



Trends and Determinants of Academic Employment in Europe and in the United States

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Max Weber (1919)

*I know of hardly any career on earth where **chance** plays such a role. I may say so all the more since I personally owe it to some mere accidents that during my very early years, I was appointed to a full professorship in a discipline in which men of my generation undoubtedly had achieved more than I had.*



- Rapid change in academic employment
- Contemporary academic careers as suffering from a current “hyper-competitive” environment
- Problematic increase of short-term employment and academics in the lowest positions

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REDUCING THE PRECARITY OF ACADEMIC RESEARCH CAREERS

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Content

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- (3) Dataset
- (4) descriptive statistics
 - (1) Country
 - (2) Time
 - (3) Institutional category
 - (4) Legal status
- (5) Discussion and further research



Research questions

How does the structure of academic staff determine employment possibilities? Which are potential explanatory factors for similarities and differences?

- Countries
- Time
- Institutional category,
- Legal status



Theoretical framework

Diversity in HE

- Types of diversity: systemic diversity, organizational size, institutional control
- e.g. Huisman (1998)
- But no reference to employment



Neo-institutionalism

- Influence of managerial doctrines
- Isomorphism: similarity of academic structures
- e.g. Meyer (2021)
- But no reference to employment



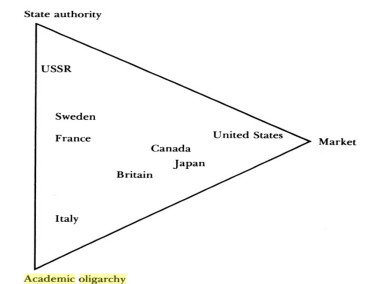
Academic employment

- Deterioration of academic employment and beneficiaries
- e.g. Stromquist (2016)
- But sampling error

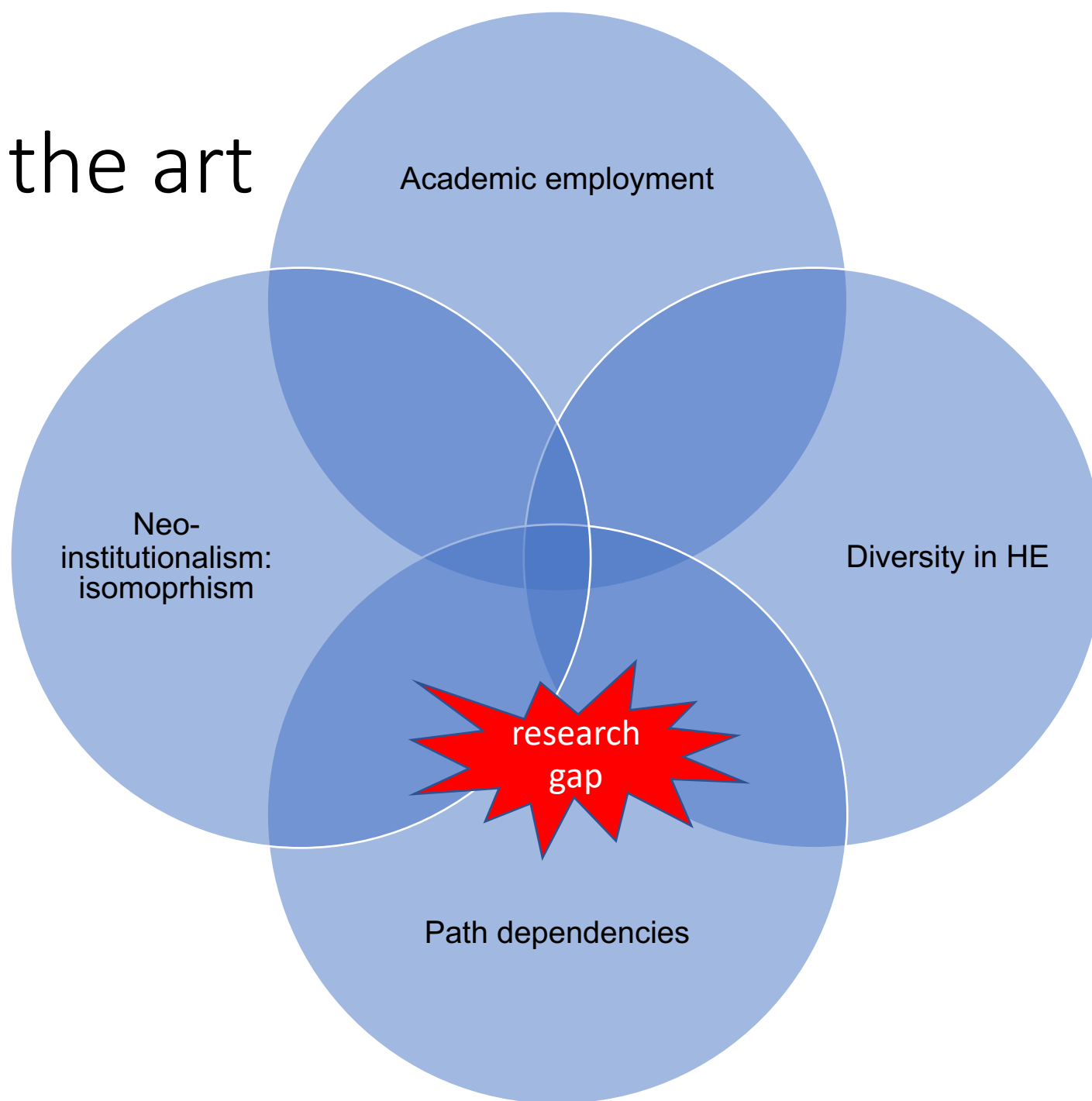


Path Dependencies

- Differences depend on national path-dependencies
- e.g. Burton Clark
- But academics as homogenous group
- But no cross-national trends



State of the art



Method

- Employment in relation to academic structures
- 12 countries
- Dataset merging national databases and ETER
- Descriptive statistics and multilevel models (upcoming)

Population

AT	22
CHF	15
DE	481
DK	8
FI	33
FR	175
IT	100
NO	58
PL	638
PT	215
SE	60
UK	194
US	6440
TOTAL	8439

Our classification	OECD	Germany (2006-)	Finland (2010-)	Poland (2007-)
Senior	Senior	Professors (Professorinnen/Professoren)	Level 4 Professor, Research director, Academy Research Fellow (IV porras (Professori/Akatemiaprofessori/Tutkimusprofessori/Tutkimusjohtaja jne.))	full professor
			Universities of applied sciences: lecturer (lehtori)	
Intermediate	Intermediate	Lecturers and assistants (Dozentinnen/Dozenten und Assistentinnen/Assistenten)	Level 3 University lecturer (III porras (Yliopistonlehtori jne.))	senior lecturers (starsi wykładowcy)
	Intermediate	Lecturers for special tasks (Lehrkräfte für besondere Aufgaben)	Universities of applied sciences: lecturer (lehtori)	lectors (lektorzy)
	Intermediate	Lecturers, honorary professors, private lecturers (Lehrbeauftragte, Honorarprofessorinnen/-professoren, Privatdozentinnen/-dozenten)		
Lowest	Junior	Scientific and artistic assistants (Wissenschaftliche und künstlerische Mitarbeiter/-innen)	Level 2 (Postdoctoral researcher) (II porras (Tutkijatohtori jne.))	assistant professor (docenci)
	Junior		Level 1 (Doctoral student) I porras (Tutkijakoulutettava/Nuorempi tutkija jne.)	lecturers (wykładowcy)
	Junior		Universities of applied sciences: teacher (tuntiopettaja)	
	Assistant	Research assistants, tutors (Wissenschaftliche Hilfskräfte, Tutorinnen/Tutoren)	Part-time lecturer (Tuntiopettaja)	assistant lecturers (asystenci)
Other	Other	Visiting professors and emeriti (Gastprofessorinnen/-professoren und Emeriti)		tutors (adiunkci)

Limitations

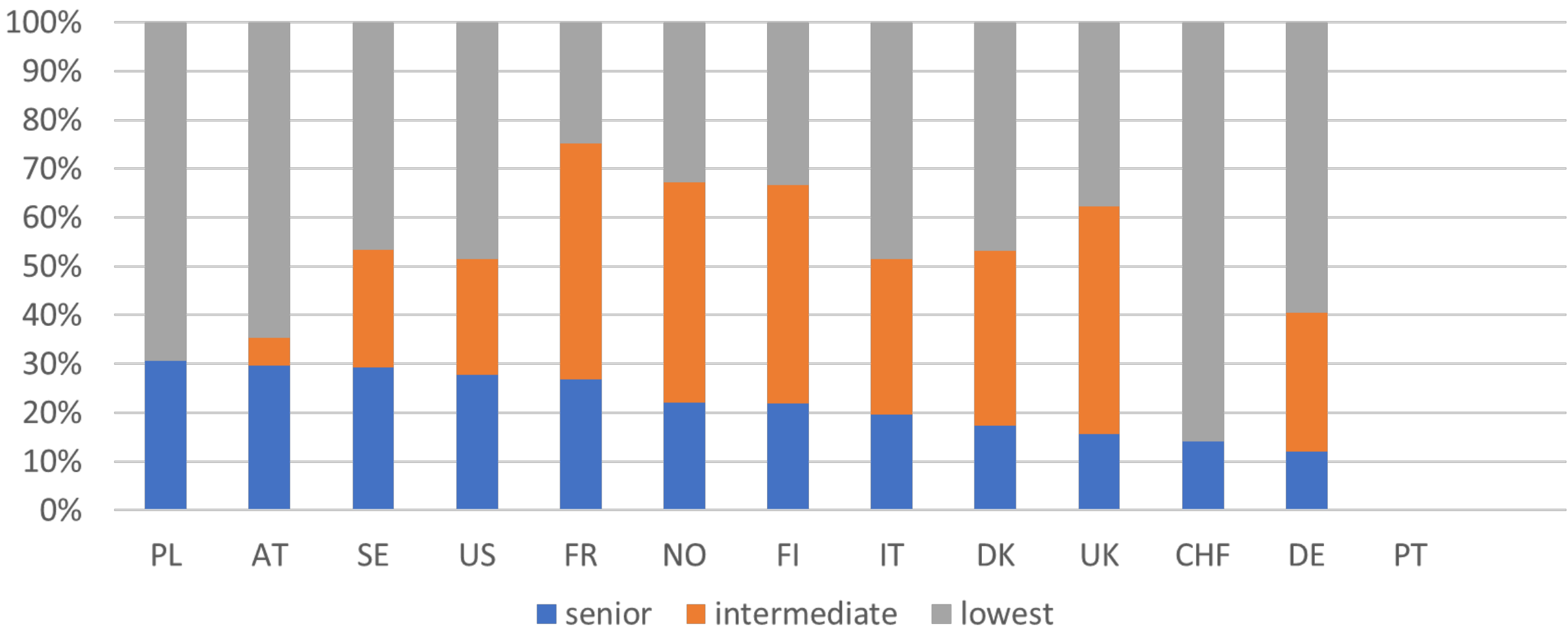
- Standardization of academic ranks
- Many small HEIs (not universities) with either ranks
- Headcount:
 - Italy and Norway
 - Germany, France and Finland calculated

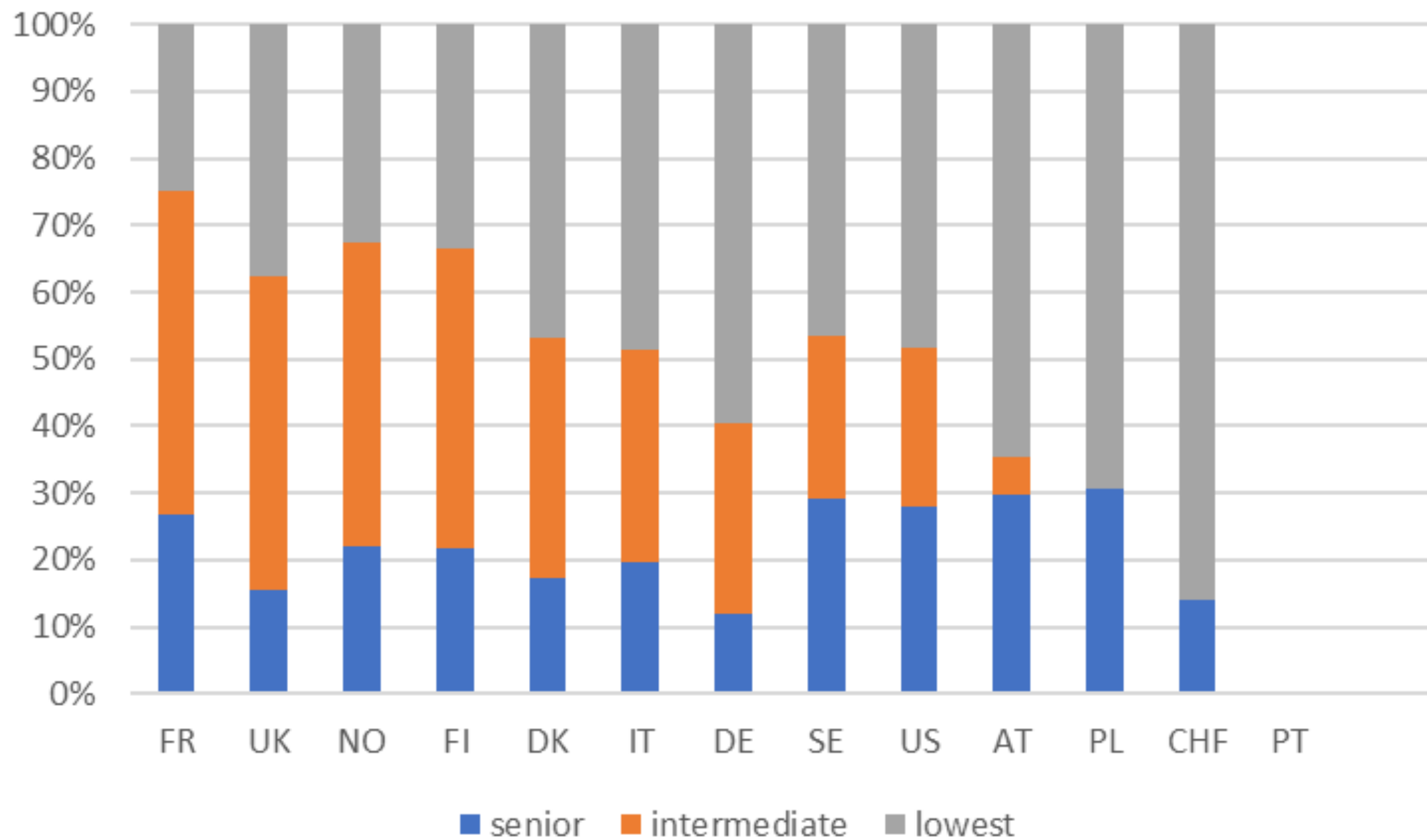


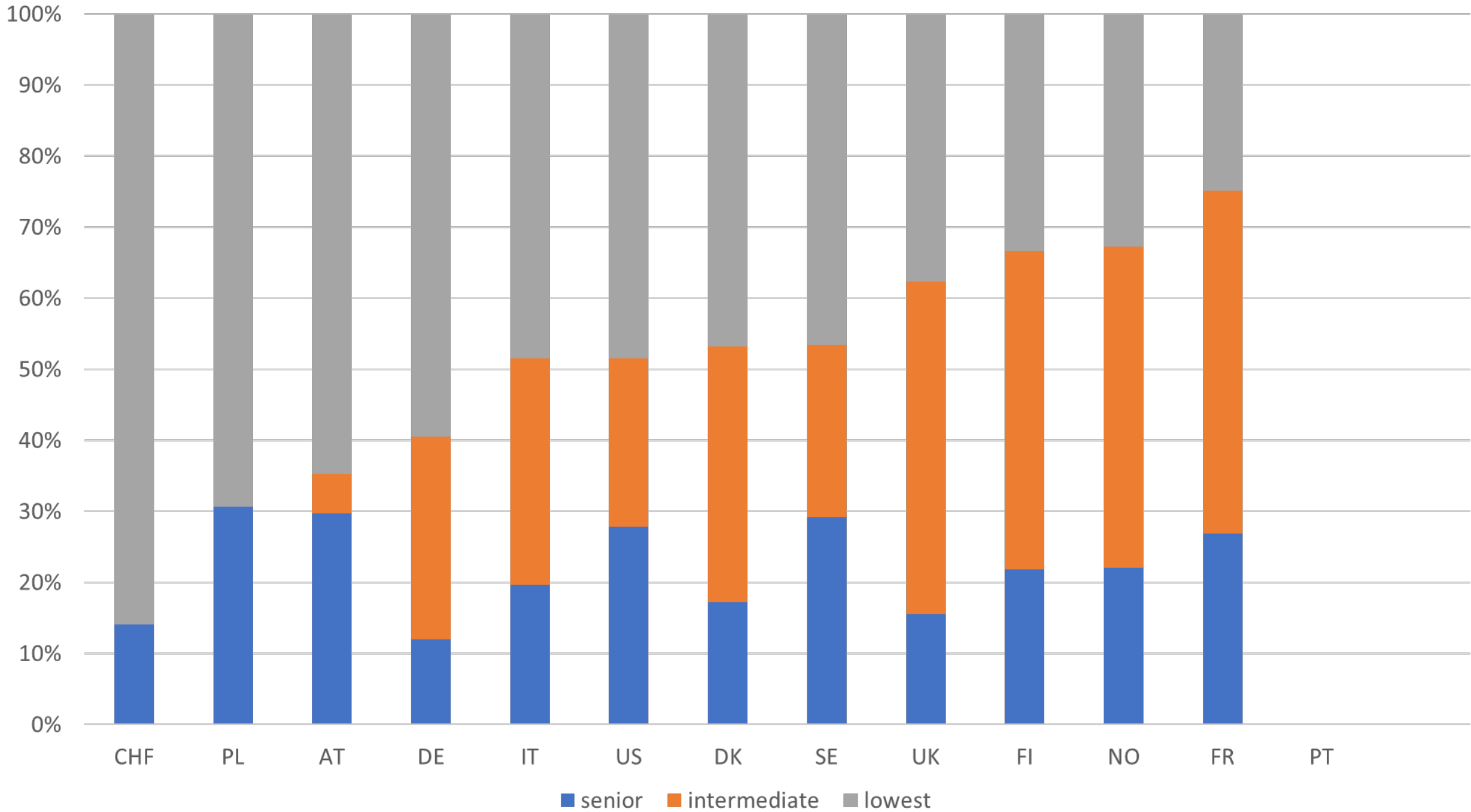
Countries

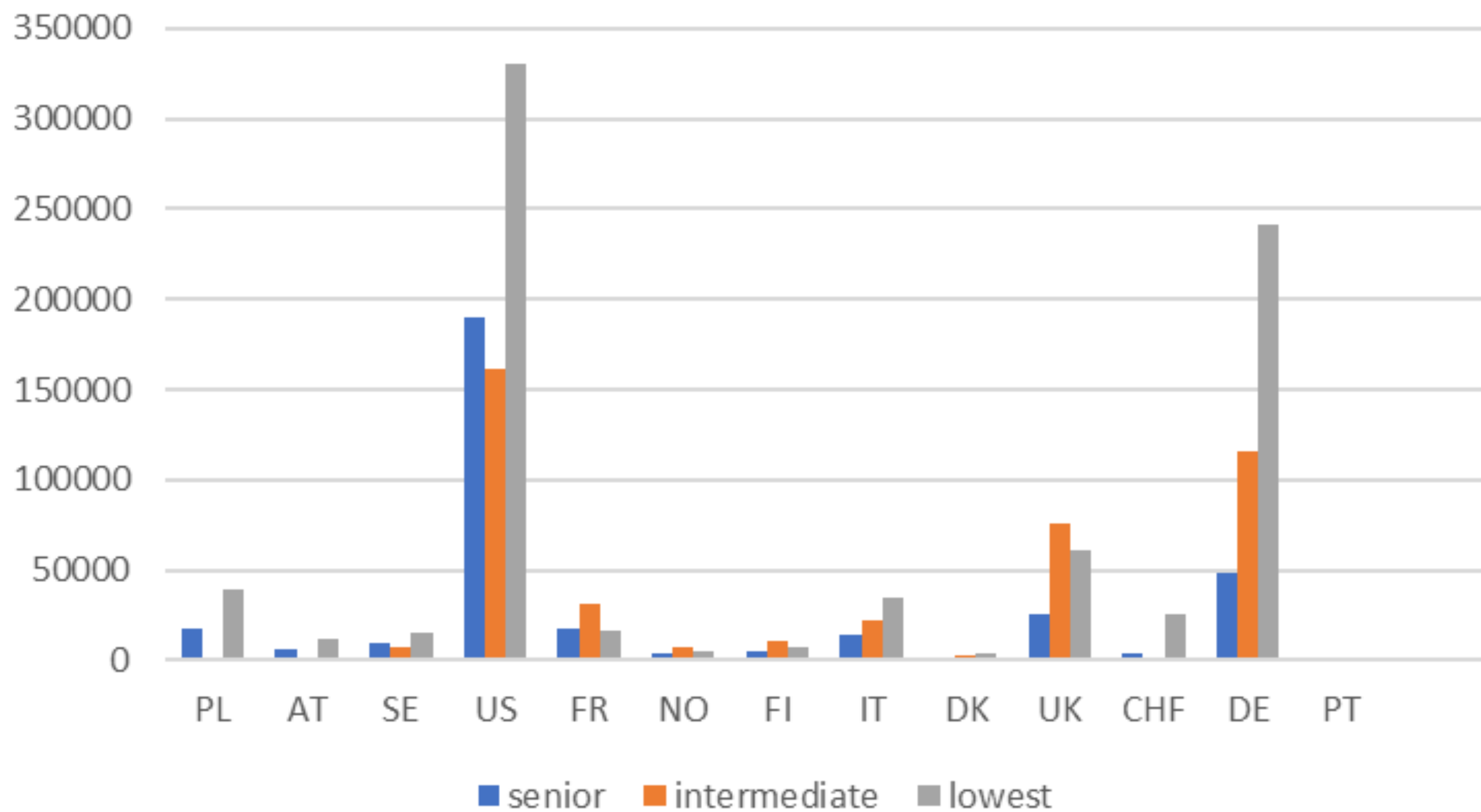
- Country-variation in composition
 - More Senior positions: Poland, Austria, Sweden, US
 - Middle: Italy, Scandinavian
 - Less participation: UK, and Germany
 - Italy in the middle.
- Composition-variation in each level e.g., UK and France job opportunities in the middle
- Country variation in variance: e.g., US and Germany

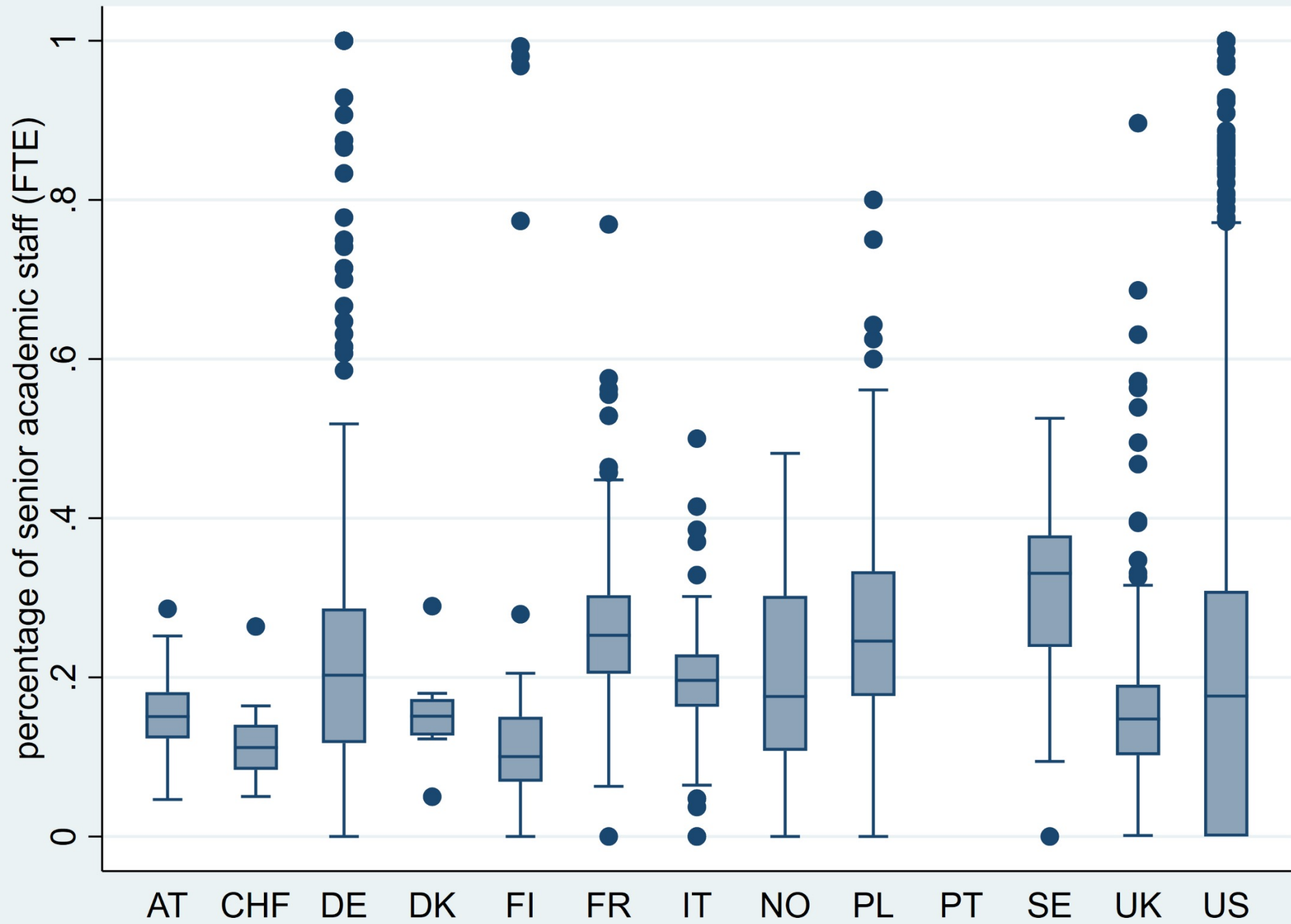


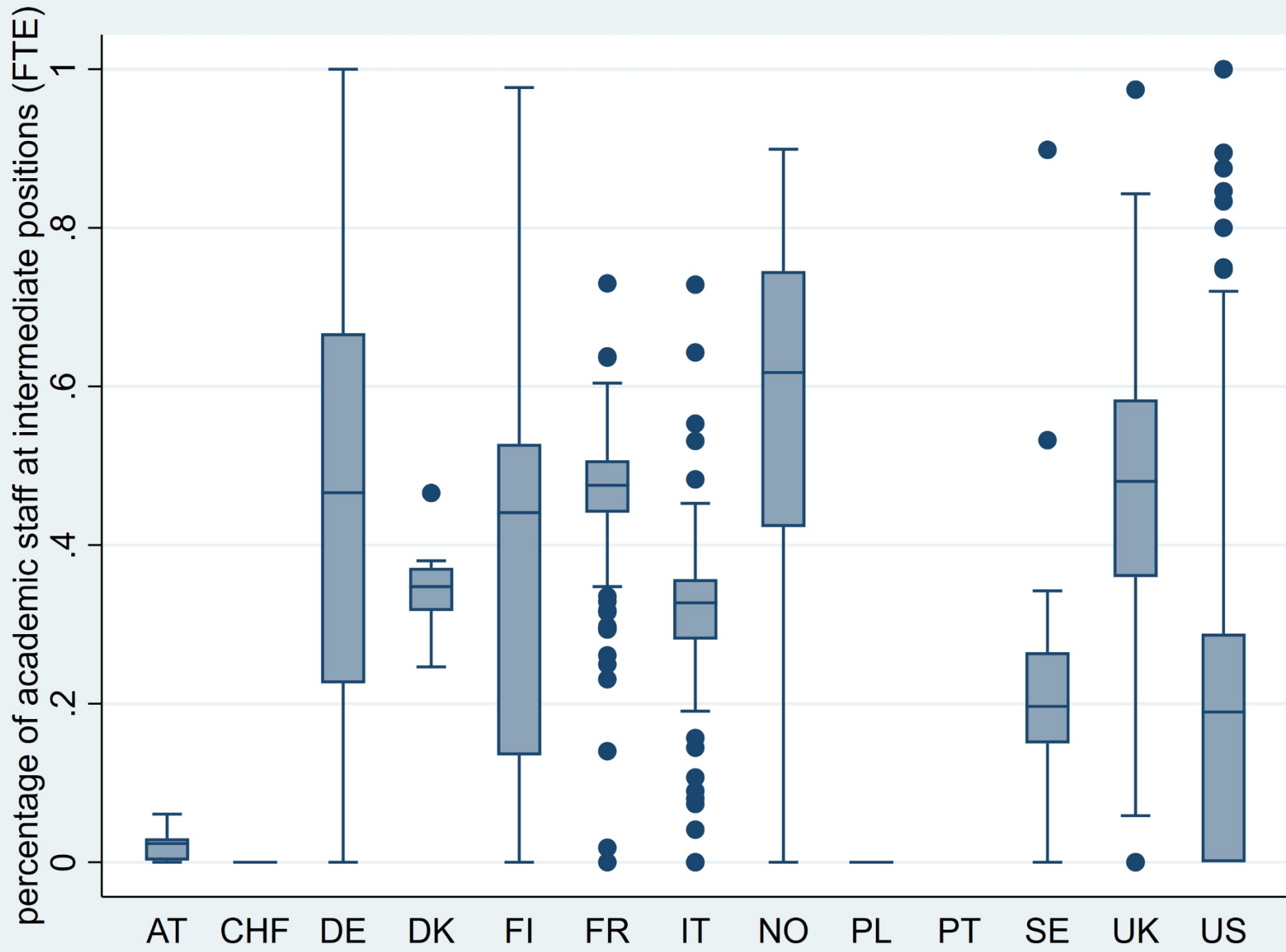




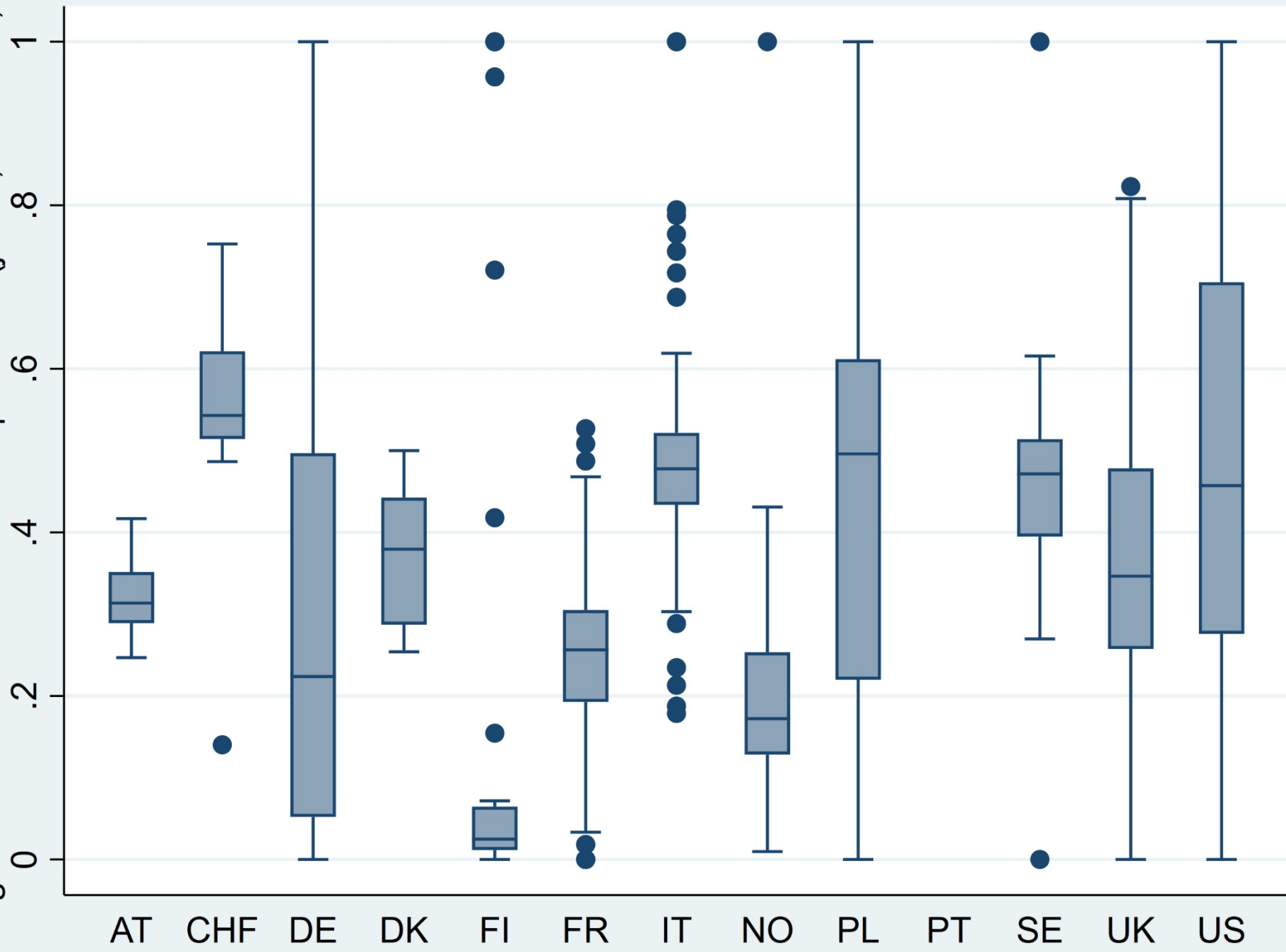








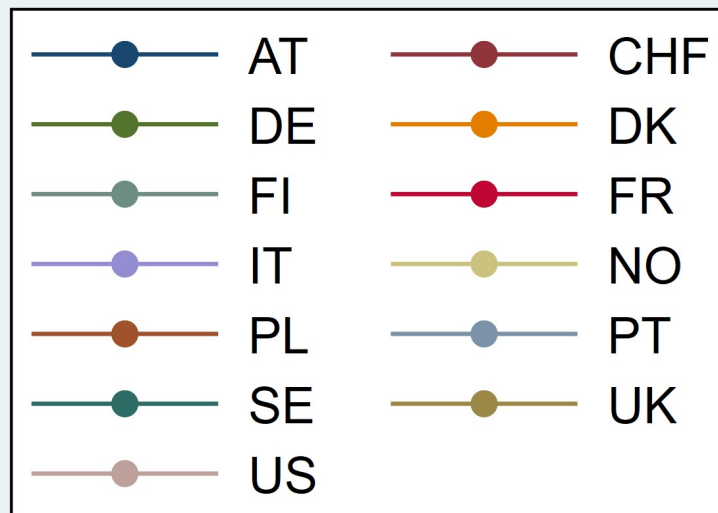
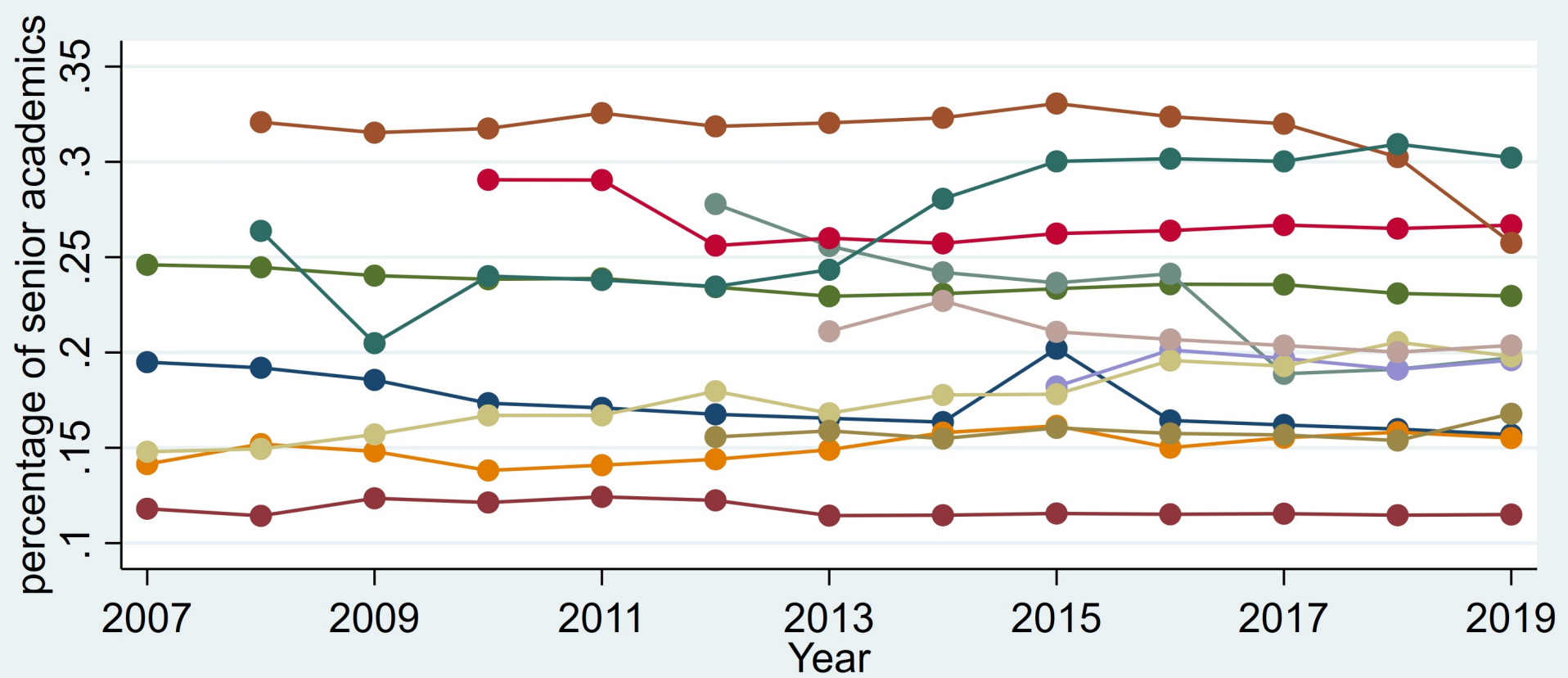
centage of academic staff at lowest positions (junior, assistant, doc

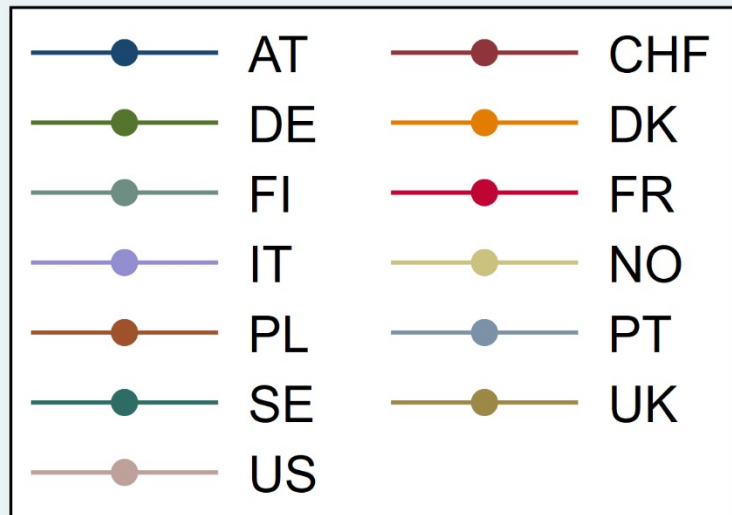
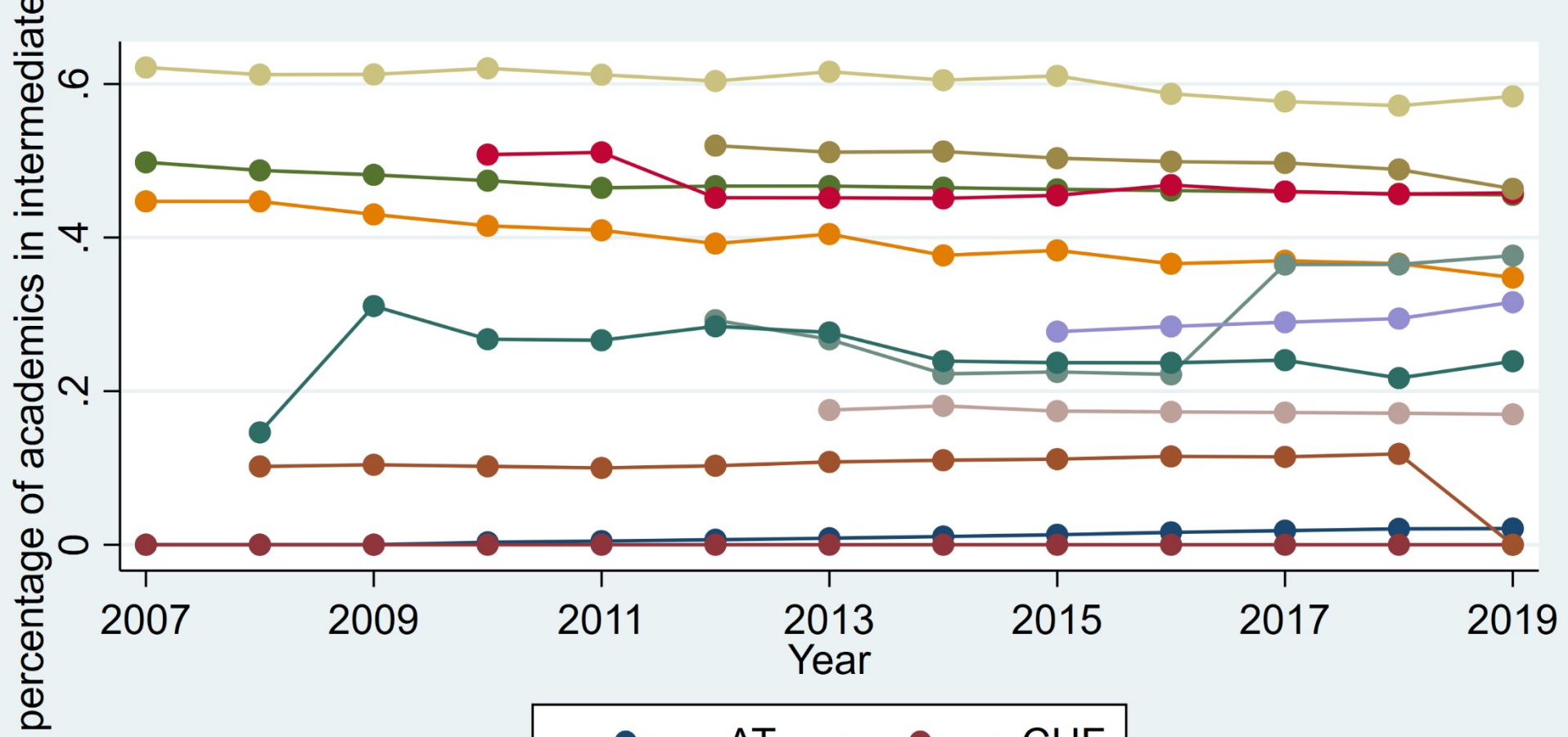


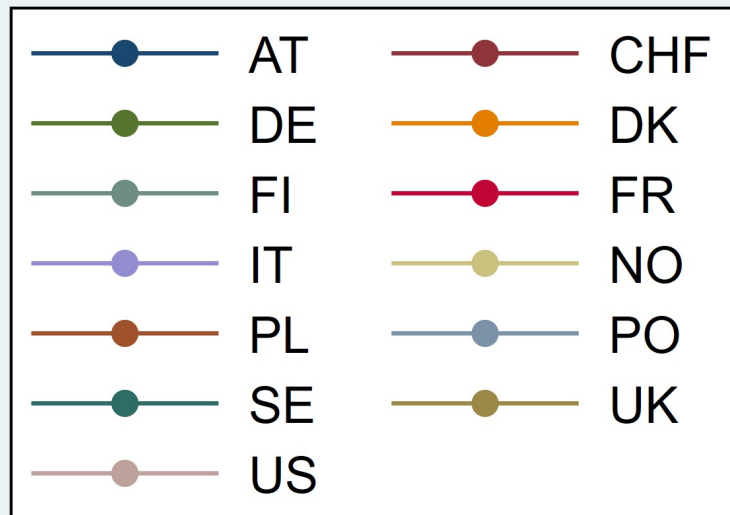
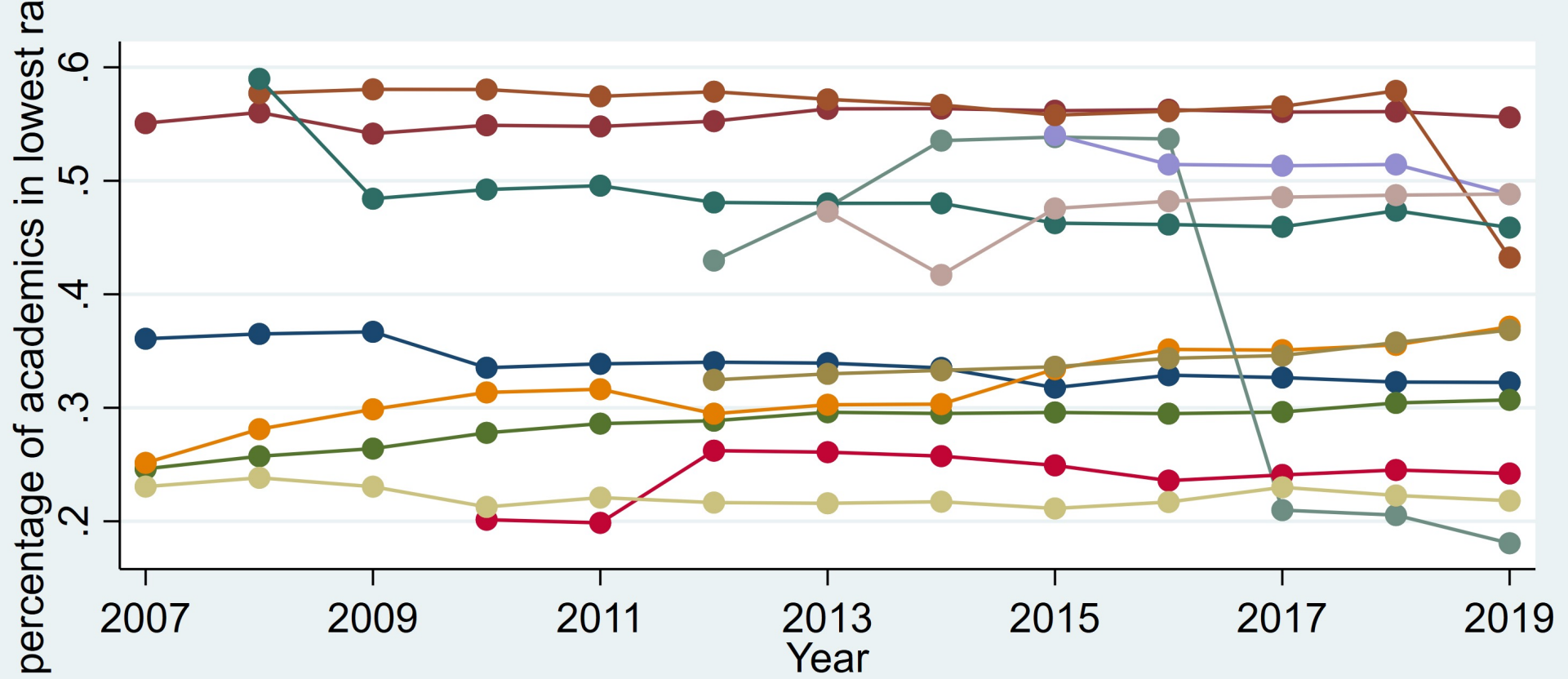
Time

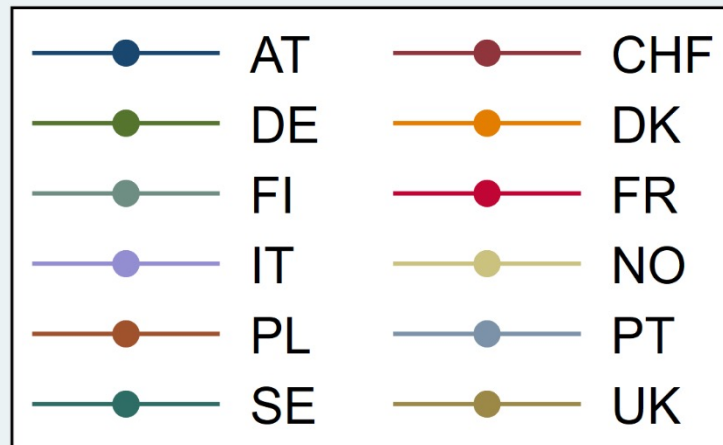
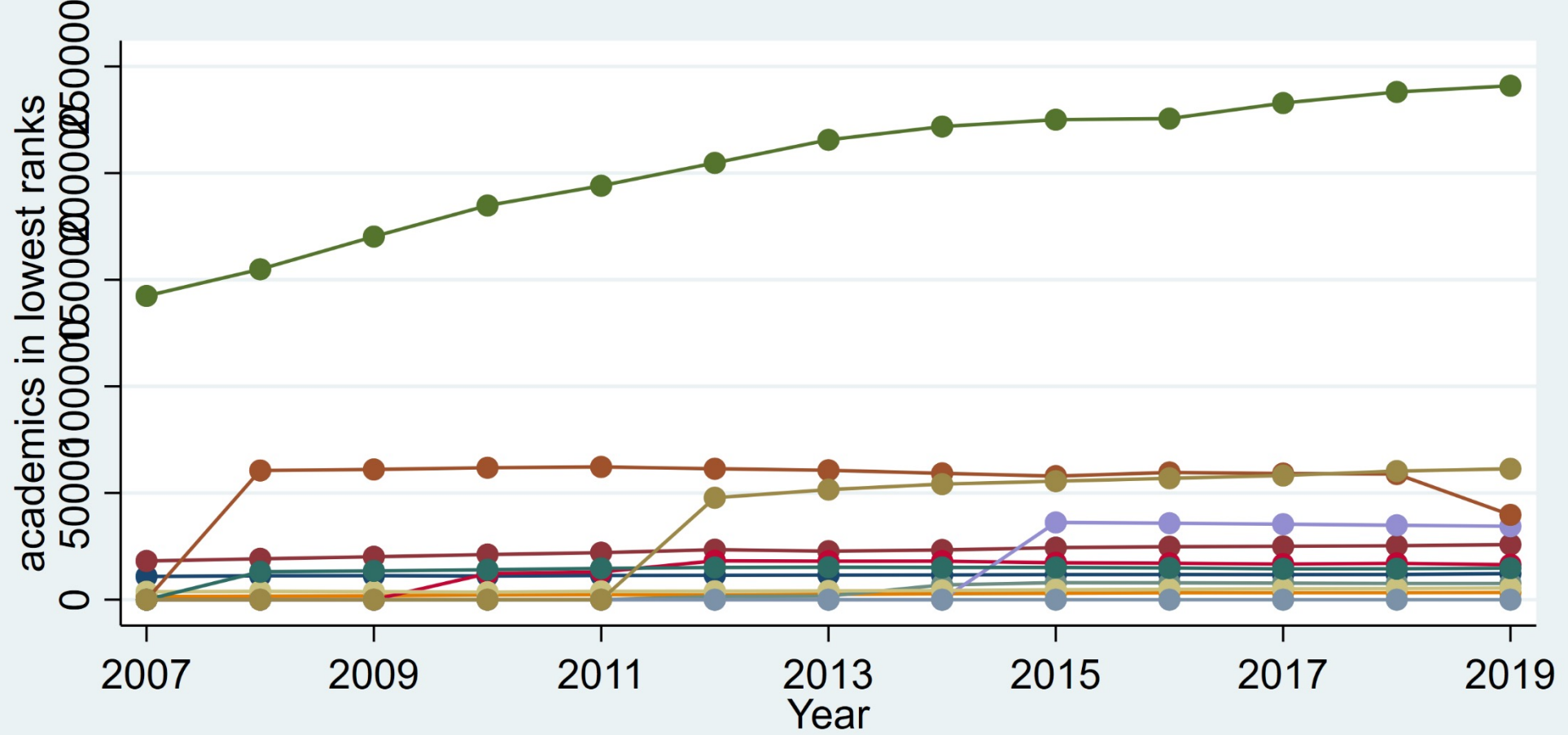
- Cross-national variation over **time** in senior positions
- Senior positions
 - Increase: Sweden and Norway
 - Decrease: Germany, Austria, US
 - Some stable countries
- Intermediate positions: small variation
- Lowest positions: increase in Germany and Denmark







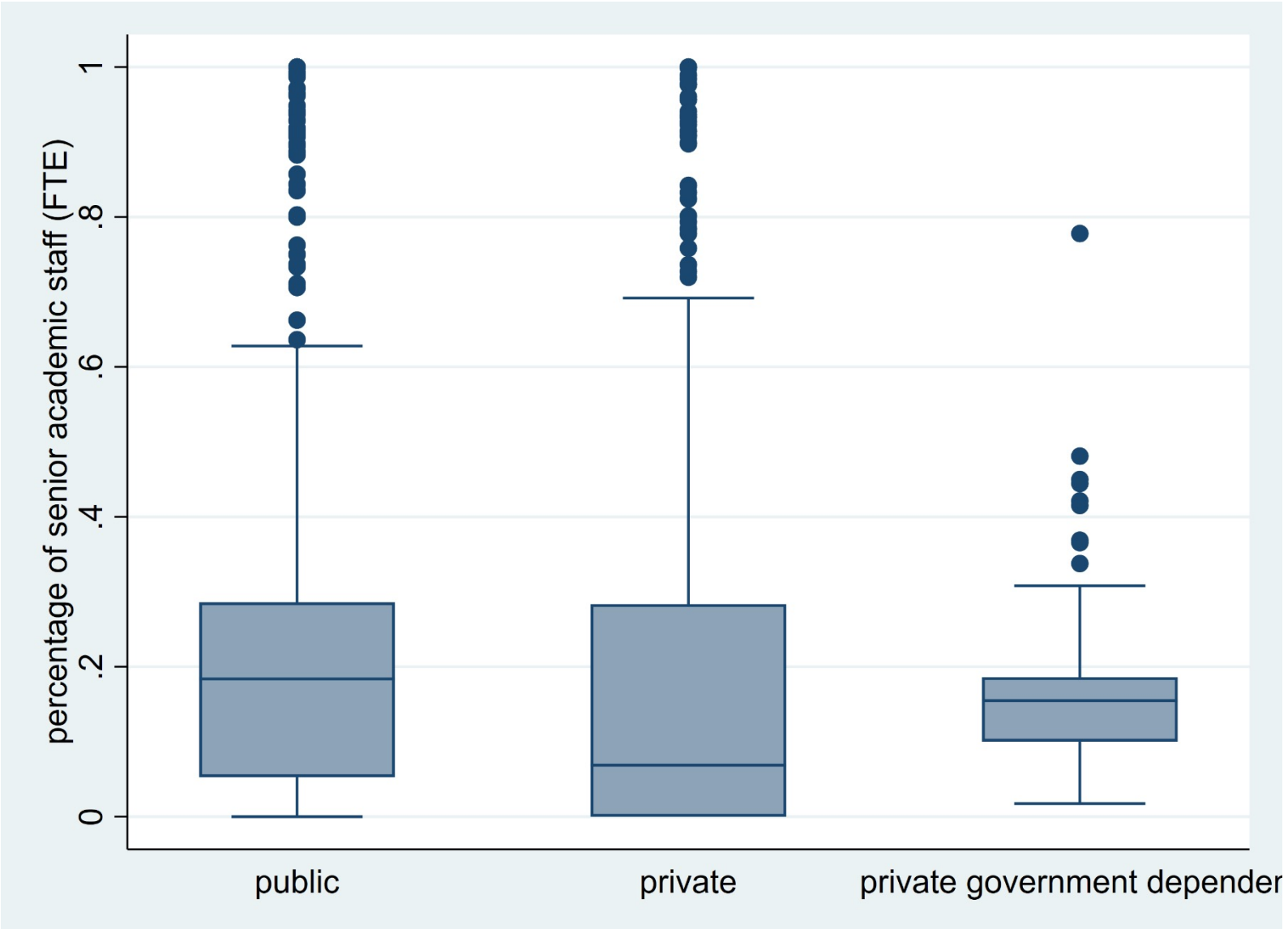


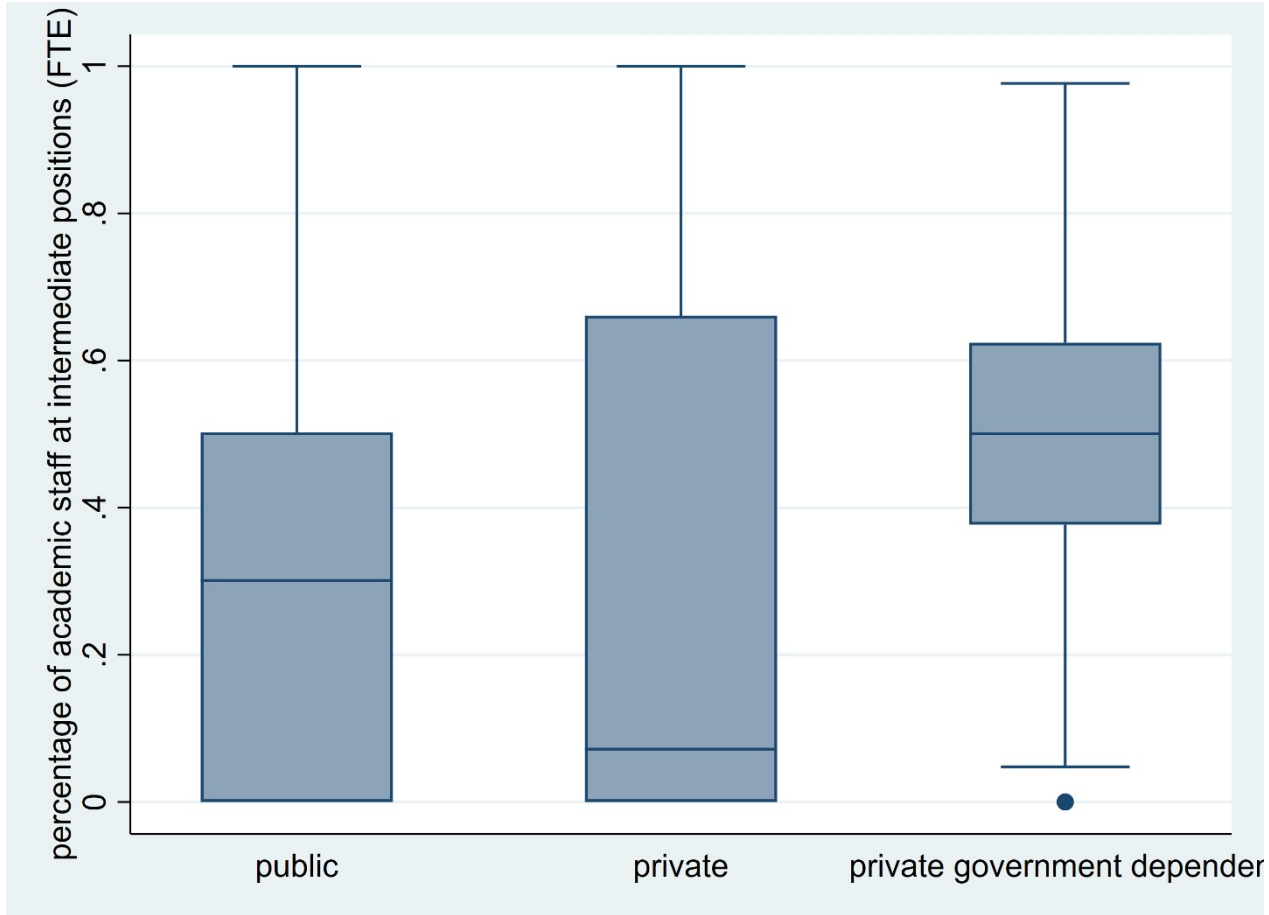


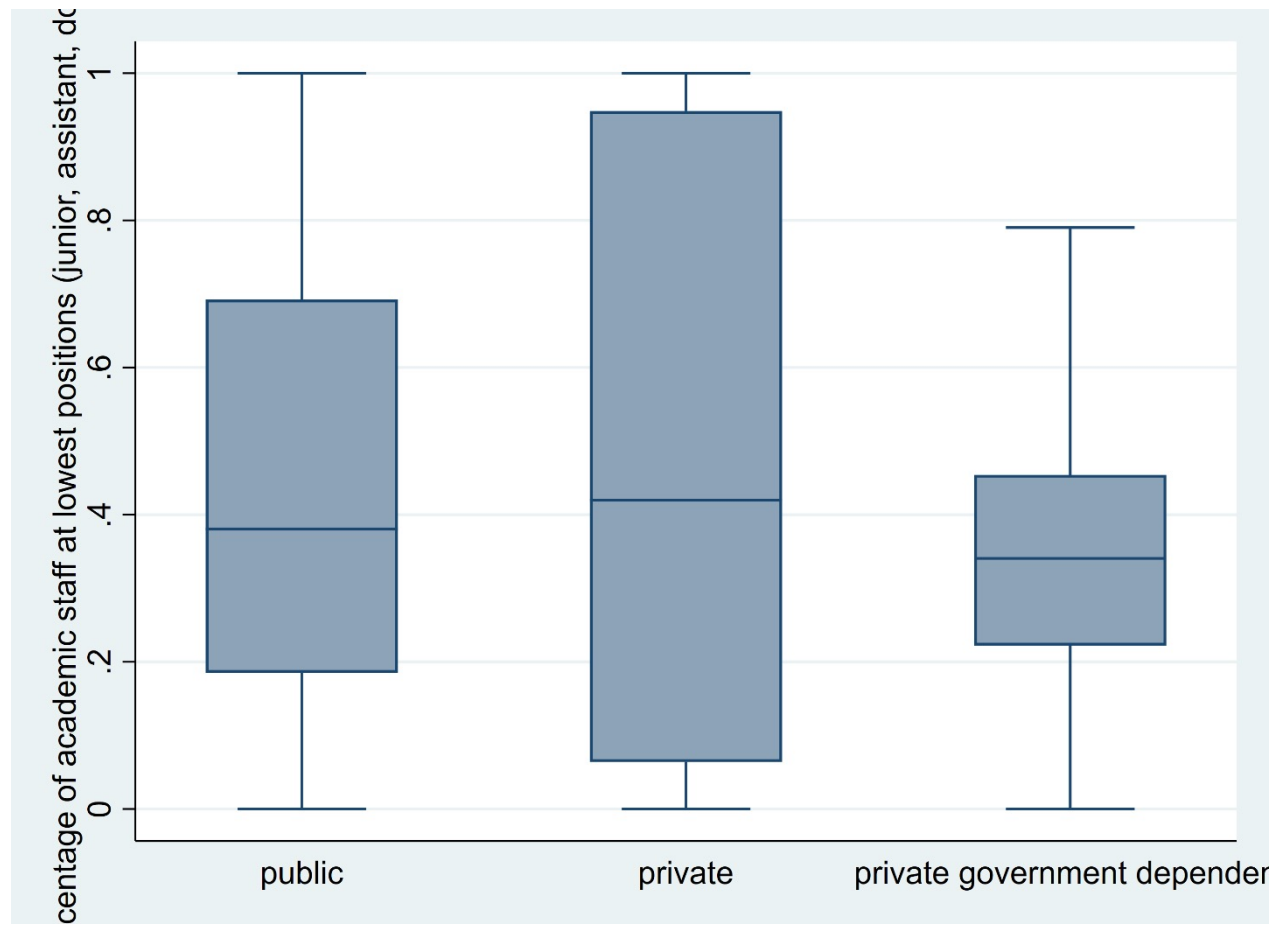
Legal status public/private

- No big differences
- More heterogeneity in private HEIs
- Need to study interaction with other variables





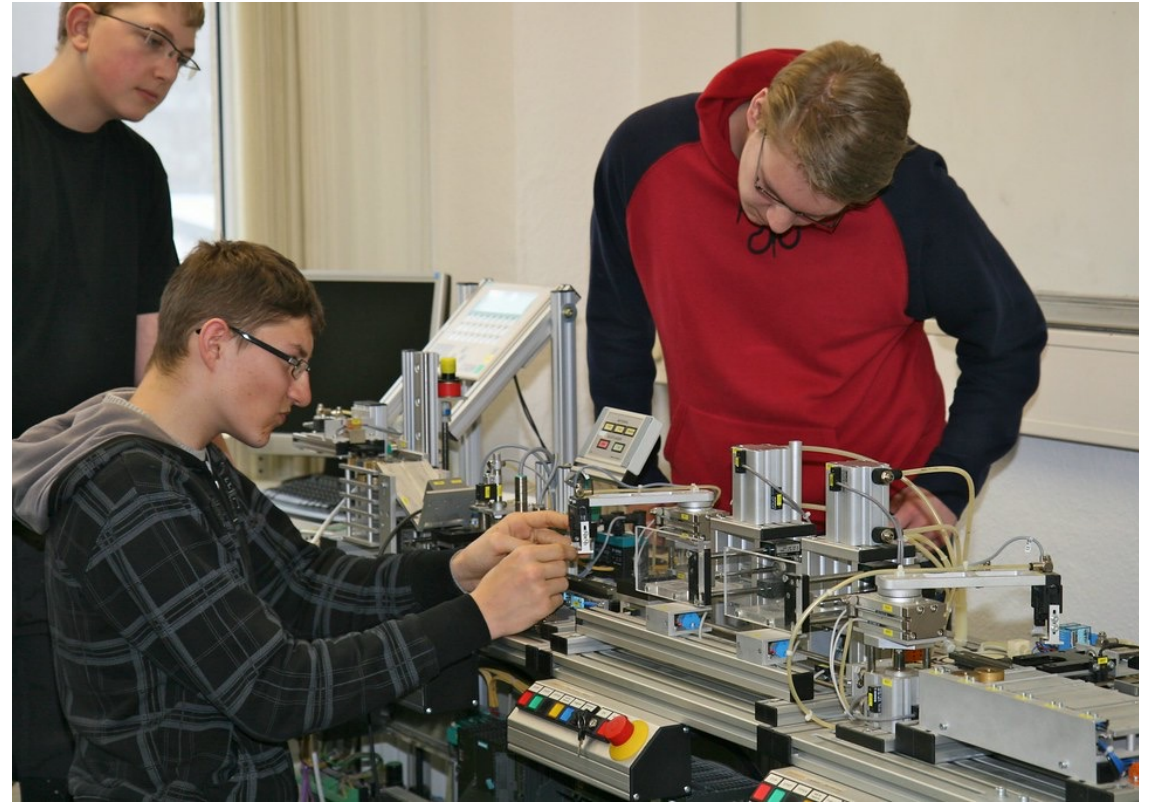


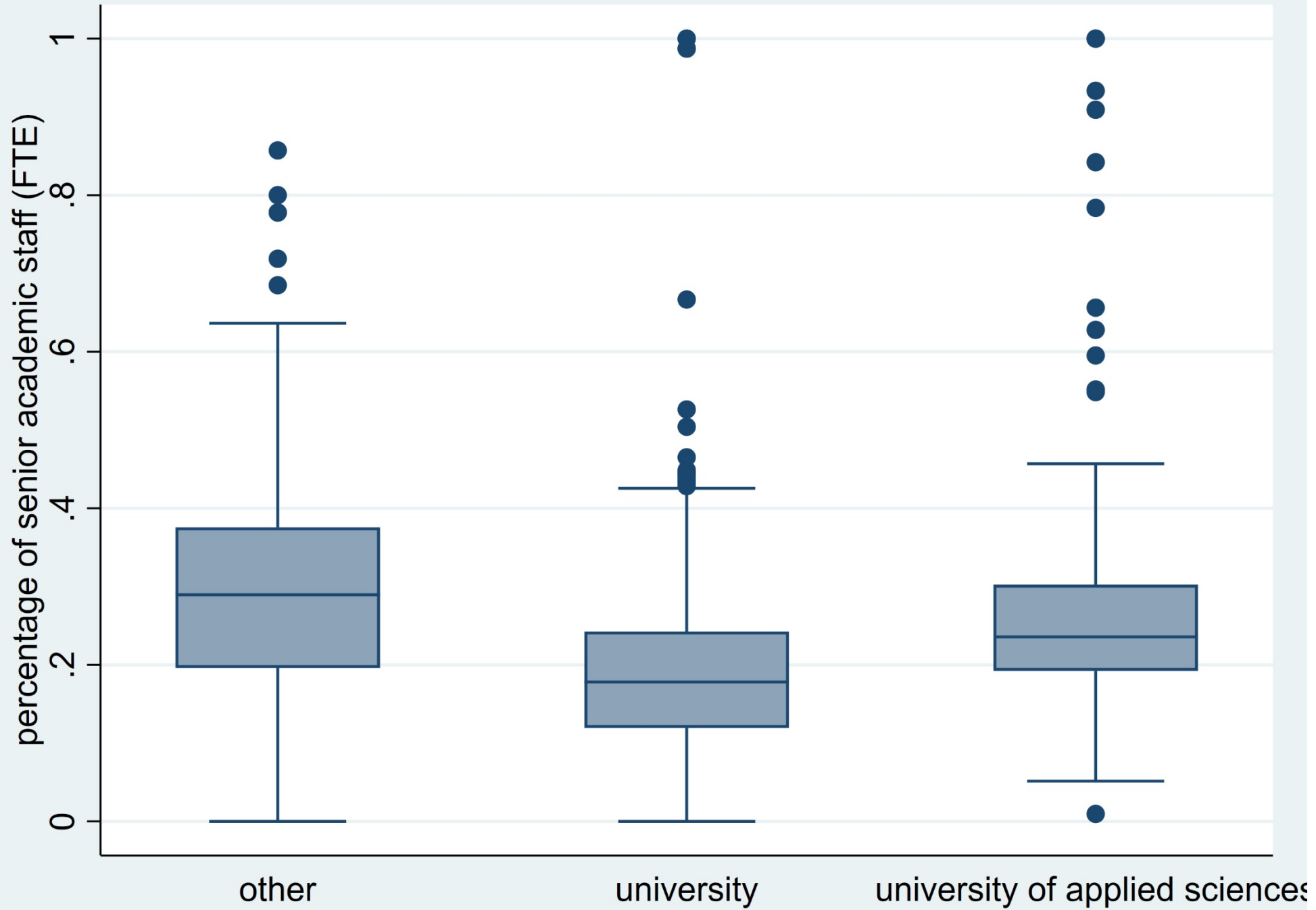


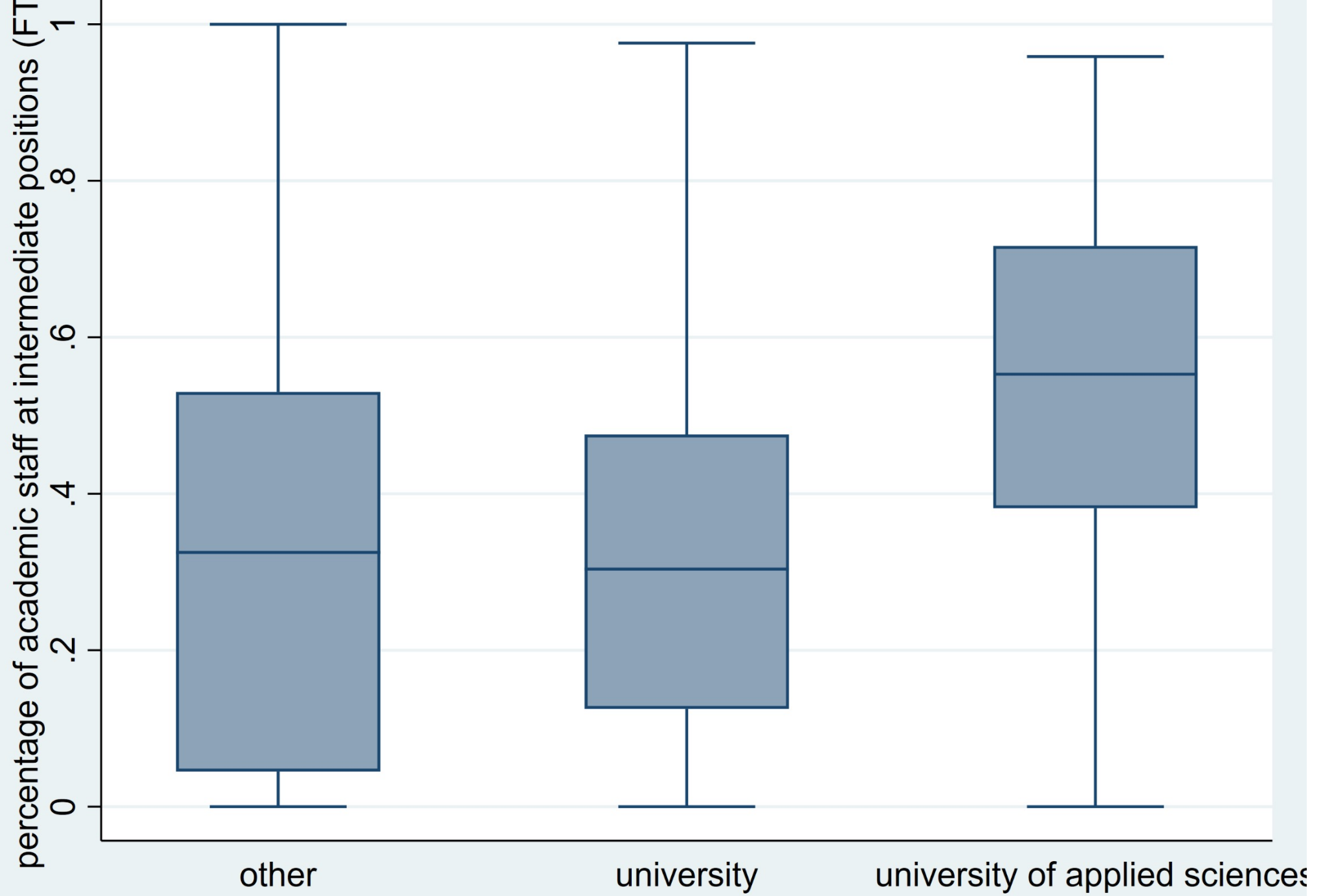
Institutional category: Universities/universities of applied sciences

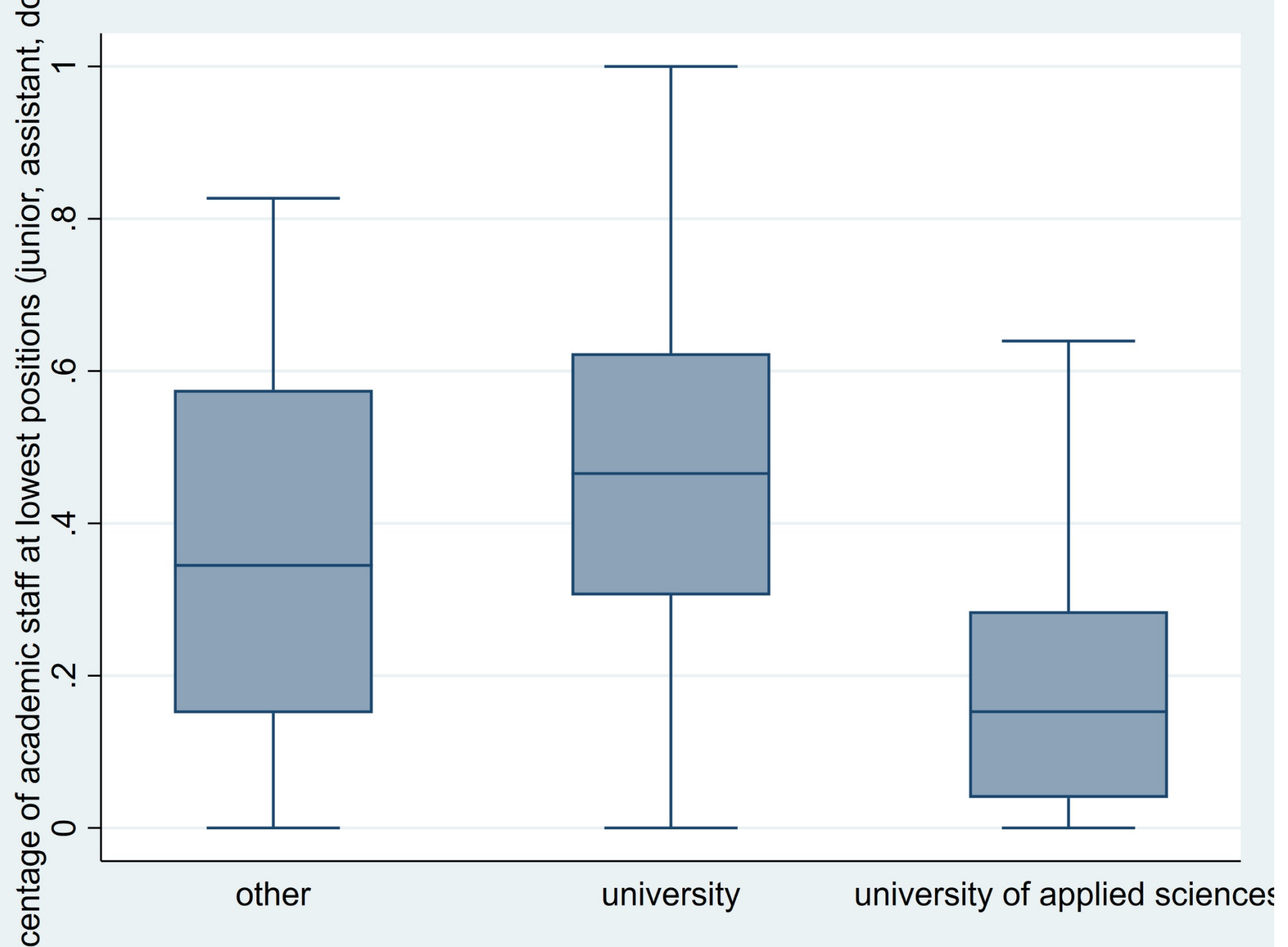
Universities of applied sciences:

- Similar representation of senior positions
- More intermediate and lowest positions: less short-term research projects with competitive funds?
- Need to study interaction with other variables









Discussion

Countries: Strong variation across countries

- Country-variation in composition
 - Senior positions: Poland, Austria, Sweden, US
 - Middle: Italy, other Scandinavian
 - Less participation: UK, and Germany
 - Italy in the middle.
- Middle positions: UK and France

Time

- Cross-national variation
- Depends on countries
- Increasing senior Sweden, Norway
- Stable: Denmark and Italy
- Rest: small decrease

Institutional category

- Similar representation of senior positions
- More intermediate and lowest positions

Legal status

- No clear differences
- More heterogeneity in private sector

Conclusions

1. Cross-national research is possible
2. National, time and other factors determine academic structure and type of employment.

Determinants:

- Country
- Time: but country-dependent
- Legal status: not so strong
- Institutional category

Theoretical implications

1. Diversity in higher education: diversity and convergence in academic structures
2. Academic employment: not general precarization
3. Neo-institutionalism: influence of new managerial doctrines (new public management) in academic employment depends in other determinants
 - Universities of applied sciences contract less faculty at lowest levels for short-term projects
4. Path-dependency: not clear regional differences: Sweden and Norway differ from Finland and Denmark



Further research

- Inferential methods, multilevel regression models including institutional, country variables
- Update data with ETER 2021
- Trends in academic diversity by groups: sex, nationality, sex and nationality
- Job security
- Administration: staff, accreditation