

Institutional Mechanisms for Breaking the 'Glass Ceiling': Gender, Race, and Mid-Career Faculty

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Goal and Significance

GOAL: Develop specific mechanisms as best practices for recognition of the excellence of mid-career faculty (associate professors) in CLA

- Expect institutional mechanisms identified will lead to models of best practices that will be useful for CLA
- Will facilitate retention of faculty especially women and racial minority faculty.



Steps

- Fact Finding
 - Information on associates in CLA since 2014 (compiled data as in Univ data digests)
- Data
 - Gather information from other research I schools about the practices they have put in place to facilitate the recognition of mid-career faculty and measures taken to address climate related issues.
 - Conduct focus group discussions (FGD) with associate professors to capture variations in thinking of what may be best practices. FGD participants will be promised anonymity and confidentiality.
- Analysis
- Report

