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**Abstract**

This study investigated how instructors in United Arab Emirates higher education institutions view their professional employment, the extent of their identification and engagement with their institution, and how their views are shaped by the national and institutional contexts in which they work. Many interviewees felt their professional contributions were valued and they were respected as individuals, but, at the same time, they were regarded by their employing institution as transient and easily replaceable. Findings suggest that the extensive use of expatriate staff on short-term contracts can work against the development of institutional loyalty or commitment. Results of this study hold broader implications for universities in other countries that see increasing their reliance on expatriate instructors as a prudent course of action. (HRK / Abstract übernommen)