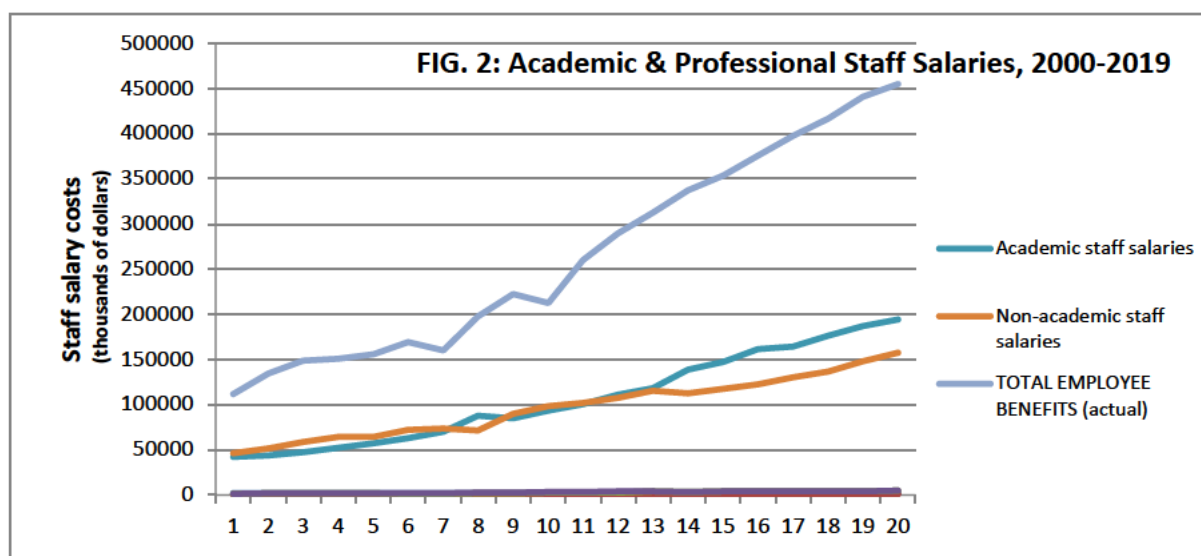


If we compare UoW staff numbers from 2000 to 2019 (**Figure 1**) and the total cost of staff salaries (**Figure 2**), we see that staff numbers have almost doubled over 20 years, as has the total cost of staff salaries, roughly in line with the increased number of staff.

However, **Figure 2** clearly indicates a decrease in the amount of money flowing to professional staff salaries relative to academic staff since Paul Wellings became Vice-Chancellor at UoW on 1 January 2012. Since 2012, there has been a divergence of academic and non-academic staff salaries, presumably due to increased casualization of the latter.

The number of people strictly allocated to ‘professional staff’ in **Figure 1** is an artefact of the categories used to identify them in UoW annual reports from 2010 to 2019, and probably does not reflect the actual number of administrative positions relative to academic positions throughout that period, which are probably roughly equal.

Although there has been a doubling of the UoW academic and professional workforce (**Figure 2**), much of this has been casual, and it has not kept pace with the almost *tripling* of the number of students over the same period (**Figure 3**).

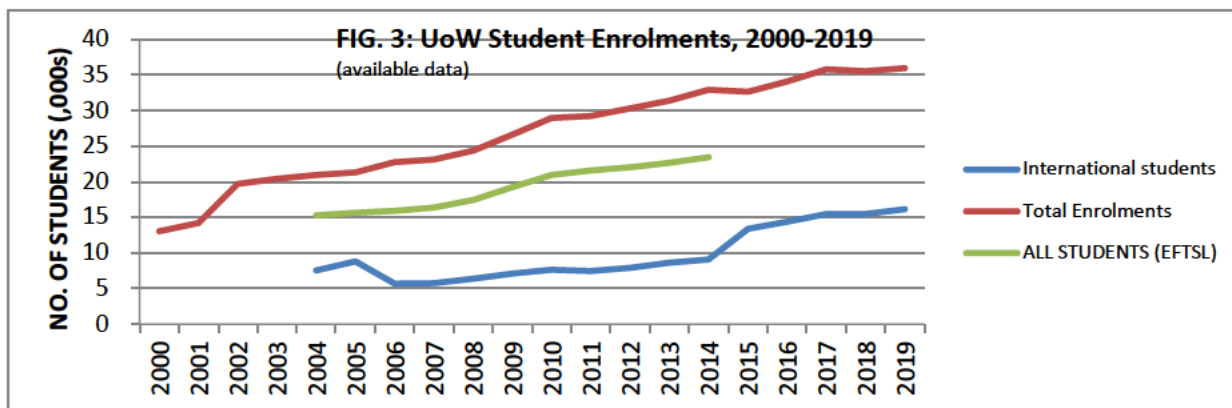


## 20 YEARS OF UNIVERSITY OF WOLLONGONG ANNUAL REPORTS, 2000-2019

Adam Lucas, Better University Governance Research Action Group at UoW

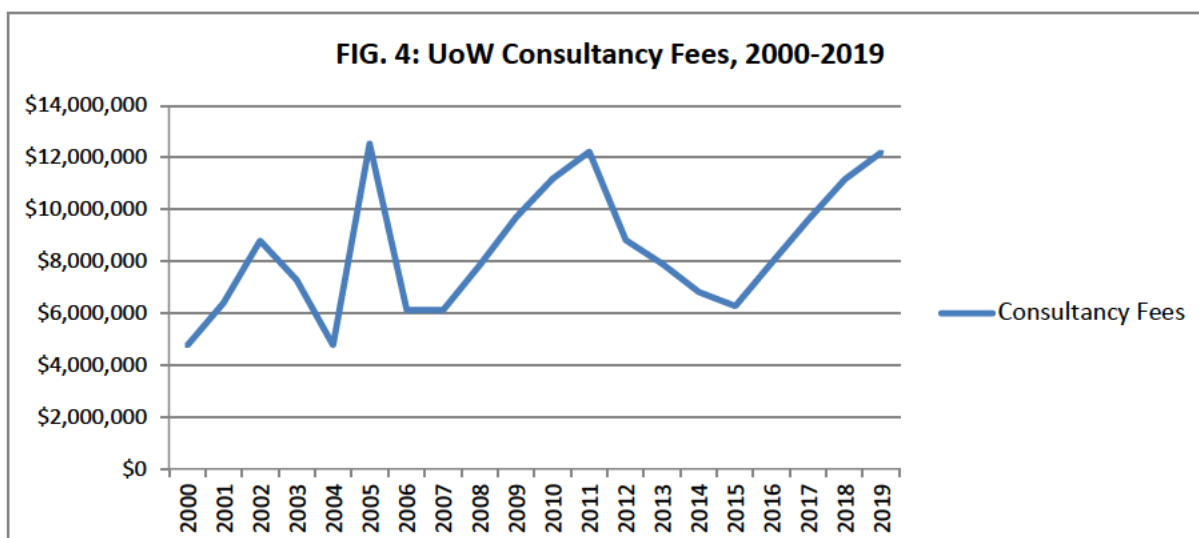
It was also in 2012 that the NSW Coalition Government changed all of the NSW university acts to give vice-chancellors and university executives enormous leeway to decide financial and governance matters with little or no external scrutiny, accountability or transparency.

The radical increase in “Total Employee Benefits” from 2012 onwards presumably has something to do with the massive increases in senior executive salaries and benefits that have occurred since then.



Although there are big gaps in the available data, **Figure 3** demonstrates that total enrolments (not the same as equivalent fulltime student loads, or EFTSL) have gone from around 13,000 in 2000 to around 36,000 in 2019. So although staff numbers have doubled, the teaching load has almost tripled.

Once again, the University Executive has overseen this massive increase in workload for academic and professional staff, effectually degrading our collective work conditions and enabling it.

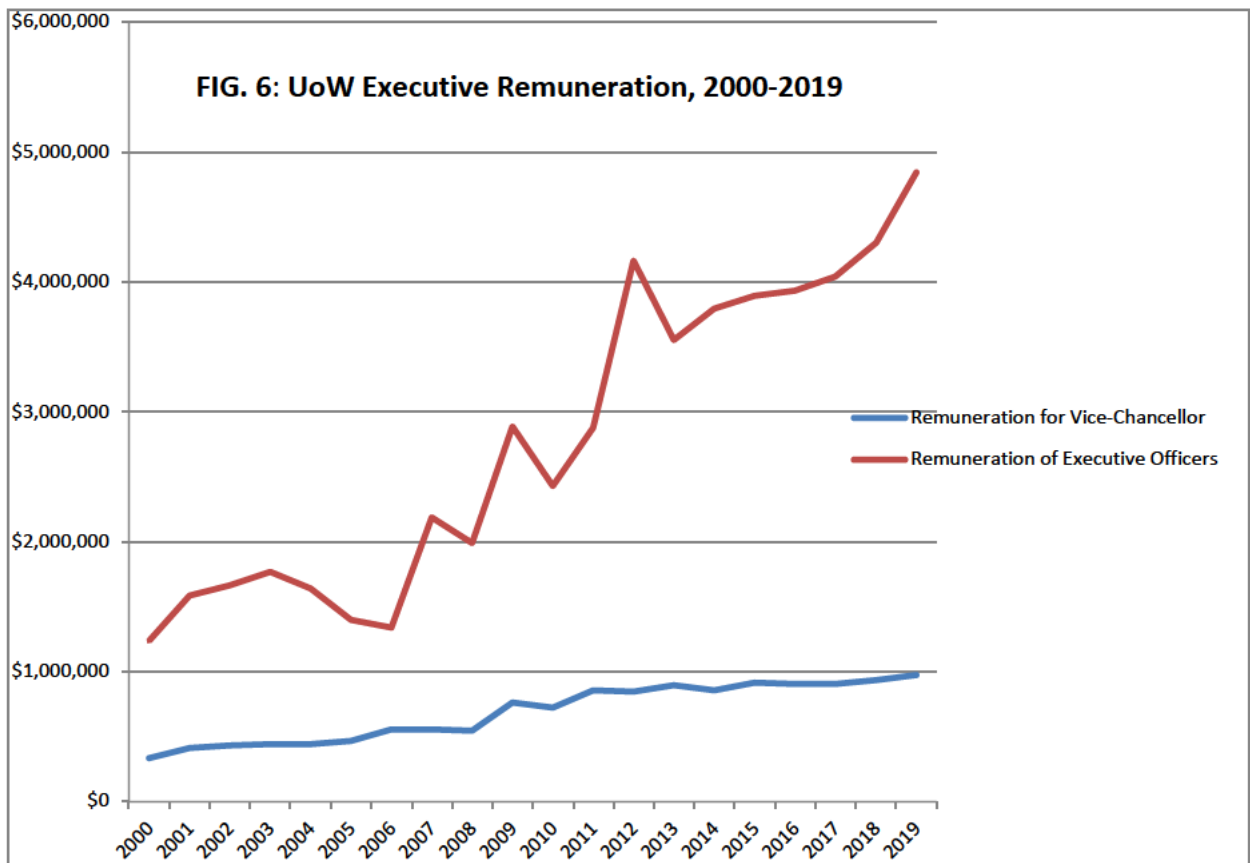
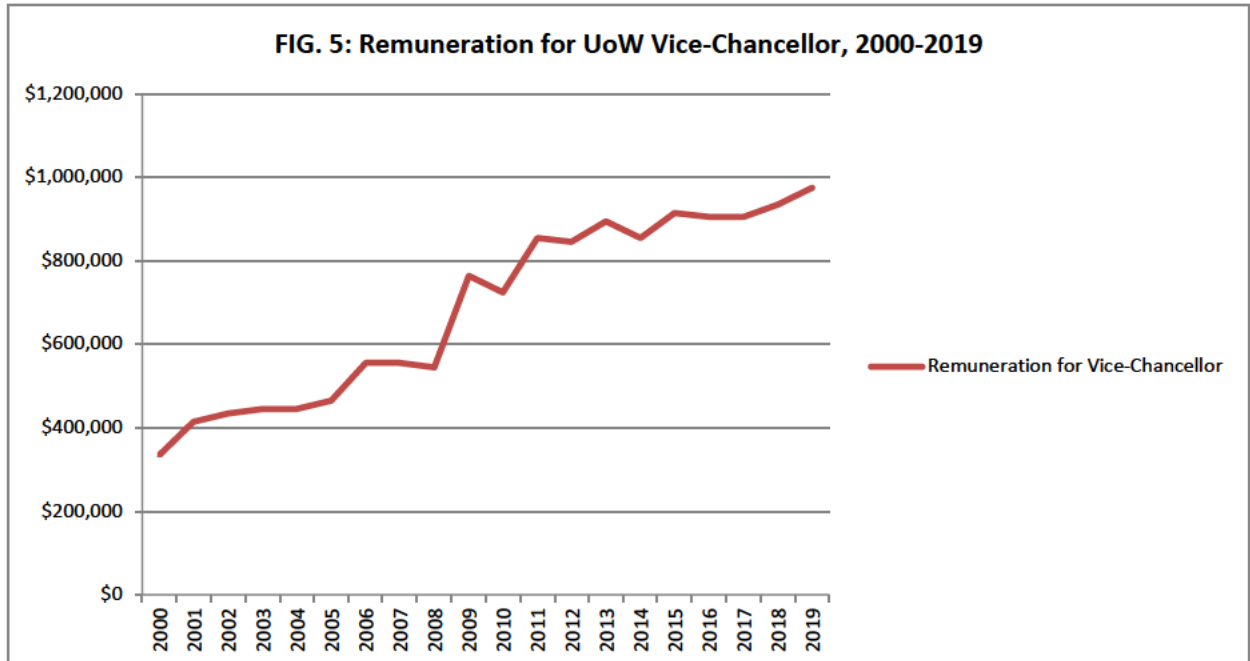


**Figure 4** shows how the UoW Executive has spent \$168,477,000 on consultancies over 20 years, approximately \$8.4 million per annum. There is no transparency about these expenditures in successive annual reports.

## 20 YEARS OF UNIVERSITY OF WOLLONGONG ANNUAL REPORTS, 2000-2019

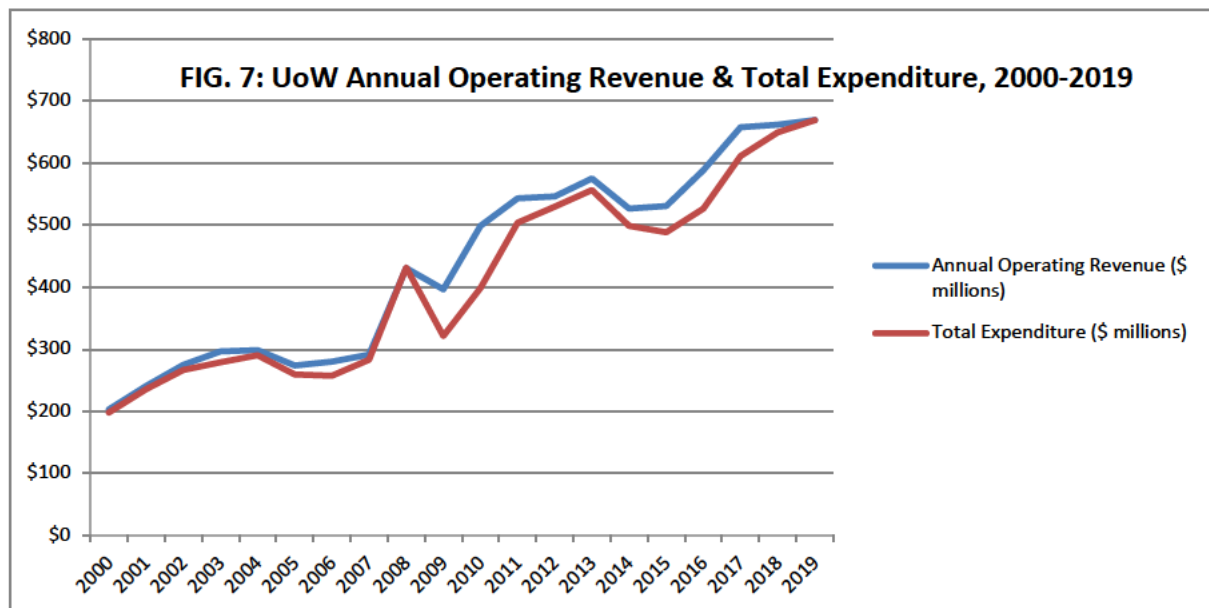
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By way of comparison with academic and non-academic staff salaries, remuneration for the position of Vice-Chancellor has tripled over the same period (**Figure 5**), while executive remuneration has quadrupled (**Figure 6**). Ironically, the most radical increases occurred immediately *after* the 2008 worldwide recession. At the beginning of this year, Wellings is reported to have been earning \$1.1 million, before other benefits.



## 20 YEARS OF UNIVERSITY OF WOLLONGONG ANNUAL REPORTS, 2000-2019

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**Figure 7** demonstrates that UoW has experienced significant operating surpluses between 2008 and 2016. However, the UoW Executive has been spending almost as much as the University has been earning over the last three years. This is VC Wellings' legacy for having been awarded a 30% pay rise since 2012.