Content

1	Introduction	
	William Locke and Ulrich Teichler	7
2	Germany and Beyond: New Dynamics for the Academic Profession	
	Ulrich Teichler	15
3	Czech Republic - Shifting Peripheries: A State of the Art Report on the Czech Academic Profession	
	Marek Melichar and Petr Pabian	39
4	Hong Kong: Expansion, Re-union with China and the Transformation of Academic Culture	
	Gerard A. Postiglione	57
5	South Africa: Rapid Change and Re-integration with the Global Community	
	Charl C. Wolhuter, Leonie Higgs and Philip Higgs	77
6	Brazil: A Typology of the Academic Profession and the Impact of Recent Government and Institutional Policies	
	Elizabeth Balbachevsky and Simon Schwartzman	93
7	Japan: Origins, History and Transition to a Universal Higher Education System	
	Akira Arimoto	113
8	Australia: Adjustment to the New Management and Entrepreneurial Environment	
	Grant Harman and Lynn Mook	122

9	Malaysia: New and Diversified Roles and Responsibilities for Academics	
	Morshidi, S., Ahmad Nurulazam, M. Z., Aida Suraya, M. Y., Haslina, H., Ibrahim C. O., Kaur, S., Koo, Y. L., Muhamad, J., Muhammad, K., Munir, S., Pandian, A., Pang, V., Rosni, R., and Shukran, A. R.	147
10	United Kingdom: An Increasingly Differentiated Profession	
	John Brennan, William Locke and Rajani Naidoo	163
11	Norway: The Principal-Agent Relationship and its Impact on the Autonomy of the Academic Profession	
	Agnete Vabø	177
12	Finland: Massification, Steering-By-Results and New Divisions of Labor	
	Timo Aarrevaara and Seppo Hölttä	195
13	Portugal: Adapting in Order to Promote Change	
	James S. Taylor, Manuel Graça,	
	Maria de Lourdes Machado, and Sofia Sousa	211