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Title

Understanding change in higher education: an archetypal approach / Sofia Bruckmann ; Teresa Carvalho

Publication year

2018

Source/Footnote

In: Higher education. - 76 (2018) 4, S. 629 - 647

Inventory number

47427

Keywords

Ausland : Portugal : Hochschulwesen allgemein ; Hochschule : Verwaltung allgemein ; Hochschulreform : allgemein

Abstract

During the past three decades, higher education institutions have been changing, moving away from the traditional bureaucratic archetype towards a more managerialist one. Empirical research already demonstrated that organisations tend to be in a hybrid area of archetypal change. Considering the specific case of a government-imposed reform in Portugal, and using a case study approach of six public universities, this study aims to explore archetypal hybridism through the lens of two main dimensions: systems and structures and interpretive scheme. The theoretical background lies on academic literature on organisational change in higher education and specifically on archetype theory. The findings drawn from document analysis and interviews outline the main characteristics of the hybrid archetype that we chose to name efficient-collegiality. (HRK / Abstract übernommen)
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