

AUSTRALIAN ACADEMIC SALARIES TIME SERIES PROJECT 1977-2002

MICHAEL HORSLEY AND GREG WOODBURN



THE AUSTRALIAN CENTRE FOR ORGANISATIONAL, VOCATIONAL AND ADULT LEARNING
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Executive summary

This project was commissioned by the Department of Education, Science and Training as an extension of the earlier project undertaken by University of Technology, Sydney on *Salary Relativities and the Academic Labour Market*. The earlier project, based on interview and benchmarking methodologies, concluded that:

- Australian universities are making extensive use of salary loadings and other incentives to attract and hold academic staff.
- The incidence and range of these incentives vary substantially from university to university and discipline to discipline.
- The need for these incentives lies in the relative uncompetitiveness of Australian academic salaries with relevant Australian private sector salaries and some overseas academic salaries.
- The two levels of academic positions in Australia that are most difficult to fill are associate lecturer and professor.

The aim of this study is to examine changes in Australian academic salaries over the past 25 years to determine the rate of change in academic salaries and compare this with the trends in the economy at large. In this analysis the key question is *have academic salaries maintained their relativities to key indicators over the period 1977-2002?*

Three data sets were developed to gather evidence to develop insights into academic salary relativity trends. These data sets included:

- A data base of newspaper advertisements for Level E (Professor) for one month per year from the *Sydney Morning Herald* (Saturday), *The Age* (Saturday) and *The Australian Higher Education Supplement*. The database included salary levels and remuneration packages, duties statements and allowances and incentives;
- Analysis of academic salaries and the Consumer Price Index (CPI) trends and movements; and
- Analysis of academic salaries and Average Weekly Earnings (AWE) trends.

It was decided that the most effective way to develop and analyse data was to extend studies by Zappalà and Lombard (1990, 1991) that compared academic salaries to AWE and CPI trends from 1977 to 1990. The updating of this study presented an opportunity to develop coherent and consistent data in the period under investigation.

It was decided not to proceed with the analysis of the Employee Earnings and Hours (ABS Cat. No. 6306.0) as the fields and data available reduce the validity of long-term comparisons.

The approaches and methodologies used in generating the data provided in this project report reflect a number of data limitations. The main limitations are the use of nominal rates of academic pay in the construction of trend data and some inconsistencies in the choice of reference point times (February) for trend series comparison. Notwithstanding these qualifications the data provide sound evidence of the relativity of Australian academic salaries for the time series 1977-2002.

Time series and trend analysis

This report examines changes in Australian academic salary relativities over the past 25 years (1977-2002). It updates and extends an earlier study by Lombard and Zappalà (1991) that examined changes in academic salaries over a 20-year period between 1970 and 1990. That original analysis indicated that academic salaries had continuously declined relative to AWE from 1970 to 1990.

In order to maintain comparability with the earlier study, similar data sources and methods are used for this report. The key findings are:

- Similar to the 1990 study, the analysis in this report indicates that nominal academic salaries have continued to decline relative to AWE in the 25-year period from 1977 to 2002. A professor's salary, for instance, was 3.2 times greater than AWE in 1977 but in 2002, it was only 2.4 times greater. A senior lecturer's salary was 2.4 times greater than AWE in 1977 but only 1.8 times greater in 2002. A lecturer's salary was 1.5 times greater than AWE in 1977 but only 1.3 times greater in 2002. An associate lecturer's salary was just over the AWE in 1977 but had fallen below AWE in 2002.
- Quantifying the extent of the decline in nominal academic salaries relative to average earnings suggests that the relative decline for the two senior academic levels examined has been greater in the period 1977 to 2002 compared to the decline for the two lower level positions. This finding is qualified by evidence presented in the analysis of advertised position, which showed an increase in the range and frequency of non-wage remuneration benefits.
- Comparing changes in academic salaries to movements in the CPI between 1977 and 2002 shows that only the Associate Lecturer level experienced the same magnitude of growth as the CPI, and is therefore the only academic level to have kept pace with inflation over the last 25 years. The two more senior academic levels did not keep up with the growth in inflation. In other words, academic salaries, especially at the more senior levels, have declined in real terms since 1977.
- Comparing the findings from this study to the 1990 study suggests that the extent of the decline in the period 1977-2002 has not been as severe as that found in the earlier study (1970-1990).
- Subject to the qualification noted in dot point 2 above, academic salaries have continued to decline relative to AWE and the CPI over the last quarter century, the erosion in the period 1977-2002 has been more marked at the senior levels of the profession compared to the lower entry-level grades.
- While 1977 stood out as the critical year that marked the *beginning* of the decline in the earlier study, in this analysis 1990 stands out as the year that marks the *slowing down* of the decline of academic salary relativities compared both to average earnings and inflation.

Analysis of the job advertisements

The project collected and analysed advertisements for the position of professor or related positions for the month of November in the period 1997 to 2002. These were drawn from *The Age*, *The Australian* and the *Sydney Morning Herald* newspapers. They revealed that over this period:

- There was an increasing use by universities of incentives other than base salaries to attract applicants for these positions. These incentives increasingly took the form of salary loadings, though a range of other additional benefits such as research support and salary sacrifice came to be offered;
- Another significant change occurred during this period, namely, the increased frequency of positions that required management skills and a greater emphasis on the links between the particular faculty and the community, including business and the professions;
- The notion of the professor as a leader, who had as a key task the development of the faculty or school, gained increasing prominence during the latter part of this period;
- Changes in job and duty requirements reflected the more outward looking stance of universities, just as the increasing offers of salary loadings and other benefits reflected the problems of declining pay relativities, particularly in salary sensitive areas such as business and information technology.

These results are consistent with our earlier study *Salary Relativities and the Academic Labour Market*.

It should be noted in considering the declining relativities between academic salaries and average weekly earnings that the comparison is based on academic scale wages and not on actual earnings by academics. As our earlier research established, many academics are earning significant amounts over their agreed entitlement by way of salary loadings and by payments for commercial work undertaken on behalf of their university or by way of private practice.

These direct financial benefits together with the generous university superannuation and other benefits make the relative positions of academics not as unfavourable as the time series may suggest.

Acknowledgements

Marc Lombard and Gianni Zappalà of the Australian Centre for Industrial Relations Research and Training (ACCIRT) undertook the time series analysis, building on their earlier research on the same topic covering the period 1970 to 1990. This research was coordinated by Ron Callus from ACCIRT. Research assistance was provided by Jo Anne Bathurst and the project was administered by OVAL from the University of Technology Sydney.

The Department of Education, Science and Training through its Equity Unit provided valuable input into the project.

The project team wishes to express its gratitude to the insightful and expert comments of Robert McCombe from the Australian Bureau of Statistics.

Limitations in the data presented

A number of limitations are inherent in the data presented in this report. In the first instance, the decline of nominal academic salaries compared to AWE also reflects changes in the structure of the workforce. During the period under investigation the qualifications and the credentials of the labour force increased markedly, with significant rises in degree and diploma holders in the workforce and increased school retention to higher levels of school education. This change in human capital is responsible for part of the decline in academic salaries relative to AWE as the workforce as a whole becomes more highly trained and skilled.

In the second instance, the earlier study on *Salary Relativities and the Academic Labour Market* identified a number of changes in the way that universities seek to fill positions at Level E (Professor). The interpretation of the analysis of the newspaper data over the time period under study needs to take into account that universities have become more expansive in their recruitment strategies. Universities reported that they increasingly target key professorial staff through informal networks. Also the analysis of advertisements for Level E positions did not include websites, an increasingly important medium for advertisements and recruitment.

In the third instance, the comparators used in this time series analysis were AWE and CPI, not wage cost indexes. This is because the wage cost index was only introduced in 1997, limiting its application for a 25-year period required in the time series analysis.

In the fourth instance, it is difficult to reconcile the pre-1982 AWE data in the spreadsheets presented with the Average Weekly Earnings Australian 1941-1990 (ABS Cat. No. 6350) published in February 1992 with the Historical Series in Table 3 of the March quarter 1984 (ABS Cat. No. 6302.0 published in July 1984) which is the source of the data presented. One problem with this series, however, is that it has been seasonally adjusted, and February is a seasonally low figure—the seasonally adjusted February figures over that period are 3% to 5% higher than the original. None of the other AWE figures used in the analysis (from 1982 to 2002) have been adjusted in this way.

In the fifth instance, the reference point changes in the middle of the data series (1990 to 1992) from February to the December quarter of the preceding year makes comparisons limited. The AWE series since 1982 has used a reference period each quarter of a pay period in the middle month of each quarter (i.e. February, May, August and November). The title of the present quarterly releases of ABS Cat. No. 6302.0 mention the reference month. In previous years the publication title has reflected the quarter (e.g. March quarter) rather than the specific month. Irrespective of how it might have referred to in the publication title, the reference period for the AWE survey has been defined in a consistent way since August 1981.

Background

This project was commissioned by the Department of Education, Science and Training as an extension of the earlier project undertaken by University of Technology Sydney on *Salary Relativities and the Academic Labour Market*. The earlier project, based on interview and benchmarking methodologies, concluded that:

- Australian universities are making extensive use of salary loadings and other incentives to attract and maintain staff;
- The incidence and range of these incentives vary substantially from university to university and discipline to discipline;
- The need for these incentives lies in the uncompetitiveness of Australian academic salaries with relevant Australian private sector salaries and some overseas academic salaries;
- The two levels of academic positions that are most difficult to fill in Australia are associate lecturer and professor.

The aim of this study was to examine changes in Australian academic salaries over the past 25 years to determine the rate of change in academic salaries and compare this with the trends in the economy at large. In this analysis the key question is *have academic salaries maintained their relativities to key indicators over the period 1977-2002?* This study extended the earlier *Salary Relativities and the Academic Labour Market* research by producing time series and trend data focusing on AWE and CPI comparisons with academic salaries.

Three data sets were developed to gather evidence to develop insights into academic salary relativity trends. These data sets included:

- A data base of newspaper advertisements for Level E (Professor) for one month per year from the *Sydney Morning Herald* (Saturday), *The Age* (Saturday) and *The Australian Higher Education Supplement*. The database included salary levels and remuneration packages, duties statements and allowances and incentives;
- Analysis of academic salaries and the CPI trends and movements; and
- Analysis of academic salaries and AWE trends.

It was decided that the most effective way to develop and analyse data was to extend a 1990 study by Zappalà and Lombard (1990) that compared academic salaries to AWE and CPI trends from 1977 to 1990. The updating of this study presented an opportunity to develop coherent and consistent data in the period under investigation.

It was decided not to proceed with the analysis of the Employee Earnings and Hours (ABS Cat. No. 6306.0) as the fields and data available reduce the validity of long term comparisons.

The approaches and methodologies used in generating the data provided in this report reflect a number of data limitations. The main limitations are the use of nominal rates of academic pay in the construction of trend data and in the choice of reference points (February) for trend series comparisons. Notwithstanding these qualifications, the data provide sound evidence of the relativity of Australian academic salaries for the time series 1977 – 2002.

I. Introduction to the time series

This report examines changes in Australian academic salary relativities over the past 25 years (1977-2002). Section II briefly reviews the key findings from the earlier study. Section III outlines the data sources and methods used. Section IV presents the key findings from the analysis. In particular, it examines academic salaries relative to two key indicators between 1977 and 2002: Average Weekly Earnings (AWE) and the Consumer Price Index (CPI). The final section outlines some key similarities and differences in the findings of the two studies.

II. The decline of academic salaries in Australia 1970-1990

In 1990, Lombard and Zappalà published a report entitled '*Academic arthritis? An examination of educational salary level relativities in Australia, 1970-1990*' (Lombard & Zappalà 1990). The objective of the report was to document the decline in academic and teacher salaries relative to an average benchmark, as they considered that wage relativities played an important role in determining the labour supply of academics. This was in a higher education policy context of wanting to increase the number of overseas students in Australian universities (recognising that this was an untapped export earner for Australia) and making Australia the 'clever country'. While the government acknowledged that a shortage of academic staff could hinder these goals, its approach was to increase the value of post-graduate research awards. They argued then:

[W]hat is the value of increasing the number of post-graduate students if conditions in their potential labour market are so poor that they will enter non-academic alternatives?
(Zappalà & Lombard 1991:78).

The analysis indicated that academic salaries had declined continuously relative to average earnings from 1970 to 1990. Although some of the decline had originated prior to 1970, the fall in salaries became more acute throughout the 1970s and 80s. The period 1970-77 was characterised by abrupt fluctuations in academic salaries. Salaries fell sharply between 1970 and 1972, recovered in 1973 and fell again in 1974. The analysis showed that 1977, the year that this report uses as the starting period, marked the beginning of a steady continuous decline. Between 1977 and 1990, academic salaries in relative terms fell year after year, with the exception of a small adjustment in 1985. Some of the key findings were:

- A professor's salary was 3.59 times greater than AWE in 1970—in 1990 it was only 2.34 times greater;
- A senior lecturer's salary was 2.62 times greater than AWE in 1970—in 1990 it was only 1.76 times greater; and
- A lecturer's salary was 1.57 times greater than AWE in 1970—in 1990 it was only 1.15 times greater.

III. 1977-2002

i) Data and methods

In order to maintain comparability with the earlier study, similar data sources and methods were used for this report. The two key data sources used are:

Average weekly earnings

AWE is a survey conducted by the Australian Bureau of Statistics (ABS) of almost 5,000 employers across Australia and includes all wage and salary earners who received pay for the reference period (ABS Cat. No. 6302.0, various years). The AWE is updated on a quarterly basis and the February figures have been converted for every chosen year to an annual rate for the purpose of this comparison. Prior to August 1981, the AWE series was based principally on information from payroll tax returns. The series used for both studies is that provided by the ABS with a common index base linking both series. The AWE 'all males' series has been used as it was the only one that enabled continuous comparisons between the pre and post 1981 ABS series. This series, All males total earnings, (ABS, AWE, Cat. No. 6302.2) is taken from the DX database of ABS time series. The DX series is called: AWE Males: Total earnings: All Employees.

It should be noted that the use of this series underestimates the extent of the decline of academic salaries relative to average earnings. The ABS publishes several AWE series including ones that have higher average earnings. This is because of their composition; for example, the series for 'full-time adult total earnings' has higher average earnings compared to the 'all males total earnings' series used for this study as the former does not include the earnings of part-time and junior employees.

Academic salaries

Academic salary data up to 1998 were sourced from the Federation of Australian University Staff Association (FAUSA) and the National Tertiary Education Union (NTEU). The NTEU was formed in 1993 by the amalgamation of five tertiary education unions, including FAUSA. Prior to 1998, academic salary rates across all universities were largely uniform. The acceleration of enterprise bargaining agreements at university level in the last few years, however, has meant that academic salary rates vary slightly across universities.¹ As variations between universities are marginal, academic salary data used for the last two years are those for Macquarie University.² These rates are slightly higher than those for most other universities (including those within the Sydney region), and were chosen in order to avoid the claim that lower rates were purposely used so as to maximise the extent of any decline. In any case, the use of lower or average rates does not materially alter the main outcomes of the analysis, as variations in salary levels are generally no larger than a few percentage points.³

¹ See for instance the 2002 survey of academic salary rates of 14 Australian universities published in Maxwell (2002, Appendix 1)

² www.mq.edu.au/Enterprise/index.html

³ It should be noted, however, that the academic salary rates used for this analysis do not include any market loadings that are paid by some university faculties and disciplines to academic staff. Furthermore, salary rates do not include benefits such as the 17% employer contributions to superannuation as well as any benefits that are part of salary packaging arrangements. The latter are becoming increasingly popular as a means for universities to increase the total salaries of some academic staff. See Maxwell (2002, Appendix 1) for details on additional benefits offered by some Australian universities.

As in the previous study, four representative academic levels are used: Professor (Level E) – top of scale, Senior Lecturer (Level C) – top of scale, Lecturer (Level B) – bottom of scale, Associate Lecturer (Level A) (previously tutor) – bottom of scale. To facilitate the presentation after the initial year, 1977, data for every second year is used.

IV. Findings

i) Academic salaries and AWE

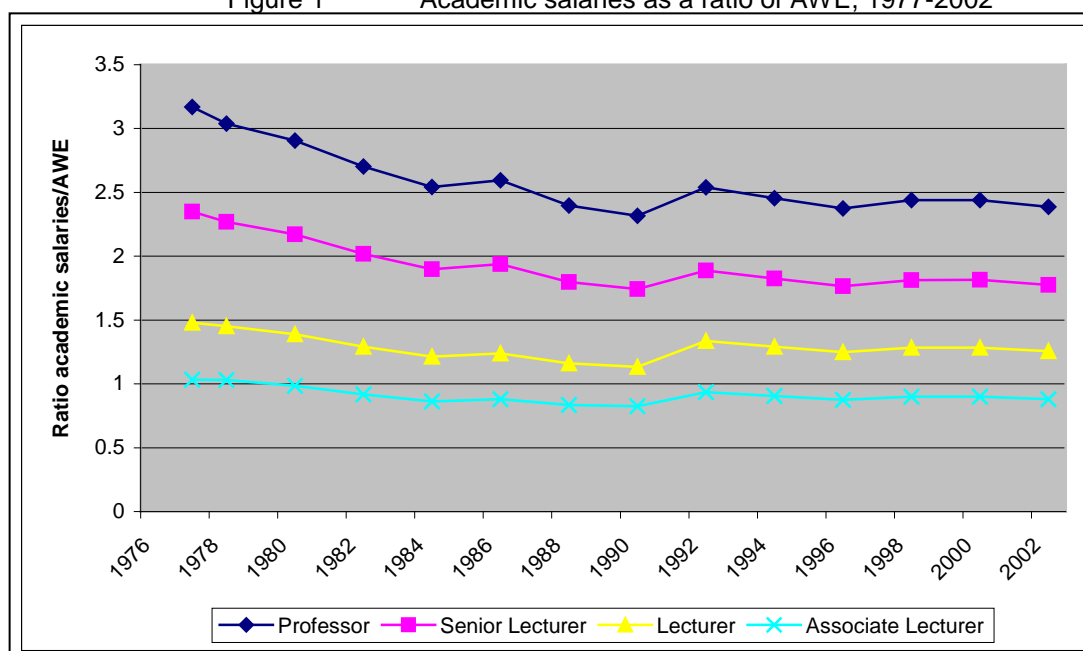
Table 1 shows the respective salaries of Associate Lecturer, Lecturer, Senior Lecturer and Professor, from 1977 to 2002 as a ratio of AWE computed annually. A professor's salary, for instance, was 3.17 times greater than average earnings in 1977 but in 2002, it was only 2.39 times greater. A senior lecturer's salary was 2.35 times greater than average earnings in 1977 but only 1.77 times greater in 2002. A lecturer's salary was 1.48 times greater than average earnings in 1977 but only 1.26 times greater in 2002. Finally, an associate lecturer's salary was 1.03 times greater than average earnings in 1977 but had fallen below average earnings in 2002.

Table 1 Academic salaries as a ratio of AWE 1977-2002

Year	Associate lecturer (Level A bottom of scale)	Lecturer (Level B bottom of scale)	Senior Lecturer (Level C top of scale)	Professor (Level E top of scale)
1977	1.03	1.48	2.35	3.17
1978	1.03	1.45	2.27	3.04
1980	0.99	1.39	2.17	2.91
1982	0.92	1.29	2.02	2.70
1984	0.86	1.21	1.90	2.54
1986	0.88	1.24	1.94	2.59
1988	0.84	1.16	1.80	2.40
1990	0.82	1.13	1.74	2.32
1992	0.94	1.34	1.89	2.54
1994	0.90	1.29	1.82	2.45
1996	0.87	1.25	1.76	2.37
1998	0.90	1.28	1.81	2.44
2000	0.90	1.28	1.81	2.44
2002	0.88	1.26	1.77	2.39

Figure 1 is a graphic illustration of the respective academic salaries as a ratio of average earnings.

Figure 1 Academic salaries as a ratio of AWE, 1977-2002



As in the earlier study, the extent of the decline can be quantified by comparing movements in salaries relative to AWE. In brief, we can measure the difference between the percentage increase in salaries and the percentage increase in AWE, for a set time period, as a percentage of the increase in AWE for that same period. Therefore:

$$\% \Delta \text{ AWE} - \% \Delta \text{ Salary} / \% \Delta \text{ AWE}, \text{ where } \Delta \text{ represents a finite change}$$

A zero per cent increase in salaries indicates that those salaries have increased by exactly the same percentage that AWE increased. A 100% increase in academic salaries compared to AWE indicates that salaries have increased by twice the percentage increase in AWE, while a 100% decrease indicates that an increase in AWE has not been accompanied by any increase in academic salaries.

To illustrate: In February 1977, AWE calculated on an annual basis were \$9,365, while a professor's salary was \$29,687. Over the 25 years to February 2002, AWE increased by 351%, to \$42,198, while the professor's salary increased by 239% to \$100,735. Its rise was 68% of AWE (239/351). The decline in the professor's salary compared to AWE was therefore:

$$351 - 239/351 = 0.319 \text{ or } 32\%$$

Table 2 shows the extent of the decline in academic salaries relative to AWE using this method. It suggests that the relative decline for the two senior academic levels examined has been greater in this period (almost one-third), compared to the decline for the two lower level positions (approximately one-fifth).

Table 2 The decline of academic salaries relative to AWE – a comparison of increases

Academic salary level	% increase in salary	% decline in salary (relative to AWE)
1977-2002*		
Increase in AWE: 351%		
Professor (top of scale)	239	32
Senior Lecturer (top of scale)	240	32
Lecturer (bottom of scale)	283	19
Associate Lecturer (bottom of scale)	284	19

* The respective figures for the period 1970-1990 were: Professor: 41%; Senior Lecturer: 38%; Lecturer: 32%; Tutor: 31% (Zappala & Lombard 1991:89).

Another method for quantifying the extent of the decline in academic salaries relative to average earnings is to examine the percentage change in the *ratio of academic salaries to average earnings* in one time period compared to another.

To illustrate: in February 1977, the ratio of a professor's salary to AWE calculated on an annual basis was 3.17. In February 2002, that same ratio was 2.39. The percentage decline in the ratio over the 25 years was approximately one-quarter (or 25%):

$$[(2.39/3.17) - 1] \times 100 = -24.6$$

Table 3 shows the percentage decline in the ratio of academic salaries to average earnings for two time periods, 1970-1990 (the period of the first study) and 1977-2002 (the period of this study).

Table 3 The decline in the ratio of academic salaries to AWE 1970 – 1990 and 1977 – 2002

Academic salary level	% decline in the ratio of academic salaries to AWE (1970-1990)*	% decline in the ratio of academic salaries to AWE (1977-2002)
Professor (top of scale)	35	25
Senior Lecturer (top of scale)	33	24
Lecturer (bottom of scale)	27	15
Associate Lecturer (bottom of scale)	19	15

* These figures were not reported in Zappalà & Lombard (1991)

R. McCombe from the Australian Bureau of Statistics has conducted a partial re-analysis of the Associate Lecturer's academic salaries as a ratio of AWE to show the impact of inappropriately using February as the reference point instead of the December quarter in the middle of the comparison period (mentioned in the limitations to data section). The period used from 1992 onwards is the November of the previous year (i.e. November 1991 for 1992, etc.), so there is only a nine months gap between the 1991 AWE measure used and the 1992 one, which contributes to the big increase in the ratios in Table 1 between 1990 and 1992 and the subsequent resurgence of the ratios generally from 1992 onwards. Using consistent data the ratio for the Associate Lecturer nominal salary decline relative to AWE identified as 19% in Table 2 would have been 15%.

The data presented in Tables 1 and 2 incorporates this inconsistency, which slightly overstates the extent of the relative salary decline.⁴

It once again suggests that the relative decline for the two senior academic levels examined has been greater in the period 1977 to 2002 compared to the decline for the two lower level positions. It also shows that the overall extent of the decline in this study (1977-2002) is not as severe as that found in the earlier study (1970-1990). For instance, while this study found a decline of about one-quarter in a professor's salary relative to average earnings, the decline was 35% between 1970 and 1990. Similarly, while a senior lecturer's salary relative to average earnings declined by about one-quarter over the last 25 years, it declined by one-third between 1970 and 1990. The percentage decline in a lecturer and associate lecturer's salary relative to average earnings was approximately 15 % between 1977 and 2002, while it was respectively 27 and 19 % for the period 1970 to 1990.

Finally, Figure 2 plots the percentage increase in AWE over the same time period. This serves as a check that the relative decline in academic salaries that has occurred is not just a purely statistical effect due to a large rise in the rate of increase of the comparator (average earnings) over the same period.

⁴ See Appendix 1

Figure 2 Percentage increase in AWE 1977 – 2002

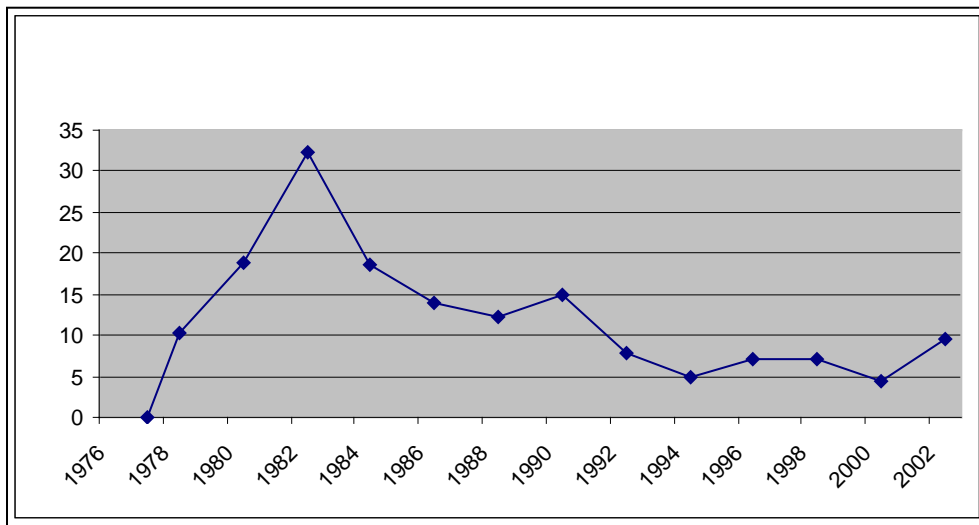
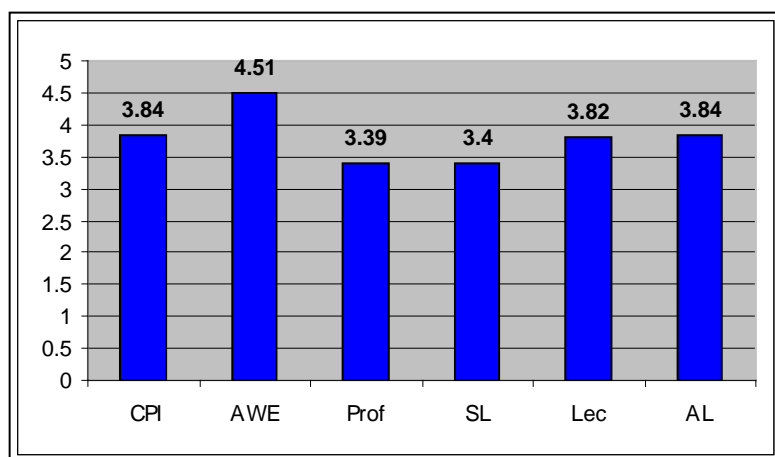


Figure 2 suggests that apart from a short sharp increase in the early 1980s, the *rate of increase* of AWE has also been declining over the same period. The relative decline in academic salaries is therefore not the result of comparing salaries to a benchmark that has experienced a large rate of increase over the same period.

ii) Academic salaries and the CPI

This section compares changes in academic salaries to movements in the CPI between 1977 and 2002. This highlights what has happened to academic salaries in real terms over this period. Figure 3 first compares the rates of growth in academic salaries of the four levels examined against those for AWE and the CPI.

Figure 3 Rate of growth in CPI compared to the rate of growth of AWE and academic salaries



It shows that the CPI increased by a factor of 3.84 times between 1977 and 2002. Average weekly earnings outstripped this growth, as they increased four and a half times during the same period. In contrast, only the Associate Lecturer level experienced the same magnitude of growth as the CPI (3.84), and is the only academic level to have kept pace with inflation over the last 25

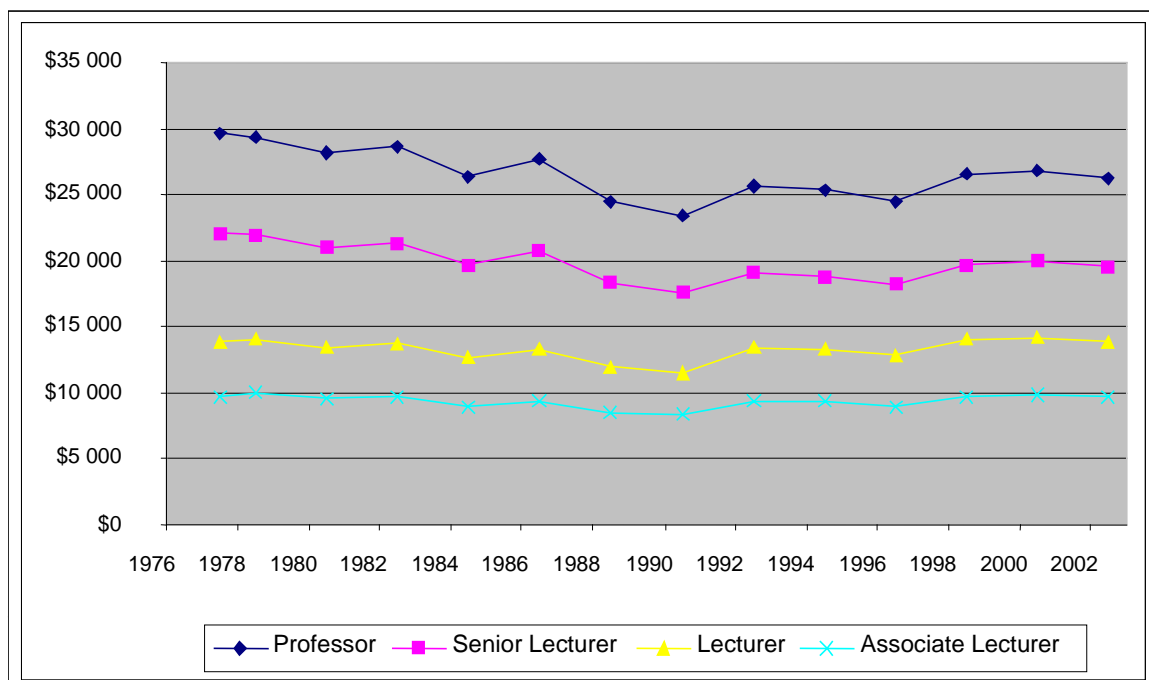
years. The Lecturer level, having increased by a factor of 3.82 was not too far behind inflationary growth. The two more senior academic levels, however, did not keep up pace with the growth in inflation.

Another way of examining the relationship between academic salaries and inflation is shown in Figure 4. For the same four academic levels it plots academic salaries in real terms, that is, at 1977 prices. Thus Figure 4 shows the real salaries for all four academic levels over time. This has been calculated by dividing the actual (nominal) wage in that year by CPI for same year.

For instance, a professor's salary was \$29,687 in 1977. The real salary for a professor (i.e. the salary at 1977 prices) in 2002 would have been \$26,260. In other words, a professor's salary has declined in *real terms* since 1977 (a drop of 12%).

This graph confirms that only the Associate Lecturer level has kept pace with inflation. The salaries of the two more senior academic levels have not kept pace with the growth in inflation, and have therefore declined in real terms.

Figure 4 Real academic salaries (at 1977 prices)



V. Discussion and conclusions

This report indicates that academic salaries have continued to decline relative to average earnings and the CPI in the 25-year period from 1977 to 2002. Nevertheless, there does appear to be some difference in the pattern of the decline between this and earlier studies.

- First, the extent of the decline in this study (1977-2002) is not as severe as that found in the earlier study (1970-1990). For instance, while this study found a decline of about one-quarter in a professor's salary relative to average earnings, the decline was 35 % between 1970 and 1990.

- Second, while academic salaries have continued to decline relative to average earnings and the CPI over the last quarter-century, the erosion has been more marked at the senior levels of the profession compared to the lower entry-level grades. In the 1991 study, the extent of the decline was largely consistent across all the academic levels. This study reveals a greater degree of variation in the decline across academic levels. This was also confirmed in the comparisons of academic salaries with the CPI—the top of the profession has experienced real falls in their salaries, while the lower levels have managed to at least keep up with inflation.
- Third, in the earlier study, 1977 stood out as the critical year that marked the *beginning* of the decline. In this analysis, 1990 stands out as the year that marks the *slowing down* of the decline of academic salary relativities compared both to average earnings (see Figure 1) and inflation (see Figure 4). Although it is beyond the scope of this report to explain the various factors behind the continued decline in academic salaries, possible reasons for the post-1990s slow down in the decline include:
 - The award restructuring process that occurred after 1990. This process saw an improved academic career structure and entry level salary with the introduction of the Level A Associate Lecturer grade replacing the previous position of Tutor;
 - The formation of the National Tertiary Education Union (NTEU) in 1993 from the amalgamation of five tertiary education unions may have provided a greater degree of bargaining power for academics;
 - The greater emphasis on enterprise level and productivity bargaining, especially since the late 1990s, has enabled academics in some universities to gain salary increases above national award guidelines. The use of pattern bargaining in the more decentralised wage fixing system that emerged in the 1990s has enabled gains to be shared fairly uniformly across the system and contained any growth in inter-university salary dispersion;
 - There has been a greater awareness among higher education policy makers since 1990 that the decline in academic salaries needed to be stemmed in order to maintain the competitiveness and attractiveness of the higher education sector to students and staff. This has been reinforced by the regular publication of surveys comparing academic salaries across universities in several Commonwealth countries since 1997 (Maxwell 2002).

Analysis of Advertisements for Professorial Positions Level E (1977-2002)

As part of the examination in changes in academic salary relativities, job advertisements for the position of professor during the years 1977 and 2002 were extracted from three newspapers, *The Age*, *The Australian* and the *Sydney Morning Herald*. Because of the size of the task, only one month in each year, November, was chosen for analysis. November was chosen as this month as it is a key month for universities advertising for staff in the following year.

The search revealed that during this period some 128 positions were advertised, with the maximum for any one year being six and the minimum three. The search revealed that there were seven professorial positions at overseas universities that were advertised by Australian

universities on their behalf. The positions advertised for Australian universities were for Go8 universities 67, metropolitan universities 40 and regional universities 14.

The salaries offered in the period start at \$30,786 for the Chair of Business Administration at the University of Melbourne in 1977 and rise in stages to the \$105,598 offered for the position of Professor and Head of the School of Business at the University of Sydney in 2002. There is an important further difference between the first and second advertisements; namely, in the second advertisement, it is pointed out that a salary supplement and Head of School allowance may be negotiated with the successful applicant.

The advertising of benefits in addition to salary, leave loadings and superannuation in the earlier years of the period 1977-1985 was almost totally confined to payment of removal and travel expenses and help with housing, including assistance with the purchase of a home. Exceptions were the offer by the University of New England to provide “access to outside studies program with travel paid”. There were of course clinical loadings being offered for medical positions.

The importance of the clinical loadings can be seen from the advertisement in 1988 of the position of Professor of Pediatrics at the University of New South Wales. Apart from the standard salary for that time of \$61,550, the university offered a clinical loading of \$10,850, plus an on-call allowance of \$13,033 plus a service allowance in the range of \$9,350 to \$17,736 to be paid by the hospital to which the position was attached.

The first mention of a direct loading for a non-clinical position comes with the advertisement for a Chair of Economics at La Trobe University in 1988. This was soon followed by the advertisement for the Chair of Computational Mechanics at the University of Melbourne, which advertised “generous provisions for consultancies and outside work”.

The range and frequency of additional benefits being offered begins to increase at this time. The University of Queensland in 1990 offers an allowance of \$2,400 to the successful applicant for the position of Foundation Chair in Natural Systems Management and Head of Department. In the same year the Queensland University of Technology offers the provision of a motor vehicle for the Dean of the Faculty of Arts.

In the following year, the University of Adelaide offers “an appropriate loading” for the Dean of the Faculty of Science position; the University of South Australia offers “negotiable benefits” for the Foundation Professor and Head of the School of Management, the position of Head of Faculty of Science and Technology at La Trobe University is offered “appropriate allowances”.

In 1993, the position of Professor in the Department of Economics at the Australian National University was offered with “market loadings and research support”.

In 1994, the University of New South Wales offered to negotiate salary supplementation with the successful applicant for the position of Professor of Economics.

In 1995, the University of Queensland offered a “market related loading” for the position of Professor of Chemical Engineering and Director of the Coal Utilisation Research Unit.

In 1996, the Queensland University of Technology offered salary sacrifice for private use of a motor vehicle and a grant support for research for the position of Professor and Head of the School of Accountancy.

In 1997, the Queensland University of Technology offered the Dean of Business a fully maintained vehicle for business and private use, while the University of New South Wales offered to negotiate a salary loading and research support with the successful applicant for the position of Chair in Telecommunications Engineering.

In 1998, Charles Sturt University offered an allowance of up to \$7,800 for the position of Director of Graduate Studies.

In 1999, The University of Queensland offered a fully maintained vehicle for the holder of the Executive Dean of Natural Resources, Agriculture and Veterinary Science; the University of Technology, Sydney in its advertisement for the position of Professor of Social Economy advised “the Faculty of Business has a salary supplementation scheme”; Macquarie University indicated that the successful applicant for the position of Chair of Psychology “could expect to negotiate start-up funds to re-establish research facilities”.

In 2000, James Cook University advertised “attractive options for salary packaging” for the position of Professor of Pharmacy.

In 2001, the University of Sydney offered an expense of office allowance of \$1,050 and “outside earnings” to the position of Professor of Nursing.

In 2002, the University of Sydney offered a salary supplement and Head of School allowance to the successful applicant for the position of Head of the School of Business.

Changes in flexibility in the benefits offered

Between the beginning and end of the period under review, the extent to which universities were prepared to negotiate over benefits increased markedly. The range of these benefits increased from the payment of removal expenses plus superannuation, to the offering of salary sacrifice to achieve specific benefits attractive to individual applicants and research support aimed at attracting highly qualified applicants.

In the light of the decline in salary relativities revealed in the earlier part of this report, it is not surprising that universities were finding that they needed to offer incentives to applicants for professorial positions, particularly those such as economics and accountancy that were most out of alignment with salaries and benefits in the private sector.

The increasing use of loadings and other benefits in these salary sensitive areas was clearly demonstrated in the first study on academic salary relativities.

Changes in duties as revealed by the advertisements

From the details in the advertisements it is possible to see some indicative shifts in the range of duties being associated with the position of professor. A number of the advertisements called for management and developmental skills. The capacity to establish, innovate and gain outside support were clearly now more on the agenda.

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APPENDIX 1 Data issues

1. The difficulty with pre-1981 AWE series arises because the ABS changed methods and indicate that using figures pre-1981 (even with their adjustment measures) should be interpreted with caution. This is in the studies reprint.
2. The figures pre-1990 were taken from an earlier study published as a working paper in 1990 and subsequently revised by the ABS. That contains tables with all the data used. The figures may have been subsequently revised by the ABS. The figures from 1982 to 1990 are for the February quarter as the ABS catalogues did not provide a March or December quarter at the time. This is stated in the various ABS catalogues for those years.
3. The figures from 1992 to 2002 are for the December quarter.
4. It should be emphasised that the analysis indicated is probably the best one to rely on, even though it only commences in 1981. The reason for this is that it is a consistent and more reliable AWE time series that includes 'all adult persons' working full time.

Table 4 (Part) Associate lecturer salaries as a ratio of AWE February 1977-2002

Year	As per Table 1 of Report	Consistent original February data
1977	1.03	1.08
1978	1.03	1.07
1980	0.99	1.02
1982	0.92	0.92
1984	0.86	0.86
1986	0.88	0.88
1988	0.84	0.84
1990	0.82	0.82
1992	0.94	0.93
1994	0.90	0.89
1996	0.87	0.86
1998	0.90	0.89
2000	0.90	0.89
2002	0.88	0.87

APPENDIX 2 Academic Salaries Data

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1977	Chair in Agricultural Science	Agriculture (Animal Sciences)	La Trobe University	Research & teaching	Not stated	Not stated
The Age Nov. 1977	Chair of Business Administration (fixed term)	Business Administration	University of Melbourne	Not stated	\$30,786 p.a.	Not stated
The Australian Nov. 1977	Herald Chair of Fine Arts	Fine Arts	University of Melbourne	Research & teaching	\$30,786 p.a.	Superannuation, travel and removal expenses, housing assistance
The Australian Nov. 1977	Chair of Biology	Biology – School of Biological Sciences	University of Sydney	Not stated	\$30,786 p.a.	Not stated
Sydney Morning Herald Nov. 1977	Professor of Town Planning	Architecture	University of New South Wales	Not stated	\$30,785 p.a.	Not stated
The Age Nov. 1978	Chair of History	History	Monash University	Teaching, research & supervision of PhD & MA students	\$31,789 p.a.	Superannuation and travelling allowance
The Australian Nov. 1978	Chair in Educational Studies (Professor & Head of the Centre)	Centre for Educational Studies within the Faculty of Education	University of New England	Undergraduate teaching, teacher education and postgraduate studies.	\$31,789 p.a.	Travel and removal expenses, superannuation, assistance with purchase of home, access to outside studies program with travel paid

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1978	Lions Chair of Ophthalmology	School of Medicine	Flinders University of South Australia	Participate in ophthalmological services at Repatriation General Hospital; development of integrated undergrad curriculum & postgrad education; research	\$31,789 p.a.	Clinical loading of up to \$A5,000; superannuation on FSSU pattern
Sydney Morning Herald Nov. 1978	Professor of Drama	School of Drama	University of NSW	Academic in nature, limited consultative work	\$31,789 p.a.	Superannuation
The Age Nov. 1979	Chair of English	Department of English	Monash University	Teach both undergraduate & graduate students, supervise research studies for PhD & MA students	\$34,119 p.a.	Superannuation, travel and removal expenses, temporary housing assistance
The Age Nov. 1979	Chair of Mechanical Engineering	Department of Mechanical Engineering	University of Melbourne	Not stated	\$34,119 p.a.	Not stated
The Australian Nov. 1979	Chair of Law	School of Law	Macquarie University	Leadership in teaching & research, interdisciplinary approach to legal studies, postgrad program	\$34,119 p.a.	Not stated
Sydney Morning Herald Nov. 1979	Professor of Management in the Chair of Accounting	Australian Graduate School of Management	University of NSW	Executive courses; teaching & examining students in AGSM's degree courses; limited consultative work	\$34,119 p.a.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1980	Chair in Economics (Accounting & Business Economics)	School of Economics	La Trobe University	Leadership in teaching & research; develop programs.	Not stated	Not stated
The Age Nov. 1980	Chair of Administration - Behavioural Sciences applied to Management and/or Business Policy	Not stated	Monash University	Teaching & research supervision	\$37,151 p.a.	Superannuation, travel and removal allowance, temp. housing allowance
The Australian Nov. 1980	Professor of Geology	Geology	University of Papua New Guinea (Port Moresby)	Academic & research leadership, research, training of national academics	\$K20,225 p.a.	Plus gratuity
The Australian Nov. 1980	Professor of Management	Management Studies	University of Queensland	Not stated	\$37,151 p.a.	Travel and removal expenses, superannuation, housing assistance
Sydney Morning Herald Nov. 1980	Professor of Transport Engineering	School of Civil Engineering	University of NSW	Head of the Department of Transport Engineering	\$37,154 p.a.	Superannuation
The Age Nov. 1981	Chair of Landscape Architecture (Elisabeth Murdoch Professor of Landscape Architecture)	Faculty of Architecture and Planning	University of Melbourne	Research in field of Australian architecture; demonstrated competence in landscape architecture theory and practice	\$41,509 p.a. (under review)	Superannuation, travel and removal expenses, housing assistance
The Australian Nov. 1981	Chair in Zoology	Department of Zoology	University of Witwatersrand, Johannesburg, South Africa	Interest in research, cross interdisciplinary boundaries, leadership in research	R\$20,040 x 810 – R\$20,850 x 900 – R\$26,250	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1981	Professor of Chemistry	School of Natural Resources	University of South Pacific, Suva, Fiji	Responsibility for chemistry component of teaching program, consultative work, research & development projects;	F\$22,069 – F\$23,593	Gratuity amounting to 15% of basic salary, appointment allowance, partly furnished accommodation at rental of 12% of salary, allowance in lieu of superannuation of 10% of salary
The Age Nov. 1982	Professor of Accounting	Department of Commerce	James Cook University, Queensland	Effective leadership in academic & administrative work, consolidate & develop teaching and research of the Department	\$45,977 p.a.	Not stated
The Age Nov. 1982	Head of Planning within the School of Architecture and Building	School of Architecture and Building	South Australian Institute of Technology	Co-ordination & administration of school ; academic leadership	From \$36,685 - \$46,977 p.a.	Not stated
Sydney Morning Herald Nov. 1982	Professor of Accounting	Department of Commerce	James Cook University, Queensland	Leadership in academic & administrative work, dev. teaching & research of the Dept	\$46,977 p.a.	Not stated
The Age Nov. 1983	Chair of Pathology	Department of Pathology and Immunology	Monash University	Leadership & direction in research & teaching	\$54,845 p.a.	Plus clinical \$5,848 loading, superannuation, travel and removal allowance, temporary housing assistance
The Age Nov. 1983	Dean of the Faculty of Science	Faculty of Science	Monash University	Development of the faculty; some teaching, research; advisory capacity to Vice Chancellor as member of committee of Deans	\$53,473 p.a.	Superannuation; travel and removal allowance, temporary housing allowance.

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1983	Chair of Computer Science	Computer Science	University of Sydney	Not stated	\$48,977 p.a.	Not stated
The Australian Nov. 1983	Chair of Japanese Studies	Department of Oriental Studies	University of Sydney	Not stated	\$48,977 p.a.	Not stated
Sydney Morning Herald Nov. 1983	Chair of Administration	Department of Administrative Studies	Monash University	Teaching & research supervision.	\$48,977 p.a.	Superannuation, travel & removal allowances, temporary housing assistance
Sydney Morning Herald Nov. 1983	Chair of Japanese Studies	Department of Oriental Studies	University of Sydney	Not stated	\$48,977 p.a.	Not stated
The Age Nov. 1984	Professor & Deputy Director, Centre of Policy Studies	Centre of Policy Studies	Monash University	Will hold Chair in Policy Studies, tenure as Reader	\$52,026 p.a.	Superannuation, travel & removal allowance, temp. housing assistance
The Australian Nov. 1984	Professor – School of Chemical Engineering and Industrial Chemistry	Petroleum Engineering Studies	University of New South Wales	Director of Centre for Petroleum Engineering; develop the undergraduate teaching prog., contribute to research activity, extend links with industry	\$52,026 p.a.	Not stated
The Australian Nov. 1984	Head, Centre for Teaching Development	Centre for Teaching Development	University of Wollongong	Responsible to a Management Committee for the effective and efficient operation of the Centre and for the supervision of its professional and technical staff.	\$33,331 - \$38,847 p.a.	Plus gratuity

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
Sydney Morning Herald Nov. 1984	Professor of Landscape Architecture	Faculty of Architecture	University of NSW	Leadership in school in conduct of undergraduate, post graduate and research programs, limited consultative work	\$52,026 p.a.	Not stated
The Age Nov. 1985	Professor of French	Department of Modern European Languages, Faculty of Arts	Australian National University	Teaching and research in applied linguistics, leadership at Faculty level, Head of Dept.	Not less than \$54,948 p.a.	Grant towards travel and removal costs; assistance with housing; superannuation;
The Age Nov. 1985	Chair in Economics	Department of Economics	Monash University	Not stated	\$54,948 p.a.	Superannuation, travel and removal expenses, temp. housing assistance
The Australian Nov. 1985	Foundation Professor of Management	Graduate School of Management	University of Adelaide	Serve as Director of School; academic leadership, supervision of research	\$54,948 p.a.	Superannuation + 3.8% NW1
The Australian Nov. 1985	Chair of Biostatistics	Dept of Mathematics, Statistics and Computer	University of Newcastle	Undergraduate & postgraduate teaching & supervision in the Dept. participation in the Asian and Pacific Centre for Clinical Epidemiology.	\$54,948 p.a.	Superannuation, travel and removal allowance, and temp. housing allowance
Sydney Morning Herald Nov. 1985	Chair of Econometrics	Department of Econometrics and Operations Research	Monash University	Organise and take part in undergraduate and graduate teaching in economic statistics and econometrics	\$54,948 p.a.	Superannuation, travel and removal allowance, and temporary housing allowance
The Age Nov. 1986	Chair of Social Work	Department of Social Work	La Trobe University	Academic leadership in research, teaching & curriculum development	\$58,348 p.a.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1986	Tad Szental Chair of Electronic & Communication Science	Department of Electronic and Communication Science	La Trobe University	Chairperson of Dept, provide academic & research leadership, foster devel. of discipline at undergraduate, postgraduate & research levels, liaise with other depts. and outside organisations	\$58,348 p.a.	Not stated
The Australian Nov. 1986	Chair of Mathematics	Department of Mathematics, Statistics & Computing Science	University of New England	Head of Dept; research, teaching	\$58,348 p.a.	Not stated
The Australian Nov. 1986	Professor and Head of Department	Department of Civil Engineering	Papua New Guinea University of Technology	Consulting and testing work for industry, government & local communities; teaching.	K\$25,115 (K1 = AUS\$1.6057)	Plus Head of Dept allowance of K\$1,600, gratuity of 24% taxed at 2% support for approved research, appointment & repatriation fares, leave fares for staff & family after 18 months, settling in & settling out allowance; 6 weeks paid leave; education fares & assistance towards school fees, free housing; salary protection plan; medical benefit schemes
Sydney Morning Herald Nov. 1986	Professor of Economics	School of Economics	University of NSW	Act as Head of Dept or Head of School of Economics as required	\$58,348 p.a.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1987	Chair of Restorative Dentistry	Department of Restorative Dentistry	University of Melbourne	Not stated	\$58,870 p.a.	Loading of \$5,223 superannuation, travel and removal expenses, housing assistance
The Age Nov. 1987	Dean of the Faculty of Education	Faculty of Education	Monash University	Administering and developing the faculty, some teaching, research, acting in advisory capacity to the Vice Chancellor as a member of Committee of Deans	\$64,201p.a.	Superannuation, travel and removal allowance, temporary housing assistance
The Australian Nov. 1987	Professor of Tropical Veterinary Science	School of Tropical Veterinary Science	James Cook University, Queensland	Foster graduate studies & research in animal health & animal production	\$58,870	Not stated
The Australian Nov. 1987	Professor of Accounting	Department of Accounting	University of the South Pacific	Leadership in research & teaching at undergraduate & graduate levels	F\$32,776 – F\$34,992	Gratuity of 15% of basic salary, appointment allowance, partly furnished accommodation at rental of 12% of salary, superannuation contribution of 10%
The Age Nov. 1988	Chair of Economics (Accounting and Business Economics)	School of Economics	La Trobe University	Academic leadership in both teaching & research, co-ordinate & develop existing programs, oversee future of accounting & business economics, maintain & develop links in wider community	\$61,550 p.a.	Plus loading.

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1988	Chair of Zoology	Zoology	University of Melbourne	Academic leadership Head of Dept.	\$63,919 p.a.	Not stated
The Australian Nov. 1988	Chair of Political Science	Department of Government	University of Queensland	Administrative responsibilities including Dept Headship at an appropriate time.	\$61,550 p.a.	Not stated
The Australian Nov. 1988	Dean and Director	Australian Graduate School of Management	University of New South Wales	Provide leadership in management education, research & executive development & to set the School's direction	Commensurate with skills & experience	Not stated
Sydney Morning Herald Nov. 1988	Professor of Paediatrics	Faculty of Medicine, School of Paediatrics	University of New South Wales	Developing, supervising & participating in undergraduate & postgraduate teaching	\$61,550 p.a.	Plus clinical loading \$10,850; additional on-call allowance of \$13,033, plus a service allowance of \$9,350 - \$17,736 payable by the Hospital
Sydney Morning Herald Nov. 1988	Professor of Law	Faculty of Law	Australian National University	Provide academic leadership in their particular fields and to the faculty	\$61,550 p.a.	Not stated
The Age Nov. 1989	Professor and Head	Department of Mechanical Engineering	PNG University of Technology	Leadership in teaching, research, involved with industrial govt liaison	\$K29,675	Gratuity of 24% taxed at 2%, appointment & repatriation fares, leave fares for staff & family after 18 months, 6 weeks paid leave, settling in & out allowances, education fares & assistance towards school fees

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1989	Professor	Department of Architecture and Building	PNG University of Technology	Interest in developing courses, research & teaching	Not stated	Not stated
The Australian Nov. 1989	Chair of Computational Mechanics	Department of Mechanical and Manufacturing Engineering & Dept of Computer Science	University of Melbourne	Develop strong interdisciplinary links with other depts & faculties	\$65,837 p.a.	Superannuation, travel and removal expenses, housing assistance. Generous provisions for consultancies and outside work.
The Australian Nov. 1989	Chair in Women's Studies	Division of Humanities	Griffith University, Brisbane	Innovative role in development of postgraduate coursework & research, contribute to other appropriate areas, administrative responsibilities	\$63,919 p.a.	Superannuation, fares to Brisbane for appointee & family, removal expenses & study leave; parental leave; access to full time child care and after school care
Sydney Morning Herald Nov. 1989	Chair of Plant Breeding, Director of Plant Breeding Institute	School of Crop Sciences in the Faculty of Agriculture	University of Sydney	Research development; lecturing and supervision of students	\$65,837 p.a.	Not stated
Sydney Morning Herald Nov. 1989	Professor in Education	School of Education and Language Studies	University of Western Sydney, Macarthur	Some teaching & administrative responsibilities, development of co-operative research projects, supervision of higher degree courses	\$65,837 p.a.	Superannuation
The Australian Nov. 1990	Foundation Chair in Natural Systems Management	Department of Management Studies	University of Queensland, Gatton College	Act as Head of Dept, teaching & research; provide academic leadership	\$67,812 p.a.	Plus loading of \$2,400 is payable for Headship of Dept.

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1990	Dean	Faculty of Arts	Queensland University of Technology	Leadership to Faculty & chair faculty academic board; liaison with business, professions & community.	\$77,812 p.a.	Provision of motor vehicle, superannuation and relocation assistance
Sydney Morning Herald Nov. 1990	Foundation Chair in Accounting	School of Business and Public Administration	Charles Sturt University	Provide academic leadership, develop undergraduate and postgraduate programmes, research	\$67,812 p.a.	Not stated
Sydney Morning Herald Nov. 1990	Professor of Statistics	School of Mathematics	University of New South Wales	Academic Leadership Head of Department, research	\$67,812 p.a.	Not stated
The Age Nov. 1991	Chair of Pure Mathematics	Department of Mathematics	Monash University	Not stated	\$73,800 p.a. to rise to \$77,900 p.a. in July 1992	Superannuation; travel and removal allowance, temporary housing assistance
The Age Nov. 1991	Head of Visual and Performing Arts	Division of Arts, Education and Humanities	Ballarat University College	Demonstrate an understanding of and a capacity to facilitate development of the diverse range of arts represented at the College	\$64,575 p.a.	Superannuation
The Australian Nov. 1991	Dean Faculty of Science	Faculty of Science	University of Adelaide	Academic leadership; administration, financial management, liaison with industry and community, promotion of the work of the Faculty	A salary package negotiated based on a professorial salary & an appropriate loading	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1991	Foundation Professor and Head Graduate School of Management	Management	University of South Australia	Leadership of the school, liaison with public & private sector organisations, & the promotion & marketing of the School's programs	\$73,800 p.a.	Plus negotiable benefits
Sydney Morning Herald Nov. 1991	Chair of Conservative Dentistry	Department of Operative Dentistry	University of Sydney	Teaching and research in the broad discipline of tooth conservation, support teaching and research in the associated clinical disciplines of Endodontics & Fixed Prosthodontics	\$73,800 p.a.	Dental loading \$6,751, assistance with relocation expenses
Sydney Morning Herald Nov. 1991	Challis Chair of International Law	Department of Law	University of Sydney	Lead the extensive undergrad. & postgrad. teaching & research program in International law	\$73,800 p.a.	Assistance with relocation expenses
The Age Nov. 1992	Professor of Design and Head of School	School of Design	Swinburne University of Technology	Academic leadership, planning and management of the school's activities, establish and maintain effective links with professional bodies, industry and organisations, undertake teaching or research in his/her field of expertise	\$77,900 p.a.	Not stated
The Age Nov. 1992	Head of Faculty of Science and Technology	Faculty of Science and Technology	La Trobe University	Provide strong academic leadership & play a significant role in the academic planning & development of both the Faculty and the University	\$77,900 p.a.	Plus appropriate allowances

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1992	Professor of Law	School of Law	Deakin University	Leadership role, teaching, research and professional development	\$77,900 p.a.	Not stated
The Australian Nov. 1992	Chair in Education	School of Education	La Trobe University	Research, teaching and postgraduate supervision	\$77,900 p.a.	Not stated
Sydney Morning Herald Nov. 1992	Professor of Applied Mathematics	School of Mathematics	University of New South Wales	Academic leadership, research, act as head of Department for term or terms if so requested	\$77,900 p.a.	Not stated
Sydney Morning Herald Nov. 1992	Professor of Music	Faculty of Visual and Performing Arts	University of Western Sydney	Design and establish courses, extend the international reputation of the performing arts at UWS, capacity to establish and lead a research term	\$77,900 p.a.	Superannuation, study leave; assistance with relocation and removal expenses
The Age Nov. 1993	Chair of Paediatrics	Department of Paediatrics	Monash University	Provide leadership in academic paediatrics and command respect for professional, clinical and teaching skills.	\$91,383 p.a. includes a clinical loading of \$13,484.	Superannuation, travel and removal allowances temporary housing assistance
The Age Nov. 1993	Chair of Computer and Communications Engineering	School of Engineering and Computer Science	University of Melbourne	Develop the Department's undergraduate teaching program; establish research program; form strong research links with industry	\$77,900 p.a.	Superannuation; travel and removal expenses, housing assistance

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1993	Professor - Department of Economics	Faculty of Economics and Commerce	Australian National University	Leadership in research, teaching and professional activities	\$77,900 p.a.	Market loading and research support
The Australian Nov. 1993	Chair of Asian Studies	Faculty of Humanities	La Trobe University	Academic and administrative leadership, assume the role of Head of the School and become the Director of the Institute of Asian Studies, expand links with industry, the community and professional associations	\$77,900 p.a.	Not stated
Sydney Morning Herald Nov. 1993	Foundation Chair in Food Technology	Faculty of Science and Mathematics	University of Newcastle	Leadership, development of the academic program; develop contacts within the food industry, govt. depts & other institutions, research development	\$77,900 p.a.	Superannuation
Sydney Morning Herald Nov. 1993	Professor in Environmental Science	Faculty of Science and Agriculture	Charles Sturt University	Provide academic leadership and establish links with local/international research organisations, train postgrad & undergrad students	Not stated	Not stated
The Age Nov. 1994	Professor of Physiology	Faculty of Biomedical and Health Sciences, Department of Anatomy and Physiology	RMIT University	Academic leadership, specific responsibility for further development of research within the Dept.	\$91,000 p.a.	

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 1994	Chair of Electrical and Electronic Engineering	School of Electrical Engineering and Computer Science	University of Melbourne	Development of undergrad. & postgrad. teaching programs; establish an active research program; form strong research links with industry; leadership and management.	\$78,991 p.a.	Further info. Regarding benefits available from the Registrar.
The Australian Nov. 1994	Director – Australian Centre for Local Government Studies	Faculty of Management	University of Canberra	Academic leadership; identification of training needs and the design of new courses and seminars; financial & HR management of the Centre; promotion & marketing of the Centre; research program; liaison with govt. depts, industry associations and professional bodies.	Academic Level E - \$78,991 p.a. Academic Level D \$61,322 - \$67,558 p.a.	Not stated
The Australian Nov. 1994	Foundation Chair in Information Technology	School of Information Technology and Mathematical Sciences	University of Ballarat	Establish joint venture projects; research; development of the research profile of the School of Information Technology & Math. Sciences.	\$78,991 p.a.	Superannuation
Sydney Morning Herald Nov. 1994	Professor of Nursing	Nursing Faculty	University of Western Sydney	Leadership; teaching; curriculum development; research; administration.	\$78,991 p.a.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
Sydney Morning Herald Nov. 1994	Professor of Economics	School of Economics, Faculty of Commerce and Economics	University of New South Wales	Leadership; research; administration; teaching; enhance the School's reputation; implement and/or develop EEO/AA principles & policies.	\$78,991 p.a.	Salary supplementation may be negotiated with the successful applicant.
The Age Nov. 1995	Professor of Business Computing	Faculty of Business	RMIT University	Play a major role in expanding the quality and quantity of research being undertaken. To conduct leading edge research in the discipline of business computing, be actively involved in the supervision of the department's postgraduate students and directly contribute to excellence in teaching.	\$94,438 p.a.	Not stated
The Age Nov. 1995	Professor in Exercise Physiology	Faculty of Health & Behavioural Sciences, School of Human Movement	Deakin University	Academic leadership in exercise physiology; undertake new initiatives and develop research links.	\$80,176 p.a.	Superannuation.
The Australian Nov. 1995	Professor in Chemistry	Department of Chemistry	University of Queensland	Leadership; consolidate and extend research; administrative responsibilities; be willing to serve as Head of Dept.	\$80,176 p.a.	Relocation assistance is available.

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Australian Nov. 1995	Professor of Chemical Engineering and Director of Coal Utilisation Research Unit	Department of Chemical Engineering	University of Queensland	Establish and lead the Coal Research Unit; promotion of thermal coals to potential customers in support of the Queensland Govt's QTHERM project; research; liaison with industry; teaching at both undergrad. & postgrad. Levels.	\$80,176 p.a.	A market related loading may be applicable.
Sydney Morning Herald Nov. 1995	Foundation Chair in Hospitality Management	Faculty of Management	University of Western Sydney	Provide leadership & foster excellence in research, teaching, professional activities and policy development in Hospitality Management.	\$80,176	Not stated
Sydney Morning Herald Nov. 1995	Professor of Nursing in Acute Care	Faculty of Nursing	University of Technology, Sydney & Southern Sydney Area Health Service	Academic Leadership; teaching; initiating & consolidating research; supervision of higher degree students; liaising with academic & clinical staff.	\$80,176 p.a.	Superannuation package.

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					SALARY	OTHER BENEFITS
The Age Nov. 1996	Vice-Chancellor		Australian Catholic University	Management; Leadership; promoting the development of the university; monitoring and evaluation of progress; staff development; enhancement of quality performance in teaching, research and service.	Further information available on request.	Not stated
The Age Nov. 1996	Professor and Head	Faculty of Applied Science, Department of Applied Chemistry	RMIT University	Provide a major contribution to the development of the Dept's research profile and educational strategy.	\$106,000 p.a.	Not stated
The Australian Nov. 1996	Professor and Head School of Accountancy	Faculty of Business	Queensland University of Technology	Academic leadership and school management; Represent the school and faculty in interactions with business, govt. professional bodies & the community; provide leadership in teaching, research and service; strategically manage the School's resources.	\$105,571 p.a.	Eligible to sacrifice salary for private use of a fully maintained motor vehicle & payment of voluntary super contributions. Conditions will include subsidised superannuation, relocation assistance, professional experience leave and grant support for research.
The Australian Nov. 1996	Professor of Computing Department of Mathematics and Computing	Department of Mathematics and Computing	Central Queensland University	Leadership in research & teaching & the capacity to attract research funding.	Professor Level E - \$81,779 p.a.	Not stated

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					SALARY	OTHER BENEFITS
Sydney Morning Herald Nov. 1996	Professor of Politics	School of Politics, University College – Australian Defence Force Academy, Canberra	University of New South Wales	Research; teaching – undergrad. & postgrad.; research supervision; administration; academic leadership; implement & develop EEO/AA policies and principles.	\$81,780 p.a.	Not stated
Sydney Morning Herald Nov. 1996	Chair in Business Operations	Department of Quantitative Methods and Business Operations, Faculty of Commerce	University of Western Sydney, Nepean	Leadership in all disciplines of the dept; direct a program to expand research output; responsibility for fee paying programs; play a role in enhancing the existing Quality, Productivity and Technology Research Centre.	\$81,780 p.a.	Generous superannuation.
The Age Nov. 1997	Professor of Philosophy	Philosophy	Australian Catholic University	Leadership; personal scholarship; develop and teach courses in philosophy; attract high calibre students to study philosophy in the University.	\$81,780	Attractive contributory superannuation.
The Age Nov. 1997	Head of Biomedical Multimedia Unit	Faculty Information Technology Unit	University of Melbourne	Academic leadership in the design development evaluation and maintenance of multimedia applications.	\$56,206 - \$64,810 p.a.	Not stated

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					SALARY	OTHER BENEFITS
The Australian Nov. 1997	Professor and Dean	Faculty of Business	Queensland University of Technology	Leadership; Management of the faculty; represent the University in interactions with business, govt, professional bodies, and the community, nationally and internationally; strategic planning and decision making.	A senior management appointment at the level of Dean will be offered. An attractive remuneration package will be negotiated with the appointee.	A fully-maintained vehicle is provided for business and private use.
The Australian Nov. 1997	Foundation Chair of Psychiatry	Department of Psychological Medicine, Canberra Clinical School	University of Sydney, based primarily at Canberra Hospital	Undergraduate course development and administration, teach undergraduate and postgraduate students, undertake and supervise research, and co-ordinate teaching in psychiatry in teaching units at the Canberra Clinical School.	A package is available to the value of \$175 - \$200,000 according to qualifications and experience.	Not stated
Sydney Morning Herald Nov. 1997	Dean	Faculty of Arts	University of Wollongong	Research; Academic leadership; Teaching; develop links with community; promote and represent the Faculty.	\$91,056 p.a.	Motor vehicle.
Sydney Morning Herald Nov.1997	Mahanakorn Chair in Telecommunications Engineering	School of Electrical Engineering	University of New South Wales	Play a leading role in Telecommunications Dept; teaching; research.	\$89,793 p.a.	A salary loading and research support may be negotiated with the successful applicant.

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					SALARY	OTHER BENEFITS
The Age Nov. 1998	Dean	Faculty of Arts	Monash University	Academic leadership; encourage new modes of delivery to take advantage of new technologies & the changing external environment for higher education; Research; strengthen the faculty's relationships with community, including arts, business, govt. & community based organisations; Manage human, financial and technological resources of the faculty.	A salary package designed to attract candidates of the highest calibre will be available.	A generous relocation package is also available for candidates not presently living in Melbourne.
The Age Nov. 1998	Professor in Health Sciences	Faculty of Human Movement	Victoria University	Head of School for Health Sciences; academic leadership; financial & personnel management; excellence in design and conduct of the School's courses & research programs; foster academic research scholarship; development of the health sciences disciplines.	\$91,967 per annum – Level E	Additional Head of School responsibility allowance payable per annum.

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					SALARY	OTHER BENEFITS
The Australian Nov. 1998	Professor of Tourism	Faculty of Communication	University of Canberra	Academic leadership for the Tourism Program; The uni. has recently formed a consortium with Canberra Tourism and Events Corp. to become a core partner in the Cooperative Research Centre for Sustainable Tourism. The successful applicant will be expected to play a leading role in the consortium, coordinating the ACT based research program in conjunction with a national program.	\$87,807 p.a.	Not stated
Sydney Morning Herald Nov. 1998	Director of Graduate Studies	A new administrative unit called the "Centre for Graduate Studies"	Charles Sturt University	Work with the Vice-Chancellor to plan establishment of the unit including the services to be provided, its relationships with the faculties and admin. divisions of the uni.; the appointee will be offered a part-time concurrent appointment in an appropriate faculty & thereby providing limited opportunities for research & teaching.	Remuneration will consist of a substantive position at Level E \$89,304 p.a. or Level D \$69,328 - \$76,377	Superannuation and leave loading. In addition, the Director will receive an allowance of up to \$7,800 p.a.

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The Age Nov. 1999	Vice-Chancellor and President	Applicants for the position will hold a suitable PhD in a discipline relevant to the University's educational activities.	Royal Melbourne Institute of Technology RMIT University	Responsible for ensuring strong & effective leadership & clear direction within RMIT university, providing the university with an appropriate vision & strategic plan. The VC and President is also the principal spokesman of the uni. & ensures that its relationships with all stakeholders are managed effectively.	Additional information regarding this position can be obtained from the consultants assisting the University Council.	Not stated
The Age Nov. 1999	Dean	Not stated	St. Mary's College, The University of Melbourne	Entails responsibility for the academic progress & general welfare of the student body at the College; demonstrate experience & excellence in academic pursuits; genuine interest & concern for undergrad. students.	This position is a senior one in the College and an attractive remuneration package can be negotiated.	Not stated
The Australian Nov. 1999	Dean	Faculty of Science	Monash University	Vision for science education and research; strong strategic management skills; leadership to develop innovative & productive relationships with the academic and wider community; provide academic & administrative leadership.	A remuneration package designed to attract candidates of the highest calibre will be available.	A generous relocation package is available for an appointee not presently living in Melbourne.

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
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The Australian Nov. 1999	Executive Dean	Faculty of Natural Resources, Agriculture and Veterinary Science	University of Queensland	Reporting to the Vice-Chancellor; academic leadership; management of the faculty; identify and develop non-govt. funding on behalf of the faculty; accountability for all aspects of academic programs, staff management, resource allocation & representation of the faculty & the university to the wider community.	An attractive and very competitive remuneration package commensurate with the level of this prestigious appointment will be negotiated with the successful applicant.	Includes a fully maintained vehicle and generous superannuation.
Sydney Morning Herald Nov. 1999	Professor of Social Economy	Faculty of Business	University of Technology, Sydney	Innovative academic leadership; research; obtain substantial research grants.	\$91,893 p.a.	Attractive superannuation scheme. The Faculty of Business has a salary supplementation scheme.
Sydney Morning Herald Nov. 1999	Chair of Psychology	Division of Linguistics and Psychology	Macquarie University	Be Head of Dept. from time to time; academic leadership; teaching; research & scholarship;	Level E Professor \$89,733 to \$94,040 p.a.	Superannuation. The successful applicant could expect to negotiate start-up funds to re-establish research facilities.
The Age Nov. 2000	Professor of Marketing	School of Business	Swinburne University of Technology	Leadership in the marketing discipline; contribute to undergrad. and postgrad. coursework programs; foster research.	Academic Level E - \$91,373 p.a.	17% employer contribution to superannuation.

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					SALARY	OTHER BENEFITS
The Age Nov. 2000	Head of Department	Language Studies	Victoria University	Manage & lead the Language Studies Dept. based at the University's Footscray Nicholson campus;	An attractive remuneration package will be offered.	Not stated
The Australian Nov. 2000	Professor of Pharmacy	School of Pharmacy & Molecular Sciences	James Cook University	Academic, professional and visionary leadership while at the same time promoting and leading research & developmental initiatives in the field of Pharmacy.	Professor: academic Level E : \$90,942 p.a.	Benefits include employer superannuation contribution, attractive options for salary packaging and generous relocation allowances where applicable.
Sydney Morning Herald Nov. 2000	Dean	Faculty of Arts	Sydney University	General management of the faculty; providing leadership & support for all teaching within the faculty; leadership and support for the research activities and for the finances and the staff of the units in the faculty assigned to the Dean.	A competitive salary will be negotiated.	Superannuation.

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					SALARY	OTHER BENEFITS
The Age Nov. 2001	Professor/Director of Centre for Professional Development	Faculty of Health Sciences	La Trobe University	Setting up, developing and acting as Director of the newly created Centre for Professional Development; leadership in the setting up and delivery of training program in reflective practice and practice-base research; establishment of research in the area of critical & professional practice; dev. & fostering of links with relevant partners at state, national and internat. Levels.	\$113,470 p.a.	Employer superannuation contributions of 17%.
The Australian Nov. 2001	EM Lane Professor of Nursing	Faculty of Nursing	University of Sydney & Concord Repatriation General Hospital	Responsible to the university for academic matters & to the hospital for clinical research & practice development; academic leadership; teaching undergrad. & grad. students; supervising higher degree candidates; fostering & promoting research; contributing to faculty's academic development	\$119,594 p.a. (which includes a base salary Professor Level E \$101,537 p.a., leave loading and up to 17% employer's contribution to superannuation)	Provision is also made for an expense of office allowance of \$1,050 p.a. & outside earnings in accordance with the University's regulations.
The Australian Nov. 2001	Chair in Nanotechnology – School of Chemistry, Physics & Earth Sciences	Faculty of Science and Engineering	Flinders University, Adelaide	Lead the School's development in nanotechnology & to pursue opportunities nationally and internationally to advance this field.	Professor Level E: \$93,981 p.a.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
Sydney Morning Herald Nov. 2001	Professor in Linguistics, Department of Linguistics	Division of Linguistics and Psychology	Macquarie University	Make a major contribution to research & teaching in linguistics; foster & encourage the existing directions of research, teaching and outreach in the Dept., taking them forward; act as Head as required; teaching; research supervision; admin & management.	Level E \$113,752 to \$119,211 p.a. including base salary \$96,122 to \$100,735 p.a., annual leave loading and 17% employer's superannuation.	Superannuation. Salary sacrificing opportunities, and relocation assistance if necessary.
Sydney Morning Herald Nov. 2001	Chair of Media & Communication (Media Arts)	Department of Media & Communication, Division of Society, Culture, Media & Philosophy	Macquarie University	Higher degree supervision; financial management & planning; academic development in the field of media to promote the interests of the Dept. including those that fit within the broader interests of the Division; teaching; research.	Level E \$113,752 to \$119,211 p.a. including base salary \$96,122 to \$100,735 p.a., annual leave loading and 17% employer's superannuation	Superannuation. Salary sacrificing opportunities, and relocation assistance if necessary
The Age Nov. 2002	Head of School	Social Science and Planning	RMIT University	Academic & strategic leadership; overseeing the dev. & quality of the School's teaching, research, consultancy & community service; effective management & development of staff; fostering professional and educational relationships locally, nationally, internationally.	An attractive remuneration package will be negotiated with the successful applicant.	Not stated

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
The Age Nov. 2002	Professor and Head of School of Business	Faculty of Economics and Business	University of Sydney	Academic & strategic leadership; administrative and financial management of the school; represent & promote the school effectively within the Uni., and to the professions, alumni, govt., business & community groups.	\$124,387 p.a. (which includes a base salary Professor Level E \$105,598 p.a., leave loading and up to 17% employer's contribution to superannuation)	A salary supplement and Head of School allowance may be negotiated with the successful applicant.
The Australian Nov. 2002	Foundation Professor of Industrial Materials Science, Process Engineering and Light Metals Centre	Faculty of Engineering and Physical Systems	Central Queensland University	Provide enhanced leadership in research & community service in the Process Engineering and Light Metals Centre in Gladstone, Queensland.	Total remuneration is \$113,423 per annum includes salary of \$96,943 p.a. and employer superannuation plus annual leave loading.	Superannuation and leave loading.
The Australian Nov. 2002	SA Water Foundation Professor in Hydrosiences & Engineering & Director: Centre for Water Sciences and Systems	Division of Information Technology, Engineering and the Environment	University of South Australia	The appointee will provide leadership with a specific focus to.... (13 points listed); Teaching in undergrad. &/or postgrad coursework degrees; academic leadership and innovation.	Academic Level E – Salary package negotiable.	

Newspaper Source	POSITION	DISCIPLINE	INSTITUTION	DUTIES	PACKAGE	
					SALARY	OTHER BENEFITS
Sydney Morning Herald Nov. 2002	Professor in Design and Head of School	Visual and Performing Arts	Charles Sturt University	Academic leadership; foster a research and exhibition culture; consolidate & extend industry links; teaching at undergrad. and postgrad. levels; involvement in the supervision of higher degree students; responsibility for the management, administration, and development of the School.	Professor \$100,512 p.a.	17% employer contribution to superannuation. A Head of School allowance will also apply.
Sydney Morning Herald Nov. 2002	Professor and Head of School of Economics & Political Science	Faculty of Economics and Business	University of Sydney	Academic & strategic leadership; administrative and financial management of the school; represent & promote the school effectively within the Uni., and to the professions, alumni, govt., business & community groups.	\$124,387 p.a. (which includes a base salary Professor Level E \$105,598 p.a., leave loading and up to 17% employer's contribution to superannuation)	A salary supplement and Head of School allowance may be negotiated with the successful applicant