



AAIR Newsletter September 2023



Photos by Andrew Bradshaw: The Kelpies, Falkirk – Scotland (left) and Rosslyn Chapel, Roslin, Scotland (from the movie Da Vinci Code) (right)

**Latest Musings From
The Vice President**
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**Institutional Researcher’s
Corner Interview**
Five quick questions with Ilse
Hogendorf [PAGE 4](#)

AAIR Events
Come to an AAIR online event (or
register for the Forum!) and meet
other institutional researchers
and hear what they’re doing in
the space. See [PAGE 5](#)

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FROM THE VICE PRESIDENT

Two of the things on everyone's mind at the moment is, who are the new committee members, and what's happening with the forum this year! Our Vice President sheds some light on both this month.

Executive committee movements

This month we welcomed 3 AAIR members onto the Executive Committee. One was to fill an existing vacancy, while 2 additional members were co-opted as observers to assist with the ongoing long-term development of the committee membership.

The new committee member and co-opted members will serve until the next election at the end of 2024.

I'd like to welcome:

- [Cassie Saunders](#), Lecturer, Learning and Teaching at the University of Tasmania.
- [Anand Kulkarni](#), consultant, and Head of Research at the Centre for Optimism.
- [Sharon Liddell](#), Surveys Coordinator at the University of Technology Sydney.

AAIR Forum 2023

We are very excited to be able to confirm the dates for the 2023 AAIR Forum, which will be held from Wednesday 29 November to Friday 1 December 2023 at the [Oaks Melbourne on Market](#). We look forward to welcoming delegates from Australia, New Zealand, and countries further afar. The theme this year is, 'Life ACCORDing to AAIR'. While there is a particular Australian flavour to this year's theme, there will also be plenty of talks relating to the New Zealand context in tertiary education, as they have experienced their own changes this year.

Our subthemes this year are:

- 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 enterprise and transformation projects
- Compliance and Government reporting reform
- Business intelligence, analytics, visualisation and modelling – the foundations of IR



Given the well-attended Forum in Sydney last year, we have moved back to the traditional in-person attendance for this year's Forum. While we understand that not everyone may have the budget to attend in person, we believe offering the Forum with this format gives the best opportunity to get the most out of the experience and all the networking opportunities should you be able to attend. Of course, as in previous years, online presentations will be facilitated for those still wanting to present but are unable to present in person.

The logistics of offering in-person and online attendance under the hybrid model simply adds too much to the cost of the Forum budget. Therefore, we encourage abstract submissions from across our AAIR membership and from those who may be thinking of becoming members.

Presentations could be about how you or your institution might be leading the way in a specific area, how you do things at your institution that you would like to share with others, or simply a session raising more questions than answers. The AAIR family is very collegial and always willing to provide support and encouragement to new and existing presenters. There will be the usual [Best Presenter and Best New Presenter](#) awards on offer too, with the Best Presenter possibly being

given the opportunity to present at the [2024 AIR Forum](#) in the United States.

On the day before the Forum officially starts, we will host Special Interest Group (SIG) sessions. These SIG sessions are optional to attend at no additional cost to delegates who have registered for the full delegate package.

Our current SIGs include:

- [Academic Research Institutional Analytics](#)
- [Business Intelligence and Analytics](#)
- [Government Reporting](#)
- [Load Management and Planning](#)
- [Surveys and Evaluation](#)

We hope that you will be able to attend the AAIR Forum this year, and look forward to catching up with regular AAIRies, and meeting our newbies.

Don Johnston
AAIR Vice President



EDITORIAL

Dear newsletter readers

Thank you for your patience while I have been enjoying my holiday in the United Kingdom. Although the major component of the trip was to watch the Men's Ashes test cricket tournament, I managed to spend some quality time in and around London, Leeds, Manchester, Ireland, and Scotland. I've included some photos from my holiday in Scotland in this edition of the newsletter, but I hope to share further photos in future editions.

My most memorable experience from the holiday was the Rosslyn Chapel near Edinburgh. Although many of us may remember this from the movie, *The Da Vinci Code*, what struck me the most from my visit here was the contents contained within the chapel. It was like a treasure hunt looking for the many carvings and the stories behind them.

As you will know, the *Campus Morning Mail* ceased publication on 16 June 2023, and Future Campus has stepped into the ring. I will attempt to bring you interesting articles from this new publication and other resources available to the editor. Hopefully, this will be useful to our readers.

Andrew Bradshaw
Editor, The Institutional Researcher

AAIR NEWS

Institutional Researcher's Corner

Five quick questions with
Ilse Hogendorf, Charles Darwin
University

**What is your job title?**

Data Analyst at Charles Darwin University.

Briefly, how would you describe your role in your institution?

I have recently joined the Market Insights and Institutional Research team as a Data Analyst. Prior to this, I was the Business Intelligence Engagement Officer. In my previous role I focused heavily on client engagement across the university and managed the customer service aspect of data requests, while also assisting with the programming and analysis of surveys. Working as a data analyst has shifted my focus to predominantly student surveys and the occasional engagement activities, provided its relevant to my new team.

From your perspective, what will be the key skills, capabilities, and knowledge required for institutional research moving forward?

Engagement with clients, because we really have to make sure that the reports are used and understood by our clients.

What do you believe will be the future priorities or the emerging areas of interest for institutional research?

Data privacy and the demand for data. Next to safeguarding data and protecting personal details, it is equally important to

have the trust of the people whose data we are storing.

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

... the team, there is a lot of knowledge in our team, and we function well due to a culture of sharing that knowledge.

Connect with Ilse

AAIR mission and vision

Recently, AAIR was asked to provide information about our association as part of our sponsorship package at the NCVER conference, and I thought it would be good to remind our members of our mission and vision.

AAIR is the professional association for institutional research practitioners in tertiary and higher education in Australasia.

AAIR's mission is to build a confident and connected community that advances tertiary education and research success through useful institutional research. Our vision is to be the pre-eminent Australasian association that empowers a professional institutional research community to be influential thought leaders.

The association runs regular online events, and an annual forum that will be held in Melbourne from 29 November to 1 December 2023. Special discounts apply for AAIR members.

New AAIR committee members

It is a pleasure to introduce our new executive members to the AAIR community.

Cassie Saunders is a Lecturer, Learning and Teaching at the University of Tasmania, Australia. Cassie was appointed Ordinary Member of the Committee on 27 July 2023.

Sharon Liddell is Surveys Coordinator at the University of Technology Sydney, Australia.



Sharon was co-opted as an Observer to the Committee on 27 July 2023.

Anand Kulkarni is a consultant and the Head of Research at the Centre for Optimism (a think tank), Australia. Anand was co-opted as an Observer to the Committee on 11 August 2023.



Association Turnaround of the Year Award

The Association Awards™ recognise excellence and accomplishment by associations and outstanding individuals. This year, AAIR applied for the [Association Turnaround of the Year Award](#). Applications have only just closed on 25 August 2023, and we are hopeful for a positive outcome. We invite you to read our submission below.

In 2021, the Australasian Association for Institutional Research (AAIR) launched the new [institutional \(corporate\) membership category](#). Previous attempts at this ceased in 2005, and besides life, retired, and honorary membership categories, all of which are fee-free, individual membership was the only paid option available.

During and post COVID without the ability to run in-person events—and with most of the Association's income derived from events—AAIR was urgently seeking ways of diversifying income so it could continue to operate as the only dedicated professional association for institutional researchers in

Australasia. In the absence of opportunities to engage in person, the Association sought ways to improve knowledge sharing and networking amongst staff in institutional research roles by offering virtual events throughout the year. The introduction of institutional membership was intended to provide a broader reach to higher education institutions, with an avenue to upskill and invest in their staff in a cost-effective manner given the resource constrained environment. It was also intended to increase opportunities for networking and peer support for our members to build capability and a strong sense of community.

In the AAIR Biennial Survey, 2020, several respondents indicated budgetary constraints as one of the

1. **Institutional Lite** for up to 5 nominated members
2. **Institutional Full** for 6–10 nominated members
3. **Institutional Extended** for more than 10 team members

[Thirty Australian universities and 2 other Australian organisations](#) have taken advantage of institutional membership (with member numbers per institution ranging from 5 to 22 at any given time). Individual memberships have continued to be available.

AAIR membership provides several benefits, including the ability to stay abreast in the ever-changing arena that is institutional research, networking with peers, and obtaining discounts to AAIR, AAIR partner, and

Year	2020	2021	2022	2023
Members EOFY	176	126	295	326
Members PCY	179	132	301	TBC
% increase on previous EOFY	-28.98	-39.68	57.29	9.51
% increase on previous PCY	-28.49	-35.61	56.15	TBC

key reasons for not taking up financial membership.

At the 2021 AGM (hosted virtually), the Executive Committee proposed to implement institutional membership through special resolutions presented to the members. AAIR subscribers were notified in advance that, if the special resolutions were approved, their Forum registration fees would translate into memberships for 2022. There were 132 registrations.

Three categories of institutional membership were introduced to cater for small, medium, and large institutions, flexibility incorporated so that incoming staff could replace members leaving institutions.

Extensive modelling informed the structure, model, and implementation of the categories. The final tiered structure includes:

affiliate events.

Without institutional membership or in-person events, the estimated membership for FY2021–22 was projected to be low, but we saw a 57% increase in member numbers. This additional income from memberships has enabled the Association to cover shortfalls in other event income during this period.

Membership numbers have continued to grow substantially due to the introduction of the institutional membership, growing from 126 EOFY 2021 to 326 EOFY 2023, which is the highest ever for AAIR, and 46% higher than 2020 membership numbers).

The Association has seen a significant increase in attendance and participation at its special interest group focused virtual events. As a result, AAIR has been able to increase



the number of events offered, with more members leading online sessions and share their expertise. Another effect of the growth in membership is an increased interest in involvement in the AAIR Executive Committee. AAIR has had more members self-nominate for Executive Committee positions than ever before, to the point that we have co-opted 2 observers onto the Committee. This is a very new development and will help support the organisation's leadership into the future.

The introduction of institutional (corporate) membership has been a resounding success for AAIR, and provides a strong footing for the Association to continue to operate and provide additional opportunities for institutional researchers to develop skills, share knowledge, and advance ideas to support effective decision-making to improve the provision of tertiary education in Australasia.

AAIR events



AAIR FORUM: Life ACCORDing to AAIR

29 November – 1 December 2023

Melbourne, VIC

JOIN US FOR THE 2023 AAIR FORUM:
LIFE 'ACCORD'ING TO AAIR!

AAIR FORUM

The 2023 Annual AAIR Forum: Life ACCORDing to AAIR is heading back to Melbourne where attendees will have the opportunity to meet face-to-face once again!

This year's AAIR Annual Forum program is guaranteed to challenge and excite as specialists share their rich experience, discuss key topics, and strategies in response to an everchanging higher education sector in a rapidly changing world.

Our forum theme, Life ACCORDing to AAIR, refers to the commitment to transformative reform in higher education by the Australian Government's Australian Universities Accord plan. Whilst there is a particular Australian flavour to this year's theme, there will also be plenty of talks relating to the New Zealand context in tertiary education, as they have experienced their own changes this year.

Pre-Forum workshops and Special Interest Groups (SIG) will run on the day prior to the main Forum sessions, on 29th November 2023.

Take a sneak peek at our [program outline](#).

We invite you to submit an abstract and be part of the captivating program.

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- Realising benefits – the role of institutional research in enterprise and transformation projects
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For more information about abstracts please visit:

<https://aairforum.com.au/abstracts/>

Abstract submissions close: 29 September 2023.

SUBMIT ABSTRACT

AAIR has formed valued relationships with sponsors who have participated in the Forum for many years and have

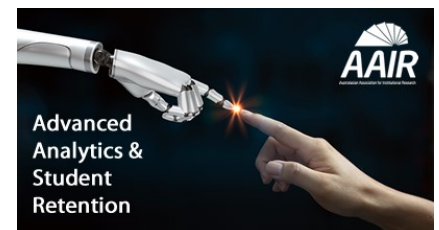
become a part of the AAIR community. We look forward to continuing these relationships and welcoming new supporters to the event. Take the opportunity to speak with these vendors as often they're working closely with many of your colleagues in other institutions.

Having the reputation of being the leading institutional research event in Australasia, the AAIR Forum is an ideal event for you to expand your knowledge in the sector. And as always, there will be plenty of networking opportunities. Connect with the many institutions who continue to support the Forum and enjoy what we anticipate being an exceptional event.

We look forward to seeing you at Oaks on Market in Melbourne!

For registration information, please visit: <https://aairforum.com.au/registration/>.

REGISTER NOW



ADVANCED ANALYTICS & STUDENT RETENTION

15 September 2023 (12–1pm AEST / 2–3pm NZST)

Online

Presenters:

- **Lester DSouza**, Managing Consultant at Dataly Actuarial
- **Albert Suryadi**, Associate Director – Data at Dataly Actuarial

The amount of data that the average Australian university now has in its stores is at colossal levels, and the capability to make sense of it has improved significantly due to digitisation. However, universities remain challenged to wield and leverage data to improve student retention.

In this session, we'll explore 7 foundational steps to improve student retention using advanced analytics.



Join SIG Chair, Lester DSouza, and guest speaker Albert Suryadi from Dataly Actuarial, at the next AAIR Business Intelligence and Analytics lunchtime session as we discuss this topic with practical frameworks!

Lester is the former head of Business Intelligence at ACU and Albert is one of Australia's Top 25 analytics leaders.

Pricing:

- Members: FREE
- Non-members: AUD\$47.66 (AUD\$40 + GST and booking fee)

[REGISTER NOW](#)



PREDICTING STUDENTS' SENSE OF BELONGING + COVID-19 DATA

19 September 2023 (12–1pm AEST / 2–3pm NZST)

Online

BACK BY POPULAR DEMAND

Our recent session, 'Predicting students' sense of belonging using longitudinal SES data', was so popular that our presenters have agreed to rerun this session, with an additional look at the COVID-19 data.

This session will be a rerun of the 2013–2019 dataset, and will be followed with what has changed. Our presenters will include a comparison of what has happened since their 2019 baseline data.

Presenters:

- **Joey Crawford**, Senior Lecturer in Management, Tasmanian School of Business and Economics
- **Taren Sanders**, Senior Research Fellow & Program Lead, Institute for Positive Psychology & Education, Australian Catholic University

Chair: **Cassie Saunders**, Research Analyst, University of Tasmania

Ensuring and maintaining students' sense of belonging at university is an ongoing

challenge for higher education providers, particularly as more students experience loneliness and low well-being. This session will share the findings from a recent study conducted in collaboration with the University of Tasmania, Monash University, Australian Catholic University, and the University of Queensland, which examined the causal predictors of 'sense of belonging' using longitudinal SES data drawing on a machine learning model. Key predictors of students' sense of belonging will be discussed in the context of transition, connection, and retention.

Pricing:

- Members: FREE
- Non-members: AUD\$47.66 (AUD\$40 + GST and booking fee)

[REGISTER NOW](#)

Member contribution

TWELVE P'S FOR ASSESSING RISK IN ACADEMIC POLICIES AND PROCEDURES: A Guide for Those Responsible for the Design, Implementation and Assessment of Academic Procedures and Policies in Australian Universities

Written by Dick Audley, 2023.



This book is based on twelve single-word questions, all beginning with the letter 'P', which have been designed to assess risk in academic procedures and policies. While each will be addressed in greater detail in the pages that follow, they are presented here as a combined summary and index.

PURPOSE? – Why has the procedure or policy been introduced, what is it intended to achieve, and what outcome is it expected to deliver?

PARTIES? – Who are the people involved with the policy or procedure?

- Those who devised it
- Those who sponsor it
- Those required to administer it
- Those affected by it
- Those who will use the end product

POSITION? – Where does the policy or procedure fit within the wider university system? What tasks, assumptions, processes, etc., precede and follow it, and does what is envisaged integrate smoothly with all of these?

PROTOCOL? – Is there a protocol governing its operation (a manual, set of instructions, template, etc.,) to ensure consistency, uniformity, and accountability?

PACE? – How slowly or quickly does the process proceed, or is the policy implemented, and is this the most appropriate for all participants (both those originating it and those affected)?

[READ MORE ...](#)

SECTOR NEWS AND VIEWS

Looming Staff Stampede? More than three in every four higher education staff will consider moving to a new job by Christmas 2024, according to one of Australia's largest independent higher education workforce surveys.

Conducted in April, the Future Campus 2023 Workforce Survey attracted more than 3,000 responses, providing valuable insights into staff motivation, turnover, wellbeing, and perceptions.

Analysis of key findings from the research will be exclusively released in Future Campus over the next four weeks.

- 77.3% of respondents may apply for a new job in the next 18 months
 - 61.4% of respondents aged over 55 would consider changing roles
 - 81.5% of Level A-C Academics expect to be working in the sector in 2028.
- Today, we dive into the looming challenge of staff turnover, succession plans and the thirst for recognition and promotion.



While recognising limitations on the scope and methodology of the research, the survey indicates that while high levels of staff turnover may occur, the overwhelming majority of respondents indicated they wanted to stay in the sector. The research has interesting implications not only for anyone leading a team in the sector, but also for those seeking a new job - competition may be fierce. (Future Campus 22 June)

David Lloyd (VC Uni SA) presents HE challenges in a message to staff and explains how ready they are to meet them. Professor Lloyd pointed to:

- the changing nature of work, which is why UniSA has a new enterprise hub, in part, 'ensuring our curriculum is shaped by industry needs and knowledge, 'plus there's new tech'. How fortunate. UniSA has a centre for 'change and complexity in learning'.

Good oh – but curiously he made no mention of one big change discipline Uni SA is about to know a bit about – the art and science of university mergers. (Future Campus – 22 Jun)

The Australian Research Council announces new Linkage Grants. The Group of Eight as usual accounted for the way-biggest share, 30 of 59. UNSW picked up nine. Future Campus's fave (and no correspondence will be entered into) is Arul Arulrajah (Swinburne U) and colleagues who have \$562 000 to research building roads with 'gasified municipal solid waste components.' 'Benefits include diversion of municipal and demolition wastes from landfills.' There is no mention TWTW can find of any ARC recommendations being knocked back by the minister (he can't find the grants on the latest list the ARC is required to give to the Senate). But it is likely all were approved. Last year Education Minister Jason Clare said the only reason for vetos would be national security. (Future Campus - 22 Jun)

Uni Melbourne VC Duncan Maskell proposes UGs not have to pay for courses. It's an idea in the university's O'Kane Accord submission which Professor Maskell recommended in a message to staff this week. No harm in suggesting, although the submission acknowledged, 'this approach seems extremely unlikely to gain government support.' (Future Campus – 22 Jun)

Watch: Rankings Rise - Are We Getting Any Better? Curtin University metrics expert Professor Cameron Neylon tells Future Campus about this week's

rankings, what they really mean and how there are opportunities to develop more useful measures in future. (Future Campus – 29 Jun)

Finding a good team fit and better pay are twice as important as spending more time with family for higher education staff thinking about changing jobs. The Future Campus 2023 Higher Education workforce survey found that 77% of the more than 3,000 respondents said they would consider changing jobs over the next 18 months and the key factors that would motivate staff to jump ship were good team fit, better pay, greater recognition, job security and clearer organisational goals.

- 39% of respondents said they would seek a good team fit if they were to move - underscoring the importance of belonging.
- In comparison, just 18% of respondents would prioritise seeing more of their family when they considered what role to take next.
- Team fit was important to 50% more female respondents than males - highlighting the gender divide on a number of key workplace attributes.

The survey highlighted a range of factors that may prove critical for higher education leaders trying to build and sustain effective teams. Key concerns raised by staff included workload management, as well as the scale of workload; performance management and experience of toxic culture in numerous teams; lack of recognition; lack of transparency and professional development. The research highlights the significance of work unit culture and experience to staff. While many staff raised the importance of clear institutional leadership, the large majority of issues raised as factors that would motivate staff to seek a different role related to issues in the team environment. (Future Campus - 29 Jun)

Up To 300 Jobs To Go At VU. Up to 300 jobs are set to go at Victoria University, following an announcement yesterday that the university needed to save \$40 million. Vice-Chancellor Professor Adam Shoemaker launched a Voluntary Departure Package round, while also launching the 'Towards One VU' program, which seeks to guide organisational transformation. 'This is a challenging time for everyone,' Professor Shoemaker said. 'In saying this, my confidence in VU is very strong. We have outstanding people who care about our students, our values and our purpose. It is a place of

undoubted excellence.' 'Together with the executive and with the support of our University Council, we are taking essential actions today which will shape our future: as a proudly different, inclusive and outstanding university.' The University merged six of its higher education colleges into two last year and is one of several Victorian universities to have sustained a heavy financial deficit in 2022. (Future Campus – 29 Jun)

60% of STEM Students consider exit. Research shows that half of STEM PhD students report stress and 60% consider dropping out. (Future Campus – 29 Jun)

Uni Tasmania is recruiting a recruiter to grow student numbers from interstate studying on campus or digitally. The brief includes a big sell about life in 'triffic Tassie, before reality returns - the job can also be 'based remotely anywhere across Australia.' The successful applicant will take over recruitment on a roll – the university's 2022 annual report states a 19 per cent increase on interstate students in 'traditional' UG/PG courses on 2019 and a 63 per cent increase on Y12 applicants from interstate – but what the base numbers are is nowhere in the report TWTW could find. (Future Campus – 29 Jun)

Uni Sydney staff have endorsed an enterprise agreement proposed by management and campus unions – in fact, they less endorsed than acclaimed it. The yes is said to be 95 per cent of the turnout. The core of the deal is an 18 per cent pay rise through to 2026. (Future Campus – 29 Jun)

UNSW has a master-plan approval for its Canberra City campus, on city-fringe Constitution Avenue. It's forecast to have 6000 'local, national and international students' and 'will support capability growth in critical technologies and national priority areas such as cyber security and artificial intelligence.' It sounds rather like the university 2017 proposal, although ACT chief minister Andrew Barr then talked of 10 000 students. (Future Campus – 29 Jun)

Education Minister Jason Clare announces the pilot for the grad entrepreneur programme is through parliament. 'More Australians will have the opportunity to turn their ideas into businesses,' he says. It means 1000 people can spend a year in a university accelerator – with fees covered by a new HECs loan – STARTUP HELP. But the startup was slow off the blocks – the legislative history of the Bill shows the government had to do some explaining



and convincing on how it would work. The standard explanatory memorandum was followed by an addendum to the explanatory memorandum, a revised explanatory memo and a supplementary one. The Senate's Scrutiny of Bills committee had the usual look as did the Education and Employment Legislation Committee. There were also eight amendments proposed by Senators. According to education shadow, Sarah Henderson, it's 'half-baked policy.' 'Why on earth would students take on a massive startup year loan for an accelerator or incubator course when there are more than 100 from which to choose being offered currently by many universities, principally free of charge?' she said. (Future Campus – 29 Jun)

You can't Eat a Degree. Jason Clare's Companion Challenge by Tim Winkler.

In the green valleys that loom above Tasmania's east coast, and the stoic communities in the west, you'll find some poster children for the Accord. The once in a generation transformation of the model of higher education, pondered by successive governments but perhaps now more likely under a new Government still clinging to electoral capital, will aim to find ways to help marginalised individuals and people from low socio-economic backgrounds to make their way into higher education. But here is Jason Clare's challenge. If you can't afford a bus fare out of town, let alone accommodation and fees to study even a week away from home, then you need technology. In those not particularly remote areas of Tasmania, or the NT, or even many areas of other States and Territories that are still without decent mobile coverage, the internet is no more accessible than the sky. If you are sitting in one of those areas, or unable to afford NBN or a solid data plan, then even if you can afford a computer, you need to be able to operate offline. Three new papers provide insights into the importance of this issue to the success of the Accord. (Future Campus 6 Jul)

Watch: Rankings in Focus. Director of QILT Research and Strategy at the Social Research Centre, Lisa Bolton provides insights behind the recent QILT results in an exclusive Expert Opinion interview with Stephen Matchett. (Future Campus – 6 Jul)

I can't get no ... satisfaction. After two terrible COVID results, international student satisfaction is up – Stephen Matchett looks at what makes them happy. (Future Campus – 6 Jul)

Peak popularity for free degrees. Greens say. Students should be able to enjoy all tertiary education fee-free, according to the Greens, who say Polling for the party demonstrates 'highest ever support for free uni and TAFE'. (Future Campus – 6 Jul)

Research careers in the balance. Two reviews underway are set to shape the future pathways, milestones and directions of academic careers in Australia. (Future Campus – 6 Jul)

Industry and Science Minister Ed Husic announces ways for, 'propelling industry towards commercialisation and beyond.' There's help for people who get lost in the beyond. It's the \$392m Industry Growth Programme (IGP), 'to support small businesses get their great ideas to market and overcome barriers to scale.' The government will 'directly engage experienced advisers to provide guidance on commercialisation and SME growth to all eligible businesses.' Plus, the feds, 'will explore opportunities to better link the Industry Growth Programme with other initiatives like: cooperative research centres, university-led commercialisation under Australia's Economic Accelerator and state and university-led activities.' It appears a replacement for the coalition's entrepreneur programme which the Australian National Audit Office scathingly reviewed last year. (Future Campus – 6 Jul)

Best Practices to Scale the Development and Delivery of Microcredentials.

There's a growing recognition that microcredentials are crucial for enhancing employability. This requires an adjustment to the post-secondary education model to emphasize the modular and flexible microcredentials that meet modern learners' specific career goals and market needs. (The EvoLLution – 10 Jul)

Unhappiest HE Staff Revealed. Drawing on responses from more than 3,000 higher education staff, the Future Campus 2023 Workforce survey found that wellbeing was a critical factor in retaining staff and 78% of all staff believed that wellbeing was somewhat or extremely important to them. (Future Campus – 13 Jul)

Clare Raises 'Nuclear Option' for Teacher Education by Stephen Matchett. University education faculties could lose accreditation if their students are not taught the 'fundamentals' -teaching maths and English and managing classrooms according to Education Minister Jason Clare. 'That's the nuclear

option. The other option is that they could get limited accreditation or conditional accreditation,' he told the ABC. Universities could also have to publicly report their performance on preparing their students for the classroom and compete for funding incentives.

Ministers have signed off on:

- universities improving ITE pracs
- mandated 'core content' in accreditation
- a stronger link between performance and funding

This is a win all-round for Ministers. Mr Clare demonstrates the Commonwealth is on the case, giving him something to say when he does not want to answer questions about funding private schools. And his State colleagues can point to their various regulatory authorities acting on ITE accreditation to divert attention whenever anybody mentions ATARs. All benefit from a sustained campaign by culture warriors blaming academics. (Future Campus – 13 Jul)

Peak uni lobby does not push the panic button – yet.

A week from the Universities Accord discussion paper the reputational pressure is starting to show. (Future Campus – 13 Jul)

Watch: New QILT Indicators Coming by

Stephen Matchett. A major suite of changes will be introduced to the way student experience and outcomes could be measured next month, following a review by the Australian Council for Educational Research. The Quality Indicators for Learning and Teaching will include significant changes in the learner engagement area, with 'sense of belonging' becoming an independent question QILT Research and Strategy director Lisa Bolton tells Future Campus in our Expert Opinion interview. 'This will be very interesting,' she says. 'There seems to be a lot of interest in the sector about students feeling welcomed onto campus, particularly for diversity groups and internationals.' 'I can't prove it from the survey, but anecdotally, 'sense of belonging' is correlated to intention to continue.' Engagement is particularly important at present, with providers interested in when asynchronous learning shifts students out of engagement mode. And so it is hoped that QILT 2023 will ask students about their mix of in-person, on-line and hybrid study, to discover 'how much communication is one-way, consuming what is coming down the pipe and how much is two-way.' 'There is a point where students are looking for that



on-campus, Socratic kind of environment and that is what we are going to be trying to tease out over the next year.' The challenge, Ms Bolton says, is to find 'the Goldilocks zone.' This will build on the detailed analysis of the existing engagement questions that institutions can now do, most recently by a group of universities working with the Australasian Association of Institutional Researchers. 'We always love it when people use the QILT data and dig into it,' Ms Bolton says. 'Institutions need to compare like with like, which public universities can do, 'down to a very granular level.' 'The challenge is how we get institutions to engage with it and get the data out to the people who can then affect change. (Future Campus – 13 Jul)

The Universities Accord could potentially make huge changes to the way universities operate in Australia. Education Minister Jason Clare wants to 'reimagine' how higher education works and has commissioned a year-long review to look at all aspects of the sector. On Wednesday, Clare released the much anticipated draft report from the review team, led by Professor Mary O'Kane. The draft report seeks feedback on more than 70 policy ideas. Some of them are sure to provoke debate, such as a plan to put a levy on international student fee income. Or create a new national university for regional students, in the style of the University of California. But one of the issues sure to generate great interest among current and potential students is university fees and the controversial Job-ready Graduates scheme. This was the package introduced by the Morrison government in 2021 that made arts degrees more expensive in a bid to steer students into areas such as mathematics, teaching and nursing. As Australian National University higher education policy [analyst Andrew Norton writes](#), the interim report all but confirms Job-ready Graduates will be scrapped, noting 'current arrangements risk causing long-term and entrenched damage'. But what should replace it? This is still unclear and will be a key focus of the coming months as we approach the final report. Norton calls for a nuanced approach - not just looking at what future income might be, but how long study will take and what the immediate job prospects are. As he notes, 'graduates of some courses can walk straight into well-paid jobs, while others take longer to find work and have lower initial salaries. These factors can have significant effects on repayment times.' As part of our coverage of the accord, we have been running a series on big ideas

for the future of higher education. We will continue to address the questions posed by the accord, and invite academic authors to please keep pitching via the pitch form on our website. Feedback to the panel is due by September and the final report is due in December. (The Conversation – 20 Jul)

[Clare Opens Doors, but Major Reforms Await.](#) There was a big tick for access and equity in yesterday's announcement of Interim Accord measures, but decisions on major structural reform await. University managements will have to wait until year end for word on structural reform. (Future Campus – 20 Jul)

There's another underpayment announcement – Uni Wollongong thinks 'pay inconsistencies' mean it owes 6000 former and current, mainly casual professional staff, \$8m for a bunch of payroll fails back to 2016. Now this is a new one, the underpayment mess you might be thinking of was back in 2017, when management discovered it had inadvertently short-changed 30 per cent of staff on superannuation contributions over 8 years. VC Patricia Davidson tells staff, 'remediation will span six to 12 months,' and that the university's, 'financial position is steadily recovering, following the impact of the COVID 19 pandemic. 'We are committed and able to fund remediation without curtailing normal university operations' the VC adds – thus ensuring pessimists will assume there is a problem. UoW had an operating loss of \$28m last year, with \$767m revenue, down 6 per cent on 2021. (Future Campus – 20 Jul)

TEQSA is convening a forum August 10-11, 'rethinking assessment in the age of artificial intelligence.' The purpose is to 'develop a set of guiding principles' to mitigate risks to assessment plus opportunities to incorporate genAI in education programmes. But don't block the days out – it's for agency-selected 'leading Australian experts' and is invitation only. One way to put a bunch of noses out of joint. (Future Campus – 20 Jul)

After 22 months of bargaining at Uni Newcastle, National Tertiary Education Union members have voted to accept an enterprise agreement offer hammered out by management and union negotiators. (Future Campus – 20 Jul)

[Amidst China's Soaring Youth Unemployment, a Spiralling Desire for Study Abroad Opportunities Emerges.](#) In the wake of a steep rise in the youth unemployment rate, which reached a

record high of 21.3 percent in June, surging from 20.8 percent in May, China's domestic job market faces significant challenges. As young Chinese job seekers seek more promising and secure opportunities, studying abroad has emerged as an attractive option. In this article, we delve into China's efforts to address this pressing employment issue and explore how international recruiters can proactively prepare for the growing demand among Chinese applicants. (China HE News Bulletin – 25 Jul)

[How international students coped through COVID.](#) A new paper says that international students employed self-compassion as a coping strategy to get through COVID, Stephen Matchett reports. (Future Campus – 27 Jul)

[Student demands drive campus changes.](#) Student demand is re-shaping the shape and function of campuses, in response to student demands for a better vibe, Stephen Matchett reports. (Future Campus – 27 Jul)

[Jason Clare's Sale of the Century.](#) Science and Technology Australia called the Accord Interim Report 'an epic fail.' (Future Campus – 27 Jul)

Little Love for New National University by Stephen Matchett. Overall, the Regional Universities Network is pleased with what Mary O'Kane and her Accord colleagues have proposed in their Interim Report. 'Regional communities hoping for a major reform of Australia's city-centric higher education ecosystem can be encouraged by key ideas,' is RUN's overall response. The lobby specifies ideas it approves of and is pleased with, 'consideration given to RUN's proposal to establish a universal service obligation based on the principle that all Australians should enjoy the same access to higher education as a fundamental right.' But there is one RUN does not mention, a second national university, based in the regions. A National Regional University, 'with a distinctive institutional and educational model shaped by Australian geography, would be an important opportunity to create a planned approach to our national-regional education footprint,' the Accord report states. 'It could support high-quality regional education, offer a growing range of opportunities to students from regional communities, and deliver excellence in regional research.' 'It would have a strong regional voice and through its campuses would retain its important local community identity.' It's an idea that Accord panel member Fiona Nash is well



placed to consider. Ms Nash is the Commonwealth Regional Education Commissioner and a former Charles Sturt U advisor on regional development. Prior to that she was a Nationals Senator for NSW and cabinet minister. While the Accord puts a new national uni for Australia on the agenda, it makes plain that not all in regional universities are signed on to the idea. 'Stakeholders have noted the deep connections forged between the existing regional universities and their local communities, and that students may prefer a choice of different universities within the regional footprint.' Not to mention, existing regional uni staff and state and federal MPs keen to be friends with institutions that are always important drivers of local economies. Plus, people who remember the last time mergers were tried, notably the less-than-happy network created from the University of New England, the neighbouring Armidale College of Advanced Education, the Northern Rivers CAE at Lismore and Orange Agriculture College. People at UNE and Lismore did not get along and the network was dissolved. (Future Campus -27 Jul)

The Universities Accord has the potential to make the biggest changes to Australian higher education in a generation. The interim report for the federal government review landed last month and since then, academics have been combing through its 160-plus pages.

Today, higher education expert Gavin Moodie delves into one of the thornier ideas on the table - the suggestion Australia might get another national university, on top of the Australian National University in Canberra. The new institution has a working title of 'National Regional University'. It would cater to regional students and research and could be based in a number of different places. As Moodie writes, this idea is not a new one. There was a high-profile call for a scoping study into a national regional university in 2008 but this did not eventuate. And international comparisons are not as easy to find as you might think. He also notes the interim report's suggestion a regional university may 'find academic synergies and operational efficiencies across existing institutions'. This is likely to worry university staff and students as 'synergies' and 'efficiencies' can often lead to cost cutting and job losses. For these reasons, it will be very interesting to see if the national regional university makes it into the final accord report in December. (The Conversation – 9 Aug)

UA Signs to the Accord. The value of sovereign research is immeasurable, and no nation can claim to be thoroughly successful without it, the new president of Universities Australia, Professor David Lloyd told the National Press Club yesterday. The speech also effectively signed the sector up for key elements of the Interim Accord report, writes Stephen Matchett. (Future Campus – 10 Aug)

Research Funds Depend on Winning Over Public. Universities 'do the heavy research lifting' but more funding depends on the case for research being made to the community, according to Accord chair Mary O'Kane. In an interview for a Group of Eight podcast, Professor O'Kane pointed to her two recent reviews, on floods and fires in NSW, saying, 'the essence of recommendations came out of university research on what the climate future is going to like.' 'That needs to be appreciated, and once people realise they can't do without it, I think funding will be easier to get,' she said. New approaches appear to be required if research funding is to rise. (Future Campus – 10 Aug)

Where there's WIL there's a way. New studies show that Work Integrated Learning is particularly powerful for marginalised students groups, but is often more difficult to access for students in those cohorts. (Future Campus – 10 Aug)

Minister Unchallenged as he Points to Uni Failures by Stephen Matchett. Education Minister Jason Clare has announced a working group to advise State and Federal ministers, 'on the immediate actions we should take to improve university governance.' It delivers on the fifth immediate action recommended in the Accord's Interim Report, 'work with state and territory governments to improve university governance.' The Accord specified 'having more people with expertise in the business of universities,' on governing bodies, a 'focus on student and staff safety' and 'making sure universities are good employers.' Ben Rimmer, a deputy secretary in Mr Clare's department, will lead the group. Mr Clare's intent will appeal to staff and student groups. The National Tertiary Education Union has long campaigned for fewer external appointments to university councils and more staff and students as well as pointing to cases of casuals being underpaid and denied continuing employment. In the leadup to Mr Clare's announcement, student groups renewed criticism of universities over dealing with sexual assault and harassment on

campus. 'The actions universities have taken to address this to date have not been good enough. We have the research. We have the evidence. We know the scope of the problem. We have to act,' the Minister said in parliament. In response, Universities Australia all but conceded the minister's point, stating it 'is continuing to work with our members on ways to build and improve on our efforts to date, including around the collection of data, to make university campuses and our communities as safe as they can be.' Mr Clare's announcement of the working group was also met with meekness by UA, 'we are committed to working with government around issues relating to governance to ensure we are providing the best possible work and learning environment for staff and students.' Perhaps UA does not want to annoy the Minister, lest he heed Greens senator Mehreen Faruqi, who says 'It's clear that universities cannot be left to regulate themselves to address sexual assault on campuses. We need an independent authority with powers to monitor and evaluate universities on their work to end sexual violence on campuses and we must impose serious consequences when universities fail to provide a safe learning environment for students.' (Future Campus – 10 Aug)

Student support overhaul mandatory with new bill. The first legislation from the Federal Government in response to the Interim Accord report will force many institutions to conduct a major overhaul of their approach to student support – or face significant fines.' (Future Campus – 10 Aug)

Uni Newcastle academic and professional staff have separately backed new enterprise agreements, both by 90 per cent margins of those voting. This ends negotiations that rate high on the Sydney scale (named for Uni Sydney which sets the standard for bitter bargaining that goes on for years). In the end Uni Newcastle management and the National Tertiary Education Union reached agreement after nearly two years of talking when the Fair Work Commission got involved in negotiations – which is also what happened in talks for the previous, 2018, deal. (Future Campus – 10 Aug)

A New Way to Slice the SA Research Pie by Stephen Matchett. The South Australian Productivity Commission has backed the proposed merger of the universities of Adelaide and SA, calling it, 'sound economic policy' with 'the potential to play an important role in



transforming South Australia into a high innovation, high wage, State.' The judgement is in a report on the economic impact of research, commissioned before the merger plan was announced. This is no surprise, given a merger tick was in a published PC draft. And in May, Commission Chair Adrian Tembel was reported as saying the 8 per cent wage gap between SA and the national average could be 'eased' by the merger. Sponsor of the merger, Premier Peter Malinauskas, now says, it would be 'extraordinary' if the Joint Parliamentary Committee investigating did not accept the evidence. (Future Campus – 17 Aug)

Sector Schism on Funding by Tim

Winkler. Discussions over who will pay for the seismic sectoral changes mooted in the Accord process have raised concerns across the sector, reaching open debate last night. The only thing less welcome than an English Striker amongst sector leaders last night was the spectre of Jason Clare putting away the Commonwealth of Australia ATM card and insisting that the sector could turn itself inside out in a restructure funded by an academic razor-gang. In the wake of widespread criticism of the proposed tax on international students, University of Newcastle Vice-Chancellor Professor Alex Zelinsky had popped up this week, suggesting reforms could be funded from within the sector itself - triggering consternation. Group of Eight CEO Vicki Thomson called the proposal 'a solution looking for a problem.' University of Melbourne Vice-Chancellor Professor Duncan Maskell went further last night, calling the efficiency dividend 'a very bad idea.' 'We need to fix the funding system, not shuffle money around amongst ourselves,' he wrote. 'The idea that transformational change in the sector can be achieved in a budget-neutral way from such a low starting point is fantasy.' University of Western Australia Vice-Chancellor Professor Amit Chakma joined the fray, arguing that Professor Zelinsky's levy plan, 'may generate short-term publicity for the proponents but will cause long-term damage to the system.' (Future Campus – 17 Aug)

Latest rankings reinforce Go8 lead. The University of Melbourne has cemented its position as Australia's leader in the ARWU rankings released this week. (Future Campus – 17 Aug)

TEQSA warns HE providers it is investigating 'significant risks in the recruitment of overseas students,' including arrivals who may not be 'bona-fide or will not comply with the terms of

their visa.' In particular the Tertiary Education Quality and Standards Agency points to, 'high numbers of overseas students, after arriving onshore, transferring to other higher education providers or Registered Training Organisations.' In March, Mahsood Shah and James Collinson pointed to the problem of students taking advantage of lower visa requirements by enrolling in high reputation providers and switching to low-cost ones on arrival. 'Recycling' of students by education agents is well known and organised prior to the student arriving onshore. Education agents are motivated by the financial benefits associated with switching education providers. An initial commission will be paid by the primary provider, followed by subsequent payments by onshore VET colleges and private providers once a student changes their course and study location,' they wrote in Campus Morning Mail. 'Obligations about recruitment, admissions, and support may be a focus in future re-registration assessments and compliance activities and you will be expected to be able to evidence your compliance,' TEQSA Chief Commissioner Peter Coaldrake advises. (Future Campus – 17 Aug)

Accord anointed. Last Wednesday, Universities Australia's David Lloyd gave the grand Accord idea – VET and HE working together in a tertiary system, what came close to a tick. And lest anybody miss the point on Thursday UA, TAFE Directors Australia and biz lobby Australian Industry Gripe announced an entente, with quotes from all. 'Universities and the VET sector are vital to ensuring Australia has the skilled graduates required to deliver national priorities ... We see the two sectors as being complementary, rather than being in competition with one another,' Professor Lloyd said. Which TAFE Directors Australia Jenny Dodd thought was a splendid idea, 'If we have a strong university system collaborating with well-funded TAFEs, we have a strong economy. It's as simple as that.' As did Megan Lilly from AI Group, 'It is important that all education providers are engaging together and with industry to educate the skilled workers our economy and nation needs.' (Future Campus – 17 Aug)

The Senate Standing Committee on Education and Employment will examine the bill enacting the first five recommendations of the Accord. After some procedural argy-bargy last Thursday, the Government agreed the inquiry would include two hearings. The Committee will report mid-September.

The Opposition is keen on this, notably the opportunity it will offer to examine the abolition of the Coalition's rule that students who fail half their subjects lose their Commonwealth funded place. 'It is far easier to enrol a student than it is to ensure that student completes a three- or four-year degree. For too long universities have measured their success in terms of enrolment figures, but this must change. What really matters are completion rates,' Tony Pasin (Liberal-SA) said in the Reps – which demonstrates the dire state the Opposition is in on higher education. Minister Clare has eaten the coalition's rhetorical lunch on education – including slamming university performance on student support and including a fine for poor performance in the bill, and he did it without presenting the government as an enemy of higher education, which is how the coalition is widely perceived, thanks to the Job Ready Graduates program.

Diligence at the Deep End by Stephen Matchett. A cluster foxtrot.

How much students will pay and institutions receive by subject cluster for 2024 is still not known (but it's a fair bet that the hated Job Ready Graduate 2023 rate of \$15,000 for HASS, bus-eco and law students won't be lower). The DoE, states 'it is working towards releasing the 2024 funding clusters and indexed rates and understands providers' interest in next year's clusters and rates.' Not much else to be said.

'Message from the government,' (yes, really)

The DoE advises it is 'communicating' with 14,000 affected students 're delayed HELP loans that may not be visible on their ATO accounts.'

While detail is less sparse than non-existent, this appears to be about HE students whose loan records 'were not properly transferred' to their Australian Tax Office accounts, In May the Department advised it was getting in touch with the students to tell them past annual indexation on their loans would be waived. DoE expected 'resolved' loan records would be at the ATO by August (Campus Morning Mail May 19). In which case the debt they knew not of will be a shock to a few, quite a few students. DoE now advises it has made phone contact with 1762 'highly impacted individuals and individuals at risk.' The rest are going to get the news, 'via post, email and SMS,' and will undoubtedly believe a message from the government about their owing it money. Their dough is done. The government has also dropped the Job Ready Graduate requirement for



students to pass 50 per cent of subjects or lose Commonwealth funding for their place. This will apply on the first student census date after the legislation is through the Senate and has Royal assent (a couple of weeks). However, students with low completion rates who paid up-front won't get their money, or their place back. (Future Campus – 17 Aug)

BIG DATA, DATA ANALYTICS, BUSINESS INTELLIGENCE

Summer of AI. After a hectic few months, the summer period is likely to be marked by more quiet deliberation about universities' next steps on generative AI. After the furore of the launch of ChatGPT and the collective moral panic about the risks of academic misconduct, universities are thinking bigger about what the response should be to the opportunities and challenges that AI – especially, but not only, generative AI – poses for the sector. AI is a national conversation – how the technology is regulated, the skills required to realise its potential in different industries, the risks of hostile actors and systematised disinformation – and universities' research and expertise should be at the forefront of those debates. Not least, as Joshua Thorpe writes, because universities have the capacity to be critical about AI, and advocate and role-model a humane response. Others shaping the conversation, including policymakers, tech firms, and media, while not uncritical, typically have their own agendas to pursue. It's a tricky balance – we're aware that universities are currently fielding freedom of information requests on academic misconduct and AI, which this morning our own Jim Dickinson predicts will force many universities' hands over assessment. But it would be an enormous shame if that one dimension of AI became the focus when there is so much else to think about. The university response to AI won't be confined to the creation of a policy. It will take creative thinking from the whole university community, systematic analysis of the various fields of academic and professional practice that are likely to be affected, openness to experimentation, and a commitment to inclusiveness in the exploration of the issues. Some sector and institutional voices are already showing what this could look like – others will no doubt follow. This morning on the site, a team from Teesside University, led by pro vice chancellor for education Mark Simpson, sets out how AI could change academic practice, the ways that AI could

be positioned as a collaborator in knowledge production, and a taxonomy of AI literacies. And Afia Tasneem and Abhilash Panthagani from EAB distil their insight from discussions with university leaders about where the opportunities lie in AI – and add some observations about why the conversations sometimes don't go so well. (Wonkhe – 3 Jul)

Where data does not go. The Australian National Audit Office reports on Department of Education programmes for regional and remote students and concludes they are designed and implemented effectively. But in news not to surprise anybody who tries to use DoE statistics, the Audit Office advises, 'the department was unable to demonstrate how higher education data is considered or used to inform progress of access and participation programme and initiative activities, or the measurement of progress against package level outcomes for regional and remote students.' (Future Campus – 6 Jul)

Rubbishing robots Just 17 per cent of people think AI will create more jobs than they eliminate – but they are nervous about the consequences. (Future Campus – 13 Jul)

TEQSA Tackles AI by Stephen Matchett. The Tertiary Education Quality Skills Agency acknowledges that it will have to adapt to Large Language Models (LLMs) that underpin AI products such as ChatGPT, rather than seek to bend them to its' rules. Stephen Matchett notes that TEQSA's submission to the House of Representatives committee inquiry into AI in education, says issues with AI are likely to grow as the pace of change accelerates, identifying a number of issues in the HE domain. TEQSA also addresses AI problems on its patch:

- Research integrity: while the regulator takes more words to state it, TEQSA is alarmed that AI makes things up, pointing in particular to images it generates, which are, 'increasingly difficult to detect and can compromise the integrity of research findings.'
- It warns of expertise-absent AI replacing peer review leading to dodgy research not being picked up prior to publication.
- Academic integrity: TEQSA goes beyond concerns with cheating to warn that AI can subvert the entire system, 'there is a risk of AI systems becoming self-contained and self-referential.' And warns, 'if the education system were to shift

entirely to a 'student/AI hybrid' model, it raises concerns about how future students will acquire the necessary content knowledge to effectively evaluate AI-generated output.' (Future Campus – 27 Jul)

Citations for ChatGPT? AI could make research writing easier, but also has the potential to undermine the current norms around authorship, the ARC warned this week. (Future Campus – 10 Aug)

REPORTS AND RESOURCES

Common traits of effective online teaching. Effective online training practices share many characteristics with traditional classroom approaches, but how they are implemented may differ, according to the latest research by the National Centre for Vocational Education Research (NCVER). The report Effective teaching practices and student support services in online VET examined eight case-study qualifications ranging from Certificate II to Diploma level to understand the characteristics of online teaching approaches in a range of training settings. The research found that due to the varied nature of training environments, student groups, qualification types, and industry settings, there is no 'one size fits all' approach to online training. Despite the variability, five common themes that contribute to effective online teaching approaches were identified. They are:

- simplicity, clarity, and consistency
- varied and engaging learning material
- communication and engagement
- flexibility, and
- student support.

Across the eight qualifications examined, there were notable exceptions to these themes which suggests that online learning may not always be appropriate for foundation skills and traditional trades qualifications. The report also highlighted that providing proactive and individualised support to students is crucial for those undertaking online training. (NCVER – 22 Jun)

Meaningful Engagement with Alumni in Higher Ed. The alumni community goes beyond transactional relationships and donor expectations. Active and engaged learners, it's important for higher ed leaders to focus on breaking them out of silos to begin fostering a lifelong relationship. (The EvoLLution – 22 Jun)



Unis Support Indigenous Staff and Students by Stephen Matchett. With Indigenous enrolments still way below population parity (representing 2.08 per cent of students) Universities Australia reports on member strategies in 2022, including:

- Almost all universities have 'formal written strategies' for Indigenous student recruitment. Indigenous enrolments in Bachelor degrees have grown by an average of 7.3 per cent per year from 2008-21, while PG coursework enrolments have grown 9.7 per cent PA.
- While institutions acknowledge support for Indigenous students is a shared responsibility, there is a 'disproportionate level of reliance upon DVC and PVC Indigenous portfolios for leadership';
- Attracting and retaining Indigenous staff remains a challenge: half point to 'a culturally safe environment,' some mention a staff pipeline;
- staff targets: more than half respondents mentioned population parity as a target. Nearly half responses defined this by their local community;
- promotion: 'most universities did not identify a specific, documented pathway specific to Indigenous staff'; and
- three quarters of universities provide cultural safety training to staff, have offered it or are planning to.

UA states that following the qualitative approach for 2022 the '23 report will be based on, 'a more detailed quantitative instrument.' as Elsevier sticks its bib in. The for-profit journal giant Elsevier wants to create a big-data platform and portal for Indigenous Research and got in touch with Universities Australia – which responded nothing-doing. UA warns the proposal, 'creates a monopoly on valuable indigenous knowledge.' In its reply, seen by Future Campus, UA supports the principal but announced that Indigenous peoples, 'should be the custodians of their research and data.' Given which, UA advised, it would have helped if Elsevier had got in touch with the DVC/PVC Indigenous committee at the start. (Future Campus – 6 Jul)

Skilling a resilient workforce now and for the future. NCVER has today released the official discussion paper for the 32nd National Vocational Education and Training (VET) Research Conference 'No Frills, to be held in Melbourne from 19 to 21 July 2023. The paper illustrates the

conference theme 'Skilling Australia's current and future workforce' by exploring the resilience of the Australian VET sector and how it can continue to foster adaptability in the face of ongoing change. The comprehensive 'No Frills' 2023 conference program includes a Ministerial address, two keynote presentations, 40 concurrent presentations, an interactive discussion panel, 4 pre-conference professional development workshops and plenty of networking opportunities. (NCVER – 12 Jul)

Government-funded students and courses 2022. The latest NCVER report, Government-funded students and courses 2022, provides a summary of data relating to students, programs, subjects and training providers in Australia's government-funded VET system. The report shows that student enrolments in government-funded vocational education and training (VET) have decreased in the 12 months to December 2022. Despite the decrease, there has been a gradual increase in student enrolments since 2018. The report also found that there has been an increase in students undertaking off-the-job training between 2020 and 2022. (NCVER – 18 Jul)

The Big Accord Idea: Lifelong Learning a Reality by Stephen Matchett. The Universities Accord team propose a coherent tertiary system to enable realisation of their big idea; a 'universal learning entitlement, 'that helps all Australians access high-quality tertiary education' and 'make lifelong learning a reality.' And by 'tertiary' Mary O'Kane and colleagues mean higher education and VET – the Accord Interim Report also proposes extending Commonwealth funded student places to TAFE, 'in areas of crucial skill need.' 'Australia's skills needs will only be met if the higher education system, and an expanded VET system, with TAFE at its core, work together within a more integrated system to deliver the flexible, transferable skills people want and need,' they write in yesterday's paper that sets out the issues they will address in their final recommendations at year end. Overall, they propose a system where the distinctions between higher education and training blur and barriers are removed, to end existing 'fragmentation, under-investment and competing interests between different institution and agencies.' To make it happen the Accord team proposes a Tertiary Education Commission, to: 'promote long-term strategic thinking across the

tertiary education sector,' to support the establishment of the Accord and to work with state and national agencies, which 'could include determining funding allocations, including through the negotiation of mission-based compacts with universities.' 'Greater diversity and innovation in institutions is unlikely to emerge without proactive government intervention. The Tertiary Education Commission could provide the strategic leadership and coordination needed to develop a more dynamic and responsive system,' Professor O'Kane and colleagues state. Among other proposals are:

- stackable microcredentials in priority skill areas
- 'new and evolving institutions, 'shaped by the strongest features of both the higher education and VET sectors'
- piloting self-accrediting TAFE
- 'revising' student contributions, 'to ensure students are not being overwhelmed with debt'
- a 'levy' on international student fee income.

Notice anything missing? Research funding only gets six mentions - notably, 'moving over time to ensure National Competitive Grants to cover the full-cost of undertaking research.' (Future Campus – 20 Jul)

A New Hope for HE – The Road Ahead by Professor Merlin Crossley – DVC Academic Quality at UNSW. The Accord's interim report 'is asking us to look around the world and see who we want to be like and to be smart about what we invest in' Professor Merlin Crossley writes. This is a really interesting piece – providing insights from a Go8 leader with extensive experience in the sector and a long-demonstrated willingness to call it as he sees it. 'The report starts by sketching a vision. The main themes are education and research,' Professor Crossley writes. 'The education section makes two strong points: universities can build social cohesion by ensuring that no one misses out, and they can enhance human capital so Australia remains competitive.' The report suggests a broadscale change in not just the organisation of universities, but also perceptions of the value that universities bring, if reforms are to succeed. 'Across the world, countries are grappling with changes in the world order and coming to terms with the astonishing rise of Asia. Australia is in the East,' he writes. 'It matters that we are not only neighbours of Asian countries but in the digital world we are in the Asian time zone. The east is



home to most of the world's population. 'We are in proximity to some of the most rapidly developing economies on the planet. To the North, cities like Singapore, Hong Kong, and Shanghai are booming. Our country will prosper too if we keep up. Redefining the value of universities is key, Professor Crossley writes. 'Investing in knowledge and people increases social cohesion and well-being, it improves health, it stabilises democracies, it supports national security, and it generates prosperity which means that these modest but important investments end up funding themselves. That's why they are called investments. 'The Interim Report is a call to shrug off complacency and to be ambitious about building a knowledge economy that is high-powered and that is inclusive.' (Future Campus – 27 Jul)

VET in Schools. The latest NCVER report shows that the number of students undertaking vocational education and training (VET) as a part of their senior secondary certificate of education has decreased in 2022. Certificate II programs continue to be the most popular qualification level, however, there has been a gradual increase in Certificate III programs between 2012 and 2022. Whilst Certificate III programs have increased, Certificate I programs decreased considerably between 2012 and 2022. (NCVER – 27 Jul)

The Non-Linear Path of Higher Education. If there's one thing the traditional environment of higher ed is learning is that it's not traditional anymore. Modern learners are taking a much more customized approach to their education, requiring institutions to focus on alternative pathways. (Modern Campus – 29 Jul)

Process Keys to Microcredential Success. As demand for microcredentials continues to grow, it's critical that institutions focus on fulfilling the mission at the heart of microcredentials—flexible, affordable and relevant short-term education—through collaboration and student centricity. (The EvoLLution – 31 Jul)

Apprentices and trainees in-training and completions remain strong. The latest data from the National Centre for Vocational Education Research (NCVER) shows that apprentice and trainee completions grew by 18.8% in the December quarter 2022 compared with the December quarter 2021. Overall, there were 377,665 apprentices and trainees in-training as at 31 December

2022, an increase of 8.1% (or 28,405) compared with 31 December 2021. However, the data also shows that commencing apprentices and trainees in the December quarter 2022 has declined by 33.5% from the December quarter 2021. NCVER Managing Director Simon Walker said, 'The decline in commencements coincides with the end of the Boosting Apprenticeships Commencements (BAC) scheme, which ceased for new apprentices on 30 June 2022.' For the first time since the start of the COVID-19 pandemic in March 2020, apprentice and trainee cancellations and withdrawals also had a sizeable decline of 10.2% between the September 2022 quarter (33 500) and December 2022 quarter (30 095). The decline was most notable among construction trades workers (down 9.8%) and clerical and administrative workers (down 16.8%). (NCVER – 1 Aug)

Drivers of student training choices – a focus on student support services. The latest NCVER report shows that the availability of student support services influences students' decisions when choosing a registered training organisation (RTO). The Drivers of student training choices – a focus on student support services report found that that student support services were considered just as important by all students as they are for students in equity groups, and that they are also willing to pay additional costs to access those services. Whilst the availability of student support services is influential on students' RTO choices, course cost was found to be the most influential factor on student choice of training provider. (NCVER – 8 Aug)

Student Okay With Online Exams by Stephen Matchett. The pandemic expanded use of remote proctoring of exams, making it is 'one of the most divisive issues in higher education' so a Deakin U team set out to distinguish rhetoric from reality. Kelli Nicola-Richmond and colleagues surveyed and interviewed staff and students participating in a 2020 on-line, open book proctored exam, in multiple subjects and managed by an external provider. They found:

- academics involved 'had a strong preference' for on-line proctored over paper-based exams. Students split 39 per cent for on-line, 37 per cent paper with the remainder having no preference;
- 55 per cent of students reported a 'positive experience' but a 'small

number' had ethical objections, considered it invasive and/or found the tech difficult;

- students focused on their own performance and considered cheaters inevitable. Many thought open book formats ended needs to cheat.

The take-out – 'The study findings demonstrate that our participants held a much more moderate view of online proctored exams than the more extreme perspectives in the literature, especially after participants had experienced one of these exams.' Recommendation - 'We encourage educators to embrace open book exams as the preferred assessment design for online proctored exams wherever disciplinary requirements allow.' (Future Campus – 8 Aug)

Online First from JANZSSA: A Health Profile of Niue Tertiary Students in Aotearoa NZ. Pioneering research finds Niuean tertiary students in NZ face a high risk of cardiovascular disease, health care unavailability, domestic violence, and mental health problems. The University of Auckland research team asserts that universities can play a critical role in protecting students from the harsh effects of health-threatening behaviours. *A Health Profile of Niue Tertiary Students in Aotearoa, New Zealand*, is available on the JANZSSA website: <https://janzssa.scholasticahq.com/article/84755-a-health-profile-of-niue-tertiary-students-in-aotearoa-new-zealand>



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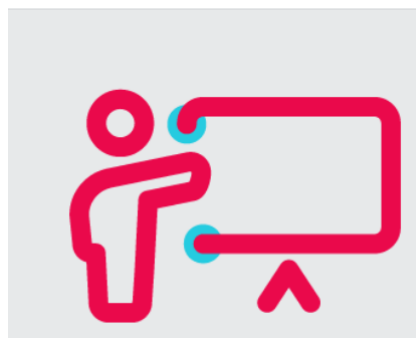
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ON THE MOVE

Kathryn Blyth becomes Academic Services Director and Registrar at Uni Queensland. She moves from Australian Catholic U.

Madelyn Bolch is confirmed as chief executive of voced at Swinburne U. She has been acting since March.

Theo Farrell (DVC A Uni Wollongong) will become La Trobe U VC in February. It's a rocket ride to the top. He arrived at UoW from the UK in 2017, to be a dean.

At Murdoch U Gail McGowan is invested as chancellor.

With Margaret Gardner off to be governor of Victoria, Monash U Council announces interim appointments. Susan Elliott moves from provost to interim VC.

Sharon Pickering moves from DVC E to acting provost. DVC R Rebekah Brown picks up equity, diversity and inclusion. PVC learning and teaching Allie Clemans, will act as DVC E.

Chris Ronan is confirmed as CEO of the Country Universities Centre (15 remote learning locations in NSW, Queensland and Victoria). It's an internal appointment.

Julie Birmingham becomes first assistant secretary, Teaching and Learning, in the Commonwealth Department of Education. She moves from FAS, school systems and performance in DoE.

Professor Kerri-Lee Krause has been confirmed as Vice-Chancellor for Avondale, one of Australia's newest universities. Professor Krause joined Avondale as provost in April '21, moving from Uni Melbourne, where she was DVC Student Life.

Jaymee Beveridge becomes VP Indigenous Strategy and Engagement at Uni Wollongong. She moves up from director of the university's Woolyungah Indigenous Centre.

Former Commonwealth department of education head Lisa Paul will be the next chancellor of the University of Canberra, replacing long-serving Tom Calma.

Jane Booth (UniSA) has been appointed to the new role of Chief People and Culture Officer after serving in a range of roles within the University.

Marnie Hughes-Warrington (Uni SA) is appointed Standing Acting Vice Chancellor, parallel to her role as DVC Research and Enterprise. 'This fractional substantive role will support the Vice Chancellor as Adelaide University is created,' the University explained.

Swinburne U VC Pascale Quester is appointed to a second five year term. Her first does not expire for two years, meaning she is now in the job to 2030.

Laura-Anne Bull is appointed Swinburne U's DVC Education, Experience and Employability. She starts in November.

Dean Gould becomes VP Engagement at Southern Cross U, where he was previously chief marketing officer.

Robynne Quiggin becomes PVC Indigenous Leadership and Engagement at UTS. She has been acting in it since November.





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



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