

01.7.2024

Author

BALTARU, Roxana-Diana (SOYSAL, Yasemin Nuhoglu)

Title

Administrators in higher education : organizational expansion in a transforming institution /
Roxana-Diana Baltaru ; Yasemin Nuhoglu Soysal

Publication year

2018

Source/Footnote

In: Higher education. - 76 (2018) 2, S. 213 - 229

Inventory number

47272

Keywords

Ausland : Europa : Studenten, Studium, Lehre ; Ausland : Europa : Forschung ; Hochschule :
Verwaltung allgemein

Abstract

Recent European research has revealed growth in the number of administrators and professionals across different sections of universities—a long established trend in US universities. We build on this research by investigating the factors associated with variation in the proportion of administrators across 761 Higher Education Institutions (HEIs) in 11 European countries. We argue that the enactment of expanded and diversified missions of HE is one of the main factors nurturing universities' professional and administrative bodies. Our findings support such an assertion; regardless of geographical and institutional differences, HEIs with high levels of “entrepreneurialism” (e.g. in service provision and external engagement) are characterized by a larger proportion of administrative staff. However, we find no empirical support for arguments citing structural pressures and demands on HEIs due to higher student enrolments, budget cuts or deregulation as engines driving such change. Instead, our results point towards, as argued by neo-institutionalists, the diffusion of formal

01.7.2024

organization as a model of institutional identity and purpose, which is especially prevalent at high levels of external connectedness. (HRK / Abstract übernommen) Baltaru, Roxana-Diana, E-Mail: rdbalt@essex.ac.uk