

1-1-2011

Considerations Regarding the Future of Andragogy

John A. Henschke EdD

Follow this and additional works at: <https://irl.umsl.edu/adulteducation-faculty>

 Part of the [Community College Leadership Commons](#), [Curriculum and Instruction Commons](#), [Curriculum and Social Inquiry Commons](#), [Disability and Equity in Education Commons](#), [Educational Administration and Supervision Commons](#), [Educational Leadership Commons](#), [Educational Methods Commons](#), [Educational Psychology Commons](#), [Higher Education Commons](#), [Instructional Media Design Commons](#), [International and Comparative Education Commons](#), [Online and Distance Education Commons](#), [Other Education Commons](#), [Social and Philosophical Foundations of Education Commons](#), [Special Education and Teaching Commons](#), [Student Counseling and Personnel Services Commons](#), and the [Teacher Education and Professional Development Commons](#)

Recommended Citation

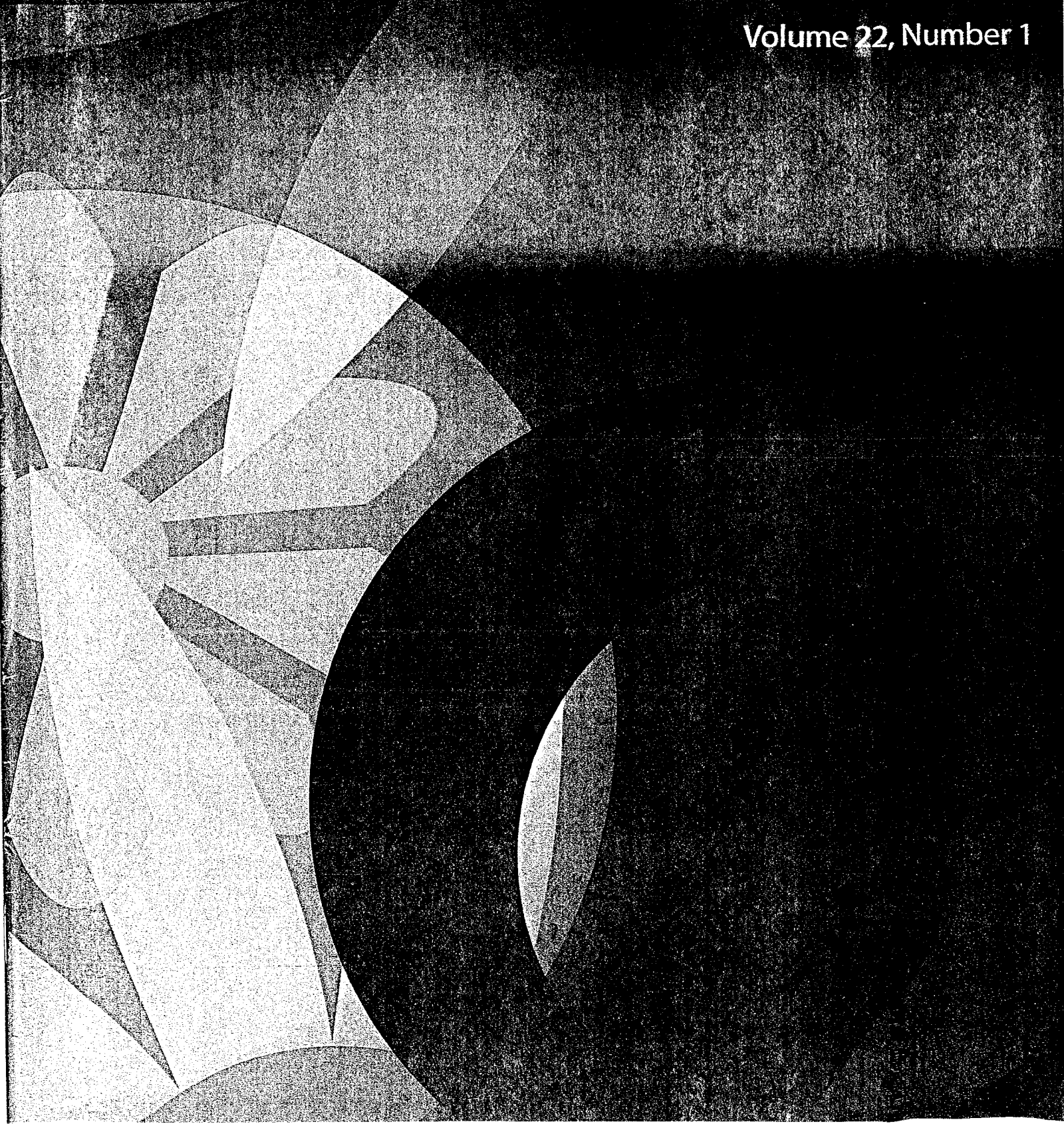
Henschke, John A. EdD, "Considerations Regarding the Future of Andragogy" (2011). *Adult Education Faculty Work*. 6.
<https://irl.umsl.edu/adulteducation-faculty/6>

This Article is brought to you for free and open access by the College of Education at IRL @ UMSL. It has been accepted for inclusion in Adult Education Faculty Work by an authorized administrator of IRL @ UMSL. For more information, please contact marvinh@umsl.edu.

*“Considerations Regarding the Future of Andragogy.” By John A. Henschke. *In Adult Learning, Futures Column*, Glowaki-Dudka, M. (Ed.). Vol. 22, Number 1, pp. 34-37, Winter 2011.

ADULT LEARNING

Volume 22, Number 1



ADULT LEARNING

REFEREED ARTICLES

Labor's Involvement in Workplace Education	4
Robert L. Smith, Amy D. Rose, Theme Editors	
Lifelong Learning through Labor/Management Cooperation: Building the Workforce of the Future.....	6
Constance Alexander, Marshall Goldberg	
Providing Worker Education and Building the Labor Movement: The Joseph S. Murphy Institute of City University of New York	12
Deborah D'Amico	
Front-Line Facilitating: Negotiating Adventurous Learning within Workplace Programs.....	18
Robert L. Smith	
Pre-Apprenticeship Urban Workforce Training Programs	23
Larry G. Martin, Regina O. Smith	
Finding the Worker: Adult Education and Workers' Education	28
Amy D. Rose, Laurel H. Jeris	

DEPARTMENTS

Resources	32
Creative Expression in Transformative Learning: Tools and Techniques for Educators and Adults	
By Chad Hoggan, Soni Simpson, and Heather Stuckey	
Reviewed by Brenton Wimmer	
Immunity to Change: How to Overcome it and Unlock Potential in Yourself and Your Organization	
By Robert Kegan and Lisa Laskow Lahey	
Reviewed by Andrea Damewood	
Futures	34
Considerations Regarding the Future of Andragogy	
John A. Henschke	

Volume 22, Number 1
Winter 2011

Editor: Mary V. Alfred
Texas A&M University

Reflections Editor: Mavis Clarke
University of Missouri-St. Louis

Resources Editor: Kathleen B. Rager
University of Oklahoma

Futures Editors:
Meg Wise
University of Wisconsin
Michelle Dudka
Ball State University

Editorial Review Board:
Lisa Baumgartner Talmadge Guy
Jim Berger Carmela Nanton
Kimberly Burgess Robert Nolan
Dominique Chlup John Rachal
Rosemary Closson Michael L. Rowland
Simone Conceição Steven W. Schmidt
Steven Frye Regina O. Smith
Michael W. Galbraith Howard Walters
Shibao Guo Lisa Meriweather

2010-2011 AAACE Officers
President: Clare Klunk
Past President: Catherine Hansman
President Elect: Henry Merrill
Secretary: Steven Schmidt
Treasurer: Joann Kanter
Association Manager: Cle Anderson

Adult Learning (ISSN 1045-1595) is published quarterly by the American Association for Adult and Continuing Education, 10111 Martin Luther King, Jr. Highway, Suite 200C, Bowie, MD 20720. Subscriptions are \$45 per year in the U.S., \$50 in Canada, and \$50 foreign (U.S. funds). AAACE members receive Adult Learning at the annual subscription rate of \$20 as part of their membership dues. For membership information, call (301) 918-1913.

Periodicals postage paid at Lanham, MD. Postmaster: send address changes to AAACE: Adult Learning, 10111 Martin Luther King, Jr. Highway, Suite 200C, Bowie, MD 20720.

Back volumes are available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, MI 48106. Statements of fact and opinion are the responsibility of the authors alone and do not imply an opinion on the part of the officers or members of AAACE.

Author Guidelines are available at www.aaace.org.

AAACE holds the copyright to articles published in Adult Learning. Under federal copyright law, those who wish to reprint or reproduce articles in any format (including electronic) should contact the editors for permission.

Publisher: The American Scholars Press

FUTURES

Considerations Regarding the Future of Andragogy

By John A. Henschke

Dr. John Henschke is Chair of the Andragogy Doctoral Emphasis Specialty at Lindenwood University, School of Education, St. Charles, Missouri. (Email: JHenschke@lindenwood.edu)

Andragogy, the art and science of helping adults learn, has a long and rich history that has shaped understanding of adult learning and continues to be a strong force in guiding the way adults learn. While adult educators in the US are familiar with andragogy through the work of Dr. Malcolm Knowles, the theory of andragogy reaches a worldwide audience of practitioners striving to improve learning through its respectful and engaging method focused on the learner.

Background

The term 'andragogy' was first authored by Alexander Kapp (1833), a German high school teacher, but it lay fallow for many decades (Reischmann, 2005). In the 1920s, another German, Rosenstock-Huessy (1925) resurrected the term as he developed a method for teaching the German people, dispirited and degenerated in 1918 after World War I, to regenerate themselves and their country. Bringing 'andragogy' from the German Workers to America, Lindeman (1926) introduced the term andragogy twice, and explained it as a key method for teaching adults.

Malcolm Knowles acquired the term in 1966 from Dusan Savicevic (Sopher, 2003). Knowles (1970) infused andragogy with much of his own meaning garnered from his already extensive experience in adult education. The defining attributes of his theory include: acknowledging that learners as self-directed and autonomous and that the teacher is a facilitator of learning rather than presenter of content. Knowles successfully tested and refined this theory and design on a broad spectrum in numerous settings: corporate, workplace, business, industry, health-care, government, higher education, professions, religious education, and elementary, secondary, and remedial education.

Savicevic (1999) advocates that his research has established andragogy as a scientific discipline, that

studies education and learning of adults in all its forms of expression. The clearest articulation of andragogy from the European perspective is found where he provided a critical consideration of andragogical concepts in five Western and five Eastern European Countries (Savicevic, 1991, 1999). The critical element in European andragogy is that adults should assist one another to become more refined and competent. European andragogy also suggests that there should be differences in the aims of andragogy and pedagogy (assisting a child to become an adult).

Critiques of Andragogy

Andragogy has faced multiple critiques from adult education scholars. A complete list is not possible, given the space available in this futures column, yet a few will be mentioned. Jarvis (1984) wrote that the theory of andragogy had moved into the status of an established doctrine in adult education, but without sufficient empirical research to justify its dominant position. Welton (1995) asserted that "the 'andragogical consensus' (anchoring the study of adult education in methods of teaching and understanding the individual adult learner), formulated by the custodians of orthodoxy in the American Commission of Professors in the 1950s and solidified by Malcolm Knowles and others in the 1960s and 1970s, has unraveled at the seams" (p. 5).

Grace (2001) considered that Knowles' andragogy had been effectively dismantled by 1990. Pratt's (1993) perception was that after 25 years, Knowles' approach was not a panacea for a teaching approach in all adult education. Shore's (2001) perceived that Knowles' andragogy promoted unproductive debates framed along a binary path, such as adult/child, isolation/relation. Sandlin (2005) has serious reservations about its (andragogy's) prominence and thought it needed to be supplemented by three other perspectives: Afrocentric, feminist, and critical. Merriam (2001) acknowledged that andragogy is

one of the pillars of adult education and it will continue to engender debate, discussion, and research; however, the field needs to move beyond andragogy.

The common thread that runs through all of these critiques is that each one appears to start and stop the discussion on what Knowles did or didn't do with andragogy. There appears to be a woeful lack of a comprehensive understanding of the worldwide concept of andragogy; thus, it seems to render each of the pleas rather hollow.

Establishment and Research

Since 1970, multiple researchers and scholars in the US and abroad have worked to establish andragogy as a proven theory and strong method for teaching adults. Some have responded directly to the challenges and critiques posed, while others have researched andragogy to meet their specific contextual needs. Books on andragogy have been translated into many languages and are used worldwide.

Examples of this research and tools created are provided here. Hadley (1975) developed the Education Orientation Questionnaire (EOQ), an instrument describing the constructs of andragogy and pedagogy. Knowles (1984) presented the first book in which he cites thirty-six extensive case examples of applying andragogy in practice, revealing successes and failures.

Henschke (1989) developed an andragogical assessment instrument entitled, Instructional Perspectives Inventory (IPI) that included the central and major core on the teacher trust of learners. However, Stanton (2005) related the same concepts in readiness for self-directed learning, and there was not only congruence between the two, but also the IPI was validated as an almost perfect 'bell-shaped' measurement of an andragogical facilitator.

Poggeler (1994) listed ten trends which he hoped will be helpful for future development of European andragogical research, such as international knowledge, comparative understanding, political influences, "development-andragogy" of the Third World, and understanding the "lifeworlds" of the participants, and new types and alternatives of adult education.

Houle (1996), in talking about Knowles' work in andragogy, said that it remains the most learner-centered of all patterns of adult educational programming. He concluded by saying, "Even leaders who guide learning chiefly in terms of the mastery of subject matter . . . know that they should involve learners in as many aspects of their education as possible and in the creation of a climate in which they can most fruitfully learn" (p. 30).

Maehl (2000) suggests that Knowles led in the direction of making andragogy quite humanistic that

gained wide adoption in the field. The strength of Knowles' approach was its position advocating an adult learning program that is respectful, trusting, supportive, and collaborative.

Rachal (2002) provided a solid empirical research base, by clearly identifying seven criteria suitable for implementation in future empirical studies of andragogy: voluntary participation, adult status, collaboratively-determined objectives, performance-based assessment of achievement, measuring satisfaction, appropriate adult learning environment, and technical issues.

Bellamio (2006), a human resource development (HRD) professional working in the Xerox Corporation, Italy, had Malcolm's book *The Adult Learner* translated into the Italian Language. He saw Malcolm's andragogy as helping Italian HRD professionals take responsibility for improving their sphere of influence within their corporations.

As if seeking to culminate and bring together all these valiant efforts, Savicevic (2008) does a thorough historical tracing of the converging and diverging of ideas on andragogy in various countries. Savicevic also reflected about his perception of Knowles' position in sustaining andragogy over the long range of its history into the future.

Personal Experience

Forty years in development of a science is a significant period. I met professor Knowles four decades ago and argued about the term and concept of andragogy. Since then, andragogy has grown and become rooted in the American professional literature. There is no doubt that Knowles contributed to it, not only by his texts, but with his spoken word and lectures. He was a 'masovik', i.e. a lecturer on a mass events. He lectured at 10,000 people stadiums, as if he was inspired by an ancient agonistic spirituality! Knowles earned his meritorious place through his dissemination of andragogical ideas throughout the USA.

Current Research in Andragogy

In recent years, Henschke and Cooper (2007) looked into the world-wide foundation of andragogy. Out of what has now become a list of 330 published documents on andragogy by other authors, they identified six sections or themes depicting andragogy: (a) evolution of the term andragogy; (b) historical antecedents shaping the concept of andragogy; (c) comparison of the American and European understandings of andragogy; (d) popularizing and sustaining the American and worldwide concept of andragogy; (e) practical applications of andragogy;

and (f) theory, research, and definition of andragogy. This fully documented perspective has been absent from all previous author's published discussions. In addition, Henschke (2009) presented an additional perspective of this ongoing research into a chronological history and philosophy of andragogy. Many of these documents may be accessed on his websites identified in his authorship of this article.

Isenberg (2007), provided a break-through framework and dynamic design for bringing together the interaction of andragogy and Internet learning. To meet the goal of the UNESCO International Commission on adult learning for the 21st century, she focused on the six pillars of lifelong learning: learning to know, learning to do, learning to live, learning to be, learning to change, and learning for sustainability. Boucouvalas (2008) also highlighted the emphasis that Knowles gave to group/community/society in his treatment of andragogy.

Vodde (2008) used Rachal's (2002) research framework and found that while a traditional, pedagogical, military model of training may have at one time served the needs and interests of police and society, its applicability and efficacy has been called into question. He concludes that an andragogical instructional methodology was more effective.

Bright and Mahdi (2010) actively interacted as faculty and student in an adult education academic program. They studied the significance of inclusive education (andragogical theory) in collaboration between American and Arab cultures in meaningful ways, examining learning and teaching approaches that can influence political and social philosophies of leadership. They mentioned that education is a critical aspect in fostering and securing long-term peace and stability. They contend that andragogical adult educational theory, processes, and research are elemental to a vision of a peaceful world and a stabilized Iraq.

Future

Andragogy has much to contribute to the future of adult education and learning. Many of the 330 documents on andragogy that have been published can be found on my websites (<http://www.lindenwood.edu/education/andragogy.cfm> and <http://www.umsi.edu/~henschke>), in addition to my papers discussing the broad world-wide foundation of andragogy. In the future, the discussion of andragogy should go beyond Knowles' version and include the world-wide perspective of others who have written and published on andragogy. The broad perspective of andragogy should join other theories about adult learning within the field and has much to

contribute to the conversation. Continued research will help to establish andragogy as a scientific academic discipline. Lindenwood University has recently established an Academic Andragogy Doctoral Program, and this means that as a faculty member there, I am committed to being engaged in moving this forward. I will continue to be involved in the andragogy discussions at AAACE and the Commission of Professors of Adult Education and other conferences. I invite you to join in this movement.

References

- Bellamio, D. (2006). Personal interview and conversation surrounding his impetus for having Knowles' book. *The adult learner: A neglected species* (4th ed.). Translated into Italian. Near Milano, Italy, September 21, 2006.
- Boucouvalas, M. (2008). *Highlighting the group/community/societal emphasis in Knowles' treatment of andragogy*. A Power Point Presentation at the Commission of Professors of Adult Education Conference, Denver, CO, November, 2008.
- Bright, L. K., & Mahdi, G. S. (2010). Out of crisis: Reflections of an Iraqi and an American on advocacy for andragogy. *Adult Learning*, 21(1-2), 37-40.
- Grace, A. P. (2001). Using queer cultural studies to transgress adult educational space. In V. Sheared & P.A. Sissel (Eds.), *Making space: Merging theory and practice in adult education* (pp. 257-270). Westport, CN: Bergin & Garvey.
- Hadley, H. N. (1975). *Development of an instrument to determine adult educator's orientation as andragogical and pedagogical* (Unpublished doctoral dissertation), Boston University School of Education, Boston, MA.
- Henschke, J. A. (2009). A perspective on the history and philosophy of andragogy: An international sketch. In M. Boucouvalas, (Ed.), *Proceedings of the Commission on International Adult Education Pre-Conference of the American Association for Adult and Continuing Education Conference* (pp. 54-129), Cleveland, OH.
- Henschke, J. A. (1989). Identifying appropriate adult educator practices: Beliefs, feelings and behaviors. In C. Jeffries, (Ed.), *Proceedings of the Eighth Annual Midwest Research-To-Practice Conference in Adult, Continuing and Community Education* (pp. 89-95). St. Louis, MO: University of Missouri.

- Henschke, J. A., & Cooper, M. K. (2007). Additions toward a thorough understanding of the international foundations of andragogy in HRD and adult education. An. Inst.de Ins. "G. Barit" din Cluj-Napoca, Series Humanistica, (pp. 7-54). (This is the yearbook of the Romanian Adult Education Institute).
- Houle, C. O. (1996). *The design of education* (2nd ed.). San Francisco: Jossey-Bass.
- Isenberg, S. K. (2007). *Applying andragogical principles to internet learning*. Youngstown, NY: Cambria Press.
- Jarvis, P. (1984). Andragogy: A sign of the times. *Studies in the Education of Adults*, 16, 32–38.
- Knowles, M. S. (1970). *The modern practice of adult education: Andragogy vs. pedagogy*. Chicago: Association Press/Follett.
- Lindeman, E. C. (1926). Andragogik: The method of teaching adults. *Workers' Education*, 4, 38.
- Maehl, W. (2000). *Lifelong learning at its best: Innovative practices in adult credit programs*. San Francisco: Jossey-Bass Inc. Publishers.
- Merriam, S. B. (2001, Spring). Andragogy and self-directed learning: Pillars of adult learning theory. In S. B. Merriam (Ed.) *The new update on adult learning theory* (pp. 3-13). New Directions for Adult and Continuing Education. San Francisco: Jossey-Bass.
- Poggeler, F. (1994). Introduction – Trends of andragogical research in Europe. In P. Jarvis & F. Poggeler (Eds.), *Developments in the education of adults in Europe* (pp. 9-15). Frankfurt, Germany: Peter Lang.
- Rachal, J. (2002, May). Andragogy's detectives: A critique of the present and a proposal for the future. *Adult Education Quarterly*, 22(3), 210-227.
- Reischmann, J. (2005). Andragogy: History, meaning, context, function. In L. M. English (Ed.), *International encyclopedia of adult education* (pp. 58-63). Houndsville, NY: Palgrave Macmillan.
- Rosenstock-Huessy, E. (1925). *Andragogy – 1925*, Retrieved October 26, 2005, from <http://www.argobooks.org/feringer-notes/t24.html>
- Sandlin, J. A. (2005). Andragogy and its discontents: An analysis of andragogy from three critical perspectives. *PAACE Journal of Lifelong Learning*, 14, 25-42.
- Savicevic, D. (1991). Modern conceptions of andragogy: A European framework. *Studies in the Education of Adults*, 23(3), 179–201.
- Savicevic, D. (1999). *Adult education: From practice to theory building*. Frankfurt, Germany: Peter Lang.
- Savicevic, D. (2008). Convergence or divergence of ideas on andragogy in different countries. *International Journal of Lifelong Education*, 27(4), 360-378.
- Sopher, M. J. (2003). *An historical biography of Malcolm S. Knowles: The remaking of an adult educator* (Unpublished doctoral dissertation). University of Wisconsin-Madison, Department of Continuing, Adult and Vocational Education.
- Stanton, C. (2005, April). *A construct validity assessment of the instructional perspectives inventory* (Unpublished doctoral dissertation), University of Missouri-St. Louis, St. Louis, Missouri.
- Vodde, R. F. (2008). *The efficacy of an andragogical instructional methodology in basic police training and education*. (Unpublished doctoral dissertation), University of Leicester, UK.
- Welton, M. R. (1995). *In defense of lifeworld*. Albany, NY: SUNY Press.