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**Title**

A gendered point of view on the challenges of women academics in the People's Republic of China /

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**Abstract**

The authors conducted a qualitative study of women's experiences as faculty members at Northern Research University, a pseudonym for a top 40 university in The People's Republic of China. Based on 27 semi-structured interviews with women (15) and men (12), and drawing from feminist standpoint theory and symbolic interactionism, the authors identified four key findings that highlight serious barriers confronting Chinese women faculty. They describe these as: (1) working double time, (2) the glass ceiling, (3) the boys club and social exclusion, and (4) comrades in arms. The first three findings support previous international studies of women's experiences as faculty members and thus contribute to an expanding global body of knowledge about challenges faced by women academics. The fourth finding?comrades in arms?highlights a structural quality somewhat unique to the Chinese university and raises important concerns about the limited role women play in critical personnel decisions influencing academic promotions and advancement. (HRK / Abstract übernommen)

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