

Source Information, Heller Staff and Researcher Recruitment and Onboarding Policy (2021)

- A valuable literature review and an extensive annotated bibliography of research on the impact of diversity on college campuses can be found in Daryl G. Smith, et al., *Diversity Works: The Emerging Picture of How Students Benefit* (Washington, D.C.: Association of American Colleges and Universities, 1997).
- Congressional Commission on the Advancement of Women and Minorities in Science, Engineering and Technology (CAWMSET), *Land of Plenty: Diversity as America's Competitive Edge in Science, Engineering and Technology* (Arlington, VA: National Science Foundation, September 2000), 1, 9–13; and Caroline Sotello Viernes Turner, *Diversifying the faculty: A Guidebook for Search Committees* (Washington, D.C.: Association of American Colleges and Universities, 2002), 1–2.
- Daryl G. Smith, et al., *Achieving Faculty Diversity: Debunking the Myths* (Washington, D.C.: Association of American Colleges and Universities, 1996).
- For a discussion of the potential negative consequences of “affirmative action” and how these can be eliminated by focusing on the centrality of merit in the decision-making process see: Madeline E. Heilman, Michael C. Simon, and David R. Repper, “Intentionally favored, unintentionally harmed? The impact of sex-based preferential selection on self-perceptions and self-evaluations,” *Journal of Applied Psychology* 72 (1987): 62–68 and Madeline E. Heilman, “Type of affirmative action policy: A determinant of reactions to sex-based preferential selection?” *Journal of Applied Psychology* 83 (1998): 190–205. See also Virginia Brown and Florence L. Geis, “Turning lead into gold: Leadership by men and women and the alchemy of social consensus,” *Journal of Personality and Social Psychology* 46 (1984): 811–824.
- Smith, *Achieving STAFF Diversity*, 4, 65–70.
- Joya Misra, Ivy Kennelly, and Marina Karides, “Employment chances in the academic job market in sociology: Do race and gender matter?” *Sociological Perspectives* 42 (1999): 215–247.
- Smith, *Achieving STAFF Diversity*, 4, 95.
- Turner, *Diversifying the STAFF*, 16.