

Marek Kwiek

**Changing European Academics.
A Comparative Study of Social Stratification, Work Patterns and
Research Productivity**

Forthcoming from: Routledge: New York (2018)
Society for Research into Higher Education (SRHE) book series
ed. by Jennifer M. Case and Jeroen Huisman

Contents

List of figures and tables

Introduction: Changing Career Structures, Award and Recognition Systems, and Work Patterns (p. 5)

Toward a comprehensive cross-national comparative view of European academics (p. 5)

A reputation-and-resource model of scientific careers (p. 6)

Prestige, success, status, and recognition in academic science (p. 7)

Intraprofessional and extraprofessional status (p. 11)

The pertinence of academic profession studies (p. 13)

A data-rich research context (p. 16)

Acknowledgements (p. 21)

Chapter 1. Academic Performance Stratification: Inequality in the Knowledge Production (p. 23)

Introduction: built-in undemocracy in individual research performance (p. 23)

Theories of research productivity (p. 26)

Highly productive academics in the research literature (p. 28)

Defining the top performers (p. 31)

Procedures: studying top performers through surveys and its limitations (p. 33)

The top performers: a statistical overview (p. 36)

The top performers and the national research output (p. 39)

The top performers: a gender distribution (p. 47)

Working time distribution and teaching and research role orientation (p. 53)

The class of top performers and how to enter it (p. 55)

Statistically significant individual and institutional variables (p. 61)

Discussion (p. 62)

Concluding reflections (p. 64)

Chapter 2. Academic Salary Stratification: Productivity and Income (p. 69)

Introduction (p. 69)

The massification of the academic profession (p. 69)

The reward structure in science and differences in salary regimes (p. 72)

Models of academic salaries: human capital and prestige generation (p. 73)

Defining academic top earners (p. 76)

Specific and generic limitations (p. 78)

Academic income and working time distribution (p. 79)

Academic income and research productivity (p. 81)

The class of academic top earners and how to enter it (p. 85)

Statistically significant variables (p. 90)

Discussion and concluding reflections (p. 93)

Chapter 3. Academic Power Stratification: Collegiality and University Governance (p. 96)

Introduction (p. 96)

University governance: broader and narrower perspectives (p. 97)

Models of university governance (p. 98)

Academic collegiality defined (p. 100)

The institutional vision of the university: a 'rule-governed community of scholars' (p. 103)

The instrumental vision of the university: an 'instrument for shifting political agendas' (p. 105)

Perceived influences on university decision-making (p. 109)

The junior-senior split in the academic profession (p. 113)

Concluding reflections (p. 121)

Chapter 4. International Research Stratification: International Collaboration and Productivity (p. 122)

Introduction (p. 122)

Internationalists and locals in academic research production (p. 123)

International research collaboration (p. 125)

Measuring internationalization of research (p. 127)

International research collaboration and international research orientation (p. 129)

International publishing: cross-national patterns (p. 133)

Collaboration and publication co-authorship: cross-generational patterns (p. 135)

Collaboration and research productivity (p. 137)

Collaboration and publication co-authorship (p. 142)

Predictors of international research collaboration (p. 146)

Discussion and concluding reflections (p. 150)

Chapter 5. Academic Role Stratification: Patterns in Teaching, Research and Productivity across Academic Generations (p. 154)

Introduction (p. 154)

Non-publishers in academia (p. 155)

The generational divide: the academic profession as academic cohorts (p. 159)

Points of departure (p. 162)

Teaching time and research time investments across academic generations (p. 165)

Teaching and research role orientation across academic generations (p. 172)

Research productivity in STEM disciplines across academic generations (p. 175)

Discussion and concluding reflections (p. 179)

Chapter 6. Academic Age Stratification: Predictable Careers in Volatile Institutional Environments (p. 183)

Introduction (p. 183)

Academic labor markets: the competition within defined timeframes (p. 183)

Academic mentors and early stages of the academic career (p. 186)

Entering the academic profession: growing insecurity and increasing instability (p. 189)

Steps toward full-time employment (p. 192)

New pressures in changing organizations and reforming systems (p. 194)

New demands and mission overload (p. 197)

Discussion and concluding reflections (p. 198)

Chapter 7 Conclusions and Policy Implications (p. 201)

Summary of findings: back to the stratification theme (p. 201)

Academic performance stratification (p. 204)

Academic salary stratification (p. 206)

Academic power stratification (p. 207)

International research stratification (p. 208)

Academic role stratification (p. 209)

Academic age stratification (p. 211)

Policy implications (p. 212)

Future research: Toward a 'comprehensive approach' to the academic profession (p. 217)

Socioeconomic, demographic and political contexts (p. 218)

Statistical Appendices (p. 221)

Bibliography (p. 226)

Index (pp. 242-246)