

Research Expectations Statements – proposed by UMUCU Executive Committee

This branch notes with concern that the University's senior management are introducing a "Statement of Research Expectations" policy without prior negotiation or consultation with the UCU.

The demands of these Research Expectations Statements, if applied to individual academics, do not reflect the specific circumstances, career status and workloads of staff, and potentially conflict with established norms reflected in, for example, promotion criteria. We are also seriously concerned that Research Expectations could be misused to bully and victimise individual academics.

We therefore call on the University to issue a public statement that Research Expectation Statements are designed to reflect aspirational targets for Schools and are not intended to be applied to individual academics. Furthermore, it should be made clear that "compliance" (or otherwise) with Research Expectations will not contribute explicitly to processes such as probation, promotion or workload allocation.

We also call on the UMUCU Executive to issue advice to members that they should not participate in or cooperate with the Research Expectations process until the university has issued clear guidance that provides satisfactory protection to staff.