

Paying the Professoriate

**A Global Comparison of
Compensation and Contracts**

Edited by

**Philip G. Altbach, Liz Reisberg,
Maria Yudkevich,
Gregory Androushchak, and
Iván F. Pacheco**



Paying The Professoriate A Global Comparison Of Compensation And Contracts

Iveta Silova, Sarfarozi Niyozov

Paying The Professoriate A Global Comparison Of Compensation And Contracts:

Paying the Professoriate Philip G. Altbach, 2012 How are professors paid Can the best and brightest be attracted to the academic profession With universities facing international competition which countries compensate their academics best and which ones lag behind Paying the Professoriate examines these questions and provides key insights and recommendations into the current state of the academic profession worldwide Paying the Professoriate is the first comparative analysis of global faculty salaries remuneration and terms of employment Offering an in depth international comparison of academic salaries in twenty eight countries across public private research and non research universities chapter authors shed light on the conditions and expectations that shape the modern academic profession The top researchers on the academic profession worldwide analyze common themes trends and the impact of these matters on academic quality and research productivity In a world where higher education capacity is a key driver of national innovation and prosperity and nations seek to fast track their economic growth through expansion of higher education systems policy makers and administrators increasingly seek answers about what actions they should be taking Paying the Professoriate provides a much needed resource illuminating the key issues and offering recommendations

Akademisches Personalmanagement Fred G. Becker, 2020-11-19 Das dreibändige Werk Akademisches Personalmanagement beschreibt die zentralen Aspekte der Personalarbeit an Hochschulen ein Bereich der sich dynamisch und divers entwickelt Dabei ordnen die drei Bände die diversen Ansätze aus Theorie und Praxis und tragen zu einer diskursiven Weiterentwicklung bei Dieser Band 3 beschäftigt sich dabei mit folgenden Personalaufgaben an Hochschulen Inplacement zur fachlichen sozialen wie kulturellen Einführung der neuen Mitarbeitenden Personalentwicklung zur laufenden Anpassung notwendiger Qualifikationen Anreizsysteme zur Aktivierung wie Verstärkung von Teilnahme Bleibe und Leistungsmotivation sowie Personalführung in verschiedenen Führungskontexten Führung von und durch Professorinnen laterale Führung in akademischen Leitungsorganen und so weiter Dies geschieht im Allgemeinen differenziert für die verschiedenen Beschäftigtengruppen Band 1 fokussiert theoretische wie praxisbezogene Grundlagen Hierzu ziehen eine überblicksartige Darstellung moderner Personalarbeit im Allgemeinen sowie akademischen Personalmanagements im Speziellen Verortung Personalstrukturen theoretische Analysen In Band 2 werden Personalbeschaffung und Auswahl von Hochschulbeschäftigten im Allgemeinen sowie Professorinnen im Besonderen Berufungsverfahren thematisiert Das Werk verfolgt das Ziel personalwissenschaftliche Erkenntnisse auf das Objekt Hochschule zu übertragen Gestaltungsvorschläge für hochschulbezogene Personalaufgaben zu unterbreiten sowie zur weiteren Auseinandersetzung mit dem akademischen Personalmanagement anzuregen Die Bände richten sich an Forscherinnen des akademischen Personalmanagements Studierende einschuliger Studiengänge sowie Entscheidungsträgerinnen an Forschungseinrichtungen Fred G Becker ist Lehrstuhlinhaber für Betriebswirtschaftslehre insb Personal Organisation und Unternehmensführung an der Universität Bielefeld

The Global Academic Rankings Game Maria Yudkevich, Philip Altbach, Laura Rumbley, 2016-03-02 The Global

Academic Rankings Game provides a much needed perspective on how countries and universities react to academic rankings Based on a unified case methodology of eleven key countries and academic institutions this comprehensive volume provides expert analysis on this emerging phenomenon at a time when world rankings are becoming increasingly visible and influential on the international stage Each chapter provides an overview of government and national policies as well as an in depth examination of the impact that rankings have played on policy practice and academic life in Australia Chile China Germany Malaysia the Netherlands Poland Russia Turkey the United Kingdom and the United States The Global Academic Rankings Game contributes to the continuing debate about the influence of rankings in higher education and is an invaluable resource for higher education scholars and administrators as they tackle rankings in their own national and institutional contexts *The Global Future of Higher Education and the Academic Profession* P. Altbach,G. Androushchak,Y.

Kuzminov,M. Yudkevich,L. Reisberg,2013-02-05 This is the first book to critically analyze the future of higher education systems in the four BRIC countries Brazil Russia India and China and the USA analyzing academic salaries contracts and working conditions and how national policy will affect the academic profession in each context *Knowledge Production in European Universities* Kwiek Marek,2012-11-23 The book studies transformations of European universities in the context of globalization and Europeanization the questioning of the foundations of the Golden Age of the Keynesian welfare state public sector reforms demographic changes the massification and diversification of higher education and the emergence of knowledge economies Such phenomena as academic entrepreneurialism and diversified channels of knowledge exchange in European universities are linked to transformations of the state and changes in public sector services The first contextual part of the book studies the changing state university relationships and the second empirically informed part draws from several recent large scale comparative European research projects **Professorial Pathways** Martin J. Finkelstein,Glen A.

Jones,2019-05-21 What makes a professor The answer depends on where in the world you are Winner of the CIHE Award for Significant Research on International Higher Education by the Association for the Study of Higher Education In the twenty first century universities worldwide have found themselves thrust into a great brain race as nations both developed and developing seek to enhance their place in the global knowledge economy As the concept of the de localized university one that has radically expanded perhaps even beyond national borders grows competing nations have begun reshaping aspects of their national systems to accommodate global standards and metrics In *Professorial Pathways* Martin J Finkelstein and Glen A Jones consider how academic careers vary in countries that are fundamentally different in their organization and dynamics Building on 25 years of scholarship the book confronts major questions What can we learn from the experience of other nations as they seek to balance the seemingly contradictory imperatives of expanding access and ensuring global competitiveness What are the implications of this rapidly changing policy environment for the health of the academic professions on which university teaching and scholarship depends And how can we advance the comparative study of higher

education and in particular of the academic profession The volume brings together detailed case studies of the latest and ever changing educational developments in ten countries across Europe France Germany United Kingdom Russia Asia China India Japan North America United States Canada and South America Brazil Essays written by respected scholars in the field identify the major structural features of national higher education systems and academic markets that directly shape academic work and careers Professorial Pathways will be of interest to anyone who toils in the vineyards of comparative and international higher education Contributors Elizabeth Balbachevsky Martin J Finkelstein N Jayaram Glen A Jones Barbara M Kehm Dan Mao Christine Musselin Peter Scott Fengqiao Yan Akiyoshi Yonezawa Maria Yudkevich

International Faculty in Higher Education Maria Yudkevich, Philip G. Altbach, Laura E. Rumbley, 2016-11-25 In an interconnected and globally competitive environment faculty mobility across countries has become widespread yet is little understood Grounded in qualitative methodology this volume offers a cutting edge examination of internationally mobile academics today and explores the approaches and strategies that institutions pursue to recruit and integrate international teachers and scholars into local universities Providing a range of research based insights from case studies in key countries this resource offers higher education scholars and administrators a comparative perspective helping to explain the impact that international faculty have on the local university as well as issues of retention promotion salaries and the challenges faced by these internationally mobile academics

Changing European Academics Marek Kwiek, 2018-09-05 European academics have been at the centre of ongoing higher education reforms as changes in university governance and funding have led to changes in academic work and life Discussing the academic profession and most importantly its increasing stratification across Europe Changing European Academics explores the drivers of these changes as well as their current and expected results This comparative study of social stratification work patterns and research productivity Examines eleven national higher education systems across Europe Austria Finland Germany Ireland Italy The Netherlands Norway Poland Portugal Switzerland and the United Kingdom Provides a panoramic view of the European academic profession Confronts misconceptions of academic work and life with compelling results and detailed analyses Discusses new dilemmas inherent to the changing social and economic environments of higher education A thoughtful and comprehensive study of the changing academic profession in Europe this book will be of interest to higher education practitioners managers and policy makers both in Europe and globally Changing European Academics will benefit anyone whose work relates to changing academic institutions and changing academic careers

Young Faculty in the Twenty-First Century Maria Yudkevich, Philip G. Altbach, Laura E. Rumbley, 2015-03-16 Young faculty are the future of academia yet without attractive career paths for young academics the future of the university is bleak Featuring case studies from Brazil China France Germany India Norway Portugal Russia South Africa and the United States Young Faculty in the Twenty First Century is the first book to analyze issues facing early career higher education faculty in an international context The contributors discuss how young academics

are affected by contracts salaries the structure of careers and institutional conditions The analyses cover the full spectrum of the academic profession including part time jobs and short term contracts both in public and private institutions The book also addresses what universities must do in order to attract young qualified candidates

Contextualizing and Organizing Contingent Faculty Ishmael I. Munene, 2018-02-15 *Contextualizing and Organizing Contingent Faculty* Reclaiming Academic Labor in Universities seeks to develop a counterculture that eschews the neoliberal ideology and interlocking market values in higher education More than merely lamenting the disruptive effects of these marketplace values in higher education institutions it develops both theoretical insights and practical organizing strategies pertinent to challenging new academic capitalist values and behaviors Contributors local and international present cases from various institutions to illuminate how national trends concerning contingent faculty are articulated implemented and challenged at the local level They present organizing strategies which are analyzed from an interdisciplinary perspective providing a thorough and comprehensive view of the contingent labor movement This book will provide useful lessons to a broad array of audiences in universities labor movements and national and local governments

The Future of Accessibility in International Higher Education Alphin Jr., Henry C., Chan, Roy Y., Lavine, Jennie, 2017-05-17 Education is the foundation to almost all successful lives and it is important that a high level of schooling be available on a global scale Studying the trends in accessibility in education will allow educators to improve their own teaching techniques as well as expand their influence to more remote areas in the world *The Future of Accessibility in International Higher Education* is a comprehensive reference source for the latest scholarly material on emerging methods and trends in disseminating knowledge in university settings Featuring extensive coverage on relevant topics such as e learning economic perspectives and educational technology this publication is ideally designed for educators academics students and researchers interested in expanding their knowledge of global education

Higher Education in Russia Yaroslav Kuzminov, Maria Yudkevich, 2022-09-13 A comprehensive up to date look at modern Russian higher education By the mid eighteenth century when the first university appeared in Russia many European nations could boast of long and glorious university traditions But Russia with its poorly developed system of elementary and secondary education lagged behind other European countries and seemed destined for a long spell of second tier performance Yet by the mid twentieth century the fully reformed system of Soviet higher education was perceived as an unexpected success one that transformed the country into a major scientific power throughout the Cold War Today the international community is keeping close tabs on the fast development of world class higher education in Russia specifically its large scale changes and reforms *Higher Education in Russia* is the first comprehensive up to date overview and analysis of modern Russian higher education Aimed at a large international audience it describes the current realities of higher education in Russia as well as the main principles logic and relevant historical and cultural factors Outlining the evolution of the higher education system in tsarist Russia throughout the nineteenth century Yaroslav Kuzminov and Maria Yudkevich describe the development of its

mass scale higher education system from the end of the Second World War to the collapse of the Soviet Union and beyond. They also discuss the principal elements of today's Russian higher education system while exploring the system's governance model and the logic of its resource allocation. They touch on university selection, the structure of the country's academic profession, the organization of research, and the major excellence programs of leading universities. Illustrating the idea that the development of the higher education system is very much linked with the European experience, the authors argue that Russian higher education was often the domain of successful and not so successful education experiments and innovations. **Higher Education in Russia** is a must read for scholars of higher education and Russian history alike. **Nothing Less Than Great** Harvey P. Weingarten, 2021-06-28 *Nothing Less than Great* addresses the current challenges faced by Canada's university system and offers solutions to help improve the academic experience of students. *Assembling and Governing the Higher Education Institution* Lynette Shultz, Melody Viczko, 2016-09-27 This book emphasizes the inherently democratic nature of education from those who practice in higher education institutions and are involved in decision making to those questioning the methods of reform processes in those institutions. As they are faced with increasing pressures to restructure and change their organizations in line with global institutional demands, the foundations upon which their leadership and governance are based are called into question. This book takes a critical approach to understanding higher education leadership and governance. The overarching questions asked in this book are: how has higher education come to be assembled in contemporary governance practices within the context of global demands for reform, and how are issues of justice being taken up as part of and in resistance to this assemblage. *Higher Education in the Next Decade*, 2021-05-25 This volume is already the 50th in the book series *Global Perspectives on Higher Education*. In this book, the editors and authors paid special attention to this important anniversary. The 50th volume in the book series *Global Perspectives on Higher Education* offers a stimulating and thoughtful assessment of higher education from a global perspective which addresses the challenges and prospects for the next decade. The challenges now faced by higher education and its likely future prospects and patterns are examined in terms of policy papers and case studies. Five broad topics are considered: the situation of academic faculty, the demand for access, the role of the university in society and its governance, funding trends, and higher education's international dimensions. The volume brings together as authors fourteen of the thirty participants of the Fulbright New Century Scholars 2005-2006 program whose research addressed the topic of Higher Education in the 21st Century Global Challenge and National Response and was published in a volume edited by the program leaders Philip G. Altbach and Patti McGill Peterson. *Higher Education in the New Century: Global Challenges and Innovative Ideas* 2007. The present book not only continues the examination and assessment of current global trends in higher education but also bears witness to the enduring power of Senator Fulbright's vision of furthering mutual international understanding and offering collaborative study opportunities which extend the frontiers of knowledge. **Higher Education in Germany—Recent Developments in an International**

Perspective Otto Hüther, Georg Krücken, 2018-02-16 Otto Hüther and Georg Krücken analyze the developments of the last 20 years in their new book on German higher education. The foreign observer of German higher education even the informed foreign observer struggles to find denominators not to mention common denominators of a bewildering array of approaches. Otto Hüther and Georg Krücken in this book do an absolutely splendid job of offering theoretical perspectives, qualitative and quantitative data and comparative assessments. This book discusses the main higher education structures in Germany both conceptually and with a particular emphasis on recent developments like e.g. the growth and differentiation of the system, governance reforms and the Excellence Initiative. It analyses recent developments from an international perspective as the German system is clearly embedded in broader transnational trends. As such the book provides a comprehensive and detailed account of both new dynamics and stable paths in the German higher education system. This book will be of interest to scholars and students dealing with higher education or Germany as an object of study e.g. in education research, science studies, organization studies, sociology, psychology, political science and to higher education managers, leaders and policymakers who are interested in recent trends in German higher education. *Higher Education in Ireland* Andrew Loxley, Aidan Seery, John Walsh, 2014-03-19 This collection provides the first in depth interdisciplinary and overarching review of higher education in Ireland, situating higher education within the socio-cultural, political and historical context of the country over the past 40 years and the development of European and national policies.

Human Resource Management in Higher Education Institutions Sylwia Przytuła, Łukasz Sułkowski, Konrad Kulikowski, 2024-10-02 In an era marked by increasing globalization, international competition, digitalization and social and cultural changes, higher education institutions (HEIs) play a pivotal role in establishing the knowledge-based economy of each country, which is perceived as its soft power. The need to explore and highlight the specificity of human resource management (HRM) practices in higher education institutions has become urgent and evident. This book provides new theoretical and practical insights into HRM in HEIs. A profound analysis of the global literature clearly exposes that human resource practices are often applied in academia as single solutions rather than as a systematic approach to planning, attracting, motivating, developing and retaining scientists. The global trends in academia such as the need for branding and positioning in higher education ranking systems, growing retention and brain circulation between academia and business, diversity in academia and the digitalization of teaching have resulted in challenges such as recruitment, academic burnout and ill-being and technostress, which are also addressed in this book. *Academics in a Century of Displacement* Leyla Dakhli, Pascale Laborier, Frank Wolff, 2024-03-26

Endangered scholars is a recently highly relevant yet historical notion. Embedded in the greater history of the 20th and 21st centuries, it captures the phenomenon of scholars who, after years of intellectual work and integration in their societies of origin, are forced to seek rescue in foreign host societies. The pressing urgency of the topic thus has an important historical background. From escaping Russian intellectuals after 1917 to the protection of Jewish refugees during World War II, Algerian

intellectuals in contemporary history or persecuted academics from Turkey today Over the course of about a century categories of inclusion transnational relations and forms of agency of scholars at risk remained surprisingly stable and hence diachronously and synchronously comparable while they also adjusted flexibly to contemporary conditions This collective volume carves out this historical development and its recent expressions It brings together researchers in a vivid yet largely unconnected field of migration and refugee studies By developing a complex image of the origin of the global history and politics of protecting endangered scholars from the early 20th century until today the book contributes to research on academics in exile as a part of refugee research migration studies the history of higher education and the contemporary history of societies The interdisciplinary volume explores the phenomenon as a historical political and legal subject brings together scholars of forced migration and intellectual studies and includes currently affected scholars into those reflections

Globalization on the Margins (2nd Edition) Iveta Silova, Sarfarozi Niyozov, 2020-01-01 Reflecting on almost three decades of postsocialist transformations the second edition of *Globalization on the Margins* explores continuities and changes in Central Asian education development since the dissolution of the Soviet Union in 1991 with a particular focus on the developments that took place since the production of the first edition in 2011 Rather than viewing these transformations in isolation the authors place their analyses within the global context by reflecting on the interaction between Soviet legacies and global education reform pressures in the Central Asian countries of Kazakhstan Kyrgyzstan Tajikistan Turkmenistan and Uzbekistan This new edition in addition to a revised introduction and a newly added conclusion consists of four thematic sections each reflecting a key theme in the educational life of the Central Asian states These thematic sections introduction and conclusion collectively update our understanding of the recent developments and challenges in education of the five Central Asian states They however go beyond mere information update so as to complicate re engage re form and re define the margins taking up margins a conceptual geographic cultural and geo political construct Notwithstanding the diversity of local and international authors variety of theoretical perspectives methodological approaches and conceptual lenses the essays reveal the complexity and uncertainty of the post socialist education transformations Instead of portraying the transition process as the influx of Western ideas into the region *Globalization on the Margins* provides new lenses to critically example education as a contested field of diverse perspectives competing forces and multidirectional flow of ideas concepts and reforms in Central Asia ENDORSEMENTS Hindsight famously brings clarity And much of what happened after the fall of the Berlin Wall and the collapse of the Soviet Union has now been correctly deeded over to historians Nonetheless we ignore that history at our peril The contributors to this volume show that carefully textured and historically attuned education research generates deep insights into ongoing transformations and the political cultural social and economic structures relations and practices that do the work of producing margins and centers in the first place Noah W Sobe Loyola University Chicago *Globalization on the margins* and at the epicentre of the battles of the Great Powers Two excellent educators

Sarfarozi Niyozov and Iveta Silova compiled a timely and long awaited scholarly work based on empirical research in societies which had similar history close to three decades ago All the contributors are prolific educators who know the education system from within and without who either hailed from the region or have spent a considerable amount of time to know the systems well The book contains remarkable stories of education through the ups and downs of historical evolution It is a must read primer for anyone interested in learning about high quality research in the field of education in Central Asia It is a huge contribution to educational research with an impact on research and teaching for years to come Duishon Shamatov Nazarbayev University Kazakhstan The challenge of moving Central Asia from the borders of the Soviet Empire to the world s center is the focus of the discussions in Globalization on the Margins The transition to the Western models of education was happening in the context of major paradigm shift which entire humanity was experiencing and which could be described as the arrival of the new post industrial civilization During this process Central Asian countries have been pushed to the margins because their contribution to the wealth of the new world know how was much less pronounced than that of their Western neighbours Therefore investment into the research that contributes to local knowledge production seems a natural solution to the problem All the contributors to this book have a vast experience in the region and many of their observations are thought provoking This is a very insightful and much needed book Elena Lenskaya Moscow School of Social and Economic Sciences Russia

Delve into the emotional tapestry woven by Crafted by in **Paying The Professoriate A Global Comparison Of Compensation And Contracts** . This ebook, available for download in a PDF format (*), is more than just words on a page; it is a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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