Gender bias in academic recruitment

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It is well known that women are underrepresented in the academic systems of many countries. Gender discrimination is one of the factors that could contribute to this phenomenon. This study considers a recent national academic recruitment campaign in Italy, examining whether women are subject to more or less bias than men. The findings show that no gender-related differences occur among the candidates who benefit from positive bias, while among those candidates affected by negative bias, the incidence of women is lower than that of men. Among the factors that determine success in a competition for an academic position, the number of the applicant’s career years in the same university as the committee members assumes greater weight for male candidates than for females. Being of the same gender as the committee president is also a factor that assumes greater weight for male applicants. On the other hand, for female applicants, the presence of a full professor in the same university with the same family name as the candidate assumes greater weight than for male candidates.

General information
Publication status: Published
Organisations: Department of Management Engineering, Technology and Innovation Management, University of Rome Tor Vergata
Contributors: Abramo, G., D’Angelo, C. A., Rosati, F.
Pages: 119–141
Publication date: 2016
Peer-reviewed: Yes

Publication information
Journal: Scientometrics
Volume: 106
ISSN (Print): 0138-9130
Ratings:
BFI (2016): BFI-level 2
Scopus rating (2016): CiteScore 2.3 SJR 1.099 SNIP 1.335
Web of Science (2016): Impact factor 2.147
Web of Science (2016): Indexed yes
Original language: English
Keywords: Research evaluation, Bibliometrics, FSS, Italy
Electronic versions:
Abramo_G__DAngelo_C.A__Rosati_F__2016__Gender_bias_in_academic_recruitment__Scientometrics_106_1_119_141_.pdf
DOIs:
10.1007/s11192-015-1783-3
Source: PublicationPreSubmission
Source-ID: 119755545
Research output: Contribution to journal › Journal article – Annual report year: 2016 › Research › peer-review