

Gender composition and team dynamics: Experimental evidence



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Motivation



- Dysfunctional dynamics of workplace teams hinder women's ability to thrive in male-dominated fields (Roth, 2004; Turco, 2010)
- Women's contributions are less recognized (Sarsons, 2015) and they take on a disproportionate share of non-promotable tasks (Vesterlund et al, 2017)

How does gender composition affect team dynamics?

- Field experiment with a Top-10 undergraduate accounting program in the US
- Students are assigned into groups of 5
 - 25% of students are female
 - Extensive group interactions during Fall semester (Aug-Dec)
 - We randomize gender composition of groups: 0F, 1F, & 3F in Fall 2016-17

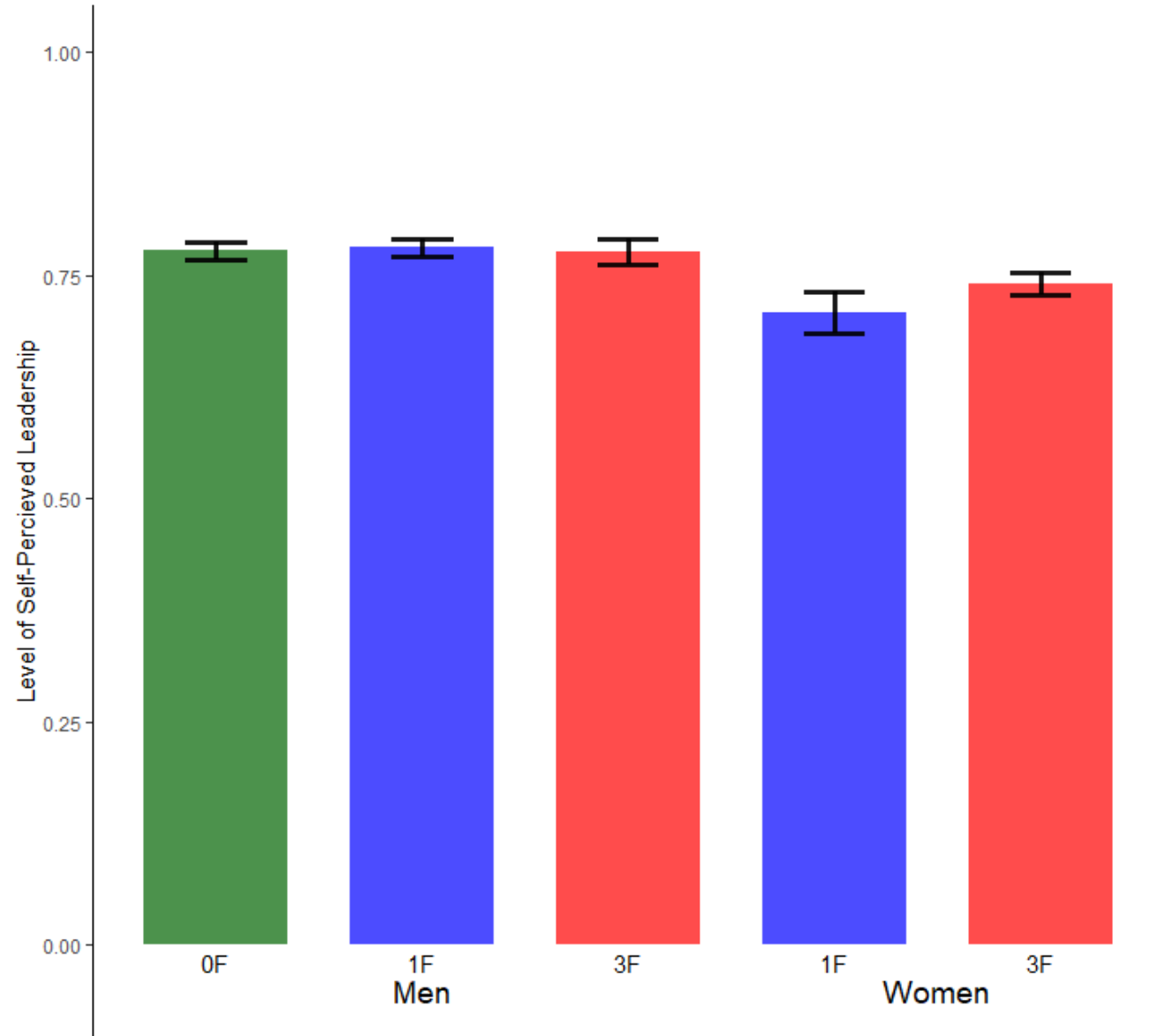


Measuring team dynamics & individual performance

- Monthly surveys of students
 - Measures of participation & authority
 - Group dynamics
- Lab observations of structured group deliberation
 - Beginning & end of semester
 - Audio recording of subjects' interactions
- Longer-term individual-level outcomes
 - Grades
 - Professional opportunities
 - Post-graduation employment, wages

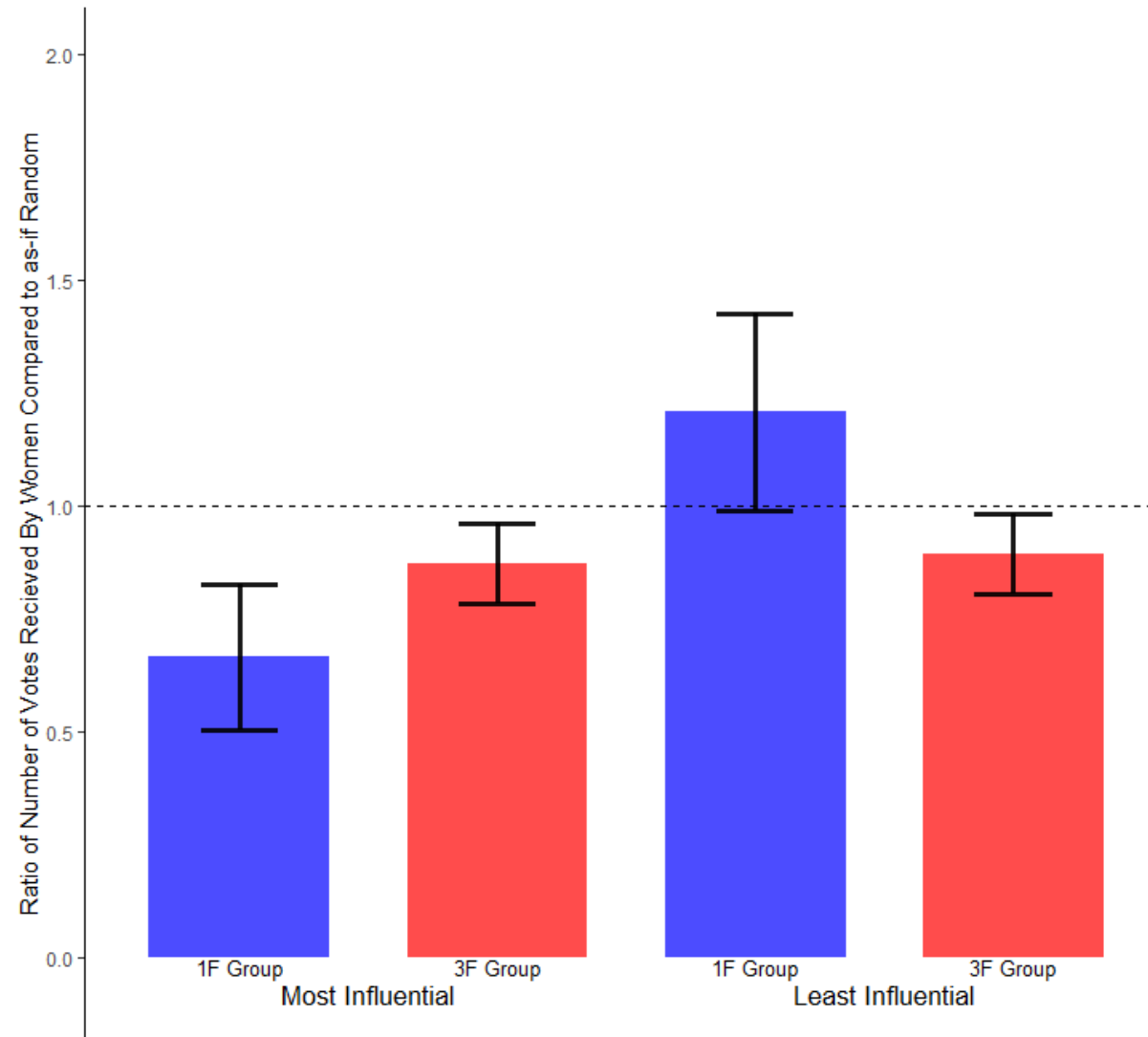


Survey result 1: Self-perceived group leadership

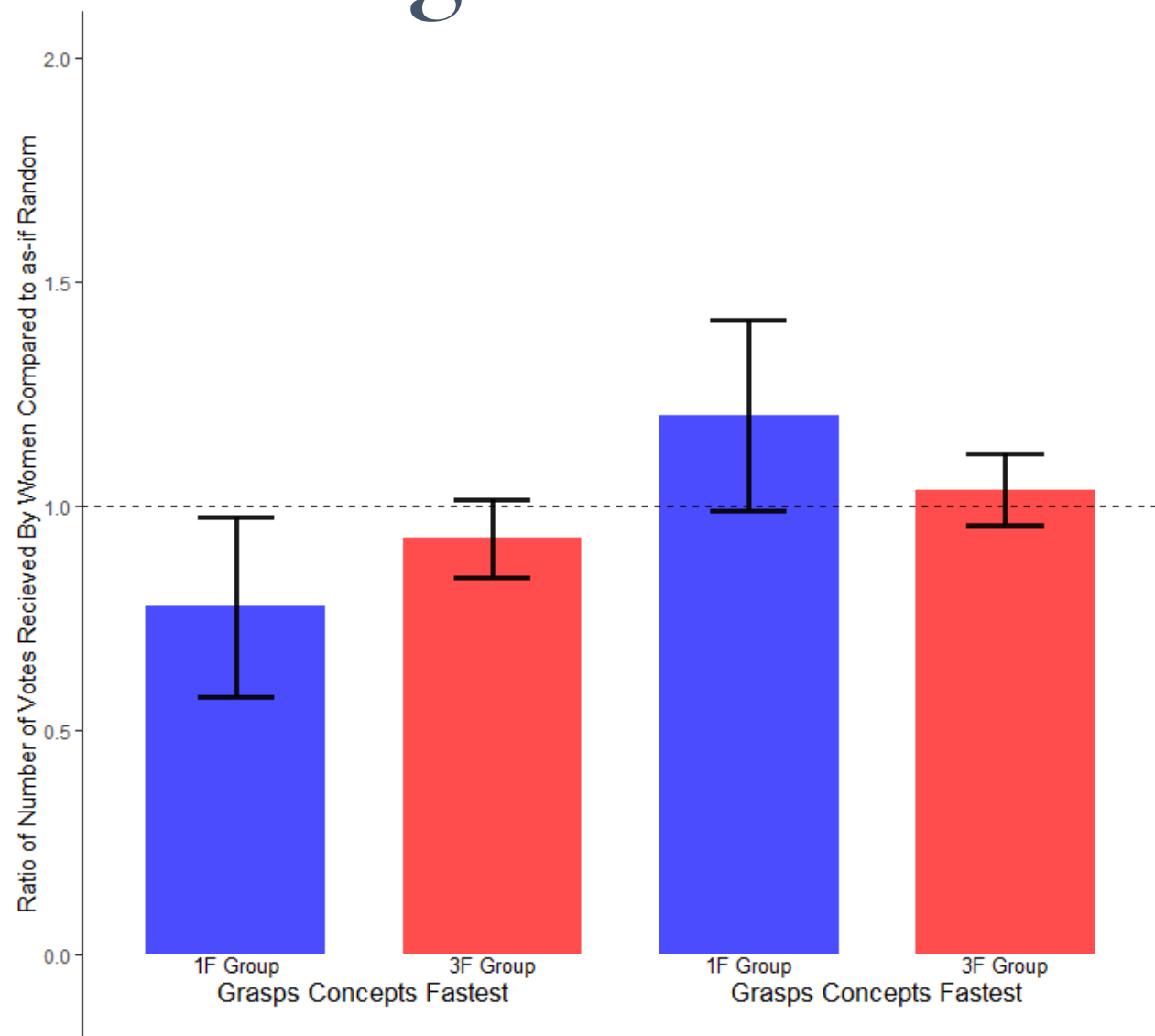


- ☐ My opinions are influential in shaping group discussions & final decisions
- ☐ I feel like my voice is heard during group discussions
- ☐ I would describe myself as a leader in the group

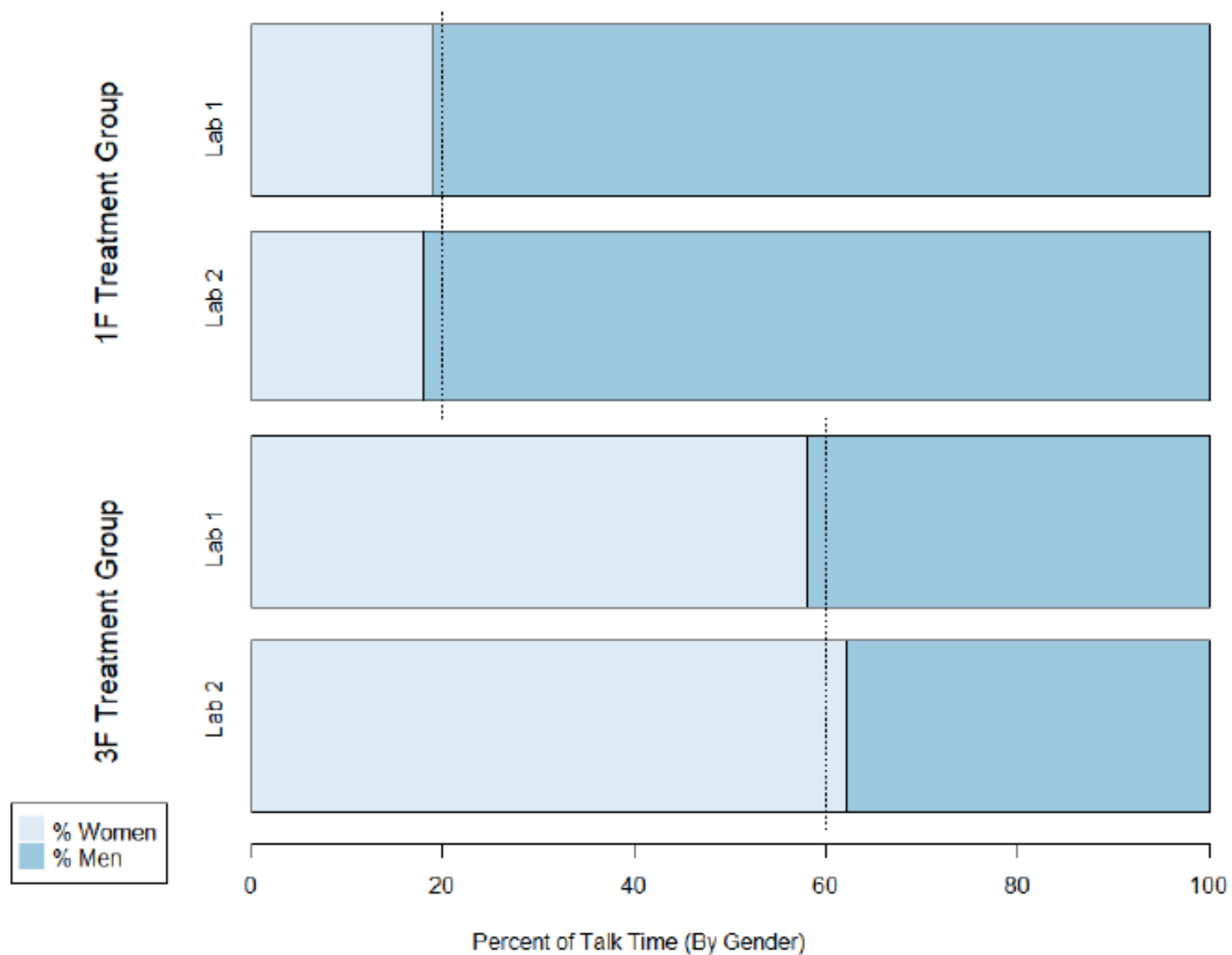
Survey result 2: Proportion of influence votes given to women



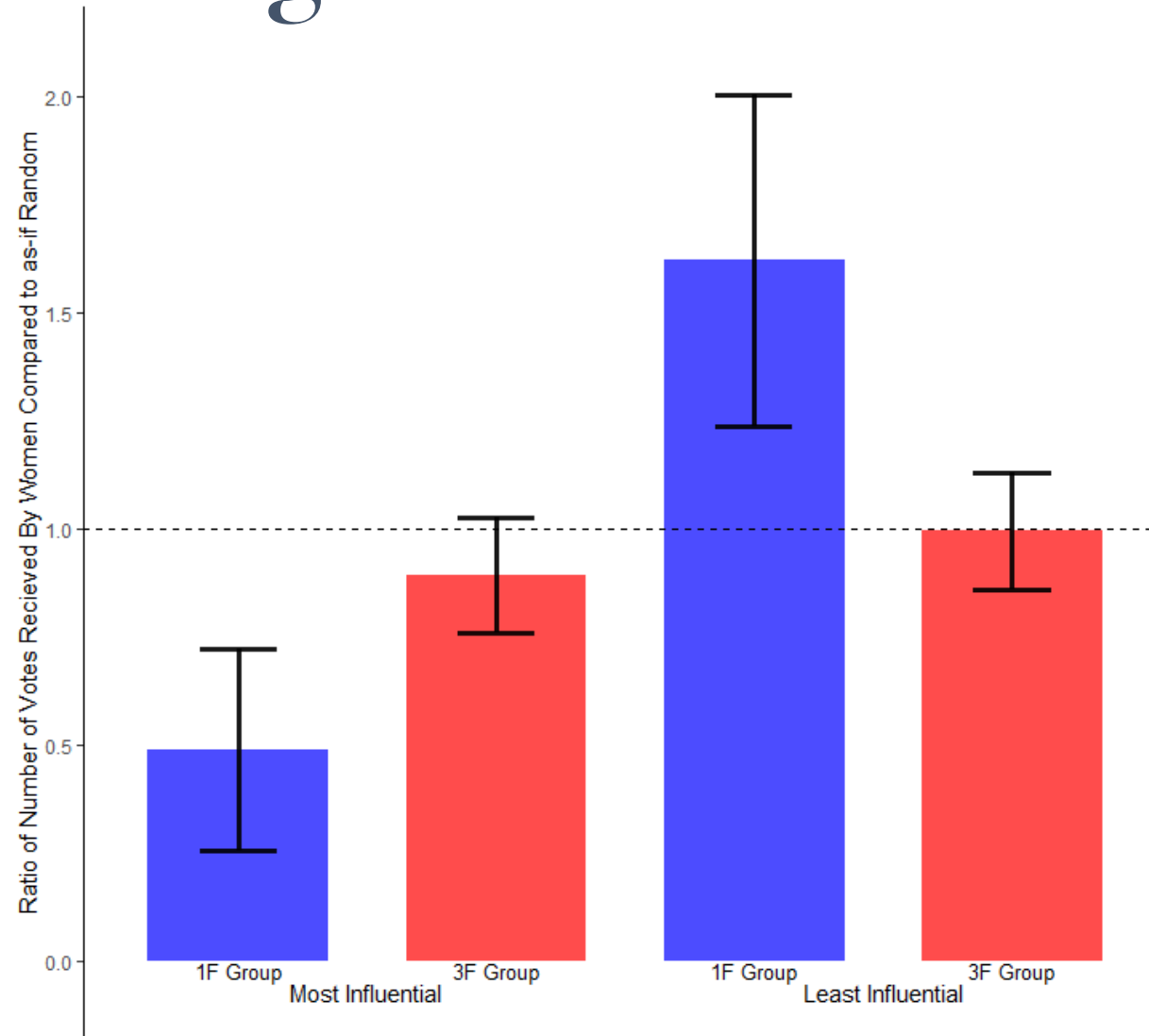
Survey result 3: Proportion of competence votes given to women



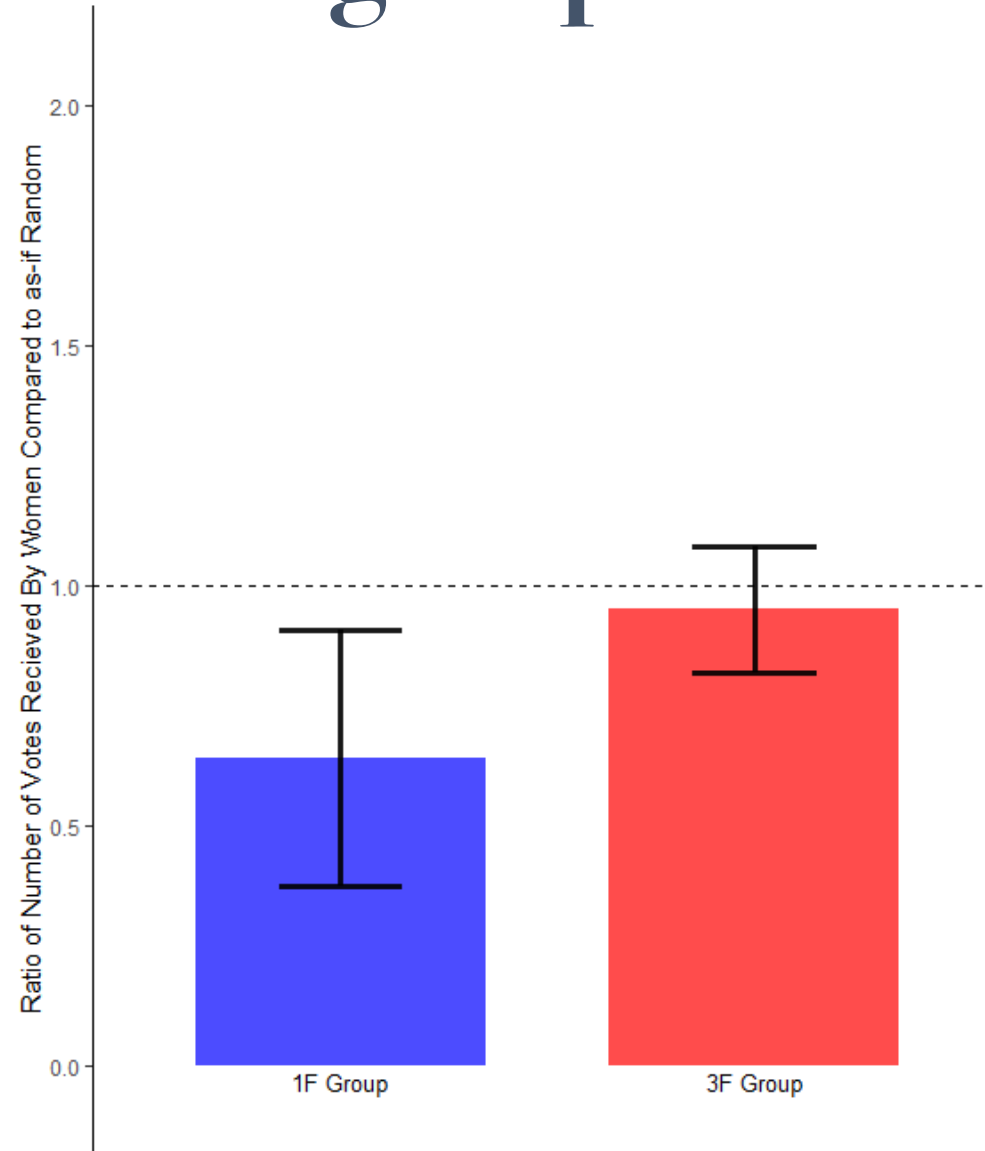
Lab result 1: Talk time



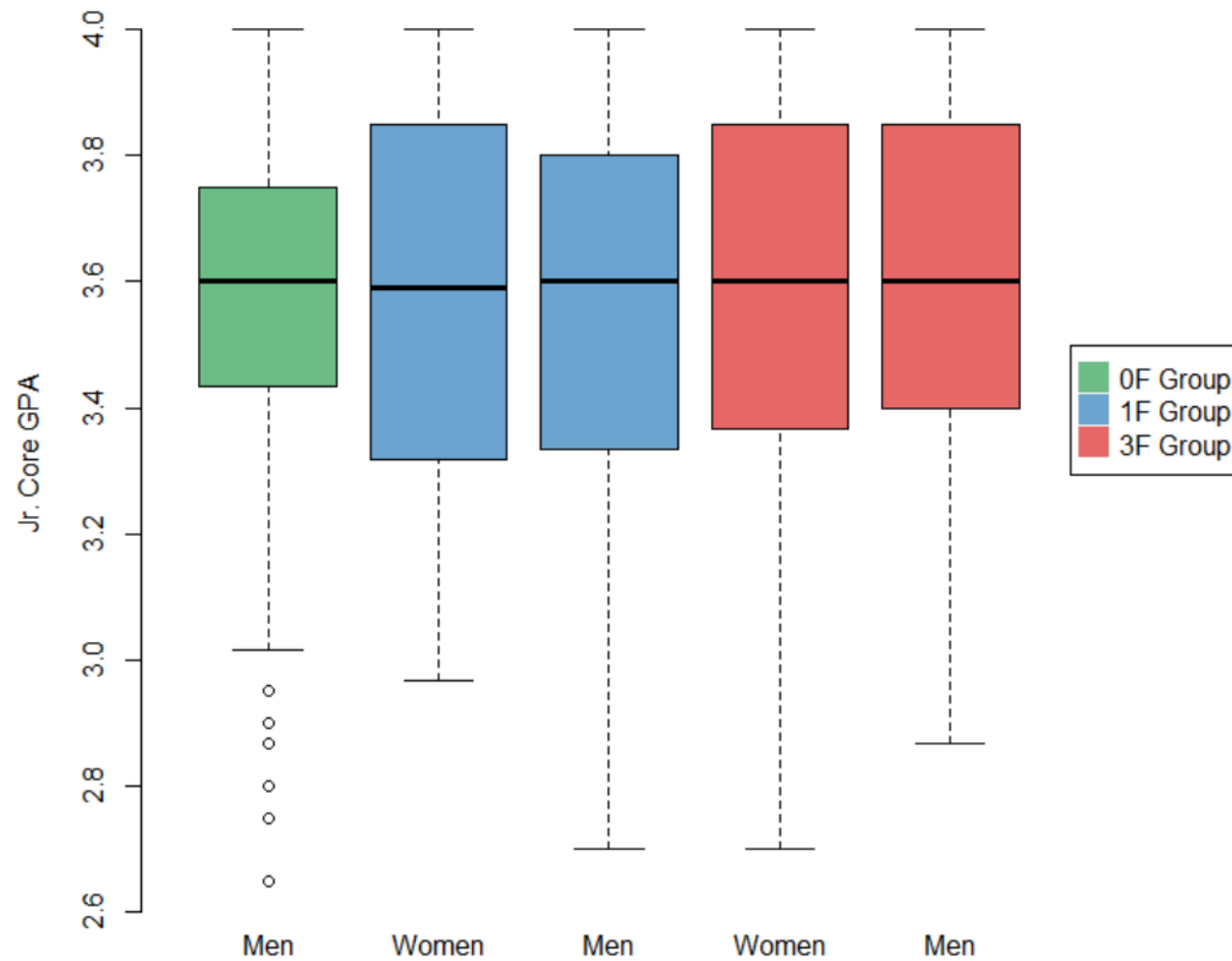
Lab result 2: Proportion of influence votes given to women



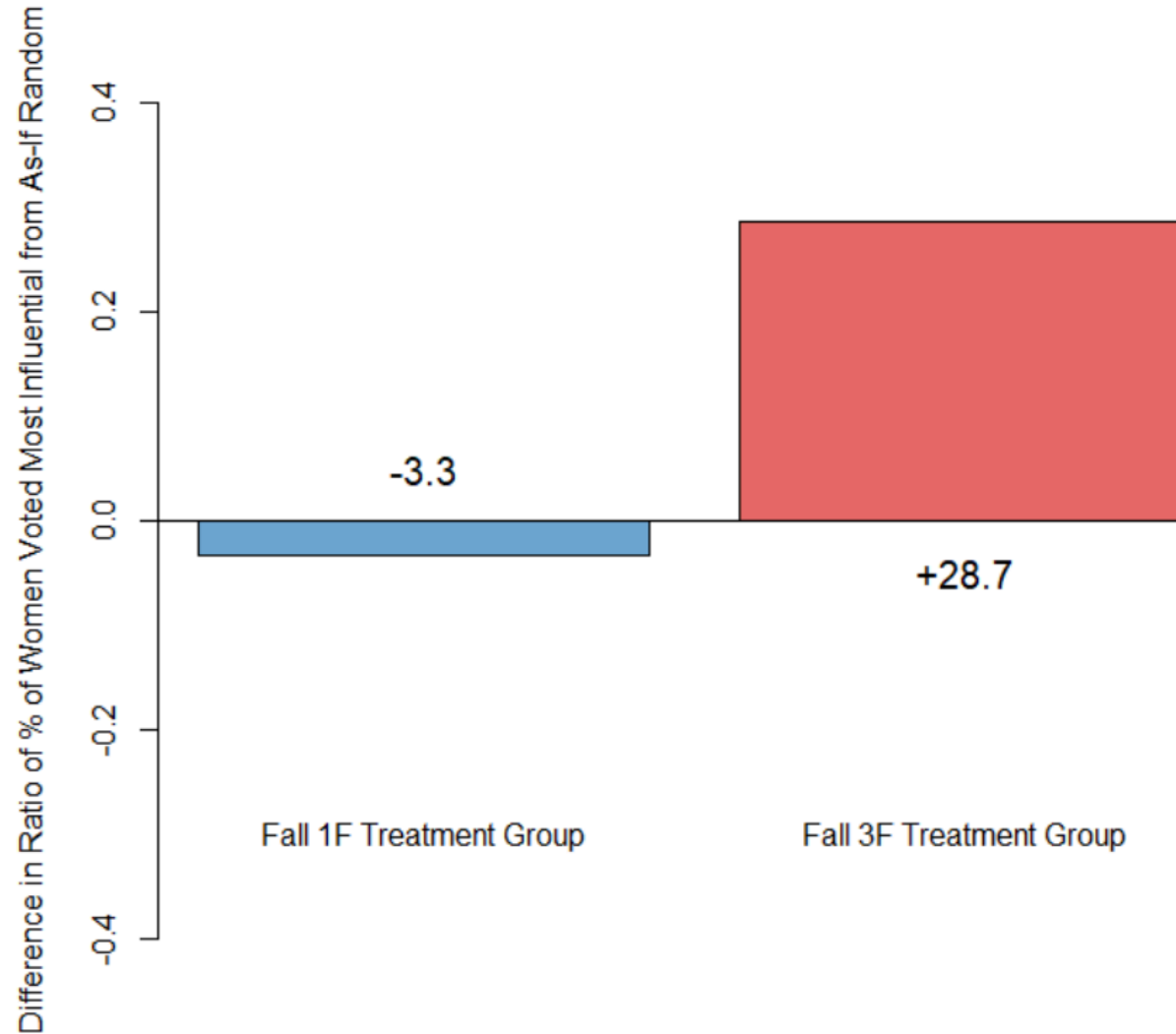
Lab result 3: Women 'spokesperson' in groups



Longer-term effects: GPA



Longer-term effects: Influence of women in Winter



Summary

- Women are more likely than men to experience a deficit in participation, authority, & leadership
 - The deficit is larger in 1F than 3F groups
 - No improvement over time
- No effects on grades but longer-term effects on influence & authority