

Gender, Leadership and Authorship in Interdisciplinary Research Teams



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Gender Gap in STEM



Differences between disciplines

Effects on authorship practices

Importance to interdisciplinarity



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Gender inequality in authorship set to persist for decades

Some disciplines need to implement reforms if parity is to be achieved.

Intrapsychic Perspective

Internal characteristics of the leader



Leadership Styles

Women Men

Focus on relationships and sharing



Focus on completing tasks and achieving goals

Emphasize the process



Emphasize the product

Support contributive, consensual decision-making



Support the majority rule with rewards and punishments

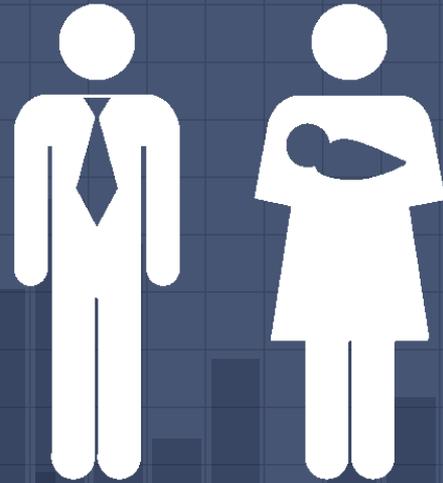
Facilitative leadership



Lead from the front

Social Structure & Perspective

Role and status in society



Do rank and gender dynamics
impact publication productivity?

Data Collection

Team Survey

NSF-funded interdisciplinary environmental scienceteams

Demographics, disciplines, diversity, leadership, authorship, inclusion, satisfaction

Publication Search

All publications resulting from team collaborations, publically available on NSF website

Project PIs, number of coauthors, gender of first and last authors

Intrapsychic Perspective

Internal characteristics of the leader

Do personal values and leadership characteristics differ between genders?



Leadership Styles

Priorities



Main aims



Decision making



Leadership behaviors



Transformational vs Transactional Leadership

Not gender based traits, but chosen behaviors

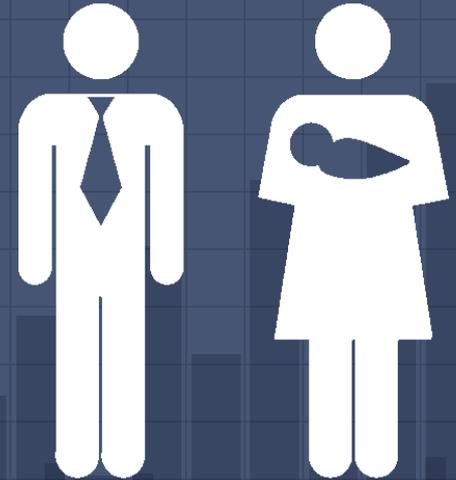
Do these behaviors impact team outputs?



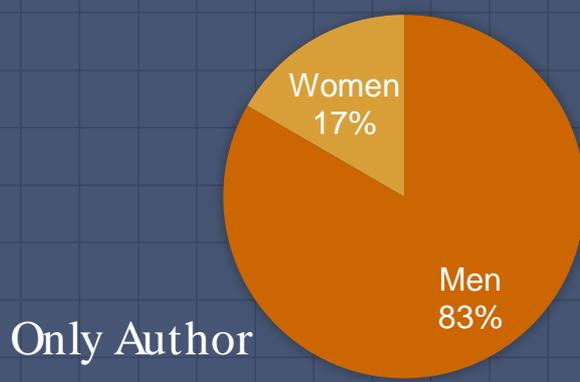
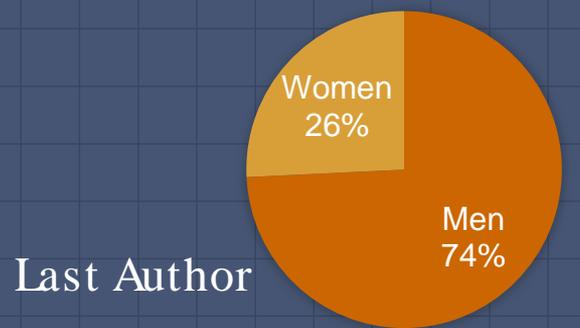
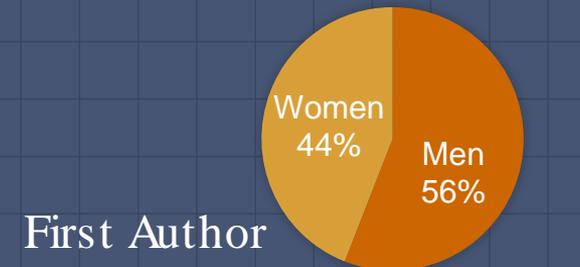
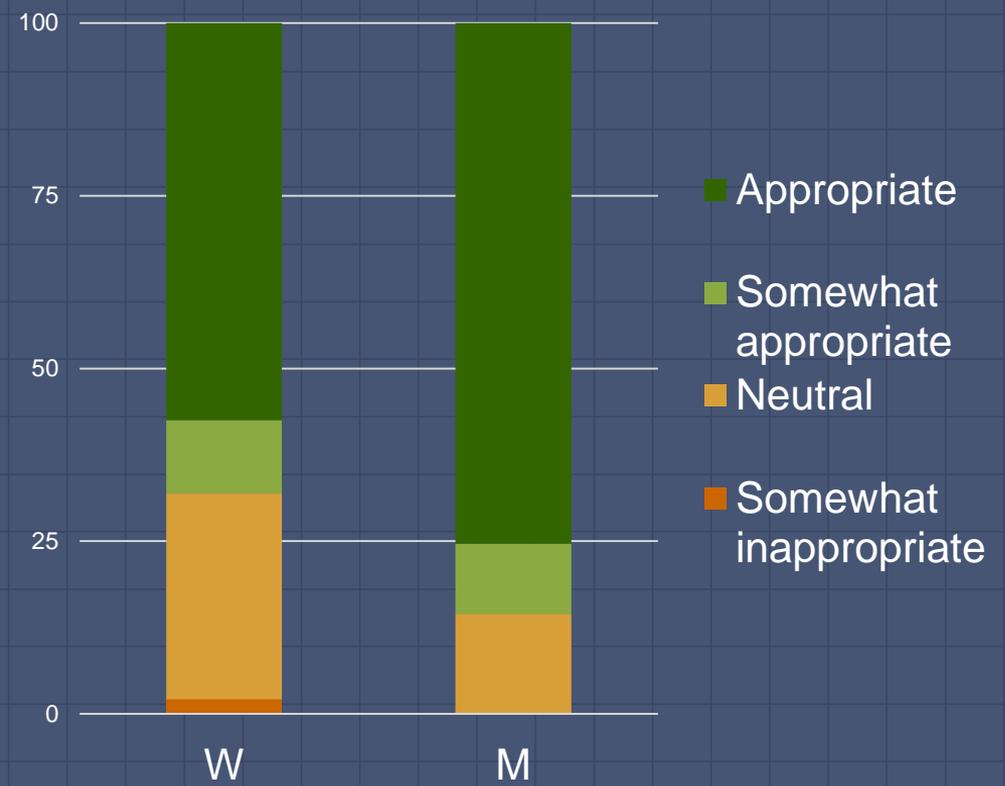
Social Structure Perspective

Role and status in society

Are gender roles apparent
in the outputs of
interdisciplinary
teams?

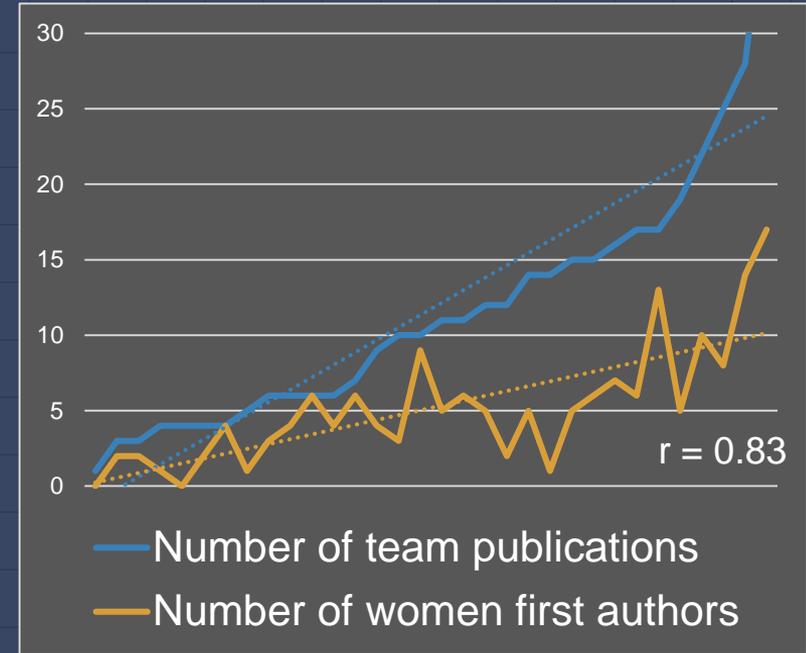


To what extent do you think you received appropriate authorship credit on papers published by your team?



Impacts on productivity and authorship

NO correlations between proportion of women leaders, total publications, total coauthors, female first authors, disciplines represented, or any survey results such as overall team satisfaction



except total publications significantly correlated with total women first authors

CONCLUSIONS

Differences in leadership behaviors

Unequal credit on publications

No correlation of output variables



FUTURE RESEARCH



Exploration of leadership behaviors

Perceptions of roles compared to actual tasks and duties

Qualitative assessment of stereotyping within teams

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Kevin Elliott

Georgina Montgomery

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THANK YOU!

Any questions?



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