Women's Representation in Academic Publishing:

Descriptive Trends from Authors to Editors across 33 Years of Management Science

Brooke A. Gazdag
Kühne Logistics University

Jamie L. Gloor*
University of St. Gallen

Cécile Emery*
University of Exeter

Sebastian A. Tideman-Frappart*
Syracuse University

Eugenia Bajet Mestre*
University of St. Gallen

Abstract

Traditionally, leadership scholars often study snapshots of leaders in organizations. However, academic publishing offers a unique, more controlled context to study leadership with implications for leadership scholars and scholarship. Hence, we present a descriptive overview of women's representation across 33 years in 11 top management journals across levels of leaders in academic publishing (i.e., editors, associate editors, and editorial board members) and authors. To do so, we curated an archival dataset tracking women's representation over time and across these four levels (i.e., 21,510 authors and 4,173 leaders) with 51,360 data entries for the authors and 320,545 for the leaders. Overall, women's representation increased over time, which was explained by simple time trend effects. Only 32 of 135 editors were women (i.e., 23.7%), and the share of women associate editors showed particularly drastic fluctuations. We did not observe a "leaky pipeline" except from the associate editor to editor step, as well as notable fluctuations—particularly after new editor appointments—and between journals. We discuss the influential roles editors and publishers have on women's representation in academic publishing and science more broadly as well as implications for future research and policy.

Keywords: Academic Leaders; Scientific Leaders; Authors; Editors; Academia; Science of Science; Diversity; Management

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Women's Representation in Academic Publishing: Descriptive Trends from Authors to Editors across 33 Years of Management Science

Are we making progress toward equality for women and men[1] leaders? A grand challenge, inequality of the sexes is a prominent area of study in academia, organizations, and beyond (e.g., George et al., 2016; She Figures, 2021; United Nations [U.N.] Women, 2023; see Eagly et al., 1995; and Hoobler et al., 2018, for reviews). Although women comprise approximately half of the workforce, the share of women managers hovers around one-third, and women comprise only 4.6% of Fortune 500 CEOs (Catalyst, 2022). This pattern of disproportionate attrition is referred to as the "leaky pipeline." In academia, the leaky pipeline is well-established to describe the decreasing share of women on the path from doctoral studies to professorships (Gooty et al., 2023; Treviño et al., 2017, 2018). Similar trends in women's representation have also been shown in academic leadership (e.g., Parker & Welch, 2013) and journal editors-in-chief (hereafter: editors; e.g., Liu et al., 2023). But what about women's representation across the various levels of leadership in management academic publishing?

The context of academic publishing may be unique, yet its leadership has important implications for science and its dissemination. Academic publishing is the process of submitting, reviewing, and—if successful—ultimately publishing original research articles in scientific journals. The people who lead these journals, the editors, as well as associate editors and editorial board members, work together to manage (e.g., setting targets and goals such as the number of papers to accept and the allowed time to review) and lead (e.g., establishing and aligning on journal values, setting a direction for reviewers and authors in

[1] Here and throughout, we use sex to refer to men and women. This aligns with the statistics we use (e.g., AACSB, 2020; Catalyst, 2022) as well as the tool we use to code sex in our data (i.e., GenderAPI software, which assigns male or female to each name, ostensibly relying on dichotomous conceptions of one's sex at birth). We recognize that this approach is limited to the dichotomous study of (biological) sex and does not encompass important, relevant, and more continuous/sociological conceptualizations such as gender and gender identity; for a review and discussion, see Council of Europe (2024).

terms of what is important in the paper and the field more broadly, motivating reviewers to submit timely, quality reviews, inspiring authors to persevere through the process; Kotter, 2001) the publication process, as well as ultimately deciding which papers are published. The top leaders in this context, editors, hold one of the most powerful decision-making roles in academia (Metz & Harzing, 2009; Metz et al., 2016; Palser et al., 2022) with greater discretion to make strategic decisions and establish journal policy (e.g., associate editor team composition, vision, and commitment to diversity) compared to top leaders in organizational settings who need to first earn board approval, for example (e.g., Corwin et al., 2022). Crucial to decide which authors get through the gate, editors wield the ultimate decision-making power in terms of which papers are published. Thus, these roles offer great potential for more inclusive leadership in academic publishing (e.g., appointing women associate editors, encouraging research on sex as substantive variables, actively mentoring and sponsoring early career authors and reviewers/editorial board members) and in academia more broadly (Auschra et al., 2022; Gooty et al., 2023) to promote women's advancement. Because actively participating in academic publishing is also one of the critical "currencies" in the academic job market for academic career success (Aguinis et al., 2020; Bedeian et al., 2009; Livingston et al., 2024), data-driven insights are pivotal to better understand women's paths in academic publishing. With a temporal lens, we can also measure time as a process (Blagoev et al., 2023) to assess potential progress and identify problematic "leaks" in the pipelines from students to authors and editors.

Against this background, we conduct an exploratory, descriptive analysis of women's representation in management academic publishing over 33 years. By analyzing 21,510 authors (with 51,360 individual data entries) and 320,544 data entries for leaders, we illustrate the trends of women's representation across three critical levels of academic publishing (i.e., leaders: editors, associate editors, and editorial board members) and as

authors of papers published in 11 top management journals.[2,3] In addition, we contextualize these results against three key reference points to better interpret these trends and detect potentially "leaky pipelines," namely, the shares of (1) women doctoral students, (2) business school faculty according to the Association to Advance Collegiate Schools of Business (AACSB, 2020), as well as (3) the share of women published authors in the respective journals. Although none of these may serve as perfect baselines (e.g., because although some PhDs and professors in management strive to publish in top management journals, others may focus their time and efforts on teaching rather than research), together —and in addition to our author data for each journal—these baselines provide informative comparisons to interpret our findings.

Our descriptive analyses reveal that, although women's representation increased over time, there were notable fluctuations across different journals (i.e., *Academy of Management Review* grew from 38.5% women associate editors in 2011 to 69.2% in 2012, and *The Leadership Quarterly*, increased from 22.2% women associate editors in 2004 to 60.0% in 2005). We also explored the associations of women representation between higher (i.e., gatekeepers) and lower levels in academic publishing. Overall, we did not find a significant association between women editors and women's representation among the other leaders (i.e., associate editors, and editorial board members), but we did find that the share of women associate editors and women editorial board members were positively associated with greater shares of women published authors. In general, we cannot rule out simple time trends (i.e., the trends mirror the overall systematic growth in women's representation). Furthermore, even though we controlled for time trends, we also refrain from making direct, causal claims.

[2] Journals use different terms to describe the various roles within their editorial boards. In addition to (1) "editors," we also investigate the (2) "associate editors" who also have decision-making power alongside the editor, and (3) "editorial board members" who commit in advance to peer review for a journal or a section of a journal, and (4) published "authors" who have published a manuscript in the journal.
[3] We cross-referenced the list of 14 leading management journals from Auschra et al.'s (2022) author analysis with the *Financial Times* "50 journals used in FT research rank" (i.e., the *FT*-50) and included those journals with at least one available editorial board information per year in our time frame, yielding our final 11 journals.

In fact, our analyses revealed consistent and significantly positive time trends. Taken together, we did not find clear evidence of a "spillover" effect, such that women editors were associated with greater representation of women across the different levels of management academic publishing. Rather, the positive links we observed were primarily at lower levels, supporting a general time trend explanation.

With our overview of women's representation in management science, we build on—and update—related contributions that have examined only authors (e.g., Auschra et al., 2022) or only editorial board members (e.g., Metz et al., 2016) or focused on a broad swath of disciplines that differ widely in terms of their publication processes and norms as well as women's representation (e.g., Liu et al., 2023). Specifically, we compiled a more comprehensive, complete dataset of 11 different management journals' editorial boards (i.e., editors, associate editors, and editorial board members), including *all* authors—not just first authors as in Metz and Harzing (2009). By tracking these patterns across 33 years, we provide a rare overview of these critical leadership roles in management science over time, which allows us to map progress and observe any "leaks" in the pipeline. Finally, although we cannot make causal claims, our data-driven, descriptive overview of women's representation in academic publishing can also contribute to conversations on 'the science of science' (Fortunato et al., 2018) in leading management journals as well as sex inequalities in higher education and academia more broadly (e.g., Eagly, 2020; Gooty et al., 2023; Huang et al., 2020; Kossek & Lee, 2021). Given the value of this data and the labor-intensive process that was required to locate, integrate, clean, and organize it, we publicly share our data and code in line with best practices in open science[4] as a springboard for future theoretical and empirical discoveries.

[4] https://osf.io/bzw7a/?view_only=03a57ebc9c994674aa4614adb631534b

Academic Publishing as a Unique Context to Study Leadership

Unique contexts can yield informative insights into leadership by providing control over aspects that are more heterogeneous in organizational contexts; for instance, studying controlled contexts like leadership contests with standardized evaluation procedures and assessment of success (Schock et al., 2019) or Olympic sports teams with standardized team structures and objective, easily replicated performance outcomes (Elgar, 2016). Despite the benefits afforded by unconventional settings, top journals rarely publish papers using non-business samples (e.g., only 6% of *Academy of Management Journal* papers published between 1997 and 2007 studied non-business enterprises; Bamberger & Pratt, 2010). Thus, there remains untapped theoretical value to be gleaned from research on unconventional contexts, such as leadership in academic publishing, which an inform contextual leadership. In their lucid overview of contextual leadership, Oc (2018) extended John's (2006) theory to outline how contextual factors such as type of organization as well as task and job characteristics intricately shape leader behaviors. Here, we consider a defining feature of the academic journal context: editors' discretionary power. Namely, in academic publishing editors have more power than typical organizational leaders (see Strum & Antonakis, 2015, for a review) to exercise greater discretion in their appointments (editors assemble their own associate editor team) and decisions on which articles get published. Thus, this context of academic publishing allows us to expand our understanding of sex and scientific leadership (e.g., Henningsen et al., 2022; Kingsley et al., 2023; Parker & Welch, 2013).

In addition to the aforementioned, unusual amount of power editors wield, other characteristics of academic publishing also make it a desirable, more controlled context to study leadership. First, the selection and fixed tenure of the editors and the associate editor teams are independent of the journal's performance, meaning their selection and removal are less likely to be affected by other factors such as crises (see Reinwald et al., 2022). Second,

in contrast to the largely endogenous appointments of organizational leaders, in academic publishing, editor selection and operational responsibilities are also similar across journals with editors selected based on their publication record, reviewing performance, and reputation in the field; associate editors and editorial board members are also typically appointed via the editors based on similar criteria and reviewing experience in the journal. Finally, journals calculate and report the same standardized metric (i.e., impact factor), which is a criterion often used to evaluate and compare journals. Taken together, by exploring academic journal editors as leaders, we can better understand the potential implications of editors' choices (e.g., associate editor and editorial board appointments) given their significant discretion to shape the journals according to their preferences and the comparable aspects of the editor role across journals.

Gatekeepers: Editors, Associate Editors, and Editorial Board Members

In academic publishing, editors, advised by associate editors and editorial board members, are often referred to as the "gatekeepers" (Metz & Harzing, 2009) because they ultimately decide which papers are published (or not) in scholarly journals. Specifically, they ensure the quality and integrity of scholarly content by collectively contributing to various aspects of the peer-review process in academic publishing. Editors[5] oversee the review process and make the final decisions to accept, reject, or request a revision of a manuscript. Associate editors manage the review process for manuscripts assigned to them by the editor, including selecting reviewers, ensuring timely reviews, and making recommendations to the editor and authors based on their independent read of the manuscript and reviewer feedback. Finally, editorial board members[6] provide the bulk of the manuscript peer reviews and make recommendations to the associate editors in advisory roles.

[5] For example, https://www.elsevier.com/editors/role-of-an-editor
[6] For example, https://www.elsevier.com/editors/editorial-boards

There are various processes to select editors of academic journals depending on the journals and publishers: some entail an open recruiting process akin to non-academic roles in organizations (e.g., interested persons submit applications that are vetted by publishers or editorial board members, associate editors, and editors) whereas others entail exclusive promotions from within (i.e., from current associate editors and editorial boards).[7] Editors often select associate editors, whereas editorial board appointments can include top-down and bottom-up approaches. For example, after a scholar has reviewed many times for a journal, the current editorial board may invite the scholar to join the board (i.e., top-down), or, scholars may also proactively request to join the editorial board (i.e., bottom-up). However, some core criteria tend to apply to all three roles: expertise in one's field, publications in the journal where one will serve, and a history of punctual, quality reviews.

Despite the powerful roles of editors on published research—and on authors' careers (Gooty et al., 2023)—there is a dearth of research on women's representation among leaders in management and organization science (i.e., editors, associate editors, and editorial board members). A notable exception is Metz and colleagues, who examined five cross-sectional snapshots over a 15- and 20-year period (i.e., 1989, 1994, 1999, 2004, and 2009) of 57 management journals' editors and editorial board members (Metz & Harzing, 2009; 2012; Metz et al., 2016). Across these studies, the authors found that women's representation among editorial board members increased from 8.9% (in 1989) to 22.4% (in 2009) and was positively associated with having a woman editor, but there was substantial variation across journals. They compared this trend against the share of women first authors and found a similar trend, suggesting the overall representation of women could be increasing as part of a cultural or a time trend effect. More recently, a snapshot from 2020 of women associate

[7] For example, see the publisher Elsevier https://www.elsevier.com/connect/how-do-publishers-choose-editors-and-how-do-they-work-together

editors and editorial board members of 16 INFORMS journals from various disciplines found that although women comprised about 20.0% of editorial boards and associate editor teams, varying widely from 6.9% to 46.7% across journals (Newhouse & Brandeau, 2021). Of note, this included two management journals that differed drastically in their shares of women on editorial teams (i.e., 46.7% in *Organizational Science* compared with 11.4% in *Management Science*).

These few studies provide an important foundation to track women's representation in two groups: editors and editorial board members. Further expanding on Metz and Harzing's (2009) informative research on academic publishing in the management sciences while also updating these statistics to include the last 18 years, we include a third group of gatekeepers: associate editors. By including associate editors, we illuminate the potential role of these gatekeepers while also answering calls to investigate the potential relations more comprehensively between the share of women across these three levels of academic publishing (e.g., Metz et al., 2016; Metz & Harzing, 2009). Moreover, we provide a descriptive account of women's representation over 33 years. In doing so, we provide a longer, continuous time frame thus overcoming the limitation of snapshots from single journal issues. As uncovered in our own research (e.g., see Figures 1 and 2, which trace the evolution of women's representation across all levels of academic publishing year-by-year), focusing only on individual years may miss critical fluctuations in women's representation and insufficiently capture the complete tenure of these academic publishing leaders.

Authors

Compared to editors, more scholars have examined women's representation as authors in management science. In general, this research also finds increases in women's representation over time. However, this work is largely limited to single journals (e.g., Aguinis et al., 2019; Gravina et al., 2019; Jarema et al., 1999; Joshi et al., 2015) or to first

authors (e.g., Metz & Harzing, 2009), unable to capture trends between journals or the broader trends among all authors. Thus, existing research provides an incomplete picture of women's representation among authors, because the shares of men and women first authors do not always align with the shares of scholars in the field (Holman et al., 2018), papers are often—and increasingly—coauthored (Auschra et al., 2022), and women's representation differs between journals (Metz & Harzing, 2009).

More recently, Auschra et al. (2022) studied authorship in 14 top management and organization science journals across 60 years. They found that share of women grew from 0% in 1954, and nearly doubled from 1990 (approximately 15%) to 2017 (30%). However, women's representation from 2000-2017 ranged from over 30% to approximately 20% between journals. More narrowly, in a study of five of the top applied psychology journals[8] from 2006 to 2015, Aguinis et al. (2018) found that women authors comprised 39.1% of the sample. In summary, these studies consistently showed increasing shares of women as authors in management science. But, echoing the findings for women's representation as editors, they also revealed great variation across journals and disciplines.

The Current Study

The general research questions for our descriptive analyses of leading management journals are: (1) what is women's representation across the four levels of academic publishing (i.e., editors, associate editors, editorial board members, and authors) over time?; (2) are there associations between women's representation in leadership roles (i.e. editors, associate editors) and the other levels?; and (3) how does women's representation at the various levels compare to their baseline representation (e.g., as doctoral students and faculty members)? As described previously, we conceptualize editors as leaders (also associate

[8] The authors evaluated the following journals: *Journal of Management*, *Journal of Applied Psychology*, *Organizational Research Methods*, *Personnel Psychology*, and *Journal of Organizational Behavior*.

editors and editorial board members, albeit less so) to explore the unique, arguably more controlled setting of academic publishing as an unconventional context to study leadership.

METHOD

Sample and Procedure

To examine women's (and men's) representation in journals as editors, associate editors, and editorial board members as well as authors, we cross-referenced multiple lists (i.e., *Financial Times*-50 [*FT*-50], UT Dallas) and previous research (i.e., Aguinis et al., 2018; Auschra et al., 2022; Metz & Harzing, 2009; Metz et al., 2016) to identify leading management journals with available editorial board information for every year between 1990-2022 (for a complete overview of the list and available information for the *FT*-50 management journals, see Appendix D). Through this process, we finalized our list of 11 journals: *Academy of Management Journal (AMJ), Academy of Management Review (AMR), Administrative Science Quarterly (ASQ), Journal of Applied Psychology (JAP), Journal of Management (JOM), Journal of Organizational Behavior (JOB), The Leadership Quarterly (LQ), Organizational Behavior and Human Decision Processes (OBHDP), Organization Science (OrgSci), Research Policy (RP),* and *Strategic Management Journal (SMJ).*

To build our database, we collected the editorial board information from 1990[9] until 2022. After extensive searches, communications with publishers, and contacting the authors of previously published research on this topic, we quickly learned this information was not available in its entirety on publisher websites, in existing databases, nor via data repositories. Therefore, we conducted an extensive, multi-step search both online and offline to locate the archival editorial board information for each journal. We first searched for editorial board information (i.e., as PDF files) available on the journals' online archives or digital libraries

[9] Our start date is 1990 because *The Leadership Quarterly* was not established until 1990.

(e.g., JSTOR) that we could access via our institutions. When the information was unavailable online, we contacted each journal's administrative teams to request information on past editorial boards. For the rest of the missing editorial board information, we contacted university libraries across five countries to locate physical copies of the journals–which were either manually scanned by the author team or collected through interlibrary loan scans. Ultimately, we found editorial board information for at least one issue per year for all 11 journals.

We then extracted the text in two different ways. In most cases, we used optical character recognition, which allowed us to transform images of text (i.e., scans of printed journal issues) into machine-readable text. This procedure involved several steps, such as preprocessing the file, locating text, segmentation of characters, recognition of characters, and post-validation. However, in other cases, we needed to manually enter the information into a table if the image quality was too poor for optical character recognition. Finally, we cleaned the machine-readable text data, which included tasks such as resolving typos.

Next, through an extensive cleaning process, we verified that our data contained one unique name identifier per academic. To illustrate, for *Research Policy*, we had to conduct an extra step because the associate editor team and editorial board members were identified by their initials instead of their first names. However, if we could not locate the full name, we retained the initial(s). Further, several people were listed using slightly different variations of their names (e.g., "Bob Liden," "Robert Liden," and "Robert C. Liden'" all refer to the same person) across time and journals. In those cases, we kept the most complete name as a unique identifier (e.g., "Robert C. Liden" per the previous example). This process reduced our data from 5,177 to 4,173 unique name identifiers. Our final editorial board data contains 320,544 data entries about the journals (i.e., name, year, volume, and issue) and the academics who sit

on their boards (e.g., first and last name and role on the editorial board:[10] editor, associate editor, and editorial board member). We provide an overview of our editorial board data in Table 1.

[Insert Table 1 here]

We then compiled the author data by combining each journal's publication list from 1990 until 2022. To do so, we downloaded all the published articles, research notes, and review articles from all 11 journals from the Web of Science database. We excluded editorial notes and book reviews because these articles do not go through the same peer-review processes (Gravina et al., 2019; Rubin et al., 2023). This author data contains the journal name, year, volume, issue, author's last name, and the first name or initial (e.g., first issues of *Academy of Management Journal*). When only the first initials were available via the Web of Science, we also downloaded the original articles from Dimensions.ai and merged the datasets to obtain the full first name (which we needed to identify whether an author was a woman or a man). Our final author data contains 21,510 authors and 51,360 data entries (i.e., on average, 2.39 publications per author).

Determining women's representation

To calculate the yearly share of women associate editors, editorial board members, and published authors in the total population (i.e., 33 years of data from our 11 journals), we first determined if each academic listed in our dataset was a woman or a man. To do so, we used Gender Application Programming Interface (API; GenderAPI, 2023, e.g., Auschra et al., 2022). This tool employs a multi-step approach to improve accuracy in identifying a specific name as a man or a woman. Although a powerful tool for this type of research working with

[10] Different journals had different terms for their editorial board members. So, we classified the boards into four common categories: editor, associate editor, editorial board, and other. "Other" includes roles such as "Founding editor" or "Incoming Editor-In-Chief." On the Open Science Framework (OSF), we share the data with our assigned terms alongside the original terms so that future researchers can transparently trace our classifications.

large datasets, Gender API is limited to dichotomous assignments of names to a woman or a man and cannot account for other categories (e.g., non-binary). To assign categories, Gender API considers the likely nationality of an individual (e.g., Andrea is a common man's name in Italy but a common woman's name in Germany) and performs several normalizations on the name to control for typos and different spelling variants. Gender API's database consists of 6,084,389 validated names from 191 countries. It estimates sex based on names and nationalities by combining data from multiple sources such as social media, governmental data, and publicly available websites. Gender API has been widely used by prior studies with large-scale datasets to identify authors of scientific publications (e.g., Auschra et al., 2022; Caplar et al., 2017). We provided both the first and last names to Gender API, which then assigned 1 of 2 statuses to the names to represent men and women along with an accuracy score (i.e., confidence in the automatic female or male status assignment, ranging from 0 to 100%).

Editorial Team: Editors, Associate Editors, and Editorial Board Members. To ensure the integrity of our data, we conducted several quality checks. First, we manually checked[11] all observations with an accuracy score of 80% or less; this included 388 of the total 4,171 names (9.3%). Of the 388 names, sex was not correctly assessed by the Gender API in 124 cases (32.0%) and, hence, we corrected it. In addition, sex could not be verified in 13 cases (3.4%), for which we used Gender API's original assessment. Finally, we conducted an additional 100 checks on randomly selected names with Gender API accuracy scores higher than 80%; only two were incorrectly assessed by Gender API (2.0%). Thus, through our multi-faceted approach using Gender API and two manual processes, Gender API dichotomously assigned one of two statuses to all names in our database to represent women

[11] The manual checks included scanning the academic's professional website for pronouns (e.g., he/his; she/her) in text referring to the focal academic.

and men. Overall, Gender API's average accuracy score for all editors is 98.3%, and the gender estimation is based on an average sample of 50,735 source files per editor, which we argue is a sufficiently reliable base for editor sex estimation.

Authors. To improve the accuracy and reliability of our data, we conducted two manual processes for the authors. First, because Gender API classified 74 authors as "blank" and 59 other authors as "unknown," we first conducted manual searches to fill in this missing data for 94.0% of cases (125 out of 133). Second, we manually checked all accuracy scores of 60% or less, which included 659 of the total 21,449 names (3.1%). In 370 cases (56.2%), Gender API did not correctly assign the author's sex, which we then corrected. Given the high rate of false sex estimations for low accuracy scores, we urge future research using Gender-API to manually check estimates with accuracy scores lower than 60%.

Given the high levels of accuracy of Gender API we observed for editors (as reported by Gender API accuracy scores), we did not manually verify the authors' sex estimation because this would incur significant labor efforts to manually review 21,510 profiles. Overall, Gender API's average accuracy score for all authors is 94.5%, and the sex estimation is based on an average sample of 47,568.24 source files per author, which we deem as a sufficiently reliable base for author sex estimation.

RESULTS

Here, we present the aggregated results and trends across all 11 journals in our dataset over 33 years. We only highlight individual journals in the text at the extremes of the range.[12] We used a descriptive approach to plot the overall patterns to inform our general research questions about women's representation across levels (i.e., editors, associate editors, editorial board members, and authors) over time. In addition, we compare these trends against the

[12] For individual journal trends, please see the dataset and individual graphs in our online appendix (both available on OSF).

general trends in women's representation among full-time faculty (see Appendix A). Moreover, we calculated linear time trends for women associate editors, editorial board members, and authors across journals with ordinary least squares (OLS) regressions (see Figures 1 and 2). Finally, we tested the associations of women's representation across the four levels of academic publishing (i.e., editors, associate editors, editorial board members, and authors).

[Insert Figures 1 and 2 here]

During this 33-year time span, only 23.4% of editors were women (for an overview of editors across all 11 journals, see Figure 3), which is approximately one-third less than the overall share of women associate editors (33.9%). The share of women associate editors increased over time. In 1990, across journals, there were 22.9% women associate editors. In 2022, there were, on average, 36.3% women associate editors. The average annual growth rate over the 33 years in the share of women in the associate editor role varied between journals from 16.0% (*SD* = 58.0%) (*Leadership Quarterly*) to -2.9% (*SD* = 31.5%) (*Administrative Science Quarterly)*. However, we observed fluctuation in the share of women associate editors across the journals. For instance, for *Leadership Quarterly*, the share of women associate editors fluctuated from 52.8% in 2016, to 25.0% in 2017, to 28.7% in 2018; and for the *Journal of Organizational Behavior*, the share of women associate editors fluctuated from 17.7% in 2014, to 42.1% in 2015, to 27.4% in 2016. In contrast, for the *Journal of Applied Psychology*, the share of women associate editors remained steady between 2009 and 2015 (2009: 40.0%, 2010: 42.9%, 2011-2014: 41.7%, 2015: 41.9%). We provide the evolution over time of women across the levels of academic publishing for all journals separately in Appendix B.

[Insert Figure 3 here]

Next, we conducted linear regressions to test for contemporaneous associations across all four levels of academic publishing.[13] All regressions included journal-fixed effects, and we clustered standard errors (*SEs*) at the journal- and editor-/author-level (i.e., two-way clustering). The dependent variables are a) *Women Associate Editors*, b) *Women Editorial Board* (both measured for each individual in a given journal year, i.e., individual *i* in journal *j* in year *t*), and c) *Women Authors* (measured for each individual in a given journal publication, i.e., author *a* in publication *p* published in year *t*). As independent variables, we included *Women Editors*, *Women Associate Editors*, and *Women Editorial Board*, all measured as a percentage share for each journal-year.[14] In addition, we included a time trend variable (*Time Trend [years]*), which is defined as the year of the respective journal volume and issue/published article, as a control. Table 2 presents our regression results using OLS estimates.

[Insert Table 2 here]

Of the 6 regressions linking the different levels of academic publishing, only 3 were significant and positive. Interestingly, none of the coefficients were significant for *Women Editors*, suggesting no meaningful differences in the share of women associate editors, board members, and authors according to editor sex. All three significant coefficients were at lower levels (*Women Associate Editors* → *Women Editorial Board*; $p = 0.088$, Column 4); (*Women Associate Editors* → *Women Authors*, $p = 0.032$, Column 5); (*Women Editorial Board* → *Women Authors*, $p = 0.001$, Column 6). In addition, *Time trend (years)* was significantly positive in all six regressions, suggesting the overall importance of general time trends to explain the increase in women across the different levels of academic publishing.[15]

[13] We provide the code (i.e., Stata do file), which we used to run the regressions on OSF.
[14] *Women Editors* is also a continuous variable (i.e., percentage) and not a binary variable since some journal/journal-years have multiple Editors-in-Chief.
[15] For further interpretation, the low r-square values indicate that time plays an important role, but other factors likely matter as well, which suggests more research is needed to explain the driving forces in women's representation across journals and over time.

Comparing with Baselines: Women's Representation in Academia

To provide a meaningful baseline to interpret women's representation in academic publishing over time, we integrated statistics tracking women's representation in doctoral programs and among full-time faculty (i.e., instructors, assistant professors, associate and full professors; AACSB, 2020). Given our focus on academic publishing (i.e., manuscripts submitted by scholars for potential publication and the scholars who review and decide if a work is worthy of publication), paired with the fact that publications are critical for most university tenure decisions (i.e., a permanent job contract and/or promotion up the hierarchy; Gooty et al., 2023) and ideas of career "success" in academia (Livingston et al., 2024), it is logical and practically relevant to interpret women's representation amongst students and faculty alongside patterns of women's representation as authors and as journal leaders.

To do so, we retrieved statistics on women's representation in doctoral programs and among faculty over the last three decades from AACSB (see graph in Appendix A[16]). The AACSB is an accreditation body for business schools worldwide, representing 910 business schools across 58 countries and territories. Women's representation among doctoral students is consistently approximately 10% higher than women's representation among full-time faculty. More precisely, the share of women doctoral students in AACSB-accredited business schools grew from 32.2% in 1999-2004 to 41.5% in 2017-2020. The share of women faculty also grew–albeit slightly less–from 28.1% in 1990-1998 to 37.0% in 2017-2020.

Integrating more detailed faculty reports (e.g., AACSB, 2008, 2010, 2020), the trends show that although women's representation steadily increased over time, women are consistently and noticeably less represented with increasing hierarchy. Between 2001 and 2008, the share of women rose approximately 5-6 percentage points at each level: from

[16] We provide all appendixes in our OSF folder: https://osf.io/bzw7a/?view_only=03a57ebc9c994674aa4614adb631534b

31.7% to 36.8% for assistant professors, from 22.9% to 28.1% for associate professors, and from 11.9% to 16.9% for full professors (AACSB, 2008). In 2010, AACSB reported approximately the same statistics as in 2008 (i.e., women comprised 36.7% of assistant professors, 28.1% of associate professors, and 16.9% of full professors; for the United States [U.S.] only, AACSB, 2010). But a decade later, those numbers had increased by approximately 2-6 percentage points, such that women comprised 38.7% of assistant professors (a 5.4% increase), 33.9% of associate professors (a 20.6% increase), and 22.4% of full professors (a 32.5% increase; AACSB, 2020). The tenure-track and tenured faculty trends showed a similar pattern: Women comprised 37.9% of the tenure-track faculty eligible for tenure, whereas 29.5% of the tenured faculty members were women (AACSB, 2020). For a more exclusive subsample—named professorships—other research shows women are 14% less likely to become endowed with a named chair–even after controlling for objective variables (e.g., publications and citations; Treviño et al., 2017). Thus, although women's representation over time has noticeably increased, it still shows a "leaky pipeline" (Spoon et al., 2023).

To better understand our previously reported results, we now benchmark our editorial and author data against the AACSB data on full-time faculty (untabulated). We again observed a considerable time trend: the share of women full-time faculty increased by approximately half-a-percentage point per year.[17] Hence, the similar time trends for full-time faculty also suggest that our observed effects could be attributed to a general time trend (i.e., the increasing presence of women in academia overall).

Robustness Checks

[17] As shown in Appendix A, the statistics published by AACSB are captured in reports published every few years and not on a yearly basis.

To examine the robustness of our results, we conducted three additional tests (the corresponding result tables are provided in Tables 3 and 4 as well as in Appendix C). First, our main results are based on OLS estimates to ease the interpretation of the coefficients. However, our dependent variables are binary (women vs. men at different levels of academic publishing). Accordingly, we reran our main regression using Logit regressions instead (see Tables 3). Second, the *SE*s in our main model are adjusted for two-way clustering at the journal- and editor-/author-level). To ensure our results are not sensitive to how we cluster, we conducted all regressions with one-way clustering (at the journal-level) instead (Appendix C). Third, 2 of our 11 journals have a unique structure of their editorial leadership: *Strategic Management Journal* and *Research Policy* (i.e., both journals have a shared team of editors). Thus, we conducted our regressions on a restricted sample dropping all observations belonging to either of these two journals (see Table 4). In all three robustness checks, our results were similar magnitude and significance to our main results.

[Insert Tables 3 and 4 here]

DISCUSSION

Here, we sought to understand women's representation across four levels of academic publishing and track the associations between the different levels. To do so, we calculated and compared trends of women's representation in academic publishing covering more than three decades in leading management journals. To our knowledge, this research is the first to comprehensively include and track *all* authors *and all* three levels of leaders in top management journals. Even though women's representation increased over time, indicating a simple time trend explanation for our data, the trends showed significant fluctuations, which may hinder stable growth patterns. We observed similar growth trends among women full-time faculty and positive associations between lower levels of academic publishing (and no significant differences in women's representation depending on whether the editor was a

woman or man), suggesting the importance of a broader cultural (i.e., time) trend in explaining the general increase of women's representation in top management journals. Finally, our data also showed moderately positive correlations between women's representation across the different levels.

First and foremost, the increasing share of women in influential positions in academia calls for cautious optimism (i.e., Ryan, 2022). That is, although we acknowledge and celebrate progress, we do so carefully and critically. For example, the share of women at the level of editor and associate editor teams revealed large fluctuations compared to the trends for editorial board members. Regarding the latter, women's representation has been relatively consistent around 30 percent—like that of authors—which has steadily increased to slowly close the initially wide gap (Auschra et al., 2022). But despite these trends, other research reveals a dominant group of "men islands" in research coauthorships and an absence of "women islands" (Auschra et al., 2022). Considering these effects in the context of our research, especially if editors or associate editors draw on their coauthorship networks for the appointments (e.g., Newhouse & Brandeau, 2021), they may be less likely to draw from the entire pool of potentially qualified scholars, which could perpetuate imbalances in representation if not explicitly considered and, ideally, countered.

Together with the increasing awareness and explicit value placed on Diversity, Equity, and Inclusion (DEI) in management academic publishing as evidenced by recent editorials (e.g., Byron, 2024; Gooty et al., 2023; Thatcher, 2021), it is clear from our data that editors have great discretion to both espouse and enact DEI missions at their journals as we observe fluctuations in women's representation with the change of editors. Instead, any observed progress seems to point to a "snail's pace" of progress merely attributable to time, which will be limited to this slow pace without greater awareness and intervention. Finally, although these overall trends are informative, further analyses are needed to provide a causal

explanation of editors' (and associate editors', as well as editorial board members') roles as leaders in supporting more equitable representation in academic publishing.

Implications for Leadership

Although the descriptive and exploratory nature of our study offers an important glimpse into our phenomenon of interest, there may be multiple theoretical frameworks that could inform this research and future related research efforts. For example, appointing women to leadership positions is a strong signal of organizations' position on diversity and their general commitment to women (e.g., in their processes, values, and culture; Hillman et al., 2007; Mattis, 1993). Such signaling could inspire more women authors to send their paper to that journal or express interest in being part of the editorial board. More specifically, future scholarship could compare the signaling power of women's representation (i.e., sending the message to other women academics that the journal is committed to having diversity in leadership and supportive of careers for women academics; e.g., Hillman et al., 2007; Mattis, 1993; Milliken & Martins, 1996) with the inherent advocacy power of editors to speak out for increased representation of women and to promote other underrepresented academics (e.g., Ali & Konrad, 2017, Corwin et al., 2022). Second, although editors arguably strive for fair decisions and non-discrimination as highlighted in publishers' duties for the editor (e.g., Elsevier, 2024a), all people—including editors—can be influenced by bias. Bias may guide editors' decisions toward specific groups of authors (e.g., those in the home country of the editor; Rubin et al., 2023) or guide ascriptions of competence (Ellemers, 2018) or leadership abilities (Gloor et al., 2020; Koenig et al., 2011) to men more than women, thus influencing who gets chosen as associate editors, editorial board members, or even reviewers. Acknowledging such biases, gatekeepers might decide to actively advocate for women's increased representation and to promote underrepresented academics (e.g., Ali & Konrad, 2017: Corwin et al., 2022). Alternatively, automatic nominations of qualified women (e.g.,

once they have published in the journal and performed a certain number of quality reviews) as a "nudge" for more equality to reduce bias by design (see Bohnet, 2016).

Studying both trickle-down and bottom-up effects could provide insights into how and whether women's representation in top positions is positively associated with greater representation in lower positions (or vice versa; Gould et al., 2017; 2018; Page et al., 2023). Such studies could help us to better understand the role that leaders directly (i.e., agency) or indirectly (e.g., signaling) have in promoting diversity, equity and inclusion. For example, whereas editorial board members may not know the authors' sex due to the blind review process, the associate editor can act on this information or signal it (respectively), if desired. However, testing these questions would require an extensive study with causally identified data that accounts for the fixed effects of time and journals or organizations being studied (see Antonakis et al., 2021; Bliese et al., 2020; McNeish & Kelley, 2019).

Implications for Practice and Policy

As in organizations (Page et al., 2023), elevating women to top positions of academic publishing is also not a panacea for increasing women's representation at lower levels. Nonetheless, we focus our practice and policy recommendations on what editors and publishers can do to maintain gains and potentially work toward a steadier growth of women's representation. First, although editors may set DEI on their agenda (e.g., Thatcher, 2021), they may face barriers to promoting women as authors and leaders in their journals. For example, some editors are unable to implement their agendas to increase women's representation swiftly enough during their tenure or do not attempt to due to anticipated backlash which is experienced when women advocate for other women (Hekman et al., 2017). Furthermore, editors have many urgent topics to address during their brief tenure; although many editors acknowledge that the topic of diversity is essential (e.g., Simchi-Levi, 2020), the urgency around the topic may not match the urgency of other topics (e.g., research

replicability and open science; DeCelles et al., 2021). Nonetheless, setting strategy and making decisions to maintain or increase the number of women in associate editor positions is critical. For example, incoming editors could be required to have a DEI plan before they assume their role, such as requiring them to employ methods like a longer shortlist (Lucas et al., 2021) when recruiting for each level or ensuring that they start their tenure with a representative proportion of women associate editors and editorial board members. This approach could be expanded to include other relevant characteristics (e.g., nationality, country of affiliation, race/ethnicity, and other diversity dimensions) based on ideas of representation and fairness.

Second, publishers have become increasingly outspoken about diversity and have started reporting current statistics—essential steps toward transparency. For example, Elsevier has implemented a series of initiatives, such as awards and evidence-based projects (e.g., Liu et al., 2023) to inform the challenges faced by women in academia (Elsevier, 2024). To counteract the fluctuations we found at the associate editor level, publishers and journals could evaluate and closely monitor the representation of women gatekeepers against important benchmark data, like the data we presented here.

Finally, the search for women associate editors can be difficult–particularly if other considerations are necessary (e.g., ensuring adequate coverage of research methods or topics); however, planning and prioritization of sex and other types of diversity could stimulate conversation and policy to proactively address this challenge. Journals could provide training to help prepare and support aspiring editors from minority backgrounds (e.g., Huff, 2020), offer a “part-time” and “full-time” model for these roles, and/or incoming editors could receive DEI ratings for recruiting and selecting associate editors. Because diversity policies can have unintended consequences and are often met with backlash (Leslie,

2019), the information about and framing of such initiatives are critical to ensure their success.

Limitations and Future Research

A key limitation of our empirical analysis is the lack of exogenous variation in women's representation, which prevents causal claims. Thus, we urge readers to keep the descriptive nature of our approach in mind when interpreting our results. Nevertheless, future research might work to develop a more comprehensive identification strategy that facilitates the identification of specific causal channels. Another option would be a difference-in-difference design where the time trends before and after the appointment of women editors are compared (e.g., see Sieweke & Santoni, 2020).

Further studies with complementary research methods might be useful to further explore factors that drive increases in women's representation. For instance, experimental studies in the field could test potential signaling effects by examining author preferences to submit to specific journals after manipulating the sex of the editor. Moreover, surveying editors or analyzing archival journal editorials could more explicitly show whether and how editors address DEI themes in their journals.

With regards to our findings about authors, we only tested for contemporaneous associations given our descriptive approach. However, the publication process from submission to publication can span several years. Future research can test for time lags as part of a more sophisticated identification strategy that aims towards identifying causal links. After all, several journals—including *The Leadership Quarterly*—publish the date the manuscript was received, revised, and published.

Furthermore, editor appointments are not random, and selection effects could bias our findings (Certo et al., 2016), influencing the effect of editor sex in our observed relations. Overall, there is much more research needed to better understand the persistent and pervasive

differences in gender representation in leadership across journals (and leadership roles more generally). However, we are hopeful that our study and our data will encourage fruitful future streams of research in this critical domain.

CONCLUSION

This work advances the current understanding of women's representation in academic publishing—a critical cornerstone of management science and a decisive factor in many management scholars' careers. Moreover, we offer this comprehensive overview provides a springboard for future research on diversity and the science of management science, as well as benchmarks for interested editors and publishers. As the adage goes, "what isn't measured doesn't matter." So, we aimed to provide a critical, data-driven first step to measure a topic and a process that we—as well as other, prominent, recent scholars and editors (e.g., Banks, 2023; Byron, 2024; Gooty et al., 2023; Roberson, 2022; Simchi-Levi, 2020; and Thatcher, 2021)—believe matters for our careers, our science, and our field.

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FIGURES

Figure 1. *Evolution of Women Associate Editors and Editorial Board Members across Journals, with Linear Time Trends*

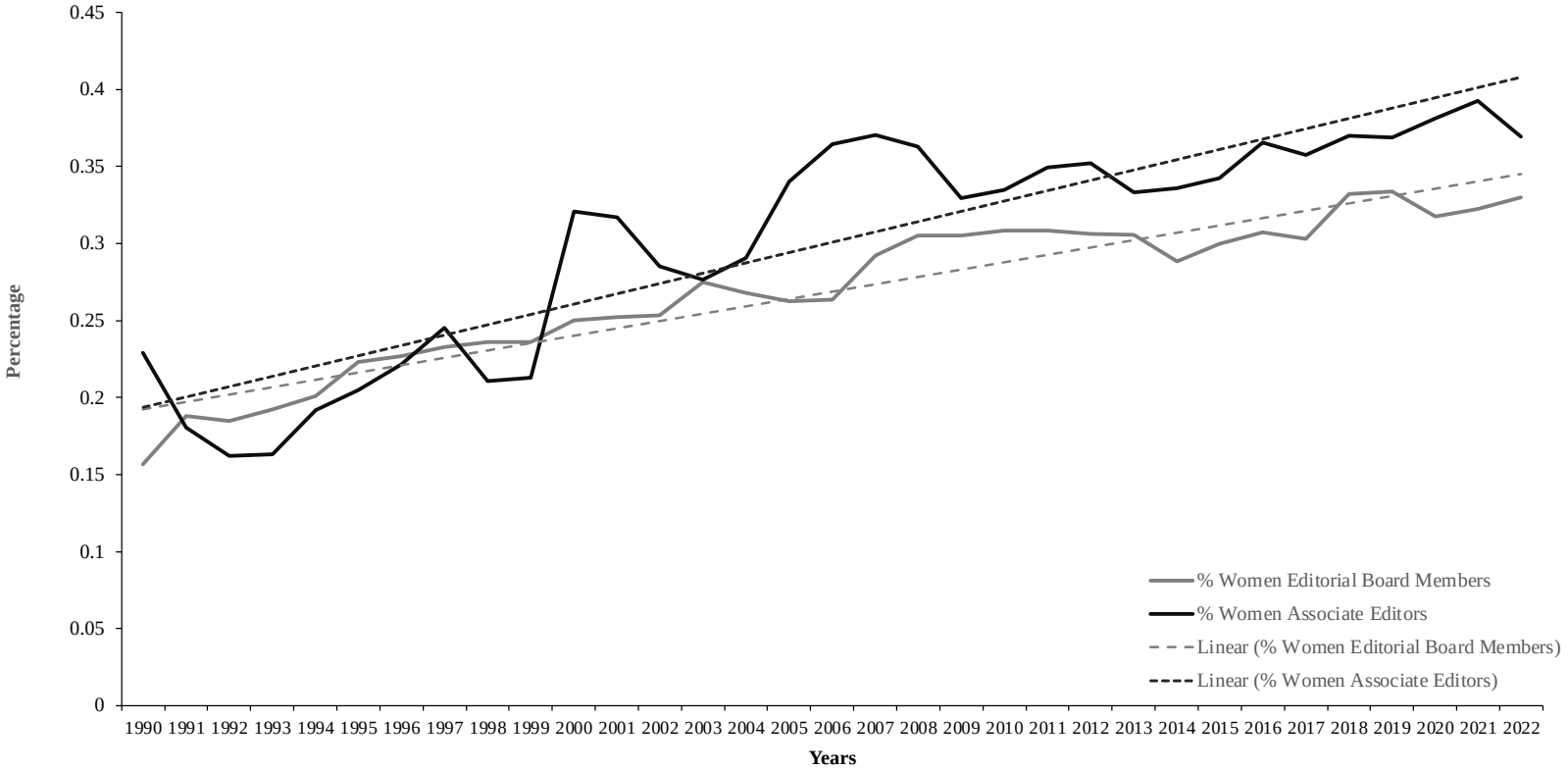


Figure 2. *Evolution of Women Authors across Journals, with Linear Time Trends*

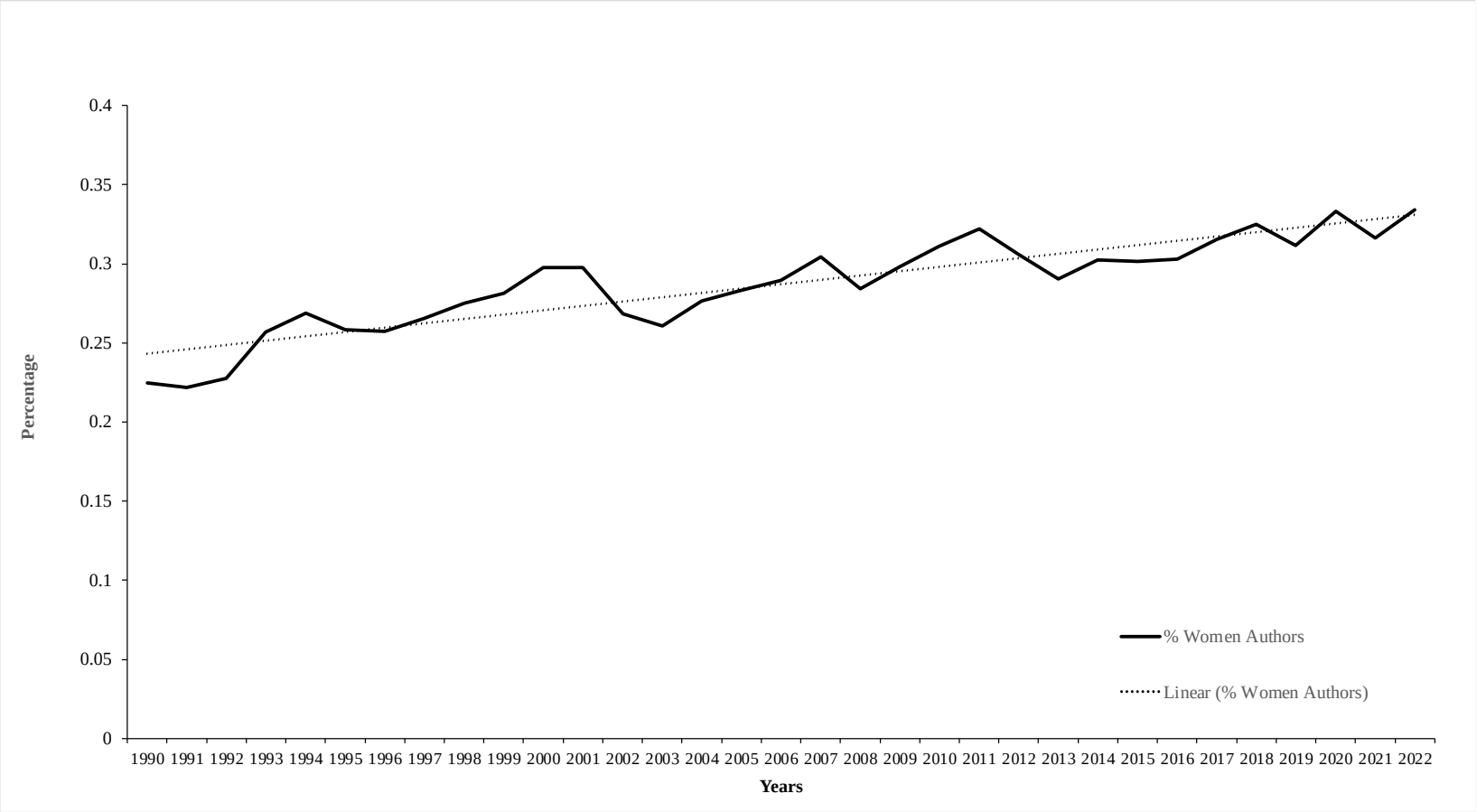
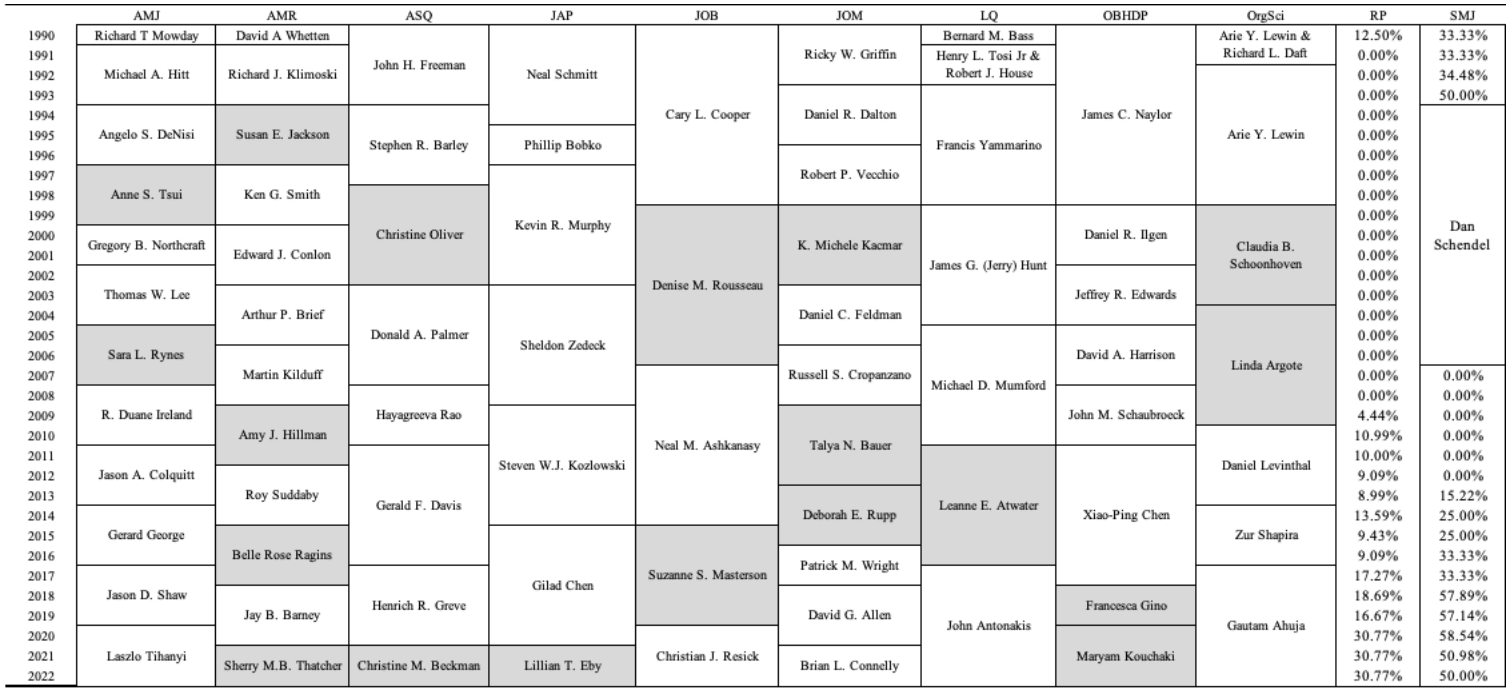


Figure 3. *Overview of Editors by Year, Journal, and Tenure*



	AMJ	AMR	ASQ	JAP	JOB	JOM	LQ	OBHDP	OrgSci	RP	SMJ
1990	Richard T Mowday	David A Whetten	John H. Freeman	Neal Schmitt	Cary L. Cooper	Ricky W. Griffin	Bernard M. Bass	James C. Naylor	Arie Y. Lewin & Richard L. Daft	12.50%	33.33%
1991							Henry L. Tosi Jr & Robert J. House			0.00%	33.33%
1992	Michael A. Hitt	Richard J. Klimoski								0.00%	34.48%
1993						Daniel R. Dalton	Francis Yammarino		Arie Y. Lewin	0.00%	50.00%
1994	Angelo S. DeNisi	Susan E. Jackson	Stephen R. Barley							0.00%	Dan Schendel
1995				Phillip Bobko						0.00%	
1996						Robert P. Vecchio				0.00%	
1997	Anne S. Tsui	Ken G. Smith	Christine Oliver	Kevin R. Murphy						0.00%	
1998					Denise M. Rousseau	K. Michele Kacmar	James G. (Jerry) Hunt	Daniel R. Ilgen	Claudia B. Schoonhoven	0.00%	
1999										0.00%	
2000	Gregory B. Northcraft	Edward J. Conlon								0.00%	
2001								Jeffrey R. Edwards		0.00%	
2002	Thomas W. Lee	Arthur P. Brief	Donald A. Palmer	Sheldon Zedeck		Daniel C. Feldman				0.00%	
2003									Linda Argote	0.00%	
2004	Sara L. Rynes	Martin Kilduff				Russell S. Cropanzano	Michael D. Mumford	David A. Harrison		0.00%	
2005										0.00%	
2006					Neal M. Ashkanasy			John M. Schaubroeck		0.00%	0.00%
2007	R. Duane Ireland	Amy J. Hillman	Hayagreeva Rao	Steven W.J. Kozlowski		Talya N. Bauer				0.00%	0.00%
2008										4.44%	0.00%
2009	Jason A. Colquitt	Roy Suddaby	Gerald F. Davis				Leanne E. Atwater	Xiao-Ping Chen	Daniel Levinthal	10.99%	0.00%
2010						Deborah E. Rupp				10.00%	0.00%
2011	Gerard George	Belle Rose Ragins		Gilad Chen	Suzanne S. Masterson				Zur Shapira	9.09%	0.00%
2012						Patrick M. Wright				8.99%	15.22%
2013	Jason D. Shaw	Jay B. Barney	Henrich R. Greve			David G. Allen	John Antonakis	Francesca Gino	Gautam Ahuja	13.59%	25.00%
2014										9.43%	25.00%
2015										9.09%	33.33%
2016	Laszlo Tihanyi	Sherry M.B. Thatcher	Christine M. Beckman	Lillian T. Eby	Christian J. Resick	Brian L. Connelly		Maryam Kouchaki		17.27%	33.33%
2017										18.69%	57.89%
2018										16.67%	57.14%
2019										30.77%	58.54%
2020										30.77%	50.98%
2021										30.77%	50.00%
2022											

Note. Women editors are highlighted in grey. *Research Policy* and *Strategic Management Journal* adopted a shared leadership model, we hence report the percentage of female editor per year. Abbreviations: *Academy of Management Journal* (AMJ), *Academy of Management Review* (AMR), *Administrative Science Quarterly* (ASQ), *Journal of Applied Psychology* (JAP), *Journal of Organizational Behavior* (JOB), *Journal of Management* (JOM), *The Leadership Quarterly* (LQ), *Organizational Behavior and Human Decision Processes* (OBHDP), *Organization Science* (OrgSci), *Research Policy* (RP) and *Strategic Management Journal* (SMJ)

TABLES

Table 1. *Overview of Editorial Teams by Journal: Editors, Associate Editors, and Editorial Board Members*

			Issues per editorial team member			
	Number of issues with editorial team information	Number of editorial team members	Maximum	*M*	*SD*	% Women (across all issues/time)
Academy of Management Journal (*AMJ*)	192	843	149	38.88	28.57	30.47
Academy of Management Review (*AMR*)	129	760	93	20.93	14.15	33.00
Administrative Science Quarterly (*ASQ*)	127	404	123	26.16	22.43	35.07
Journal of Applied Psychology (*JAP*)	238	606	218	62.71	46.21	33.33
Journal of Organizational Behavior (*JOB*)	230	729	234	51.06	40.25	39.77
Journal of Management (*JOM*)*	101	910	103	25.71	20.41	28.53
The Leadership Quarterly (*LQ*)	142	398	174	38.92	36.93	33.43
Org. Behavior & Human Decision Process (*OBHDP*)	139	458	126	32.28	25.13	34.23
Organization Science (*OrgSci*)	187	778	183	44.74	31.5	36.24
Research Policy (*RP*)	205	216	205	71.88	61.08	21.22
Strategic Management Journal (*SMJ*)	338	778	396	105.49	75.03	19.22
Mean	*184.36*	*625.45*	*182.18*	*47.16*	*36.52*	*31.32*

Note. Journal data from 1990 to 2022 for editorial team: editor, associate editor, and editorial board members.

* *JOM*: We could only find information on one editorial team per year from 1990 to 1999.

Table 2. *OLS Regression for all Journals*

Variables	(1) Women Associate Editors (t0)	(2) Women Editorial Board (t0)	(3) Women Authors (t0)	(4) Women Editorial Board (t0)	(5) Women Authors (t0)	(6) Women Authors (t0)
Women Editor (average) (t0)	**0.003**	**0.006**	**0.010**			
	(0.030)	**(0.006)**	**(0.007)**			
	[0.922]	**[0.333]**	**[0.176]**			
Women Associate Editors (average) (t0)				**0.064***	**0.036****	
				(0.037)	**(0.017)**	
				[0.088]	**[0.032]**	
Women Editorial Board (average) (t0)						**0.193*****
						(0.057)
						[0.001]
Time Trend (years)	0.007**	0.004***	0.003***	0.004***	0.003***	0.002***
	(0.003)	(0.001)	(0.000)	(0.001)	(0.001)	(0.001)
	[0.016]	[0.000]	[0.000]	[0.000]	[0.000]	[0.000]
Observations	4,863	47,452	51,347	46,327	47,371	51,347
R^2 (unadjusted)	0.038	0.029	0.015	0.025	0.012	0.015
Constant	Yes	Yes	Yes	Yes	Yes	Yes
Journal fixed effects	Yes	Yes	Yes	Yes	Yes	Yes

Note. This table presents our main results using OLS regression estimates. Column 1 (2, 3) regresses *Women Editor (average)* on *Women Associate Editors* (*Women Editorial Board*, *Women Authors*). Column 4 (5) regresses *Women Associate Editors (average)* on *Women Editorial Board* (*Women Authors*). Column 6 regresses *Women Editorial Board (average)* on *Women Authors*. *Time trend (years)* is defined as the year of the respective journal volume and issue/published article. For all regressions with editorial board members as the dependent variable (Columns 1, 2, and 4), the observation is at the individual-journal-year level (i.e., editor/associate editors/editorial board member in a journal in a year). For all regressions with authors as the dependent variable (Columns 3, 5, and 6), the observation is at the author-article level. Each variable is coded Women = 1 and Men = 0, so higher values correspond to a larger share of women editors/authors. Journal fixed effects control for time-invariant unobservables at the journal level. Asterisks indicate significance levels, with *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.1$. We report *SE*s in round brackets and *p*-values in square brackets below the coefficients, with *SE*s two-way clustered at the journal- and editor-level (Columns 1, 2, and 4), and at the journal- and author-level (Columns 3, 5, and 6).

Table 3. *Logit Regression Results with Two-way Cluster Correction at the Journal- and Editor-/Author-levels*

	(1)	(2)	(3)	(4)	(5)	(6)
Variables	Women Associate Editors (t0)	Women Editorial Board (t0)	Women Authors (t0)	Women Editorial Board (t0)	Women Authors (t0)	Women Authors (t0)
Women Editor (average) (t0)	0.028	0.036	0.046			
	(0.159)	(0.032)	(0.035)			
	[0.862]	[0.266]	[0.194]			
Women Associate Editors (average) (t0)				0.288	0.170**	
				(0.184)	(0.081)	
				[0.118]	[0.035]	
Women Editorial Board (average) (t0)						1.050***
						(0.243)
						[0.000]
Time Trend (years)	0.033**	0.022***	0.015***	0.019***	0.013***	0.011***
	(0.015)	(0.004)	(0.002)	(0.005)	(0.003)	(0.002)
	[0.033]	[0.000]	[0.000]	[0.000]	[0.000]	[0.000]
Observations	4,863	47,452	51,347	46,327	47,371	51,347
Pseudo R-squared	0.030	0.025	0.013	0.021	0.010	0.013
Constant	Yes	Yes	Yes	Yes	Yes	Yes
Journal fixed effects	Yes	Yes	Yes	Yes	Yes	Yes

Note. This table presents results for a robustness test using Logit regression estimates. Column 1 (2, 3) regresses *Women Editor (average)* on *Women Associate Editors* (*Women Editorial Board*, *Women Authors*). Column 4 (5) regresses *Women Associate Editors (average)* on *Women Editorial Board* (*Women Authors*). Column 6 regresses *Women Editorial Board (average)* on *Women Authors*. *Time trend (years)* is defined as the year of the respective journal volume and issue/published article. For all regressions with editorial individuals as the dependent variable (Columns 1, 2, and 4), the observation is at the individual-journal-year level (i.e., editor/associate editors/editorial board member in a journal in a year). For all regressions with authors as the dependent variable (Columns 3, 5, and 6), the observation is at the author-article level. Each variable is coded in such a way that Women = 1 and Men = 0, so higher values correspond to a larger share of Women editors/authors. Journal fixed effects control for time-invariant unobservables at the journal level. Asterisks indicate significance levels, with *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.1$. We report *SE*s in round brackets and *p*-values in square brackets below the coefficients, with standard errors being two-way clustered at the journal- and editor-level (Columns 1, 2, and 4), and at the journal- and author-level (Columns 3, 5, and 6).

Table 4. *OLS regression results with two-way cluster correction at the journal- and editor-/author-level excluding Strategic Management Journal and Research Policy*

	(1)	(2)	(3)	(4)	(5)	(6)
Variables	Women Associate Editors (t0)	Women Editorial Board (t0)	Women Authors (t0)	Women Editorial Board (t0)	Women Authors (t0)	Women Authors (t0)
Women Editor (average) (t0)	0.007	0.008	0.012			
	(0.033)	(0.006)	(0.008)			
	[0.829]	[0.186]	[0.137]			
Women Associate Editors (average) (t0)				0.063	0.036**	
				(0.039)	(0.017)	
				[0.108]	[0.029]	
Women Editorial Board (average) (t0)						0.272***
						(0.045)
						[0.000]
Time Trend (years)	0.007**	0.004***	0.003***	0.004***	0.003***	0.002***
	(0.003)	(0.001)	(0.000)	(0.001)	(0.001)	(0.000)
	[0.022]	[0.000]	[0.000]	[0.000]	[0.000]	[0.000]
Observations	4,133	38,406	38,291	38,406	38,291	38,291
R^2 (Unadjusted)	0.037	0.014	0.007	0.014	0.007	0.007
Constant	Yes	Yes	Yes	Yes	Yes	Yes
Journal fixed effects	Yes	Yes	Yes	Yes	Yes	Yes

Note. This table presents results for a robustness test using OLS regression estimates. Here, we restrict the sample by excluding observations belonging to either Strategic Management Journal or Research Policy. Column 1 (2, 3) regresses *Women Editor (average)* on *Women Associate Editors* (*Women Editorial Board*, *Women Authors*). Column 4 (5) regresses *Women Associate Editors (average)* on *Women Editorial Board* (*Women Authors*). Column 6 regresses *Women Editorial Board (average)* on *Women Authors*. *Time trend (years)* is defined as the year of the respective journal volume and issue/published article. For all regressions with editorial individuals as the dependent variable (Columns 1, 2, and 4), the observation is at the individual-journal-year level (i.e., editor/associate editors/editorial board member in a journal in a year). For all regressions with authors as the dependent variable (Columns 3, 5, and 6), the observation is at the author-article level. Each variable is coded in such a way that Women = 1 and Men = 0, so higher values correspond to a larger share of Women editors/authors. Journal fixed effects control for time-invariant unobservables at the journal level. Asterisks indicate significance levels, with *** $p < 0.01$, ** $p < 0.05$, and * $p < 0.1$. We report *SE*s in round brackets and *p*-values in square brackets below the coefficients, with standard errors being two-way clustered at the journal- and editor-level (Columns 1, 2, and 4), and at the journal- and author-level (Columns 3, 5, and 6).