

Stream Title:

Organisational and Personal costs of Inequalities in academic career development.

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Stream outline:

This stream will focus on the 'talent management' or 'career development' of academics who have had the opportunity to reflect upon the experience of promotion and the impact on subsequent career planning, goals, and organisational commitment.

Whilst initially data often appears to be quite equitable, and can illustrate that women are 'as successful' as men in gaining promotion, the 'under story' of those who are unsuccessful is a whole other discourse with issues around perceived inequities in the choice of successful applicants, dissatisfaction and misinformation in feedback sessions, loss of talented staff to other institutions and other non-academic work sites; reluctance/refusal to engage in the process again; reluctance/refusal to engage in the process at all; and significant health incidents and breakdowns. There are significant and enduring organisational and individual beliefs about what is rewarded and what is not and it is important to understand the impact of that on morale.

Given the imminent workplace demographics and likely shortage of staff in HE, the promotion process and the promotion event would logically seem to need to be a significant plank in attracting, keeping and rewarding staff. This is particularly important in the current environment of global crisis.

Stream questions:

1. What is the real cost to organisations when applicants are unsuccessful in the promotion process?
2. What is the real cost to individuals when they are unsuccessful in the promotion process?
3. What is actually rewarded in contemporary academic promotion processes?
4. Are gender inequities evident in the outcomes of academic promotion processes?
5. Is there a better way to address the 'talent management' of staff in academia and organisations in general?

Stream keywords:

Inequalities Career development/advancement Academia