Supplement 3

32 responders answered the open-ended question ‘What were the barriers to enter academic IR?’. The content of the answers was clustered in topics. Finally, the frequency of the occurence of each topic was counted and ranked in descending order. Below the list, a word cloud of all answers is presented.

Topic (frequency)

1. No time or protected research time (16)
2. No research infrastructure (9)
3. missing know-how (5)
4. missing support/mentoring (4)
5. preference of male colleagues (2)
6. no problems (1)

