

A Conversation with

RUTH ZAMBRANA

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Thursday
November 15
4:00 p.m.

6137 McKeldin Library
(Special Events Room)



Toxic Ivory Towers is the first book to examine the institutional factors impacting the ability of underrepresented minority (URM) faculty to be successful at their jobs and to flourish in academia. Despite the changing demographics of the nation, the percentages of Black and Hispanic faculty have increased only slightly, while the percentages obtaining tenure and earning promotion to full professor have remained relatively stagnant. The book explores how these social statuses influence the health and well-being of URM faculty, and also how institutional policies and practices can be used to transform the culture of an institution so URM faculty can thrive.

