

## Curriculum Vitae GARY RHOADES

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### ***EDUCATION***

Ph.D.	(1981)	Department of Sociology, University of California, Los Angeles
M.A.	(1978)	Department of Sociology, University of California, Los Angeles
B.A.	(1976)	magna cum laude, Sociology, University of California, Los Angeles

### ***WORK EXPERIENCE***

\* July 2012 –  
Professor and Director, Center for the Study of Higher Education, Head, Department of Educational Policy Studies and Practice, College of Education, University of Arizona

\* January 2012 –  
Professor of Higher Education, College of Education, University of Arizona

\* June 2011 – December 2011  
AAUP professional working on select projects

\* January 2009 – June 2011  
General Secretary, American Association of University Professors.

\* August 1997 – December 2008 (on leave from 1/09 as Professor of Higher Education)  
Professor of Higher Education, and Director, Center for the Study of Higher Education, College of Education, University of Arizona

\* August 1990 -  
Associate Professor of Higher Education, College of Education, University of Arizona

\* August 1986 - July 1990  
Assistant Professor of Higher Education, College of Education, University of Arizona

\* September 1981 - July 1986  
Postdoctoral Research Scholar, Comparative Higher Education Research Group, Graduate School of Education, University of California, Los Angeles

## **PUBLICATIONS**

### **BOOKS**

*Academic capitalism and the new economy: Markets, state, and higher education.* (with Sheila Slaughter) Baltimore: The Johns Hopkins University Press, 2004.

*Managed professionals: Unionized faculty and restructuring academic labor.* Albany: State University of Press, 1998.

### **REFEREED JOURNAL ARTICLES**

Bringing organizations and systems back together: Extending Clark's Entrepreneurial university. (with Bjorn Stensaker) *Higher Education Quarterly*, 71,2, (2017), 129-40.

Bread and roses, and quality too?: A new faculty majority negotiating the new academy. *The Journal of Higher Education*, 88(5)(2017), 645-71.

What are we negotiating for?: Public interest bargaining. *Journal of Collective Bargaining in the Academy*, 7(2016). No pages, online journal.

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The higher education we choose, collectively: Re-embodiment and re-politicizing choice. *The Journal of Higher Education*, 85, 6(2014), 917-30.

Disruptive innovations for adjunct faculty: Common sense for the common good. *Thought & Action*, 29 (Fall, 2013), 71-86.

Bargaining quality in part-time faculty working conditions: Beyond just-in-time employment and just-at-will non-renewal. *Journal of Collective Bargaining in the Academy*, 4, 1(2013).

Leading the university: The roles of trustees, presidents, and faculty. (with Richard Legon and John Lombardi) *Change*, 45,1(2013), 24-32.

An incomplete completion agenda: Implications for academe & the academy. *Liberal Education*, 98,1(2012), 18-25.

Socially oriented student entrepreneurship: A study of student change agency in the academic capitalism context. (with Matt Mars) *The Journal of Higher Education*, 83,3(2012), 435-59.

A critical agency network model for building an integrated outreach program. (with Judy Marquez Kiyama and Jenny J. Lee) *The Journal of Higher Education*, 83,2(2012), 276-303.

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A national campaign of academic labor: Reframing the politics of scarcity in higher education. *New Political Science*, 33, 1(2011), 101-18.

The social construction of copyright ethics and values. (with Sheila Slaughter) *Science and Engineering Ethics*, 16, 2(2010), 251-161.

Carnegie, DuPont Circle, and the AAUP: (Re)shaping a cosmopolitan, locally engaged professoriate. *Change*, 41,1(2009), 8-15.

The centrality of contingent faculty to academe's future. *Academe*, 94,6(2008), 12-15.

Is academic capitalism, U.S. style, for Japan? *Higher Education Forum*, 5,3(2008).

The state-sponsored student entrepreneur. (with Matthew M. Mars and Sheila Slaughter) *The Journal of Higher Education*, 79,6(2008), 638-670.

Local cosmopolitans and cosmopolitan locals: Towards new models of professionals in the academy. (with Judy Marquez Kiyama, Rudy McCormick, and Marisol Quiroz) *The Review of Higher Education*, 31,2(2007), 209-35.

Technology enhanced courses and a Mode III organization of instructional work. *Tertiary Education and Management*, 13,1(2007), 1-17.

Community college faculty and web-based classes. (with Vernon Smith) *Thought & Action*, 22,Fall(2006), 97-110.

The higher education we choose: A question of balance. *The Review of Higher Education*, 29,3(2006), 381-404.

Democracy and capitalism, academic style: Governance and accountability in contemporary higher education. *Academe*, 91,3(2005), 38-42.

Graduate employee unionization as symbol of and challenge to the corporatization of U.S. research universities. (with Rob Rhoads) *The Journal of Higher Education*, 76,3(2005), 243-75.

From endless frontier to basic science for use: Social contracts between science and society. (with Sheila Slaughter) *Science, Technology, and Human Values*, 31,1(2005).

Imagining alternatives to global, corporate, new economy academic capitalism. (with Alma Maldonado-Maldonado, Imanol Ordorika, and Martín Verlaquez) *Policy Futures in Education*, 2,2(2004), 319-32.

Academic capitalism in the new economy: Challenges and choices. (with Sheila Slaughter) *American Academic*, 1,1(2004),37-60.

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The public discourse of U.S. graduate employee unions: Social movement identities, ideologies, and strategies. (with Rob Rhoads) *The Review of Higher Education*, 26,2(2003), 163-86.

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Whose property is it?: Negotiating with the university. *Academe*, 87,5(2001), 38-43.

Corporate, techno challenges and academic space. *Found Object*, 10(Spring, 2001), 119-48.

Universities in the information age: Changing work, organization, and values in academic science and engineering. (with Sheila Slaughter and Jen Croissant) *Bulletin of Science, Technology, and Society*, 21,2(2001), 108-118.

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The emergence of a competitiveness research and development policy coalition and the commercialization of science and technology. (with Sheila Slaughter) *Science, Technology, and Human Values*, 21,3 (1996), 303-333.

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### ***BOOK/ENCYCLOPEDIA CHAPTERS, AND OTHER ARTICLES***

Internationalization to what purposes?: Marketing to international students. *Higher Learning Research Communications* (invited essay for an online journal), forthcoming.

Negotiating whose property it is, for the public good. Pp. 63-75 in Samantha Bernstein and Adriana Kezar. *New Directions in Higher Education, No. 177(Spring). IP, Faculty rights, and the public good*. New York: Wiley, 2017.

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“Change and continuity: Universities in networked knowledge societies. (with Jussi Valimaa, David M. Hoffman, John Brennan, and Ulrich Teichler). In Jussi Valimaa and David Hoffman (Eds.), *Re-becoming universities: Higher education institutions in networked, knowledge societies*. Dordrecht: Springer, 2016. Book is winner of the 2016 Council on International Higher Education, of the Association of the Study of Higher Education research excellence award.

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Unionizing benefits adjunct faculty, students, and society. *New York Times*, Room for Debate, May 14, 2015.

Negotiating quality control of the curriculum. (with Kristine Anderson Dougherty and Mark F. Smith) (2015). *NEA 2015 Higher Education Almanac*. Washington, D.C.: National Education Association.

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Professors acting for the public good: Beyond the ‘new normal’ to the academy we choose. In Genevieve G. Shaker (Ed) *Faculty and the public good*, pp.109-25. New York: Teachers College Press, 2015.

Academic capitalism and (secondary) academic labor markets: Negotiating a new academy and research agenda (with Blanca Torres-Olave). In Michael B. Paulsen (Ed.), *Higher education: Handbook of theory and practice*, Volume XXX, pp.383-430. New York: Springer. 2015.

Extending and updating the theory of academic capitalism: Considering labor. In Brendan Cantwell & Illka Kauppinen (Eds.) *New approaches to academic capitalism*, pp.113-34. Baltimore: The Johns Hopkins University Press, 2014.

We are all contingent: Re-organizing higher education and society. *On Campus*, 33,4(2014), 2-4.

*Brief amicus curiae of sociology of higher education restructuring scholar in case of Pacific Lutheran University and SEIU Local 925*, 19-RC-102521, March 2014.

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Strategically governing higher education for Arizona’s future. In Gary Rhoades and Jenny Lee (Eds.) *Is higher education ready for Arizona’s future?* Background report prepared for 102<sup>nd</sup> Arizona Town Hall, April 21-24, 2013.

Possibilities and limits for leveraging technology to enhance higher education access, success, quality, and efficiency in Arizona. (with Vernon Smith) In Gary Rhoades and Jenny Lee (Eds.) *Is higher education ready for Arizona’s future?* Background report prepared for 102<sup>nd</sup> Arizona Town Hall, April 21-24, 2013.

*Is higher education ready for Arizona’s future?* Background report prepared for 102<sup>nd</sup> Arizona Town Hall. Arizona Town Hall, April 21-24, 2013.

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Who is professor ‘staff’ and how can this person teach so many classes? (with Steve Street, Maria Maisto, and Esther Merves) Center for the Future of Higher Education, Policy Report #2. August 2012. [http://futureofhighered.org/Research\\_Center.html](http://futureofhighered.org/Research_Center.html)

Closing the door, increasing the gap: Who’s not going to (community) college? Center for the Future of Higher Education, Policy Report #1. April 2012. [http://futureofhighered.org/Research\\_Center.html](http://futureofhighered.org/Research_Center.html)

Bargaining retrenchment. (with Kristine Anderson Dougherty and Mark F. Smith) *The NEA 2012 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2012.

Whose educational space?: Negotiating professional jurisdiction in the high-tech academy. Pp. 92-110 In *The American academic profession: Transformation in contemporary higher education*, edited by Joseph C. Hermanowicz. Baltimore: The Johns Hopkins University Press, 2011.

Negotiating virtual space. (with Mark F. Smith and Kristine Anderson Dougherty) *The NEA 2011 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2011.

What faculty unions have to say about student learning outcomes assessment. (with Larry Gold, Mark Smith, and George Kuh) National Institute for Learning Outcomes Assessment, Occasional Paper #9, May, 2011.

Markets in higher education: Trends in academic capitalism. Pp.433-64 In *American higher education in the twenty-first century: Social, political, and economic challenges*, Third Edition, edited by Philip G. Altbach, Patricia J. Gumport, and Robert O. Berdahl. Baltimore: Johns Hopkins University Press, 2011.

Envisioning invisible workforces: Enhancing intellectual capital. Pp.35-54 In *Academic and Professional Identities in Higher Education: The Challenges of a Diversifying Workforce*, edited by Celia Whitchurch and George Gordon. New York: Routledge, 2010.

Negotiating our position in hard times. (with Mark Smith, with the assistance of Kris Dougherty) *The NEA 2010 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2010.

Housing the measurement of university innovations’ social value: Organizational site, professional perspective, institutional outlook. Pp.237-67 In *Measuring the social value of innovation: A link in the university technology transfer and entrepreneurship equation*, Edited by Gary D. Libecap. United Kingdom: Emerald/JAI, 2009.

Unions and senates: Governance and distance education. (with Christine Maitland and

Mark F. Smith) *The NEA 2009 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2009.

Bargaining best practices for full-time, non-tenure track faculty.” (with Christine Maitland) *The NEA 2008 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2008.

Steering from without and within: Mechanisms of (self) control in higher education. (with Alma Maldonado-Maldonado) In *Towards a cartography of higher education policy change: A festschrift in honour of Guy Neave*, edited by Jurgen Enders and Franz van Vught, 2007.

Making distinctive choices in intersecting markets: Seeking niches. In *The future of the American public research university*, edited by Roger L. Geiger, Carol L. Colbeck, Roger L. Williams, and Christopher K. Anderson. Rotterdam, The Netherlands: Sense Publishers, 2007.

Bargaining family friendly space in the workplace. (with Christine Maitland) *The NEA 2007 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2007.

The study of the academic profession. In *Sociology of higher education: Contributions and their contexts*, edited by Patricia Gumpert. Baltimore: The Johns Hopkins University Press, 2007.

Mode 3, academic capitalism, and the new economy: Making higher education work for whom?” (with Sheila Slaughter) Pp. 9-35 In *Higher education and working life: Collaborations, confrontations, and challenges*, edited by Paivi Tynjala, Jussi Valimaa, and Gillian Boulton-Lewis. The Netherlands: Elsevier Ltd., 2006.

Academic capitalism and the new economy: Privatization as shifting the target of public subsidy in higher education, (with Sheila Slaughter). Carlos Alberto Torres and Robert A. Rhoads (eds) *Globalization and higher education in the Americas*. Palo Alto: Stanford University Press, 2006.

Graduate student unionization as a postindustrial social movement: Identity, ideology, and the contested U.S. academy. (with Robert A. Rhoads). Carlos Alberto Torres and Robert A. Rhoads (eds) *Globalization and higher education in the Americas*. Palo Alto: Stanford University Press, 2006.

Markets in higher education: Students in the seventies, patents in the eighties, copyrights in the nineties. Pp.486-516 In *American higher education in the twenty-first century: Social, political, and economic challenges*, Second Edition, edited by Philip G. Altbach, Robert O. Berdahl, and Patricia J. Gumpert. Baltimore: Johns Hopkins University Press, 2005.

More than they bargained for: Contingent faculty. (with Christine Maitland) *The NEA 2006 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2006.

The political economy of international student flows: Patterns, ideas, and propositions. (with Jenny Lee and Alma Maldonado-Maldonado) In *Higher education: Handbook of theory and research, Volume XX*, edited by John C. Smart. (New York: Agathon Press, 2005).

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Markets in higher education: Students in the seventies, patents in the eighties, copyrights in the nineties,” (with Sheila Slaughter). Philip G. Altbach, Robert O. Berdahl, and Patricia J. Gumpert (eds) *American higher education in the twenty-first century: Social, political, and economic challenges*, second edition. Baltimore: The Johns Hopkins University Press, 2005.

Patent policies, institutional autonomy, and the new managerialism. (with Sheila Slaughter). Eds. Peter Maassen and Lynn Meek. To appear in the EU series of *CIPES-Centro de Investigacao de Politicas do Ensino Superior and HeDDA*.

Afterword: Educating for literacy, working for dignity. in Marc Bousquet, Tony Scott, and Leo Parascondola (eds) *Tenured bosses and disposable teachers: Writing instruction in the managed university*. Carbondale: Southern Illinois University Press, 2004.

Bargaining workload and workforce on the high tech campus. (With Christine Maitland) *The NEA 2004 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2004.

From US to EU, and back again: a glonacal agency approach to globalization. In Helen Aittola (Ed) *EKG?: Eurooppa, kporkeakoulutus, globalisaatio?* Jyvaskylan Yliopisto: Koulutuksen Tutkimuslaitos, 2003.

Bargaining professional development. (With Rachel Hendrickson and Christine Maitland) *The NEA 2003 Almanac of Higher Education*. Washington, D.C.: National Education Association, 2003.

Revenue flux and university behavior. (with Larry L. Leslie and Ronald L. Oaxaca) in Douglas M. Priest, William E. Becker, Don Hossler, and Edward P. St.John (eds) *Incentive-based budgeting systems in public universities*. Cheltenham, IK: Edward Elgar, 2002.

The emergence of a competitiveness research and development policy coalition and the commercialization of academic science and technology. In Philip Murkowski and Esther Mirjam-Sent, *Science bought and sold: Rethinking the economics of science*. Chicago: University of Chicago Press, 2002. Reprinted from *Science, Technology, and Human Values* 21,3 (1996) :303-39.

Money matters: Bargaining salaries and salary structures. (With Christine Maitland) *The NEA 2002 Almanac of Higher Education*. Washington, D.C. : National Education Association, 2002.

Technology transfer and academic capitalism. (with Larry L. Leslie, and Ronald L. Oaxaca) in Albert H. Teich, Stephen D. Nelsson, Celia McEnaney, and Stephen J. Lita (eds) *AAAS Science and Technology Policy Yearbook, 2001*. New York: American Association for the Advancement of Science, 2001.

Unions and governance.” (With Christine Maitland) *The NEA 2001 Almanac of Higher Education*. pp.27-41. Washington, D.C.: National Education Association, 2001.

Innovative approaches to bargaining. (With Christine Maitland) *The NEA 2000 Almanac of Higher Education*. pp.27-41. Washington, D.C. : National Education Association, 2000.

The changing role of faculty. in Joseph Losco and Brian Fife (eds.) *Higher education in transition: The challenges of the new millenium*. Westport, CT: Greenwood Publishing Group, Inc., 2000.

Bargaining technology issues: The new unionism. (With Christine Maitland) *The NEA 1999 Almanac of Higher Education*. pp.45-53. Washington, D.C. : National Education Association.

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The hidden campus workforce: (De)investing in staff. (With Christine Maitland) *The NEA 1998 Almanac of Higher Education*, pp.109-27. Washington, D.C. :National Education Association.

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*Volume XIII*, edited by John C. Smart. (New York: Agathon Press, 1998).

(Re)configuring the professional workforce: Part-time faculty and educational support professionals in the contracts. (with Christine Maitland and Rachel A. Hendrickson) *The NEA 1997 Almanac of Higher Education*. Washington, D.C. : National Education Association.

The political economy of entrepreneurial culture in higher education: Policies towards foreign students in Australia and the United States. (with Don Smart) in William G. Teirney and Ken Kempner (eds.) *Comparative perspectives on the social role of higher education*. New York: Garland Press, 1996.

Negotiating academic restructuring. (with Christine Maitland and Rachel A. Hendrickson) *The NEA 1996 Almanac of Higher Education*. pp. 49-73. Washington, D.C.: National Education Association.

Rising, stratified administrative costs: Student services.” In Dudley B. Woodard, Jr (ed) *New directions for student services: Budgeting as a tool for restructuring*. San Francisco: Jossey-Bass, 1995.

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Professional education: Stratifying curricula and perpetuating privilege in higher education. In *Higher education: Handbook of theory and research, Volume VII*, edited by John C. Smart. (New York: Agathon Press, 1991).

Models of governance in higher education organizations. In *The Encyclopedia of Higher Education*, edited by Burton R. Clark and Guy Neave. (New York: Pergamon Press, 1991).

Organization theory. In *The Encyclopedia of Higher Education*, edited by Burton R. Clark and Guy Neave. (New York: Pergamon Press, 1991).

The public interest and professional labor: Research universities. (Gary Rhoades and Sheila Slaughter), in *Culture and ideology in higher education: Advancing a critical agenda*, edited by William G. Teirney. (New York: Praeger Publishers, 1991).

The political and organizational economies of graduate education. In *International Encyclopedia of Comparative Higher Education*, edited by Philip G. Altbach. (New York: Garland Publishing Company, Inc., 1990).

The language of education reform: Patterns of professionalism. In *Research in sociology of education and socialization, Volume 9*, edited by Ronald Corwin. (Greenwich, Connecticut: JAI Press, Inc., 1990).

Political competition and differentiation in higher education. In *Differentiation theory and social change: Comparative and historical perspectives*, edited by Jeffrey Alexander and Paul Colomy. (New York: Columbia University Press, 1990).

The academic estate in Western Europe. (Guy Neave and Gary Rhoades) pp. 211-70 *The academic profession: National, disciplinary, and institutional settings*, edited by Burton R. Clark. (Berkeley, Los Angeles, London: University of California Press, 1987).

## ***CONFERENCE PAPERS, KEYNOTES, AND PRESENTATIONS***

### ***Invited addresses***

“Possibilities in negotiating a new academy.” Keynote address to Community College forum of the Oregon Education Assembly, Bend, Oregon, August 1, 2017

“Would-be apprentices: Negotiating new contingency in an old academy.” Invited address, Graduate Programs, Syracuse University, March 24, 2017.

“Managing to be different?” Strategic imitation or “strategic” imitation?” Inaugural Burton R. Clark Comparative Higher Education lecture, Institute of Education, London, March 2016.

“De-professionalization and academic freedom: The changing face of academic labor.” Invited address, Canadian Association of University Teachers and Harry Crowe Academic Freedom Foundation, Toronto, February 2016.

“Renegotiating the academic trinity for the new academy and economy.” Invited Presidential Session, Association for the Study of Higher Education meetings, Denver, November 2015.

“Beyond fatalism: Negotiating the new academy, collectively.” Invited address, Denver University, May 2015.

“Neoliberalism and academe.” Invited Vice-Presidential Session, American Educational Research Association, Chicago, April 2015.

“Beyond “the organization” and “the academic profession”: New structures of academic and professional employment in academe.” Invited paper. University of Warwick, March, Coventry, March 2015.

“Re-embodying the re-aligning of higher education: Bringing students/communities back in.” Keynote address, Federation of Postsecondary Educators conference, Vancouver, Canada, January 17, 2015.

“Cooling out, 21<sup>st</sup> century style.” Invited Presidential Session, Association for the Study of Higher Education meetings, Washington, D.C., November 2014.

“Re-invigorating shared governance: Process and purpose for a new academy.” Keynote address, AAUP state conference shared governance meeting, Fort Lewis College, September 5, 2014.

“Negotiating a new academy: Shared governance for strategic imagination.” Keynote address, Leading in a unionized environment, Kent State University, August 7, 2014.

“Academic capitalism and STEM secondary labor markets: Re-organizing the social geography of academic careers.” Invited Seminar on sociology of science, Center for Innovation, Technology, and Policy Research, IN+, Instituto Superior Tecnico, Lisboa, Portugal, June 2014.

“Negotiating a new academy: Making knowledge work.” Keynote address, Illinois Education Association, Higher Education Council, October 15, 2013, Chicago.

“What is the purpose of the annual meeting of a scholarly association?: A town hall meeting.” Division J Presidential Session, American Educational Research Association, San Francisco, April 2013.

“Those kids don’t need college: Policymaking that structures privilege.” Division J Presidential Session, American Educational Research Association, San Francisco, April 2013.

“An incomplete completion agenda: Negotiating a new academy.” Invited lecture, Claremont Graduate University, March 27, 2013.

“Contingent disruptive innovations: Negotiating a new academy.” Keynote address, 4C’s conference, March 14, 2013, Las Vegas.

“The benefits of organizing citywide: Metro strategies for contingent faculty.” Keynote address, SEIU Higher Education symposium, Washington, D.C., December 1, 2012.

“Negotiating a new academy: From/at the margins.” Keynote address, Public Sociology conference, George Mason University, October 29, 2012.

“Beware of donors bearing gifts?: Gift acceptance policy and academic integrity.”  
Keynote address, Academic Freedom conference, Waterloo Canada, September 6, 2012.

“Workload, faculty voice, and quality in higher education.” Invited address, SUNY New Paltz, April 3, 2012.

“The power of community colleges: Taking the lead in SUNY, together.” Keynote address, Faculty Council of Community Colleges, SUNY, Syracuse, March 30, 2012.

“What we do to our young: Evolving trends for faculty.” Invited address, University of Missouri, Columbia, October 10, 2011.

“The structure, culture, and politics of professors: Change and continuity in academe.”  
Presidential Session, Association for the Study of Higher Education annual meeting,  
November, 2011.

“Is Academic Capitalism, U.S. Style, for Japan?” Invited lecture, Center for the  
Advancement of Higher Education, Tohoku University, April 24, 2007.

“Is Academic Capitalism, U.S. Style, for Japan?” Invited lecture, National Institute for  
Educational Policy Research, Tokyo, April 25, 2007.

“Is Academic Capitalism, U.S. Style, for Japan?” Invited lecture, Hiroshima Research  
Institute for Higher Education, April 26, 2007.

“Patterns of Academic Capitalism, and Implications for Italian Universities.” Invited  
seminar, University of Milan, Bicocca Department of Sociology, October, 2006.

“Asymmetries in Strategic Collaboration: University Positioning and System  
Restructuring.” Presented at the EAIR conference, Rome, September 2006.

“Academic Capitalism and the New Economy.” Invited Address at the conference,  
Academic Capitalism and Mexican Universities, CESU, Universidad Nacional Autónoma  
de México, April 2005.

“Academic Capitalism and the New Economy.” Invited Address, Universidad Autónoma  
de Sinaloa, April 2005.

“Distinctive Choices in Intersecting Markets: Seeking Strategic, Sustainable Niches.”  
Invited Paper at the conference, The Future of the American Public Research University,  
The Pennsylvania State University, February 2005.

“The Higher Education We Choose: A Question of Balance.” Presidential Address at  
Association for the Study of Higher Education conference, Kansas City, November 2004.

“Academic Capitalism in the New Economy” First annual Vogel Lecture, United  
Professionals of Illinois House of Delegates meeting, Chicago, October 2003.



“Asserting Professional Control Amidst Academic Capitalism,” Invited Irwin Polishook lecture, at American Federation of Teachers Higher Education conference, Atlanta, April 2003.

“From US to EU, and Back Again: a Glonacal Agency Approach to Globalization.” Invited Plenary Address to the 8<sup>th</sup> Finnish Symposium on Higher Education, Jyvaskyla, Finland, August 2002.

“Renewing Higher Education’s Social Compact: Within and Beyond the Employment Contract.” Keynote address for higher education conference of Illinois Education Association, February 2000.

“Managed Professionals: Restructuring Academic Labor and Rethinking Campus Union Strategies.” Keynote address for state assembly of California Faculty Association, November 1999.

“Managed Faculty and Support Staff: Restructuring Higher Education and Rethinking Campus Union Strategies.” Keynote address for higher education conference of Wisconsin Education Association, October 1999.

“Universities in the 21st Century.” Invited Plenary Address, Encuentro Internacional en Educacion de Ingenieria Mecanica y Electrica, Monterrey, Mexico, December 1998.

### ***Regular conference presentations***

“What if we took teaching seriously?: Organizing and negotiating a new academy.” Plenary panel, National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York City, March 28, 2017.

“The ‘you’re fired’ era: Academic freedom, student complaints, and faculty discipline.” NEA Higher Education conference, Dallas, March 17, 2017.

“Academic freedom, international perspectives.” Discussant, symposium, American Educational Research Association, San Antonio, May 1, 2017.

“Global positioning strategy in marketing to international students, Anglo-American and Central European style.” (with Barbara Sporn) Presentation at the Association for the Study of Higher Education meetings, Columbus, Ohio, November 2016.

“Marketing to international students: Presentation of self in geopolitical space.” (with Jenny Lee, Santiago Castiello, Mahmoud Marei, and Leslie O’Toole) Presentation at the Association for the Study of Higher Education meetings, Columbus, Ohio, November 2016.

“Negotiating improved working conditions for contingent faculty.” Presentation at NEA

Higher Education conference, San Diego, April 2016.

“Copyleft, copyright, and copy for the public interest.” Paper presented at the National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York City, April 2016.

“Bread and roses, and quality too: A new faculty majority negotiating a new academy.” Presentation at the National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York City, April 2015.

“Negotiating quality control of the curriculum.” (with Kristine Anderson Dougherty and Mark F. Smith) Presentation at the National Education Association Higher Education annual meeting, Orlando, March 2015.

“Organizing and negotiating the new academy and postdoc workforce.” Presentation at Association for the Study of Higher Education meetings, Washington, D.C., November 2014.

“Contingent faculty and postdocs: The social geography of the new academic labor market and workforce.” Panel workshop, Faculty Diversity Institute, Atlanta, Georgia, November 1, 2014.

“Achieving successful results in higher education through collective bargaining.” Plenary session presentation, National Center for the Study of Collective Bargaining in Higher Education and the Professions. New York City, April, 2014.

“Beyond academia: Reaching a broader audience.” Fireside chat graduate student session, American Educational Research Association, Philadelphia, April 2014.

“A national movement, a local strategy: Organizing and negotiating a new academy.” SEIU Adjunct Action launch, Oakland, California, March 22, 2014.

“A grass-roots campaign for the future of higher education.” Presentation at NEA Higher Education conference, St. Louis, March 15, 2014.

“Bargaining for part-time, contingent faculty.” (with Kristine Dougherty and Mark Smith) Presentation at NEA Higher Education conference, St. Louis, March 14, 2014.

“Local metro strategies as part of a national movement: Negotiating a new academy.” SEIU Adjunct Action launch, Seattle, January 25, 2014.

“Beyond Clark’s triangle heuristic: Domestic insights from new rubrics in comparative higher education.” Symposium panel, Association for the Study of Higher Education meetings, November 15, 2013, St. Louis.

“A national movement, a local (metro) strategy: Negotiating a new academy.” Presented

at SEIU Adjunct Action Symposium, November 5, 2013, Los Angeles.

“Bargaining language related to online education.” Presented at Campaign for the Future of Higher Education, Fifth National Gathering, Columbus, Ohio, May 18, 2013.

“Shared governance: What gets shared and with whom?” ACE invited panel for ACE Presidential Roundtable, Presidents Caught in the Middle, Washington, D.C., May 10, 2013.

“More than class war (race matters): Negotiating a more equitable academy.” Presented at symposium of The Council for Affirmative Action, California State University, Sacramento, April 25, 2013.

“Turning weakness into strength: Metro-curricular cooperatives.” Presented at an invited SEIU Boston Higher Education Symposium, April 13, 2013.

“Alliances, presidents, and trustees.” National Center for the Study of Collective Bargaining in Higher Education and the Professions, April 9, 2013, New York City.

“Bargaining student learning, quality, and assessment.” NEA Higher Education conference, Portland, Oregon March 22, 2013.

Campaign for the Future of Higher Education, Fourth National Gathering, January 19, 2013, Sacramento, California.

“Changing the conversation: Keeping democracy’s colleges open.” National Center for the Study of Collective Bargaining in Higher Education and the Professions, April 2, 2012, New York City.

Engaging Faculty to Engage Students.” (with John Curtis) Presented at the AAC&U Annual Meeting in Washington, D.C. January 22, 2010.

“Community College Faculty and Web-Based Classes.” (with Vernon Smith) Presented at the NEA Higher Education Conference, San Diego, March 2007.

“Bargaining Family Friendly Space in the Workplace.” (with Christine Maitland) Presented at the NEA Higher Education Conference, San Diego, March 2007.

“Re-thinking and Re-Imagining World Class Universities.” Presented at the Association for the Study of Higher Education conference, Anaheim, November 2006.

“Academic Labor Markets in Mexico.” (with Jesus Galaz) Presented at the Association for the Study of Higher Education conference, Anaheim, November 2006.

“More than they Bargained for: Contingent Faculty.” (with Christine Maitland) Presented at the NEA Higher Education Conference, Orlando, March 2006.

“The Changing Nature of Faculty Work in the Post-Industrial Global Economy.”  
Symposium session with John Cheslock, Alma Maldonado-Maldonado, and Jenny Lee)  
Presented at the Association for the Study of Higher Education conference, Philadelphia,  
November 2005.

“Mapping the Discourse Against the Ledger: The Balance Among Enrollment Diversity,  
Quality, and Revenues.” (with Joseluis Santos and Sandra Guillen) Presented at the  
Association for the Study of Higher Education conference, Philadelphia, November 2005.

“Bargaining for Contingent Faculty.” (with Christine Maitland) Presented at the NEA  
Higher Education Conference, March 2005.

“Technology Enhanced Instruction and a Mode 3 Organization of Academic Work.”  
European Association of Institutional Research, Barcelona, September 2004.

“Democracy and Capitalism, Academic Style.” Presented at the American Educational  
Research Association conference, San Diego, California, April 2004.

“Bargaining Workload and Workforce on the High Tech Campus.” (with Christine  
Maitland) Presented at the NEA/AFT Higher Education Conference, Seattle, March  
2004.

“Academic Capitalism and the New Economy.” Presented at the NEA/AFT Higher  
Education Conference, Seattle, March 2004.

“Security and Economic Vitality, Through Technoscience or Humanizing Science?”  
Presented at the Association for the Study of Higher Education conference, Portland,  
Oregon, November 2003.

“Academic Capitalism in the New Economy: Copyrights and Students.” Presented at the  
Association for the Study of Higher Education conference, Portland, Oregon, November  
2003.

“Bargaining Professional Development.” Presented at National Education Association  
Higher Education meetings, March, Washington, D.C., 2003.

“Bargaining Salaries and Salary Structures.” Presented at National Education Association  
Higher Education meetings, March, Austin, 2002.

“Professional Development Models and Personnel in Austria and the U.S.” (with Barbara  
Sporn). Presented at Association for the Study of Higher Education meetings, November,  
Sacramento, 2002.

“Public Goods and Bads in Victoria and Arizona: A Glonacal Agency Approach to  
Generating Measures.” (with Simon Marginson) Presented at Association for the Study of

Higher Education meetings, November, Sacramento, 2002.

“Democracy and Capitalism, Academic Style: Governance in Contemporary Higher Education.” Invited Plenary Address, American Association of University Professors Governance conference, October 2002.

“Professionalization of Management in the U.S. and EU.” (with Barbara Sporn) Plenary Panel, Consortium of Higher Education Researchers in Europe meetings, September, Vienna, 2002.

“Beyond Skinnerian Management: Institutional Incentives and Department Level Activities.” (with John Cheslock) Presented at the American Educational Research Association meetings, April, New Orleans, 2002.

“Graduate Student Unionization as a Social Movement: Implications for Higher Education.” (with Rob Rhoads) Presented at the American Educational Research Association meetings, April, New Orleans, 2002.

“Graduate Student Unionization: A Critique of Globalizing, Corporate U.S. Research Universities.” (with Rob Rhoads) Presented at Association for the Study of Higher Education meetings, November, Richmond, 2001.

“Sociology of the Professions in Higher Education.” Presented at Association for the Study of Higher Education meetings, November, Richmond, 2001.

“Academic Redistricting: Renegotiating Faculty Lines of Expertise and Responsibility.” Presented at Association for the Study of Higher Education meetings, November, Richmond, 2001.

“Bargaining Governance.” (with Christine Maitland) Presented at National Education Association Higher Education meetings, March, San Diego, 2001.

“Graduate Student Unionization in the United States: Analysis of a Social Movement.” (with Rob Rhoads) Presented at Association for the Study of Higher Education meetings, November, Sacramento, 2000.

“Corporate, Techno Challenges and Academic Space.” Invited paper presented at “The Corporate University, Method and Critical Thought,” sponsored by the Center for the Study of Culture, Technology, and Work, at CUNY, November, 2000.

“New Models of Management and Shifting Modes and Costs of Production.” (with Barbara Sporn) Presented at European Association for Institutional Research meetings, September, Berlin, 2000.

“Innovative Approaches to Bargaining.” (with Christine Maitland) Presented at the National Education Association meetings, Atlanta, April, 2000.

“Globalization of Higher Education Systems: A Cross-National Perspective.” Presented at the Association for the Study of Higher Education meetings, November, San Antonio, 1999.

“Who’s Ratcheting Whom.” (with Larry Leslie and Ron Oaxaca) Presented at the Association for the Study of Higher Education meetings, November, San Antonio, 1999.

“Mapping a Mixed Methods Agenda.” Presented at the Association for the Study of Higher Education meetings, November, San Antonio, 1999.

“Bargaining Technology.” (With Christine Maitland) Presented at the National Education Association meetings, San Antonio, March, 1999.

“Who’s Ratcheting Whom?” (With Larry Leslie and Ron Oaxaca) Presented at the American Association for the Advancement of Science meetings, Anaheim, January 1999.

“Teaching, Research, and Entrepreneurialism in Public Research Universities.” Presented at the Association for the Study of Higher Education meetings, November, Miami, 1998.

“Entrepreneurialism in U.S. Public Research Universities: Strategic Incentives and Departmental Responses.” Presented at the European Association for Institutional Research meetings, September, San Sebastian, Spain, 1998.

“Rethinking Higher Education Programs: Canons, Skills and (Hidden) Curricular Choices.” Presented at the Association for the Study of Higher Education meetings, Albuquerque, November, 1997.

“Centers, Institutes, and Departments: Advantages and Disadvantages of Being Close to the Market.” Presented at the Society for the Social Studies of Science, Tucson, October, 1997.

“Contract Bargaining in Colleges and Universities.” Presented at the American Sociological Association meetings, Toronto, August, 1997.

“Privatizing and Subcontracting: Issues for Staff and Faculty.” Presented at the National Education Association Higher Education meetings, San Diego, March, 1997.

“Managerial Domain and Academic Employees: Faculty Time and Intellectual Property.” Presented at Association for the Study of Higher Education meetings, Memphis, October, 1996.

“Managerial Professionals: The Rise and Restratification of Professionals in Higher Education.” Presented at Association for the Study of Higher Education meetings, Memphis, October, 1996.

“Bargaining the Restructuring of Academic Labor.” Presented at the National Educational Association Higher Education meetings, Phoenix, March, 1996.

“Negotiating the Restructuring of Academic Labor.” Presented at the American Association of Higher Education meetings in Atlanta, January, 1996.

“From Scientific Frontiers to Global Economic Competitiveness: NSF Stories about and Support of Academic Science and Technology.” (with Sheila Slaughter) Presented at the Triple Helix Conference on University-Government-Industry Relationships, Amsterdam, January, 1996.

“Managed Professionals: Unionized Faculty and Restructuring Academic Labor.” Presented at the Association for the Study of Higher Education meetings, Orlando, November, 1995.

“Constructing Mother Nature: Environmental Science and Technology Policy in the NSF.” Presented at the Society for Social Studies of Science meetings, Charlottesville, October, 1995.

“Getting Less or More than we Bargain For.” Presented at the National Education Association Higher Education annual conference, Tampa, March, 1995.

“Academic Science and Technology Policy in the Clinton Administration.” (with Sheila Slaughter) Presented at the Society for Social Studies of Science meetings, New Orleans, October, 1994.

“Is the NSF still the Balance Wheel of Basic Science?” Presented at the Association for the Study of Higher Education meetings, Tucson, November, 1994.

“Tough Choices in Restructuring: Market Ideology and the Managerial Class.” Presented at the Association for the Study of Higher Education meetings, Tucson, November, 1994.

“Restructuring Universities and Redefining the Promise of Democracy.” Presented at the American Sociological Association meetings, Los Angeles, August, 1994.

“Rising Administrative Costs in Instructional Units.” Presented at the National Education Association annual Higher Education conference, Albuquerque, April, 1994.

“Reorganizing Higher Education for Productivity.” Presented at the Society for Research in Higher Education meetings, University of Sussex, England, December, 1993.

“Whose National Interest and Whose Curriculum: The Rise and Fall of Area Studies.” Presented at the Association for the Study of Higher Education meetings, Pittsburgh, November, 1993.

“Rising Administrative Costs: On Seeking Explanations.” (with Larry Leslie) Presented at the Association for the Study of Higher Education meetings, Minneapolis, October, 1992.

“Shifting the Academic Centers and Structures of Knowledge: Curricular Haves and Have Nots.” Presented at the Association for the Study of Higher Education meetings, Minneapolis, October, 1992.

“Faculty Unions and the Terms of Professional Labor.” Presented at the Association for the Study of Higher Education meetings, Boston, October, 1991.

“Managing Conflict of Interest in Universities: Defining Public Interest and Private Benefit.” (Gary Rhoades and Sheila Slaughter) Presented at the Society for Social Studies of Science meetings, Boston, November, 1991.

“Re-Writing the Codes: The Reconstruction of Policies Affecting Science.” (Sheila Slaughter and Gary Rhoades) Presented at the Association for the Study of Higher Education meetings, Portland, November, 1990.

“From Lactobacillus Acidophilus to Hairy Cell Leukemia: Litigation Over Copyright, Patents, and Trademarks in the University Community.” (Gary Rhoades and Sheila Slaughter) Presented at the Association for the Study of Higher Education meetings, Portland, November, 1990, and at the Society for the Social Studies of Science meetings, Minneapolis, October, 1990.

“Prospective Principals and Leadership.” (Sharon Conley and Gary Rhoades) Presented at the American Educational Research Association meetings, Boston, April 1990.

“The Public Interest and Professional Labor: Research Universities.” (Gary Rhoades and Sheila Slaughter) Presented at the Association for the Study of Higher Education meetings, Atlanta, November, 1989.

“Metaphors and Mechanics: The Conception and Negotiation of Technology Transfer.” (Sheila Slaughter and Gary Rhoades) Presented at the Association for the Study of Higher Education meetings, Atlanta, November, 1989.

“Renorming Academic Science.” (Sheila Slaughter and Gary Rhoades) Presented at the Society for the Social Studies of Science meetings, Irvine, November, 1989.

“Professors, Administrators, and Patents: The Management of Technology Transfer.” (Gary Rhoades and Sheila Slaughter) Presented at (invited) Workshop, “Research Perspectives on Research Universities,” The Pennsylvania State University, April, 1989.

“Professors and Patents: The Effects of Technology Transfer on Academic Organizations, Values, and Careers.” (Gary Rhoades and Sheila Slaughter) Presented at the Association for the Study of Higher Education meetings, St. Louis, November, 1988.



“Culture, Property Rights, and the Academic Profession.” Presented at the Association for the Study of Higher Education meetings, St. Louis, November, 1988.

“Specifying the Micro-Macro Link: An Application of General Theory to the Study of Structural Differentiation.” (Paul Colomy and Gary Rhoades) Presented at the American Sociological Association meetings, Atlanta, August 1988.

“Change in an Unanchored Enterprise: Colleges of Education.” Presented at the American Educational Research Association meetings, Washington, D.C., April 1987.

“Professors’ Preferred Clients.” Presented at the Association for the Study of Higher Education meetings, San Diego, February, 1987.

“Folk Norms and School Reform: English Secondary Schools.” Presented at the American Sociological Association meetings, New York City, August, 1986.

“Academic Excellence in English and American Teacher Education.” Presented at the American Educational Research Association meetings, San Francisco, April, 1986.

“Uneven Differentiation and Strategic Groups: Political Change in Antebellum New York, South Carolina, and Virginia.” (Paul Colomy and Gary Rhoades) Presented at the American Sociological Association meetings, San Antonio, August 1984.

“Modes of University and College Organization.” Presented at international conference, “The Academic Profession: An International Perspective,” Bellagio, Italy, July, 1984.

“The Costs of Academic Excellence in Teacher Education.” Presented to UCLA colloquium on the Cross-National Analysis of Higher Education, May, 1984.

“The Relation Between Secondary and Higher Education: An International View.” Presented at UCLA conference, “The Relation Between Secondary and Higher Education,” Los Angeles, July, 1983.

“Institutional Entrepreneurs and Institutional Change. » (Paul Colomy and Gary Rhoades) Presented at the Pacific Sociological Association meetings, San Jose, April, 1983.

“Implementation of Conflicting Interests in Higher Education: Some International Comparisons.” Presented to UCLA Colloquium on the Cross-National Analysis of Higher Education, February, 1982.

“Implementation of Conflicting Interests in Higher Education: What Role the State?” Presented at the Society of Social Problems meetings, San Francisco, September, 1982.

“The Implementation of Conflicting Values in Higher Education: Ideas for a Research

Study.” Presented to UCLA Colloquium on the Cross-National Analysis of Higher Education, November, 1981.

“Role Performance and Person Perception: Toward an Interactionist Approach.” (Paul Colomy and Gary Rhoades) Presented at the Pacific Sociological Association meetings, Portland, March, 1981.

### ***GRANTS/CONTRACTS/AWARDS***

Urban Native-American access and success. Catalyzing Upward Bound trajectories. Upward Bound, (co-p.i. as of 9/17) Award #P047A171155, 9/1/17-8/31/18 \$257,500 for first year—it is anticipated the grant will be for 5 years, 2017.

Embodying and extending the norms and practices of academic science: An investigation of university postdoc offices. (co-p.i. with Jen Croissant and Erin Leahey). Proposal submitted to NSF Ethics and Values Studies program, #010916 (UA proposal #), \$602,564, for two years starting, February 3, 2016. Not funded.

Managing and norming the postdoctoral experience: Organizational structures and emerging professions. (co-p.i. with Jen Croissant and Erin Leahey). Proposal submitted to NSF Science of Organizations, #806345617, \$460,720, for two years, February 2, 2015. Not funded.

The postdoctoral experience: Organizational structures, academic careers, and research innovation across disciplines. (co-p.i. with Jen Croissant and Erin Leahey) Proposal submitted to ACLS, \$182,546 for 8/15-8/17. Not funded.

Transition and experiences of first year Native American college students. As part of NAARI (Native American Applied Research Initiative). University of Arizona President’s Office and Student Affairs Division, \$72,000, 2012-2016.

What ever happened to the faculty: Knowledge transfer and the academic workforce in the U.S. Co-principal Investigator (with Jenny Lee, Regina Deil-Amen, and Cecilia Rios Aguilar) in partnership grant between NSF (NSF #0952371; Award # DGE-0952371 ) and European Science Foundation grant recipient, Jussi Valimmaa (Change in networks, higher education, and knowledge societies), 9/09-8/12 (extended to 8/13/12), \$244,928.

Fulbright Senior Specialist, University of Milan, Bicocca, Department of Sociology, Fall 2006.

Co-principal investigator (with Professor Sheila Slaughter and Dr. Jen Croissant) on NSF Grant, Virtual values and academic work: Research, service, and teaching. Project #SES-0312373 (from the ITR program), \$494,531 for August 1, 2003 to July 31, 2007 (no cost extension to July 2008).

Co-principal investigator (with Professor Sheila Slaughter and Dr. Jen Croissant) on NSF workshop on NSF's New Initiatives, for \$6,000.

Co-principal investigator (with Professor Sheila Slaughter and Dr. Jen Croissant) on NSF Grant. Universities and the information age: Changing work, organization, and values in academic science and engineering. Project #SES 9818028, \$265,115 for 8/1/99-7/31/2002

Co-organizer (with Professor Sheila Slaughter)  
Creating flexible structures of academic work. Project #SES-9726692, \$12,000 for Fall 1999 workshop.

Co-principal investigator (with Professors Larry L. Leslie and Ronald Oaxaca) on NSF Grant, The effects of research related activities on undergraduate education. Project #SBR-9628325, \$161,151.00 for 8/15/96-7/31/99.

Co-principal investigator (with Professor Sheila Slaughter) on NSF Grant, Academic science policy in the Clinton administration. Project #SBR9321505, \$65,000 for 3/15/94-7/31/96.

### ***PROFESSIONAL ACTIVITIES***

NACUBO Economic Models project, 2015-2017. Washington, D.C.: National Association of College and University Business Officers.

National Education Association Excellence in Academy Democracy in Higher Education Prize, 2014 (for 2013 article, Disruptive innovations for adjunct faculty: Common sense for the common good. *Thought & Action*, 29 (Fall, 2013), 71-86).

Board of Consulting Editors, *The Journal of Higher Education*. Fall 2012-

Association for the Study of Higher Education Leadership Award, 2012.

American Educational Research Association Fellow, 2010.

University of Arizona, College of Education Erasmus Circle Fellow, 2008

Chair (as Immediate Past-President) Nominating Committee, Association for the Study of Higher Education, 2004-2005.

President of the Association for the Study of Higher Education, November 2003-November 2004.

Member of the AAUP Committee on College and University Government, 2002-05.

Member of the Editorial Collective of the on-line journal, Workplace.

Chair of International Forum of ASHE, 2001.

Organized (with Sheila Slaughter) NSF-supported (\$12,000) workshop on professional work in public research universities, Fall 1999.

Section Editor (North America), Higher Education, 1996 -

Organized a national conference (with Sheila Slaughter), "Universities, Research, and Commercial Science and Technology: Pursuing a Competitiveness Agenda," University of Arizona, March 1996.

Organized a special issue (with Larry Leslie) of The Journal for Higher Education Management (Summer 1995).

Member, Board of Directors, Association for the Study of Higher Education, 1994-96.

Member, Nominating Committee, Association for the Study of Higher Education, 1993-94, 1987-8.

Editorial Advisory Board member, Higher Education Spring 1994 -6.

Editorial Board member, Educational Researcher, Winter 1992 -4.

Editorial Board member, The Journal of General Education, Fall 1990 -2.

Editorial Board member, The Review of Higher Education, Fall 1988 - 91.

Advisory Editor, Journal of Curriculum Studies, 1987 - 91.

Advisory Board, ASHE-ERIC Higher Education Reports, 1993 -4.

One of four co-chairs of AERA program (under Yvonna Lincoln), 1988.

Member, Dissertation of the Year Committee, Association for the Study of Higher Education, 1988-1992.

Organized a special issue of Higher Education 13,2 (1984).

### ***PROFESSIONAL ASSOCIATIONS***

Association for the Study of Higher Education  
 American Educational Research Association  
 Society for the Social Studies of Science

American Sociological Association  
American Association of University Professors

***PERSONAL***

Born: June 24, 1955  
Marital Status: Married (to Janet Theresa Kennedy Rhoades)  
Children: Elizabeth (4/13/84), Olivia (9/3/87)