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# Salary Equity Detecting Sex Bias In Salaries Among College And University Professors

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**Higher Education: Handbook of Theory and Research** J.C. Smart, 2012-12-06      **Salary Equity** Thomas R. Pezzullo, Barbara E. Brittingham, 1979      **Pay Equity: Equal Pay for Work of Comparable Value** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources, 1983      **Resources in Education**, 1995      **Unions and Management** City Univ. of New York, NY. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education and the Professions, National Center for the Study of Collective Bargaining in Higher Education and the Professions (U.S.). Conference, 1993 These proceedings contain 22 papers on how unions and administrations have reacted to fiscal crises discrimination and the Americans with Disabilities Act at colleges and universities across the United States The essays are 1 Issues in Labor Management Negotiations Joseph M Bress 2 Academic Unions and the Academic Future Irwin H Polishook 3 A Fiscal Fable for Our Times The Case of San Diego State University Linda Ray Pratt 4 Facing Hard Times at the City University of New York Richard F Rothbard 5 Is There a Future for Higher Education in California The California State University Response to Crises Virginia Ann Shadwick 6 Facing Hard Times The College at New Paltz State University of New York Alice Chandler 7 Facing Hard Times The University of the District of Columbia Tilden J LeMelle 8 Managing in Times of Fiscal Stress George Mason University 1990 1992 Clara Lovett 9 Facing Hard Times at Nassau Community College An Administrative Perspective Sean A Fanelli 10 Facing Hard Times at Nassau Community College A Union Perspective Philip Y Nicholson 11 Facing Hard Times at Riverside Community College Salvatore G Rorella 12 Monitoring Faculty Productivity in an Era of Fiscal Accountability Henry Lee Allen 13 What Again Productivity Issues in Higher Education Today Gordon K Davies 14 Equity in the Academic Workplace The Relative Value of Teaching and Research James S Fairweather 15 The Role of Political Action in Higher Education Lawrence Gold 16 The Role of Politics and Lobbying in Alleviating Higher Education Fiscal Problems Lawrence K Pettit 17 Sexual Harassment on Campus and a Union's Dilemma Rachel Hendrickson 18 A Guided Introduction to the Employment Provisions of the Americans with Disabilities Act Richard L Hartz 19 Americans with Disabilities Act An Advocacy Perspective John Rose 20 Complying with the Provisions of the Americans with Disabilities Act John Sorrenti 21 Equal Pay for Faculty at 29 SUNY Institutions Labor Management Negotiation and Implementation Lois Haignere and 22 People of Color in Academe Equity Discrimination or Reverse Discrimination Alison M Konrad MDM      *Pay equity* United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources, 1983      **Resources in Women's Educational Equity**, 1980 Literature cited in AGRICOLA Dissertations abstracts international ERIC ABI INFORM MEDLARS NTIS Psychological abstracts and Sociological abstracts Selection focuses on education legal aspects career aspects sex differences lifestyle and health Common format bibliographical information descriptors and abstracts and ERIC subject terms used throughout Contains order information Subject author indexes      **Managing the Industrial Labor Relations Process in Higher**

**Education** Daniel J. Julius, 1993      **Reasoning about Discrimination** Richard Allen Lester, 2014-07-14 In this book Richard Lester develops an analytical basis for judging sex race and age discrimination in professional and executive employment Originally published in 1980 The Princeton Legacy Library uses the latest print on demand technology to again make available previously out of print books from the distinguished backlist of Princeton University Press These editions preserve the original texts of these important books while presenting them in durable paperback and hardcover editions The goal of the Princeton Legacy Library is to vastly increase access to the rich scholarly heritage found in the thousands of books published by Princeton University Press since its founding in 1905      **Statistical Methods in Discrimination**

**Litigation** D.H. Kaye, Mickel Aickin, 2014-07-22 This book sketches some of the legal doctrines that underlie discrimination litigation It describes and probes frequently seen statistical methods The book also describes the more or less standard methods being brought into United States Supreme Court      **Gender, Class and Education (Routledge Revivals)**

Stephen Walker, Len Barton, 2013-11-05 First published in 1983 Gender Class and Education is a collection of papers that formed presentations at the Westhill Sociology of Education Conference in January 1982 and is the fifth such collection to emerge from the annual conference The conference theme Race Class and Gender was not only chosen because of its topicality but also to provide a framework for debate between educational researchers and teachers The papers focus on the reproduction of gender relations through education and provide important insights into how this process works how it is resisted in schools and colleges and the possibilities for radical intervention This volume includes three teaching bibliographies on gender and education which were not presented at the conference but were compiled specially for the book

Adverse Impact Analysis Scott B. Morris, Eric M. Dunleavy, 2016-12-01 Compliance with federal equal employment opportunity regulations including civil rights laws and affirmative action requirements requires collection and analysis of data on disparities in employment outcomes often referred to as adverse impact While most human resources HR practitioners are familiar with basic adverse impact analysis the courts and regulatory agencies are increasingly relying on more sophisticated methods to assess disparities Employment data are often complicated and can include a broad array of employment actions e g selection pay promotion termination as well as data that span multiple protected groups settings and points in time In the era of big data the HR analyst often has access to larger and more complex data sets relevant to employment disparities Consequently an informed HR practitioner needs a richer understanding of the issues and methods for conducting disparity analyses This book brings together the diverse literature on disparity analysis spanning work from statistics industrial organizational psychology human resource management labor economics and law to provide a comprehensive and integrated summary of current best practices in the field Throughout the description of methods is grounded in the legal context and current trends in employment litigation and the practices of federal regulatory agencies The book provides guidance on all phases of disparity analysis including How to structure diverse and complex employment

data for disparity analysis How to conduct both basic and advanced statistical analyses on employment outcomes related to employee selection promotion compensation termination and other employment outcomes How to interpret results in terms of both practical and statistical significance Common practical challenges and pitfalls in disparity analysis and strategies to deal with these issues      **Sex Differences in Social Behavior** Alice H. Eagly, 2013-05-13 In presenting an innovative theory of sex differences in the social context this volume applies social role theory and meta analytic techniques to research in aggression social influence helping nonverbal and group behavior Eagly's findings show that gender stereotypic behavior results from different male and female role expectations and that the disparity between these gender stereotypes and actual sex differences is not as great as is often believed      *CUPA Journal*, 1989      **Organization Theory** Oliver E. Williamson, 1995 This collection of papers is edited by renowned business thinker Oliver Williamson who is currently Transamerica Professor of Corporate Strategy at the School of Business Administration at Berkeley The fiftieth anniversary of the publication of Chester I Barnard's remarkable and still influential book *The Functions of the Executive* was celebrated with a seminar series at the University of California Berkeley in the Spring of 1988 Eight of those lectures are published here The contributors include organization specialists and sociologists Barbara Levitt and James March W Richard Scott Glenn Carroll Jeffrey Pfeffer an anthropologist a political scientist and two economists Mary Douglas Terry Moe Oliver Hart Oliver Williamson An important contribution to organization theory this volume reports on recent progress in this field and projects a productive research future      *The Use of Data in Discrimination Issues Cases* William Rosenthal, Bernard Yancey, 1985      *Faculty Publications and Doctoral Dissertations* University of Illinois at Urbana-Champaign, 1978      **New Directions for Institutional Research**, 1985      *Comparable Worth, Pay Equity, and Public Policy* Rita Mae Kelly, Jane H. Bayes, 1988-02-22 This collection of papers on comparable worth written by political scientists contains the best annotated bibliography on comparable worth that this reviewer has yet seen One notable paper categorizes the 50 states as to whether they have conducted a comparable worth legislation and have implemented comparable worth Other contributors explain how job evaluation can be performed to implement comparable worth describe the difficulties and possible bias in job evaluation methods and present US case studies It has an outstanding bibliography and overview of many important issues Choice Legislation outlawing sexual discrimination and mandating policies of equal pay for equal work has clearly failed to produce the intended results Women workers continue to be paid substantially less than men and more and more families headed by women have sunk below the poverty level This volume of essays focuses on major issues that must be faced before a public policy promoting pay equity can become a reality Combining the contributions of specialists from several disciplines it offers statistical comparisons and analyses of wage inequities in various occupations industries and regions case studies of comparable worth programs and a conceptual framework for approaching the problem on a policy level      **Building a Stronger Women's Program** Janet Bickel, Renee Quinnie, 1993

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