

MOTIONS FOR ADC 2016

MOTIONS ON POLICY

1 Appeals Systems in Promotions Procedures

University promotions systems need a robust and agreed appeals process - this was clearly demonstrated by the experience of the appeals procedure in operation in recent rounds of the UCD promotion to SL grade. Following the initial promotion of 42 of 149 applicants, and the later promotion of another group of 38 applicants who met the benchmarks, *a further 38 appeals were lodged* to the Appeals Committee, an independent panel of UCD professors agreed with the unions. Significantly, almost half (17) of these appeals were deemed to exhibit **significant procedural flaws** in how they had been assessed by UCAATP. However, after identifying these flaws, the impotence of the UCD appeals system was revealed in the fact that these cases were simply referred back to UCAATP, who maintained the original decision without further elaboration in 15 cases, only changing their ruling on the two cases most likely to proceed to embarrassing litigation. This resulted in a significant loss of confidence in the integrity of the process in UCD promotions, and a view that the appeals system as it was operationalised was not fair, in short-circuiting back to the original deciding body even when a substantial number of procedural flaws were identified by an independent panel.

Nor does the proposed shift to a rolling procedure for promotion applications obviate the need for a fair appeals process. The new system proposed for UCD initially considered that simply opening the system to re-application would bypass the need for appeals. The problem is that under such a system (as originally proposed), applicants who feel that they have been treated unfairly are penalized by being forced to wait for a year before reapplying, without recourse to any neutral party, while also being required to show in their re-application how they have remedied a failure that they may contest was inaccurate or unfair in the first place.

It is therefore proposed that university promotions systems should be required to set up fair and transparent appeals processes, where an independent group who examine cases for procedural flaws can make decisions on outcomes, without referring back to the committee that made the original decision on that case, since the latter have a vested interest in maintaining the original decision.

Proposer: UCD Branch

2 Eligibility to Apply for Promotion

UCD Promotions' Guidelines for Applicants currently state:

“Candidates for promotion must be tenured academic staff **who will not have reached the normal retirement age prior to the effective date of promotion.**” (Guidelines for candidates, <http://www.ucd.ie/hr/promtions/>)

In recent years there have been growing time lags between promotions rounds. UCD has held promotion to SL rounds in 2002, 2005, 2007, 2008, and 2012. For Associate Professor the recent rounds were in DATES. Given the lapses between rounds, which UCD would claim is due to its efforts to achieve a better system, it is discriminatory on age grounds to prevent members approaching retirement from applying under a new system, which was delayed by the university.

Proposer: UCD Branch

3 Collective Bargaining/New DCU

This ADC asserts the right of IFUT members to continue to be represented by IFUT following Incorporation of CICE into DCU. IFUT/CICE calls on ICTU to affirm IFUT's entitlement to full collective bargaining rights in DCU.

Proposer: CICE Branch

4 Signing of Proposed DCU Incorporation Agreement

This ADC instructs the IFUT General Secretary to refuse to sign the proposed DCU Incorporation Agreement until all outstanding IR issues relating to the incorporation have been resolved.

Proposer: Michael O'Keeffe, SPD

Secunder: Maurice O'Reilly, SPD

5 Harmonisation of Pay Scales

That, consistent with the principles of collective bargaining, IFUT will take all appropriate steps to ensure the early removal of all discriminatory salary scales and contractual obligations on those appointed after 2011, including those arising from the harmonisation of pay scales.

Proposer: UCD Branch

6 Equality

In light of the findings in the Sheehy-Skeffington case at National University Ireland Galway as well as the results of the HEA survey on gender balance as at December 2014 it is evident that there is a very real problem regarding gender discrimination in Ireland in

particular in our universities.

The recent NUI Galway draft task force report covers a range of equality measures and the HEA Review of Gender-Equality in Irish Higher Education Institutions chaired by the former European Commissioner and Government Minister, Maire Geoghegan-Quinn is under way and a report by this independent and expert group will be completed in June 2016.

As the current crisis ought to be a turning point for positive concrete measures to emerge this Conference commits IFUT to ensuring that Equality remains a key component of its industrial relations agenda.

Proposer: Executive

7 Employment of Casual Labour and the Casualising of Labour at Third-Level

The employment of casual labour and the casualising of labour at third-level is an unacknowledged and widespread means by which the University Sector keeps down its costs: this practice also makes for a workforce that is unable to challenge the hierarchy on important matters of pedagogy as well as militating against academic freedom.

This motion calls on IFUT to negotiate with University Management to deliver meaningful contracts of employment; the contracts must afford the protection of employment legislation to staff employed on a casual basis.

Proposer: Margaret Robson, SPD

Seconder: SPD Branch Committee

8 Access to Promotion

This ADC notes that fixed-term colleagues, particularly Researchers, have been denied access to promotion, grants and other academic privileges and believes all members should have equal access based on merit alone.

Proposer: NUIG Branch

9 Inclusion of people from different cultures with different languages into Irish society

In the midst of conflict, education is often seen as a luxury for refugees. However, education is a fundamental human right, one that is vital in restoring hope and dignity to people driven from their homes.

This ADC believes that solidarity with the marginalised in society is a trade union responsibility and commits IFUT to promoting equality in developing strategies and campaigns to advance equality awareness on this issue.

Proposer: Executive

10 Joint MIC/UL Arts Degree

The National Executive of the Irish Federation of University Teachers condemns any attempt to create a joint MIC/UL Arts degree without the provision of an adequate number of full-time posts to service such a degree. A degree programme designed to be staffed by part-timers and paid by hour contract personnel will undermine the professional status of the profession and would be a betrayal of the hopes of our next generation of postgraduates for a financially secure future as scholars and academics.

Proposer: Executive

11 Professional Added Years

This Meeting demands that the Universities, and the Departments of Education, Finance and Public Expenditure and Reform continue to honour longstanding custom and practice in regard to the Professional Added Years pension entitlements of IFUT members.

Proposer: UCC Branch

12 Restoration of Pay Cuts

This Meeting demands the full restoration of pay cuts imposed on IFUT members including cuts in the rates of payment for examining.

Proposer: UCC Branch

13 FEMPI Legislation

This ADC calls on the Incoming Government to immediately repeal all of the FEMPI legislation currently in operation.

Proposer: Executive

Motion to the annual ADC IFUT 2015

14 TTIP

The TTIP agreement between the EU and the United States poses a threat to democracy, social, environmental and educational standards and this ADC calls on the government to reject the TTIP agreement and ensure that trade agreements increase, educational, environmental and social protection standards rather than lower or endanger them.

Proposer: Executive

15 Employment in Higher Education

This ADC commits IFUT to fight against the scourge of precarious and casual employment in Higher Education.

Precarious employment is a cause of hardship for those directly affected. Not only is insecure employment a cause of anxiety, it also damages the creditworthiness of its victims (in respect of mortgages, bank loans etc.) and it undermines the capacity of those affected to enjoy real academic freedom.

Precarious employment also has negative effects on the quality of education because those on atypical contracts are not paid to conduct research nor are they paid for correction work, evaluation, student mentoring and counselling etc.

This ADC urges all branches of IFUT to conduct campaigns to highlight and fight against precariousness of employment in Higher Education.

Branches should seek to get their governing authorities to adopt a policy whereby full-time, permanent will be the norm which is departed from only where there are specific, identified and temporary reasons to do so.

At national level the IFUT Executive is requested to campaign on this issue in the media, in cooperation with other unions and like-minded organizations and by raising the issue with the Dept. of Education, the HEA, the IUA etc.

Proposer: Executive

16 Funding of Higher Education

Recognising that Higher Education contributes to the public good and that a progressive taxation system is the appropriate mechanism to fund public services, this ADC calls on the government to reaffirm its commitment to publicly funded Higher Education by reversing the damaging funding cuts experienced by the sector.

Proposer: Executive