

**CUA Faculty Assembly**  
**Dec 17, 2020- 2PM**

- Chair- Robin Darling Young called the meeting to order at 2pm. 61 faculty attendees were present.
- Board of Trustees (BoT) Faculty Representatives Report
  - There was discussion at the 12/15/2020 meeting about faculty contributions, but nothing substantive was said. No comments were made about how many faculty volunteered to take the 4% cut in November 2020.
  - R. Spector, CFO, announced that CUA will be \$6-7 million in the hole at the end of 2020. Close to \$4 million federal assistance was anticipated, but this money has not come in yet. Expect that half of the money granted will be for students.
  - The BoT Finance Committee presented a motion to use some of the non-endowed funds to address COVID-19 issues in the next year. The motion was approved by the BoT. It is now possible for the University to draw from the \$90 million non-endowed fund.
  - The BoT voted to increase the University's credit line from \$9 million to \$25 million- new credit line was obtained at a different bank at a more favorable rate.
  - The BoT Faculty Representatives pressed R. Spector very hard re: why the University would not put in writing that the salary cut is limited to 18 months. Mr. Spector's response was to reiterate that 18 months means 18 months.
  - J. Carlini expressed great regret at the lost opportunity to begin the process to repair the damage done to faculty salaries over the last decade.
  - BoT Faculty Representatives noted that the tone of the BoT meeting was incredibly collegial.
  - BoT Faculty Representatives expressed great concern about the decision to halt funding for new humanities graduate students next year, and emphasized the potential threat to CUA's pursuit of a higher Carnegie standing in research.
  - The BoT discussed a potential "restructuring" plan for the University to be undertaken by the Provost in the Spring, but what this exactly means was not clarified. Assurances were given that faculty will be full participants. Faculty vigilance and input to such decisions is very important.
  - It was noted that additional University Budget Committee meetings have been scheduled to address concerns about revenue enhancement and a potential "restructuring"/right-sizing" plan.
  - Our representatives expressed concern to the BoT about decreased undergraduate enrollment/CUA standing in US News & World Report. Feel that the trustees are concerned as well.
  - There was no discussion of graduate fellowships vs. tuition remission
- Open Discussion by Attendees

- At an instructional planning meeting on 12/11 it was announced that 40 scholarships in the humanities were cut. There will also be a programmatic review of admissions i.e. do we have too many doctoral students etc. There will likely be an ongoing process of right-sizing of the program.
- At BoT meeting, Provost characterized the graduate fellowship cuts as a one-time short-term solution and took time to rethink our graduate programs.
- Administration should explain rationale re: decisions to halt graduate fellowships without faculty consultation. How was this decision made?
- Schools involved in the humanities that grant graduate degrees should communicate and reach across the gaps to allow broad faculty input into any programmatic review/decision-making. Important for faculty to reach out to the GSA and involve graduate students in our response.
- Administrators may be taking advantage of pandemic to take further resources and salary cuts from faculty, lack of transparency re: financial status.
- Money-making MA programs could replace PhD programs
- Downsizing doctoral programs will change the character of the University and contradicts the Provost's goal to make CUA a major research institution
- Most cuts are happening in A & S and the humanities. Where does the A & S Dean stand on these cuts? Are there specific programs in humanities targeted more than others or is this more broad-based? Target seems to be smaller programs, but there is concern about broader cuts to graduate programs.
- Action Suggestions from the floor:
  - Faculty from a wide group of schools and graduate students should meet to discuss graduate fellowship issues with Provost Dominguez and Vice Provost Brown. Possibly the format should be a town hall-style meeting. Goal is to communicate that faculty want broad consultation as they rethink the graduate programs. The University should not kill programs just because they do not make money. Faculty must protect the expertise in this University. Faculty want a place at the table from the beginning of this process and should not wait for an invitation. It was also suggested that Deans be approached for a conversation.
  - BoT representatives could lead the way to ask for a follow up meeting/conversation with Provost and Vice Provost.

- Work with the Graduate Board of the Academic Senate; lobby our senators to bring our concerns about the future of graduate programs to the Academic Senate.
- Solicit our Deans to support our graduate programs and push back against cuts.
- Create a document that is a strategic narrative that makes the case for retaining graduate education. Some smaller programs are uniquely Catholic.
- Form a working group of faculty to create a document that is a strategic narrative that makes the case for retaining graduate education.
- Ask Provost Dominguez and Vice Provost Brown to articulate their vision for graduate education.
- Avoid a divide and conquer approach among the programs. Make the statement that the University cannot borrow from one school to support another.
- Formulate a strong CUA FA statement- we need to lay down our concerns now and draw a stake in the ground. This statement should include sections on mission, reframing the programs, and shared governance; Senators could carry it into the next Senate meeting.
- Faculty whose programs are or are not affected by proposed cuts and graduate students should be included in the proposed working group/meeting with Provost/Vice Provost.
- A unified front and a multifaceted approach are key.

Action: The Chair assembled a working group of 7-9 faculty volunteers to plan a response to the issue of the future of graduate education at CUA. The Chair will assemble a planning meeting. Outreach out to the GSA is planned.

**Covid Concerns:**

- Instructional planning meeting met x 2-
- Expecting double the number of fall semester, i.e. 1000+ students on campus in spring, single room dorms
- Will do enhanced testing and 200 tests/ week for surveillance
- Place in the Pryz for faculty who wish tests
- AC filtration units (HEPA filters) to be placed in classrooms

- More classrooms have been upgraded to allow simultaneous remote + in person teaching.
- Fewer classes will have to rotate to accommodate social distancing
- Working on a system to communicate classroom information, and how to let us know when students are remote.
- CTE is providing training for new technology in classroom- this is highly recommended
- We had success in fall with mitigation measures. Contact tracing indicates that virus did not spread in the classrooms. Point of concern is more students living off campus.
- Angela McRae- CTE- reminded that one on one consultations are available.

### **Law Firm Update (Bredoff & Kaiser)**

- Attorney reviewed/assisted with the CUA FA Executive Board's written response to the Board's recent meeting with President Garvey.
- Considering review of University public financial documents

### **New AAUP Chapter at CUA Formed(Presented by Lev Weitz, Chapter President)**

- Lev Weitz announced that CUA has formed an official AAUP chapter. AAUP Executive Board was elected: Lev Weitz- President; Officers include Nicki Akhavan, Caroline Sherman.
- AAUP chapter formation provides an organized body in place to access AAUP resources. Have potential to network with other AAUP chapters, esp. in the DC area.
- All CUA AAUP members are automatically chapter members.
- AAUP Major Principles- shared governance, academic freedom.
- President and Provost were informed of the Chapter by its officers. Lev asked the Provost to send an announcement email to all faculty that this body has been formed. The Provost is not comfortable doing this. There is a fraught past history between CUA and AAUP as CUA remains under AAUP censure; forming this chapter has nothing to do with the censure.
- The Chapter will send announcements to the Deans. AAUP Chapter formation will be announced on the CUA FA website.
- Comments made by AAUP members present:
  - Example of excellent resources such as free AAUP seminars on various policies and issues of interest to faculty was described
  - Emphasized that the goals of AAUP are congruent with CUA FA goals.

Meeting Adjourned 3:20 PM

