TOP TEN RATIONALIZATIONS
FOR NOT HIRING WOMEN
AND UNDERREPRESENTED MINORITIES*

10. Women and underrepresented minorities aren’t interested in academic careers.

9. There are no “qualified” women and underrepresented minorities.

8. Women with children are not serious academics.

7. Women and underrepresented minorities do not apply.

6. We can’t compete for them.

5. Women and underrepresented minorities are too expensive to hire.

4. We can’t find women and underrepresented minorities that fit our special needs.

3. Why should we spend more time getting these applicants?

2. It’s too expensive to advertise more widely.

1. If it ain’t broke, why fix it?

* From New Mexico State University