# LINCOLN UNIVERSITY BRANCH – November 2016

**Changing Role Profile**

All academic staff will have received an email which referred to the possibility of your Head of School contacting you recently to outline the current process open to staff who wish to express an interest in transferring their academic role profile. Some staff may also have been given a form regarding the process of transferring. This issue was raised in the most recent branch committee meeting and the branch are in the process of addressing this issue. At the moment if you have any individual concerns on this, please contact your department rep. or the branch administrator AYeadon@lincoln.ac.uk

### ****Putting your lecture notes on Blackboard****

### Members in some schools are being asked to ensure that all their lecture notes are placed on Blackboard and in some cases, this request has to be complied with at least 48 hours before the date of the lecture. Members are advised that while they are free to do this and upload lecture notes to assist in the learning of your students, there is no obligation on you to do this either before or after a lecture.

**Equalities Issues**

UCU and HR have been in discussion regarding Equal Pay, and HR have created a portal page that all staff can access. It contains some information about how new appointments are made in terms of spinal points, plus information on the annual cycle for pay gap monitoring along with copies of the three most recent summary reports. You can find it on the portal under ‘HR’ and ‘Equalities in Pay:’ The link is [here](http://ps.lincoln.ac.uk/services/hr/EqualPay/SitePages/Home.aspx).

The University has also announced that it is now a member of the Equality Challenge Units’ (ECU) Race Equality Charter. This is the next step in advancing the institutional equalities agenda, and will extend the work under the Gender Equality Charter Mark (Athena SWAN).  UCU are supporting this push by the University and encourage members to complete the **survey** which all staff were sent centrally. If you missed the email, the link is here;

[Race Equality Charter Mark Survey for Staff](http://lincolnsu.com/index.php/survey/raceequalitychartermark)

If you have any feedback regarding these, or are concerned about equality and diversity, you can raise this with your local rep or branch committee members.

# UCU Recruitment week (21-25 November) / anti casualisation day (24th November)

21st to 25th November is UCU Recruitment week. The best way to recruit members is recommendation. When you join UCU you are joining a union of professionals like yourself who can rest easier in the knowledge that they will not face their problems alone. If you know a colleague who is not a member ask them to join or drop a leaflet in their pigeon hole. UCU works to improve the working lives of its members. We are recognised by employers in colleges and universities and we negotiate what you are paid, how your pension scheme works and the terms and conditions of your job at local and national levels.

As part of recruitment week, November 24th is anti casualisation day. 46% of universities and 60% of colleges use zero hours contracts to deliver teaching. 68% of research staff in higher education are on fixed term contracts, with many more dependent on short-term funding for continued employment. Stamp Out Casualisation is UCU's campaign to win continuity of employment and fairer contracts for casualised staff. **The branch will be holding a stall in the Atrium, during the lunch period, on 24th November to publicise this. Please drop by to support the branch.**

The campaign against casualisation is one of UCU's national priorities.

**UCU**

A reminder that UCU provides a number of training opportunities for members, please see the range available [here](https://www.ucu.org.uk/training)**.**

**Transforming lives: Time to invest in further education**

UCU are campaigning for 250,000 more people to be transformed by the power of further education, but this will require funding and recruiting 15,000 new teachers for our colleges. [Ask your MP to support our campaign at this link](https://list.mercury.ucu.org.uk/t/12242/3531/2902/14/?c73c8e04=YnJhbmNocm91bmR1cA%3d%3d&560a3889=VUNVIGJyYW5jaCBvZmZpY2Vyc5IgdXBkYXRlOiAxMSBOb3ZlbWJlciAyMDE2&469547c0=&x=607ed748), and share the amazing stories of transformation collected in the campaign with your [members and colleagues at this link](https://list.mercury.ucu.org.uk/t/12242/3531/2867/15/).