

Preface

This monograph introduces a status-equilibrating, social capital explanation for the persistent gender stratification in the male-dominated field of information technology. A multi-cohort, longitudinal study of undergraduate students training for careers in IT reveals that women suffer from lower status and a problem of legitimacy. Simply being female reduces retention and hinders placement in the field. The social network, moreover, operates differently and less simply for women than men. Cohesive cross-sex ties are shown to both alleviate and aggravate the legitimacy problem for women, contingent on the spilling over of status expectations based on sex roles.