

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:

Amber Peplow: Reviewed and edited card deck. Recruited participants. Took notes of the regional campus session. Coded transcripts for themes. Coded feedback forms for themes. Revised and added sources to literature review.

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.

Danielle Bessett: Reviewed and edited card deck. Secured funding and managed reimbursements. Developed IRB application and managed IRB process. Facilitated a game session and took notes at another. Analyzed quantitative survey data. Coded transcripts for themes. Co-wrote findings section.

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

Stephanie Sadre-Orafi: Designed, edited, and modified card deck based on Implicit/Explicit game developed by a2ru. Recruited participants. Facilitated two game sessions. Coded transcripts for themes. Coded feedback forms for themes. Analyzed qualitative data. Contributed text for the article's conclusion.

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.

(will be accessible through Scholar@UC - <https://scholar.uc.edu/show/3r074w23z>)

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