

UNITED CAMPUS WORKERS OF KENTUCKY UNIVERSITY OF LOUISVILLE

United Campus Workers of Kentucky (UCW KY) is a wall-to-wall, direct-join union for all public sector higher education workers in the state of Kentucky, open to staff, faculty, healthcare and student workers. We organize and take collective action around issues of public concern and build long lasting membership organizations that are made up of and run by members.



WHY ARE WE ORGANIZING AROUND THE A&S RESTRUCTURING?

Discussions around the restructuring in the College of Arts & Sciences have included adding a new administrative layer to oversee the divisions, but no definitive plans have been presented showing what these divisions will look like, how they will operate, or how they will address the long-standing issues facing workers and students in the College. **As the faculty, staff, and student workers of Arts & Sciences, we want to know how this restructuring will serve us and serve our students.**

Earlier this year, as UofL members of UCW KY, we circulated an open letter demanding the following of the restructuring:

1. No staffing, instructional, or departmental cuts;
2. That departments not be combined
3. That further funding be provided to the College of A&S to meet student needs;
4. And that, if cuts must be made, that they should be made first to upper executive salaries, unnecessary capital projects, and other spending that fails to address, or contributes to, long-standing issues of inequity on campus.

Despite being signed by 288 people, of whom 185 work in A&S, the letter was ignored by Provost Bradley when it was sent to him with a request for a meeting.

WHAT ARE OUR CONCERNS AND WHAT DO WE WANT TO KNOW ABOUT THE RESTRUCTURING?

Concerns and questions compiled from staff and faculty and in collaboration with AAUP.

Committee members and other College employees expressed concern over the lack of definitive plans, as well as the lack of transparency around the timeline and an unclear idea of the involvement of staff and faculty in the overall process.

1. *What is the timeline for the proposal, review, vote, and implementation?*
2. *If the proposal is rejected by Faculty Assembly, will a new proposal be created?*
3. *How does the Provost plan to actively engage the members of college in the review and/or implementation process?*

Concerns and questions cont.

The College is in the midst of a Dean search and Lori Gonzalez is set to return to her position as University Provost now that Kim Schatzel has been selected as President.

1. *From AAUP: Why are we undertaking a major restructuring of A&S under the authority of an interim provost from outside the College, when we will soon have a new President of UofL and a new Dean of A&S, who may have other plans?*
2. *How will changes in administration impact any plans, any continued committee work, or the possible implementation of the restructuring set by current interim administration?*

A new administrative layer between the department chairs and Dean's Office has been discussed to oversee the divisions.

1. *From AAUP: How will A&S pay for a new layer of bureaucracy without further depleting the teaching and research functions? Will this money come from department budgets?*
2. *How will this administrative layer impact the responsibilities, administrative authority, and overall role of Chairs in the divisions and College as a whole?*
3. *How will this administrative layer impact current staffing in the College?*

Restructuring is proposed as response to budget and enrollment concerns, but there are a number of long-standing issues that are not being addressed.

1. *From AAUP: How will restructuring ensure equitable allocation of resources among the Divisions, when the Divisions will vary greatly in the number of Departments, departmental budgets, faculty and GTA lines, opportunities to teach 4-credit lab courses and other resources?*
2. *Has there been discussion on the impact of restructuring on long-standing compensation and staffing issues? Will restructuring improve professional development opportunities for staff and faculty?*
3. *From AAUP: Why are we discussing a restructuring of A&S when there is exhaustion and demoralization due to disruptions caused by COVID, the New Budget Model, the centralization of Unit Business Managers, the Cardinal Core Curriculum and two Presidential searches that ignored the Redbook in terms of elected faculty representatives' involvement in the selection process?*

