

# Reshaping Faculty Careers

Furniss, W. Todd

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# Reshaping Faculty Careers

**Warren Todd Furniss**



## Reshaping Faculty Careers:

Reshaping Faculty Careers Warren Todd Furniss, 1981      Shaping Your Career Don Haviland, Anna M. Ortiz, Laura Henriques, 2023-07-03 Going beyond providing you with the tools strategies and approaches that you need to navigate the complexity of academic life Don Haviland Anna Ortiz and Laura Henriques offer an empowering framework for taking ownership of and becoming an active agent in shaping your career This book recognizes as its point of departure that faculty are rarely prepared for the range of roles they need to play or the varied institutions in which they may work let alone understand how to navigate institutional context manage the politics of academe develop positive professional relationships align individual goals with institutional expectations or possess the time management skills to juggle the conflicting demands on their time The book is infused by the authors love for what they do while also recognizing the challenging nature of their work In demonstrating how you can manage your career they weave in the personal and institutional dimensions of their experience and offer vignettes from their longitudinal study of pre tenure faculty to illustrate typical issues you may have to contend with and normalize many of the concerns you may face as a new member of the academy This book offers you The resources tips and strategies to develop a strong healthy career as a faculty member Empowerment you take ownership of and become an active agent in shaping your career Advice and strategies to help women and members of traditionally underrepresented racial and ethnic groups navigate institutional structures that affect them differently An understanding of the changing nature of academic work and of how to grow and succeed in this new environment While explicitly addressed to early career faculty this book s message of empowerment is of equal utility for full time faculty both tenure track and non tenure track and can usefully serve as a text for graduate courses Department chairs deans and faculty developers will find it a useful resource to offer their new colleagues      *Enhancing Faculty Careers* Jack H. Schuster, Daniel W.

Wheeler, 1990-02-23 *Enhancing Faculty Careers* examines the key factors that bear on professional growth including the role of professional schools in the preparation of prospective faculty career consulting wellness programs employee assistance programs to help deal with substance abuse and strategies for instituting early retirement programs      **Education Policy**

**Outlook 2024 Reshaping Teaching into a Thriving Profession from ABCs to AI** OECD, 2024-11-25 Teacher shortages have intensified across several OECD countries making this an urgent priority for education systems Between 2015 and 2022 the share of students whose principals reported shortages rose from 29% to 46.7% on average across the OECD Simultaneously rapid technological advances such as artificial intelligence AI and broader socio economic shifts increase the need to support teachers in delivering quality education in evolving contexts Addressing both the number of teachers and ensuring they possess the skills to meet new educational needs is essential for student success This report presents a policy roadmap to help education systems balance the supply and demand for quality teaching in these changing times Drawing on responses from 33 education systems to the Education Policy Outlook National Survey for Comparative Analysis as well as

additional evidence the report outlines current challenges and key factors in their interplay It also explores policy responses to attract retain and develop teachers enhancing their teaching practices and professional learning In doing so the report aims to support countries in advancing the goals set by the 2022 OECD Declaration on Building Equitable Societies Through Education This report is part of the Education Policy Outlook series the OECD s analytical observatory of education policy

**Managing Your Academic Career** Wyn Grant, Philippa Sherrington, 2017-09-16 This book provides recent entrants to academic jobs in the humanities and social sciences with a guide to success in their chosen career It covers how to get a job time management relations with colleagues effective teaching PhD supervision and examining getting published and career development The Academic Chairperson's Handbook , 1990-01-01 Between 1990 and 2004 universities and colleges will

compete fiercely for 335 000 new faculty members That is just one challenge looming for chairpersons whose domain has been transformed by changing departmental missions Until now the academic chair has received little guidance not only in dealing with new trends but in the daily running of a department The Academic Chairperson s Handbook is an important resource book for leaders who can make a positive difference This handbook draws on interviews with two hundred successful academic chairpersons from seventy campuses who discuss their solutions to typical problems that occur in bridging the relations between faculty administration students and the public The first of its two parts presents fifteen strategies for developing a department exercising leadership and reaching out to faculty The second part applies these strategies to the everyday business of improving teaching performance and promoting scholarship hiring and dealing with personnel conflicts Based on a national project supported by TIAA CREF The Academic Chairperson s Handbook will be indispensable to department heads at colleges and universities of all sizes throughout the United States **Resources in**

**Education** , 2001 **The Faculty Factor** Martin J. Finkelstein, Valerie Martin Conley, Jack H. Schuster, 2016-11 In an academy squeezed hard by formidable pressures what is the future of the faculty Over the past 70 years the American university has become the global gold standard of excellence in research and graduate education The unprecedented surge of federal research support of the postWorld War II American university paralleled the steady strengthening of the American academic profession itself which managed to attract the best and brightest educators from around the world while expanding the influence of the faculty factor throughout the academic realm But in the past two decades escalating costs and intensifying demands for efficiency have resulted in a wholesale reshaping of the academic workforce one marked by skyrocketing numbers of contingent faculty members Extending Jack H Schuster and Martin J Finkelstein s richly detailed classic The American Faculty The Restructuring of Academic Work and Careers this important book documents the transformation of the American faculty historically the leading global source of Nobel laureates and innovation into a diversified and internally stratified professional workforce Drawing on heretofore unpublished data the book provides the most comprehensive contemporary depiction of the changing nature of academic work and what it means to be a college or

university faculty member in the second decade of the twenty first century The rare higher education study to incorporate multinational perspectives by comparing the status and prospects of American faculty to teachers in the major developing economies of Europe and East Asia The Faculty Factor also explores the redistribution of academic work and the ever more diverse pathways for entering into maneuvering through and exiting from academic careers Using the tools of sociology anthropology and demography the book charts the impact of waves of technological change mass globalization and the severe financial constraints of the last decade to show the impact on the lives and careers of those who teach in higher education The authors propose strategic policy recommendations to extend the strengths of American higher education to retain leadership in the global economy Written for professors adjuncts graduate students and academic political business and not for profit leaders this data rich study offers a balanced assessment of the risks and opportunities posed for the American faculty by economic market driven forces beyond their control *Care and Teachers in the Induction Years*

Angela W. Webb, Melanie Shoffner, 2024-07-29 This edited volume focuses on understandings and enactments of care in teacher induction in a landscape reshaped by the recent pandemic ongoing societal issues and increased expectations of teachers Building on the editors book *Reconstructing Care in Teacher Education after COVID 19* *Caring Enough to Change* this volume extends reconsiderations of care and teacher development into K 12 schools aiming to explore how care is should and can be operationalized in teacher induction now Each chapter draws on research practice and reflection to provide recommendations to move teacher induction forward in responsive and caring ways Authors include teacher educators practicing teachers and administrators representing different subject areas and educational levels The operationalization of care also takes many forms from mentorship and professional learning communities to support in navigating burnout and staff shortages Chapters offer specific examples from contributors own teaching experiences and conclude with suggestions for adapting the model or practice for readers own programs and students Ideal for faculty working with preservice educators and administrators supporting newly hired teachers this book can also serve as recommended or supplementary reading in undergraduate or graduate teacher education curriculum and instruction leadership and educational administration courses as well as within professional development opportunities **The Palgrave Handbook of Imposter Syndrome in Higher Education**

Michelle Addison, Maddie Breeze, Yvette Taylor, 2022-04-11 This handbook explores feeling like an imposter in higher education and what this can tell us about contemporary educational inequalities Asking why imposter syndrome matters now we investigate experiences of imposter syndrome across social locations institutional positions and intersecting inequalities Our collection queries advice to fit in with the university and authors reflect on not belonging in with and against educational institutions The collection advances understandings of imposter syndrome as socially situated in relation to entrenched inequalities and their recirculation in higher education Chapters combine creative methods and linger on the figure of the imposter wary of both individualising and celebrating imposters as lucky misfits

fraudsters or failures and critically interrogating the supposed universality of imposter syndrome **I Prefer to Teach** James J.F. Forest, 2018-10-24 This book draws on the perspectives of nearly 20 000 faculties from around the world to determine significant trends in how professors view teaching and research **Faculty Careers and Work Lives: A Professional Growth Perspective** KerryAnn O'Meara, Aimee LaPointe Terosky, Anna Neumann, 2008 This volume reviews and synthesizes recent research on faculty demographics appointment types work life and reward systems as well as major theoretical perspectives useful to researchers who study faculty work careers and professional development In doing so it advances and challenges current dialogue on faculty careers notably by exploring a narrative of constraint that underlies much contemporary research and reform in higher education Although highlighting the valuable ways whereby the narrative of constraint has illuminated the myriad barriers than can and too often do inhibit faculty careers the authors assert that the theme of constraint obscures possibility learning agency and growth In emphasizing constraint many contemporary research and reform efforts overlook faculty striving for growth The volume reintroduces growth as an important consideration in higher education discourses of policy and practice and with attention to four of its key aspects learning agency professional relationships and commitments The authors discuss current research on faculty demographics appointments work reward systems along with theories used in research relative to these four aspects of growth They also discuss how attention to faculty growth may open up new directions for policy public communication and future research on higher education faculty This is the third issue in the 34th volume of the Jossey Bass series ASHE Higher Education Report Each monograph in the series is the definitive analysis of a tough higher education problem based on thorough research of pertinent literature and institutional experiences Topics are identified by a national survey Noted practitioners and scholars are then commissioned to write the reports with experts providing critical reviews of each manuscript before publication **Women in Higher Education and the Journey to Mid-Career: Challenges and Opportunities** Schnackenberg, Heidi L., 2022-06-24 Individuals in mid career positions in higher education typically feel that they are faced with fewer engagement endeavors and new initiatives with which they can participate in as institutions tend to find them not as new and their ideas no longer as cutting edge even though they very well may be For women in academia this phenomenon is even more complex Typically by mid career women have survived the sprint to tenure while juggling family caregiver responsibilities Post tenure they may find themselves in a space where they have more control over their work and can engage at a more comfortable pace However without institutional support and personal determination to remain engaged women may find themselves facing stagnation in their career development Thus it is essential that mentorship opportunities are established and career trajectories put in place for mid career women Women in Higher Education and the Journey to Mid Career Challenges and Opportunities considers specific challenges issues strategies and solutions that are associated with female academics during mid career phases The book includes a variety of emerging evidence based professional practice and narrative personal

accounts as written by administrators faculty staff and students The book considers strategies for remaining vibrant and productive and suggestions from successful mid career women academics and reflections from women who have passed the mid career phase Covering topics such as tenure self care and academic leadership this reference work is ideal for administrators faculty policymakers academicians scholars researchers practitioners instructors and students *Reshaping Teaching in Higher Education* Alan Jenkins,2003 Linking research with teaching is one of the main topics in the educational development world This practice based guide shows how academic research activity can be connected to academic teaching activity to ensure that neither operates in a vacuum and each can be enhanced by the other Addressing issues at the individual course and institutional level and written for an international readership this will be a key book for course leaders and educational developers *Redefining Post-Traditional Learning: Emerging Research and Opportunities* Cook-Benjamin, Lorie,Cook, Jared,2019-08-02 Post traditional students are rapidly becoming the majority of the higher education student population This changing demographic within the higher education landscape increases the demand for flexible learning options accessible to non traditional learners Redefining Post Traditional Learning Emerging Research and Opportunities is a comprehensive research publication that explores shifting demographics within higher education and offers recommendations to current teaching methodologies Highlighting a range of topics such as adult learners pedagogy and international students this book provides a theoretical foundation followed by an intentional dissection of current and best research practices through the lenses of andragogy student demographics and technology It is ideal for teachers instructional designers curriculum developers educational professionals school administrators policymakers academicians teaching professionals researchers and graduate students **And on the Seventh Day** Carol M. Boyer,Darrell R. Lewis,1985 The incidence and extent of faculty consulting are examined along with the characteristics of faculty who consult and those who do not costs and benefits of faculty consulting the economic status of faculty and policy considerations A conceptual framework and historical context are provided that relate consulting and other faculty activities to the traditional mission of most academic institutions Various claims made about the benefits of faculty consulting are reviewed along with potential costs Attention is directed to trade offs involved whenever faculty effort and other institutional resources are involved in an allocation decision Information on the economic status of faculty and the economic position of the academic profession is considered based on empirical research Faculty salaries are compared to those of other similar professional groups and the amount and kinds of supplemental income earned by faculty from inside and outside the institution are examined Also considered are institutional policies and practices on faculty consulting and other activities producing supplemental income with attention to major colleges and universities and four year colleges and community colleges Areas for further research are suggested SW **Organizing Academic Work in Higher Education** Liudvika Leišytė,Uwe Wilkesmann,2016-04-14 Organizing Academic Work in Higher Education explores how managers influence teaching learning

and academic identities and how new initiatives in teaching and learning change the organizational structure of universities By building on organizational studies and higher education studies literatures *Organizing Academic Work in Higher Education* offers a unique perspective presenting empirical evidence from different parts of the world This edited collection provides a conceptual frame of organizational change in universities in the context of New Public Management reforms and links it to the core activities of teaching and learning Split into four main sections University from the organizational perspective Organizing teaching Organizing learning and Organizing identities this book uses a strong international perspective to provide insights from three continents regarding the major differences in the relationships between the university as an organization and academics It contains highly pertinent scientifically driven case studies on the role and boundaries of managerial behaviour in universities It supplies evidence based knowledge on the effectiveness of management behaviour and tools to university managers and higher education policy makers worldwide Academics who aspire to institutionalize their successful academic practices in certain university structures will find this book of particular value *Organizing Academic Work in Higher Education* will be a vital companion for academic interest in higher education management transformation of universities teaching learning academic work and identities Bringing together the study of the organizational transformation in higher education with the study of teaching learning and academic identity *Organizing Academic Work in Higher Education* presents a unique cross national and cross regional comparative perspective

*Shaping the American Faculty* Roger L. Geiger, 2017-07-05 Beginning in the twentieth century American faculty increasingly viewed themselves as professionals who were more than mere employees This volume focuses on key developments in the long process by which the American professoriate achieved tenure academic freedom and a voice in university governance Christian K Anderson describes the formation of the original faculty senates Zachary Haberler depicts the context of the founding and early activities of the American Association of University Professors Richard F Teichgraeber focuses on the ambiguity over promotion and tenure when James Conant became president of Harvard in 1933 In *Firing Larry Gara* Steve Taaffe relates how the chairman of the department of history and political science was abruptly fired at the behest of a powerful trustee In the final chapter Tom McCarthy provides an overview of the evolution of student affairs on campuses and indirectly illuminates an important negative feature of that evolution the withdrawal of faculty from students social and moral development This volume examines twentieth century efforts by American academics to establish themselves as an independent constituency in America s colleges and universities *The Forefront of International Higher Education* Alma Maldonado-Maldonado, Roberta Malee Bassett, 2013-10-07 This book honors the academic trajectory and global impact of Philip G Altbach one of the most important education comparativists worldwide for over forty years From his early writings on India and student activism to his recent work on research universities Altbach has served as a key developer of the expansion of the field to include comparative higher education His capacity to find support and gather the



best minds around the world to organize research teams in order to explore the most relevant issues on comparative higher education has earned him international recognition His service to the field of comparative higher education is invaluable and incomparable This festschrift contains original pieces from colleagues and former students following a twofold discussion the most relevant topics on comparative higher education and particular Altbach's contributions to this field of work     *The American Faculty* Jack H. Schuster, Martin J. Finkelstein, 2008-12-15 Higher education is becoming destabilized in the face of extraordinarily rapid change The composition of the academy's most valuable asset the faculty and the essential nature of faculty work are being transformed Jack H Schuster and Martin J Finkelstein describe the transformation of the American faculty in the most extensive and ambitious analysis of the American academic profession undertaken in a generation A century ago the American research university emerged as a new organizational form animated by the professionalized discipline based scholar The research university model persisted through two world wars and greatly varying economic conditions In recent years however a new order has surfaced organized around a globalized knowledge based economy powerful privatization and market forces and stunning new information technologies These developments have transformed the higher education enterprise in ways barely imaginable in generations past At the heart of that transformation but largely invisible has been a restructuring of academic appointments academic work and academic careers a reconfiguring widely decried but heretofore inadequately described This volume depicts the scope and depth of the transformation combining empirical data drawn from three decades of national higher education surveys The authors' portrait at once startling and disturbing provides the context for interpreting these developments as part of a larger structural evolution of the national higher education system They outline the stakes for the nation and the challenging work to be done

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