

# Constructing Meaning

Universities as Great Places to  
Work

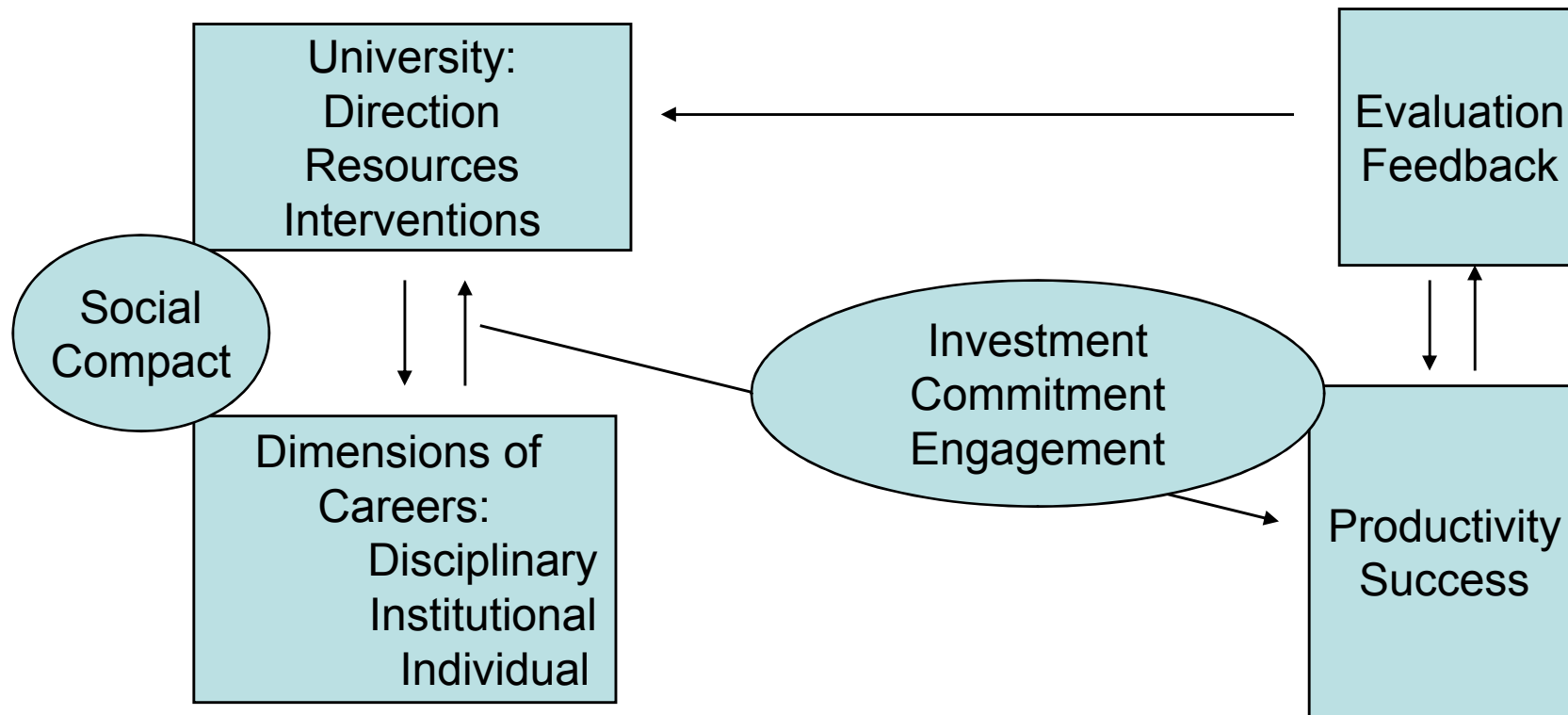
# Integrating Themes

- Contextual Nature of Success and Productivity
- Theoretically Distinct Dimensions of Academic Careers:
  - Disciplinary/Professional
  - Institutional
  - Individual

# Integrating Themes (cont.)

- Commitment, Engagement, Investment
- Organizational Efficacy
- Performance Evaluation and Feedback
- Intervention

# Making the “system” transparent: What do the pieces and processes look like?



What makes the “system” work:  
What are the overarching values?

- VALUE DIMENSION

- Transparency
- Trust/Integrity
- Mutual Respect
- Individual Agency

# What makes the “system” work: Instrumental Dimension

- Resources – Facilities, libraries, technology, colleagues, services, funds