The attractiveness of the Australian academic profession: The management challenge

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A few words regarding the approach

• The Study
• The Method
• The Paper

• The Problems
• The Solution

• Key issues and what to do……. The mechanics first
1. Growing more academics

• We make the academic career journey too tough….

• Age profile of the workforce: good prospects for advancement for all?

• Creating aspiration in prospective academics

• Being a target for academics from abroad
2. Retaining academics

• Discontent exists, but then there’s the data..

• Is appropriate advancement an issue? Who is missing?

• Concerns about institutional management and support (really the data are about support)

• Benefits in streamlining accountability?
3. Now it gets interesting…

• Mismatch: self-reports about the job and satisfaction and views about the workplace in general
  – A 1940s-1970s ideal evident in the paper – a golden age feel

• Research as rhetoric?

• Casualisation – a problem?

• The University *sui generis* – or a neo-Weberian sociological institution
• A couple of red herrings – mission diversity as presented; SSRs; building institutional leadership capability

• More work required: multivariate analysis to explain satisfaction - and more…

• Finding the “new normal”
  – Was the 40s-70s as good as it gets?
  – Mechanics vs cultural challenge