

# GV994 Professional Development Seminar

## Gender & The Profession

Federica Genovese  
Dept of Government, Essex

November 27, 2018

Why am I here?

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University  
of Essex

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## Gender equality awards and applications

### Athena SWAN

The University is committed to all departments gaining an Athena SWAN Bronze Award by 2019-2020.

#### Departmental bronze awards

- [Department of History](#)
- [Department of Psychology](#)
- [School of Biological Sciences](#)

#### Departmental silver award

- [School of Health and Social Care](#) (submitted as School of Health and Social Sciences)

#### Institutional award

The University received its Athena SWAN Bronze Award in September 2013 and it was successfully renewed in November 2017.

# The Athena SWAN application

Department application	Bronze	Silver
<b>Word limit</b>	<b>10,500</b>	<b>12,000</b>
<i>Recommended word count</i>		
1. Letter of endorsement	500	500
2. Description of the department	500	500
3. Self-assessment process	1000	1000
4. Picture of the department	2000	2000
5. Supporting and advancing women's careers	6000	6500
6. Case studies	n/a	1000
7. Further information	500	500

# The broader debate



*The Guardian*, January 2018

# The broader debate

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SPECIAL REPORT

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## Gender in the Journals, Continued: Evidence from Five Political Science Journals

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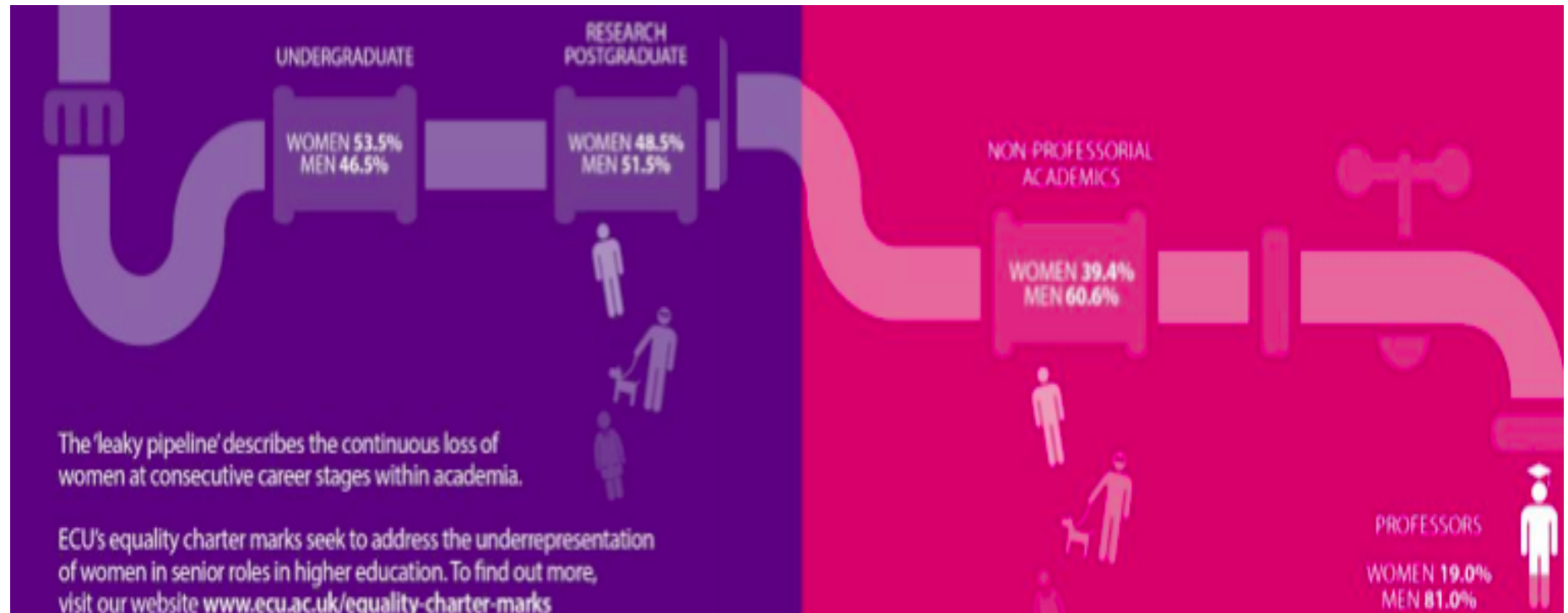
*PS* Symposium (2018)

# Gender & The Profession

## THE PROBLEM

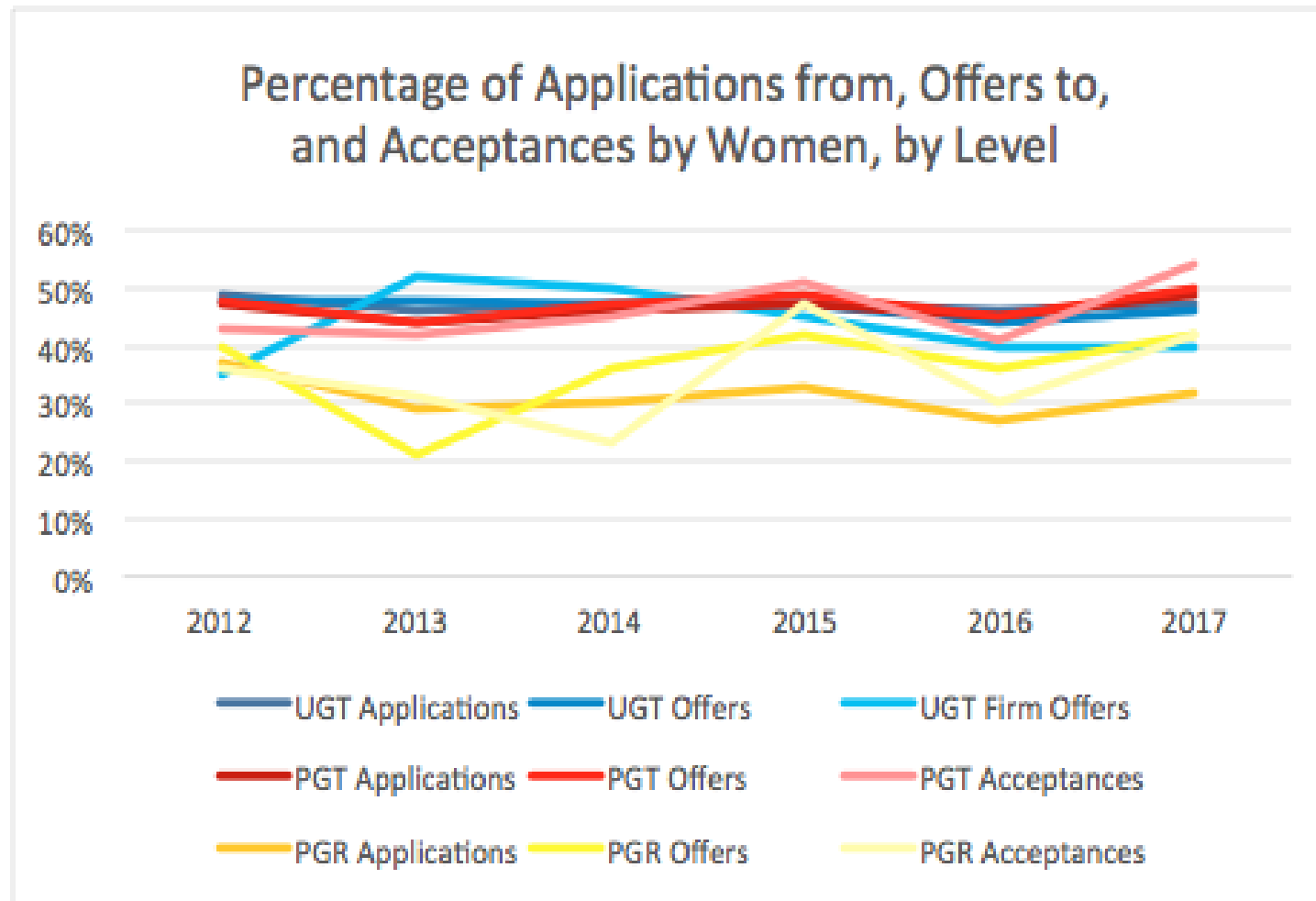
# The Gender Gap in Academia

All sciences (incl. political science) have a 'leaky pipeline' problem





# The Gender Gap in Academia



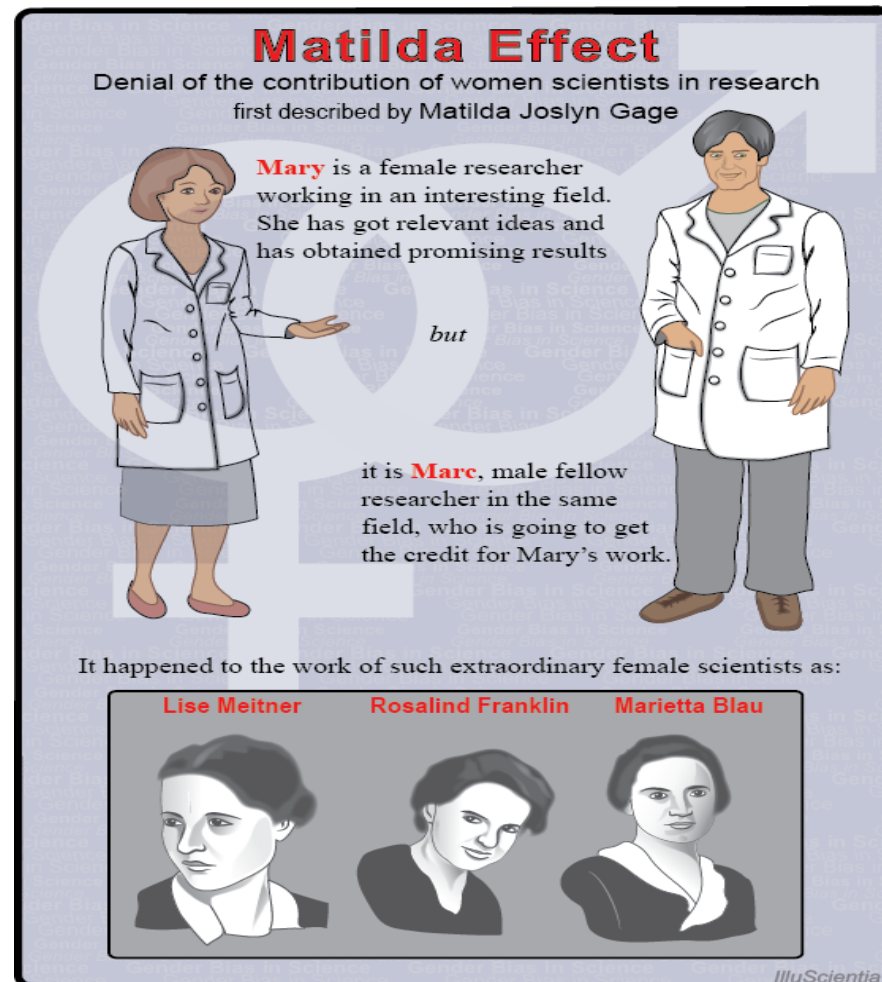
Department of Government  
Female applications, offers & acceptance in past five years

# The Gender Gap in Academia

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# The Gender Gap in Academia

Everyday life example:



# Sources of Gender Gaps

Some of the sources of this academic problem are **macro-structural**, and may be related to **lack of broad (social or university-level) policies**

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- Work-life issues (e.g. parental leave policies, nursery on campus, etc)
- Gender stereotyping, harassment risks and sexual vulnerabilities

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Other sources are more pernicious and hidden, and are much more related to **within-department culture and organization**.

Lots of smart people have tried to identify and understand those second sets of sources, asking a range of useful questions.

# Gender & The Profession

## THE MECHANISMS



# Sources of Gender Gaps

Are women less productive than men?

# Sources of Gender Gaps

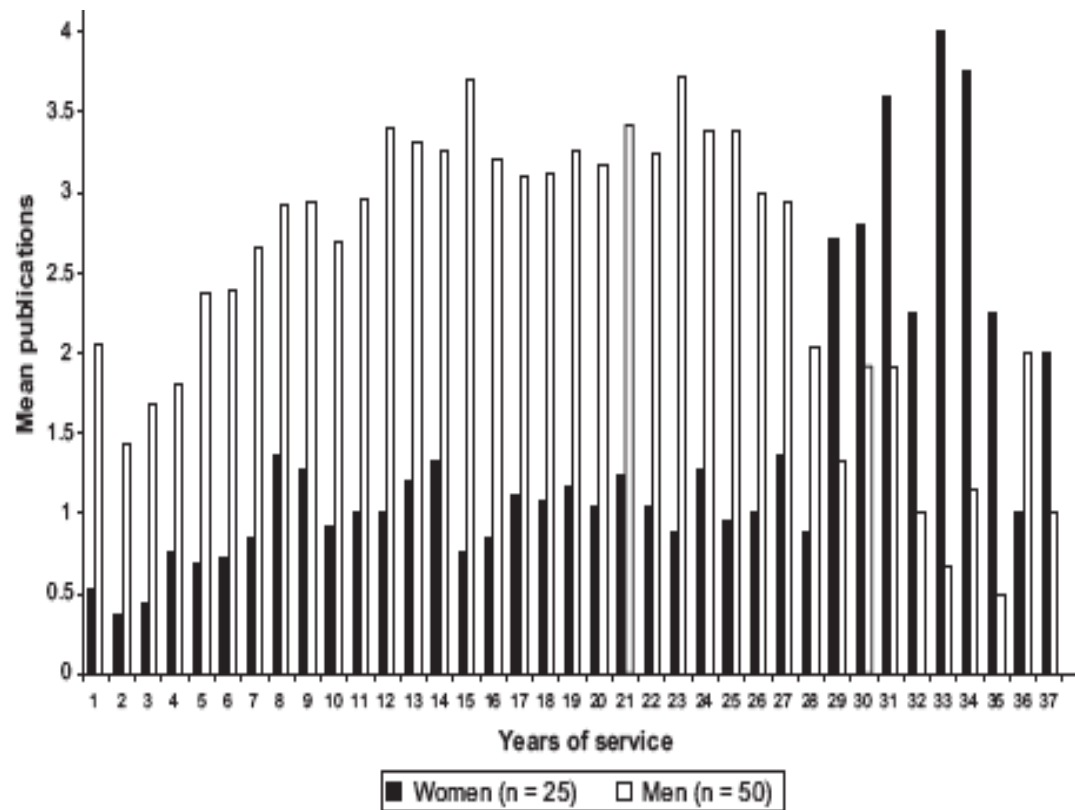
Are women less productive than men?

No.

# Sources of Gender Gaps

Are women **less productive** than men?

No. Women's **publication rates** increase and actually exceed those of men in the latter stages of careers.



**Figure 1** Mean number of publications for each year of service produced by 25 women and by 50 men matched 2:1 by years of service and career track (i.e., scholarly clinician) to women.

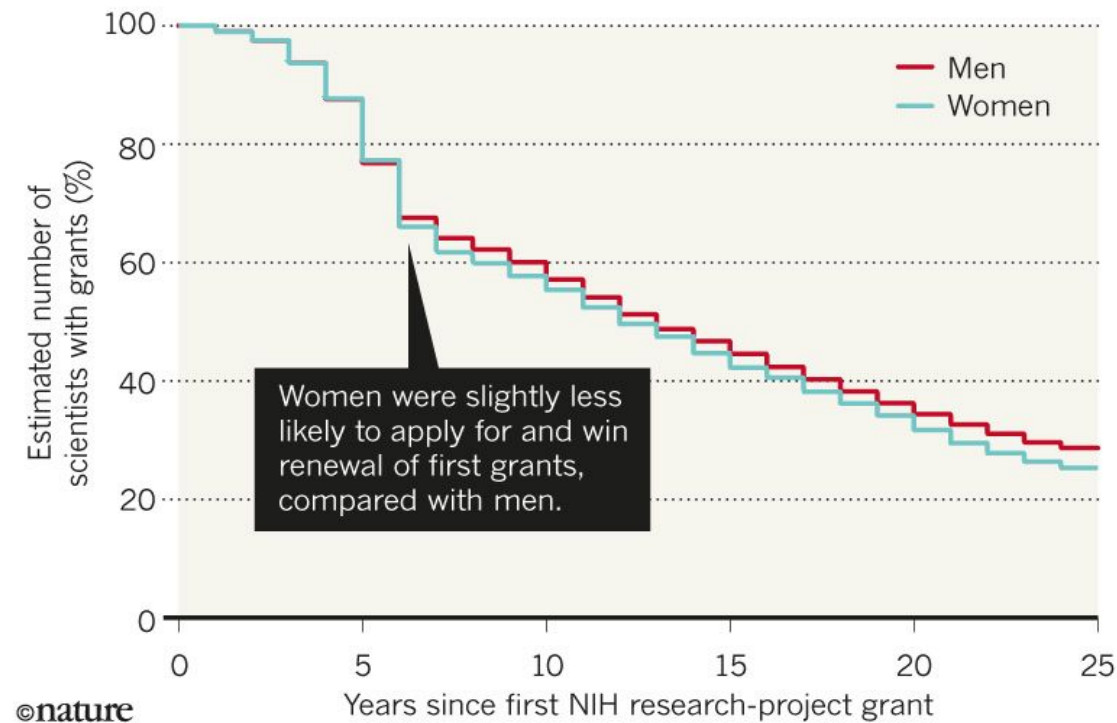
Reed et al (2011) *Academic Medicine*

# Sources of Gender Gaps

Similarly, women's **grants** are as fruitful as men's as long as they capture their first grant.

## SURVIVING SCIENCE

Female scientists maintain NIH project grants for nearly as long in their careers as do male scientists, according to an analysis of 34,770 researchers.



Hechtman et al (2018) *PNAS*

# Sources of Gender Gaps

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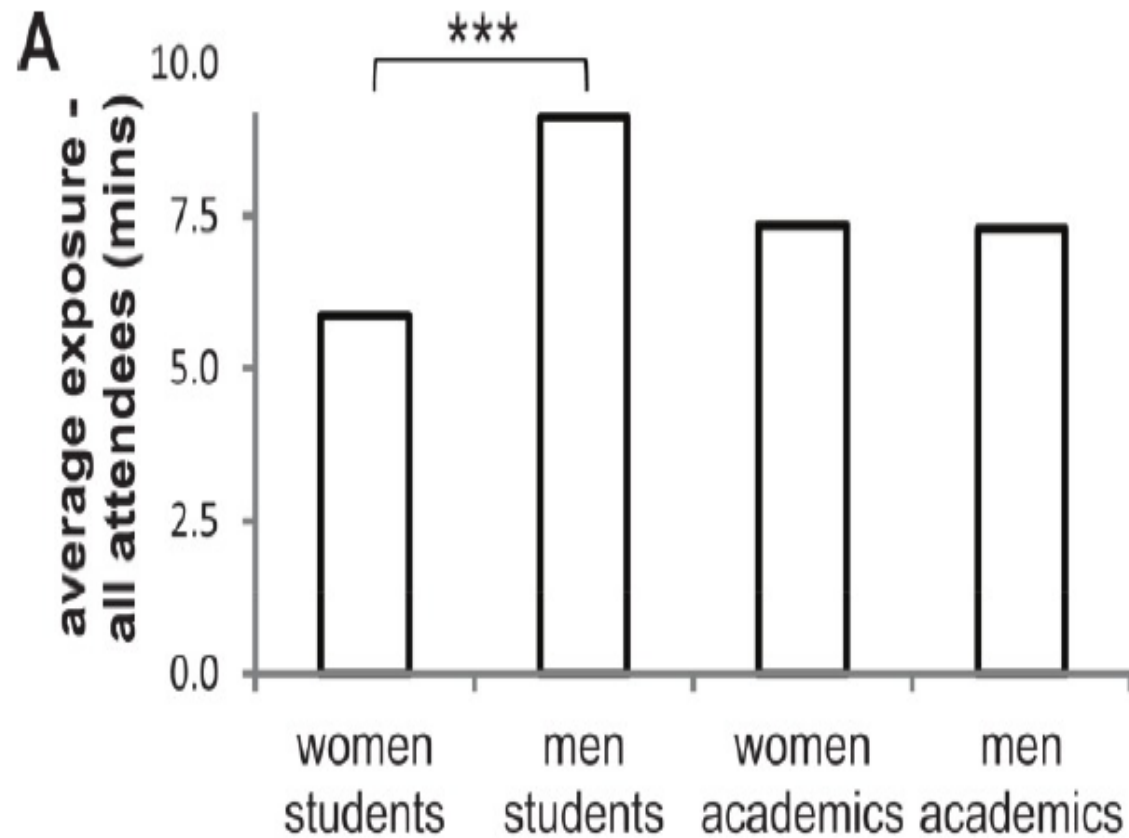
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Jones et al (2014) *Peer J*

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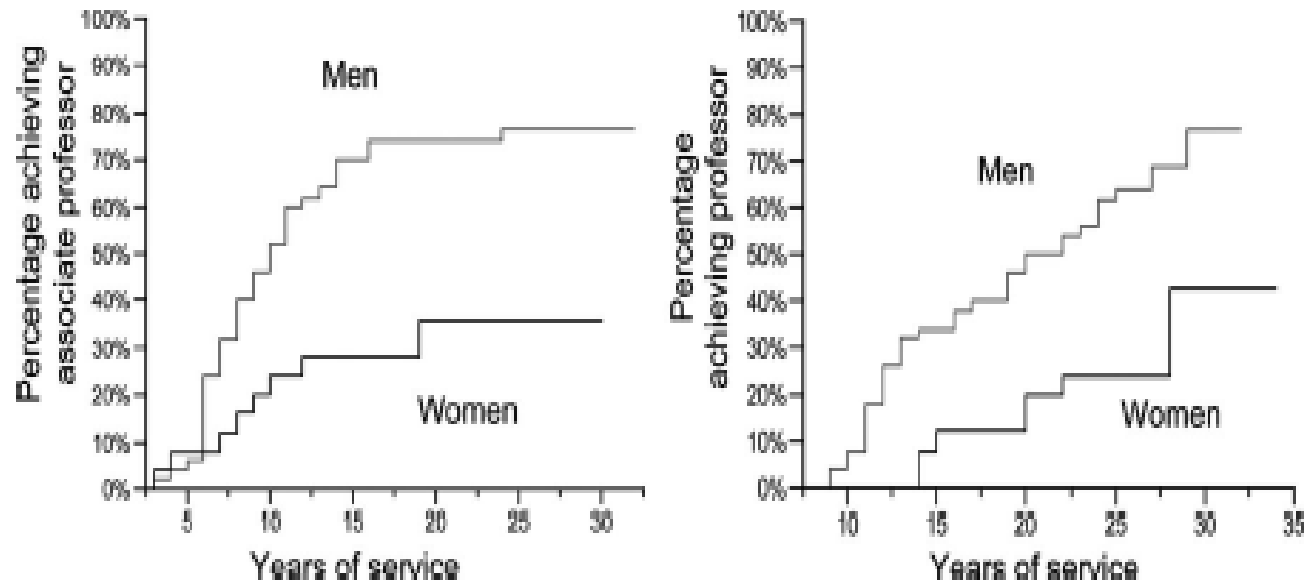
Are women less promoted than men?

Yes.

# Sources of Gender Gaps

Are women **less promoted** than men?

Yes. Women are more **slowly** promoted to leadership positions, and hold fewer leadership positions than men overall, especially at mid-careers.



**Figure 2** Kaplan–Meier curves comparing time in years to promotion between men and women

Reed et al (2011) *Academic Medicine*

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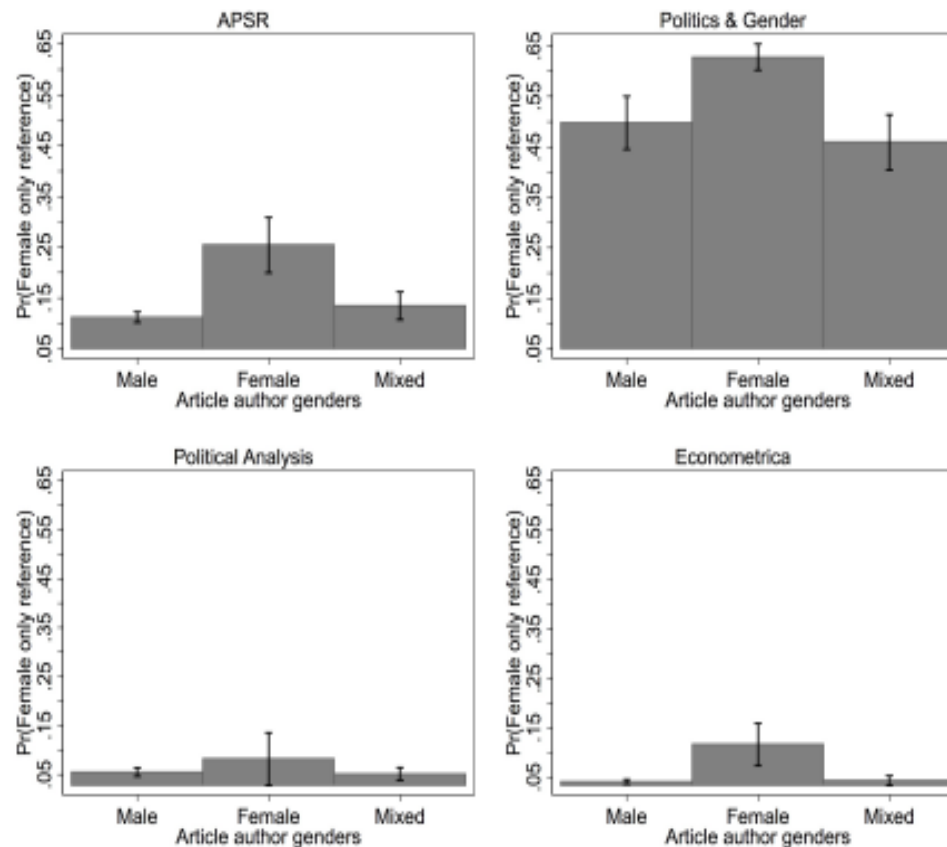
Yes.

# Sources of Gender Gaps

Are women **less cited** than men?

Yes. While women have a higher probability of citing work by other women, there is a sizable gap in terms of how **men & mixed teams** cite women.

Figure 1: Predicted probability (with 95% confidence intervals) of citing a female only reference



Dion et al (2018) *Political Analysis*

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Yes - and by female students too! Students evaluate female instructors 8-20% of a standard deviation worse compared to male instructors.

TABLE 5. Gender bias in students' evaluations.

Dependent variable	(1) Instructor-related	(2) Group-related	(3) Material-related	(4) Course-related
Female instructor ( $\beta_1$ )	-0.2069*** (0.0310)	-0.0579** (0.0260)	-0.0570** (0.0231)	-0.0780*** (0.0229)
Female student ( $\beta_2$ )	-0.1126*** (0.0184)	-0.0121 (0.0190)	-0.0287 (0.0178)	-0.0373** (0.0174)
Female instructor $\times$ Female student ( $\beta_3$ )	0.1309*** (0.0326)	0.0493 (0.0315)	0.0265 (0.0297)	0.0635** (0.0293)
Grade (first sit)	0.0253*** (0.0058)	0.0221*** (0.0059)	0.0442*** (0.0058)	0.0528*** (0.0058)
GPA	-0.0633*** (0.0089)	-0.0659*** (0.0088)	-0.0377*** (0.0084)	-0.0227*** (0.0083)



# Gender & The Profession

SOME SOLUTIONS

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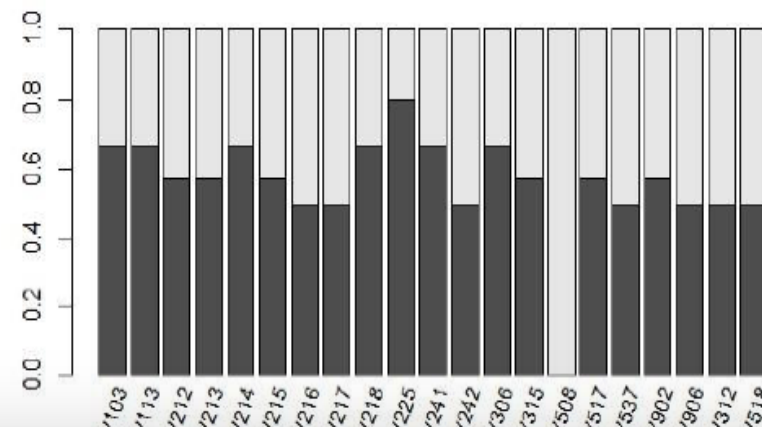
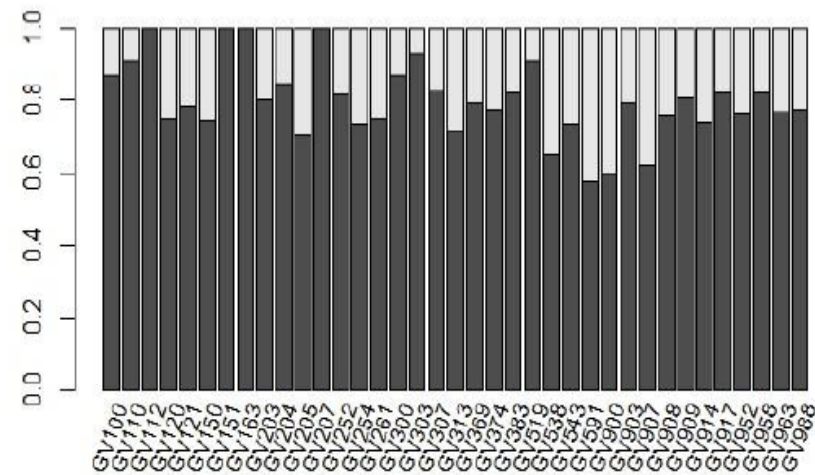
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## Culture:

- Review syllabi for more female authors' readings and adjust syllabi to promote more balance

## What our department can do

**Figure 4:** Breakdown for each module (white = at least one female authored materials, black = male only authored materials)



Wakako &amp; Gizelis (2018)

What can you do?



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You can also do some *private, individual things* in view of all these biases.

What you can do privately will probably depend on your **gender ID**.

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- Understand there is a real *trade-off between teaching, service and research*. Balance them knowing that the academic job market is skewed towards research outputs (and remember teaching evaluations can go against you).
- *Visibility is crucial; self-promotion is critical.*

# What can you do?

If you are a scholar who would like to be included in our database, please visit our **registration page**. If you are a scholar who is already in our database and you would like to update your record, simply **login** and make any desired revisions to your profile. **Please note: if this is your first time logging in to this new site, you will need to request a password reset (on the login page).** A reset token will be emailed to the address on file.

Follow us on twitter **@womenalsoknow!**

#WomenAlsoKnowStuff 

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- Remember: *recognizing discrimination does not imply that your success is due to biases in the system*. Rather, it means that you are not afraid of other perspectives and ready to have more multidimensional discussions.



# Be an ally



## Macartan Humphreys

Columbia University and WZB Berlin

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Comments

### Gender discrimination in political science and the problem of poor allies

📅 👤 M H

We have a problem with gender-based discrimination in political science. I know that not because I see it, but because I keep on not seeing it, even as so many of my women students and faculty colleagues are acutely aware of it. [1] It works through a multitude of everyday behaviors that add up to unequal treatment and unequal recognition. I describe here, with permission, a number of these as reported to me by students and colleagues in recent weeks. Perhaps most surprisingly, many of the instances of discriminatory behavior described to me involved male friends and colleagues of mine who would likely self-describe as feminists. But they still engage professionally in ways that contribute to everyday discrimination. To be clear, all of these behaviors have been described many times over and better elsewhere. There is nothing new here. But the points bear repeating because the behaviors are pervasive and men are still not seeing them. I start with myself.