

The Society for Research into Higher Education

Gender and the Restructured University



edited by
Ann Brooks and Alison Mackinnon

Gender And The Restructured University Changing Management And Culture In Higher Education

**Sabine Grenz, Beate
Kortendiek, Marianne Kriszio, Andrea
Löther**

Gender And The Restructured University Changing Management And Culture In Higher Education:

Gender and the Restructured University Ann Brooks, Alison Mackinnon, 2001 In these nine chapters fourteen academics from the UK Australia and New Zealand examine some recently accelerating changes in higher education and the possible implications for female academics They analyze the globalization process the global knowledge economy the influences of new technologies new managerial styles and organizational structures and cultures accompanying the new dominant economic theories and a shift in the focus of universities from traditional concerns of liberal education to national wealth creation The authors consider the effects of this corporate competition dominated orientation on female academics and the threats which organizational restructuring may pose to gender equity among academics

Management and gender in higher education Pat O'Connor, 2015-11-01 This book is a definitive examination of higher education locating it in a wider neo liberal context involving the state and the market with a specific focus on recent higher policy and on the elite group of senior managers in universities Written in a clear accessible style it provides an in depth analysis of university structures cultures and practices at senior management level Despite the managerialist rhetoric of accountability we see structures where access to power is through the Presidents blessing very much as in a medieval court We see a culture that is less than comfortable with the presence of women and which in its narratives stereotypes and interactions exemplifies to a rather nineteenth century view of women Sites and sources of change are also identified In a global context where diversity is crucial to innovation it challenges us to critically reflect on management and on higher education

Gender Equality in Higher Education Valeria Maione, 2005

Challenges and Negotiations for Women in Higher Education Pamela Cotterill, Sue Jackson, Gayle Letherby, 2007-06-28 CONCEPTUALISING CHALLENGES AND NEGOTIATIONS FOR WOMEN IN HIGHER EDUCATION 1 2 3 Pamela Cotterill Sue Jackson and Gayle Letherby 1 2 3 Staffordshire University Birbeck University of London University of Plymouth INTRODUCTION Despite the historical tradition of academia as a male space Evans 1995 Abbott et al 2005 Stanley 1997 Letherby 2003 it is possible to argue that the expansion of higher education in the 1980s and 1990s benefited women more than it did men By 1995 there were two and a half times more women in the academy than in 1970 1 Abbott et al 2005 and in the decade to follow the numbers of women undergraduate students had overtaken men with a substantial minority of these being older non standard entrants Furthermore as Paula J Caplan 1997 3 argues Visions of the academic life draw us women toward it picturing an intellectual community whose members search with passion and integrity for Truth and Knowledge We imagine that in academia we shall find freedom from bias freedom from worldly struggles of power and wealth freedom to choose what to study and what to say and an environment characterized by tolerance and openness where everyone's energy is focused on the open exploration of ideas However whilst this may be the vision for some women it is important not to view this widening of female participation in higher education through rose tinted glasses

Promoting Gender Equity in Selected Public Universities of Kenya Jane

Onsongo,2011 The purpose of this study was to examine sustainable gender equity interventions in selected public universities The study used descriptive survey and case study research methods to carry out an in depth analysis of the gender equity interventions in selected public universities in Kenya The sample consisted of four public universities that were selected because they had established gender centers institutes that were assumed to be coordinating gender equity intervention The study has the following objectives To establish the existing gender inequalities in the formal organisational structure of the selected universities To identify and assess sustainability of gender equity interventions in the selected public universities To analyse the national regional international and organisational culture and policy contexts that have influenced and supported the introduction of the identified gender equity interventions To investigate the attitudes of staff students and management towards the gender equity interventions and to recommend appropriate institutional strategies to address existing gender inequities

Teaching and Learning in Higher Education in India and Australia James Arvanitakis,Sudhanshu Bhushan,Nayantara Pothen,Aarti Srivastava,2019-07-11 This book presents insights into the current state of higher education emerging pedagogies and innovative technology driven learning techniques in research and teaching Focussing specifically on the higher education models in India and Australia the volume explores concerns and policy interventions that will help promote research capability and culture Globalisation rise of information technology and the massification of education has shifted the foundations of higher education and universities in the world This volume examines the best support structures that will allow educators to face the challenge of the increasingly diverse community of learners and teachers entering higher education their varied levels of aspirations and expectations the influence of technology in pedagogical practices and the shrinking funds for teaching and research By using case studies from India and Australia the book also looks at the benefits of cross cultural collaborations in research and education Comprehensive and resourceful this volume will be useful for academics and scholars of education higher education and research sociology public policy development studies and for NGOs and think tanks working in these areas

Gender Equality Programmes in Higher Education Sabine Grenz,Beate Kortendiek,Marianne Kriszio,Andrea Löther,2009-11-10 Gender equality has been on the agenda of national policies of higher education within and outside the European Union EU for the last twenty years In some European countries this process was initiated early on and has brought about remarkable results while in others progress has been slower Different countries and institutions have focussed on different strategies for raising awareness about the discrimination of women and for increasing the number of women in academia particularly in leadership positions Previous research on gender equality in higher education has produced many case studies about programmes at institutions of higher education in Europe and elsewhere Different actors like the European Commission and national organisations have also furnished reports about national policies Building on this material it is now time to analyse under what conditions equality programmes are successful For a deeper understanding of the mechanisms of and barriers to gender equality in

higher education we also need studies that focus on the development of gender equality policies in different countries as well as on conditions of implementation change of strategy and the evaluation of sults Comparative studies would be another useful tool for understanding the development and success of gender equality programmes

EBOOK: Higher Education And The Lifecourse Maria Slowey,David Watson,2003-10-16 key arguments for policy and practice for lifelong learning in higher education Higher Education Digest At the beginning of the 21st century it is increasingly clear to professionals at all levels of formal and informal education that we need to refresh the concept of lifelong learning Most importantly the concept needs to be expanded so that it is lifelong and lifewide concerned not just with serial requirements of those already engaged but also with the creation of opportunities for those who have not found the existing structures and processes accessible or useful This book discusses resulting arguments about policy and practice in three parts Part One focuses on the lifelong dimension addressing in particular the changing nature of the student population Part Two investigates the lifewide connections between higher education and other areas of social and economic life Part Three offers a structural analysis based on research on changing needs of learners and setting out some key implications for higher education Higher Education and the Lifecourse provides a timely analysis of the higher education sector and will be an important resource for graduate students researchers policy makers and senior managers within the fields of higher and post compulsory education

EBOOK: Quality And Power In Higher Education Louise Morley,2003-04-16 This book examines the power relationships that organize and facilitate quality assurance in higher education It investigates power in terms of macro systems of accountability surveillance and regulation and uncovers the ways in which quality is experienced by academics and managers in higher education Louise Morley reveals some of the hidden transcripts behind quality assurance and poses significant questions What signs of quality in higher education are being performed and valued What losses gains fears and anxieties are activated by the procedures Is the culture of excellence resulting in mediocrity Quality and Power in Higher Education covers a wide range of issues including the policy contexts new managerialism the costs of quality assurance collegiality peer review gender and equity implications occupational stress commodification and consumer values in higher education performance league tables benchmarking increasing workloads and the long term effects on the academy It draws upon Morley s empirical work in the UK on international studies and on literature from sociology higher education studies organization studies and feminist theory It is important reading for students and scholars of higher education policy and practice and for university managers and policy makers

Women, Universities, and Change M. Sagaria,2007-02-05 This volume analyzes how higher education responses to sociopolitical and economic influences affect gender equality at the nation state and university levels in the European Union and the United States

Diversity and Inclusion in Higher Education Daryl G. Smith,2014-04-16 In addition to many other issues that touch higher education around the world diversity and equity in higher education is fast becoming a major opportunity and challenge to institutions countries and regions The

increasing centrality of diversity is fueled in part by changing demographics immigration social movements calls for remedies to historic grievances and the relationship between identity and access to power This book will provide an opportunity to look at efforts at institutional change with respect to diversity in several countries where issues of diversity are moving beyond simply access for diverse populations to efforts at institutional transformation Its purpose is to provide a comparative perspective with the hope that we will be able to see patterns across these contexts from which we might learn Amongst other subjects it will address The historic and contemporary context for diversity Established and emerging salient identities How diversity is framed at a national and institutional level The prevailing strategies and policies for engaging diversity again at the national and institutional level The role of special purpose institutions This critical book is essential for higher education scholars and practitioners with backgrounds in higher education

The Routledge International Handbook of Organizational Autoethnography Andrew Herrmann, 2020-07-16 For nearly 40 years researchers have been using narratives and stories to understand larger cultural issues through the lenses of their personal experiences There is an increasing recognition that autoethnographic approaches to work and organizations add to our knowledge of both personal identity and organizational scholarship By using personal narrative and autoethnographic approaches this research focuses on the working lives of individual people within the organizations for which they work This international handbook includes chapters that provide multiple overarching perspectives to organizational autoethnography including views from fields such as critical postcolonial and queer studies It also tackles specific organizational processes including organizational exits grief fandom and workplace bullying as well as highlighting the ethical implications of writing organizational research from a personal narrative approach Contributors also provide autoethnographies about the military health care and academia in addition to approaches from various subdisciplines such as marketing economics and documentary film work Contributions from the US the UK Europe and the Global South span disciplines such as organizational studies and ethnography communication studies business studies and theatre and performance to provide a comprehensive map of this wide reaching area of qualitative research This handbook will therefore be of interest to both graduate and postgraduate students as well as practicing researchers Winner of the 2021 National Communication Association Ethnography Division Best Book Award Winner of the 2021 Distinguished Book on Business Communication Award Association for Business Communication

Social Theory in Contemporary Asia Ann Brooks, 2010-07-14 Philosophical debates around reflexivity identity and intimacy have preoccupied Western social and cultural theorists since the 1990s and this book examines them in relation to the Chinese diasporic cultures in Asia The debates are set within the context of globalization and its impact on cultural gendered and ethnic identities in late modernity **Solitudes of the Workplace** Elvi Whittaker, 2015-12-01 Solitudes of the Workplace focuses on experiences of marginalization uncertainty and segregation created by the hierarchical structures of categories in universities and by gendered identities Studying a wider range of women s roles in universities than prior

research the experiences of support staff senior administrators researchers non academic administrators and contract teachers are added to those of faculty and students The essays show how attempts to introduce new knowledge are manoeuvred and the resistance this process can encounter as well as the ways in which institutional policies can blur and change identities Addressing longstanding issues such as the entanglement of gender and the assessment of merit attention is also given to how new identities are claimed and successfully projected Essays presenting workers points of view reveal the confusion that occurs when official policy and everyday knowledge conflict when processes like tenure and other status changes create troublesome realities and when it becomes routine to experience status denigration Within the social order of the university and its existing boundaries gender issues of past decades sometimes surface but all too often remain an unspoken presence Solitudes of the Workplace is a revealing look at the isolating experiences and inequities inherent in these institutional environments

The Essential Academic Dean Jeffrey L. Buller, 2007-11-09 The role of an academic dean is extremely complex involving budgeting community relations personnel decisions managing a large enterprise mastering numerous details fundraising and guiding a school or college toward a compelling vision for the future But no academic dean can quickly master all of the intricacies involved in this challenging position For instance how do you build support for a shared vision of your unit's future How do you interact effectively with all of the different internal and external constituencies that a dean must serve How do you set supervise and implement a budget How do you handle the volume of documents that cross your desk How do you fire someone ask a chair to step down respond to a reporter on the telephone and settle disputes about intellectual property rights How do you know when it's time to consider leaving your current position for another opportunity The Essential Academic Dean is about the how of academic leadership Based on a series of workshops given by the author on college administration and management each topic deals concisely with the most important information deans need at their fingertips when faced with a particular challenge or opportunity Written both as a comprehensive guide to the academic deanship and as a ready reference to be consulted when needed this book emphasizes proven solutions over untested theories and stresses what deans need to know now in order to be most successful as academic leaders

Gender and Precarious Research Careers Annalisa Murgia, Barbara Poggio, 2018-10-09 The literature on gender and science shows that scientific careers continue to be characterised albeit with important differences among countries by strong gender discriminations especially in more prestigious positions Much less investigated is the issue of which stage in the career such differences begin to show up Gender and Precarious Research Careers aims to advance the debate on the process of precarisation in higher education and its gendered effects and springs from a three year research project across institutions in seven European countries Italy Belgium the Netherlands Iceland Switzerland Slovenia and Austria Examining gender asymmetries in academic and research organisations this insightful volume focuses particularly on early careers It centres both on STEM disciplines Science Technology Engineering and Mathematics and SSH Social Science

and Humanities fields Offering recommendations to design innovative organisational policies and self tailored Gender Equality Plans to be implemented in universities and research centres this volume will appeal to students and researchers interested in fields such as Gender Studies Sociology of Work and Industry Sociology of Knowledge Business Studies and Higher Education

Women in Philosophy Katrina Hutchison, Fiona Jenkins, 2013-10-23 Despite its place in the humanities the career prospects and numbers of women in philosophy much more closely resemble those found in the sciences and engineering This book collects a series of critical essays by female philosophers pursuing the question of why philosophy continues to be inhospitable to women and what can be done to change it By examining the social and institutional conditions of contemporary academic philosophy in the Anglophone world as well as its methods culture and characteristic commitments the volume provides a case study in interpretation of one academic discipline in which women's progress seems to have stalled since initial gains made in the 1980s Some contributors make use of concepts developed in other contexts to explain women's under representation including the effects of unconscious biases stereotype threat and micro inequities Other chapters draw on the resources of feminist philosophy to challenge everyday understandings of time communication authority and merit as these shape effective but often unrecognized forms of discrimination and exclusion Often it is assumed that women need to change to fit existing institutions This book instead offers concrete reflections on the way in which philosophy needs to change in order to accommodate and benefit from the important contribution women's full participation makes to the discipline

Diversity in Leadership Joy Damousi, Kim Rubenstein, Mary Tomsic, 2014-11-25 While leadership is an over used term today how it is defined for women and the contexts in which it emerges remains elusive Moreover women are exhorted to exercise leadership but occupying leadership positions has its challenges Issues of access acceptable behaviour and the development of skills to be successful leaders are just some of them Diversity in Leadership Australian women past and present provides a new understanding of the historical and contemporary aspects of Indigenous and non Indigenous women's leadership in a range of local national and international contexts It brings interdisciplinary expertise to the topic from leading scholars in a range of fields and diverse backgrounds The aims of the essays in the collection document the extent and diverse nature of women's social and political leadership across various pursuits and endeavours within democratic political structures

Mainstreaming Politics Carol Lee Bacchi, Joan Eveline, 2010 This book offers an innovative rethinking of policy approaches to gender equality and of the process of social change It brings several new chapters together with a series of previously published articles to reflect on these topics A particular focus is gender mainstreaming a relatively recent development in equality policy in many industrialised and some industrialising countries as well as in large international organisations such as the World Bank the International Monetary Fund and the International Labour Organization The book draws upon poststructuralist organisation and policy theory to argue that it is impossible to script reform initiatives such as gender mainstreaming As an alternative it recommends

thinking about such policy developments as fields of contestation shaped by on the ground political deliberations and practices including the discursive practices that produce specific ways of understanding the problem of gender inequality In addition to the new chapters the editors Bacchi and Eveline produce brief introductions for each chapter tracing the development of their ideas over four years Through these commentaries the book provides exciting insights into the complex processes of collaboration and theory generation Mainstreaming Politics is a rich resource for both practitioners in the field and for theorists In particular it will appeal to those interested in public policy public administration organisation studies sociology comparative politics and international studies **Asian Diasporas** Robbie B.H. Goh,Shawn Wong,2004-03-01 Asian diasporas are all too often seen in terms of settlement problems in a host nation where the focus is on issues of crime housing employment racism and related concerns The essays in this volume view Asian diasporic movements in the context of globalization and global citizenship in which multiple cultural allegiances influences and claims together create complex negotiations of identity Examining a range of cultural documents through which such negotiations are conducted literature and other forms of writing media popular culture urban spaces military inscriptions and so on the essays in this volume explore the meanings and experiences involved in the two major Asian diasporic movements those of South and East Asia

Gender And The Restructured University Changing Management And Culture In Higher Education Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has become much more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Gender And The Restructured University Changing Management And Culture In Higher Education**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we shall delve into the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

<http://www.pet-memorial-markers.com/public/Resources/fetch.php/Election%202004%20Cards%20Game.pdf>

Table of Contents Gender And The Restructured University Changing Management And Culture In Higher Education

1. Understanding the eBook Gender And The Restructured University Changing Management And Culture In Higher Education
 - The Rise of Digital Reading Gender And The Restructured University Changing Management And Culture In Higher Education
 - Advantages of eBooks Over Traditional Books
2. Identifying Gender And The Restructured University Changing Management And Culture In Higher Education
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an eBook Gender And The Restructured University Changing Management And Culture In Higher Education

- User-Friendly Interface
- 4. Exploring eBook Recommendations from Gender And The Restructured University Changing Management And Culture In Higher Education
 - Personalized Recommendations
 - Gender And The Restructured University Changing Management And Culture In Higher Education User Reviews and Ratings
 - Gender And The Restructured University Changing Management And Culture In Higher Education and Bestseller Lists
- 5. Accessing Gender And The Restructured University Changing Management And Culture In Higher Education Free and Paid eBooks
 - Gender And The Restructured University Changing Management And Culture In Higher Education Public Domain eBooks
 - Gender And The Restructured University Changing Management And Culture In Higher Education eBook Subscription Services
 - Gender And The Restructured University Changing Management And Culture In Higher Education Budget-Friendly Options
- 6. Navigating Gender And The Restructured University Changing Management And Culture In Higher Education eBook Formats
 - ePub, PDF, MOBI, and More
 - Gender And The Restructured University Changing Management And Culture In Higher Education Compatibility with Devices
 - Gender And The Restructured University Changing Management And Culture In Higher Education Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Gender And The Restructured University Changing Management And Culture In Higher Education
 - Highlighting and Note-Taking Gender And The Restructured University Changing Management And Culture In Higher Education
 - Interactive Elements Gender And The Restructured University Changing Management And Culture In Higher Education

8. Staying Engaged with Gender And The Restructured University Changing Management And Culture In Higher Education
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Gender And The Restructured University Changing Management And Culture In Higher Education
9. Balancing eBooks and Physical Books Gender And The Restructured University Changing Management And Culture In Higher Education
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Gender And The Restructured University Changing Management And Culture In Higher Education
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Gender And The Restructured University Changing Management And Culture In Higher Education
 - Setting Reading Goals Gender And The Restructured University Changing Management And Culture In Higher Education
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Gender And The Restructured University Changing Management And Culture In Higher Education
 - Fact-Checking eBook Content of Gender And The Restructured University Changing Management And Culture In Higher Education
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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