

Gender/Inequalities Group
First colloquium of 2006/07

Getting a Job: Is there a Motherhood Penalty?

Shelley Correll
Cornell University

Friday, October 6th, 2006

3:00 – 4:20pm

Location: SSB 101

Shelley Correll is an associate professor of sociology at Cornell University and director of Cornell's newly established ACCEL center, which aims to increase the representation of women in academic science and engineering. Professor Correll's research is in the areas of gender inequality and social psychology, and it examines the roles that micro level social psychological processes play in reproducing enduring macro level patterns of gender inequality in paid work. In particular, she studies how cultural understandings about gender differentially influence the educational and career paths of men and women. A recent set of papers explores how gender beliefs associated with mathematics differentially impacts the extent to which men and women see themselves as mathematically competent, which affects their persistence on paths leading to careers in science, math and engineering, thereby contributing to the dearth of women in these fields. Her most recent project on the motherhood penalty considers how stereotypic beliefs associated with motherhood bias the workplace evaluations and pay and hiring decisions of women who give evidence of being a mother. This research has been featured in several media outlets including CNN, ABC World News Tonight, The Nation magazine and The Boston Globe.