

The Future of Women in Psychological Science

Gender gaps for women in psychological science¹ are closing, yet some remain.

The good news

Women:

- are a large portion of psychological scientists
- are well represented in early career positions
- have more visibility in leadership roles
- are mentoring the next generations

Where work is needed

Areas include:

- perceived research “eminence”: women hold fewer grants; men publish more papers¹⁶ & a citation gap persists^{15,16}
- wage gaps: women make 68–99% of men’s salaries^{3,5}
- gender gap in senior faculty roles



Women are less likely to apply for tenure-track positions.^{3,4} They do more undervalued academic service than male peers^{6–8,14} & report more negative effects due to it.^{9,10}



Intersectionality^{22,23}

Women with other marginalized identities are underrepresented in academia,²⁴ & face **compound barriers** to entry & retention.²⁵

Why do these gaps persist? They can be affected by:

Lifestyle roles & family/work conflicts



Women are often expected to be primary caregivers¹⁷ of children & family members. This could affect research productivity^{19,26} & contribute to high rates of service.²⁷

Agency, self-esteem, & self-promotion



all affect career success & can be influenced by stereotypes.^{29, 30, 31} Women are less likely to self-promote.³²

Gender biases



can shape behaviors & attitudes about self & others.^{11–13,18} i.e. associating men with brilliance,^{20,21} & seeing women as communal.⁵¹

... among other factors.

The Path Forward

We have made progress in our field, but there is more work to do. Consider the following actions to address gaps:

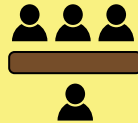
Collect data & track impact of changes

Benchmark administrative & self-reported data on above areas & track progress:

- job climate & satisfaction
- career goals
- perceived bias
- financial remuneration

Redesign & educate committees³⁵

Redesign **procedures** for hiring & awards.



Acknowledge how **biases affect** outcomes.³⁶

Establish **clear criteria** & evaluate a range of factors.^{37,38}

Appoint an **equity advocate** on committees without tokenizing.

Be transparent about money



Gender pay gaps are smaller when candidates know the compensation.⁴⁸

Offer **negotiation training** & share ways to get funding (e.g. outside offers).

Support families

Provide:

- early-career **domestic/childcare stipends**
- sufficient on-site childcare
- **paid family/partner leave**^{49,50}

Hold meetings at **family-friendly hours**.



Fund **research assistants** to reduce impact of parental leave.

Support underrepresented women

Speaking & collaboration opportunities tend to come up informally.³⁴

Invite underrepresented peers to social events, & invite them to bring a colleague.



Provide gender bias training^{42–43}

Provide **workshops** (more than one)⁴⁷ to increase understanding of bias,^{44,45} & programs that teach **how to confront bias** & lessen impact on decision-making.^{43,44,46}



Mentor early & often

Role models have a positive impact on women & their careers.^{13,28, 39–41}



Formalize & document expectations for mentorship to prevent inequitable burdens.

Reward mentorship in promotion & salary decisions.

Define academic “service”

Women’s service is often unaccounted; **formalize service roles** as part of the promotion process³³ & evaluate with clear criteria.



Gender identity can be non-binary²; however, the vast majority of the work in this field refers to women and men. For consistency we use this language.

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Authors of this paper are from the following institutions & organizations:

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