

The Organization of Academic Departments and Participation in Decision Making as Perceived by Faculty Members in Jordanian Universities

Aieman Ahmad Al-Omari

Abstract: *This study aims to understand the factors that influence faculty members' participation in decision making within the framework of the academic department as a social organization. From this perspective, the researcher argues that how faculty members view the formal and informal structures of the department directly and indirectly affect their participation in decision making. Faculty members' characteristics, such as age and gender, also influence their perceptions and their participation in decision making. Through the path model developed by the researcher, a total of 185 faculty members who enrolled during the first semester 2006/ 2007 term at Jordanian Universities participated in the study, and by using a 12-item survey, this study shows that elements of a department's formal and informal structures and of faculty members' attributes directly and indirectly influence self-reported participation. Most notably the variables which exhibit substantial influence on participation in decision making include two measures of the formal structure as reported by faculty members: (chairperson-faculty interaction and faculty members' perception of the chairperson as the authority of knowledge); one measure of the informal structure: (faculty members' fear of peer disapproval), and two measures of faculty members' attributes: (age and confidence). The most important finding to be taken from this investigation pertains to chairperson-faculty interaction outside of the department.*

Introduction

This paper is based on the hypothesis that decision-maker behavior in naturalistic settings does not occur in a social vacuum. The idea is that action is situated and can't be explained solely by reference to an individual's choices. Consequently, it proposes that decision-maker behavior is shaped both by formal systems of rules and organizational hierarchies, and by the multilevel relational contexts within which action occurs (Langley, 1989; O'Reilly & Chatman, 1996). For many reasons, decision makers' operative norms and behaviors may depart substantially from formal requirements, and decision makers may perform a function in ways that are at odds with what is prescribed. It can be argued that adherence to or departure from formal requirements is shaped by the immediate contexts of action as well as the wider organizational context in which decisions are made (Sutcliffe & McNamara, 2001).

Faculty Participation In Academic Decision Making

**Marybeth Gasman, Benjamin
Baez, Caroline Sotello Viernes Turner**

Faculty Participation In Academic Decision Making:

Faculty Participation in Academic Decision Making; Report of a Study Archi R. Dykes, 1969 *Faculty Participation in Decision Making* Carol Everly Floyd, 1985 The literature concerning higher education and generic organization theory is reviewed to address various questions relating to faculty participation in institutional decision making Attention is directed to the rationale for faculty participation alternative types of participation participation in academic senates participation by functional area participation at the system and state levels participation and centralization decentralization strengthening consultative processes and increasing faculty satisfaction and participation Generic organization theory provides extensive reasons why participation in organizational decision making can improve employees satisfaction and performance Types of faculty participation in institutional decision making are separate jurisdictions shared authority and joint participation Faculty participation can involve curriculum design faculty personnel status selection and evaluation of administrators planning budgeting and planning for retrenchment or financial exigency Joint faculty and administrator efforts may focus on four important areas rebuilding collegial foundations shaping the consultative framework increasing the availability of information and facilitating group deliberations Areas for further analysis are suggested SW

Faculty Participation in Academic Decision Making Archie R. Dykes, 1968 **Faculty Participation in Academic Decision Making** Archie R. Dykes, Dykes, 1968-12 *Faculty Participation in Academic Decision Making* Walter Eugene Oberer, *Community College Faculty Participation in Academic Decision Making* Ernest Martin Sobel, 1971 ABSTRACT

Faculty Participation in Decision Making Carol Everly Floyd, 1987 *Faculty Participation in Decision Making* Carol Everly Floyd, 1985 *Faculty Participation in Academic Decision Making in "emerging" State Colleges* Roger W. Opdahl, 1971

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2014 *The Impact of Culture on Organizational Decision-Making* William G. Tierney, 2023-07-03 Colleges and universities are currently undergoing the most significant challenges they have faced since World War II Rising costs increased competition from for profit providers the impact of technology and the changing desires and needs of consumers have combined to create a dynamic tension for those who work in and study postsecondary education What worked yesterday is unlikely to work tomorrow The status quo or bromides such as stay the course are insufficient responses in a market that demands creativity and innovation if an organization does not simply wish to survive but thrive Managerial responses or top down linear decisions are antithetical to academic organizations and most likely recipes for disaster In today's flat world decision making for most organizations has become less hierarchical and more decentralized Understanding this trend is of particular importance for organizations with traditions of shared governance The message of this book is that understanding organizational culture is critical for those who recognize that academe must change but are unsure how to make that change happen Even the most seasoned college and university administrators and professors often ask themselves What holds this

place together The author's answer is that an organization's culture is the glue of academic life Paradoxically this glue does not make things get stuck but unstuck An understanding of culture enables an organization's participants to interpret the institution to themselves and others and in consequence to propel the institution forward An organization's culture is reflected in what is done how it is done and who is involved in doing it It concerns decisions actions and communication on an instrumental and symbolic level This book considers various facets of academic culture discusses how to study it how to analyze it and how to improve it in order to move colleges and universities aggressively into the future while maintaining core academic values This book presents updated versions of eight key articles on organizational culture in higher education by William G Tierney The new introduction that sets them in the context of current and future challenges will add further value to articles that are already in high demand

Faculty Participation in Decision-making in Academic Departments of Two-year Colleges in New York State John J. Kowal, 2006 Faculty Participation in Decision Making Carol Everly Floyd, 1985 Research in Education, 1971 *Understanding College and University Organization* James L. Bess, Jay R. Dee, 2023-07-03 Now available in paperback this two volume work is intended to help readers develop powerful new ways of thinking about organizational principles and apply them to policy making and management in colleges and universities The book is written with two audiences in mind administrative and faculty leaders in institutions of higher learning and students both doctoral and Master's degree studying to become upper level administrators leaders and policy makers in higher education It systematically presents a range of theories that can be applied to many of the difficult management situations that college and university leaders encounter It provides them with the theoretical background to knowledgeably evaluate the many new ideas that emerge in the current literature and in workshops and conferences The purpose is to help leaders develop their own effective management style and approaches and feel confident that their actions are informed by appropriate theory and knowledge of the latest research in the field Without theory organizational leaders are forced to treat each problem that they encounter as unique as if it were a first time occurrence While leaders may have some experience with a particular issue their solutions are usually not informed by the accumulated wisdom of others who have already encountered and resolved similar situations The authors approach the theory of the organization and administration of colleges and universities from three quite different perspectives or paradigms each relying on different assumptions about the reality of organizational life in colleges and universities The positivist paradigm primarily an omnibus systems theory integrates the chapters into a comprehensive yet easily accessible whole Social constructionism the second paradigm is introduced in each chapter to illuminate the difficulty of seeking and finding meaningful consensus on problems and policies while also addressing important ethical issues that tend to be overlooked in leadership thought and action The third paradigm postmodernism draws attention to difficulties of logic and communication under the constraints of strictly linear thinking that authorities at all levels attempt to impose on organizations This multiple paradigm approach enables

readers to become more cognizant of their own assumptions how they may differ from those of others in their organization and how those differences may both create difficulties in resolving problems and expand the range of alternatives considered in organizational decision making The book offers readers the tools to balance the real world needs to succeed in today s challenging and competitive environment with the social and ethical aspirations of all its stakeholders and society at large The authors aim is to elucidate how administration can be made more efficient and effective through rational decision making while also respecting humanistic values This approach highlights a range of phenomena that require attention if the institution is ultimately to be considered successful Also available Volume 1 The State of the SystemTwo volume set

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