

The Attractiveness of the Academic Profession: The Management Challenge



1-2 October 2009

The Westin Hotel, Melbourne

In this period of rapid change stimulated by globalisation and national policies promoting the knowledge economy, it is essential to understand the orientations and actions of the academic profession who occupy such a central position in this. What are their views towards the increasing relevance, internationalisation, and the nature of their workplace, and what challenges does this pose in a period of massive turnover of academic staff?



Overview

Australian higher education is faced with a massive challenge over the next decade with respect to its core resource: academic staff. Over the next five years 25% of its senior academic staff will reach retirement age with another 25% in the following five years. Combining this with the government's ambitious agenda for the expansion of participation in tertiary education, the challenge of rejuvenating and retaining academic staff without doubt is becoming one of the major management issues in the coming years.

The academic labour market always has been an international one, but with competitor countries such as the US and the UK facing similar baby boom challenges and quickly developing systems, such as China putting even more pressure on this market, a positioning of the Australian academic profession in terms of its relative attractiveness, vis-à-vis its key competitor systems is an essential element in exploring viable institutional strategies to tackle this challenge head on.

This international conference will address these issues on the basis of the results of a 20+ country international comparative study undertaken over the period 2007-2008. It will be the first opportunity to use the full international dataset that the study has generated. On day one, international researchers participating in the study will analyse the attractiveness of the academic profession and the challenges faced in three main geographical regions: Europe, the Americas and Asia. During the second day, the Australian challenges will be framed in the context of its key competitor systems and the challenges they face, and possible strategies to deal with this will be canvassed.

Previous publications from the international comparative project "*The Changing Nature of the Academic Profession*" can be accessed via: www.mihelm.unimelb.edu.au

Dates and location

1-2 October 2009

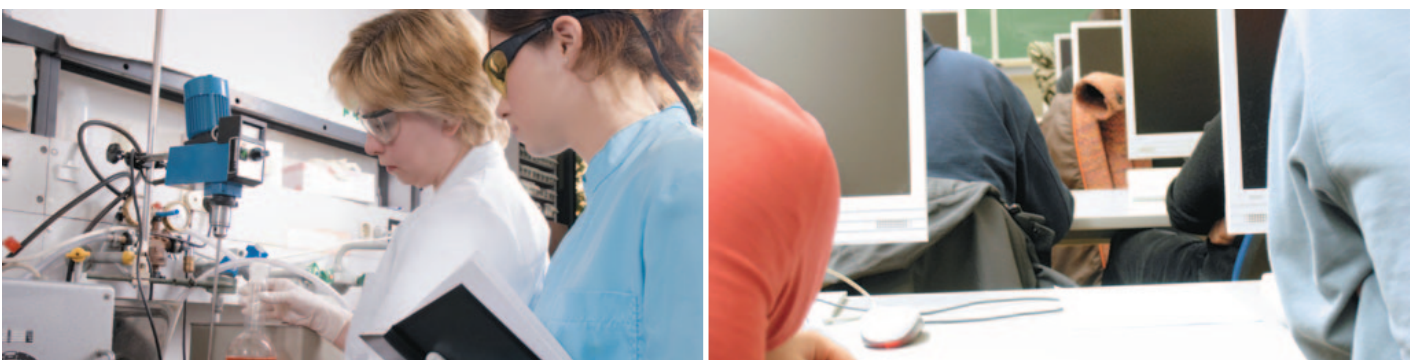
The Westin Hotel, Melbourne

Investment

\$1,100 (inc GST)

The registration fee for this event is \$1,100 (inc. GST) per delegate, and includes all conference sessions, meals during the program, and the cocktail reception on Thursday 1 October.

The registration form is enclosed in this brochure or on our website at: www.mihelm.unimelb.edu.au



Program

Thursday October 1

- 08:45 – 09:30 Registration
- 09:30 – 09:45 Welcome & Opening
- 09:45 – 11:15 **Attractiveness of the Academic Profession: Europe**
Timo Aarrevaara (Finland), William Locke (UK), Michele Rostan (Italy), Rui Santiago (Portugal), Bjorn Stensaker (Norway), Ulrich Teichler (Germany)
- 11:15 – 11:45 Coffee break
- 11:45 – 12:30 Panel discussion
- 12:30 – 13:30 Lunch
- 13:30 – 15:00 **Attractiveness of the Academic Profession: Asia**
Akira Arimoto, Futao Huang (Japan), Hong Shen (China), Gerard Postiglione (Hong Kong), Jung Shin (Korea), Morshidi Sirat (Malaysia)
- 15:00 – 15:30 Coffee break
- 15:30 – 17:00 **Attractiveness of the Academic Profession: The Americas**
Elizabeth Balbachevsky (Brazil), William Cummings, Martin Finkelstein (US), Donald Fisher (Canada), Jesus Galaz Fontes (Mexico), Monica Marquina (Argentina),
- 17:00 – 17:45 Panel discussion
- 17:45 – 19:00 Cocktail reception

Friday October 2

- 09:00 – 10:00 **Attractiveness of the Academic Profession: Australia**
Hamish Coates, Ian Dobson, Leo Goedegebuure, Lynn Meek
- 10:00 – 10:30 Discussion
- 10:30 – 11:00 Coffee break
- 11:00 – 13:00 **Maintaining and Attracting Academic Staff: The Management Challenge**
Panel of Australian Vice-Chancellors
Glyn Davis (University of Melbourne), Sandra Harding (James Cook University), Ross Milbourne (University of Technology Sydney), Alan Pettigrew (University of New England)
- 13:00 – 13:15 Closing remarks
- 13:15 – 14:15 Lunch

Details are correct at time of printing, however due to unforeseen circumstances presenters may change without prior notice.



Registration Form

Conference 2009

Program name: The Attractiveness of the Academic Profession: The Management Challenge

Session date(s): 1–2 October 2009

Personal Details

Title	Preferred Name	Surname
Position title		
Organisation		
Postal address		
City	State	Postcode
Telephone (bh) ()	Fax (bh) ()	
Email		
Assistant's Name		
Special dietary requirements		

TERMS AND CONDITIONS

The LH Martin Institute reserves the right to cancel a program and will endeavour to provide participants with as much notice as possible. Upon cancellation, any fees already paid by the participant will be refunded. Details are correct at the time of printing. Costs, dates, venues and presenters are subject to change without prior notice.

Fees

All prices include tuition, materials and meals. Personal and travel expenses are not included. Fees are due prior to the commencement of the conference. Programs are frequently oversubscribed and places can only be guaranteed on receipt of a registration form and acceptance of terms and conditions.

Variations in registration

The LH Martin Institute incurs substantial administrative costs prior to the commencement of a conference; the following policy applies to variations in registration (deferrals and withdrawals):

	14 days or less	15 or more
Deferral	25% of program fee	Administration Charge \$300
Withdrawal	100% of program fee	Administration Charge \$300

Alternatively, a substitute may attend a program in place of another person however the proposed substitute may incur a late processing fee. Please note: all variations to registration must be made in writing to the LH Martin Institute via email, fax or letter.

Privacy Notification

Information collected on this form will be dealt with in accordance to the Privacy and Personal Information Act 1988. The Martin Institute may provide your institution and/or employer with your name and the course you attended. If you do not wish for this information to be given to your institution or employer email martin-institute@unimelb.edu.au. To view the complete policy please visit <http://www.mihelm.unimelb.edu.au/about/Privacy.html>

Acceptance of terms and conditions (to be signed by the person authorising payment)

I understand and agree to the above terms and conditions. Upon acceptance of this application, I/my organisation will become liable for the program fee and will be bound by the terms and conditions.

Signature	Date
Full name	Position

Please forward an invoice to (name and postal address)

Payment authorisation (Please indicate method of payment):

Credit Card

Card type: Visa MasterCard

Card number _ _ _ _ / _ _ _ _ / _ _ _ _ / _ _ _ _ Expiry date _ _ / _ _

Cardholder's name

Total amount AUD\$

Cardholder's signature

Email address (if different from above)

Cheque enclosed (Please make payable to The University of Melbourne)

Please forward an invoice to (name and email address):

TAX INVOICE

This registration form will be a tax invoice for GST purposes when fully completed and payment is made. All prices include GST. ABN: 84 002 705 224

Please return completed registration form via:

Email:
smcau@unimelb.edu.au

Fax:
+61 3 9347 8922

Post:
LH Martin Institute for Higher
Education Leadership and
Management

Level 1, 715 Swanston Street
The University of Melbourne
Victoria 3010

For more information:

T: +61 3 8344 0784
www.mihelm.unimelb.edu.au

About the LH Martin Institute

2009

The LH Martin Institute was established to meet an urgent need in Australia and the region for high quality leadership and management education through the provision of a suite of tailored executive and award programs focusing on institutional management and leadership.

Our programs address the contemporary context of tertiary institutions, with an emphasis on the need for strategically aware, context sensitive and change capable leaders and managers at all institutional levels. They are characterised by:

- a focus on the future needs of tertiary institutions and the next generation of leaders
- expert perspectives on emerging trends and issues in tertiary education, both local and global
- evidence based approaches to leadership and management effectiveness in tertiary sector contexts
- multi-modal approaches to learning and development, from theory and critical analysis to applied problem solving and practical application.

Participants will have access to the most current and relevant literature, case studies and practitioner experiences across the full spectrum of issues facing leaders and managers in tertiary education, locally and internationally.

The Institute's activities include award programs, executive workshops, collaborative projects and other activities comprising of education and training courses, conferences and seminars, research and consulting projects.

We aim to create a nationally and internationally recognised centre of teaching and research excellence for the enhancement of tertiary education leadership and management.

LH Martin Institute

For Higher Education Leadership and Management

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