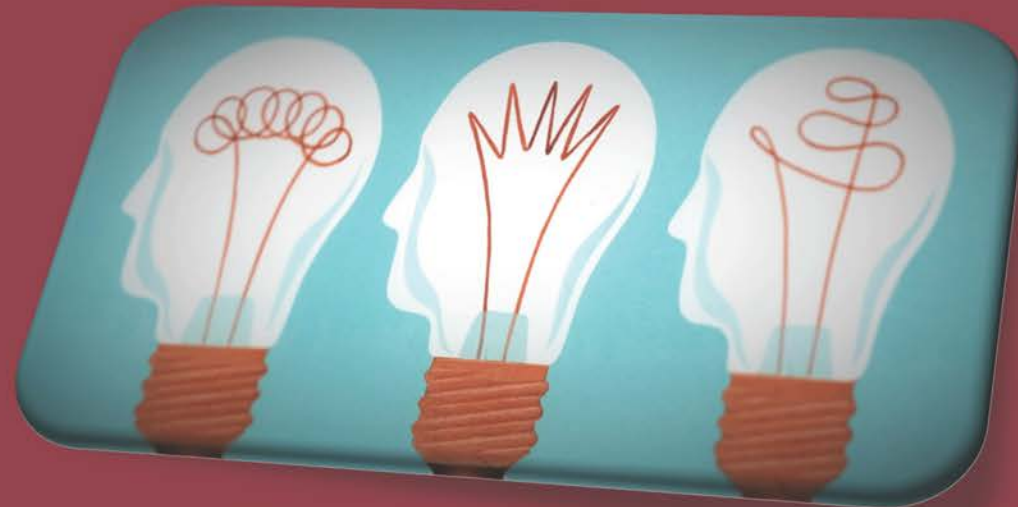# Diversity and the Evaluation of Economic Research: the case of Italy

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Why Italy?

The 2010 reform of the university system put stronger **emphasis on standardized bibliometric methods** mainly in economics (research quality/impact = citations)

➢ Abilitazione Scientifica Nazionale (ASN): National Scientific Qualification for the evaluation of the single researchers and governing academic careers for promotion to associate and full professorship

➢ A committee of 5 randomly selected university professors assessed candidates publications and CVs

   • no interviews/interaction between committees' members and candidates

Why Italy?

A large scale experiment to test how:

➢ **preservation of pluralism** and **diversity** should be an explicit goal of the assessment; *is it pluralism at risk?*

➢ **women react** to a more **competitive** environment heavily founded on rigid standardized indexes of scientific productivity:

- **Not** interested in the **causes** of discrimination at the top of the academic economic profession
- But at the **consequences** in terms of **research field concentration and academic productivity differences**

Why Italy?

Gender matters:

➢ Under-representation of women in universities
   - 36.5% of tenured academics in Italy are women
   - in economics 30.3% (but 42.5% of PhDs)

➢ Gender imbalance in academic position
   - Less than 18% of full professors are women
   - More than 45% are assistant professors

➢ Persistent vertical segregation
   - Classical pyramid for women
   - Reverse pyramid for men

Our sample: all ASN candidates in 2012 and 2013

Selection procedures for associate and full professorship:

Are they gender neutral?

Do they reinforce the glass ceiling?

|	Candidates for full professorship		Candidates for associate professorship	
	Candidates	Qualified (%)	Candidates	Qualified (%)
Total	345	48.3	525	47.7
Women	75 (22%)	31.6	181 (34.5%)	39.8

Analysis

➢ We collected the CVs of all candidates and matched this information with all their publications indexed in EconLit and Google Books

➢ We collected the publications of candidates who decided to withdraw from the competitions

➢ We tested (probit regression) the determinants of the probability of qualifying considering:
  - ✓ *Gender identity*
  - ✓ *Research interests*
  - ✓ *Publication habits*

Determinants of success at the ASN

	I criterion: # of monographs	II criterion: # of journal articles and book chapters	III criterion: # of articles in "A-list" journals (*)
Women			
Met the threshold	100%	77.7%	74.7%
Mean value	0.7	15.5	3.2
Men			
Met the threshold	100%	82%	82%
Mean value	0.8	18.5	4.4

Determinants of success at the ASN

Gender glass ceiling effect: being a **woman** lowers candidate's chances to qualify as full professor
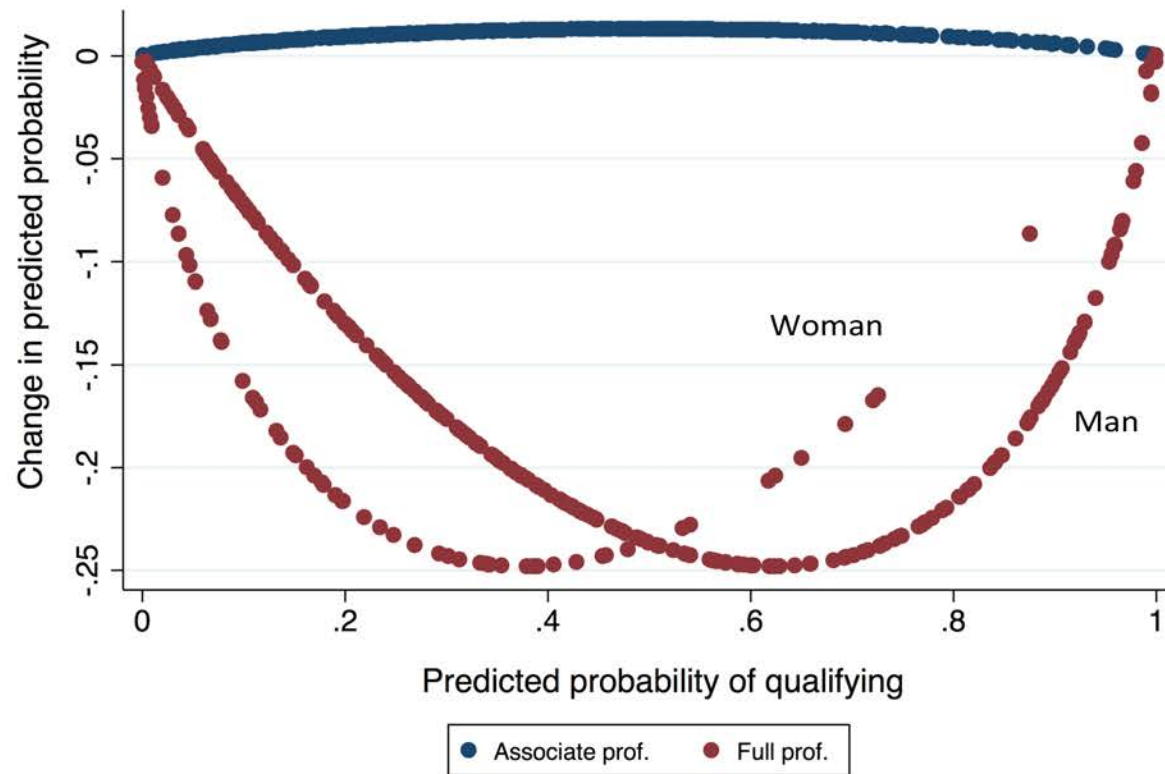
To know more:

Marcella Corsi, Carlo D'Ippoliti and Giulia Zacchia, *Pluralism and the Future of Economics: the Heterodox Glass Ceiling* (forthcoming *ROPE*)

Marcella Corsi, Carlo D'Ippoliti and Giulia Zacchia, *Diversity is not enough: on bibliometrics and pluralism in economics* (forthcoming as INET WP)

Marcella Corsi, Carlo D'Ippoliti and Giulia Zacchia, *Bibliometrics vs. Diversity in the Top Academic Career Positions in Economics in Italy* (submitted for a special issue of *Science in Context* and published as CEB working paper)
https://dipot.ulb.ac.be/dspace/bitstream/2013/256291/3/wp17019.pdf

Marcella Corsi, Carlo D'Ippoliti and Giulia Zacchia, *Gendered Careers: Women Economists in Italy* (presented at ASSA 2017, published as CEB working paper)
https://dipot.ulb.ac.be/dspace/bitstream/2013/244040/3/wp17003.pdf

Giulia Zacchia, *Diversity in Economics: A Gender Analysis of Italian Academic Production* (submitted to *Cambridge Journal of Economics* and published as INET WP)
https://www.ineteconomics.org/uploads/papers/WP_61-Zacchia-Diversity-Final.pdf

Thank you!

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