

THIS FLYSHEET IS ONLY FOR STUDENTS. THERE ARE OTHER FLYSHEETS FOR ACADEMIC AND ACADEMIC-RELATED MEMBERS OF STAFF.

Flysheet for the Ballot on the Joint Report of the Council and the General Board on Disciplinary, Dismissal and Grievance Procedures

We, the undersigned, are persons currently in *statu pupillari* at the University. We wish to advise members of the Regent House on our views on the Joint Report, as these matters are of importance to students, as well as to University officers, and will have a great effect on our education.

We recognise that there is much that is positive in the Joint Report. The introduction of mediation and the changes to grievance procedures would greatly shorten the length of time taken to deal with problems, meaning that University officers can return to teaching as soon as possible. The Working Party have also shown some willingness to take on board objections to the previous Report, including those expressed by students, during the Discussion of that Report.

However, we would like to express our disappointment that the Working Party did not feel the need to take on board the difficulties faced by many students with underperforming staff or staffing arrangements which are not responsive to their learning needs, and lament the ongoing trend, reinforced by this Joint Report, towards privileging research to the exclusion of teaching.

Furthermore, we would like to express our disappointment that the Joint Report will make it easier for the University to make officers redundant for economic or restructuring reasons, with reduced rights of appeal. Whilst we recognise that a full vote by the Regent House on individual officers is not the best way to determine redundancies, alternatives exist which would enable the University as a whole to have a say in the deployment of resources. As we have seen in student campaigns against the cessation of teaching in the Department of Architecture, and in Portuguese in the Faculty of Modern and Medieval Languages, the central administration does not always know best where resources should be deployed, and it is lamentable that such closures will become easier in future.

Grace One has the further disadvantage of devaluing University officers not listed in Schedule J, which does not reflect the student experience of their vital and rigorous work, which contributes to the learning and research of students as greatly as that of officers listed in Schedule J.

We therefore urge members of the Regent House to reject both Graces. If, however, members of the Regent House feel that the advantages of the Joint Report are such that they wish to vote in favour, we urge them to support Grace Two, to avoid devaluing officers not listed in Schedule J.

Please return to the Registry, signed and with your name in BLOCK CAPITALS, either by mail to The Old Schools, Cambridge CB2 1TN, or by fax to 01223 332332.

Deadline: 1pm on Friday 12 March 2010.

P.T.O.

Signature

Name in BLOCK CAPITALS