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| | Nota di contenuto | Introduction -- Chapter 1. Diversity and discrimination in research organizations: Theoretical starting points / Jorg Muller, Clemens Striebing, and Martina Schraudner -- Part I. Empirical findings of discrimination in research organizations -- Chapter 2. The psychological work climate of researchers: Gender, nationality, and their interaction with career level and care for children in a large German research organization / Clemens Striebing -- Chapter 3. Workplace bullying in academia: Interaction of gender, nationality, age, and work context of scientific and non-scientific employees in a large German research organization / Clemens Striebing -- Chapter 4. Exploring gender aspects of self-reported bullying and sexual discrimination / Clemens Striebing -- Chapter 5. The hidden problem: Sexual harassment and violence in German higher education / Heike Pantelmann and Tanja Walty -- Chapter 6. Eliminating bullying in the university: The university of wisconsin-madison's hostile & intimidating behavior policy / Jennifer Sheridan, Russell Dimond, Tammera Klumpyan, Heather M. Daniels, Michael Bernard-Donals, Russell Kutz, and Amy E. Wendt -- Chapter 7. Gender differences in the scientific |

achievement of social sciences and impact factors: A survey study of researchers in the social sciences in vietnam / Huu Minh Nguyen, Thi Hong Tran, and Thi Thanh Loan Tran -- Part II: Cultural context conditions of academia for diversity and discrimination -- Chapter 8. Beliefs about gender and meritocracy and the evaluation of sexual harassment in a university research setting / Julie Kmec, Lindsey Trimble O'Connor, and Shekinah Hoffman -- Chapter 9. Managerial discourse as neutralizer? The influence of the concealment of social categories on the experience of workplace bullying in research organizations / Agnes Vandevelde-Rougale and Patricia Guerrero Morales -- Chapter 10. Perceiving diversity - an explorative approach in a complex research organisation / Linda Steuer-Dankert and Carmen Leicht-Scholten -- Chapter 11. Intersectionalities and perceived discrimination in German research organisations: A post-soviet migrant women's perspective / Irina Valerie Gewinner Conclusion -- Chapter 12. Promoting diversity and combatting discrimination in research organizations: A practitioner's guide / Clemens Striebing, Jorg Muller, Martina Schraudner, Irina Valerie Gewinner, Patricia Guerrero Morales, Katharina Hochfeld, Shekinah Hoffman, Julie A. Kmec, Huu Minh Nguyen, Jannick Schneider, Jennifer Sheridan, Linda Steuer-Dankert, Lindsey Trimble O'Connor, and Agnes Vandevelde-Rougale.

| Sommario/riassunto | The ebook edition of this title is Open Access and freely available to read online. The era of team science has long since dawned. However, in order for the individual members of a team to work well, research organizations need to provide a productive and naturally non-discriminatory working environment. Bringing together and integrating researchers and their diverse backgrounds in effective teams does not happen on its own. To harness the positive effects of diversity, it must be understood and managed proactively.  The edited collection Diversity and Discrimination in Research Organizations provides researchers with empirical studies on the question of whether and to what extent the social identity of the academic workforce affects their individual integration in research organizations. Practitioners receive guidance and suggestions on possible starting points and requirements for programmes to improve equal opportunities and work climate in their research organizations. The articles can be roughly divided into two categories according to the guiding questions of this edited collection: macro studies surveying the extent of discrimination and harassment in research organizations and micro studies exploring the influence of the specific cultural contextual conditions of the academic workplace on experiences of discrimination and harassment related to the diversity of the workforce. |