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#### **Title**

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#### **Abstract**

This paper derives from a study of organizational socialization and induction in universities. It uses some of the data from that study to critique social practice theory and to further develop a model to illuminate the characteristics of professional knowledgeability and practices underpinning daily life in universities. This is done through the analysis of a case study of one unusual sub-departmental workgroup in an unchartered English university: one that comprises both Deaf and hearing academics. Using such a case study highlights factors that are less evident in hearing-only situations, displaying important features in exaggerated form which exist less palpably in most micro-social situations in universities. As a result it offers a suitable locus for the modelling of the processes underlying much which is taken for granted in universities' daily life. The structure of the paper is as follows: it outlines the broader study from which this is derived and makes some general comments about using `unusual' case studies. It then goes on to describe the characteristics of workgroups in university contexts through the case study example and to explore their theoretical corollaries. Finally the paper considers

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the implications for aspects of the model developed, particularly in terms of local leadership. (HRK / Abstract übernommen) Trowler, Paul R., E-mail: ptrowler@lancaster.ac.uk