Feedback from Reynolds 9/13 version

Introduction

* Add intro paragraph that sets stage for the chapter before the CRT section
  + “In this chapter, I present… First,… Second,… Third,..”
  + Remind the reader that this dissertation seeks to understand variations in the racial and gender makeup of 4-year university faculty over time before and after the pandemic and across state contexts that vary in their political party dominance [or something like that]
    - patterns of race and gender diversity in bachelor's-degree-granting institutions before and after COVID, across states with different political pressures and economic constraints.

Critical Race Theory - General

* Add more to CRT intro paragraph
  + Cover all tenets of CRT, then narrow focus in on the two key concepts covered by the study
* Change “social political opportunity” to diversity in higher education, specifically in terms of race and gender on page (idk)

Interest Convergence

* Add more coverage of CRT analyses of university DEI programs and policies in addition to the mascot one
* Frame inclusion of partisan control and economic recession in dissertation analyses with reference to the critiques of Bell’s formulation of interest convergence

Intersectionality

* Clarify – is intersectionality just part of CRT, or is it a bigger, broader idea that also appears as a component of CRT?
* Cite Pat Hill Collins here as well
* Elaborate on the research on hiring practices that benefit white women over men and women of color mentioned on page (idk)
* Combine first two critiques of the theory

Diversity in US Professoriate

* Why is faculty diversity important?
* Trends in faculty diversity within specific degree programs
* Highlight differences in acceptance & prioritization of racial and gender diversity across types of institutions
  + Ex. New College vs Texas A&M
* Elaborate more on the methods and findings of the Kim article, as well as any limitations
  + Explain why we need Lakin to update Kim
* Elaborate on the motivation to include state contextual factors in analysis
  + diversity levels may be shaped by financial constraints and by political context, but it is unclear which is more important, and you are therefore looking at a time of considerable financial constraint (COVID) and considerable politicization of higher education to see what matters most in the current era.
* Emphasize the politicization of higher education by republicans, especially in states like Florida
  + important because it shows place/space/ context matters a great deal, in ways that sometimes are hard to recognize in smaller scale studies of 1-2 universities