

Minutes  
The Faculty Assembly  
The Catholic University of America  
April 16, 2019

The meeting began at 12:35 p.m. with Dr. Linda Plitt Donaldson presiding.

The 12 people in attendance introduced themselves by their School affiliation. Faculty from the Schools of Arts & Science, Engineering; Music, Drama, and Art; NCSSS, and Theology were present.

The agenda for the April meeting was approved unanimously. The minutes for the March 20 meeting were approved unanimously.

Dr. Binh Tran gave a PowerPoint presentation about faculty compensation. The presentation included statistics from the AAUPs' Annual Report on the Economic Status of the Profession (from the 2017-2018 and 2018-19 report).

- Dr. Tran pointed out the discrepancy between CUA salaries for faculty and staff and salaries at both local and national peer institutions, as well as religious institutions. CUA salaries are much lower than at all of these institutions.
- The presentation compared the salaries of administrative leadership at CUA and at peer institutions, and noted that president and provost salaries at CUA are well above the average for national, local, and religious schools of comparable size. While in general, presidential pay is around 4.78 times the average faculty salary, our president's salary is 7.44 times the average faculty salary.
- It was noted that while faculty salaries have essentially been frozen for many years, administrative compensation continues to increase since 2010. Academic sector spending, meanwhile, has not changed in the past 9 years, even as it has become more expensive to run the academic operations.
- Other institutions are making cost-of-living adjustments of 2-3 percent per year; CUA has not done this.
- CUA salaries are the lowest among all Carnegie institutions; there is a large gap that needs to be made up.
- The assembled faculty discussed the Compensation Study being conducted by the University administration.

Dr. Donaldson then reported on the meeting between the Faculty Assembly representatives (herself and Dr. Tran) and the Board of Trustees, as well as on the Faculty Senate meeting.

- At the Board meeting, the Board of Trustees Chair, Mr. Carlini, expressed his confidence in the University's Provost and Chief Financial Officer.
- There will not be future meetings between the Board of Trustees and the Faculty Assembly.
- At the Faculty Senate meeting, SGA Resolution 014 was read aloud. Dr. Bornholdt and others suggested that the Faculty Assembly should be recognized as an official body.
- There's no accountability. FA asked for the results of those dean reviews; provost said it's a violation of confidentiality. So Mr. Carlini is not open to hearing our concerns.

The assembled faculty then discussed the University's endowment.

- There are discrepancies between published national reports of the University's endowment. Concern over this discrepancy between CUA's actual endowment and public reporting of the endowment was raised at the Academic Senate.
- The Board Chair expressed confidence that the endowment issue is now resolved, based on his spending 8 hours with an auditor.

The assembled faculty then discussed the possibility of forming an AAUP chapter on campus.

- Based on an online survey conducted by the Faculty Assembly, most faculty were supportive.
- The assembled faculty discussed the possibilities, benefits, and downsides of forming an AAUP chapter, and the logistics involved.
- Dr. Tran and Dr. Young will research the logistics of forming an AAUP chapter next year and provide an update to the FA at a future meeting.

Dr. Donaldson gave an update on the Faculty Senate's response to the Faculty Assembly's Statement on the Dismissal of Dr. Stephen McKenna.

- At the Faculty Senate meeting, the President responded to each of the points in the Statement.

Dr. Donaldson reminded the assembled faculty that the Faculty Assembly needs new members to step up in leadership roles.

The faculty briefly discussed the Climate Survey that was sent out as part of the Middle States Accreditation process.

The final Faculty Assembly meeting of 2019 will be on May 8 from 12:30-2 in the Vincent P. Walter Room of Curley Hall.

The meeting concluded at 2:00 p.m.