

Shelley J. Correll

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Department of Sociology
Stanford University
Stanford CA
94305-2047

scorrell@stanford.edu
650.721.1736 (w)
607.339.7683 (c)
650.725.6571 (f)

Education

Ph.D. Stanford University, June 2001
M.A. Stanford University, June 1996
B.S. (*summa cum laude*) Texas A&M University, August 1989

Positions Held

Associate Professor, Department of Sociology, Stanford University, July 2008-present.

Associate Professor, Department of Sociology, Cornell University, July 2005-present.

Co-Director, Cornell NSF ADVANCE Center. Cornell University Provost's Office, Fall 2006-Spring 2008.

Assistant Professor, Department of Sociology, Cornell University, July 2003- June 2005.

Assistant Professor, Department of Sociology, University of Wisconsin-Madison, August 2001
June 2003.

Statistical Consultant, Social Science Research Center, Stanford University. May 1996-May 2001.

Research Interests

Gender inequality, social psychology, group processes, sociology of education, research methods.

Teaching Experience

Sociology 450 "Advanced Topics in Social Psychology" (undergraduate)
Department of Sociology, Cornell University, Fall 2005

Sociology 270 "Gender: Meanings & Practice" (undergraduate)
Department of Sociology, Cornell University, Spring 2004, 2005, 2006, 2007

Sociology 612 "Seminar in Sociology of Gender" (graduate)
Department of Sociology, Cornell University, Spring 2005

Sociology 682 “Workshop on Experimental Sociology” (graduate)
Department of Sociology, Cornell University, offered each semester

Sociology 685 “Research Practicum in Gender and Sexuality” (graduate)
Department of Sociology, Cornell University, Fall 2006

Sociology 138 “Sociology of Gender” (undergraduate)
Department of Sociology, University of Wisconsin-Madison, Fall 2002 & Spring 2003

Sociology 538 “Small Groups” (undergraduate)
Department of Sociology, University of Wisconsin-Madison, Fall, 2001, Fall 2002 & Spring 2002

Sociology 648 “Sociology of Education” (combined graduate and undergraduate)
Department of Sociology, University of Wisconsin-Madison, Spring 2002 & Fall 2002

Sociology 181a “Introductory Statistics” (undergraduate)
Teaching Fellow (Instructor)
Department of Sociology, Stanford University. Winter 1998 & Spring 1999

Sociology 181b/381b “Statistical Computing” (combined graduate and undergraduate).
Teaching Fellow (Instructor)
Department of Sociology, Stanford University. Fall 1997

Sociology 384 “Advanced Models for Continuous Outcomes: Structural Equation Modeling”
Teaching Assistant, Department of Sociology, Stanford University. Spring 1998

Sociology 383 “Advanced Models for Discrete Outcomes: Logit and Probit Models, Event History Analysis”
Teaching Assistant, Department of Sociology, Stanford University. Spring 1997

University, College, and Department Service

Panel on Gender Equity and Quality of Life, Stanford University, 2008-09.

Graduate Admissions Committee (chair), Stanford University, 2008-09.

Diversity Scorecard Committee, Cornell University 2007-2008.

Provost’s Committee on Faculty Work Life. Cornell University, 2006-07.

Nominating Committee, College of Arts & Sciences, Cornell University, 2006-09.

Ad Hoc Committee on Recruitment and Retention of Faculty in the Social Sciences. Cornell University, 2005-2006.

Advisory Committee for the Diversity Program in Engineering. Cornell University College of Engineering, 2005-08.

Faculty Fellow, Study of Student Writing Project. Knight Institute for Writing in the Disciplines, Cornell University, 2004-2005.

Junior Faculty Search Committee. Department of Sociology, Cornell University, 2004-2005, 2005-2006, 2007-2008 (chair).

Robin Williams Graduate Student Paper Award Committee. Department of Sociology, Cornell University, 2003-2004, 2004-2005, 2005-2006, 2006-2007.

Graduate Admissions Committee. Department of Sociology, Cornell University, 2003-2004, 2004-2005, 2005-2006, 2006-2007.

Ad Hoc Committee on the Undergraduate Curriculum. Department of Sociology, University of Wisconsin-Madison, 2002-2003.

Ph.D. Minor Committee. Department of Sociology, University of Wisconsin-Madison, 2001-2002 & 2002-2003.

Subcommittee on Graduate Methods Curriculum. Department of Sociology, Stanford University, 1999-2000.

Faculty Search Committee. Department of Sociology, Stanford University, 1998-1999.

Professional Service

Committee on Nominations, American Sociological Association, 2008-10.

Editorial Board, *Gender & Society*, 2005-08.

Editorial Board, *Social Psychology Quarterly*, 2005-08.

Editorial Board, *Equal Opportunities International*, 2005-08.

Nominating Committee, Organizations, Occupations and Work Section, American Sociological Association, 2007-2008.

Session Organizer, Social Psychology Section, American Sociological Association, 2006 & 2008.

Session Organizer, Regular Session on "Group Processes," American Sociological Association, 2005.

Conference Organizer Group Process Annual Conference, 2005.

Nominating Committee, Sex and Gender Section, American Sociological Association, 2001-2002.

Membership Committee, Social Psychology Section, American Sociological Association, 1999-2000.

Conference Registrar, Sociology of Education Association, 1999-2000.

Student Paper Award Committee, Social Psychology Section, American Sociological Association, 1998-1999.

Program Committee, Pacific Sociological Association, 1998-1999.

Recent Community Service/Outreach

Panelist for “Motherhood: The Elephant in the Laboratory” book panel. Cornell Store. May 2008.

Invited speaker at the meetings of the National Center for Women in Information Technology, Microsoft Campus, Redmond, CA, November 6, 2007.

Invited speaker for the opening session of the Empowering Women in Science and Engineering Conference. June 23, 2007. Cornell University.

Invited panelist at the meeting of the Computer Research Association's Committee on the Status of Women in Computing to assist in their NSF-sponsored study, “Factors Concerning Recruitment and Retention of Women Graduate Students in Computer Science and Computer Engineering.” Sponsored by the National Center for Women & Information Technology, October 8, 2006. San Diego, CA.

Invited speaker at “Women In Criminal Justice Day.” Invited to present a talk on mentoring of women employees in male-dominated work environments. New York State Correctional Services, Willard, NY. March 30, 2005.

Panelist for "Cornell-Community Forum on Education and Society. " Presented a discussion of gender equity issues in education to a group of local K-12 educators from the Ithaca, NY area. December 1, 2004.

Fellowships and Awards

2008 Distinguished Article Award, Sex and Gender section, American Sociological Association for “Getting a job: Is there a motherhood penalty?”

2008 Alice H. Cook and Constance E Cook Award, Cornell University, for work to improve the climate for women at Cornell and elsewhere. Award given annually by the Vice-provost for diversity and faculty development.

Graduate Dissertation Writing Fellowship, Institute for Research on Women and Gender, Stanford University, 2000-2001.

Barbara and Sanford Dornbusch Award for Contribution to the Understanding of a Social Problem, Stanford University, 2001.

Barbara and Sanford Dornbusch Award for Outstanding Scholarship in Social Psychology, Stanford University, 1998.

Clifford C. Clogg Fellowship Scholarship to attend ICPSR Program in Quantitative Methods of Social Research, 1997.

Leila Arthur Cilker Fellowship for Excellence in Teaching, 1998.

Graduate Award Fellowship, Department of Sociology, Stanford University, 1995.

Research Support

National Science Foundation, \$122,272

Sociology Program

Title: Collaborative Research: Law, Normative Discrimination and the Caretaker Penalty

Co-PI (with Catherine Albiston)

National Science Foundation, \$135,369

Sociology Program

Title: Collaborative Research: Accounting for Status

Co-PI (with Cecila Ridgeway, Ezra Zuckerman)

National Science Foundation, \$3,300,000

Advance Institutional Transformation Award

Title: ACCEL: Accelerating Cornell's Commitment to Excellence and Leadership

Co-PI (with Carolyn (Bidly) Martin, Robert Harris, Jr. Sheila Hemami, Marjolein van der Meulen)

National Science Foundation, \$85,108

Sociology Program

Title: Motherhood and Labor Market Outcomes

PI (with Stephen Benard)

Alfred P. Sloan Foundation, \$42,666

Workplace, Workplace and Working Families Program

Title: An audit study of the effect of motherhood status on hiring decisions.

Brofenbrenner Life Course Center, Cornell University, \$6000

Innovative Research Grant, July 2004

Title: Getting a job: The biasing effect of motherhood status on evaluations of competence

The Graduate School, University of Wisconsin, Madison, \$35,000
Annual Research Competition, December 2002

Title: Do women still have to be better than men? The impact of cultural beliefs about gender on social influence in task groups.

National Science Foundation, \$7500
Dissertation Improvement Grant, August 2000

Title: Dissertation Improvement Grant: The Gendered Selection of Activities and the Reproduction of Sex Segregation in the Labor Force
Co-PI (with Cecilia Ridgeway)

Institute for Research on Women and Gender Research Fellowship, Stanford University, \$10,000
Grant to fund innovative research on women and gender, 1997
Co-PI (with Cecilia Ridgeway).

Publications

Benard, Stephen, In Paik and Shelley J. Correll. Forthcoming. "Cognitive bias and the motherhood penalty." *Hastings Law Review*.

Correll, Shelley J, Stephen Benard, and In Paik. 2007. "Getting a job: Is there a motherhood penalty?" *American Journal of Sociology* 112: 1297-1338.

Reprinted 2008 in condensed form in *Social Stratification: Class, Race and Gender in Social Perspective*, 3rd edition. David B. Grusky, editor. Boulder, CO: Westview Press

Winner of 2008 *Distinguished Article Award*, Sex and Gender Section, American Sociological Association.

Correll, Shelley J., Sarah Thebaud and Stephen Benard. 2007. "An introduction to the social psychology of gender." Pages 1-15 in *Social Psychology of Gender (Advances in Group Processes, Vol. 24)*, edited by Shelley J. Correll. New York: Elsevier Science.

Correll, Shelley J (editor). 2007. *Social Psychology of Gender (Advances in Group Processes, Vol. 24)*. New York: Elsevier Science.

Correll, Shelley J. and Stephen Benard. 2006. "Biased estimators? Comparing status and statistical theories of gender discrimination." Pages 89-116 in *Social Psychology of the Workplace (Advances in Group Processes, Vol 23)*, edited by Shane R. Thye and Edward J. Lawler. New York: Elsevier Science.

Ridgeway, Cecilia L. and Shelley J. Correll. 2006. "Consensus and the creation of status beliefs." *Social Forces* 85: 431-453.

Correll, Shelley J. 2004. "Constraints into preferences: gender, status and emerging career aspirations." *American Sociological Review* 69:93-113.

Ridgeway, Cecilia L. and Shelley J. Correll. 2004. "Unpacking the gender system: A theoretical perspective on cultural beliefs in social relations." *Gender & Society* 18(4): 510-531.

Ridgeway, Cecilia L. and Shelley J. Correll. 2004. "Motherhood as a status characteristic." *Journal of Social Issues* 60 (4): 683-700.

Correll, Shelley J. and Cecilia L. Ridgeway. 2003. "Expectation states theory." Pages 29-51 in *The Handbook of Social Psychology*, edited by John Delamater. New York: Kluwer Academic Press.

Correll, Shelley J. 2001. "Gender and the career choice process: the role of biased self-assessments." *American Journal of Sociology* 106 (6): 1691-1730.

Reprinted 2006 in condensed form in *Workplace/Women's Place: An Anthology*, 3rd edition. Paula J. Dubeck and Dana Dunn, editors. Los Angeles: Roxbury Publishing Company.

Ridgeway, Cecilia L. and Shelley J. Correll. 2000. "Limiting gender inequality through interaction: the end(s) of gender." *Contemporary Sociology* 29 (1): 110-120. (Article in a special symposium on utopian visions).

Correll, Shelley. 1999. "Lesbian and gay Americans." Pages 436-456 in *The Minority Report: An Introduction to Racial, Ethnic and Gender Relations, 3rd Edition*, edited by Anthony Gary Dworkin and Rosalind J. Dworkin. Fort Worth: Harcourt Brace College Publishers.

Correll, Shelley J. 1995. "An ethnography of an electronic bar: the lesbian cafe." *Journal of Contemporary Ethnography*: 24 (3) 270-298.

Reprinted 2002 in *Qualitative Research in Practice: Examples for Discussion and Analysis*, Sharan B. Merriam and Associates, editor. San Francisco, CA: Jossey-Bass.

Correll, Shelley J. "Family structures and family dynamics in relation to educational outcomes." Report published by the *Texas Center for University School Partnerships*, July 1994.

Published Reviews

Correll, Shelley J. 2001. "Women and men police officers: status, gender and personality." *Contemporary Sociology*: 31: 168-169.

Correll, Shelley J. 1997. "Talking about leaving: why undergraduates leave the sciences." *Contemporary Sociology* 26: 101-102.

Recent Invited Presentations

"Constraints into preferences: gender status and careers." Presented at Northwestern University Sociology Department Colloquia, November 7, 2002.

“Cumulating disadvantages: gender stereotypes, ‘small inequalities,’ and women’s careers.” presented at the Women in Science and Engineering Leadership Institute, University of Wisconsin, March 5, 2003.

“Connections beyond: status characteristics theory and gender stratification/inequality.” Group Process conference, August 20, 2003, Atlanta, GA.

“Constraints into preferences: gender status and careers.” University of Texas-Austin, Population Research Center and Center for Women’s Studies, March 12, 2004.

“Getting a job: Is there a motherhood penalty?” Princeton University, Culture and Inequality colloquia, April 25th, 2005.

“Getting a job: Is there a motherhood penalty?” Conference: Careers and Career Transitions: New Evidence for a New Economy, The Wharton School, Philadelphia, PA. June 24-25, 2005.

“Getting a job: Is there a motherhood penalty?” MIT and Harvard economic sociology colloquia, November 9th, 2005.

“Getting a job: Is there a motherhood penalty?” Texas A&M sociology colloquia, April 7th, 2006.

“Getting a job: Is there a motherhood penalty?” Northwestern sociology colloquia, April 27th, 2006.

“Getting a job: Is there a motherhood penalty?” University of California, San Diego Sociology Department, October 6, 2006.

“Getting a job: Is there a motherhood penalty?” Stanford University Sociology Department, November 16, 2006

“Getting a job: Is there a motherhood penalty?” University of Texas Sociology Department, December 4, 2006

“Experimental methods in sociology.” University of Texas Sociology Department, December 5, 2006.

“Gender stereotypes and emerging career aspirations: Implications for computer science.” Grace Hopper Conference for Women in Computing, San Diego, CA, October 7, 2006.

“Getting a job: Is there a motherhood penalty?” Pennsylvania State University, Sociology Department. April 12, 2007.

“Workplace evaluations of mothers and others.” University of Minnesota, Sociology Department. October 23, 2007.

“Workplace evaluations of mothers and others.” University of Washington, Sociology Department. November 5, 2007.

“Workplace evaluations of mothers and others.” MIT Sloan School of Management. April 4, 2008.

Recent Media Coverage of Motherhood Penalty and Other Research

New York Times, “Mom’s mad. And she’s organized.” Feb 22, 2007.

Ms. Magazine. “Scaling the maternal wall.” Winter 2007.

Slate, “Positions of power: How female ambition is shaped” J.D. Norell, November 21, 2006
<http://www.slate.com/id/2154331/>

CNN, Paula Zahn Now. May 2, 2006.
<http://transcripts.cnn.com/TRANSCRIPTS/0605/03/lt.02.html>

The Nation, May 22, 2006. <http://www.thenation.com/doc/20060522/blades/5>

ABC World News Tonight, July 6, 2006.
<http://abcnews.go.com/WNT/story?id=2157490&page=1>

Congressional Quarterly Researcher, special issue on “The future of feminism,” April 14, 2006.

Denver Post. March 6, 2006. http://www.denverpost.com/search/ci_3512722

Milwaukee Journal Sentinel. February 28, 2006.
<http://www.jsonline.com/story/index.aspx?id=404910>

CNN/Money, Fortune Magazine. November 2005.
http://money.cnn.com/2005/11/04/pf/annie_fortune_111405/index.htm

Interviewed for “Nightly Business Report,” PBS. December 9, 2005.

Boston Globe. October 2005.
<http://bostonworks.boston.com/globe/balance/archives/100905.shtml>

Knowledge @ Wharton. July 2005.
<http://knowledge.wharton.upenn.edu/article/1242.cfm>

Dissertation and Thesis Committees

Chair (Total=7):

Sarah Thebaud. Dissertation Committee, Department of Sociology. Cornell University.
Pi-Chun Hsu. Dissertation Committee, Department of Sociology. Cornell University.

Esther Quintero. Dissertation Committee, Department of Sociology. Cornell University.
Cate Taylor, Dissertation Committee, Department of Sociology. Cornell University.
Jennifer, Lauture, Master's Thesis Committee, Department of Sociology, Cornell University.
Erik Williams, Master's Thesis Committee, Department of Sociology, Cornell University.
Christin Munsch, Master's Thesis Committee, Department of Sociology, Cornell University.

Committee member, not chair (Total=17)

Steve Hitlin, Dissertation Committee, Department of Sociology. University of Wisconsin.
Robb Willer. Dissertation Committee, Department of Sociology. Cornell University.
Stephen Benard. Dissertation Committee, Department of Sociology. Cornell University.
Judy Rosenstein, Dissertation Committee, Department of Sociology. Cornell University.
Alexa Yesukevich, Dissertation Committee, Department of Sociology. Cornell University.
Youngjoo Cha, Dissertation Committee, Department of Sociology. Cornell University.
Susan Cabrera. Dissertation Committee, Johnson Graduate School of Management. Cornell University.
In Paik, Master's Thesis Committee, Department of Sociology, Cornell University.
Michael Genkin, Master's Thesis Committee. Department of Sociology. Cornell University.
Jason Perelshteyn, Master's Thesis Committee, Department of Sociology. Cornell University.
Jenny Todd, Master's Thesis Committee, Department of Sociology. Cornell University.
Jessica Greenstone, Master's Thesis Committee, Department of Education, Cornell University.
Sheri Meland, Master's Thesis Committee. Sociology Department, University of Wisconsin.
Ramona Gunter, Master's Thesis Committee. Educational Policy Studies Department, University of Wisconsin.
Angela Barian, Master's Thesis Committee. Sociology Department, University of Wisconsin.
Teddy Weathersbee-Kardash, Master's Thesis Committee. Sociology Department, University of Wisconsin.
Emily Kraemer, Master's Thesis Committee. Sociology Department, University of Wisconsin.

Undergraduate Research Supervised

10 honors thesis or independent research projects supervised, Cornell University, 2007-2008
12 honors thesis or independent research projects supervised, Cornell University, 2006-2007
6 honors thesis or independent research projects supervised, Cornell University, 2005-2006
9 honors thesis or independent research projects supervised, Cornell University, 2004-2005
8 honors thesis or independent research projects supervised, Cornell University, 2003-2004
7 honors thesis or independent research projects supervised, University of Wisconsin, 2002-2003