

# Contents

<b>1</b>	<b>Introduction.....</b>	<b>1</b>
1.1	The Scope of the Study .....	1
1.2	The Predecessor Survey of the Early 1990s.....	2
1.2.1	The Carnegie Initiative and the Design of the Study .....	2
1.2.2	The Synthesis of Results .....	3
1.2.3	An Additional Interpretation.....	5
1.2.4	Follow-Up Thoughts .....	6
1.3	Diverse Issues to Be Addressed in the Analysis of the Academic Profession .....	7
1.3.1	'Academic' .....	7
1.3.2	'Profession' .....	9
1.3.3	Academic Work and the Functions of Higher Education.....	11
1.3.4	The Issue of 'Academic Freedom' .....	12
1.3.5	Specific Models of the University and Global Trends .....	13
1.3.6	Academic Careers .....	15
1.4	Recent Major Changes Affecting the Academic Profession.....	16
1.4.1	Relevance .....	16
1.4.2	Internationalisation.....	16
1.4.3	Management.....	17
1.5	The Second Comparative Survey of the Academic Profession.....	18
1.6	This Volume .....	20
	References.....	20
<b>2</b>	<b>The Design and Methods of the Comparative Study .....</b>	<b>25</b>
2.1	Introduction.....	25
2.2	The Target Group .....	26
2.2.1	Countries .....	26
2.2.2	Institutions.....	27
2.2.3	The Academic Profession .....	27
2.3	Conceptual Framework and Themes Addressed.....	28

2.4	Sampling Design and Number of Respondents .....	30
2.4.1	Analytic Goals.....	30
2.4.2	Design Effect (Deff Coefficient) .....	30
2.4.3	Structure of Higher Education .....	31
2.5	Data Coding and Analysis .....	33
2.6	Utilisation of Data.....	35
<b>3</b>	<b>The Variety of Countries Participating in the Comparative Study.....</b>	<b>37</b>
3.1	Introduction.....	37
3.2	Indicators on Economy, Labour Market and Technology .....	39
3.3	Indicators on Educational and Research Expenditures .....	41
3.4	Enrolment.....	42
3.5	Academic Productivity.....	42
3.6	Basic Information on Higher Education Systems.....	43
3.6.1	Canada.....	43
3.6.2	United States of America .....	45
3.6.3	Finland.....	46
3.6.4	Germany .....	48
3.6.5	Italy .....	49
3.6.6	The Netherlands .....	50
3.6.7	Norway .....	52
3.6.8	Portugal .....	53
3.6.9	United Kingdom.....	54
3.6.10	Australia .....	56
3.6.11	Japan.....	58
3.6.12	Korea .....	59
3.6.13	Hong Kong .....	61
3.6.14	Argentina.....	62
3.6.15	Brazil .....	63
3.6.16	Mexico.....	65
3.6.17	South Africa .....	66
3.6.18	China .....	67
3.6.19	Malaysia .....	68
	References.....	70
<b>4</b>	<b>The Academic Career .....</b>	<b>75</b>
4.1	Introduction.....	75
4.2	Biography and Career .....	78
4.2.1	Gender Distribution.....	78
4.2.2	Qualifications .....	80
4.2.3	Professional and Institutional Mobility .....	81
4.2.4	International Mobility .....	84

4.3	Employment Conditions.....	88
4.3.1	Part-Time and Short-Term Employment.....	88
4.3.2	Income.....	91
4.4	Work Situation.....	94
4.4.1	Quality of Facilities and Resources.....	94
4.4.2	Perceived Change of Working Conditions .....	97
4.5	Time Budget.....	98
4.5.1	Time Committed to Work and Time Distribution Across Work Tasks .....	98
4.5.2	Weekly Working Hours .....	99
4.5.3	Work Time Spent on Teaching and Research .....	102
4.5.4	Work Time Spent on Other Assignments.....	105
4.6	Assessment of the Professional Situation .....	106
4.6.1	Reflection of the Professional Situation.....	106
4.7	Commitment to the Discipline, Department and Institution .....	109
4.8	Job Satisfaction .....	111
4.9	Summary of Major Findings .....	113
	References.....	116

**5 Research and Teaching: The Changing Views  
and Activities of the Academic Profession .....** 117

5.1	Conceptual Framework .....	117
5.2	Preferences for Research and Teaching .....	119
5.3	Factors Underlying Research and Teaching Orientation.....	124
5.4	Allocation of Working Time to Research and Teaching .....	126
5.5	Perceived Links Between Research and Teaching Orientation.....	127
5.6	Factors Affecting Compatibility Between Research and Teaching .....	130
5.7	Teaching Approaches .....	131
5.8	Teaching Modes .....	135
5.9	Notions and Approaches to Research and Scholarship.....	137
5.10	Research Activities.....	140
5.11	Research Output.....	146
5.12	Concluding Observations .....	151
	Appendix.....	153
	References .....	162

**6 Faculty Perceptions of the Efficacy of Higher Educational  
Governance and Management .....** 165

6.1	Introduction .....	165
6.2	The CAP Approach .....	166
6.3	A Framework for Analysis .....	166
6.4	Decision-Making and the Academic's Perception of Their Participation .....	167
6.5	The Evaluation of Teaching and Research.....	171
6.6	Influence.....	173

6.7	Perceptions of Teaching and Research Strategies .....	175
6.8	Communication-Oriented Management.....	176
6.9	Operationally Oriented Management Style.....	180
6.10	Protection of Academic Freedom.....	185
6.11	Institutional Affiliation and Engagement.....	185
6.12	Conclusion: Variations in the Model's Applicability .....	190
	Appendix.....	192
	References.....	211
	<b>Appendix .....</b>	213
	The Changing Academic Profession: Questionnaire .....	213
	<b>Bibliography .....</b>	231
	Publications of the Project “The Changing Academic Profession” (CAP).....	231