

*Unification,
Bureaucratification,
and the AAUP*

A Professional Professoriate

PHILLO A. HUTCHESON



Professional Professoriate

Laura W. Perna



Professional Professoriate:

A Professional Professoriate Philo A. Hutcheson, 2000 Starting with the question How have professors and educational institutions responded to pressures to be professional yet act bureaucratically Philo Hutcheson uses federal and AAUP records and surveys and blends historical research and sociological analysis to develop a full understanding of the problem With the dramatic expansion of the professoriate following World War II came increasing tensions between the professor s perceived traditional status as an autonomous professional on the one hand and new role as a bureaucrat subject to institutional authority and responsible for departmental and committee assignments on the other In this increasingly conflicted realm the AAUP functioned as a key intermediary dealing with such issues as tenure salary contracts and even faculty strikes Hutcheson examines how tensions between the requirements of institutional bureaucracies and the norms of the academic profession resulted in contentiousness and conflict within the national AAUP between administrators and faculty members on individual campuses within the ranks of faculties themselves and even deep in the consciences of many concerned individuals The book analyzes the association s ability to respond effectively and to balance the values of collegial representation with the powers of collective bargaining It thus offers a detailed and authoritative examination of the AAUP s search for ways to sustain professionalism while dealing with the fundamental changes in the nature of the professoriate in the post World War II era

The Future of Academic Freedom Henry Reichman, 2019-04-02 Few issues are as hotly debated or misunderstood as academic freedom Reichman s book sheds light on and brings clarity to those debates Winner of the Eli M Oboler Memorial Award by the American Library Association Academic freedom crucial to the health of American higher education is threatened on many fronts In *The Future of Academic Freedom* a leading scholar equips us to defend academic freedom by illuminating its meaning the challenges it faces and its relation to freedom of expression In the wake of the 2016 election challenges to academic freedom have intensified higher education has become a target of attacks by conservatives and issues of free speech on campus have grown increasingly controversial In this book Henry Reichman cuts through much of the rhetoric to issue a clarion call on behalf of academic freedom as it has been defined and defended by the American Association of University Professors AAUP for over a hundred years Along the way he makes it clear that this is the issue of our day Over the course of ten audacious essays Reichman explores the theory history and contemporary practice of academic freedom He pays attention to such varied concerns as the meddling of politicians and corporate trustees in curriculum and university governance the role of online education the impact of social media the rights of student protesters and outside speakers the relationship between collective bargaining and academic freedom and the influence on research and teaching of ideologically motivated donors Significantly he debunks myths about the strength of the alleged opposition to free expression posed by student activism and shows that the expressive rights of students must be defended as part of academic freedom Based on broad reading in such diverse fields as educational theory law history and political science as

well as on the AAUP's own investigative reporting *The Future of Academic Freedom* combines theoretical sweep with the practical experience of its author a leader and activist in the AAUP who is an expert on campus free speech The issues Reichman considers which are the subjects of daily conversation on college and university campuses nationwide as well as in the media will fascinate general readers students and scholars alike *Stories of Becoming* Claire Lutkewitte, Juliette C. Kitchens, Molly J. Scanlon, 2022-01-03 Based on findings from a multiyear nationwide study of new faculty in the field of rhetoric and composition *Stories of Becoming* provides graduate students and those who train them with specific strategies for preparing for a career in the professoriate Through the use of stories the authors invite readers to experience their collaborative research processes for conducting a nationwide survey qualitative interviews and textual analysis of professional documents Using data from the study the authors offer six specific strategies including how to manage time how to create a work life balance and how to collaborate with others that readers can use to prepare for the composition and rhetoric job market and to begin their careers as full time faculty members Readers will learn about the possible responsibilities they may take on as new faculty particularly those that go beyond teaching research service and administration to include navigating the politics of higher education and negotiating professional identity construction And they will also engage in activities and answer questions designed to deepen their understanding of the field and help them identify their own values and desired career trajectory *Stories of Becoming* demystifies the professoriate compares what current new faculty have to say of their job expectations with the realities that students might face when on the job and brings to light the invisible behind the scenes work done by new faculty It will be invaluable to graduate students those who teach graduate students new faculty and hiring administrators in composition and rhetoric *Unionization in the Academy* Judith Wagner DeCew, 2003 *Unionization in the Academy* is an authoritative balanced and comprehensive account of academic unions their history purpose and the conflicts they cause Judith Wagner DeCew takes on the central issues including unions for part time and adjunct faculty graduate student unions and collective bargaining The book also includes a history of the rise of academic unions and its watershed moments such as the U S Supreme Court's 1980 *Yeshiva* decision A series of important articles by other observers supplements DeCew's insights and arguments This combination yields a detailed survey of the arguments for and against academic unions of all kinds Are unions a threat because they create adversity and conflict with academic values Or do unions support those values by creating community and collegiality *Unions in Academia* is the essential reader for faculty students administrators and anyone else trying to answer those questions

The Rise and Decline of Faculty Governance Larry G. Gerber, 2014-09-15 There was a time when the faculty governed universities Not anymore *The Rise and Decline of Faculty Governance* is the first history of shared governance in American higher education Drawing on archival materials and extensive published sources Larry G Gerber shows how the professionalization of college teachers coincided with the rise of the modern university in the late nineteenth century and

was the principal justification for granting teachers power in making educational decisions In the twentieth century the efforts of these governing faculties were directly responsible for molding American higher education into the finest academic system in the world In recent decades however the growing complexity of multiversities and the application of business strategies to manage these institutions threatened the concept of faculty governance Faculty shifted from being autonomous professionals to being employees The casualization of the academic labor market Gerber argues threatens to erode the quality of universities As more faculty become contingent employees rather than tenured career professionals enjoying both job security and intellectual autonomy universities become factories in the knowledge economy In addition to tracing the evolution of faculty decision making this historical narrative provides readers with an important perspective on contemporary debates about the best way to manage America s colleges and universities Gerber also reflects on whether American colleges and universities will be able to retain their position of global preeminence in an increasingly market driven environment given that the system of governance that helped make their success possible has been fundamentally altered

Organizing Professionals Gary Rhoades,2025-04-15 Amidst unprecedented levels of union organizing in higher education Gary Rhoades combines the perspectives of a scholar and labor movement activist and leader to provide a comprehensive analysis of organizing campaigns and collective bargaining agreements for faculty contingent and tenure track graduate students and postdoc employees Academic employees are organizing and negotiating for respect for workers their work and the public value of higher education Rhoades analyzes how academic employees are shifting the imbalance of power between labor and management reducing the internal professional stratification between segments of the academic workforce and intersecting workplace issues with broader issues of equality public value and social justice and in the process organizing and negotiating for a new more progressive academy

The Autocratic Academy Timothy V. Kaufman-Osborn,2023-03-06 Critics of contemporary US higher education often point to the academy s corporatization as one of its defining maladies However in The Autocratic Academy Timothy V Kaufman Osborn argues that American colleges and universities have always been organized as corporations in which the power to rule is legally vested in and monopolized by antidemocratic governing boards This institutional form Kaufman Osborn contends is antithetical to the free inquiry that defines the purpose of higher education Tracing the history of the American academy from the founding of Harvard 1636 through the Supreme Court s Dartmouth v Woodward ruling 1819 and into the twenty first century Kaufman Osborn shows how the university s autocratic legal constitution is now yoked to its representation on the model of private property Explaining why appeals to the cause of shared governance cannot succeed in wresting power from the academy s autocrats Kaufman Osborn argues that American universities must now be reincorporated in accordance with the principles of democratic republicanism Only then can the academy s members hold accountable those chosen to govern and collectively determine the disposition of higher education s unique public goods

Handbook of Research on the Education of School Leaders Michelle D. Young,Gary M.

Crow,2016-08-19 The Handbook of Research on the Education of School Leaders brings together empirical research on leadership preparation and development to provide a comprehensive overview and synthesis of what we know about preparing school leaders today With contributions from the field s foremost scholars this new edition investigates the methodological foundations of leadership preparation research reviews the pedagogical and curricular features of preparation programs and presents valuable insights into the demographic economic and political factors affecting school leaders This volume both mirrors the first edition s macro level approach to leadership preparation and presents the most up to date research in the field Updates to this edition cover recent state and federal government efforts to improve leadership in education new challenges for the field and significant gaps and critical questions for framing researching evaluating and improving the education of school leaders Sponsored by the University Council of Educational Administration UCEA this handbook is an essential resource for students and scholars of educational leadership as well as practitioners policymakers and other educators interested in professional leadership

Workplace Bullying in Higher Education Jaime Lester,2013 Higher education leaders managers human resource professionals faculty and staff increasingly face uncivil bullying behaviors in academe This can manifest itself as constant public humiliation by a new department chair exclusion of a contingent faculty member undermining of work performance by a supervisor stalking by a staff member or taunting As higher education institutions continue to face budget issues and external pressure the incidences of bullying are on the rise This edited volume provides guidance on the nature and impact of bullying legal and ethical issues and approaches to assist leaders in facing these challenges in their colleges and universities Research based chapters cover the impact of bullying on the workforce the ways that bullying manifests within different sub cultures and at different institutions including community colleges the legal and ethical issues of bullying and recommendations to address bullying on campus Exploring bullying policies and innovative programs this book provides a better understanding of how to rethink current policies and practices to proactively create more civil cultures Workplace Bullying in Higher Education is a valuable resource for all higher education leaders and professionals on understanding mediating and preventing bullying

Shared Governance Perry R. Rettig,2019-12-10 Shared Governance begins with the premise that today s higher education governance practices have lost their focus and vitality By re examining the original suppositions of shared governance along with an infusion of seminal democratic values and principles a contemporary model is envisioned From historical perspectives on shared governance the book then takes a view of current governance models through the lens of Critical Theory and Open Systems Thinking Political corporate and school system models are briefly reviewed before moving on to application to colleges and universities Each chapter concludes with a continuous story of a young and maturing college vice president as she grapples with a static and worn governance system at her institution She strives to reinvigorate the notion of shared governance and to bring staff and students into the process The final three chapters of the book each include an essay written by individuals who have served

on the ground level of shared governance at their institution These people include an administrative assistant who helped to create a Staff Council a Student Government Association president who took a nascent SGA and gave students a new voice and an associate dean who mentored students in this developmental process

Students, Professors, and the State in Tsarist Russia Samuel D. Kassow, 1989-01-01 The first systematic and exhaustive study of one of the most important social and political developments in pre October Russia It ranks among the best studies in modern Russian history Alexander Vucinich author of *Empire of Knowledge and Darwin in Russian Thought*

Russia's Missing Middle Class: The Professions in Russian History Harley D. Balzer, 2016-09-16 This work describes the emergence of the professions in late tsarist Russia and their struggle for autonomy from the aristocratic state It also examines the ways in which the Russian professions both resembled and differed from their Western counterparts

Creating New Knowledge in Management Ellen O'Connor, 2011-12-07 *Creating New Knowledge in Management* rediscovers lost sources in the work of Mary Parker Follett and Chester Barnard providing a foundation for management as a unique and coherent discipline This book begins by explaining that research universities and the management field in particular have splintered into smaller and less related parts It then recovers a lost tradition of integrating management and the humanities exploring ways of building on this convention to advance the unique art and science of business By way of Follett and Barnard s work author Ellen S O Connor demonstrates how the shared values purposes and customs of management and the humanities can be used to build an enterprise that will help to meet the challenges of business today Igniting approaches to management that build on humanistic traditions is the ultimate goal of this book Therefore the text ends with two experiments one in the classroom and one with a business executive that take up this call and offer a perspective on where management must go next

Higher Education: Handbook of Theory and Research Laura W. Perna, 2023-02-24 Published annually since 1985 the Handbook series provides a compendium of thorough and integrative literature reviews on a diverse array of topics of interest to the higher education scholarly and policy communities Each chapter provides a comprehensive review of research findings on a selected topic critiques the research literature in terms of its conceptual and methodological rigor and sets forth an agenda for future research intended to advance knowledge on the chosen topic The Handbook focuses on a comprehensive set of central areas of study in higher education that encompasses the salient dimensions of scholarly and policy inquiries undertaken in the international higher education community Each annual volume contains chapters on current important issues pertaining to college students and faculty organization and administration curriculum and instruction policy diversity issues economics and finance history and philosophy community colleges advances in research methodology and other key aspects of higher education administration The series is fortunate to have attracted annual contributions from distinguished scholars throughout the world

The Gig Academy Adrianna Kezar, Tom DePaola, Daniel T. Scott, 2019-10-29 Why the Gig Academy is the dominant organizational form within the higher education economy and its troubling implications for faculty

students and the future of college education Over the past two decades higher education employment has undergone a radical transformation with faculty becoming contingent staff being outsourced and postdocs and graduate students becoming a larger share of the workforce For example the faculty has shifted from one composed mostly of tenure track full time employees to one made up of contingent part time teachers Non tenure track instructors now make up 70 percent of college faculty Their pay for teaching eight courses averages 22 400 a year less than the annual salary of most fast food workers In The Gig Academy Adrianna Kezar Tom DePaola and Daniel T Scott assess the impact of this disturbing workforce development Providing an overarching framework that takes the concept of the gig economy and applies it to the university workforce this book scrutinizes labor restructuring across both academic and nonacademic spheres By synthesizing these employment trends the book reveals the magnitude of the problem for individual workers across all institutional types and job categories while illustrating the damaging effects of these changes on student outcomes campus community and institutional effectiveness A pointed critique of contemporary neoliberalism the book also includes an analysis of the growing divide between employees and administrators The authors conclude by examining the strengthening state of unionization among university workers Advocating a collectivist action oriented vision for reversing the tide of exploitation Kezar DePaola and Scott urge readers to use the book as a tool to interrogate the state of working relations on their own campuses and fight for a system that is run democratically for the benefit of all Ultimately The Gig Academy is a call to arms one that encourages non tenure track faculty staff postdocs graduate students and administrative and tenure track allies to unite in a common struggle against the neoliberal Gig Academy

Diversifying the STEM Fields: From Individual to Structural Approaches Rodolfo Mendoza-Denton, Colette Patt, Adrienne R. Carter-Sowell, 2023-02-14 **Establishing Academic Freedom** Timothy Reese Cain, 2012-09-06 The is this the book length work addressing the development of academic freedom and the procedures designed to protect it from the 1915 founding of the AAUP and the AAC to their endorsement of the key document in the history of professorial rights and responsibilities the 1940 Statement of Principles of Academic Freedom and Tenure **Response to Reform** Margaret J. Marshall, 2004 Response to Reform Composition and the Professionalization of Teaching critiques the politics of labor and gender biases inherent in the composition workplace that prevent literacy teachers from attaining professional status and respect Scrutinizing the relationship between scholarship and teaching Margaret J Marshall calls for a reconceptualization of what it means to prepare for and enter the field of composition instruction Interrogating the approach the education system takes to certify teachers without actually professionalizing their careers Marshall contends that these programs rely on outdated rhetorics of labor that only widen the gap between teaching and other professional jobs Such attempts to re educate literacy teachers exploit and marginalize their work and thus prevent them from claiming the status of academic professionals In providing an overview of the history of and language used to literacy instruction she also points out that while women are overrepresented in composition instruction they are

underrepresented in tenure track and administrative positions To correct and combat these inequities Marshall advocates an alternate alignment of power structures and rhetorical choices In a wide ranging survey that sheds new light on the composition workplace as well as higher education at large *Response to Reform Composition and the Professionalization of Teaching* boldly asks us to do away with the reductive language we inherit from the past that characterize teaching and professionalization as well as our customary responses to public criticism of education The result is a new articulation of composition as a meritorious profession

From a Gadfly to a Hornet Deron Boyles, Kenneth J. Potts, 2016-10-01 We examine Hart's peripatetic career as teacher editor journalist lecturer and public philosopher It is biographical as well as an intellectual history of a fascinating character and prolific author Our goal is to resurrect Hart's intellectual life in order to more deeply understand the significant issues he not only confronted but endured These issues primarily include academic freedom and humanizing education with their direct links to community organizing and Danish folk schools themes that run throughout the book Instead of seeing Hart's intellectual life as a cautionary tale against forceful criticism we offer a view consistent with Hart we should embrace the full and frank sense of academic freedom in order to demonstrate a truly democratic mode of associated living in universities and civic communities Respecting different views should not mean mollifying critique The opposite in fact is in keeping with our view of the open exchange of ideas characteristic of free societies and legitimate institutions of higher education Other themes of significance in this book include the status of the social foundations in teacher education social welfare pacifism community organizing the broader purposes of schools and universities in the U S and Hart's commitment to adult education via Danish folk schools and rural community living The politics of teacher education are legion and this was no less so when Hart began his career in the early twentieth century Debates were had about the degree to which normal schools as two year teacher training sites should broaden their technical scope to include the liberal arts This is the distinction between teacher training and teacher education Those in favor of classroom management and efficient controls or methods for dispensing curriculum faced criticism from those who thought schools should be embryotic spaces for individual and democratic growth Hart was clearly on the side of individual and democratic growth and this meant in part less order less routine and less bureaucratic imposition of standards from bureaucratic hierarchies Positively it meant engaging in debates that challenge students to think differently than they have ever thought before As we show in the following pages Hart was enormously successful at challenging ideas and many people would rather not be challenged As we noted above this position results in demonstrating a full and frank enactment of academic freedom Endorsement Historians tend to cast educational figures of the past as either heroes or villains Joseph Kinmont Hart as Boyles and Potts clearly demonstrate in this original and compelling biography was neither However Hart was deeply committed to living out his ideals through thoughtful action deliberate provocation and deep conviction As an early advocate for community reform academic freedom and adult education Hart was a contentious figure who accumulated

both enemies and friends during his storied career Boyles and Potts skillfully portray his complicated life with balance and insight Thomas Fallace William Paterson University of New Jersey *The History of U.S. Higher Education - Methods for Understanding the Past* Marybeth Gasman, 2013-10-14 The first volume in the Core Concepts of Higher Education series The History of U S Higher Education Methods for Understanding the Past is a unique research methods textbook that provides students with an understanding of the processes that historians use when conducting their own research Written primarily for graduate students in higher education programs this book explores critical methodological issues in the history of American higher education including race class gender and sexuality Chapters include Reflective Exercises that combine theory and practice Research Method Tips Further Reading Suggestions Leading historians and those at the forefront of new research explain how historical literature is discovered and written and provide readers with the methodological approaches to conduct historical higher education research of their own

Decoding **Professional Professoriate**: Revealing the Captivating Potential of Verbal Expression

In a time characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Professional Professoriate**," a mesmerizing literary creation penned by a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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