

SHATTERING THE MYTHS

Women in Academe

JUDITH GLAZER-RAYMO



Shattering The Myths Women In Academe

**Jill Blackmore, Marita Sánchez-
Moreno, Naarah Sawers**



Shattering The Myths Women In Academe:

Shattering the Myths Judith Glazer-Raymo, 2002-10-14 Winner of the Outstanding Publication Award of the Post secondary Education Division of the American Educational Research Association In *Shattering the Myths* Judith Glazer Raymo uses a critical feminist perspective to examine women's progress in higher education since 1970 She contrasts the activism of the 1970s the passivity of the 1980s and the ambivalence and antipathy demonstrated toward feminism in the 1990s These waves of change she explains were brought about by external forces by generational differences among women and by intellectual and ideological struggles within the women's movement and the larger academic culture In tracing three decades of women's progress in the academy the author provides data from a variety of sources on women's rank salary employment status and education The book also draws on the experience of women faculty and administrators as they articulate and reflect on the social economic political and ideological contexts in which they work and the multiple influences on their professional and personal lives

Academe American Association of University Professors, 2009 *Shaping Work-Life Culture in Higher Education* Laura Koppes Bryan, Cheryl A. Wilson, 2014-07-11 *Shaping Work Life Culture in Higher Education* provides strategies to implement beneficial work life policies in colleges and universities As compared to the corporate sector higher education institutions have been slow to implement policies aimed at fostering diversity and a healthy work life balance which can result in lower morale job satisfaction and productivity and causes poor recruitment and retention Based on extensive research this book argues that an effective organizational culture is one in which managers and supervisors recognize that professional and personal lives are not mutually exclusive With concrete guidelines recommendations techniques and additional resources throughout this book outlines best practices for creating a beneficial work life culture on campus and documents cases of supportive department chairs and administrators A necessary guide for higher education leaders this book will inform administrators about how they can foster positive work life cultures in their departments and institutions

Feminism, Gender and Universities Miriam E. David, 2016-04-15 *Feminism Gender and Universities* demonstrates the positive and robust impacts that feminism has had on higher education through the eyes and in the words of the participants in changing political and social processes Drawing on the collective biography of leading feminist scholars from around the world and current evidence relating to gender equality in education this book employs methods including biographies life histories and narratives to show how the feminist project to transform women's lives in the direction of gender and social equality became an educational and pedagogical one Through careful attention to the ways in which feminism has transformed feminist academic women's lives the author explores the importance of education in changing socio political contexts raising questions about further changes that are necessary Delving into the deeper and more hidden echelons of education the book examines the contested nature of current managerial or business approaches to university and education revealing these to be incompatible with feminist thought A plea for more careful attention to

education and the ways in which the processes of knowledge making influence and are influenced by gender and sexual relations

Feminism Gender and Universities will appeal to scholars across the social sciences with interests in gender pedagogy and modern academic life

Policy Discourses, Gender, and Education Elizabeth J. Allan, 2012-10-12 Despite over thirty years of activism and legislation to eliminate discrimination parity has yet to be achieved for women in academe This book describes policy discourse analysis as a framework for considering how those involved in policy making efforts may make use of discourses that inadvertently undermine the intended effect of the policies they set forth Allan illustrates the methods of policy discourse analysis by describing their use in a study of twenty one women s commission reports In so doing she highlights the important work of university women s commissions while uncovering policy silences and making visible the powerful discourses framing gender equity policy initiatives in higher education Her findings reveals how dominant discourses of femininity access professionalism race and sexuality contribute to constructing women s status in complex and at times contradictory ways This important volume will interest researchers across a number of disciplines including policy studies educational leadership higher education and cultural studies of education

Universities and the Public Sphere Brian Pusser, Ken Kempner, Simon Marginson, Imanol Ordorika, 2012-05-22 Universities have been propelled into the center of the global political economy of knowledge production by a number of factors mass education academic capitalism the globalization of knowledge the democratization of communication in the era of the Internet and the emergence of the knowledge and innovation economy The latest book in the International Studies in Higher Education series *Universities and the Public Sphere* addresses the vital role of research universities as global public spheres sites where public interaction conversation and deliberation take place where the nature of the State and private interests can be openly debated and contested At a time of increased privatization open markets and government involvement in higher education the book also addresses the challenges facing the university in its role as a global public sphere In this volume international contributors challenge prevalent views of the global marketplace to create a deeper understanding of higher education s role in knowledge creation and nation building In nearly every national context the pressures of globalization neo liberal economic restructuring and new managerial imperatives challenge traditional norms of autonomy academic freedom access and affordability The authors in *Universities and the Public Sphere* argue that universities are uniquely suited to have transformative democratic potential as global public spheres

On Becoming a Woman Leader Susan R. Madsen, 2008-01-28 Based on years of research this book provides an analysis of the data gathered from extensive interviews with university presidents Each of these women offers candid information about their lifelong journey to becoming a leader They reveal their childhood and adolescent experiences including facts about their personality schooling activities leadership positions employment influential individuals significant events opportunities awards recognitions college plans and goals The discussion about the leaders college years provides insight into what influenced their leadership development decisions and

perspectives Academic Careers and the Gender Gap Maureen Baker,2012-08-31 Women earn nearly half of all new PhDs in Canada the United States Australia New Zealand and the United Kingdom Why then do they occupy a disproportionate number of the junior level positions at universities while their male counterparts continue to snap up 80 percent of the more prestigious jobs In *Academic Careers and the Gender Gap* Maureen Baker explains the reasons behind this inequality drawing on interviews with male and female scholars previous research and her own thirty eight year academic career Using a feminist political economy and interpretive theoretical framework she argues that current university priorities and collegial relations often magnify the impact of gendered families and identities and perpetuate the academic gender gap Baker sets academia in the wider context of restructuring labour markets and gendered earning patterns within families The result is a revealing portrait of significant and persistent differences in job security institutional affiliation working hours rank salary job satisfaction collegial networks and career length between male and female scholars *Academic Motherhood* Kelly Ward,Lisa Wolf-Wendel,2012-08-31 *Academic Motherhood* tells the story of over one hundred women who are both professors and mothers and examines how they navigated their professional lives at different career stages Kelly Ward and Lisa Wolf Wendel base their findings on a longitudinal study that asks how women faculty on the tenure track manage work and family in their early careers pre tenure when their children are young under the age of five and then again in mid career post tenure when their children are older The women studied work in a range of institutional settings research universities comprehensive universities liberal arts colleges and community colleges and in a variety of disciplines including the sciences the humanities and the social sciences Much of the existing literature on balancing work and family presents a pessimistic view and offers cautionary tales of what to avoid and how to avoid it In contrast the goal of *Academic Motherhood* is to help tenure track faculty and the institutions at which they are employed make it work Writing for administrators prospective and current faculty as well as scholars Ward and Wolf Wendel bring an element of hope and optimism to the topic of work and family in academe They provide insight and policy recommendations that support faculty with children and offer mechanisms for problem solving at personal departmental institutional and national levels Woman Up! Linda Hanson, Ed.D.,2022-10-14 *Woman Up* views historical events through the eyes of women in their pursuit of equality in the United States The stories of generations of women and the author s own experiences explore how history legislation and the evolution of thought from Seneca Falls to today s Supermajority continue to affect women in America This complicated journey shows how women collaborated and all too often worked against each other to win equality Reflect on your own stories while being inspired to commit to advancing women s place in our society **Locus of Authority** William G. Bowen,Eugene M. Tobin,2017-05-30 *Locus of Authority* argues that every issue facing today s colleges and universities from stagnant degree completion rates to worrisome cost increases is exacerbated by a century old system of governance that desperately requires change While prior studies have focused on boards of trustees and presidents few have looked at the

place of faculty within the governance system Specifically addressing faculty roles in this structure William G Bowen and Eugene M Tobin ask do higher education institutions have what it takes to reform effectively from within Bowen and Tobin use case studies of four very different institutions the University of California Princeton University Macalester College and the City University of New York to demonstrate that college and university governance has capably adjusted to the necessities of the moment and that governance norms and policies should be assessed in the context of historical events The authors examine how faculty roles have evolved since colonial days to drive change but also to stand in the way of it Bowen and Tobin make the case that successful reform depends on the artful consideration of technological financial and cultural developments such as the explosion in online learning Stressing that they do not want to diminish faculty roles but to facilitate their most useful contributions Bowen and Tobin explore whether departments remain the best ways through which to organize decision making and if the concepts of academic freedom and shared governance need to be sharpened and redefined Locus of Authority shows that the consequences of not addressing college and university governance are more than the nation can afford

Gender, Tenure, and the Pursuit of Work-Life-Family Stability Kristen E. Willmott, 2020-10-01

Female faculty underrepresentation in higher education is perpetuated by gender based social and professional practices and roles Existing research confirms gender disparities in faculty recruitment retention salary tenure and mentorship This book explores how female tenure track faculty navigate the process of balancing their personal and professional lives Utilizing a qualitative phenomenological approach the stories of nine female full time tenure track and tenured faculty as well as four administrators employed in faculty diversity development and work life are explored With a blended application of poststructuralist feminism and work family border theoretical framework the book illustrates gender norms roles and boundaries as experienced and interpreted by female faculty navigating their work family and community spheres of influence This book highlights the first known study to explore a new Ivy institution and there are no other known studies that incorporate both the qualitative perspectives of female faculty as well as those of the faculty diversity and development administrators who oversee and develop the very programs and policies that support those faculty A key chapter in the book Baby It s Cold Inside Faculty Context seeking clarity in job elements and teaching research service TRS ratios coping strategies in the wake of an overloaded TRS ratio Quick meals late nights and what gym family borders in the academy and work life family fit stability not balance This work aims to stimulate faculty gender norm consciousness and acknowledge and relay the unique challenges in faculty s pursuit of work life family stability career path navigation and role negotiation The author offers an insider s glimpse of modern faculty and administrator lives for the benefit of tenure track faculty their departments their families and higher education institutions at large This work aims to better inform university and departmental policy planning and enhance institutional understanding and subsequent support in and of the faculty experience and thus the experiences of the increasingly diverse students whom educational institutions aim to serve

Reconstructing Policy in Higher Education Elizabeth J. Allan, Susan Iverson, Rebecca Ropers-Huilman, 2009-10-16

Reconstructing Policy in Higher Education highlights the work of accomplished and award winning scholars and provides concrete examples of how feminist poststructuralism effectively informs research methods and can serve as a vital tool for policy makers analysts and practitioners The research examines a range of topics of interest to scholars and professionals including purposes of Higher Education administrative leadership athletics diversity student activism social class the history of women in postsecondary institutions and quality and science in the globalized university Students enrolled in Higher Education and Educational Policy programs will find this book offers them tools for thinking differently about policy analysis and educational practice Higher Education faculty managers deans presidents and policy makers will find this book contributes significantly to their own policy analysis practice and discourse Elizabeth J Allan is an Associate Professor of Higher Education at the University of Maine where she is also an affiliated faculty member with the Women s Studies program Susan V Iverson is an Assistant Professor of Higher Education Administration Student Personnel at Kent State University where she is also an affiliated faculty member with the Women s Studies Program Rebecca Ropers Huilman is a Professor of Higher Education at the University of Minnesota

Applied Research Approaches to Technology, Healthcare, and Business Burrell, Darrell Norman, 2023-09-29 In our contemporary era while diversity is acknowledged true inclusion remains an elusive goal as society grapples with multifaceted challenges The great resignation and movements like MeToo have exposed workplace culture issues while events like Black Lives Matter protests underscored glaring disparities Simultaneously rapid technological advancements introduce new risks from cyber exploitation to biased AI These complexities demand innovative solutions that address these challenges fostering environments of genuine respect understanding and collaboration Applied Research Approaches to Technology Healthcare and Business edited by Dr Darrell Norman Burrell emerges as a transformative force This dynamic anthology presents insights research and actionable recommendations from diverse fields and perspectives taking an interdisciplinary approach to unravel workplace dynamics health disparities and technological advancements Topics include inclusive leadership equitable technology bias in AI and forging collaboration across religious and cultural differences By harmonizing voices and expertise this book offers transformative approaches for individuals educators and professionals This rich resource empowers readers to navigate today s societal challenges equipping them to become architects of a more inclusive equitable and harmonious future across technology healthcare and business

Reclaiming Feminism Miriam E. David, 2016-06-15 Since second wave feminism of the 1970s women s rights and opportunities in education and employment have increased across the globe but has equality whether social political or legal really been achieved In this fascinating book Miriam E David a well known and influential feminist in higher education celebrates the achievements of international feminists as activists and scholars She provides a critique of the expansion of global higher education masking their pioneering zeal and zest for knowledge Looking at the

changing zeitgeist David contends that feminism has yet to have an enduring influence despite how generations of women have felt empowered She illustrates the power of patriarchal social relations and how everyday sexism or misogyny is keenly felt This impassioned book asks whether a feminist friendly future is possible or indeed desirable

Poetic Inquiry, 2009-01-01 Poetic Inquiry Vibrant Voices in the Social Sciences co edited by Monica Prendergast Carl Leggo and Pauline Sameshima features many of the foremost scholars working worldwide in aesthetic ways through poetry The contributors from five countries are all committed to the use of poetry as a way to collect data analyze findings and represent understandings in multidisciplinary social science qualitative research investigations The creativity and high aesthetic quality of the contributions found in the collection speak for themselves they are truly as the title indicates vibrant voices This groundbreaking collection will mark new territories in qualitative research and interpretive inquiry practices at an international level Poetic Inquiry will contribute to many ongoing and energetic debates in arts based research regarding issues of evaluation aesthetics ethics activism self study and practice based research while also spelling out some innovative ways of opening up these debates in creative and productive ways Instructors and students will find the book a clear and comprehensive introduction to poetic inquiry as a research method

Acting Otherwise Peiyong Chen, 2004-04 Acting Otherwise concerns the strategies of action that have been used by feminist scholars to attain the institutionalization of women s gender studies in universities

The 'Woman Question' and Higher Education Ann Mari May, 2009-01-01 The interdisciplinary mix of sharp commentary and scholarship has the potential to invigorate and reawaken debate on why women aren t advancing faster in academia and the role of theoretical social and institutional bias in perpetuating this inequity Undergraduate and graduate students of educational and workplace inequality women s studies and neoclassical theory will benefit from engaging in the dialogues raised in this book Lois Joy Feminist Economics this book offers a contribution to debates and is a timely reminder that the woman question remains a compelling issue The critical insights offered by scholars from across the disciplines of history philosophy psychology sociology and economics is a unique aspect of this text This is a thoughtful and scholarly contribution to the knowledge base Tanya Fitzgerald Journal of Educational Administration and History Detractors will find all the supporting data that they might fear to see as the authors have done their homework housework and it is spotless The opening statement of the acknowledgements can stand for the remainder of us that in encouraging our academic interests as a stimulus to creative energy in making us laugh and in reminding us to hold on to that which we value most for women and men in higher education there cannot be much improvement on this book Julia Swindells Times Higher Education a particularly readable and interesting set of complementary essays Education Economics These outstanding essays by eminent scholars provide sophisticated and highly readable analyses of the causes of women s exclusion from full participation in knowledge production today From multiple disciplinary perspectives the authors examine the roles of biology institutional impediments discrimination and women s choices A must read for all concerned

with the role of women in contemporary higher education Myra H Strober Stanford University US These fascinating essays by scholars from a wide range of disciplines examine women s struggle since the nineteenth century for inclusion and voice in American higher education and the long often grimly comic history of the arguments that men with authority to speak have used and continue to use to rationalize limiting women s role Everyone interested in the history of women in American universities should read this book Robert W Dimand Brock University Canada These essays offer fresh insights on the question of the paucity of women in higher education and together form a thoughtful and contemporary response to Lawrence Summers and the Woman Question in the twenty first century This uniquely interdisciplinary study offers a provocative contemporary look at the Woman Question in relation to higher education at the dawn of the twenty first century Leading feminist scholars from a wide variety of perspectives and disciplines including history philosophy education psychology sociology and economics evaluate the role of biology discrimination and choice in rationalizing women s exclusion from fully participating in the process of knowledge production as well as examining institutional impediments Contextualizing arguments against women s inclusion and including contemporary perspectives on gender this book offers a rich multi layered examination and critical insights into understanding the near universal difficulties that women encounter as they seek to participate fully in the process of knowledge production This book addresses one of the most compelling topics of our time and speaks to our need to understand the long struggle of women to gain an authoritative voice in higher education and the factors that underlie that struggle Scholars and researchers of women s studies higher education and a range of humanities and social sciences will find this book a welcome addition to the literature Faculty Work and the Public Good Genevieve G. Shaker, 2015-04-28 At a time when faculty roles are under great scrutiny and faculty work itself has an uncertain future this book offers a new approach to examining academic professionalism This collection of essays applies a philanthropic lens to contemporary debates and considers academic work completed out of a moral responsibility to the public good It provides a counterpoint to narrow conceptions of appropriate faculty work as limited to the production of credit hours and research dollars and offers evidence that faculty can have a wider role both within and beyond the ivory tower By examining faculty members many contributions not only to students but to society at large Faculty Work and the Public Good provides an alternate perspective on America s colleges and universities that will help preserve and expand professorial contributions to the public good Although not all faculty are philanthropically inclined highlighting those who are will help preserve valuable aspects of faculty work and encourage more such contributions to society This volume is an essential read for higher education policymakers trustees and administrators students and scholars of higher education and philanthropy and individual faculty concerned about their profession Contributors Ann E Austin J Herman Blake Dwight F Burlingame Denise Mott DeZolt Sean Gehrke Audrey J Jaeger Adrianna Kezar Jia G Liang Elizabeth Lynn Michael Moody Emily L Moore Thomas F Nelson Laird Jason F Perkins William M Plater Gary Rhoades R Eugene Rice John Saltmarsh Lorilee

R Sandmann Paul Shaker Marty Sulek William G Tierney Richard C Turner The contributors to this volume provide unique insights into this under appreciated but significant dimension of academic work and culture Jack H Schuster professor emeritus education and public policy senior research fellow Claremont Graduate University Provides a powerful rationale for broadening the definition of what are the valued contributions faculty members can make to their institutions disciplines and the public at large Judith M Gappa professor emerita Purdue University *Globalised re/gendering of the academy and leadership* Jill Blackmore, Marita Sánchez-Moreno, Naarah Sawers, 2016-10-18 The significance of Higher Education to national knowledge based economies has made the sector the object of government policies international monitoring and corporatization This radical global restructuring of higher education is gendered in its processes practices and effects Exploring how the re organisation of the sector has redefined academic management and professional roles and identities this book considers the different impacts of structural change for men and women working at diverse levels of the academy Drawing from empirical studies undertaken in Europe North America Asia and Australasia the contributions offer a range of theoretical and methodological perspectives including large scale comparative data and case studies They inform what is a key policy issue in the 21st century the re positioning of women in the academy and leadership Despite a range of institutional equity strategies in which women learnt the rules of the game this book shows that structural and cultural barriers often conceptualised through metaphors such as sticky floors glass ceilings chilly climates or dead end pipelines have not disappeared as might be expected as the academy becomes numerically feminized Each chapter provides an insight into how historical legacies cultural contexts geographic locations modes of regional and institutional governance and national policies are mediated and vernacularized through practice by localized gender regimes and orders This book was originally published as a special issue of Gender and Education

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