



Dear colleague,

### **USW Academic - Joint Statement from UCU and the University**

You will probably be aware that the University has been developing a model of the USW Academic.

Discussions about the proposed model have taken place between UCU and management and the issue of this jointly drafted letter to you is one of the agreed outcomes of those discussions. The purpose of the letter is to set out the current position and to explain how we have agreed to take this matter forward.

The USW Academic model sets out a vision for what the characteristics of a USW Academic will demonstrate and to provide a means for achieving that position. It will enable us to capture the range of activities of academics, to understand and celebrate the value of their contribution and to identify those academics with significant responsibility for research. This will enable us to move forward taking account of the outcomes of the Stern Review, changes to the REF and allow us to proactively face the challenges that will confront USW over the next decade as the environment in which we operate changes. For example, we need to prepare for the impact of the creation of a single funding body for post-compulsory education in Wales.

The proposed Tertiary Education Research Commission for Wales (TERCW) will become the sole funder and regulator of all post-compulsory education including Higher Education, Further Education, sixth form provision in schools, apprenticeships, work based learning and adult learning. The body will also be responsible for overseeing research and innovation activity in Wales.

It is clear that the alignment of the resourcing and regulation of all PCET activity under one body creates the potential for the boundaries between HE and FE providers to be further blurred. It is vital that as a provider of Higher Education, USW continues to provide high quality research-informed teaching to its students as well as continuing to value the output of our research community. HE institutions will continue to largely differentiate themselves from FE Colleges through their research and research-informed teaching.

The USW Academic will enable USW to understand and recognise the different contributions made by colleagues, whether teaching or research focused. It will enable the identification of good practice and its better dissemination; it will allow colleagues and their line managers to plan workloads to take account of allocations for those with significant responsibility for research and for those who undertake scholarly activity to underpin their teaching activities.

The USW Academic does not in any way change the terms of your contract of employment with the University, nor does it change any aspect of the National Framework Agreement of 2008. In fact, the national role profiles agreed as part of the NFA are those which we intend to use as part of this framework.

As Regional Officer of UCU, I have indicated to management that we will ballot our members at USW in September with a strong recommendation for approval of the USW Academic.

There is some time pressure on the roll out of aspects of this concept, including the advent of the 2018 DPR season and the facilitation of the University's preparation for the next REF. As an interim measure, information about research outputs will be gathered only via PURE (the University's Research Information system which is used to record staff research details relating to research profiles, projects, activities, outputs, awards and impact). Therefore, UCU has agreed with management that all academic staff will be required to complete their research record on the PURE system, and their highest academic qualification on MyInformation, by 30 September 2018. Please ensure that you complete your record on the PURE system by the given date. Should you need any help or guidance then please visit [PURE for Academic Researchers](#) or email [puresupport@southwales.ac.uk](mailto:puresupport@southwales.ac.uk)

Prior to the outcome of the ballot, UCU has agreed with management that colleagues may choose to use the standard Academic CV to inform this year's DPR discussions. It is recognised that the completion of the CV on the first occasion will be time consuming but if kept up to date with achievements and developments throughout the year, the annual update of the document will be straightforward.

If academic colleagues follow UCU's recommendation at the ballot, it is anticipated that all academics will have provided an indication of which job family they feel they best fit and have completed the Standard Academic CV by 31 January 2019 to inform the mid-year DPR discussion.

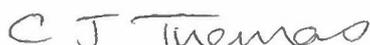
Yours sincerely



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