



Are the Walls Really Down? 2007: Behavioral and Organizational Barriers to Faculty and Staff Diversity (Paperback)

By Aehe, Edna Breinig Chun, Alvin Evans

John Wiley and Sons Ltd, United Kingdom, 2007. Paperback. Condition: New. New. Language: English . Brand New Book. As higher education leaders seek to build and sustain a diverse workforce, the impact of subtle behavioral and organizational barriers hindering the success of women and minority faculty and administrators has been overlooked and is largely unrecognized. Written from a practitioner s standpoint, this book is designed to help campus leaders detect and address the informal and formal barriers that still inhibit the hiring, promotion, and retention of women and minorities. It presents a cross-disciplinary framework for understanding the impact of contemporary forms of subtle discrimination, including emerging research on the psychosocial stresses on minorities and women. This award-winning issue examines the paradox of affirmative action efforts that have not been successful in altering institutional demographics over the last quarter century and explores the relationship between affirmative action and diversity. The monograph proposes a progressive model for inclusion based on the dynamic conceptual model of reciprocal empowerment. From a practical perspective, the monograph discusses current best practices in the field of diversity strategic planning and assessment using examples drawn from public research universities to create a systemic and systematic approach toward diversity...



READ ONLINE
[7.17 MB]

Reviews

This pdf may be worth acquiring. It is definitely simplified but surprises inside the fifty percent of the pdf. I am pleased to let you know that this is the very best ebook we have read inside my own lifestyle and could be he finest publication for ever.

-- **Prof. Abe Satterfield IV**

This ebook is very gripping and exciting. It is one of the most amazing book we have study. Its been printed in an remarkably easy way and it is only after i finished reading this book through which really transformed me, affect the way i think.

-- **Camille Greenholt**