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# Tenure Denied Cases Of Sex Discrimination In Academia

**JoAnn Moody**



## **Tenure Denied Cases Of Sex Discrimination In Academia:**

Tenure Denied American Association of University Women. Educational Foundation, 2004 Examines legal cases in which deserving female college professors who have not received tenure have sued on the grounds of sex discrimination Also highlights the inequality between male and female professors in America s universities **The Law of Higher Education, 2 Volume Set** William A. Kaplin, Barbara A. Lee, 2013-07-25 Make sure you have a copy on your bookshelf The Law of Higher Education Fifth Edition is the most up to date and comprehensive reference research source and practical legal guide for college and university administrators campus attorneys legal counsel and institutional researchers addressing all the major legal issues and regulatory developments in higher education In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Over 3 000 new cases related to higher education have been decided since the publication of the previous edition and scores of changes to higher education law are made each year Every section of the fifth edition contains new material including those related to Hate speech and free speech rights of faculty in public universities Sharing of research with international colleagues Intellectual property and peer to peer file sharing Student suicide Campus safety Police and administrators right to search students residence hall rooms Governmental support for religious institutions and religious autonomy rights of individual public institutions Collective bargaining and antidiscrimination laws Nondiscrimination and affirmative action in employment admissions and financial aid Family and Medical Leave Act and workers compensation FERPA Family Educational Rights and Privacy Act *The Law of Higher Education* William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-05 Your must have resource on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you re ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom If this book isn t on your shelf it needs to be The Law of Higher Education, A Comprehensive Guide to Legal Implications of Administrative Decision Making William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2019-04-01 Your must have resource

on the law of higher education Written by recognized experts in the field the latest edition of The Law of Higher Education Vol 1 offers college administrators legal counsel and researchers with the most up to date comprehensive coverage of the legal implications of administrative decision making In the increasingly litigious environment of higher education William A Kaplin and Barbara A Lee s clear cogent and contextualized legal guide proves more and more indispensable every year Two new authors Neal H Hutchens and Jacob H Rooksby have joined the Kaplin and Lee team to provide additional coverage of important developments in higher education law From hate speech to student suicide from intellectual property developments to issues involving FERPA this comprehensive resource helps ensure you re ready for anything that may come your way Includes new material since publication of the previous edition Covers Title IX developments and intellectual property Explores new protections for gay and transgender students and employees Delves into free speech rights of faculty and students in public universities Expands the discussion of faculty academic freedom student academic freedom and institutional academic freedom Part of a 2 volume set If this book isn t on your shelf it needs to be

**From Student to Professor** Carol A. Mullen, 2012-08-06 From Student to Professor is the doorway through which readers experience graduate school life from both sides of the lectern This guide not only discusses how students may adjust and succeed in graduate school it also prepares them to enter a career in academia Providing a broad perspective on the professoriate Mullen offers readers a visual map of the entire graduate school experience navigational prompts case studies anecdotes glossaries and updated resources in order to best understand vital issues that affect graduate students and professors learning productively within groups developing effective marketing and networking strategies creating successful student centered programs and establishing digital learning relationships in the academy

Rethinking Diversity Frameworks in Higher Education Edna Chun, Joe Feagin, 2019-07-12 With the goal of building more inclusive working learning and living environments in higher education this book seeks to reframe understandings of forms of everyday exclusion that affect members of nondominant groups on predominantly white college campuses The book contextualizes the need for a more robust analysis of persistent patterns of campus inequality by addressing key trends that have reshaped the landscape for diversity including rapid demographic change reduced public spending on higher education and a polarized political climate Specifically it offers a critique of contemporary analytical ideas such as micro aggressions and implicit and unconscious bias and underscores the impact of consequential discriminatory events or macro aggressions and racial and gender based inequalities macro inequities on members of nondominant groups The authors draw extensively upon interview studies and qualitative research findings to illustrate the reproduction of social inequality through behavioral and process based outcomes in the higher education environment They identify a more powerful systemic framework and conceptual vocabulary that can be used for meaningful change In addition the book highlights coping and resistance strategies that have regularly enabled members of nondominant groups to address deflect and counteract everyday forms of exclusion The book offers concrete approaches

concepts and tools that will enable higher education leaders to identify address and counteract persistent structural and behavioral barriers to inclusion As such it shares a series of practical recommendations that will assist presidents provosts executive officers boards of trustees faculty administrators diversity officers human resource leaders diversity taskforces and researchers as they seek to implement comprehensive strategies that result in sustained diversity change Women Scientists in America Margaret W. Rossiter,2012-04-02 With the thoroughness and resourcefulness that characterize the earlier volumes she recounts the rich history of the courageous and resolute women determined to realize their scientific ambitions The Trials of Academe Amy Gajda,2010-02-15 Once upon a time virtually no one in the academy thought to sue over campus disputes and if they dared judges bounced the case on grounds that it was no business of the courts Not so today As Amy Gajda shows in this witty yet troubling book litigation is now common on campus and perhaps even more commonly feared This book explores the origins and causes of the litigation trend its implications for academic freedom and what lawyers judges and academics themselves can do to limit the potential damage **Academic Motherhood in a Post Second Wave Context** Hallstein Lynn O'Brien,2012-04-01 Contributors detail what it means to be an academic mother and to think about academic motherhood while also exploring both the personal and specific institutional challenges academic women face the multifaceted strategies different academic women are implementing to manage those challenges and investigating different theoretical possibilities for how we think about academic motherhood **Biological, Social, and Organizational Components of Success for Women in Academic Science and Engineering** Institute of Medicine,National Academy of Engineering,National Academy of Sciences,Committee on Science, Engineering, and Public Policy,Committee on Maximizing the Potential of Women in Academic Science and Engineering,2006-12-08 During the last 40 years the number of women studying science and engineering S the role of organizational structures and institutional policy cross cutting issues of race and ethnicity key research needs and experimental paradigms and tools and the ramifications of their research for policy particularly for evaluating current and potential academic faculty Biological Social and Organizational Components of Success for Women in Academic Science and Engineering consists of three elements an introduction summaries of panel discussions including public comment sessions and poster abstracts **Beyond Bias and Barriers** Institute of Medicine,National Academy of Engineering,National Academy of Sciences,Committee on Science, Engineering, and Public Policy,Committee on Maximizing the Potential of Women in Academic Science and Engineering,2007-06-04 The United States economy relies on the productivity entrepreneurship and creativity of its people To maintain its scientific and engineering leadership amid increasing economic and educational globalization the United States must aggressively pursue the innovative capacity of all its people women and men However women face barriers to success in every field of science and engineering obstacles that deprive the country of an important source of talent Without a transformation of academic institutions to tackle such barriers the future vitality of the U S research base and economy are

in jeopardy Beyond Bias and Barriers explains that eliminating gender bias in academia requires immediate overarching reform including decisive action by university administrators professional societies federal funding agencies and foundations government agencies and Congress If implemented and coordinated across public private and government sectors the recommended actions will help to improve workplace environments for all employees while strengthening the foundations of America's competitiveness

Gender, Race, and Ethnicity in the Workplace Margaret Foegen Karsten, 2006-07-30 Despite tremendous strides that have led to increasing numbers of women and minorities entering the workplace and achieving positions of power and influence there is still much ground to be gained Blending theory and practice statistics and analysis this three volume set presents the latest research from the fields of management sociology psychology law and public policy to shed new light on the dynamics of gender and race ethnicity in the workplace The first volume details the corporate paths of women and minorities to date highlighting continuing challenges and gaps Volumes 2 and 3 tackle such complex issues as socialization and how it excludes women and minorities the impact of affirmative action decisions on practice and policy the fine line between office romance and sexual harassment and work life balance These volumes also showcase innovative practices in promoting diversity and leadership development Featuring contributions from such influential authors as Nancy Adler Gail Evans and Gary Powell this set presents a unique collection of perspectives on the dynamics of race ethnicity and gender in the workplace and considers how they both reflect and reinforce the culture at large Since women were first admitted to the Harvard Radcliffe business program in 1959 they have made remarkable progress in assuming leadership and management positions traditionally held by white men more recently African Asian Hispanic and Native American women and men have joined the professional realm in increasing numbers with profound implications for organizations Nevertheless the statistics still tell a discouraging story women make up nearly 50 percent of the workforce but only 16 percent of the corporate officer pool in America's 500 largest companies for every dollar a white man earns a black man earns 76 cents in a recent survey 70 percent of women cited lack of an influential mentor as a key obstacle to attaining business success The leading business experts assembled here consider what is behind these statistics and what can be done to change the culture that creates them Blending theory and practice statistics and analysis this three volume set presents the latest research from the fields of management sociology psychology law and public policy to shed new light on the dynamics of gender and race ethnicity in the workplace The first volume details the corporate paths of women and minorities to date highlighting continuing challenges and gaps Volumes 2 and 3 tackle such complex issues as socialization and how it excludes women and minorities the impact of affirmative action decisions on practice and policy the fine line between office romance and sexual harassment the depth of racial and gender stereotypes work life balance and unwritten codes of power and influence These volumes also showcase innovative practices in promoting diversity and leadership development Featuring contributions from such influential authors as Nancy Adler Gail Evans and Gary Powell this set

presents a unique collection of perspectives on the dynamics of race ethnicity and gender in the workplace and considers how they both reflect and reinforce the culture at large

**Challenges and Opportunities for Women in Higher Education Leadership** Schnackenberg, Heidi L., Simard, Denise A., 2018-12-07 This title is an IGI Global Core Reference for 2019 as it is one of the best selling reference books within the Education subject area in January 2019 providing trending and emerging research around how gender intersects with specific challenges issues and strategies within higher education Edited by prominent IGI Global editors from the State University of New York at Plattsburgh U S this publication is ideally designed for educators researchers academicians scholars policymakers educational administrators graduate level students and pre service teachers Challenges and Opportunities for Women in Higher Education Leadership is a pivotal reference source that provides vital research on the specific challenges issues strategies and solutions that are associated with diverse leadership in higher education While highlighting topics such as educational administration leader mentorship and professional promotion this publication explores evidence based professional practice for women in higher education who are currently in or are seeking positions of leadership as well as the methods of nurturing women in administrative positions This book is ideally designed for educators researchers academicians scholars policymakers educational administrators graduate level students and pre service teachers seeking current research on the state of educational leadership in regard to gender

**Faculty Diversity** JoAnn Moody, 2013-06-17 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 offers new insights strategies and caveats to the current state of faculty diversity This revised edition includes New strategies to prevent unintended cognitive bias and errors that damage faculty recruitment and retention Expanded discussion on the importance of different cultural contexts political and historical experiences inhabited and inherited by non immigrant faculty and students Increased testimonials and on the ground reflections from faculty administrators and leaders in higher education with new attention to medical and other professional schools Updated Appendix with Discussion Scenarios and Practice Exercises useful to search and evaluation committees department chairs deans faculty senates and diversity councils Expanded chapter on mentoring that dispels myths about informal mentoring and underlines essential components for formal programs Moody provides an essential reliable and eye opening guide for colleges medical and other professional schools that are frustrated in their efforts to diversify their faculty

**Handbook for Achieving Gender Equity Through Education** Susan S. Klein, Barbara Richardson, Dolores A. Grayson, Lynn H. Fox, Cheris Kramarae, Diane S. Pollard, Carol Anne Dwyer, 2014-05-22 First published in 1985 the Handbook for Achieving Gender Equity Through Education

quickly established itself as the essential reference work concerning gender equity in education This new expanded edition provides a 20 year retrospective of the field one that has the great advantage of documenting U S national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX the landmark federal law prohibiting sex discrimination in education equity programs and research Key features include Expertise Like its predecessor over 200 expert authors and reviewers provide accurate consensus research based information on the nature of gender equity challenges and what is needed to meet them at all levels of education Content Area Focus The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics science and engineering Global Diversity Focus Global gender equity is addressed in a separate chapter as well as in numerous other chapters The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans Latinas/os Asian and Pacific Island Americans American Indians gifted students students with disabilities and lesbian gay bisexual and transgender students Action Oriented All chapters contain practical recommendations for making education activities and outcomes more gender equitable A final chapter consolidates individual chapter recommendations for educators policymakers and researchers to achieve gender equity in and through education New Material Expanded from 25 to 31 chapters this new edition includes more emphasis on male gender equity and on sexuality issues special within population gender equity challenges race ability and disability etc coeducation and single sex education increased use of rigorous research strategies such as meta analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs technology and gender equity is now treated in three chapters women s and gender studies communication skills relating to English bilingual and foreign language learning and history and implementation of Title IX and other federal and state policies Since there is so much misleading information about gender equity and education this Handbook will be essential for anyone who wants accurate research based information on controversial gender equity issues journalists policy makers teachers Title IX coordinators equity trainers women s and gender study faculty students and parents

The Law of Higher Education, Student Version William A. Kaplin, Barbara A. Lee, Neal H. Hutchens, Jacob H. Rooksby, 2020-02-25 A single volume text that distills information for students Based on the sixth edition of Kaplin and Lee s indispensable guide to the law that bears on the conduct of higher education The Law of Higher Education Sixth Edition Student Version provides an up to date reference and guide for coursework in higher education law and programs preparing law students and higher education administrators for leadership roles This student edition discusses the most significant areas of the law for college and university attorneys and administrators Each chapter is introduced by a discussion of key terms and topics the students will encounter and the book includes materials from the full sixth edition that are most relevant to student interests and classroom instruction It also contains a crosswalk that keys sections of the Student Edition to counterpart sections of the two volume treatise Complements the full version Includes a glossary of legal terms and an



appendix on how to read legal material for students without legal training Discusses key terms in each chapter Concentrates on key topics students will need to know This is fundamental reading for law students preparing for careers in higher education law and for graduate students in higher education administration programs      **Academic Freedom** David M. Rabban, 2024-08-13 David Rabban provides the first comprehensive synthesis of the case law on academic freedom and the First Amendment at American universities Responding to the judicial decisions and drawing on the justification for academic freedom as a professional norm he develops a theory of academic freedom as a distinctive First Amendment right

Mothering by Degrees Jillian M. Duquaine-Watson, 2017-05-31 In *Mothering by Degrees* Jillian Duquaine Watson shows how single mothers pursuing college degrees must navigate a difficult course as they attempt to reconcile their identities as single moms college students and in many cases employees They also negotiate a balance between what they think a good mother should be and what society is telling them and how that affects their choices to go to college and whether to stay in college or not The first book length study to focus on the lives and experiences of single mothers who are college students *Mothering by Degrees* points out how these women are influenced by dominant American ideologies of motherhood and the institutional parameters of the schools they attend and argues for increased attention to the specific ways in which the choices challenges and opportunities available to mothers are shaped within their specific environments as well as the ways in which mothers help shape those environments      *NWSA Journal* , 2005      *The Law of Higher Education, 2 Volumes* William A. Kaplin, Barbara A. Lee, 2006-12-13 This fourth edition of the indispensable guide to the laws that bear on the conduct of higher education provides a revised and up to date reference research source and guide for administrators attorneys and researchers The book is also widely used as a text for graduate courses on higher education law in programs preparing higher education administrators for leadership roles This new edition includes new and expanded sections on laws related to religious issues alternative dispute resolution the college and its employees collective bargaining at religious and private colleges whistleblower and other employee protections personal liability of employees nondiscrimination and affirmative action in employment campus technology and computer networks disabilities student academic freedom freedom of speech and hate speech student organizations rights responsibilities and activities fees athletes rights USA patriot act and immigration status public institutions and zoning regulations regulation of research coverage of retaliatory and extraterritorial acts federal civil rights statutes

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