

THE AMBITION TO BE DIFFERENT
THE INTERSECTIONS OF INSTITUTIONAL DIVERSITY
AND NATIONAL POLICY IN HIGHER EDUCATION

Andrew Peter Codling

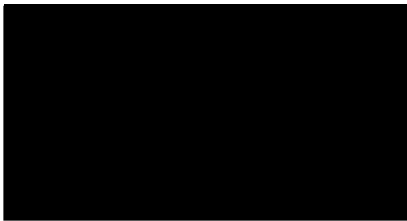
A thesis submitted in partial requirement of the degree of Doctor of
Education of the University of New England, N.S.W. Australia.

2001

CERTIFICATE OF ORIGINALITY

I certify that the substance of this thesis has not already been submitted for any degree and is not being currently submitted for any other degrees.

I certify that to the best of my knowledge any help received in preparing this thesis, and all sources used, have been acknowledged in this thesis.



Andrew Peter Codling

Date:

ACKNOWLEDGEMENTS

This thesis is the result of the support and co-operation of many people over a long period of time. I would particularly like to express my appreciation to the following:

To my supervisors: Professor Lynn Meek, for his good humoured guidance, encouragement, and critical advice throughout the research and writing of this thesis; and Professor Grant Harman for his valuable guidance during the early stages of developing and contextualising the scope of the study.

To the senior staff of Queensland University of Technology, RMIT University, and the University of South Australia for their interest and contributions to the field research for this study.

To numerous colleagues at UNITEC, in particular Professor Jacqueline Rowarth, Professor Carol Cardno and Jill Yielder for their encouragement and collegiality, and to Helen Stewart for her support and generous help with the transcribing of the taped interview material.

To UNITEC for supporting my enrolment in the Doctor of Education degree and for providing study leave at the critical writing-up period.

Finally, to my wife Anne for her support and understanding throughout my enrolment in this degree.

CONTENTS

ACKNOWLEDGEMENTS	i
CONTENTS	ii
LIST OF FIGURES	v
LIST OF TABLES	vi
ABSTRACT	ix

CHAPTER 1: BEGINNINGS	
INTRODUCTION	1
PURPOSE OF THIS STUDY	2
RESEARCH APPROACH	4
Research Question	4
Methodological framework	5
Data Collection	10
STRUCTURE OF THIS STUDY	16

PART ONE

THE CONTEXTUAL SETTING

PREAMBLE	19
----------	----

CHAPTER 2: THE UNIVERSITY: PAST PRESENT AND FUTURE

INTRODUCTION	20
A BRIEF HISTORY OF THE UNIVERSITY	20
THE CONTEMPORARY UNIVERSITY	27

CHAPTER 3: DIVERSITY AND DIFFERENTIATION IN HIGHER EDUCATION

INTRODUCTION	41
CONCEPTS AND DEFINITIONS	42
THE MEASUREMENT OF DIVERSITY	49
DIVERSITY IN PRACTICE	52
DIVERSITY IN NATIONAL SYSTEMS OF HIGHER EDUCATION	59
Canada	60
The United States	62
Finland	67
Germany	68
The Netherlands	70
Sweden	71
The United Kingdom	72
Summary	77

PART TWO	
DIVERSITY IN AUSTRALIAN HIGHER EDUCATION	
PREAMBLE	81
CHAPTER 4: AUSTRALIAN INSTITUTIONAL DIVERSITY	
INTRODUCTION	82
POST-WAR HISTORY OF AUSTRALIAN HIGHER EDUCATION	82
THE EBB AND FLOW OF DIVERSITY	92
DIVERSITY IN CONTEMPORARY AUSTRALIAN HIGHER EDUCATION	102
CONCLUDING COMMENTS	123
CHAPTER 5: ILLUSTRATIONS OF DIVERSITY IN THREE AUSTRALIAN UNIVERSITIES	
INTRODUCTION	128
THE INTERVIEW FORMAT	129
ILLUSTRATION 1: QUEENSLAND UNIVERSITY OF TECHNOLOGY	133
Background	133
The Interviews	133
Summary	145
ILLUSTRATION 2: ROYAL MELBOURNE INSTITUTE OF TECHNOLOGY	148
Background	148
The Interviews	148
Summary	159
ILLUSTRATION 3: UNIVERSITY OF SOUTH AUSTRALIA	161
Background	161
The Interviews	161
Summary	172
DISCUSSION	173
<hr/>	
PART THREE	
DIVERSITY IN NEW ZEALAND HIGHER EDUCATION	
PREAMBLE	180
CHAPTER 6: NEW ZEALAND INSTITUTIONAL DIVERSITY	
INTRODUCTION	181
A BRIEF HISTORY OF NEW ZEALAND HIGHER EDUCATION	183
THE REFORMS OF THE LAST DECADE	188
The origins of the reforms	190
The 1990 legislation	197
The unforeseen consequences	203
DIVERSITY IN NEW ZEALAND HIGHER EDUCATION	207
CONCLUSIONS	221

CHAPTER 7: THE AMBITION TO BE DIFFERENT: THE CASE OF UNITEC INSTITUTE OF TECHNOLOGY	
INTRODUCTION	225
THE HISTORY OF UNITEC'S PROGRESS TOWARDS UNIVERSITY STATUS	226
The strategic setting	227
The application for redesignation	232
Challenges to the application	240
STAFF PERCEPTIONS OF A DISTINCTIVE UNIVERSITY OF TECHNOLOGY	246
The outcomes	247
CONCLUDING COMMENT	250

CHAPTER 8: CONCLUSIONS	
INTRODUCTION	252
PROPOSITIONS ON INSTITUTIONAL DIVERSITY IN HIGHER EDUCATION	254
The environment	257
Policy	260
Funding	264
Competition	266
Ranking	270
Summary	272
INSTITUTIONAL AMBITION AND NATIONAL POLICY	274
CONCLUDING COMMENTS	278

BIBLIOGRAPHY	281
---------------------	-----

**APPENDIX
STAFF PERCEPTIONS OF UNITEC AS A DISTINCTIVE UNIVERSITY OF
TECHNOLOGY**

METHODOLOGY	296
OVERVIEW OF RESULTS	299
SUMMARY OF THEMES FROM EACH MAJOR TOPIC AREA	302
Teaching and learning	302
Research	304
Programmes and qualifications	306
Relationships with employers and industry	308
Student profile	309
Staff profile	310
Physical environment	312
DISCUSSION	313

LIST OF FIGURES

Figure 2.1	The developmental trends in higher education towards the post-modern university	35
Figure 3.1	The promotion of diversity in a higher education system by diversification and differentiation	45
Figure 4.1	The convergence of purpose and function of the university and the college of advanced education in the 1970s and 1980s	97
Figure 4.2	The convergence of Australian higher education institutions towards the 'comprehensive university' of the 21st century (terminology after Marginson and Considine, 2000)	103
Figure 5.1	Tree diagram illustrating nodes utilised in NUD*IST analysis of interview transcripts	132
Figure 6.1	The evolution of diversity in New Zealand higher education	208
Figure 7.1	The Education (Limiting Number of Universities) Amendment Bill	244
Figure 8.1	University convergence through vocational and academic drift	263

LIST OF TABLES

Table 3.1	Dimensions of similarity/dissimilarity and associated indicators (from Department of Education, Training and Youth Affairs, 1998)	51
Table 3.2	Frequency of major categories of US higher education institution in 1994 and 2000, according to the Carnegie Classification (Carnegie Foundation for the Advancement of Teaching, 2000)	66
Table 4.1	Australian Universities within the Unified National System (Department of Education, Training and Youth Affairs, 2001)	91
Table 4.2	Categorisation of Australian Universities in the 1990s (after Marginson, 1998)	104
Table 4.3	Categorisation of Australian Universities after Marginson (1999) and Marginson and Considine (2000)	105
Table 4.4	Australian universities rated by selected characteristics (from Ashenden and Milligan, 1999)	110
Table 4.5	Analysis of the purpose statements of selected Australian universities	115
Table 4.6	Summary of words and phrases in the purpose statements of two or more universities belonging to either the 'unitech' or 'sandstone' grouping	119
Table 4.7	Analysis of the values statements of selected Australian universities	120
Table 4.8	Summary of words and phrases in the values statements of two or more universities belonging to either the 'unitech' or 'sandstone' grouping	123
Table 5.1	The Mission and Goals of Queensland University of Technology (from Queensland University of Technology, 1998)	134
Table 5.2	The Vision, Mission and Values of RMIT University (from RMIT University, 2000)	149

Table 5.3	The Statement of Strategic Intent of the University of South Australia (from University of South Australia, 1999)	162
Table 5.4	The Statement of Strategic Directions of the University of South Australia (from University of South Australia, 1999)	163
Table 5.5	Variation in merger circumstances and establishing the name of the new university for QUT, RMIT and UniSA.	174
Table 6.1	New Zealand universities and their dates of establishment	185
Table 6.2	New Zealand polytechnics: their dates of establishment as part of New Zealand's polytechnic sector and their 1999 total EFTS	189
Table 6.3	Key Events in New Zealand tertiary education policy development from 1987 to 2000	191
Table 6.4	Definitions of a university, a polytechnic, a college of education and a wananga: Section 162(4) of the Education Act 1989	199
Table 6.5	Numbers of EFTS and Enrolments at Public Tertiary Institutions 1998	200
Table 6.6	Selected indicators of New Zealand universities	213
Table 6.7	The ranking of New Zealand universities according to five institutional characteristics based on data for the 1999 academic year	216
Table 6.8	Analysis of the purpose of New Zealand universities, as stated in their positioning statements	219
Table 6.9	Analysis of the values of New Zealand universities as stated in their positioning statements	220
Table 7.1	UNITEC's 1995 Vision Statement (UNITEC, 1995)	228
Table 7.2	NZQA criteria for the establishment of a university in compliance with the Education Amendment Act 1990 (New Zealand Qualifications Authority, 1992 p.4)	230

Table 7.3	Summary of staff views of UNITEC as a distinctive university of technology	248
Table 8.1	Summary of the influence of different factors on systemic diversity	273
Table A.1	List of focus groups by origin and number of staff participating in each group	298
Table A.2	Number of responses and percentage of responses from each focus group on each of the major topic areas	301

ABSTRACT

This study investigates the relationships between institutional ambition to be different and national policy in the higher education environment. It explores the notion of institutional diversity from a variety of perspectives within an underpinning context of the changing nature of the university, and the form of a contemporary university of technology.

The study is built around a broad case study of institutional diversity in Australia and New Zealand. The post-war history of change from a unitary to a binary and back to a unitary system of higher education in Australia is reviewed and investigated with particular reference to the emergence of the 'university of technology' as a distinctive form of university in Australia. The ambition to be different of three institutional members of the Australian Technology Network (ATN), namely Queensland University of Technology, RMIT University, and the University of South Australia, is illustrated through a series of interviews with key senior staff of these institutions. The actual institutional differentiation of these universities from more traditional universities in Australia is considered from different stakeholder perspectives.

The ebb and flow of diversity in New Zealand higher education is then explored, reflecting on illustrations and examples from Australia. In the New Zealand setting particular emphasis is placed on the intended and unintended consequences of 1990 education legislation, and on the institutional ambition of one institution, UNITEC Institute of Technology, to become a distinctive university of technology within a national higher education system of largely traditional universities.

The study indicates that a number of intersecting factors, such as the environment, national policy, funding, competition and ranking impact significantly on institutional diversity within a national higher education system, and that, in the absence of strong and unambiguous policy specifically promoting diversity, these factors will promote institutional convergence rather than diversity. Within this environment, it is therefore extremely difficult for a single institution to promote and maintain its own distinctiveness.