Index

Note: Page numbers followed by "*n*" indicate notes.

Academia, 60, 133
  bullying in, 76–78
  neoliberal management in, 334–335
  workplace bullying in, 81–82
Academic "bullying", 236 (*see also* Workplace bullying)
  policy action to reduce academic bullying at University of Wisconsin-Madison, 237–240
  targets, 237
Academic androcentrism and hierarchies, 218–220
Academic bullying, 81
Academic capitalism, 349
Academic engineering, 295–297
Academic leaders and research managers, recommendations for, 429–431
Academic staff, 247, 252
Academic Staff Executive Committee, 242*n*3
Affirmative Action (AA), 6
Age, 77, 345
  and perceived position of power, 346–347
  and recognition, 346
Alignment of management and follow-up processes, 373
American National Science Foundation (NSF), 369
Androcentric hierarchies, 226
Androcentrism, 218–220
Anglo-Saxon system, 395
Anti-discrimination program, 427–428
Antibullying policy, 333
Associated silence, 227
Attribution theory, 293–295
#Aufschrei, 209

Behavioral inventory measures, 132
Behavioral item approach, 136
Behavioralist approach, 79
Behavioural experience method, 336
Binary logistic model, comparison of linear model with, 204
Binary logistic regression equations, 77, 95–96, 147
Biology and Medicine Section (BMS), 85
Bonferroni procedure, 97*n*13
Bullying, 37, 76, 149–154, 236, 255, 333
  in academia, 76–78
  behaviors, 236–237
  context, 90–91
  data, 91
  descriptive statistics for bullying regression model, 171–175
  gender and measurement gap in surveys on, 134–136
  interpretation, 112–116
  limitations, 119–120
  literature review, 78–90
  methods, 95
  non-scientific employees, 108–112
  non-scientific employees and categorial predictors, 88–90
  parameter estimates of regression for self-ascription to, 179–192
  practical implications, 118–119
  research approach, 91–95

research opportunities, 120
results, 96–97
scientific employees, 97–108
scientific employees and categorial predictors, 82–88
theoretical contributions, 117–118
variables, 91–95
Bureaucratic hurdles, 39
"Bureaucratization" of research administration, 439

Campus study, 20
Care, 337
Change management, 373
Chemistry, Physics and Technology Section (CPTS), 85
Class, 343
and metaphors, 345
and structural environment, 344–345
struggle, 351–352
and use of language, 343–344
Climate change, 366
Climate for inclusion, 12
Climate surveys, 242, 245
Clinical sociology, 340–342
Cluster of Excellence (CoE), 370, 374–376
perceiving diversity at CoE at technical university in Germany, 376–382
Cohen's *d*, 48
Collaborative on Academic Careers in Higher Education (COACHE), 237
Comparative studies, 9
Conscious victim blaming, 132
Context-sensitivity, 40
Contrapower harassment, 61
Corporal involvement, 354–355
"Corporatization" of research administration, 439
Cost-benefit analyses, 61
Covid-19 pandemic, 10
Critical sexism, 217
Cronbach's alpha of outcome variables, 70
Cultural context conditions of academia for diversity and discrimination, 21–22
Cultural fitting, 39
Customer service, 14

Demographic characteristics, 300–301
Dependent variable, 298–299
Descriptive statistics, 70
Deutsche Forschungsgemeinschaft (DFG), 369
Deutscher Akademischer Austauschdienst (DAAD), 395
Deutsches Zentrum für Hochschul-und Wissenschaftsforschung (DZHW), 395
Difference of difference tests, 151*n*15
Differences of differences, 95
Disciplinary culture, 404–405
Discrimination, 7, 80, 367–369, 435
through a national and organizational lens, 8–13
approaches to studying, 7–8
conceptual understanding, 5–6
experiences, 437–438
levels of analysis, 7–8
processes, 431–433
recommendations for designing discrimination reduction program, 423–429
in research organizations, 4, 20–21
risk factors, 13–19
Discriminatory practices, 5
Diverse teams, 3
Diversity, 7, 429
through a national and organizational lens, 8–13
approaches to studying, 7–8
beliefs, 377
climate, 12
conceptual understanding, 6–7
and inclusion charter, 333

levels of analysis, 7–8
mindset, 377
positive effects, 4
research, 7
Diversity management, 366–367
CoE, 374–376
discrimination and organizational culture, 367–369
implications, 386–388
perceived importance of diversity and impact of leadership style, 385–386
perceiving diversity at CoE at technical university in Germany, 376–382
prevailing system-theoretic diversity models, 371–374
in research organizations, 369–370
results, 382–386
system-theoretical approach, 370–376
Double barreled question, 142–143*n*7

Early career researchers, 77*n*1
Economization of social, 226
Education, 373
Ehrenmord (honor killing), 211
Empirical studies, 41
Employee Assistance office, 237
Engineering
culture, 305
and gender egalitarianism, 296
and gender essentialism, 295–296
and meritocracy, 296–297
Envy and place struggle, 350–351
Equal Employment Opportunity (EEO), 6
Equal Employment Opportunity Commission (EEOC), 13–14
Estimated marginal means, 95
Ethnic stereotypes, 40
Ethnicity in workplace bullying, 86
European Charter for Researchers, 34–36
European Union (EU), 34, 370
European University Association, work and objectives of, 34
Excellence Initiative, 224
External-consumeral subsystems, 372
External-instrumental subsystems, 372

Faculty, 238*n*1
Familiendrama (family drama), 211
Family responsibilities discrimination (FRD), 313
Family situation, 410–411
Female researchers, 261
Female-friendly workplaces, 264
Five-stage hierarchical regression model, 207
Fixed-Term Research Contracts Act, 395
Flow heater system, 62
Fraunhofer Society, 90

Gaslighting, 133
Gate keepers, 398
Gender, 35*n*2, 41, 82, 132, 347, 394
case of Max Planck Society, 139–140
conflicts, 84
current state of research, 132–134
data, 140–141
directions for research, 166–167
egalitarianism, 83–84
essentialist beliefs, 299
gap, 41
gender-based discrimination, 8
gender-based violence, 209
gender-equality policies, 218
gendered violence and fantasy scene, 349
indirect effects, 82–83
interpretation, 158–160
limitations, 165–166
literature review, 134–139
and measurement gap in surveys on bullying and sexual discrimination, 134–136
methods, 147–149
monitoring, 423

practical implications, 164–165
research approach, 140–146
results, 149–161
robustness, 161
social relations of gender and gendered social representations, 348–349
stereotypes, 264
theoretical implications, 162–164
variables, 141–146
Gender beliefs, 291, 299
attribution theory, 293–295
data and methods, 297–298
measures, 298–301
relevance of personal beliefs, 292–293
results, 302–309
Gender differences
academic ranks, 263
analysis results, 268–276
data and analytical methods, 265–268
factors influencing scientific achievement of researchers, 269–276
limitation, 278
in scientific achievement, 268
in social sciences, 262
Gender egalitarianism, 293
beliefs, 299
engineering and, 296
and sexual harassment, 294
Gender equality, 260
plans, 19
Gender Equality Audit and Monitoring tool (GEAM tool), 425*n*3
Gender essentialism, 293
engineering and, 295–296
and sexual harassment, 294
Gender Essentialism Scale (GES), 299
Gender Shift, 366
Gendered culture, 295–297
General Equal Treatment Act (*Allgemeines Gleichbehandlungsgesetz*), 220
German academia, 396
German academic and cultural context, 395–396
German Cluster of Excellence, 21
German higher education, 209
German higher-education system, 218
German Max Planck Society (MPG), 35, 42–43, 54, 58, 61
German Research Foundation (DFG), 374
German Universities, 213
academic androcentrism and hierarchies, 218–220
enlightened organization, 216–218
handling of problem, 220–222
neoliberal university, 222–226
normalization of sexual harassment, 226–227
prevalence of sexual harassment at, 213–214
sexual harassment and assault at, 213–227
survey, 214–216
Germanic Europe, 84
Germany, perceptions of sexual harassment in, 210–212
Globe project, 84
GLOBE study, 10
Governance policies, 332
Group climate, 50–52
parameter estimates of, 71–72

Harassment, 236, 336
Harnack principle, 139
Harnack Principle, 43
Hegemony, 378
Helmholtz Association, 90
Hierarchical linear regressions, 133
Hierarchical regression models, 147
Hierarchies, 210, 218–220
High-value employees, 14
Higher education institutions, 334
Homosocial reproduction theory, 387
"Horizon Europe" research framework program, 4

Horizon European framework program, 19
Hostile and intimidating behavior (HIB), 238–239, 250*n*5
  accessible resources, 239
  analytic framework, 242–244
  best practices, 239
  data sources, 240–242
  lessons learned and future directions, 254–256
  limitations, 253–256
  new procedures for reporting, 239
  results, 244–253
  timeline for HIB policy and measurement, 242
  training program, 239
  trusted faculty and staff liaisons, 239
  workshop evaluations, 240–241
Human resources (HR), 239
  processes, 19
Humanities and Social Sciences Section (HSS), 85
Hypothesis tests, 50*n*10
Hypothesizing, 137–139

Ideal neoliberal subjects, 222
Identity characteristics shape conflicts and conflict perceptions, 436
In-groups, 38
Independent variables, 299
Index calculation procedure, 45*n*4
Individual endowment, 406–407
Inequality regimes, 219
Institute for Scientific Information (ISI), 263
Institutional airbrushing, 225
Institutional bullying, 337
Institutional polishing, 225
Institutional support, 264
Integration paradox, 439
Integrative Cluster Domains (ICDs), 379
Interaction effects, procedures to test, 283
Interaction variables, 46–48
Internal-consumeral subsystems, 372–373
Internal-instrumental subsystems, 372
International Max Planck Research Schools (IMPRS), 48
International mobility for scientific career development, 14
Internationalization of research institution, 402–404
Intersectional(ity), 40, 340–342, 394, 398
  and agenda for future research, 313–314
  approach, 22–23, 40
Interviewed researchers, 267
Item construction, 68–69

Job mobility, 39

Knowledge of sexual harassment, 299

Leadership, 373, 423
  style, 385–386
"Leaky pipeline" concept, 137
Lesbian, Gay, Bisexual, and/or Transgender (LGBT), 241*n*2, 247
Levene tests, 49
Likert scale, 147*n*11
Linear regressions, 49
Logistic models, 328–329
Logistic regression, 268
  models, 301*n*6
  results of testing interaction effects for, 284–286

Male-dominated engineering, 299–300
Male-typing, 299–300
Managerial discourse, 332, 334–335, 338
Managers, 433–435
Marginalization effects, 34
Max Planck Society, 20, 76–77, 84–85
  case of, 139–140
  in Germany, 133
  online survey of employees, 90
  scientific employees, 82
  scientific staff, 90

Max Planck studies, 20
MaxQDA, 401*n*1
Megatrends, 366
Mentoring, 41
Merit beliefs, 299
Meritocracy, 293
  engineering and, 296–297
  and sexual harassment, 294–295
Meritocracy beliefs, 291
  attribution theory, 293–295
  data and methods, 297–298
  measures, 298–301
  relevance of personal beliefs, 292–293
  results, 302–309
Meso-level accounts, 8
#MeToo movement, 209, 290
Micro-level accounts, 8
Migration, 396–397
Ministry of Science and Technology (MOST), 262
MORE projects, 35*n*1
Multinomial logistic regression (ML regression), 301
Multiple case study, 338–340
Multiple classification analysis (MCA), 268
Multivariate model analysis, 268

Nagelkerke's *R* square of logistic regression models, 205*n*19
National culture, 9
Nationality, 39–41, 82
  effect of, 86
  of respondents, 83
Natural predisposition, 38
Negative Acts Questionnaire, 79
Negative Acts Questionnaire revised (NAQ-rev), 143, 149, 151
Neo Ecology, 366
Neoliberal management in academia, 334–335
Neoliberal managerial discourse, 332
Neoliberal university, 8
Neoliberalism, 223
"Neoliberalization" of universities, 438
Networks, 423
New Public Management principles, 13
New Work, 366
Non-Irish nationals, 10
Non-performative concept, 224
Non-scientific employees, 108 (*see also* Scientific employees)
  effect of age, 109–110
  effect of gender, 108
  interaction effect of gender and age, 110
  interaction effect of gender and section, 110–112
Non-scientific personnel, 76–77*n*1
Non-scientific staff, 77
  test of model effects and parameter estimates of regression for, 128–129
Non-university research institutions, 4
Normalization of sexual harassment, 226–227

Occupational psychology approach, 78
Office of Equity and Diversity, 237
Ombuds Office, 237
Organisation for Economic Co-operation and Development (OECD), 422
Organisational Culture Assessment Inventory (OCAI), 381
Organizational climate, 8, 11, 36
Organizational culture, 220, 367–369, 385
Organizational factors, 11
Organizational interventions, 426*n*4
Organizational myth of women, 132
Organizational practices and policies, 12
"Other research associates employed", 48*n*7
Others, the, 210–212
Out-grouping, 39
Out-groups, 38
Outcome variables, 44–46, 68–69

p value, 50*n*10
p-value, 95*n*11, 151*n*15
Participative safety, 41
Pearson's *r*, 148
Peer principle, 14, 19
People waste financial and personnel resources, 436–437
Perceived discrimination, 394
Perception
  of benefits of diversity, 384–385
  of diversity and innovation management, 382
  of diversity categories, 382–384
  of leader, 52–54
  of leader, parameter estimates of, 73–74
Perpetuation of social inequality, 6
Personal beliefs, relevance of, 292–293
Physical appearance, 409–410
Place struggle, 351–352
Policy-makers, recommendations for, 422–423
Post hoc analyses, 49
Post-Soviet migrant women's perspective, 393
  current state of research on discrimination of (highly) skilled migrants in academia, 397–400
  findings, 402–411
  German academic and cultural context, 395–396
  highly skilled post-soviet women migrants in German academia, 396–397
  methodology and sample, 400–402
Power distance, 10
Power domains, 341
Power dynamics, 236
Power relations, 333
Power vectors, 341
PRAGES project, 422
Precarity, 352
Predictor variables, 46
Principal investigators (PI), 261, 265, 268
Prototypes, 368
"Prove-It-Again" bias, 38
Psychological climate, 36
Psychological concepts, 368
Psychological work climate of researchers
  context, 42–43
  data, 43–44
  European Charter for Researchers, 34–36
  impulses for future research, 61–62
  interpretation, 54–56
  literature review, 36–42
  methods, 48–49
  practical implications, 59–60
  research approach, 43–49
  results, 49–54
  theoretical assumptions, 37–42
  theoretical implications, 57–59
  transferability and limitations, 60–61
  variables, 44–48
Public perception of sexual harassment, 300
Public research organizations, 4

Qualtrics, 297
"Queen bee" syndrome, 58
Questionnaire surveys, 426

Recommendations
  for academic leaders and research managers, 429–431
  for designing discrimination reduction program, 423–429
  for policy-makers, 422–423
Reflection, 377–378
Regression equation, 49–50, 52, 81*n*3
Regression models, 166
Research and measurement, 373
Research organizations, 34, 334, 394, 422
  diversity management in, 369–370
  lessons learned, 431–438

recommendations for academic leaders and research managers, 429–431
recommendations for designing discrimination reduction program, 423–429
recommendations for policy-makers, 422–423
Responsible Research and Innovation (RRI), 370
Right-wing politics, 10
Robustness checks, 204
comparison of linear model with binary logistic model, 204
comparison of models 3 and 4, 205–206
confounded moderation, 207–208
inclusion of control variables, 207
rescaling of dependent variable, 206–207
impact of sum index, 205
Role congruency theory, 37–38
Role congruity theory, 87
Role expectations, 354–355

Scale operationalizations, 326–327
Scandinavian school, 78–79
Schemata, 368
Science, technology, engineering and mathematics (STEM), 397, 422
Scientific autonomy, 10–11
Scientific employees, 97
effect of gender, 97
interaction effect of gender and hierarchical position, 102
interaction effect of gender and nationality, 97
interaction effect of gender and section, 102
interaction effect of nationality and hierarchical position, 107–108
interaction effect of nationality and section, 108
effect of nationality, 102–107
Scientific staff, test of model effects and parameter estimates of regression for, 125–127
Scientists, 90
Self-labeling approach, 79–80, 132, 138, 142–143*n*7, 336
Senior shared governance, 14
SEQ-DoD, 142–143*n*7, 156
Sex, 35*n*2, 82
Sex-Role Egalitarianism Scale (SRES), 299
Sexist hostility, 142–143*n*7
Sexual coercion, 136
Sexual Criminal Law (*Sexualstrafrecht*), 211
Sexual discrimination, 154–158
descriptive statistics for sexual discrimination regression model, 175–178
gender and measurement gap in surveys on, 134–136
parameter estimates of regression for self-ascription to, 193–203
Sexual harassment, 20, 142–143*n*7, 236, 290, 409–410
and assault at German Universities, 213–227
connecting personal beliefs to, 293–295
perceptions of sexual harassment in Germany, 210–212
public awareness, 291
public perception of, 300
and violence, 209, 212*n*4
Shared governance, 14
Silver Society, 366
Similarity-attraction paradigm, 86
Single-item approach, 136
Skills, structures and strategies-diversity model (3-S-diversity model), 371
Social awareness, 337
Social categorization, 368–369
Social class reproduction, 394

Social cognition, 368
Social Cognitive Theory, 368
Social disintegration, 39
Social identity theory, 83, 85–86
Social integration barrier, 86
Social role hypothesis, 57
Social role theory, 37, 137–138
Somatization, 353–354
Spotlight Initiative, 211*n*2
SPSS-supported cluster analysis, 381
STAGES project, 422
Standard errors, 50*n*10
State Council of Professorship regulations, 265*n*3
Statistical methods, 426
Stereotypes, 37, 368
Structural personnel, 76–77*n*1
Structure, 349
  class struggle and place struggle, 351–352
  competing hierarchical orders and feeling of unfairness, 350
  envy and place struggle, 350–351
  precarity and vulnerability, 352
Study of Academic Staff Worklife (SASW), 242
Study of Faculty Worklife (SFW), 241
Subjectivity, 341
Substantial changes, 49*n*9
Sum index, 205
Supervisor support, 405–406
Survey questionnaire, 44
Sustainability debate, 366
Sustainable development goals (SDGs), 366
System-theoretical approach, 370–376

t-tests, 49
Thousand loops, 220
#TimesUp movement, 290
Top-down implementation strategies, 387
Total Quality Management principles, 13
Transferability, 60–61
  of results to other social spaces, 313–314
  of results to other socio-demographic groups, 314
  of results to other types of workplace discrimination, 313
Two-Step cluster analysis, 381
Two-tailed *t*-tests, 244*n*4

Über discrimination, 5
Unconscious victim blaming, 132
Universities, 210
Universities research institutions, 4
University of Wisconsin-Madison (UW-Madison), 237, 254–255
  policy action to reduce academic bullying at, 237–240
  SFW, 241
University-specific regulations, 221

Variance influence factor (VIF), 149
Victim blaming, 132–133
Vietnam, 260, 262
Vietnam Academy of Social Sciences (VASS), 262, 265
Vulnerability, 352–354

Wissenschaftszeitvertragsgesetz (WissZeitVG), 375, 388
Women, 342
Women in Science & Engineering Leadership Institute (WISELI), 241
Women's scientific achievement, 262
Work climate, 44
  as research object and relevance, 36–37
Work ethic, social background and belonging, 407–409
Workplace bullying, 77, 332, 335–338
  in academia, 81–82
  conceptualization, prevalence, and relationship to discrimination, 78–80

findings, 342–355
methodology, 338–342
neoliberal management in academia, 334–335
Workplace discrimination, 36
Workplace gender composition, 219–220
Workplace harassment, 300
Workplace victimization, 78