

Kate Weseley-Jones

Parenthood: Penalty or Premium?
The Effect of Parental Status and Gender on Perceptions of Doctors

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Behavioral and Social Sciences

Research Plan

A. Rationale

With traditional gender roles that put women at home instead of the workplace increasingly becoming a thing of the past, it would seem reasonable to assume that discrimination against women in the workplace should be fading at just as fast of a pace. This, however, is not the case, as women continue to experience problems of gender discrimination, barring them from receiving equal employment opportunities and detracting from what progress has been made.

A recent survey showed that 76% of people show some sort of bias towards women in the workplace and that 30 more men are promoted for every 100 women promoted to managerial positions (Pham, 2016). Women experience job discrimination not simply by virtue of being perceived in line with traditional gender stereotypes but also as a result of having children, a phenomenon known as the motherhood penalty. Motherhood has been shown to be one of the strongest factors in predicting future financial struggles in the United States; research has shown that for every additional child a woman has, her income decreases by 4%, while additional children actually increase a man's wage (Wade, 2017). Fathers, on the other hand, enjoy a "fatherhood premium," thought to be due to the belief that they will be the primary breadwinners for their families (Killewald, 2012).

Women are perceived as less competent in their jobs after having children, a problem that limits women with children from gaining equal employment opportunities (Cuddy, Fiske, & Glick, 2004; Heilman & Okimoto, 2008). Cuddy et al. (2004) found that men maintained perceived competence while gaining perceived warmth upon becoming fathers, while women gained perceived warmth while losing perceived competence upon becoming mothers. Similarly, Correll, Benard and Paik (2007) found that compared to women without children, mothers were seen as significantly less competent.

Research also suggests that people believe mothers will be less committed to their jobs than fathers. Heilman and Okimoto (2008) found that not only were women in general expected to be less committed than men, but moreover that mothers were expected to be the least committed but that childless men were expected to be the most committed. Other studies demonstrated a similar bias against mothers, finding that mothers were expected to be less committed than non-mothers by 12.1 percentage points, while fathers actually were seen as more committed than their childless male counterparts (Correll et al., 2007).

Previous research has also only explored the effects of the motherhood bias in male dominated positions like the head of a marketing department (Correll et al., 2007) and "assistant vice president (AVP) of financial affairs" (Heilman & Okimoto, 2008). Less well understood is how gender might affect perceptions of a worker in a female-dominated field. An article from the American Medical Association reports that women make up 73% of pediatric residents (Murphy,

2018), a field where presumably experience with children, and therefore being a parent, would be an advantage.

Studies have also not specifically explored the effects of age of children on the motherhood penalty. Cuddy et al. (2004) described applicants as having recently had a baby, while Correll et al. (2007) described job applicants who were parents as being a coordinator of a PTA, and Heilman and Okimoto (2008) did not specify the age of the applicant's children at all. Just as additional children have been shown to negatively impact a woman's earnings (Wade, 2017), the age of children may also impact earnings and perceptions of occupational competence. Having more children presumably requires more time to take care of them, and similarly, younger children also require more time for care, a factor which could affect employment decisions. The purpose of phase one of this study is to investigate the effects of having children of various ages on perceptions of male and female pediatricians; phase two will extend the investigation to orthopedists.

B. Hypotheses

The central hypotheses explore the yet to be tested idea that having younger children will exacerbate the motherhood penalty. Specifically, it is predicted that:

- 1) Compared to childless women and mothers with college-aged children, mothers with elementary school-aged children will be rated as A) warmer B) less competent C) less committed to their jobs.
- 2) Compared to childless men and fathers with college-aged children, fathers with elementary school-aged children will be rated as A) warmer B) equally competent C) equally committed to their jobs.

C. Method

Both phases of the data collection will use an experimental method in which participants are shown one of several versions of a recommendation for a doctor and then are asked to complete a survey about the doctor.

- a. Participants - Participants will be adults (over the age of 18) of a variety of races and genders. While it is possible that some participants may be members of vulnerable groups (e.g., pregnant women, economically disadvantaged people), the study does not target these groups specifically nor will it put members of these groups at any particular risk.
- b. Recruitment - Approximately 300 participants will be recruited for each experiment using Amazon Mechanical Turk to access a broad population. Participants will be invited to be in a study "to look at people's perceptions of a doctor."

c. Methods - Participants will be sent a link to Qualtrics. There, they will read through a consent form. Those who agree to participate will be asked to look at a recommendation for a doctor (attached) and then answer a set of survey questions about the doctor (attached). Participants will also be asked to answer a few demographic questions, as well as a series of questions at the beginning of the survey designed to test whether they are paying sufficient attention (attached). The study involves a one-time experience that should take fewer than 15 minutes.

d. Risk Assessment - The study is thought to be minimal risk as participants will not be asked to do anything that poses more risk than what people typically encounter in daily life. The recommendations for the doctor are not disturbing in any way, and the questions focus on people's perception of the doctors. Because people will be told what participation entails beforehand, anyone who may be bothered by the idea of looking at a recommendation for a doctor can choose not to participate. Participants will be told participation is voluntary and that they can withdraw from the study at any time. All data will be anonymous.

Participants who are recruited via Amazon Turk will be paid a small sum to participate (\$0.35). There will be no other direct benefits to any other participants, but the study will hopefully lead to benefits for society through expanding on knowledge about how parental status and age of children affect perceptions of different types of medical professionals.

e. Protection of Privacy - In order to protect the people participating in the study, they will be told not to include any identifiable information, such as their name and/or their address, on the questionnaire. All data will be collected online, and the surveys completed by the students will be anonymous.

Qualtrics has some valuable measures of security to protect any data collected on their site. Survey responses will be collected through Transport Layer Security (TLS), which will protect communications by using both server authentication and data encryption. This will make sure that data in transit is only available to intended recipients. In addition, no IP addresses will be collected. Once the data are collected, they will be downloaded to a statistics program onto a password-protected computer to which only the researcher has access.

f - Informed Consent Process - Participants will be informed about the purpose of the study in the Mechanical Turk posting, and this information will be repeated in the consent form, the first page of the survey, along with the information that participation is voluntary and that they can cease participating at any time.

g - Data Analysis - ANOVAs will be used to compare the ratings of the different doctors and to look at how effects might differ amongst various demographic groups.

D. Bibliography

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doi:10.4324/9780429499821-67
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- Wade, L. (2017, May 11). The hidden penalty of motherhood - and what it costs us. Retrieved May 5, 2019, from <http://money.com/money/4772842/the-hidden-cost-of-motherhood/>

Intro Block

I am asking for your voluntary participation in my science fair project. Please read the following information about the project. If you would like to participate, please select the appropriate box below.

Student Researcher: Kate Weseley-Jones

Purpose of the Project: The purpose of this study is to investigate how people quickly form first impressions, based on minimal information.

If you participate you will be asked to: Read a short description of a doctor who you have received a recommendation for, and answer a few questions about your opinion of the doctor. You will also be asked several demographic questions.

Time required for participation: Participation should take about 5 minutes.

Risks: This study involves minimal risk because participation only involves answering questions about a description of a doctor. Because the data are being collected online, there is always the possibility of tampering from an outside source (via hacking or other security breaches that could threaten the confidentiality of your responses). However, Qualtrics has some valuable measures of security to protect any data collected on its site. Survey responses will be collected through Transport Layer Security (TLS) encryption, which will protect communications by using both server authentication and data encryption. In addition, no IP addresses will be collected. After data are collected, they will be stored on a password-protected computer that can only be accessed by the researcher.

Benefits: As payment for participating in the study, you will receive \$0.35, contingent upon you answering all the attention check questions correctly. It is hoped that the study will shed light on how people evaluate others based on limited information.

How anonymity will be maintained: No identifiable information will be asked of you, and no IP addresses will be recorded.

Voluntary Participation: Participation in this study is completely voluntary. Please be aware that if you decide to participate, you may stop participating at any time.

By selecting the "I agree to participate" bubble, I am attesting that I have read and understand the information above.

- ☐ I agree to participate
- ☐ I do not agree to participate

End of Survey

Thanks for participating! If you have any questions, feel free to contact me at kwjresearch@gmail.com.

To get paid for participation, please enter the code "iahcedrom" into Mechanical Turk.

Please do not forget to click the next button on the bottom of this page to submit your responses.

Screeners: Attention

Dear Participant - This study requires that you take your time reading the questions. We use multiple checks to make sure you are reading the questions carefully. Respondents who do not respond thoughtfully and consistently will not be able to receive compensation. We greatly appreciate your taking part in this survey!

- ☐ I realize that this survey requires careful attention and I am willing to do that at this time
- ☐ I cannot participate in a survey that requires me to pay careful attention to questions at this time

Block 17

It seems you have failed one of the attention check questions and thus cannot proceed to the survey in order to receive compensation. Thank you for your time.

Language Screener

Which of the following words has a meaning most similar to "moody"?

- ☐ a. distant
- ☐ b. stable
- ☐ c. fantastic
- ☐ d. emotional

Which of the following words means the opposite of "outgoing"?

- ☐ a. controversial
- ☐ b. sociable
- ☐ c. shy
- ☐ d. angry

Instructional Manipulation Check

Most Favorite Hobby - Most modern theories of impression formation recognize the fact that decisions do not take place in a vacuum. Individual preferences and knowledge, along with situational variables, can greatly influence the perception process. In order to facilitate our research on impression formation, we are interested in knowing certain factors about you, the decision maker. Specifically, we are interested in whether you actually take time to read the directions; if not, then some of our manipulations that rely on a change in the instructions will be ineffective. So, in order to demonstrate that you have read the instructions, please select "Reading Instructions" from the list below, instead of any other hobbies that you may have.

- ☐ Fishing
- ☐ Movies
- ☐ Gardening
- ☐ Reading Instructions
- ☐ Walking
- ☐ Exercise
- ☐ Music
- ☐ Do not enjoy hobbies
- ☐ Other

Condition 1

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michelle Simpson. She's been in practice for about 15 years.

She's good with our kids and doesn't have kids of her own.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 2

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michelle Simpson. She's been in practice for about 15 years.

She's good with our kids and has two kids of her own in elementary school.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 3

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michelle Simpson. She's been in practice for about 15 years.

She's good with our kids and has two kids of her own in college.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Condition 4

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

He's good with our kids and doesn't have kids of his own.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Condition 5

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You

post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

He's good with our kids and has two kids of his own in elementary school.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 6

We're studying how people quickly form first impressions, making important decisions from little information.

Note: You will only be able to click next after 20 seconds to ensure you read all the information.

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

He's good with our kids and has two kids of his own in college.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Competence and Warmth

Please rate how well you feel each of the following adjectives describes Dr. Simpson from 1, “Not well,” to 7, “Very well”.

	Not well 1	2	3	4	5	Very well 6	Prefer not to answer
Sincere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Warm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good-natured	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skilled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Capable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trustworthy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Commitment

Please assess the likelihood that the following statements accurately describe Dr. Simpson.

	Very unlikely 1	2	3	4	5	Very likely 6	Prefer not to answer
Very committed to their patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Willing to make sacrifices for their job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes work a top priority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 18

Please choose a rating to answer the question below:

	Very unlikely 1	2	3	4	5	Very likely 6	Prefer not to answer
If you needed a pediatrician in this area, how likely would you be to see Dr. Simpson?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographics

What is your sex?

- ☐ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to answer

With what racial or ethnic group do you most identify?

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaskan Native
- ☐ Asian or Asian American
- ☐ Native Hawaiian or Pacific Islander
- ☐ Hispanic
- ☐ Multiracial
- ☐ Other
- ☐ Prefer not to answer

Do you have children? If yes, please select as many as apply.

- ☐ Child(ren) 0-5 years
- ☐ Child(ren) 6-12 years

- ☐ Child(ren) 13-17 years
- ☐ Child(ren) 18+ years
- ☐ No, I do not have children
- ☐ Prefer not to answer

How old are you?

Manipulation Check

What was the last name of the doctor?

- ☐ Dr. Smith
- ☐ Dr. Simpson
- ☐ Dr. Jones
- ☐ Dr. Jackson

What was the sex of the doctor?

- ☐ Male
- ☐ Female

What did the recommendation say about the parental status of the doctor?

- ☐ Parent but age of kids wasn't specified
- ☐ Parent with kids in elementary school
- ☐ Parent with kids in college
- ☐ Not a parent

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By selecting the "I agree to participate" bubble, I am attesting that I have read and understand the information above.

- ☐ I agree to participate
- ☐ I do not agree to participate

End of Survey

Thanks for participating! If you have any questions, feel free to contact me at kwjresearch@gmail.com.

To get paid for participation, please enter the code 3p8qrt7 into Mechanical Turk.

Please do not forget to click the next button on the bottom of this page to submit your responses.

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- ☐ I realize that this survey requires careful attention and I am willing to do that at this time
- ☐ I cannot participate in a survey that requires me to pay careful attention to questions at this time

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Language Screener

Which of the following words has a meaning most similar to "moody"?

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- ☐ b. stable
- ☐ c. fantastic
- ☐ d. emotional

Which of the following words means the opposite of "outgoing"?

- ☐ a. controversial
- ☐ b. sociable
- ☐ c. shy
- ☐ d. angry

Instructional Manipulation Check

Most Favorite Hobby - Most modern theories of impression formation recognize the fact that decisions do not take place in a vacuum. Individual preferences and knowledge, along with situational variables, can greatly influence the perception process. In order to facilitate our research on impression formation, we are interested in knowing certain factors about you, the decision maker. Specifically, we are interested in whether you actually take time to read the directions; if not, then some of our manipulations that rely on a change in the instructions will be ineffective. So, in order to demonstrate that you have read the instructions, please select "Music" from the list below, instead of any other hobbies that you may have.

- ☐ Fishing

- ☐ Movies
- ☐ Gardening
- ☐ Reading Instructions
- ☐ Walking
- ☐ Exercise
- ☐ Music
- ☐ Do not enjoy hobbies
- ☐ Other

Condition 1

We're studying how people quickly form first impressions, making important decisions from little information.

Note: To ensure you read all the information, you will only be able to click next after 20 seconds.

Imagine that you move to a new town and are looking for an orthopedist. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michelle Simpson. She's been in practice for about 15 years.

Dr. Simpson lives up on Spruce St. with her husband - they don't have kids.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 2

We're studying how people quickly form first impressions, making important decisions from little information.

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Imagine that you move to a new town and are looking for an orthopedist. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michelle Simpson. She's been in practice for about 15 years.

Dr. Simpson lives up on Spruce St. with her husband - they have two kids in elementary school.

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Page Submit: 0 seconds

Click Count: 0 clicks

Condition 3

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Dr. Simpson lives up on Spruce St. with her husband - they have two kids in college.

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Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 4

We're studying how people quickly form first impressions, making important decisions from little information.

Note: To ensure you read all the information, you will only be able to click next after 20 seconds.

Imagine that you move to a new town and are looking for an orthopedist. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

Dr. Simpson lives up on Spruce St. with his wife - they don't have kids.

These page timer metrics will not be displayed to the recipient.

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Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 5

We're studying how people quickly form first impressions, making important decisions from little information.

Note: To ensure you read all the information, you will only be able to click next after 20 seconds.

Imagine that you move to a new town and are looking for an orthopedist. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

Dr. Simpson lives up on Spruce St. with his wife - they have two kids in elementary school.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Condition 6

We're studying how people quickly form first impressions, making important decisions from little information.

Note: To ensure you read all the information, you will only be able to click next after 20 seconds.

Imagine that you move to a new town and are looking for an orthopedist. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael Simpson. He's been in practice for about 15 years.

Dr. Simpson lives up on Spruce St. with his wife - they have two kids in college.

Click Count: 0 clicks

Please rate how well you feel each of the following adjectives describes Dr. Simpson from 1, "Not well," to 6, "Very well".

[illegible]

Please assess the likelihood that the following statements accurately describe Dr. Simpson.

[illegible]

	Very unlikely 1	2	3	4	5	Very likely 6	Prefer not to answer
Very committed to their patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Block 18

Please choose a rating to answer the question below:

	Very unlikely 1	2	3	4	5	Very likely 6	Prefer not to answer
If you needed an orthopedist in this area, how likely would you be to see Dr. Simpson?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographics

What is your sex?

- ☐ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to answer

With what racial or ethnic group do you most identify?

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaskan Native
- ☐ Asian or Asian American
- ☐ Native Hawaiian or Pacific Islander
- ☐ Hispanic

- ☐ Multiracial
- ☐ Other
- ☐ Prefer not to answer

Do you have children? If yes, please select as many as apply.

- ☐ Child(ren) 0-5 years
- ☐ Child(ren) 6-12 years
- ☐ Child(ren) 13-17 years
- ☐ Child(ren) 18+ years
- ☐ No, I do not have children
- ☐ Prefer not to answer

How old are you?

Manipulation Check

What kind of doctor was described?

- ☐ Orthodontist
- ☐ Pediatrician
- ☐ Orthopedist
- ☐ Podiatrist

What was the sex of the doctor?

- ☐ Male
- ☐ Female

What did the recommendation say about the parental status of the doctor?

- ☐ Parent with kids in elementary school
- ☐ Parent with kids in college
- ☐ Not a parent

Powered by Qualtrics

Re: Quick question about "When Professionals Become Mothers, Warmth Doesn't Cut the Ice"

Susan T. Fiske <sfiske@Princeton.EDU>

Thu 4/25/2019 11:21 PM

To: Kate Weseley-Jones <weseleyjonesk@live.northshoreschools.org>

You have permission to use any published scales with proper citation. Your description has too much detail. It would dilute the gender and parent influence. Keep it simple. Fillers might also blunt your effects.

Good luck !

Susan Fiske
Psychology & Public Affairs
Princeton

www.fiskelab.org
amazon.com/author/susanfiske

On Apr 25, 2019, at 8:12 PM, Kate Weseley-Jones <weseleyjonesk@live.northshoreschools.org> wrote:

Hi Dr. Fiske,

I'm in the process of designing the materials for my study on the motherhood penalty and I was wondering if I could get your permission to use the scales from your 2004 study?

In the experiment I'm planning, I'm focusing on a pediatrician because 70% of people going into pediatrics in the past few years have been women and I want to see if the motherhood penalty will exist in a more female-dominated profession. I've also decided to present the description of the doctor as a recommendation from someone on Facebook because that's how a lot of people solicit help nowadays.

I was curious if you think it's better to describe just one pediatrician or to include one or two "filler" profiles?

I'll paste the description I've come up with at the bottom of this email and I'd love your input if you have a minute to look at it.

Thank you so much,
Kate

Imagine that you move to a new town and are looking for a pediatrician for your kids. You post on Facebook looking for some local recommendations and get this one:

We see Dr. Michael/Michelle Simpson. [He/She has two kids in elementary school and is good with our 7-year-old. / He/She has two kids in college and is good with our 7-year-old. / He/She does not have kids but is good with our 7-year-old.]

Dr. Simpson went to NYU medical school and **he/she** has been in practice for about 15 years.

The office is open 5 days a week and on Saturday mornings for sick visits. The staff is friendly, the waits aren't bad, and parking is usually easy.

From: Susan T. Fiske <sfiske@Princeton.EDU>

Sent: Tuesday, April 2, 2019 9:40 AM

To: Kate Weseley-Jones

Subject: RE: Quick question about "When Professionals Become Mothers, Warmth Doesn't Cut the Ice"

Thanks for your interest. Unfortunately, I don't know of any studies with the specifics you describe. Try Google Scholar?

Susan T. Fiske
Eugene Higgins Professor,
Psychology and Public Affairs
Princeton University
www.fiskelab.org
amazon.com/author/susanfiske

From: Kate Weseley-Jones [<mailto:weseleyjonesk@live.northshoreschools.org>]

Sent: Tuesday, April 02, 2019 9:12 AM

To: Susan T. Fiske

Subject: Quick question about "When Professionals Become Mothers, Warmth Doesn't Cut the Ice"

Dear Dr. Fiske,

I'm a high school student on Long Island working on a study on the motherhood penalty. I recently read your article "When Professionals Become Mothers, Warmth Doesn't Cut the Ice."

In your study, the job applicant was described as recently having his/her first baby. I was wondering if you know of any studies that manipulated the age of the applicant's children. I am curious about whether people are more likely to discriminate against women with young children than teenage or older children, but I haven't been able to find any studies that ask this question.

I was also curious if you know of any studies that looked at whether motherhood can be an asset when applying for jobs that involve communal qualities like being a pediatrician or an educator?

I'd really appreciate any recommendations you have.

Re: May I have your permission to use your scales from your 2008 study?

Kate Weseley-Jones <weseleyjonesk@live.northshoreschools.org>

Mon 5/6/2019 10:28 AM

To: madeline.heilman@nyu.edu <madeline.heilman@nyu.edu>

Thank you so much! I really appreciate your interest - I'll be sure to let you know if I find anything interesting.

Have a good week,
Kate

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From: Madeline E Heilman <madeline.heilman@nyu.edu>

Sent: Monday, May 6, 2019 9:52 AM

To: Kate Weseley-Jones

Subject: Re: Fw: May I have your permission to use your scales from your 2008 study?

Hi Kate,

Sorry for the delay in getting back to you. Yes, you have my permission to use the scales from my 2008 study on the motherhood penalty. Your research sounds very promising; good luck with it. I would love to hear what you find, so if the results are interesting please keep me updated.

Best regards,
Madeline

On Sun, May 5, 2019 at 11:57 AM Kate Weseley-Jones
<weseleyjonesk@live.northshoreschools.org> wrote:

Hi Dr. Heilman,

I just wanted to make sure you saw my last email. Please let me know if I may use your scales from your 2008 study on the motherhood penalty.

I'm hoping to present my research at a science fair that requires I get permission to use scales from previous studies.

Thanks for your time,
Kate Weseley-Jones

From: Kate Weseley-Jones

Sent: Thursday, April 25, 2019 8:21 PM

To: madeline.heilman@nyu.edu

Subject: May I have your permission to use your scales from your 2008 study?

Dear Dr. Heilman,

I'm in the process of designing the materials for my study on the motherhood penalty and I was wondering if I could get your permission to use the scales from your 2008 study?