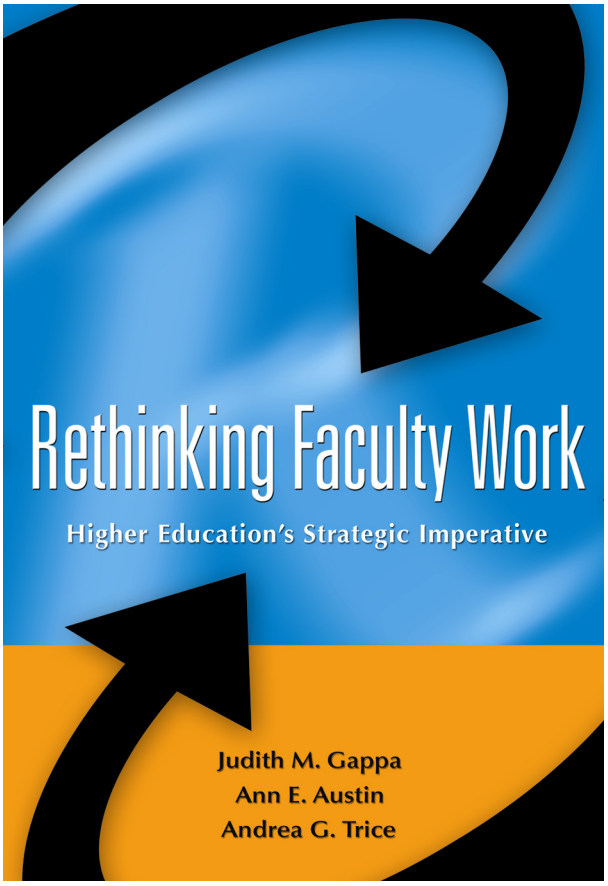
# Rethinking Faculty Work

## Higher Education's Strategic Imperative

*by*




**Judith M. Gappa, Ann E. Austin, Andrea G. Trice**

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Profound challenges in higher education—fiscal constraints, escalating competition, demands for greater accountability, growing enrollments, increasingly diverse faculty appointments, and the continuous expansion of new technologies—are transforming the careers of faculty. *Rethinking Faculty Work* shows how changes in higher education are transforming the careers of faculty and highlights an overall framework with five key elements that are essential to the work experience of all faculty members—equity, academic freedom, flexibility, professional growth, and collegiality.

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**Judith M. Gappa** is professor of higher education administration at Purdue University where she served previously as vice president for human relations.

**Ann E. Austin** is the Mildred B. Erickson Distinguished Professor of Higher, Adult, and Lifelong Education at Michigan State University.

**Andrea G. Trice** is an independent consultant to colleges and universities and a former faculty member and administrator.

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