



When «Minorities are Strongly Encouraged to Apply»: Diversity and Affirmative Action in Higher Education. With a Foreword by Christine Sleeter

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Each year, graduates of Ph.D. programs and faculty across the country prepare to enter positions at universities across the country. Included in many job announcements is the phrase «Minorities are strongly encouraged to apply.» In this phrase, the question for many individuals is, «Who/what is considered a minority?» In most cases, the term «minority» only means people of color. This book highlights the experiences of various minority doctoral students pursuing Ph.D.s and junior faculty members across the country who have successfully navigated the academy by securing employment, tenure, and promotion despite the hurdles that cause many to avoid or leave academia altogether. This book will help administrators and faculty face the challenge of recruiting and retaining minority students and faculty as they complete their Ph.D.s and gain tenure.

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