

UCU Executive Committee, 1 December 2015, AG02, 1300-1430
Minutes (status draft)

Attendance

Member	01/09/15	06/10/15	03/11/15	01/12/15
Keith Simpson (KS)	P	P	P	P
Chris Flood (CF)	P	P	P	P
Rebecca Lewis (RL)	A	P	P	P
Morris Pamplin (MP)	P	P	P	P
Greg Wellington (GW)	P	P	P	A
John Saunders (JS)	P	A	P	A
Chantal Hill (CH)	A	P	A	A
Martin Chivers (MC)	A	A	P	P
Grietje Baars (GB)	P			
Rachel Cohen (RC)	P	A	P	A
Alison Macfarlane (AM)	A	P	P	P
Leon Cuthbertson (LC)	P	A	P	P
Hayley McBain (HM)	A	P	P	A
Swetha Bobba (SB)	A		A	

1 Apologies

Apologies received from GW, HM, CH, JS, RC.

2 Minutes of the last meeting

Action: MP to clarify with JS his role as branch Health and Safety Officer.

Action: MP to write up and distribute notes from meeting with MCSE Dean and senior management.

After the meetings with HPVLs in Journalism, KS and MC reported there had been some concessions from the school but the matter was not concluded.

Action: KS to write to the staff asking if they had yet been paid for this academic year.

The proposed meeting on USS ethical investment was not able to go ahead but the committee felt a more broad-based topic was needed for a branch meeting.

RC suggested using the proposal for a Teaching Excellence Framework as a prompt for discussion about the future direction of HE.

KS proposed opening the committee meetings to members to give members more opportunities to meet the committee and engage in the branch's work. A new campaign was needed to give members input into the branch.

Action: MP to publicise this for February.

LC reported on discussions held with PAF Maintenance staff. The situation had been more complex than originally known as most deleted posts had been self-employed.

3 Update on TUs' meeting with Council

CF reported on this meeting which was characterised as an open and honest discussion, though without agreement on all points. Chair of Council Rob Woodward and Deputy Chair Roger Bright listened to TU reps' concerns about staff morale and performance management. These concerns were not new to them, they said.

An offer of more regular meetings with TUs was made. This meeting was the first of a new initiative by Council to meet with more staff and students. During the meeting, the TUs questioned how staff would be selected for attendance and whether the VC would insist on attending also, as at this meeting with the unions.

Action: MP to distribute notes from the meeting to members, when written up by UNISON.

4 Prevent

GB was not in attendance to speak on this point but MC noted that the Prevent Strategy was raised in discussions at the UCU Equalities Conference. There is currently no work on Prevent at City that the committee was aware of.

Action: MC to prepare a very short summary of the issues around the Prevent Strategy and the UCU's guidance on it, for the January committee meeting.

5 Internal/external appointments

LC raised the issue of a growing number of vacancies being filled opaquely without apparent regard for recruitment procedures.

Action: KS to email HR to investigate this practice.

6 Education-only contracts

UCU received a paper from Simon Cain detailing the University's plans to introduce a process for allowing academic staff to move from education-only to education-and-research contracts or vice-versa.

KS noted the need to safeguard those who will be pressured to move to education-only contracts. It is likely these staff will be first to be identified in case of redundancies or job cuts. HR take the line that some staff are requesting education-only contracts; not all staff are completely opposed to them, but it is a question of how they will be used.

Action: MP to follow up with Simon Cain for a meeting.

7 Recruitment

MP reported hand-signed letters had gone out to all non-member academic staff in Law and MCSE with the other three schools to follow this month.

LC volunteered to help with distribution of letters at Cass and can contribute to personalising the letters to Cass academics to reflect current issues in the school.

The committee agreed on setting a recruitment target for this academic year of raising membership by 20%.

Action: MP to start emailing new starters every other month using lists supplied by HR.

8 Drop-in times

Revised drop-in times are to be advertised to members monthly via email.

Action: MP to action this monthly.

A members' update is required. This can include updates on: meeting with MCSE senior management; Law School potential move to Sebastian Street; February open committee meeting; TUs' meeting with Council.

9 Any other business

LC raised the issue of university finances and asked what can be shared with staff, suggesting asking Cass faculty to critique the accounts.

KS agreed to write to Richard Murphy, recent City recruit, with an invitation to join UCU.

MP showed designs for posters.

Action: all to think of a slogan for a poster and send to MP.

MC reported he is standing for nomination for the LGBT Standing Members' Committee of UCU.