

Cardiff UCU motion on a request for Vice-Chancellor to meet with all staff

Cardiff UCU notes:

That the Vice-Chancellor Wendy Lerner has not met with the three recognised campus trade unions since the Joint Negotiation Forum meeting of 30 April 2025, when she conceded to no compulsory redundancies in 2025. This is now a full calendar year where the Vice-Chancellor has been absent from any meeting with the three trade unions.

That the Vice-Chancellor has since only spoken to staff via online town halls with limited time and tightly-managed scope for questions from staff.

That the Vice-Chancellor has not been present in any of the consultations over the Professional Services restructure, and PS staff therefore feel a sense of contempt and dismissal from the Vice-Chancellor. The three trade unions have already challenged the Vice-Chancellor and the Chair of Council on this lack of engagement.

Cardiff UCU believes:

That the Vice-Chancellor's absence from trade union meetings and from regular contact with staff during rapid restructuring and major cuts is deeply damaging: it fundamentally undermines accountability to her staff and undermines trade union relationships and recognition agreements.

That this lack of visible and accountable leadership from the Vice-Chancellor is part of the wider collapse in trust in governance and senior management's decision-making, reflected in the three trade union's surveys of staff and in university management's own culture survey.¹

That the continued absence of visible and accountable leadership from the Vice-Chancellor undermines any claims from the University Executive Board to be invested in rebuilding trust and confidence in governance.

Cardiff UCU resolves:

To ask the Vice-Chancellor to attend a two-hour, all-staff open meeting, within the next six weeks, with a chair elected from the three trade union executive committees, open to all university staff, with questions submitted in advance and from the floor.

To ask for a commitment from the Vice-Chancellor to continued open meetings with staff on these terms, on a quarterly basis.

¹ <https://intranet.cardiff.ac.uk/staff/about-us/strategy-and-improvements/our-people-and-culture/cultural-assessment>.