

Richmond The American International University in London 2024 Pay Claim:

1. A pay uplift for all faculty from 1st January 2024, to keep in line with the pay offers received in the rest of the sector in 2022 and 2023 to address pay imbalances in comparison to HE colleagues
2. An agreement to a multi-year pay reparation strategy that redresses faculty's real terms pay devaluation and fulfils the University's Strategic Plan (HR Plan)

Rationale:

The financial context for faculty has continued to worsen over the past year. As previously stated in the 2022 pay claim: Since 2009, Richmond faculty have suffered a real terms cumulative devaluation in salary approaching 37% (RPI). This is compounded by a reduction of pension savings, due to lost income, further depreciating our future quality of life.

The 2022 pay offer of 1.84% (effective January 2023) fell well below the UCEA's pay offer for the same year of 3%, contributing to a further devaluation in pay for our members of 1.16%. During the last pay period (2022), and the current pay year, the cost of living has risen by 11.99%.ⁱ Overall, members have had a real terms pay cut of between £8470 and £15413 from 2018-2022 (see Appendix: Figure 1). Due to a lack of a pay rise and inflation in 2022, faculty worked 40 days without pay (see Appendix: Figure 2). This year, with a 1.84% increase, faculty will be forced to work 59 days without pay. Our pay has fallen too far behind. We recognise the financial situation of the University; however, the legacy of poor pay, along with the rising costs of living, is an unreasonable and unsustainable financial hardship for faculty to continue to bear.

Data shows that pay rates at Richmond continue to be far inferior to the wider HE sector. According to the national HE pay spine (see Appendix: Figure 2)ⁱⁱ:

- Assistant Professors at Richmond earn *£1303-£3554 less* than HE equivalent peers
- Associate Professors earn *£3693-£4676 less*
- Professors earn *£4292 - £6243 less*.

With the differential 2023 pay offers between Richmond and UCEA, we are losing an additional 2 days of pay in comparison with our HE peers this year. The University needs to commit to a strategy to quickly raise the pay of faculty at Richmond in order to stem the year-on-year losses in comparison with the sector.

During the last pay negotiations, the University acknowledged faculty's financial losses over the past decade, however, that is not enough. This year requires action. We seek a robust commitment to the strategic HR Plan to "appropriately remunerate" faculty. This must come in the form of pay reparation, both in respect of cost-of-living losses *and* in comparisons of pay rates with colleagues at similar institutions. We believe adjustments in the University budget are essential to fund a reasonable pay offer, which considers the current RPI and

begins to redress our well-below average market pay. To this end, the promised work to bench-mark pay needs to be completed in a timely manner and have tangible outcomes, and consequences for failure to meet them. Moreover, where we do see green shoots as student numbers rise, this growth (albeit small) needs to be reflected in our members' pay. Such actions will help to provide members with concrete assurance that pay is a priority at Richmond.

Our members share the vision and values of Richmond as a leading, non-profit liberal arts University. We are committed to negotiating a pay offer which works for the benefit of our members, for the institution that they work for, and for the students. However, our members are at breaking point. The sustainability of the University is under threat due to its poor pay. This is compounded by a necessity for our faculty to consistently work beyond their contracted hours for free, to maintain the quality of teaching and high standards expected. It is increasingly difficult for faculty to work at Richmond without incurring continued monetary loss and substantial personal hardship. Without a meaningful improvement in pay at Richmond, faculty's poor working conditions will affect the University's ability to recruit and retain faculty and teaching quality will inevitably suffer. As Richmond's reputation for teaching excellence rests on our faculty, faculty must be motivated and be committed to the University. Only a concrete plan for pay reparations will recognise, reward, and retain faculty.

This claim is submitted in the spirit of helping the University achieve its Strategic Plan that fairly remunerates its faculty, realises its values and vision as a leading liberal arts institution, and maintain its reputation for teaching excellence. We are realistic about the University's precarious financial situation; however, faculty can no longer sustain any further devaluation of their pay. We seek a timely agreement, with a reasonable offer to immediately address poor pay at Richmond for all faculty.

-Richmond UCU Branch
(22 February 2023)

Appendix: Pay Inequality Data

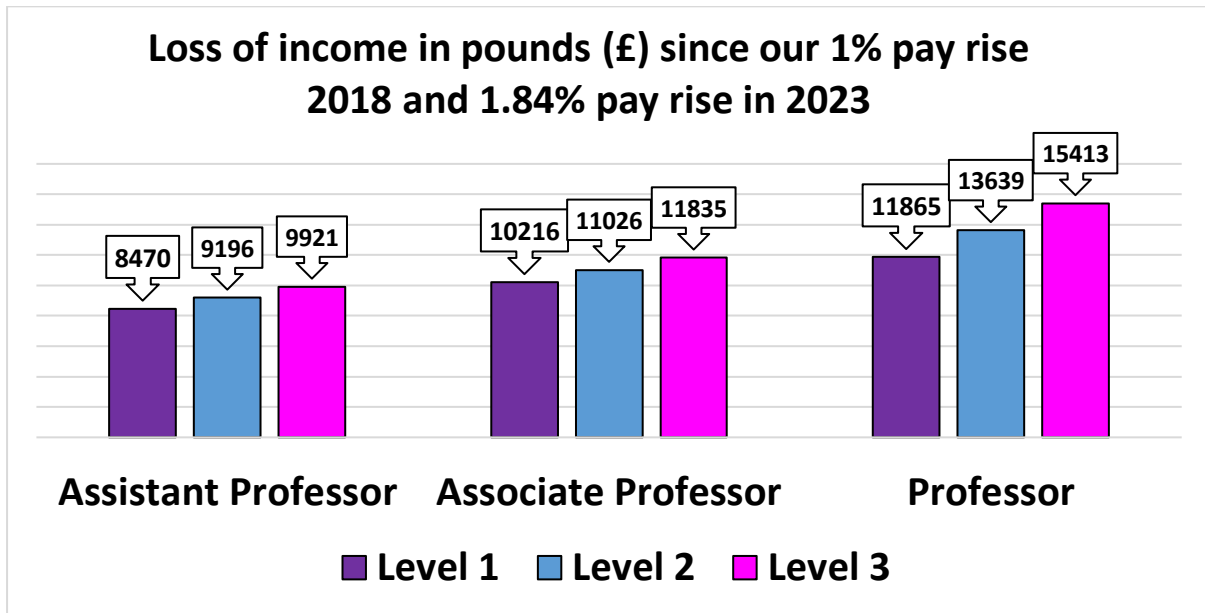


Figure 1: Pay devaluation 2022, calculations based on RPI (ONS, 2022), and reflecting 12% inflation.

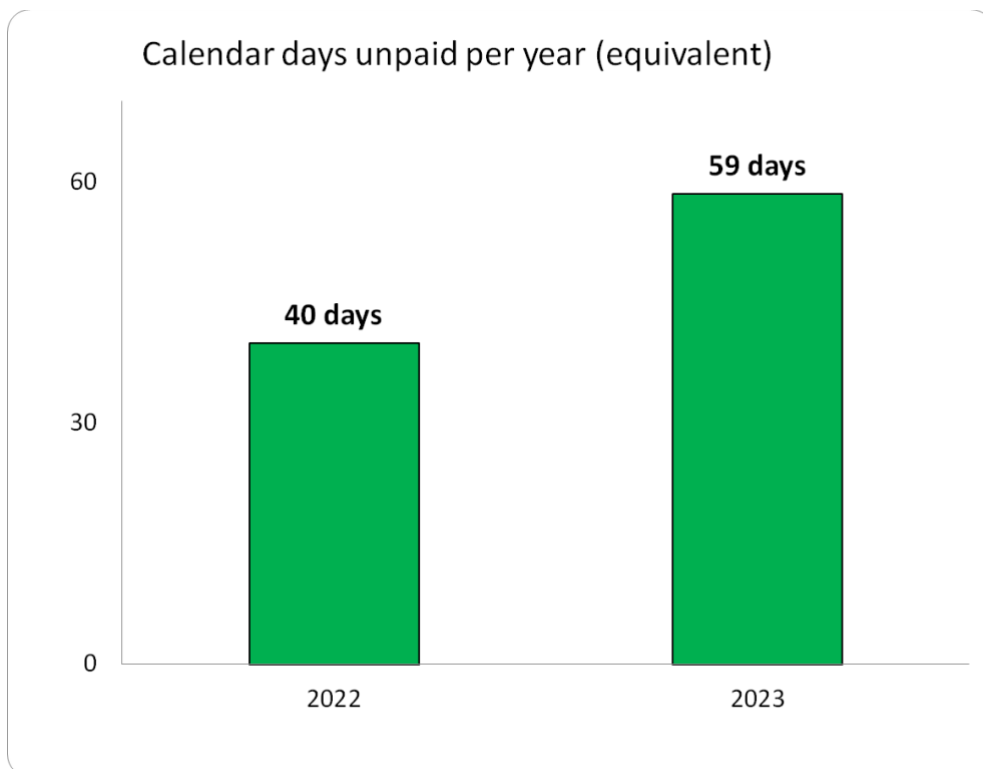








Figure 2: Number of Days of Unpaid Work

Comparison of HE Sector Salaries to RAIUL Pay

HE Sector Salary Range*	RAIUL Salary Range
 Lecturer • £35333 - £43414	 Assistant Professor • £34030 - £39860
 Senior Lecturer • £44737 - £51805	 Associate Professor • £41044 - £47129
 Associate Professor • £53353 - £65578	 Professor • £46970 - £61196

*Salary data gathered from the HE single pay spine. The nationally agreed single pay spine covers the majority of HE institutions within the UK.

Figure 3. Comparison of HE Sector Salaries to RAIUL Pay, 2022

ⁱ ONS, 2022. Calculations based on RPI 2017-2021. See: ONS (Office for National Statistics), 2022. *RPI All Items: Percentage change over 12 months: Jan 1987=100*. London, UK: TSO (The Stationery Office). Available at: <<https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23>> Accessed [12 April 2022].

ⁱⁱ UCU, 2022a HE single pay spine is the nationally agreed single pay spine which covers the majority of HE institutions within the UK. See: University and College Union (UCU), 2022a. *HE single pay spine*. London, UK: UCU. Available at: <https://www.ucu.org.uk/he_singlepayspine> Accessed [12 April 2022].