

**University of Bath UCU Branch meeting
22nd April 2015 1.15 pm 1W2.104**

1 Welcome and apologies for absence

2 Minutes of meeting held on 25th March:

30 members present, 6 apologies for absence.

- a. Chris Roche nominated as Branch Vice President by Branch Committee and approved
- b. Members reminded of guidance on responding to employers' consultation over proposed changes to USS
<http://bath.web.ucu.org.uk/2015/03/12/uss-consultation/>
- c. Motions to UCU Congress and HE Sector Conference agreed as printed, with drafting amendments
- d. Concerns voiced over management proposal to change University Ordinances to allow recording of all lectures. Meeting expressed support for existing arrangements. Agreed to consider this further at next branch meeting.
- e. Alison Hayman addressed the meeting and the branch expressed its support for the campaign by Bristol UCU to have her reinstated. Details at
<http://bristolucu.blogs.ilrt.org/files/2015/02/alisons-story.pdf>

3 Matters arising from meeting of 25th March

4 Recording of lectures

Since the last branch meeting Hedley Bashforth and Kevin Sanders attended a meeting with University Secretary, Director of HR and Pro-VC (Learning and Teaching). We expressed UCU's view that the current arrangements for the recording of lectures are satisfactory and should be retained. Management set out their argument that the University should routinely record all lectures unless teaching staff opt out. The main reason they gave for the change is that students want it.

Despite expressing our support for the existing arrangements, UCU has now been invited to a further meeting with management to discuss this.

Following the support expressed for existing arrangements at the last branch meeting, the branch committee has circulated a petition calling for existing arrangements for the recording of lectures to be maintained.

Branch committee has also drafted an amendment to UCU HE Sector Conference calling on UCU (see attached sheet).

The proposal to change policy on recording of lectures is part of a wider package of changes to University Ordinances on Intellectual Property, including the IP rights of postgraduate students. These will also be considered at the meeting. A recent THE article refers to some of these matters:

<http://www.timeshighereducation.co.uk.ezproxy1.bath.ac.uk/news/huge-amounts-of-confusion-over-ip-rights/2019696.article>

4b Amendment to Congress motion on ‘the student voice’ (submitted by branch committee)

Branch committee has also drafted an amendment for Congress following attempts by local management to involve the Students’ Union in negotiations over pay at the University (see attached sheet).

4c Confirmation of delegates to Congress and HE Sector Conference, Glasgow 23-5 May: Branch committee nominates Michael Carley and Chris Roche.

5a 2015 Pay claim

UCU has submitted a joint claim with other unions. The claim is in 2 parts:

Pay

http://www.ucu.org.uk/media/pdf/r/9/jointHEunion_payclaim_mar15.pdf?CFID=17500399&CFTOKEN=aa5f8ecb5014ec4-DC3F9E29-D28D-3C7D-1DD5354102C68633

Pay Equality

http://www.ucu.org.uk/media/pdf/r/g/jointHEunion_payequalityclaim_mar15.pdf?CFID=17500399&CFTOKEN=aa5f8ecb5014ec4-DC3F9E29-D28D-3C7D-1DD5354102C68633

The meeting will have a chance to consider and discuss a summary of the claim and to express a view on motions to be considered at an HE Sector Conference meeting in Manchester on 29th April.

The motions submitted are available at:

<http://www.ucu.org.uk/circ/html/UCU657.html>

Amendments will be taken at the branch meeting.

5b Election of delegate to HE Sector Conference, Manchester, 29 April 2015

6 Any other business

UCU Congress and HE Sector Conference Glasgow 23-5 May 2015

Congress motion for amendment submitted by branch committee

ED4 Composite: The learner/student voice South East Regional Committee, Open University

This Congress notes:

1. that anonymised student feedback can be misused against all teaching and lecturing staff
2. that such feedback can be more immediately damaging to casualised staff, who can have their hours cut or be dismissed without due process, and who suffer high levels of anxiety from knowing this
3. that there is evidence that student feedback adversely affects staff belonging to the equality groups
4. that anonymised feedback can also be used to legitimise the victimisation of staff who have taken part in industrial action which has affected service to students
5. the limited progress in implementing the FE Sector Conference motion in 2014 that agreed a campaign to 'oppose the redefinition of the learner as a consumer and to challenge the deference to the learner voice'
6. that the NEC agreed a motion in December 2014 recognising that the learner voice was not just an issue for FE;
7. that members are now even more concerned about the misuse of the learner voice/student voice and that advice to branches is urgent.

Congress instructs the NEC:

- a. to prioritise the learner voice/student voice campaign
- b. to consult with NUS to agree a policy concerning appropriate use of the student voice while bearing in mind UCU's responsibility is to protect the rights of members
- c. to provide a model policy and legal and practical advice to branches on how to defend the rights of members affected by this issue, including casualised staff whose employment can be damaged very quickly by unfavourable student feedback.

Add point 8 after point 7:

8 *that there are signs that the student voice is being introduced into the bargaining machinery at local level,*

Insert new clause c after clause b and re-letter clauses accordingly:

c *to include in any agreement with NUS a clear statement that while we welcome opportunities to work and campaign together, Sus should not be involved in negotiating the terms and conditions of employment of our members*

HE Sector Conference motion for amendment submitted by branch committee

HE34 Negative impact of electronic learning

Southern Regional HE Committee

While acknowledging the undoubted value of technological innovation in advancing student learning, Conference believes that UCU must guard against detrimental impact on staff workload and job security by developments in electronic learning, if these are abused by employers.

Conference therefore instructs the NEC to:

1. Undertake a survey of the extent of use of online learning by institutions
2. Work together with the NUS to defend face-to-face learning as the key component of university tuition
3. Campaign against the use of online learning as a cost-cutting exercise and promote its use as enhancement and support for traditional teaching rather than as a substitute.

Add at end of first paragraph (after 'abused by employers'):

The increasing use of aggressive intellectual property control and instruments of surveillance can be implemented in ways that effectively yield 'redacted', neutralised and standardised learning materials and experiences.

Add point 4 after point 3:

- 4 *Reject the default ('opt-out') recording of all lectures by institutions that are keen to satiate perceived learner satisfaction demands.*