
A look at the situation of the academic profession, at their employment and work setting, their values and activities as well as the visible impact of their work, provide evidence of the changes that are taking place. However, the situation is less dramatic and less of a tone of urgency than the protagonists of such scenarios of dramatic change suggests or expect. Of course, some protagonists of dramatic change scenarios might come to the conclusion that the academic profession is sufficiently ‘old-fashioned’ or ‘wise’ as it is pushed and expected to change. But the enormous variety of different expectations, national policies and institutional strategies suggest as well that any scenario about ‘necessary’ and ‘urgent’ changes is characterised by exaggeration.