April 2013


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Recommended Citation
Available at: http://thekeep.eiu.edu/jcba/vol0/iss8/2

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THE NEW NORMAL?
The Changing Context of Academic Work and Careers

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OVERVIEW

• There is a decline in the power of faculty to influence decisions on college campuses, even those related to the academic mission of colleges and universities

• Increasing complexity of academic work and careers

• Pace of change has accelerated since the economic downturn— the Great Recession
TRENDS

- Increase in PT and FTNTT
- Decrease in the percentage FTTT
- Retirement (Normal and Incentivized)
- Pressure to increase productivity and contribute to revenue generation
Number of Instructional Faculty, by Employment Status

Source: Derived from 2010 Digest of Education Statistics
ON THE HORIZON

- MOOCs/AI Assessment
ON THE HORIZON

• Eroding benefits and confidence

• Postponed retirement
Changes in Average Benefit Costs for Faculty on 9/10-Month Contracts

Percentage Distribution of Retirement Confidence, All Higher Education Employees, 2010 and 2011

Source: Yakoboski, June 2010; Yakoboski, June 2011
Percentage distribution of full-time senior faculty (age 60 and older) by reported expectations and preferences for retirement

Source: Derived from Yakoboski, December 2011
Compensation