

How are Australian universities preparing the next generation of academic staff?

'No money and an uncertain future..'

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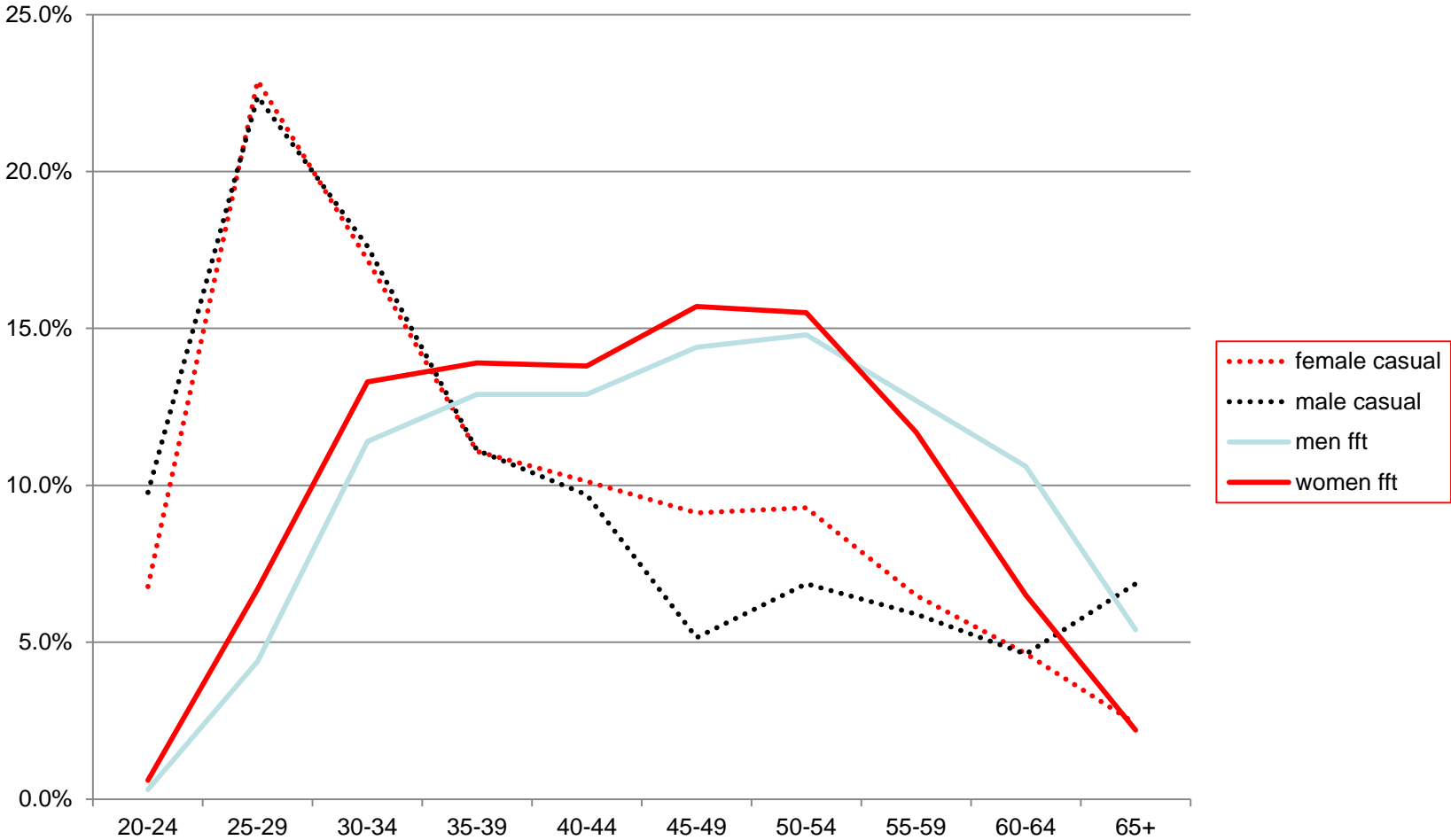
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- **Who are casual academics?**
 - **How and where are they employed?**
 - **How are they being supported, and why does it matter?**

Background

- **The ‘three hour formula’**
- **Unique pattern of casual labour usage**
- **Three fold increase since 1990 (academic staff numbers have increased by 55%)**

Academic staff gender and age profile - 2011



Source: W&CS, DEEWR HE Statistics table 2.9, 2011

Who are casual academics?

| | |
|----------------------------|------------|
| Aspiring academics | 55% |
| Externally oriented | 26% |
| Casual by 'choice' | 12% |
| Retiree | 7% |

(From W&C survey 2011)

Where are they working?

Average casual density by university type W&C Survey 2011

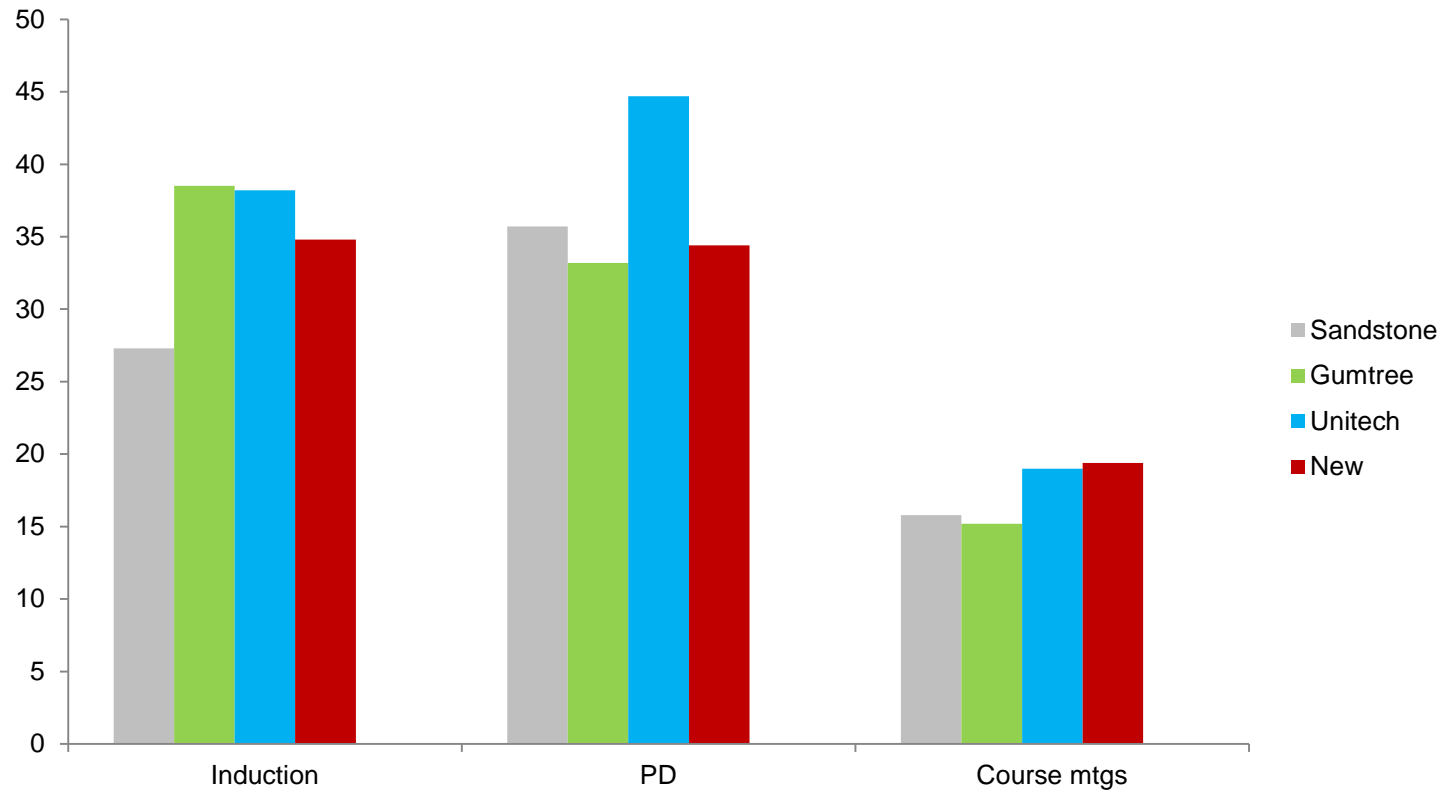
| | No. In survey | Av density % | Av teaching density % |
|--------------|---------------|--------------|-----------------------|
| Sandstone | 5 | 37 | 51 |
| Gumtree | 4 | 47 | 54 |
| Unitech | 2 | 66 | 72 |
| New | 8 | 44 | 49 |
| Total | 19 | 49 | 53 |

Where are they working?

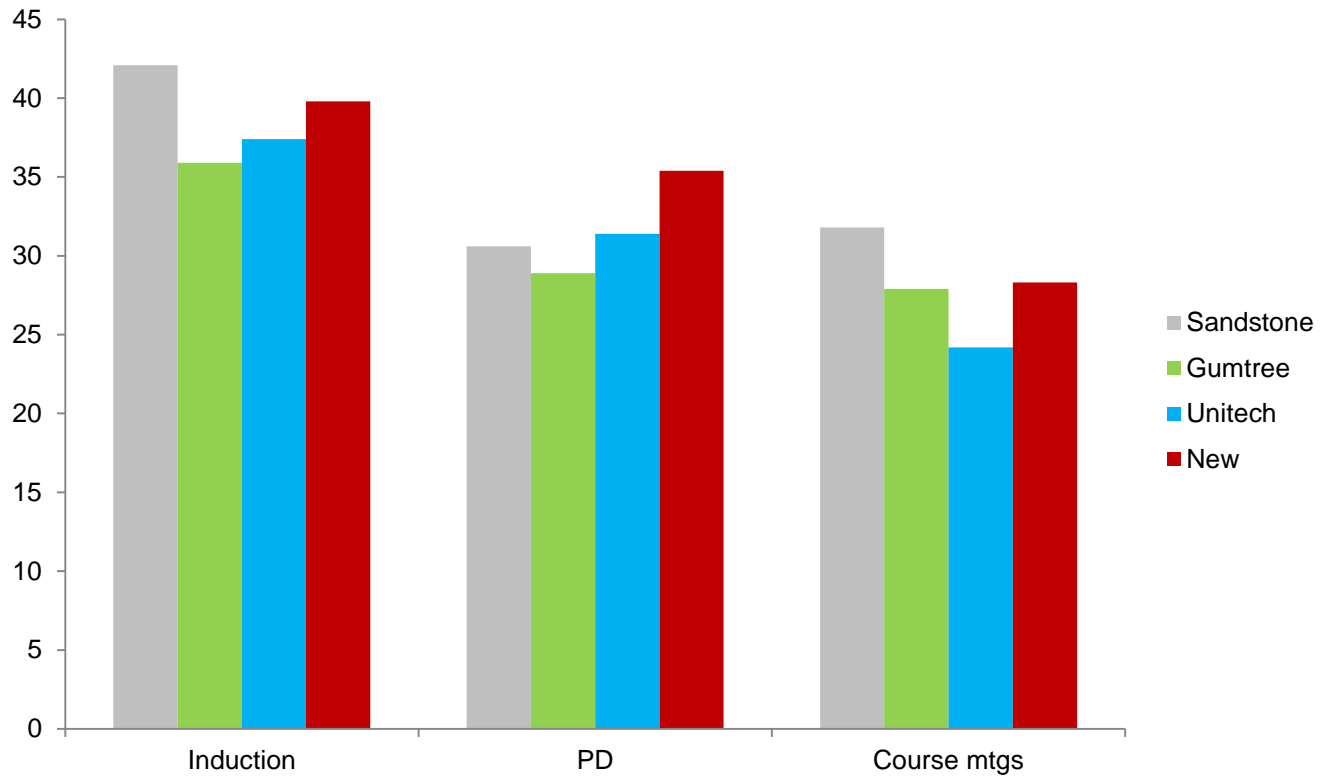
Respondents by discipline, Proportions of women in discipline: W&CS 2011

| | % | Women % |
|-----------------------------|----------|----------------|
| All Sciences | 34.8 | 43.7 |
| Medical and Health Sciences | 15.5 | 66.8 |
| Business & Law | 14.1 | 49.1 |
| Education | 7.9 | 75.5 |
| HASS | 27.6 | 63.9 |

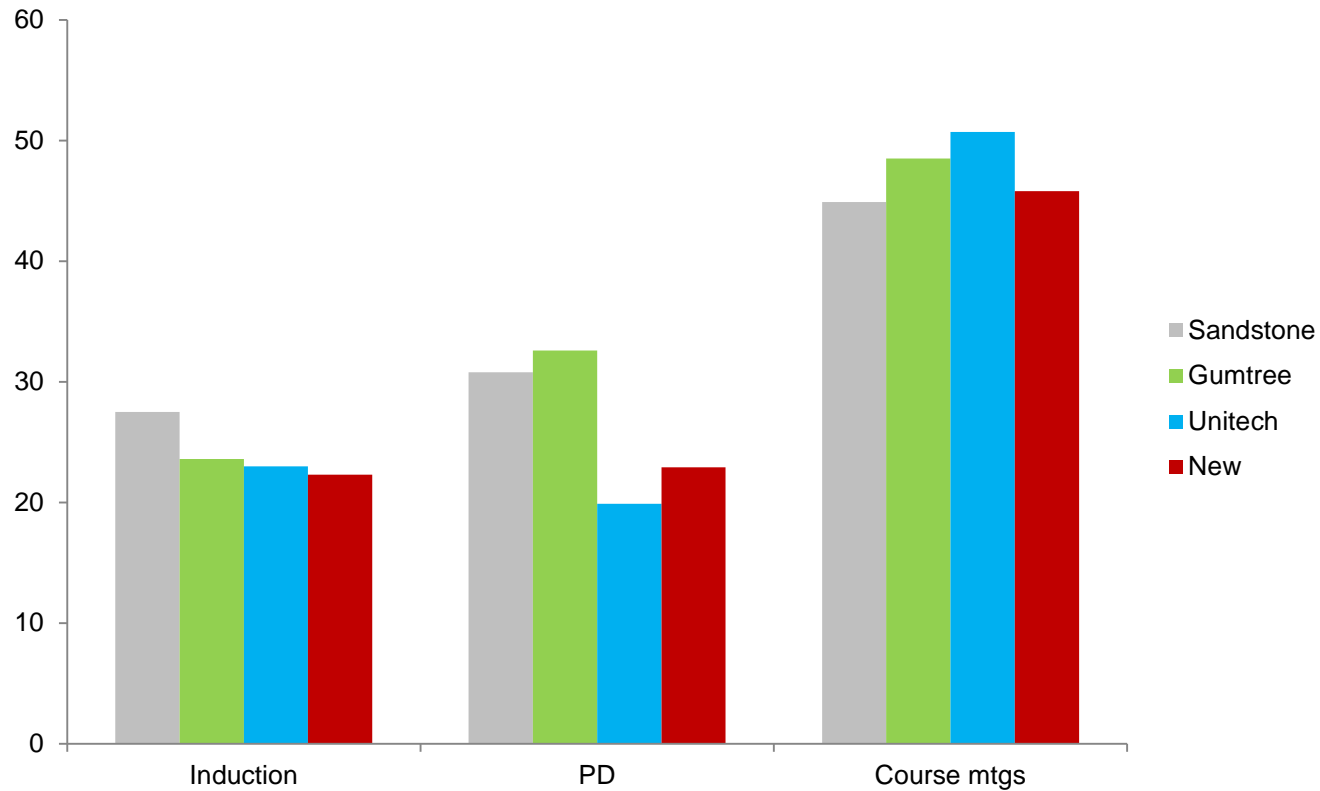
NO Access to job and career supports



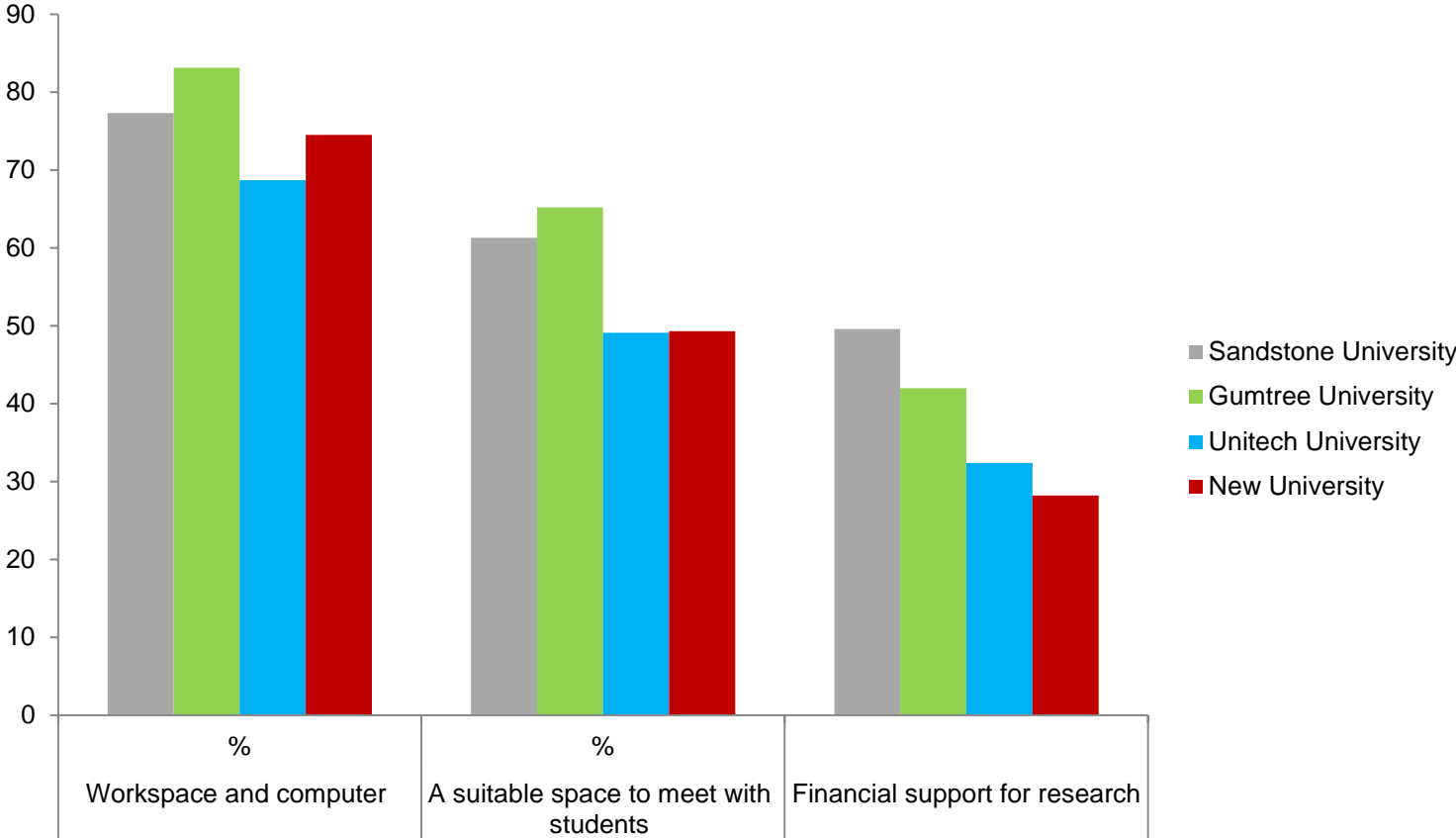
Fully paid access by University



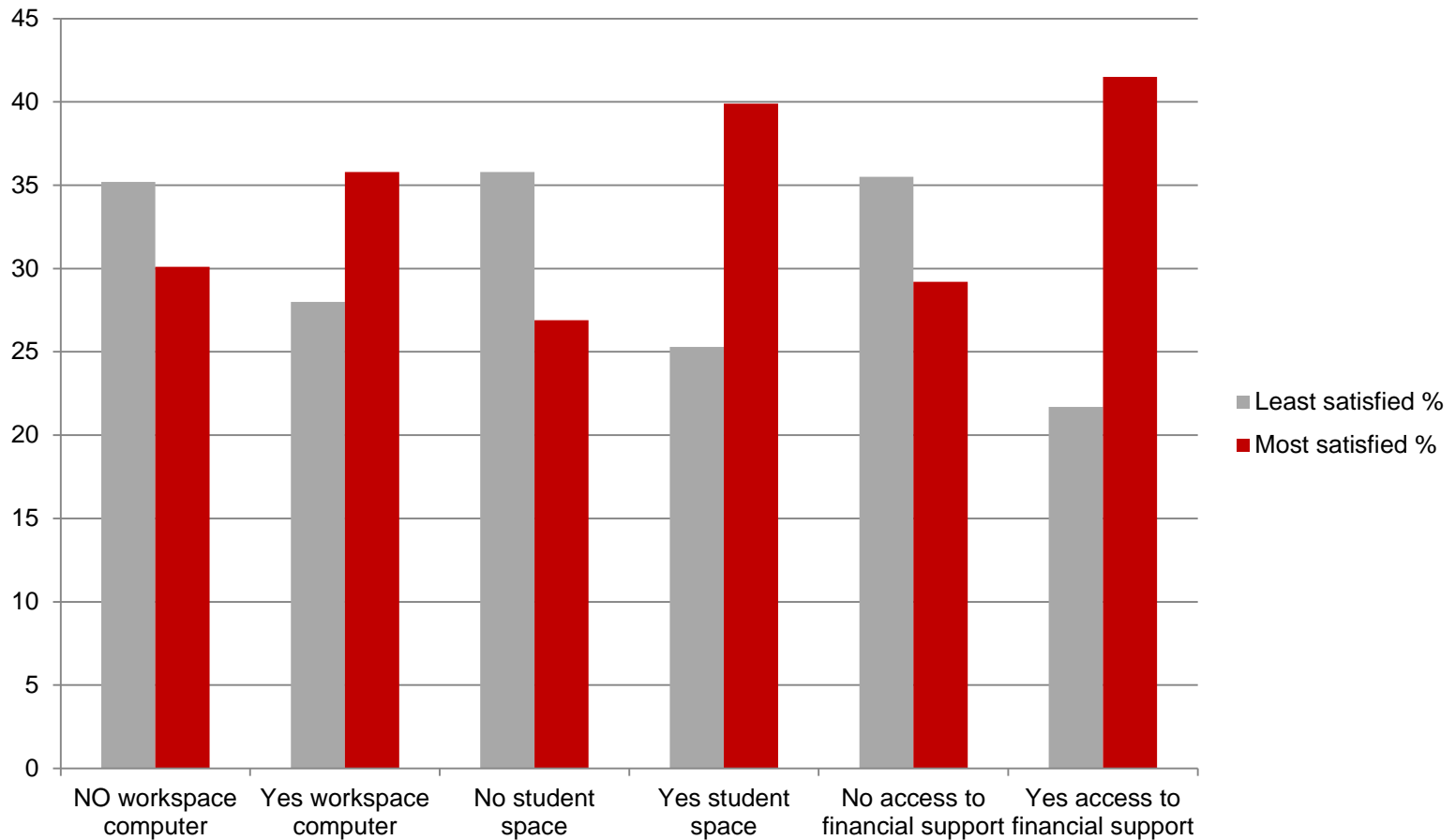
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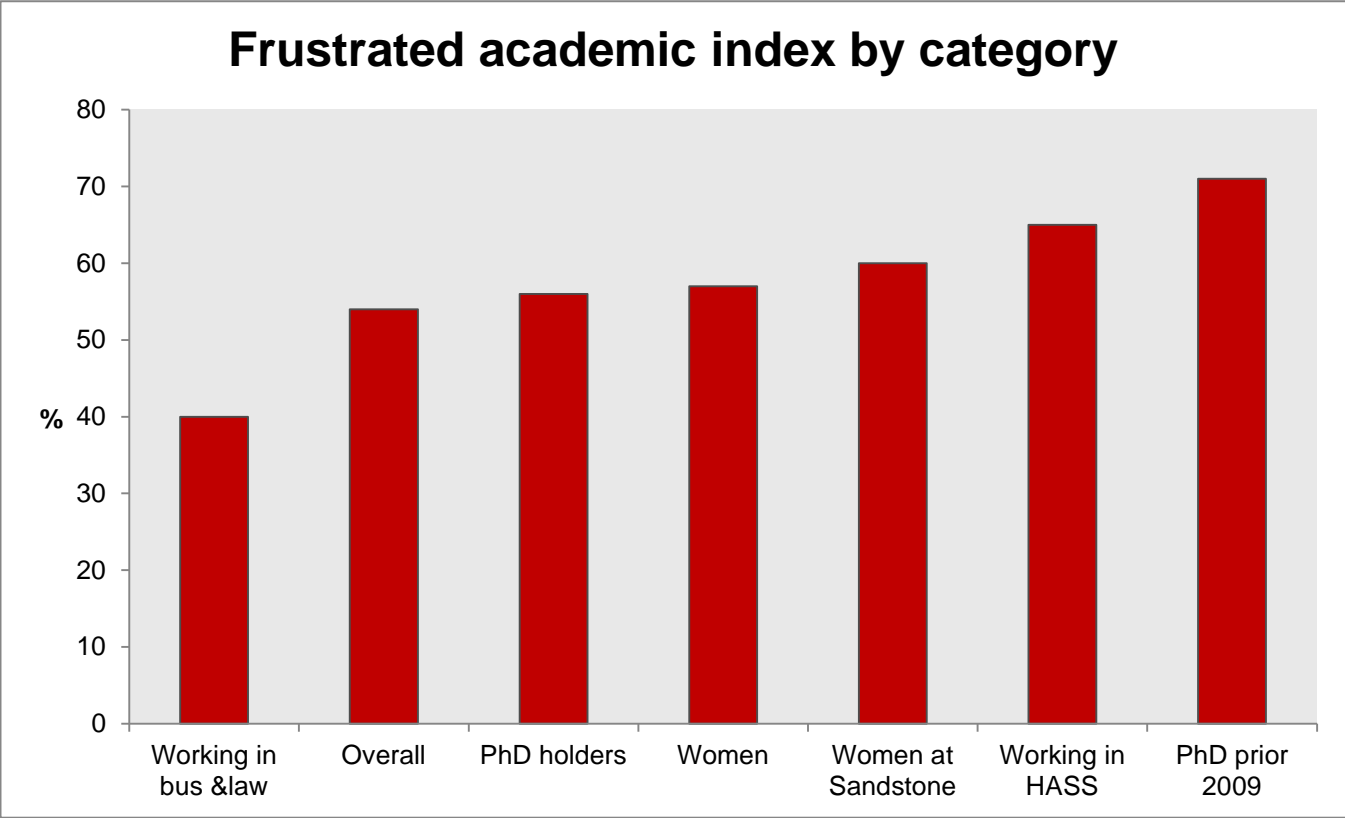
Access to facilities and amenities by university



Does it make a difference to career satisfaction?



The frustrated academic



Conclusions

- Diversity amongst workforce but most see casual employment as a transition
- Basic training and development is limited
- Academic profession is fragmented
- Are casuals a future academic workforce or a convenient fill in?

'I am a good employee. I shoot myself in the foot, it comes at a high price. At the end of it all I end up with no money and an uncertain future, and the university loves me. I am perfect for them. I am exactly what they need at this time'

(casual academic, Old University)