties for success: reactions to women who succeed at male gender-typed tasks." *Journal of applied psychology* 89 (3): 416.
- Helmer, Markus, Manuel Schottdorf, Andreas Neef, and Demian Battaglia. 2017. "Gender bias in scholarly peer review." *Elife* 6: e21718.
- Hofstra, Bas, Vivek V. Kulkarni, Sebastian Munoz-Najar Galvez, Bryan He, Dan Jurafsky, and Daniel A. McFarland. 2020. "The Diversity–Innovation Paradox in Science." *Proceedings of the National Academy of Sciences* 117: 9284-9291.

- Holder, Katharina, and Ursula Kessels. 2017. "Gender and ethnic stereotypes in student teachers' judgments: a new look from a shifting standards perspective." *Social Psychology of Education* 20: 471–490. https://doi.org/10.1007/s11218-017-9384-z.
- Holmes, Mary Anne, Pranoti Asher, John Farrington, Rana Fine, Margaret S Leinen, and Phoebe LeBoy. 2011. "Does gender bias influence awards given by societies?" *Eos, Transactions American Geophysical Union* 92 (47): 421-422.
- Holmes, M. A., L. Myles, and B. Schneider. 2020. "Diversity and equality in honours and awards programs steps towards a fair representation of membership." *Adv. Geosci.* 53: 41-51. https://doi.org/10.5194/adgeo-53-41-2020. https://adgeo.copernicus.org/articles/53/41/2020/.
- Hoppe, Travis A., Aviva Litovitz, Kristine A. Willis, Rebecca A. Meseroll, Matthew J. Perkins, B. Ian Hutchins, Alison F. Davis, Michael S. Lauer, Hannah A. Valantine, James M. Anderson, and George M. Santangelo. 2019. "Topic choice contributes to the lower rate of NIH awards to African-American/black scientists." *Science Advances* 5 (10): eaaw7238. https://doi.org/doi:10.1126/sciadv.aaw7238.
- Johnson, Camille S, Pamela K Smith, and Chunlei Wang. 2017. "Sage on the stage: Women's representation at an academic conference." *Personality and Social Psychology Bulletin* 43 (4): 493-507.
- Johnson, James D, Erik Whitestone, Lee Anderson Jackson, and Leslie Gatto. 1995. "Justice is still not colorblind: Differential racial effects of exposure to inadmissible evidence." *Personality and Social Psychology Bulletin* 21 (9): 893-898.
- Kaatz, Anna, You-Geon Lee, Aaron Potvien, Wairimu Magua, Amarette Filut, Anupama Bhattacharya, Renee Leatherberry, Xiaojin Zhu, and Molly Carnes. 2016. "Analysis of National Institutes of Health R01 Application Critiques, Impact, and Criteria Scores: Does the Sex of the Principal Investigator Make a Difference?" *Academic Medicine* 91 (8): 1080-1088. https://doi.org/10.1097/ACM.0000000000001272.
- Kafka, Alexander C. 2021. "Does Tenure Impede Diversity?" [website]. Chronicale of Higher Education. Chronicale of Higher Education. Last Modified 8 September. Accessed 26 October, 2021. https://www.chronicle.com/article/does-tenure-impede-diversity.
- Kim, Lanu, Daniel Scott Smith, Bas Hofstra, and Daniel A. McFarland. 2022. "Gendered knowledge in fields and academic careers." *Research Policy* 51 (1): 104411. https://doi.org/https://doi.org/10.1016/j.respol.2021.104411.
- King, Molly M., Carl T. Bergstrom, Shelley J. Correll, Jennifer Jacquet, and Jevin D. West. 2017. "Men Set Their Own Cites High: Gender and Self-citation across Fields and over Time." *Socius* 3: 2378023117738903. https://doi.org/10.1177/2378023117738903.
- Knobloch-Westerwick, Silvia, Carroll J. Glynn, and Michael Huge. 2013. "The Matilda Effect in Science Communication: An Experiment on Gender Bias in Publication Quality Perceptions and Collaboration Interest." *Science Communication* 35 (3): 603–625. https://doi.org/10.1177/1075547012472684.
- Kogan, Vladimir, Brandon Genetin, Joyce Chen, and Alan Kalish. 2022. "Students' Grade Satisfaction Influences Evaluations of Teaching: Evidence from Individual-level Data and an Experimental Intervention." *EdWorkingPaper* 22-513. https://doi.org/10.26300/spsf-tc23.
- Laursen, S. L., and A. E. Austin. 2014. "Strategic Intervention Brief #6: Equitable Processes of Tenure and Promotion." *StratEGIC Toolkit: Strategies for Effecting Gender Equity and Institutional Change*, edited by S. L. In Laursen and A. E. Austin. Boulder, CO, and East Lansing, MI: www.strategictoolkit.org. www.strategictoolkit.org.

- Lerback, Jory, and Brooks Hanson. 2017. "Journals invite too few women to referee." *Nature* 541 (7638): 455-457.
- MacNell, Lillian, Adam Driscoll, and Andrea N Hunt. 2015. "What's in a name: Exposing gender bias in student ratings of teaching." *Innovative Higher Education* 40: 291-303.
- Macrae, C Neil, Galen V Bodenhausen, Alan B Milne, and Jolanda Jetten. 1994. "Out of mind but back in sight: Stereotypes on the rebound." *Journal of personality and social psychology* 67 (5): 808.
- Madera, J. M., M. R. Hebl, and R. C. Martin. 2009. "Gender and letters of recommendation for academia: Agentic and communal differences." *Journal of Applied Psychology* 94 (6): 1591–1599. https://doi.org/10.1037/a0016539.
- Maliniak, Daniel, Ryan Powers, and Barbara F Walter. 2013. "The gender citation gap in international relations." *International Organization* 67 (4): 889-922.
- Mason, Mary Ann, Nicholas H Wolfinger, and Marc Goulden. 2013. *Do babies matter?: Gender and family in the ivory tower*. Rutgers University Press.
- Mathews, Channing J., Michael A. Medina, Josefina Bañales, Bernardette J. Pinetta, Aixa D. Marchand, Abunya C. Agi, Stephanie M. Miller, Adam J. Hoffman, Matthew A. Diemer, and Deborah Rivas-Drake. 2020. "Mapping the Intersections of Adolescents' Ethnic-Racial Identity and Critical Consciousness." *Adolescent Research Review* 5 (4): 363-379. https://doi.org/10.1007/s40894-019-00122-0.
- Matthew, Patricia A. 2014. "@triciamatthew 4 associate professor." *Written/Unwritten: Diversity and the Hidden Truths of Tenure* (blog). July 6, 2014. https://writtenunwritten.blog/2014/07/06/triciamatthew-4-associate-professor/.
- ---. 2016. Written/unwritten: Diversity and the hidden truths of tenure. UNC Press Books.
- McCluskey, Jill J. 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.
- Meho, Lokman I. 2021. "The gender gap in highly prestigious international research awards, 2001–2020." *Quantitative Science Studies* 2 (3): 976-989.
- Mervis, Jeffrey. 2022. "Hughes bets "happy labs" will boost diversity." *Science* 376 (6596): 908. https://doi.org/10.1126/science.add1588.
- Moss-Racusin, Corinne A., John F. Dovidio, Victoria L. Brescoll, Mark J. Graham, and Jo Handelsman. 2012. "Science faculty's subtle gender biases favor male students." *Proceedings of the National Academy of Sciences* 109 (41): 16474-16479. https://doi.org/doi:10.1073/pnas.1211286109.
- Moss-Racusin, Corinne A., Evava S. Pietri, Jojanneke van der Toorn, and Leslie Ashburn-Nardo. 2021. "Boosting the Sustainable Representation of Women in STEM With Evidence-Based Policy Initiatives." *Policy Insights from the Behavioral and Brain Sciences* 8 (1): 50-58. https://doi.org/10.1177/2372732220980092.
- Moss-Racusin, Corinne A, and Laurie A Rudman. 2010. "Disruptions in women's self-promotion: The backlash avoidance model." *Psychology of women quarterly* 34 (2): 186-202.
- National Academies of Sciences, Engineering, Medicine, Policy, Affairs Global, Engineering Committee on Women in Science, Medicine, Academia Committee on the Impacts of Sexual Harassment in, F. Benya Frazier, E. Widnall Sheila, and A. Johnson Paula. 2018. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. Book. A Consensus Study Report of the National Academies of Sciences, Engineering, Medicine. Washington, DC: National Academies Press.
- National Science Foundation, Division of Science Resources Statistics. 2004. Women, Minorities, and Persons with Disabilities in Science and Engineering: 2004. NSF 04-317. ERIC Clearinghouse.

- Ni, Chaoqun, Elise Smith, Haimiao Yuan, Vincent Larivière, and Cassidy R Sugimoto. 2021. "The gendered nature of authorship." *Science advances* 7 (36): eabe4639.
- Nittrouer, Christine L, Michelle R Hebl, Leslie Ashburn-Nardo, Rachel CE Trump-Steele, David M Lane, and Virginia Valian. 2018. "Gender disparities in colloquium speakers at top universities." *Proceedings of the National Academy of Sciences* 115 (1): 104-108.
- O'Grady, Cathleen. 2021. "Unreliable social science research gets more attention than solid studies." [website]. Science. Scince. Last Modified 21 May. Accessed 26 October, 2021. https://www.science.org/content/article/unreliable-social-science-research-gets-more-attention-solid-studies.
- Rodriguez, Josn E., Kendall M. Campbell, and Linda H. Pololi. 2015. "Addressing disparities in academic medicine: what of the minority tax?" *BMC Medical Education* 15. https://link-gale-com.libproxy.uccs.edu/apps/doc/A541444877/HRCA?u=colosprings&sid=summon&xid=9526f0 02.
- Roediger, Henry L., Michelle L. Meade, and Erik T. Bergman. 2001. "Social contagion of memory." *Psychonomic Bulletin & Review* 8 (2): 365-371. https://doi.org/10.3758/BF03196174.
- Ross-Hellauer, Tony, Stefan Reichmann, Nicki Lisa Cole, Angela Fessl, Thomas Klebel, and Nancy Pontika. 2022. "Dynamics of cumulative advantage and threats to equity in open science: a scoping review." *Royal Society open science* 9 (1): 211032.
- Rudman, Laurie A, and Peter Glick. 2001. "Prescriptive gender stereotypes and backlash toward agentic women." *Journal of social issues* 57 (4): 743-762.
- Rudman, Laurie A, Corinne A Moss-Racusin, Julie E Phelan, and Sanne Nauts. 2012. "Status incongruity and backlash effects: Defending the gender hierarchy motivates prejudice against female leaders." *Journal of Experimental Social Psychology* 48 (1): 165-179.
- Russ, Travis, Cheri Simonds, and Stephen Hunt. 2002. "Coming out in the classroom... an occupational hazard?: The influence of sexual orientation on teacher credibility and perceived student learning." *Communication education* 51 (3): 311-324.
- Schiebinger, Londa L, Andrea Davies Henderson, and Shannon K Gilmartin. 2008. *Dual-career academic couples: What universities need to know*. Michelle R. Clayman institute for gender research, Stanford University.
- Schmader, Toni, Jessica Whitehead, and Vicki H Wysocki. 2007. "A linguistic comparison of letters of recommendation for male and female chemistry and biochemistry job applicants." *Sex roles* 57 (7): 509-514.
- Schroeder, Julia, Hannah L Dugdale, Reinder Radersma, Martin Hinsch, Deborah M Buehler, Jennifer Saul, Lindsey Porter, András Liker, I De Cauwer, and Paul J Johnson. 2013. "Fewer invited talks by women in evolutionary biology symposia." *Journal of Evolutionary Biology* 26 (9): 2063-2069.
- Schuster, Carolin, Susanne Narciss, and Jessica Bilz. 2021. "Well done (for someone of your gender)! Experimental evidence of teachers' stereotype-based shifting standards for test grading and elaborated feedback." *Social Psychology of Education* 24: 809–834. https://doi.org/10.1007/s11218-021-09633-y.
- Sege, Robert, Linley Nykiel-Bub, and Sabrina Selk. 2015. "Sex differences in institutional support for junior biomedical researchers." *Jama* 314 (11): 1175-1177.
- Serra-Garcia, M., and U. Gneezy. 2021. "Nonreplicable publications are cited more than replicable ones." *Sci Adv* 7 (21). https://doi.org/10.1126/sciadv.abd1705.
- Servick, Kelly. 2018. "'Generous' approach to replication confirms many high-profile social science findings." [website]. Science. Science. Last Modified 27 August. Accessed 26 October, 2021.

- https://www.science.org/content/article/generous-approach-replication-confirms-many-high-profile-social-science-findings.
- Shaw, Ryan D. 2019. "Examining arts education policy development through policy frameworks." *Arts Education Policy Review* 120 (4): 185-197.
- Sheets, Hilarie M. 2016. "Female Artists Are (Finally) Getting Their Turn." *The New York Times* 29: 284-300.
- Skewes, Monica C, Elizabeth A Shanahan, Jessi L Smith, Joy C Honea, Rebecca Belou, Sara Rushing, Kristen Intemann, and Ian M Handley. 2018. "Absent autonomy: Relational competence and gendered paths to faculty self-determination in the promotion and tenure process." *Journal of Diversity in Higher Education* 11 (3): 366.
- Smith, Jessi L., Ian M. Handley, Sara Rushing, Rebecca Belou, Elizabeth A. Shanahan, Monica C. Skewes, Lexie Kambich, Joy Honea, and Kristen Internann. 2018. "Added benefits: How supporting women faculty in STEM improves everyone's job satisfaction." *Journal of Diversity in Higher Education* 11 (4): 502-517. https://doi.org/10.1037/dhe0000066.
- Smith, Jessi L, and Meghan Huntoon. 2014. "Women's bragging rights: Overcoming modesty norms to facilitate women's self-promotion." *Psychology of Women Quarterly* 38 (4): 447-459.
- South-Paul, Jeannette E., Kendall M. Campbell, Norma Poll-Hunter, and Audrey J. Murrell. 2021. "Mentoring as a Buffer for the Syndemic Impact of Racism and COVID-19 among Diverse Faculty within Academic Medicine." *International Journal of Environmental Research and Public Health* 18 (9): 4921. https://www.mdpi.com/1660-4601/18/9/4921.
- Stone, Pamela, and Lisa Ackerly Hernandez. 2013. "The all-or-nothing workplace: Flexibility stigma and "opting out" among professional-managerial women." *Journal of Social Issues* 69 (2): 235-256.
- Teich, Erin G., Jason Z. Kim, Christopher W. Lynn, Samantha C. Simon, Andrei A. Klishin, Karol P. Szymula, Pragya Srivastava, Lee C. Bassett, Perry Zurn, Jordan D. Dworkin, and Dani S. Bassett. 2022. "Citation inequity and gendered citation practices in contemporary physics." *Nature Physics* 18 (10): 1161-1170. https://doi.org/10.1038/s41567-022-01770-1.
- Trejo, JoAnn. 2020. "The burden of service for faculty of color to achieve diversity and inclusion: the minority tax." *Molecular Biology of the Cell* 31 (25): 2752-2754. https://doi.org/10.1091/mbc.E20-08-0567.
- Trix, Frances, and Carolyn Psenka. 2003. "Exploring the color of glass: Letters of recommendation for female and male medical faculty." *Discourse & Society* 14 (2): 191-220.
- Vásárhelyi, Orsolya, Igor Zakhlebin, Staša Milojević, and Emőke-Ágnes Horvát. 2021. "Gender inequities in the online dissemination of scholars' work." *Proceedings of the National Academy of Sciences* 118.
- Watson, Clare. 2021. "Women less likely to win major research awards." Nature.
- Weeks, Matthew, Kelly P. Weeks, and Emily C. Watkins. 2021. "Using the shifting standards model of stereotype-based judgments to examine the impact of race on compensation decisions." *Journal of Applied Psychology* 51: 176-189. https://doi.org/10.1111/jasp.12724.
- Williams, Joan C, and Rachel Dempsey. 2020. What works for women at work: Four patterns working women need to know. New York University Press.
- Young, Kat, Michael Lovedee-Turner, Jude Brereton, and Helena Daffern. 2018. "The impact of gender on conference authorship in audio engineering: Analysis using a new data collection method." *IEEE Transactions on Education* 61 (4): 328-335.