

The Academic Workforce NZ Universities' Perspective



The Legislative Landscape

- Employment Relations Act introduced 2000
- Increasingly prescriptive changes limiting flexibility, e.g. Fixed Term Agreements
- Employees increasingly litigious
- Almost 80% of Authority/Court decisions find in favour of employees
- Increase in size of monetary awards against employers
- Fault found with process not substantive action/decision
- NZ low productivity and low participation of women compared to OECD

New Zealand Universities

- Eight universities for 4.2 million people
- Distinctive differences in size, history, focus and research intensity
- Changing Funding environment
- New Zealand has relatively low investment in research and development

The NZ Academic Career Structure

- Professor
- Associate Professor
- Senior Lecturer 1-8
- Lecturer 1-8
- Senior Tutor
- Tutor, Teaching Assistant

- *Increasing reliance on honorary staff and contractors for teaching in professional disciplines*

Our Challenges

- Physical isolation
- Inability to compete with international salaries
- Low employer contributions to Superannuation
- Limited Research Funding – high set-up costs
- Demographic composition of New Zealand – unique issues related to Maori and Pacific students and staff
- Exchange Rate
- Spousal Employment
- “Brain Drain”
- Ageing Academics – Succession Planning
- Impact of Performance Based Research Funding (PBRF)
- Cost of housing relative to income
- Changing expectations – staff contributions to Strategic Plans
- Academic Leadership

Responding to the Challenges

- Use of technology, e.g. KAREN
- Focus on growing our own talent
- Flexible approaches to retaining NZ staff – repatriating New Zealanders
- Transition to Retirement options
- Targeted programmes to attract, retain and develop Maori and Pacific students and staff
- Coaching, Mentoring and targeted funding to improve research performance
- Investment in Leadership Development