Working with academic motivation: sharing expertise

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What is valued in academic life?
Academic motivation: External rewards

- granting of tenure
- promotion
- merit pay
- travel provisions
- payment of incidental department and professional expenses
- clerical assistance
- special privileges

(Feldman & Paulsen, 1999)
Academic motivation: Internal rewards

- liking open-ended problem solving
- wanting to be helpful
- making a difference (such as seeing students develop)
- feeling satisfaction from interacting with students
- feeling a sense of competence through increasing skill and knowledge
- having opportunities for learning and to use skills and knowledge
- having autonomy-independence (self-determination)

(Feldman & Paulsen, 1999)
The path to academic security

“when you’re associate professor or senior you can take a risk because you have tenure and you can go off in all sorts of interesting directions. Before that point you have to follow the schedule, have you ticked the boxes in the right journals? You’ve got your monograph, you’ve got your PhD, you’ve got your American Political Science Review, or whatever, you’ve got your big papers, you get your tenure and you’re through. And then you can start to take risks and be adventurous”

Interviewee, an interdisciplinarity project
Prestige + economy

*Præstigum* (L) = a delusion or a trick

Prestige generally refers to the regard for and / or value placed on a personal attribute, achievement or possession by a community.

**Concept of prestige** - motivations within social systems rather than individuals in isolation

Greek *oikonomia*, from *oikonomos* household manager, from *oikos* house + *nemein* to manage

- some actions could not be explained by the operation of a money, market or subsistence economy  
  (Bascom, 1948; Herskovits, 1948; Grinev, 2005)
- academic prestige is a social phenomenon
On literary prizes:

“How is such prestige produced, and where does it reside? In people? In things? In relationships between people and things? What rules govern its circulation?”

(English, 2005)

prestige can at times be “cashed in” for money
Features of the prestige economy

- Ideas
- Large grants
- Publications; Citations; Exhibitions
- Keynotes; Leading disciplinary / professional groups
- Expert status on reviews and other panels
- External examining
- Teaching awards
- Personal recognition
The project: Exploring intersecting economies
Intersecting economies: points of tension

- Monetary economy
- Academic structures
- Academic work
- Academic habitus
- Academic capitalism
- Academic community
- Prestige economy
Levels of prestige

- University
- Faculty
- Department
- Research/teaching group

.... and discipline

Prestige requires valuer and locus
A future research agenda

- Related professions
- Boundary spanning; blended professions
- Mid-career entry
- International comparisons
- Gender issues
- Organizational levels
Research questions

- What actions, achievements or states carry prestige?
- How do they carry prestige and for whom?
- Is academic motivation the same everywhere in academic life? If it varies, where, how and why?
- What is the relationship between a monetary and a prestige economy?
- At what levels and how do we see it operating?
- Change over time?
- Gaining entry and working within?
References
