

# Contents

---

Acknowledgements

ix

Introduction Harry J. Holzer and David Neumark

xiii

## PART I THEORETICAL EVALUATIONS OF AFFIRMATIVE ACTION

1. Finis Welch (1976), 'Employment Quotas for Minorities', *Journal of Political Economy*, **84** (4, Part 2), August, S105–S139, references 3
2. Shelly J. Lundberg (1991), 'The Enforcement of Equal Opportunity Laws Under Imperfect Information: Affirmative Action and Alternatives', *Quarterly Journal of Economics*, **106** (1), February, 309–26 39
3. Stephen Coate and Glenn C. Loury (1993), 'Will Affirmative-Action Policies Eliminate Negative Stereotypes?', *American Economic Review*, **83** (5), December, 1220–40 57
4. Susan Athey, Christopher Avery and Peter Zemsky (2000), 'Mentoring and Diversity', *American Economic Review*, **90** (4), September, 765–86 78
5. Andrew Schotter and Keith Weigelt (1992), 'Asymmetric Tournaments, Equal Opportunity Laws, and Affirmative Action: Some Experimental Results', *Quarterly Journal of Economics*, **107** (2), May, 511–39 100

## PART II REDISTRIBUTIVE EFFECTS OF AFFIRMATIVE ACTION

### A Redistribution in the Labor Market

6. James J. Heckman and Kenneth I. Wolpin (1976), 'Does the Contract Compliance Program Work? An Analysis of Chicago Data', *Industrial and Labor Relations Review*, **29** (4), July, 544–64 133
7. Jonathan S. Leonard (1984), 'The Impact of Affirmative Action on Employment', *Journal of Labor Economics*, **2** (4), October, 439–63 154
8. Jonathan S. Leonard (1984), 'Employment and Occupational Advance Under Affirmative Action', *Review of Economics and Statistics*, **66** (3), August, 377–85 179
9. James P. Smith and Finis Welch (1984), 'Affirmative Action and Labor Markets', *Journal of Labor Economics*, **2** (2), April, 269–301 188
10. Jonathan S. Leonard (1990), 'The Impact of Affirmative Action Regulation and Equal Employment Law on Black Employment', *Journal of Economic Perspectives*, **4** (4), Autumn, 47–63 221

11. William M. Rodgers III and William E. Spriggs (1996), 'The Effect of Federal Contractor Status on Racial Differences in Establishment-Level Employment Shares: 1979-1992', *American Economic Review, Papers and Proceedings*, **86** (2), May, 290-93 238

## **B Redistribution in Education and Contracting**

12. Cecilia A. Conrad and Rhonda V. Sharpe (1996), 'The Impact of the California Civil Rights Initiative (CCRI) on University and Professional School Admissions and the Implications for the California Economy', *Review of Black Political Economy*, **25** (1), Summer, 13-59 245
13. Gregory Attiyeh and Richard Attiyeh (1997), 'Testing for Bias in Graduate School Admissions', *Journal of Human Resources*, **XXXII** (3), 524-48 292
14. Maria Cancian (1998), 'Race-based versus Class-based Affirmative Action in College Admissions', *Journal of Policy Analysis and Management*, **17** (1), Winter, 94-105 317

## **PART III EFFICIENCY/PERFORMANCE EFFECTS OF AFFIRMATIVE ACTION**

### **A Efficiency/Performance Effects in the Labor Market**

15. Jonathan S. Leonard (1984), 'Antidiscrimination or Reverse Discrimination: The Impact of Changing Demographics, Title VII, and Affirmative Action on Productivity', *Journal of Human Resources*, **XIX** (2), Spring, 145-74 333
16. Peter Griffin (1992), 'The Impact of Affirmative Action on Labor Demand: A Test of Some Implications of the Le Chatelier Principle', *Review of Economics and Statistics*, **74** (2), May, 251-60 363
17. Harry Holzer and David Neumark (1999), 'Are Affirmative Action Hires Less Qualified? Evidence from Employer-Employee Data on New Hires', *Journal of Labor Economics*, **17** (3), July, 534-69 373
18. Harry J. Holzer and David Neumark (2000), 'What Does Affirmative Action Do?', *Industrial and Labor Relations Review*, **53** (2), January, 240-71 409
19. Brent S. Steel and Nicholas P. Lovrich, Jr. (1987), 'Equality and Efficiency Tradeoffs in Affirmative Action - Real or Imagined? The Case of Women in Policing', *Social Science Journal*, **24** (1), 53-70 441
20. John R. Lott, Jr. (2000), 'Does a Helping Hand Put Others At Risk?: Affirmative Action, Police Departments, and Crime', *Economic Inquiry*, **38** (2), April, 239-77 459

21. Van W. Kolpin and Larry D. Singell, Jr. (1996), 'The Gender Composition and Scholarly Performance of Economics Departments: A Test for Employment Discrimination', *Industrial and Labor Relations Review*, **49** (3), April, 408–23 498
22. Joel C. Cantor, Erika L. Miles, Laurence C. Baker and Dianne C. Barker (1996), 'Physician Service to the Underserved: Implications for Affirmative Action in Medical Education', *Inquiry*, **33** (2), Summer, 167–80 514
23. David Neumark and Rosella Gardecki (1998), 'Women Helping Women? Role Model and Mentoring Effects on Female Ph.D. Students in Economics', *Journal of Human Resources*, **XXXIII** (1), Winter, 220–46 528
24. Brandice J. Canes and Harvey S. Rosen (1995), 'Following in Her Footsteps? Faculty Gender Composition and Women's Choices of College Majors', *Industrial and Labor Relations Review*, **48** (3), April, 486–504 555

## **B Efficiency/Performance Effects in Education**

25. Stephen N. Keith, Robert M. Bell, August G. Swanson and Albert P. Williams (1985), 'Effects of Affirmative Action in Medical Schools: A Study of the Class of 1975', *New England Journal of Medicine*, **313** (24), December 12, 1519–25 577
26. Linda Datcher Loury and David Garman (1995), 'College Selectivity and Earnings', *Journal of Labor Economics*, **13** (2), 289–308 584
27. Thomas J. Kane (1998), 'Racial and Ethnic Preferences in College Admissions', in Christopher Jencks and Meredith Phillips (eds), *The Black-White Test Score Gap*, Chapter 12, Washington, DC: Brookings Institution Press, 431–56 604
28. William T. Dickens and Thomas J. Kane (1999), 'Racial Test Score Differences as Evidence of Reverse Discrimination: Less than Meets the Eye', *Industrial Relations*, **38** (3), July, 331–63 630

## **C Efficiency/Performance Effects in Contracting**

29. Timothy Bates and Darrell Williams (1995), 'Preferential Procurement Programs and Minority-owned Businesses', *Journal of Urban Affairs*, **17** (1), 1–17 665