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# The Pursuit of Race and Gender Equity in American Academe

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Stephanie L. Witt

# Pursuit Of Race And Gender Equity In American Academe

**Eleanor Amico**



## **Pursuit Of Race And Gender Equity In American Academe:**

**The Pursuit of Race and Gender Equity in American Academe** Stephanie L. Witt, 1990-10-24 This volume examines American attitudes toward affirmative action policies through an extensive study of a national sample of university faculty. The author offers new insights into the competing values in American society which the policy of affirmative action serves to bring into conflict and finds important differences in the perceptions of white males as opposed to those of protected categorical groups in regard to affirmative action. The analysis also includes an extended treatment of the impact of recent Supreme Court decisions on affirmative action.

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Affirmative Action and the University Kul B. Rai, John W. Critzer, 2000-01-01 Affirmative Action and the University is the only full length study to examine the impact of affirmative action on all higher education hiring practices. Drawing on data provided by the Equal Employment Opportunity Commission and the U S Department of Education's National Center for Education Statistics, the authors summarize, track and evaluate changes in the gender and ethnic makeup of academic and nonacademic employees at private and public colleges and universities from the late 1970s through the mid 1990s. Separate chapters assess changes in employment opportunities for white women, blacks, Asians, Hispanics and Native Americans. The authors look at the extent to which a two tier employment system exists. In such a system, minorities and women are more likely to make their greatest gains in non elite positions rather than in faculty and administrative positions. The authors also examine differences in hiring practices between public and private colleges and universities.

Women and Work Sonia Carreon, Amy Cassedy, Kathryn Borman, Paula J. Dubeck, 2013-11-26 Focuses on vital contemporary issues. Women in the work force today are still subjected to the glass ceiling, sexual discrimination, income inequality, stereotyping and other obstacles to equal employment and professional advancement. Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today's women face in the workplace, discuss important contemporary issues and offers a wide range of facts and data on women's employment. Offers insights and information. The Handbook answers hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace. Drawing upon a growing body of research in the social and behavioral sciences, the articles provide insights into such issues as the sex segregation of occupations, comparable worth, women in traditionally male occupations, career plans of college women, gender bias in job evaluations and personnel decisions, sexual harassment, the gendered culture of organizations, the effects

of maternal employment on children and child care and more The articles draw on extensive research and studies on women in the workplace across the U S and around the world A valuable research aid This handbook presents the reader with a broadly based understanding of women s work experiences and provides a useful set of sources for in depth research It is a valuable reference for professors librarians researchers guidance counselors and students who need reliable up to date information The handbook includes a subject and name index

### **Racism in Contemporary America** Meyer

Weinberg,1996-05-23 Racism in Contemporary America is the largest and most up to date bibliography available on current research on the topic It has been compiled by award winning researcher Meyer Weinberg who has spent many years writing and researching contemporary and historical aspects of racism Almost 15 000 entries to books articles dissertations and other materials are organized under 87 subject headings In addition there are author and ethnic racial indexes Several aids help the researcher access the materials included In addition to the subject organization of the bibliography entries are annotated whenever the title is not self explanatory An author index is followed by an ethnic racial index which makes it convenient to follow a single group through any or all the subject headings This is a source book for the serious study of America s most enduring problem as such it will be of value to students and researchers at all levels and in most disciplines

**Affirmative Action** A. M. Babkina,2004 This guide to the literature presents 451 descriptions of books reports and articles dealing with all aspects of affirmative action including Race relations Economic aspects Reverse discrimination Preferences Affirmative Action programs Public opinion Court decisions Education and many more Complete author and subject indexes are provided

Higher Education: Handbook of Theory and Research J.C. Smart,2006-03-30 Published annually since 1985 the Handbook series provides an authoritative compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities

**The Myth of Political Correctness** John K. Wilson,1995 The classics of Western culture are out not being taught replaced by second rate and Third World texts White males are a victimized minority on campuses across the country thanks to affirmative action Speech codes have silenced anyone who won t toe the liberal line Feminists wielding their brand of sexual correctness have taken over These are among the prevalent myths about higher education that John K Wilson explodes The phrase political correctness is on everyone s lips on radio and television and in newspapers and magazines The phenomenon itself however has been deceptively described Wilson steps into the nation s favorite cultural fray to reveal that many of the most widely publicized anecdotes about PC are in fact more myth than reality Based on his own experience as a student and in depth research he shows what s really going on beneath the hysteria and alarmism about political correctness and finds that the most disturbing examples of thought policing on campus have come from the right The image of the college campus as a gulag of left wing totalitarianism is false argues Wilson created largely through the exaggeration of deceptive stories by conservatives who hypocritically seek to silence their political opponents Many of today s most controversial topics are here

multiculturalism reverse discrimination speech codes date rape and sexual harassment So are the well recognized protagonists in the debate Dinesh D Souza William Bennett and Lynne Cheney among others In lively fashion and in meticulous detail Wilson compares fact to fiction and lays one myth after another to rest revealing the double standard that allows conservative correctness on college campuses to go unchallenged *Critical Perspectives on Black Education* Noelle Witherspoon-Arnold, Melanie C. Brooks, Bruce Makoto Arnold, 2014-06-01 While nation engages in debates concerning central issues of religion and religious diversity in education the historic saliency of religion and spirituality in the Black community and in the education of its children continues to be largely ignored Historically religion and spirituality were foundational to the development and understanding of social justice issues including but not limited to issues of protest community uplift notions of care and anti oppression Taking into account the historical significance of religion and spirituality in the Black community it is essential for education scholars to cultivate these long standing connections as a means for advancing contemporary struggles for social justice religiosity in education and counter hegemonic praxis The purpose of this book is to expand our understanding of spirituality and religion as related to the p 20 schooling of Blacks students Educational scholarship continues to explore the workings of social justice to ameliorate inequities for those who have not been well served in schools Although the concept of social justice remains a somewhat inchoate term in educational literature this book seeks to explore the historicity of religion and spirituality while offering a scaffold that links ordinary everyday acts of justice religion and spirituality in education to a culture that systematically and institutionally assaults the worth of Black students It is important to note that this book is grounded in a broad concept of religion and spirituality and the editors seek to be inclusive of all types styles and traditions of religiosity and spirituality *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 **Roads to Dystopia, Sociological Essay on the Post Modern Condition (c)** Stanford M. Lyman, 2001 *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

**Reader's Guide to Women's Studies** Eleanor Amico,1998-03-20 The Reader s Guide to Women s Studies is a searching and analytical description of the most prominent and influential works written in the now universal field of women s studies Some 200 scholars have contributed to the project which adopts a multi layered approach allowing for comprehensive treatment of its subject matter Entries range from very broad themes such as Health General Works to entries on specific individuals or more focused topics such as Doctors

**Discrimination and Affirmative Action** California. Legislature. Assembly. Committee on Judiciary,1995

Gender, Equity, and Schooling Barbara J. Bank,Peter M. Hall,1997 First Published in 1997 Routledge is an imprint of Taylor Francis an informa company

Subject Guide to Books in Print ,1993

*Building Gender Equity in the Academy* Sandra Laursen,Ann E. Austin,2020-11-24 An evidence based action oriented response to the persistent everyday

inequity of academic workplaces Despite decades of effort by federal science funders to increase the numbers of women holding advanced degrees and faculty jobs in science and engineering they are persistently underrepresented in academic STEM disciplines especially in positions of seniority leadership and prestige Women filled 47% of all US jobs in 2015 but held only 24% of STEM jobs Barriers to women are built into academic workplaces biased selection and promotion systems inadequate structures to support those with family and personal responsibilities and old boy networks that can exclude even very successful women from advancing into top leadership roles But this situation can and must change In Building Gender Equity in the Academy Sandra Laursen and Ann E Austin offer a concrete data driven approach to creating institutions that foster gender equity Focusing on STEM fields where gender equity is most lacking Laursen and Austin begin by outlining the need for a systemic approach to gender equity Looking at the successful work being done by specific colleges and universities around the country they analyze twelve strategies these institutions have used to create more inclusive working environments including implementing inclusive recruitment and hiring practices addressing biased evaluation methods establishing equitable tenure and promotion processes strengthening accountability structures particularly among senior leadership improving unwelcoming department climates and cultures supporting dual career couples offering flexible work arrangements that accommodate personal lives promoting faculty professional development and advancement Laursen and Austin also discuss how to bring these strategies together to create systemic change initiatives appropriate for specific institutional contexts Drawing on three illustrative case studies at Case Western Reserve University the University of Texas at El Paso and the University of Wisconsin Madison they explain how real institutions can strategically combine several equity driven approaches thereby leveraging their individual strengths to make change efforts comprehensive Grounded in scholarship but written for busy institutional leaders Building Gender Equity in the Academy is a handbook of actionable strategies for faculty and administrators working to improve the inclusion and visibility of women and others who are marginalized in the sciences and in academe more broadly

**Bulletin of the Public Affairs Information Service** Public Affairs Information Service,1990

**Affirmative Action** Donald Altschiller,1991 Contains articles discussing the legal aspects of affirmative action affirmative action in the workplace and in schools

**El-Hi Textbooks & Serials in Print, 2003** ,2003

## The Enigmatic Realm of **Pursuit Of Race And Gender Equity In American Academe**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Pursuit Of Race And Gender Equity In American Academe** a literary masterpiece penned with a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect the hearts and minds of those that partake in its reading experience.

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