

Dear Colleagues,

We would like to thank you for the opportunity to open up discussions today with us as representatives of Goldsmiths Professors' Forum. We first want to reiterate our starting statement: we agreed to the meeting as we are aware of the strength of grievance and loss of trust felt towards SMT across Goldsmiths' communities and the sense that you need to hear about this directly and clearly. As we said, the additional and punitive decision to refuse to pause pay deductions in relation to the recent strike while staff are working all out to do the teaching, tutoring and caring of students that our current crisis necessitates is only adding to those grievances and further undermining confidence.

While you did not directly respond to the strength of the grievances being expressed, we were encouraged to hear that you share many of our concerns about the future of our university and that you are disappointed that our relationship is one of opposition especially at this challenging and uncertain moment. Also, to hear that 'we are not far apart' is on the one hand potentially encouraging, but on the other, a possible sign of misunderstanding. It may express our mutual commitment to shared values while at the same time reflect our differences about the 'details.'

To ensure that we are 'on the same page' regarding the details, you provided answers to some of our key issues. In the spirit of building trust in the senior management of our university and not generating misunderstanding, we request that you confirm in writing your position on what we assert continue to be key issues. As you can appreciate, we have the responsibility to be transparent and communicate with the Professors Forum (116 members) and other members of the Goldsmiths community about our meeting and we want assurances that we are conveying your position accurately. To that end, we will state our understanding of your position:

- 1) That the new arrangements for DBMs and HoDs as part of Evolving Goldsmiths will go ahead as planned. That means Departments will not retain overall financial self-governance, DBMs will not be retained in their current configuration and the role of HoDs will be reduced.
- 2) That there are currently no plans for compulsory redundancies but no commitment about this possibility in the future can be made outside of broader consultation.
- 3) That major capital projects such as the construction of the Enterprise Hub are paused until September but still intend to go ahead.
- 4) That changes to democratic governance structures are recognised as necessary with the first involving consultation on changes to ordinances necessary for structural changes to SMT as the main item on the 27 April meeting agenda of the Academic Board, which will be given the opportunity to vote on any items put forward. As we noted during our presentations, in the long term other governance changes are necessary such as equal academic representation on all College committees.

Finally, we spoke about how the broader Goldsmiths community needs to be involved and engaged in a deliberative and collaborative process. We know we are but one group amongst others. However, individual consultations and meetings with groups such as ours

are appreciated but not a replacement for a comprehensive plan for engaging with the different parts of the Goldsmiths community. We believe it is incumbent upon you as the senior management team of our university to develop that plan so that there is transparency about who is 'at the table' and opportunities for engagement are widely understood.

We do recognise that you are working 'full out' on many fronts but the same can be said for us. It is because we are deeply committed to this university that we are all working above and beyond our responsibilities and duties. It is in that spirit that we request a response to this email by 5 pm on Monday 6 April as we are planning a communication to the Professors Forum and the wider Goldsmiths community that evening. Central to arriving at a workable process for future planning is to build trust and confidence in SMT amongst the entire Goldsmiths community. A clear response in writing from you will be essential in our consideration of whether to proceed with calling Vote of No Confidence.

With best wishes,

Goldsmiths Professor's Forum Steering Group
3 April 2020