

□ Change

Change refers to any meaningful transformation in ideas, practices, systems, or structures within the academic, scientific, or institutional landscape.

It can be:

- **Theoretical** – shifts in dominant models or paradigms.
- **Technological** – adoption of new tools, methods, or platforms.
- **Cultural** – redefinition of values, ethics, or priorities.
- **Structural** – reforms in governance, funding, access, or evaluation systems.

□ Types of Change

- **Incremental** – Gradual improvements (e.g. better peer review guidelines).
- **Disruptive** – Sudden and radical shifts (e.g. AI displacing traditional authorship).
- **Performative** – Superficial change meant to appear responsive (e.g. rebranding committees).
- **Catalytic** – Triggered by an external pressure or visionary actor (*see [Catalyst](#)*).

△ Resistance to Change

Change is often:

- **Blocked by gatekeeping.**
- **Diluted by bureaucracy.**
- **Fearred by institutions reliant on stability and prestige.**
- **Rebranded as reform** to maintain control without altering power dynamics.

□ In Practice

An academic society publishes a review praising AI but implements no change in its own practices — this is *rhetoric without reform*.

□ Related Terms

- [Catalyst](#)
- [Disruption](#)
- [Academic Theater](#)
- [Gatekeeping](#)
- [Careerism](#)

Bottom line: *True change questions foundations — not just decorates the façade.*

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