

Adaptation and isomorphism

Reading a public Higher Education in Small island State

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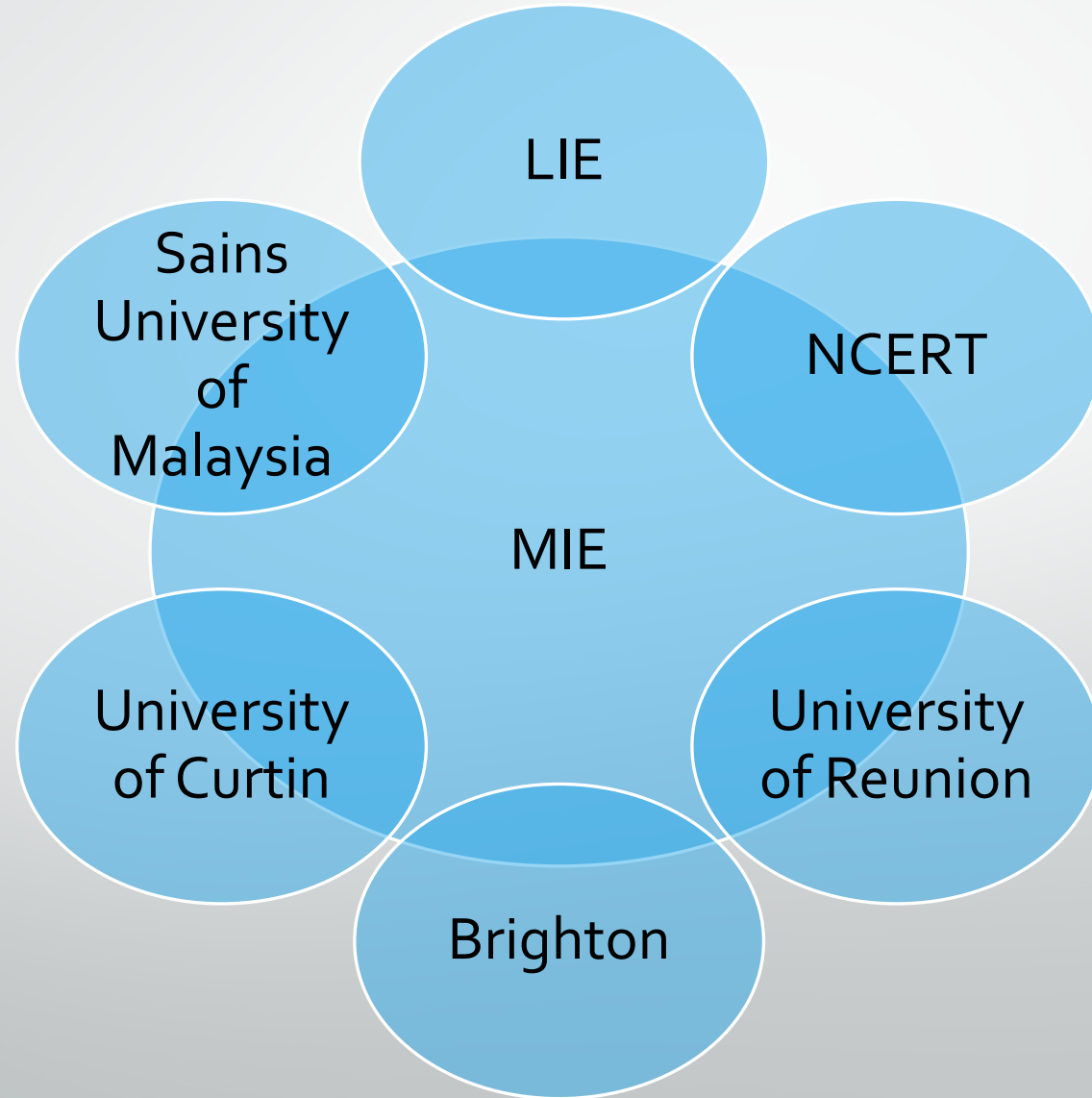


The background- Institutional Biography of MIE

MIE in the post colonial era- Mission and Objective

The role of international partnerships in the development of MIE- Curriculum development and post graduate studies

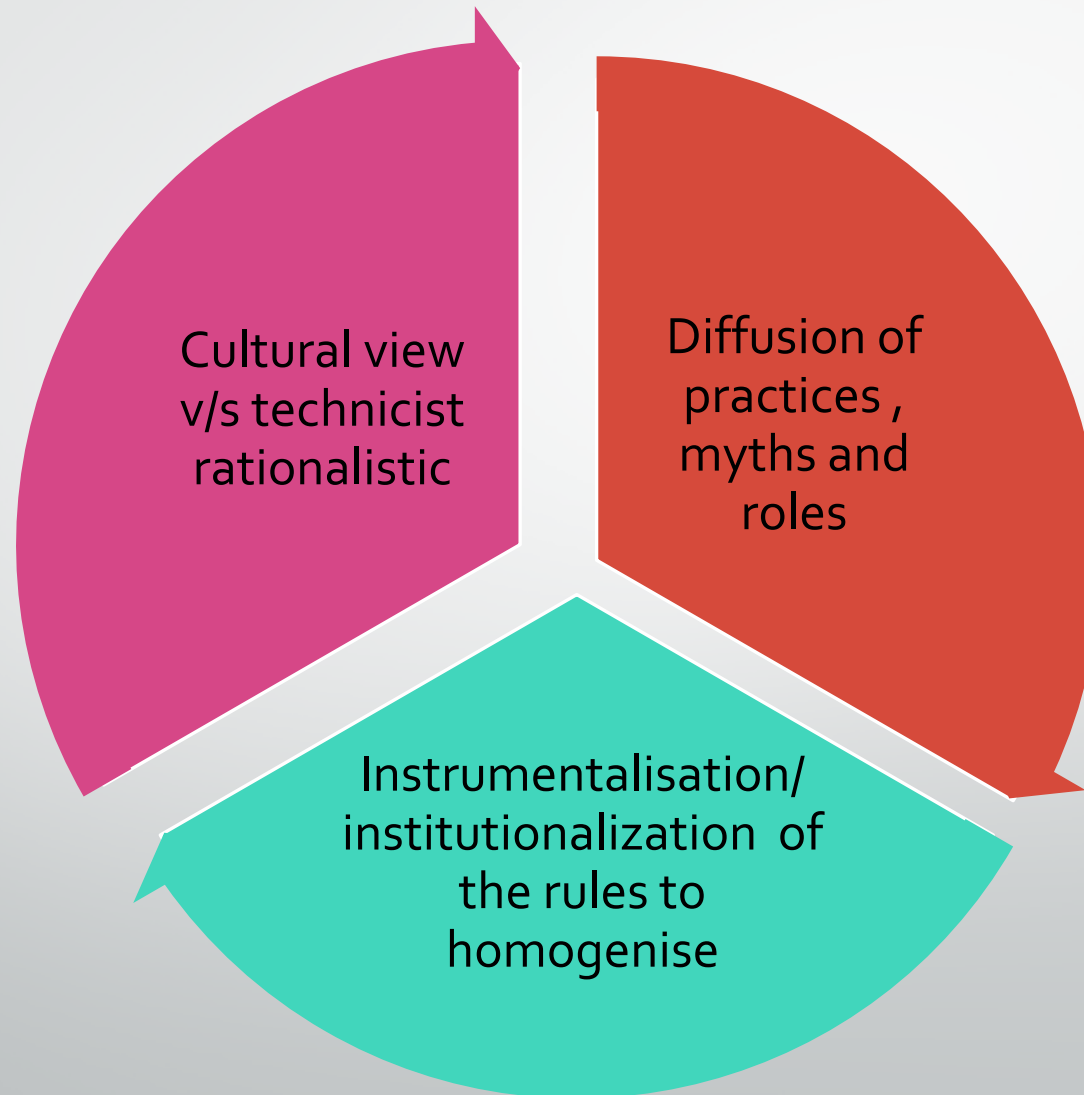
Networks



Changing nature of Partnerships?

- Recruitment v/s reciprocated learning
- Emergent partnerships and diversity of Higher Education Institutions

Institutional Theory





Isomorphism

Isomorphism is understood to refer to those set of practices, rules, ceremonies, routines, regulations through which organisations and institutions become similar

Coercive

Mimetic

Normative

Coercive

- Legitimation
- Regulations

Mimetic

- Standard reaction to uncertainty
- Copy the more successful organisations

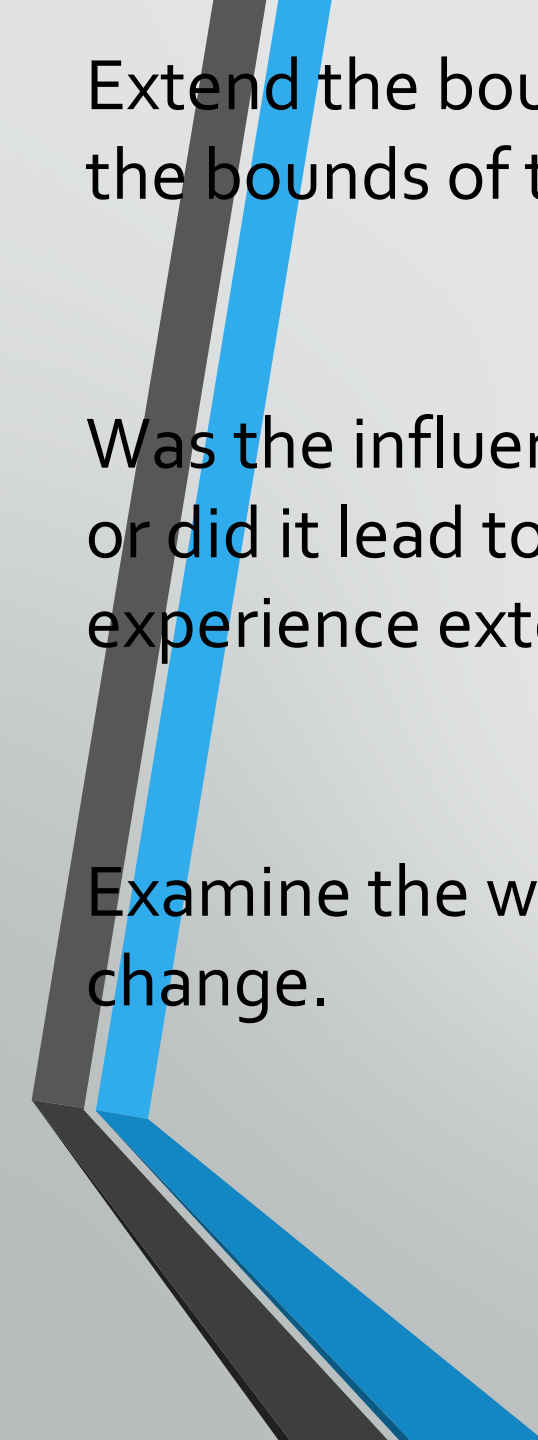
Normative

- Skilled workers defined their roles across institutions

Di Maggio and Powell argue that while public sector organisations occupy an important place in the :

explanations of the drivers of institutionalization, these same organizations have not been adequately conceptualized as being subject to the same kinds of pressures that they help initiate. We argue that the essential features of public sector organizations make them not just capable of generating institutional pressures but also potentially very vulnerable to these same pressures.

Frumkin and Galaskiewicz, 2004



Extend the bounds of neo institutionalism to an examination of forces outside the bounds of the local context

Was the influence of international partnership isomorphic and homogenizing or did it lead to creative adaptation in the case of MIE? How can this experience extend or challenge traditional neo institutionalism?

Examine the ways in which international collaborations also choreograph change.



Approach and Methodology

15 interviews with staff who have worked at the Institute as academics over the entire span of its 40 years of existence- 4 generations

Findings 1: Patterns of Collaboration:

- (i) Scholarships to individuals – varying from attachments to completion of award programme (delocalization into another institution to learn the “ better/ more international ways)- Normative Isomorphism**
- (ii) Foreign experts dispatched to the Institution for specific mandates (Examinations, Special needs education , curriculum development - to shape the thinking and practices of an entire institution- mimetic iso**
- (iii)Development of specific programmes of staff development designed to improve and internationalise qualifications of teacher educators**



Findings 2: Nature of collaborations

1975-1990s- Specific local projects- short term,
foundational one way- Mimetic

1990s- Professionalisation through post Graduate
studies- spilling over to the current period- Normative

Consolidated through MoU- specify the gains for both
institutions



Finding 3: Mimetic and normative pressures are inherent to collaborative partnerships

Survival Strategy- Lack of referential frame- served to legitimise the position of MIE to probably exert in terms of its interpretation of what efficiency is- coercive isomorphism on private organisations.

Research and Publications- MA Education conference

Outward looking



**Normative Isomorphism- Increased reflexivity
and introspection ?**

**Limits to normative isomorphism- triggers
questioning about the relevance of
international frame of reference- indigenous ?**

**Tension with the ruling relations- as priorities
conflict.**