Motion to call for resignation of the UEB

Cardiff UCU notes:

- The UEB have introduced a number of new projects at once that have resulted in various crises for the university. These include Academic Futures (cuts and restructuring), Student Hybs/Hubs, centralised timetabling, PS staff realignment and downsizing, Transnational Education, and more.
- The unions warned that these projects were not well thought through and would create the problems that we are now facing.
- That in our Vote of No Confidence in May 2025, 95% of almost 1000 staff members declared no confidence in the University Executive Board.
- This lack of trust was reiterated in the University all-staff survey results shared on 29 September: staff gave university management 3/10 for their 'ability to change organisational behaviours effectively'.
- Staff know these imposed top-down processes are a failure of executive implementation that we are left to tidy it up.
- These projects and their mismanagement have caused an incredible amount of stress, overwork and anxiety among all staff and students, and have prevented staff from running core activities, both in teaching and research.

Cardiff UCU believes:

- That the UEB have demonstrated an inability to run the university which endangers its future.
- In any other type of organisation there would be consequences for the number and extent of crises that have arisen through UEB mismanagement of its various projects.
- That completion of the ongoing change projects cannot be successful unless staff have confidence in the competence of UEB
- We should have accountable and responsible leadership. We should have a place of work and study that is fit for purpose and that does not come at the cost of anyone's health and wellbeing.

Cardiff UCU resolves:

1. To call on members of the UEB to step down from their positions, as follows:
   - The President and Vice-Chancellor, who has responsibility and accountability for the overall leadership and management of the University, the overall academic and financial vitality of the University, upholding excellent standards of accountability across the University, and excellent standards of corporate governance.
   - The Provost and Deputy Vice-Chancellor, who has responsibility and accountability for academic leadership; academic resourcing, planning and budgeting; the size and composition of future student intakes; equality, diversity and inclusion strategies; and health, wellbeing and safety for both staff and students.

- The Director of People and Culture, who has responsibility and accountability for leading and delivering the HR function and service at the University, developing the institution's people strategy and performance culture and championing the wellbeing and working lives of our staff.
- The Chief Operating Officer and University Secretary, who has responsibility and accountability for the leadership, development and effective delivery of professional services across the University.
- The Chief Financial Officer, who has responsibility and accountability for all aspects of the University's finances and financial performance.
- The Chief Transformation Officer, who has responsibility and accountability for vision and strategic leadership for organisational change across the University; for establishing the principles, standards and frameworks to create and implement fundamental transformational change that has long term impacts for the institution; and for ensuring alignment and delivery of the transformational strategy.
- The Director of Communications, Marketing and Student Recruitment, who has responsibility and accountability for University's clear communications to its staff and students.
- The Pro Vice-Chancellor, Education and Student Experience, who has responsibility and accountability for oversight of the development and delivery of our education strategy, quality assurance processes, the student experience, and widening access and participation activities.
- The Pro Vice-Chancellor, International, who has responsibility and accountability for internationalisation strategy; and home, EU and international student recruitment and admissions.
- The Pro Vice-Chancellor, Research, Innovation and Enterprise, who has responsibility and accountability for growing the strength and diversity of Cardiff University's research and innovation activities, and developing a positive research and innovation culture benefiting all members of our research community.
- The Pro Vice-Chancellor, College of Arts, Humanities and Social Sciences; the Pro Vice-Chancellor, College of Biomedical and Life Sciences; and the Pro Vice-Chancellor, College of Physical Sciences and Engineering; who are each responsible and accountable for the overall management and leadership of the Colleges, their strategy and direction, and the development of learning and teaching and research excellence.
- The Chief Digital and Information Officer, who has responsibility and accountability for how the introduction of technologies will meet our new emerging needs as an institution, including an AI strategy.

2. To call on Council to appoint a leadership team that enjoys the trust of staff, to enable the University to develop and succeed.