

Diversity Report 2020

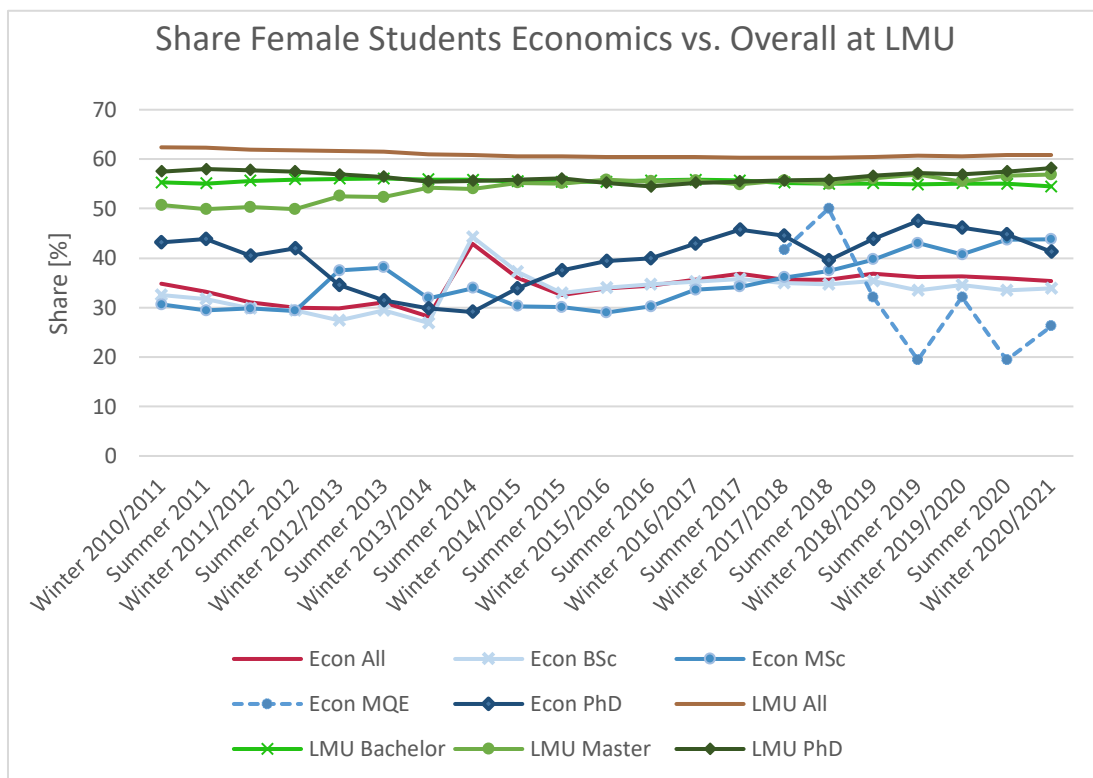
“It is no secret that the economics profession suffers from a profound lack of diversity.”
American Economic Association, 2020

Women and historically under-included groups are under-represented at our department. We recognize that we are responsible for promoting the advancement of under-included groups at all levels.

This document reports the share of women at the different hierarchical levels and whenever possible the share of non-Germans¹ at our department. If available, we provide figures for comparisons (from within the LMU or the discipline). Furthermore, we provide information about measures taken in the previous year that aim to enhance diversity at our department. Additionally, we summarize the main results of the 2020 PhD Survey and we conclude with a brief outlook on planned measures.

Figures

Study Level

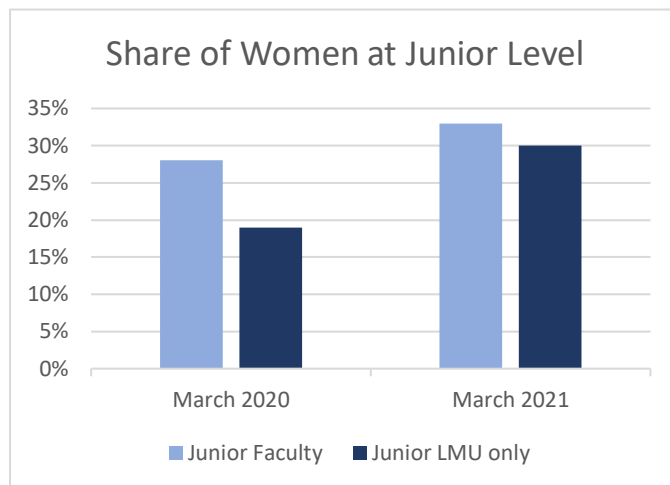


Studierendenstatistiken der LMU WS 2010 – WS 2021. The overall share of female students at LMU is higher than BSc, MSc & PhD because of other forms of qualifications (e.g. “Staatsexamen”)

¹ We acknowledge that citizen status is an insufficient measure for tracking the representation of minority groups. We work on implementing a way to do so more effectively for the future. Citizen status was obtained directly from CVs or inferred based on a combination of CV information such as German language proficiency and educational history.

The Economics department at LMU has a lower share of female students than LMU overall at all levels of study throughout time. We see an upward trend in the share of women studying Economics at the MSc level. Note however that this might be in part driven by the MQE program, that seems to attract more men than women and might draw from the pool of potential MSc program students. In other study programs the share of women is stagnating. This is in line with data from the US for 1995-2014². The US data show that the share of female economics Bachelor students has stagnated at around 30% between 1994 and 2014. During this period the share of Bachelor degrees awarded to women in STEM fields increased from around 50% to just below 60%.

Post Doc / Junior Level



The share of women among our Junior Faculty increased from 28% (19% excluding ifo Institute) to 33% (30%) in the past year. The Department has made attracting female candidates a priority for the junior Jobmarket. To this end we have committed to monitor the share of women at every step of the application stage and to avoid all-male interview panels. However, no formal targets or quotas have been set.

The share of women on the corresponding level in German institutions is on average 34%, in Europe 38% and 31% in the US³.

As of March 2021, the share of non-German citizens among our Junior Faculty is 26% (41% if excluding the ifo Institute).

Associate Professor Level (W2)

Among the Associate Professors at our Department 25% are women. Across German Economics Departments this figure is higher with 30% to 35%⁴ female Associate Professors. The corresponding figures are 37% for Europe and 27% for the US⁵ respectively. 25% of Associate Professors at our Department are non-German citizens.

It is noteworthy here that there are currently only four Associate Professors at our department, leading to a small sample size.

² Amanda Bayer and Cecilia Elena Rouse (2016). Diversity in the Economics Profession: A New Attack on an Old Problem

³ Germany: Guido Friebel, Nicola Fuchs-Schündeln, Alisa Weinberger (2020), Europe: Emmanuelle Auriol, Guido Friebel, Sascha Wilhelm (2019), US: CSWEP Report 2020

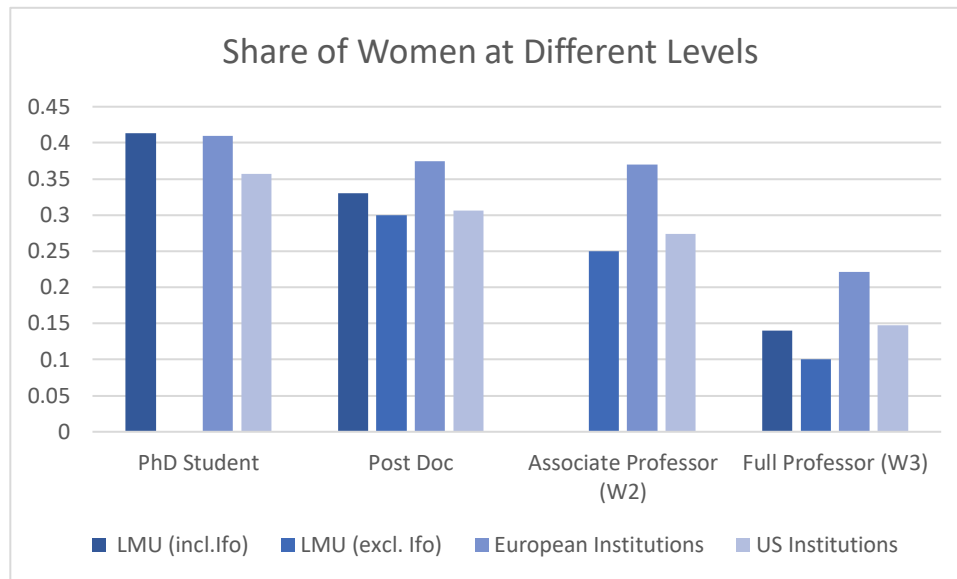
⁴ Depending on the definition of "Associate Professor" at other institutions. Emmanuelle Auriol, Guido Friebel, Sascha Wilhelm (2019) for Germany and Europe

⁵ CSWEP Report 2020

Senior Level (W3)

Among full professors at our Department 14% (10% if excluding ifo) are women. This is lower than corresponding figures for German (17.5%), European (22.1%)⁶ or US institutions (15%)⁷. There is one colleague with dual citizenship among the full professors at LMU and at ifo, respectively. Among the full professors two colleagues at ifo are non-German citizens.

The decreasing share of women as one moves higher in the hierarchy is referred to as leaky pipeline. It is a known problem in the Economics profession and also applies to our faculty.



Seminar Speakers

Jennifer Doleac, Erin Hengel and Elisabeth Pancotti (2021) have analyzed the composition of speakers in economics research seminars. Given that holding talks in seminars is important for improving one's research and for expanding networks, it is vital to monitor who holds talks at (and who gets invited to) seminars.

Their analysis shows that an alarmingly low share of presenters are members of minority groups. Also, just roughly one out of five speakers in economics seminars is a woman.

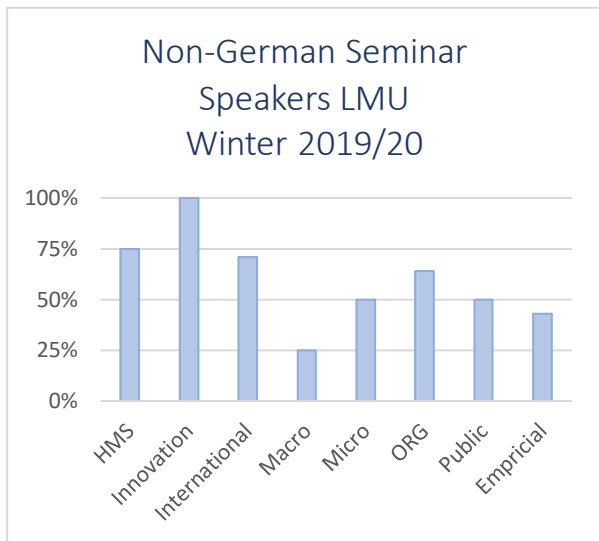
	Distinct Seminar Talks	Speakers
N	6997	3458
Demographic Group (%)		
Non-URM Women	22.78	22.04
Non-URM Men	76.12	76.87
URM Women	0.47	0.40
URM Men	0.63	0.69

Jennifer Doleac, Erin Hengel, Elisabeth Pancotti (2021). Data: 2014-2019 balanced panel of 66 departments, 91% US, 9% non-US departments. URM definition: underrepresented minority. Includes black, Latinx, or Native American, and grew up in U.S.

⁶ Emmanuelle Auriol, Guido Friebel, Sascha Wilhelm (2019) for Germany and Europe

⁷ CSWEP Report (2020)

Share Female Speakers at LMU



Research seminars at our department show great variation in the share of female speakers, both over time and across fields. The share of presenters in the winter term 2019/20 who are not German citizens also varies across fields, ranging from 25% to 100%.

Measures taken in the previous year

Teaching

Topics in Economics Lecture

Evaluations from prior lectures have shown that some Bachelor students at our faculty believe that diversity and discrimination are not relevant topics for economic analyses⁸. To enhance students' understanding of the relevance of these topics for economic policy and to correct these false beliefs, Andreas Peichl gave two lectures on "Gender in Economics" as part of the "Topics in Economics" lecture series.

⁸ Evaluations of Schlüsselqualifikationen-Lecture

Professor Peichl for instance discussed data describing the leaky pipeline in Academia, discussed the Gender Pay Gap and Child Penalties and provided background on the problem of the Glass Ceiling in industry jobs.

He further discussed some of the latest research about discrimination in Academia and interventions that were successful in increasing the share of underrepresented groups in Economics.

Disclaimer in evaluations

Research has shown that students evaluate members of minority groups and women worse in teaching evaluations and that this is likely to be driven by implicit biases⁹. Analyzing student teaching evaluations has shown that female instructors in BSc and MSc classes are rated worse by almost 0.3 grade points¹⁰ on the scale from 1.0 to 5.0.

Student teaching evaluations are an important factor for promotion decisions in Academia. Therefore, we want to address this problem and included a disclaimer at the top of the evaluation form, raising students' awareness about implicit biases driving teaching evaluations and asking them to assess their instructors objectively. Furthermore, Andreas Peichl has made students aware of this issue in his "Topics in Economics" lecture.

Bachelor Seminar "Empirical Microeconomics: Important Contributions by Women"

Gregory Veramendi has taught a bachelor seminar on "Empirical Microeconomics: Important Contributions by Women" in the Summer Term 2020. The Seminar reviewed recent empirical research on the challenges women face in the Economics discipline. Furthermore, research by women on diverse topics within empirical microeconomics were covered.

PhD Training

Soft Skill Course

PhD students were offered a soft-skill course on "Gender, Gender Equality, and Diversity in Academia" in autumn 2020. The course covered both general topics (e.g., key concepts and terminology) as well as Academia specific issues. The course covered the gender dimension as well as other diversity dimensions.

Survey

In late summer 2020 the department has conducted a PhD survey to assess how satisfied PhD students are with their experience at the MGSE. We also aimed to understand whether there are differences in the experiences between men and women and between German and non-German PhD students. In section "PhD Survey 2020 Summary" you can find a summary of the most important results.

⁹ Friederike Mengel, Jan Sauermann, Ulf Zölitz (2019), Boring (2017), Lillian MacNell, Adam Driscoll, Andrea N. Hunt (2015)

¹⁰ Scale 1.0 to 5.0. A difference from 0.3 grade points can for instance be interpreted as a jump from 1.0 to 1.3.

Post Doc and Senior Level

New Hires¹¹

Junior Faculty:

- Alessandra Allocca (University of Mannheim)
- Marie-Louise Arlt (University of Freiburg and Stanford University)
- Luca Braghieri (Stanford University)
- Valeria Burdea (University of Pittsburgh)
- Sarah Eichmeyer (Stanford University)
- Anna Ignatenko University of California, Davis)
- Anna Kerkhof (University of Cologne)
- Jonas Löbbing (University of Cologne)
- Daniel Müller (University of Innsbruck)
- Anasuya Raj (University of Zurich)

Senior Faculty:

- Lisandra Flach, W3 ifo (University of Munich)

Code of Conduct

The faculty has been discussing and working on a Code of Conduct for the department. The faculty has agreed that it should address discrimination and harassment, research practices, hiring processes, teaching, PhD supervision and seminars/conferences. The Code of Conduct is supposed to formulate guidelines on accepted behavior and on procedures to act against unacceptable behavior. It should also contain resources and literature that help members of the department to act according to the Code of Conduct, such as speaker lists that can be used to diversify seminar schedules. By implementing a code of conduct, we follow (recent) developments in the field of economics, where such guidelines are gaining more and more relevance.

Training the Senior Faculty about implicit Gender Biases

In an internal Workshop for the Senior Faculty, Dr. Tanja Hentschel (University of Amsterdam) presented research from psychology and management about how implicit (gender) biases drive processes and decisions in organizations.

¹¹ Includes PostDocs hired through the Academic Job Market 2019/2020 and PostDocs hired at LMU (not ifo) outside the JM. Information on past institution in parenthesis.

PhD Survey 2020 Summary

In Summer 2020 the department conducted a survey among the PhD students to understand average satisfaction with the program and to understand whether and in which areas the experiences between German native speakers and non-German native Speakers and between men and women differ. Below you can find a summary of the main insights we were able to gain.

SUPERVISION: PhD students rate supervision quantity with 3.5/5, which can be considered medium or just acceptable. Out of those who do not consider the intensity to be optimal, nearly all wish for more supervision.

COAUTHORSHIP NETWORKS: 60% of male and 40% of female PhD students do not have any female co-author. Overall, about 80% of the PhD students have at most one female co-author (on any project). In contrast, only 20% of respondents do not have any male co-author and about 40% of PhD students have a most one male co-author. Non-Germans are much less likely to work on joint projects with fellow PhD students than Germans.

NETWORKS: Male (German) PhD students have larger networks than female (non-German) PhD students, as measured by the number of economists they regularly talk to about their research. Female and non-German respondents are less likely to have visited other universities than male and German respondents, respectively. In addition, non-German PhD students have less often attended an international conference already.

SEMINARS: Many respondents see scope for improving the seminar culture at the department. In general, respondents wish for the department to create a more inviting, inclusive and constructive seminar atmosphere. This includes seminar participants to be mindful of their tone and body language. This motivated the section on seminar culture in the Code of Conduct.

MENTAL HEALTH: Mental health during the PhD is an important issue. Non-German PhDs feel less valued, both by colleagues and supervisors than German PhDs. In addition, they are much more likely to desire more contact with other PhD students than their German counterparts.

Two thirds of respondents report that their doctoral studies affect their mental health. Women are more affected than men and non-Germans are more affected than Germans, with the latter difference being much more pronounced. Some PhD students describe the effects as positive, especially men and Germans. Female and non-German PhDs are more likely to report having lost confidence in themselves.

DIVERSITY: Problems at work because of language barriers are fairly frequently reported by non-German PhD students. The vast majority of PhD students thinks that the Economics profession has shortcomings in the inclusion of minorities, as well as in the inclusion of women. Women and non-Germans are more likely to see these shortcomings than men and Germans. Many participants think that a more diverse faculty would increase the diversity of research topics and questions addressed at the department. Also, respondents think that a more diverse group of researchers would enhance research output by bringing in new approaches and perspectives.

Some respondents suspect that women and minorities suffer from the lack of diversity at our faculty, for instance because these groups lack role-models, or they feel less comfortable in a male- and white- dominated setting. Another concern is that women and minorities at our department benefit less from supervision, since their supervisors' experiences do not necessarily apply to them. Furthermore, some respondents suspect that co-author teams are homogenous, resulting in less co-authorship for women (non-Germans) than for men (Germans).

Some respondents think it is more difficult for our faculty to hire excellent women and minority researchers, since not having a diverse faculty sends a discouraging signal.

DISCRIMINATION: Female PhD students have more often felt treated differently at work because of their gender, sexual orientation or background than have men. There are a few reports about research topics or research questions being belittled or de-legitimized, in part because colleagues suggested they were motivated by personal background and thus not legitimate.

There are some reports about misconduct by faculty and students, such as asking female PhD students about whether they wanted to have children and an academic career, female PhD students being given sexist nick-names, making sexist jokes or reproducing sexist stereotypes in other ways.

Many non-German speaking respondents report not having access to crucial information and support because it is unavailable in English. This includes for instance information from the examination office concerning COVID-19, employee meetings at ifo, the economics-IT department and, crucially, the work contract.

Some respondents also report that they do not feel integrated well in social interactions, which can consequently hamper potential collaboration on projects, too.

POSITIVE FEEDBACK: Many respondents appreciate informal and formal PhD institutions, which includes events like the Christmas Party or PhD seminars like the Ideas Seminar or the ifo PhD lunches. Respondents also appreciate the friendly atmosphere among PhD students and like the fact that PhD students share offices during their first year(s).

Many respondents like that there are so many research seminars organized at the department and they appreciate the great speakers.

Many participants are grateful for having secured funding and for being well equipped with resources for conferences, travelling and experiments.

Outlook

- The Code of Conduct specifies acceptable practices and behavior for our work at the department. However, if individuals depart from this specified behavior, this has to be discussed in a professional manner. Therefore, we plan to install Ombudspersons for the department.
- In order to support these Ombudspersons, we want to train them and give them the tools to mediate conflicts.
- We continue monitoring (PhD Survey and this report) the department's progress in increasing diversity.
- To discuss diversity in Economics academically and informedly, we want to offer a PhD Reading Course about Gender and Economics and/or organize CES Lectures on Gender and Economics
- Next to the gender dimension also ethnicity, citizenship/language, sexual orientation, educational background, etc. are important aspects of diversity and we are committed to be inclusive along all these dimensions and effectively monitor our progress in this endeavor.