# CONTENTS

FOREWORD
Penny A. Pasque xi

ACKNOWLEDGMENTS xiv

INTRODUCTION
From People to Policies: Enduring Inequalities and Inequities for Women Academics
Kristine De Welde and Andi Stepnick 1

## PART ONE: THE STRUCTURE: BLOCKED ADVANCEMENT, MARGINALIZATION, AND RESOURCE INEQUALITIES 29

1. GLASS CEILINGS AND GATED COMMUNITIES IN HIGHER EDUCATION
Robert J. Hironimus-Wendt and Doreen A. Dedjoe 37

2. CHALLENGES OF RACE AND GENDER FOR BLACK WOMEN IN THE ACADEMY
Candice P. Baldwin and Monica D. Griffin 55

3. CONTINGENT APPOINTMENTS AND THE DIMINISHING VOICE, AGENCY, AND PROFESSIONALISM OF WOMEN
Cecile H. Sam and Adrianna Kesar 67

4. FACULTY GENDER INEQUITY AND THE "JUST SAY NO TO SERVICE" FAIRY TALE
Karen Pyke 83

CASE STUDY: LECTURER BARNES: LONG-TERM CONTINGENT FACULTY 96

## PART TWO: STRUCTURE MEETS CULTURE: WORK-FAMILY CONFLICTS 103

5. THE INFLUENCE OF DEPARTMENTAL CULTURE ON ACADEMIC PARENTS' PRO-WORK BEHAVIORS
Julie A. Knec, Shanyuan Fan, and Amy S. Wharton 113
<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Author(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.</td>
<td>ASSIMILATING TO THE NORM</td>
<td>Catherine Richards Solomon</td>
</tr>
<tr>
<td>7.</td>
<td>THE ELDERCARE CRISIS AND IMPLICATIONS FOR WOMEN FACULTY</td>
<td>Gretal Leibnitz and Briana Kesner Morrison</td>
</tr>
<tr>
<td>PART THREE: EXCLUSIONARY CULTURES: INTELLECTUAL AND IDENTITY INEQUALITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.</td>
<td>PERPETUATING INEQUALITY THROUGH THE CANONS OF DISCIPLINARY KNOWLEDGE</td>
<td>Barret Katuna</td>
</tr>
<tr>
<td>9.</td>
<td>CHARACTERISTICS AND PERCEPTIONS OF WOMEN OF COLOR FACULTY NATIONALLY</td>
<td>Corinne Castro</td>
</tr>
<tr>
<td>10.</td>
<td>WOMEN SOCIOLOGISTS AND THE QUESTION OF INCLUSION IN THE ACADEMY</td>
<td>Kristin Marsh</td>
</tr>
<tr>
<td>11.</td>
<td>NOT THE IDEAL PROFESSOR</td>
<td>Laura Hirshfield</td>
</tr>
<tr>
<td>12.</td>
<td>INTERSECTIONAL INVISIBILITY AND THE ACADEMIC WORK EXPERIENCES OF LESBIAN FACULTY</td>
<td>Diana Bilimoria and Abigail J. Stewart</td>
</tr>
<tr>
<td>PART FOUR: HOSTILE CLIMATES: HARASSMENT AND INCIVILITY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13.</td>
<td>GENDER DIFFERENCES IN FACULTY RESPONSES TO CONTRAPOWER HARASSMENT</td>
<td>Claudia Lampman</td>
</tr>
<tr>
<td>14.</td>
<td>CONFRONTING FACULTY HARASSMENT</td>
<td>Susan K. Gardner and Amy J. Reay</td>
</tr>
<tr>
<td>15.</td>
<td>WOMEN OF COLOR IN THE ACADEMY: FROM TRAUMA TO TRANSFORMATION</td>
<td>Molly Everett Davis, Haia Renay Scales</td>
</tr>
<tr>
<td>PART FIVE: TOOLS FOR CHANGE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16.</td>
<td>MULTIPLE PERSPECTIVES IN THE ACADEMY</td>
<td>Elizabeth J. Allan</td>
</tr>
<tr>
<td>17.</td>
<td>WITH SO MANY PROBLEMS: BUILDING A TOOLBOX FOR CHANGING THE ACAD</td>
<td>Abby L. Ferber</td>
</tr>
<tr>
<td>ONLINE RESOURCES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABOUT THE CONTRIBUTORS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>INDEX</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CONTENTS

14. CONFRONTING FACULTY INCIVILITY AND MOBBING
Susan K. Gardner and Amy Blackstone
253

15. WOMEN OF COLOR IN THE ACADEMY
From Trauma to Transformation
Molly Everett Davis, Halaevalu E. Ofahengaue Vakalahi, and Renay Scales
265

CASE STUDY: PROFESSOR SMITH: EARLY-CAREER MOBBING AND STUDENT HOSTILITIES
278

PART FIVE: TOOLS FOR CHANGING THE ACADEMY
287

16. MULTIPLE PERSPECTIVES FOR CREATING CHANGE IN THE ACADEMY
Elizabeth J. Allan
293

17. WITH SO MANY PROBLEMS, WHERE DO WE BEGIN?
Building a Toolbox for Change
Abby L. Ferber
303

CASE STUDIES OF RESISTANCE AND FEMINIST CHANGE
319

ONLINE RESOURCES
325

ABOUT THE CONTRIBUTORS
347

INDEX
351