

**From:** Mao, Xuxin xuxin.mao@ucl.ac.uk

**Subject:** Meeting - Xuxin

**Date:** 17 October 2017 at 12:27

**To:** Aniket, Kumar k.aniket@ucl.ac.uk

**Cc:** Roberts, Aeli a.roberts@ucl.ac.uk, Taka, Katerina k.taka@ucl.ac.uk, Coffman, D'Maris d.coffman@ucl.ac.uk

XM

Dear Aniket,

I am writing to invite you for a quick discussion this afternoon at my office Room 251 about announcement to make to the students on changes related to ENVS1006.

Attached is the module description set in summer for the 2017-2018 course handbook well before you came here (I sent it to you during our first meeting last month). My initial syllabus aims to deliver the contents. Accordingly, any changes we are going to make may not deviate too much from module description. If we have to make them, subject to agreements from Aeli, we should inform students as soon as possible.

I am at my office today until 6pm. If you are not available, we can find some time tomorrow before or after our group meeting.

Thanks,

Xuxin

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Dr Xuxin Mao

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**From:** Aniket, Kumar

**Sent:** 16 October 2017 13:15

**To:** Coffman, D'Maris; Mao, Xuxin

**Cc:** Roberts, Aeli; Taka, Katerina

**Subject:** Re:

Dear D'Maris and Xuxin,

I would be more than happy to teach Macro next term if that helps. All I need is clear learning objectives and I can deliver a course that matches it and ensures that students are happy with it.

Best wishes,  
Aniket

Dr. Kumar Aniket  
Research Fellow in Economics  
The Bartlett, UCL

From: Mao, Xuxin  
Sent: Monday, 16 October, 13:02  
Subject: Re:  
To: Coffman, D'Maris  
Cc: Roberts, Aeli, Taka, Katerina, Aniket, Kumar

Dear D'Maris,

Thanks for your detailed explanations!

The course contents were briefed to students in the induction week. I first met Aniket on 20 September and there should have been more discussions to fix any later problems.

If Aniket does not reject, I will take on Microeconomics this year and he on macroeconomics. I will schedule a meeting with him so that we can keep working on our contents while co-designing final exam papers.

Best wishes,

Xuxin

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**From:** Coffman, D'Maris  
**Sent:** 16 October 2017 12:38:58  
**To:** Mao, Xuxin  
**Cc:** Roberts, Aeli; Taka, Katerina; Aniket, Kumar  
**Subject:** Re:

Dear Xuxin

How can the course have been briefed to students before the start of term? Aniket joined on 4 September well before students arrived. You knew from the workload model you were teaching with him. You really should have taken on board his feedback. I am not going to ask him to teach material that he thinks is not accurate or pitched at the right level, especially when Aeli and I have our own doubts about Myers. I was trying to reduce your fall workload and spare you two preps, but you've made that impossible now because Aniket does not want to teach a course that he thinks is badly designed and unsound analytically. That is his choice. The upside is hst you now get the spring to concentrate on your research.

You didn't run the course by anyone else on the econ and finance team from what I can see. That is your call, but UCL respects academic freedom and you must do so as well. Please take over Micro and let him redesign Macro as he sees fit. We can see at the end which was more effective at meeting students needs and interests.

All best

D'Maris

Sent from my iPhone

On 16 Oct 2017, at 12:31, Mao, Xuxin <[xuxin.mao@ucl.ac.uk](mailto:xuxin.mao@ucl.ac.uk)> wrote:

Dear D'Maris,

Thanks for your email.

I think it is good for me and Aniket to meet later this week so that we can inform you, Aeli, Katerina and students the final changes as soon as possible.

One thing has to be clarified is that the course was designed and submitted to handbook well before Dr Aniket jointed our school, with its contents already briefed to students. With more coordination and better communication, I firmly believe the misunderstandings happened for the past few weeks should be avoided.

Best wishes,

Xuxin

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**From:** Coffman, D'Maris  
**Sent:** 16 October 2017 11:59  
**To:** Mao, Xuxin  
**Cc:** Roberts, Aeli; Taka, Katerina; Aniket, Kumar  
**Subject:** Re:

Dear Xuxin

Given the apparent impasse with Aniket over the content of the Micro half, I think it would be better if we swapped and you did Micro and he does Macro, designed to his own specifications, in the spring. Because he's already taught a couple Micro classes, you will need to first mark all the exams in the spring and he can second mark them to maintain parity of workload. Beyond that, you will need to coordinate with him on the draft exams, including the resit exam. For the avoidance of doubt, although you are the titular module leader, he is entitled to academic freedom to teach what he sees fit, and we have no right or ability to insist he teach to an existing syllabus in which he had little or no input. I understand that you imagined he would be agreeable to slotting into a course that you had designed (because it means less work for him), but you have to respect the fact that he's not comfortable teaching the material you set.

Beyond that, Aeli and I have concerns about the Myers textbook (that it's too simplistic and not sound economics) and, in fact, Myers was not well-received when he gave a talk at CPM years ago. So I think this is probably a regrettable choice of text, and think you should talk to Gerard when he arrives in November about his own text. But in any case, we can re-think teaching provision for first-year undergrad next year given the pending replacement of Alex's post with a lectureship.

All best

D'Maris

On 16 Oct 2017, at 08:44, Mao, Xuxin <[xuxin.mao@ucl.ac.uk](mailto:xuxin.mao@ucl.ac.uk)> wrote:

Dear Aeli,

I am sorry that I just received the email and do not know to respond it.

I have clearly said the syllabus has been long set and students have been informed about the contents. I am open to changes following proper procedures.

Please kindly advise me what to do next after the lecture finishes at 1pm.

Thanks and best wishes,

Xuxin

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**From:** Aniket, Kumar

**Sent:** 16 October 2017 08:26

**To:** Mao, Xuxin

**Subject:**

Look Xuxin, it is very clear, you did not give me a say in designing the course. You made the syllabus without consulting me without involving me. When I raised issues, you made no changes. I have 15 years to teaching experience but you refuse to entertain even a single suggestion from me. You have basically treated me like a teaching assistant. That is not going to work. I am a Research Fellow and teaching is not my job. I am happy to teach but trying to work out things with you is taking too much time and I can't afford that. You seem to be stuck in your position and not ready to accommodate. I am happy to teach but only when I am given a say in the course. If you are going to tell me every week what I should be doing, then that is unacceptable to me.

If you are ready to be professional in your conduct with me and respect my professional expertise, then I am happy to be friendly. But, I am sorry, if you are not going to give me a say in the course, then that is unacceptable to me. So, it is entirely up to you how our future relationship goes.

Best wishes,  
Aniket



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