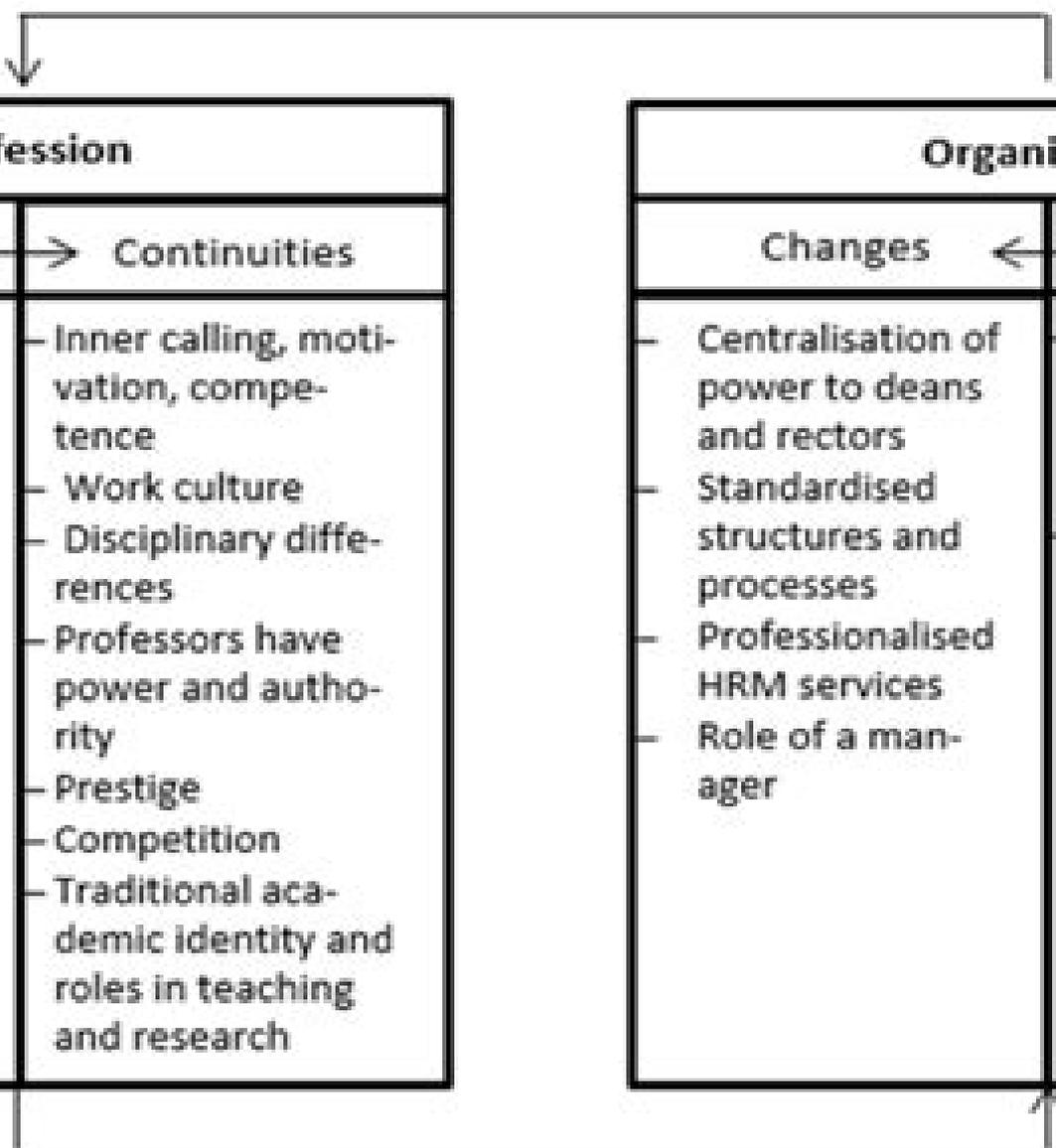


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Profession	
Changes	↔ Continuities
<ul style="list-style-type: none"> - Causalisation - Need for equal treatment, transparency and fairness - Need for efficiency - Control - Increasing competition 	<ul style="list-style-type: none"> - Inner calling,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

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



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