



## Reflexiones y experiencias de profesoras-investigadoras mexicanas sobre el techo de cristal [

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text (article)

Analítica

This study aims to understand the phenomenon of the glass ceiling (GC) from the perceptions and experiences of female university professor-researchers, regarding women's access to university leadership positions. Considering a qualitative research approach and the single case study method, this issue is analyzed at a university in Mexico, through semi-structured interviews with 20 women with experience in university management or leadership positions. The interviewees recognize some barriers that contribute to the glass ceiling at the studied university, but they value positively the historical impact of the only woman who has held the position of Dean at said institution, as she represents a relevant factor in advancing gender equality in the organization. The study identifies some proposals for institutional structures, policies and actions that could contribute to the most effective elimination of the barriers or obstacles that shape the glass ceiling in universities

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