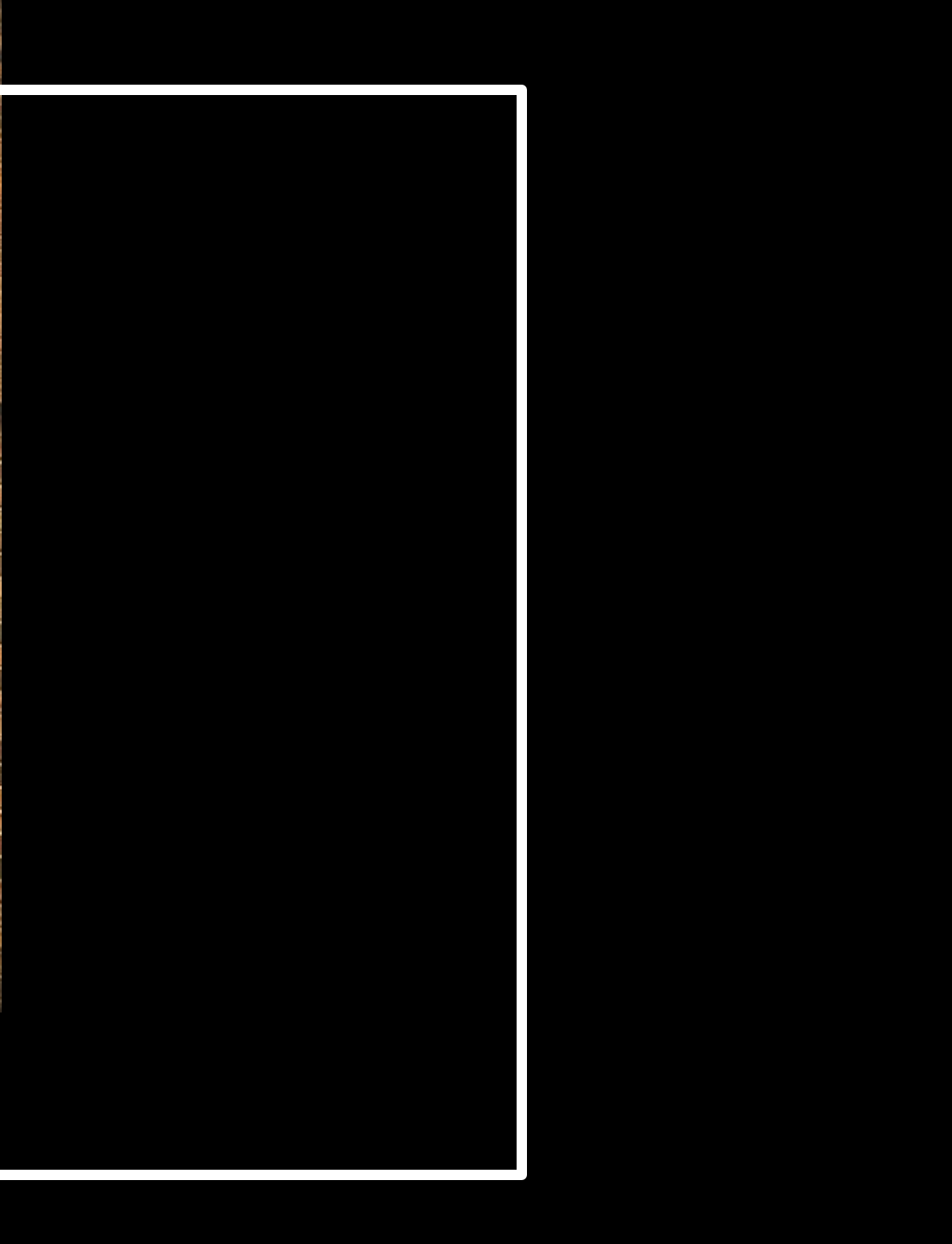


This is not the career you're  
looking for

Lawrie Phipps













Belt and Phipps (1998) Using case studies to develop key skills in chemists  
*University Chemistry Education*

I am not an academic

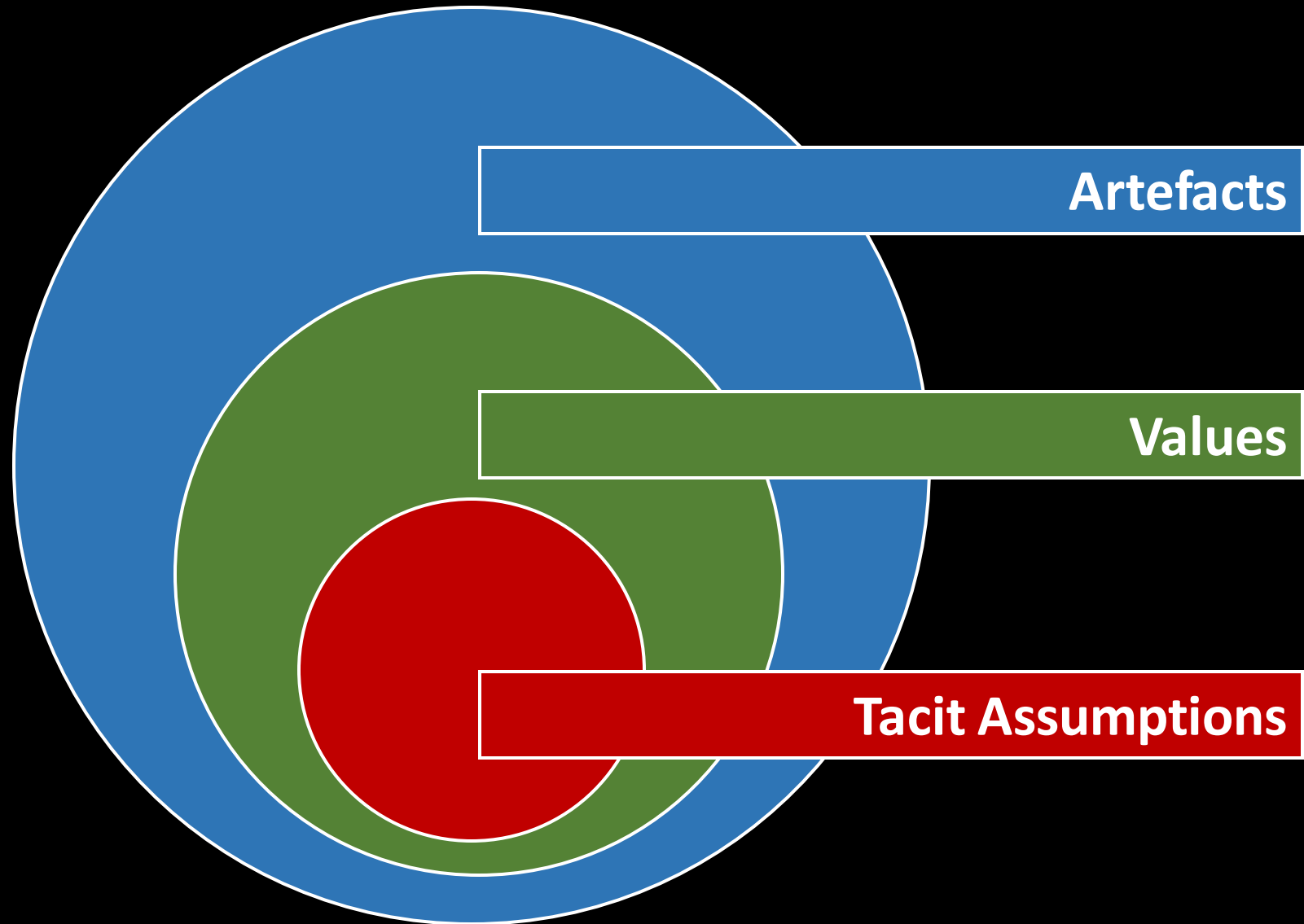


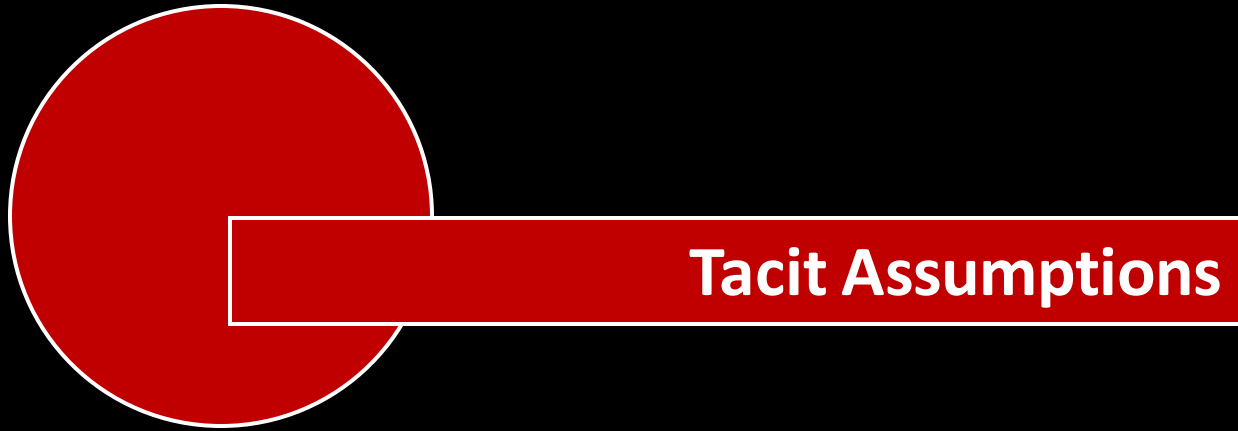
The hearts and minds of many researchers continue to be dominated by the notion that there is 'One True Career Path' open to them.

Their belief is further enabled by the discourse surrounding careers for those leaving the academy persistently utilising negative language such as 'alternative', 'outside HE' and 'non-academic'. This is regrettable, given that the vast majority of doctoral and early career researchers will 'fail' in their pursuit of an academic career.

Culture: Department, Institution,  
Academy and Beyond

# Schein





Basic underlying assumptions

Deeply embedded in the organizational culture

Experienced as self-evident and unconscious behaviour.

Assumptions are hard to recognize from within.

Tacit Assumption = Unspoken “Truth”



What are the tacit assumptions that are made in your organisation about students who do not go on to academic careers?



What is the distance  
between the  
rhetoric of the  
strategy and the  
beliefs held, the  
unspoken truth



Dissonance derails change



Thank you, We'll be back later

# Reflections

Heather Sears, Coventry University and Lawrie Phipps, Jisc







