



University of Detroit Mercy Professors' Union
4001 W. McNichols Road, Detroit, MI 48221-3038

TO: UDMPU Members
FROM: Mike Canjar, UDMPU President.
SUBJECT : UDM Administrative Reorganization
DATE: 18 May, 2009

Several UDMPU officers and Board members, along with officers of the MFA, met on Friday, 8 May 2009, with Father Stockhausen, at his request. At that meeting, he told us of a decision he had already made regarding a reorganization of the top administrative levels of the University. After he presented his decision, he asked us for any information we might be able to provide him to help in his presentation to the rest of the university community. MFA and UDMPU members present were both shocked and dismayed at the decision, and indicated that a shared governance process would include both groups in the initial problem identification stage and all further stages throughout the decision-making process. Furthermore, we indicated that we wanted to communicate with our respective constituencies to determine what other issues might be raised.

Father Stockhausen indicated he wanted all of us to keep this information confidential, and we agreed, mainly to insure keeping even this limited communication channel open for the future. We did raise several issues, and indicated many other concerns would be forthcoming from our membership. Specifically, Father Stockhausen indicated that only two vice presidents would report directly to him, Executive Vice President Michael Joseph and Chief Financial Officer Vince Abatemarco. The VP for Academic Affairs, Pam Zarkowski, would report to the Executive Vice-President, along with newly created Vice Presidents.

We noted the only purpose for any organization design is to implement the mission of the institution, and this new organization structure suggests that academics are no longer the primary mission of the University, but rather are subordinate to financial and enrollment concerns. It suggests that decisions on academic matters such as curriculum and standards would now be dependent upon and made by non-academic perspectives and considerations. When Fr. Stockhausen replied that he wanted someone to do what was necessary to reach the goal of 3000 full-time undergraduate students by 2013, we understood him to mean that enrollment concerns would override academic issues. We indicated that faculty would consider this to be counter to the entire *raison d'être*.

We also discussed our concerns over a structural problem related to the UDMPU contract. The contract recognizes that the AVP is the primary decision maker on Promotion and Tenure decisions. The processes in the contract provide for peer evaluation up through the University Promotion and Tenure committee. The key element here is that when the primary decision maker, the AVP, is unwilling to accept the committee's recommendation, she has to dialogue with them. This dialogue is a key part of our process. (The shared governance system has similar features in it.) The agreed upon process may therefore potentially have changes in the Promotion and Tenure process that were not collectively bargained.