

Recruitment Workshop Bibliography

- Barrett, T., et. Al. Southern Coup: Recruiting African American Faculty Members at an Elite Private Southern Research University. *American Educational Research Journal* v 45 (December 2008).
- Bell, Nathan. Graduate Enrollment and Degrees: 1997-2007. Council of Graduate Schools, November 2008.
- Building on Excellence: Guide to Recruiting and Retaining an Excellent and Diverse Faculty at Stanford University., 2005.
- Cole, Stephen and Elinor Barber. *Increasing Faculty Diversity: The Occupational Choices of High-Achieving Minority Students*. Harvard University Press, 2003.
- Delgado-Romero, E. Controversial Issues in the Recruitment and Retention of Latino/a Faculty. *Journal of Hispanic Higher Education* v.6 (January 2007) 34-51.
- Gaff, J. et.al., *Building the Faculty We Need: Colleges and Universities Working Together*. AACU, CGS, 2000.
- Phillips, R. Recruiting and Retaining a Diverse Faculty. *Planning for Higher Education* v.30 n. 4 (Summer 2002).
- Moody, JoAnn. *Faculty Diversity: Problems and Solutions*. Routledge: 2004.
- Nelson, D. A National Analysis of Minorities in Science and Engineering Faculties at research Universities. October 2007
- Reviewing Applicants: Research on Bias and Assumptions
(www.ibparticipation.org/pdf/U_Wisconsin_Bias_Research.pdf)
- Sims, C. Broadening the Scope of Diversity: Implications for Recruitment and Retention of Diverse Faculty. Paper presented at the Academy of Human Resource Development International Conference, Columbus OH, February 2006.
- Smith, D.,et.al., Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty. *Journal of Higher Education* v.75: 2 (March/April 2004) 133-160.
- Smith, William, ed. *The Racial Crisis in American Higher Education: Challenges for the Twenty-First Century*. Albany, SUNY Press, 2002.
- PhD Completion and Attrition: Analysis of Baseline Demographic Data from the PhD Completion Project. Council of Graduate Schools, 2008.
- Unconscious Bias in Faculty and Leadership Recruitment: A Literature Review. Association of American Medical Colleges In Brief, August 2009. http://www.aamc.org/data/aib/aibissues/aibvol9_no2.pdf
- V. Welch, Jr. 2008. *Doctorate Recipients from United States Universities: Selected Tables, 2007*. Chicago: National Opinion Research Center.

Summary Update: Progress towards diversity and inclusion. Annual Report on the Status of Women, American Indians, Asian Americans, Black Americans, and Hispanic Americans. Cornell University, 2007.

End of Year Report, 2007. Harvard University, Office of the Provost, Faculty Development and Diversity.

Faculty Recruitment and Selection: A Guide for the Dartmouth College Arts and Sciences Faculty. April 2007. (explains a good process for networking during and prior to a search)

Faculty Recruitment Handbook: NSF Advance at the University of Michigan. 2005. (a strong overview of the search process)