

The goal of this research is to explore the effects of changes in the performance measurement systems at national, organizational and individual levels as a result of the external forces and internal challenges in universities in Poland and three Nordic countries (Finland, Norway, and Sweden) characterized by managerial vs. academic logics.

The universities are a very interesting research context that during the last decades has implemented several reforms and changes. Since the performance of universities is very often directly linked with funds allocated to a university, many universities spend considerable resources on the development of specific tools allowing them to measure the performance of faculties, departments, and individual employees in terms of research and teaching outputs. Traditionally the performance measurement had a more developmental role and it was intended at helping individuals to improve performance in the future periods. However, there has been a shift to more quantitative and judgemental approach when evaluation is based in great deal the quantitative evaluation of the past performance.

There is a growing international literature on the topic of measuring and communicating university performance related to Western and Nordic countries, as most these countries has been exposed to several governance and management reforms since the Nineties.

There is still a lack of literature and research related to Central Eastern countries and comparative studies on these issues. Compared to the previous contributions, our research project will be based on multi-theoretical framework can be useful in a specific context of public or private universities in order to understand the objectives of control, managerial intentions, and employee perceptions at different organizational levels. The further peculiarity of our research project is the method as it will be executed using a comparative country cases (Poland and three Nordic countries) and multiple case studies (one private and two public universities in each country) approach that employs several qualitative methods (as archival data collection and semi-structured interviews).

The research project will be developed by using qualitative research methods and sources and will consist of seven phases that will be executed in 36 months. The first phase is devoted to the literature review and the theoretical basis for the research. In the second and third phases, will be conducted and related to the Polish university context at national, organizational and individual level. The fourth and fifth phases will be related to the country cases of Nordic universities. The sixth phase will be focus on merging and comparing the scientific results of the Poland with the three Nordic countries. The last phase will related to dissemination of the results to national and international conferences, and submission to international scientific journals in different business areas (accounting, public management and educations studies).

The research project is expected to produce both academic and non-academic outputs thus reaching both types of correspondent audience.

The academic outputs of this research project are to be published in international and high-quality journals as co-authored articles by the members of the research team. The outputs are applicable to other research concerning universities in Poland and other Central-Eastern European countries

The non-academic outputs will be related to the management and governance of public or private universities and in policy planning. The knowledge that will be created by this research project will be useful for different stakeholders, such as policy-makers, trade unions, third-sector representatives, citizens, regulators and other interest groups to develop strategies and discover ways to improve performance of higher education sector and institutions.