Respected but not respectable The role and value of students' unions in 2022



JIM DICKINSON, WONKHE

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Douglas Blackstock Foreword **David versus Goliath:** The past, present and future of students' unions in the UK

Mike Day and Jim Dickinson





HEPI Report 111

WONKHE

35

Happy 100th birthday to the National **Union of Students**

ABOUT US+ EVENTS LATEST+ JOBS+ SUBSCRIPTION+ SUS+

As national student representation enters its centenary year, Jim Dickinson tells a tale of tensions in NUS' formation



here's an old and quite dark joke that accompanies the story of how the National Union of Students came into being on February 10th, 1922.

he story goes that students, fresh from the horrors of the first world war and kee to contribute to avoiding a second, resolved that a national body should participate in international cooperation events – all with a view to securing lasting peace. And it's been pursuing unrealistic lost causes ever since

English exceptionalism

Back in 1919, French students had organised a "student congress" in Strasbourg celebrate the reopening of the university there – and delegates present had got talking about the way in which students might forge international alliances.

Scotland, which had long been ahead of England on student representation, sen lelegation from the Federation of Scottish students – but England could only send andful of individuals attending pers cap.

That setting of Strasbourg had a mild irony to it. The English delegates will not have realised, but it was a visit some forty years prior to Strassburg by an Edinburgh student called Robert Fitzroy Bell that had sparked the formation of the first incarnation of what we would today regard as a students union in the UK. His friend Otto Schalp later recalled:

We inspected the new university buildings, and outside the door of one of them he noticed a placard relating to the "Studenten Ausschuss". "What is



Jim Dickinson Jim is an Associate Editor a Wonkhe

SPEECH

SKILLS STUDENTS STUDENTS' UNIONS

Civic students

The idea that students can and should be a part of, and make a contribution to, the place where their university is is one that predates students' unions and civic university agreements. If you've never seen it, we can't recommend enough Georgina Brewis' Social History of Student Volunteering.

In it she sets in an international and comparative context a one-hundred year history of student voluntarism and social action at UK colleges and universities. including such causes as relief for victims of fascism in the 1930s and international development in the 1960s.



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look to the future.

Sadly, the contemporary framing of the contribution of students to their community this past year has been more about an unfounded assumption that they "caused" the winter lockdown – when the data tells us that their real civic contribution has been to stick to the rules to protect the vulnerable at the expense of their own education, experience and mental health.

Does this matter? Almost certainly. "Place" is increasingly important in a way that spans left and right, academic and vocational and the whole of the higher education sector. So over the next two years Wonkhe SUs and the UPP Foundation are working on a partnership programme to consider the role that extra-curricular involvement plays in the sector - in the education and development experienced by students, in the sector's standing and reputation, and in the contribution it makes to places - campuses, local communities and the country.

~~



Richard Brabne

something back to the area.

Patrick O'Donne

Tags CIVIC FREEDOM OF

WONKHE Students will build back community better - if we support them to do so

How should we encourage and strengthen students' contribution to their own and their wider communities? Patrick O'Donnell, Richard Brabner and Jim Dickinson

• f we think about all of the Pathe newsreels that we've seen that feature students, two things spring to mind.

The first is an image of students as a kind of homogenous social elite othered away into universities to be trained in how to run government and industry. The second is the image of student fundraising – the annual RAG parade weaving its way through the city, combining student high jinks with giving

As part of that work as we emerge out of lockdown, we recently held a round table to consider the issues at stake and the way in which the sector might work to address and strengthen these aspects of student community and citizenship.



Christmas party season is beginning. Choose your taxi wisely!

Truro: 01872-272989 Falmouth: 01326-212000 Helston: 01326-505050



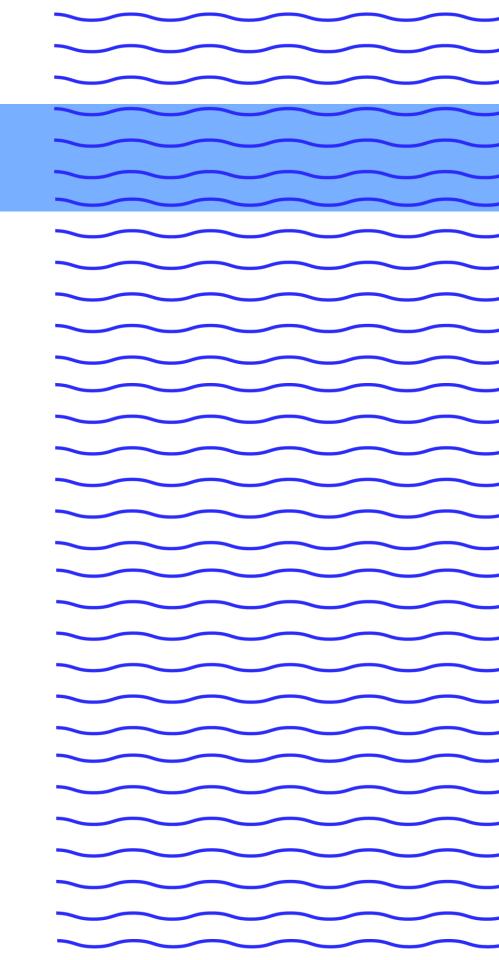
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azb taxis

Role and value of SUs

- A little context and history
- The contemporary student condition
- The historic and developing role of SUs
- The opportunities presented by assertive partnership between students and their universities





Participants can join at slido.com #022190

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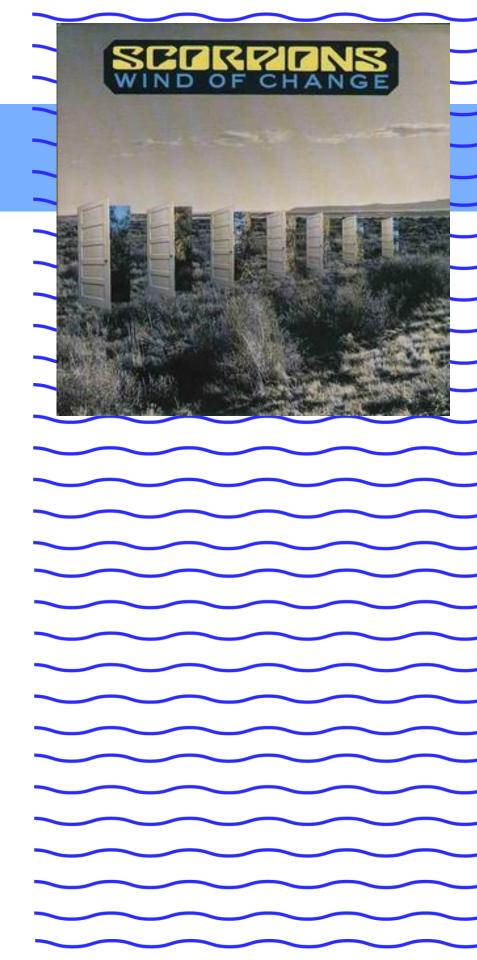


Input three words that spring to mind when you think about students' unions (and be honest!)

Change

- Change is in the air
- The role of the state is being radically transformed.
- Society is changing.
- There are ever widening generational differneces
- Students, Students' Unions and Education are all going through rapid change
- Higher Education appears to be actually going through change for a change (for a change)
- We ought to be interested in change (but not for its own sake)





Change Trends

- Revolution in information and communication technology
- Internationalisation and globalisation of higher education
- Wider social and economic trends
- Market based reforms and the drift to consumerism and copayment
- Citizens as consumers v Citizens as coproducers

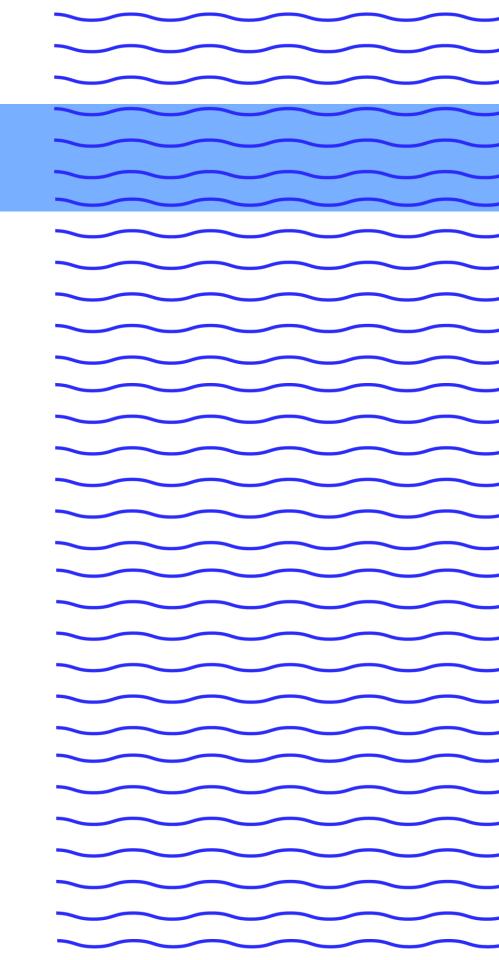




Everything's Changing

- Science and technology
- Values
- Demography
- Environment
- Geography
- Social structures

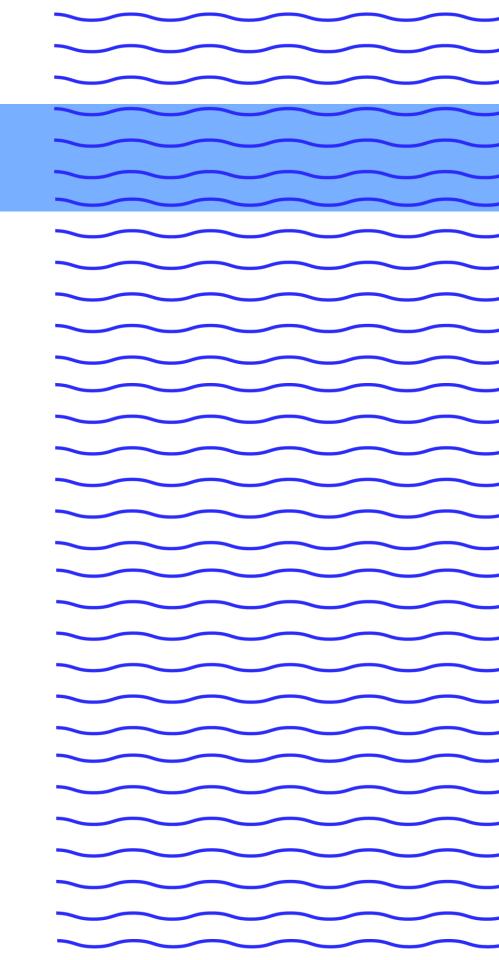




Everything is getting worse

- Environment degrading
- Morals in disarray
- Family collapsing
- Culture dumbing down
- Politics by media sound bite
- Democracy corrupted
- War always on the horizon
- Globalisation = a gale of disorder







By John Upward Chief Crime Correspondent

reman delivered the verdict on **Continued on Page 2**

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SUs

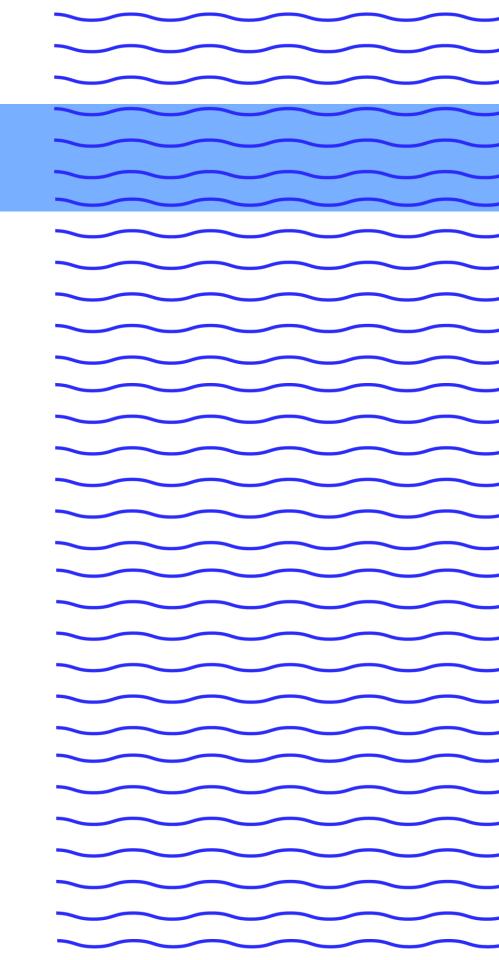
15-year-old Sarah Galoshes, whose mother caught her

A TEENAGE Daily Mail Island girl has been found guilty of touching her own genitals in a bid to achieve orgasm. Cheers of "justice has her own dope" su. Cheers of "justice has been genitalia without mercy or done" filled the courtroom as the compunction".



Face of the monster

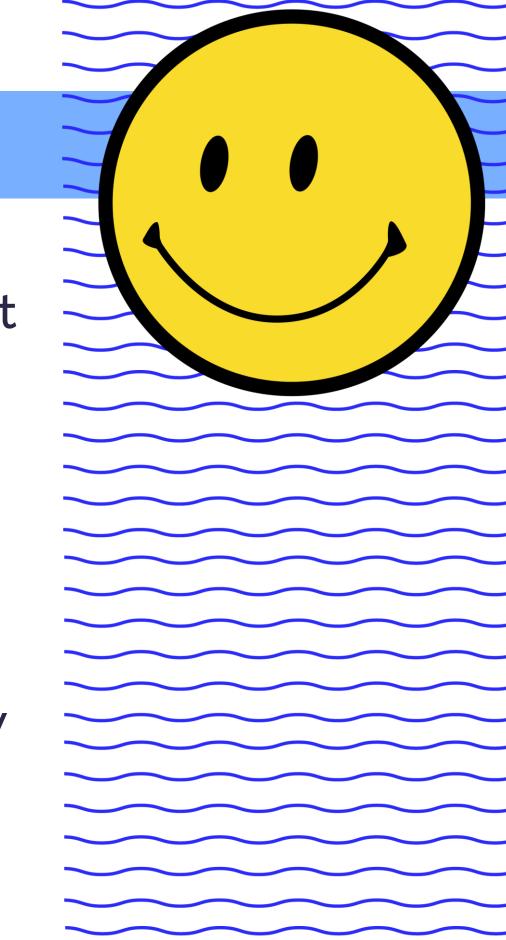
15-year-old Sarah acted "without mercy or compunction".



Everything is getting better

- People living much longer lives
- Democratic cultures spread by media, Internet
- World more interconnected
- Education spreading
- Position of women improving, somewhat
- Technological innovation critical to environment
- Asia: tens of millions lifted from poverty every year

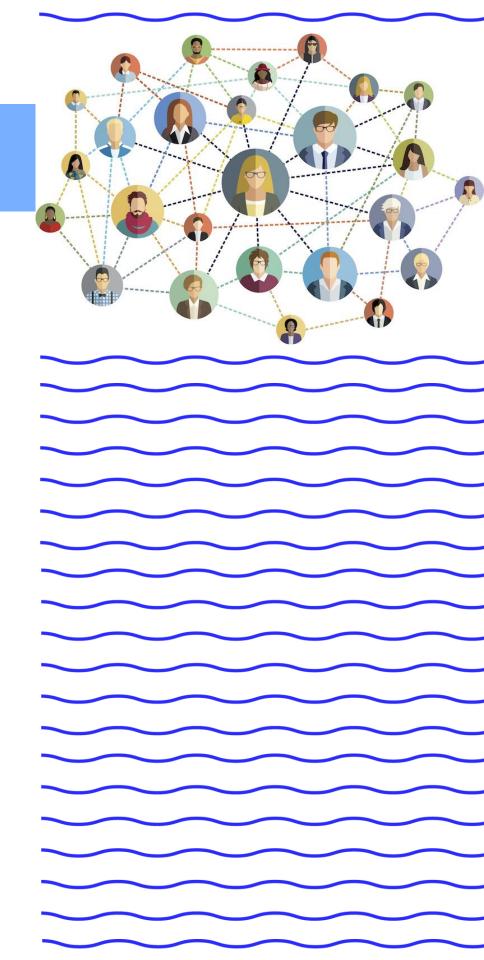




Change

- Private optimism, about our lives, families
- Public pessimism about the state of the world
- The two come together in organisations and institutions
- Organisations provide people with a sense of private identity
- But critical to how we cope with the world together





Responding to change

Confrontation

Retreat

Radical

Anti Globalisation Students, ethnic minorities Left populism

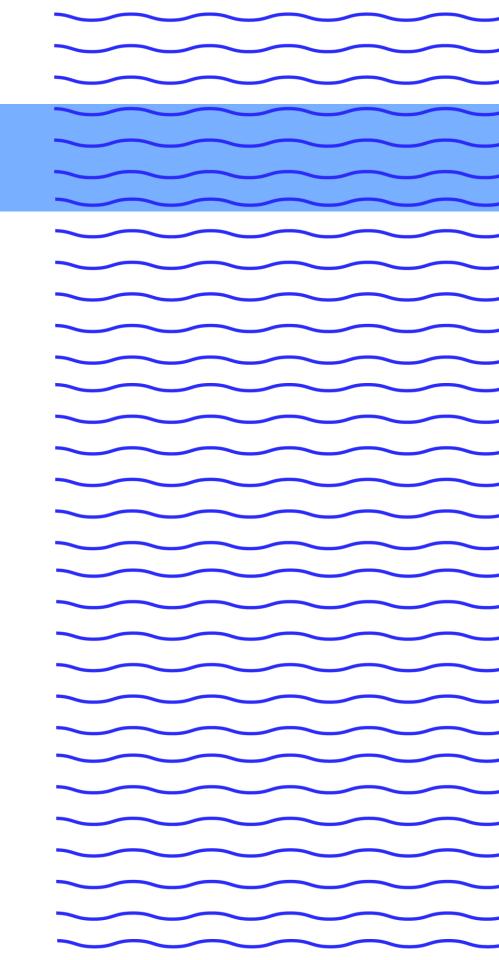
New age

Downshifting

Rural protests Right national populism: Europe Melancholy Nostalgia

Reactionary





Responding to change

Confrontation

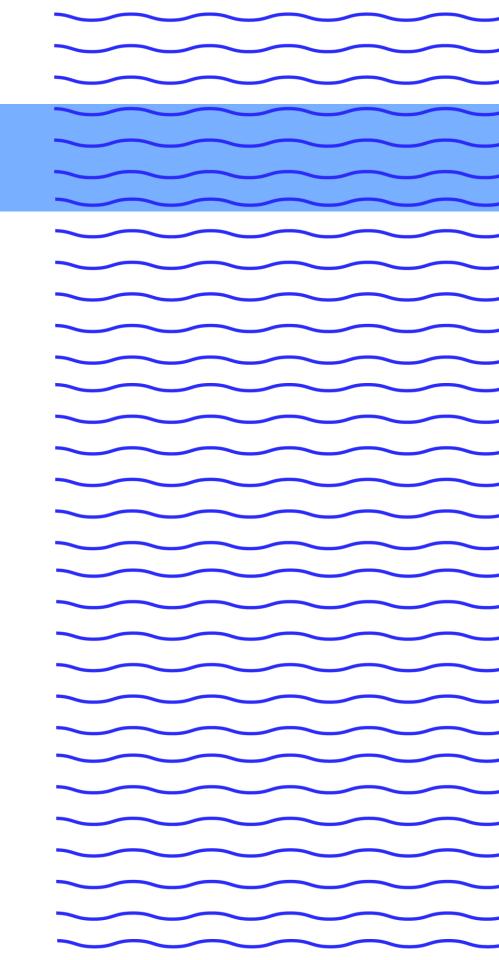
Retreat

Create Aband Very ri	entrepreneurially new delivery models on things sky is of questions	As long as what I do doesn't change I don't mind what is going on around me Comfortable (y numb) Support and praise
	ck to basics but with a	Do you remember the old
stream	ince, cut costs, iline	days when things were so much better?
	line	

Radical

Reactionary

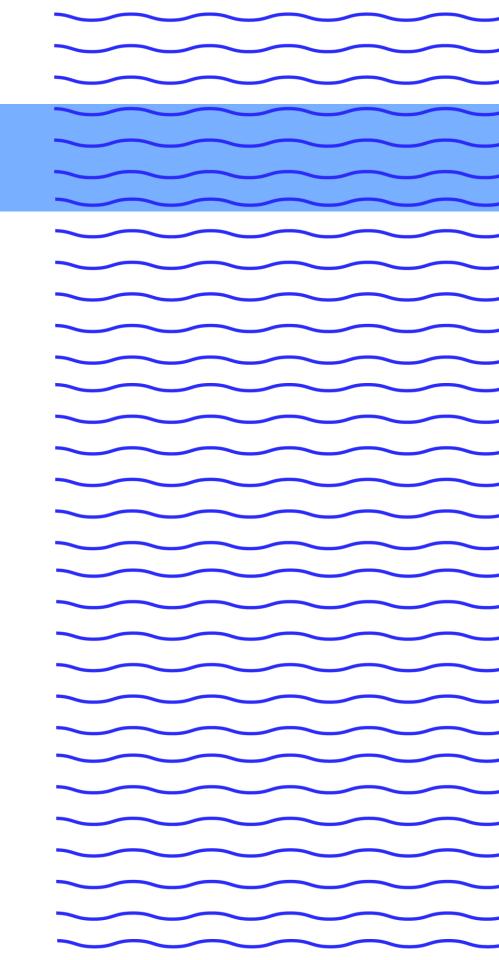




Educational Change

- Massification
- Time demands
- The way "learning" is done
- Social organisation
- Technology
- SSR
- Contact hours
- Competition
- Regulation
- Metrics





Universities as organisations of change

- Adaptive, nimble, agile organisations able to learn fast about environment around them, sense opportunities and mobilise resources to exploit them
- But organisations that just do that would be in perpetua turmoil, constantly reinventing themselves
- So as well as being adaptive, nimble and agile organisations need to have a sense of stability, continuity and purpose, but a sense of stability that does not inhibit ability to adapt
- Universities are a curious mix of the radical and conservative
- What does an optimum mix of stability and flux come from?
- It comes from challenging conventional wisdom, speaking truth to power and asking tough questions



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Where do SUs fit?



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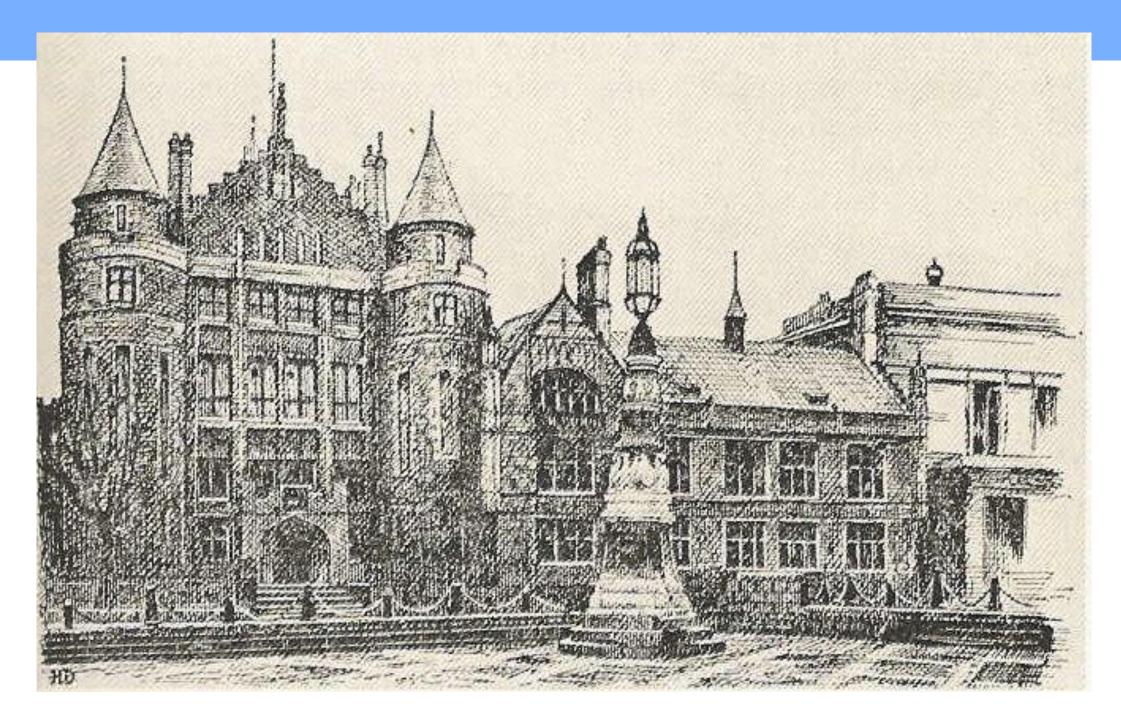
Italy v France

- Bologna University
- Frederick Barbarossa
- Paris University
- Oxford and Cambridge
- Scottish Universities
- Rectors

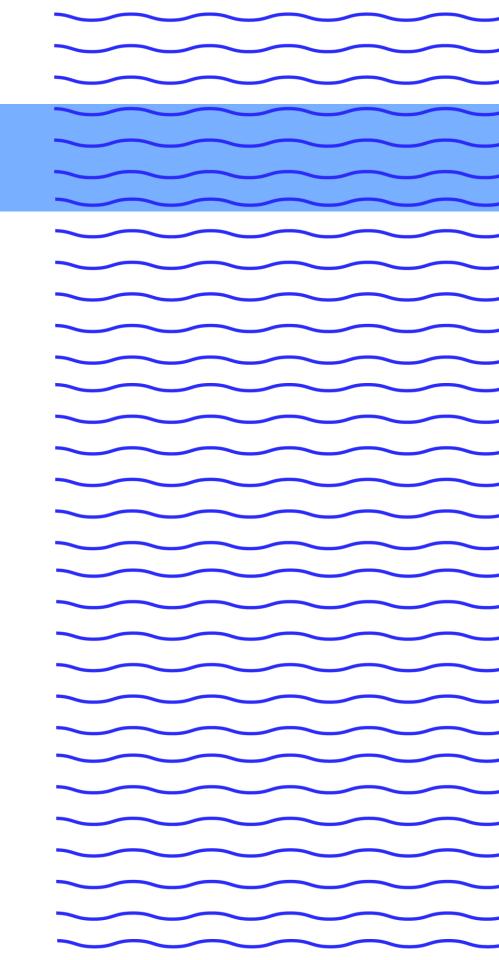




The First SRC'S







Exporting the Idea

- Oxford and Cambridge Unions
- Manchester Men's Union 1864
- Liverpool Guild and Ramsay Muir
- UCL achieves recognition 1893
- Birmingham Guild in 1900
- Services, Activities (Skills and Community), Representation





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Student unrest

- Events in Paris and beyond
- Cycle of protest
- CVCP agreement
- Vietnam war
- Changing perceptions of students
- Radical student groups and leadership change
- Mass Movement







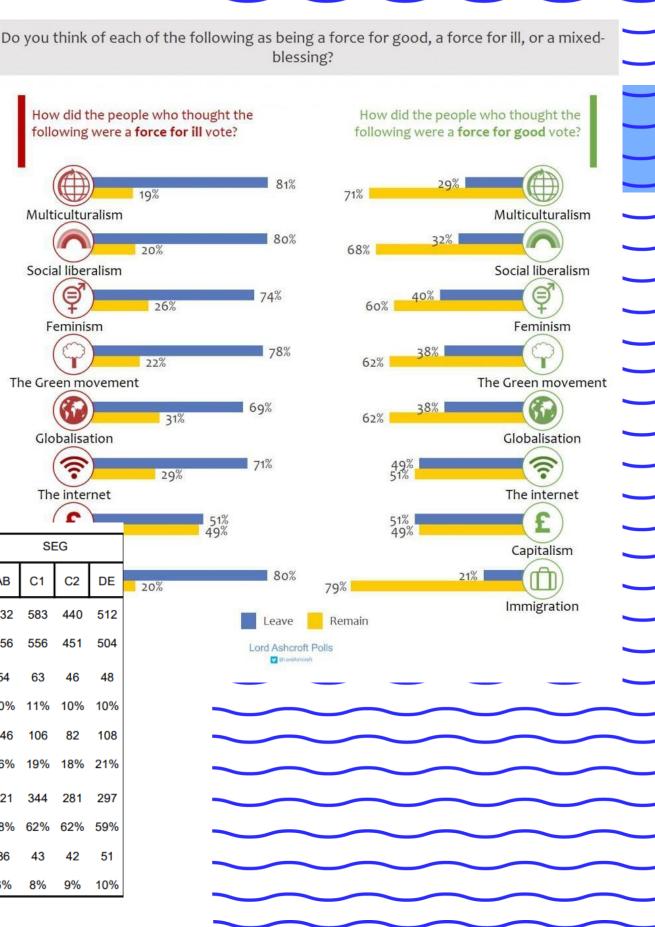
Students emerging...

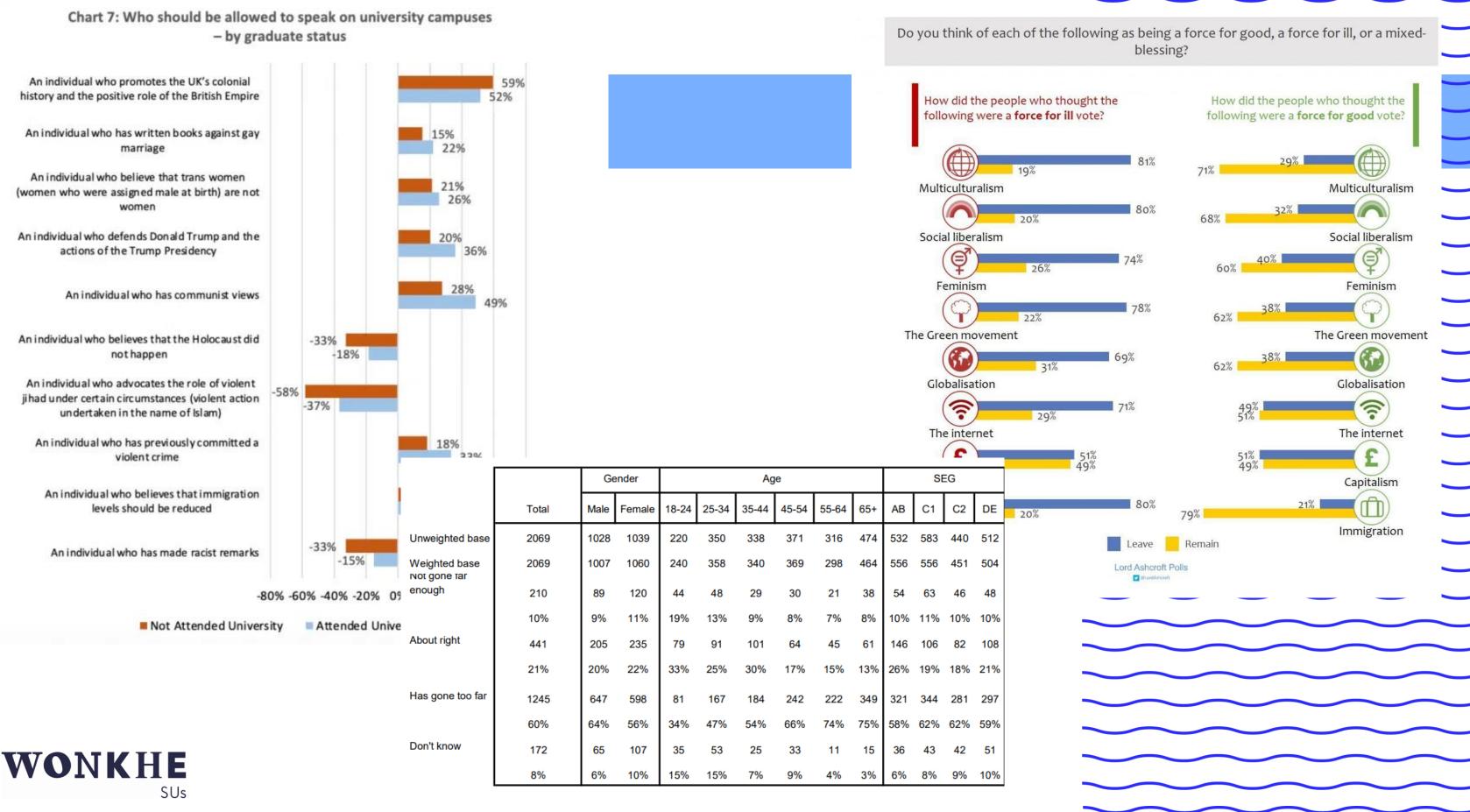
- Anxiety individual and collective
- Preparedness adult env "on a plate"
- Values generational differences and "meaning" of terms
- Hesitancy stepping forward and leading others
- Diversity first not band aids
- Individuality hustles and gigs
- Money inflation and labour/Brexit
- Conduct behaviour bursts



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- by graduate status





Which part	y do you think ly to agree?	WHO BACKS	S THESE	Do YOU su	pport or ese ideas?					-
Labour	ily to agree:	'WOKE' ID		Support	Oppose					
	Conservative									
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43%	9%	Men being allowed to redefin women and access women-o	ne themselves as only facilities	19%	48%					
31%	12%	Breastfeeding being rename	d 'chestfeeding'	5%	68%					
36%	8%	Children being allowed to use and hormone therapy to cha	e puberty blockers nge their gender	13%	61%					-
52%	10%	The idea that Britain is a syst institutionally racist country	emically or	29%	39%					
29%	24%	People face losing their jobs liking politically incorrect po	for writing or sts on social media	21%	40%					-
41%	14%	Environmental protest gro to property & disrupting ci	Net suppo	ort among	rst age gro	oups for "wokery"	18-34	35-54	55+	
52%	6%	Negative attitudes toward								_
47%	13%	Shorter sentences for crim	Statues of I	historical	figures be	ing taken down	29%	3%	-32%	
		'Don't knows' and 'n	Men being	allowed t	o redefine	themselves as women and access women-only facilities	31%	1%	-32%	
			Breastfeed	ing being	renamed	chestfeeding'	42%	-3%	-39%	_
			Children b	eing allov	ved to take	puberty blockers and have hormone therapy to change gender	43%	-6%	-37%	
			The idea th	nat Britain	ı is a syster	nically or institutionally racist country	21%	-4%	-24%	
			People faci	ing discipl	linary acti	on or losing their jobs for writing or liking politically incorrect posts on social media	7%	-1%	-5%	
			Environme	ental prote	est groups	causing damage to property & disrupting city centres	24%	-4%	-29%	_
Negative atti			ttitudes to	wards the	Royal Family	24%	-5%	-28%		
WO	NKH	E SUs	Shorter ser	ntences fo	r criminal	S	27%	-2%	-25%	

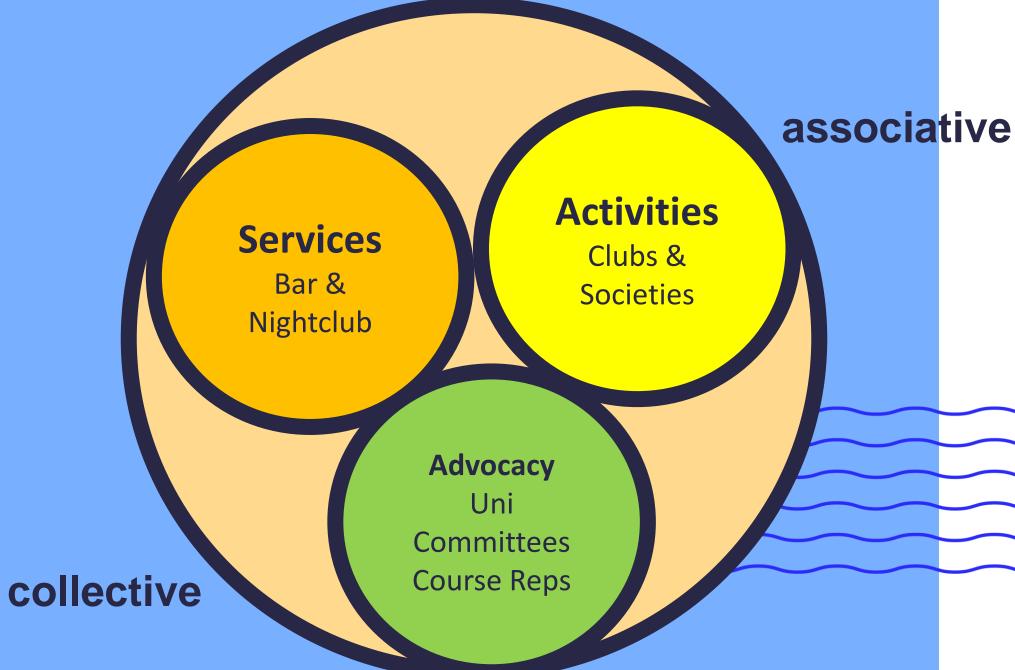


Students emerging...

- Anxiety individual and collective
- Preparedness adult env "on a plate"
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- Hesitancy stepping forward and leading others
- Diversity first not band aids
- Individuality hustles and gigs
- Money inflation
- Conduct behaviour bursts



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What are SUs?

- Popular culture protest, alcohol, banning things
- Representative bodies democratic, voice, platform for less powerful, truth to power, agitative
- Mutual students doing things for eachother
- Educational processes and outcomes





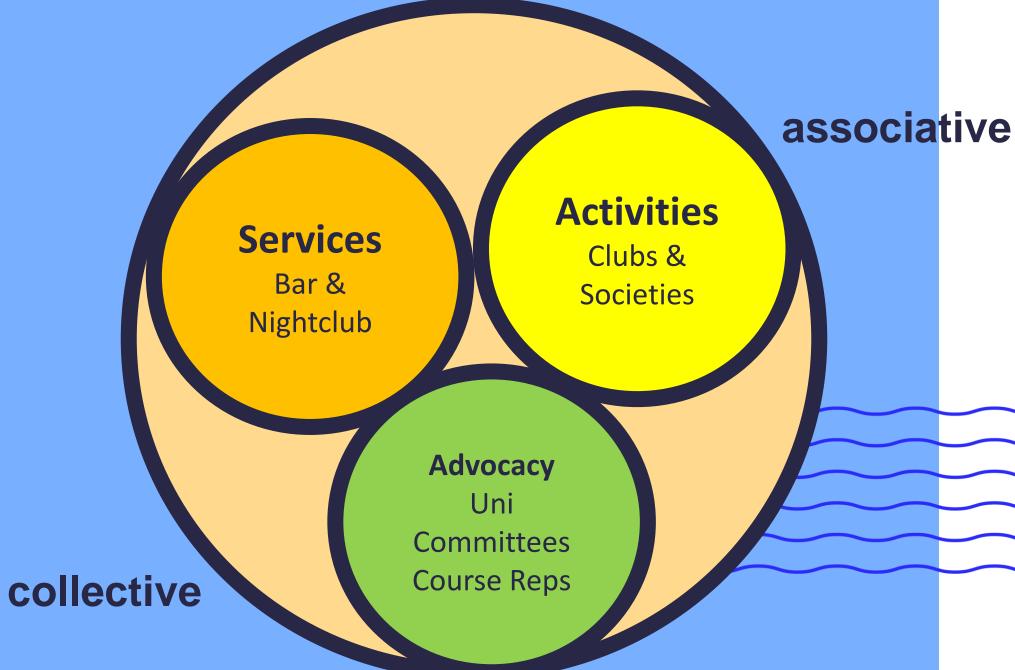
UK HE Students' Unions

Five "tree rings" of purpose:

- Activist politics and resolutions (70s)
- Advice and Alcohol (80s)
- Student Development (skills acquisition) (90s)
- Education & Representation (OOs)
- Hyper Diversity & Assertive Partnership (10s)
- Social capital, belonging and mental health (20s)

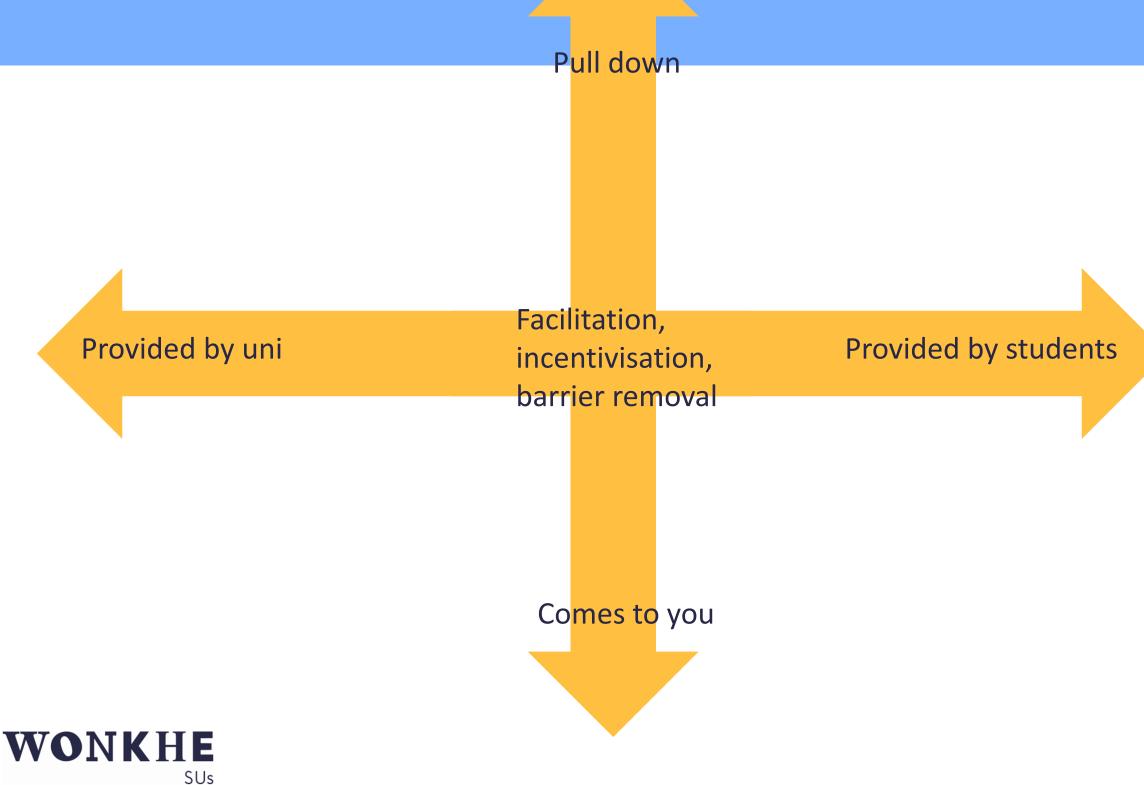
HEI actors *tend* to judge on their UG ring. This affects underpinning assumptions, funding model, reputation and mode of interaction.

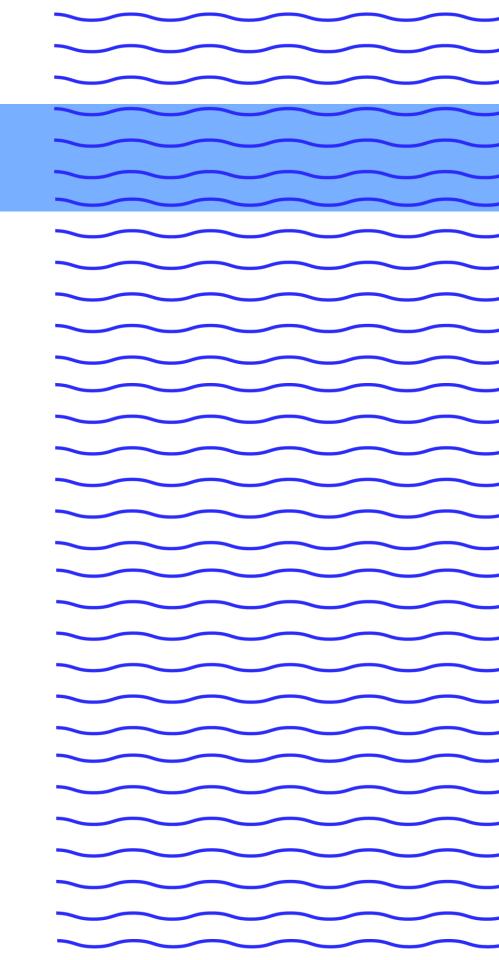




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Pandemic?

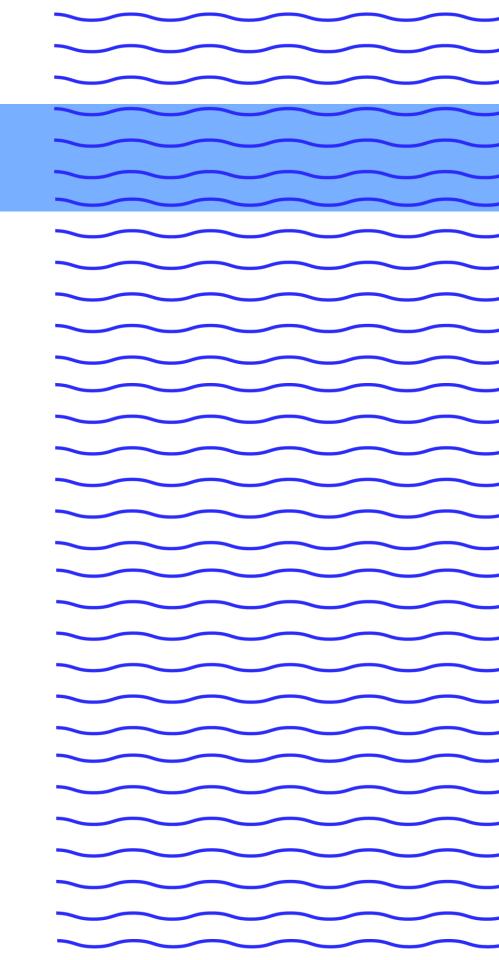




Types of capital

- 1. Physical (equipment, buildings, tools)
- 2.Financial (money, fiscal resources)
- 3.Human (education, training, experience)
- 4.Cultural (knowledge, music, language, art)

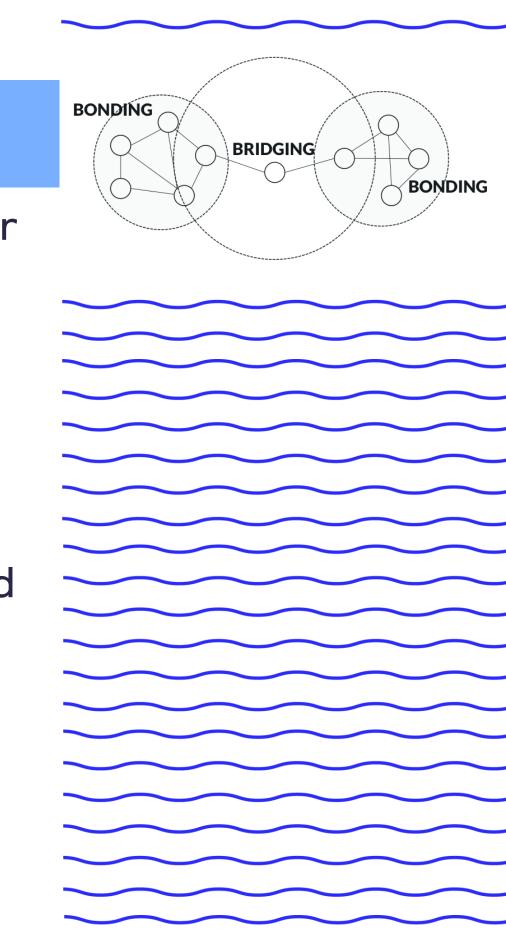




Types of social capital

- Bonding social capital is interaction with people similar to oneself. This is the more usual type.
- Bridging social capital is interaction with those different to yourself. This is seen as more valuable as it can potentially aid social mobility.
- Linking connects people with external institutions enhancing their capacity to gain access to resources, ideas and information from formal institutions beyond the community.
- Generally accepted that unless v confident or "in at the deep end", people need bonding first and then able to bridge/link

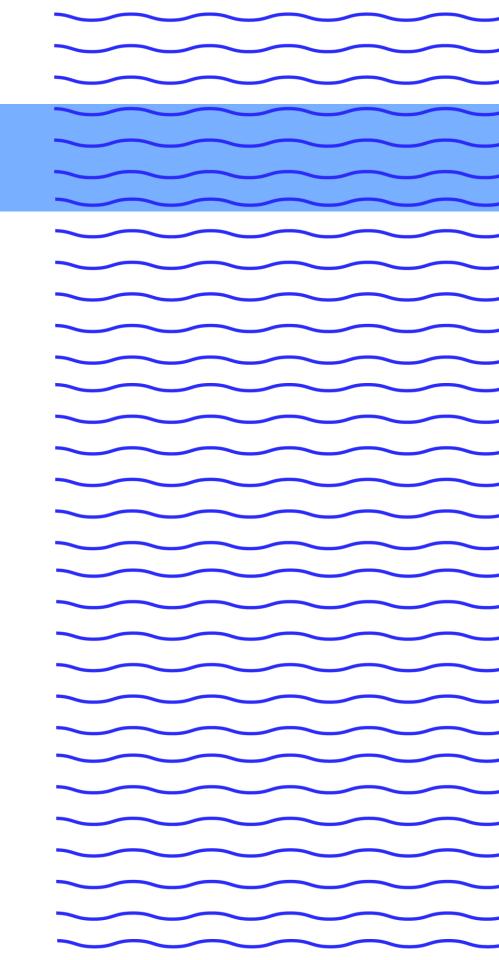


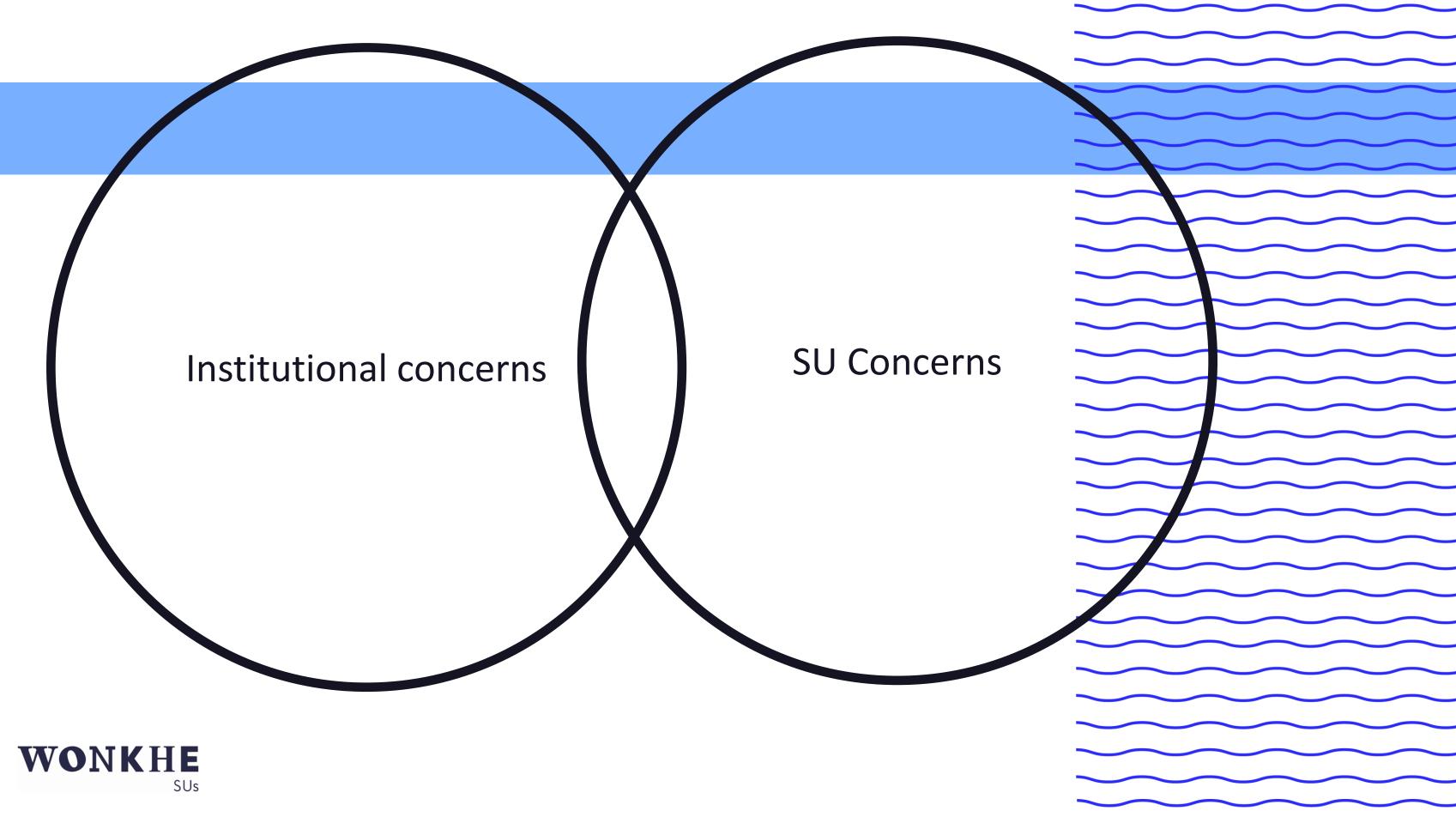


Three paradigms?

The three paradigms

	'Ivory Tower' students' unions	'Market Forces' students' unions	Student Centred Unions
Theory that underpins	'cultivated man'	Competitive individuals	Facilitates personal
their work			development
Outcomes they expect	Qualified social elite	'agents for the creation	Democratic citizens
to achieve		of wealth'	
Model of Organisation	Private members club	Commercial organisation	Student centred
Values that inform	Philanthropy and	Efficiency and utility	Equality and diversity
their work	self-help		
How members	Rigid 'political'	Consumerism	Participation
are involved	structures		
Processes	Transmission of	'key skills'	The promotion of
involved	cultural values	development	understanding
Associated discourse	Participation	Competence	Collaboration
	Representation	Employability	Empowerment
	Social contacts	Individual consumption	Democratic
	Liberalism		Flexibility
	Elitism		Access
			Investment
			Representation
			Collectivism
			communities



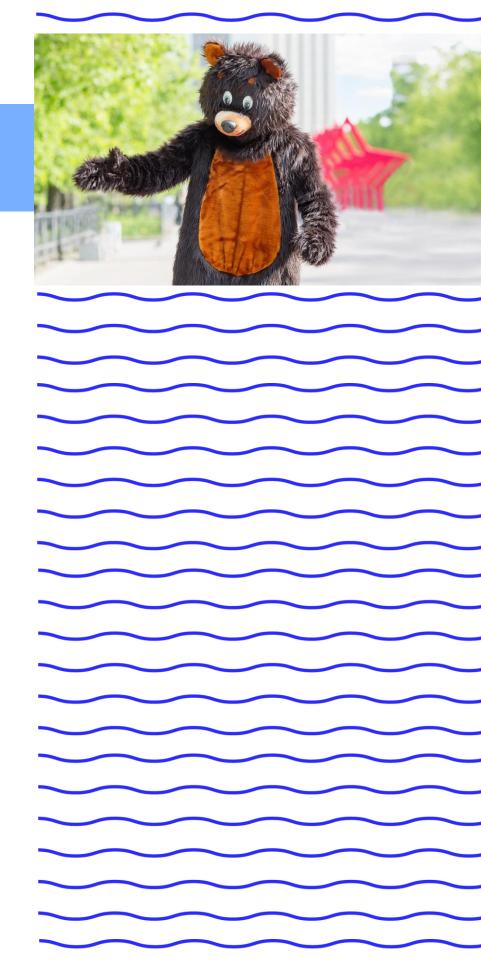




Minimums and maximums

- Two major (sets) of consultations
- The first concerns the Teaching Excellence Framework (TEF) which in England is compulsory but that Nations providers usually take part in. Quality enhancement.
- The second concerns B3: Student Outcomes which is England only. Minimum quality assurance.
- "Consultations" but little expected to change.
- Lots of opportunities and challenges for SUs.





The TEF

"We will ensure that universities deliver the best possible value for money to students: we will introduce a framework to recognise universities offering the highest teaching quality; encourage universities to offer more two-year courses; and require more data to be openly available to potential students so that they can make decisions informed by the career paths of past graduates" (p35)



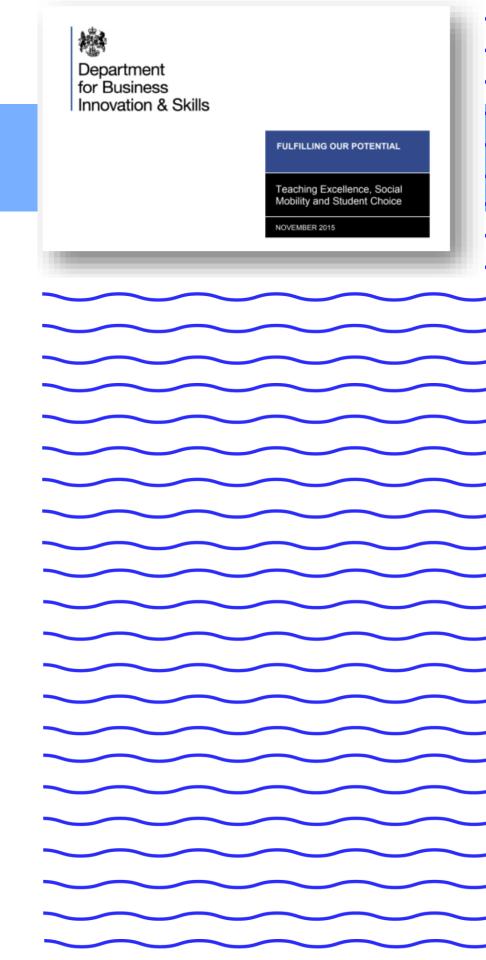
STRONG LEADERSHIP A CLEAR ECONOMIC PLAN A BRIGHTER, MORE SECURE FUTURE

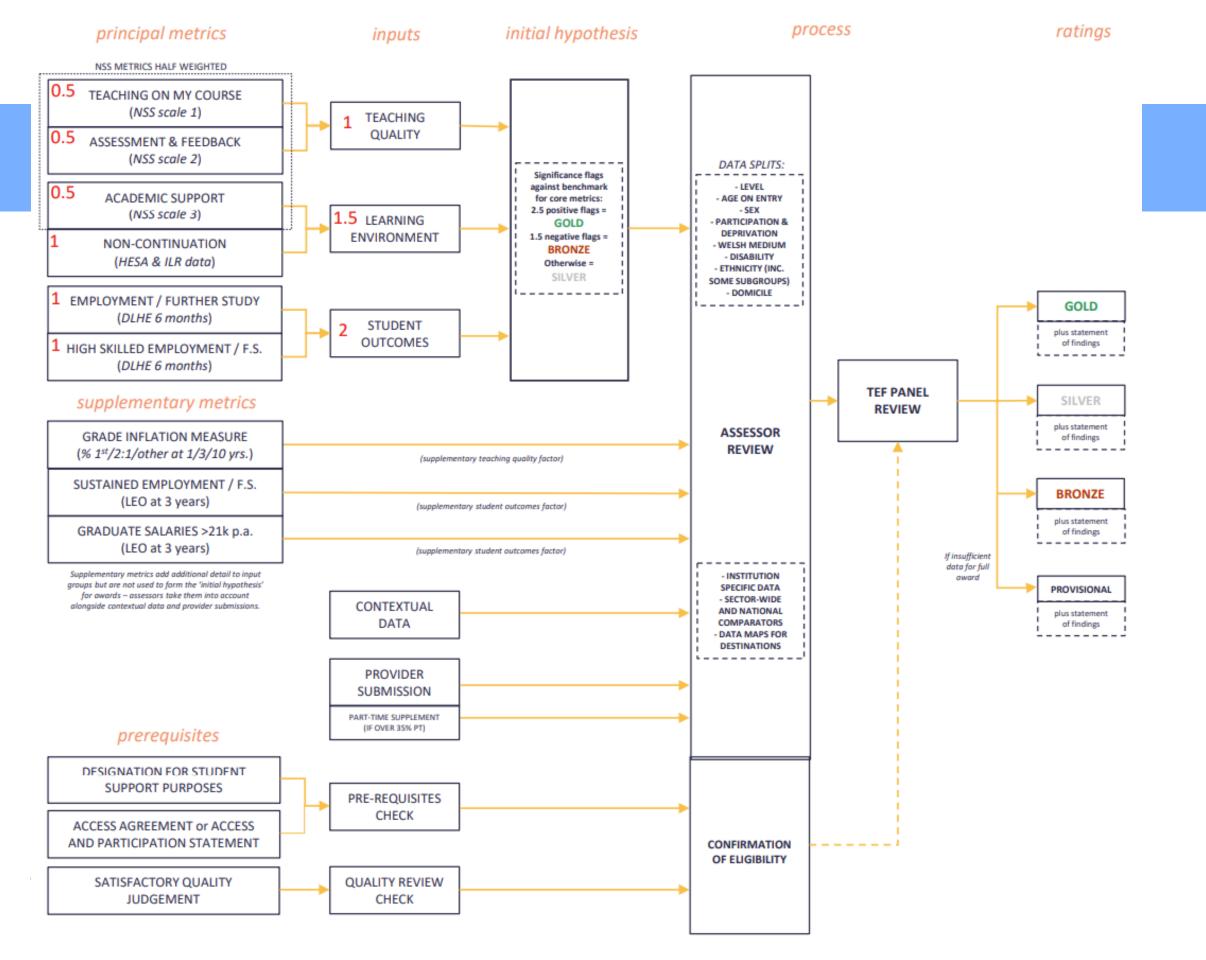
Conservatives

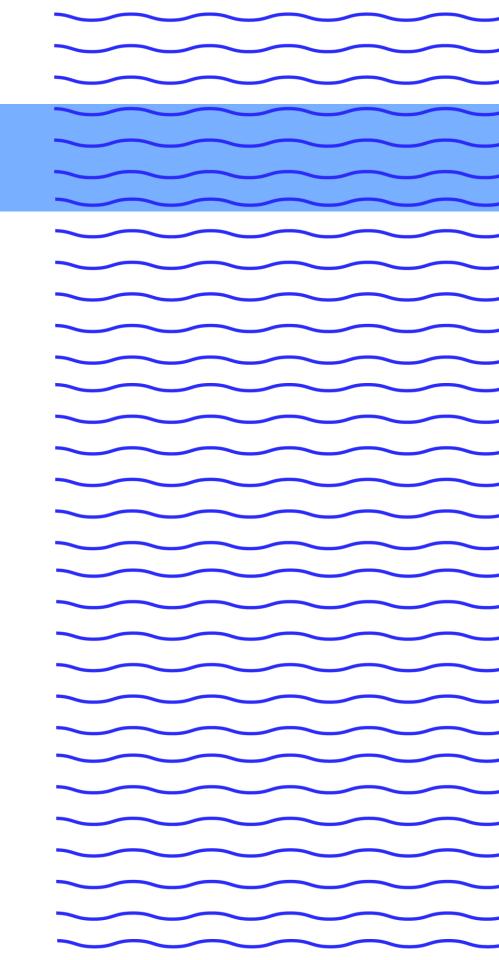
The TEF

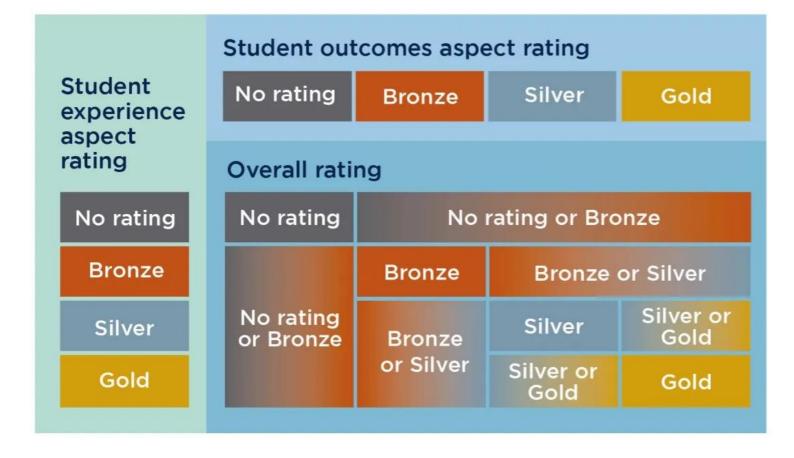
"It will identify and incentivise the highest quality teaching to drive up standards in higher education, deliver better quality for students and employers and better value for taxpayers"

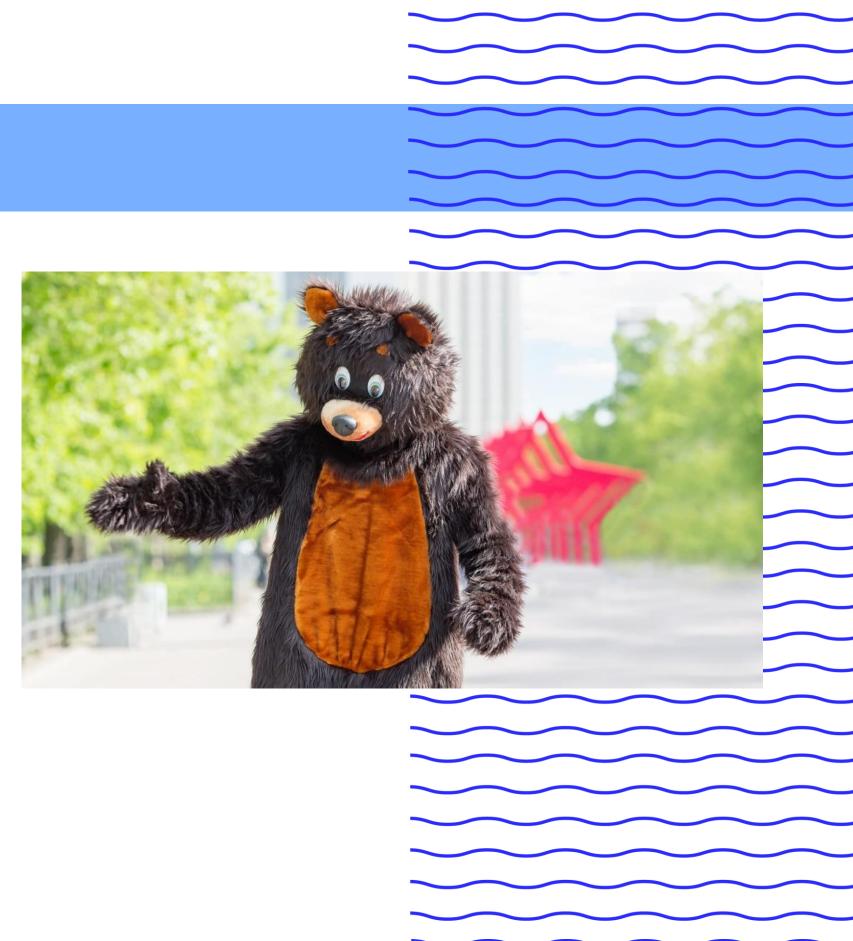










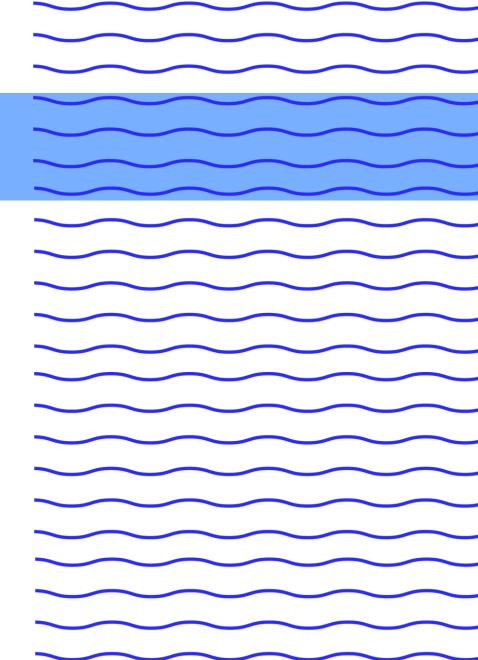


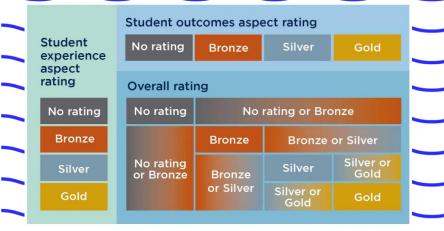


A new model

- Two areas of assessment experience and outcomes
- In each, there is a qualitative and quantitative aspect
- The quantitative involves similar metrics to last time, benchmarked against universities whose students are like Lincoln's
 - NSS results, but over 5 categories
 - Continuation, Completion, Progression
 - Including international and franchised, only undergrads
- The qualitative involves two submissions
 - University submission, Student Submission
- New definitions of "high quality" and "outstanding", along with a "requires improvement" rating







Three outcomes

- Continuation rates help it understand whether a provider is recruiting students able to succeed through the early stages of its courses, with the appropriateness of recruitment and student support under the spotlight;
- It says **completion** is similar and provides a look over the whole student lifecycle. This difference in focus means that there will not be a direct, linear, relationship between a provider's continuation rate and its completion rate.
- Meanwhile progression tells OfS whether a provider's students have successful student outcomes beyond graduation.





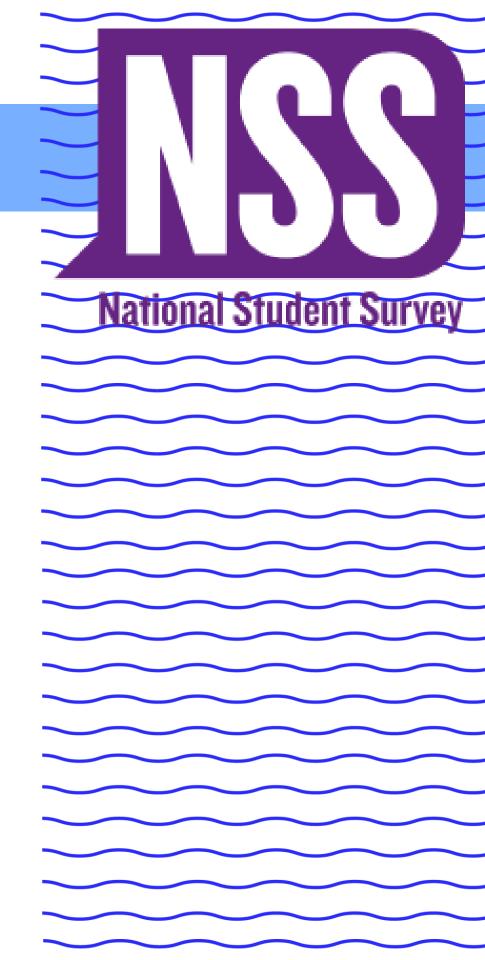
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Scales in use

- a. The teaching on my course.
- b. Assessment and feedback.
- c. Academic support.
- d. Learning resources.
- e. Student voice (Q24, 25, 26)

Q.21 (learning community)?

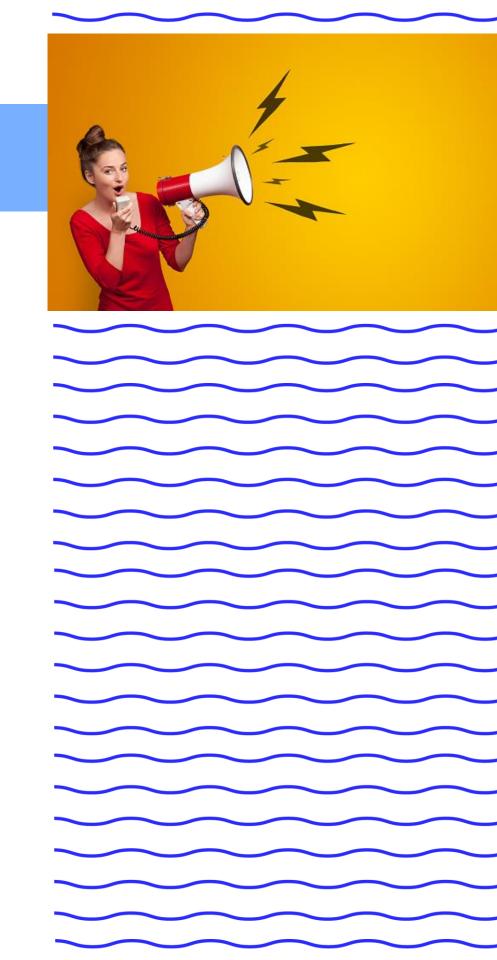




Student voice

- Student members of TEF panels
- Student input into the narrative submission
- Use of student opinion in the NSS







'Mickey Mouse' university courses could have student loans removed

Programmes with high drop-out rates and low levels of graduate employment will be under scrutiny

By Camilla Turner, EDUCATION EDITOR 15 January 2022 • 8:08pm

Universities are facing a crackdown on "Mickey Mouse" degrees as the watchdog threatens to withdraw student loan funding from low-quality courses.

Vice-chancellors will be warned by the Office for Students (OfS) that they risk being hit with sanctions - including financial penalties - if their degrees fail to deliver for students.

The higher education regulator had pledged to take a more "robust" approach to quality assurance, which will include launching investigations where bad practice is reported.

Degrees with high drop-out rates and low rates of graduate employment will be targeted by the OfS for scrutiny.

The regulator will publish proposals this week which set out the series of "minimum requirements" they expect degree courses to meet in terms of student outcomes.

If courses are deemed to consistently fall below these they could be barred from receiving student loan funding which would most likely render them financially unviable.

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Celia Wa NoIO bat

of the sex demean



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'Mickey Mouse' university courses could have student loans removed

Programmes with high drop-out rates and low levels of graduate employment will be under scrutiny

By **Camilla Turner**, EDUCATION EDITOR 15 January 2022 • 8:08pm

Universities are facing a crackdown on "Mickey Mouse" degrees as the watchdog threatens to withdraw student loan funding from <u>low-quality courses.</u>

Vice-chancellors will be warned by the Office for Students (OfS) that they risk being hit with sanctions - including financial penalties - if their degrees fail to deliver for students.

The higher education regulator had pledged to take a more "robust" approach to quality assurance, which will include launching investigations where bad practice is reported.

Degrees with high drop-out rates and low rates of <u>graduate employment</u> will be targeted by the OfS for scrutiny.

The regulator will publish proposals this week which set out the series of "minimum requirements" they expect degree courses to meet in terms of student outcomes.

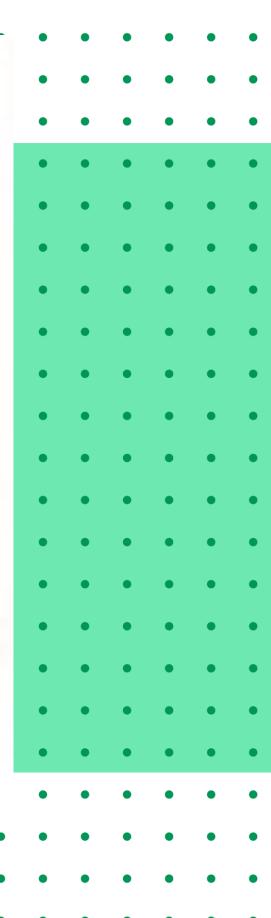
If courses are deemed to consistently fall below these they could be barred from receiving student loan funding which would most likely render them financially unviable.

NEWS.

£500,000 fines for 'Mickey Mouse' courses

Universities that run "Mickey Mouse" degree courses face being fined up to £500,000, under plans by the watchdog to "stamp out" bad practice. The Office for Students is to crack down on degrees with high student dropout and low graduate employment rates, as well as those with significant grade inflation. Under proposed reforms, the OfS could investigate university departments and faculties if there is evidence that individual courses are not up to scratch. Page 4

WONKHE



We will get baselines

- Continuation rates help it understand whether a provider is recruiting students able to succeed through the early stages of its courses, with the appropriateness of recruitment and student support under the spotlight;
- It says **completion** is similar and provides a look over the whole student lifecycle. This difference in focus means that there will not be a direct, linear, relationship between a provider's continuation rate and its completion rate.
- Meanwhile progression tells OfS whether a provider's students have successful student outcomes beyond graduation.
- Unlike TEF not benchmarked, includes PG and validated





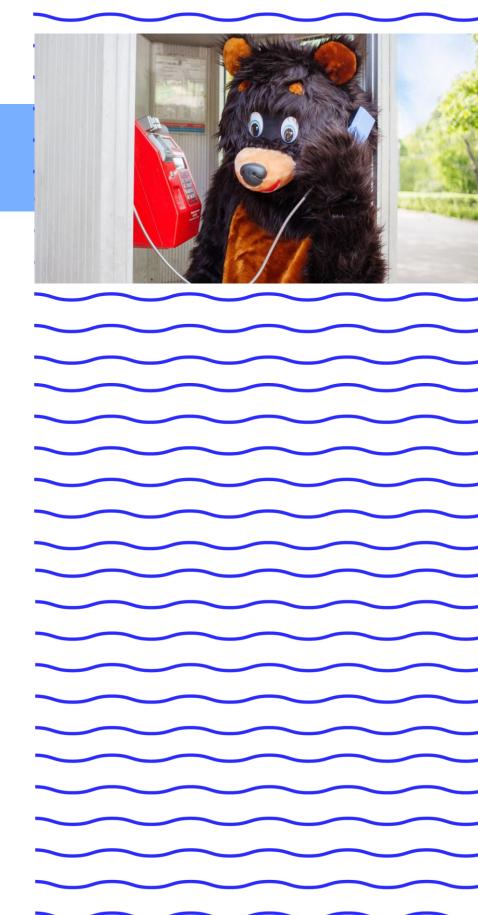
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How?

- Performance "in aggregate", over a "time series" (for the number of years up to a five year period for which indicators could be derived from available)
- Across splits for different demographic groups

 broken down by mode (full or part-time) and level of study (for example "other undergraduate", first degree), as well as by age, participation of local areas (POLAR), English indices of multiple deprivation (IMD), ethnicity, disability, sex and domicile.



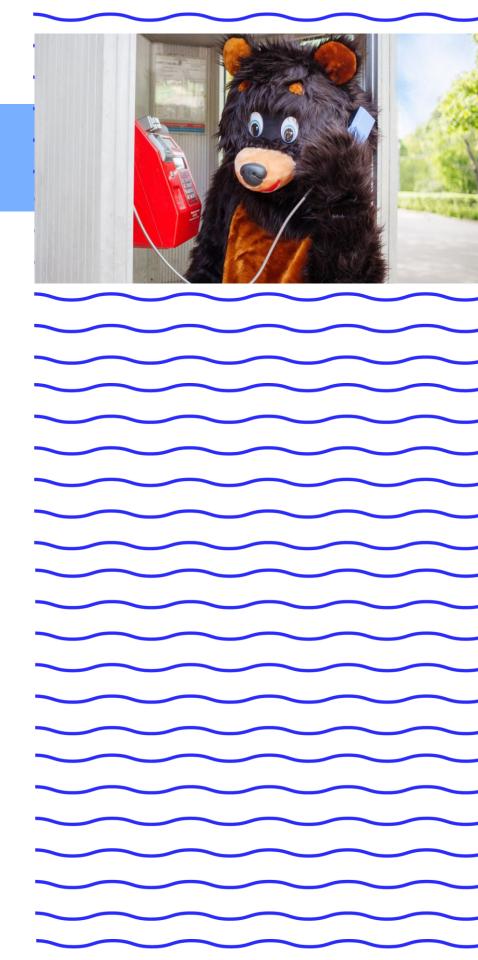




Splits by

- Subject level (level 2 of the Common Aggregation Hierarchy is proposed)
- Course type
- Views of a provider's student population
 - Franchise? Awarding?





Blame it on the baseline

• Baseline for each indicator (in each mode and level of study that the provider delivers) and published stats.

Table 1: Summary of proposed numerical threshold levels

Level and mode of study	Continuation	Completion (cohort tracking)	Completion (composite indicator)	Progression
FT Other UG	75%	65%	65%	45%
FT First Degree	80%	75%	75%	60%
FT UG / PG border	85%	85%	80%	80%
FT PGCE	85%	85%	85%	85%
FT PG Taught Masters	80%	80%	80%	70%
FT PG Other	80%	80%	80%	85%
FT PG Research (PhD)	90%	75%	75%	85%
PT Other UG	55%	55%	55%	65%
PT First Degree	60%	55%	55%	75%
PT UG / PG border	60%	60%	60%	80%
PT PGCE	75%	75%	75%	85%
PT PG Taught Masters	65%	65%	65%	85%
PT PG Other	65%	60%	65%	85%
PT PG Research (PhD)	70%	60%	60%	85%
Apprenticeship – UG	70%	55%	55%	75%
Apprenticeship – PG	80%	80%	80%	80%

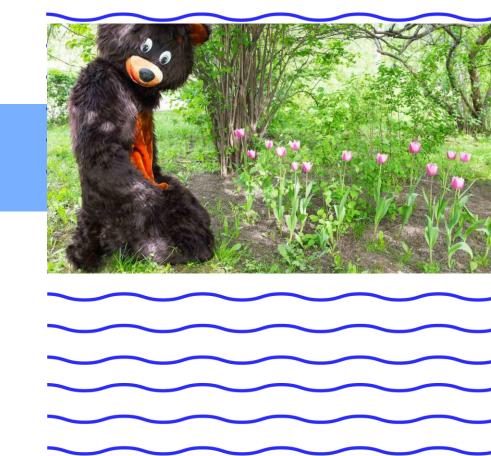
Figure F1: Examples of assessing indicators and split indicators

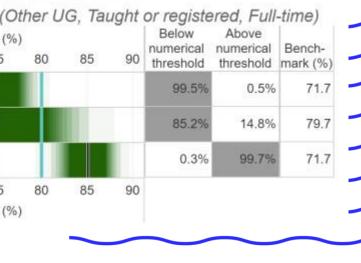
Student and study characteristic split indicators: Continuation (Other UG, Taught or registered, Full-time)
IndicIndicator (%)
Below Above

					India	cator (
Split indicator	inator	(%)	60	65	70	75
Year 1 (earliest)	440	75.0				
Year 2	70	75.0				
Year 3	440	85.0				
			60	65	70	75
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	Year 1 (earliest) Year 2	Split indicatorDenominatorYear 1 (earliest)440Year 270	Split indicatorDenom- inatorator (%)Year 1 (earliest)44075.0Year 27075.0	Split indicatorDenom- inatorator (%)60Year 1 (earliest)44075.0Year 27075.0Year 344085.0	Split indicator inator (%) 60 65 Year 1 (earliest) 440 75.0 Year 2 70 75.0 Year 3 440 85.0	Denom- inator ator (%) 60 65 70 Year 1 (earliest) 440 75.0 1 1 Year 2 70 75.0 1 1 Year 3 440 85.0 1 1 60 65 70 1 1

Note: 'FT' = 'full-time'; 'PT' = 'part-time'; 'UG' = 'undergraduate'; 'PG' = 'postgraduate'.







Blam Table 1: Summary of proposed numerical threshold levels

Baseline level of publishe

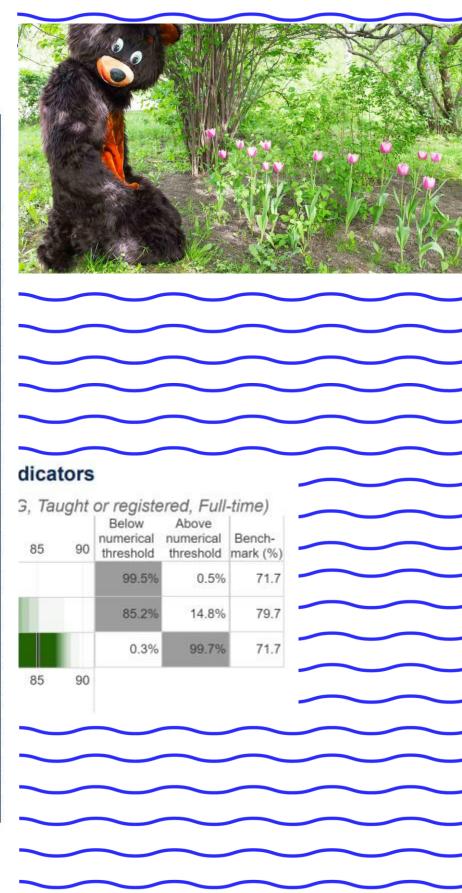
Level and mode of study	Continuation	Completion (cohort tracking)	Completion (composite indicator)	Progress
FT Other UG	75%	65%	65%	
FT First Degree	80%	75%	75%	(
FT UG / PG border	85%	85%	80%	
FT PGCE	85%	85%	85%	1
FT PG Taught Masters	80%	80%	80%	
FT PG Other	80%	80%	80%	1
FT PG Research (PhD)	90%	75%	75%	1
PT Other UG	55%	55%	55%	l
PT First Degree	60%	55%	55%	
PT UG / PG border	60%	60%	60%	1
PT PGCE	75%	75%	75%	
PT PG Taught Masters	65%	65%	65%	1
PT PG Other	65%	60%	65%	
PT PG Research (PhD)	70%	60%	60%	1
Apprenticeship – UG	70%	55%	55%	10
Apprenticeship – PG	80%	80%	80%	1

Note: 'FT' = 'full-time'; 'PT' = 'part-time'; 'UG' = 'undergraduate'; 'PG' = 'postgraduate'.



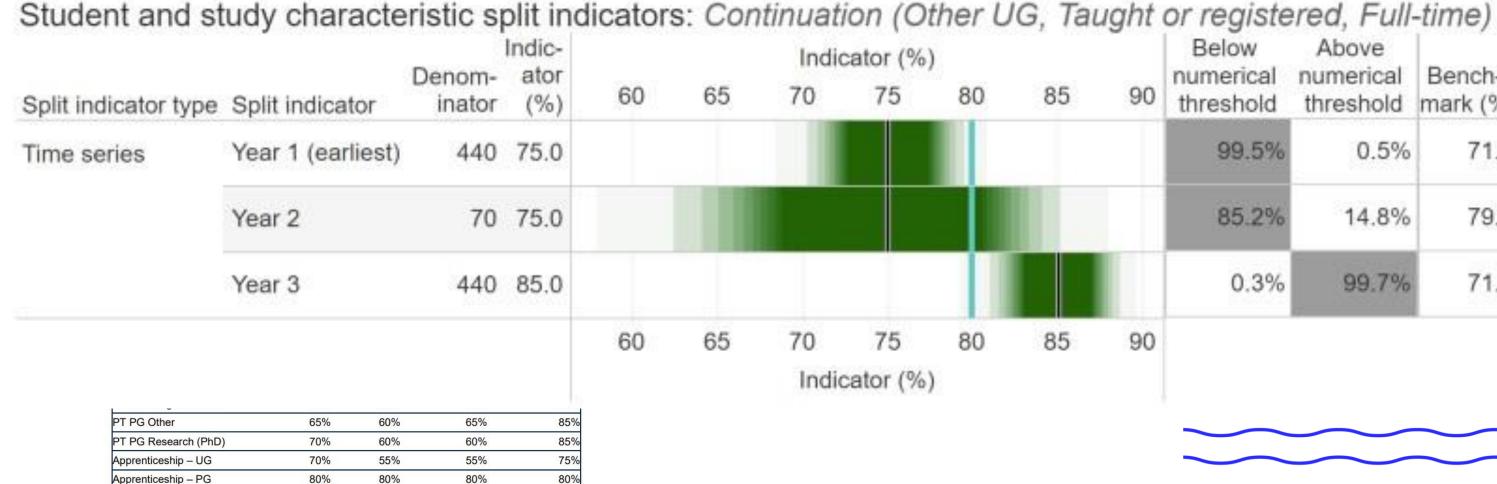
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70%
85%
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65%
75%
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80%



Blame it on the baseline

Figure F1: Examples of assessing indicators and split indicators



Note: 'FT' = 'full-time'; 'PT' = 'part-time'; 'UG' = 'undergraduate'; 'PG' = 'postgraduate'.





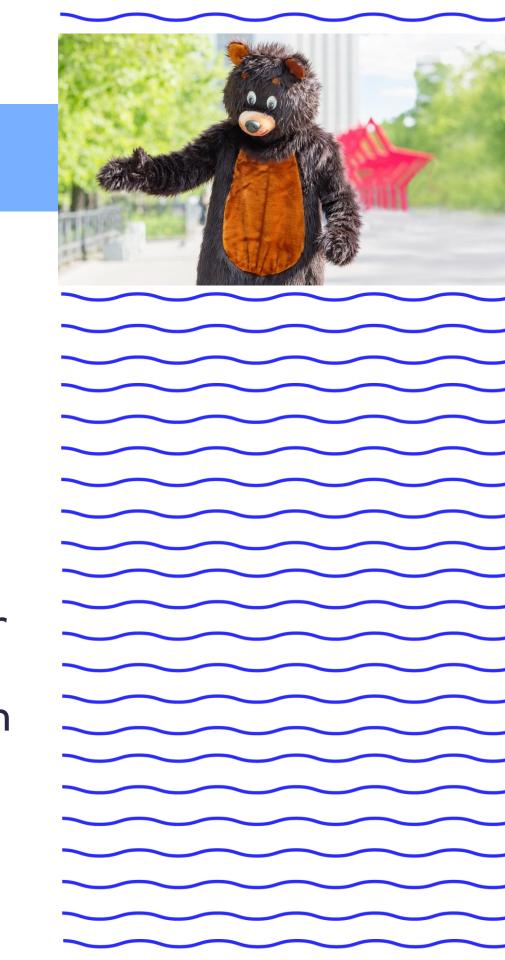
90

90	Below numerical threshold	Above numerical threshold	Bench- mark (%)	
	99.5%	0.5%	71.7	
	85.2%	14.8%	79.7	
	0.3%	99.7%	71.7	

Then...

- Publish the information via a dashboard on the website
- Explore the possibility of linking the information directly to an individual provider's entry on the register
- Publish sector-wide data analysis on the website, and even
- Consider how to link to the information from Discover Uni to provide a route for interested students to understand the performance of individual providers in more depth.



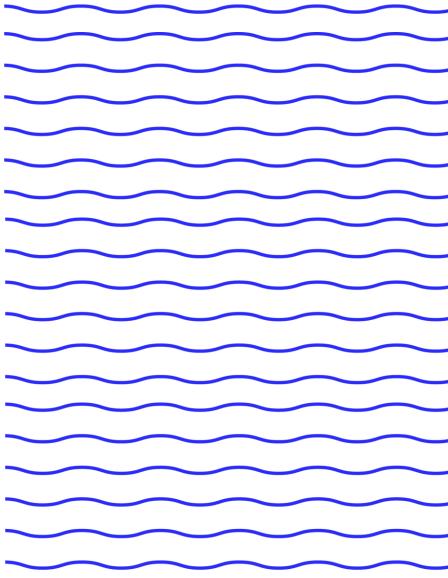


Looks at data and then

- If a "red light" and being enforced that year, contextual factors
 - **Historical** (pandemic or course features See Norland)
 - Future (we've already started to do something about this)
- then Regulation letters, conditions, fines, exclusion from register









What do you do?

- You can **ignore** it because you reckon you can front out contextual reasons or because it's an outlier that might not be in a big theme this year
- You work to actually **improve** the continuation, completion or progression scores, although there's necessarily a long lead time on making a difference
- You change the students you recruit by taking fewer risks on otherwise contextually talented students - focussing on the social backgrounds more likely to stay the course and have the family connections to get a graduate job
- You slowly, quietly, carefully **exit** this provision. "It's not one of our strengths" or whatever, and anyway the costs are high and recruitment is poor and...

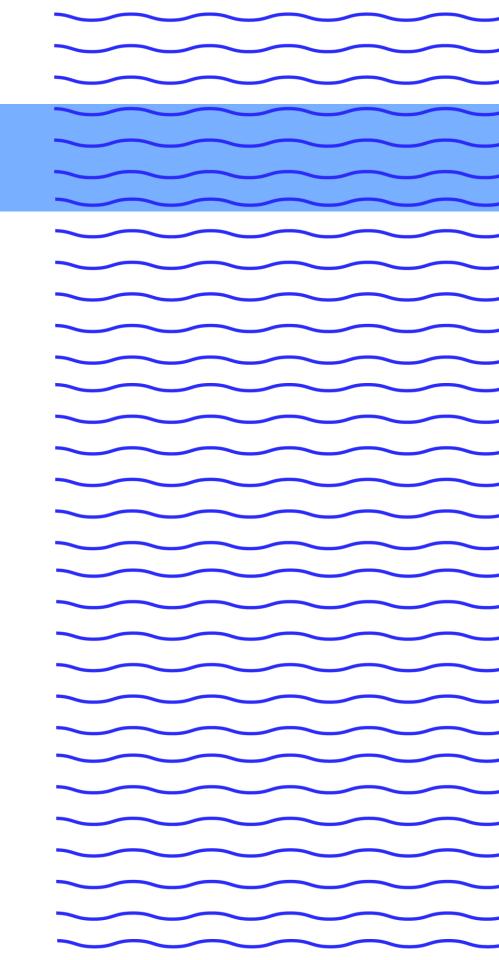


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And here's the thing

- Students want to get to their second year, complete their course and get a graduate job
- SUs can help us to understand why those things might not be happening
- SUs can help us gather evidence that outcomes are otherwise good
- SUs work on extra curricular improves belonging, confidence and skills – outcomes
- Working with the SU to move metrics in a positive direction is evidence of outstanding quality and a contextual factor

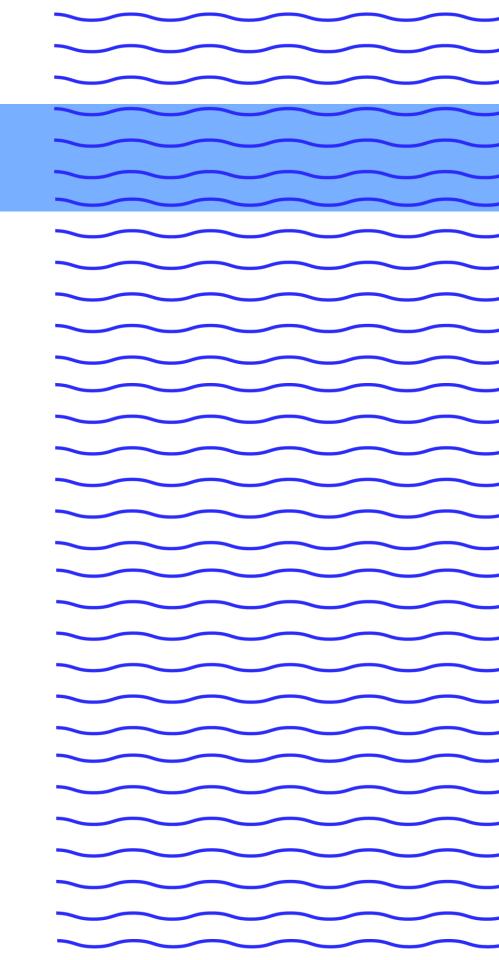




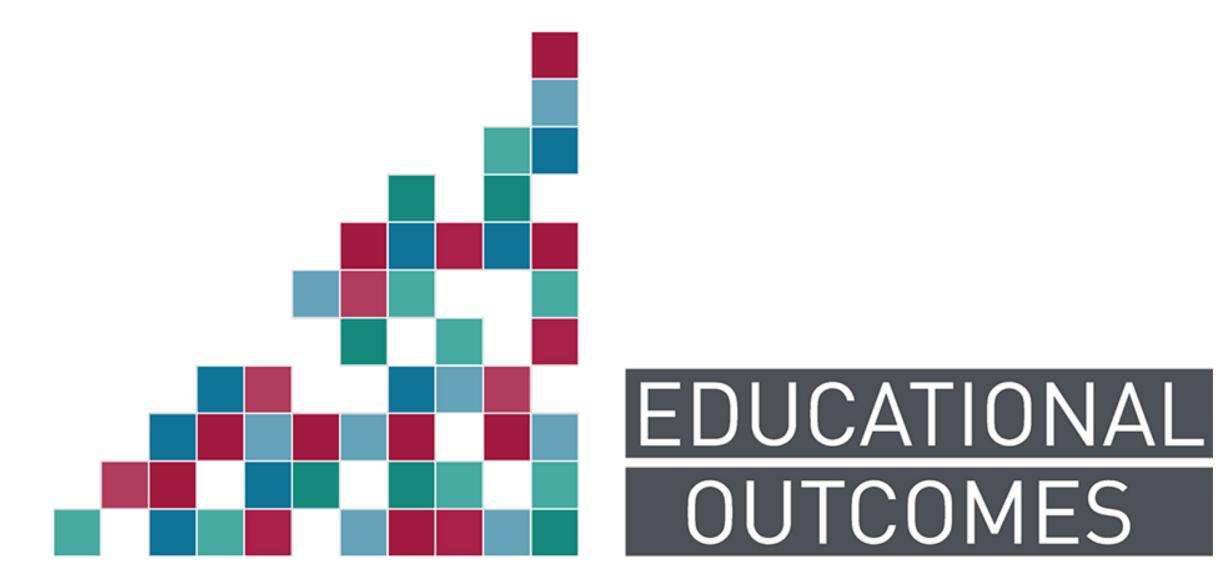
How?

- Start by enabling eachother to succeed
- Working closer together, assertively
- Displaying respective curiosity
- Becoming more targeted and evidence informed
- Involving in strategy
- Working together to reduce barriers and create entry points
- Understanding respective accountabilities and accepting public/private tensions
- Always worrying about distribution
- Execution by the whole

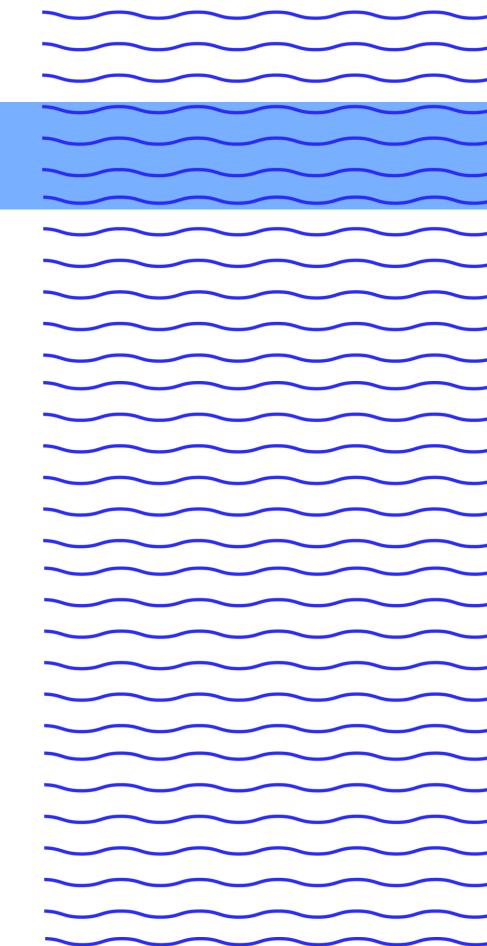




Partnership



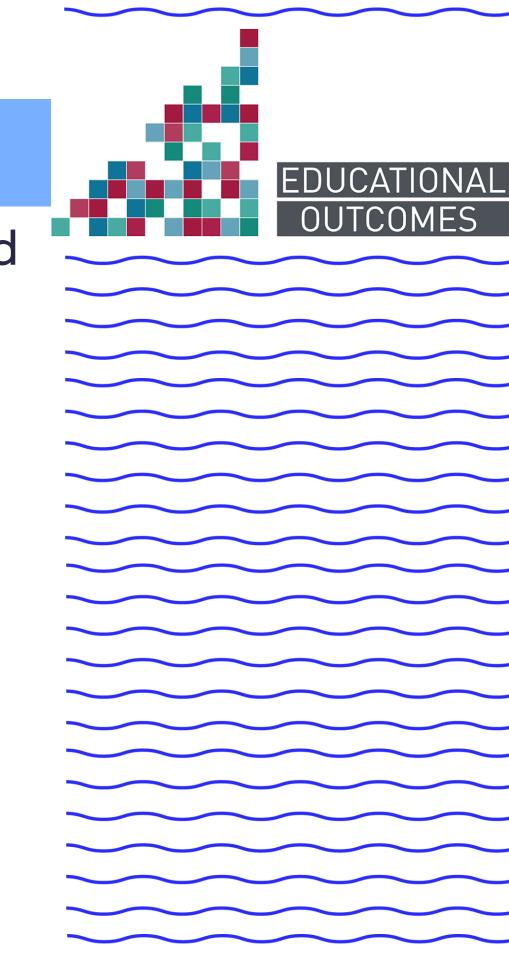




Partnership

- OfS and student engagement listening to and getting feedback from students
- Academics and students enabled by professionals
- Senior and junior yes, but also learn from eachother
- Real partnerships matter collectively and individually





"occasionally [...the rep] has to raise issues at a time and a pace that the institution wouldn't have chosen, and [...they have] to say things that, given a choice the institution, wouldn't have said out loud, and as such it is hard to envisage those things happening unless there were representatives that were in some way either democratically or culturally charged with raising things out of sync, raising the uncomfortable, and issuing challenge. All of that makes higher education better."