

UCU Executive Committee, 6th January 2015, AG05 Time 13:00-14:30

Minutes (status draft)

Attendance

Member	02/09/2014	26/09/2014	07/10/2014	04/11/2014	02/12/2014	06/01/2015
Keith Simpson (KS)	P	P	P	P	P	P
Chris Flood (CF)	P			P	A	A
John Saunders (JS)	P	P	P	A	P	P
Swetha Bobba (SB)	P	P	P	A		P
Andrew Lack (AL)	P	P	-	-	-	-
Greg Wellington (GW)	P	P	P	A	P	A
Morris Pamplin (MP)	P	P	P	P	P	P
Rebecca Lewis (RL)	A	P	P	P	P	P
Suzanne Reece (SR)						
Jon Eilenberg (JE)			P			P
Aljosha Schapals (AS)		-	-	-	-	-
Olivia Fox (OF)	A	A	P	P	P	P
Rachel Cohen (RC)	P	A	P	P	P	P
Alison Macfarlane (AM)	P	P	P	P	P	P
Leon Cuthbertson (LC)	P		P	P	P	P
Chantal Hill (CH)	P	A		P	A	A
Grietje Baars (GB)	A		P	A		

1 Apologies

Apologies received from CH and GW.

2 Minutes of last meeting

These were approved. Matters arising:

USS special branch meeting: KS reported that non-quorate branches had been asked to have another meeting. There will be a special USS dispute update meeting on 28th January for pre-92 branches. This meeting on agenda under upcoming UCU events.

VL meeting: JS has met with Peter Brookes to ask to discuss issues raised by VLs informally. Peter Brookes said that HR is willingly to do things properly, but Schools often have different processes around VLs. JS suggested to discuss at future meeting whether UCU branch should write letter to Deans to express concern at inconsistent approach to VLs.

INTO: Greg Barnett wrote to INTO re recognition, INTO not yet responded. If INTO do not respond soon, UCU branch will have to attend formal meeting with INTO. KS wrote to Greg Barnett yesterday for an update and is awaiting response.

3 PSR2 and restructuring

KS has written to Mary Luckiram re outcomes on staffing. All suggestions from the unions were ignored. The PSR Steering Group response to the Union suggestions were that they had been considered, but that School proposals would stand. JS added that without Union meetings with impacted departments the situation could have been worse. KS awaiting final numbers on impact on staffing with PSR2 in order to formally respond with UCU views on consultation. It is thought that there was a slight change in staffing in SASS due to staff response. However it is unclear as to whether this change has been upheld or whether the staffing is per the original proposal.

Action: MP to follow up on four grade 7s in SASS and whether this has reverted to original proposals.

RC said that following PSR2 there have been changes to Course Officer roles. KS said that this was not happening in all Schools, but that roles were being made more general in SASS and SMSCE.

The University is due to announce another restructure. This information is currently embargoed, but the Unions attended an initial meeting on this. This restructure will have a large impact with the loss of 6 posts being proposed.

4 REF results

There was a plan to do more detailed analysis of REF results and committee agreed to complete this work. Discussion as how this was difficult to write as you can use different metrics to get different results and need to engage with ranking discussions. AM suggested something on the cost of the start stop policy which wasted a lot of money with attempts to recruit nursing professors not being very effective. JS said that as a University we have not moved, some schools have gone up, but others have gone down and this should be highlighted. RC said it was easier to focus on the retrospective angle as we don't yet know the impact. RL suggested we include something on the cost of the recruitment.

Action: KS to contact Jo Wood re data visualisation widget and what data we can get from this.

Action: ALL to send bullet points of what they think should be covered in this analysis to MP by 16th January.

5 Research staff

AM suggested setting up a meeting for research staff for them to share their experiences and explore if they would like to set up a research staff group. Nothing has happened regarding research

staff promotion and terms and conditions for research staff are not consistently implemented across schools.

Action: KS will add a note on research staff promotion to his correspondence with Mary Luckiram re academic promotions. All points of appeal eradicated from new procedure.

Action: Research meeting to be arranged mid-February and Hayley to be contacted to help with organising.

Action: AM with Rory Fitzgerald to review terms and conditions.

Action: Invite Research Rep from UCU to attend.

6 Committee absences in January

JS away week 19th, Mo away for two weeks from next week on jury duty. KS going to be taking annual leave so will not be here. There will be Committee cover for organisational restructure meetings. Any new personal cases will need to be redirected. Rebecca can do drop ins on Monday.

Action: RL to cover Monday drop-ins. JS can fill in when RL not available.

7 Upcoming UCU events

Pensions meeting 28 January: JS and one other to attend.

Action: Contact MP and KS if interested in attending Pensions Meeting.

Anti-Casualisation meeting 13 February: 2 reps from branch can attend. It would be useful to send VL and researcher to this meeting.

Defend Public Education Conference 7 February: 1 place per branch.

Action: MP to send message to members for representatives for Anti-Casualisation meeting and Defend Public Education Conference.

JS asked about internal UCU meetings and if there had been any updated on meeting calendar with HR. KS reported that Peter Brookes sent dates, KS wrote to him to ask to use today's planned informal to agree the 12 meeting schedule. This was not agreed and currently the first formal meeting is planned for 19 January when UCU Committee members are unavailable.

Action: KS to send round word doc of HR/Union Meetings.

7 Newsletter and recruitment

Action: Send any outstanding articles for Newsletter to MP by 9th January.

MP reported on current status of academic distribution lists. The list for academics in Cass has been completed by LC.

Action: MP to send excel spreadsheet to RL to help in getting emails for academics.

JE reported on the Research student list. This is currently a list of lists, but is probably as good as it is going to get for now.

Action: Discuss schedule for contacting staff at next committee meeting.

Action: MP to discuss setting up smaller task force to move forward on recruitment with GW.

9 HR Informal

HR Informal is not taking place.

10 Any other business

SW reported that TA pay for research staff is taking up to a year in some schools.

Action: JS to speak to Peter Brookes to identify the pay for TA procedure and then see if it needs following up with Schools.

Action: KS will follow up with HR on Pulse Survey. RC happy to be more involved in Pulse survey when KS away.