

... and related

The Newsletter for **Academic Related, Professional Staff** in Higher Education

Representing administrators, librarians, computing and other professional staff in HE

In this issue:

- 2015 annual meeting for AR staff
- ARPS motions at Congress 2014
- Committee membership 2014-15
- ARPS matters – spread the message

INVITATION FROM THE CHAIR

I would like to invite all academic related, professional UCU members in pre-92 HE to the next academic-related annual meeting will take place on 11 March 2015. I would strongly encourage you to make sure your branch sends at least one rep to the meeting. This year we have several spaces for new members on the committee so please consider standing for one of these roles. It is important that the Academic Related, Professional Staff (ARPS) Committee has a clear mandate for its work in the coming year and we can effectively put the case for academic related staff within UCU. Your motions will guide our work for the coming year, as well as informing the motions we send to Annual Congress.

This year we have focused on professional development for ARPS so we can challenge employers deskilling and deprofessionalisation of our roles. The meeting will provide an opportunity to hear from speakers on the issues of bargaining for CPD and workshops to develop tools that will work in your branch. This year Theresa Mellon, Head of Talent and Educational Development at LSHTM will lead one of the speaker sessions focusing on what a good staff development package should look like. During the workshops we will develop guidance on bargaining for CPD. What should we expect from our employers? We hope to debate the challenges facing the union in general and ARP members in particular, such as strategies to defend jobs, improve pay and conditions, and build the union; and outsourcing and the wider marketisation of the sector. We need your support at the annual meeting and responding to our requests for information throughout the year.

Further details of the annual meeting such as deadlines for registration and motions can be found at: <http://www.ucu.org.uk/acrelannual>. We need your support at the annual meeting and responding to our requests for information throughout the year.

ARPS Committee motions

The deadline for submitting motions to the annual meeting is 18th February and the Committee have been working hard to draft a number of important motions for the meeting and would welcome motions and ideas from branches.

The Committee have been working on motions that cover:

- Further work on ARPS specific professional development
- Investigating the changing face of ARPS roles
- Confirming the Committee priorities
- Investigating the inappropriate use of consultants and the impact on ARPS roles

Please encourage your branch to submit motions to the annual meeting that cover any topics that you feel have a particular impact on ARPS members and especially where further or new work is needed to support ARPS members.

Dan Arthur,
Chair, ARPS Committee
academicrelated@ucu.org.uk

Marie Morley

The committee and the whole of UCU was saddened in November 2014 to hear of the passing of Marie Morley (ARPS Committee Member, Bath UCU Branch Chair). Marie brought an excellent approach to the committee and was able to look at old problems with fresh eyes. Her ideas and contributions to our debates will be sorely missed. Our thoughts are with Marie's family and friends.

Annual meeting for academic related staff, professional staff – 11th March 2015

Annual meeting

The annual UCU members' meeting for ARPS members will take place on Wednesday 11th March 2015 at UCU headquarters in London.

The meeting will provide an opportunity to debate the challenges facing the union in general and academic related members in particular. This may include strategies to defend jobs, USS, professional development, performance management, build the union, and outsourcing and the wider marketisation of the sector.

Each HE branch may send two voting representatives to the annual meeting. Branch representatives must have been approved either by a quorate branch meeting, quorate branch committee meeting or by a properly constituted meeting of members that work in an ARPS role.

Further details will follow soon.

Elections

Elections will be held at the annual meeting for several positions on the Academic Related, Professional Staff Committee. We encourage nominations from all academic-related categories: library, computing, administrative, student support and other professional staff. For further information on Committee membership and all that it entails, feel free to contact any of the members of the Committee (details overleaf).

Further details will follow soon.

Motions

The deadline for motions to Congress and HE Sector Congress 2015 is 13th March. This is a tight turnaround following the ARPS annual meeting. The Committee are already planning as much of this work in advance as it is possible to do.

If you or your branch have any issues or concerns that could form the basis of a motion to the annual meeting and potentially to Congress and Conference please contact us by Friday January 9th 2015 academicrelated@ucu.org.uk

For further details on registration for the annual meeting, the process for nominating to the Committee, sending motions and details of the meeting will be sent in a Friday e-mail to members.

ARPS motions 2014

Motions adopted at the ARPS annual meeting in 2014 were subsequently re-tabled in modified form

as ARPS Committee motions to Congress and HE Sector Conference. The motions, which were adopted, were as follows:

HE33 (EP) Fighting de-professionalisation and down-grading

Conference notes with sadness that staff are increasingly regarded by management as interchangeable units of production. This attack on staff members' professionalism, status and dignity represents a particular threat to academic-related staff, who are viewed as either managers or service providers, with little control over their own work. With responsibility removed, downgrading ensues. New staff are recruited into lower grades, with little prospect of advancement. Individual expertise is actively discouraged, with staff treated as a homogeneous group, able to be deployed into any role.

Conference:

- reiterates its belief in the parity of academic-related staff with academic colleagues, and the right of all staff to be recognised as professionals working within their area of expertise
- calls on UCU to fight attempts to downgrade and de-professionalise staff, and to support members facing such attacks
- calls on HEC to campaign for the maintenance of a non-managerial career path for all.

18 (EP) Fair terms and conditions for all staff

UCU is appalled by the cynical use of reviews and restructuring to make redundancies and replace these staff with temps or casualised staff within universities & colleges. UCU questions the legitimacy of this practice as many of these posts are not in any way short term and there is a substantial more permanent job available.

UCU sees this as an attack on employment rights of these staff as they are unlikely to have proper contracts or paid holiday and are unable to afford decent pensions.

UCU calls on the NEC and all branches/local associations to fight against this practice at local level, shaming managements that indulge in this shoddy employment practice. members to support each other and take action together. People can feel exposed when taking action, and so it is important to avoid isolating individual members. But collective action can still be creative.

If you are not sure if you can participate directly in an assessment boycott please contact your Branch Officers who will seek advice from UCU officials where needed.

Spread the message!

Please pass this newsletter on to other academic-related members (or potential members).

Encourage them to join or get more involved!

To join UCU see:

www.ucu.org.uk/index.cfm?articleid=2283

To be added to the academic-related mailing list, for hard copies of this newsletter or the [Academic Related](#) manifesto e-mail kallen@ucu.org.uk

If you have any questions on ARPS matters, have ideas for future articles, want to get more involved or talk about recruiting ARPS members contact us by:

e-mail: academicrelated@ucu.org.uk

Twitter: [UCU_ARPS](#)



2014 – 2015 Academic Related, Professional Committee

Dan Arthur (Chair)	LSHTM
Helen MacCarthy (Vice Chair)	University of Hull
Eyad Abu-Khiran	Queens University Belfast
Amy Chamier	Institute of Education
Terry Duffy	Glyndwr University
Joe Gluza	Cambridge
Patricia Hulme	Nottingham
Kamie Kitmitto	University of Manchester
Roger Walters	Open University

The Committee Secretary is Kerith Allen, Bargaining and Negotiations Official, kallen@ucu.org.uk

If you have any questions or queries for the Committee please e-mail: academicrelated@ucu.org.uk

You can also contact us and keep up to date with all the latest ARPS news on our brand new twitter feed [UCU_ARPS](#)

WHO ARE **ACADEMIC-RELATED** STAFF?

Academic related, professional staff work across all parts of higher education. We are professionals with expertise and experience in developing and delivering research, teaching and learning. We:

- build library collections
- advise students and potential students
- provide space for study and research
- make and purchase resources
- determine infrastructure
- advise on computing techniques
- negotiate with government and industry
- enforce health and safety
- ensure quality and plan for the future

We share the same interests as academic colleagues in uniting to defend higher education against de-professionalisation, pension cuts, redundancies, reduction of services and closures.

We will work with all parts of our union to build membership, and encourage active participation and representation of academic related, professional staff at all levels of the union. We:

- undertake casework and local negotiations
- support the administration and promotion of the branch
- are active members of UCU national committees
- send motions to Congress and contribute to UCU policy

We demand that our employers:

- recognise our expertise and professionalism which we provide in-house
- maintain the link between academic and academic-related staff terms and conditions and career progression
- recognise us on governing bodies
- examine staffing levels to address our excessive workloads

For more on the important role that we play, take a look at our Academic-related manifesto:

www.ucu.org.uk/media/pdf/d/b/ucu_acrelmanifesto.pdf