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**Abstract**

This paper offers new qualitative insights into ongoing internationalization processes in Japanese higher education. Drawing on ideas from migration studies and informed by analysis of junior international faculty members' (JIFs) experiences in Japanese universities, we posit a novel, actor-centered typology of internationalization that delineates between integration, assimilation, and marginalization of mobile actors, and considers their implications in practice. Twenty-three interviews were conducted with JIFs from a variety of disciplines and institutions across Japan. Findings indicated a pattern of disillusionment with their role in internationalization, as many perceived themselves to be tokenized symbols of internationalization rather than valued actors within it. Participants identified various barriers which prevented them from participating in the academic "mainstream" and confined them to peripheral roles. We argue that their experiences are indicative of assimilative and marginalizing forms of internationalization, which pose persistent barriers to reform

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in Japanese universities despite decades of state-sponsored internationalization. (HRK / Abstract  
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