

Australian Higher Education Industrial Association.
Higher Education HR Conference
April 29, 2010

Review of Australian Higher Education;

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Purpose

- To discuss, debate and share ideas and views about critical strategic issues facing Higher Education
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Why this is important?

- ❑ The 2009 Review of Australian Higher Education filled an important vacuum in the Commonwealth Government's 'Education Revolution' policy framework
 - ❑ The review outcome has significant implications for Australian Higher Education and other government policies
 - ❑ There will be implication for students, institutions and individual faculties
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Review of Australian Higher Education; **Main Points**

- ❑ Wide ranging Terms of Reference
 - ❑ A detailed and thorough report to Government
 - ❑ A contemporary look at a complex system
 - ❑ Many significant and far reaching recommendations
 - ❑ A very positive Government response
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Review of Australia's Higher Education Sector

A contemporary look at a complex system

- ❑ A mass education system
 - ❑ International education is important for Australia and has many dimensions
 - ❑ The sector is Highly regulated
 - ❑ Regulation is currently dysfunctional, lacks coherence and is unlikely to be able to meet Australia's contemporary education needs
 - ❑ Significant educational disadvantage exists and there has been little progress in reducing this disadvantage
 - ❑ The 'public/private' funding contribution of the system is now inefficiently skewed towards private contributions
 - ❑ Some institutions are searching for contemporary relevance
 - ❑ An increasing contribution by the private sector
 - ❑ Australia's Higher Education System rates poorly on some international comparisons.
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Review of Australian Higher Education; **Key Recommendations**

Significant and far reaching recommendations for the sector

- ❑ Increased public investment is required
 - ❑ It's time for a 'student centered' system
 - ❑ We need to encourage increased participation in higher education by those from low socio-economic groups.
 - ❑ Urgent reform of the regulatory frameworks is needed
 - ❑ The Commonwealth Government is best placed to fund and regulate the sector
 - ❑ Removing impediments to articulation from TAFE to HE should be encouraged
 - ❑ The Commonwealth Government and the sector must develop a sophisticated approach to the international student 'industry'.
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Review of Australian Higher Education;

The Government response;

- ❑ The reports main thrust was accepted in principle by Government. (I.E., the student will become the central focus for policy makers and institutions)
 - ❑ Removal of constraints on enrollments
 - ❑ Increased funding
 - ❑ Strong emphasis on reducing education disadvantage
 - ❑ Other details of the implementation strategy are currently being formulated (i.e., TEQSA and the regulatory framework)
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Tertiary Education Quality and Standards Agency (TEQSA)

- ❑ An independent body
 - ❑ Powers to regulate university and non-university higher education providers
 - ❑ Will monitor quality and set standards
 - ❑ Will provide students with clear information about courses, campus facilities, and the quality of learning and teaching outcomes of individual Institutions (My University Web Site)
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Other policy considerations;

- 'Compacts' with individual Institutions
 - 'Excellence in Research for Australia' (ERA) framework for the conduct of publicly funded research in universities
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Some Human Resource opportunities and challenges

- ❑ A 'student demand driven' system changes the dynamics of an Institutions HR imperatives
 - ❑ HE Institutions will gain from clarity of their 'business' strategy
 - ❑ HE Institutions are likely to increasingly specialise
 - ❑ Faculties will need to increase their focus on performance and quality
 - ❑ Significant competition likely between university's, private providers and TAFE for high end TAFE students in some disciplines (i.e. Diplomas and Advanced Diplomas in a number of disciplines)
 - ❑ Addressing education disadvantage is a significant challenge and opportunity for institutions
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Conclusion

- ❑ The outcomes from the Higher Education Review will benefit the sector as a whole.
 - ❑ However it will have short and long term effects on the sector in general and individual Higher Education Institutions in particular.
 - ❑ The major beneficiaries will be students and Australia as a whole.
 - ❑ Institutions will need to focus on the needs of students, have a clear view of their own future and are driven by a culture of excellence in teaching, scholarship and research
 - ❑ The HR community will need to ensure that an Institution's HR Strategy accommodates these imperatives
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QUESTIONS

