

Changing research culture post COVID-19

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To whom is research culture unkind

- Research is presented as a zero-sum game, promoting exclusive choices.
- Disparities exist for:
 - ECRs
 - Women (gender pay gap)
 - BAME academics
 - Global south
 - Undervalued research fields
 - Parents/ Carers

Research kindness

Actively changing our individual behaviours to reduce existing disparities and create a collegiate working environment globally

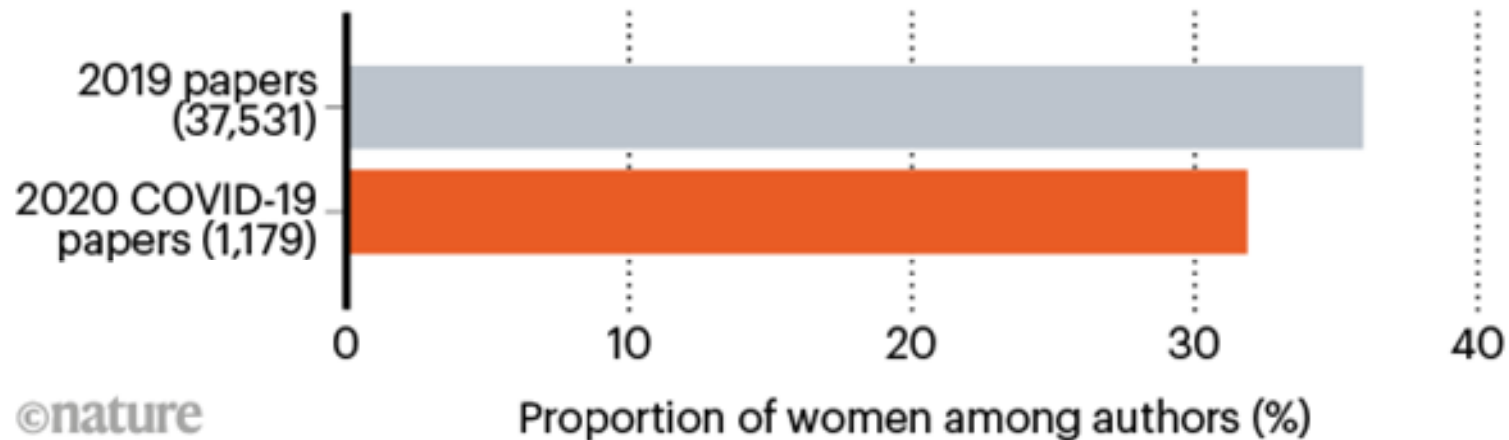
Pressures on kindness post COVID-19

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- Pressures on university financial situations – favouring teaching in the short term to the detriment of research
 - Time to engage in community activities reduced e.g peer review, mentoring, etc
 - Match funding issues – disadvantaging younger universities
 - Research culture focus seen as a luxury
 - Includes moves to decolonize the curriculum/research culture
 - Provide ECRs with more contract certainty
 - Old habits die hard.

Examples: COVID gender gap....

COVID-19 EFFECT

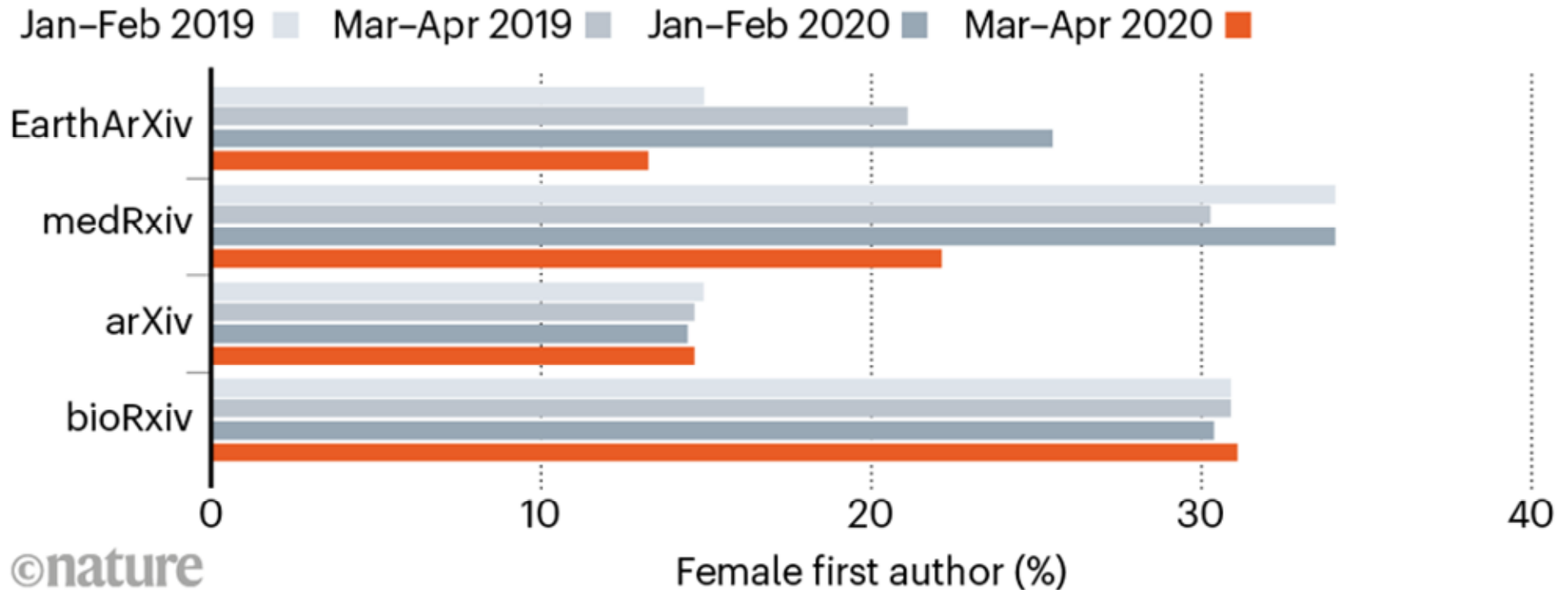
An analysis that looked at 13 medical journals found that the proportion of female authors for COVID-19 papers is lower than the average for all studies published in 2019 in the journals.



Source: M. Frederickson <https://github.com/drfreder/pandemic-pub-bias/blob/master/README.md> (2020; All-author analysis); P. Vincent-Lamarre, C. R. Sugimoto and V. Larivière *Nature Index* <https://go.nature.com/2XhxqR> (2020; First-author analysis).

PREPRINT DROP-OFF

At many preprint servers, women were submitting at a lower rate in March and April, as compared with the preceding two months and the same months of the previous year.



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Is kindness possible post-COVID?
