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FROM THE PRESIDENT

To Rank or Not to Rank?

That is the question

Thanks to those who responded to our little survey last month on The Ranking Game.

Of the 51 people who responded, 78% said that their institution does worry about the ranking exercises, and 86% said their organisations do make a conscious effort to improve performance. Interestingly, only 47% said that they had a dedicated team involved. One person commented that there were several people involved who all had other responsibilities, so they were not sure it could actually be called a 'team', and another commented that it was a collaboration across the areas of finance, HR, research and student reporting.

The most 'watched' exercise was THE World University Ranking (96%) followed closely by the QS World University Ranking (88%), with 67% following the ARWU out of Shanghai Jiao Tong University.

The US News and World Report Best Global Universities Ranking seems to be the most popular 'next' exercise, with 71% following the results there. You might be interested to know that US News has been doing their rankings in the US since 1983, but that they only started the Global Universities Ranking in 2014. They do a great deal of ranking exercises at US News, including an [Overall Best Countries Ranking](#) that scores Australia 7th and New Zealand 13th in the world.

Several survey respondents made comments, including one person who noted that although the improvement in ranking performance was a strategic aim, that it was secondary to the strategic aims of improving teaching quality and research performance. Another person noted that senior staff seemed to be more concerned with rankings than with 'on the ground excellence', while another observed that the reputation measures were the hardest to predict and manage for a regional university.

I also learned about a new ranking called the [Taiwanese NTU ranking](#), which the respondent said was an excellent measure for viewing the long- and short-term research performance of a university.

And for those of you who need a good chuckle or at least a broad smile, you should check out these rankings that one person shared.

[All New Dumbest University Rankings 2018](#)

So, happy ranking to you all!

On another note, I will be attending the [AAIR SIG Forum](#) in Canberra from 26 to 27 July, so I hope to see many of you there.

[QUICK! Register for the SIG Forum](#)



Kathie Rabel, AAIR President

EDITORIAL

Models and Mergers

Last month we noted with interest two new education models for teaching ([ANU's New Admissions for 2020 model](#) and [Victoria University's new 'First Year Model'](#)). This month's news that the University of Adelaide and the University of South Australia have begun formal processes to merge to create a 'super-institution'—involving a six-month consultation period—is indicative of the disruption occurring across the Australian higher education sector – watch this space!

For those attending the [AAIR SIG Forum](#) on 26–27 July, don't miss the panel discussion on Day 1 with the new Chief Executive of Universities Australia Catriona Jackson, Phil Aungles from the Department of Education and Training, and Lisa Bolton from the Social Research Centre (QILT). As well, ANU Professor Bruce Chapman is the keynote presentation in the morning. The program itself has presentations from Australia, New Zealand and the US, and next month's newsletter will feature a summary of the event.

And finally, it was a pleasure to be able to interview [Kerry Martin](#) in the Institutional Researcher's Corner this month. Kerry is Director of the Strategic Information and Analysis Unit at the University of the Sunshine Coast (USC). She is also part of the hard-working AAIR Executive Committee, and we love her work!

Happy reading – Tracy

SECTOR NEWS AND VIEWS

The New Work Reality

Since 2015 the Foundation of Young Australians (FYA) have been releasing reports focused squarely on the experiences of young Australians and the implications of disruption on the world of work. Their latest report identifies four significant figures accelerating the transition from full-time education to full-time work – [summary page 7](#). Alarming, only half of 25-year-olds have full-time secure jobs even though six in ten have post-school qualifications.

Regional universities dominate the focus of this month's news with commentary related to a series of recent reports:

[Funding freeze hits regional unis hardest](#)
[RUN calls for National Regional Education Commissioner.](#)

The Regional Universities Network calls for a national commissioner to oversee the national education strategy for regions. "In the national interest, we call on the government to take action to support the growth of regional university campuses," RUN chair and University of the Sunshine Coast VC Greg Hill says.

Strong regional universities are central to driving regional development and central to increasing regional prosperity – according to a new report by the Australian House of Representatives Select Committee on Regional Development and Decentralisation. The report, [Regions at the Ready: Investing in Australia's future](#), says the 'pivotal' role regional universities play in regional development extends beyond the provision for tertiary courses and conducting research.

From [Universities Australia](#): Universities serving communities in regional Australia and the outer suburbs of capital cities face cuts of up to 15 per cent of their core funding by 2021, new Government figures show. The Government's own data on its funding freeze, [obtained by the ABC under Freedom of Information laws](#), shows which universities will be the hardest hit by the backdoor cuts made in the mid-year Budget update last December.

As well:
[Performance Framework Proposed for Regional Universities.](#) The Chair of the

Regional Universities Network (RUN), Professor Greg Hill, said that the Nous Group had developed a performance framework, in collaboration with RUN, that captures the contribution of universities against the broad objectives of the Higher Education Support Act: teaching quality, equity, and contribution to social cultural and economic needs.

The agreement to [explore a merger between South Australia's two largest universities](#) announced in June has already hit a major obstacle: [the National Tertiary Education Union](#) said it would not accept forced redundancies and would demand the best employment conditions from each institution apply to all staff of a merged super institution. Grattan Institute higher education analyst Andrew Norton has [warned](#) that a proposed merger of two major South Australian universities will reduce competition because of the many areas in which the two institutions compete.

Other news

Good news: There is three more years of public funding for the [National Centre for the Study of Equity in Higher Education](#). Based at Curtin University, the Commonwealth funds the centre from the Higher Education Partnerships and Participation Program (HEPPP).

[Universities Australia](#) says government and business must increase investment to support the university systems' work. "Research expands Australia's economy. Research saves lives. Research creates new products and industries that generate jobs", UA CEO Catriona Jackson says. UA sets out seven recommendations, which are part of its submission to a House of Representatives committee inquiry on research funding.

Australian Education Minister Simon Birmingham has [appointed a panel to review the Australian Qualifications Framework](#). Veteran education policy expert Peter Noonan (Bradley Review, now at Victoria University) chairs the panel of Sally Kift, adjunct professor, at James Cook University, Megan Lilly, Ai Group and Elizabeth More dean of the Australian Institute of Management business school. They will be joined by a nominee from the COAG education council and another from the COAG skills council.

Australia's growth in international education has set another new record, with more than 548,000 overseas



students studying here in the latest official numbers from April. [New Government figures](#) show a jump of 12 per cent from the same time last year. More than 50 per cent of these students are enrolled in higher education institutions.

[Universities Australia](#) has welcomed the passage of new laws to give universities, schools and libraries similar copyright protections to companies like Telstra and Optus. The Copyright Amendment (Services Providers) Act 2018, expands "safe harbour" protections, giving copyright holders an efficient way to get infringing content removed, while protecting institutions that work for the public benefit.

Will this be the last we hear on the proposed Ramsay Centre? Gareth Evans, Chancellor of ANU and Brian Schmidt, ANU's VC have written a piece for *The Conversation* (July 2) [ANU stood up for academic freedom in rejecting Western Civilisation degree](#). "The Australian National University's decision to withdraw from negotiations with the Ramsay Centre over its proposed very generous gift in support of a new Western Civilisation degree program continues to generate strident criticism from certain quarters, enthusiastically endorsed by *The Australian* newspaper in particular".

[Is higher education value for money?](#)

David Myton discusses the UK experience in *Campus Morning Mail* (June 14) in an interesting overview.

Nine ANZ universities are [winners](#) in new awards from peak higher education communications group, Council for Advancement and Support of Education. The University of Sydney won the Grand Gold medal for "Unlearn", its campaign for the new undergraduate curriculum successfully rolled out this year. The University of Auckland received the silver prize for public service announcements and commercial spots.

[Campus News](#)

[James Cook U smartens up Townsville campus](#). The federal government will loan James Cook University \$96m for a technology innovation complex at the Townsville campus, to house STEM teaching and research. The federal funding is the Northern Australia Infrastructure Fund's first Queensland commitment and its first investment in social infrastructure.

RMIT's new Melbourne city campus has won the [Australian Institute of Architects' top Victorian award](#) for Lyons Architecture, NMBW Architecture Studio, Harrison and White, MvS Architects and Maddison Architects.

[Newcastle University pushes on with new CBD development plans after rail corridor rezoning](#). The university acquired a two-hectare section of Honeysuckle from the state government a year ago, about half of it on or beside the corridor next to Wright Lane, and has been working on an ambitious plan including teaching spaces, student accommodation and possibly recreation facilities.

La Trobe University intends to create a "health and wellbeing hub" at its [Bundoora campus](#) which will include a, "private hospital, primary health care clinic, aged care and child care centres." La Trobe says this will address an existing undersupply of services in the surrounding community and is "one of the first elements of a university commitment to establish La Trobe as the economic engine room of Melbourne's north."

Australia's Labor government has announced \$50m for a science, engineering and IT "super laboratory" at the University of the Sunshine Coast's new Moreton Bay campus, plus \$70m for new undergraduate places there. This matches the Liberals, who have previously promised funding for 3600 new places through to 2021. The government also has committed \$35m in infrastructure spending for USC, plus a \$121m concessional loan.

[Major changes proposed for QUT campuses](#). A university research facility will close and campuses will be reconfigured and refurbished as part of a 10-year development plan for the Queensland University of Technology.

[Rankings and ratings](#)

Australian universities are on all the world top 100s in the new Academic Ranking of World Universities' [list](#) of 54 disciplines. Australia is strong in all the obvious areas; agriculture and environment-related sciences but also does well in social sciences. There are 12 Australian universities on the top-100 in education and 13 in hospitality and tourism.

The [University Ranking of Academic Performance](#) ranks universities on a range of publishing criteria, including

citation, impact and journal standing. URAP cites the top ten Australian universities on its global ranking as; UniSydney (26th in world), UniMelbourne (30), UniQueensland (40), Monash U (53), UNSW (60), UWA (106), ANU (130), UniAdelaide (157), Curtin U (272) and Griffith U (269).

[QS Top 50 Under 50](#). Australia has 10 universities in the top 50. They include UTS (10th), University of Wollongong (16th), Queensland University of Technology (19th), Curtin University (20th), RMIT (21st), University of South Australia (25th).

[THE Asia-Pacific University Rankings 2018: results announced](#). Universities in East Asia are starting to outperform leading Australian and New Zealand institutions, according to *Times Higher Education's* Asia-Pacific ranking. While Australia's Group of Eight have historically dominated the region, emerging universities in China, Hong Kong and South Korea now outshine many of these established powerhouses.

Two Australian degrees have been named in [the Financial Times 2018 global top 50 MBAs for entrepreneurship](#). Melbourne Business School's MBA is at number 42 and the AGSM MBA at UNSW Business School is 43rd.

From *Inside HigherEd*: [Lies, Damned Lies and Rankings](#). Temple University (U.S.) has revealed that the scandal over false information submitted for rankings of its online M.B.A. was much broader than earlier known.

Paul Greatrix from Wonkhe doesn't disappoint with a round-up of some of the [lesser known rankings](#). Greatrix takes a polite dig at THE's 'Golden Age' League table (or "mid-life crisis ranking") and mentions the Reuters Table which ranks the most innovative unis in Europe. As well, the UK-centric [The Tab's University League Table 2018](#) gets a mention with important comparisons for university issues like how cheap is a pint going to be if you go to Nottingham? How much carnage are the halls in Sussex?

And I'm putting this in the rankings area (because I can): Griffith University and QUT are amongst the top 30 [dad-friendly workplaces with offices in Queensland](#). So there.



Meanwhile in New Zealand

[Universities acknowledge funding increase.](#) New Zealand's university vice-chancellors acknowledge the 1.6% increase in tuition subsidies announced late June and hope the government will invest further in the university sector in coming years to ensure it can deliver on its policies to build a resilient and adaptable workforce.

['It's about increasing equity in participation in tertiary education'](#) NZ Minister of Education Chris Hipkins has defended his fees-free policy, despite it having little impact on increasing tertiary enrolment. The policy, which offers all new students one free year of full-time tertiary study or training, is expected to cost \$350 million in its first year, yet enrolments are just 0.3 percent higher than the same time last year. But Mr Hipkins said the purpose of the policy is not about increasing overall numbers of tertiary students, but rather increasing equity in participation of tertiary education.

[Government extends student loans for longer courses.](#) Students on long courses such as medicine will be able to borrow more through the student loan scheme to see them through their study from next year. The Government will extend the current student loan borrowing limit for those students from January 1, 2019. At present, students can borrow through the student loan scheme for only up to seven equivalent fulltime study (EFTs) years. The cap was put on by the previous National government.

Around the world

[UK government guarantees EU students' tuition fees after Brexit.](#) Key stakeholders and education groups have welcomed the UK government's announcement that EU students attending universities in England will continue to pay the same fees as home students in the first intake after Brexit. But there has been no decision on how EU students in the UK will be treated in the long-term.

[Universities' marketing is out of date, says web guru.](#) Universities have been accused of lagging behind in understanding what is happening in marketing for young people in the digital age, according to one of the top visionaries of recent web developments. Speaking at the annual conference of the European higher education PR and communication network, EUPRIO, in Seville, Spain, on 4 June, Gerry

McGovern said young people, under 24, no longer trusted institutions and brands. "They trust what other people say about using a taxi service or Airbnb bed and breakfast place."

[Recognition back on top of the mobility agenda in the EU.](#) Learners who take the plunge and study outside their home country must be able to trust that there are fair procedures in place for recognition of their qualifications and academic credits. New political initiatives have now put recognition back on top of the mobility agenda.

[Universities suffer under free-tuition regimes.](#) From *University World News*: "The reality is that funding in free-tuition countries has often not been on par with expectations or what institutions need. This is also true of countries where tuition fees are low and regulated. Governments in these cases are left with two options".

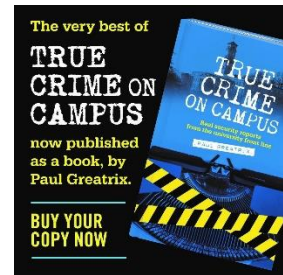
[Students fight plan for mandatory attendance at lectures.](#) Students in North Rhine-Westphalia (Germany) have staged protests against the centre-right state government's plans to introduce a new higher education law, including proposals to reintroduce compulsory attendance at lectures and seminars. They say lectures would be full if lecturers did a better job.

[Student mental health support must improve.](#) Universities in the United Kingdom are being told to "dramatically improve" support for students with mental health issues and the government has announced that it will award a certificate of excellence to institutions that meet new standards of mental health care.

[Universities demand hike in EU research funding.](#) In the wake of the European Commission's release of its outline for the Ninth Framework Program for Research and Innovation, [Horizon Europe](#), 14 European associations of universities released a joint statement on Friday calling upon the European Union institutions to double the budget for Horizon Europe, improve its content and reconsider the budget distribution over the different pillars of the program.

Finally, another excellent [True Crime on Campus](#) update from Paul Greatrix, *Wonkhe* – includes, sock theft, pigeon

invasion, phantom screamers and stunt moped riders in parking lots – the fun never ends.



BIG DATA, ONLINE LEARNING, ANALYTICS & TECHNOLOGY

[UK gets world-first national learning analytics service.](#) The UK is taking a major leap forward in its use of data in higher education as the country gets the world's first national learning analytics service. Learning analytics, which uses data on student performance and activities to track engagement and identify undergraduates who are at risk of dropping out, is being used by growing numbers of universities around the world; but so far the UK has been regarded as lagging behind institutions in the US, as well as Australia and New Zealand.

[Universities 'key to bridging global digital divide'.](#) Universities will be key in bridging new emerging 'digital divides' within countries and globally in the era of innovation driven by artificial intelligence and other new technologies, a conference organised by the Association of Pacific Rim Universities in Taipei heard in late June.

And from the same conference: [Urgent need to address ethics of artificial intelligence.](#) Students and researchers must be better prepared to deal with ethical issues in the use of big data, robotics and artificial intelligence so that research and applications are not used for nefarious purposes, including weapons of war.

[How To Make Big Data Digestible.](#) From *The Evollution*, interview with Geselle Durham, Vice Provost for Institutional Effectiveness and Director of the Office of Assessment & Institutional Research, University of Wisconsin-Milwaukee

[Understanding Campus Climate With an App.](#) Gauging how students feel on campus is often the job of annual campus



climate surveys, but a research and development unit at the [University of California, Los Angeles](#), wants to change that. The unit, called [BruinX](#) and based in UCLA's office of Equity, Diversity and Inclusion, recently developed and beta tested an app that will send a notification to students' smartphones every two weeks to ask them what they're thinking, how they're feeling and what they're experiencing on campus.

From *The Conversation* (June 22) [Data ethics is more than just what we do with data, it's also about who's doing it](#). We currently have a system in which power over the judicious and ethical use of data is overwhelmingly concentrated among white men. Research shows that the unconscious biases that emerge from a person's upbringing and experiences can be baked into technology, resulting in negative consequences for minority groups.

[Are You Still There? How a 'Netflix' Model For Advising Lost Its Luster](#)

The "Netflix for education" analogy has become somewhat of a cliché for edtech companies using student data to recommend anything from courses to textbooks. The pitch is simple: Why waste time choosing, or leave it to chance of whether a human advisor will understand your unique situation, when an algorithm can tell what you want based on your academic history?

In *Wonkhe* (July 2) [A new dawn across the data landscape](#). From the UK the launch of the [Data Landscape Steering Group Annual Report](#). This report summarises the work that has been undertaken to rationalise and standardise the data landscape and to improve data capabilities across the sector.

Is AI disrupting higher education? From *Education Dive* (June 19): When it comes to the future of the workforce there are largely two stances on what will happen. Some predict that vast swaths of jobs will become obsolete as automation replaces the need for human labour; others, however, claim automation will manifest slowly. Nevertheless, at a [Committee for Economic Development of The Conference Board](#) panel briefing about the Higher Education Act, Scott Pulsipher, president of Western Governors University, said higher education needs to be turned on its head.

[Last Year, Google Entered the Job Search Space. Now, It's Entered the College Search Space](#). Google is entering the college search space. In [a blog post](#), the

tech company announced a new search feature where students can type the name of 4-year U.S. colleges and universities and get information regarding "admissions, cost, student life and more."

[Online Options Give Adults Access, but Outcomes Lag](#). From the U.S. - Using newly available federal and state-by-state data, an analyst explores states' embrace of fully online learning and whether it drives adult students' access and success.

[Data-driven discrimination: a new challenge for civil society](#). Having recently published a report on automated discrimination in data-driven systems, Jędrzej Niklas and Seeta Peña Gangadharan explain how algorithms discriminate, why this raises concerns for civil society organisations across Europe, and what resources and support are needed by digital rights advocates and anti-discrimination groups in order to combat this problem.

[How Australian universities can get better at cyber security](#). The cyber security practices of Australian universities are in the spotlight after the Australian National University (ANU) reported it had been the target of [a serious attack](#). Hackers – reportedly based in China – infiltrated ANU's networks some time last year and have proven difficult to remove.

GRADUATE OUTCOMES AND EMPLOYABILITY

The My eQuals roll-out is nearly complete, with 46 ANZ universities expected to be on-line by August. The system connects university student record systems to a node which students/graduates can access to acquire a PDF of their academic record. Higher Education Services, which drives the project, says [My eQuals](#) will [expand](#), "with various new ANZ and international education providers expected to join

[Graduates overqualified for the work they do](#). Researchers from the University of Western Australia (UWA), Curtin University and Britain's Swansea University found that the field of study chosen was a key factor in the education-job mismatch, although this was greater for graduates from the broader fields of study. The research, published in the journal *Economic Record*, entitled

["Vertical, horizontal and residual skills mismatch in the Australian graduate labour market"](#), by Ian W Li, Mark Harris and Peter J Sloane identifies the extent and earnings consequence of overqualified graduates in Australia.

[Report urges adoption of 'demand driven education'](#). A [new report](#) (from Pearson) repeats a familiar call for higher education to better train graduates with the skills employers need, but also makes a series of recommendations about how institutions can initiate such "demand driven education", which it claims will be the third wave of higher education reform.

[How to boost completion rates](#). Experts at the recent 2018 New York Times Higher Ed Leaders Forum contend that most people in higher education fail to recognize a crucial detail. Students need more than just academic interventions and lower tuition, as they often lack access to basic goods and services necessary to thrive in college.

LEARNING & TEACHING

[Financial costs deter thousands of masters students](#). More than 130,000 Australians are undertaking one or other of nearly 1,200 masters by coursework degrees. But while a masters degree has become the required qualification to gain entry to an increasing number of occupations, the cost is deterring many students.

State and commonwealth education ministers [have empowered](#) AITSL to enforce initial teacher education standards. The Australian Institute for Teaching and School Leadership was given seven new tasks, notably: advising state regulators on education faculties' teacher performance assessments, developing national agreement on meeting accreditation standards, analysing the "impact" of ITE programs and advising ministers on future work to ensure national consistency.

[What Do Online Students Want? 3 Findings From a New Survey Offer Some Clues](#). According to a new survey, they want to conduct more of their course activities on their mobile phones or tablets, and they'd like better career-planning services. Their biggest regrets? They all relate to not having done enough research about the college and what it would cost before they enrolled. [The survey](#), produced by Learning House



and Aslanian Market Research, is based on responses from 1,500 past, current, and prospective online students.

[Teaching quality- a sticky wicked problem?](#) From the UK, Alastair Robertson, Director of Teaching and Learning Enhancement at Abertay University, discusses academic quality enhancement as a definitive 'wicked problem'; "it is complex, messy, there are multiple factors to consider and it is very difficult to measure. Policymakers don't like wicked problems, for obvious reasons".

[Has teaching in higher education become redundant?](#) The internet is transforming how students learn and by comparison students find traditional lectures boring. To compete, universities need to rethink teaching, from the way it is structured and what it offers to what value-addition it can provide to students.

RESEARCH

Australian researchers increased their output by 112 per cent in the decade to 2016, according to the [Innovative Research Universities Group](#). This was way ahead of Australia's competitive set, with UK output up 49 per cent, the US 30 per and all of the OECD 39 per cent. (However, China's output was 249 per cent.). The data is released as the IRU releases its [submission](#) to the House of Representative's committee inquiry on research funding

The new [Australian Code for the Responsible Conduct of Research, 2018](#) (the 2018 Code) and [Guide to Managing Potential Breaches of the Australian Code for the Responsible Conduct of Research](#) (the Investigation Guide) demonstrate Australia's commitment to ensuring the highest quality research in Australia. The 2018 Code provides a new principles-based approach to the responsible conduct of research.

UNSW wants to lift its research reputation and is [offering academics incentives](#). DVC Research Nicholas Fisk is telling staff that the UNSW goal, "to be a top 50 university" by 2025 involves improving on an average of the Times Higher, QS and Academic Ranking of World Universities' citation/publication scores. Professor Fisk presents six "tips: for improved citation impact," having an ORCID unique identifier, creating a Google Scholar page, promoting

research in social media, engaging with open access, "if a paper is more widely available, it has more chance of being cited," attending UNSW impact workshops and asking expert staff on profile building.

This year, [Clarivate Analytics](#), publishers of the Journal Citation Reports (JCR), [suppressed 20 journals](#), 14 for high levels of self-citation and six for citation stacking — a pattern known informally as a "[citation cartel](#)." In addition, it assigned an [Editorial Expression of Concern](#) to five journals after it became aware of citation anomalies following the completion of the 2018 report

[Peer review has some problems – but the science community is working on it.](#) There's now considerable movement towards tweaking or even remodelling the peer review system. Key areas of focus include making journal editors more directive in the process, rewarding reviewers, and improving accountability of editors, reviewers and authors.

['Back To Basics' Will Future-Proof Australia's R&D.](#) In an opinion piece for Universities Australia, QUT VC Margaret Sheil has called for increased investment in research, lest the national effort becomes, "the CD in the age of Spotify." However, the QUT vice chancellor also warns, at length, that spending on basic and applied research is now undervalued.

From *Nature*, Six researchers share their ideas for improving representation: [What does it take to make an institution more diverse?](#) Many research institutions have made efforts to increase diversity among their administrations, faculty and staff members and student bodies. But research shows there is work to be done — and that [the pay-off is immense](#).

From *Wonkhe* [Open access – are we almost there for REF?](#) A report published by Research England (on behalf of the research councils, Jisc and Wellcome) shows that UK universities are working hard to ensure that they are compliant with funders' open access policies. The support from authors, professional services staff and academic libraries has been crucial in implementing open access and ensuring that research outputs from UK universities are shared as widely and as freely as possible

[Will Europe Lead a Global Flip to Open Access?](#) From a distance, you might think that journal publishers should be celebrating their success in Europe. They

are being offered the open access (OA) crown, locking in OA contracts and article flows. But, European policy targets are adding complexity. The emergent problem is straightforward: there appears to be no realistic path forward that achieves the 2020 OA targets without resulting in substantial revenue reductions for existing publishers.



And finally, from the 'Is this a real thing?' files: [Journals Mafia](#) – this group aims to "monopolize (the) publication market". Plenty of [blog](#) sites querying whether this group/organisation is real – or a very clever attempt to satirise predatory publishing (surely the latter).

REPORTS AND RESOURCES

[The New Work Reality](#)

Foundation for Young Australians (FYA)

The New Work Reality identifies the four most significant factors that can accelerate the transition from full-time education to full-time work, including an education that builds enterprise skills, being able to undertake relevant paid work experience, finding paid employment in a sector which is growing and an optimistic mindset.

This report reveals that young Australians face a number of significant barriers when seeking full-time work. While nearly 60% of young Australians aged 25 hold a post-school qualification, 50% of them are unable to secure more than 35 hours of work per week. Among 18 to 24 year-olds looking for work, 28% reported anxiety in the previous year and more than 40% said they were affected by stress



The *Foundation for Young Australians* has published reports since 2014. Their 'New Work Series' reports annually and has become a longitudinal study surveying over 14,000 young people over a decade.



Measuring Success: An Innovative Approach To Evaluating Indigenous Higher Education

National Centre for Student Equity in Higher Education

A new report has called for urgent reform in the evaluation of Indigenous higher education policy and practice if student outcomes are to continue improving. The research, led by Professor James Smith under a 2017 NCSEHE Equity Fellowship, recommends the development of a performance and evaluation strategy, supported by improved collaboration between Indigenous leaders, government and universities.

ON THE MOVE

The CRC Association reports **Jennifer Kay** is the new manager of the cooperative research centre program in the Department of Industry, Innovation and Science.

Rod Camm is leaving the Australian Council for Private Education and Training, which he has led since 2014.

Gary Thomas is the University of the Sunshine Coast's first dean of indigenous engagement and advancement. Professor Thomas moves from Batchelor Institute, where he was acting CEO. From 2013 to 2017 he was an associate professor at QUT.

Tanya Monro is appointed to SA Premier Steven Marshall's economic advisory council. Professor Monro is DVC Research of the University of South Australia.

The University of Melbourne's start-up accelerator has a new boss, with entrepreneur **Campbell Walshe**

appointed as the Melbourne Accelerator Program's director.

UNSW's engineering faculty has appointed an associate dean for equity and diversity. **Lucy Marshall** takes the job from a future fellowship in the university's school of civil and environmental engineering.

Judyth Sachs becomes chief academic officer at online study support provider, Studiosity. Professor Sachs is now a member of Studiosity's academic advisory board.

Lisa Adkins is moving from the University of Newcastle to become head of the social and political sciences school at the University of Sydney.

Chief Defence Scientist **Alex Zelinsky** will be the next vice-chancellor of the University of Newcastle after its current leader, Caroline McMillen, steps down in November.

Professor Suzanne Chambers will become dean of health at UTS in December. She leaves Griffith University where she is Director of the Menzies Health Institute Queensland.

James Cook U is recruiting a DVC students, who will also head its Cairns' campus. The appointment was announced in March, in the second executive structure in three years. The role is in place of two abolished DVC portfolios, academic-global strategy and engagement.

Recently departed Universities Australia chief, **Belinda Robinson** becomes new chair of the Cooperative Research Centres Association. As well, she is set to join the University of Canberra as the part-time vice-president for partnerships and strategy.

Johanna Lowe is confirmed as University of Sydney director of marketing and communications. She has worked in comms functions at the university for five years.

Nicole Bunning joins consultants Nous Group from QUT where she was HR director until January.

Michael McNally has a new term as National Tertiary Education Union Queensland secretary.

Mark Gustowski is the new head of QUT's Creative Enterprise Australia.

Former Labor premier of Victoria **John Brumby** will become chancellor of La Trobe University next March. He will replace present chancellor, and former Monash University VC, Richard Larkins.

Curtin University's new head of the school of public health will be **Rosa Alati**. She will move from the University of Queensland later in the year.

La Trobe University has appointed **Simon Evans** as PVC of the College of Arts, Social Sciences and Commerce. He moves from the University of Melbourne.

Juliet Gerrard is appointed the New Zealand PM's chief science advisor. Professor Gerrard is a biochemist at the University of Auckland.

Therese Wilson is the new dean of law at Griffith University, replacing Pene Matthew.

UNSW has a new head of the School of Information Systems and Technology Management. **Lemuria Carter** joins from Virginia Commonwealth University.

Lesley Seebeck is moving to ANU as inaugural CEO of the Cyber Institute, which will address security issues at the "intersection of people, technology, organisation, society, economics and security". Also at ANU, **Catherine Bridges** joins the National Security College as cyber adviser.

Murray Hurps has been appointed to the newly created role of Director of Entrepreneurship at UTS. The former Fishburners CEO and Startup Muster co-founder will be in charge of growing the number of student-founded startups coming out of UTS and helping to shape and drive a strategy for a vibrant startup environment around the Ultimo precinct.

Victoria University has appointed Professor **Marcia Devlin** as its new deputy vice-chancellor and senior vice-president. Devlin took up the position at the start of June. Rhonda Hawkins, who filled the role temporarily, has returned to her position as a member of the University Council

Professor **Warren Bebbington** has been appointed the new chair of the board at LCI Melbourne. The former vice-chancellor of the University of Adelaide (2012–17) has also spent time as the director of the Victorian College of the Arts.



Professor **Patrick Parkinson** is the new academic dean and head of school at the University of Queensland's TC Beirne School of Law.

Willy Zwaenepoel, has started as dean of engineering and IT at the University of Sydney. His appointment, from the École Polytechnique Fédérale de Lausanne was announced in December.

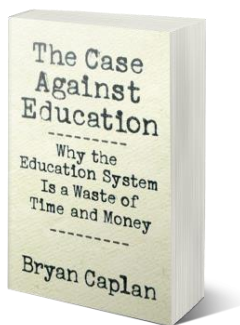
Colm Harmon moves up at the University of Sydney, from head of the economics school to vice provost for academic performance.

Kerry Sanderson will be the next chancellor of Edith Cowan U. She replaces Hendy Cowan who is to stand-down after 14 years as chancellor. Mrs Sanderson was governor of Western Australia for nearly four years, finishing in May.

Charles Sturt University reports the resignations of DVC Research **Mary Kelly** and government relations director **Peter Fraser**.

The Australian Institute for Teaching and School Leadership has five new directors; **Beth Blackwood**, **Renez Lammon**, **Peter Lind**, **Mark Mowbray** and **Donna Pendergast**.

BOOK REVIEWS



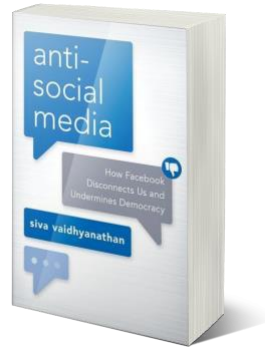
[The Case Against Education: Why the Education System is a Waste of Time and Money.](#)

Bryan Caplan

In this "explosive" book, Bryan Caplan argues that the primary function of education is not to enhance students' skill but to certify their intelligence, work ethic, and conformity—in other words, to signal the qualities of a good employee.

Book review by Aavek Bhattacharya in [The LSE Review of Books](#) who adds "it is

important to note that Caplan does not deny that *some* education provides socially valuable skills and knowledge – basic literacy or numeracy, for example. His claim is that, in many cases, this benefit is small enough that education is not worth the time and resources it uses up".

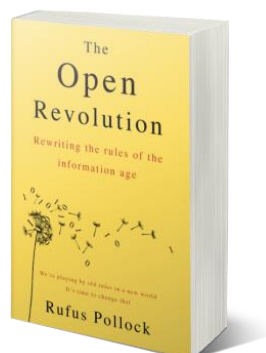


[Anti Social Media: How Facebook Disconnects Us and Undermines Democracy](#)

Siva Vaidhyanathan

In *Antisocial Media*, Siva Vaidhyanathan explains how Facebook devolved from an innocent social site hacked together by Harvard students into a force that, while it may make personal life just a little more pleasurable, makes democracy a lot more challenging. It's an account of the hubris of good intentions, a missionary spirit, and an ideology that sees computer code as the universal solvent for all human problem

Barbara Fisher reviews *Anti Social Media* in [Inside HigherEd](#)



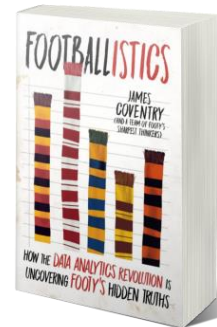
[The Open Revolution: Rewriting the rules of the information age](#)

Rufus Pollock

In *The Open Revolution*, Pollock exposes the myths that cloud the digital debate. Looking beneath the surface, into the

basic rules of the digital economy, he offers a simple solution. The answer is not technological but political: a choice between making information Open, shared by all, or making it Closed, exclusively owned and controlled. Today in a Closed world we find ourselves at the mercy of "digital dictators". Rufus Pollock charts a path to a more "Open" future that he believes works for everyone.

And – a bit of fun for those AFL fans ...

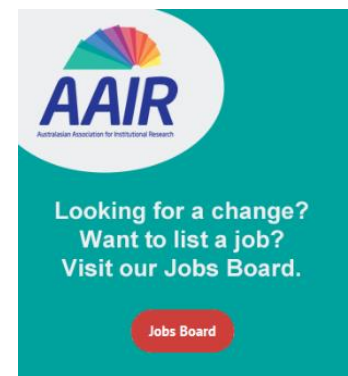


[Footballistics. How the Data Analytics Revolution is Uncovering Footy's Hidden Truths](#)

James Coventry

Australian Rules football has been described as the most data-rich sport on Earth. Every time and everywhere an AFL side takes to the field, it is shadowed by an army of statisticians and number crunchers. ABC journalist James Coventry, author of the acclaimed *Time and Space*, has joined forces with a group of razor-sharp analysts to decipher the data, and to use it to question some of football's long-held truisms.

POSITIONS VACANT



LOOKING FOR SOME TRAINING AND DEVELOPMENT?

See our [Training and Development](#) webpage focused on training for institutional researchers.



Higher Education Information Management System (HEIMS).

Visit the HEIMSHelp [Training page](#) with details of the training resources that are available to help you meet reporting and verification deadlines

LOOKING FOR HIGHER EDUCATION CONFERENCES AND EVENTS?

Here is a selection of upcoming events that may be of interest. See our [Events/Fora](#) webpage for more national and international events.



ATEM have released their 2018 event calendar <https://www.atem.org.au/documents/item/790>

[Financial Modelling for Higher Education Workshops](#)

25 -26 July, Sydney

More than ever, it is crucial for Higher Education finance professionals to create more forward looking accurate models based on relevant data to provide leaders with the metrics to drive organisational direction. This intensive two-day

workshop will rapidly enhance the hard and soft skill sets of participants. **AAIR members receive 10% discount.**

[AAIR SIG Forum 2018](#)



26-27 July, 2018, Canberra, Australia

The theme for this year's forum is:

"Politics, Planning and Performance: Good Governance Starts How?"

The 2018 Forum will be hosted by the University of Canberra and held at Rydges Capital Hill on the edge of the parliamentary triangle, only a few hundred metres from Parliament House.

[27th National Vocational Education and Training Research Conference 'No Frills'](#)

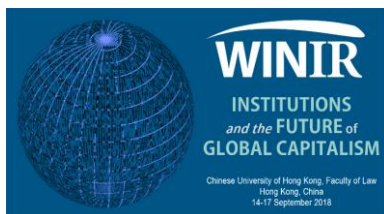


Aerial UTS Function Centre, University of Technology Sydney
15 - 17 August 2018

In 2018, the 27th National Vocational Education and Training Research Conference 'No Frills' will be co-hosted with New Zealand partners, the Industry Training Federation and Ako Aotearoa.

HEIRNETWORK HIGHER EDUCATION INSTITUTIONAL RESEARCH NETWORK

The Higher Education Institutional Research (HEIR) Network is calling for abstracts for its HEIR Conference the [Changing Landscape of Higher Education – Challenges and Opportunities for Institutional Research](#). The Conference is on 20th to 21st of September 2018 in Dublin, Ireland.



[Fifth WINIR Conference](#)

Institutions and the Future of Global Capitalism

14-17 September 2018, Chinese University of Hong Kong, Hong Kong, China

The international challenges of the twenty-first century place institutional development and reform at the top of the agenda. Organised in collaboration with the [Faculty of Law](#) of the [Chinese University of Hong Kong](#) (CUHK), the Fifth WINIR Conference will explore these institutional challenges



[THE World Academic Summit](#)

25-27 September, National University of Singapore

Hosted by the editors of *Times Higher Education*, the global authority on university excellence, the summit offers two full days of interview, debate and discussion, as well as networking events including a gala dinner, drinks reception, lunches and social events.

[Higher Education Executive Assistants Intensive](#)

10 - 11 October, Melbourne

16 -17 October, Sydney

Within an evolving and dynamic Higher Education sector, executive support professionals are faced with demanding expectations. This two-day intensive is designed to equip Higher Education Executive Assistants with the knowledge and practical tools to develop professional excellence and step up as an expert influencer in their organisation. **AAIR members receive 10% discount.**



[12th Higher Education Women's Leadership Summit](#)

14th & 15th November, Rendezvous Hotel, Melbourne, Australian

The 12th Higher Education Women's Leadership Summit will provide you with the skills, strategies and technical know-how to transform your leadership journey and make your way to the top. Unleash your potential, connect with like-minded professionals and kickstart your leadership journey. **AAIR members**

receive 10% discount - Use booking code Q3.



ASCILITE 2018

25-28 November 2018, Deakin University at their Waterfront Campus in Gheringhap Street, Geelong, Australia

35th International Conference on Innovation, Practice and Research in the Use of Educational Technologies in Tertiary Education



AAIR Forum 19-21 November, Melbourne, Australia

We invite you to save the date for the 29th AAIR Annual Forum, *Reflecting on the Past, Experiencing the Present, Shaping the Future*. Join us this November in the trend-setting metropolis of Melbourne

Specialists will converge on the city to discuss key issues in the sector and we encourage first timers and veteran AAIRies alike to submit an abstract and be part of the concurrent sessions.

Discussion topics will include:

- The Evolving Role of the Institutional Researcher
- Justifying the Value of Higher Education and Research
- Evidence Based Strategic Planning and Implementation
- Benchmarking for Continuous Quality Improvement
- Informing Learning and Teaching through Evaluation and Surveys
- Realising Benefits - The Role of Institutional Research in Transformation Projects
- Compliance and Government Reporting Reform
- Business Intelligence, Analytics, Visualisation and Modelling - The Foundations of IR



TEQSA Conference 2018

28-30 November, Grand Hyatt, Melbourne, Australia

The theme for this year's conference – Innovation, Excellence, Diversity – will explore key objects of the TEQSA Act which call for us to protect and enhance these values in Australian higher education. The additional student theme will continue important discussions and involvement of students championed at last year's conference. **Registrations and call for papers now open**

ANZSSA Conference 2018



The University of Melbourne, Victoria, Australia

2 - 5 December 2018

The University of Melbourne will host the Australian and New Zealand Student Services Association Inc. (ANZSSA) Conference in December 2018. The theme, *Authentic Partnerships for Quality Outcomes*, aims to provide opportunities to learn new ways to enable students to achieve their educational and life goals through actively working together.



Save the Date – AAIRies from the Last Century Dinner

18 November (prior to AAIR Forum, Melbourne)

Following on from the very successful 'Original AAIRies' dinner held as part of the

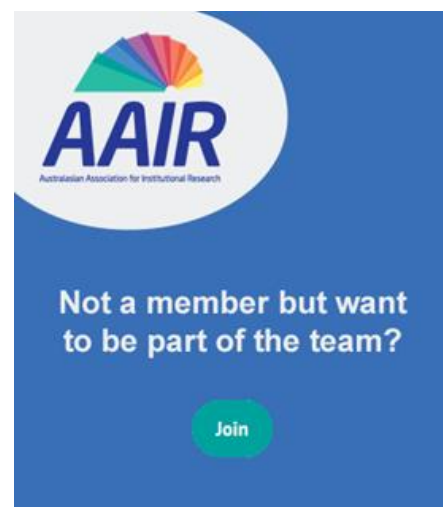
2014 Forum, Roni and Wendy are planning a follow-up 'AAIRies from the Last Century' dinner which will precede the upcoming 29th AAIR Forum in Melbourne. This dinner will not be part of the official 2018 AAIR Forum, so you don't have to be registered to the main Forum to attend.



(Pictured: AAIRies from 2014 Reunion Dinner – Past Presidents)

More information about the dinner will be sent out to potential/interested attendees and posted on the AAIR website closer to the date.

Register your interest in the event



INSTITUTIONAL RESEARCHER'S CORNER

Five quick questions with Kerry Martin, University of the Sunshine Coast





What is your job title?

Director, Strategic Information & Analysis Unit at the University of the Sunshine Coast, and a member of the AAIR Executive Committee.

Briefly, how would you describe your role in terms of your place in your institution?

Our Unit currently reports to the Deputy Vice-Chancellor (Academic). The work that we engage in involves building and maintaining relationships with all members of the executive and senior staff to ensure that we remain abreast of and inform key university initiatives, changing priorities and pain points. Creating strong relationships with key staff is such a critical part of my role, as it provides insight into how we can best support initiatives, and how we can 'value-add' to continue to support effective decision making. I am involved in a range of committees, working groups, advisory groups, project steering groups, and other ad-hoc meetings...not sure I am ever actually at my desk! I spend a lot of time talking to groups of staff or individuals about what we do, about the power of accessing data, and how it can assist in effective decision making.

From your perspective, what are the emerging areas of interest in institutional research?

This is an interesting question and one we often have to manage internally around expectations. There are staff in the institution who are very committed to technology advances and are keen to discuss big data, machine learning etc., how we need to move into these areas, and how amazing it will be for the University.

While not disagreeing with the future opportunities, I am faced with a more pragmatic reality relating to managing limited resources and continuing to move us forward on our development path. We want to continue to ensure that staff have access to the 'right information in the right format at the right time' to be able to do their core business and ultimately identify areas that will improve the student's experience and success. I am continually faced with the dilemma between what's 'interesting' and what's 'critical', and with the ever-increasing compliance requirements, changes to funding and the opening of new campuses, the 'interesting' part tends to fall to the bottom of the priority list. When determining new priorities or developments for our Unit, I constantly ask our clients to focus on purpose:

- What will you do with this information/analysis?
- What action will you take when you have this information?
- Is the information aligned with a key improvement strategy?
- If so, how will you measure its success?

What do you believe will be the future priorities for institutional research?

Skilled staff, particularly those with strong skills in critical analysis. I have recently read Stephen Few's presentation from the Higher Education Data Warehousing Forum (HEDW) held in April 2018 in Oregon State University, USA, and much of what he said resonated with me. With all the new technologies and systems that are available to provide data, information and analysis, the value can only be realised when it includes the 'people' component. The knowledge and insight that is added by people who have the context and the institutional experience creates the true value. Surround yourself with great staff!

Complete this statement: *In my role, I can't operate effectively without ...*

...great people! The relationships that you build within your team (and I have a great team!) and within your university are paramount to success. These relationships help you stay in the loop, make it easier to have the tough conversations, and make work way more enjoyable 😊. Having a wonderful network of colleagues external to your university is also critical, as the sharing of information and advice is extremely valuable...and is often a good leveller to ensure that you aren't going crazy! I try

and have one meeting a day at one of the campus coffee shops, and you should never underestimate the amount of business you can get done in the coffee queue!

Connect with Kerry on LinkedIn

<https://www.linkedin.com/in/kerry-martin-34609248/>

CALL FOR CONTRIBUTIONS

Issue 8, August 2018

A great way to get involved with the AAIR community is to share your thoughts and ideas. Do you have something you would like to share with your IR colleagues? The next AAIR Newsletter will be published in late July 2018. Please send your contributions to the editor@air.org.au by August 10, 2018.

A reminder about the organisations' social media links to keep you up-to-date and in touch with all the latest news and events.



AAIR on Twitter [@AAIRaustralia](https://twitter.com/AAIRaustralia)



Tracy Creagh
Editor, *The Institutional Researcher*

