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Intersectionality and Intersectional FrameworksFuture Considerations; References; 3 Approximating Glass Ceiling Effects Using Cross-Sectional Data; The Glass Ceiling; Glass Ceiling Effects; Using Cross-Sectional Data to Understand Glass Ceiling Effects; Overview of Cross-Sectional and Longitudinal Data; Common Critiques of Cross-Sectional and Longitudinal Data; Reducing the Risk of CMV on CI With Cross-Sectional Data; Studying Glass Ceiling Effects Using Cross-Sectional Data; Conclusion; References; 4 Faculty Diversity and the Traditions of Academic Governance; Refocusing the Conceptual Frame Faculty Diversity in Higher EducationAcademic Freedom; Structural Looseness; Aligning Ideas, Goals, and Action; Faculty Searches; Tenure and Promotion; Conclusion; References; 5 Using Human Resource Software Technology to Mitigate Glass Ceiling Effects in Higher Education: Interdisciplinary Applications for Managing Diversity; Method; Conceptual Framework; Diversity and the Glass Ceiling Within Academia; Exploring Interdisciplinary Alternatives; Diversity Measurement Software; EEOSTAT; Conclusions and Implications; References

6 Organizational Learning as a Framework for Overcoming Glass Ceiling Effects in Higher EducationUnderstanding Institutional Culture; Shifting Institutional Culture; The Challenge of Fit; Lack of Diversity Accountability; Ingrained Hiring Practices; Organizational Learning as Framework for Resistance to Change; Organizational Learning Loops; Conclusion; References; 7 Stellar Programs and Initiatives; Models for Promoting Institutional Diversity; Recruiting Model; Self-Assessment Model; Office Model; Interassociation Model; Institute Model; State Intervention Model; Discussion Recruiting Locally

Sommario/riassunto

This volume offers readers a comprehensive means to understanding glass ceiling effects in higher education. Each chapter approaches the glass ceiling from a different perspective, providing compelling arguments that truly highlight the importance and usefulness of collecting data on this topic. Institutional decision makers will find valuable information to confront the challenge of glass ceiling effects across different institutional environments. Likewise, institutional researchers will find step-by-step protocols to collect and analyze glass ceiling data as well as a variety of rich example
