

Minutes from the September 27, 2019

Executive Board:

Dr. Binh Tran, Chair
School of Engineering

Dr. Robin Young, Vice-Chair
*School of Theology and
Religious Studies*

Dr. Sharyn Battersby
*Rome School of Music,
Drama & Art*

Dr. William Barbieri
*School of Theology and
Religious Studies*

Dr. Ann Cederna
*School of Architecture and
Planning*

David Lipton, Esquire
Columbus School of Law

Dr. Michael Mack
*School of Arts & Sciences,
English*

Dr. Venigalla Rao
Arts & Sciences, Biology

Dr. Alex Russo
*Arts & Sciences, Media
Studies*

Dr. Vijay Sookdeo
*School of Arts and Sciences,
Mathematics*

Dr. Julia Young
*School of Arts & Sciences,
History*

Meeting was called to order at 2 pm.

The agenda was approved:

- Roll Call of Schools
- Approval of 2019-20 FA- Executive Board
- University Updates:
 - University enrollment and performance
 - Middle States Accreditation
 - US News Rankings
 - Official Reporting on Endowment
 - Compensation Study
 - New Issues

Roll Call of Schools: Members from the Schools of Arts and Sciences, Engineering, Rome School of Music, Drama, and Art, and Theology and Religious Studies were in attendance.

Voting on FA Executive Board: FA- Executive Board Slate was unanimously approved. The FA-Executive Board has representation from Architecture, Arts & Sciences, Engineering, Law, Music Drama and Art, Theology & Religious Studies. **Action Item:** We are inviting faculty from schools not listed to join the FA and the FA Executive Board. Nominations or self-nominations can be sent to CUAFacultyAssembly@gmail.com.

Scheduling: In general, Faculty Assembly meetings will be set for the 4th week of the month, either: M 2-3:00 or T 2-3:00 to allow faculty to participate. The next meetings will be October 28th, 2-3 PM and November 26th, 2-3 PM (tentative).

University Updates:

- University enrollment and performance
 - Faculty discussed the impact of several rounds of faculty buyouts and limited replacement of these lines, despite promises during Academic Renewal that this would occur.
 - Faculty discussed the latest available enrollment statistics and the impact of enrollment shortfalls on university operations. The Board of Trustees report circulated to the faculty shows an expected enrollment shortfall from the targeted 835 new freshmen. The BoT approved an increase in the discount rate last Spring to meet the enrollment target. While this may have reduced the shortfall, it did not seem to be fully successful and

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may still result in decreased net revenues for AY19-20. Inquiries were made if units had seen the impact of potential shortfalls.

- The FA-EB reviewed the University's financial statements and annual reports for the past 10 years. CUA net assets were reported up significantly over the last 10 years (~\$400M in AY11 to \$781M in AY18) but levels of funding dedicated to instruction have remained essentially flat over the same period. Likewise, total operational revenues were not significantly improved.
- Middle States Accreditation
 - The timeline for Middle States accreditation reports and visits was discussed.
 - **Action Item:** Members were encouraged to participate in the process as the FA was mentioned several times in the context of shared governance and faculty morale concerns expressed in the report.
- Official Reporting on Endowment
 - There was a discussion of continued discrepancies between assets as reported in the annual report and those reported in consolidated financial statements. FY 2018: Annual Report: \$340M Consolidated Financial Statements \$249.8M
 - Concern was expressed regarding the ethics of conflating pooled investment funds with endowed funds.
- US News Rankings
 - The 2019 US News College Rankings were released on September 10th. CUA's rankings have dropped from #129 to #139. This continues a trend of regression in the rankings over the past 5+ years.
 - Discussion arose regarding the impact of misrepresentation of endowments and their effects on our rankings and our ability to recruit students. Several prominent schools have had rankings removed recently for knowingly submitting incorrect information to federal agencies.
- Compensation Study
 - Based on FA analysis, CUA continues to lag significantly behind its DC peers, especially via compression.
 - Ordinary Professors - \$42K below
 - Associate Professors - \$17K below
 - Assistant Professors - 10K below
 - Faculty expressed concern that only one half of the University's FY 2019 budget was allocated to faculty salaries. There was discussion that the one-time bonus received last Spring was not a permanent salary increase that can be built upon in ensuing compensation adjustments.
- New Issues
 - Faculty expressed concern over the continued cuts to the University Libraries.
 - Faculty expressed concern that few replacement positions had been approved for lines lost via the Academic Renewal buyout. Any salaries commitments linked to the buyout are on track to end by Jan. 1, 2020.

The meeting was adjourned at 3:00 pm