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What International Collaborations have you Participated in?

International Collaboration by Employment Sector of U.S. Scientists and Engineers

<table>
<thead>
<tr>
<th>Employment Sector</th>
<th>Women</th>
<th>Men</th>
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</thead>
<tbody>
<tr>
<td>Academic Institution</td>
<td>20.8%</td>
<td>27.7%</td>
</tr>
<tr>
<td>Government</td>
<td>23.4%</td>
<td>29.3%</td>
</tr>
<tr>
<td>Business/industry</td>
<td>39.0%</td>
<td>26.8%</td>
</tr>
</tbody>
</table>

NSF: Survey of Doctorate Recipients, 2006
International Collaboration of U.S. Doctoral Degree Holders Chemistry

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<tr>
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<td>45.6%</td>
<td>48.4%</td>
</tr>
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</table>

NSF: Survey of Doctorate Recipients, 2006
Research Question

• How do gender (equity) and diversity matter in international research collaboration?
Global Science = New Frontier

• .edu Bonus
  – Avoid exclusionary networks
  – More access and recognition abroad than at home

• Glass Fences:
  – Amplification of Burdens
The .edu Bonus

- Status of U.S. Scientist:
  highly competent, well trained, highly qualified

- Gender Status:
  Cultural beliefs of women’s lack of competences in mathematics, logic and leadership

=> U.S. status overshadows gender status
Glass Fences

- Like Glass Ceilings invisible & gendered
- (Gendered) Stratification and Organization in Global Science

=> Amplification of Gendered Obstacles
1. What are the Benefits of International Collaboration?

- Oneself
- One’s students, team, lab
- One’s department
- College
- University
- Country
- Region
- World
Departmental Benefits

• International **visibility**
  - Internationally co-authored pubs get cited more

• Recruiting top international talent
  (graduate students & postdocs)

• International funding sources

• Intercultural competences
Individual Career Benefits

- Highlight in one’s career
- Finding collaborators
- Innovation
- Increasing citation counts
- Expanding academic & social networks

Representing US science
- Attractive collaboration partner
- Perceived as gold standard of science
2. What are key hurdles to engage in international collaboration for women/minorities?

3. What can you do?
As chairs, a university, an organization
Fences for Everyone

- Finding collaborators (Social capital)
- Academic capital (status & reputation)
- Funding
- Time
- Staff to help with travel, visa, bureaucratic rules, federal regulations etc.
- Cultural capital (Language & Cultural)
- Local conditions: Politics, safety, access, feasibility etc.
Conclusion

- Fences exist that make it harder to engage in international collaborations
- **Glass fences** for women amplify hurdles that exist at the local/national level

⇒ Consider equity & diversity in internationalization strategies
⇒ Internationalize tools for equity & diversity
What Institutions Can Do:

- Internationalize gender equity & diversity policies
- Consider gender & diversity in internationalization

- Inclusive strategies
  - Enhance research funding
  - **Flexible supports** depending the particular situation of individuals!!
  - Support child care *and* care of others
  - Institutionalized co-operations among institutions
  - Build cultural competences, language, admin. supports

- Provide resources to host collaborators
Glass Fences

• All of the fences apply but *amplified*
• Local/national obstacles => amplified globally
• Examples
  – Overburdened with teaching & service
  – Less access to administrative staff
  – Marginalization in networks
  – Tacit knowledge about funding etc.
  – Less $$$ in overhead accounts
  – Lack of cultural capital
What keeps Women from IRC?

1. Family Myths
   - Women have family commitments and can’t travel
   - Yes, glass fence – but active fathers want to see their children, too!

2. Sexual Harassment Myths
   - International travel is dangerous for women
Strategies

• “Marriage” model: pick collaborator & develop projects together
• Extra expenses for students/postdocs travelling with them
• Extra costs for staying in “safe” spaces
• Using private funds to pay for extra costs of child- or elder care
Action Steps

• Talk to the women professors, postdocs, graduate students in your department
• Ask them how they think of international engagement
• Find out what do they need to engage in international collaboration?
• Check merit/ T&P criteria:
  – How does your unit value/recognize internationalization efforts?
Co-authored U.S. S&E Articles

- All coauthorship
- Domestic coauthorship only
- International coauthorship
Is there a Gender Gap in International Collaboration?

- **Gender Gap in any Collaborations:**
  (Bozeman and Corley 2004; Steffen-Fluhr 2006; Sonnert and Holton 1995; Fox and Mohapatra 2007)

- **YES:** Women have less international co-authors, and are less internationally mobile (Elsevier 2017; Larivière et al. 2013; Abramo, D’Angelo, and Murgia 2013; Padilla-González et al. 2011; Jöns 2011; Leemann 2010. Larivière et al. 2011; Leemann 2010; Ackers 2004; Kyvik and Teigen 1996)

- **NO:** Significant gender difference/preference in international collaborations (Bozeman, Fay, and Slade 2013; Cummings and Finkelstein 2012b and 2012c; Bozeman and Gaughan 2011; Melkers and Kiopa 2010; Costas and Camus and Michalczyk 2013)

- **No gap but gendered patterns:** Visser, Uhly, and Zippel (2017); Cañibano, Fox, and Otamendi (2015); life course (Ackers 2004);

=> Mixed results