

Égalité dans le recrutement académique

Références

- Ahlqvist, V., Andersson, J., Söderqvist, L., & Tumpene, J. (2015). *A Gender Neutral Process?* Stockholm: Swedish Research Council.
- Babcock, L., & Laschever, S. (2003). *Women don't ask. Negotiation and the gender divide*. Princeton: Princeton University Press.
- Bagilhole, B., & Goode, J. (2001). The Contradiction of the Myth of Individual Merit, and the Reality of a Patriarchal Support System in Academic Careers : A Feminist Investigation. *European Journal of Women's Studies*, 8(2), 161-180.
- Bailyn, L. (2003). Academic Careers and Gender Equity: Lessons Learned from MIT1. *Gender, Work & Organization*, 10(2), 137-153. doi:10.1111/1468-0432.00008
- Balzer, W. K., & Sulsky, L. M. (1992). Halo and performance appraisal research: A critical examination. *Journal of Applied Psychology*, 77(6), 975-985. doi:10.1037/0021-9010.77.6.975
- Banchefsky, S., Westfall, J., Park, B., & Judd, C. M. (2016). But You Don't Look Like A Scientist!: Women Scientists with Feminine Appearance are Deemed Less Likely to be Scientists. *Sex Roles*, 75(3), 95-109. doi:10.1007/s11199-016-0586-1
- Bauer, C. C., & Baltes, B. B. (2002). Reducing the Effects of Gender Stereotypes on Performance Evaluations. *Sex Roles*, 47(9), 465-476. doi:10.1023/A:1021652527696
- BEC. (2016). Le personnel académique à l'UNIL. Retrieved from https://tableau.unil.ch/t/BEC/views/LepersonnelacadmiquedelUNIL_1/Lepersonnelacadmique?embed=y&showShareOptions=true&:display_count=no
- Bohnet, I. (2016). *What Works. Gender Equality by Design*: Belknap Press.
- Bornmann, L., Mutz, R., & Daniel, H.-D. (2007). Gender differences in grant peer review: A meta-analysis. *Journal of Informetrics*, 1(3), 226-238. doi:<http://dx.doi.org/10.1016/j.joi.2007.03.001>
- Cameron, E. Z., White, A. M., & Gray, M. E. (2016). Solving the Productivity and Impact Puzzle: Do Men Outperform Women, or are Metrics Biased? *BioScience*.
- Caprile, M. (Ed.) (2012). *Meta-analysis of gender and science research*. Luxembourg: European Union.

- Carvalho, C. (2010). Nomination des professeur-e-s à l'Université de Lausanne et perception des (in)égalités. In F. Fassaz & S. Kradolfer (Eds.), *Le plafond de fer de l'université: Femmes et carrières* (pp. 154-170). Zürich: Seismo.
- Correll, S., Benard, S., & Paik, I. (2007). Getting a Job: Is There a Motherhood Penalty? *American Journal of Sociology*, *112*(5), 1297-1338. doi:10.1086/511799
- Davies, P. G., Spencer, S. J., & Steele, C. M. (2005). Clearing the Air: Identity Safety Moderates the Effects of Stereotype Threat on Women's Leadership Aspirations. *Journal of Personality and Social Psychology*, *88*(2), 276-287. doi:10.1037/0022-3514.88.2.276
- Del Boca, F. K., & Ashmore, R. D. (1980). Sex stereotypes and implicit personality theory. II. A trait-inference approach to the assessment of sex stereotypes. *Sex Roles*, *6*(4), 519-535. doi:10.1007/BF00287883
- Fassa Farinaz, Kradolfer Sabine. « Gendering excellence through quality criteria: the case of the SNSF Professorships in Switzerland », *Tertiary Education and Management* 19(3) : 189–204.

<http://dx.doi.org/10.1080/13583883.2013.793379>
- Fassa Farinaz, Kradolfer Sabine, Paroz Sophie. (2010) « L'engendrement des carrières à l'Université de Lausanne. De quelques idées reçues » in *Plafond de verre et université*, Fassa F., Kradolfer S. (dir.), Zurich : Seismo, pp. 79–106
- FESTA. (2015). *Gender-sensitive Design of Criteria and Recruitment. Appointment and Promotion Processes in Academia* Retrieved from https://hr.fbk.eu/sites/hr.fbk.eu/files/pdf_handbook_festa_0.pdf
- Fine, E., Sheridan, J., Carnes, M., Handelsman, J., Pribbenow, C., Savoy, J., & Wendt, A. (2014). Minimizing the Influence of Gender Bias on the Faculty Search Process. In V. Demos, C. White Berheide, & M. Texler Segal (Eds.), *Gender Transformation in the Academy* (pp. 267-289): Emerald.
- Foschi, M. (2000). Double Standards for Competence: Theory and Research. *Annual Review of Sociology*, *26*, 21-42.
- Frith, U. (2015). *Unconscious bias*. Retrieved from <https://royalsociety.org/~media/policy/Publications/2015/unconscious-bias-briefing-2015.pdf>
- Garforth, L., & Kerr, A. (2009). Women and Science: What's the Problem? *Social Politics: International Studies in Gender, State & Society*.
- Goastellec, G., & Crettaz Von Roten, F. (2017). The societal embeddedness of academic markets: From sex to gender in the Swiss context. In M. Machado-Taylor, V. M. Soares, & U. Teichler (Eds.), *Challenges and Options: The Academic Profession in Europe*: Springer.
- Heilman, M. E. (2001). Description and Prescription: How Gender Stereotypes Prevent Women's Ascent Up the Organizational Ladder. *Journal of Social Issues*, *57*(4), 657-674. doi:10.1111/0022-4537.00234

- Heilman, M. E., & Haynes, M. C. (2005). No Credit Where Credit Is Due: Attributional Rationalization of Women's Success in Male-Female Teams. *Journal of Applied Psychology, 90*(5), 905-916. doi:10.1037/0021-9010.90.5.905
- Heilman, M. E., & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology, 93*(1), 189-198. doi:10.1037/0021-9010.93.1.189
- Heilman, M. E., Wallen, A. S., Fuchs, D., & Tamkins, M. M. (2004). Penalties for Success: Reactions to Women Who Succeed at Male Gender-Typed Tasks. *Journal of Applied Psychology, 89*(3), 416-427.
- King, E. B., Hebl, M. R., George, J. M., & Matusik, S. F. (2009). Understanding Tokenism: Antecedents and Consequences of a Psychological Climate of Gender Inequity. *Journal of Management.*
- Knights, D., & Richards, W. (2003). Sex Discrimination in UK Academia. *Gender, Work & Organization, 10*(2), 213-238. doi:10.1111/1468-0432.t01-1-00012
- Leslie, S.-J., Cimpian, A., Meyer, M., & Freeland, E. (2015). Expectations of brilliance underlie gender distributions across academic disciplines. *Science, 347*(6219), 262.
- Madera, J. M., Hebl, M. R., & Martin, R. C. (2009). Gender and letters of recommendation for academia: Agentic and communal differences. *Journal of Applied Psychology, 94*(6), 1591-1599. doi:10.1037/a0016539
- McPherson, M., Smith-Lovin, L., & Cook, J. M. (2001). Birds of a Feather: Homophily in Social Networks. *Annual Review of Sociology, 27*, 415-444.
- MIT. (2010). Report on the Initiative for Faculty Race and Diversity, 156. Retrieved from <http://web.mit.edu/provost/raceinitiative/report.pdf>
- Monroe, K., Ozyurt, S., Wrigley, T., & Alexander, A. (2008). Gender Equality in Academia: Bad News from the Trenches, and Some Possible Solutions. *Perspectives on Politics, 6*(2), 215-233. doi:10.1017/S1537592708080572
- Moss-Racusin, C. A., Dovidio, J. F., Brescoll, V. L., Graham, M. J., & Handelsman, J. (2012). Science faculty's subtle gender biases favor male students. *Proceedings of the National Academy of Sciences, 109*(41), 16474-16479.
- Porter, N., & Geis, F. (1981). Women and Nonverbal Leadership Cues: When Seeing Is Not Believing. In C. Mayo & N. M. Henley (Eds.), *Gender and Nonverbal Behavior* (pp. 39-61). New York, NY: Springer New York.
- Rees, T. (2001). Mainstreaming Gender Equality in Science in the European Union: The 'ETAN Report'. *Gender and Education, 13*(3), 243-260. doi:10.1080/09540250120063544
- Reuben, E., Sapienza, P., & Zingales, L. (2014). How stereotypes impair women's careers in science. *Proceedings of the National Academy of Sciences, 111*(12), 4403-4408.
- Ridgeway, C. L. (2009). Framed before we know it. How Gender Shapes Social Relations. *Gender & Society, 23*(2), 145-160. doi:10.1177/0891243208330313

- SEFRI. (2014). *Mesures pour encourager la relève scientifique en Suisse. Rapport du Conseil fédéral en exécution du postulat CSEC-E (12.3343)*. Retrieved from Bern: <https://www.sbf.admin.ch/sbf/fr/home/documentation/publications/universites.html>
- Sekaquaptewa, D., & Thompson, M. (2002). The Differential Effects of Solo Status on Members of High- and Low-Status Groups. *Personality and Social Psychology Bulletin*, 28(5), 694-707.
- Sekaquaptewa, D., & Thompson, M. (2003). Solo status, stereotype threat, and performance expectancies: Their effects on women's performance. *Journal of Experimental Social Psychology*, 39(1), 68-74. doi:[http://dx.doi.org/10.1016/S0022-1031\(02\)00508-5](http://dx.doi.org/10.1016/S0022-1031(02)00508-5)
- Shaw, A. K., & Stanton, D. E. (2012). Leaks in the pipeline: separating demographic inertia from ongoing gender differences in academia. *Proceedings of the Royal Society B: Biological Sciences*, 279(1743), 3736.
- Sheridan, J. T., Fine, E., Pribbenow, C. M., Handelsman, J., & Carnes, M. (2010). Searching for Excellence & Diversity: Increasing the Hiring of Women Faculty at One Academic Medical Center. *Academic medicine : journal of the Association of American Medical Colleges*, 85(6), 999-1007. doi:10.1097/ACM.0b013e3181dbf75a
- Steinpreis, R. E., Anders, K. A., & Ritzke, D. (1999). The Impact of Gender on the Review of the Curricula Vitae of Job Applicants and Tenure Candidates: A National Empirical Study. *Sex Roles*, 41(7), 509-528. doi:10.1023/A:1018839203698
- Studer, M. (2012). *Étude des inégalités de genre en début de carrière académique à l'aide de méthodes innovatrices d'analyse de données séquentielles*. (777), Université de Genève, Genève.
- Treviño, L. J., Gomez-Mejia, L. R., Balkin, D. B., & Mixon, F. G. (2015). Meritocracies or Masculinities? The Differential Allocation of Named Professorships by Gender in the Academy. *Journal of Management*.
- Uhlmann, E. L., & Cohen, G. L. (2005). Constructed Criteria: Redefining Merit to Justify Discrimination. *Psychological Science*, 16(6), 474-480.
- Valian, V. (2005). Beyond Gender Schemas: Improving the Advancement of Women in Academia. *Hypatia*, 20(3), 198-213. doi:10.1111/j.1527-2001.2005.tb00495.x
- van Arensbergen, P., van der Weijden, I., & van den Besselaar, P. (2012). Gender differences in scientific productivity: a persisting phenomenon? *Scientometrics*, 93(3), 857-868. doi:10.1007/s11192-012-0712-y
- van den Besselaar, P., & Sandström, U. (2016). Gender differences in research performance and its impact on careers: a longitudinal case study. *Scientometrics*, 106(1), 143-162. doi:10.1007/s11192-015-1775-3
- van den Brink, M., & Benschop, Y. (2011). Gender practices in the construction of academic excellence: Sheep with five legs. *Organization*, 19(4), 507-524.
- van den Brink, M., & Benschop, Y. (2012). Slaying the Seven-Headed Dragon: The Quest for Gender Change in Academia. *Gender, Work & Organization*, 19(1), 71-92. doi:10.1111/j.1468-0432.2011.00566.x

- van den Brink, M., & Benschop, Y. (2014). Gender in Academic Networking: The Role of Gatekeepers in Professorial Recruitment. *Journal of Management Studies*, 51(3), 460-492. doi:10.1111/joms.12060
- van den Brink, M., Benschop, Y., & Jansen, W. (2010). Transparency in Academic Recruitment: A Problematic Tool for Gender Equality? *Organization Studies*, 31(11), 1459-1483.
- van den Brink, M., Brouns, M., & Waslander, S. (2006). Does excellence have a gender?: A national research study on recruitment and selection procedures for professorial appointments in The Netherlands. *Employee Relations*, 28(6), 523-539. doi:10.1108/01425450610704470
- Vinkenburg, C., Herschberg, C., Connolly, S., & Fuchs, S. (2014). *Capturing career paths of ERC grantees and applicants: Promoting sustainable excellence in research careers. Final report.* Retrieved from https://erc.europa.eu/sites/default/files/document/file/ERCAREER_final_report.pdf
- Wennerås, C., & Wold, A. (1997). Nepotism and sexism in peer-review. *Nature*, 387, 341-343.
- Xie, Y., & Shauman, K. A. (1998). Sex Differences in Research Productivity: New Evidence about an Old Puzzle. *American Sociological Review*, 63(6), 847-870. doi:10.2307/2657505
- Yoder, J. D. (1991). RETHINKING TOKENISM:: Looking Beyond Numbers. *Gender & Society*, 5(2), 178-192.