

Minutes
The Faculty Assembly
The Catholic University of America
November 27, 2018

The meeting began at 12:42 p.m. with Dr. Linda Plitt Donaldson presiding.

The 26 people present introduced themselves by their School affiliation. Faculty from the Schools of Arts & Sciences, Engineering, Architecture & Planning, Nursing, Music, Art & Drama, Law, NCSSS, and Theology & Religious Studies were present.

The agenda for the November 27 meeting was approved unanimously. The minutes for the October 24 meeting were approved unanimously (with noted revision to change time from a.m. to p.m.)

The assembled faculty discussed topics for future meetings. Suggested topics include;

- The status of the accreditation process (this will be the topic of the December meeting; faculty from the Middle States Committee will be invited to the discussion);
- The University's performance (this will be the topic of the January meeting);
- The University's endowment
- Assessing the progress and outcomes of Academic Renewal;
- A sustained discussion of Catholic identity;
- Current hiring and promotion practices;
- The status of graduate programs across the University;
- Faculty teaching loads.

Next there was a presentation on CUA faculty compensation. The main points:

- Salaries for CUA professors are stagnant and have lagged behind all DC-area peer universities since 2010;
- This has been compounded by the lack of cost of living increases over time. We haven't gotten inflation adjustment;
- Meanwhile, executive compensation has increased by 91% since 2010.

The assembled faculty discussed the topic of faculty compensation. Points of discussion were:

- Lack of adequate compensation presents a problem of hiring and retention;
- The University needs to implement multi-year plan to improve salaries (rather than one-time merit raises);
- Administration raises vs. faculty raises;
- Catholic social teaching and social justice as they relate to the economic well-being of University employees;
- The need for a salary study;

- The need for more information on gender inequities;
- The need for more information on Dean salary levels.

The meeting concluded at 2:00 p.m.