

University of Glasgow

Academic Standards Committee - Friday 9 October 2009

**Summary of Actions Arising from ASC Scrutiny of DPTLA Reports
at its Meeting on 29 May 2009**

Fiona Dick, Senate Office

Full Review Reports 2008-09 (ASC/2008/66.1)

Report of the Review of the Department of English Language held on 20 February 2009

All recommendations were transmitted onward to those identified for action.

Report of the Review of the Department of English Literature held on 16/17 March 2009

All recommendations were transmitted onward to those identified for action.

**Report of the Review of the Department of Mechanical Engineering held on 25/26
February 2009**

All recommendations were transmitted onward to those identified for action.

**Report of the Review of the Department of Scottish Literature held on 24 February
2009**

All recommendations were transmitted onward to those identified for action.

12 Month Update Reports 2007-08 (ASC/2007/66.2)

Review of the Department of Classics held on 25 February 2008

The Department had been asked to provide an update in relation to recommendation 3. Following the replacement of a retiring Senior University Teacher with a research active member of staff, the Department were asked to provide an update describing the effect on the teaching and administrative roles of staff in view of the new staff member's more research active role. The following response was received from the Dean of the Faculty of Arts.

Initial Response:

The replacement post currently in hand has been advertised to recruit a research-active candidate, in line with Faculty policy; we shall be interviewing for that post shortly.

Updated Response:

There are no outstanding replacement cases for staff known to me in Classics, and the GTA budget has been raised by nearly 50% to allow better GTA development and GTA support for Level 1 language teaching.

Review of the Department of Economics held on 24 January 2008

HR had been asked to provide an early update on recommendation 16, which concerned rates of payment for GTAs. It was noted that the Department of Human Resources was reviewing practices regarding rates of payment for GTAs and that a first meeting to consider collated information had been planned for April 2009.

Initial Response: Human Resources

HR is currently undertaking a review of the use of GTAs, tutors, demonstrators etc. and the actual duties they undertake. It is the intention to link their duties to the existing level descriptors for the Research & Teaching Family, probably somewhat below level 7. The data from all the faculties is currently being collated, and it is intended to have a first meeting at the end of April 2009. Once the level has been determined, a pay band can be assessed, and the employment contractual situation addressed. There is no direct linkage of pay across institutions as each has determined its own grading structure, and the duties of GTAs may vary across Universities. Nevertheless, the approaches others have adopted will be considered in the review.

Initial Response: Dean

It is noted that this recommendation was initially remitted to the Faculty, but is an issue for Human Resources. HR has confirmed that the issues of both pay rates and the mechanisms for pay review for Graduate Teaching Assistants are under currently consideration.

Updated response: Human Resources

Since April 2009 there have been extensive discussions with the Deans, UCU and with the SRC to establish a more systematic way of paying GTA's, Demonstrators, etc. The SMG has now adopted a policy which is currently being implemented via the Human Resource Managers in each Faculty.

This policy relates the grade of GTA's to the University Research & Teaching grading structure and gives an hourly rate of pay, based upon that structure. Because the basic hourly rate of pay would be below the current rates, cognisance has been given to additional time for preparation, marking, assessment, etc. This means that every GTA should see a modest increase in salary this year, assuming they undertake the same work as last year. It also means that GTA and other salaries will rise in line with other pay awards to staff in the University. The University of Glasgow pay rates are currently fixed through national bargaining and comparable with other HEI's in Scotland.

Review of the Department of History held on 20 February 2008

In relation to recommendation 1, which concerned GTA rates of pay, HR had been asked to provide an update on their review of GTA pay once faculty data had been collated. The update provided for Economics (see paragraph immediately above) also applies to History.

In relation to recommendation 8, which concerned refurbishment of DISH Laboratory A, the Dean was invited to provide instructions to Estates & Buildings concerning this refurbishment and report back to ASC.

Initial Response:

Project Services happy to receive instructions from the Dean to undertake refurb works. EBO suggests the works could be funded by the Faculty through minor works budget. Alternatively, if the value exceeds £100k E&B are happy to assist the Faculty with a Capex Application.

Additional Response from Dean:

With regard to the above recommendation (Refurbishment of DISH Laboratory A), I understand from the Faculty Secretary that this work has now been carried out.