

Minutes
The Faculty Assembly
The Catholic University of America
May 10, 2018

The meeting began at 12:07 PM with Dr. Linda Plitt Donaldson, facilitating.

The 101 faculty present introduced themselves by their School affiliation. Faculty from STRS, Philosophy, Canon Law, Arts & Sciences, Engineering, NCSSS, Nursing, Architecture, Law, and Music were present.

Dr. Donaldson read aloud the minutes, which were then approved unanimously.

Dr. Donaldson was nominated as President of the Faculty Assembly *pro tem*. Assembled faculty then voted unanimously for Dr. Donaldson to serve as President of the Faculty Assembly *pro tem*.

The Faculty Assembly then discussed the Academic Senate Vote on May 9th. Some of the faculty who attended that meeting gave reports of the discussion. Salient points of the ensuing discussion:

- 35-8 vote was not for Senate approval of the plan as is; nor does it signify that the “Academic Renewal Plan” “passed,” as reported in the President’s email. Multiple faculty present at the vote confirmed it was procedural: the general understanding seems to be that the vote was to incorporate many of the amendments proposed by the Ad Hoc Committee and to move the process forward.
- As of May 9th there were 32 “voluntary separations” but 3 more are needed to avoid involuntary terminations.
- Once the Senate sees the amended proposal, slides will be posted in the Team Drive.
- The session was reported to be chaotic; senators did not vote on the entire proposal, only on amendments.
- Tenure continues to be a contentious issue between the negotiating parties.
- Faculty workload continues to be a contentious issue between the negotiating parties.
- Provost reportedly faulted the Ad Hoc Committee of fomenting panic.

A Discussion by the Faculty Assembly ensued. The salient points:

- The President has to make a presentation to BOT. The BOT will assume that the proposal has been approved.
- The Provost should be the advocate for tenure; for the entire academic enterprise; and should educate the BOT of the importance of tenure.
- The ARP has already shrunk the faculty from 379 to 345, creating a problem of how to maintain academic excellence and low teacher-student ratios.
- The Faculty Assembly critiqued the entire ARP process: It has not been respectful of

the tenets of shared governance. It has been too rushed. There has been no real effort at collaboration, only efforts to patch up a fait accompli. Standing committees repeatedly asked for data that was never supplied. A looming threat of the elimination of 35 faculty always informed the process from the start and that coercive threat was not ethical. Although many in the Senate tried to remove Appendix C, nonetheless it is still part of the proposal even though it has been shown to be full of errors and methodologically unsound.

- The Senate should pass a resolution to define tenure according to the definitions laid out in the Faculty Handbook and the AAUP. The legal opinion on tenure offered by the General Counsel in an email was critiqued.
- The Academic Senate is not truly a Faculty Senate. The possibility of dissolving it was raised.

Four motions came to the floor:

1. A motion was proposed to endorse the report of the Ad Hoc Committee in its entirety and to endorse emphatically the memo from the Faculty Handbook Committee and its definition of tenure.

The motion passed unanimously. (93 + 6 remote votes)

2. A motion was proposed to reject Appendix C of the AR proposal, including its data, which are inaccurate. It was also proposed that any proposal that does not affirm explicitly protections tenure also be rejected.

The motion passed unanimously. (93 + 6 remote votes)

3. A motion was proposed to give profound thanks to the Ad Hoc Committee.

The motion passed unanimously. (93+6 votes)

4. A motion was proposed to give profound thanks to Savecatholic.com

The motion passed unanimously. (93+6 votes)

The Faculty Assembly also discussed two motions of no confidence in the executive leadership of the University. Both motions were tabled by further motion.

Discussion about the date, time, and place of the next meeting followed. It was agreed that the Faculty Assembly should meet again on May 29th at 12:00 PM – 2:00PM. Place TBD. A confirmation will be sent out.

The meeting adjourned at 2:00 PM