



University of
Leicester

No
redundancies
No
confidence

Sep 2016

The cost of 'Institutional Transformation'

The University Leadership Team (ULT) has said that ALL areas of the University are to look at "savings". In April the VC stated that wished to make 150 staff redundant (10% of staff costs). We were told that job cuts and closures had to happen quickly because of a looming financial crisis. We now know that this crisis is non-existent, as LUCU's alternative financial analysis convincingly shows.

Despite over 90 staff leaving voluntarily under VSS, LUCU has not received any assurance on how many of us they really plan to get rid of. From what we know already, it will be much higher than 150 (see opposite). It is clear that demoralisation and fear are now commonplace across the university.

Another way is possible

UCU declared an official dispute with the university leadership team on 31 July over the threat of compulsory redundancies. Our petition 'No Redundancies, No Confidence' currently has over 3,000 signatures. [Click here for LUCU petition](#)

LUCU has told the University that if they remove the threat of compulsory redundancies and forcing academics to reapply for their jobs then we are willing to talk with them about a plan for institutional change that would enjoy the support of staff and students alike. The current programme of change is unnecessarily causing distress, ruining lives and destroying valuable areas of work. It is tearing the heart out of the university.

What happens next?

Unless ULT withdraw the threat of compulsory redundancies and forcing staff to reapply for their jobs by the end of Sep., LUCU will begin an indicative ballot of members for industrial action. We will also explore the possibility of UCU organising a global boycott of the university by 'greylisting' Leicester. Every affected school and dept. should launch its own Vaughan-style campaign among peers, students and supporters.

First five departments on a long list

ULT has to issue a 'business case' to support their plans for redundancies and closure in each school, department and division. Below are the five so far this summer.

- **Vaughan**

University Council confirmed closure of Vaughan on 16 Sep but student recruitment was halted before the 'consultation' period. Last of 383 students finish in 2020/21. All employees (18 FTEs) and approximately 40 Associate Tutors are 'at risk of redundancy'. ULT propose staff cuts of 100%.

- **Criminology**

Nearly all Distance Learning student recruitment now closed. 'Consultation' ends 1 Nov. Job losses will be seven out of 24 academics, about 20% (16.4% FTE). Job losses and student reduction of 261 by 2018/19.

- **Physics and Astronomy**

Proposed closure of the Condensed Matter Physics Research Centre during 2016/17. 'Consultation' ends 26 Oct. Four academic staff (4 FTE) are 'at risk' of redundancy; plus, loss of 12 PhD students. Sign the staff's petition opposing the closure [here](#)

- **Natural Sciences (iScience)**

Proposal to close renowned interdisciplinary course and make six staff (3 FTE) redundant from 2018/19.

- **Mathematics**

Redundancies primarily aimed at reducing departmental research. 'Consultation' ends 6 Dec. Proposed loss of six academic jobs out of 24 (25%) during 2016/17. All 15 academics on teaching and research contracts have to reapply for their jobs.

Save Our University!

We must assume a 'business case' planned for all schools and departments. UCU calls on all staff and students to join the campaign to save our university.