

11.2.2026

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Title

Generational perceptions of promotion and tenure expectations by faculty in a striving university : A quest for legitimacy? / Daniela Véliz ; Susan K. Gardner

Publication year

2019

Source/Footnote

In: Higher education quarterly. - 73 (2019) 3, S. 359 - 373

Inventory number

48409

Keywords

Ausland : USA : einzelne Hochschulen ; Fakultäten, Fachbereiche

Abstract

Striving universities seek to gain prestige in the academic market. One characteristic of striving universities is a change in the faculty reward system. In this study, we examined historical promotion and tenure criteria in five disciplinary units at one striving university and then conducted interviews with senior faculty and recently tenured faculty in each unit to better understand the striving dynamics at play. Findings demonstrated that pressures to seek legitimacy were a result of the faculty themselves, the institution's desire to gain legitimacy through an increased research profile and the disciplinary ties outside the university. (HRK / Abstract übernommen)