

# CAMPUS MORNING MAIL

Hard Facts and Insider Analysis from Stephen Matchett

TODAYS HEADLINE STORY

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## Can do better: what uni managements have in mind

*The university managements' peak IR organisation has surveyed members on workplace reform since 2016 and sets out what needs to happen now – which is quite a bit.*

***What's accomplished:*** The survey for the **Australian Higher Education Industrial Association** identifies major benefits from “significant transformation projects,” occurring since early 2016; “capability uplift,” “increased workforce capacity,” and “efficient workforce structures”. Cost saving was a distant fourth.

***What they are doing now:*** The survey found universities are now; \* prioritising, “expert facilitation and delivery of experiential learning. \* skilling up staff (not necessarily academics) in teaching and research technology, \* working on digital potential and the student experience,” and \*more intensive and block-teaching modes

***What's next:*** \* “addressing pockets of change fatigue and change resistance and developing mitigation action plans.” \* leadership development initiatives \* leveraging data to make proactive and precise decisions about, “the workforce and future workforce requirements.” \* “learning from institutions that have been able to effectively navigate the industrial environment.”

***But there's a problem:*** “Some universities also cited a challenging industrial environment and a history of industrial reaction to change as a key challenge to realising reform objectives. This includes union-initiated proceedings in courts and the Fair Work Commission perceived to be in pursuit of dragging out the change process timeline rather than to address supposed procedural deficiencies.”

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