**UCC RSA Committee Meeting**

**Date/Time: Thursday 4th February 2016, 4-5pm**

**Location: North Wing Conference room**

Attendees: Mark Jessopp, Gordon Dalton, Rosarii Griffin, Cathal O’Mahony, James Glynn, Elizabeth Gilchrist

Apologies: Andrey Temko, Andrew Allen, Edel Kelly, John O’Toole

AGENDA

1. Report from committees

*Academic Council (Mark/Andrey)*

●      AT attended the Jan AC meeting.

*Athena Swan (Mark)*

●      Steering group meeting held 22nd Jan. Agreed that UCC will aim for re-submission in April 2016. Data from staff survey on things like participation rates in training events etc likely to be available in the coming weeks.

*Governing Body (Rosarii)*

●      Meeting to be held Tuesday 9th Feb

*SDEC (Gordon/Andrey)*

●      MJ e-mailed Louise Crowley, current chair asking for researcher representation on Committee. SDC was given full AC status and needs to be reconstituted. Louise intends on raising the issue of co-opting researchers at the first meeting of the reconstituted SDC  to occur soon

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*VP Research meeting update*

●     MJ to e-mail Mary O’Regan to request VP meeting. Items to include on agenda include: giving UCCRSA a slot in staff induction briefings; New researcher salary scales;  progress in addressing HEA pay scale disparity between Universities; establishing researcher involvement within Schools/Departments

2. UCCRSA Activities:

*Web and media   (Andrew)*

●   AA reviewing website. Suggested changes:

●   Remove ‘news and events’ at top and replace with Mission statement of UCCRSA and Current committee list (with photo) along with link to bios.

●   Remove ‘employment rights and representation tab’ and include information under FAQ tab

●   Move ‘Committee’ tab to top of page.

●   Include UCCRSA logo towards top of page

●   remove ‘Council meetings UCCRSA attend’ and include information under ‘Documents’ which should be renamed ‘Meetings and Documentation’

●   Remove old IRSA documents from website.

●   Move Facebook and twitter feeds to the right hand side of the web page.

*Membership (John)*

● Membership e-mail sent out and mail drop conducted.  Approximately 10 new paid members.

●   MJ sent IFUT flyer to all researchers and uccrsa lists.

*Seminars (Edel & Elizabeth)*

●   suggestions for seminars, social events, invited speakers etc required from all Committee members (see below)

●        Potential IFUT seminar on casualisation of higher education in April

●        Suggested a Researcher meet & greet with bowling at Mardyke on 8th March. Edel/Elizabeth to arrange. Event to coincide with €500 research award draw

*Research Career Framework*

●      New researcher salary scales (Jan 2016) released. Some changes identified. Points to raise in next VP meeting below:

○    considerable changes to senior research fellows payscales

○    rates of change of salary cuts vary considerably across payscales.

○    Postdocs have had a 15.3% - 16.4% reduction since 2008, with an annual decline of around 2.1%, 2016 being the first uptick at between 3-5% depending on point on scale

○    Senior post docs have had less of an overall decline from 2008 at 11.7% - 12.3% with an annual decline rate from 2008 of about 1.5%, with no year on year (YoY) increase between 2015 and 2016.

○    Research fellows have had experienced a larger reduction in salary from 2008 of between 19.4% and 29.2%, with an annual decline rate of 2.7% to 4.2% per year from 2008, with no increase between 2015 and 2016.

○    Senior research fellows have been hit the hardest, with between 26.6% and 34% reductions from 2008, with an annual decline rate of between 3.8% and 5.1% per year, with points 1-3 having no change between 2015 and 2016, while point 4 had a 6% drop between 2015 and 2016.

●      UCCRSA position statement on precarious contracts based on existing studies (especially from University of Limerick- zero hours or short term contracts etc) in a ‘cost to the nation’ basis to highlight negative side of UCC RCF?

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3. Any other business:

* IFUT flyer sent to to Researchers and UCCRSA distribution list.
* GD sent e-mail to UCC Registrar, Caroline Fennell, asking for a meeting to discuss researcher issues within UCC. Awaiting response.
* RG to raise issue of cold-calling for donations with UCC Alumni Office.

Next meeting: Thursday 3rd March 2016, 4-5pm

Location: TBA

Suggestions for Seminars/Social events:

●     Maire Geoghegan-Quinn (previous EU Commissioner for Research & Innovation)

●   University of Limerick authors of paper on Precarious contracts.

●   A Best practice in HR/Research careers  by Sheffield University

●   Mike Jennings/IFUT talk on challenges etc for Researchers

●   Meet and Greet sessions - (suggestions??)

Action points

Mark: e-mail MO’R to arrange VP meeting

Andrew: review website pages

Elizabeth/Edel: arrange meet & greet session for Tuesday 8th March