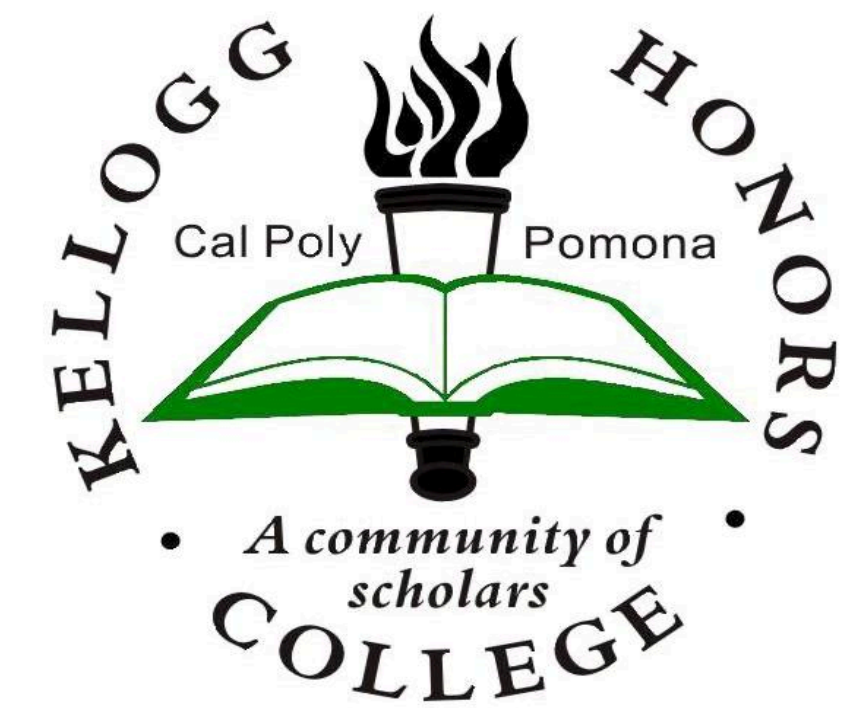


The Gender Makeup of Editorial Board Members



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Abstract

This study aimed to investigate the gender makeup of editorial boards in academic journals. Previous studies conducted on this topic were examined, and a coding form was created in order to collect data from industrial-organizational psychology journal websites. The coding form will be used to assess the genders of editorial board members from these various journal websites, as well as other relevant variables. We plan to compare the data that we discover for I/O psychology boards to data from other fields that have also reported on the topic. We further hope to compare the data that we find for I/O psychology journal boards to the gender makeup of the entire field of psychology. Our prediction is that the gender makeup of editorial board members in I/O psychology will mirror other fields, with the results showing an underrepresentation of women in academic journal boards. The findings of this research are important to academia and society as a whole to help shed light on the gender differences in editorial board membership, and further investigate the ever-present gender gap existing in today's society.

Introduction

Getting appointed to an editorial board is considered a huge milestone in the career of a researcher. It marks recognition from the scientific community, academic achievement, and represents a stepping stone in one's career in order to accomplish more research and publications in the future. When impediments are in place that prevent this achievement, a researcher's career can be severely negatively impacted. Women in academia often face many of these barriers in getting appointed to editorial boards of academic journals. Previous research conducted on the topic has indicated that while opportunities for women in journal boards are increasing over time, it is not at the rate that should be expected (Metz and Harzing, 2009). Also, previous research found that these improvements for women in the field seem to be at very low levels, and opportunities for women as editors is still scarce (Armrein et al., 2011). This study will examine the current gender makeup of editorial boards of Industrial-Organizational Psychology journal boards.

Result

Out of nine major academic Industrial – Organizational Psychology Journals, we used seven for this data analysis (excluding the Academy of Management and Journal of Business and Psychology). With these seven, we found that females had higher rates of professorship in all levels except for full professorship. 51.69% of males held full professorships, as opposed to 39.94% of females. For associate professors, 27.18% were male and 37.20% were female. Assistant professors made up 12.6% of the professorship, with females being slightly higher at 12.80% versus 12.43% of males. Administration (0.6%), industry (0.2%), and other (5.5%) also all favored females at 0.61% versus 0.53%, .30% versus .18%, and 6.40% versus 4.80%, respectively. Alternatively, for editorship, we found that all categories except for associate editorship favored males. The chief editorship were dominated by males at 1.07% while females only held .61% of positions. For associate editorship, females did hold more positions overall at 10.06% versus 6.93% for males. However, for editorial board members, males also dominated at 89.17% versus 86.89% of women editorial board members overall. Males also have more publications per author (30 versus 21 for females), as well as first author publications at 13 while females have an average of 9. The percent of males overall across all journal boards is 63.34% of females at 36.78%.

Materials

- Computer
- Qualtrics
- Journal Websites
- Journal Articles
- Refme
- Google
- Excel
- EBSCO
- PsycInfo
- Word Document
- Journals Used
 - Personnel Psychology
 - Academy of Management Review
 - Journal of Applied Psychology
 - Journal of Occupational Behavior
 - Journal of Occupational Health Psychology
 - Administrative Science Quarterly
 - Academy of Management
 - Journal of Business and Psychology
 - European Journal of Work and Organizational Psychology

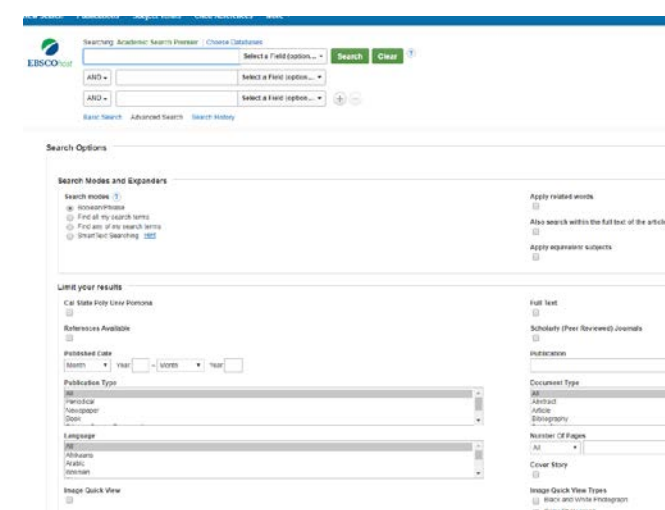


Figure 1: The Journal of Applied Psychology was one of the I/O journal boards we examined in this study

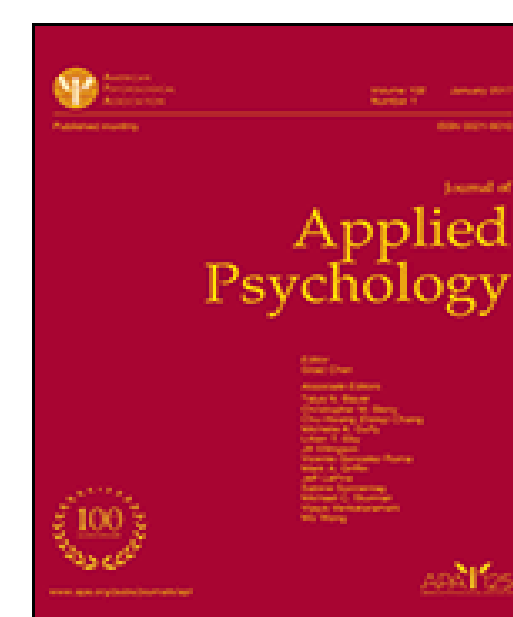


Figure 2: EBSCO was the database used to find previous research done on the topic

Methods

1. Find and review previous literature conducted on topic.
2. Write literature review on previous research to examine and compare data.
3. Create coding form on Qualtrics to use for data collection.
4. Collect public information on editorial board members from various journal websites and google such as gender, level of professorship, country of origin, and more.
5. Data-mine information on Qualtrics.
6. Assess data and make conclusions.

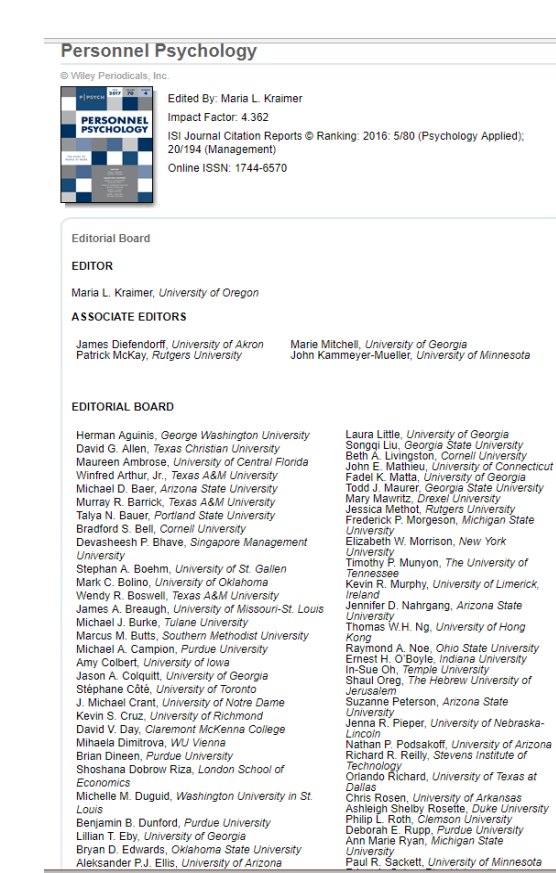


Figure 3: Journal of Personnel Psychology public website information on editorial board members

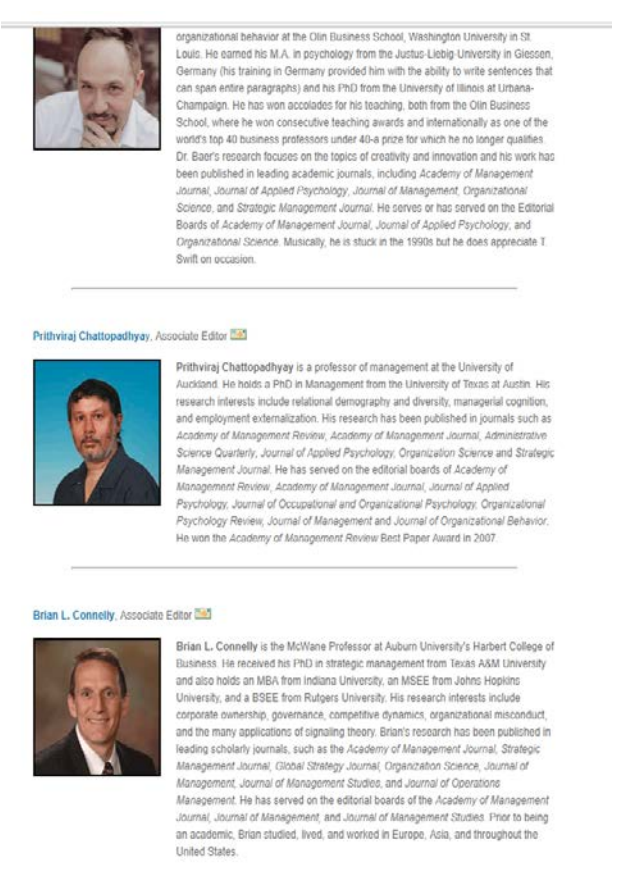


Figure 4: Academy of Management Journal public website information on editorial board members

Variables

- Journal Name
 - Impact Factor Type
 - Year of Journal Founding
 - I/O or Cognitive
 - APA Affiliation
 - Country of Journal
- Editor Name
 - Type of Editor
 - Editor Email
 - University
 - Country
 - Sex
 - Level of Professorship
 - APA Membership
 - SIOP Membership
 - Other Membership
 - Number of Publications
 - Number of First Author Publications

Figure 6: Second page of Qualtrics coding form

Figure 7: Median number of publications broken down by type and sex

Publications	Overall	Male	Female
Overall Publications	25	30	13
First Author Publications	11	21	9

Figure 8: Editors broken down by type and sex

Editorship	Overall	Male	Female
Associate	8.1%	6.93%	10.06%
Editorial Board	88.3%	89.17%	86.89%
Chief	0.9%	1.07%	0.61%
Other	2.6%	2.84%	2.13%

Figure 9: Professorship broken down by type and sex

Professorship	Overall	Male	Female
Full	47.3%	51.69%	39.94%
Associate	30.8%	27.18%	37.20%
Assistant	12.6%	12.43%	12.80%
Administration	0.6%	.53%	0.61%
Industry	0.2%	0.18%	0.30%
Other	5.5%	4.80%	6.40%
Blank	3.0%	3.20%	2.74%

Discussion

The data shows a clear favoritism of men in editorial boards of academic Industrial-Organizational Journals. Men had higher representation in all levels of editorship except for associate. Alternatively, females held high proportions of all professorship except for full. More men were also represented in overall proportions in these boards. It appears that there is a link between achieving full professorship and achieving editorial board membership. Women may not be reaching this status due to the pipeline effect, family commitments, and more. Further research needs to be conducted to examine the reasons for this trend in order to have a sound conclusion. We plan to reconduct analysis including data from the Academy of Management and the Journal of Business and Psychology to further solidify our results. We also plan to compare this data to data from other fields of psychology, as well as ultimately to the field of psychology as a whole.

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