Gaming the System: Impediments to Promotion and Women’s Pathways from Associate to Full Professor and from Associate Senior to Senior Librarian

Contribution-Authorship footnote:


Amy Koshoffer: Reviewed and edited card decks, helped facilitate sessions, managed logistics of space, analyzed quantitative data, and wrote the methods section in the paper. Edited and revised citations for manuscript.

Laura Dudley Jenkins: Reviewed literature and wrote lit review for IRB and article, wrote open ended survey questions, and took focus group notes at a game session. Drafted article abstract and intro. Refocused, edited and polished team draft of article for submission to journal, coordinated revision, and served as corresponding author.


Katherine Castiello Jones, Consulted on card deck and methods. Wrote discussion section. Edited and revised manuscript.


Valerie Weinstein, Reviewed and edited card deck. Co-facilitated two game sessions. Contributed ongoing feedback and support. Edited and revised manuscript and helped draft the conclusion.

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