



The challenge of the COVID-19 pandemic on women academics

December, 2020

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Background

- Clear evidence and statistically robust analysis and avoid forming an incomplete picture (by e.g. looking only in published papers, or a handful of journals)
- Collaboration with academic researchers ([link to our study](#))



Prof. Flaminio Squazzoni
University Milan



Prof. Francisco Grimaldo
University Valencia

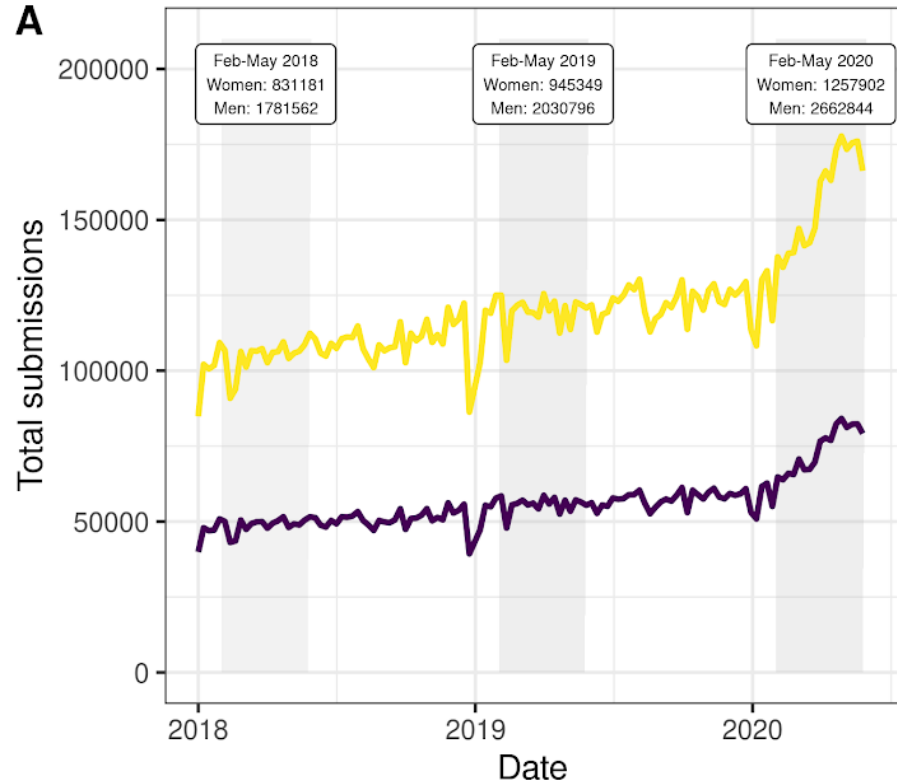


Prof. Giangiacomo Bravo
University Linneus

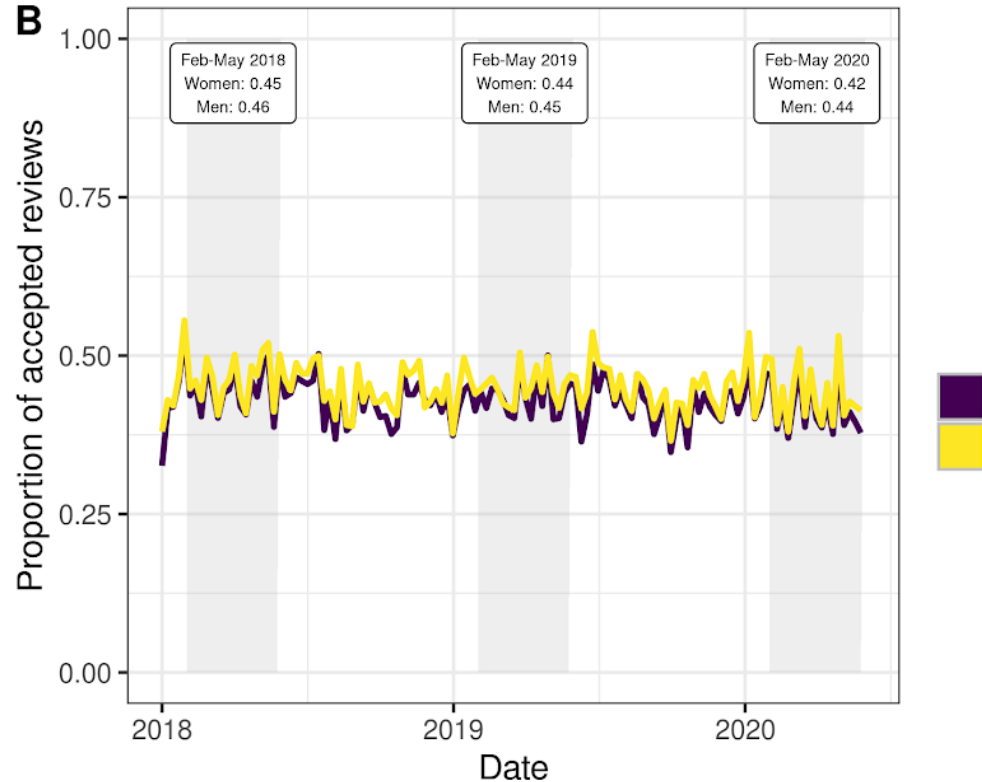


The pandemic has caused a race for publication: + 90% of submissions to health & medicine Elsevier journals in 2020 compared to the same period in 2018-2019 (Feb-May)

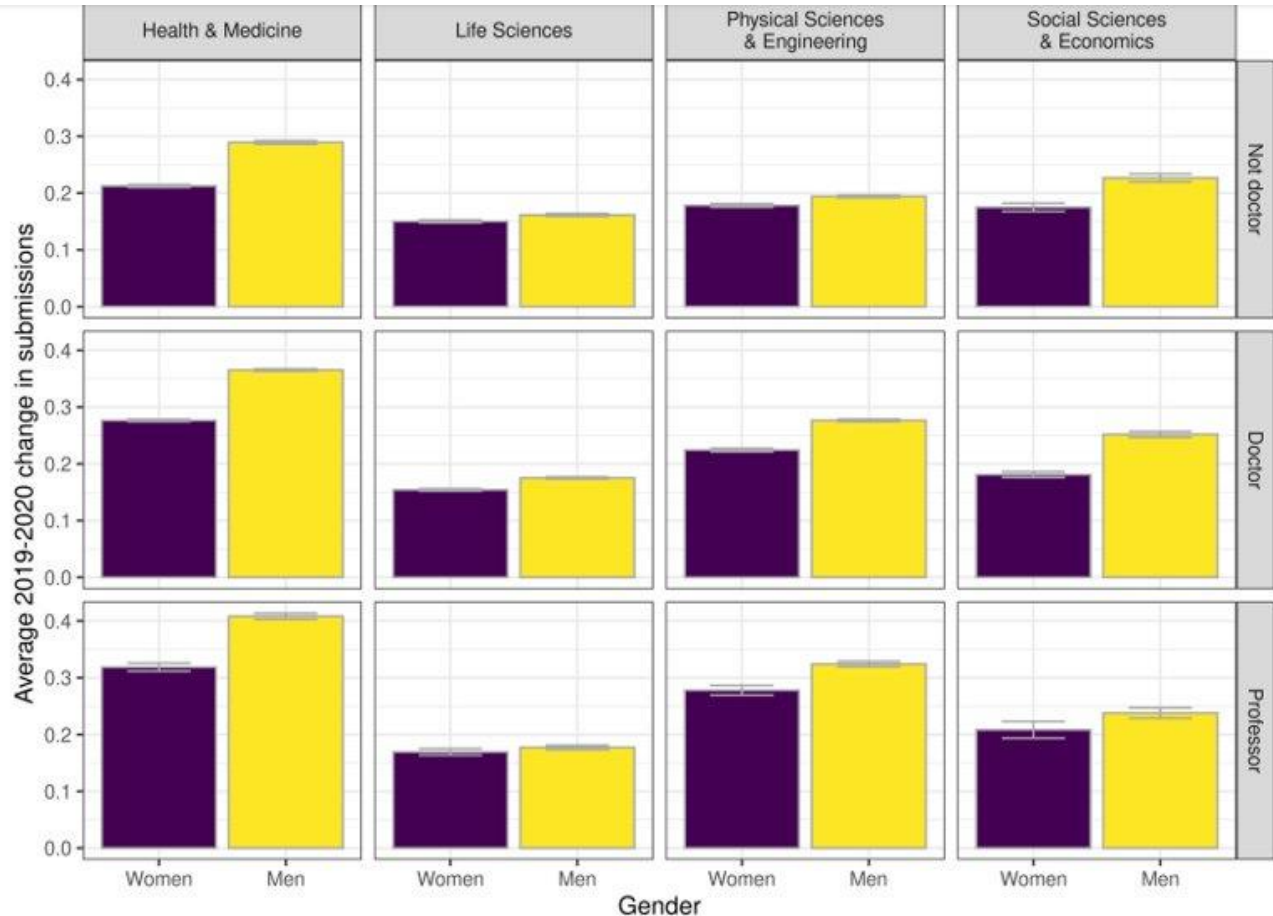
A



B



Women submitted proportionally fewer manuscripts than men in 2020: the penalties are stronger in case of women at a later stage of their careers



Extraordinary times require extraordinary policies

- Those who have already benefited from this COVID19 research inflation may have higher chances in future to receive prestigious grants and obtain tenures and promotion in prestigious institutions
- Funding agencies and hiring and promotion committees at national and international levels need to reconsider their policies
- Flagging, carefully pondering or even disregarding COVID-19 related publications and citations from applicants' assessment needs to be considered
- Institutional interventions, such as promoting a more diverse, inclusive, and equitable working environment and embracing a family-friendly leadership policy in the reopening plans of labs and institutes, could help moderate the distortions caused by the pandemic





Thank you

