

POTENTIAL APPLICATIONS OF POWER LOAD MARGIN THEORY
FOR WOMEN WITH TENURE IN HIGHER EDUCATION

A DISSERTATION

SUBMITTED TO THE GRADUATE SCHOOL

IN PARTIAL FULFILLMENT OF THE REQUIREMENTS

FOR THE DEGREE

DOCTOR OF EDUCATION

BY

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May 2012

ABSTRACT

DISSERTATION: Potential Applications of Power Load Margin Theory for Women with Tenure in Higher Education

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DATE: May, 2012

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The purpose of this case study is to explore how tenured women with children describe their experiences; to discuss what institutional structures and policies they identify as influencing their advancement; and to see what they identify as the benefits, rewards, challenges, and/or sacrifices related to having tenure. Ultimately, a collection of sensitizing themes and descriptions emerged. The intent was to better describe the specific experiences of women using an adult education theory that has a core emphasis on personal wellbeing and theoretical parameters for successful work-life negotiations. The journey for mothers who seek tenure is an arduous one. The benefits, rewards, challenges and sacrifices are multidimensional and have complex implications for the lived experiences described in his study. The word balance may not accurately describe the association between the roles a mother-scholar plays. The mothers in this study described negotiation between responsibilities and deadlines and the integration of work at home as well as the integration of home at work in such a way that the two sides were inseparable. Acclimating to the fact that the role of mother and scholar are inseparable

suggests theoretical movement toward a position that values the merit of the transformational learning that occurs as a result of motherhood as a positive occurrence.

Key Words: Mothers, Tenure, Higher Education, Adult Education, Power Load Margin Theory, Theory of Margin, Margin in Life, Salutogenesis, Wellness, Positive Health, Work Life Balance, Work Life Negotiation, Role Strain, Role Conflict