

EDI Seed Fund: Project Summary Report

Please provide a summary of how your EDI Seed Fund money was spent and the impact and lessons learnt from your project.

Please note that summary reports will be published on the [EDI Seed Fund webpage](#), to help raise awareness and increase visibility of outcomes.

Deadline for submission: 31 July 2024

Maximum length: 2 pages

Please email any queries and your completed summary report to: [Associate Provosts \(EDI\)](#)

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Project title: Gender differences in Business School PGT degree performance

Summary of project spend (please include how much funding granted and how much spent)

This project has focused on gender performance across various assessment types, such as coursework, presentations, participation, and exams, with the aim of determining if there are any differences in performance by gender and identifying potential areas where interventions could be implemented.

We received £1,000 from the EDI Seed Fund which we have used to fund a PhD student to undertake data analysis (spent £1,249.02 on 54 hours of work).

Summary of project achievements and impacts:

We collated the results of 5 years' worth of examination board data for 22 programmes. Each programme has between 10-20 modules (more on some programmes due to wider elective choices) and each module has typically 2-5 assessment components. Results were anonymised but identified by gender. There was results data for approximately 10,000 students.

Cleaning the data took a long time and as a result, the doctoral student reduced the number of programmes in order to present her findings within the project timescale.

The selected programmes included:

- Full-time MBA (2018-2023, 5 cohorts, 337 students)
- Global Online MBA (2017 – 2022, 10 cohorts (2 intakes per year), 810 students)
- MSc Finance (2018-2023, 5 cohorts, 408 students)
- MSc Finance & Accounting (2018-2023, 5 cohorts, 880 students)
- MSc Innovation, Entrepreneurship & Management (2018-2023, 5 cohorts, 452 students)

Total of 2,886 students

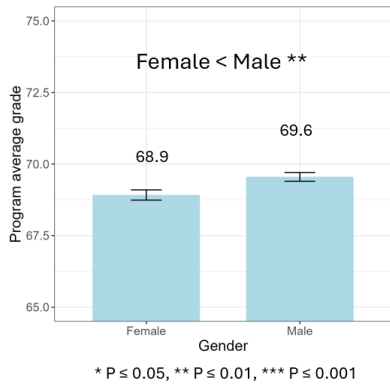
Initial Findings (these are preliminary findings based on aggregated data without control of who is rating whom)

1. In these sample programmes, especially in MSc Finance and the Full-time MBA programmes, female students have lower grades than male students.
2. The gender difference exists in both compulsory and elective modules.
3. The gender difference in grades is larger in quantitative modules.

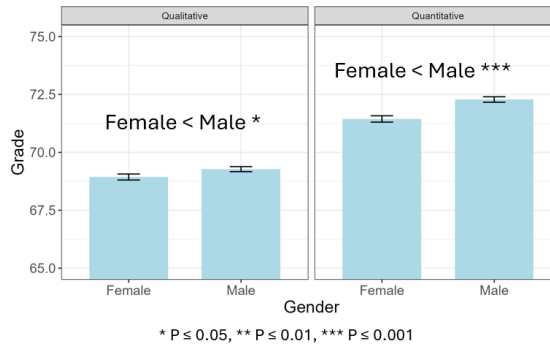
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4. Female students achieve higher grades in coursework, however, they have lower grades in exams and participation.

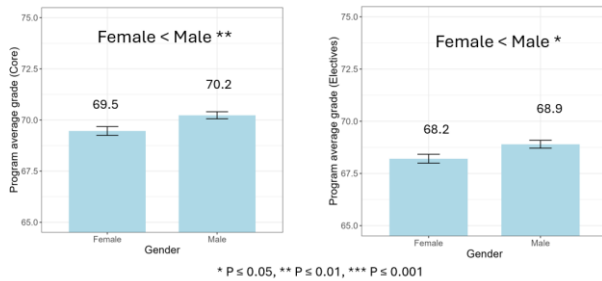
Gender differences in program average grades



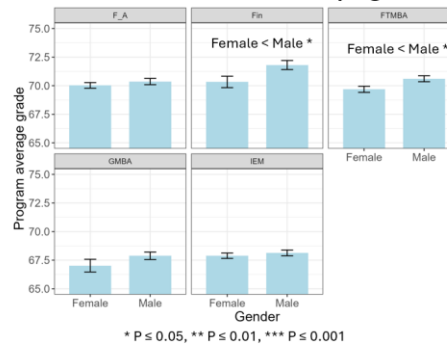
Gender differences & module types



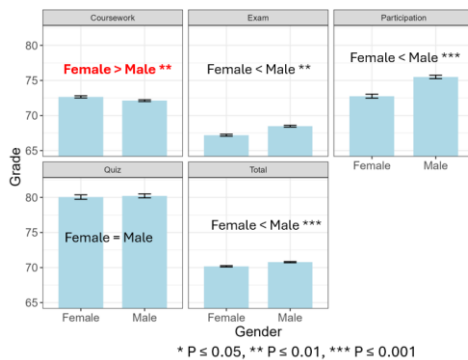
Gender differences in program average grades



Gender differences in each program



Assessment type, grades, and weights



Average weight for each assessment type

Assessment type	Weight (%)
Coursework	34.3
Exam	64.8
Participation	17.3
Quiz	30.7

Next Steps:

We plan to:

- extend the data analysis to cover all remaining programmes for the 5-year period
- undertake deeper analysis, for example taking into account programme size and whether there are specific years where there might have been differences and not others
- add a control for modules that are taught by female/male faculty
- add a control for the proportion of female/male students on a programme
- review presentation results as a separate assessment type

Once we are more confident in the rigour of the data we will form a small working group to discuss the findings (why there is a gap) and recommendations for interventions to help close any gaps.

We thank the EDI Seed Fund for supporting us with this investigation.