

IAB-Colloquium

zur Arbeitsmarkt- und Berufsforschung

Gender Bias in Performance Evaluations

Dr. Jan Sauermann
Stockholm University

Is there discrimination against females in academia? This paper provides new evidence on gender bias in performance evaluations of university instructors. We exploit a quasi-experimental dataset on over 20,000 student course evaluations, where students are randomly allocated to female or male staff. Despite the fact that neither students' grades nor study hours are affected by the teacher's gender, we find that in male students evaluate female teachers worse than male teachers. The bias is largest for junior women, which is worrying since their lower evaluations might affect both females' academic aspirations and their objective chances on the job market.

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