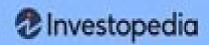


# **Glass Ceiling**

[ˈglas ˈsē-liŋ]

An invisible systemic barrier that prevents certain people from rising to senior-level positions within an organization.



## **Surveying The Glass Ceiling**

**Peter Holland** 

#### **Surveying The Glass Ceiling:**

**Surveying the Glass Ceiling** Louise Ellison,1999 This research investigates the progress being made by a group of 607 men and women surveyors through the surveying profession The experiences of a randomly selected group have been analyzed to identify the characteristics of their employing organizations A Glass Ceiling Survey Ann M. Morrison, Carol Tropp Schreiber, Karl F. Price, 1995 This handbook presents findings of a survey that asked human resources managers to identify current barriers preventing women and people of color from reaching senior management. The survey was sent to 902 human resources managers at various organizations A total of 304 surveys were returned a 34 percent response rate The managers gave support to the notion that the glass ceiling involves a variety of barriers that continue to exist to some extent in their organizations Overall barriers rated as most significant differed from those identified by managers in a previous study the Guidelines on Leadership Diversity or GOLD Project The data suggest that a number of managers did not see a strong connection between diversity and the health of their organizations. The two most common barriers included the preference of existing management to associate with people like themselves the discomfort factor and a lack of accountability In addition some diversity practices seemed to be most closely related to the two key barriers. The five practices that were more closely correlated with overall effectiveness at the management and executive levels included 1 progress in meeting diversity goals is included in performance evaluation 2 diversity considerations are included in promotion criteria and decisions 3 diversity considerations are included in management succession planning 4 competence in managing a diverse work force is considered in management succession planning and 5 selection criteria and decisions include diversity considerations. The most prevalent practices did not seem to represent the most promising solutions to the glass ceiling A recommendation is made to include progress toward diversity as part of the performance evaluation process The appendix contains survey questions and responses Contains 23 references LMI **Gender and Higher Education Management in** Times of Crisis Sarah Barnard, Angela Wroblewski, 2025-09-30 This edited book explores the role of higher education management during crises and analyses the responses and gendered consequences for women in particular Contributions adopt multidimensional multilevel and intersectional approaches to gender inequalities to better understand power relations as expressed through institutional and cultural change processes. The chapters explore the ways in which crises play out and the extent to which they undermine ratify or reconfigure gender relations in higher education Contributing authors from different geographical locations also reflect on how higher education management conceives of gender when responding to crisis as well as the consequences of a binary approach and related essentialism. The book will be of interest to students and researchers in the fields of higher education gender studies and organisation and management studies and higher education leadership and policy makers Feminist Measures in Survey Research Catherine E. Harnois, 2013 This title offers a new approach for bridging feminist theory and quantitative social science research Catherine E Harnois demonstrates how a

multiracial feminist perspective can inform virtually every aspect of the research process from survey design and statistical modelling to the frameworks used to interpret the results **Advanced Research Methods in the Built Environment** Andrew Knight, Les Ruddock, 2009-03-16 This book provides a bridge between the introductory research methods books and the discipline specific higher level texts Its unique feature is the coverage of the detailed process of research rather than the findings of research projects Chapter authors have been carefully selected by their expertise discipline and location to give an eclectic range of perspectives Particular care has been taken to balance positivist with interpretivist approaches throughout The authors focus is on the practical consequences of research philosophies strategies and techniques by using their own research and by evaluating the work of others Advanced Research Methods in the Built Environment addresses common topics raised by postgraduate level researchers rather than dealing with all aspects of the research process Issues covered range from the practicalities of producing a journal article to the role of theory in research The material brought together here provides a valuable resource for the training and development of doctoral and young researchers and will contribute to a new sense of shared methodological understanding across built environment research Career Advancement in Corporate Canada: A Focus on Visible Minorities ~ Survey Findings ,2007 International Survey of Family Law 2024 June Carbone, Robin Fretwell Wilson, 2024-12-02 The International Society of Family Law is an independent international and non political scholarly association dedicated to the study research and discussion of family law and related disciplines The Society's membership currently includes professors lecturers scholars teachers and researchers from more than 50 different countries offering a unique opportunity for networking within a truly international family law community The 2024 edition of the International Survey continues the celebration of the International Society of Family Law s ISFL fiftieth anniversary This second of two Jubilee editions begins with memorials to Professor Sanford Katz a giant in the field of family law adds reflections on the Society's history and contributions to the global development of family and includes retrospectives on 50 years of family law development on topics such as the marriage equality debate the International Convention on the Rights of the Child and the distinctive evolution of family law in Brazil given its colonial heritage China with its feudal origins France Italy and Portugal where the national developments have taken place in dialogue with the European Court of Human Rights Taiwan in light of the changing status of women and the United States in the context of a federal system that sometimes produces convergence and other times divergence among the fifty states The Second Jubilee edition also includes updates on recent developments starting with an assessment of the changing role of gender equality as a source of backlash as well as progress and continuing with chapters on the challenges in Poland in dealing with the large influx of Ukrainian refugees many of them minors in Trinidad and Tobago in implementing a right to education for migrant children and in Serbia in reconciling the decisions of the European Court of Human Rights and Serbian law in addressing LGBT rights The volume ends with chapters on fathers rights in the abortion context in South Africa the US

Supreme Court's failure to develop a comprehensive jurisprudence addressing children rights and the complexity of evaluating the current state of abortion regulations across the fifty American states About the Editors Robin Fretwell Wilson is the Mildred Van Voorhis Jones Chair in Law and founder and co director of Program in Family Law and Policy at the University of Illinois College of Law and Fulbright Scholar in Law and Sustainability NOVA School of Law Portugal June Carbone is Professor of Law and Robina Chair in Law Science and Technology at the University of Minnesota Law School **OECD Economic Surveys: Colombia 2013 Economic Assessment** OECD,2013-01-31 OECD s 2013 Economic USA Survey of Colombia examines recent economic developments policies and prospects as well as taking a more detailed look at inequality and productivity and growth Shakespeare Survey: Volume 66, Working with Shakespeare Peter Holland, 2013-11-07 Shakespeare Survey is a yearbook of Shakespeare studies and production Since 1948 the Survey has published the best international scholarship in English and many of its essays have become classics of Shakespeare criticism Each volume is devoted to a theme or play or group of plays each also contains a section of reviews of that year s textual and critical studies and of the year s major British performances The theme for Volume 66 is Working with Shakespeare and Tiffany Stern s essay has been selected by the Medieval and Renaissance Drama Society for its Barbara Palmer Martin Stevens award for best new essay in early drama studies 2014 The complete set of Survey volumes is also available online at http www cambridge org online shakespearesurvey This fully searchable resource enables users to browse by author essay and volume search by play theme and topic and save and bookmark their results **Report on the School Plant Survey** and the School Building Program for City of Reading, Berks County, Pennsylvania ... Pennsylvania. Dept. of Public Instruction. Bureau of school buildings, 1923

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