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The Glass Ceiling, What Is It, Does it Still Exist, & What are Its Effects

Robin L. Smith
Indiana University - Purdue University Fort Wayne

Jason J. Roebel
Indiana University - Purdue University Fort Wayne

Herminia V. Costa
Indiana University - Purdue University Fort Wayne

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Robin L. Smith, Jason J. Roebel, Herminia V. Costa
Sponsor: Hedayeh Samavati;
Department of Economics

"Glass Ceiling" was a term that was first introduced in America's public conversation less than a decade ago by the Wall Street Journal's "Corporate Woman" column. It has been defined as the invisible barriers that prevent women and minorities from reaching the highest executive posts in the business world, regardless of merit. The purpose of our investigation is to find out whether "glass ceiling" is still an issue as we enter the 21st century. The paper examines the history of glass ceiling, explores different types of barriers, and consequences of these barriers on careers and lives of women who are confronted by them. In addition, possible solutions and strategies for breaking down the glass ceiling are reviewed. The findings of this paper should be valuable to women and minorities who confront unwarranted barriers and have been held back by the "glass ceiling." Knowledge is the most effective way to reduce and eventually eliminate those barriers that adversely affect two-thirds of the population.