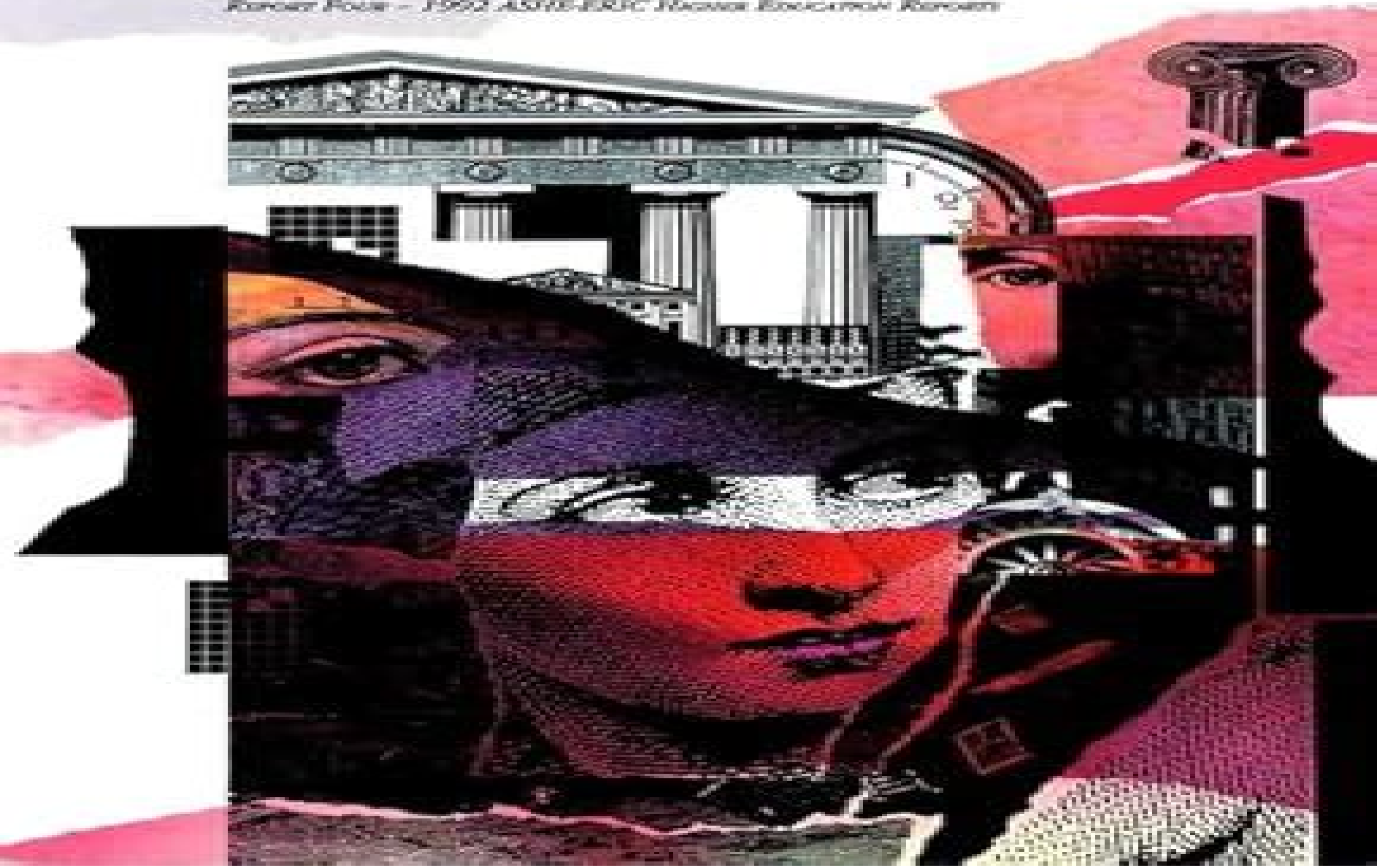


FACULTY JOB SATISFACTION

WOMEN AND MINORITIES IN PERIL

MARTHA W. TACK AND CAROL L. POTTER

Report Four - 1992 ASHE-ERIC Higher Education Reports



Faculty Job Satisfaction Women And Minorities In Peril

Jerlando F. L. Jackson



Faculty Job Satisfaction Women And Minorities In Peril:

Faculty Job Satisfaction Martha Wingard Tack, Carol Logan Patitu, 1992-05-12 Given the impending shortage of prospective college faculty that will exist by the year 2000 the topics of faculty job satisfaction recruitment and retention must be given priority attention Moreover the faculty of the future must reflect the diversity of the population to be served consequently immediate actions must be taken to ensure that faculty positions are made attractive to women and minorities alike Numerous internal stressors uniquely affecting women and minorities must be recognized and dealt with to enhance job satisfaction and create a better fit between the faculty role and the person involved It has been shown that women faculty members are less satisfied with their positions than their male counterparts because they are often forced to sacrifice more in terms of their personal lives in order to meet the demands of their jobs as well as their families As for minority faculty members they generally find themselves less likely to be tenured compared to whites are often concerned about lower salaries feel isolated and less supported and often encounter prejudice and racism Leaders and faculty in higher education must implement a variety of recruiting and retention strategies if a faculty representing a diverse culture is to become a reality Actions include 1 recruiting women and minorities into undergraduate and graduate programs in sufficient numbers to fill the pool for faculty positions 2 attracting women into disciplines where they are currently underrepresented and 3 using incentives for departments to diversify Contains an index and over 200 references GLR

The Experiences of Black and Minority Ethnic Academics Kalwant Bhopal, 2015-06-26 Recent research suggests that Black and minority ethnic BME academics remain underrepresented particularly at senior levels in higher education and tend to be concentrated in new post 1992 universities This book provides an original comparative study of BME academics in both the UK and the USA two different yet similar cultural and political climates considering issues of inequality difference and identity in the Academy Presenting a distinctive and engaging voice the book discusses the complexity of race gender and identity in the context of higher education an area that continues to appear to be dominated by white middle class values and perspectives Chapters offer an up to date commentary on the purpose failures and potential of research on race gender and identity and its place within contemporary education and sociology The book broadens the understanding of educational research considering both sociological and cultural discourse as well as examining racialized and gendered identities from a theoretical and analytical standpoint The book closes by offering suggestions for viable policy shifts in this area The Experiences of Black and Minority Ethnic Academics will be of key interest to researchers academics and postgraduate students in the field of education as well as sociologists wanting to learn more about black and minority academics in higher education

Catalog of ERIC Clearinghouse Publications ,1997 **Resources in Education** ,1993 **Black Women Navigating Historically White Higher Education Institutions and the Journey Toward Liberation** Logan, Stephanie R., Good, Tyra L., 2022-05-27 Black women in higher education continue to experience colder institutional climates that devalue their

presence They are relied on to mentor students and expected to commit to service activities that are not rewarded in the tenure process and often lack access to knowledgeable mentors to offer career support There is a need to move beyond the individual resistance strategies employed by Black women to institutional and policy changes in higher education institutions Specifically higher education policymakers and administrators should understand and acknowledge how the race and gender makeup of campuses and departments impact the successes and failures of Black women as they work to recruit and retain Black women graduate students faculty and administrators Black Women Navigating Historically White Higher Education Institutions and the Journey Toward Liberation provides a collection of ethnographies case studies narratives counter stories and quantitative descriptions of Black women s intersectional experience learning teaching serving and leading in higher education This publication also provides an opportunity for Black women to identify the systems that impede their professional growth and development in higher education institutions and articulate how they navigate racist and sexist forces to find their versions of success Covering a range of topics such as leadership mental health and identity this reference work is ideal for higher education professionals policymakers administrators researchers scholars practitioners academicians instructors and students

College Deans Walter H. Gmelch, Mimi Wolverton, 2002-06-30 College Deans is based on the National Deans Survey which was sponsored by the Center for the Study of Academic Leadership and included 800 deans from all U S 4 year academic institutions The book consists of two main sections Deans Their Campuses and Colleges and Dimensions Duties and Challenges The first section describes the deanship in general the national study in particular and the background of current academic deans It then gives a profile of deans who they are and where they work The second section of the book discusses the position of dean itself This section looks at academic leadership in general and more specifically at what deans in this study believe were their primary roles and responsibilities where role ambiguity and conflict came into play and how they characterized stress and its relationship to job satisfaction In addition this section has a separate segment devoted to gender related issues and a final chapter that highlights the most pressing challenges deans see in the near future

Black Men in the Academy Brian L. McGowan, Robert T. Palmer, J. Luke Wood, David F. Hibbler, Jr., 2016-01-26 Using an anti deficit approach Black Men in the Academy explores narratives of resiliency success and achievement for black men in the academy This book is an important text for scholars interested in promoting success in education for underrepresented minorities

The Beauty and the Burden of Being a Black Professor Cheron H. Davis, Adriel Hilton, Ricardo Hamrick, F. Erik Brooks, 2021-01-18 By presenting discussions on professional development and emphasizing the challenges and triumphs experienced by Black professors across disciplines this book provides advice for junior Black scholars on how to navigate academe and tackle the challenges that Black scholars often face

Recent Department of Education Publications in ERIC United States. Department of Education, 1994

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International handbook of teachers and teaching Bruce J.

Biddle, Thomas L. Godd, Ivor F. Goodson, 1997 **Diversity Now** Teresa Neely, Kuang-Hwei Lee-Smeltzer, 2013-04-15 A comprehensive perspective on multiculturalism in libraries Diversity Now People Collections and Services in Academic Libraries delivers a comprehensive look at diversity issues for librarians It examines partnerships between academic research libraries and campus agencies and provides effective retention strategies for diverse employees It also shows how librarians can lobby for domestic partner benefits for university employees who are unmarried same and opposite sex couples Diversity Now People Collections and Services in Academic Libraries provides a unique research perspective on assessment and diversity integration in the academic libraries and highlights effective working strategies for a multicultural library environment examining partnerships between academic research libraries and campus agencies which work directly with students assessment and diversity integration in the academic library workplace and six critical challenges for working well in a multicultural environment communication and teaching incorporating service learning experiences in the library and information science curriculum model retention programs for junior faculty of color Diversity Now Teresa Y. Neely, Kuang-Hwei Lee-Smeltzer, 2002 Looking at diversity issues for librarians contributors in library science examine partnerships between academic research libraries and campus agencies suggest retention strategies show how librarians can lobby for domestic partner benefits at university libraries and discuss challenges of working in a multicultural environment Neely is head of reference at Kuhn Library University of Maryland Baltimore This work has been co published simultaneously as Journal of Library Administration vol 33 nos 1 2 and 3 4 2001 Annotation copyrighted by Book News Inc Portland OR

Toward Wellness Gordon S. Gates, Mimi Wolverton, 2003-01-01 Mission Statement This series of Works on stress and coping is centered on understanding the sources experiences and consequences of stress and coping in the educational arena In formal organizations to informal experiences those engaged in educational endeavors shape and are shaped by events and interactions that invoke salient to subtle stress and coping responses We invite authors to submit manuscripts that present studies focused on stress and or coping in any of the contexts positions peoples and activities encompassed under the umbrella of education Research using either qualitative or quantitative methodologies will be acceptable The series is expected to appeal to a broad readership of scholars in the fields of education psychology sociology and business who are interested in understanding the nature of stress and coping in education *Spanning the Divide* Edwin Hernández, 2017-01-30 They come from different places and different walks of life sharing a common ancestry and name in the United States Hispanic 1 Whether newly arrived immigrants or people whose families have been in the United States for generations their explosive growth is changing the face of United States culture They are a people with deep religious roots and vibrant spiritual energy which has tremendous implications for the practice of religion in particular Christianity in this country In both Catholic and Protestant congregations the Hispanic or Latino a presence is growing Their thirst for spiritual connection is strong their temporal needs are many **Strengthening the African American Educational Pipeline**

Jerlando F. L. Jackson, 2012-02-01 2008 CHOICE Outstanding Academic Title Focusing on pre K 12 schools higher education and social influences this book examines the following question What systemic set of strategies is necessary to improve the conditions for African Americans throughout the educational pipeline **Racial Battle Fatigue in Higher Education**

Kenneth J. Fasching-Varner, Katrice A. Albert, Roland W. Mitchell, Chaunda Allen, 2014-12-23 Racial Battle Fatigue is described as the physical and psychological toll taken due to constant and unceasing discrimination microaggressions and stereotype threat The literature notes that individuals who work in environments with chronic exposure to discrimination and microaggressions are more likely to suffer from forms of generalized anxiety manifested by both physical and emotional symptoms This edited volume looks at RBF from the perspectives of graduate students middle level academics and chief diversity officers at major institutions of learning RBF takes up William A Smith's idea and extends it as a means of understanding how the academy or higher education operates Through microaggressions stereotype threat underfunding and defunding of initiatives offices expansive commitments to diversity related strategic plans with restrictive power and action and departmental climates of exclusivity and inequity diversity workers faculty staff and administration of color along with white allies in like positions find themselves in a badlands where identity difference is used to promote institutional values while at the same time creating unimaginable work spaces for these workers **Opportunities and Challenges at Historically Black Colleges and Universities**

M. Gasman, F. Commodore, 2014-11-25 In this edited collection the authors grapple with both the strengths and challenges that HBCUs face as the nation's demographics change from their place in American society and growing diversity on HBCU campuses to class and elitism issues to study abroad and honors programs

Prejudice, Stigma, Privilege, and Oppression Lorraine T. Benuto, Melanie P. Duckworth, Akihiko Masuda, William O'Donohue, 2020-05-11 This book addresses the ways in which clinical psychologists ought to conceptualize and respond to the prejudice and oppression that their clients experience Thus the link between prejudice and oppression to psychopathology is explored Basic scientific information about prejudice is reviewed and the current status of the major minority groups is explored Chapters examine the role of prejudice and oppression in institutional structures such as the Diagnostic and Statistical Manual of Mental Disorders and professional organizations The discussion addresses ways to assess these phenomena in individual cases and how to intervene in psychotherapy The book ventures to evaluate the status of the profession of psychology with respect to prejudice stigmatization and oppression by critically examining evidence that the profession has responded adequately to these social problems These issues are hard to talk about and are not well talked about in the field This book is a push in the right direction **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. 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 unit 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).

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