



## **Pay Rise, Secure Contracts and Paid Training for Hourly-Paid Undergraduate Supervisors**

30 April 2021

### **To the Senior Tutors<sup>1</sup> of the 31 Cambridge Colleges**

We, the undersigned, are writing to you as graduate students, postdocs, and freelancers supervising undergraduates for the colleges. We ask you to pressure your College to improve the working conditions of undergraduate supervisors, and support the campaign run by UCU and the Cambridge SU to obtain paid training, fair payment and contracts for casual staff teaching undergraduates across the 31 Cambridge Colleges.

The college system relies upon a pool of underpaid, undervalued and often unrecognised casualised academic workers drawn from postgraduate students, freelancers and postdocs. In 2017-2018 alone, these groups taught 45% of undergraduate supervisions. This supervising load comes at a heavy cost for these casualised staff: they experience significant and unpaid demands on time in the training, planning and preparation for supervisions, uncertainty arising from unpredictable hours, and meagre remuneration offered by the colleges. Supervision work is real work that is at the core of Cambridge's undergraduate teaching model. Unpaid training, poor remuneration and lack of contracts should not be brushed off as a fair price to pay for the "experience" of teaching, especially at a time when the academic job market is undergoing a hiring freeze of historical proportions. The COVID19 crisis, and the collapse of the academic job market, make it even more imperative to address one of the key areas of casualisation at Cambridge, to ensure that the pandemic does not accelerate or entrench existing levels of precarity at the university.

**The campaign run by UCU and the SU aims at obtaining paid training, a revision of the supervision pay rate, and employment contracts for casualised teachers who supervise undergraduates for the colleges.** We need the 31 Colleges to consider these asks as priority issues, that need to be addressed as soon as possible. As Senior Tutors, you hold considerable responsibility vis-à-vis both undergraduate supervisors and

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<sup>1</sup> Dr Robert Edward Hunt, Senior Tutor, Christ's College; Mr Richard Partington, Senior Tutor, Churchill College; Dr Jacqueline Tasioulas, Senior Tutor, Clare College; Dr Trudi Tate, Assistant Senior Tutor, Clare Hall; Dr Marina Frasca-Spada, Senior Tutor, Corpus Christi College; Dr Duncan Needham, Senior Tutor, Darwin College; Dr Guy Williams, Senior Tutor, Downing College; Dr Robert Henderson, Senior Tutor, Emmanuel College; Dr Paul Chirico, Senior Tutor, Fitzwilliam College; Dr Sandra M Fulton, Senior Tutor, Girton College; Dr Andrew Spencer, Senior Tutor, Gonville and Caius College; Dr Penny Barton, Senior Tutor, Homerton College; Dr Philip Johnston, Senior Tutor, Hughes Hall; Dr Geoff Parks, Senior Tutor, Jesus College; Dr Timothy Flack, Senior Tutor, King's College; Dr Jane Greatorex, Senior Tutor, Lucy Cavendish College; Dr Stuart Martin, Senior Tutor, Magdalene College; Dr Michele Gemelos, Senior Tutor, Murray Edwards College; Prof Liba Taub, Senior Tutor, Newnham College; Dr Dan Tucker, Senior Tutor, Pembroke College; Dr Stephen Hampton, Senior Tutor, Peterhouse; Dr Andrew Thompson, Senior Tutor, Queens' College; Dr David A. Woodman, Senior Tutor, Robinson College; Dr Mike Sewell, Senior Tutor, Selwyn College; Mr Max Beber, Senior Tutor, Sidney Sussex College; Dr Holly Canuto, Senior Tutor, St. Catherine's College; Dr Judith Bunbury, Senior Tutor, St. Edmund's College; Dr Mark Nicholls, Senior Tutor, St. John's College; Prof Catherine Barnard, Senior Tutor, Trinity College; Dr Clare Jackson, Senior Tutor, Trinity Hall; Dr Susan Larsen, Senior Tutor, Wolfson College

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undergraduate students, and the power to influence the College agenda. **We trust you will understand that teachers' working conditions are the students' learning conditions, and that you will do everything you can to support undergraduate supervisors.**

If you want to discuss the campaign further, please contact CUCU branch secretary at [cucusec@hermes.cam.ac.uk](mailto:cucusec@hermes.cam.ac.uk).

Best regards,

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51. Alyssa Knisley, Graduate student
52. Susie Hill, Graduate student
53. Helen Oliver, Postdoc
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65. Stephanie Mawson, Postdoc
66. Christian Larroulet, Graduate student
67. Jarrah O'Neill, Graduate student
68. Dr Saussan Khalil, Freelancer
69. Kate Schneider, Graduate student
70. Julieta Galante, Postdoc
71. Naoise Murphy, Graduate student
72. Jo Lysons, Graduate student
73. Saskia Papadakis, Graduate student
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79. Eli Cumings, Graduate student

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