



# 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

**W. J. Norman**



## **Nested Identities Nested Identities:**

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 Carot John Carpenter Jeffery Clark Linda S Cordell William E Doolittle Suzanne L Eckert Gayle J Fritz Eduardo Gamboa Carrera Leticia Gonz lez Arratia Arturo Guevara S nchez Robert J Hard Kelly Hays Gilpin Marie Areti Hers Amber L Johnson Steven A LeBlanc Patrick Lyons Jonathan B Mabry A C MacWilliams Federico Mancera Maxine E McBrinn Francisco Mendiola Galv n William L Merrill Martha Monz n Flores Scott G Ortman John R Roney Guadalupe Sanchez de Carpenter Mois s Valadez Moreno Bradley J Vierra Laurie D Webster and Phil C Weigand      **Nation-building and Contested**

**Identities** 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 ethnic conflict in all its dimensions This four volume collection examines the many facets of ethnic conflict including their causes consequences and resolution      **Studies in Social Identity** Theodore R. Sarbin,Karl E. Scheibe,1983

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