

Gender Tutorial #1 Annotated Bibliography updated March 28, 2006

Common Explanations

A Pipeline Problem?

MIT Faculty Newsletter. (1999). *Special edition: A study on the status of women faculty in science at MIT*, Vol 11, No.4

National Opinion Research Center. (2002). *Doctorate Recipients from United States Universities: Summary Report 2001*. Chicago, IL: National Opinion Research Center.

National Science Foundation. (2000). *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2000*. Arlington, VA: National Science Foundation.

A Childcare Problem?

Long, J. S. (Ed.). (2001). *From scarcity to visibility: Gender differences in the careers of doctoral Scientists and engineers*. Washington, D.C.: National Academy Press.

An excellent in-depth review of sex differences in salary, rank, and tenure among men and women in the sciences and engineering. Presentation of both overall analyses and analyses that control for time since degree, rank, specialty, type of institution, and familial status.

National Science Foundation. (1996). *Women, Minorities, and Persons with Disabilities in Science and Engineering: 1996*. Arlington, VA: National Science Foundation.

Suitor, J. J., Mecom, D., & Feld, I. S. (2001). Gender, household labor, and scholarly productivity among university professors. *Gender Issues*, 19, pp. 50-68.

A Values Problem?

An Acculturation Problem?

Fried, L. P., Francomano, C. A., MacDonald, S. M., Wagner, E. M., Stokes, E. J., Carbone, K. M., Bias, W. B., Newman, M. M., & Stobo, J. D. (1996). Career development for women in academic medicine: Multiple interventions in a department of medicine. *Journal of the American Medical Association*, 276, pp.898-905.

The Johns Hopkins University Department of Medicine successfully developed a program to advance women from assistant professor to associate professor.

Data on Sex Disparities

International Business

Egan, M. L. & Bendick, M., Jr. (1994). International business careers in the United States: Salaries, advancement and male-female differences. *International Journal of Human Resource Management*, 5, pp.33-50.

Law

Chiu, C. & Leicht, K. (1999). When does feminization increase equality? The case of lawyers. *Law & Society Review*, 33, pp.557-593.

Epstein, C. F., Saute, R., Oglensky, B., & Gever, M. (1995). Glass ceilings and open doors: Women's advancement in the legal profession. *Fordham Law Review*, 64, pp.306-449.

Medicine

Baker, L. C. (1996). Differences in earnings between male and female physicians. *New England Journal of Medicine*, 334, pp. 960-64.

Nonnemaker, L. (2000). Women physicians in academic medicine. *New England Journal of Medicine*, 342, pp. 399-402.

How many associate or full professors "should" there be, given the number of assistant of associate professors? Via cohort data of medical school graduates from 1979 to 1993, Nonnemaker shows that at both the associate and full level, more women would be expected than are present, even controlling for speciality. Income figures show advantages for women over men in pediatrics and family medicine; those advantages do not carry over to promotion where, in almost every specialty where there are enough numbers for a meaningful comparison, men are advantaged relative to women.

Tesch, B. J., Wood, H. M., Helwig, A. L., & Nattinger, A. B. (1995). Promotion of women physicians in academic medicine. Glass ceiling or sticky floor? *Journal of the American Medical Association*, 273, pp. 1022-1025.

Humanities

Ingram, L. & Brown, P. (1997). *Humanities Doctorates in the United States: 1995 profile*. Washington, D.C.: National Academy Press.

Sciences

National Science Foundation. (2000). *Women, Minorities, and Persons with Disabilities in Science and Engineering: 2000*. Arlington, VA: National Science Foundation.

Wenneras, C. & Wold, A. (1997). Nepotism and sexism in peer-review. *Nature*, 387, pp.341-343