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**Abstract**

This study explores connections between the organisational culture and values of academic units in Australian universities and their efforts to adapt to external environmental pressures. It integrates empirical findings from case studies with theories of organisational culture and values and adaptation. It identifies seven dimensions of academic unit's organisational culture and values that influenced how case study academic units adapted. Then patterns of heterogeneity and homogeneity within these dimensions are noted and their associations with different modes of adaptation are discussed. (HRK / Abstract übernommen) de Zilwa, Deanna, E-Mail: dkdezilwa@ozemail.com.au