



# Nested identities and identification in higher education institutions—the role of organizational and academic identities

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## Abstract

Academic staff hold multiple identities by relating to the organization and to their profession. Merging higher education institutions involves organizational changes which may impact identities of academic staff. This paper studies potential impacts on staff perceptions of their organizational and academic identities through a 2-year in-depth study of a merger between a large university and three university colleges in Norway. We find that academics have multiple nested identities and engage in identification at different levels. While they may identify with the new organization, they may simultaneously experience tensions and pressures on their academic identity, or they may have strong academic identity and low identification with the new organization. Moreover, space to develop local accommodations in the new organization and access to symbolic resources plays significant roles in the identification processes.

**Keywords** Organizational identities · Academic identities · Identification · Higher education institutions · Merger

## Introduction

Organizational and academic identities come into play when higher education institutions (HEIs) are merged. Mergers represent a form of organizational change which may challenge established identities. Organizations with different practices, norms, and cultures are brought together, and academic and administrative staff are required to adjust. While policymakers often argue that mergers offer opportunities to develop new organizational cultures and identities, they may also accentuate differences among more or

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# Nested Identities Nested Identities

**Sabine Zange**



## **Nested Identities Nested Identities:**

Nested Identities Guntram H. Herb, David H. Kaplan, 1999-01-28 This text explores the importance of territory and space to a genuine understanding of nationalism and identity It combines theoretical insights with structured case studies on how national identity manifests itself in space and at different geographical stages **Social Identity Processes in Organizational Contexts** Michael A. Hogg, Deborah J. Terry, 2014-06-03 This new volume is the first to bring together social and organizational psychologists to explore social identity theory in organizational contexts The chapters are wide ranging they deal with basic social identity theory organizational diversity leadership employee turnover mergers and acquisitions organizational identification cooperation and trust in organizations commitment and work and socialization and influence within organizations This book is an integrative platform for a closer relationship between social psychologists and organizational psychologists who study social identity processes in organizations **Organizational Relationships in the Networking Age** Willem Koot, Peter Leisink, Paul Verweel, 2003-01-01 Globalization the information technology revolution individualization and other processes in contemporary society all impact on organizations This text analyzes the framework of these organizational relationships and the dynamics of identity formation and bonding on several levels **European Identity in the Context of National Identity** Bettina Westle, Paolo Segatti, 2016-04-29 In the age of grand recession nationalism seems to have returned to Europe In every EU country many citizens are unhappy with the perceived intrusion of Europe in their way of life Any idea of a genuine pan European identity seems to be in retreat This book provides an unprecedented insight into the multiple ways through which citizens of 16 countries connect their own national identity to European identity The book's theoretical claim is that European identity as well as national identity should be empirically assessed taking into account its multi dimensionality The volume's contributors suggest that European identity was always unlikely to be a source of political integration and political legitimacy in the way national identities have been in the past and are today Europeans primary identity is national rather than supranational Mutual trust between European peoples exists but is somewhat fragile Yet European identity is intertwined with national identities in manifold ways The imagined communities at the national and European level show strong similarities criteria for being a European are strongly associated with the criteria used to define who national belonging These complex links also manifest themselves in citizen's feelings of interdependence between the nations in the European Union which the volume suggests support the EU in the face of severe crises The IntUne series is edited by Maurizio Cotta University of Siena and Pierangelo Isernia University of Siena The INTUNE Project Integrated and United A Quest for Citizenship in an Ever Closer Europe is one of the most recent and ambitious research attempts to empirically study how citizenship is changing in Europe The book series is organized around the two main axes of the project to report how the issues of identity representation and standards of good governance are constructed and reconstructed at the elite and citizen levels and how mass elite interactions affect the ability of elites to

shape identity representation and the scope of governance A first set of four books examines how identity scope of governance and representation have been changing over time respectively at elites media and public level The next two books present cross level analysis of European and national identity on the one hand and problems of national and European representation and scope of governance on the other in doing so comparing data at both the mass and elite level A concluding volume summarizes the main results framing them in a wider theoretical context

*European Identity Revisited* Viktoria Kaina,Ireneusz Pawel Karolewski,Sebastian Kuhn,2015-12-14 It has been argued that the emergence of a European collective identity would help overcome growing disparity caused by the increasing diversity of today s European Union with 28 member states and more than 500 million people Research on European integration is facing the pressing question of what holds Europe together in times of crisis growing distributional conflict and instability in its neighbourhood This book departs from the ideas of group cohesion in the EU and reflects on the newest dynamics and practices of European identity Whilst applying innovative qualitative quantitative and experimental research methods and an interdisciplinary approach this volume looks at a variety of issues such as European citizenship mobility of European citizens space based identities dual identities student identity and value sharing In doing so this volume presents new perspectives on this complex and dynamic subject and points to potential solutions both in the academic discourse and the political practice of the EU This text will be of key interest to scholars and students of European integration European studies international relations citizenship studies political sociology as well as more broadly in the social sciences

Scaling Identities Guntram H. Herb,David H. Kaplan,2017-10-04 This comprehensive book examines the crucial connections between national identity territory and scale Providing a powerful theoretical and organizational framework the volume identifies four ways in which scale operates dynamically in the formation and maintenance of national identity Consolidating identities considers the strategies necessary to keep all parts within the fold through educational systems minority policies immigration controls and other forms of traditional state power Magnifying identities examines the consequences of shifting the scale up and unifying territories that have a sense of a larger supranational identity Connecting identities assesses how nations can bridge physical distance water barriers or sovereign boundaries Fragmenting identities looks into the disintegration of national identities and those forces that have the potential to unravel a nation or block its effective formation Nationalism and national identity remain critical flashpoints in the geopolitical order as we have seen in the development of a quasi independent Kurdistan in Northern Iraq the resurgence of Native American identities in response to the Dakota Access Pipeline and the Chinese crackdown on its minority regions Offering a rich set of case studies from around the world this essential book affirms the global importance of national identity and scale

**James in Postcolonial Perspective** K. Jason Coker,2015 James confronts the exploitive wealthy it also opposes Pauline hybridity K Jason Coker argues that postcolonial perspectives allow us to understand how these themes converge in the letter James opposes the exploitation of the Roman Empire and a peculiar Pauline form of

hybridity that compromises with it refutes Roman cultural practices such as the patronage system and economic practices that threaten the identity of the letters recipients and condemns those who would transgress the boundaries between purity and impurity God and world

**Handbook of Musical Identities** Raymond MacDonald, David J. Hargreaves, Dorothy Miell, 2017-03-09 Music is a tremendously powerful channel through which people develop their personal and social identities Music is used to communicate emotions thoughts political statements social relationships and physical expressions But just as language can mediate the construction and negotiation of developing identities so music can also be a means of communication through which aspects of people's identities are constructed Music can have a profound influence on our developing sense of identity our values and our beliefs be it from rock music classical music or jazz Musical identities MacDonald Hargreaves and Miell 2002 was unique in being in being one of the first books to explore this fascinating topic This new book documents the remarkable expansion and growth in the study of musical identities since the publication of the earlier work The editors identify three main features of current psychological approaches to musical identities which concern their definition development and the identification of individual differences as well as four main real life contexts in which musical identities have been investigated namely in music and musical institutions specific geographical communities education and in health and well being This conceptual framework provides the rationale for the structure of the Handbook The book is divided into seven main sections The first Sociological discursive and narrative approaches includes several general theoretical accounts of musical identities from this perspective as well as some more specific investigations The second and third main sections deal in depth with two of the three psychological topics described above namely the development of and individual differences in musical identities The fourth fifth and sixth main sections pursue three of the real life contexts identified above namely Musical institutions and practitioners Education and Health and well being The seventh and final main section of the Handbook Case studies includes chapters which look at particular musical identities in specific times places or contexts The multidisciplinary range and breadth of the Handbook's contents reflect the rapid changes that are taking place in music in digital technology and in their role in society as a whole such that the study of musical identity is likely to proliferate even further in the future

**European Identity** Kenneth Keulman, Agnes Katalin Koós, 2014-08-20 The further evolution of the European Union is mainly dependent on how its citizens relate to their fellow Europeans speaking a score of languages and belonging to a variety of cultures This book addresses the question of whether a new sense of collective self identification labeled European identity a special form of socio territorial identities is emerging Collective identities are works in progress they entail a salient strategic activist and future oriented dimension Divergent strategic goals of the constituent groups induce a perpetual contestation and negotiation of the group identity a process that in the case of the EU is intensified by the continuously changing boundaries and institutional structure of the super polity To confront these challenges this book has a double focus The first part weighs in on the feasibility of a European identity in

light of what the two main paradigms in the field primordialism and constructivism can predict The second part maps the social forces that are either favorable or inimical to the creation of a common social identity on the continent Both parts develop hypotheses about the processes we witness and test them with the available empirical data Part II distinguishes between passive and active supporters of the integration project besides the Euroskeptic segment of the public Provision of public goods by regional integration is believed to explain passive permissiveness while the main impetus for integration comes from those who may reap above average benefits from it This book contends that the groups of active supporters have historically been changing within the Union namely the political Left and Right are changing their roles in negotiating future developments Yet the evolution of the EU is also shaped by the solutions adopted to accommodate ethnic and cultural diversity The empirical tests involve opinion survey data taken from the Eurobarometer series World Value and European Social Surveys and the International Social Survey Programme expert ratings as well as party elite documents from the Manifesto Project Database

*A HAND BOOK ON WORK-LIFE BALANCE* Dr. C. Swarnalatha, 2017-01-12 We live in a globalized era where success is often defined by over achievement in either professional or personal lives When we focus too much on business or professional goals relationships can suffer

**E-Human Resources Management** Teresa Torres-Coronas, Mario Arias-Oliva, 2005-01-01 This book though provides a deep discussion about e HRM issues so the reader can have a thoughtful background about the key role played by those who participate in e HRM activities A variety of experiences are provided to involve the reader in real problems and thus to help the reader gain an understanding of current and future e HRM challenges The books also explores the impact of IT on communication effectiveness the concept of protean career the integration of handheld computer technology into HR practice the B2E models and perspectives in organizational development and IT

Negotiating Identities Anders Runesson, Cecilia Wassén, Karin Hedner Zetterholm, Magnus Zetterholm, 2022-10-03 Covering the period from 200 BCE to 600 CE this book describes important aspects of identity formation processes within early Judaism and Christianity and shows how negotiations involving issues of ethnicity stereotyping purity commensality and institution building contributed to the forming of group identities Over time some of these Jewish group identities evolved into non Jewish Christian identities others into a rabbinic Jewish identity while yet others remained somewhere in between The contributors to this volume trace these developments in archaeological remains as well as in texts from the Qumran movement the New Testament and the reception of Paul s writings rabbinic literature and apocryphal and pseudepigraphical writings such as the Book of Dreams and the Pseudo Clementine Homilies The long timespan covered in the volume together with the combined expertise of scholars from various fields make this book a unique contribution to research on group identity Jewish and Christian identity formation the Partings of the ways between Judaism and Christianity and interactions between Jews and Christians

*Cultural Identity and Ethnicity in the Pacific* Jocelyn Linnekin, Lin Poyer, 1990-01-01

**The Construction of European Identity among Ethnic Minorities** Natalia

Waechter,2019-07-17 This book is concerned with European identities among ethnic minorities who live along the eastern border of the European Union Based on findings from quantitative and qualitative empirical research conducted with minority groups in eight nation states on both sides of the new eastern border of the EU it investigates their attitudes and perceptions of the EU based on their constructions of European identity Adopting a comparative approach the author explores different processes of identity construction across several age and ethnic minority groups to develop a theory of European identities in which ethnic identities can be seen as a missing link in explaining relationships between different national regional and supranational identities With new insights regarding the political cultural and instrumental contents of European identity and its emergence this volume will appeal to scholars of sociology and politics with interests in ethnic identity European integration and identity research *T&T Clark Handbook to Social Identity in the New Testament* J. Brian Tucker,Coleman A. Baker,2014-01-02 Combining the insights of many leading New Testament scholars writing on the use of social identity theory this new reference work provides a comprehensive handbook to the construction of social identity in the New Testament Part one examines key methodological issues and the ways in which scholars have viewed and studied social identity including different theoretical approaches and core areas or topics which may be used in the study of social identity such as food social memory and ancient media culture Part two presents worked examples and in depth textual studies covering core passages from each of the New Testament books as they relate to the construction of social identity Adopting a case study approach in line with sociological methods the volume builds a picture of how identity was structured in the earliest Christ movement Contributors include Philip Esler Warren Carter Paul Middleton Rafael Rodriguez and Robert Brawley Regionalism After Regionalisation Frans Schrijver,2006 Concentrating on three countries Spain France and the United Kingdom and three regional case studies of Galicia Brittany and Wales this book offers an analysis of the development of political regionalism after regionalisation Dynamics of National Identity Jürgen Grimm,Leonie Huddy,Peter Schmidt,Josef Seethaler,2016-02-12 Globalization immigration and economic crisis challenge the conceptions of nations trans national institutions and post ethnic societies which are central topics in social sciences discourses This book examines in an interdisciplinary and international comparative way structures of national identity which are in conflict with or supporting multi ethnic diversity and trans national connectivity The book s first section seeks to clarify the concepts of national identity nationalism patriotism and cosmopolitanism and to operationalize them consistently The next section regards the diversity within national states and the consequences for the management of identity and intra national integration The third section focuses on external integration between different nations by searching for the squaring of the circle between the bonding with co patriots and the critical reflection of one s own national perspective in relation to others The last section explores to what extent and in which ways media use shapes collective identity Organizational Communication Theory and Research Vernon D. Miller,Marshall Scott Poole,2024-07-01 The Handbook of Organizational Communication Theory and Research

offers concise but thorough reviews of important research on traditional and emerging areas in organizational communication Section One Theory and Methods provides an overview of the field s history prominent theories and methodologies Section Two Processes focuses on primal processes such as leadership organizational entry conflict power and inclusion Section Three Contexts focuses on the settings where organizational communication occurs including teams and workgroups networks and organizational structure Section Four Technology considers the development and introduction of new media and intelligent technologies into organizations The final section Emerging Areas addresses communication issues associated with changing environmental social and political upheavals including wellness corporate social responsibility and crisis response The Handbook of Organizational Communication Theory and Research covers topics of pressing interest to current scholars and practitioners many of which have not been addressed in previous handbooks **European**

**Integration and Disintegration** Nick Cohen,Ayana Dootalieva,2022-06-09 European integration is an ambitious goal that attempts to reconcile grandiose visions for the future of Europe with complicated national attitudes toward unity The added complexity of political crises which have characterized the European project from its outset makes the success of the European Union far from guaranteed Today European unity is once again at an existential crossroad with internal and external challenges threatening its integration This volume uniquely brings together the novel perspectives of Europe s emergent generation of thinkers to analyze through interdisciplinary lenses these various disintegrative pressures Students and scholars of Europe as well as those interested in the future of European cohesion will enjoy this volume both for the interdisciplinary analysis it brings forth and for the window it provides into the thinking of Europe s next generation of leaders **Burial and Social Change in First Millennium BC Italy** Elisa Perego,Rafael Scopacasa,2016-11-30 In the first millennium BC communities in Italy underwent crucial transformations which scholars have often subsumed under the heading of state formation namely increased social stratification the centralization of political power and in some cases urbanization Most research has tended to approach the phenomenon of state formation and social change in relation to specific territorial dynamics of growth and expansion changing modes of exploitation of food and other resources over time and the adoption of selected socio ritual practices by the ruling lites in order to construct and negotiate authority In contrast comparatively little attention has been paid to the question of how these key developments resonated across the broader social transect and how social groups other than ruling lites both promoted these changes and experienced their effects The chief aim of this collection of 14 papers is to harness innovative approaches to the exceptionally rich mortuary evidence of first millennium BC Italy in order to investigate the roles and identities of social actors who either struggled for power and social recognition or were manipulated and exploited by superior authorities in a phase of tumultuous sociopolitical change throughout the entire Mediterranean basin Contributors provide a diverse range of approaches in order to examine how power operated in society how it was exercised and resisted and how this can be studied through mortuary evidence Section

1 addresses the construction of identity by focusing mainly on the manipulation of age ethnic and gender categories in society in regions and sites that reached notable power and splendor in first millennium BC Italy These include Etruria Latium Campania and the rich settlement of Verucchio in Emilia Romagna Each paper in Section 2 offers a counterpoint to a contribution in Section 1 with an overall emphasis on scholarly multivocality and the multiplicity of the theoretical approaches that can be used to read the archaeological evidence

The Top Books of the Year Nested Identities Nested Identities The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the engaging narratives that have captivated audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This touching tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Nested Identities Nested Identities : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and thrilling novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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