

Acknowledgements | XI
Raising Our Expectations | 1

PART 1

COLLABORATE

Do Solitary Tasks Together | 17
Strengthen Research Collaborations and Labs | 23
Foster Teaching Communities | 28
Build Classroom Community | 33
Text Box: Class Participation and Participation Grades | 38
Take the Competition Out of Conferences | 40
Text Box: Chairing a Conference Session | 45
Build Solidarity in a Union | 46

PART 2

MOVE BEYOND METRICS

Know the Time You Work | 56
Name Invisibilized Work | 59
Table: Ways to Make Shadow Work More Visible | 62
Challenge Student Evaluations of Teaching | 66
Try Ungrading | 69
Survive Evaluation Processes | 73
Redefine Impact | 79
Text Box: Acknowledging Multiple Forms of Scholarship and Impact | 83
Address Career Disruptions | 84
Text Box: Crafting Impact Statements | 86

PART 3

DISMANTLE HIERARCHIES

Support Precariously Employed Workers | 97
Create Less-Hierarchical Labs and Research Teams | 106
Text Box: Authorship Order | 111
Undermine Disciplinary Hierarchies | 112
Expand Roles for Non-Academic Knowledge Holders | 118
Give Respect to Service Work | 122
How to Use a Leadership Role for Good | 126
Dismantle Hierarchies that Encourage and Hide Abuse | 131
Text Box: Decoupling Alcohol and Academia | 137

PART 4

CENTRE THE MARGINS

- Transform Graduate Training | 145**
- Re-Envision Faculty Recruitment and Hiring | 150**
- Text Box: Better Interview Practices | 154**
- Disruptive Pedagogy | 158**
- Rethink Course Design | 161**
- Text Box: Demystify the Hidden Curriculum | 165**
- Push for Radical Policies | 167**
- Transform Citation Practices | 174**
- Text Box: Reviewing and Editorial Work | 178**
- Use Your Privilege to Disrupt the Centre | 180**

PART 5

STAY WHOLE

- Reshape Your Relationship with Work | 192**
- Take Back Control of Your Time Part 1 | 198**
- Text Box: Saying No | 202**
- Take Back Control of Your Time Part 2 | 204**
- Text Box: Taking Control of Email | 208**
- Supporting Others to Stay Whole | 210**
- Leaving Academia | 216**
- Collective Re-Humanizing | 222**
- A Higher Expectations Manifesto | 228**
- About the Authors | 230**
- Notes | 233**
- Index | 257**