



Nested identities and identification in higher education institutions—the role of organizational and academic identities

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Abstract

Academic staff hold multiple identities by relating to the organization and to their profession. Merging higher education institutions involves organizational changes which may impact identities of academic staff. This paper studies potential impacts on staff perceptions of their organizational and academic identities through a 2-year in-depth study of a merger between a large university and three university colleges in Norway. We find that academics have multiple nested identities and engage in identification at different levels. While they may identify with the new organization, they may simultaneously experience tensions and pressures on their academic identity, or they may have strong academic identity and low identification with the new organization. Moreover, space to develop local accommodations in the new organization and access to symbolic resources plays significant roles in the identification processes.

Keywords Organizational identities · Academic identities · Identification · Higher education institutions · Merger

Introduction

Organizational and academic identities come into play when higher education institutions (HEIs) are merged. Mergers represent a form of organizational change which may challenge established identities. Organizations with different practices, norms, and cultures are brought together, and academic and administrative staff are required to adjust. While policymakers often argue that mergers offer opportunities to develop new organizational cultures and identities, they may also accentuate differences among more or

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Nested Identities Nested Identities

Monika A. Szumilak



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Nested Identities Guntram Henrik Herb, David H. Kaplan, 1999 This groundbreaking work explores the vital importance of territory and space to any genuine understanding of nationalism and identity Too often the contributors argue national identity is analyzed apart from the lands that are integral to its formation as territory is seen as a commodity to be brokered rather than as central to a group's self definition This volume combines theoretical insights with structured case studies on how national identity manifests itself in space and at different geographical scales

Social Identity Processes in Organizational Contexts Michael A. Hogg, Deborah J. Terry, 2014-06-03 This new volume is the first to bring together social and organizational psychologists to explore social identity theory in organizational contexts The chapters are wide ranging they deal with basic social identity theory organizational diversity leadership employee turnover mergers and acquisitions organizational identification cooperation and trust in organizations commitment and work and socialization and influence within organizations This book is an integrative platform for a closer relationship between social psychologists and organizational psychologists who study social identity processes in organizations

Organizational Relationships in the Networking Age Willem Koot, Peter Leisink, Paul Verweel, 2003-01-01 Globalization the information technology revolution individualization and other processes in contemporary society all impact on organizations This text analyzes the framework of these organizational relationships and the dynamics of identity formation and bonding on several levels

Exploring Cultural Identities in Jean Rhys' Fiction Cristina-Georgiana Voicu, 2014-07-24 Using a theoretical approach and a critical summary combining the perspectives in the postcolonial theory psychoanalysis and narratology with the tools of hermeneutics and deconstruction this book argues that Jean Rhys's work can be subsumed under a poetics of cultural identity and hybridity It also demonstrates the validity of the concept of hybridization as the expression of identity formation the cultural boundaries variability the opposition self otherness authenticity fiction trans textuality and the relevance of an integrated approach to multiple cultural identities as an encountering and negotiation space between writer reader and work The complexity of ontological and epistemological representation involves an interdisciplinary approach that blends a literary interpretive approach to social anthropological cultural and historical perspectives The book concludes that in the author's fictional universe cultural identity is represented as a general human experience that transcends the specific conditionalities of geographical contexts history and culture The construction of identity by Jean Rhys is represented by the dichotomy of marginal identity and the identification with a human ideal designed either by the hegemonic discourse or metropolitan culture or by the dominant ideology The identification with a pattern of cultural authenticity of racial ethnic or national purism is presented as a purely destructive cultural projection leading to the creation of a static universe in opposition to the diversity of human feelings and aspirations Jean Rhys's fictional discourse lies between the anxiety of authorship and the anxiety of influence and shows the postcolonial era of uprooting and migration in which the national ownership diluted the

image of a home ambiguous located at the boundary between a myth of origins and a myth of becoming The relationship between the individual and socio cultural space is thus shaped in a dual hybrid position *You and Me Make We: An Exploration of Consumer Nested Identities* Carolyn Anne Massiah,2007 Social identity theory which assumes that individuals possess membership in multiple groups which can be ascribed self selected or the result of organizational categorization processes presents an ideal theoretical framework which allowed the current research to examine consumer groups and the nested social identities that exist within them **Aligning Identities in Organisations** Mikkel Gylling Hangaard,2015

Reconfiguring Spanish Subjects Monika A. Szumilak,2005 Negotiating Nationalism W. J. Norman,2006-05-25 There are at least three times as many nations as states in the world today This book addresses some of the special challenges that arise when two or more national communities re the same multinational state As a work in normative political philosophy its principal aim is to evaluate the political and institutional choices of citizens and governments in states with rival nationalist discourses and nation building projects The first chapter takes stock of a decade of intense philosophical and sociological debates about the nature of nations and nationalism Norman identifies points of consensus in these debates as well as issues that do not have to be definitively resolved in order to proceed with normative theorizing He recommends thinking of nationalism as a form of discourse a way of arguing and mobilizing support and not primarily as a belief in a principle A liberal nationalist then is someone who uses nationalist arguments or appeals to nationalist sentiments in order to rally support for liberal policies The rest of the book is taken up with the three big political and institutional choices in multinational states First what can political actors and governments legitimately do to shape citizens national identity or identities This is the core question in the ethics of nation building or what Norman calls national engineering Second how can minority and majority national communities each be given an adequate degree of self determination including equal rights to carry out nation building projects within a democratic federal state Finally even in a world where most national minorities cannot have their own state how should the constitutions of multinational federations regulate secessionist politics within the rule of law and the ideals of democracy More than a decade after Yael Tamir s ground breaking *Liberal Nationalism* Norman finds that these three great practical and institutional questions have still rarely been addressed within a comprehensive normative theory of nationalism **American Spiders and Their Spinning Work: Snares and nests** Henry Christopher McCook,1889 Social Sciences Index ,2001 **Macro- and Micro-regionalism in the Historical Geography of the Pacific Rim** Dianne Elizabeth Meredith,2003 *Journal of Borderlands Studies* ,2009 Edmund Burke's Irish Identities Seán Patrick Donlan,2007 Edmund Burke was an orator writer British statesman and opponent of the revolution in France This collection of essays focuses on Burke s complex relationship to his native Ireland It brings together 13 authors all established experts and young scholars from a variety of viewpoints and disciplines **Multicultural Nationalism** Asifa M. Hussain,William L. Miller,2006-07-20 When the focus is on black or Asian minorities Britain is frequently described as a multi

cultural state But when the focus is on Scotland England and Wales Britain is also described as a multi national state Yet debates about multiculturalism and nationalism have been held in parallel without sharing even a common vocabulary This book is a pioneering study of how multiculturalism interacts with multinationalism especially within post devolution Scotland It gives equal attention to Scotland s largest visible and invisible minorities ethnic Pakistanis almost all of them Muslim and English immigrants Rising Scottish self consciousness could have posed a challenge both these minorities But in practice potential problems have proved themselves to be solutions integrating rather than alienating In the eyes of the minorities devolution has made Scots at once more proud and less xenophobic Even English immigrants feel devolution has defused tensions calmed frustrations and forced Scots to blame themselves rather than others for their problems Pakistanis have suffered increasing harassment but they attribute that to 9 11 not to devolution And Muslims adopt Scottish identities Scottish attitudes even Scottish nationalism consciously or unconsciously using these as tools of integration The book is based in part on large scale surveys of Pakistani and English minorities within Scotland and of the majority populations in Scotland and England But it is also based on systematic analysis of transcripts of focus group discussions with minorities revealing the variety of opinion within minorities as well as the contrasts between them In particular it presents a unique account of how Scottish Muslims express their feelings in a time of crisis

Self and Identity--psychosocial Perspectives Krysia M.

Yardley-Matwiejczuk, Krysia Yardley, Terry Honess, 1987 This study of self is a growing concern within psychology and related disciplines particularly in social and clinical psychology psychiatry and personality studies

Archaeology Without Borders

Laurie D. Webster, Maxine E. McBrinn, 2008-02-28 Archaeology without Borders presents new research by leading U S and Mexican scholars and explores the impacts on archaeology of the border between the United States and Mexico Including data previously not readily available to English speaking readers the twenty four essays discuss early agricultural adaptations in the region and groundbreaking archaeological research on social identity and cultural landscapes as well as economic and social interactions within the area now encompassed by northern Mexico and the U S Southwest Contributors examining early agriculture offer models for understanding the transition to agriculture explore relationships between the spread of agriculture and Uto Aztecan migrations and present data from Arizona New Mexico and Chihuahua Contributors focusing on social identity discuss migration enculturation social boundaries and ethnic identities They draw on case studies that include diverse artifact classes rock art lithics architecture murals ceramics cordage sandals baskets faunal remains and oral histories Mexican scholars present data from Chihuahua Durango Zacatecas Michoacan Coahuila and Nuevo Leon They address topics including Spanish indigenous conflicts archaeological history cultural landscapes and interactions among Mesoamerica northern Mexico and the U S Southwest Laurie D Webster is a visiting scholar in the Department of Anthropology at the University of Arizona Maxine E McBrinn is a postdoctoral research scientist at the Field Museum in Chicago Proceedings of the 2004 Southwest Symposium Contributors include Karen R Adams M Nicol s Caretta Patricia

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 Balázs Trencsényi,2001 Slavic Review ,1996 American quarterly of Soviet and East European studies varies **Ethnic**
Conflict Rajat Ganguly,2009-10-02 Ethnic conflicts in various scales and forms are a feature of the post Cold War
 international landscape from which no region of the world is completely free In terms of impact it has been equally
 devastating for both developed and developing states Therefore there has never been a more appropriate time to study
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 causes consequences and resolution **Studies in Social Identity** Theodore R. Sarbin,Karl E. Scheibe,1983

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i servizi di welfare aziendale al tempo del covid 19 igeam - Feb 01 2022

le soluzioni di welfare aziendale il welfare aziendale ha rappresentato anche in italia una importante novità capace nell'arco di pochi anni di ridefinire il rapporto tra aziende e dipendenti i primi interventi legislativi hanno creato le condizioni per lo sviluppo e il successo del welfare all'interno delle organizzazioni

welfare aziendale approcci e strumenti dipartimento per - May 16 2023

prima di entrare nel dettaglio dell'evoluzione del welfare aziendale in italia che rappresenta il fulcro di questo rapporto si veda il successivo capitolo 2 le pagine che seguono presentano una breve panoramica di come le politiche di welfare aziendale si sono sviluppate nel contesto

welfare aziendale cos'è e come funziona la legge per tutti - Mar 02 2022

aug 11 2023 la parola welfare è entrata nel nostro vocabolario all'inizio del XXI secolo quando Silvio Berlusconi a capo del suo secondo governo affidò con quel nome all'allora esponente leghista Roberto Maroni il ministero del lavoro e delle

politiche sociali

78 aziende campioni di welfare 2020 eccellenze italiane con il - Oct 09 2022

sep 24 2020 78 aziende campioni di welfare 2020 eccellenze italiane con il plauso del premier il welfare aziendale esce rafforzato dalla crisi covid 19 e si afferma come una leva strategica per affrontare l'emergenza e per la ripresa sostenibile del paese

il welfare aziendale tra storia presente e scenari futuri un - Jan 12 2023

nonostante covid 19 che ha anzi agito come acceleratore di consapevolezza delle potenzialità dello strumento tra le pmi il welfare aziendale in italia si conferma una realtà consolidata per il paese un fenomeno che non può più essere spiegato solo con l'arretramento del pubblico e i recenti provvedimenti legislativi in materia welfare state welfare aziendale welfare culturale

welfare aziendale ecco 5 macro tendenze del 2023 today - May 04 2022

mar 10 2023 ed ecco le macro tendenze del welfare aziendale 2023 una delle forme più comuni di welfare sono i cosiddetti fringe benefits benefici accessori o benefici in natura si tratta di buoni carburante buoni pasto buoni regalo o anche servizi di mensa macchina e telefono aziendale questi benefits riscuotono spesso il gradimento più alto

l'evoluzione del welfare aziendale in italia l'indagine di doxa per - Sep 20 2023

mar 16 2017 l'evoluzione del welfare aziendale in italia l'indagine di doxa per edenred secondo welfare il volume curato da filippo di nardo offre un'interessante panoramica delle richieste di welfare aziendale in italia e nuovi dati su cui riflettere il volume l'evoluzione del welfare in italia curato da filippo di nardo ed edito nel 2016

la storia del welfare aziendale in italia assidai - Nov 10 2022

nov 26 2019 welfare aziendale i progressi in italia oggi in italia il welfare aziendale ovvero quell'insieme di benefit e servizi forniti da un'azienda ai propri dipendenti e talvolta anche ai loro familiari come forma integrativa della normale retribuzione monetaria è ormai un punto fermo secondo le ultime stime esso sarebbe ormai diffuso in

l'evoluzione storica del welfare aziendale tuttowelfare - Jul 06 2022

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1 origini e sviluppo del welfare aziendale l evoluzione del modello olivettiano indice introduzione capitolo i l esegesi storica del primo welfare la premessa al welfare aziendale 1 1 il welfare state 1 2 modelli di welfare confronto 1 2 1 un primo contributo richard morris titmuss 1 2 2

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un contributo all approfondimento della conoscenza del modello italiano di welfare che può costituire un utile base di partenza per una futura comparazione con gli altri paesi il welfare aziendale in italia fra identità e immagine pubblica dell impresa una prospettiva storica a cura di p battilani s a conca messina v varini

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mar 21 2023 la crescita di valorizzazione del welfare aziendale è evidenziata principalmente da un dato se nel 2016 lo stesso rapporto stimava che solo il 10 3 delle aziende italiane applicasse un livello elevato di welfare nel 2022 il dato è salito al 24 7

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punto di partenza un quesito semplice e allo stesso tempo decisivo perché cresce la domanda di welfare aziendale il libro inoltre presenta la terza edizione dell indagine doxa per edenred sullo stato del welfare aziendale in italia nel 2016