

## Cracking the 'Glass Ceiling' Code: The Intricate Dance of Gender and Discipline in Chinese Research University's Career Promotion

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**Abstract :** 'Glass ceiling' phenomenon refers to the invisible barriers that specific groups encounter in career advancement within organizations. This phenomenon is widespread all over the world and is prevalent among university faculty. However, there has been limited attention in the previous studies on Chinese university faculty. This research mainly focuses on whether the existence of 'glass ceiling' phenomenon exists among female faculty in the Chinese academic community and the characteristics among different disciplines in China. By utilizing the big data from education faculty members in 149 research-oriented universities in China, the research employs a Curriculum Vitae analysis to draw the academic career trajectories of faculty, along with potential variations across different academic disciplines within the Chinese academic landscape. This research addresses the existing gap in the scholarly investigation of gender equality in China and is helpful to promote gender equality in the academic community.

**Keywords :** big data, China academic community, curriculum vitae analysis, glass ceiling

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