

The Aging Work Force

A Guide for Higher Education Administrators

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and
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College and University Personnel Association

The Aging Work Force A Guide For Higher Education Administrators

Wolfgang Guggemos



The Aging Work Force A Guide For Higher Education Administrators:

The Aging Work Force Nancy Julius, 1993-01-01 **Generational Shockwaves and the Implications for Higher Education** Donald E. Heller, Madeleine d'Ambrosio, 2009-01-01

This is a fascinating book Higher Education Review The Baby Boom generation did much to drive the transformation of American higher education that occurred in the 1960s That extraordinary impact has invited many to think about how succeeding generations have challenged and will continue to challenge the assumptions and practices of educational institutions This volume explores the significance of this generational perspective through observations from a variety of practitioners and observers of higher education With stances ranging from unbridled enthusiasm to measured skepticism about the significance of generational change these authors are sure to provide new insights to any thoughtful reader Michael S McPherson President The Spencer Foundation US Our industry is extremely people intensive so that understanding generational differences may be more important for us than for other industries This book carefully portrays these generational differences and explores their implications for higher education Catharine Bond Hill President Vassar College US Generational Shockwaves is a must read for all of us in higher education who spend so much of our time working to enhance the educational and social success of our students as well as the scholarly and teaching success of our faculty After reviewing this volume no one can continue to support what too many in higher education still practice a one size fits all approach to the challenges we confront Herman A Berliner Provost and Senior Vice President for Academic Affairs Hofstra University US This volume offers a sort of cultural seismography of higher education in the early 21st century This is the most comprehensive and thoughtful treatment I have seen of an inexorable and tectonic trend that will challenge the status quo in profound and unprecedented ways David W Leslie Chancellor Professor of Education Emeritus The College of William Mary US This volume part of the TIAA CREF Institute Series on Higher Education is based on a national conference convened by the Institute in November 2007 The generational issues that were the focus of the conference raise both risks and opportunities with the potential to profoundly affect our cultural environment both inside and outside academe Baby Boomers in their roles as students parents professors and administrators transformed the American higher education system As Boomers near retirement Generation X and the Millennials are building on those contributions and making their own impacts This volume sheds light on a current front burner issue in higher education managing the melding of generations each with its unique needs and approaches to teaching and learning The result of discussions among presidents provosts and other senior level leaders from the higher education community as well as the scholarship of leading academics this lucid and engaging volume addresses intergenerational shifts and their wide ranging implications for higher education including relevant risks and opportunities for consideration by campus leaders The type of institution represented in these discussions ranges from small teaching focused institutions to community colleges and large comprehensive research institutions The authors offer senior leadership a deeper understanding of these

generational challenges and opportunities and provide them with new and actionable information to enhance decision making and inform strategic planning They offer scholars new research questions to examine and provide insights to enhance effective reporting on higher education issues Higher education presidents chancellors provosts CFOs faculty researchers and policymakers will find this volume to be of significant value *Resources in Education* ,2001 *Leveraging Multigenerational Workforce Strategies in Higher Education* Edna Chun,Alvin Evans,2021-04-14 The higher education literature on workplace diversity has overlooked the development of multigenerational workforce strategies as a key component of an inclusive talent proposition While race gender sexual orientation disability and other demographic attributes have gained considerable attention in diversity strategic planning scant research pertains to building inclusive multigenerational approaches within the culture and practices of higher education Now more than ever there is an urgent and unmet need to identify actionable strategies and approaches that optimize the contributions of multigenerational talent across the faculty administrator and staff ranks With the goal of enhancing workforce capacity and creating more inclusive workplaces *Leveraging Multigenerational Workforce Strategies in Higher Education* offers an in depth look at multigenerational strategies that enhance institutional capacity and respond to educational needs This book is the first to address the creation of multigenerational strategies in the higher education workplace based upon substantial empirical studies and qualitative research Drawing on in depth interviews with faculty and administrators the book examines the broad framing of generations that consists of stereotypes narratives images and emotions Through the lens of these narratives it describes how ageist framing is magnified by other minoritized statuses including race ethnicity gender and sexual orientation and can result in structural inequality process based discrimination and asymmetrical behavioral interactions in the higher education workplace A major feature of the book is its focus on best in class HR and diversity policies and strategies that institutional leaders can deploy to overcome generational and ageist barriers and build an inclusive culture that values the contributions of all members Due to its practical and concrete emphasis in sharing leading edge policies and practices that comprise a holistic multigenerational workforce strategy the book will serve as a concrete resource to boards of trustees presidents provosts deans diversity officers department chairs faculty academic and non academic administrators diversity and human resource leaders and diversity taskforces in their efforts to create strategic evidence based multigenerational workforce approaches In addition the book will be utilized in upper division and graduate courses in higher education administration diversity human resource management educational leadership intergenerational issues gerontology social work and organizational psychology **NACUBO Business Officer** National Association of College and University Business Officers,1993 *ASEE Prism* ,1993 **The Emerald Handbook of Research Management and Administration Around the World** Simon Kerridge,Susi Poli,Mariko Yang-Yoshihara,2023-11-29 The ebook edition of this title is Open Access and freely available to read online The most comprehensive book about practitioners working in research

management and administration with insights from around the globe and across disciplines to provide a comprehensive account of RMAs as a profession **A Gold Watch** Steven Kenneth Huebbe,1999 **The Handbook of Student Affairs Administration** George S. McClellan,Judy Marquez Kiyama,2023-01-25 The foremost scholars in student affairs discuss issues facing the field today approaches to those issues and skills necessary to enact the approaches Professionals in student affairs administration need practical timely and applied information on the myriad issues they encounter in supporting the success of the students and the institutions they serve In the Handbook of Student Affairs Administration the top scholars in the field share the latest information methods and advice on addressing these issues The book is sponsored by NASPA the leading professional organization for student affairs in higher education This fifth edition has been updated to reflect current and effective techniques in student affairs administration including new chapters on anti oppressive frameworks and equity in praxis access for students with disabilities men and masculinities support for students mental health and well being and student employment as learning integrated work There is also an emphasis throughout on adult learners online learners part time students and transfer students Chapter authors of diverse gender ethnicity sexual orientation experiential background and type of institution offer broader perspectives Learn about the dominant organization and administration models in student affairs Stay up to date on core competencies and professional development models Discover research based strategies for addressing both emerging and lasting issues in student affairs Instructor resources available The Handbook of Student Affairs Administration is a comprehensive and thoughtful resource with expert insight on the issues facing student affairs This is one handbook students and professionals in the field won t want to go without *Resources in Women's Educational Equity* ,1979 Literature cited in AGRICOLA Dissertations abstracts international ERIC ABI INFORM MEDLARS NTIS Psychological abstracts and Sociological abstracts Selection focuses on education legal aspects career aspects sex differences lifestyle and health Common format bibliographical information descriptors and abstracts and ERIC subject terms used throughout Contains order information Subject author indexes *Subject Guide to Books in Print* ,1997 **Collective Bargaining in Higher Education and the Professions** ,1994 *The New Generation Gap in the American Faculty* Elizabeth Faue Barkley,1993 **Journal of Health, Physical Education, Recreation** ,1951 Resources in Education ,1997 *Journal of College Student Development* ,1999 **Facilities Manager** ,1994 **Higher Education Administration** Norma M. Goonen,Rachel S. Blechman,1999-11-30 Annotation Examines the key legal ethical and practical concerns of higher education administrators National Guide to Funding in Higher Education ,1998 **CUPA Journal** ,1993

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