

MORE MEN IN PROFESSORSHIPS EXPLAINS MOST OF THE DISPARITY IN GRANT OUTCOMES

Agata Czech, Becky Ioppolo, Noam Tal-Perry & Steven Wooding



Proceed with caution:
The importance of considering the intersection between gender, career stage and discipline

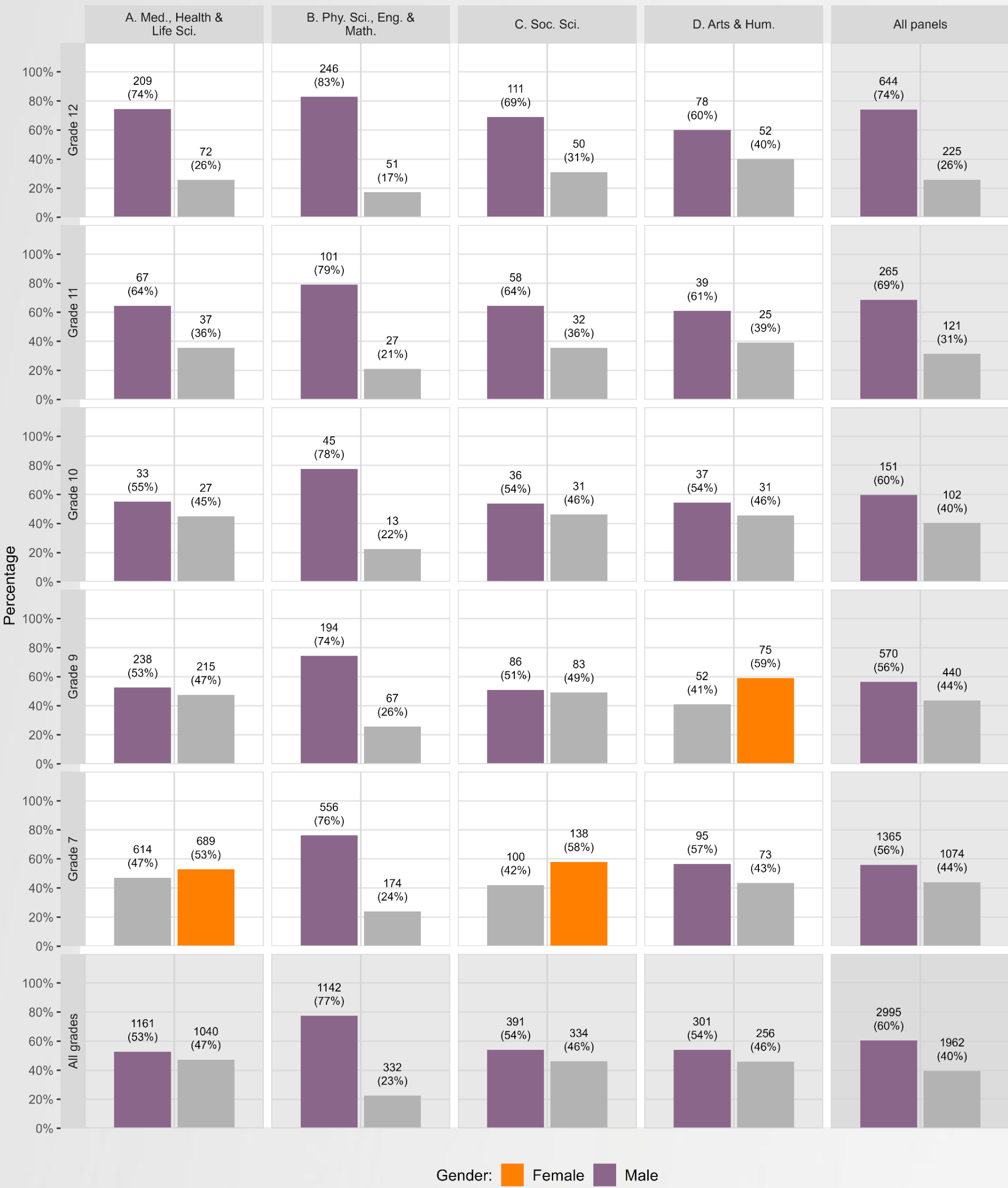
Background:

We analysed over 22,000 research grant applications submitted by Cambridge Academic and Research staff between 2015 and 2023 to identify any disparities between gender in:

- (1) Application rate (2) Financial value/size (3) Success rate

Baseline:

Snapshot distribution of Academics and Researchers by Gender, REF Panel and Grade.



Methods:

Data matching
(HR & Grants)

Bayesian Inference

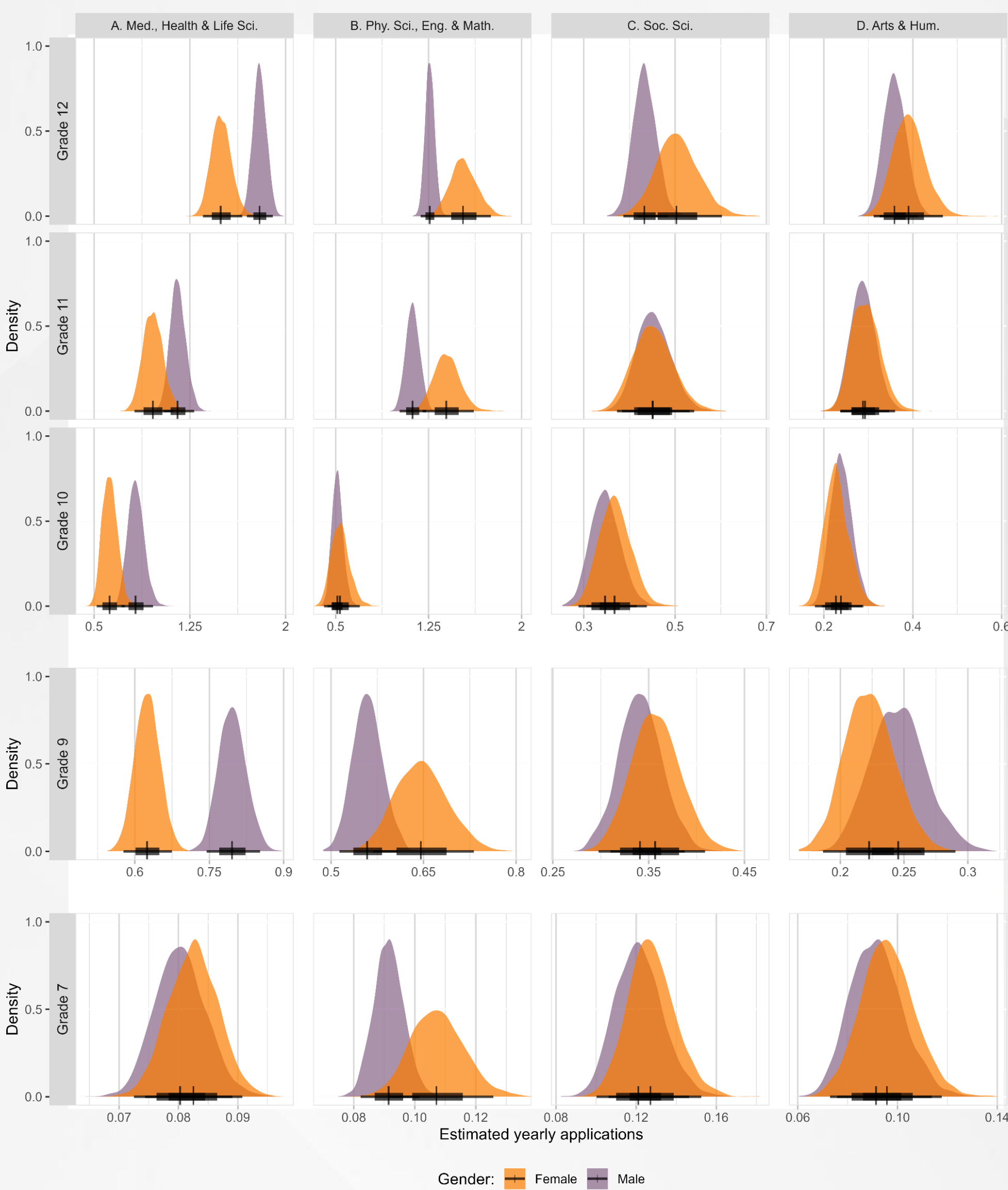
Consultations
with Stakeholders

Limitations:

- No analysis of:
- smaller structural features (e.g., clinical speciality)
 - different grant types (e.g., fellowship, project, programme)
 - Co-Investigators
 - other funding such as start-up packages

Result 1:

Estimated Yearly Applications by Gender, REF Panel and Grade.



Result 2:

Average ratio of women's application rate to that of men – Model Comparison.

