

# Contents

	Preface	vii
	Contributors	xi
I	Affirmative Action Policies and Programs	
Chapter 1	Introduction: Affirmative Action and the Question of Standards <i>Faye J. Crosby and Fletcher A. Blanchard</i>	3
Chapter 2	What is Affirmative Action? <i>Frances A. Holloway</i>	9
Chapter 3	Affirmative Action and Presidential Executive Orders <i>Dalmas A. Taylor</i>	21
Chapter 4	Affirmative Action and the Courts <i>Jim D. Newman</i>	31
Chapter 5	Employment Screening, Qualifications, and Gender Discrimination: A Case Study of the New York City Firefighters <i>Wessie L. Norris and Maryellen Reardon</i>	51
Chapter 6	Women in Federal Government Employment <i>Nijole V. Benokraitis and Melissa Kesler Gilbert</i>	65
II	Reactions to Affirmative Action	
Chapter 7	Resistance to Affirmative Action: The Implications of Aversive Racism <i>John F. Dovidio, Jeffrey Mann, and Samuel L. Gaertner</i>	83

Chapter 8	Affirmative Action and Self-Evaluation <i>Rupert W. Nacoste</i>	103
Chapter 9	Who Likes Affirmative Action: Attitudinal Processes Among Men and Women <i>Francine Tougas and France Veilleux</i>	111
Chapter 10	Administrators' Perceptions of Affirmative Action in Higher Education <i>Ann Tickamyer, Susan Scollay, Janet Bokemeier, and Teresa Wood</i>	125
Chapter 11	Reactions to Affirmative Action: A Case Study <i>Nancy Goldsmith, Diana Cordova, Karen Dwyer, Bergen Langlois, and Faye J. Crosby</i>	139
III	Why Bother?	
Chapter 12	Labor Market Discrimination in the United States <i>Christopher J. Ruhm</i>	149
Chapter 13	Affirmative Action and Aggregate Data: The Importance of Patterns in the Perception of Discrimination <i>Catherine Twiss, Susan Tabb, and Faye J. Crosby</i>	159
Chapter 14	Affirmative Action and the Challenge of the Color-blind Perspective <i>Bernardo M. Ferdman</i>	169
Chapter 15	The Justice of Affirmative Action <i>Susan D. Clayton and Sandra S. Tangri</i>	177
Chapter 16	Effective Affirmative Action Programs <i>Fletcher A. Blanchard</i>	193
	Index	209