

ABSTRACT

EFFECTS OF RATER ETHNICITY AND ACCULTURATION ON RATINGS OF  
MIDDLE EASTERN RESUMES

By

Hadeel El-Ahraf

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Previous research has shown that Middle Eastern applicants' ethnic names and affiliations caused Caucasian raters to demonstrate increased discrimination during resume screening. The current study extended previous research by investigating the differences in job suitability ratings given by Middle Eastern and Caucasian raters for Middle Eastern job applicants by exploring rater ethnicity as a possible moderator in the relationship between ethnic identifiers and job suitability ratings, as well as studying the effect of acculturation on Middle Eastern raters' judgments of applicant job suitability. Contrary to the prediction, the current study found that participants gave significantly higher mean job suitability ratings to the partially identified Middle Eastern resume compared to the White resume. Furthermore, White raters did not give lower mean ratings to the partially and fully identified Middle Eastern resumes as compared to the White resume. However, Middle Eastern raters did give higher mean job suitability ratings to the partially identified Middle Eastern resume as compared to the White resume. Finally, the current study found that Middle Eastern raters with lower levels of

acculturation gave higher mean job suitability scores to the fully identified Middle Eastern resume.

EFFECTS OF RATER ETHNICITY AND ACCULTURATION ON RATINGS OF  
MIDDLE EASTERN RESUMES

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Committee Members:

David J. Whitney, Ph.D. (Chair)  
Hannah-Hanh D. Nguyen, Ph.D. (Director)  
Thomas R. Kroesche, J.D.

College Designee:

Mark Wiley, Ph.D.

By Hadeel El-Ahraf

B.A., 2007, University of California, Irvine

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## CHAPTER 1

### INTRODUCTION AND LITERATURE REVIEW

#### Overview

Although discrimination against Arab Americans had already begun before September 11, 2001, it is clear that the events of that day contributed substantially to the increase in reports of generalized prejudice and discrimination in the workplace in the United States towards Arab Americans (Bushman & Bonacci, 2004). One way of quantifying these reports is by reviewing the number of discrimination charges filed with the Equal Employment Opportunity Commission (EEOC). Specifically, “between Sept. 11, 2001, and Sept. 10, 2002, 654 charges were filed under Title VII” by persons who are or were perceived to be “Muslim, Arab, Afghani, Middle Eastern or South Asian” (EEOC, 2002). During this same time period, an additional 706 charges were brought to the EEOC claiming discrimination based on actual or perceived religious affiliation, specifically Muslim (EEOC, 2002). By October 1, 2002, the EEOC estimated that nearly \$680,000 had already been awarded to individuals as a result of investigation into these charges (EEOC, 2002). These reports are particularly problematic given current trends in globalization and diversity in the workplace.

As the world grows ever smaller through technological developments, large businesses continue to expand internationally, which emphasizes the need for more diverse workforces in many organizations. However, current economic strains in the

United States, as well as internationally, are causing companies to cut costs and conserve resources wherever possible; this includes managing their human resources wisely.

Given the potentially extreme cost of discrimination lawsuits and employee turnover, organizations must focus their limited resources on finding the right person for the job, without regard for racial, ethnic or religious affiliations (EEOC, 2009; Karsan, 2007). To do this in the most effective way, research must continue to investigate whether or not discrimination based on actual or perceived ethnic affiliations is a common occurrence during the early phases of selection procedures (i.e., applicant resume screenings). If discrimination continues to be present in this phase of selection, specific factors that may increase recruiters' tendencies to discriminate based on applicant ethnicity must be investigated. Therefore, the present study investigated the effects of rater ethnicity and rater acculturation level on the relationship between ethnic identifiers (i.e., names and affiliations) and perceived job suitability ratings for Middle Eastern resumes.

#### Background of Past Research

Two studies from a series of previous research studies conducted by Derous, Nguyen, and Ryan (2006, 2009) were consulted in the development of the present study. The main focus of these studies was to investigate the effect of applicants' ethnic identifiers (i.e., names and affiliations) on raters' perceived job suitability ratings to see if the level of ethnic identification presented negatively impacted job suitability ratings for Arab applicants. A subsequent study by Lopez (2009) was also consulted as it expanded on previous research conducted by Derous et al. (2006, 2009) and Derous, Nguyen, Ryan, and van Oudenhoven (2008).

The first relevant study was conducted by Derous et al. (2006). In this study, the authors looked at the effects of Arab names and affiliations in conjunction with job type (front- or back-office positions) on job suitability ratings to examine whether hiring discrimination was caused by higher levels of ethnic identification in applicants' resumes (Derous et al., 2006). For this study, a sample of 121 college students was used from public universities in the United States and The Netherlands who were given course credit in return for their participation. The sample was primarily composed of White females, with a mean age of 19.93 years. The study was Internet-based and consisted of two phases. In Phase 1, participants completed several measures to assess their attitudes regarding ethnic affiliation and prejudice (Derous et al., 2006). A week later, in Phase 2 of the study, participants were randomly assigned to one of two job conditions and were asked to act as a U.S. or Dutch postal service recruiter when rating four fictitious resumes that were provided to them. Each of the four resumes presented to the participants were for male applicants and had different combinations of ethnic and neutral names and affiliations. Using the information provided to them, participants were asked to review each applicant's profile and qualifications and to then rate all four resumes on perceived job suitability.

Results of this study showed that in the Dutch sample, applicants with Arab sounding names received significantly lower job suitability ratings than those with non-Arab names (Derous et al., 2006). However, in the American sample, applicants with Arab affiliations were given lower job suitability ratings than those with non-Arab affiliations (Derous et al., 2006). The study also showed that in the American sample only, applicants with Arab names and affiliations received the lowest job suitability

ratings, and applicants with neutral names and Arab affiliations received the second lowest job suitability ratings (Derous et al., 2006). These results seem to indicate that for the American sample, ethnic affiliations, rather than ethnic names, were the main factor that negatively affected job suitability ratings for Arab applicants.

A second study conducted by Derous et al. (2009) was also used to develop the present study. Continuing with their previous research, the authors examined the relationship between the degree of ethnic identification (Arab names and affiliations), job characteristics (level of cognitive demand and client contact) and implicit prejudice on the part of raters. A sample of 294 college students from public universities in the United States and The Netherlands was used for this study. As in their previous study, the sample was mainly composed of White females with a mean age of 20.79 years. The study consisted of three phases, using a mixture of Internet- and lab-based exercises. In the first phase, participants were asked to perform a resume-sifting task. Phase 2 had participants complete a task to assess their information processing speed and complete an Implicit Association Test. Phase 3 consisted of a biographic and opinion survey examining participants' explicit prejudices (Derous et al., 2009).

Consistent with the authors' previous findings, results of this study showed that job suitability ratings were lower for applicants with Arab names in the Dutch sample, while applicants with Arab affiliations were rated lower in the American sample (Derous et al., 2009). In both the Dutch and American samples, job suitability ratings were the lowest for resumes with both Arab names and affiliations (Derous et al., 2009). Results also showed that applicants with ethnic names and affiliations received the lowest job suitability ratings for positions requiring low cognitive demand and little external client

contact (Derous et al., 2009). As the authors hypothesized, raters' explicit prejudice towards Arabs did not moderate the relationship between ethnic identifiers and job suitability ratings (Derous et al., 2009). However, in the Dutch sample only, raters' implicit prejudice did appear more strongly related to Arab names rather than Arab affiliations. Specifically, job suitability ratings for applicants with Arab names were higher when the raters' implicit prejudice was low (Derous et al., 2009).

The third research study which contributed to the formulation of the present study was conducted by Lopez (2009). In this study, Lopez replicated the use of Middle Eastern or neutral names and affiliations used by Derous et al. (2006, 2009) to assess raters' discrimination towards Middle Eastern applicants. However, there are two important distinctions between Lopez's study and the two previous studies by Derous et al. (2006, 2009). First, while the two Derous et al. (2006, 2009) studies used male names on the fictitious resumes given to participants, Lopez used female Middle Eastern and neutral names. Second, the primary focus of the study was on a training intervention, raters' openness to experience, and raters' motivation to learn. The training intervention consisted of a video recording played for participants, which discussed the emotional effects of being different from a majority group. The training intervention, openness to experience and motivation to learn were hypothesized to reduce the amount of discrimination seen towards applicants with ethnic names and/or affiliations (Lopez, 2009).

Consistent with the methodology used by Derous et al. (2006, 2009), Lopez (2009) used a two-phase experimental design that was a mixture of Internet- and lab-based exercises. Of the 196 participants, 103 were randomly assigned to the training

condition and 93 were assigned to the control condition. The sample consisted primarily of White, Asian and Hispanic college students from California State University, Long Beach (CSULB) with a mean age of 20.11 years, all of whom were given course credits for their participation. While Lopez did have more ethnic minorities in her sample than the samples used by Derous et al. (2006, 2009), she stated that she found no significant difference in job suitability ratings between the White and ethnic minority groups on her variables of interest (Lopez, 2009).

Of the six hypotheses proposed by the study, only one was supported by the results. Specifically, Lopez (2009) found that openness to experience moderated job suitability ratings for participants in the control condition. In particular, those who were high on openness to experience gave higher job suitability ratings for applicants with a Middle Eastern name and neutral affiliation. This hypothesis was further supported by the results for those in the training condition with regards to openness to experience. Specifically, results showed that there was no significant difference in job suitability ratings for Middle Eastern applicants with an ethnic name and neutral affiliations given by those in the training group who were either high or low on their openness to experience. However, the most interesting result from Lopez's study was part of an exploratory analysis. This analysis showed no significant differences in job suitability ratings given to the Middle Eastern resumes and the White resume. Therefore, contrary to the previously consistent findings of Derous et al. (2006, 2008, 2009) the study conducted by Lopez showed no evidence of discrimination against Middle Eastern applicants. These contrary findings may be due to the fact that Lopez (2009) used female names on the resumes whereas Derous et al. (2006, 2008, 2009) used male names.

The discrepant findings of Lopez's (2009) study with the previous studies conducted by Derous et al. (2006, 2009) sends a clear signal that further research must be done in this area to see if in fact hiring discrimination is still prevalent towards Middle Eastern applicants. Additionally, since the studies reviewed here have not fully addressed the use of non-White raters, the present study focused on the effect of Middle Eastern raters on hiring discrimination towards Middle Eastern applicants.

#### Variables of Interest

Given what has been found in previous research in this area, the current study examined ethnic identifiers, rater ethnicity and rater acculturation level as independent variables and job suitability ratings as the dependent variable.

#### Job Suitability Ratings

To replicate and expand upon the previous research done by Derous et al. (2006, 2009), the main dependent variable of interest for the current study was perceived job suitability ratings. Perceived job suitability ratings were used to operationalize hiring discrimination in the present study as they reflect the rater's overall impression of each applicant as well as the rater's intention to hire each of the applicants.

While previous experience, education and other job qualifications play a role in determining perceived job suitability, there are other non-job related factors that have been shown to affect these ratings as well. Specifically, past research has indicated that applicant ethnicity often plays a role in determining job suitability ratings. Aceto (2002) as well as Bertrand and Mullainthan (2003) have found that names are the most frequently used cue to determining another's ethnicity. Several other researchers (e.g., Bertrand & Mullainthan, 2003; Van Beek, Koopmans, & van Praag, 1997; Zeigert &

Hanges, 2005) have also found that there is a direct relationship between ethnic names and employment discrimination. Sociocultural affiliations also serve as a cue to one's ethnicity as they imply adherence to one's own cultural group (Brumfiel, 2003). As with ethnic names, past research has shown that ethnic affiliations are positively related to employment discrimination (Derous et al., 2006, 2009; Metcalf, Rolfe, Sevens, & Weale, 2005). In the present study, ethnic names and affiliations are referred to as ethnic identifiers.

### Ethnic Identifiers

Given that ethnic identifiers, such as names and affiliations, can negatively affect selection decisions and contribute to hiring discrimination (Derous et al., 2006, 2009), ethnic identifiers are the main independent variable for the first research model to be tested in the present study (see Figure 1). As with the perceived job suitability ratings measure, the ethnic identifiers to be used in the present study have been adopted from previous studies (i.e., Derous et al., 2006, 2009) to better expand on previous findings.

One theory that helps explain why ethnic names and affiliations are often linked with employment discrimination is Social Identity Theory. Social Identity Theory posits that individuals will create a place in society for themselves through social, cultural or ethnic actions and affiliations (Tajfel & Turner, 1986). Once this identity has been established, individuals tend to prefer members of their own group to members of other groups, which may lead to observed preferential treatment towards members of one's own group. Conversely, identification with one's group may lead to discriminatory behavior towards members of other groups. However, Social Identity Theory also suggests that the degree to which this type of discrimination is observed may be



proportional to an individual's *perceived* level of association with a particular social group. Therefore, as individuals are able to regulate the degree to which they identify with their social group, those who are perceived as strongly identifying with their social group may be more likely to be subjected to discriminatory actions by members of other groups (Tajfel & Turner, 1986).

Similarly to Social Identity Theory, Social Categorization Theory also suggests that members of an in-group will favor their own members over members of out-groups (Tajfel & Turner, 1986). However, the distinction between Social Identity Theory and Social Categorization Theory is the degree to which individuals can determine their level of identification with a particular group. In Social Categorization Theory, fewer individual characteristics of out-group members tend to be considered. Instead intergroup discrimination can be directed at out-group members simply because the in-group is aware of the out-group's existence. In this way, intergroup conflicts within Social Categorization Theory may appear more driven by group stereotypes than by any particular characteristics of the individual group members (Tajfel & Turner, 1986).

Both Social Identity Theory and Social Categorization Theory may help to explain why previous studies (i.e., Derous et al., 2006, 2009) have found evidence for White raters' discrimination against Middle Eastern applicants. The raters in these studies may have seen the Middle Eastern applicants as members of an out-group and thus applied either specific or generalized prejudicial attitudes towards the applicants, which was then reflected in the job suitability ratings given to these applicants.

Past research findings on hiring discrimination against Arabs (i.e., Derous et al., 2006, 2009) indicates that Social Identity Theory is the best explanation for the observed

results where lower job suitability ratings were consistently given to Arab applicants. Specifically, Social Identity Theory can be used to explain these findings because lower job suitability ratings were consistently given to applicants with either an ethnic affiliation only or both an ethnic name and ethnic affiliation. This indicates that the applicant's perceived level of affiliation with their social group was the determining factor for White raters when assigning job suitability ratings to Arab applicants.

Using Social Identity Theory (Tajfel & Turner, 1986) as a guiding conceptual framework, three levels of manipulation of ethnic identifiers were used in the present study. First, a partially identified Middle Eastern resume was used. This resume has a Middle Eastern name and a neutral affiliation (i.e., Mahmud Ozturk, San Diego Soup Kitchen). The second resume of interest to the present study was a fully identified Middle Eastern resume with both an ethnic name and affiliation (i.e., Mohammed Abdullah, Mt. Carmel High School Middle Eastern Student Association). Lastly, job suitability ratings for the previous two levels of ethnic identifiers (partially or fully identified) were compared with job suitability ratings for a Caucasian or neutral resume (i.e., Christopher Johnson, The Rotary Service Society of San Diego). The implication is that the more "ethnic" a Middle Eastern resume is perceived to be (compared to the neutral resume), the less likely it is that White raters may identify with it.

#### Ethnicity of Rater

As previous studies (i.e., Derosus et al., 2006, 2009) primarily used White samples, the discrimination observed in their results can be interpreted as intergroup conflict as posited by Social Identity Theory (Tajfel & Turner, 1986). However, within-group favoritism may also be observed if raters from the same social group as the

applicants were used in the study. Therefore, rater ethnicity was used as a moderator in the first research model to be tested in the present study (see Figure 1). Given the principles of Social Identity Theory, it seemed probable that Middle Eastern raters would identify more readily with applicants' resumes that include Middle Eastern ethnic identifiers. The shared social identification between Middle Eastern rater and applicant would likely result in higher job suitability ratings for Middle Eastern applicants. Conversely, job suitability ratings provided by White raters were expected to be consistent with previous research results and display discrimination based on intergroup conflict as proposed by Social Identity Theory.

Note that for the current study, the term "Middle Eastern" was used to identify the heritage of participants from a wide geographic area encompassing the Middle-East, North Africa and Southwest Asia, including but not limited to countries such as Saudi Arabia, Egypt, Tunis, Iran, Palestine, and Pakistan. This term was deliberately chosen by the researcher to include a wide range of participants who self identify as Middle Eastern, as opposed to using a more narrowly defined term such as Arab, as used in previous research. All references to the term "Arab" within the current study are used only as a reference to the terms used by the authors of previous studies on the subject.

#### Acculturation Level of Rater

Since the present study examined the effect of raters' ethnicity on job suitability ratings, it was also important to investigate characteristics that could have had an effect on the relationship between the raters' ethnicity and the job suitability ratings given to Middle Eastern applicants. Acculturation level is one such variable that may influence raters' perceptions of Middle Eastern applicants. As such, raters' acculturation levels

were used as an independent variable in the second research model to be tested in this study (see Figure 2).

In general, the term acculturation is used to refer to the process of taking on new aspects of a culture after immigrating, while simultaneously relinquishing part of one's former culture. However, for the present study, acculturation was defined as a more integrative process. In this view of acculturation, migrants are seen to "accept the culture of the community into which they have migrated, while continuing to accept their culture of origin" (Weinreich, 2009, p. 124). In contrast, assimilation can be defined as the process by which migrants "accept the dominant culture but come to reject their heritage culture...suggesting a loss and a reluctance to interact with those of their heritage culture" (Weinreich, 2009, p. 124). Using these definitions of acculturation and assimilation, the current study predicted that Middle Eastern raters who are highly *acculturated* would identify with both the dominant culture as well as their culture of origin. Conversely, highly *assimilated* raters might show prejudice towards Middle Eastern applicants.

This view of acculturation ties in well with Social Identity Theory (Tajfel & Turner, 1986), as it allows for raters to control their perceived level of association with their culture of origin, while also being members of multiple in-groups without being overly favorable or prejudiced to any particular group. Thus, it was theorized that Middle Eastern raters' acculturation levels might have a significant impact on the job suitability ratings for Middle Eastern applicants.

## The Present Study

The present study replicated aspects of previous studies (Derous et al., 2006, 2009) by examining the impact of ethnic identifiers on White raters' job suitability ratings, while also expanding on previous research by examining how Middle Eastern raters would judge Middle Eastern resumes with varying degrees of ethnic identification. The current study also investigated the role of Middle Eastern raters' acculturation levels in determining the job suitability ratings assigned to Middle Eastern applicants based on the conceptual framework provided by Social Identity Theory (Tajfel & Turner, 1986).

### Hypotheses

Hypothesis 1. Ethnic identifiers will negatively influence the job suitability ratings given by White raters, such that:

- a. Middle Eastern resumes indicating full ethnic identification will receive lower job suitability ratings than resumes indicating partial Middle Eastern identification;
- b. Both the partially and fully identified Middle Eastern resumes will receive lower job suitability ratings than the White (neutral) resume. (See Figure 1)

Hypothesis 2. The relationship between ethnic identifiers and job suitability ratings will be moderated by the rater's ethnicity. Specifically:

- a. Middle Eastern raters will give the highest job suitability ratings to the fully identified Middle Eastern resume, followed by lower ratings for the partially identified Middle Eastern resume, and the lowest job suitability ratings will be given to the White (neutral) resume;

b. White raters' job suitability ratings of both the fully and partially identified Middle Eastern resumes will be lower than those given by Middle Eastern raters. (See Figure 1)

Hypothesis 3. Middle Eastern raters with low levels of acculturation will give more favorable ratings to both the partially and fully identified Middle Eastern resumes, compared to Middle Eastern raters with high levels of acculturation. (See Figure 2)

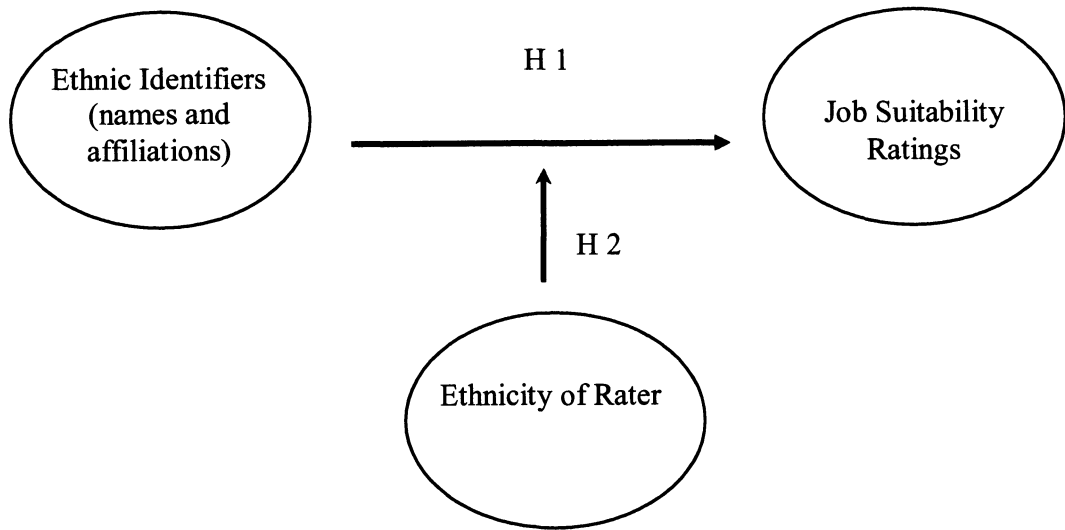


FIGURE 1. Hypotheses 1 and 2.

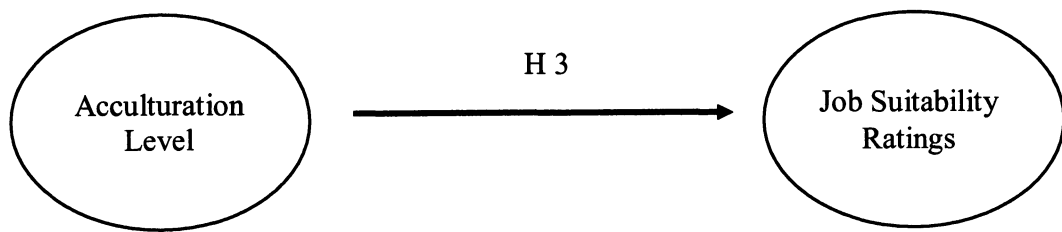


FIGURE 2. Hypothesis 3.

## CHAPTER 2

### METHOD

#### Participants

For the current study, participants were recruited from two ethnic groups: Middle Eastern and Caucasian. To ensure adequate representation of the Middle Eastern group, recruitment efforts were targeted towards culturally oriented student organizations at local college campuses as well as community organizations. Student organizations at CSULB, California State University, Fullerton, Chapman University, Coastline Community College and one local mosque were the primary targets with regard to recruiting Middle Eastern participants. The Caucasian participants were all psychology students at CSULB. The Caucasian sample was taken from a subsample of data collected in a previous study, which was part of the greater research program, using the same research paradigm and measures.

Results of an a priori power analysis, using the G\*Power software program (Faul, Erdfelder, Lang, & Buchner, 2007), indicated that a sample size of 42 participants would be needed to achieve a power value of .80 and a medium effect size of .25 in order to detect statistical significance at  $p = .05$  for a multiple regression. Therefore, there would ideally be at least 21 participants in each ethnic subsample. In the current study, the actual sample consisted of 25 Caucasian participants and 26 Middle Eastern participants, yielding a total sample size of  $N = 51$ .



All of the participants were college students at various Southern California universities or community colleges and all were either currently employed or had previous work experience. For the total sample, the mean age was 20.760 ( $SD = 2.631$ ) and most participants were female ( $n = 33$  [64.7%] female and  $n = 18$  [35.3%] male). Within the Caucasian subsample, the mean age was 19.333 ( $SD = 1.579$ ) and also largely consisted of female subjects ( $n = 18$  [72%] female and  $n = 7$  [28%] male). Within the Middle Eastern subsample, the mean age was 22.077 ( $SD = 2.741$ ) and the sample was more evenly distributed between male and female participants ( $n = 15$  [57.7%] female and  $n = 11$  [42.3%] male).

In terms of compensation, White participants received course credits for participation (one credit for each phase of the study), whereas Middle Eastern participants were offered a small amount of monetary compensation (\$5.00) for their participation in the study. Information about the number of students from each organization was collected during the survey and individuals were compensated in regular intervals throughout the study. All of the participants affiliated with a particular organization chose to donate their compensation as a way of fundraising for their organization. Each participant in the study was also entered into a raffle for one of five \$25.00 prizes that they could either accept personally or donate to their organization (if they belonged to an organization). The raffle winners were notified and compensated individually at the end of the study. Individuals who were not affiliated with a particular organization were compensated individually after completing Phase 2.

### Procedure and Materials

The current study consisted of two phases, both of which were administered to participants on-line via SurveyMonkey.com. The Caucasian subsample was recruited via the CSULB Psychology subject pool. To recruit Middle Eastern participants for the study, the researcher distributed either electronic or hardcopy flyers to various student and cultural organizations of interest. This flyer contained basic information about the study, consistent with a cover story to be presented to participants at the beginning of the study, as well as information about the time required for both phases, the researcher's contact information, compensation information and instructions on how to participate in the study (see Appendix A). Several in-person visits were made by the researcher to various student and community groups of interest in an effort to generate participation in the study. Hardcopy flyers were handed out during these visits along with the researcher's contact information to those who were interested in completing the study. Participants recruited via the subject pool viewed similar information when they registered online for the study (except that the compensation mechanism was for course credits instead of \$5.00).

Participants recruited through student organizations were instructed to e-mail the researcher if they would like to take part in the study. Once a participant sent an e-mail indicating their interest to the researcher, they were sent an e-mail with a randomly assigned participant identification number and the URL for Phase 1 of the study. Participant ID numbers were used to avoid collecting more sensitive personal information, such as student ID numbers, while still allowing for accurate record keeping to track who completed both phases and how many participants completed the study from

each organization. Participants recruited through the Psychology subject pool signed-up for the study through the Experimetrix website. Once signed up for the experiment, they were given access to the URL for Phase 1.

The URL for Phase 1 directed participants to a Survey Monkey page to begin the study. After participants accessed the website for Phase 1, they viewed a welcome page that included a brief cover story for the experiment and asked for their Participant ID number (student organization and community participants) or student ID number (subject pool participants). They then viewed the informed consent form, which included detailed information about the study including the process, purpose, compensation for participation, potential risks and benefits, confidentiality and rights of research subjects (see Appendix B). If the participant did not agree to electronically sign the informed consent form, they were directed to a page thanking them for their interest and exited the survey. If the participant agreed to the informed consent form, they proceeded to the first survey. During Phase 1, participants completed surveys assessing their acculturation and modern racism levels. Demographic information was also collected, including ethnicity, age, gender, work experience and the name of their organization, if applicable.

Once participants completed Phase 1 of the study, the researcher e-mailed them the URL for Phase 2. Since Phase 1 included a measure on modern racism, a five-day interval between the two phases was required to ensure that participants' exposure to the racism measure in Phase 1 would not affect their responses during Phase 2.

When participants accessed the URL for Phase 2 they were asked for their participant ID number or student ID number and to confirm they had completed Phase 1. They were also presented with a more complete cover story (see Appendix C). This

cover story explains that a professor in the Psychology Department at CSULB and her research team have been asked to pilot test a new personnel selection procedure for an international company and that participants have been asked to complete Phase 2 because they have similar characteristics to the company's recruiters. Next, participants were presented with five fictitious resumes for male job applicants. First, an Asian resume was presented, followed by a Caucasian or neutral resume (i.e., Christopher Johnson, The Rotary Service Society of San Diego). Next, participants viewed a fully identified Middle Eastern resume with an ethnic name and affiliation (i.e., Mohammed Abdallah, Mt. Carmel High School Middle Eastern Student Association). This was followed by a Hispanic resume. The last resume to be presented was a partially identified Middle Eastern resume with an ethnic name and neutral affiliation (i.e., Mahmud Ozturk, The San Diego Soup Kitchen; see Appendix D). It is important to note that only the Middle Eastern and Caucasian resumes were of interest for the current study; the Hispanic and Asian resumes were used as fillers and these resumes intentionally presented lower qualifications than the target resumes.

The presentation of the Caucasian, fully identified and partially identified Middle Eastern resumes was counter-balanced during the course of the experiment (see Appendix D). The resumes used in Phase 2 were adapted from previous studies by Derous et al. (2008, 2009) and had been pilot-tested for identifiers (name and affiliation) as well as the equivalence of resume aspects (e.g., education and work experience) with a separate sample of psychology students as part of the Lopez (2009) study at CSULB.

Participants were asked to rate the job suitability of each applicant in relation to a specific job posting presented to them. The job posting used was also adapted from

postings used in previous studies conducted by Derous et al. (2008; 2009) but modified with local information (see Appendix E). The purpose of the job posting was to provide participants with a general frame of reference when providing their job suitability ratings.

As a manipulation check, participants were asked to type in the name of each applicant (found on the resumes) before they rated the applicant's job suitability. After the job suitability ratings task was completed, participants were asked to rank order all of the resumes from 1 to 5 (1 = the highest ranked resume for the position; 5 = the lowest ranked). Finally, participants were debriefed on the full purpose of the study as well as the outcomes being investigated (see Appendix F) and thanked for their participation in the study.

## Measures

### Perceived Job Suitability

The researcher assessed participants' perceived job suitability ratings for the resumes provided with a measure developed by Derous et al. (2009). Derous and colleagues developed this measure by adapting previously used measures of hiring discrimination. Aside from the first question, which asks the participant to write in the name of the resume applicant they are evaluating, the measure consists of five 5-point Likert-type items (see Appendix G). The first two items were originally adopted from Bart, Hass, Philbrick, Sparks, and Williams (1997), to assess participants' overall impression of an applicant. The last three items, originally adopted from McIntyre, Morberg, and Posner (1980), assess participants' hiring intentions towards the applicant. Each of these three questions allows for responses ranging from 1 to 5 (1 = very low to 5 = very high). The last question, which reads, "What is the likelihood that you would

indicate that the job applicant is not considered for this or further job openings” has been reverse coded (1 = very high to 5 = very low). To determine an overall job suitability rating, the average of the five questions is used. Derous et al. (2009) found satisfactory internal consistency reliability for the measure, with Cronbach’s alphas of  $\alpha = .87$  for the American sample and  $\alpha = .88$  for the Dutch sample.

In the current study, the perceived job suitability ratings for all three of the resumes of interest were found to have satisfactory internal consistency reliability. Specifically, ratings for the White resume yielded an alpha of  $\alpha = .826$ , the partially identified Middle Eastern resume  $\alpha = .854$ , and the fully identified Middle Eastern resume  $\alpha = .850$ .

### Resume Ranking

Another means of assessing participants’ hiring judgments for the target resumes is the resume ranking measure. This measure asks participants to rank order all of the five job applicants from 1 to 5 (1 = highest ranked for the interview and 5 = lowest ranked for the interview) in the order they would choose to invite the applicants back for the next phase of the selection process, an oral interview (see Appendix H). This measure was also adopted from Derous et al. (2006). The purpose of including the resume ranking is to augment the information gathered with the perceived job suitability ratings. By forcing participants to rank one applicant over another, a more distinct pattern of discrimination might emerge.

### Abbreviated Multidimensional Acculturation Scale

To assess the acculturation level of the Middle Eastern participants, a portion of the Abbreviated Multidimensional Acculturation Scale (AMAS) was used. The scale was originally developed by Zea, Asner-Self, Birman, and Buki (2003) as a 42 item measure with four subscales. Each subscale contains parallel questions relating to American acculturation and culture of origin acculturation. These subscales include cultural identity, language, cultural competence and total American or culture of origin acculturation. For the purpose of this study, only the cultural identity subscale was used, as these questions are the most relevant to the hypotheses to be tested. The cultural identity subscale consists of 12 questions (six referring to American acculturation and six referring to culture of origin acculturation) to be answered using a 4-point Likert-type response scale (1 = Strongly Disagree to 4 = Strongly Agree; see Appendix I). A participant's overall acculturation level is expressed as both the average score of the American cultural identity items and the average score of the culture of origin identity questions. In the present study, a high average score on the American cultural identity scale indicated a high level of acculturation, while a high average score on the culture of origin identity scale indicated a low level of acculturation.

A validation study conducted by Zea et al. (2003) using college students and Latino/Latina samples has demonstrated good internal consistency reliability for Zea et al.'s cultural identity subscale. Specifically, in a college sample with 154 subjects, the American cultural identity subscale yielded an excellent alpha of  $\alpha = .96$ , and the Latino/Latina cultural identity subscale also had a high alpha of  $\alpha = .90$ . The authors also demonstrated strong convergent and divergent validity: strong convergent validity

was found between the American cultural identity subscale and the Bicultural Involvement Questionnaire (BIQ-B) Americanism measure,  $r(43) = .40, p < .01$ , while strong divergent validity was found between the same measure and the Latino cultural identity subscale,  $r(40) = .01, p > .05$  (Zea et al., 2003). The current study also demonstrated excellent internal consistency reliability. Specifically, the American cultural identity subscale yielded an alpha of  $\alpha = .944$  and the culture of origin identity scale yielded an alpha of  $\alpha = .937$ .

### Modern Racism

The Modern Racism Measure used in the current study was included primarily to serve as a potential covariate by correlating participants' scores on the Modern Racism Measure to their job suitability ratings and resume rankings for Middle Eastern applicants. The Modern Racism Scale was originally developed by McConahay, Hardee, and Batts (1981; see also McConahay, 1986) and then adapted by Deros and colleagues (2009) to measure racism towards ethnic minorities. The adapted measure consists of seven 5-point Likert-type questions (1 = disagree strongly to 5 = agree strongly), assessing attitudes towards ethnic minorities in the United States (see Appendix J). Questions 2, which reads, "It is easy to understand the anger of ethnic minorities in the United States." is the only item on the survey which was reverse coded. A participant's level of racism towards ethnic minorities is determined by averaging their answers to all 7 questions. Deros et al. (2009) reported a Cronbach's alpha of  $\alpha = .86$  for the American sample and  $\alpha = .81$  for the Dutch sample. In the present study, the scale demonstrated satisfactory internal consistency reliability with an alpha of  $\alpha = .797$ .



### Biographical Data Survey

A demographic questionnaire was also included in the current study to gather information on pertinent participant characteristics. This survey included a total of four questions, assessing the participants' ethnicity, age, gender and work experience. Participants recruited through student organizations were also asked to provide their organization's name in the survey for record keeping purposes (see Appendix K).

## CHAPTER 3

### RESULTS

#### Descriptive Statistics

Table 1 presents the internal consistency reliabilities, correlations, means and standard deviations of the variables of interest in the current study. Of specific interest, Table 1 shows that both the partially and fully identified Middle Eastern resumes received higher average job suitability ratings than the White resume. Specifically, the fully identified Middle Eastern resume received an average rating of  $M = 3.659$ , the partially identified Middle Eastern resume received an average rating of  $M = 3.653$  and the White resume received an average rating of  $M = 3.364$ . This pattern also continued when the mean job suitability ratings were examined by rater ethnicity. Table 2 presents the means and standard deviations for the job suitability ratings given to resumes by rater ethnicity. Both White and Middle Eastern raters gave the partially and fully identified Middle Eastern resumes higher ratings than the White resume. However, Middle Eastern raters gave slightly higher mean ratings to the partially identified Middle Eastern resume ( $M = 3.808$ ), than to the fully identified Middle Eastern resume ( $M = 3.664$ ), whereas White raters gave slightly higher mean ratings to the fully identified Middle Eastern resume ( $M = 3.675$ ), than to the partially identified Middle Eastern resume ( $M = 3.492$ ).

TABLE 1. Correlations, Means and Standard Deviations for Variables of Interest

Measure	Mean	<i>SD</i>	1	2	3	4	5	6
1. Job Suitability Rating for Partial Middle Eastern Resume	3.653	.729	<i>.854</i>	.449*	.172	.222	.224	-.002
2. Job Suitability Rating for Full Middle Eastern Resume	3.659	.693		<i>.850</i>	.044	.024	.382	.061
3. Job Suitability Rating for White Resume	3.364	.640			<i>.826</i>	.273	-.160	.133
4. AMAS – American Cultural Identity Subscale	2.738	.895				<i>.944</i>	.023	.571*
5. AMAS – Culture of Origin Identity Subscale	3.587	.638					<i>.937</i>	-.112
6. Modern Racism	1.906	.639						<i>.797</i>

Note: Internal consistency reliabilities are presented on the diagonal in italics. \* $p < .01$

TABLE 2. Mean Job Suitability Ratings by Ethnicity of Rater

Rater Ethnicity	Partial Middle Eastern Resume		Full Middle Eastern Resume		White Resume	
	Mean	<i>SD</i>	Mean	<i>SD</i>	Mean	<i>SD</i>
White	3.492	.720	3.675	.690	3.358	.670
Middle Eastern	3.808	.718	3.664	.732	3.328	.600

It is important to note that the mean job suitability ratings presented above were determined based on raters' responses to the Perceived Job Suitability Ratings Measure (see Appendix G). This measure used a five-point Likert scale and overall job suitability ratings were determined by taking the mean of the responses to the five questions included on this measure. Therefore, while a distinct pattern of ratings was observed, with the Middle Eastern resumes being rated higher than the White resume, all of the mean scores presented above represent ratings which fall near the middle of the scale used. It is possible that raters felt they did not have sufficient information to make more drastic distinctions between the resumes presented and therefore gave all of the applicants ratings in the middle of the scale with only slight variations.

Table 1 also highlights several interesting correlations between the variables of interest. As was to be expected, there was a strong positive relationship between the partially and fully identified Middle Eastern resumes ( $r = .449, p < .01$ ), indicating that raters tended to rate both of the Middle Eastern resumes either high or low. There was also a strong positive relationship demonstrated between the AMAS American cultural identity subscale and the Modern Racism Measure ( $r = .571, p < .01$ ), which indicates that those who identified more heavily with American culture showed higher levels of discriminative responses on the Modern Racism Measure. As was expected, White raters had higher average scores on the Modern Racism Measure ( $M = 2.157; SD = .606$ ) than Middle Eastern raters ( $M = 1.665; SD = .584$ ). It was also observed that Middle Eastern raters showed higher levels of identification with their culture of origin ( $M = 3.587, SD = .638$ ) rather than with American culture ( $M = 2.738, SD = .895$ ).

### Hypothesis Testing

Hypothesis 1 predicted that White raters would discriminate against the Middle Eastern resumes by giving lower job suitability ratings to them (particularly the fully identified Middle Eastern resume) than to the White (neutral) resume. For Hypothesis 1, a one-way repeated-measures ANOVA was conducted using job suitability ratings as the dependent variable and resume ethnic identifiers (a within-subjects factor with three levels: neutral, partially identified Middle Eastern and fully identified Middle Eastern). Note that only the subsample of White raters was used for this test ( $n = 24$ ), so that the results could be compared with Derous et al.'s (2009) findings and therefore provide evidence for White raters' hiring discrimination against Middle Eastern resumes if any. However, the findings did not support Hypothesis 1:  $F(2, 46) = 1.844$ ,  $MSE = .607$ ,  $p = .170$ ,  $\eta^2 = .074$ . In fact, although not significantly different, the fully identified Middle Eastern resume received the highest mean rating ( $M = 3.675$ ;  $SD = .690$ ), followed by the partially identified Middle Eastern resume ( $M = 3.492$ ;  $SD = .720$ ), and the White resume ( $M = 3.358$ ;  $SD = .670$ ). These findings were in the opposite direction of past research.

Note that in addition to the results of Hypothesis 1, an exploratory analysis was conducted using Middle Eastern raters only ( $n = 25$ ) with the expectation that Middle Eastern raters would give higher ratings to both the partially and fully identified Middle Eastern resumes than to the White resume. Results did support the exploratory analysis:  $F(2, 48) = 3.860$ ,  $MSE = 1.517$ ,  $p < .05$ ,  $\eta^2 = .139$ . Specifically, results indicated that there was a significant difference between mean job suitability ratings given to the White resume ( $M = 3.328$ ;  $SD = .600$ ) and the partially identified Middle Eastern resume ( $M = 3.808$ ;  $SD = .718$ ),  $F(1, 24) = 6.448$ ,  $MSE = 5.760$ ,  $p < .05$ ,  $\eta^2 = .212$ .

Hypothesis 2 predicted that the relationship between ethnic identifiers and job suitability ratings would be moderated by the rater's ethnicity. Therefore, a two-way repeated-measures ANOVA was conducted, with job suitability ratings as the dependent variable, the within-subjects factor of resume ethnic identifiers (three levels: neutral, partially identified Middle Eastern and fully identified Middle Eastern), and the between-subjects factor of rater ethnicity (Middle Eastern or Caucasian). Results of the ANOVA indicated that Hypothesis 2 was not supported. While there was a significant main effect for ethnic identifiers on job suitability ratings,  $F(2, 94) = 4.536$ ,  $MSE = 1.640$ ,  $p < .05$ ,  $\eta^2 = .088$ , there was no significant interaction effect,  $F(2, 94) = 1.285$ ,  $MSE = .465$ ,  $p = .281$ ,  $\eta^2 = .027$ . Note that since there was a main effect of ethnic identifiers, tests of within-subjects contrasts were conducted, showing that participants rated the partially identified Middle Eastern resume ( $M = 3.653$ ) significantly higher than the White resume ( $M = 3.343$ ),  $F(1, 47) = 6.113$ ,  $MSE = 4.606$ ,  $p < .05$ ,  $\eta^2 = .115$ .

Hypothesis 3 predicted that Middle Eastern raters' level of acculturation would influence their evaluation of Middle Eastern applicants. Specifically, Hypothesis 3 predicted that Middle Eastern raters ( $n = 21$ ) with lower levels of acculturation would give more favorable ratings to Middle Eastern resumes, while those with higher levels of acculturation would give lower job suitability ratings to Middle Eastern resumes. For this hypothesis, regressions were performed because raters' acculturation level is a continuous variable. The dependent variable was raters' job suitability ratings for the partially or fully identified Middle Eastern resumes. The continuous independent variable of acculturation level was operationalized by using raters' mean scores on the AMAS culture of origin and AMAS American cultural identity subscales. A total of four

regression procedures were performed to examine the effects of high acculturation (i.e., high average score on the American identity items) or low acculturation (i.e., high average score on the culture of origin identity items) on the partially and fully identified Middle Eastern resumes. In each regression, job suitability ratings were regressed on the rater's acculturation level.

Taken together, the regression results only partially supported Hypothesis 3 (see Table 3). There was a marginally significant result for the fourth regression which indicated that low levels of acculturation (i.e., high culture of origin identity mean score) contributed to Middle Eastern raters' giving higher mean job suitability scores to the fully identified Middle Eastern resume,  $R^2 = .146$ ,  $F(1, 20) = 3.247$ ,  $p < .10$ ;  $\beta = .382$ ,  $t(19) = 1.802$ ,  $p < .10$ . In other words, 14.6% of the data variance was explained by Middle Eastern raters' low levels of acculturation. However, low levels of acculturation (i.e., high culture of origin identity mean score) failed to account for a significant portion of Middle Eastern raters' job suitability ratings for the partially identified Middle Eastern resume. Similarly, it appears that high levels of acculturation (i.e., high American cultural identity mean score) failed to account for a significant portion of Middle Eastern raters' job suitability ratings for either the partially or fully identified Middle Eastern resumes. Note that because a significant correlation was found between raters' scores on the AMAS American cultural identity subscale and the Modern Racism Measure, the researcher did separately add the Modern Racism mean score as a covariate with the American cultural identity subscale in the regression analyses; however, the results were not significant and thus were not reported in the present study.

TABLE 3. Regression Results for Hypothesis 3

	<i>B</i>	<i>SEB</i>	$\beta$	<i>t</i>	Sig.
Partial Middle Eastern Resume					
AMAS American Cultural Identity Subscale	.178	.179	.222	.991	.334
AMAS Culture of Origin Identity Subscale	.252	.251	.224	1.002	.329
Full Middle Eastern Resume					
AMAS American Cultural Identity Subscale	.019	.184	.024	.105	.918
AMAS Culture of Origin Identity Subscale	.429	.238	.382	1.802	.087*

\*  $p < .10$



## CHAPTER 4

### DISCUSSION

#### Summary of Findings

Hypothesis 1 predicted that White raters would give lower mean job suitability ratings to the partially and fully identified Middle Eastern resumes as compared to the White resume. However, the findings showed that this hypothesis was not supported. A follow-up exploratory analysis was conducted predicting that the subsample of Middle Eastern raters would give higher mean ratings to the partially and fully identified Middle Eastern resumes as compared to the White resume. Results of this analysis showed that Middle Eastern raters did give significantly higher mean job suitability ratings to the partially identified Middle Eastern resume as compared to the White resume.

Hypothesis 2 predicted that the relationship between ethnic identifiers and job suitability ratings would be moderated by the rater's ethnicity. While this hypothesis was not supported, findings did indicate that there was a main effect of ethnic identifiers. Specifically, results showed that participants gave significantly higher mean job suitability ratings to the partially identified Middle Eastern resume compared to the White resume.

Finally, Hypothesis 3 predicted that Middle Eastern raters with low levels of acculturation would give higher mean job suitability ratings to Middle Eastern resumes than those with high levels of acculturation. This hypothesis was only partially

supported, with findings indicating that low levels of acculturation contributed to raters giving higher mean job suitability scores to the fully identified Middle Eastern resume.

#### Absence of Discrimination

Previous studies (Derous et al., 2006, 2009) demonstrated that when American samples were used, applicant resumes with Arab affiliations or Arab names and affiliations received the lowest job suitability ratings compared with Caucasian resumes. However, in the present study, the results did not replicate previous findings that White raters would show discriminative behavior by giving lower job suitability ratings to the two Middle Eastern resumes as compared to the White resume, regardless of the level of ethnic identification. Rather than providing evidence of discrimination, the results showed that the fully identified Middle Eastern resume received the highest average job suitability rating, followed by the partially identified Middle Eastern resume. While the mean scores did not approach a statistically significant level, they might indicate that results are moving in a positive direction compared to those reported in the Derous et al. (2006, 2009) studies. Additionally, the present study's results were consistent with those in Lopez (2009) who also found that there was no significant difference in White raters' job suitability ratings for the Middle Eastern resumes compared to the White resume, and that Middle Eastern resumes received slightly higher ratings than the White resume.

Lopez (2009) speculated that the unexpected results might be a function of the change in the gender of job applicants. In the past, Derous et al. (2006, 2009) utilized a set of male names to represent job applicants, whereas Lopez used a set of female names. To explain her findings, Lopez raised the possibility that Middle Eastern females might experience less discrimination than Middle Eastern males. However, in the present

study, the author reverted to using a set of male names on the resumes of interest and the results were still in the same direction as those in Lopez's (2009) study. Taken together, it is possible that the results show that hiring discrimination towards Middle Eastern applicants, regardless of gender, is truly on the decline.

However, it is also possible that the results reflect regional differences, which may impact the prevalence of hiring discrimination since the Derous et al. (2006, 2009) studies used a sample of White subjects from a Midwest university (i.e., in Michigan), whereas Lopez (2009) and the author of the current study used samples of White subjects from a university in Southern California. One such regional difference that could have impacted the level of observed discrimination is the percent of foreign born residents in Southern California versus that in the states in the Midwest. For example, within California, 27.2% of the total population is foreign born, compared to only 6.0% of the total population of Michigan (U.S. Census Bureau, 2010). Therefore, it is possible that participants from Southern California would demonstrate less discrimination tendency than those in Michigan as a result of being exposed to a more diverse population on a regular basis.

Another possible explanation for the differing results between the current study and those of Derous et al. (2006, 2009) is that these previous studies were conducted shortly after the terrorist attacks of September 11, 2001, whereas the current study was completed more than ten years after that event. Therefore, it is possible that the immediate impact of September 11, 2001 resulted in higher levels of observed discrimination towards the Arab resumes used in the Derous et al. (2006, 2009) studies and that the effects of that event have now sufficiently diminished so that they no longer

significantly affect job suitability ratings for male Middle Eastern applicants.

Additionally, in California job applicants of Middle Eastern descent have not been a part of the state economy debate in terms of ethnic tension, which has been primarily limited to the four main ethnic groups (Whites, Blacks, Latinos, and Asians; Hajnal & Baldassare, 2001). This implies that Middle Eastern applicants are not generally seen as “threatening” competition for jobs.

#### Rater’s Ethnicity as a Moderator

Hypothesis 2 predicted that the relationship between ethnic identifiers and job suitability ratings would be moderated by the rater’s ethnicity. Although Hypothesis 2 was not supported, the results did show a significant main effect for ethnic identifiers on job suitability ratings. These results indicate that, contrary to finding evidence of hiring discrimination, the total sample used in the current study gave significantly higher mean job suitability ratings to the partially identified Middle Eastern resume compared to the White resume. Since this hypothesis was not supported, it did not support previous research (Deros et al., 2006, 2009), which demonstrated evidence of discrimination towards resumes with Arab ethnic identifiers. In fact, these results build upon the results reported by Lopez (2009) who showed no significant difference between job suitability ratings for either of the Middle Eastern resumes and the White resume and also showed preferential treatment for the partially identified Middle Eastern resume. The most likely explanation for these results is that the current study included Middle Eastern subjects, whereas previous studies have used either White only samples (Deros et al., 2006, 2009) or samples with Whites and ethnic minorities other than Middle Eastern (Lopez 2009).

### Effect of Acculturation

Before discussing the findings of Hypothesis 3, the author would like to note that an exploratory analysis was conducted with the Middle Eastern subsample to see if these raters would give higher mean job suitability ratings to the Middle Eastern resumes than to the White resume (following the findings of the first hypothesis as reported above). Results confirmed that Middle Eastern raters gave significantly higher ratings to the partially identified Middle Eastern resume than to the White resume. However, there was no significant difference in Middle Eastern raters' scores between the fully identified Middle Eastern resume and the White resume. The fact that all of the Middle Eastern raters (both those with low and those with high levels of acculturation) were included in this subsample, might explain why preferential treatment was only observed towards the partially identified Middle Eastern resume.

Therefore, Hypothesis 3 extended previous research to examine the role of Middle Eastern raters' acculturation levels on their ratings for Middle Eastern resumes. In three of the four regressions performed, results showed no significant effect of acculturation level on the mean job suitability ratings given to the Middle Eastern resumes. However, the final regression performed did yield a marginally significant result, which demonstrated that Middle Eastern raters with low levels of acculturation (i.e., high level of identification with their culture of origin) gave higher mean ratings to the fully identified Middle Eastern resume. This result did lend partial support for the a priori assumption provided by Social Identity Theory (Tajfel & Turner, 1986) that raters with low levels of acculturation would demonstrate preferential treatment towards Middle Eastern resumes as the result of being perceived as part of the same social group. It is

unclear why this preferential treatment was not extended to include the partially identified Middle Eastern resume as hypothesized. A possible explanation is that Middle Eastern raters with low levels of acculturation favored applicants that demonstrated the highest level of identification with their ethnic group (i.e., participating in ethnic affiliated organizations) but were ambivalent towards those who affiliated themselves with mainstream (non-ethnic) organizations despite their ethnic roots.

The results did not support the assumption that Middle Eastern raters with high levels of acculturation (i.e., high level of identification with American culture) would demonstrate discriminatory behavior towards Middle Eastern resumes, the fully identified Middle Eastern resume in particular, because they viewed the applicants as being part of another social group. However, as the results of Hypothesis 1 demonstrated, White raters did not show any signs of discrimination towards the Middle Eastern resumes of interest. Therefore, it is likely that while Middle Eastern raters with high levels of acculturation associate themselves with another social group, this group (i.e., dominant American culture) does not show discrimination towards the Middle Eastern resumes being investigated.

### Limitations

Although the results of the present study offer a promising future for Middle Eastern applicants entering the workforce, there are several limitations to the study that must be kept in mind when interpreting the results. One possible limitation to consider is the small sample size used for the present study. While the previous studies by Derous et al. (2006, 2009) and Lopez (2009) referenced for the formation of this study had very large sample sizes (121, 294, and 196 subjects respectively), the current study was

limited to a sample size of 51 subjects. However, the results of an a priori power analysis, using G\*Power (Faul, Erdfelder, Lang, & Buchner, 2007), indicated that this sample size was sufficient to detect statistical significance. Therefore, a small sample size is a possible but not likely a probable cause for the lack of significant results observed in the current study.

The second limitation to consider is attrition due to the two-phase format of the study. Collecting an adequate number of Middle Eastern participants for the study proved to be very challenging, first because there are very few culturally orientated organizations to tap into in Southern California, and second because these organizations have limited memberships. After recruiting at organizations at numerous local universities and colleges, the researcher observed that a total of 46 Middle Eastern participants completed Phase 1 of the study. However, only 26 of these participants completed Phase 2. Each participant was contacted several times after completing Phase 1 of the study and urged to complete the second phase. The two-phase design was adopted from previous studies (Derous et al., 2006, 2009) to mitigate the influence of the Modern Racism Measure on participants' responses to the Job Suitability Measure. However, to prevent attrition becoming a limitation in future studies, a one-phase design, with careful ordering of the measures used, would be preferable.

Another possible limitation relates to the sample of Middle Eastern subjects who completed both phases of the study. It is possible that those who chose to complete both phases of the study differed in some way from those who dropped out of the study after Phase 1. Therefore, the high level of attrition for the current study could result in the issue of participants' self-selection. Examining the descriptive statistics, the author also

found that the Middle Eastern subjects who completed the current study were inherently low on their acculturation (American culture  $M = 2.738$ ,  $SD = .895$ ), most likely because they chose to identify with Middle Eastern social groups in the first place (culture of origin  $M = 3.587$ ,  $SD = .638$ ). This would create a restricted range of variance within the study sample, which could make finding significant results more of a challenge.

The final limitation to consider with regards to the current study has to do with the sample job posting that the participants read before making their job suitability ratings. The fictitious job posting is for a fairly low level position, “Field Account Manager’s Assistant” which requires the individual to assist “a field manager in providing customer support and operational support in a retail environment” (see Appendix E). Results from Derous et al. (2009) showed that applicants with ethnic names and affiliations received the lowest job suitability ratings for positions requiring low cognitive demand and little external client contact. While the current study did not show signs of discrimination towards Middle Eastern applicants, it is impossible to tell whether or not the results of previous research would have been supported as only one low cognitive demand position was used. It is possible that results would have displayed different patterns of discrimination or preferential treatment towards Middle Eastern applicants if a high cognitive demand job posting were added to the design of the current study.

Even with the limitations presented above, the present study has offered valuable insights into the status of hiring discrimination against Middle Eastern applicants early in the selection process based on the ethnic identifiers present in their resumes.



### Future Directions

The results of the current study have served to expand on previous research while also providing an interesting perspective on previously unstudied variables affecting resume screening. Previous findings by Derous et al. (2006, 2009) were not supported, however the results of the current study were consistent with those of Lopez (2009), which showed no discrimination towards the Middle Eastern resumes of interest. However, there are several factors which require further investigation before the conclusion can be reached that discrimination towards Middle Eastern applicants has in fact declined. Most important of these factors are the samples that were used in the Derous et al. (2006, 2009) studies compared to the sample used for the current study. Since the Derous et al. (2006, 2009) studies used a White college sample from the Midwest, and the current study used a White college sample from Southern California, it is possible that the observed difference in results is due to differential characteristics within the samples that have not been identified. Further replication of the current and previous studies must be conducted with regional differences in socio-political views as a possible moderator, in order to detect if there is an underlying difference within these samples.

While the current study did not support the findings by Derous et al. (2006, 2009), the results were consistent with those of Lopez (2009) who also did not detect any discrimination towards the Middle Eastern resumes. Lopez (2009) used a very similar sample and design to that of the current study. However, female names were used on the resumes as opposed to the male names used in the current study. The fact that no discrimination was found in either study, despite their differences, provides strong

evidence that the raters in both studies did not demonstrate discriminative behavior towards the Middle Eastern resumes. However, to confirm this supposition, further studies must be conducted to specifically investigate the effect of applicant gender, if any, on hiring discrimination towards Middle Eastern applicants.

Perhaps the most important aspect of the current study is the fact that not only was discrimination not observed, but that the Middle Eastern resumes actually received higher job suitability ratings than the other resumes included in the study. Within the White subsample, there was a trend to rate the fully and partially identified Middle Eastern resumes higher than the White and filler resumes. While this result was not statistically significant, it does contradict previous results (Derous et al., 2006, 2009) and offers the possibility that hiring discrimination towards Middle Eastern applicants is not prevalent, at least among college students in Southern California. However, it would be interesting to investigate if in future studies using an older sample of raters, such as individuals who have been working as company recruiters for a minimum of ten years, would yield a different pattern of discrimination towards Middle Eastern resumes.

As noted earlier, the current study used only one job posting for a low cognitive demand position although a previous study's (Derous et al., 2009) results indicated that the inclusion of a second higher cognitive demand job posting may alter the pattern of discrimination observed towards Middle Eastern resumes. Another level of manipulation that should be included in future studies on this subject is the level of qualification presented in the resumes themselves. Future studies should investigate the effects of varying levels of applicant qualification (e.g., minimally qualified, highly qualified, and over qualified) on the job suitability ratings given for Middle Eastern resumes. It is

possible that the combination of cognitive demand required for a position and an applicant's level of qualification may result in a distinct pattern of discrimination, which has not yet been observed.

The current study also offers insight into the ways in which Middle Eastern raters' acculturation levels affect their job suitability ratings for Middle Eastern applicants. Results indicated preferential treatment within the Middle Eastern subsample for the Middle Eastern resumes over the White resume. However, since only the raters' acculturation level was investigated, it is possible that other characteristics influenced the observed results. For instance, if assimilation, rather than acculturation, were studied using a scale specifically designed to measure assimilation it is possible that a larger discrepancy would be seen in the job suitability ratings given by Middle Eastern raters who are high and low on assimilation. Further investigation of Middle Eastern raters' job suitability ratings for Middle Eastern applicants is certainly required to fully understand the factors which influence their ratings of others within their perceived social group as well as to replicate the current study's findings.

## APPENDICES

**APPENDIX A**  
**SAMPLE RECRUITMENT ADVERTISEMENT**

## SAMPLE RECRUITMENT ADVERTISEMENT

### “Assessing the Relevancy and Effectiveness of a Personnel Selection Program – Study 2”

Employed Students Needed
--------------------------

Dr. Hannah-Hanh Nguyen (psychology department) and her graduate students need to recruit college students of diverse ethnic backgrounds for a pilot study of personnel selection materials. This study has **two (2) phases** for a total of 30 minutes of participation.

- WHO** College students.  
Currently or previously employed.  
18 years of age or older  
Have NOT participated in a previous study entitled “Assessing the Relevancy and Effectiveness of a Personnel Selection Program – Study 1”
- WHAT** **Two** on-line surveys (approximately 15 minutes each)
- WHEN** Whenever you have about 15 minutes of uninterrupted time to answer each of the surveys.
- WHERE** Anywhere you have internet access.
- HOW** Please e-mail one of the researchers listed below to receive the URL for the study.  
Be sure to include your **name, phone number and your organization’s name** in your e-mail to the researcher.

After you complete Phase 1, you will receive an e-mail from the researcher with the URL for Phase 2 of the study.

After you complete **both Phase 1 and Phase 2**, you will receive \$5.00 for your participation. [For Subject Pool Participants: “you will receive two course credits for your participation.”] You will also be entered into a raffle for the potential to win one of five \$25.00 prizes.

Any questions? Contact:

Hadeel El-Ahraf  
xxx-xxx-xxxx  
xxxxxxx@gmail.com

★ Thank you for your interest! ★

**APPENDIX B**  
**INFORMED CONSENT FORM**

## INFORMED CONSENT FORM FOR PARTICIPANTS RECRUITED THROUGH CULTURAL STUDENT ORGANIZATIONS

Thank you for your interest in this study.  
Please read the consent form before proceeding to the next page.

You are invited to participate in a research study conducted by Hadeel El-Ahraf (graduate student) and Dr. Hannah-Hanh D. Nguyen in the Psychology Department at California State University, Long Beach (CSULB). This research is for Industrial Organizational Psychologists to pilot-test a selection program for job recruiters for a multi-national company. You will receive \$5.00 for your completion of BOTH phases of the study. Also, you will be entered into a raffle for the potential to win one of five \$25.00 prizes. To qualify to participate in this study you need to be a college student, 18 years old or older, and need to be employed or previously employed. You must also NOT have participated in the previous study, "Assessing the Relevancy and Effectiveness of a Personnel Selection Program – Study 1" conducted by Maria Lopez.

### **Purpose of the Research**

Dr. Hannah-Hanh D. Nguyen, Assistant Professor of Psychology at CSULB, and her research team are pilot-testing a selection program for personnel recruiters for a multi-national company.

**Participate** anywhere you have internet access.

This study has two phases. Today, in Phase 1, you will complete a self-paced questionnaire to determine if your characteristics match those of actual job recruiters of this company. Phase 1 will take about 15-20 minutes to complete. You can participate from home or anywhere with internet access.

After you complete Phase 1, you will receive an e-mail from the researchers with the URL for Phase 2.

In Phase 2, you will engage in simulated job recruiting exercises. Phase 2 will take about 15 to 20 minutes to complete.

For this study you will be asked to provide the participant ID number given to you by the researcher via e-mail. Your ID number will be used for various purposes. It will be used to determine whether you have completed Phase 1 of the study in order to be eligible to participate in Phase 2. Additionally, it will allow the experimenter to keep track of your responses from Phase 1 and Phase 2 for data analysis. Moreover, it will enable the experimenter to keep track of the amount of money your organization has earned from your participation in Phase 1 and Phase 2. Your participant ID number will also be entered into a raffle at the end of the study for one of five \$25.00 prizes. The contact



information associated with your participant ID number will be used to notify you if you have won one of these prizes.

**Attention!**

There must be at least a **5-day interval** between Phase 1 and Phase 2.

**Potential Risks and Discomforts**

There is a minimal chance that the length of the experiment may cause some fatigue, and that some questionnaire items may be uncomfortable to you. However, you can choose to skip any questions.

**Potential Benefits and Compensation to Subjects**

If you complete **BOTH Phase 1 and Phase 2**, then you will receive \$5.00. Also, you will be entered into a raffle for the potential to win one of five \$25.00 prizes to be awarded to your organization. You will gain insight into methods of scientific research and/or a personnel selection process.

**Confidentiality**

Confidentiality will be maintained to the degree permitted by the technology used and no guarantee can be made regarding the tracking or interception of subject's responses by any third parties.

**Participation and Withdrawal**

You can choose whether to be in this study or not. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind. Participation or non-participation will not affect your course grade or any other personal consideration or right you usually expect. You may also refuse to answer any questions you do not want to answer and still remain in the study. The investigator may withdraw you from this research if circumstances arise which in the opinion of the researcher warrant doing so (e.g., unserious participation, not meeting eligibility criteria for the study).

**Identification of Investigators**

If you have any questions or concerns about the research, please feel free to contact Hadeel El-Ahraf at (xxx) xxx-xxxx (graduate student) and/or her supervisor, Dr. Hannah-Hanh D. Nguyen, at (xxx) xxx-xxxx.

**Rights of Research Subjects**

You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you have questions regarding your rights as a research subject, contact the Office of University Research, CSU Long Beach, 1250 Bellflower Blvd., Long Beach, CA 90840; Telephone: (562) 985-5314 or e-mail to [research@csulb.edu](mailto:research@csulb.edu).

**Signature of Research Subjects**

I understand the procedures and conditions of my participation as described above. My questions have been answered to my satisfaction, and I agree to participate in this study.

(You can print out this Informed Consent form for your record if you so desire. You indicate your voluntary agreement to participate in this study by clicking on the “I accept” button.)

If you are willing to participate in this study, please click ‘I accept.’

I accept the above terms

Yes

No

Participant ID: \_\_\_\_\_

INFORMED CONSENT FORM FOR PARTICIPANTS RECRUITED THROUGH  
PSYCHOLOGY SUBJECT POOL

Thank you for your interest in this study.  
Please read the consent form before proceeding to the next page.

You are invited to participate in a research study conducted Hadeel El-Ahraf (graduate student) and Dr. Hannah-Hanh D. Nguyen in the Psychology Department at California State University, Long Beach (CSULB). This research is for Industrial Organizational Psychologists to pilot-test a selection program for job recruiters for a multi-national company. You will receive up to two (2) course credits. To qualify to participate in this study you need to be a college student, 18 years old or older, and need to be employed or previously employed. You must also NOT have participated in a previous study, “Assessing the Relevancy and Effectiveness of a Personnel Selection Program – Study 1” conducted by Maria Lopez

**Purpose of the Research**

Dr. Hannah-Hanh D. Nguyen, Assistant Professor of Psychology at CSULB, and her research team are pilot-testing a selection program for personnel recruiters for a multi-national company.

**Participate** anywhere you have internet access.

This study has two phases. Today, in Phase 1, you will complete a self-paced questionnaire to determine if your characteristics match those of actual job recruiters of this company. Phase 1 will take about 15-20 minutes to complete. You can participate from home or anywhere with internet access.

After you complete Phase 1, you will receive an e-mail from the researchers with the URL for Phase 2.

In Phase 2, you will engage in simulated job recruiting exercises. Phase 2 will take about 15 to 20 minutes to complete.

For this study you will be asked to provide your student ID number. Your ID number will be used for various purposes. It will be used to determine whether you have completed Phase 1 of the study in order to be eligible to participate in Phase 2. Additionally, it will allow the experimenter to keep track of your responses from Phase 1 and Phase 2 for data analysis. Moreover, it will enable the experimenter to keep track of the number of course credits you have earned from your participation in Phase 1 and Phase 2. The contact information associated with your ID number will be used to notify you if you have won one of these prizes.

**Attention!**

There must be at least a **5-day interval** between Phase 1 and Phase 2.

**Potential Risks and Discomforts**

There is a minimal chance that the length of the experiment may cause some fatigue, and that some questionnaire items may be uncomfortable to you. However, you can choose to skip any questions.

**Potential Benefits and Compensation to Subjects**

If you complete BOTH Phase 1 and Phase 2, then you will receive two (2) course credits. (If for some reason, you only complete Phase 1 survey, you will receive one (1) course credit.) You will gain insight into methods of scientific research and/or a personnel selection process.

**Confidentiality**

Confidentiality will be maintained to the degree permitted by the technology used and no guarantee can be made regarding the tracking or interception of subject's responses by any third parties.

**Participation and Withdrawal**

You can choose whether to be in this study or not. If you volunteer to be in this study, you may withdraw at any time without consequences of any kind. Participation or non-participation will not affect your course grade or any other personal consideration or right

you usually expect. You may also refuse to answer any questions you do not want to answer and still remain in the study. The investigator may withdraw you from this research if circumstances arise which in the opinion of the researcher warrant doing so (e.g., unserious participation, not meeting eligibility criteria for the study).

**Identification of Investigators**

If you have any questions or concerns about the research, please feel free to contact Hadeel El-Ahraf at (xxx) xxx-xxxx (graduate students) and/or her supervisor, Dr. Hannah-Hanh D. Nguyen, at (xxx) xxx-xxxx.

**Rights of Research Subjects**

You may withdraw your consent at any time and discontinue participation without penalty. You are not waiving any legal claims, rights or remedies because of your participation in this research study. If you have questions regarding your rights as a research subject, contact the Office of University Research, CSU Long Beach, 1250 Bellflower Blvd., Long Beach, CA 90840; Telephone: (562) 985-5314 or e-mail to [research@csulb.edu](mailto:research@csulb.edu).

**Signature of Research Subjects**

I understand the procedures and conditions of my participation as described above. My questions have been answered to my satisfaction, and I agree to participate in this study.

(You can print out this Informed Consent form for your record if you so desire. You indicate your voluntary agreement to participate in this study by clicking on the “I accept” button.)

If you are willing to participate in this study, please click ‘I accept.’

I accept the above terms

Yes

No

**APPENDIX C**  
**COVER STORY**

## COVER STORY

*Hafek and Associates*, a multinational human capital and management consulting firm, is developing a personnel selection system for new job recruiters. After being trained on the new personnel selection program, their recruiters may go to college job fairs and recruit recent graduates for entry-level jobs.

*Hafek and Associates* has commissioned Dr. Hannah-Hanh Nguyen, Professor of Psychology at California State University, Long Beach (CSULB), and her research team to fine-tune this personnel selection program. The first stage is to pilot-test the program for its effectiveness and relevancy. Because the majority of new job recruiters are recent college graduates, we would like to invite you to participate in this pilot study.

You have completed a self-paced questionnaire to determine if your characteristics match those of *Hafek's* new job recruiters. Because you qualify, you are invited to this pilot study. During this phase, you will be administered the personnel selection program. The program includes simulated job recruiting exercises. The program is aimed at helping job recruiters be more efficient in their job.

**APPENDIX D**

**RESUMES**

## RESUMES

First order of presentation:

### 1. Hispanic resume (filler)

#### **Salvador Hernandez**

[address deleted]

<b>Education</b>	High School Diploma, Carlsbad High School	Carlsbad, CA
2006		
<b>Work</b>	<b>JC Penney Co.</b>	2004-
2005		
<b>Experience</b>	San Diego, CA <i>Shoe Sales Clerk</i>	
	<ul style="list-style-type: none"><li>● Assisted customers with locating and trying on shoes</li><li>● Shelved shoes</li></ul>	
	<b>San Diego Public Library</b>	2005-
	2006	
	San Diego, CA	
	<i>Library Assistant</i>	
	<ul style="list-style-type: none"><li>● Tracked new books and publications</li></ul>	
<b>Affiliations</b>	The Unidad Latino Student Association	

### 2. Middle Eastern resume – partially identified (target)

#### **Mahmud Ozturk**

[address deleted]

<b>Education</b>	High School Diploma, Mission Bay High School	San Diego, CA
2006		
<b>Work</b>	<b>North County Times</b>	2004-
2005		
<b>Experience</b>	Oceanside, CA <i>Delivery Staff</i>	



- Took local customers' orders
- Delivered daily newspapers to customers in several neighborhoods

**The Home Depot** 2005-  
2006  
San Diego, CA  
*Purchasing Assistant*

- Categorized and prepared purchase orders
- Tracked orders

**Affiliations** The San Diego Soup Kitchen

3. Caucasian resume (target)

**Christopher Johnson**

[address deleted]

**Education** High School Diploma, Oceanside High School Oceanside, CA  
2006

**Work** **Borders Bookstore** 2004-  
2005

**Experience** Carlsbad, CA  
*Store Assistant*

- Assisted customers with locating books
- Arranged book/printed materials display

**Geico Publisher** 2005-  
2006  
San Clemente, CA  
*Cataloging Clerk*

- Copied and catalogued books and other publications

**Affiliations** The Rotary Service Society of San Diego

4. Asian resume (filler)

**Cheng Zhao**

[address deleted]

**Education** High School Diploma, Rancho Bernardo High School, San Diego, CA  
2006

**Work** **Walmart** 2004-  
2005

**Experience** Oceanside, CA  
*Store Greeter*

- Greeted customers at the door
- Handed out store fliers

**AGA Electronics** 2005-  
2006

La Jolla, CA  
*Electronics Assembler*

- Worked in an assembly line

**Affiliations** Rancho Bernardo High School Asian-American Student Association

5. Middle Eastern resume – fully identified (target)

**Mohammed Abdallah**

[address deleted]

**Education** High School Diploma, Mt. Carmel High School San Diego, CA  
2006

**Work** **The Diner's Club** 2004-  
2005

**Experience** San Diego, CA  
*Food Service Employee*

- Took orders from customers
- Handled money transactions

**Sensydiam** 2005-  
2006  
Carlsbad, CA  
*Data Entry Operator*

- Entered survey responses into spreadsheets
- Updated the status of databases

**Affiliations** Mt. Carmel High School Middle Eastern Student Association

**Counterbalanced order of presentation:**

1. Asian resume (filler)

**Cheng Zhao**

[address deleted]

**Education** High School Diploma, Rancho Bernardo High School, San Diego, CA  
2006

**Work** **Walmart** 2004-  
2005

**Experience** Oceanside, CA  
*Store Greeter*

- Greeted customers at the door
- Handed out store fliers

**AGA Electronics** 2005-  
2006  
La Jolla, CA  
*Electronics Assembler*

- Worked in an assembly line

**Affiliations** Rancho Bernardo High School Asian-American Student Association

2. Caucasian resume (target)

**Christopher Johnson**

[address deleted]

**Education** High School Diploma, Oceanside High School Oceanside, CA  
2006

**Work** **Borders Bookstore** 2004-  
2005

**Experience** Carlsbad, CA  
*Store Assistant*

- Assisted customers with locating books
- Arranged book/printed materials display

**Geico Publisher** 2005-  
2006  
San Clemente, CA  
*Cataloging Clerk*

- Copied and catalogued books and other publications

**Affiliations** The Rotary Service Society of San Diego

3. Middle Eastern resume – fully identified (target)

**Mohammed Abdallah**

[address deleted]

**Education** High School Diploma, Mt. Carmel High School San Diego, CA  
2006

**Work** **The Diner's Club** 2004-  
2005

**Experience** San Diego, CA  
*Food Service Employee*

- Took orders from customers
- Handled money transactions

**Sensydiam** 2005-  
2006  
Carlsbad, CA  
*Data Entry Operator*

- Entered survey responses into spreadsheets
- Updated the status of databases

**Affiliations** Mt. Carmel High School Middle Eastern Student Association

4. Hispanic resume (filler)

### **Salvador Hernandez**

[address deleted]

**Education** High School Diploma, Carlsbad High School Carlsbad, CA  
2006

**Work** **JC Penney Co.** 2004-  
2005

**Experience** San Diego, CA  
*Shoe Sales Clerk*

- Assisted customers with locating and trying on shoes
- Shelved shoes

**San Diego Public Library** 2005-  
2006  
San Diego, CA  
*Library Assistant*

- Tracked new books and publications

**Affiliations** The Unidad Latino Student Association

5. Middle Eastern resume – partially identified (target)

### **Mahmud Ozturk**

[address deleted]



APPENDIX E  
JOB POSTING

## JOB POSTING

Job Title: Field Account Manager's Assistant

We at Lorca Outfits & Gears, Inc. are looking for a **Field Account Manager's Assistant**.

The individual is responsible for assisting a field manager in providing customer support and operational support in a retail environment. He/She answers six to ten face-to-face sales calls per day on average. Other tasks include answering customers' questions about product prices, tracking order status, and assisting in staff scheduling. In addition, he/she would be responsible for some operational procedures, including the distribution and processing of product packages.

### Requirements:

- Having at least a high school degree or equivalent.
- Can work with others.
- Having supervisory potentials.
- Friendly attitude towards customers.
- Good oral communication skills.



**APPENDIX F**  
**DEBRIEFING**

## DEBRIEFING

### “HIRING DISCRIMINATION IN THE WORKPLACE”

Thank you for participating in my master’s thesis research project.

#### PURPOSE OF THE STUDY

The study was designed to examine how the raters’ ethnicity, ethnic identity and acculturation levels relate to job suitability ratings. Discrimination remains a very prevalent problem in our society, especially in the workplace. Research has found that an applicant’s name and affiliations influence the job suitability ratings they are given. Additionally, a negative correlation between modern racism and employment recommendations for ethnic minority candidates has been found. Based on these findings, it is critical that we as researchers take a proactive role to address this issue. Given these findings, we have chosen to investigate the effects of rater ethnicity, ethnic identity and acculturation level on job suitability ratings.

#### EXPECTED RELATIONSHIPS

The following are the intended research questions.

1. Whether Middle Eastern raters will have higher perceived job suitability ratings for Middle Eastern applicants, than other applicants.
2. Whether Middle Eastern raters will have higher perceived job suitability ratings for Middle Eastern applicants, than White raters.
3. Whether the salience of the rater's ethnic identity level predicts ratings for Middle Eastern applicants.
4. Whether the salience of the rater's acculturation level predicts ratings for Middle Eastern applicants.

#### IMPLICATION

It is extremely important to identify the consequences of hiring discrimination, such as a lower hiring rate for minorities, and to determine ways in which we can reduce prejudice, and in turn discriminatory practices in the workplace, specifically in the area of personnel selection.

#### CONFIDENTIALITY

Your ID number was taken at the beginning of this study to receive your consent to participate. Confidentiality will be maintained to the degree permitted by the technology used and no guarantee can be made regarding the tracking or interception of subject's responses by any third parties. If you are interested in the results of the study, please feel free to contact xxxxxxxx@gmail.com.

#### IDENTIFICATION OF INVESTIGATORS

If you have any questions, comments or concerns about this research project, please contact either Hadeel El-Ahraf or my faculty sponsor Dr. Hannah-Hanh D. Nguyen at (xxx) xxx-xxxx or at xxxxxxx@csulb.edu. If you have questions regarding your rights as a research subject, please contact the Office of University Research at (562) 985-5314 or at research@csulb.edu.

Again, thank you for your participation.

Hadeel El-Ahraf  
*Graduate Student*  
*M.S. Industrial/Organizational Psychology*  
*California State University, Long Beach*  
E-mail: xxxxxxxx@gmail.com

**APPENDIX G**

**PERCEIVED JOB SUITABILITY RATINGS MEASURE**

PERCEIVED JOB SUITABILITY RATINGS MEASURE (Derous et al., 2009)

Instructions:

Please refer to resume # to confirm your review and evaluation of this job applicant (resume #) by responding to the following questions

The applicant's first and last name is \_\_\_\_\_.

1. Your overall impression of this job applicant is:

1. Very unfavorable
2. Unfavorable
3. Somewhat favorable
4. Favorable
5. Very favorable

2. Given all the information you read about this job applicant, how suitable do you believe this applicant is for this position?

1. Not suitable at all
2. Not suitable
3. Somewhat suitable
4. Suitable
5. Very suitable

Given all the information you read about this job applicant, what is the likelihood that ...

3. You would invite this person for an interview?

1. Very low
2. Low
3. Neither low nor high
4. High
5. Very high

4. You would mail this person a job application form to complete and return for further consideration of the application?

1. Very low
2. Low
3. Neither low nor high
4. High
5. Very high

5. You would indicate that the job applicant is not considered for this or further job openings?

1. Very low
2. Low

3. Neither low nor high
4. High
5. Very high

APPENDIX H  
RESUME RANKING MEASURE

## RESUME RANKING MEASURE (Derous et al., 2009)

### Instructions:

Please rank the applicants, of which you read the resumes a few minutes ago, in the order you want to invite the applicants for an interview at the next stage of the selection procedure. Select a number from 1 to 5 for each applicant.

- 1 = highest ranked for the interview
- 2 = second highest ranked for the interview
- 3 = third highest ranked for the interview
- 4 = fourth ranked for the interview
- 5 = fifth or lowest ranked for the interview

Applicant name (Resume 1) \_\_\_\_\_

Applicant name (Resume 2) \_\_\_\_\_

Applicant name (Resume 3) \_\_\_\_\_

Applicant name (Resume 4) \_\_\_\_\_

Applicant name (Resume 5) \_\_\_\_\_



APPENDIX I  
CULTURAL IDENTITY SUBSCALE OF THE  
ABBREVIATED MULTIDIMENSIONAL ACCULTURATION SCALE

CULTURAL IDENTITY SUBSCALE OF THE  
 ABBREVIATED MULTIDIMENSIONAL ACCULTURATION SCALE  
 (Zea, et al., 2003)

The following section contains questions about your *culture of origin*. By *culture of origin* we are referring to the culture of the country either you or your parents came from (e.g., Puerto Rico, Cuba, China). If you come from a multicultural family, please choose the culture you relate to the most.

Instructions: Please mark the number from the scale that best corresponds to your answer.

1	2	3	4
Strongly Disagree	Disagree Somewhat	Agree Somewhat	Strongly Agree

1. I think of myself as being American.
2. I feel good about being American.
3. Being American plays an important part in my life.
4. I feel that I am part of American culture.
5. I have a strong sense of being American.
6. I am proud of being American.
7. I think of myself as being a member of my culture of origin.
8. I feel good about being a member of my culture of origin.
9. Being a member of my culture of origin plays an important part in my life.
10. I feel that I am part of my culture of origin.
11. I have a strong sense of being my culture of origin.
12. I am proud of being my culture of origin.

APPENDIX J  
MODERN RACISM MEASURE

## MODERN RACISM MEASURE (Derous et al., 2009)

### Instructions:

Using the scale below as a guide, select a number for each statement to indicate extent to which you agree or disagree with that statement.

1. Over the past few years, the government and news media have shown more respect to ethnic minorities than they deserve.
  1. Disagree strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly
  
2. It is easy to understand the anger of ethnic minorities in the United States.
  1. Disagree strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly
  
3. Discrimination against ethnic minorities is no longer a problem in the United States.
  1. Disagree strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly
  
4. Over the past few years ethnic minorities have gotten more economically than they deserve.
  1. Disagree strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly
  
5. Ethnic minorities have more influence upon school desegregation plans than they ought to have.
  1. Disagree strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little

5. Agree strongly
6. Ethnic minorities are getting too demanding in their push for equal rights.
  1. Disagree Strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly
7. Ethnic minorities should not push themselves where they are not wanted.
  1. Disagree Strongly
  2. Disagree a little
  3. Neither agree nor disagree
  4. Agree a little
  5. Agree strongly

**APPENDIX K**  
**BIOGRAPHIC DATA SURVEY**

## BIOGRAPHIC DATA SURVEY

### Instructions:

The data collected here are confidential. Your participant identification number will only be used to track your participation in this study and award your organization compensation for your participation.

### Ethnicity (check all that apply)

- a) Caucasian/White
- b) Black/African-American
- c) Hispanic/Latino
- d) Asian
- e) Middle Eastern
- f) Other (please specify): \_\_\_\_\_

Age: \_\_\_\_\_

Gender: \_\_\_ Male \_\_\_ Female \_\_\_ Other

Have you ever worked or are you currently working? \_\_\_ Yes \_\_\_ No

What is the full name of the student organization or class that you belong to? Or if you are a subject pool participant, please state so. \_\_\_\_\_

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## REFERENCES

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