



# The Future, Coming, Ready or Not

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# Overview

- State of the (HE) Nation
- Industrial Year in Review
- Trends in Work
- Rise of the Machines
- The Role for HR

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# State of the HE Nation

# How has the Government Improved Our Lives This Year?

- Minister unable to pass legislation with efficiency dividend through Senate
- Has used existing legislation – allows him to cap Government funding to Universities – removing \$2Bn from sector
- Universities Australia estimate up to 10,000 students will miss out on places
- This is a game changer and not clear yet what it will mean

# Rise of the Privates

## Student enrolments

Provider	2012	2015	Increase
HEP	88,909	124,834	35,925 (40.4%)
University	1,190,373	1,310,226	119,853 (10.1%)
Total	1,279,282	1,435,060	155,778 (12.2%)

Source: Nick Saunders Presentation to TEQSA 2017 Conference

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## Peak Uni?

- Signs of stalling in PG demand – have people had enough?
  - Has the competitive value of a Master's diminished?
  - Are MOOCs filling the hole?
  - Are they just too expensive?
- UG was running flat with population growth – where will it go?
- In any case, EFTSL growth is not going to be, on average, the answer for universities

# Globalisation in Reverse



Source: [lexpansion.lexpress.fr](http://lexpansion.lexpress.fr)



Source: [ft.com](http://ft.com)

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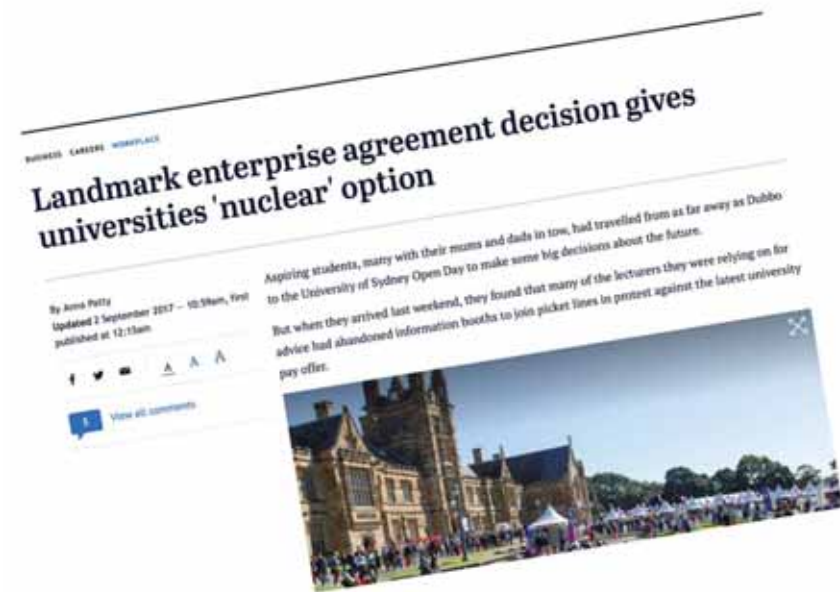
# Industrial Year in Review



# The Year Vice-Chancellors Had Enough?



Murdoch's successful case to terminate Enterprise Agreement



Source: [www.smh.com.au](http://www.smh.com.au)

# Pay Rises and Offers

Settlements (date order)	*Increase (%)	*Annualised (%)	Other details	Last rise (%)	Date of last rise
Deakin	~9	~1.93 until fpp 1/3/20	4 x 2% pa + \$1,000 (4.67 yrs <b>BUT followed by no increase over 16 months to NED)</b>	3	30/6/16
UWA	~6.5	~1.53	4.6% + \$2,200 (4.25 yrs)	3.25	30/9/16
CQU	10	2	5 x 2% pa (5 yrs)	3	30/6/16
ECU	~6.1	~1.36	3.1% + \$3,200 (4.5 yrs)	4	30/6/16
Adelaide	~6.7	~1.68	4.5% + \$2,400 (4 yrs)	3	31/3/17
ANU	~9.3	~1.86	6% + \$3,600 (5 yrs)	3	14/7/16
Sydney	8.4 (+ \$500)	2.1	4 x 2.1% pa (+\$500 for some, or as a sign-on bonus for others) (4 yrs)	2.9	31/3/17
Curtin	~6	~1.2	4.5% + \$1,550 (5 yrs)	4	30/6/16
JCU	8.6	1.72	(5 yrs)	3	30/6/16
Swinburne	~9.1	~2.28	4 x 2% + \$1,200 (4 yrs)	3.1	1/3/17
WSU	8.1	1.94	0.1%; 4 x 2% (+ 2 x \$500 sign-on bonuses)(4.17 yrs)	3.75	fpp 1/1/17
La Trobe	~7.8	~1.73	4.7% + \$3,300 (4.5 yrs)	3.25	1/1/17
Murdoch	~5.5	~0.96	4% + \$1,500 (5.75 yrs)	3	30/6/16
UTAS	8.5	1.7	3 x 1.5%; 2 x 2% (5yrs)	3.8	30/6/16
Griffith	~9.5	~1.84	5.5% + greater of 4% or \$3,200 (5.17 yrs)	3	1/1/16
<b>Offers</b>					
CSU	7	1.4	5 x 1.4% pa (5 yrs)	3	16/12/16
CDU	5.2	1.18	4 x 1.3% (4.42 yrs)	\$600	1/10/16
UQ	~7.8	~1.84	3.9% + 3.9%/\$3,550 (4.25 yrs)	4.25	1/1/17
UTS	8	2	8 x 1% (4 yrs)	1.5	1/5/17

Table 6.1: Output Growth and Inflation Forecasts(a) Per cent

	Year-ended					
	Dec 2017	Jun 2018	Dec 2018	Jun 2019	Dec 2019	Jun 2020
GDP growth	2½	2¾	3¼	3½	3¾	3
Unemployment rate <sup>(b)</sup>	5.5	5¼	5¼	5¼	5¼	5¼
CPI inflation	1.9	2	2¼	2¼	2¼	2¼
Underlying inflation	1¾	1¾	1¾	2	2	2¼
<b>Year-average</b>						
	2017	2017/18	2018	2018/19	2019	2019/20
GDP growth	2¼	2¾	3	3¼	3¼	3¼

(a) Technical assumptions include A\$ at US\$0.78, TWI at 64, Brent crude oil price at US\$64 per barrel; shaded regions are historical data

(b) Average rate in the quarter

Sources: ABS; RBA

<https://www.rba.gov.au/publications/smp/2018/feb/economic-outlook.html>

# Angst over Industrial Frameworks



INDUSTRIAL RELATIONS

## Shorten vow to wind back employers' bargaining power



Opposition Leader Bill Shorten addressing the National Press Club in Canberra. Picture: Kym Smith

The Australian | 12:00AM January 31, 2018



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Workplace Editor | Melbourne | @EwinHannan

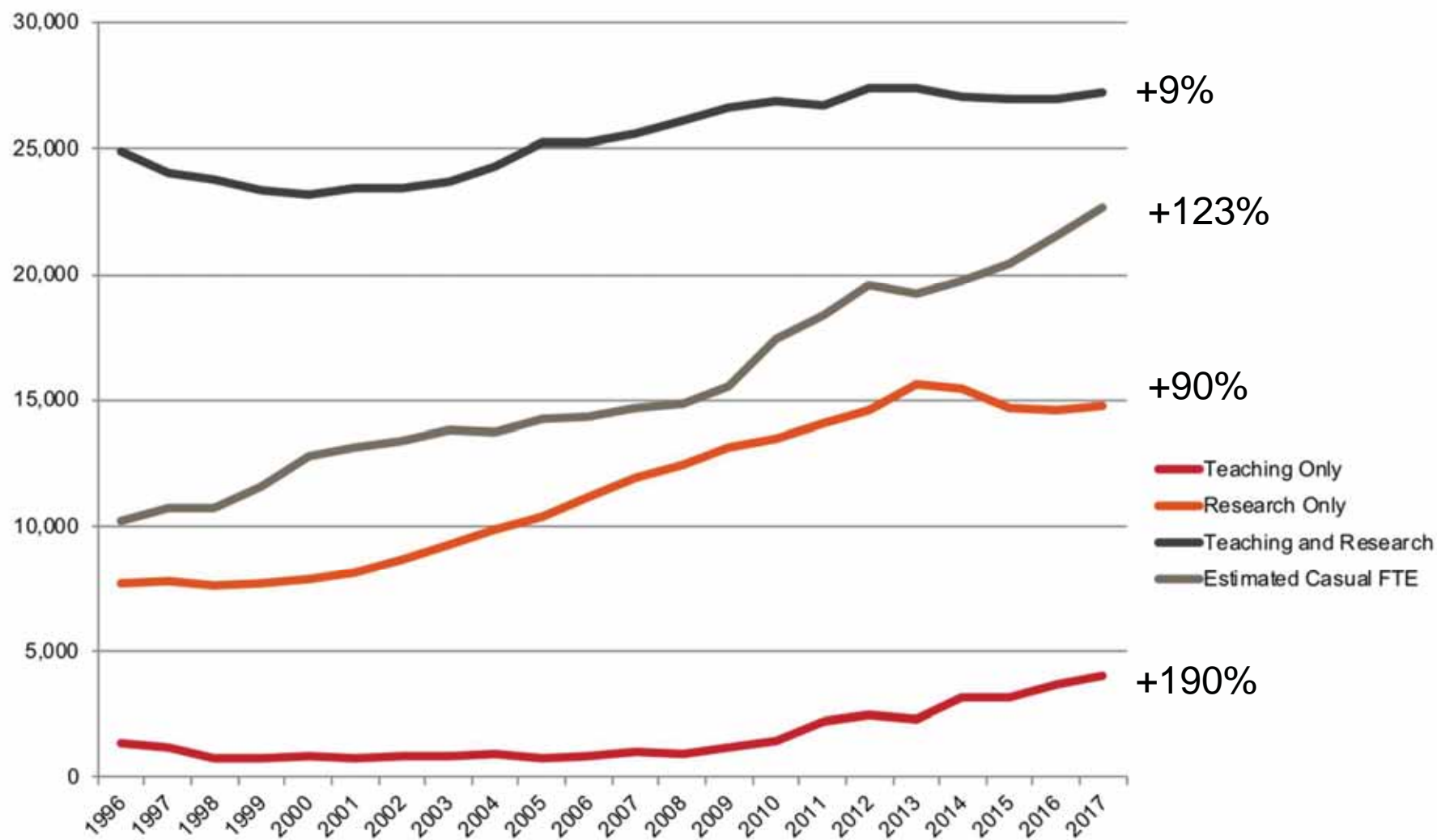
Federal Labor will seek to wind back the bargaining power of employers by restricting their ability to have enterprise agreements torn up when they are locked in disputes with unions.



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# Trends in Work and Culture in Universities

# Staffing Trends



## Trends in Nature of Work

There are four certainties in life:

- Death, taxes, audit and performance metrics

As with specialisation, the last two are not going to go away – QA needs to be recognised as core academic work

And yet, there is still strong cultural aversion to seeing this as value adding – how do we shift?

# Trends in Employment Practices

Is the gig economy morally defensible?

# Trends in Employment Practices

Is the gig economy morally defensible?

But equally:

Is the baby boomer expectation of job security, a fat pension and early retirement morally defensible?



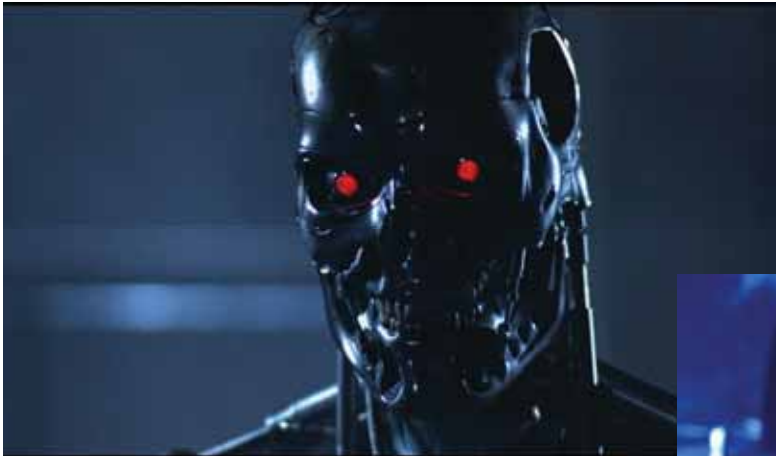
# Unpacking White Male Privilege



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Rise of the machines

# Which model terminator will steal your job?



Source: IMDB.com

EXCLUSIVE NATIONAL EDUCATION

# 'A direct attack on teaching': NSW rules out NAPLAN robo marking

By Alexandra Smith

**Updated** 7 December 2017 – 7:52pm, first published at 7:30pm

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NSW Education Minister Rob Stokes has ruled out allowing computers to mark NAPLAN writing tasks, warning it is "preposterous" to suggest machines could do a better job than humans and described it as a "direct attack on the teaching profession".

Mr Stokes revealed his staunch opposition to computer marking of writing tests ahead of Friday's federal Education Council meeting when ministers will consider plans by the Australian Curriculum, Assessment and Reporting Authority (ACARA) to introduce robo marking next year.

Source: [www.smh.com.au](http://www.smh.com.au)

The screenshot shows the Duolingo website interface for a user named Andrew864946. The page is titled "Spanish skills" and features a grid of learning modules: Basics 1, Phrases, Basics 2, Food, Animals, Flirting, and Idioms. A "Shop" button is visible in the top right of the main content area. On the right side, there is a "Crown Level" section showing a crown with the number 82, and a "Daily Goal" section with a progress ring showing 10/20 xp gained, a 0-day streak, and less than 1 hour left. A "PRACTICE" button is located at the bottom of the daily goal section. The browser's address bar shows "duolingo.com" and the page title is "Duolingo | Learn Spanish for free".

We're not in Kansas any more Toto

Thanks to the exponential power of Moore's law, **[transistors] the electronic components that run modern computers vastly outnumber all the leaves on the Earth's trees.** Chris Mack, a chipmaking expert, working from a previous estimate by VLSI Research, an analysis firm, reckons that perhaps 400 billion billion ( $4 \times 10^{20}$ ) transistors were churned out in 2015 alone.

- The Economist

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The role for HR



# The Role for HR

## Greater need for strategic HR

- How do we conceive of a career and a life?
- How can we build effective, flexible, work teams?
- How will we change culture and rewards?
- How will we create and exercise authority?
- How will we challenge entrenched privilege and custom?



# Thank you!

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