



Departmental  
Postdoc Committee  
Chairs Network

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**Wednesday 13<sup>th</sup> June 2018**

# Agenda

- 1. 18:00** Welcome and introduction (Dr. Tariq Masood, Chair, DPCCN)
- 2. 18:05** Updates on postdoc matters (Dr. James Brown and Tariq)
- 3. 18:35** Payment for teaching & related activities (Drs. Robert Pralat, Olga Loblova & Jacques Wels, Sociology)
- 4. 18:50** Short break
- 5. 18:55** Network priorities and planning (Tariq)
- 6. 19:55** AOB and next meeting (Tariq)

# Purposes of the Network



Provide a representative **postdoc 'voice'**



**Share** best practice, ideas and experiences between departments

Provide face to face advice, support & training for **existing** departmental postdoc committees



Provide **guidance and support** for postdocs and departments in setting up **new** departmental postdoc committees

# Network priorities

(Updated, May 2016)

Postdocs need opportunities / support / access to following:

1

Research  
Excellence &  
Recognition

2

Strategic  
Career Plan &  
Progression

3

Leadership  
Opportunities

5

Representation  
at Dept. &  
University

4

Teaching  
Opportunities

6

Appropriate &  
Timely  
Mentoring

7

Meaningful  
Professional  
Review

8

Personal &  
Professional  
Development

9

Moving to  
Careers  
Outside  
Academia

10

Networking  
(Professionally  
& Socially)

11

Timely  
Induction &  
Welcome in  
Cambridge

12

Alumni  
benefits on  
leaving  
Cambridge

13

College  
Affiliations

14

Wellbeing and Family support

# 2017/18 Priorities

2

Strategic  
Career Plan &  
Progression,  
Mentoring

6

14

Wellbeing and  
Family support

?

Other priorities



# 2017/18 Priorities

2

Strategic  
Career Plan &  
Progression,  
Mentoring

6

14

Wellbeing and  
Family support

?

Other priorities



# Updates

- Vice Chancellor's EU Advisory Group
  - Dr Tariq Masood
- University Postdoctoral Matters Committee
  - 3<sup>rd</sup> meeting held on 15/03/2018
- New DPCCN Administrator
  - Hollie Godden
- DPCCN Vice Chair role
  - We're looking for 1-2 new vice chairs for the network!

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# Updates on postdoc matters

- a)** Academic Career Pathways consultation
- b)** Researcher increments scheme
- c)** Senior Researcher Promotion
- d)** Visiting research staff
- e)** Costs for professional development on grants
- f)** Shared postdoc events calendar
- g)** UKRI Future Leaders Fellows scheme
- h)** Revised Concordat

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# **Payment for teaching and teaching-related activities**

Departmental Postdoc Committee Chairs Network meeting  
13 June 2018

Robert Pralat and Noémie Merleau-Ponty  
on behalf of Sociology Postdocs

# Teaching payment discrepancy

- Postdocs, including those on full-time research-only contracts, are doing an increasing share of teaching work
- Some teaching (i.e. undergraduate supervisions) is paid for by **colleges**
- Other teaching and teaching-related activities (i.e. postgraduate supervisions, lecturing, marking, etc.) is paid for by the **university**

# Teaching payment discrepancy

- Problem: whereas teaching paid for by **colleges** is based on **steadily increasing rates**, teaching paid for by the **university** is based on **rates that have remained the same since at least 2008** (when these rates were last revaluated)
- This has created a **substantial discrepancy** in how different kinds of teaching and teaching-related work are **valued**

# For example...

- A postdoc supervising an **undergraduate dissertation** gets paid **£172.26** for the expected **six hours** of supervision

*6 hours x £28.71*

- A postdoc supervising an **MPhil student** gets paid **£165.00** for the expected **eight hours** of supervision

*3 terms x £55.00*

# For example...

- This is despite the fact that supervising MPhil students is often more demanding
  - more advanced knowledge
  - being a student's sole supervisor for the whole course
  - more overseas students who may need help with English
- Other kinds of teaching-related work are also paid based on disproportionately low rates
  - for example, payment for marking a 5000-word essay is £10

# Therefore...

...it is a priority for us to urge the university to **revalue** its non-UTO payment rates

# Next steps

- What is the experience in other departments?
- What is the best way to address the problem?
- What can PdOC and OPdA do to help us?

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# Network priorities exercise

[Identify at least **top three**]

- **What** are the specific priorities of the network (short/medium/long term), and at **what** level?  
[needs, issues, challenges, opportunities, support, access], [univ, dept]
- **Why** are these priorities for the network?  
[rationale]
- **How** are these tackled currently? [current procedure, unknown, not tackled]
- **How** can the priorities be resolved / achieved in future? [actions for x, x = network, univ, dept]

# Planning for next meeting

# AOB and next meeting

- Hollie Godden, Postdoc Societies Administrator
  - [hollie.godden@admin.cam.ac.uk](mailto:hollie.godden@admin.cam.ac.uk)
- Next DPCCN meeting
  - September 2018 (exact date tbc)
- Summer lunchtime network lunches: Central, West, BMC