

1. Record Nr.	UNINA9910451719403321
Autore	Moody JoAnn <1945-, >
Titolo	Faculty diversity : removing the barriers / / JoAnn Moody
Pubbl/distr/stampa	New York : , : Routledge, , 2012
ISBN	0-415-87845-4 1-136-64778-3 0-203-80539-9
Edizione	[2nd ed.]
Descrizione fisica	1 online resource (289 p.)
Disciplina	378.1/2089
Soggetti	Faculty integration - United States Minority college teachers - Selection and appointment - United States Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	FACULTY DIVERSITY Removing the Barriers; Copyright; Contents; Acknowledgments; Introduction and Organization of Faculty Diversity: Removing the Barriers, Second Edition; PART 1: The Barriers to Faculty Diversity; 1 Cognitive Errors that Contaminate Academic Evaluations and Block Faculty Diversity; 2 Negative Bias and Positive Bias: Two Powerful Cognitive Errors that Impede the Advancement of Some Faculty and Speed the Advancement of Others; 3 Disadvantages for Non-Immigrant Groups but Advantages for Immigrant and "Honorary White" Groups; PART 2: Removing the Barriers to Faculty Diversity 4 Faculty Recruitment: Replacing Dysfunctional Practices with Good Practices5 Faculty Retention: Replacing Dysfunctional Practices with Good Practices; 6 Faculty Mentoring: Replacing Dysfunctional Practices with Good Practices; Conclusion and Next Steps; Appendix; Appendix A-D; Appendix E: Discussion Scenarios-Practice Exercises for Readers and Groups; Bibliography; About the Author; Index
Sommario/riassunto	Why do we see so little progress in diversifying faculty at America's colleges, universities, and professional schools? This book explores this important question and provides steps for hastening faculty diversity. Drawing on her extensive consultant practice and expertise as well as research and scholarship from several fields, Dr. Moody provides

practical and feasible ways to improve faculty recruitment, retention, and mentorship, especially of under-represented women in science-related fields and non-immigrant minorities in all fields. The second edition of Faculty Diversity off

---