



# COALITION FOR ACADEMIC JUSTICE

## FACT SHEET

June 11, 2020

### BACKGROUND

The Coalition for Academic Justice at the University of Arizona (CAJUA) formed in April shortly after the UA upper administration rolled out plans for deep pay cuts and began implementing layoffs and non-renewals in response to an existing budget crisis worsened by the economic impact of the COVID-19 pandemic. At the same time, while COVID-19 cases continue to rise in Pima County and throughout the state, and Arizona's health director has told hospitals to [“fully activate” emergency plans](#), the university's senior leadership has moved swiftly to initiate a fall re-entry plan.

University administrators have created these plans without seeking broad input from students, staff, faculty and the Tucson community. CAJUA is deeply concerned about the far-reaching impacts of lay-offs, non-renewals, salary cuts, and the administration's re-entry plan to the core mission of the university (teaching, research and service) and long-lasting effects on the broader Tucson committee.

### CAJUA ACTIONS

The CAJUA has responded to the administration's measures in numerous ways:

- Sent petition and letter with 3000 signatures to UA President Robert Robbins and senior leadership, in which we voiced concerns about critical lack of transparency
- Developed an alternative furlough plan that would distribute pay cuts more equitably. The alternative plan has highest paid administrators (those making more than \$200K/year) shouldering more of the economic burden. It also establishes a salary floor of \$70K/year, leaving those who earn less out of the plan.
- Created a #WeWonder social media campaign that uses videos to ask pressing questions of the upper administration and informs the public
- Developed a re-entry survey that is being distributed among faculty, staff and students to evaluate concerns regarding the fall semester

The coalition consists of almost 200 graduate and professional students, staff and faculty across ten UA colleges, who fulfill a variety of roles across the campus community. We are looking for

solutions to the many interrelated issues raised by the COVID-19 pandemic and the financial crisis that preceded it. We care about the UA, are asking the administration to put people first, provide greater transparency into the decision making process, and provide accountability from the highest-paid administrators.

**SPEAKERS** (in order of presentation)

**Celeste González de Bustamante** is an associate professor in UA School of Journalism, affiliated with the Center for Latin American Studies and Mexican American Studies Department. She has a Ph.D. in history and is a member of the CAJUA Steering Committee.

**T.C. Tolbert** is a trans and genderqueer poet, recently awarded an Academy of American Poets' Laureate Fellowship for his work with trans, non-binary, and queer folks as Tucson's Poet Laureate. S/he is author of *Gephyromania* (Ahsahta Press 2014) and co-editor of *Troubling the Line: Trans and Genderqueer Poetry and Poetics* (Nightboat Books 2013).

**Pierre Lucas** is a professor of Materials Science & Engineering and professor of Optical Science at the University of Arizona. He received the Ph.D. in physical chemistry from Arizona State University, in 1999. Prof. Lucas has authored over 100 peer-reviewed articles and book chapters in the field of materials, calorimetry and optics.

**Duarte Diaz** is an associate professor in the department of Animal and Comparative Biomedical Sciences. He holds a Ph.D. in Nutritional Toxicology and a Master's degree in Nutrition from North Carolina State University. He is a member of the CAJUA Re-entry, Safety and Public Health action group.

**Contacts:** Sandra Soto, 520-954-5177 and Celeste González de Bustamante, 520-271-7402

E-mail: [cajua@protonmail.com](mailto:cajua@protonmail.com)

Twitter: @CAJUArizona

Website: <https://cajua.weebly.com/>

Facebook: <https://www.facebook.com/CAJUArizona/>

News media downloads: <https://cajua.weebly.com/press.html>

###