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Federal Ministry  
of Research, Technology  
and Space

# UNDERSTANDING DIVERSITY IN ACADEMIA WITH DIVERSITY-X – A TOOL TO MEASURE CITATION DIVERSITY

Prof. Dr. Sabine Trepte, 09.03.2026

Keynote | **Max Planck Institute for the Study of Societies** | Cologne, Ger



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Federal Ministry  
of Research, Technology  
and Space

## THE DIVERSITY-X TEAM



Prof. Dr.  
Sabine  
Trepte



Prof. Dr.  
Michael  
Scharkow



Dr. Maike  
Braun



Astrid Jansen



Laura Heintz

## Authors' gender and productivity as predictors of reciprocal dynamics in publications and citations in communication

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### Abstract

Gender bias in academic publishing and citation practices in communication has been discussed extensively, yet the link between the two remains poorly understood. Does an author who publishes more articles automatically get cited more frequently—and what are the underlying author-level individual (e.g., gender, productivity) and article-level systemic (e.g., journal prestige) factors? We analyzed 57,283 articles and

## Gender diversity at academic conferences—the case of the International Communication Association

Maïke Braun<sup>1,\*</sup>, Laura Heintz<sup>2</sup>, Simon Kruschinski<sup>2</sup>, Sabine Trepte<sup>1</sup>, Michael Scharkow<sup>2</sup>

<sup>1</sup>Institute of Communication, University of Hohenheim, Stuttgart, Germany

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### Abstract

Gender diversity and the lack of women in leadership in academia have been issues of academic interest for decades. However, little is known about gender diversity at academic conferences as an essential aspect of academia. We investigated 86,719 contributions to International Communication Association (ICA) conferences over the past 18 years with regard to female and male authorship and how it changed following the introduction of childcare, during the global pandemic, and under female division leadership. Lastly, we analyzed divisions/interest groups, authors' gender, and national affiliation. We found that the proportion of female authors is high in all conference years and is representative of ICA membership. We found differences in how women and men are represented across divisions, countries of author affiliation, based on the availability of childcare, and during the global pandemic. We discuss implications at societal, organizational, and individual levels.

**Keywords:** diversity, gender, academia, data mining, scientometrics.

## Gender Differences in Communication Scientists' Twitter Activity

MedienJournal

Zeitschrift für Medien- und  
Kommunikationsforschung



Medien Journal, 2025

Jg. 49, Nr.3, S. 38-60

Laura Heintz\* 

Rheinland-Pfälzische Technische Universität  
Kaiserslautern-Landau, Deutschland

Jonas Büttner 

Universität Trier, Deutschland

Michael Scharkow 

Johannes Gutenberg-Universität Mainz, Deutschland

Publizistik

<https://doi.org/10.1007/s11616-025-00921-7>

ORIGINALARBEIT

PUBLIZISTIK

## Gender diversity in the field of communication in DACH countries (Germany, Austria, Switzerland) — a scientometric analysis of the scientific job market, publications, citations, and grants

Karin Boczek · Liane Rothenberger · Maïke Braun · Astrid Jansen ·  
Kathrin Friederike Müller · Michael Scharkow · Sabine Trepte

ANNALS OF THE INTERNATIONAL COMMUNICATION ASSOCIATION

2020, VOL. 44, NO. 4, 289–311

<https://doi.org/10.1080/23808985.2020.1804434>

 Routledge  
Taylor & Francis Group

 Check for updates

## National and gender diversity in communication: A content analysis of six journals between 2006 and 2016\*

Sabine Trepte and Laura Loths

School of Communication, University of Hohenheim, Stuttgart, Germany

### ABSTRACT

Researchers' national and gender diversity are some of the most important goals of our discipline in order to ensure the representation of diverse perspectives. We conducted a content analysis of the national and gender diversity of authors and editorial board members of six communication journals between 2006 and 2016. National diversity is low in journals and boards: 80% of the 18,175 authors are affiliated with 12 of the 91 nations. Gender distribution is balanced among US authors, but not among authors from other continents. Boards have significantly more male than female members. We will discuss the need to develop benchmarks, how to weigh research quality and diversity, and suggest measures to achieve diversity in academic associations, universities and research institutions.

### KEYWORDS

National diversity; gender diversity; communication; journal; author; editorial board; academic; content analysis; open data



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# **THE STATUS QUO OF GENDER DIVERSITY IN ACADEMIA**

# DIVERSITY IN ACADEMIA IN SOCIAL MEDIA AND PUBLIC DISCOURSE

## How extensive is the lack of diversity in academia?

By Eric Sun  
Feb. 25, 2021  
Posted in Features

After recent reports have shown that of all UK university professors, less than 1% identify as black (155 out of over 23,000), the seemingly unending debate of diversity has resurfaced once again. Black studies Professor Kehinde Andrews of Birmingham City University said that this "make-up of professors is the perfect reflection of the narrow Eurocentric views still produced by universities". Professor Andrews went on say that he has "seen very few genuine attempts to address the issues of racism at any level across the sector".

Angehefteter Tweet



Young Jean Lee  
@YoungJean\_Lee

Congratulations, you're from an underrepresented group and the gatekeepers have let you in! Please observe the following guidelines: 1) Be perfect; 2) Be perfect; and 3) Be perfect. Good luck!

[Tweet übersetzen](#)

11:44 nachm. · 17. Juni 2021 · Twitter Web App

1.189 Retweets 123 Zitierte Tweets 8.812 „Gefällt mir“-Angaben

## Diversity Commitment

[Nature Portfolio](#) is committed to promoting practices that support diversity and inclusion in science communication and publishing. We recognise that there are many dimensions to diversity, including gender, race/ethnicity, geography and career stage.



Dr. Annica Lau · 3,+  
Global Director People & Culture und Honorary Senior...  
2 Wochen ·

+ Folgen ...

We (still) need more [#women](#) in [#science](#)!

Every year on [#February11](#), we celebrate the International Day of Women and Girls in Science.

The theme for 2026 is:  
"From Vision to Impact: Redefining STEM by Closing the Gender Gap."

And the numbers remind us why this matters:

- Globally, women make up only one in three researchers (33%) (UNESCO)
- Women account for just 35% of STEM graduates worldwide
- In key future fields such as Artificial Intelligence, only 22% of professionals are women

## Progress Toward Gender Equality in Research & Innovation – 2024 Review

An in-depth analysis of research participation, career progression and research contributions across the globe

"Science has a diversity and racism problem, which can only be addressed by changing our traditional academic practices – this also includes the way we handle and promote scientific articles."

[nature reviews materials](#)



Academic Chatter™  
@AcademicChatter

The irony of academia: preaching about diversity and inclusion while maintaining a system that favors the privileged and excludes the marginalized.

11:52 AM · Apr 4, 2024 · 63.4K Views

16 256 892 52

## Inclusivity and Development: Addressing Cultural Disparities in Academia

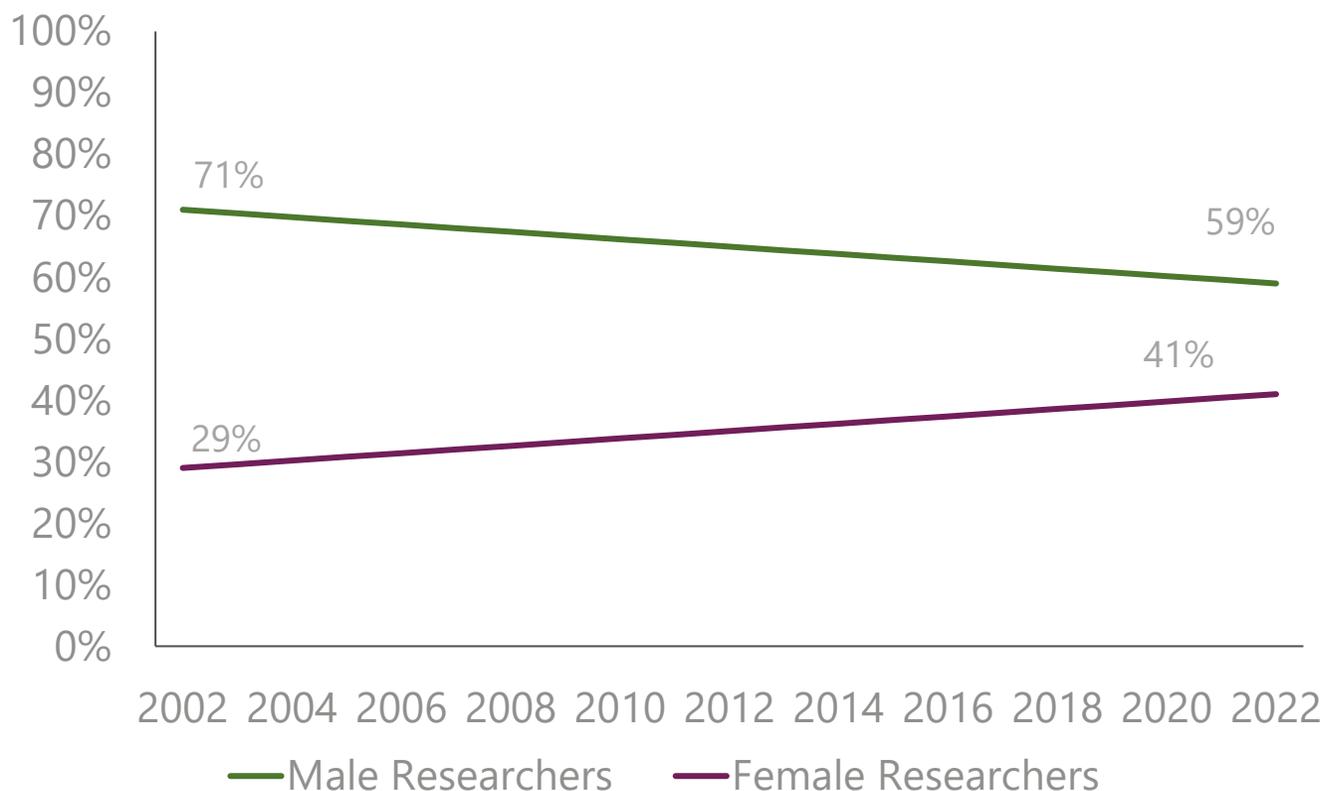


Dr. Loren M. Hill  
Navigating Higher Education with Purpose: Let's Secure Your Career Advancement



1. Mai 2024

# ELSEVIER GENDER REPORT DEMONSTRATES SIGNIFICANT INCREASE OF FEMALE AUTHORS



## Progress Toward Gender Equality in Research & Innovation – 2024 Review

An in-depth analysis of research participation, career progression and research contributions across the globe





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# EXPLORING THE LEAKY PIPELINE

## DEFINING THE LEAKY PIPELINE

The leaky pipeline describes that women gradually and disproportionately **disappear** along the line of more senior and elite career paths.

# UNDERSTANDING THE LEAKY PIPELINE

- The leaky pipeline leads from students to professors – it refers to **status**
- The leaky pipeline unfolds differently when taking into account, for example, the discipline, time factors (e.g. pandemic), ethnicity (e.g. Bipoc vs. Caucasian), university tier (e.g. A, B, C), and the national affiliation of a professor – it has **intersectional** implications
- The leaky pipeline leads through job market, scientific associations, conferences, publications, citations, and, social media – it refers to different **academic activities**



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# **EXEMPLIFYING THE LEAKY PIPELINE AND GENDER DIVERSITY FOR THE FIELD OF COMMUNICATION SCIENCE**



Job Market

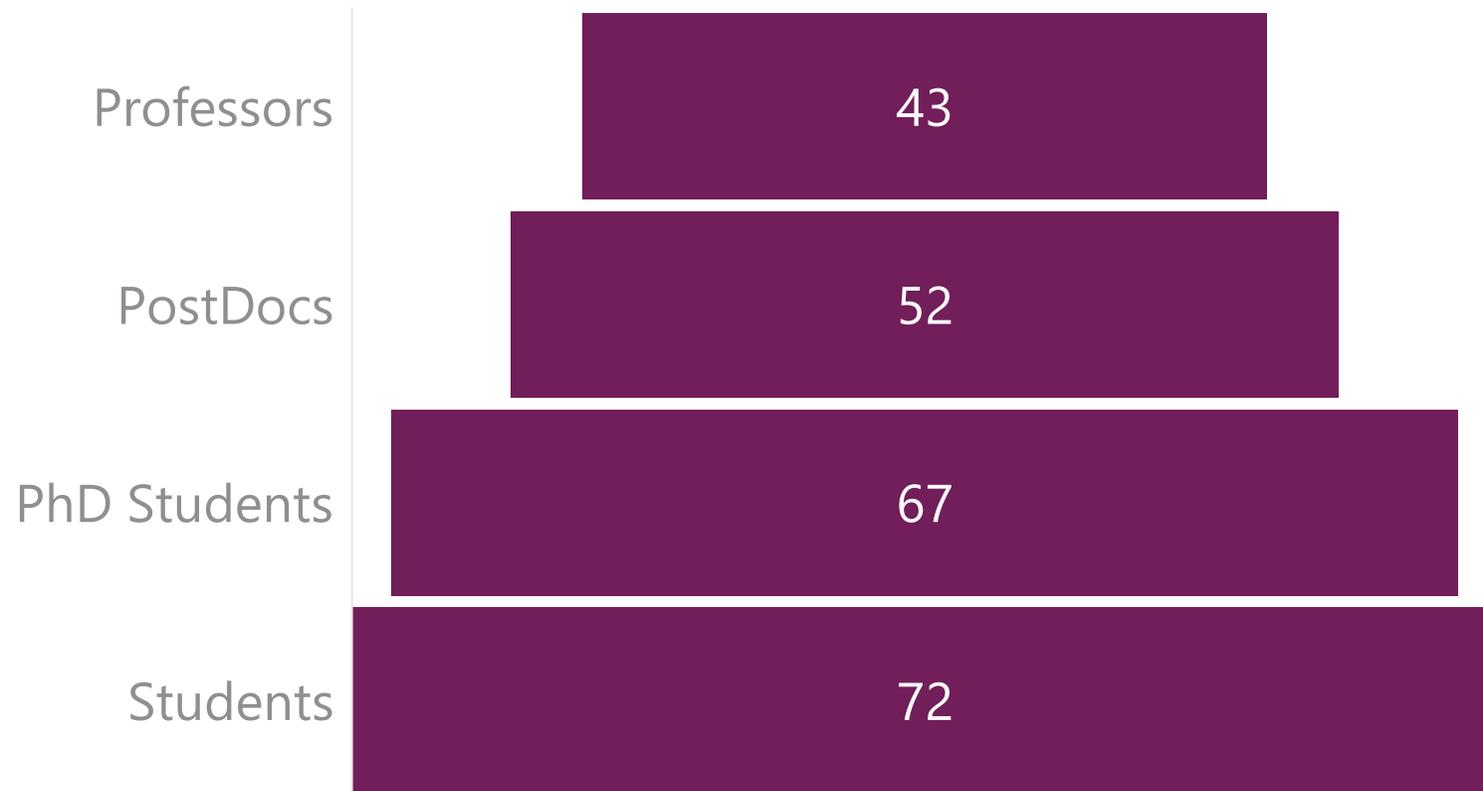
Scientific Associations

Conferences

Publications

Citations

# PROPORTION OF WOMEN IN DIFFERENT STATUS GROUPS (PERCENTAGE)





# PROPORTION OF WOMEN IN SCIENTIFIC ASSOCIATIONS

	$N_{\text{members}}$	Women	Men	Non-binary
DGPuK	1,150	50 %	50 %	
ÖGK	107	50 %	51 %	
SGKM	278	51 %	50 %	
ICA	4,481	61 %	38 %	1 %

Braun, M., Heintz, L., Kruschinski, S., Trepte, S., & Scharkow, M. (2023). Gender diversity at academic conferences—the case of the International Communication Association. *Journal of Communication*, 73(6), 601–615. <https://doi.org/10.1093/joc/jqad032>

Boczek, K., Rothenberger, L., Braun, M., Jansen, A., Müller, K.F., Scharkow, M., Trepte, S. (2025) Gender diversity in the field of communication in DACH countries—A scientometric analysis of the scientific job market, publications, citations, and grants. *Publizistik* (4). <https://doi.org/10.1007/s11616-025-00921-7>



# PROPORTION OF CONFERENCE PRESENTATION AT COMPETITIVE CONFERENCES

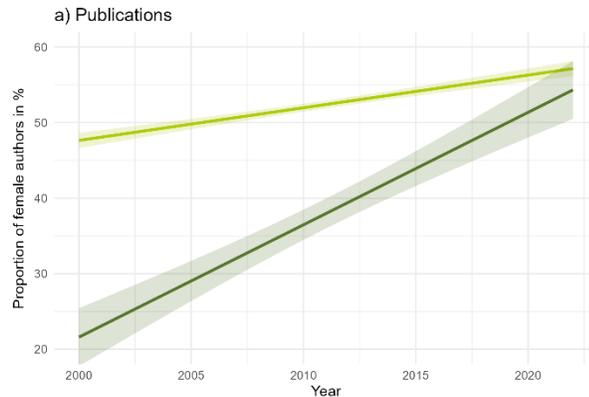
- International Communication Association (ICA) conferences with acceptance rate round 60%
- 2005-2022
- n = 86,719 contributions, n = 32,227 authors
- 49-59% female authors at ICA conferences since 2005
- 4% higher proportion of female authors every ten years



i-stock | Eoneren



# PROPORTION OF FEMALE AUTHORS



- Analysis of 90 academic journals in communication 2000-2022  
n = 60,470 unique articles, n = 57,551 unique authors
- More female (52%) than male (48%) authors
- Increase of female authors internationally:  
48% in 2000 to 57% in 2022
- Stronger growth in DACH countries:  
22% in 2000 to 54% in 2022

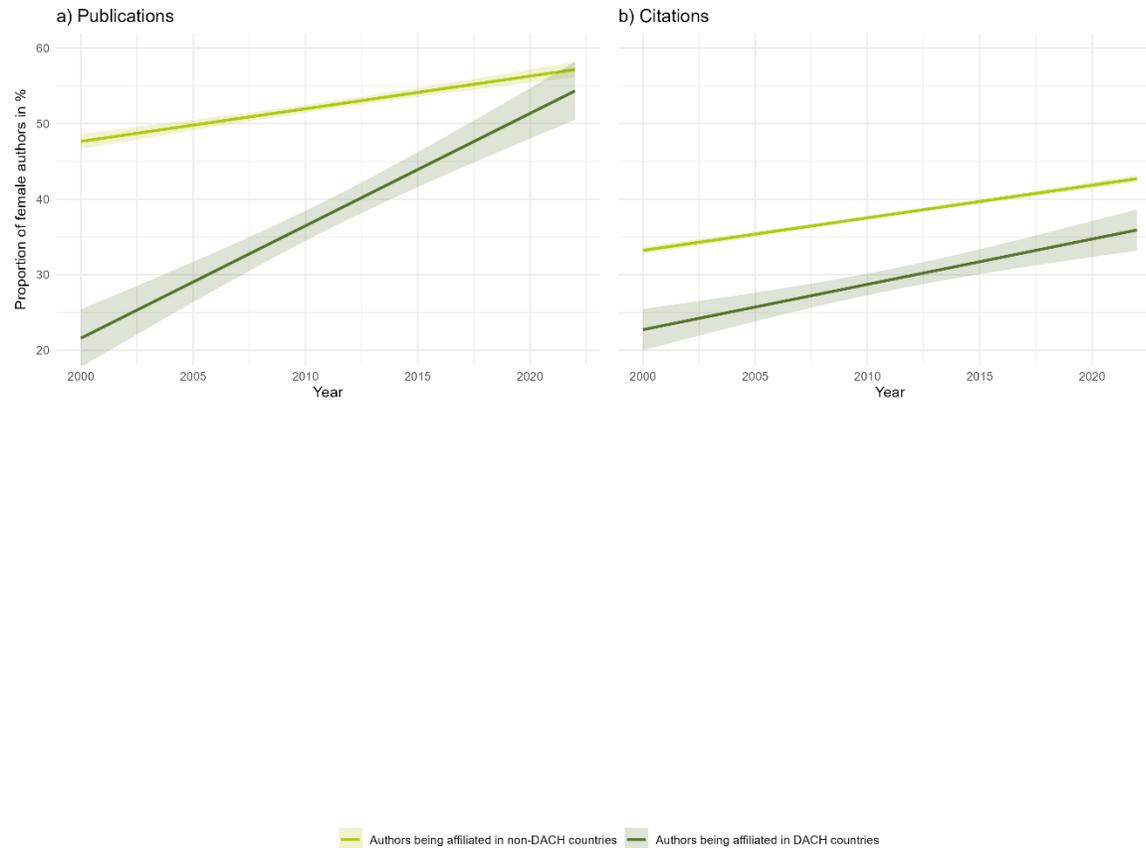
— Authors being affiliated in non-DACH countries — Authors being affiliated in DACH countries

Boczek, K., Rothenberger, L., Braun, M., Jansen, A., Müller, K.F., Scharkow, M., Trepte, S. (2025) Gender diversity in the field of communication in DACH countries—A scientometric analysis of the scientific job market, publications, citations, and grants. *Publizistik* (4). <https://doi.org/10.1007/s11616-025-00921-7>

Jansen, A., Trepte, S. & Scharkow, M. (2025). Authors' Gender and Productivity as Predictors of Reciprocal Dynamics in Publications and Citations in Communication. *Annals of the International Communication Association* (3), <https://doi.org/10.1093/anncom/wlaf023>



# PROPORTION OF WOMEN GETTING CITED BY OTHER AUTHORS

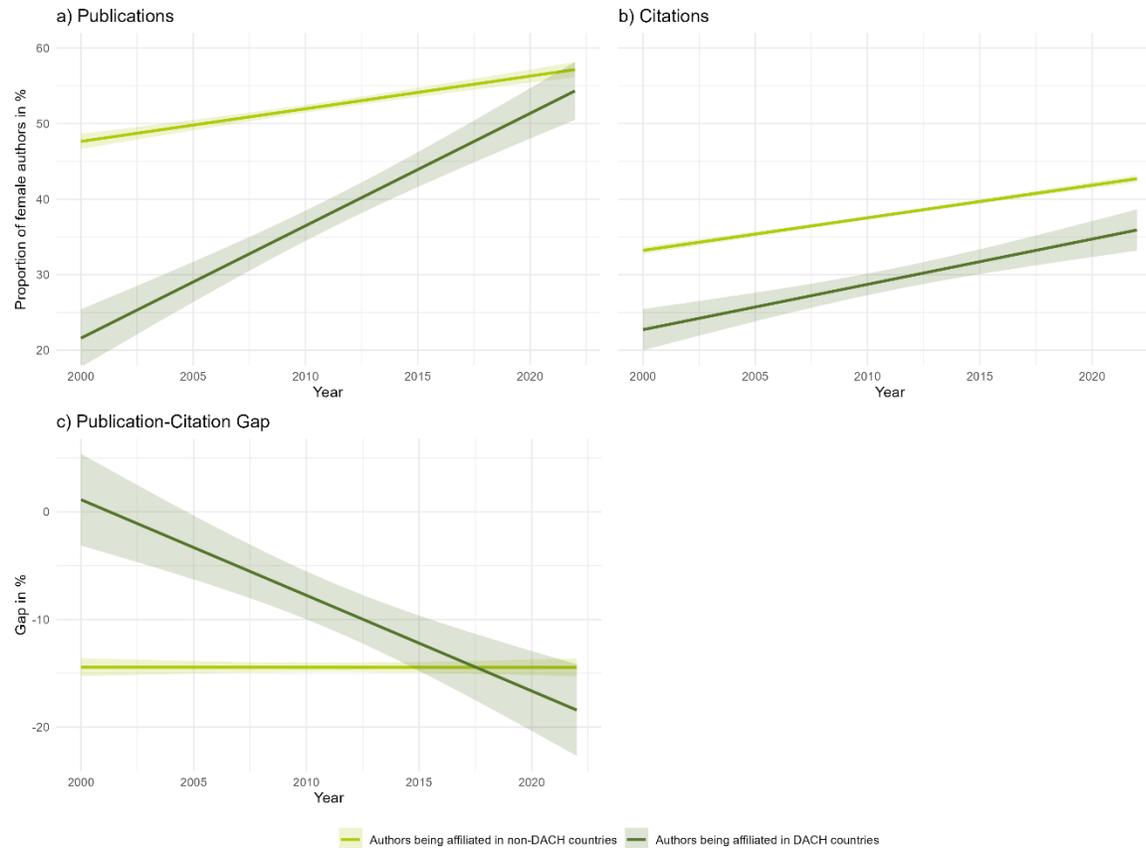


- Citation of international female authors: 33% in 2000 to 43% in 2022
- Citation of DACH female authors: 23% in 2000 to 36% in 2022
- Publications and citations do not match and do not align over time: women publish more, but men are cited more

Boczek, K., Rothenberger, L., Braun, M., Jansen, A., Müller, K.F., Scharnow, M., Trepte, S. (2025) Gender diversity in the field of communication in DACH countries—A scientometric analysis of the scientific job market, publications, citations, and grants. *Publizistik* (4). <https://doi.org/10.1007/s11616-025-00921-7>

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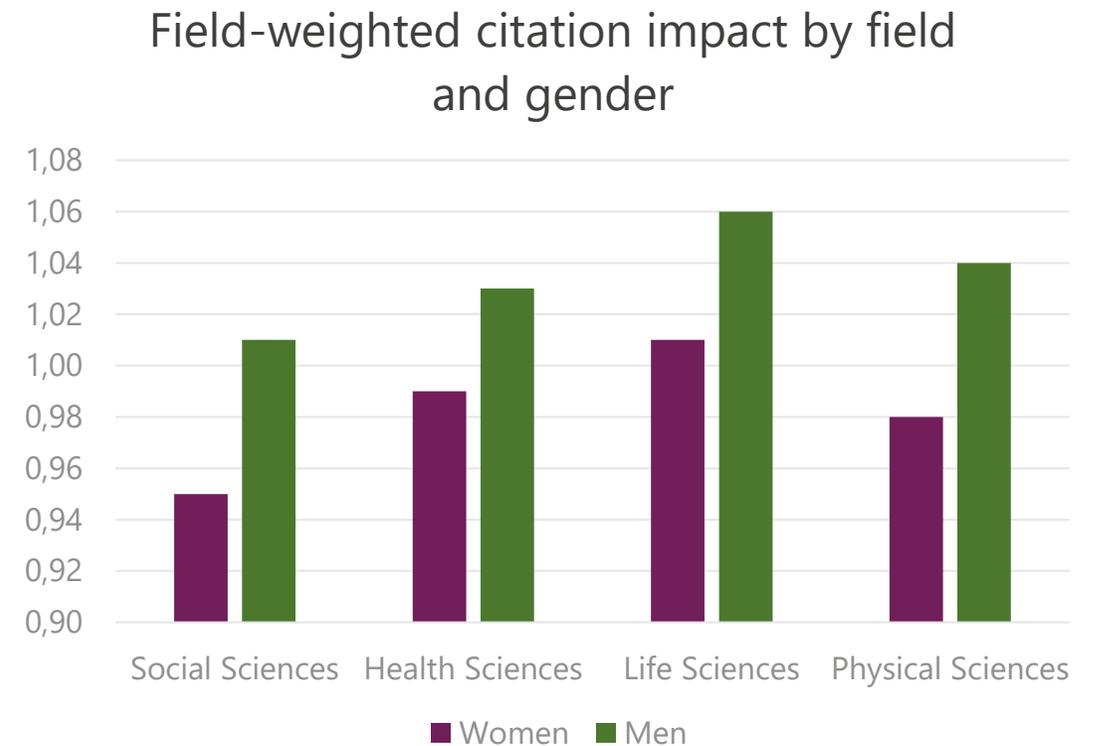
# GENDER CITATION GAP – ACROSS LEVELS OF ACADEMIC SUCCESS

- Gender proportions of the 100 most cited scholars on Google Scholar in four subfields of communication (Goyanes et al., 2024)
- Female scholars significantly undercited when controlling for productivity and active years

	Male	Female
Political Communication	85%	15%
Journalism	79%	21%
Health Communication	59%	41%
Media Psychology	67%	33%

# THE GENDER CITATION GAP – ACROSS DISCIPLINES

- Overall male researchers are cited more than female researchers (Roberge, 2024)
- The gap is largest in the social sciences



**THERE IS NO LACK OF  
FEMALE PRODUCTIVITY, BUT  
THERE IS A LACK OF  
PROPORTIONATE CREDIT  
FOR IT**



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**WHERE DO WE GO FROM HERE?**

# A TOOL TO INCREASE TRANSPARENCY: WWW.DIVERSITY-X.DE/

Diversity-X v1.0

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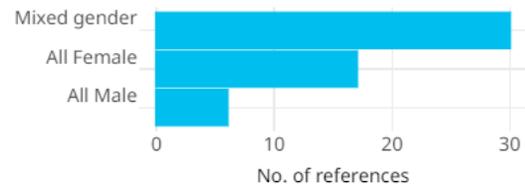
## Gender Diversity

56%

female authors

Gender detected for 98% of 184 authors

## Gender of Cited Co-Author Teams



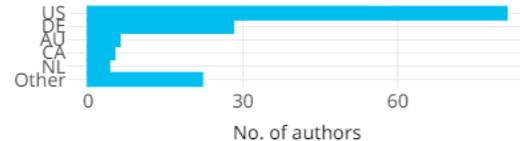
## National Diversity

55%

US-affiliated authors

Country detected for 79% of 184 authors

## Authorship by Country of Affiliation



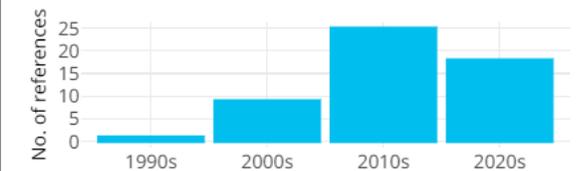
## Time Trends

39%

references from the last 5 years

Year detected for 100% of 53 references

## References by Decade



**FRONTEND**

# UPLOADING A FILE

## Diversity-X v1.0

- Home
- Results
- Author List
- About
- Imprint
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**Drop your PDF here!**  
Any PDF file, max. 5 MB

### Instructions

**What you submit:**  
A PDF file including the references you would like to check [DOIs](#).

**What you get:**  
A summary of the gender and national diversity of cited authors for references that include a DOI.

**How it works:**  
The tool uses <https://openalex.org/> to identify authors and their affiliations for articles with a DOI.  
The gender of authors is then analyzed based on a database of names in which we mainly predicted the gender with <https://gender-api.com/en/>.

# DIVERSITY-X DASHBOARD

## Gender Diversity

- Proportion of female authors
- Gender detection rate
- Gender of author teams

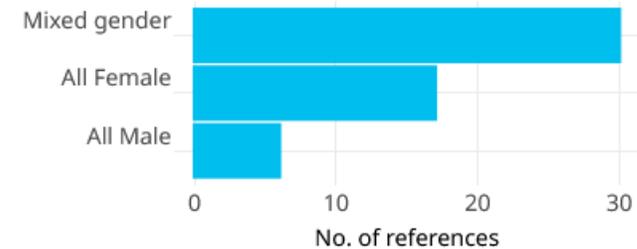
### Gender Diversity

56%

female authors

*Gender detected for 98% of 184 authors*

### Gender of Cited Co-Author Teams



# DIVERSITY-X DASHBOARD

## National Diversity

- Proportion of U.S. affiliated authors
- Detection rate for country of affiliation
- Number of authors of the 5 most common countries of affiliation

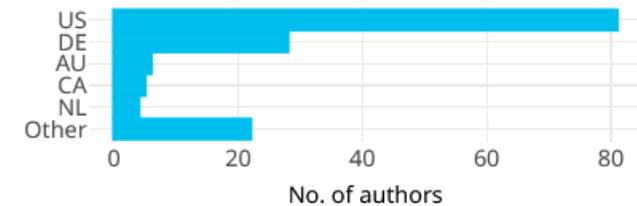
### National Diversity

55%

US-affiliated authors

*Country detected for 79% of 184 authors*

### Authorship by Country of Affiliation



# DIVERSITY-X DASHBOARD

## Recency of Cited Articles

- Proportion of references from the last 5 years
- Detection rate for year of publication
- Distribution of publication dates of references

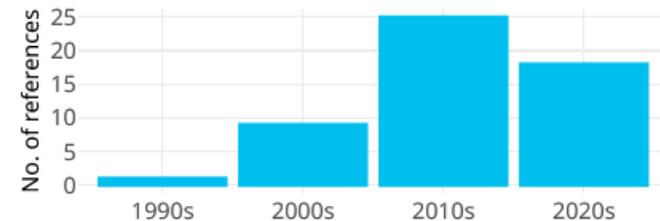
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39%

references from the last 5 years

*Year detected for 100% of 53 references*

### References by Decade





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Found 53 references with DOI

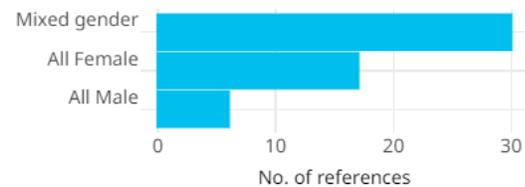
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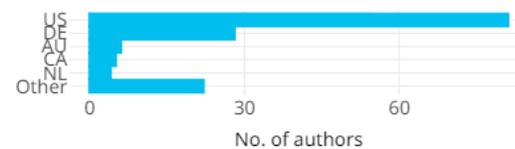
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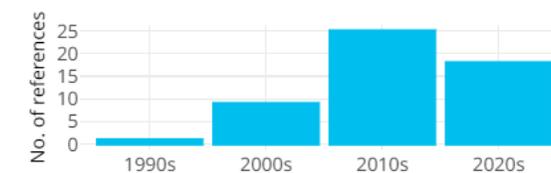
## Time Trends

39%

references from the last 5 years

*Year detected for 100% of 53 references*

## References by Decade



**BACKEND**

# PROCESS

(1) Extraction of cited articles using Digital Object Identifiers (DOI)



(2) Retrieval of author information using openalex.org API



(3) Comparison of names with gender database



(4) Compilation of list of cited authors including gender and country of affiliation

# STEP 1: DOI

## Extraction of cited literature using DOIs

- Diversity-X searches the uploaded PDF for DOIs
- These are usually found in the bibliography
- Currently, in most disciplines, it is required to include the DOI in the bibliography

### References

- Media Authority NRW. 2019. Informationsverhalten bei Wahlen und politische Desinformation [Information Behaviour in Elections and Political Disinformation]. [https://www.medienanstalt-nrw.de/fileadmin/user\\_upload/lfm-nrw/Service/Pressemitteilungen/Dokumente/2019/Praesentation\\_forsa\\_Desinformation\\_LFMNRW.pdf](https://www.medienanstalt-nrw.de/fileadmin/user_upload/lfm-nrw/Service/Pressemitteilungen/Dokumente/2019/Praesentation_forsa_Desinformation_LFMNRW.pdf)
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- Arens, A. K., and R. Watermann. 2017. "Political Efficacy in Adolescence: Development, Gender Differences, and Outcome Relations." *Developmental Psychology* 53 (5): 933–948. <https://doi.org/10.1037/dev0000300>.

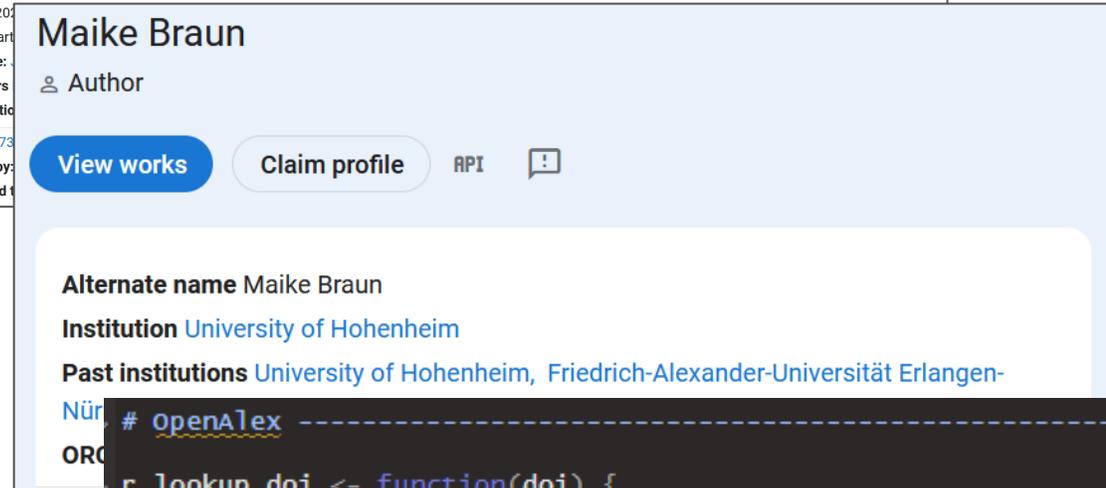
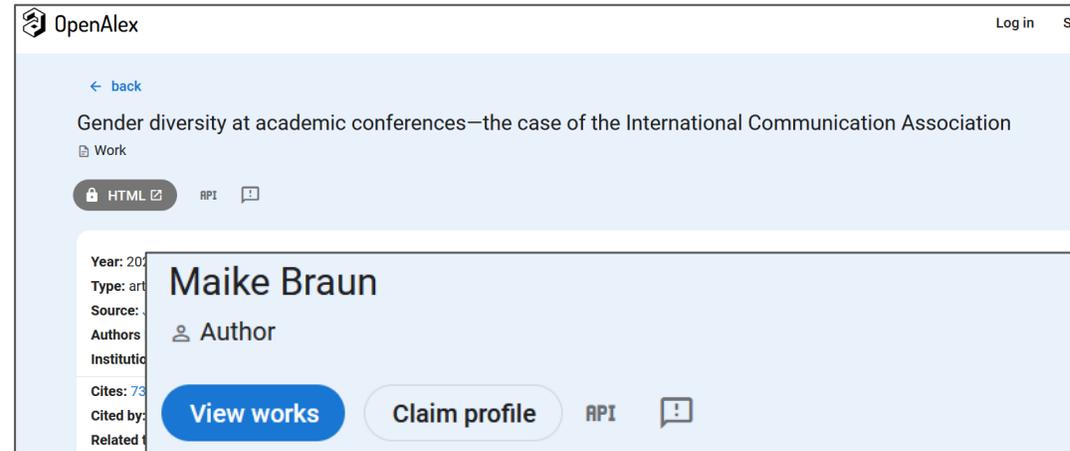
```
# PDF parsing -----  
extract_dois <- function(x) {  
  str_extract_all(x, "10\\.\\d{1,9}/[-._;()/:a-zA-Z0-9]+") %>%  
  unlist() %>%  
  str_remove("\\w$") %>%  
  tolower() %>%  
  str_trim() %>%  
  unique() %>%  
  na.omit()  
}
```

- Psychology* 71 (1): 471–497. <https://doi.org/10.1146/annurev-psych-010419-050944>
- Bennett, C. 2013. "The Politics of Privacy and the Privacy of Politics: Parties, Elections and Voter Surveillance in Western Democracies." *First Monday* 18 (8), <https://doi.org/10.5210/fm.v18i8.4789>.

# STEP 2: OPENALEX.ORG

## Author information on openalex.org

- Name
- Current affiliation
- Previous affiliations
- Linkage with ORCID



```
# openAlex -----  
r_lookup_doi <- function(doi) {  
  doi <- str_remove(doi, "/$")  
  if (!str_detect(doi, "http")) doi <- paste0("https://doi.org/", doi)  
  url <- paste0("https://api.openalex.org/works/", doi)  
  jsonlite::fromJSON(url)  
}
```

## STEP 3: DATABASE

- 58,121 name-gender assignments from the project's previous studies
- Primarily automated gender coding using Gender API
- Regular updates of the data basis
- Option for authors to request corrections to their own entry in the database

Sabeen	female
Sabiha	female
Sabiha	female
Sabina	female
Sabine	female
Sabitha	female
Sabrina	female
Sabryna	female
Sacha	female
Sachi	female
Sachiko	female
Sachiyo	female
Sada	female
Sadaf	female
Sadia	female
Sadie	female
Sae	female
Saeni	female
Saasha	female
Safiya	female
Sagar	male
Sagi	male
Sahana	female
Sahana	unknown
Sahar	female
Sahara	female
Sai	male
Sai	male
Saidatta	
Saif	male
Saifuddin	
Saifuddin	
Saifuddin	
Saifur	male
Saila	female
Saila	female
Sailaja	female
Sait	male
Sakari	male

Garabed	male
Sujuan	female
Xingliang	
Shengjun	
Shichang	
Thakor	male
Purushotham	
Annaswamy	
Viral	male
Dinakar	male
Moise	male
Yinshan	female
Labib	male
Nayef	male
Ronette	female
Frangiscos	
Monina	female
Malakeh	female
Ulkem	female
Pr	male
Fiorino	male
Doryliz	female
Chiyoung	
Sarbajit	
Jaeyoung	
Kusol	male
Kunie	female
Fati	female
Roonak	female

Maike	female
Maili	unknown
Maira	female
Maire	female
Mairead	female
Maisoon	female
Maissa	female
Maite	female
Maity	male
Maj	female
Maja	female
Maja	female
Maja	female
Majedah	female
Makiko	female
Maksym	male
Mal	female
Malavika	
Malcolm	male
Malcolm	male
Malgorzata	

Michael	male
Karl	male
Samita	female
Nadiyah	female
Gamal	male
Prasha	female
Thamar	female
Lixiu	female
Olve	male
Geciane	female
Leonora	female

# STEP 4: LIST OF CITED AUTHORS

[Home](#)[Results](#)[Author List](#)[About](#)[Imprint](#)[Privacy Statement](#)Show  entriesSearch: 

	doi	name	gender	country
1	10.1093/joc/jqad032 	Maike Braun	female	DE
2	10.1093/joc/jqad032 	Laura Heintz	female	DE
3	10.1093/joc/jqad032 	Simon Kruschinski	male	DE
4	10.1093/joc/jqad032 	Sabine Trepte	female	DE
5	10.1093/joc/jqad032 	Michael Scharkow	male	DE

Showing 1 to 5 of 184 entries

[Previous](#)[1](#)[2](#)[3](#)[4](#)[5](#)[...](#)[37](#)[Next](#)



# CONTRIBUTING TO AN INCLUSIVE AND DIVERSE ACADEMIA

## RESEARCH

- **Improved quality:** Detect citation gaps, uncover relevant literature, ensure gender and national diversity
- **Greater efficiency:** Diversity reporting and recency checks during submission

## TEACHING

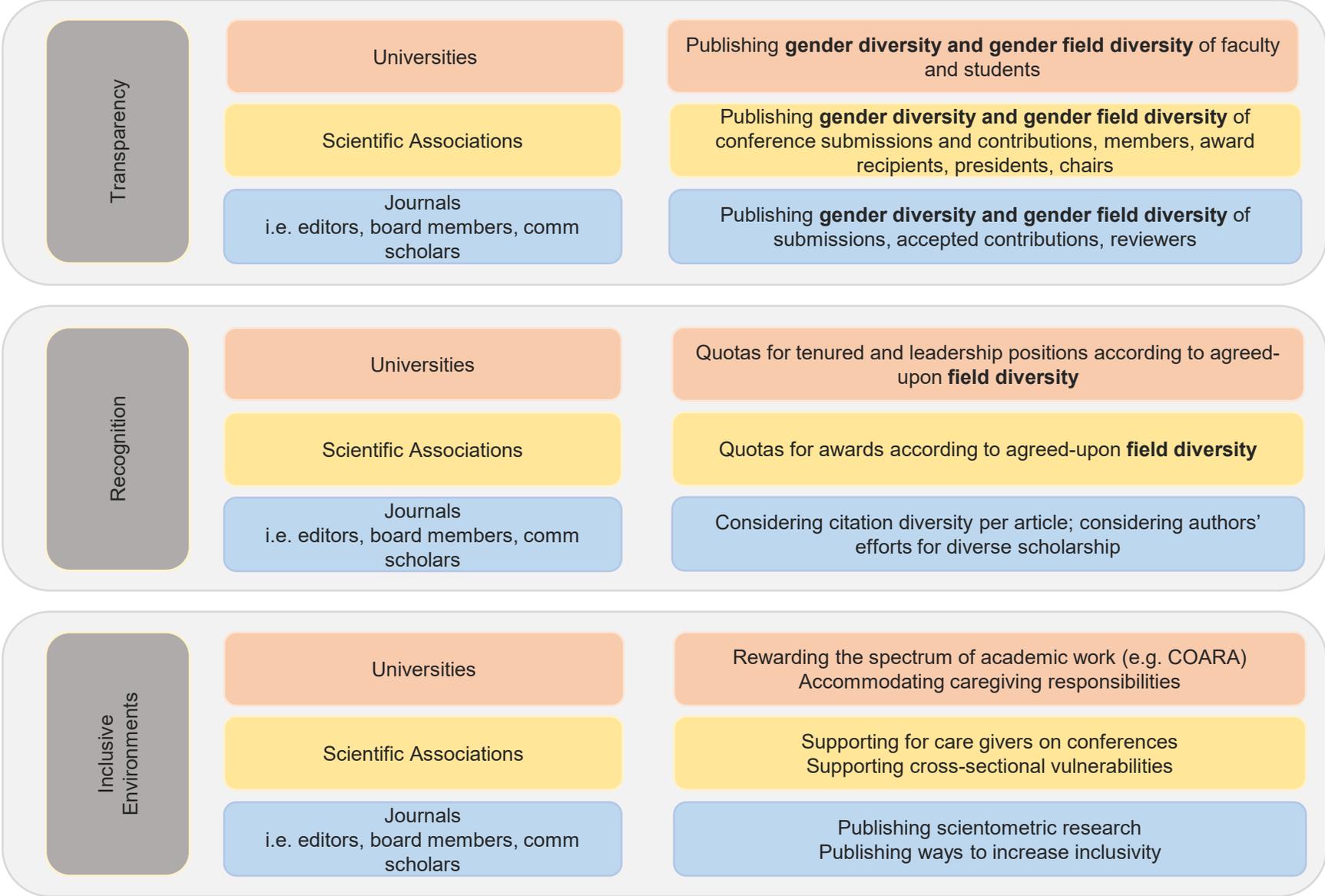
- **Improved quality:** Review syllabi for citation gaps, ensure representation of the field and student diversity
- **Awareness:** Promote diversity through assignments and highlight citation gaps



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**WHERE DO WE GO FROM HERE?**

# IMPLICATIONS



Boczek, K., Rothenberger, L., Braun, M., Jansen, A., Müller, K.F., Scharnow, M., Trepte, S. (2025) Gender diversity in the field of communication in DACH countries—A scientometric analysis of the scientific job market, publications, citations, and grants. *Publizistik* (4). <https://doi.org/10.1007/s11616-025-00921-7>

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**BACK-UP SLIDE**

# SOCIAL MEDIA GENDER GAP AMBIVALENT

- Analysis of Twitter profiles of communication scholars in 2022  
n = 8,346 profiles, n = 836,109 tweets 52% female, 48% male, 0.3% non-binary
- Male scholars (M = 1,908) have more followers than female (M = 1,446) and non-binary scholars (M = 1,570)
- Female scholars get more likes, replies, and retweets than male scholars