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**Explaining the Gender Gap: Comparing Undergraduate and Graduate/Faculty Beliefs about Talent Required for Success in Academic Fields** KIMBERLYN BAILEY, AMPALAVANAR NANTHAKUMAR, SCOTT PRESTON, CAROLINA C. ILIE, State University of New York at Oswego — Recent research has proposed that the gender gap in academia is caused by differing perceptions of how much talent is needed to succeed in various fields. It was found that, across the STEM/non-STEM divide, the more that graduate students and faculty see success in their own field as requiring as requiring talent, the fewer women participate in that field. This research examines whether undergraduate students share these attitudes. If these attitudes trickle down to the undergraduate population to influence students to choose different fields of study, then undergraduate beliefs should reflect those of graduate students and faculty. Using a large survey of undergraduates across the country, this study aims to characterize undergraduate attitudes and to determine variables that explain the differences between the attitudes of these two populations. Our findings suggest that the two populations have similar beliefs, but that undergraduate beliefs are strongly influenced by information about the gender ratio in each field and that this strong influence greatly differs between STEM and non-STEM fields. These findings seek to help direct future research to ask the right questions and propose plausible hypotheses about gender the imbalance in academia.

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