

References on Academic Climate

- Aguirre Jr, A. (2000). Women and Minority Faculty in the Academic Workplace: Recruitment, Retention, and Academic Culture. ASHE-ERIC Higher Education Report, Volume 27, Number 6. *Jossey-Bass Higher and Adult Education Series*. Jossey-Bass, 350 Sansome St., San Francisco, CA 94104-1342.
<https://eric.ed.gov/?id=ED447752>
- Antonio, A. L. (2002). Faculty of color reconsidered: Reassessing contributions to scholarship. *The Journal of Higher Education*, 73(5), 582-602.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.2002.11777169?journalCode=uhej20>
- Bilimoria, D., & Stewart, A. J. (2009). "Don't ask, don't tell": The academic climate for lesbian, gay, bisexual, and transgender faculty in science and engineering. *NWSA Journal*, 85-103.
<https://muse.jhu.edu/article/316151/summary>
- Britton, D. M. (2017). Beyond the chilly climate: The salience of gender in women's academic careers. *Gender & Society*, 31(1), 5-27.
<http://journals.sagepub.com/doi/pdf/10.1177/0891243216681494>
- Callister, R.R. (2006). The Impact of Gender and Department Climate on Job Satisfaction and Intentions to Quit for Faculty in Science and Engineering Fields. 31(3), 367-375.
<https://link.springer.com/article/10.1007/s10961-006-7208-y>
- Campbell, C. M., & O'Meara, K. (2014). Faculty agency: Departmental contexts that matter in faculty careers. *Research in Higher Education*, 55(1), 49-74.
<https://static1.squarespace.com/static/52aa1677e4b069d1317f42d0/t/5a00c8fe71c10b37221fa569/1510000894719/Campbell+OMeara+%282014%29+Faculty+Agency.pdf>
- Daly, C. J., & Dee, J. R. (2006). Greener pastures: Faculty turnover intent in urban public universities. *The Journal of Higher Education*, 77(5), 776-803.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.2006.11778944?journalCode=uhej20>
- Edwards, W. J., & Ross, H. H. (2018). What are they saying? Black faculty at predominantly white institutions of higher education. *Journal of Human Behavior in the Social Environment*, 28(2), 142-161.
<https://www.tandfonline.com/doi/abs/10.1080/10911359.2017.1391731>
- Handelsman, J., Cantor, N., Carnes, M., Denton, D., Fine, E., Grosz, B., & Sheridan, J. (2005). More women in science. *Science*, 309(5738), 1190-1191.
<http://science.sciencemag.org/content/309/5738/1190>
- Hagedorn, L. S. (2000). Conceptualizing faculty job satisfaction: Components, theories, and outcomes. *New directions for institutional research*, 2000(105). 5-20.
<https://onlinelibrary.wiley.com/doi/abs/10.1002/ir.10501>

- Jayakumar, U. M., Howard, T. C., Allen, W. R., & Han, J. C. (2009). Racial privilege in the professoriate: An exploration of campus climate, retention, and satisfaction. *The Journal of Higher Education*, 80(5), 538-563.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.2009.11779031?journalCode=uhej20>
- Johnsrud, L. K. (1996). Maintaining morale: A guide to assessing the morale of midlevel administrators and faculty. College and University Personnel Association, 1233 20th St., NW, Suite 301, Washington, DC 20036-1250.
<https://eric.ed.gov/?id=ED399908>
- Johnsrud, L. K., & Rosser, V. J. (2002). Faculty members' morale and their intention to leave: A multilevel explanation. *The Journal of Higher Education*, 73(4), 518-542.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.2002.11777162?journalCode=uhej20>
- Kerlin, S. P., & Dunlap, D. M. (1993). For richer, for poorer: Faculty morale in periods of austerity and retrenchment. *The Journal of Higher Education*, 64(3), 348-377.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.1993.11778435?journalCode=uhej20>
- LaSala, M. C., Jenkins, D. A., Wheeler, D. P., & Fredriksen-Goldsen, K. I. (2008). LGBT faculty, research, and researchers: Risks and rewards. *Journal of Gay & Lesbian Social Services*, 20(3), 253-267.
<http://doi.org/10.1080/10538720802235351>
- Lawrence, J. H., Celis, S., & Ott, M. (2014). Is the tenure process fair? What faculty think. *The Journal of Higher Education*, 85(2), 155-192.
<https://www.tandfonline.com/doi/abs/10.1080/00221546.2014.11777323>
- Liddle, B. J., Luzzo, D. A., Hauenstein, A. L., & Schuck, K. (2004). Construction and validation of the lesbian, gay, bisexual, and transgendered climate inventory. *Journal of Career Assessment*, 12(1), 33-50.
<http://journals.sagepub.com/doi/abs/10.1177/1069072703257722>
- Lindholm, J. A. (2004). The role of faculty in college students' spirituality. *Journal of College and Character*, 5(3).
<https://www.tandfonline.com/doi/pdf/10.2202/1940-1639.1379>
- Magner, D. K. (1999). The graying professoriate. *Chronicle of Higher Education*, 46 (2), A18-21.
<https://www.chronicle.com/article/The-Graying-Professoriate/27612>
- Maranto, C. L., & Griffin, A. E. (2010). The antecedents of a 'chilly climate' for women faculty in higher education. *Human Relations*, 64(2), 139-159.
<http://journals.sagepub.com/doi/abs/10.1177/0018726710377932>
- Mellow, G. O., Slyck, P. V., & Eynon, B. (2003). The face of the future. *Change: The Magazine of Higher Learning*, 35(2), 10-17.
<https://www.tandfonline.com/doi/abs/10.1080/00091380309604088>

- Monk-Turner, E., & Fogerty, R. (2010). Chilly environments, stratification, and productivity differences. *The American Sociologist*, 41(1), 3-18.
<https://link.springer.com/article/10.1007/s12108-009-9083-0>
- Niemeier, D. A., & Gonzalez, C. (2004). Breaking into the Guildmasters' Club: What we know about women science and engineering department chairs at AAU universities. *NWSA Journal*, 16(1), 157-171.
https://www.jstor.org/stable/4317039?seq=1#page_scan_tab_contents
- Patridge, E. V., Barthelemy, R. S., & Rankin, S. R. (2014). Factors impacting the academic climate for LGBTQ STEM faculty. *Journal of Women and Minorities in Science and Engineering*, 20(1).
<http://www.dl.begellhouse.com/journals/00551c876cc2f027,761a7b37493b2d86,6fe4cda94f55abdf.html>
- Piercy, F., Giddings, V., Allen, K., Dixon, B., Meszaros, P., & Joest, K. (2005). Improving campus climate to support faculty diversity and retention: A pilot program for new faculty. *Innovative Higher Education*, 30(1), 53-66.
<https://link.springer.com/article/10.1007/s10755-005-3297-z>
- Plata, M. (1996). Retaining ethnic minority faculty at institutions of higher education. *Journal of Instructional Psychology*, 23(3), 221.
<https://search.proquest.com/docview/1416363016?pq-origsite=gscholar>
- Riffle, R., Schneider, T., Hillard, A., Polander, E., Jackson, S., DesAutels, P., & Wheatly, M. (2013). A mixed methods study of gender, STEM department climate, and workplace outcomes. *Journal of Women and Minorities in Science and Engineering*, 19(3).
<http://www.dl.begellhouse.com/journals/00551c876cc2f027,227df84537ba0187,1d17ad2d26152072.html>
- Rosser, V. J. (2004). Faculty members' intentions to leave: A national study on their worklife and satisfaction. *Research in higher education*, 45(3), 285-309.
<https://link.springer.com/article/10.1023/B:RIHE.0000019591.74425.f1>
- Russ, T., Simonds, C., & Hunt, S. (2002). Coming out in the classroom...an occupational hazard?: The influence of sexual orientation on teacher credibility and perceived student learning. *Communication Education*, 51(3), 311-324.
<https://www.tandfonline.com/doi/abs/10.1080/03634520216516>
- Settles, I. H., Cortina, L. M., Malley, J., & Stewart, A. J. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly*, 30(1), 47-58.
<http://journals.sagepub.com/doi/abs/10.1111/j.1471-6402.2006.00261.x>
- Sheridan, J., Savoy, J. N., Kaatz, A., Lee, Y. G., Filut, A., & Carnes, M. (2017). Write more articles, get more grants: the impact of department climate on faculty research productivity. *Journal of Women's Health*, 26(5), 587-596.
<https://www.liebertpub.com/doi/abs/10.1089/jwh.2016.6022>

- Skachkova, P. (2007). Academic careers of immigrant women professors in the US. *Higher Education*, 53(6), 697-738.
<https://link.springer.com/article/10.1007/s10734-005-1976-4>
- Sonnert, G. (1995). Gender equity in science: Still an elusive goal. *Issues in Science and Technology*, 12(2), 53–58.
https://www.jstor.org/stable/43311511?seq=1#metadata_info_tab_contents
- Stanley, C. A. (2006). Coloring the Academic Landscape: Faculty of Color Breaking the Silence in Predominantly White Colleges and Universities. *American Educational Research Journal*, 43(4), 701–736.
<http://journals.sagepub.com/doi/abs/10.3102/00028312043004701>
- Sue, D. W. (2010). Microaggressions: More than just race. *Psychology Today*, 17.
<https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race>
- Sue, D. W., Lin, A. I., Torino, G. C., Capodilupo, C. M., & Rivera, D. P. (2009). Racial microaggressions and difficult dialogues on race in the classroom. *Cultural Diversity and Ethnic Minority Psychology*, 15(2), 183.
<http://psycnet.apa.org/fulltext/2009-05145-010.html>
- Tack, M. W., & Patitu, C. L. (1992). Faculty Job Satisfaction: Women and Minorities in Peril. ASHE-ERIC Higher Education Report No. 4, 1992. Publications Department, ASHE-ERIC Higher Education Reports, The George Washington University.
<https://eric.ed.gov/?id=ED353885>
- Turner, C. S. V. (2000). New faces, new knowledge. *Academe*, 86, 34–38.
<https://search.proquest.com/docview/232315068?pq-origsite=gscholar>
- University of Wisconsin-Madison. Summer, 2002. Climate Definition. *Committee on Women in the University's Work Group on Climate*.
<http://www.provost.wisc.edu/climate/what.html>