

Dr. Gina Scutelnicu, Public Administration

Managing Gender Inequality in the Academia: A Guide for Faculty and Administrators in Public Affairs Programs

Gender inequity in academia is a topic that has received sustained attention in the last decade. Gender differences can be found in faculty representation by academic rank, faculty salary, career length, job security, professional recognition, resource allocation, and role stereotypes. The proposed book aims to provide a comprehensive guide to assist public affairs faculty and administrators in narrowing the academic gender gap by examining the context and variation of academic careers among public affairs faculty, and by explaining the persistence of gender inequity in academia through evidence-based research derived from interviews, surveys, existing statistics and documents. In trying to offer a comprehensive perspective of gender inequity in the public affairs discipline, the book focuses on the following topics: an overview of gender inequity in the academy, faculty career paths, the tenure process, promotion to Full Professor, women in administrative roles, women in non-tenure stream positions, obstacles to advancement of academic women, the impact of COVID-19 on the careers of academic women, and the importance of gender equity in the academy. The purpose of this book is to provide an evidence-based guide that university administrators and faculty could use to build gender equity in public affairs and closely-related discipline programs.