

AIB Supplemental Information

Numbered In-text References

1. Barreto M, Ryan MK, Schmitt MT. The Glass Ceiling in the 21st Century: Understanding Barriers to Gender Equality. Washington, DC: American Psychological Association, 2009.
2. AAMC Faculty Roster. Distribution of U.S. medical school faculty by sex and rank. 2008. Available at: <http://www.aamc.org/data/facultyroster/usmsf08/08Table9.pdf>. Accessed June 15, 2009.
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4. Nosek BA, Banaji MR, Greenwald AG. Harvesting implicit group attitudes and beliefs from a demonstration web site. *Group Dyn*. 2002;6:101-15.
5. Schwartz MB, Vartanian LR, Nosek BA, Brownell KD. The influence of one's own body weight on implicit and explicit anti-fat bias. *Obesity (Silver Spring)*. 2006;14:440-447.
6. Dasgupta N, McGhee DE, Greenwald AG, Banaji MR. Automatic preference for white Americans: Eliminating the familiarity explanation. *J Exp Soc Psychol*. 2000;36:316-328.
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8. Graves LM. College recruitment: Removing personal bias from selection decisions. *Personnel*. 1989;66:48-52.
9. Trix F, Psenka C. Exploring the color of glass: Letters of recommendation for female and male medical faculty. *Discourse & Society*. 2003;14:191-220.
10. Mahoney FE. Adjusting the interview to avoid cultural bias. *J Career Plan Employ*. 1992;52:41-43.
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Literature Search Methodology

To gather the most relevant sources on career-related unconscious bias, I performed literature searches using the following databases and tools: PubMed, PsycINFO, ProQuest Research Library, and Google™. I included all publication years in the database searches, with content from the first three dating back to 1948, the 1800s, and 1971, respectively. However, the article in this literature review with the earliest publication date was from 1989. The search terms used in these database searches incorporated phrases related to unconscious bias, such as “unconscious bias,” “implicit bias,” “hidden bias,” or “discrimination,” combined with phrases related to hiring processes, including “hiring,” “interview,” or “evaluation.” In addition, I examined the references sections of relevant studies for similar articles.

Table 1 Bibliographic Information

Steinpres RE, Anders KA, Ritzke D. The impact of gender on the review of the curricula vitae of job applicants and tenure candidates: A national empirical study. *Sex Roles*. 1999;41:509-528.

Heilman ME, Okimoto TG. Why are women penalized for success at male tasks?: The implied communality deficit. *J Appl Psychol*. 2007;92:81-92.

King EB, Madera JM, Hebl MR, Knight JL, Mendoza SA. What's in a name? A multiracial investigation of the role of occupational stereotypes in selection decisions. *J Appl Soc Psychol*. 2006;36:1145-1159.

Biernat M, Manis M. Shifting standards and stereotype-based judgments. *Journal of Personality and Social Psychology*. 1994;66:5-20.

Table 2 Bibliographic Information

Trix F, Psenka C. Exploring the color of glass: Letters of recommendation for female and male medical faculty. *Discourse & Society*. 2003;14:191-220.

Wennerås C, Wold A. Nepotism and sexism in peer-review. *Nature*. 1997;387:341-343.

Goldin C, Rouse C. Orchestrating impartiality: The impact of “blind” auditions on female musicians. *Am Econ Rev*. 2000;90:715-741.

Bertrand M, Mullainathan S. Are Emily and Greg more employable than Lakisha and Jamal? A field experiment on labor market discrimination. May 27, 2003. MIT Department of Economics Working Paper No. 03-22. Available at: <http://ssrn.com/abstract=422902>. Accessed: October 17, 2008.