

One on One Scenarios Activity – in groups of 3-4, 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. Seema is a casualised member of staff with extensive teaching and marking responsibilities across a number of different modules in your department. 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 regularly. 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 in the department.
2. Jennifer is a Professor who has been working in the sector for twenty years. She is module leader for a large, required third year module in your department. She was previously a member of UCU several years ago but left after a bad experience at her old branch and 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, though she is conflicted about impacting her students' ability to graduate.
3. John is a Professional Services colleague with key responsibilities for administering marking and assessment in your department. He joined the university three years ago following a restructure and struggles with excessive workload. Though a member of the union, his engagement in the disputes and other union activities has been somewhat passive. He has heard about the MAB but is uncertain about taking action, given the threat of 100% deductions by employers. He is also concerned about being singled out by management because he is unsure of how many other Professional Services colleagues will be participating.
4. Isaiah 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.