

The equality of opportunities' plan from the agents' perspective

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Study of culture of change in the University

What organizational culture underlies innovations taken place in Catalan universities?

General research objectives:

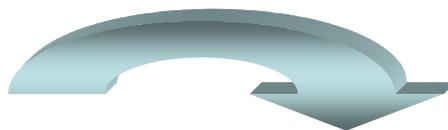
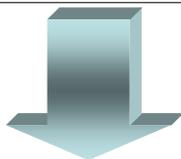
Study the interrelation between the change processes, the culture of each university and the social dynamics of each type of selected change.

Identify and analyse the institutional cultures and those of the groups where changes take place and work out a map of cultures with their interrelations.

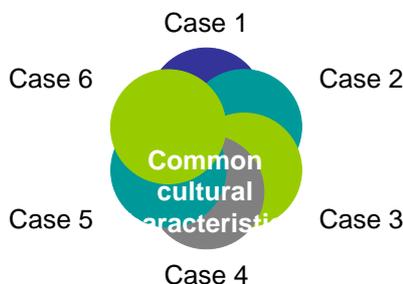
Analyse commonalities and differences between the culture and the social dynamics of each studied change in each university.

Asumptions / Hypothesis:

1. The way each organizational unit approaches change processes is conditioned to the historical development of its social system, and basically depends more on its informal power structures and its institutional culture rather than other formal elements.
2. Teaching and organizational cultures and the social relations within its basic units are the ones to facilitate the effective participation of some groups of university teachers and researchers in the development of the knowledge society.
3. It is possible to identify the most representative traits of the organizational culture of a university, department, faculty and it is possible to modify this culture by using the adequate change strategies.
4. The success of the organizational change is related to the culture of this organization.
5. The culture of universities must change in order to answer the challenges of the knowledge society and the European requirements to universities



Case: Gender culture at UAB



Objectives	Tools	Sources
<p>Specific research objectives :</p> <p>Describe the culture of each group involved in a change</p> <p>Study the characteristics of the culture of each analysed change</p> <p>Analyse the communicative processes taking place in those group meetings that are involved in a change</p> <p>Study the dynamics and social interactions produced in each change</p>	<p>Interviews</p> <p>Document analysis: AIP, plans</p>	<p>Teaching community: Gender, Faculties with predominance man or woman, Teachers, deans, Department's Heads Plan's managers University managers</p>

The innovation's outcomes :

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<p>Culture involment (democratic values)</p> <p>Persistency/sustainability in time</p> <p>Top managers' sensibility</p>	<p>Affective issue rather than a rational one (implies emotional labour)</p> <p>Changes at an institutional level versus personal level</p> <p>Gap between discourses and practices</p>