

One on One Scenarios Activity – in groups of four, each taking it in turns to be the recruiter and recruitee one time and an observer in the remaining scenarios (please note that observers should take notes while observing the scenarios on what they think worked well or didn't work well to debrief at the end)

1. John is an international PGR student and teaching assistant. He is not currently scheduled to mark exams in the summer and is not currently a member of UCU. However, he is very concerned about low pay and the lack of guaranteed teaching work from semester to semester. He is surprised to learn that PGR students such as himself might be approached by the university to engage in strike breaking in the case of an MAB and is interested to learn more, though he is not sure what he would do in that situation. He expresses concerns about joining the union because of the membership fee, and concerns about potentially refusing work to support an MAB because of loss of income and impact on his visa status.
2. Seema is a casualised member of staff with extensive teaching and marking responsibilities. She wasn't aware of the disputes when she joined the university last year but recently joined the union and has been coming to picket lines. She is particularly interested in EDI issues at the university and concerned about workload. She is undecided about participating in the MAB because of her precarious employment status and whether this will affect future employment opportunities.
3. Jennifer is a Professor who has been working in the sector for twenty years. She was previously a member of UCU several years ago but left after a bad experience at her old branch. She seems particularly concerned about cuts to pensions but expresses skepticism about what the union can accomplish. She has not participated in industrial action to date but is considering participating in the MAB because she remembers the success of the 2006 MAB.
4. Isaiah is a Lecturer who has been at the university for three years. Though a member of the union, his engagement in the disputes and other union activities has been quite passive. He has heard about the MAB but is uncertain about its effectiveness, given the possibility of 100% deductions by employers, and is also concerned about the impact on his students' ability to graduate.