

CAMPUS REVIEW



AHEIA argues workforce models need more flexibility

By: [James Wells](#) in [News](#), [News](#), [Podcasts](#), [Radio+TV](#), [Top Stories](#), [Workforce](#) February 5, 2016

University workforces must move away from the traditional 40/40/20 workforce model and embrace flexibility, the sector's employer association has argued.

The 40/40/20 model typically allocates 40 per cent of academic staff's workload to research, 40 per cent to teaching and 20 per cent to administration.

Stuart Andrews, Australian Higher Education Industrial Association (AHEIA) executive director, said this model will have to be scrapped, simply out of necessity. He argued that more specialist academic positions should be generated but must not operate within siloed faculties. Universities need to be structured to enable interdisciplinary collaborations, he said.

Furthermore, a recent AHEIA report, *Australian Higher Education Workforce of the Future*, stated that universities would be forced to respond to external pressures such as industry demands, student demands and technological disruption, which would force the 40/40/20 model to be scrapped.

Andrews argued restructuring should not involve cuts and workforce layoffs. Nor should it involve casualisation. Rather, it should focus on allowing universities to work more closely with industry.

“Universities are going to have to find ways of making sure that the academic ... who spends time developing business acumen in private industry is not disadvantaged by that. [For example], academic promotion systems might not provide the same recognition [for industry collaboration] as for academic research publications,” he said.

Included in the flexible workforce model, Andrews said, are para-academics. These staff would produce learning materials that could teach students growing up in the digital age. This would relieve other academic staff of the job of producing learning material.

The onus rests with universities, however, to train and retrain their staff to be flexible, he argued.

“We’ve got staff who are highly skilled, highly qualified and respected for those qualities and are able to provide the quality educational outcome that students and employers are looking for,” Andrews said.

Online article: <http://www.campusreview.com.au/2016/02/aheia-argues-for-scraping-of-traditional-workforce-models/>