



Media, Communications &  
Cultural Studies Association

Professor Emma Hunt  
Vice Chancellor  
Falmouth University

12<sup>th</sup> October 2022

Dear Prof Hunt,

Implications of Falmouth Staffing Ltd

I write on behalf of the Executive Committee of this national subject association, MeCCSA, which represents the interests of academic staff and students in its fields in UK Higher Education.

We are deeply concerned about the plans by Falmouth University to employ new staff through a subsidiary company, Falmouth Staffing Ltd, which has triggered three consecutive days of industrial action by UCU from 17-19<sup>th</sup> October. This move by Falmouth University is clearly designed to evade national agreements, which exist to protect the integrity of academia and support positive student experiences.

Whilst MeCCSA is not a trade union, we do have a duty to consider the needs of staff and students in the areas we represent, and indeed to protect the standing of our fields generally. We consider the fragmentation of the workforce at Falmouth University and employing new staff on significantly inferior terms to be a direct threat to our field. It will create a two-tier workforce and undermine staff, which by extension will undermine the subject areas Falmouth University specialise in. It cuts across principles of collegiality, commensurability and fair governance that underpin collaboration in research and teaching across our sector. This is already having a negative impact on the reputation and standing of Falmouth University within the Higher Education sector and among our members.

We are currently working closely with colleagues at Falmouth University who are due to host the MeCCSA Annual Conference in September 2023. This is the preeminent national conference in the field, regularly attracting 200-250 attendees and prestigious speakers. As an Executive Committee we are troubled by the negative impact it will have on our conference and our own reputation to be associated with your actions, and we will need to consider our options should you proceed as planned.

After discussing the matter with my Executive Committee, I would urge you to re-consider and reverse the action taken, and to seek to ensure that staff are employed on equitable terms as is morally right and proper.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Einar Thorsen', with a long horizontal flourish extending to the right.

Prof Einar Thorsen  
Chair of MeCCSA