

PAYING THE PROFESSORiate

A Global Comparison
of Compensation and Contracts

Edited by
Philip G. Altbach, Liz Reisberg,
Maria Yudkevich, Gregory Androushchak,
and Iván F. Pacheco

CONTENTS

| | |
|---|-----------|
| <i>Acknowledgments</i> | ix |
| <i>Introduction</i> | xi |
| PART 1 | |
| Analysis | 1 |
| 1 Academic Remuneration and Contracts: Global Trends and Realities | 3 |
| <i>Philip G. Altbach, Liz Reisberg, and Iván F. Pacheco</i> | |
| 2 Quantitative Analysis: Looking for Commonalities in a Sea of Differences | 21 |
| <i>Gregory Androushchak and Maria Yudkevich</i> | |
| PART 2 | |
| Case Studies | 35 |
| 3 Labor Contracts and Economic Incentives for Argentine University Faculty | 37 |
| <i>Ana García de Fanelli</i> | |
| 4 The Academic Career in a Transition Economy: Case Study of the Republic of Armenia | 49 |
| <i>Arevik Ohanyan</i> | |

vi Contents

| | | |
|----|--|-----|
| 5 | Academic Salaries, Massification, and the Rise of an Underclass in Australia <i>Anthony Welch</i> | 61 |
| 6 | Brazil: The Widening Gap <i>Simon Schwartzman</i> | 72 |
| 7 | The Organization of Academic Work and Faculty Remuneration at Canadian Universities <i>Glen A. Jones and Julian Weinrib</i> | 83 |
| 8 | A Study on Academic Salary and Remunerations in China <i>Wanhua Ma and Jianbo Wen</i> | 94 |
| 9 | Academic Salaries in Colombia: The Data Tell Only a Small Part of the Story <i>Iván F. Pacheco</i> | 104 |
| 10 | The Czech Republic: High Estimation for the Academic Profession <i>Helena Sebkova</i> | 114 |
| 11 | Salary and Incentive Structure in Ethiopian Higher Education <i>Elizabeth Ayalew</i> | 125 |
| 12 | Changing the Rules of the French Academic Market <i>Gaële Goastellec</i> | 136 |
| 13 | The Income Situation in the German System of Higher Education: A Rag Rug <i>Marius Herzog and Barbara M. Kehm</i> | 145 |
| 14 | Academic Salaries and Career Advancement: Tuning the Professoriate for a Knowledge Economy in India <i>Narayana Jayaram</i> | 155 |
| 15 | Israel: Academic Salaries and Remuneration <i>Sarah Guri-Rosenblit</i> | 166 |
| 16 | Italy: From Bureaucratic Legacy to Reform of the Profession <i>Gilberto Capano and Gianfranco Rebora</i> | 176 |

| | |
|---|-----|
| 17 Working Conditions and Salaries of the Academic Profession in Japan <i>Kazunori Shima</i> | 185 |
| 18 Academic Salaries in Kazakhstan: Current Status and Perspectives <i>Sholpan Kalanova</i> | 196 |
| 19 The Academic Salary System: Conditions and Trends in Latvia <i>Tatjana Volkova</i> | 205 |
| 20 Attractiveness of Salaries and Remuneration of Malaysian Academics <i>Muhamad Jantan</i> | 215 |
| 21 Mexican Faculty Salaries Today: Once a Bagger, Always a Beggar? <i>Alma Maldónado-Maldonado</i> | 225 |
| 22 Introducing Market Forces in Academic Remuneration: The Case of the Netherlands <i>Ben Jongbloed</i> | 234 |
| 23 Nigeria: Toward an Open Market <i>Olufemi A. Bamiro</i> | 245 |
| 24 Academic Salaries in Norway: Increasing Emphasis on Research Achievement <i>Svein Kyvik</i> | 255 |
| 25 Russian Higher Education: Salaries and Contracts <i>Gregory Androushchak and Maria Yudkevich</i> | 265 |
| 26 Faculty Salary and Remuneration in the Kingdom of Saudi Arabia <i>Mohammad Al-Ohali and Hamad Al-Mehrej</i> | 279 |
| 27 The Unequal Playing Field: Academic Remuneration in South Africa <i>Chika Trevor Sehoole</i> | 288 |

viii Contents

| | | |
|----|--|------------|
| 28 | Remuneration of Academic Staff in Turkish Universities <i>Kemal Gürüz</i> | 297 |
| 29 | Academic Salary in the United Kingdom: Marketization and National Policy Development <i>Fumi Kitagawa</i> | 308 |
| 30 | The Power of Institutional and Disciplinary Markets: Academic Salaries in the United States <i>Martin J. Finkelstein</i> | 318 |
| | PART 3 | 329 |
| | Reflections | |
| 31 | Academic Community and Contracts: Modern Challenges and Responses <i>Yaroslav Kuzminov</i> | 331 |
| | <i>Appendix</i> | 341 |
| | <i>Contributors</i> | 349 |
| | <i>Index</i> | 357 |