Common Explanations

A Pipeline Problem?


A Childcare Problem?


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.


A Values Problem?

An Acculturation Problem?


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

Law


Medicine


    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.


Humanities

Sciences