

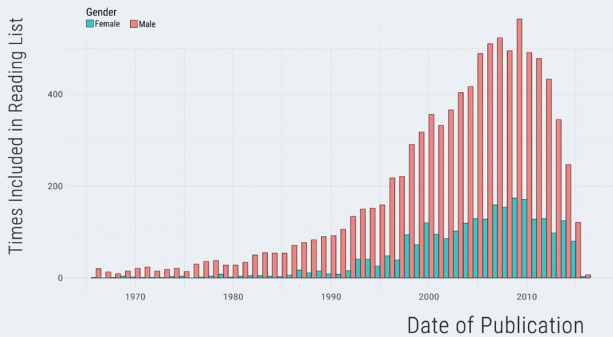
## 1 About the Project

To what extent are gender imbalances present in the discipline of International Relations (IR)? Students have identified this matter as one of pressing concern, and activism targeting the lack of diversity in university teaching has grown substantially. Increasingly, the question has also been picked up from within the discipline (Colgan 2016, 2017; Maliniak et al. 2013; Teele & Thelen 2017).

But the lack of diversity can be difficult to identify and measure, which complicates the formulation of policy responses. Our study examines gender bias in a one-year snapshot (2015/16) of the entire IR department's curriculum at one of the UK's leading institution using a novel dataset.

## 3 Temporal Trends

In absolute terms, we see a steady increase in the number of works by female authors making it into the IR reading lists when published after 1990. However, works by male authors also display a similar pattern, presumably as reading lists are updated with newer works more generally. Therefore, we find no relative improvement over time.



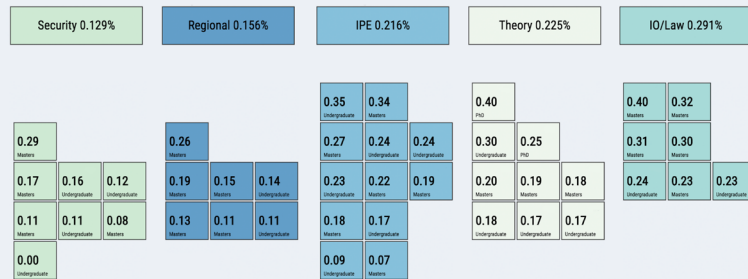
## Methodology

The dataset is based on an export of Moodle data containing syllabi for each Undergraduate, Master's, and PhD level course on offer at the IR Department in the 2015-16 academic year. A total of 43 courses (18 BA, 23 MA, and 2 PhD) render 12,358 non-unique textual sources. To tackle the gender bias issue as it relates to inclusion of male and female authors in our reading lists, sex of the author(s) are coded M/F\*. 78% of all assigned readings are written by only male authors. Only 19% have at least one female contributor (14% have exclusively female authors).



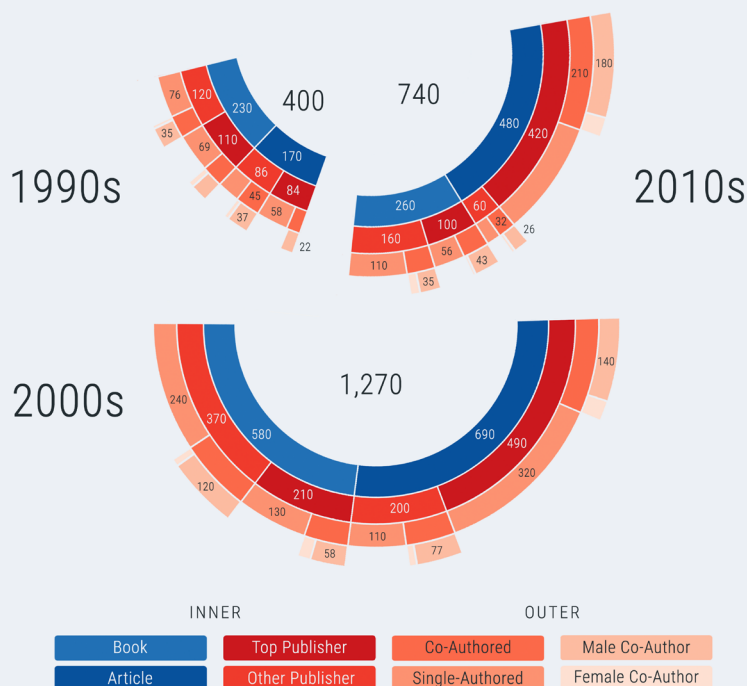
## IR Course Breakdown

We break down 43 anonymised IR courses into five subfields: Statecraft & Security Studies, Area Studies, International Political Economy, IR Theory, and International Organisations/Law. Around half of all courses have less than 20% female inclusion ratio.



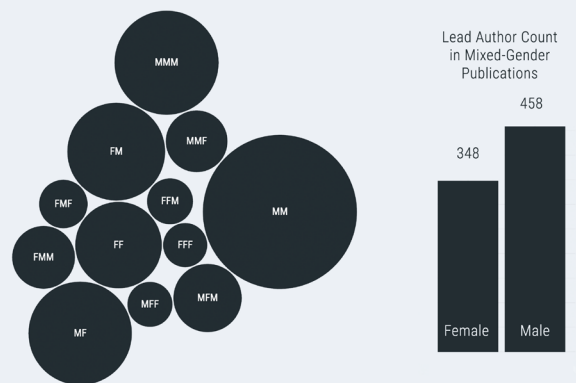
## 5 Publication Pathways

Next, we disaggregate nearly 2,500 reading list items written by female authors by their publication characteristics in the last three decades. '2010s' only contains data until 2015. Unsurprisingly, given the gender imbalance, female-female collaborations are the least likely occurrences.



## Co-Authorship Patterns

Finally, we illustrate co-authorship patterns featuring up to three authors as present in our reading lists, while preserving the original author order. We find that in mixed-gender publications, male authors get to be the first author 57% of the time.



## Conclusion

- Our evidence suggests that intricate forms of gender bias permeate the entire IR curriculum: excluding co-ed teams, the female to male inclusion ratio is 1:5.64. Some subfields of IR as represented on our reading lists do even worse.
- Simply hoping that positive change has already set in and will over time reduce imbalances is unrealistic: while in absolute numbers female contributions have increased steadily over time, relative inclusion patterns compared to male authorship remain steadily low. Even if more women were to be included, co-authorship patterns and first author decisions indicate a long way to equal inclusion on reading lists (McDowell et al., 2006).
- The gender imbalances must therefore be addressed within and alongside debates around hiring practices (in 2015/16, the IR Department had only about 30% female faculty), broader citation and publication practices, and what constitutes the 'fundamental materials' of the discipline.

Colgan, Jeff D. 2017. "Gender Bias in International Relations Graduate Education? New Evidence from Syllabi." PS: Political Science & Politics 50(2): 456-460.  
Colgan, Jeff D. 2016. "Where is International Relations Going? Evidence from Graduate Training." International Studies Quarterly 60(3): 486-498.  
Maliniak, Daniel, Ryan Powers and Barbara F. Walter. 2013. "The Gender Citation Gap in International Relations." International Organization 67(4): 889-922.  
McDowell, John M., Larry D. Singell, and Mark Slater. 2006. "Two to Tango? Gender Differences in the Decisions to Publish and Coauthor." Economic Inquiry 44 (1): 153-68.  
Teele, Dawn L. and Kathleen Thelen. 2017. "Gender in the Journals: Publication Patterns in Political Science." PS: Political Science & Politics 50(2): 433-447.

\* We readily acknowledge the limitations of a binary gender indicator.