





This table captures the increasing barriers at each level of the academic ladder. The final





## *Methodology*



“elements.” The implications for individual faculty are clear – they have little guidance in what it takes to be promoted and little recourse if they are denied.

The second theme is that where requirements do appe







*assistant professors....? The numbers are increasing. So you think it's a pipeline issue?*

Right, it's in the pipeline. (Maggie, full professor).

work/family balance became absolutely central. Some





said “OK, I’ll stay home more” (crying, now pushing

To the extent that building a reputation remains th



and promotion policies are the least of their probl



