

Dear Vice-Chancellor ,

The University and College Union (UCU) is very concerned about the decision by the UK funding bodies to permit the submission of outputs of former staff made redundant in the 2021 Research Excellence Framework (REF).

The new guidance has provoked significant anger amongst academic staff, particularly in a context of endemic casualisation and increased performance management of research. Moreover, it risks causing real reputational damage to institutions and individual Units of Assessment that chose to go down this particular route.

In the interests of staff morale and institutional reputation, we call on you to make it clear publically that your institution will not be submitting the outputs of former staff who have since been made redundant and that this commitment is explicitly included in your 2021 REF Code of Practice (CoP).

We will be writing to UCU branch representatives encouraging them to pursue this issue in local discussions around the CoP.

I look forward to hearing from you as matter of urgency.

Yours sincerely,

Matt Waddup
National Head of Policy & Campaigns