

The Academic Profession in Japan and Germany

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The Academic Profession – The “Key Profession” for Higher Education and Other Professions

In analysing higher education, it is valuable to look at the views and activities of the academics:

- ❑ Academics are the “workers” in HE with a high degree of disposition.
- ❑ Academics are powerful in decision-making and in undermining decisions made by others.

There are many first-hand observations of academics, but few systematic analyses. This presentation will draw from comparative questionnaire surveys.

The Case: Comparative Studies of the Academic Profession

Two international comparative questionnaire surveys of the academic profession have been undertaken so far and a third one is envisaged:

- ❑ 1992: The Carnegie Study of the Academic Profession (15 countries including Germany and Japan)
- ❑ 2007: “The Changing Academic Profession (CAP)” (19 countries including Germany and Japan)
- ❑ 2017 (in preparation): “The Academic Profession in the Knowledge Based Society” (more than 20 countries including Germany and Japan)

A Japanese – German Comparison on Higher Education

- Although higher education is universal, global and international in various respects and many academics have cosmopolitan views, higher education is quite national in terms of structures and programmes, governance and management, and funding. The ‘ranking debate’ indicates the paradox of increasing nationalism amidst globalisation.
- Higher education in Japan: Influenced by many countries, by German models, by US models, unique?
- Higher education in Germany: Humboldtian, late-comer in reforms?
- The Japanese scholars preferred a more extended time-series analysis.
- National higher education policies in each country: A mix of idiosyncrasy, search for modernity and specific political thrusts.

Challenges of a Japanese-German Comparison of the Academic Profession

- ❑ Patterns of the higher education system: Gradual differences between research-oriented and doctoral-granting universities in Japan and two-type structure (universities – Fachhochschulen) in Germany
- ❑ Steep “vertical diversity” in Japan vs. “moderate vertical diversity” in Germany
- ❑ What do German scholars observe of Japan and Germany in analysing the comparative 2007 survey findings?
- ❑ More than 80% of academics employed at German universities are in junior and intermediate-level positions, but less than 20% in Japan

Wealth of Available Information and Major Issues

Available information

- ❑ About a dozen of themes (biography and careers, general views and activities, research and teaching, perception of policies, management, evaluation, etc.)
- ❑ More than 500 articles published (many of them in more than 20 edited books and brochures) on the CAP project and related projects.

Major issues:

- ❑ 1992: The academic profession under pressure
- ❑ 2007: Responding to growing expectation of relevance, internationalisation and stronger power of management
- ❑ 2017: “Knowledge society” and “The Formative Years of Scholars”

Staff Composition in Japan and Germany 2007

	Japan Research oriented universities	Germany Universities	Japan Other universities	Germany Fachhoch- schulen
Professors*	81%	15%	79%	69%
Junior academic staff	19%	85%	21%	31%
Total	100%	100%	100%	100%

* Full professors and associate professors; H4/H3, C4/C3 and W3/W2 professors

Average Age of Academics in Japan and Germany at the Time of the Survey in 2007 (years)

	Japan Research oriented universities	Germany Universities	Japan Other universities	Germany Fachhoch- schulen	Japan Total	Germany Total
Professors	51	53	53	52		
Junior acad. staff	44	37	46	46		
Total					52	45

Percentage of Women among Academics at (Research-oriented) Universities in Japan and Germany 1992 and 2007

	Japan		Germany		Australia	
	1992	2007	1992	2007	1992	2007
Professors	1	14	6	18	10	39
Junior acad. staff	7	14	22	38	39	63

Percentage of Professors in Japan and Germany Having Been Employed only at Single Higher Education Institution so Far - 1992 and 2007

	Japan		Germany		U.S.	
	1992	2007	1992	2007	1992	2007
At (research-oriented) universities	56	30	22	8	41	13
At other universities	63	34	41	27	40	19

Average Weekly Work Time of (Full-time and Part-time Employed) Academics in Japan and Germany 1992 and 2007

	Japan		Germany		U.S.	
	1992	2007	1992	2007	1992	2007
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At (research-oriented) universities						
Professors	51	48	52	52	50	48
Junior acad. staff	48	44	45	39	45	43
At other universities						
Professors*	49	48	41	41	42	41
Junior acad. Staff		44		28		41
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* Including junior academic staff in 1992

Ratio of Time Spent on Research as Compared to Time Spent on Teaching by Academics in Japan and Germany 2007

	Japan Research oriented universities	Germany Universities	Japan Other universities	Germany Fachhoch- schulen
Professors*	1.5	1.3	1.2	0.5
Junior academic staff	2.2	2.4	1.3	0.7

Preferences for Teaching and Research by Professors* in Japan and Germany 1992 and 2007 (%)

	Japan		Germany		Japan		Germany	
	Research oriented universities		Universities		Other universities		Fachhoch- schulen	
	1992	2007	1992	2007	1992	2007	1992	2007
Primarily in teaching	1	3	5	5	4	6	29	42
Both, leaning towards teaching	8	13	30	20	28	26	49	35
Both, leaning towards research	57	63	59	63	55	55	21	22
Primarily in research	34	22	7	12	13	12	1	1

* Including junior academic staff in 1992

Preferences for Teaching and Research by Junior Academic Staff in Japan and Germany - 1992 and 2007 (%)

	Japan		Germany		Japan		Germany	
	Research oriented universities		Universities		Other universities		Fachhochschulen	
	1992	2007	1992	2007	1992	2007	1992	2007
Primarily in teaching	0	4	6	7	8		46	
Both, leaning towards teaching	15	13	22	22	24		17	
Both, leaning towards research	61	64	46	38	56		19	
Primarily in research	24	19	26	33	12		18	

International Research Collaboration of Academics in Japan and Germany 2007 (percentage)

	Japan	Germany	Japan	Germany
	Research oriented universities	Universities	Other universities	Fachhoch- schulen
Professors	38%	75%	20%	26%
Junior academic staff	25%	40%	13%	27%

Publications of Academics in Japan and Germany 1992 and 2007 (mean index points*)

	Japan		Germany		U.S.	
	1992	2007	1992	2007	1992	2007

At (research-oriented) universities						
Professors	53	50	33	56	27	28
Junior acad. staff	39	45	14	20	14	18
At other universities/FHs						
Professors	25	31	9	19	12	9
Junior acad. Staff		20		9		8

* 3 = Book, 2 = Article, 3 = Others within three years

** Including junior academic staff in 1992

Perceived Personal Influence of Academics in Japan and Germany in Helping to Shape Key Academic Policies (mean*)

	Japan		Germany		Japan		Germany	
	Research oriented universities		Universities		Other universities		Fachhochschulen	
	1992	2007	1992	2007	1992	2007	1992	2007
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Professors**								
At the faculty/school level	2.3	2.9	2.6	2.3	2.5	2.9	2.3	2.1
At the institutional level	2.8	3.5	3.4	3.1	3.0	3.3	3.4	3.1
Junior academic staff								
At the faculty/school level	2.9	3.4	3.7	3.5		3.5		2.9
At the institutional level	3.4	3.9	3.9	3.8		3.7		3.0
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* On a scale from 1 = "very influential" to 4 = "not at all influential"

** Including junior academic staff in 1992

Overall Professional Satisfaction of Academics in Japan and Germany 1992 and 2007 (mean*)

	Japan		Germany		U.S.	
	1992	2007	1992	2007	1992	2007

At (research-oriented) universities						
Professors	2.4	2.1	2.4	2.2	2.3	2.3
Junior acad. Staff	2.5	2.2	3.1	2.5	2.7	2.3
At other universities/FHs						
Professors**	2.6	2.4	2.7	2.3	2.5	2.2
Junior acad. Staff		2.6		2.7		2.3

* On a scale from 1 = "very high" to 5 = "very low"

** Including junior academic staff in 1992

A Single Academic Profession or Several Academic Professions?

- ❑ In Japan: Small differences between academics at research-oriented and other universities as well as between professors and junior academic staff
- ❑ In: Germany: No overall term of “academic profession”; substantial differences between academics at universities and *Fachhochschulen* as well as between professors and junior academic staff
- ❑ A Japan-Germany comparison of all academics does not make sense due to the heterogeneity in Germany and due to the different composition (notably dominance of university academic junior staff in Germany)

Same Direction of Change over Time, but Continued Differences between Japan and Germany

- ❑ Increasing percentage of women; more in Germany than in Japan
- ❑ Increasing inter-university mobility; more in Germany than in Japan
- ❑ Trend towards increasing professional satisfaction; almost consistently higher in Japan than in Germany
- ❑ Almost consistent trend towards stronger preference for research (except for academics at German FHs), but stronger leaning to research in Japan than in Germany

Other Patterns of Developments and Country Differences

- ❑ Weekly work hours: Fewer of junior staff and of FH professors in Germany; trend towards fewer work hours of junior staff in Japan and Germany
- ❑ Publications: Except for university professors in 2007: academics in Japan publish more than academics in Germany; from 1992 to 2007 substantial (catching-up) increase in Germany, moderate increase in Japan; more heterogeneity among groups of academics in Germany than in Japan
- ❑ Academics in Japan were more influential in 1992 than academics in Germany; influence of Japanese academics declined up to 2007 and fall behind that of German academics. Influence of German professors has increased from 1992 to 2007. Junior academics at universities in Germany consider themselves not to have any influence.

Recent Observations

- ❑ Ratio of time spent on teaching/research: Relatively more research time of professors at research-oriented universities as well as of professors and junior staff at other HEIs in Japan than in Germany; in reverse: junior academics at universities in Germany spend more time on research than their peers in Japan
- ❑ International research cooperation is consistently much higher in Germany than in Japan

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