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Gough, A.Martin (2011) *The proper place for skills and autonomy in conceptualising academic work and development.* **In: 4th international conference on Preparing for Academic Practice "Academia as workplace: Linking past, present and future", 4-6 April 2011, St Hugh's College, Univ.of Oxford. (Unpublished)**

The proper place for skills and autonomy in conceptualising academic work and development

4th International conference of the Centre for Excellence in Preparing for Academic Practice, St Hugh's College Oxford, 4-6 April 2011

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John White

Autonomous work:

"is a form of activity whose end-product (X) is chosen as such as a major goal of an autonomous agent"
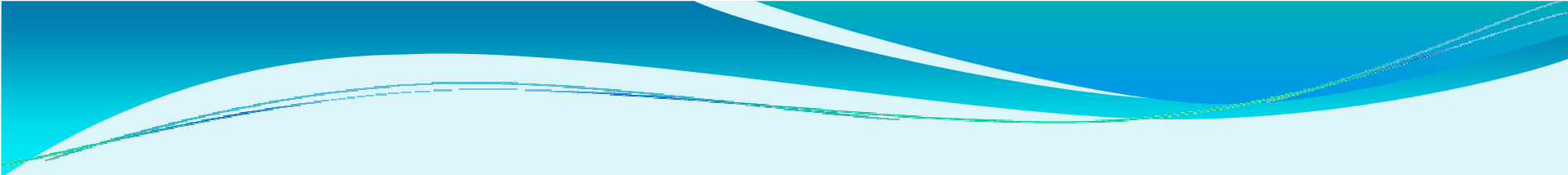
vs

Heteronomous work

Autonomous work

vs

Autonomy in work

Skills training requirements for research students: joint statement by the research councils/AHRB (2001)

A - Research Skills and Techniques

B - Research Environment

C - Research Management

D - Personal Effectiveness

E - Communication Skills

F - Networking and Teamworking

G - Career Management

Stephen Rowland
- lowest common denominator problem

Diana Leonard – leads to infantilisation

And amounts to external interference
- skills for other employers' interests
- top-down imposition and autonomy problem

Rowland, Frank Furedi – misguided Realists

Competence and 'skills' (knowledge practices)

- **Realism** (ontologically distinct entities)**:**
X is a skill, Y is not a skill

- **Irrealism:**
{A has skill X} = {A is skilled at doing X}

{A is competent at conducting lab work}
= {A is skilled at conducting lab work}

{A is skilled at conducting lab work}
= {A has lab work skills}

Need for re-enchantment of Science

Immanuel Kant: autonomy as freedom of direction, unswayed by incentive, with ethical sensibility

McDowell, J. (1994) *Mind & World*
- Space of Reasons

vs

- Space of Nature

Polanyi – the 'passion' of scientific enquiry

The antagonism of Dawkins

Post-Roberts world

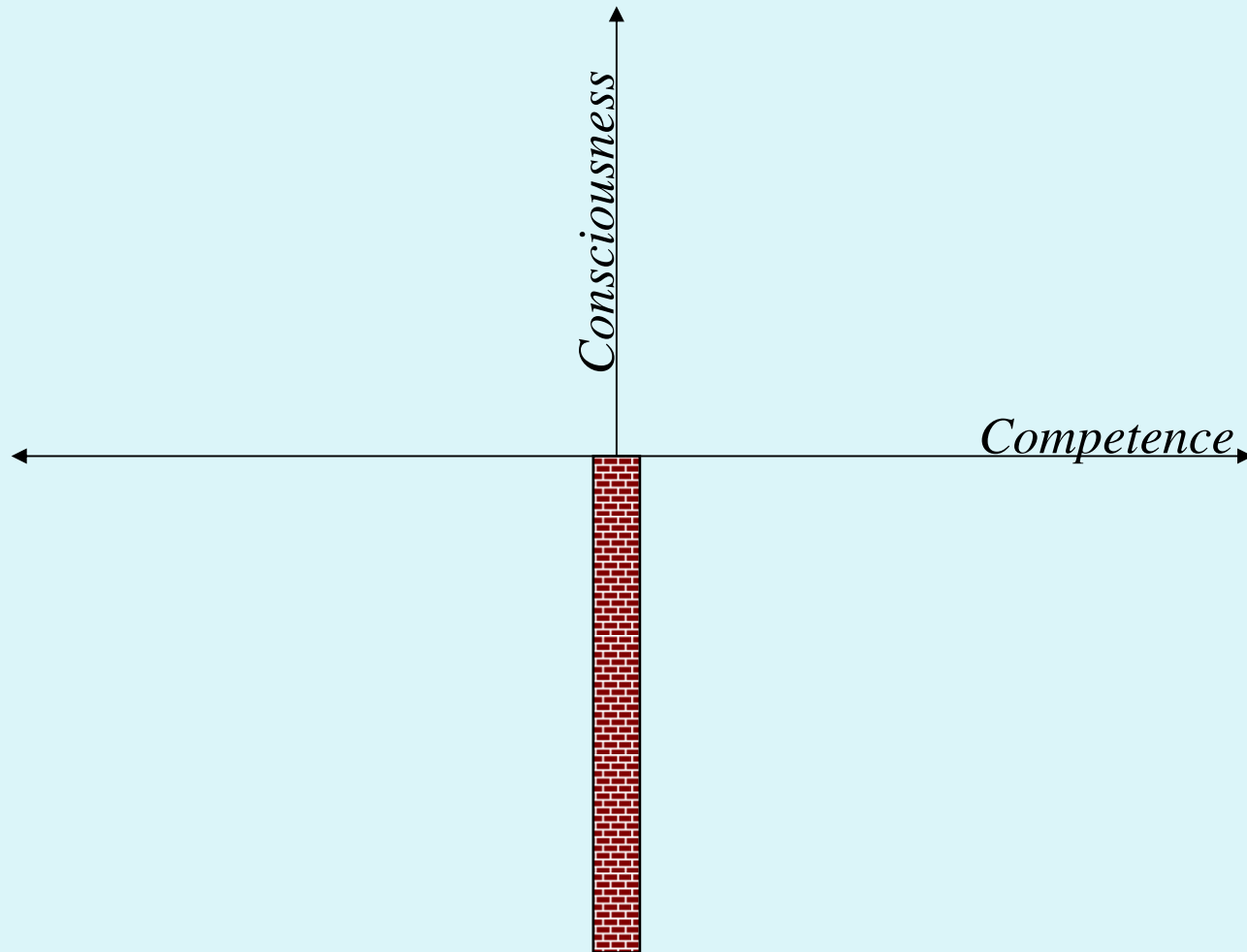**1) Wise old academic sages' pep-talks**

2) Dynamic new consultants' parachuted-in training sessions

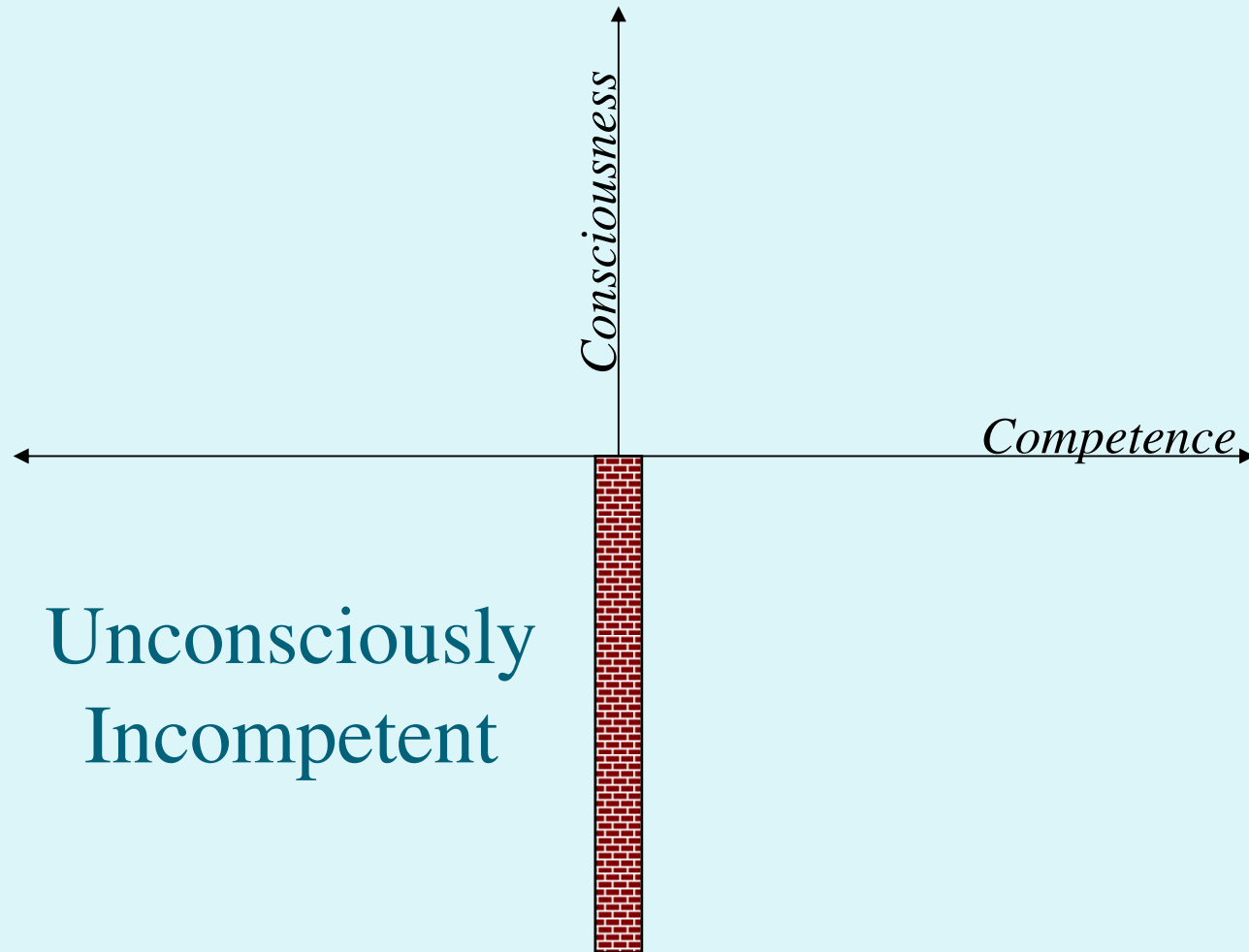**3) Professional Development as an academic field**

- paradigm of embeddedness
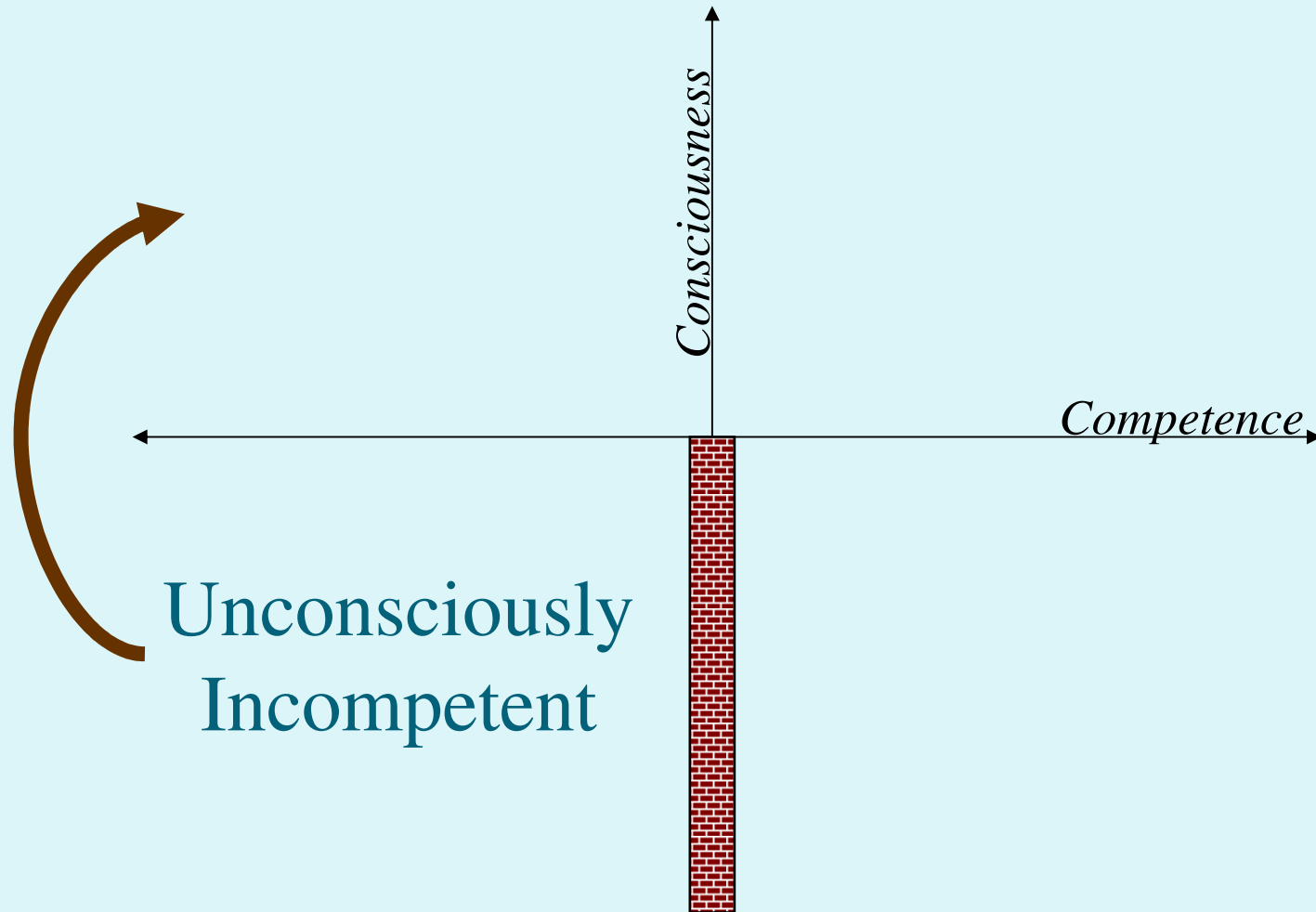- robust academically grounded programmes
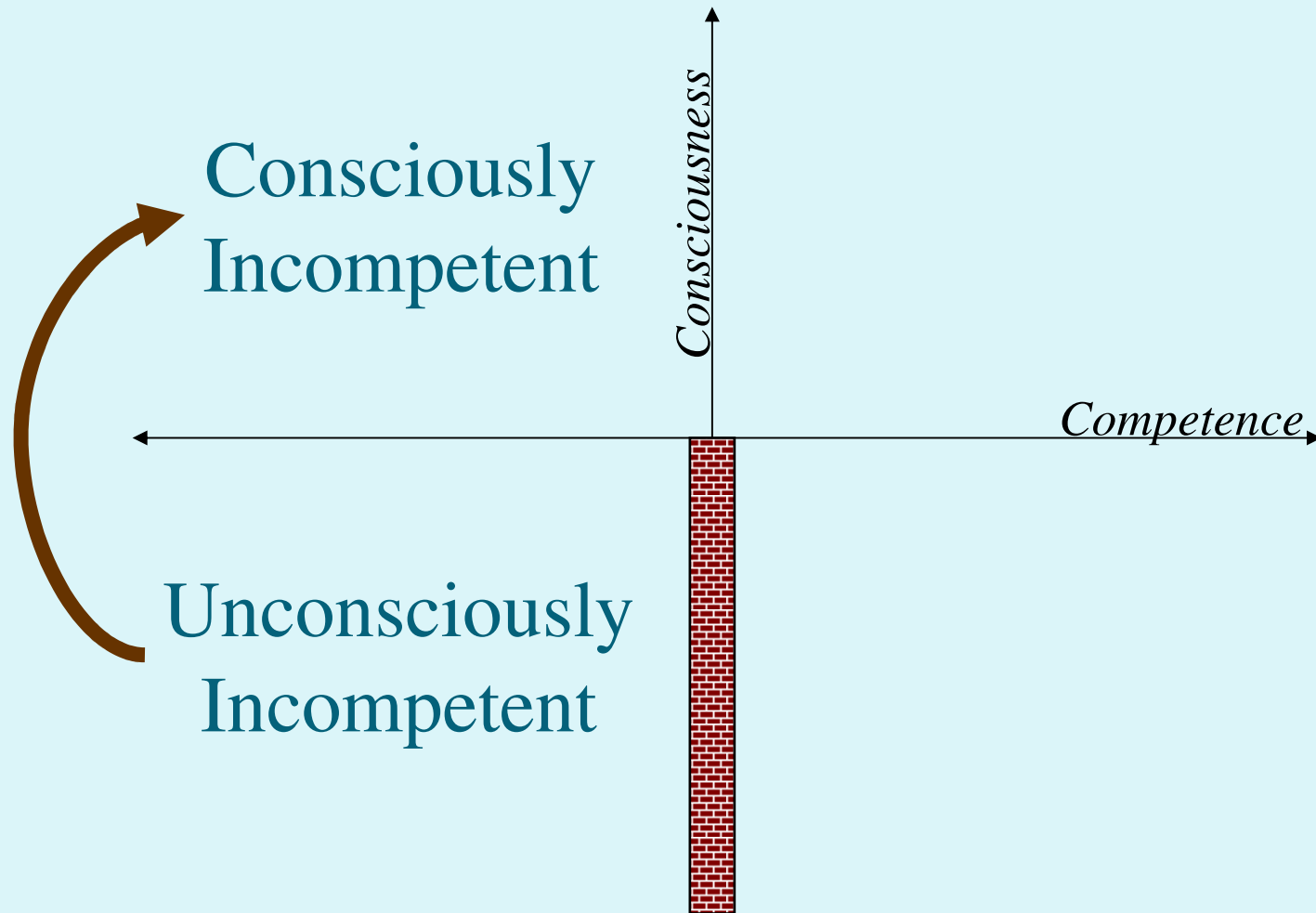- needed for the new RDF anyway?
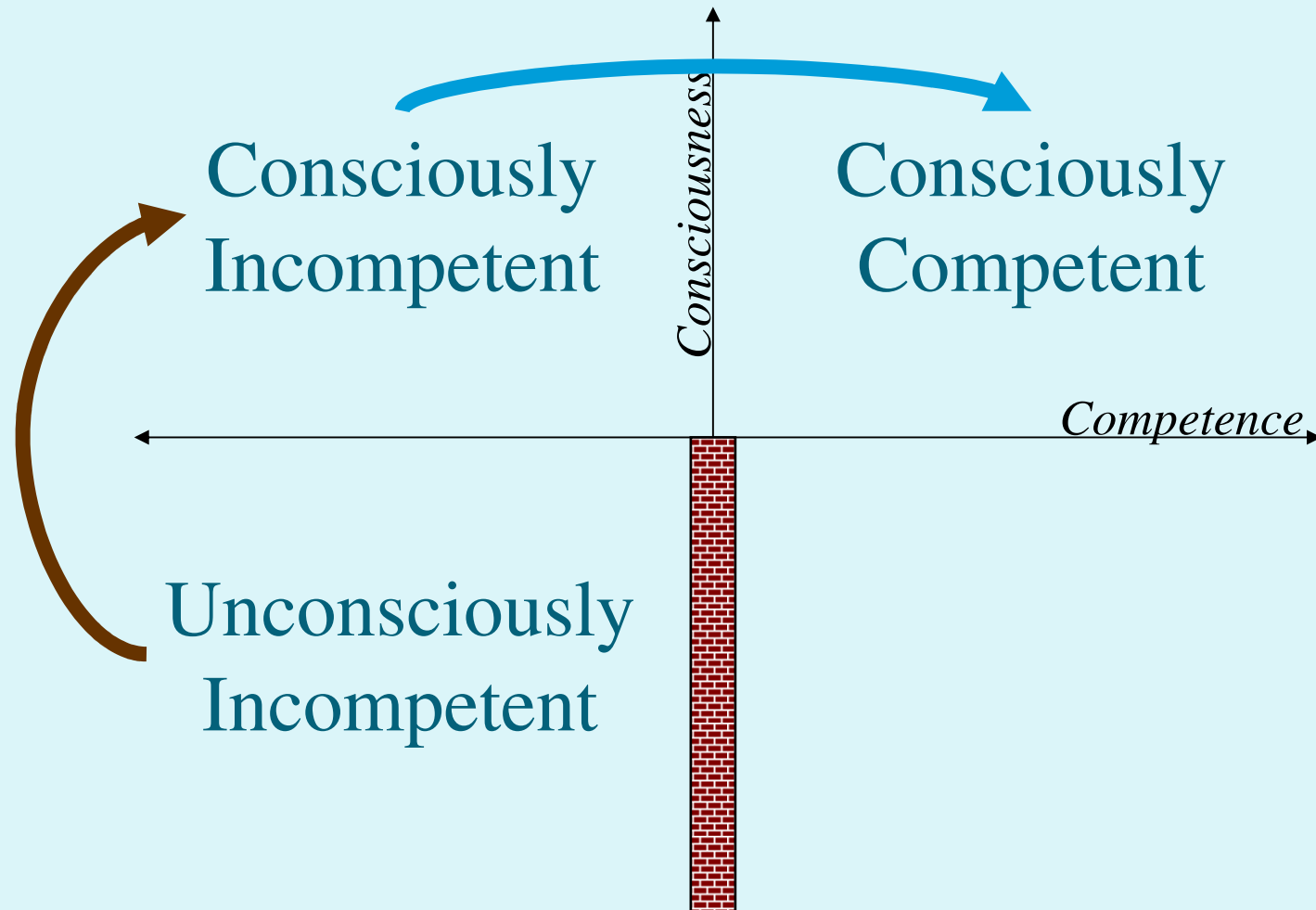
A skill development model

A skill development model

A skill development model

Consciousness

Competence

Unconsciously
Incompetent

A skill development model

A skill development model

A skill development model

Consciously Incompetent

Consciously Competent

Consciousness

Competence

Unconsciously Incompetent

Unconsciously Competent
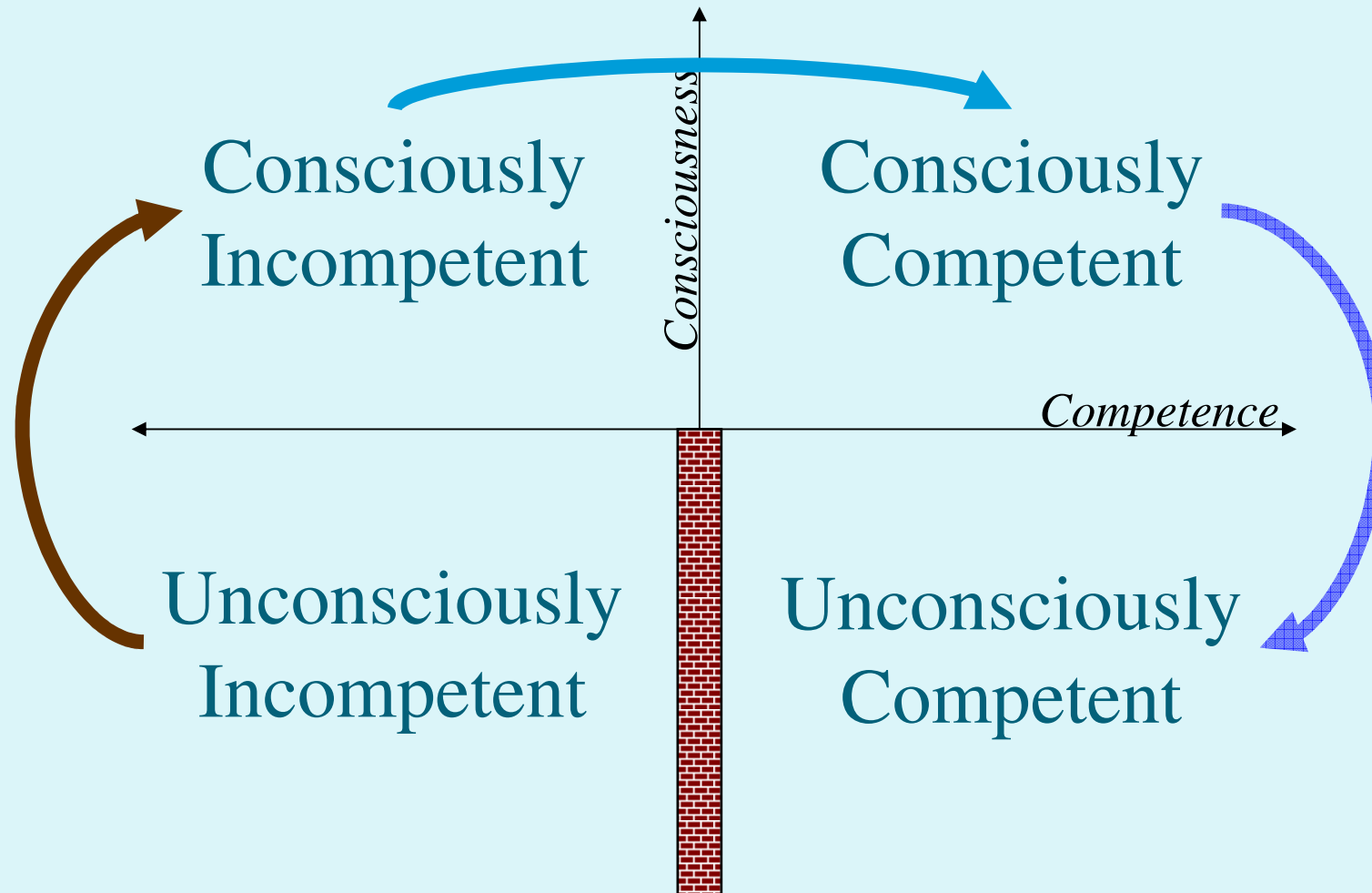
A skill development model
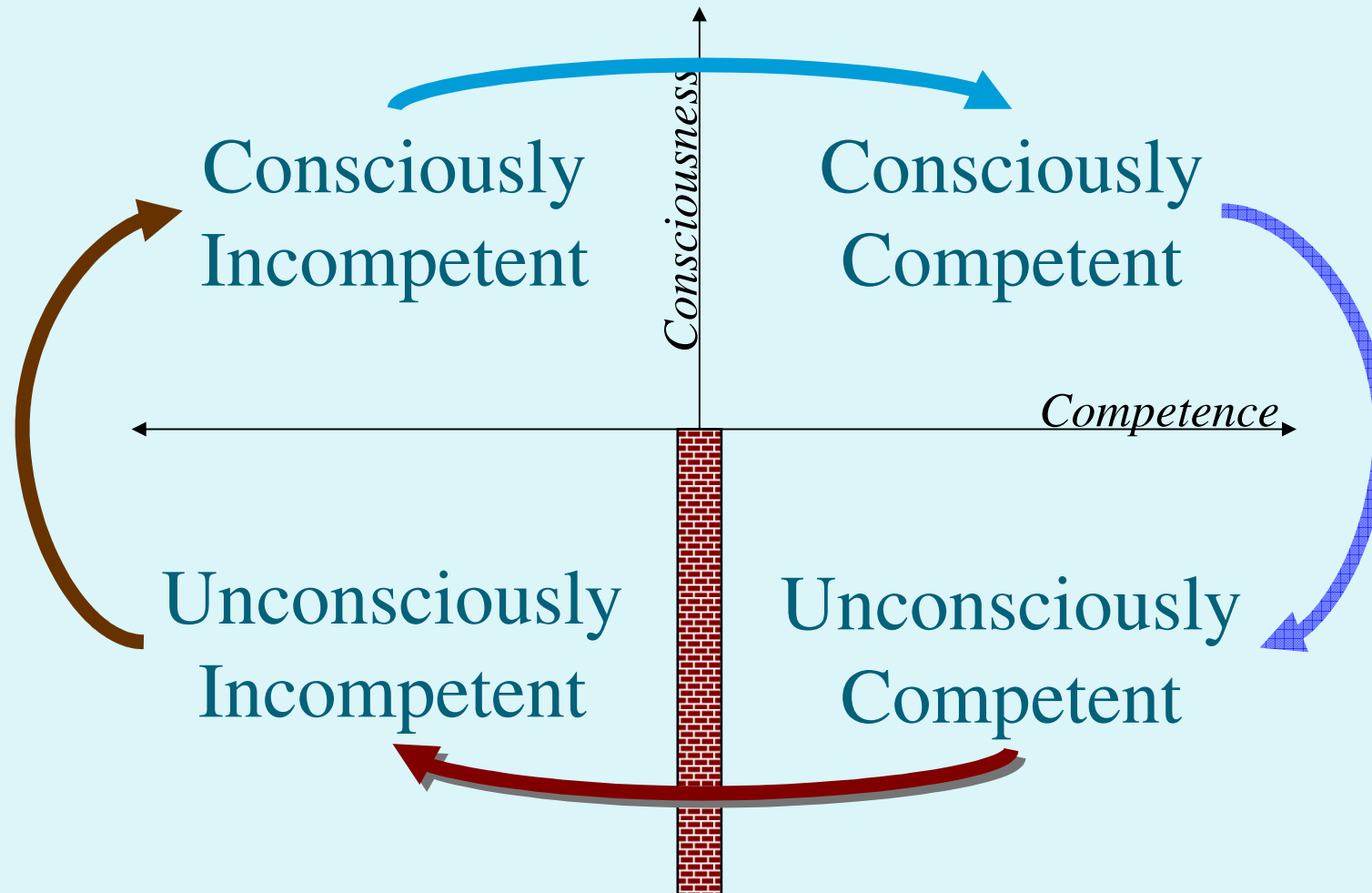
von Kleist, H. (1810) "Über das Marionettentheater": "The Puppet Theatre", in David Constantine (ed. & trans.), *Heinrich von Kleist: Selected writings*, London, J.M.Dent, 1997, pp411-416

- **ack.:** From Animations Online 19 (Spring 2007) - a quarterly online magazine run by the **Puppet Centre Trust**.