

CONFLICT IN RESEARCH TEAMS WOMEN IN SCIENTIFIC CAREER



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Agenda

- The context
- Conflict sources and conflict management
- Women in the scientific career
- What conflict theories say about that?



A ultra-competitive context

- Rapid changes in publishing policies.
 - ▣ From scientific or professional societies to the emergence of large publishing companies.
 - ▣ Corporate Concentration in few companies (Springer, Elsevier).
 - ▣ Monopolistic situation of Clarivate (Journal Citation Reports).
 - ▣ Quantification: quartil, decil...
 - ▣ Very few journals, high rejection rate, lenght for publication.
- Who pays for publication, from scientific or professional societies to the author himself?
 - ▣ Open science trend.
 - ▣ Unethical Journals / Predatory Journals



Mixed motive situation

- Incentives for cooperation
 - ▣ Science in psychology is generated through projects, where a team is necessary.
 - ▣ Together more than alone.
 - ▣ Different skills are needed (writing, methodology...).
 - ▣ Team development
- Incentives for competition
 - ▣ Your peers will be your competitors
 - ▣ Better position, better salary. More prestige
 - ▣ Faster career progression



Conflicts in research teams

- Authorship
 - Order of authorship, lack of an standard
 - First, last, corresponding author
 - Order of authors
 - Who should appear in the publication
 - What is the minimum contribution required for being autor of a publication



Conflicts in research teams (II)

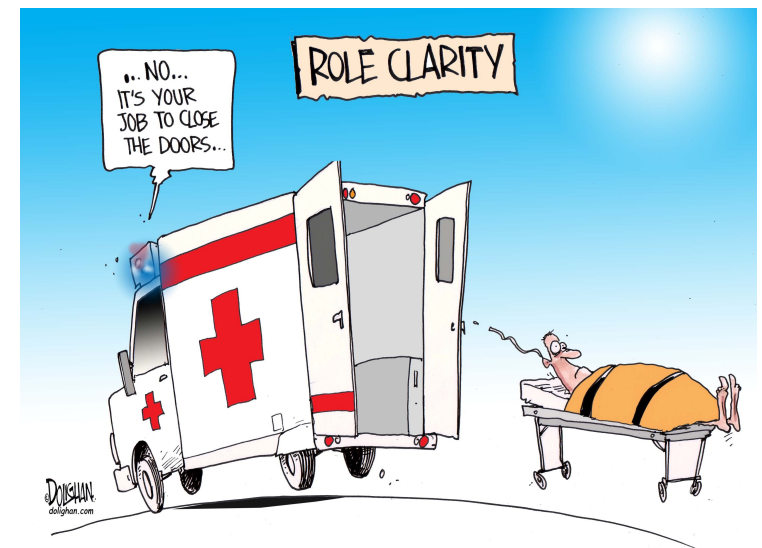
- Leadership problems
 - ▣ Perceived Favoritism
 - ▣ Discrimination in soft recompenses (congress, invited keynote, etc.)
 - ▣ Supervision problems (revision of manuscripts, etc)
 - ▣ Resources (labs, PhD students...)
- 'Divorce' in a research team
 - ▣ Research topics
 - ▣ Social Network
 - ▣ Data ownership
 - ▣ Intellectual property.



I don't care what other people think, I'm satisfied if they think.

Conflicts in research teams (III)

- Competitive colleagues
 - ▣ Skipe 'normative' process
 - ▣ Reject collective task to focus in individual task
- Unethical behavior
 - ▣ Plagiarism
 - ▣ Self-plagiarism



¿How these conflicts are managed?

YO OPINARÍA QUE...
PERO MEJOR NO
TOCAR EL TEMA ¿NO?



I would say
that... but
it's better
not to touch
the subject,
no?

□ Non-confrontation



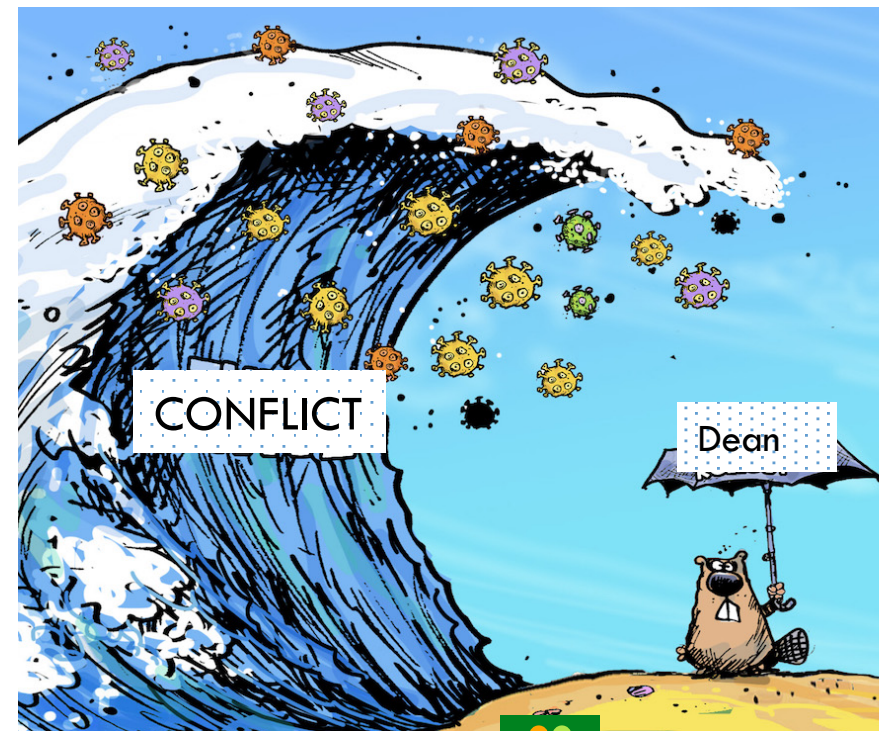
¿How these conflicts are managed?



- Forcing
 - ▣ Spiral of conflict: enemies/ deadly enemies/ former colleagues
 - Mobbing

¿How these conflicts are managed?-3

- Third party intervention
 - Workplace mediation (Dean)
 - Ombudsman.
 - Internal committee/court...



What conflict theory tell us about that?

	B cooperate	B don't cooperate
A cooperate	3/3	0/5
A don't cooperate	5/0	1/1

Conclusions:

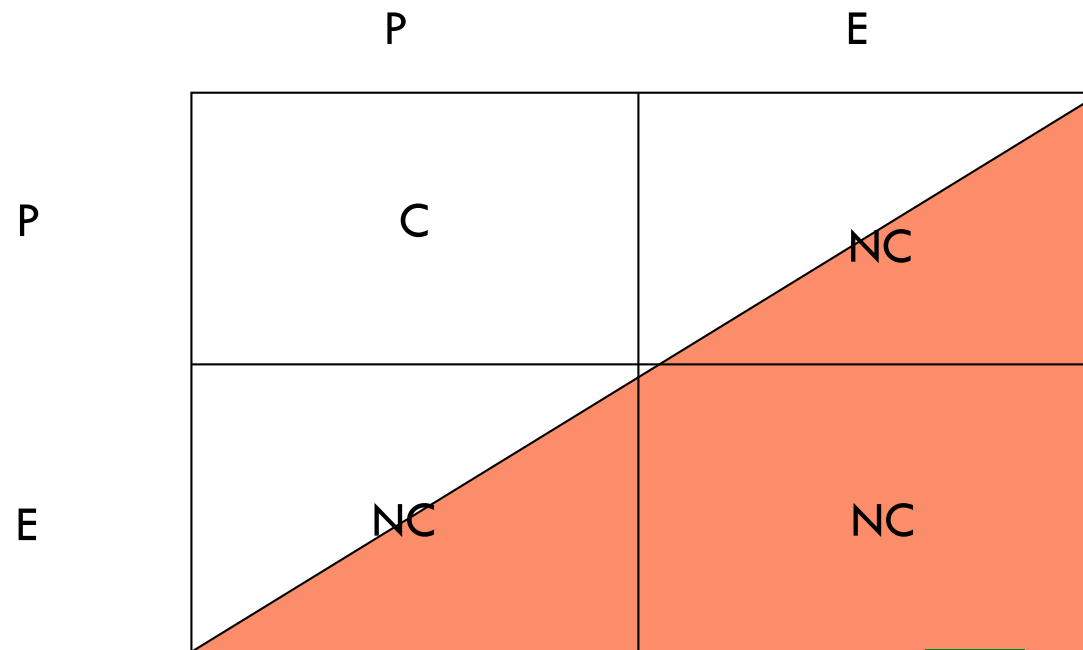
The greatest joint gains occur in cooperative situations.

Cooperation should be encouraged as a team policy.



Consequence of a repeated competition in a team

Triangle model (Kelley y Stahelsky, JPSP, 1970)



A non cooperative behavior stimulate competitiveness even in the most cooperative person

Culture matter



- Strong and weak situations.
 - Personality and contextual performance behavior would be most strongly correlated when there were only weak cues, and less correlated when there were strong cues. (Mischel, 1997)

Women in the scientific career

Mendoza-Denton, 2017, Plos One.

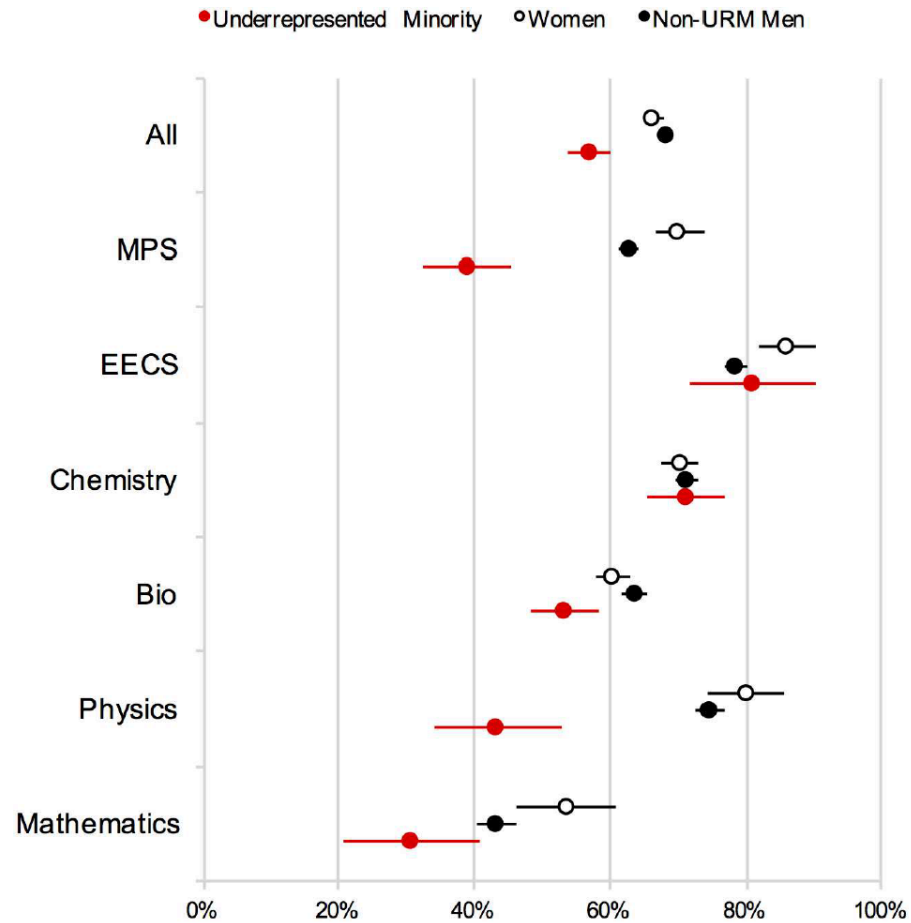


Fig 2. Delivery of papers at national scholarly meetings (Study 2). Note: Error bars represent ± 1 SE.

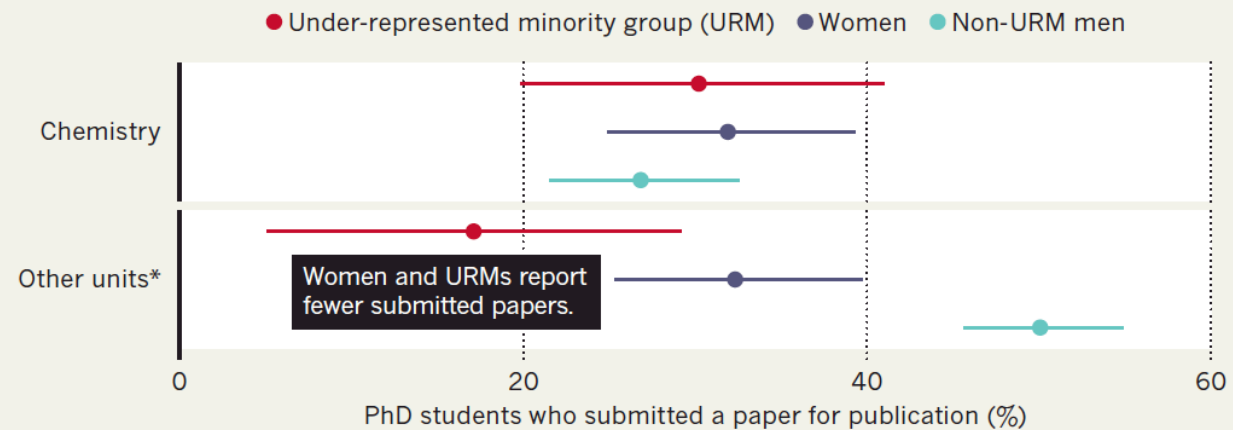


What happens in Chemistry?. Culture matter

Mendoza-Denton, 2018, Nature

NO GAP IN CHEMISTRY

The College of Chemistry stands out from some other units at the University of California, Berkeley, because it shows no difference in submission rates across various groups.



Research is amazing but...



- Do we send our parent every day for work to bring us back to this?



Thanks

