



Tenure in the Sacred Grove

Issues and Strategies for Women and Minority Faculty

Edited by

Joanne E. Cooper and Darnelle D. Stevens

Tenure In The Sacred Grove Issues And Strategies For Women

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Tenure In The Sacred Grove Issues And Strategies For Women:

Tenure in the Sacred Grove Joanne E. Cooper, Dannelle D. Stevens, 2002-02-07 Designed to help women and minority faculty navigate a path to tenure in academe this book looks at the political scholarly personal and interpersonal issues Filled with the experiences and advice of those who have navigated this terrain successfully despite obstacles and setbacks it includes considerations for women faculty of color and gay lesbian bisexual faculty addressing racism sexism and ageism in the academy The contributors provide guidance in a multitude of areas such as coping with feelings of fraudulence making a persuasive tenure case balancing work and family as well as practical advice on teaching research and publication and the scholarship of outreach Contributors include tenured faculty journal editors department chairs campus promotion and tenure chairs and university presidents

Women, War, Violence and Learning Shahrzad Mojab, 2013-09-13 This anthology provides fresh theorization of gendered dimensions of learning war and violence with a view to offering new insights on the impact of violence on women's learning and well being The collection is an important contribution to emerging interdisciplinary approaches to the role and effectiveness of civil society especially women's NGOs working in war and post conflict zones and to the relationship between neoliberal global feminist projects and the re emergence of colonial and imperial feminisms This collection is also an exploration of the plausibility of current peace education strategies augmenting the political and leadership role of women and their civic engagement This collection is designed to create a space for conversation across disciplines on such issues as how to advance our conceptualization of gender related education and conflict how to provide empirically based case studies and transnational analyses that improves our understanding of the impact of war and violence on women's learning and how to contribute to national and international policy analyses to improve education for women and girls through related policy reforms or humanitarian aid programs in post war reconstruction efforts This book was published as a special issue in the International Journal of Lifelong Education

Diversity's Promise for Higher Education Daryl G. Smith, 2015-06-01 Daryl G Smith has devoted her career to studying and fostering diversity in higher education She has witnessed and encouraged the evolution of diversity from an issue addressed sporadically on college campuses to a reality of the modern university experience In *Diversity's Promise for Higher Education* Smith brings together scholarly and field research relevant to the next generation of diversity work The book argues that achieving excellence in a diverse society requires increasing the institutional capacity for diversity while simultaneously working to understand how diversity is tied to better leadership positive change research in virtually every field student success accountability and more equitable hiring practices To become more relevant to society the nation and the world while remaining true to their core missions colleges and universities must continue to see diversity like technology as central not parallel to their work In *Diversity's Promise for Higher Education* Smith proposes a set of clear and realistic practices that will help colleges and universities locate diversity as a strategic imperative and pursue diversity efforts that

are inclusive of the varied and growing issues apparent on campuses without losing focus on the critical unfinished business of the past. In this edition which is aimed at administrators, faculty, researchers, and students of higher education, Smith emphasizes a transdisciplinary approach to the topic of diversity, drawing on an updated list of sources from a wealth of literatures and fields. The tables have been refreshed to include data on faculty diversity over a twenty-year period, and the book includes new information about gender identity, stereotype threat, student success, the growing role of chief diversity officers, the international emergence of diversity issues, faculty hiring, and implicit bias.

EBOOK: Leadership Gender and Culture in Education John Collard, Cecilia Reynolds, 2004-10-16. This rich explorative book examines the intricacies of gender, sexuality, ethnicity, and class, and how these complex influences weave their patterns in the daily lives of leaders. It achieves the difficult balance between acknowledging differences as well as unifying elements. The book also raises many questions about the context for leadership and examines the central issues of leadership: for what? What are leaders there to do and for whom? To ensure that students achieve higher examination scores or to promote equity and social justice? This book offers many fresh insights into these and other important questions. Professor Kathryn Riley, Institute of Education, University of London. This book features chapters by leading international scholars on gender and educational leadership. Drawing on research in schools in the United Kingdom, Australia, New Zealand, Sweden, the United States, and Canada, it introduces new discussions about the impact of gender, race, class, institutional setting, and recent ideologies on leadership discourses. The book shows how early research has over-emphasized gender stereotypes and tended to simplify and polarize the ways men and women lead. Looking at differences and similarities in how men and women take on and exercise leadership roles, the authors counter essentialist claims based on biological, psychological, and sociological theories that stress gender difference. The discussions employ sophisticated understandings of gender relations and leadership discourses in today's globalized context. The book is for students and scholars studying leadership and for leaders in different educational contexts around the world.

Forging a Rewarding Career in the Humanities Karla P. Zepeda, Ellen Mayock, 2014-11-26. As has been abundantly documented in the popular and academic press, the humanities are facing challenging times marked by national debate regarding the importance of the humanities in higher education, program and budget cuts, and an ever-decreasing number of tenure-track jobs. In addition, the humanities face quite literally a quantification of their value as the Academy adopts a more corporate mindset. This volume provides advice to professionals in the humanities on how to forge a useful, compelling, and productive career. The book's 13 chapters address professional approaches to developing and maintaining an active research agenda, fomenting the ideals of the teacher-scholar model, managing the service demands within and outside the college or university, and navigating institutional politics. The collection offers practical and theoretical approaches to higher education, personal anecdotes, intelligent advice, and interviews with colleagues in the humanities. Specific themes addressed include the transition from graduate student to humanities professional, diverging from prescribed paths, the

humanities professor as creative writer moving from secondary to post secondary education humanities in an international market based context and participation in governance structures Cover photograph Silent Flutes by Adilia D Ortega

Demystifying Career Paths after Graduate School Ryuko Kubota,Yilin Sun,2013-01-01 This edited book offers concrete information and useful suggestions to graduate students who are seeking employment at institutions of higher education in North America and other parts of the world This book also targets entry level faculty members who are exploring increased participation in professional activities The book features critical turning points in career trajectories demystifies hidden institutional structures and illuminates blind spots that are critical for career success The authors are scholars from nonnative English speaking and or racially minority backgrounds in the fields of applied linguistics and teaching English to speakers of other languages The firsthand suggestions offered by these authors are also applicable to non minority professionals and those in other related disciplines Furthermore the book assists faculty mentors and administrators to understand the unique challenges and issues faced by minority professionals Distinctive features of the book are 1 theme based approach with concrete examples and specific advice 2 focus on victory narratives of success and strategies rather than victim narratives of struggles 3 accessible style and 4 wide range of experiences narrated by both novice and established scholars This guidebook can be read independently or adopted as a resource book for graduate seminars

Women's Ways of Making It in Rhetoric and Composition Michelle Ballif,D. Diane Davis,Roxanne Mountford,2010-03-17 This volume explores how women in the fields of rhetoric and composition have succeeded despite the challenges inherent in the circumstances of their work Focusing on those women generally viewed as successful in rhetoric and composition this volume relates their stories of successes and failures to serve as models for other women in the profession who aspire to make it too to succeed as women academics in a sea of gender and disciplinary bias and to have a life as well Building on the gains made by several generations of rhetoric and composition scholars this volume provides strategies for a newer generation of scholars entering the field and in so doing broadens the support base for women in the field by connecting them with a greater web of women in the profession Offering frank discussion of professional and personal struggles as well as providing reference materials addressing these concerns solid career advice and inspirational narratives told by women who have made it in the field of rhetoric and composition this work highlights such common concerns as dealing with sexism in the tenure and promotion process maintaining a balance between career and family struggling for scholarly and or administrative respect mentoring junior women finding one s voice in scholarship and struggling to say no to unrewarded service work The profiles of individual successful women describe each woman s methods for success examine the price each has paid for that success and pass along the advice each has to offer other women who are beginning a career in the field or attempting to jumpstart an existing career With resources and general advice for women in the field of rhetoric and composition to guide them through their careers as they become survive and thrive as professionals in the discipline this

book is must have reading for every woman making her career in the rhetoric and composition fields *Cross-Cultural Women Scholars in Academe* Lorri J. Santamaría, Gaëtane Jean-Marie, Cosette M. Grant, 2014-06-27 This ground breaking collection features the diverse voices experiences and scholarship of cross cultural women of American Indian Asian American Black African American and Hispanic descent at various levels of academe actively engaged in the advancement of marginalized groups in the U S and abroad through their scholarly work Intergenerational cross cultural scholars manifest a literary community that models ways in which women scholars can move beyond traditional institutional psychological and professional barriers to practice activism break unwritten rules and shatter status quo business as usual practices in the academy This distinctive volume exemplifies the phenomenon of cross cultural women scholars conducting research and writing about ways in which they negotiate their professional realities toward professional goal attainment Each chapter presents rigorous ethnographic research complemented by critical analyses reflecting ways in which these self determined scholars transcend barriers associated with the dynamic intersections of race gender ethnicity class and language in higher education Scholars share strategies for institutional psychological and professional barrier transcendence through various approaches such as educational leadership for equity the practice of cross cultural competence various mentoring interactions and the creation of and participation in networking groups with other women of color in academe Students academics educational practitioners and individuals seeking exemplars for ethnographic research will find this critical book essential as a means for better informing their scholarship **Women as Leaders in Education** Jennifer L.

Martin, 2011-09-22 This up to date candid examination of women s careers in education and leadership in education describes the pitfalls triumphs and future promise of female leaders in education Overall education is a field still dominated by women yet women do not typically pursue or attain leadership positions at the administrative level Research has revealed some of the reasons for this women still experience gender discrimination in education careers experience higher attrition rates and have slower career mobility than do men Additionally women in education are apparently less valued and their performance is more critically evaluated as in other fields This insightful text shows the gender based inequities and discrimination women face when aiming for leadership positions in education and lays out a plan to bring success to this level of the field that is still male dominated *Women as Leaders in Education Succeeding Despite Inequity Discrimination and Other Challenges* is the result of a team of leading feminist educators and scholars It delves into feminist women s leadership in education from kindergarten to graduate school This two volume work assesses the historical and current political landscape with regard to women hitting a glass ceiling issues of social justice and the unique challenges women face in educational leadership as well as the new field of teacher leadership *Encyclopedia of Diversity in Education* James A. Banks, 2012-05-17 The diversity education literature both nationally and internationally is broad and diffuse Consequently there needs to be a systematic and logical way to organize and present the state of research for students and professionals

American citizens need to understand the dynamics of their increasingly diverse communities and institutions and the global world in which we live work and lead With continually evolving information on diversity policies practices and programs it is important to have one place where students scholars teachers and policymakers can examine and explore research policy and practice issues and find answers to important questions about how diversity in U S education enriched with theories research and practices in other nations are explained and communicated and how they affect institutional change at both the K 12 and postsecondary levels With about 700 signed entries with cross references and recommended readings the Encyclopedia of Diversity in Education 4 volumes in both print and electronic formats will present research and statistics case studies and best practices policies and programs at pre and postsecondary levels Diversity is a worldwide phenomenon and while most of the entries in the Encyclopedia will focus on the United States diversity issues and developments in nations around the world including the United States are intricately connected Consequently to illuminate the many aspects of diversity this volume will contain entries from different nations in the world in order to illuminate the myriad aspects of diversity From A to Z this Encyclopedia will cover the full spectrum of diversity issues including race class gender religion language exceptionality and the global dimensions of diversity as they relate to education This four volume reference work will be the definitive reference for diversity issues in education in the United States and the world

The Duality of Women Scholars of Color Beverly Irby, Gaëtane Jean-Marie, Cosette M. Grant, 2014-03-01 The seven chapters address long standing concerns from first hand perspectives regarding women of color faculty in the academy the marginalization of women of color scholars in the academy and the benefits of mentoring support Discussion of such are threaded throughout this book Mentoring has been a practice of leadership since Greek times and research has documented the advantages of mentoring Aligned with the authors espoused mentoring perspectives in this book is the coined concept of synergistic mentoring Accordingly Synergistic mentoring is defined as a mentor and mentee working together collaboratively to a generate a greater good for both b integrate diverse perspectives into the context and c construct together an otherwise unattainable goal attempted independently The authors of this book seek to enlighten dynamic and critical discussions by and about women of color in the academy Conceivably the most intriguing part of each chapter is the methodological approaches used to address race gender and social justice in the academy Qualitative methods dominate the chapters with effective use of personal narratives and the lived experiences of the participants The voices of those often ignored or forgotten are examined building on the legacy of women of color in the academy who paved the way for this generation and future scholars of color Moreover the chapters presented herein challenge assumptions perspectives and beliefs about the significance of women of color scholars in the academy They are provocative and provide direction for future research that advance knowledge and understanding for a better society based on social justice equity and equal opportunity They also give voice to both the shared diverse and common experiences of this group of women scholars of color and provide useful

guidance and new perspectives on transforming the world's academics into more inclusive and equitable environments around the globe Thomas Hollenshead 2001 Ultimately outcomes from these collections of scholarly discourse may have important implications for effective policy and program practice that raise important questions about institutional commitments that advocate for the advancement of women of color in the academy **Taboo**, 2006 **Faculty Diversity** JoAnn Moody, 2004 JoAnn Moody shows majority campuses faculty and administrators how to dismantle the high barriers that block women and especially minorities from entry and advancement in the professoriate Good practices for improving recruitment evaluation mentorship and retention are offered **Academic Motherhood** Kelly Ward, Lisa Wolf-Wendel, 2012-08-31 Academic Motherhood tells the story of over one hundred women who are both professors and mothers and examines how they navigated their professional lives at different career stages Kelly Ward and Lisa Wolf Wendel base their findings on a longitudinal study that asks how women faculty on the tenure track manage work and family in their early careers pre tenure when their children are young under the age of five and then again in mid career post tenure when their children are older The women studied work in a range of institutional settings research universities comprehensive universities liberal arts colleges and community colleges and in a variety of disciplines including the sciences the humanities and the social sciences Much of the existing literature on balancing work and family presents a pessimistic view and offers cautionary tales of what to avoid and how to avoid it In contrast the goal of Academic Motherhood is to help tenure track faculty and the institutions at which they are employed make it work Writing for administrators prospective and current faculty as well as scholars Ward and Wolf Wendel bring an element of hope and optimism to the topic of work and family in academe They provide insight and policy recommendations that support faculty with children and offer mechanisms for problem solving at personal departmental institutional and national levels [Encyclopedia of Diversity and Social Justice](#) Sherwood Thompson, 2014-12-18 The Encyclopedia of Diversity and Social Justice contains over 300 entries alphabetically arranged for straightforward and convenient use by scholars and general readers alike This reference is a comprehensive and systematic collection of designated entries that describe in detail important diversity and social justice themes Thompson assisted by a network of contributors and consultants provides a centralized source and convenient way to discover the modern meaning richness and significance of diversity and social justice language while offering a balanced viewpoint This book reveals the unique nature of the language of diversity and social justice and makes the connection between how this language influences negatively and positively institutions and society The terms have been carefully chosen in order to present the common usage of words and themes that dominate our daily conversations about these topics Entries range from original research to synopses of existing scholarship These discussions provide alternative views to popular doctrines and philosophical truths and include many of the most popular terms used in current conversations on the topic from ageism to xenophobia This reference covers cultural social and political vernacular to offer an historical perspective as well With

contributions from experts in various fields the entries consist of topics that represent a wider context among a diverse community of people from every walk of life **Learning from Academic Conferences** Celia Popovic, 2018-07-17 In *Learning from Academic Conferences* the editor combines research findings and practical advice aimed at ensuring organizers attendees and administrators get the most from academic conferences Contributors from the UK and Canada have pooled their experience and research findings to produce a guide in three parts Starting with a focus on participants moving onto presenters and finally addressing organizers the authors provide comprehensive advice Conferences are expensive in terms of time and resources this book will ensure that investment is put to best effect **Learning to Seek** James A. Dator, 2017-07-12 The accelerating technological transformation in learning has necessitated an ability to search and differentiate among the one billion web pages libraries databases books newspapers magazines radio and television stations and opinion columns available online This volume focuses on the normative challenges that the current technological transformation presents to all professionals engaged in higher education Part I concentrates on the current social and technological trends David Snyder presents an outline of technologies that have made open knowledge systems possible Majid Tehranian argues that the new technological environment has made learning to seek out information more possible than ever before Robert Fuller calls for an egalitarian rather than hierarchical approach to communication systems Harlan Cleveland proposes integrative learning broad thinking and globally aware citizenship through education for wisdom Part II focuses on problems of governance and finance in the new technological environment John Hinchcliff takes up the problem of values and argues for the maintenance of traditional altruistic rather than Promethean goals Karou Yamaguchi comes to the problem of the futures with the tools of system dynamics William Bergquist calls for a reorganization of higher education to meet the needs for creation transfer and inculcation of knowledge and skills Hamid Shirvani calls for the core values of transparency integrity open communication and dignitarian approach as the guideposts in educational leadership Walter Truett Anderson concludes by attempting to bring the complex technological social economic and political variables into a holistic approach for the management of higher education In 2005 at the Universities of the Future Conference participants were asked to envision the future of higher education Part III presents their visions **Mothers in Academia** Mari Castaneda, Kirsten Isgro, 2013-05-21 Featuring forthright testimonials by women who are or have been mothers as undergraduates graduate students academic staff administrators and professors *Mothers in Academia* intimately portrays the experiences of women at various stages of motherhood while theoretically and empirically considering the conditions of working motherhood as academic life has become more laborious As higher learning institutions have moved toward more corporate based models of teaching immense structural and cultural changes have transformed women's academic lives and by extension their families Hoping to push reform as well as build recognition and a sense of community this collection offers several potential solutions for integrating female scholars more wholly into academic life Essays also reveal the often stark

differences between women's encounters with the academy and the disparities among various ranks of women working in academia Contributors including many women of color call attention to tokenism scarce valuable networks and the persistent burden to prove academic credentials They also explore gendered parenting within the contexts of colonialism racism sexism ethnocentrism ageism and heterosexism

First-Generation Faculty of Color Tracy Lachica Buenavista, Dimpal Jain, María C. Ledesma, 2022-10-14 Through a comprehensive collection of personal narratives First Generation Faculty of Color Reflections on Research Teaching and Service is the first book to examine faculty diversity through the experiences of racially minoritized faculty who were also the first in their families to graduate college in the United States

Journal Keeping Dannelle D. Stevens, Joanne E. Cooper, 2023-07-03 By the authors of the acclaimed Introduction to Rubrics Major growth of interest in keeping journals or diaries for personal reflection and growth and as a teaching tool Will appeal to college faculty administrators and teachers One of the most powerful ways to learn reflect and make sense of our lives is through journal keeping This book presents the potential uses and benefits of journals for personal and professional development particularly for those in academic life and demonstrates journals potential to foster college students learning fluency and voice and creative thinking In professional life a journal helps to organize prioritize and address the many expectations of a faculty member's or administrator's roles Journals are effective for developing time management skills building problem solving skills fostering insight and decreasing stress Both writing and rereading journal entries allow the journal keeper to document thinking to track changes and review observations and to examine assumptions and so gain fresh perspectives and insights over past events The authors present the background to help readers make an informed decision about the value of journals and to determine whether journals will fit appropriately with their teaching objectives or help manage their personal and professional lives They offer insights and advice on selecting the format or formats and techniques most appropriate for the reader's purposes

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