

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

'No money and an uncertain future..'

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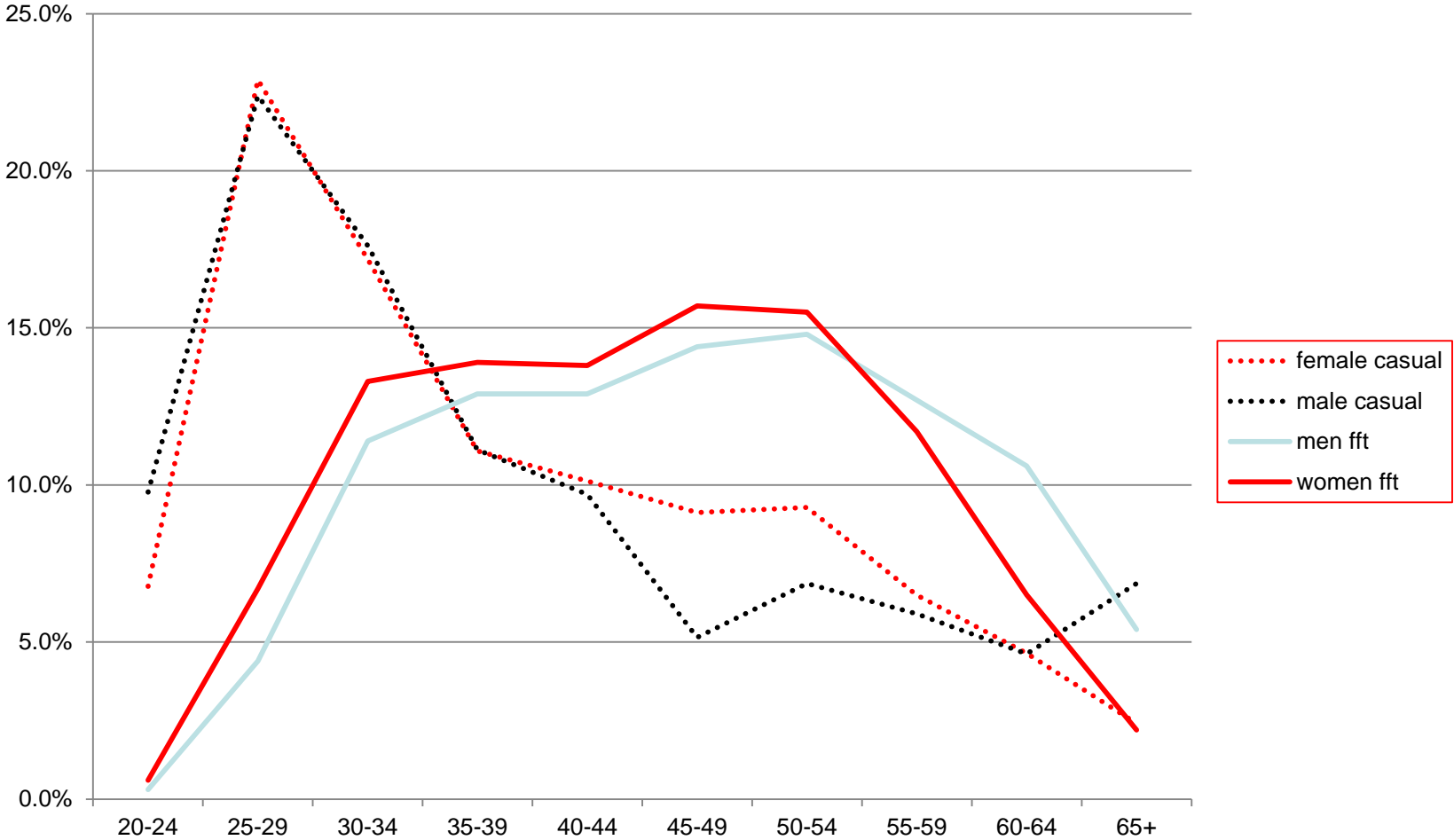


- **Who are casual academics?**
- **How and where are they employed?**
- **How are they being supported, and why does it matter?**

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

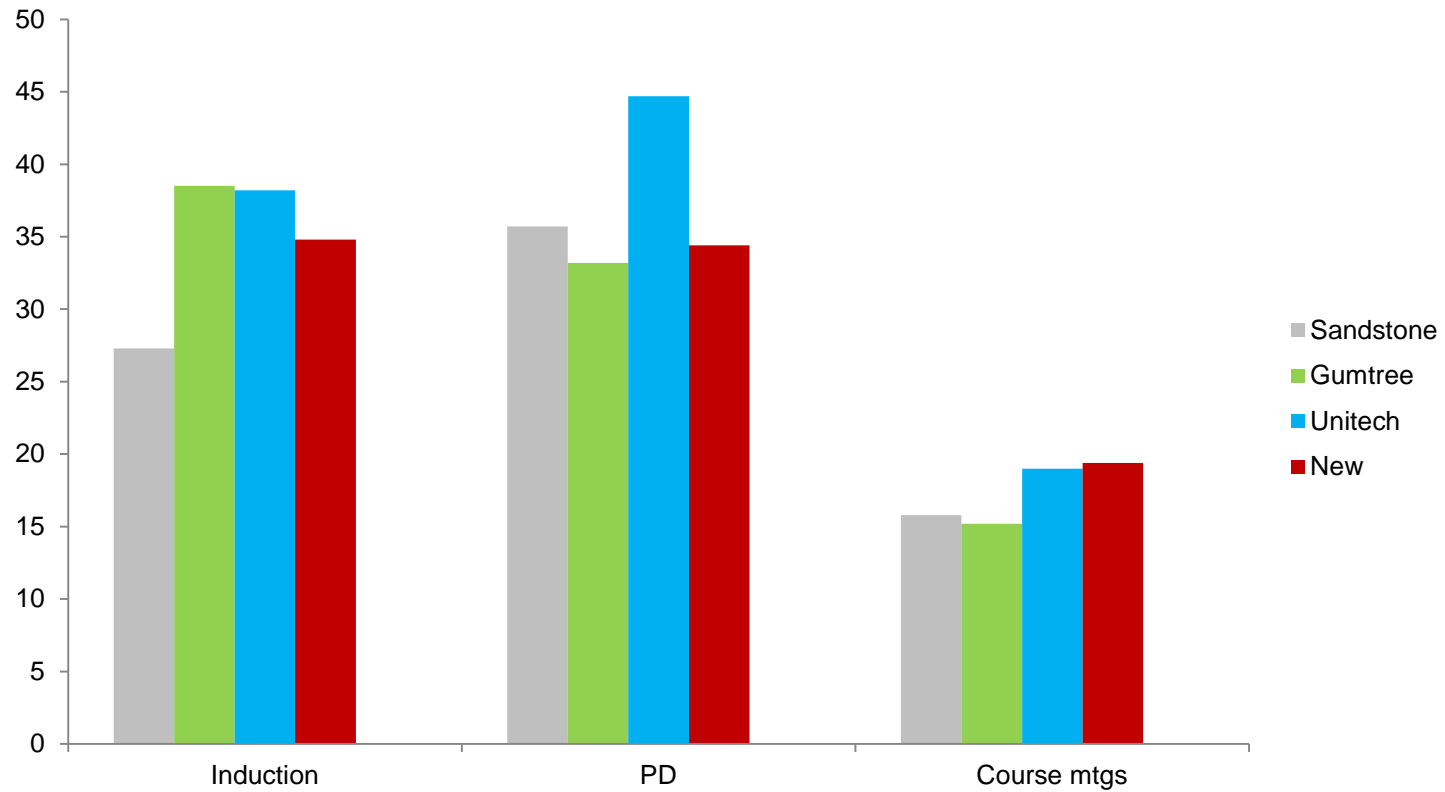
	No. In survey	Av density %	Av teaching density %
Sandstone	5	37	51
Gumtree	4	47	54
Unitech	2	66	72
New	8	44	49
Total	19	49	53

Where are they working?

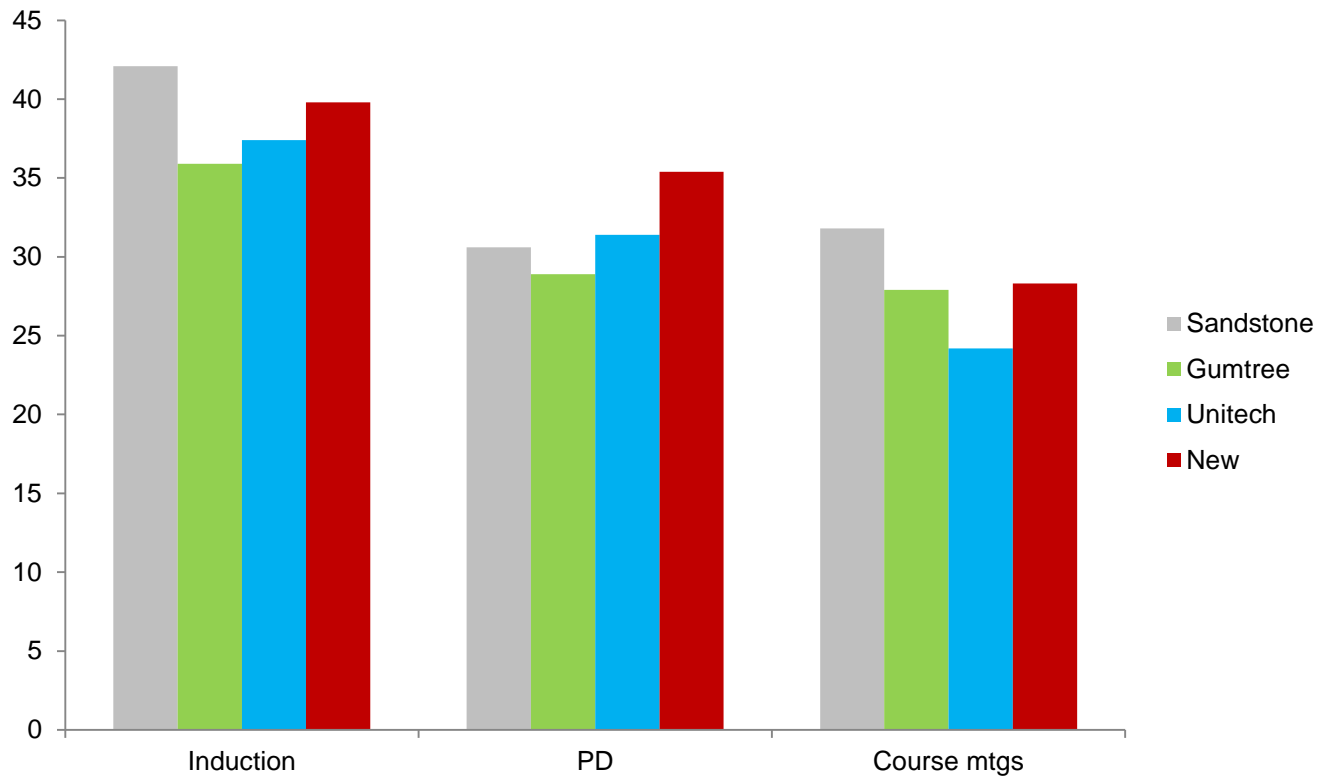
Respondents by discipline, Proportions of women in discipline: W&CS 2011

	%	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

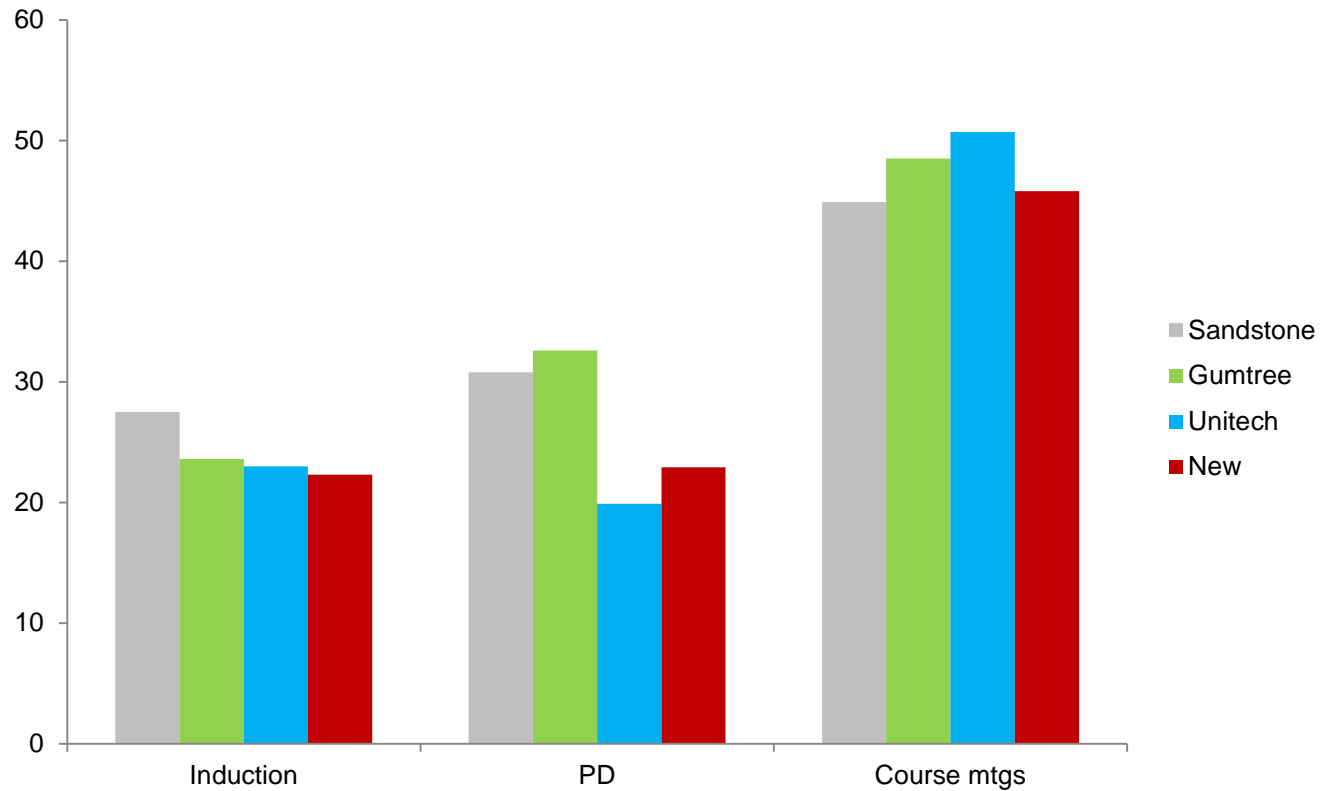
NO Access to job and career supports



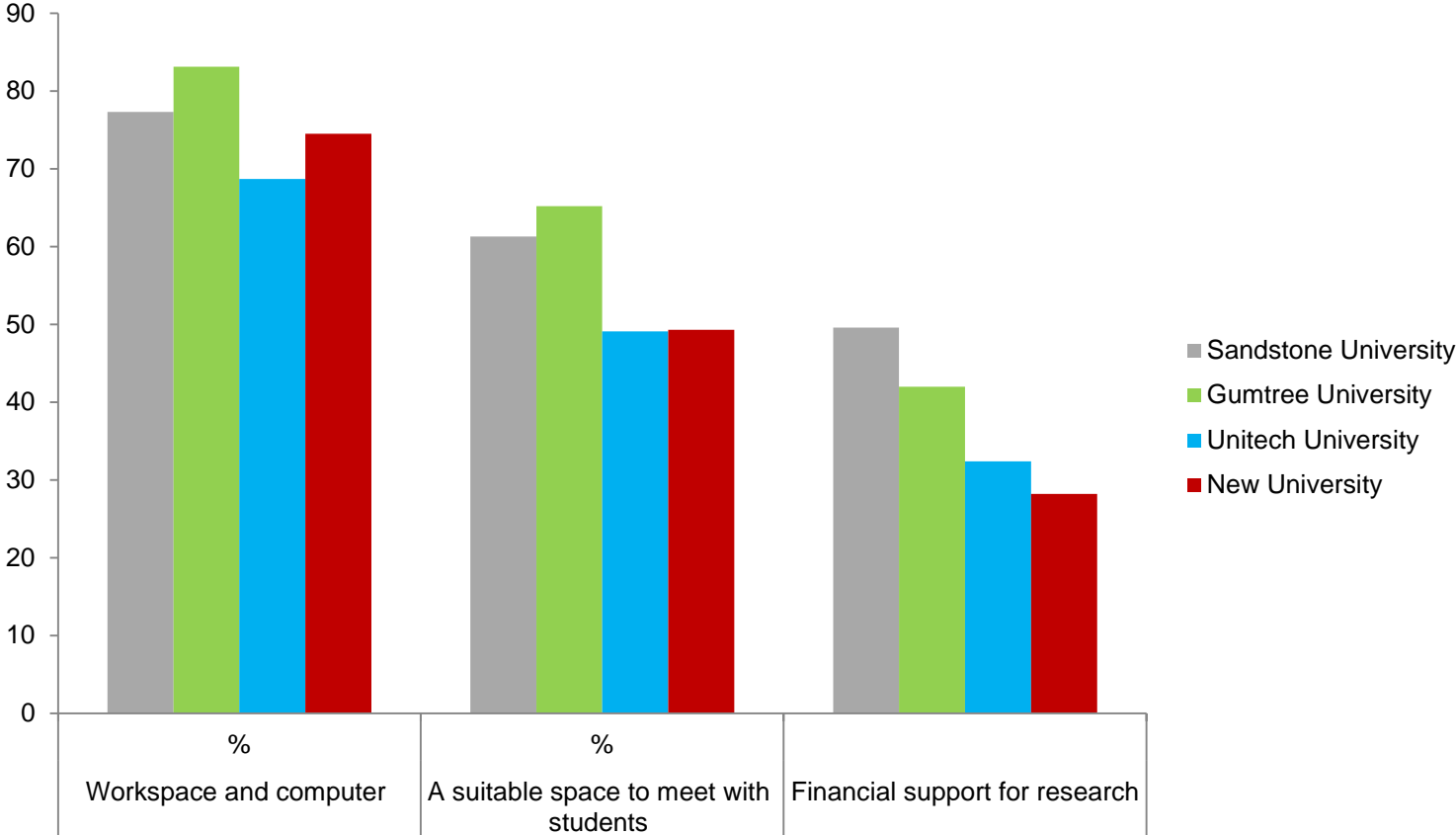
Fully paid access by University



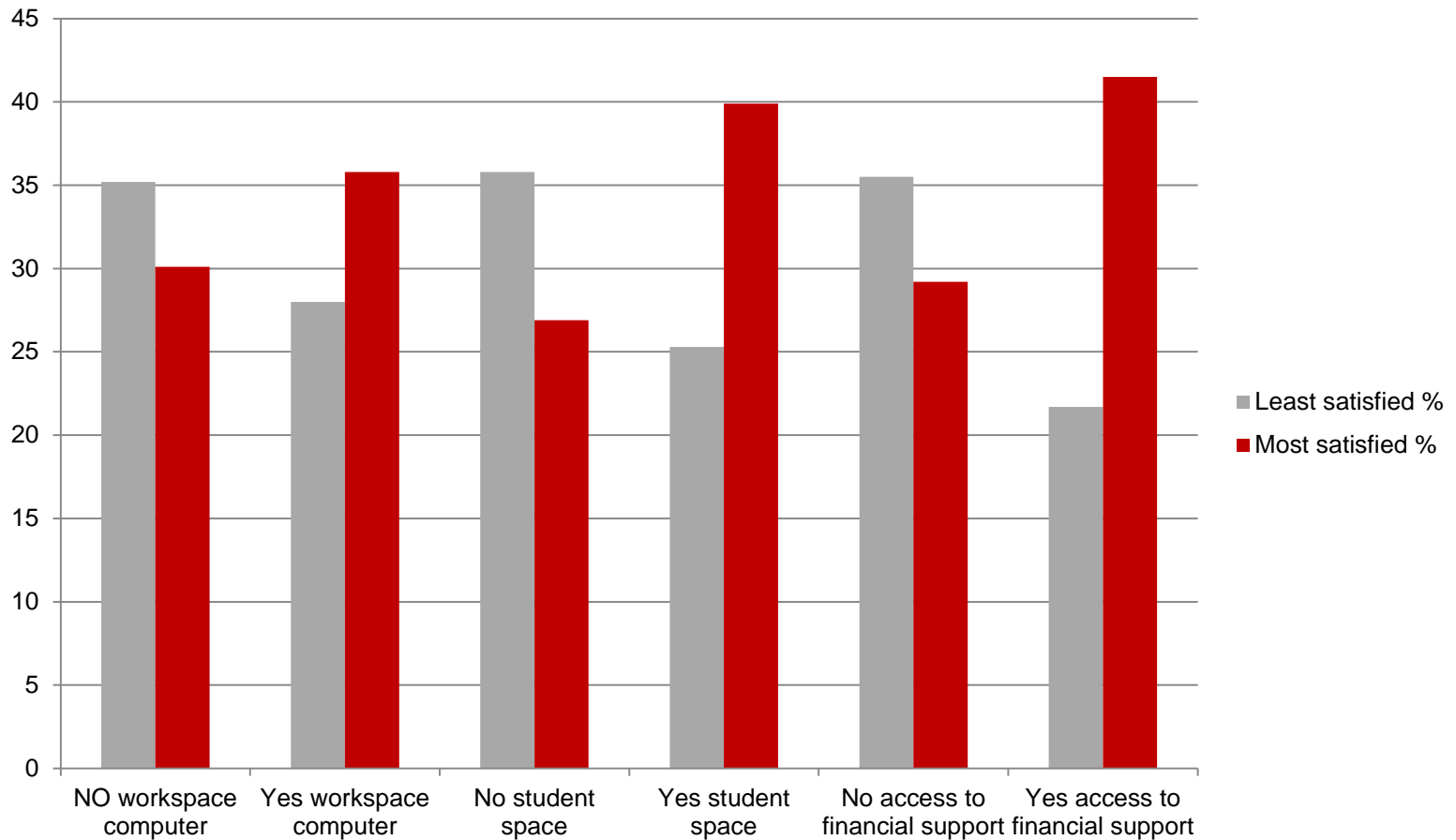
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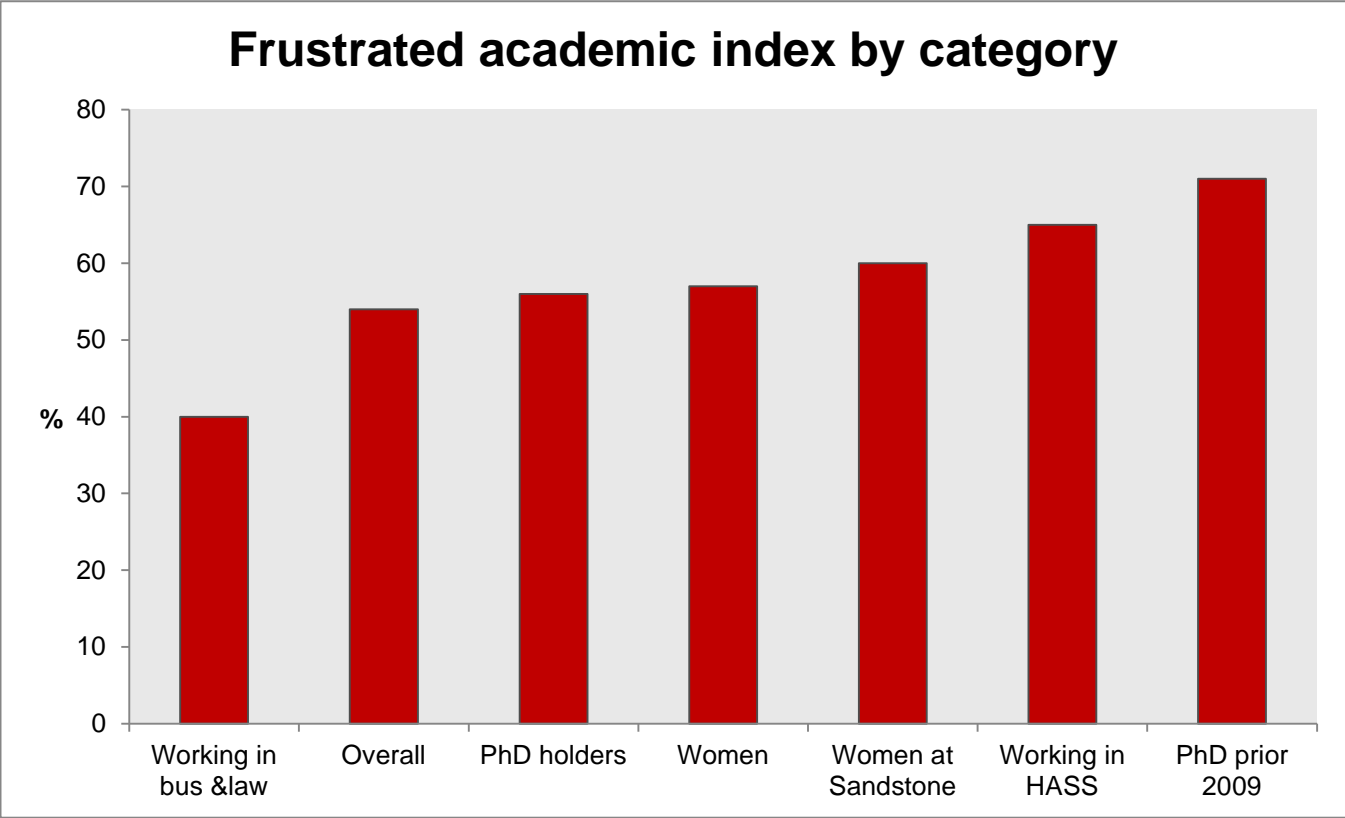
Access to facilities and amenities by university



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)