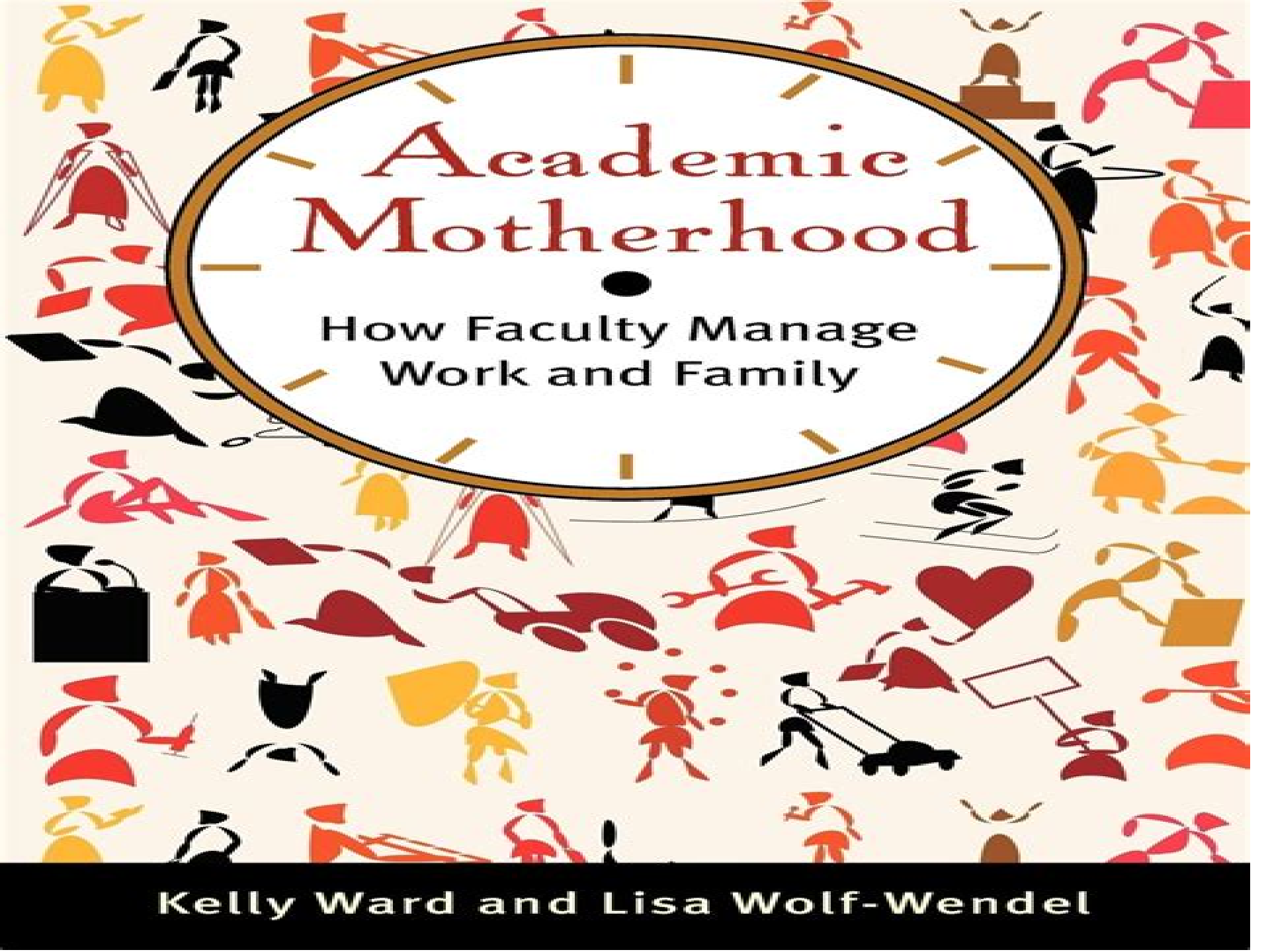




Academic Motherhood

How Faculty Manage
Work and Family

Kelly Ward and Lisa Wolf-Wendel

Academic Motherhood How Faculty Manage Work And Family

Sekile M. Nzinga



Academic Motherhood How Faculty Manage Work And Family:

Academic Motherhood Kelly Ward, Lisa Wolf-Wendel, 2012-08-31 *Academic Motherhood* tells the story of over one hundred women who are both professors and mothers and examines how they navigated their professional lives at different career stages Kelly Ward and Lisa Wolf-Wendel base their findings on a longitudinal study that asks how women faculty on the tenure track manage work and family in their early careers pre tenure when their children are young under the age of five and then again in mid career post tenure when their children are older The women studied work in a range of institutional settings research universities comprehensive universities liberal arts colleges and community colleges and in a variety of disciplines including the sciences the humanities and the social sciences Much of the existing literature on balancing work and family presents a pessimistic view and offers cautionary tales of what to avoid and how to avoid it In contrast the goal of *Academic Motherhood* is to help tenure track faculty and the institutions at which they are employed make it work Writing for administrators prospective and current faculty as well as scholars Ward and Wolf-Wendel bring an element of hope and optimism to the topic of work and family in academe They provide insight and policy recommendations that support faculty with children and offer mechanisms for problem solving at personal departmental institutional and national levels

Family-Friendly Policies and Practices in Academe Erin K. Anderson, Catherine Richards Solomon, 2015-04-16 This volume discusses why faculty and administrators of academe should care about implementing family friendly policies and practices as well as how they can advocate for policy changes In section one the book's focus is on empirical studies that demonstrate the need for innovative programs and policies for faculty at colleges and universities These pieces explore issues such as the value of work life programs for employee retention the need for a variety of family support policies including elder care and the influence of workplace culture on the use of existing policies Section two includes case studies of the process of formulating family friendly policies and their adoption at a variety of universities The subjects of these chapters include use of the Family and Medical Leave Act the enactment of a parental leave policy the development of a unique life cycle professorship program and strategies used to implement new policies The case study chapters provide descriptions of the identification of faculty and staff needs and the process of policy development as well as advice to faculty and administrators who seek to develop similar policies at their institutions

How Ideal Worker Norms Shape Work-Life for Different Constituent Groups in Higher Education Lisa Wolf-Wendel, Kelly Ward, Amanda M.

Kulp, 2017-01-10 Work and family concerns are increasingly on the radar of colleges and universities These concerns emerge out of workplace norms suggesting that for employees and students to be successful they must be ideal workers This volume explores work norms in higher education focusing on the ways that employees and students interpret and experience ideal worker expectations in light of family responsibilities Chapters address how the ideal worker norms vary for tenured and non-tenure track faculty administrators undergraduate and graduate students and offers recommendations for modifying work

norms to promote work family balance for all constituents This is the 176th volume of the Jossey Bass quarterly report series New Directions for Higher Education Addressed to presidents vice presidents deans and other higher education decision makers on all kinds of campuses it provides timely information and authoritative advice about major issues and administrative problems confronting every institution *Women and Leadership* Florence L. Denmark, Michele A. Paludi, 2018-04-26 This empowering volume presents current empirical findings and rich personal insights into the evolving challenges women face in attaining and thriving in leadership positions Contributors add new voices to emerging and familiar topics including leadership styles and traits growth and learning experiences within career paths mentoring and entrepreneurial aspects of leadership and workplace and societal resistance to women in roles of power Representative first person accounts shed significant light on real world double standards and double binds including the unique obstacles faced by minority women why the glass ceiling still exists and steps still needed to dismantle it Coverage also addresses related legal issues such as the ongoing fight against pay inequities and conflicts between the DeVos rules and Title IX regulations in the schools Included among the topics Turn ah ha moments into pivotal learning The important role of women in social entrepreneurship Focus group becomes support group women in educational leadership Issues confronting women leaders in academia the quest for equality Leadership means using the courts to demand equal enforcement of and protection for women s constitutional and civil rights Organizations concerned with women and leadership Whether one s interest is local or global scholars and students in courses on leadership career development and women s studies will find *Women and Leadership* inspiring and stimulating in myriad domains from research and business to politics and policy *Handbook of Research on Opening Pathways for Marginalized Individuals in Higher Education* Huffman, Stephanie P., Cunningham, Denise D., Shavers, Marjorie, Adamson, Reesha, 2022-06-24 In recent years gaps in college opportunities have contributed to diminished social mobility and are influenced by disparities in collegiate experiences An integral part of the mission of colleges and universities is to advance student achievement and prepare students for a global society by fostering educational excellence and ensuring equal access In order to provide equal educational opportunities further study on the best practices to create a diverse and welcoming campus community for all faculty and students is required The *Handbook of Research on Opening Pathways for Marginalized Individuals in Higher Education* examines specific case studies and stories from the field analyzes the research breadth for supporting the creation of policies to foster equitable educational access and studies higher education inclusive policies that promote leadership social justice and the health and well being of faculty and students The book also helps to alleviate and remedy issues of historical privilege with a lens on diversity and support through the creation of inclusive communities of equitable educational access Covering a range of topics such as social justice accessibility and healthy student interactions this reference work is ideal for academicians researchers scholars practitioners instructors and students *The Department Chair as Transformative Diversity Leader* Edna Chun, Alvin

Evans,2023-07-03 With the imminent demographic shifts in our society and the need to prepare students for citizenship in a global knowledge based society the role of the academic department chair in creating diverse and inclusive learning environments is arguably the most pivotal position in higher education today In the United States increasing minority student enrollment coupled with the emergence of a minority majority American nation by 2042 demands that academic institutions be responsive to these changing demographics The isolation of the ivory tower is no longer an option This is the first book to address the role of the department chair in diversity and addresses an unmet need by providing a research based systematic approach to diversity leadership in the academic department based upon survey findings and in person interviews The department chair represents the nexus between the faculty and the administration and is positioned uniquely to impact diversity progress Research indicates that more than 80 percent of academic decisions regarding appointment curriculum tenure and promotion classroom pedagogy and student outcomes are made by the department chair in consultation with the faculty This book examines the multidimensional contributions that chairs make in advancing diversity within their departments and institutions in the representation of diverse faculty and staff in tenure and promotion curricular change student learning outcomes and departmental climate The scope and content of the book is not limited to institutions in the United States but is applicable to academic institutions globally in their efforts to address the access and success of increasingly diverse student populations It addresses institutional power structures and the role of the dean in relation to the appointment of chairs and their impact on the success of chairs from non dominant groups including female minority and lesbian gay transgendered individuals who serve in predominantly white male departments Using qualitative and quantitative research methods the book analyzes predominant structural and behavioral barriers that can impede diversity progress within the academic department It then focuses upon the opportunities and challenges chairs face in their collaborative journey with faculty and administration toward inclusive departmental and institutional practices Each chapter provides concrete strategies that chairs can use to strengthen diversity in the academic department Addressed to department chairs deans faculty and administrative leaders in higher education in all Western societies facing demographic change and global challenges this book offers a critical road map to creating the successful academic institutions that will meet the needs of our changing populations

Narratives on Defining Moments for Women Leaders in Higher Education Schnackenberg,

Heidi L.,2024-10-15 In the intricate tapestry of life there exist moments in our lives that define us as individuals and as part of our communities To gain insights into what makes a great leader we can learn from those who have built the road before us A profound exploration of pivotal experiences that shape the personal and professional trajectories of women in academia will help pave the way for the leaders of the future Navigating the intersection of both personal and professional spheres the book Narratives on Defining Moments for Women Leaders in Higher Education delves into the profound impact of high impact moments in the lives of women in leadership roles Drawing on personal anecdotes and evidence based practices

readers gain insight into the strategies solutions and resilience cultivated by women leaders in colleges and universities From tales of perseverance and empowerment to reflections on reframing and reinvention each narrative offers a unique perspective on the journey of women in academia Lean Semesters Sekile M. Nzinga,2020-10-13 Addressing in depth the reality that women of color particularly Black women face compounded exploitation and economic inequality within the neoliberal university More Black women are graduating with advanced degrees than ever before Despite the fact that their educational and professional opportunities should be expanding highly educated Black women face strained and worsening economic material and labor conditions in graduate school and along their academic career trajectory Black women are less likely to be funded as graduate students are disproportionately hired as contingent faculty are trained and hired within undervalued disciplines and incur the highest levels of educational debt In Lean Semesters Sekile M Nzinga argues that the corporatized university long celebrated as a purveyor of progress and opportunity actually systematically indebts and disposes of Black women s bodies their intellectual contributions and their potential en masse Insisting that shifts in higher education must recognize such unjust dynamics as intrinsic not tangential to the operation of the neoliberal university Nzinga draws on candid interviews with thirty one Black women at various stages of their academic careers Their richly varied experiences reveal why underrepresented women of color are so vulnerable to the compounded forms of exploitation and inequity within the late capitalist terrain of this once revered social institution Amplifying the voices of promising and prophetic Black academic women by mapping the impact of the current of higher education on their lives the book s collective testimonies demand that we place value on these scholars intellectual labor untapped potential and humanity It also illuminates the ways past liberal feminist victories within academia have yet to become accessible to all women Informed by the work of scholars and labor activists who have interrogated the various forms of inequity produced and reproduced by institutions of higher education under neoliberalism Lean Semesters serves as a timely and accessible call to action

Research Handbook on Gender and Diversity in Sport Management Pirkko Markula,Annelies Knoppers,2024-01-18 This groundbreaking Research Handbook adeptly navigates how gender and diversity are addressed in sport management Offering insight into practices and processes that work to exclude certain groups and practices and favour others it highlights how gendered ways of organizing sport are experienced and may be sustained disrupted and challenged **Grad School Life** Jacqueline M. Kory-Westlund,2024-04-02 Grad school isn t easy It s even less easy when you re also managing a second job a family or depression or when you are a first generation student or if you come from an underrepresented group or a lower socioeconomic status background Grad students are overworked overstressed and over it Most grad school advice books focus on the professional side finding funding managing research and teaching and applying for academic jobs But students today face a difficult job market Only a handful will obtain coveted tenure track professorships so they need alternative career prep Plus grad school is only one part of your life And with an average age of 33 years today s students are

juggling far more than school That's where this book comes in It will help you keep up a personal life make the most of your time and prepare for your career whether in academia or beyond This pragmatic book explains how to persevere through the grad school long haul covering challenges both on and off campus It shares candid specific advice on personal finances mental health setting your own learning and career goals maintaining friendships and relationships and more Peppy sensible and smart Grad School Life points out the pitfalls of academia and helps you build the life you want With fresh insights concrete suggestions and exercises and helpful lists of resources this book gives grad students a new roadmap for not only surviving but thriving both in school and in the real world

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Table of Contents Academic Motherhood How Faculty Manage Work And Family

1. Understanding the eBook Academic Motherhood How Faculty Manage Work And Family
 - The Rise of Digital Reading Academic Motherhood How Faculty Manage Work And Family
 - Advantages of eBooks Over Traditional Books
2. Identifying Academic Motherhood How Faculty Manage Work And Family
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Academic Motherhood How Faculty Manage Work And Family
 - User-Friendly Interface
4. Exploring eBook Recommendations from Academic Motherhood How Faculty Manage Work And Family

- Personalized Recommendations
- Academic Motherhood How Faculty Manage Work And Family User Reviews and Ratings
- Academic Motherhood How Faculty Manage Work And Family and Bestseller Lists
- 5. Accessing Academic Motherhood How Faculty Manage Work And Family Free and Paid eBooks
 - Academic Motherhood How Faculty Manage Work And Family Public Domain eBooks
 - Academic Motherhood How Faculty Manage Work And Family eBook Subscription Services
 - Academic Motherhood How Faculty Manage Work And Family Budget-Friendly Options
- 6. Navigating Academic Motherhood How Faculty Manage Work And Family eBook Formats
 - ePub, PDF, MOBI, and More
 - Academic Motherhood How Faculty Manage Work And Family Compatibility with Devices
 - Academic Motherhood How Faculty Manage Work And Family Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Academic Motherhood How Faculty Manage Work And Family
 - Highlighting and Note-Taking Academic Motherhood How Faculty Manage Work And Family
 - Interactive Elements Academic Motherhood How Faculty Manage Work And Family
- 8. Staying Engaged with Academic Motherhood How Faculty Manage Work And Family
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Academic Motherhood How Faculty Manage Work And Family
- 9. Balancing eBooks and Physical Books Academic Motherhood How Faculty Manage Work And Family
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Academic Motherhood How Faculty Manage Work And Family
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Academic Motherhood How Faculty Manage Work And Family
 - Setting Reading Goals Academic Motherhood How Faculty Manage Work And Family
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Academic Motherhood How Faculty Manage Work And Family

- Fact-Checking eBook Content of Academic Motherhood How Faculty Manage Work And Family
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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