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Author

THOENIG, Jean-Claude (PARADEISE, Catherine)

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Abstract

Does organizational governance contribute to academic quality? Two top research universities are observed in-depth: Berkeley and the MIT. Three key factors are listed that help generate consistent and lasting high performance. Priority is allocated to self-evaluation and to the development of talent. Values and norms such as community membership, commitment to the affectio societatis, mutual respect and trust strongly regulate the behaviors of the faculty. Complex inner organizational processes are at work making integration and differentiation compatible. Each of these factors contributes to produce top academic quality in a synergetic way. (HRK / Abstract übernommen)