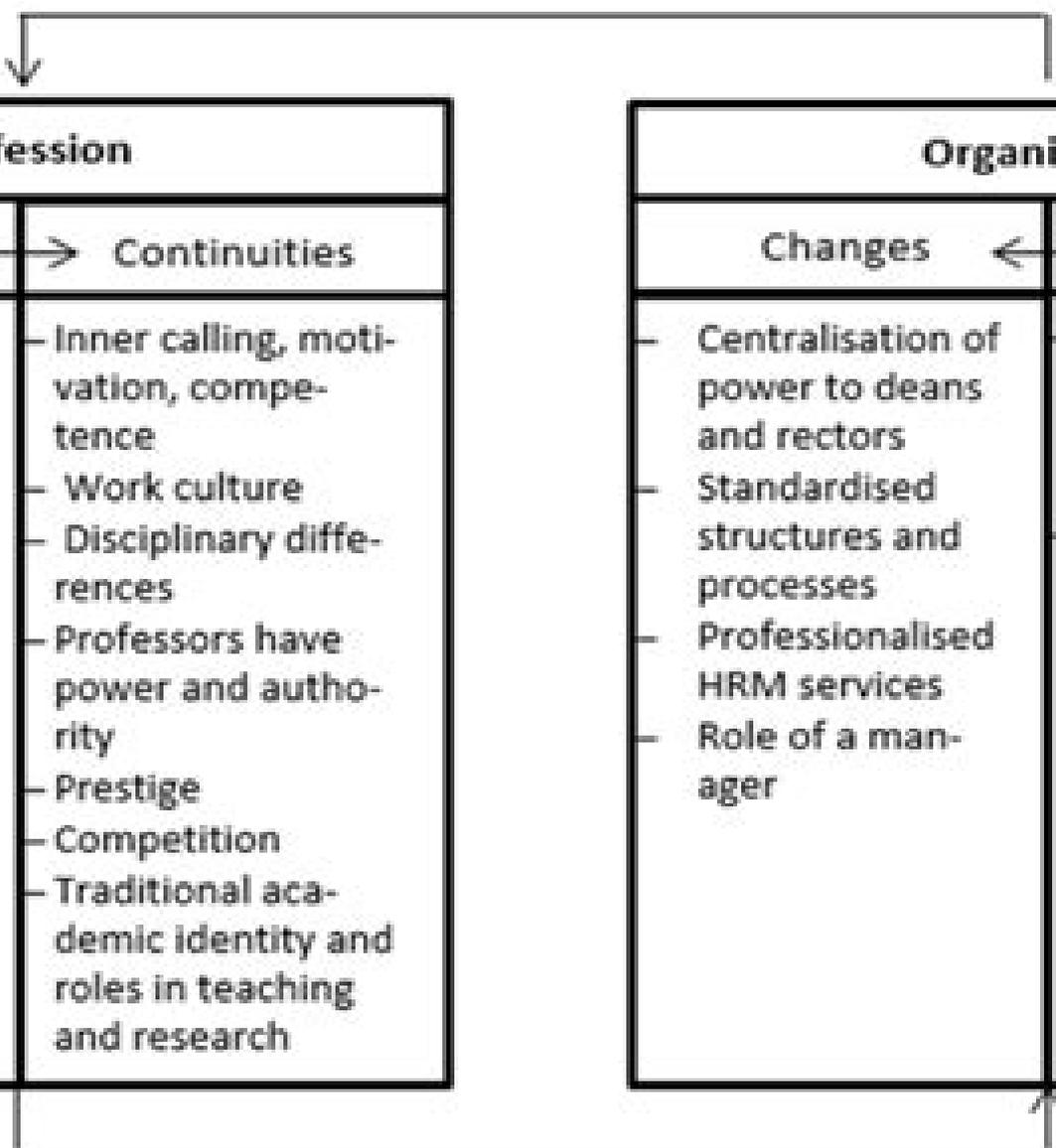


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<b>Profession</b>	
Changes ←	→ Continuities
<ul style="list-style-type: none"> <li>- Causalisation</li> <li>- Need for equal treatment, transparency and fairness</li> <li>- Need for efficiency</li> <li>- Control</li> <li>- Increasing competition</li> </ul>	<ul style="list-style-type: none"> <li>- Inner calling, motivation, competence</li> <li>- Work culture</li> <li>- Disciplinary differences</li> <li>- Professors have power and authority</li> <li>- Prestige</li> <li>- Competition</li> <li>- Traditional academic identity and roles in teaching and research</li> </ul>

<b>Organisation</b>	
Changes ←	→ Continuities
<ul style="list-style-type: none"> <li>- Centralisation of power to deans and rectors</li> <li>- Standardised structures and processes</li> <li>- Professionalised HRM services</li> <li>- Role of a manager</li> </ul>	<ul style="list-style-type: none"> <li>- Role of professors in decision-making and rituals</li> <li>- University as an organisational frame for academics</li> </ul>



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**RJ Alexander**



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