**From:** Tom Lawson   
**Sent:** Friday, June 30, 2023 11:41 AM  
**To:** Tom Lawson <[tom.lawson@northumbria.ac.uk](mailto:tom.lawson@northumbria.ac.uk)>  
**Subject:** An email sent on behalf of Tom Lawson

***This email is being sent to all colleagues who have engaged in the University’s online process to record participation in UCU’s Marking and Assessment Boycott (MAB) in 2023***

Dear Colleagues

I thought it would be useful to clarify how we will be managing the period from 23 June to 7 July and what is expected of colleagues over this period in terms of their participation in the MAB. I regret that it is necessary to send another email about this but I have become alerted to some reactions from colleagues which suggest a misunderstanding of the current position.

Colleagues who intend to complete their outstanding marking and have returned to full duties and full pay from 24 June

Since 24 June, 133 colleagues have advised the University that they are no longer participating in the current MAB period. We thank colleagues for returning to full duties at this point. I would just like to remind colleagues, to avoid any confusion, what returning to full duties entails. I realise that many of you will have already completed the steps set out below.

Colleagues who participated up to 23 June and from 24 June have decided to work as normal should:

* have advised the University that their participation in the MAB has ended using the [online form](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3D3c9X5zUfV0Svj3ycaxQ349I-pQMP2WJLpruHqY6aI51UMzI2SlhQVlNRQU5FQk9LS0Q5T0FUUEMyMCQlQCN0PWcu&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2d87220e2bea47dbf29a08db7956a675%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638237185283585260%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=383xu2jnfUBD2FCT1xYiNlP4MPkSBXrlhouDWL16RAA%3D&reserved=0),
* have commenced outstanding marking and assessment,
* have all marking completed by 7 July 2023 or have agreed an alternative deadline with their HoD.

In some departments colleagues have been made aware of which of their level 3, 4 and 5 marking is outstanding. If you are unsure about the status of your marking please contact your Head of Department, or Deputy Head of Department to seek clarification.

Colleagues who intend to take annual leave between 26 June to 7 July

Irrespective of whether you are participating in the MAB or not colleagues who have approval for, and have booked, annual leave will be paid as normal during their leave. Colleagues must update their status immediately on their return from annual leave. Efforts will be made to reallocate outstanding marking or assessment during periods of annual leave.

Colleagues who participate in the MAB between 24 June and 7 July

Colleagues who do not intend to complete their marking should ensure that their status is confirmed as [participating in the MAB](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3D3c9X5zUfV0Svj3ycaxQ349I-pQMP2WJLpruHqY6aI51UREcxMkM1U1lXMkQ5VUxWNUZTMTJRSFozUSQlQCN0PWcu&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2d87220e2bea47dbf29a08db7956a675%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638237185283585260%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Y5F45CkpiwsBmznR6yXZb6cIAGAfuEDzpAEfKz5D3Cg%3D&reserved=0). The University continues to reserve the right to withhold pay at 100% over this period but will make a voluntary payment where other duties are undertaken. As has been made clear in my previous emails, timely and accurate confirmation is required in order to receive the 50% voluntary payment over this period. Anyone not advising us correctly of their status will have 100% of pay withheld for the period 26 June to 7 July, unless on annual leave.

The University reserves the right to determine the status of colleagues, as participating or not participating in the MAB, where an individual has indicated that they are no longer participating yet they have continued to refuse to undertake marking and assessment in the period between 24 June to 7 July, or ahead of any alternative deadline agreed with an HoD.

Again, I would like to thank all colleagues that are engaging constructively with the University in our efforts to make sure all students work is marked and that they can progress as normal.

This has been an extremely difficult period for colleagues and we are keen to bring it to a conclusion as soon as possible. Our goal is to reach a position where all outstanding marking has been completed, and all colleagues are back to receiving full pay as soon as possible. I would like to thank colleagues who are now completing their marking and those who have engaged in discussions to allow alternative plans to be put in place for their marking to enable students to progress to the next year of studies with the marks they have worked hard for.

If you have any specific questions please let me, Jane Embley or Louise Johnson know.

All best

Tom

**Caroline Gray** (she/her)

*Executive Assistant to Tom Lawson, Deputy Vice-Chancellor*



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W: [northumbria.ac.uk](https://eur02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.northumbria.ac.uk%2F&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2d87220e2bea47dbf29a08db7956a675%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638237185283585260%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ZqU1JTS0FohWdXL16HR4nYR4%2BNTiejzCK0pPRm86h2Q%3D&reserved=0)

A: Sutherland Building, Northumbria University, Newcastle upon Tyne, NE1 8ST, United Kingdom

*You may have noticed I display my Pronouns in my email signature, visit our* [*Pronouns webpage*](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.northumbria.ac.uk%2Fabout-us%2Fequality-and-diversity%2Fedi-activities%2Fpronouns&data=05%7C01%7Clouise.johnson%40northumbria.ac.uk%7C2d87220e2bea47dbf29a08db7956a675%7Ce757cfdd1f354457af8f7c9c6b1437e3%7C0%7C0%7C638237185283585260%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=0%2BUazUCDcXjx6KX%2FTuwqeJpJhXLt%2ByvtaUdMT7A5rwA%3D&reserved=0) *to find out why.*

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