Research Notes: Jennifer Merluzzi

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Jennifer Merluzzi's paper “Unequal on top: Gender profiling and the income gap among high earner male and female professionals” has been accepted for publication in Social Science Research. In the paper, Merluzzi and co-author Stanislav D. Dobrev suggest that young women are routinely subjected to “gender profiling” by employers in which their potential contribution to the organization is interpreted through the lens of social stereotypes and cultural norms that attribute to them weaker labor market commitment than men. The end result of this profiling, the authors argue, is income inequality between high earner men and women during the early career stages. Merluzzi is an assistant professor of management at the A. B. Freeman School of Business.