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Bonus Bibliography for *Picture a Professor*

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**Systemic Inequities in Academia: An Introductory Bibliography**

In my Introduction to *Picture a* Professor: Interrupting Biases about Faculty and Increasing Student Learning, I wrote that systemic inequities abound in academia:

Ableism, sexism, ageism, racism, homophobia and heterosexism, transphobia, classism, and other systemic inequities are baked into all aspects of academia—inequities that are further exacerbated by higher education’s exploitative contingent and non-tenure-track employment practices. A wide range of scholarly books and articles, research studies, memoirs, and social media extensively documents these inequities.[[1]](#footnote-1)

There is truly an overwhelming amount of research demonstrating the pervasiveness of discrimination and intersectional exclusion facing women and all instructors from historically marginalized populations. The following bibliography is therefore by no means a comprehensive account of this vast field but rather a representative sample of compelling scholarly research, published since 2010, which examines systemic inequities in academia.

I’ve organized these works into three sections. Part One, “Disparate Teaching Realities,” offers examples of work documenting how discrimination and biases impact faculty in the college classroom setting, including how subject matter may influence student biases. The title of this section, and the second section, is an adaption of a term used by sociologist Roxanna Harlow, who describes the “disparate realities” of college teaching.[[2]](#footnote-2) I should note that this first section does not address student evaluations of teaching (SET), specifically but to read more on that topic, including citations from the abundant research on SET, please see my bonus open-access *Picture a Professor* chapter, “Figuring Out Student Feedback on Teaching: Strategies for Reducing Potential Personal and Professional Harm to Faculty,” available as a PDF at https://pictureaprofessor.com

Part Two, “Disparate Academic Realities,” is a list of some of the many articles and books published since 2010 that examine and document how systemic inequities and biases impact the professional lives of white women academics and all scholars from historically marginalized populations. Much of this work approaches the issue through an intersectional lens as well, such as how women faculty of color face multiple, interconnecting biases.

Part Three, “Advice, Inspiration, and Calls for Change,” is a short list of some of the many books and articles providing readers with practical professional advice and some personal scholarly narratives about navigating systemic inequities in academic settings. This section also includes a representative selection of works that call for systemic change at the policy, program, and university level.

Of course there is a fair amount of overlap in these three categories and, again, this is only an introductory bibliography, not a comprehensive one. I hope that it can serve as a starting point when we’re working to raise awareness of systemic inequities in academia, perhaps especially with colleagues and administrators who erroneously assume a “level playing field” when it comes to teaching in higher education. A list of scholarly citations is not a bag of magic beans and it won’t immediately transform a clueless member of the tenure review committee into someone who thoroughly understands the intersectional, systemic inequities of higher education that every instructor and scholar who doesn’t “look like” a professor must traverse. But I’m a citations nerd and that I believe that there is real power in showing exactly how extensively, minutely, a subject has been researched. I hope my introductory bibliography adds value in this way to *Picture a Professor*.

**PART ONE: DISAPARTE TEACHING REALITIES**

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**PART THREE: ADVICE, INSPIRATION AND CALLS FOR CHANGE**

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