

CAJUA ACTION REPORT

*The official newsletter of the Coalition for Academic Justice at the
University of Arizona*

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Dave Mondy, English lecturer, speaks at the CAJUA's first press conference on June 11, 2020. (CAJUA photographer).

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Victories and Work Ahead: A Steering Committee Report

WRITTEN BY MARCIA KLOTZ

Last week the steering committee continued to change the conversation on campus in order to establish a more robust process of shared governance. In addition to meeting with deans of the various colleges on campus and making data requests from the CFO, we attended a Faculty Senate meeting, where senators decided to move forward with a vote to postpone the administration's furlough and furlough-based salary plan to mid-September, as CAJUA had originally proposed (the faculty senate voted 65% in favor). We worked with the Chair of the Faculty Senate, Jessica Summers, to consolidate an ad hoc committee to modify that furlough plan with representatives of Faculty Senate, the Strategic Planning and Budget Advisory Committee (SPBAC), and the university administration. (Continued on page 2)

Cont. - Steering Committee Report

Representatives from CAJUA will be: Russ Toomey (Family Studies and Human Development), Pierre Lucas (Engineering) and Marcia Klotz (English, Gender & Women's Studies) representing faculty; Ruth Oropeza (History) representing graduate students; and Mayela Treviño (Education) representing staff. Please feel free to contact these representatives if you have specific issues you would like addressed in the negotiations.

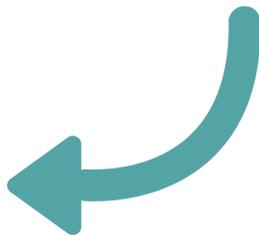
We are in the process of drafting a mission and strategy statement to guide us in these conversations, which we will share with the membership for feedback when it is complete. Members of the steering committee have been meeting with Vice President and Chief Human Resources Officer, Helena Rodrigues, to discuss and assess the current state of layoffs and non-renewals. By June 25, at least 242 employees were either laid off or did not have their contracts renewed.

As the various action groups have been bringing statements on behalf of CAJUA forward, we have decided to pass these on to the membership at-large to be ratified by the majority before they are distributed in our name. And, we are developing a contact sheet to streamline information flows between various action groups and steering committee members.

USE ALL THE TOOLS

find a financial plan that does not rely on layoffs and pay cuts

- chop from the top
- reduce administrative bloat
- athletics returning the favor
- compassionate furlough
- short term bridge loan
- long term financing
- invest in our core mission



#CAJUARIZONA

CAJUA Backgrounder

WRITTEN BY CELESTE GONZÁLEZ DE BUSTAMANTE

The Coalition for Academic Justice UA was formed just days after UA President Robert Robbins announced on Friday, April 17, via campus-wide e-mail, the administration's draconian pay cut plan.

An ad hoc steering committee formed and immediately took action by drafting a letter that quickly garnered more than 2500 signatures to send to the President. The letter stated: "The most destructive budgetary contingency plan in the history of our university has been imposed overnight with insufficient review, input or collaboration by faculty, staff, or graduate students, those of us who actually serve the core mission of this university."

In less than three months, the CAJUA has grown to more than 500 registered members, with 700 on our listserv. We have had several key victories. The first involved pushing the administration to drop its original plan for all employees to take pay cuts and furloughs, establishing a \$44,500 floor to its plan instead. Of course, that floor is still too low.

The second big victory led to the pause of the administration's pay cut plan to give the rank-and-file staff, faculty and graduate students time to work collaboratively with the senior leadership team,

in an effort to create a better and more comprehensive plan to address existing financial challenges.

The CAJUA worked with the Chair of the Faculty, Jessica Summers, and Executive Officers of the Faculty Senate, and it was decided that we hold a General Assembly and put a vote before the general faculty. On Thursday, June 25, the ballot was sent to 3,513 voting-eligible faculty members. Twenty-four hours later, the results came in, and they showed that 89% percent of those who cast ballots voted in favor of pausing the implementation until mid-September. However, the president decided to pause the administration's plan until August 10.

Voter turnout among faculty was 41%, one of the highest in recent history.

Finally, there have been many victories within our many action groups, where a large part of the CAJUA's work takes place. Updates on the various work by action groups is highlighted below.



Action Group Updates

NEW CAJUA Graduate and Professional Student Action Group

The new CAJUA Graduate and Professional Student Action Group will be meeting on Tuesday, July 14th at 4:00 PM. August 24th, the first day of class, is fast approaching. UA leadership's proposed re-entry program cannot happen without OUR labor, but there are many unanswered questions about the safety, feasibility, and equity of this process. Graduate and professional students have expressed concern over issues such as: risks to our health and the health of our families; a feeling of being "sacrificed" by the university due to stated reentry policies; concerns over contract non-renewals; a possible loss of funding and health insurance; and worry over both the safety and intellectual growth of our undergraduates during the upcoming semester. This action group will focus on issues graduate and professional students face as a result of the re-entry process and other systemic issues, ensuring that these concerns are heard, represented, and addressed within CAJUA and by the university. If you would like to attend our upcoming meeting, please ask to join the listserv by emailing cajua@protonmail.com. Emails will go out on Monday, July 13th.

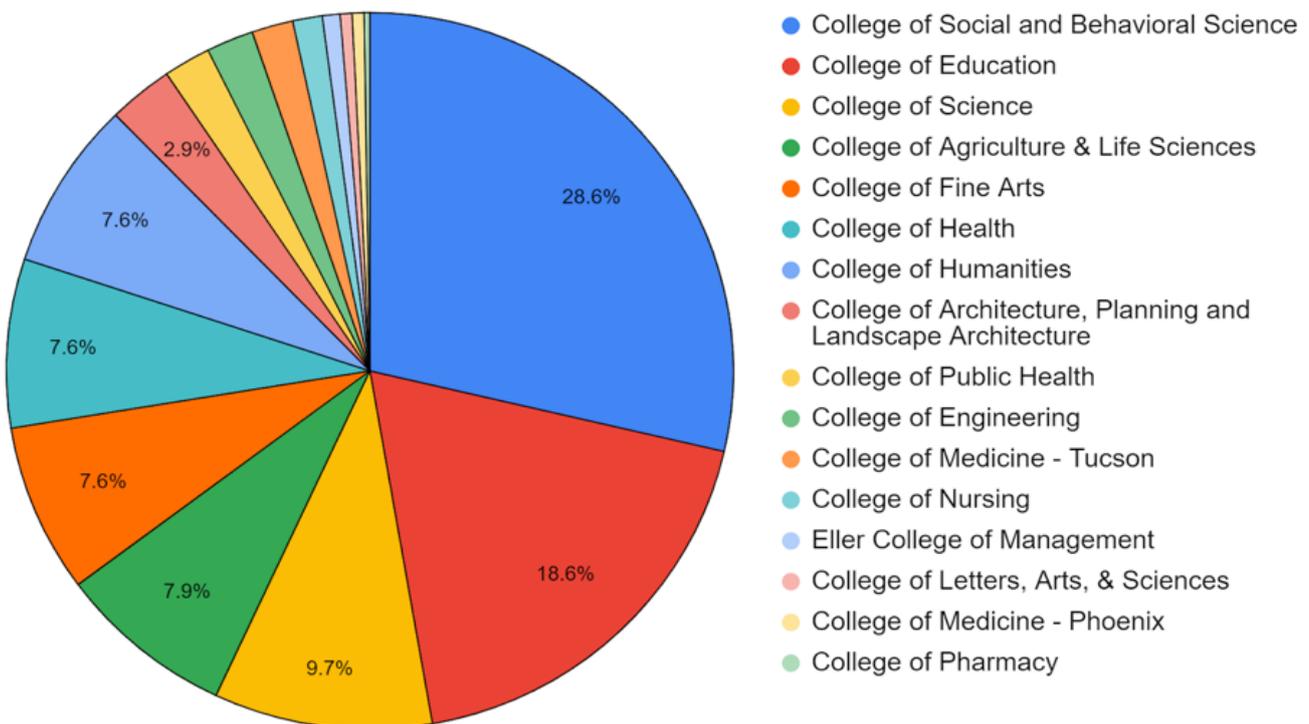
Membership and Outreach Action Group

Congratulations, CAJUA, on your remarkable growth! Since May, this group has more than doubled in size, with increasing representation across colleges and departments, as well as across job descriptions. Thank you to all faculty, staff, and graduate/professional students for your hard work and willingness to contribute to this important group. This is only the beginning.

As part of the Membership and Outreach Action Group's latest efforts, emails are now going out to all those who indicated interest on the membership form in helping CAJUA with outreach among your networks. These letters will provide you with language you can use when communicating about CAJUA with your colleagues.

In the coming weeks, our action group will be mapping our membership data and using it to build an outreach plan. We are currently speaking with both staff and graduate students while strategizing on how we can continue to diversify our representation by connecting with individuals in more departments and across more job descriptions at the University of Arizona.

CAJUA Membership by College (7/2)



If you have questions or suggestions on how we can improve our membership and outreach efforts and would like to join our next meeting on Wednesday, June 15th at 2:00 PM, please email us at cajuaoutreach@gmail.com to be added to the listserv.

Action Group Updates (continued)

Caregiving Policy Action Group

The Caregiving Policy Action Group held its first meeting on Thursday, July 9th. The meeting included 12 awesome people from at least six colleges. It also included several from the UA chapter of Mothers of Color in Academia (MOCA), an organization focused on graduate student caregiving. We discussed current UA caregiving policies & benefits and the current state of childcare and K-12 availability during re-entry.

We decided to meet weekly to define and focus advocacy efforts including targeted fixes to current UA policies and educational campaigns so caregivers understand their rights and have access to creative solutions. Please join if interested! Contact caregiving.UA@gmail.com for future meeting notices, to be added to the sub-groups' listserv, or any questions. Caregiving CAJUA meetings are scheduled for Thursdays, 4-5pm.



The graphic features a red arrow pointing right towards a small image of an email from the Executive Office of the President. Below the arrow, the text reads: "CONFIRMING BUNSI'S ANALYSIS THE UNIVERSITY CAN 'SPEND OPERATING CASH TO OFFSET THE FINANCIAL IMPACT OF COVID-19.' WE CAN USE OR BORROW AGAINST OUR RESERVES #CAJUARIZONA".

Media Relations Action Group

The media team has been busy trying to keep up with the flurry of activities that CAJUA has been involved in recently (see the Steering Committee update). You can find much of our work online on Twitter, Instagram and Facebook. Some of our public facing work is curated on the CAJUA website (www.cajua.weebly.com) and on our YouTube channel. The memes that you see featured in this newsletter are examples of work by the media team. We've also been collaborating with various action groups to help them create awareness about their work.

Budget and Finance Action Group

The Budget and Finance Action Group is currently working towards two major aims:

- 1) We continue to identify questions, information needed, and discussion points for ongoing communication with CFO Lisa Rulney and Provost Liesl Folks, and 2) We are working to dispel inaccuracies about UA's finances, some of which have recently been acknowledged by Lisa Rulney (e.g., Athletics does not actually fund itself, the number of administrative positions has grown over the past three-to-four years).

If you enjoy working with data or searching for public information online, we need you! Please contact Russ Toomey (russell.toomey@gmail.com) to get involved!



The graphic features a red arrow pointing right towards a small image of an email from the Executive Office of the President. Below the arrow, the text reads: "WE DID NOT WIN A 'DELAY.' WE WON TIME FOR HONEST DISCUSSION ABOUT OUR FINANCES. WE ARE AT THE TABLE. #CAJUARIZONA".

We see our role as serving as a liaison between the Coalition and broader communities on and off campus. Our main objective is to act as a vehicle through which we can interface with the wider-campus community and to reach out and engage with various public constituencies, so that we can build support for CAJUA's mission and goals, and increase understanding about a myriad of issues related to academic justice. You can reach us on any of our social media platforms or old-fashioned e-mail: CAJUArizona_Media@protonmail.com.

[Twitter @CAJUArizona](#)

[Facebook: CAJUArizona](#)

[Instagram: @cajuarizona](#)

[YouTube: Coalition for Academic Justice](#)

Action Group Updates (continued)

Social Justice Action Group Update

Over the past few weeks, we have been discussing a hire underway for an Associate Vice Provost of Diversity and Inclusion. We have expressed some concerns and demands in relation to this hire in the form of a letter addressed to the Search Committee chairs, the Provost and the President. We are sharing this letter with the general membership for a vote of endorsement. If a majority of the membership supports the letter, we will send it to the relevant parties. We also encourage folks to submit their feedback about this hire and the candidates directly to the Search Committee by using this form provided by the university. Aside from this issue, we have also been doing some initial research into UA investments to understand how the UA invests its money and whether or not UA is directly invested in projects of militarization, detention, law enforcement, etc. We plan to meet with members of divestment projects to learn more about how to do this research and call for divestment if needed. We welcome anyone to join our meetings, which are Tuesdays at 3 PM. We also welcome other agenda items. Email Eden (eden.kinkaid@gmail.com) to join our listserv.

Health and Re-Entry Action Group

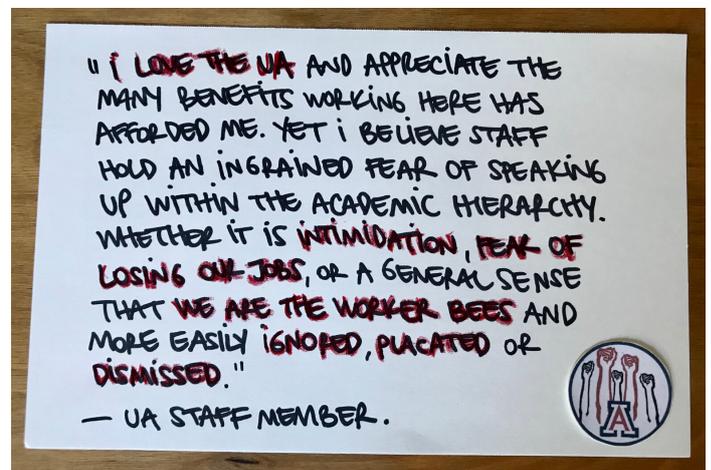
The Health and Re-Entry Action Group has been primarily focused on the CAJUA re-entry questionnaire over the past few weeks. There were 1,279 individuals (well beyond just CAJUA's membership) who answered the questionnaire and responses were collected between June 1 and June 13, 2020.

The three most pressing quantitative questions have been statistically analyzed and released through CAJUA's social media channels: Are faculty, staff and graduate students really comfortable returning to the physical workplace (67% reported feeling uncomfortable), Did the UArizona administration clearly communicate their mitigation plans to the campus community (58% disagreed with this statement), and Did the UArizona administration adequately consider the concerns and input of faculty, staff, and graduate students while developing their plan (67% disagreed).

The group is currently working to summarize the qualitative responses to the data, including concerns expressed by respondents regarding both returning to campus this fall and remaining fully online/remote operations, as well as proposed solutions to mitigate those concerns in both scenarios. There are also some disability specific related data that will be summarized.

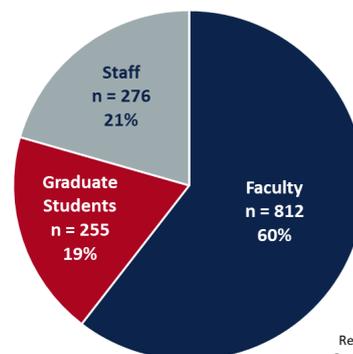
Staff Action Group

Members of the Staff Action group are working to identify and respond to staff-specific issues and connecting to various staff groups on campus. Members of this group have joined together to address numerous concerns including the lack of flexibility that staff have to determine their work schedules compared to faculty, the administration's re-entry plans, and the current pay cut plan. All staff members who are not upper administration, including those from academic units, facilities management, and elsewhere are welcome!



Quantitative Findings from the Re-Entry Survey

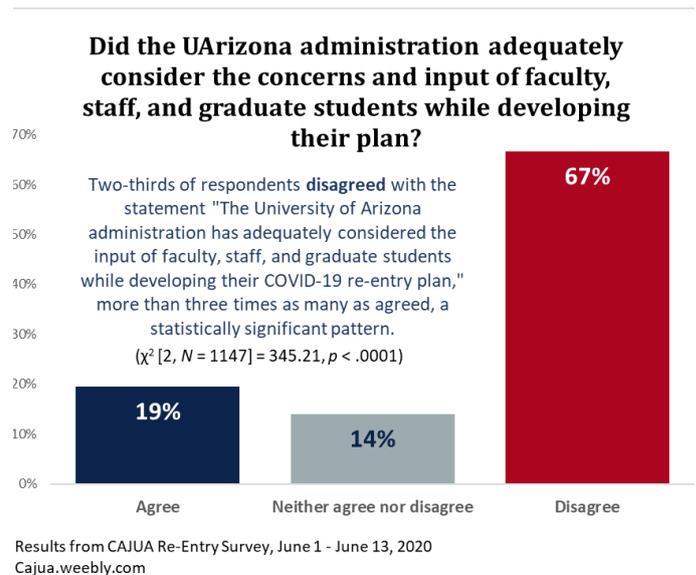
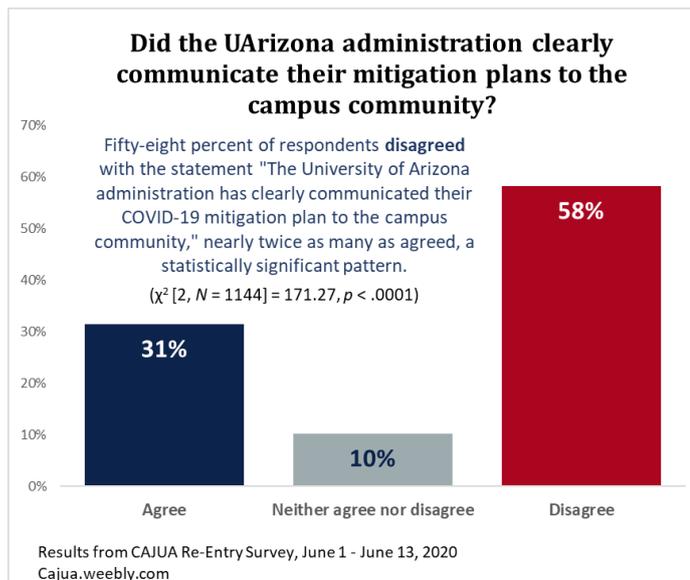
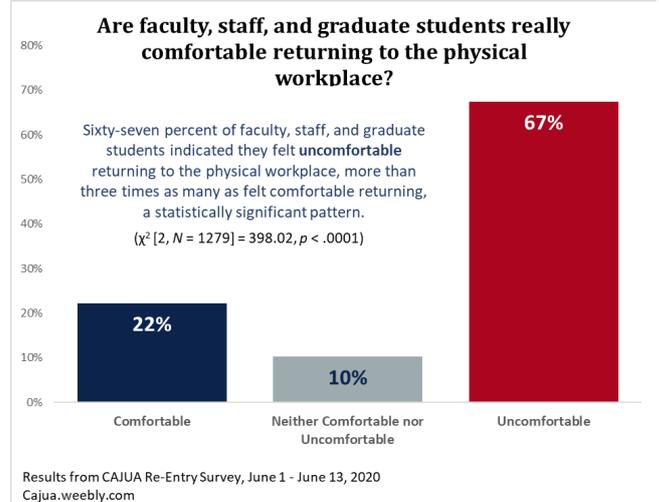
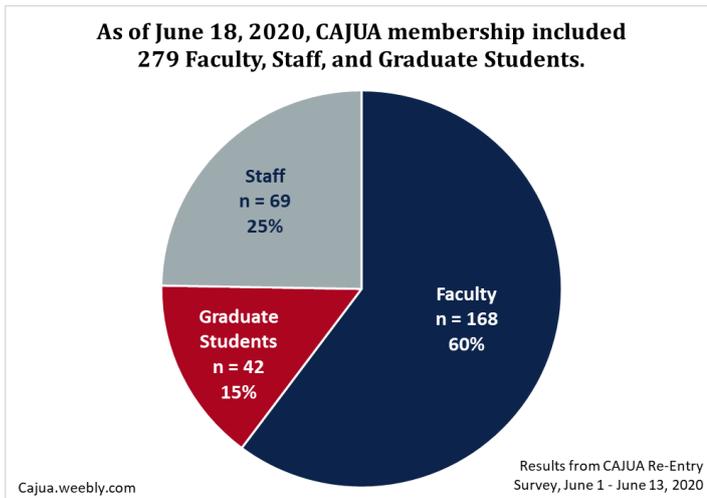
1,279 Faculty, Staff, and Graduate Students answered the CAJUA Re-Entry Questionnaire between June 1 and June 13, 2020



Cajua.weebly.com

Results from CAJUA Re-Entry Survey, June 1 - June 13, 2020

Quantitative Findings from the Re-Entry Survey (continued)



The Re-Entry Action group hopes to begin releasing qualitative information publicly in conjunction with the media action group starting the week of July 13th. There are also still a few "quantitative" type questions that will be analyzed, summarized, and released after the qualitative data has been presented.

This newsletter was prepared and edited by Marcia Klotz, Angela Corsa and Celeste González de Bustamante

