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Realizing Gender Equality in Higher Education: The Need to Integrate Work-Family Issues (Ashe-Eric Higher Education Reports)

Hensel, Nancy

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Realizing Gender Equality In Higher Education The Need To Integratefamily Ibues

Michal Rosen-Zvi



Realizing Gender Equality In Higher Education The Need To Integratefamily Ibues:

Realizing Gender Equality in Higher Education Nancy H. Hensel, 1991-01-01 *Handbook for Achieving Gender Equity Through Education* Susan S. Klein, Barbara Richardson, Dolores A. Grayson, Lynn H. Fox, Cheris Kramarae, Diane S. Pollard, Carol Anne Dwyer, 2014-05-22 First published in 1985 the *Handbook for Achieving Gender Equity Through Education* quickly established itself as the essential reference work concerning gender equity in education This new expanded edition provides a 20 year retrospective of the field one that has the great advantage of documenting U S national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX the landmark federal law prohibiting sex discrimination in education equity programs and research Key features include Expertise Like its predecessor over 200 expert authors and reviewers provide accurate consensus research based information on the nature of gender equity challenges and what is needed to meet them at all levels of education Content Area Focus The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics science and engineering Global Diversity Focus Global gender equity is addressed in a separate chapter as well as in numerous other chapters The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans Latina os Asian and Pacific Island Americans American Indians gifted students students with disabilities and lesbian gay bisexual and transgender students Action Oriented All chapters contain practical recommendations for making education activities and outcomes more gender equitable A final chapter consolidates individual chapter recommendations for educators policymakers and researchers to achieve gender equity in and through education New Material Expanded from 25 to 31 chapters this new edition includes more emphasis on male gender equity and on sexuality issues special within population gender equity challenges race ability and disability etc coeducation and single sex education increased use of rigorous research strategies such as meta analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs technology and gender equity is now treated in three chapters women s and gender studies communication skills relating to English bilingual and foreign language learning and history and implementation of Title IX and other federal and state policies Since there is so much misleading information about gender equity and education this Handbook will be essential for anyone who wants accurate research based information on controversial gender equity issues journalists policy makers teachers Title IX coordinators equity trainers women s and gender study faculty students and parents

Equal Rites, Unequal Outcomes Lilli S. Hornig, 2012-12-06 Thirteen years ago in June 1988 the Radcliffe Class of 1953 celebrated its 35th Reunion Amidst the festivities we who participated repeatedly asked ourselves the same two questions Is Harvard as sexist as it was when we were undergraduates If not what is the status of women at Harvard today To find the answers we formed an ad hoc committee and charged the members to report back to the class in five years The committee interviewed selected senior and junior Harvard faculty Harvard and Radcliffe administrators students and alumni

ae We identified and studied Harvard and Radcliffe reports on their institutions and on their student organizations We contributed to and participated in a 1990 Radcliffe Focus Group A Survey of Alumnae and Undergraduate Perceptions We found that the University was not as sexist in 1988 as it had been in 1953 Yet the status of women though improved remained quite unequal to that of men Radcliffe College was organizationally separate from Harvard University until 1977 when a non merger merger was implemented However Radcliffe had no faculty of its own and employed Harvard faculty to teach its students in strictly separate classes until World War II The merger effort was completed in 1999 with the complete integration of the two institutions and the formation of the Radcliffe Institute for Advanced Study a tub on its own bottom like other Harvard graduate and professional schools In 1993 the Class of 53 voted unanimously to form the Committee for the Equality of Women at Harvard CEWH

Lifting a Ton of Feathers Paula J. Caplan, 1993-12-15 Lifting a Ton of Feathers is not only a survival guide it is also a destroyer of academic myths about women's career chances in the university and a revelation of the catch 22 positions in which women find themselves Caplan demonstrates that while many women believe that when they fail it is their fault their fate is more likely to be sealed by their encounter with the male environment and by the manner in which they are tossed about by it She aims to help women avoid self blame and understand the real sources of their problems Readers will find the information about the mine field of academia for women infuriating but the means of telling it highly entertaining Women account for more than half of all undergraduate students in the US and Canada yet they make up only 10 per cent of faculty members at the level of full professor What happens to women between freshman level the tenure track and the ensuing following professional years that keeps them out of the highest levels of academia Paula Caplan is herself a veteran of the academic career struggle and she sets out to explore this question with not only her own observations but also those of many women whom she has interviewed and with a strong backing of established research With these tools she provides a clear eyed assessment of what women who have embarked on an academic career and those who are considering it may expect Forewarned is forearmed and Caplan presents a list of the forms that the maleness of the environment take two of these are the conflict between professional and family responsibilities and sexual harassment In addition her book offers advice on practical techniques of how to prepare a curriculum vitae how to handle job interviews and how to apply for promotions and tenure A final chapter is a unique checklist which serves two purposes to provide guidance in a search for a woman positive institution and to give suggestions for ways individual women and women in groups can work to improve the situation at their own institutions

Resources in Education, 1993 **The Good Supervisor** Gina Wisker, 2012-07-16 This engaging book outlines effective strategies for supervising students on a wide variety of research projects whether at undergraduate or postgraduate level It covers each stage of the research journey and provides guidance on working with students to define research topics select appropriate methodologies write up theses and prepare for the viva It also supports supervisors in establishing and maintaining good supervisory practices and shows how

supervisors can help students to help themselves This will be essential reading for supervisors of undergraduate or postgraduate research projects dissertations and theses It is also an ideal resource for student researchers looking to get the most out of their relationship with their supervisor New to this Edition New content on cross cultural supervision online distance supervision and sustaining research communities and networks

Faculty Stress David R. Buckholdt, Gale E. Miller, 2013-09-13 Contrary to popular opinion college and university faculty often experience a greater amount of stress than professionals in many other occupations Faculty Stress takes a comprehensive look at faculty stress its causes and its consequences This unique book explores the wide range of factors associated with work related stress the sources and perceptions of stress in differing academic environments and the importance of gender factors in understanding and dealing with work stress in academia Respected authorities discuss quantitative and qualitative research case studies and provide helpful policy recommendations As higher education rapidly changes the importance of understanding and effectively dealing with the stress that faculty endures increases Faculty Stress explores in detail how change affects work and personal lives of faculty This revealing book is crucial for current faculty and administrators who want to understand and effectively deal with stress as well as future faculty who need to know how to better prepare for the rigors of their college and university academic profession Faculty Stress is a valuable resource for faculty higher education administrators graduate students who intend to become faculty librarians higher education scholars and scholars who study work and occupations This book was published as a special issue of the Journal of Human Behavior in the Social Environment

Catalog of ERIC Clearinghouse Publications, 1995

Black Women in the Academy Sheila T. Gregory, 1999 This revised and updated edition of Black Women in the Academy adds updated data on the status of Black faculty women a forty four page bibliography and a new chapter on the status of international faculty women from twenty different countries to the only study of the decisions of African American women to remain in return to or voluntarily leave the academy Sheila Gregory creates a conceptual framework from economic psychosocial and job satisfaction theories to construct a model to explain the factors that affect the decision patterns influencing career mobility She uses a survey of the members of the Association of Black Women in Higher Education to illustrate to what degree the designated variables predict decision patterns Gregory s analysis focuses on the women who remained in the academy noting that those who did remain were usually successful high achievers who managed to overcome numerous obstacles involving career and family The author also provides an outline detailing how to attract and retain talented Black women scholars along with possible interventions that might help interinstitutional mobility

Gendered Futures in Higher Education Becky Ropers-Huilman, 2003-02-27 Identifies gender issues affecting students faculty and leaders in higher education applying critical perspectives to suggest needed change

Research Anthology on Empowering Marginalized Communities and Mitigating Racism and Discrimination Management Association, Information Resources, 2021-02-05 With the newly inaugurated US Presidential Administration signing several orders to

mitigate discrimination and racism within the United States government attentions globally are once again brought to the Black Lives Matter campaign and its message Discrimination in business contexts social interactions and educational institutions remains a concern for leaders today The empowerment of marginalize communities has been rapidly spreading through societies thanks to the platforms that social media now offer The Research Anthology on Empowering Marginalized Communities and Mitigating Racism and Discrimination is a three volume hand selected compilation of the highest quality research on the empowerment of marginalized communities that have been experiencing ongoing discrimination To shed light on the underpinnings of disparities between marginalized groups and overreaching society this text explores social justice applications and practices and the changes being made or pushed for around the globe that promote equality fair treatment and inclusivity This book is ideal for sociologists teachers activists practitioners managers administrators policymakers government officials researchers academicians and students working in fields such as gender studies race studies social justice behavioral studies history sociology anthropology psychology law as well as anyone interested in the current practices and advances in mitigating racism and discrimination in society

Women in Higher Education Ana M. Martínez Alemán, Kristen A. Renn, 2002-12-13 The only comprehensive encyclopedia on the subject of women in higher education America's first wave of feminists Susan B Anthony Elizabeth Cady Stanton and others included expanded opportunities for higher education in their Declaration of Sentiments at the first Women's Rights Convention in Seneca Falls New York in 1848 By then the first American institutions to educate women had been founded among them Mt Holyoke Seminary in 1837 However not until after the Civil War did most universities admit women and not for egalitarian purposes War casualties had caused a drop in enrollment and the states needed teachers Women students paid tuition but as teachers were paid salaries half that of men By the late 20th century there were more female than male students of higher education but women remained underrepresented at the higher levels of educational leadership and training This volume covers everything from historical and cultural context and gender theory to women in the curriculum and as faculty and administrators

Coping with Gender Inequities Sherwood Thompson, Pam Parry, 2017-06-23 This book provides a discussion of women faculty members experiences on college and university campuses and examines their thoughts perceptions responsibilities and status in the academy Most specifically this book explores the differences between male and women faculty in the academy women faculty insight into teaching research and service how women faculty perceive their work environment and the stress of faculty evaluation regarding tenure and promotion and sharing of success stories and lessons learned The author's intentions is to share authentic narratives of women faculty members in their own voices The voices that are selected for this book are from different disciplines some participants are junior faculty while others are senior faculty All of the participants share their eyewitness accounts of how they successfully navigated the road to the professorate This discussion is critical at this junction in the history of higher education pertaining to gender equity Women

counterpart to male faculty members provide a very visible and meaningful role on campuses with all of the positive roles that women faculty play on campuses women faculty report that they are still experiencing to some degree less satisfaction and greater challenges than their male counterparts in many aspects of their profession

Women's Influence on Inclusion, Equity, and Diversity in STEM Fields Thomas, Ursula, Drake, Jill, 2019-05-31 Women are typically not well represented in STEM fields These same women experience difficulties in advocacy and leadership as well as hiring and promotion Women of color regardless of discipline face this narrative daily and often throughout their entire careers Women's Influence on Inclusion Equity and Diversity in STEM Fields seeks to critically examine the strategies that women across class and cultural groups use and the struggles they face in order to become successful in professional fields that include business politics science technology engineering and mathematics While highlighting topics that include higher education workplace perceptions and information literacy this publication is ideal for public administrators human resources professionals sociologists academicians researchers and students interested in gender studies public administration the biological sciences psychology computer science and the STEM fields

Ms. Mentor's Impeccable Advice for Women in Academia Emily Toth, 2012-07-24 In question and answer form Ms Mentor advises academic women about issues they dare not discuss openly such as How does one really clamber onto the tenure track when the job market is so nasty brutish and small Is there such a thing as the perfectly marketable dissertation topic How does a meek young woman become a tiger of an authority figure in the classroom and get stupendous teaching evaluations How does one cope with sexual harassment grandiosity and bizarre behavior from entrenched colleagues Ms Mentor's readers will find answers to the secret queries they were afraid to ask anyone else They'll discover what it really takes to get tenure what to wear to academic occasions when to snicker when to hide what to eat and when to sue They'll find out how to get firmly planted in the rich red earth of tenure They'll learn why lunch is the most important meal of the day

The Two-Body Problem Lisa Wolf-Wendel, Susan B. Twombly, Suzanne Rice, 2004-12-01 Approximately eight of every ten academics have spouses or partners who are working professionals and almost half of these partners are academics as well In fact dual career academic couples are so prevalent that the two body problem has become a common way of referring to the situation Increasingly intense competition to hire the best faculty forces institutions to assist dual career couples in finding suitable employment for the accompanying spouse or partner The authors of The Two Body Problem examine policies and practices used by colleges and universities to respond to the needs of dual career couples within the economic legal and demographic contexts of higher education Using data from an extensive survey of public and private universities as well as in depth case studies of institutions representing distinctive approaches to this problem the authors find that the type of institution its location size governance mission and resource availability is a critical factor in determining dual career employment options The Two Body Problem describes various accommodation models in depth and provides valuable information for college and university administrators responsible for

hiring faculty and supporting their performance **Common Ground** Elizabeth G. Peck,JoAnna Stephens Mink,1998-01-01
This examination of feminist collaboration reconceptualizes ideas about creativity cooperation and competition in higher
education **Monthly Catalogue, United States Public Documents** ,1993-05 **Monthly Catalog of United States
Government Publications** United States. Superintendent of Documents,1993 **Gendering Modern German History**
Karen Hagemann,Jean H. Quataert,2008-08 To provide a critical overview in a comparative German American perspective is
the main aim of this volume which brings together experts from both sides of the Atlantic Through case studies it
demonstrates the extraordinary power of the gender perspective to challenge existing interpretations and rewrite
mainstream arguments

Decoding **Realizing Gender Equality In Higher Education The Need To Integratefamily Ibues**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Realizing Gender Equality In Higher Education The Need To Integratefamily Ibues**," a mesmerizing literary creation penned by way of a celebrated wordsmith, readers set about an enlightening odyssey, unraveling the intricate significance of language and its enduring impact on our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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