

Cathy A. Trower, Ph.D.

After earning her doctorate in Higher Education Administration from the University of Maryland, College Park, in 1996, Cathy became a research associate at the Harvard University Graduate School of Education. With two grants from the Pew Charitable Foundation, Cathy has studied faculty employment issues, policy, and practices for the past several years during which she produced an edited volume, numerous book chapters, articles, and case studies. Trower made over 40 presentations during the past two years on tenure policies and practices, faculty recruitment strategies, the issues of women and minority faculty, and the changing culture of the academy. She has conducted numerous workshops and seminars for colleges and universities interested in faculty diversity and improving the workplace for all new scholars.

Trower is currently Principal Investigator on a research project called “The Study of New Scholars” funded by the Ford Foundation and the Atlantic Philanthropies. Its primary purpose is to make the academy a more attractive and equitable place for new faculty by giving voice to junior faculty about the quality of their work life and their level of satisfaction with the workplace including climate, clarity of tenure and promotion processes and criteria, professional development opportunities, and the equity of policies and practices.

Trower was formerly a faculty member and senior level administrator at John Hopkins University. She has a B.B.A. and an M.B.A. from the University of Iowa.