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

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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
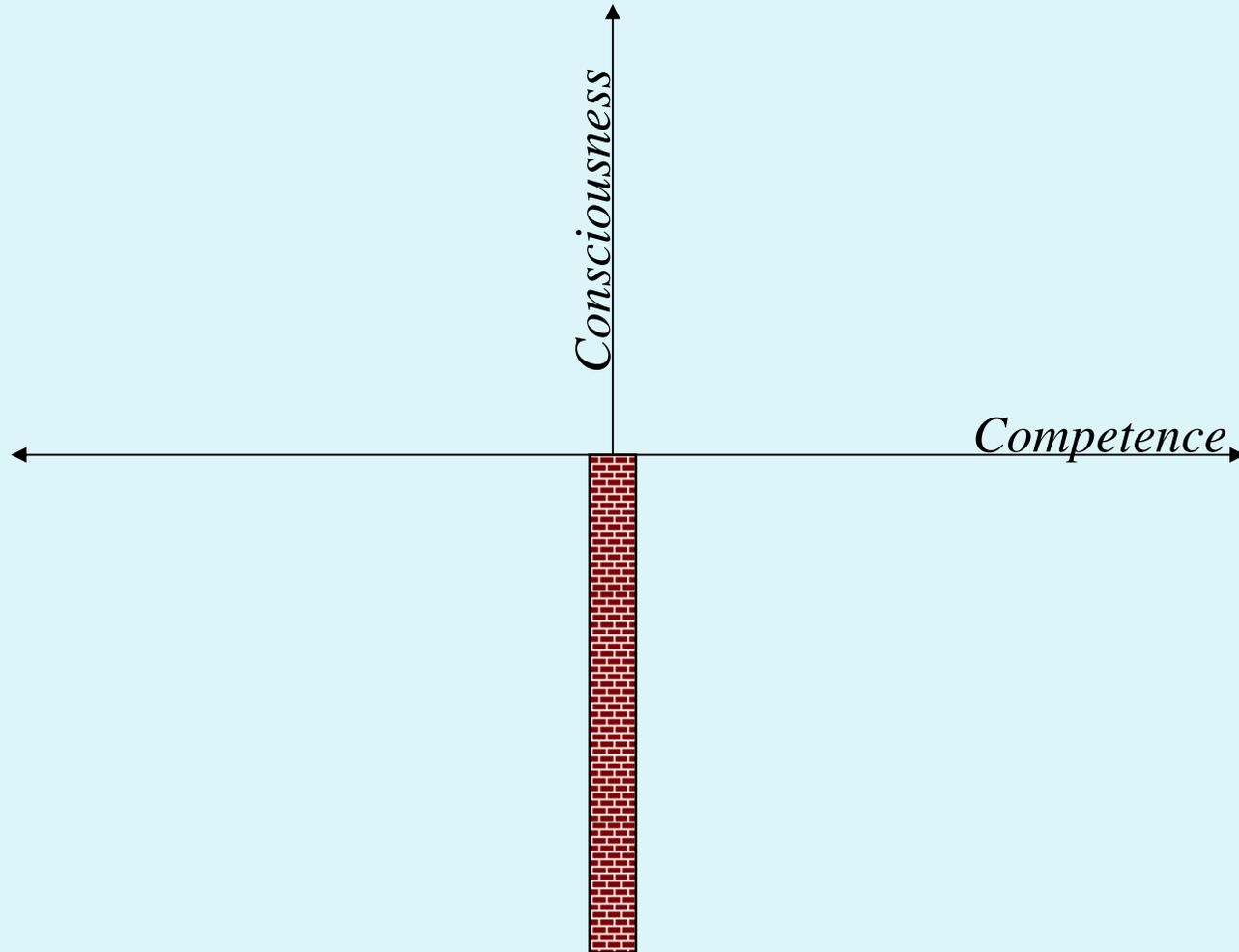
The antagonism of Dawkins

Post-Roberts world

1) Wise old academic sages' pep-talks

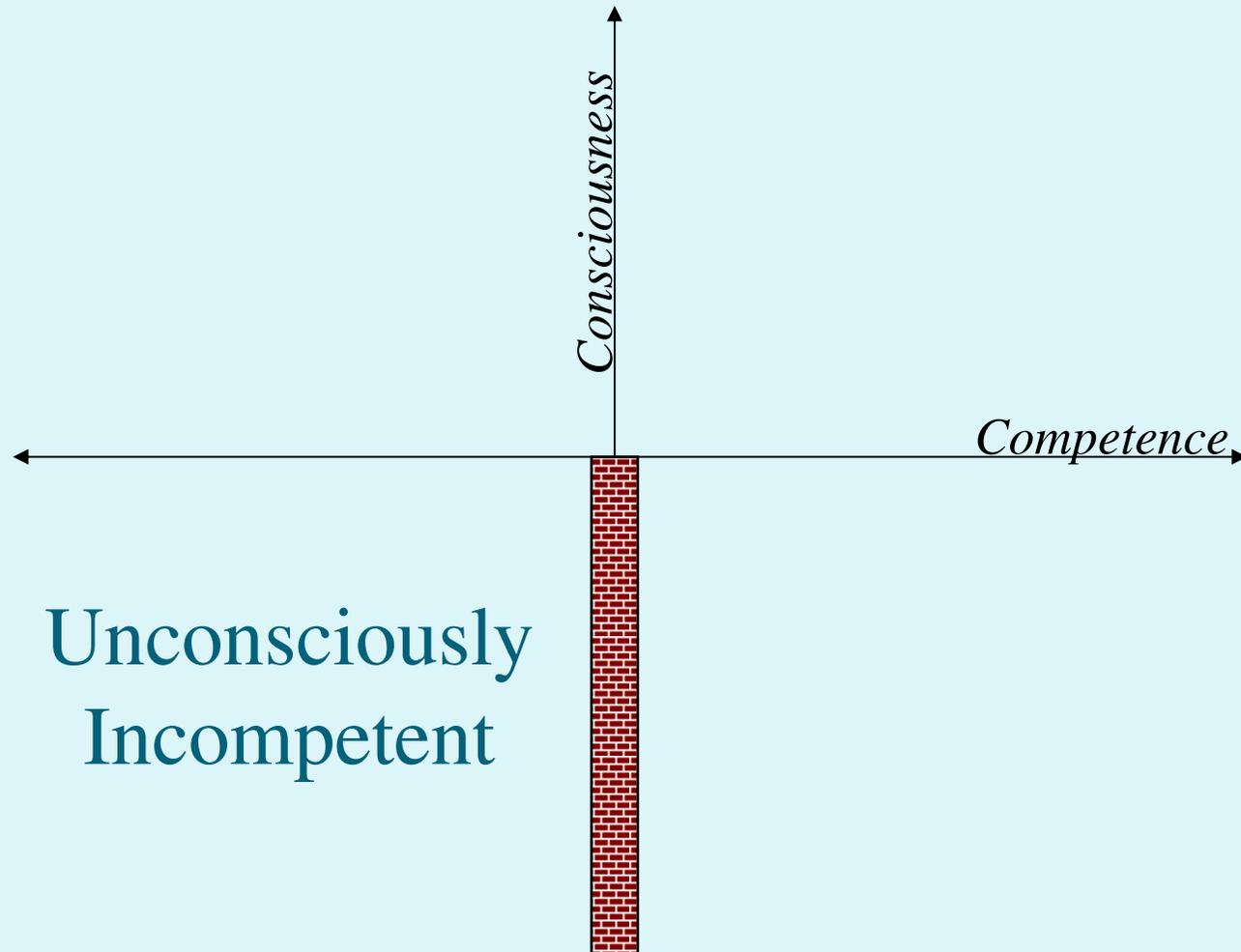**2) Dynamic new consultants' parachuted-in training sessions**

3) Professional Development as an academic field

- paradigm of embeddedness
- robust academically grounded programmes
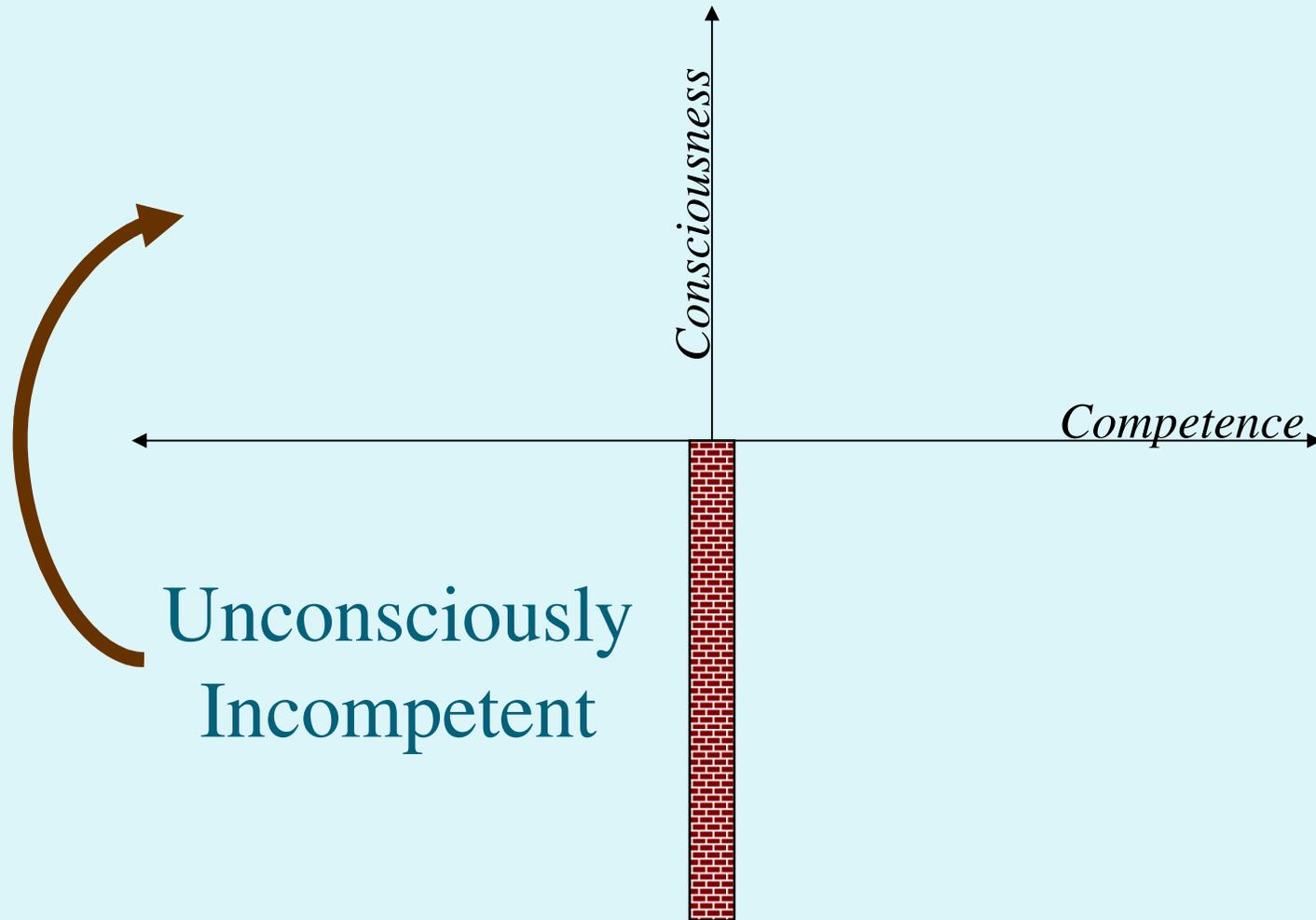- needed for the new RDF anyway?

A skill development model

A skill development model

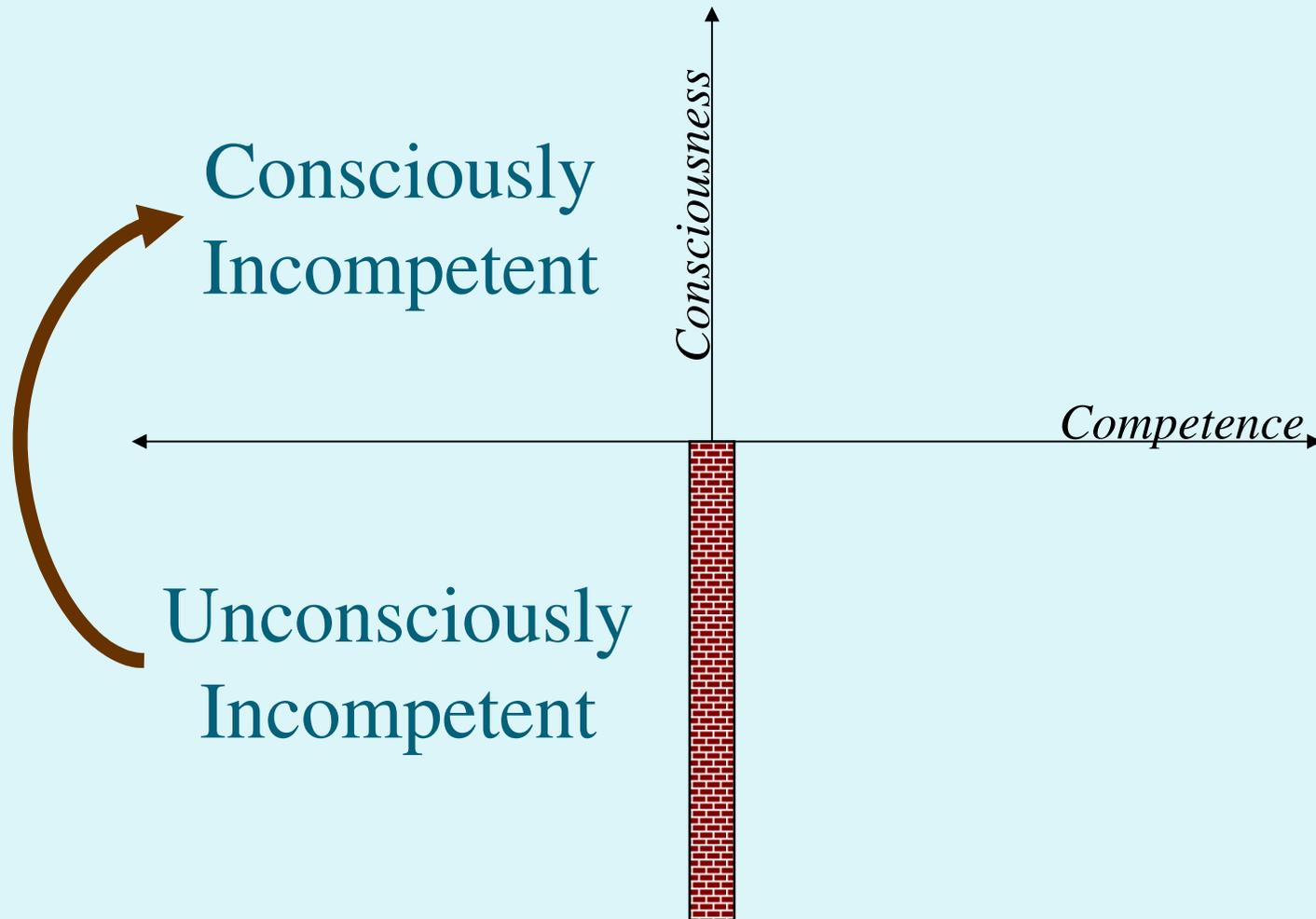# A skill development model

Consciousness

Competence

Unconsciously
Incompetent

A skill development model

A skill development model

Consciously
Incompetent

Consciously
Competent

Consciousness

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A skill development model

Consciousness

Competence

Consciously Incompetent

Consciously Competent

Unconsciously Incompetent

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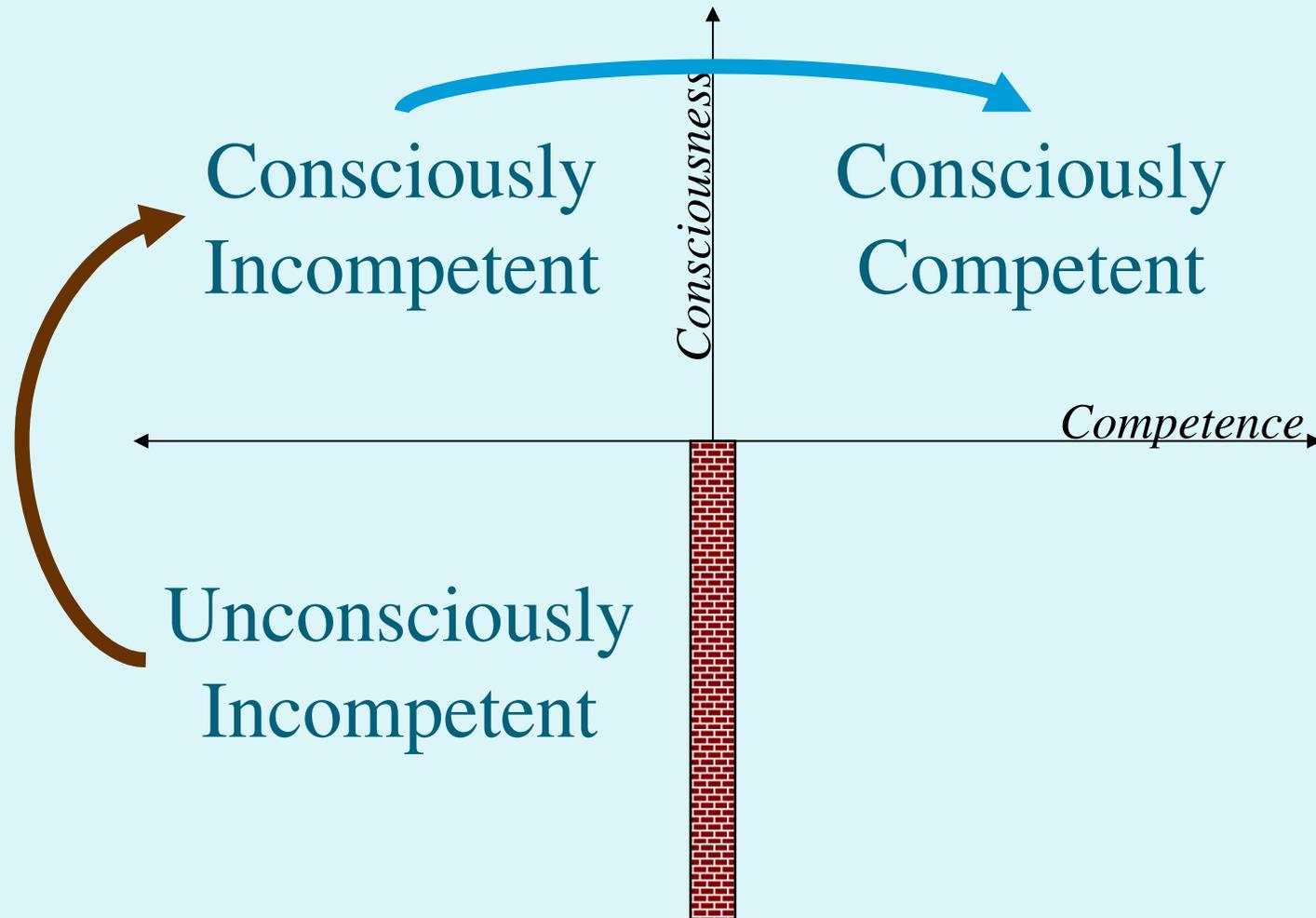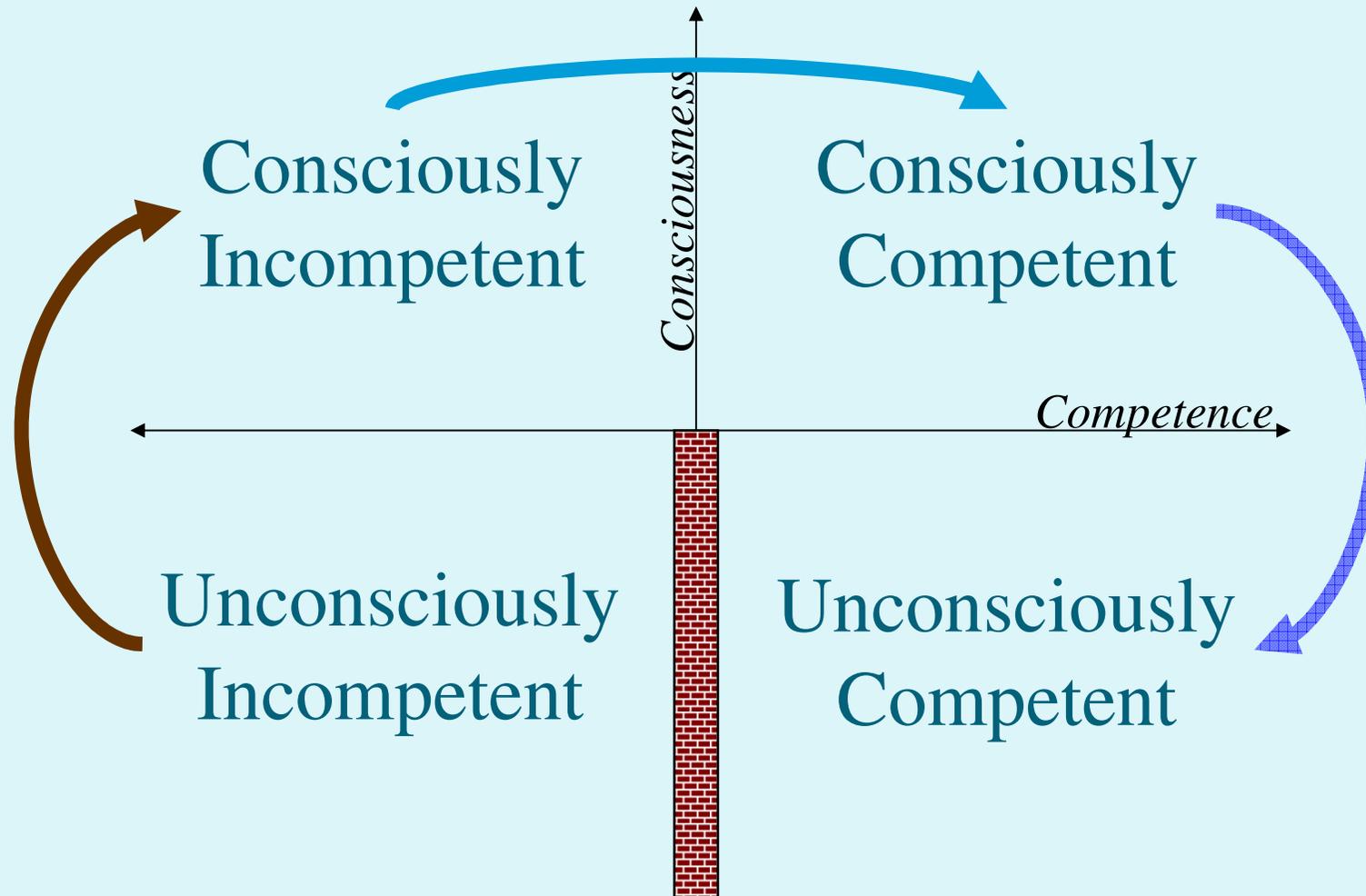
A skill development model
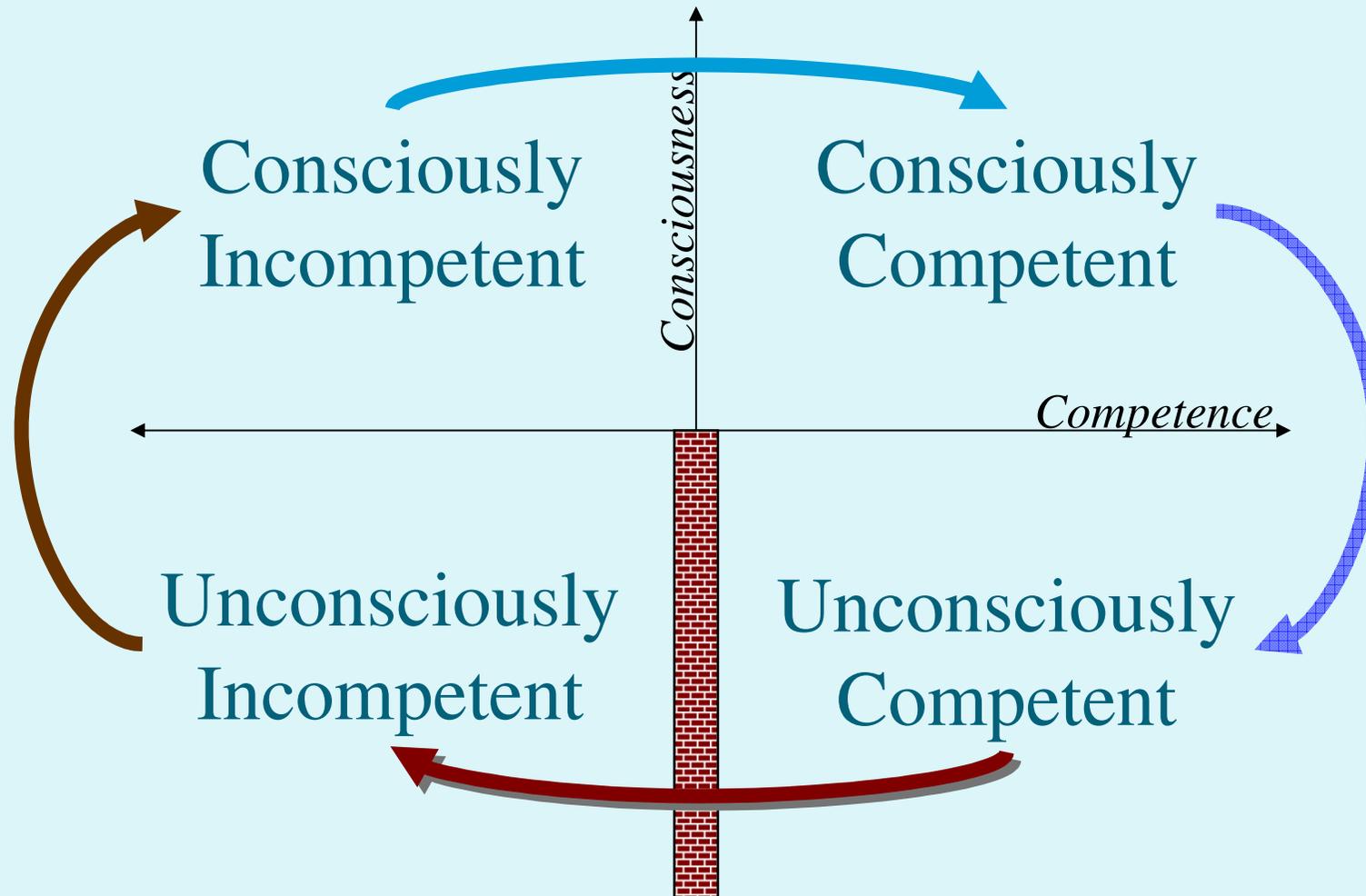
von Kleist, H. (1810) "Über das Marionettentheater": "The Puppet Theatre", in David Constantine (ed. & trans.), *Heinrich von Kleist: Selected writings*, London, J.M.Dent, 1997, pp411-416