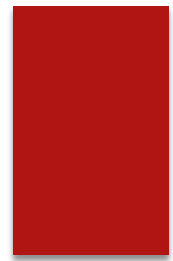




The Catholic University of America Faculty Assembly

A BRIEF HISTORY



- The Faculty Assembly of The Catholic University of America was founded in 1966 in response to general faculty concerns about governance at the University.
- The Faculty Assembly became more active in the wake of University's 1967 decision not to reappoint Father Charles Curran, a professor in the School of Theology and Religious Studies, over his position on *Humanae Vita*
- Then as now, the Faculty Assembly formed as a way for faculty to discuss their concerns about tenure and academic freedom
- The Faculty Assembly also advocated for a stronger faculty role in choosing the new Rector (President) of CUA

BY-LAWS OF THE ASSEMBLY OF THE PROFESSORS OF
THE CATHOLIC UNIVERSITY OF AMERICA

Approved February 2, 1967

Prologue

The heart of a university consists of its faculty, and in particular, its professors. Indeed, the full professors are the university, for as Newman has so well said in The Idea of the University, the faculty consists of "an assemblage of learned men, zealous for their own sciences, and rivals for each other, for the sake of intellectual peace adjusting together the claims and relations of their respective subjects and investigations. They learn to respect, to consult, and to aid each other. Thus is created a pure and clear atmosphere of thought which the student also breathes."

Therefore there is need for communication and dialogue among the professors of the different schools of this University. In consequence The Catholic University of America Professorial Assembly is hereby organized as a means of initiating such a dialogue for the benefit of the whole University.

I. NAME.

The NAME of this body shall be "The ASSEMBLY of the Professors of The Catholic University of America."

II. AIMS.

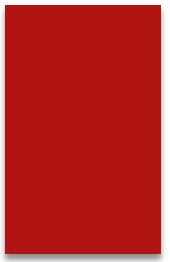
This ASSEMBLY envisions its role as one of service to The Catholic University of America: to aid its search for truth, and to foster its progress in excellence. To this end, the ASSEMBLY shall endeavor:

1) To consider matters of general concern to the University, deliberating upon them and accordingly recommending to the appropriate authorities measures for the common good.

2) To stimulate and to give expression to interdisciplinary communication and collaboration among the schools of the University.

III. MEMBERS.

The Ordinary Professors of the several Schools of the University shall constitute the membership.



- By the early 1970s, however, the role of the Faculty Assembly had expanded beyond the issue of Fr. Curran's dismissal
- The organization re-convened at various points during the 1970s (and 1980s?) whenever faculty concerns reached a critical point
- Faculty representatives were recruited from across the various Schools of the University
- By-laws were revised in 1976

PROPOSED REVISION

OF

BY-LAWS OF THE ASSEMBLY OF THE FACULTY OF THE
CATHOLIC UNIVERSITY OF AMERICA

approved at
meeting
April 15, 1976

Prologue

The heart of a university consists of its faculty, and it is the university. As John Henry Newman said so well, the faculty consists of "an assemblage of learned men, zealous for their own sciences, and rivals for each other, for the sake of intellectual peace adjusting together the claims and relations of their respective subjects and investigations. They learn to respect, to consult, and to aid each other. Thus is created a pure and clear atmosphere of thought which the student also breathes."

To provide a forum for discussion and to provide a means for concerted action, the Assembly of the Faculty of the Catholic University of America is hereby organized. Its aim is to bring the faculties of the various Schools of the University together and assist them in initiating dialogue and exchange of ideas on issues that are of interest and importance to the University as a whole.

I. NAME

The NAME of this body shall be "The ASSEMBLY of the Faculty of the Catholic University of America."

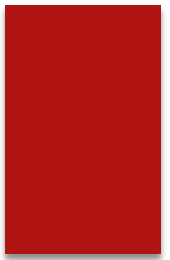
II. AIMS

This ASSEMBLY envisions its role as one of service to the Catholic University of America: to aid its search for truth, and to foster its progress in excellence. To this end, the ASSEMBLY shall endeavor:

- 1) To consider matters of general concern to the University, deliberating upon them and accordingly recommending to the appropriate authorities measures for the common good.
- 2) To stimulate and to give expression to interdisciplinary communication and collaboration among the schools of the University.

III. MEMBERS

The Full Time Faculty of the several Schools of the University shall constitute the membership.



- Issues discussed and addressed by the Faculty Assembly included issues of concern to the University as a whole...
 - Tenure and academic freedom
 - The financial health of the University
 - The need for more female administrators and faculty
- ...as well as issues related to teaching and pedagogy
 - Concerns over the curriculum
 - Concerns about the number of graduate students teaching undergraduate humanities courses
 - Concerns about recruitment and retention of undergraduate and graduate students
- ...and issues related to faculty well-being:
 - Faculty salaries
 - The employee medical insurance plan
 - Tuition remission for children of faculty
 - Campus security

EXECUTIVE COMMITTEE - FACULTY ASSEMBLY

Agenda - Oct. 20, 1975

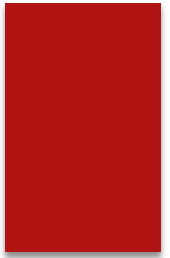
Election of Secretary

Selection of New member to replace Dr. Phillic Chock, Anthro.

Selection of matters of concern for Faculty Assembly

Suggested items:

1. Catalogs as an aid for recruitment of students
2. Faculty Social Life: Special Lounge, Luncheon Meetings
3. Acquaint new members with Faculty Assembly
4. Better Mechanisms for input from faculty into the Senate
5. Investigate the process for faculty recruitment and selection in the various schools
6. Investigate University policy for recruitment of women into administrative positions in the University
7. Selection of speaker - Constance Holleran



- The Faculty Assembly regularly communicated with:
 - The University President (who attended at least one Faculty Assembly meeting)
 - The University Provost
 - The Academic Senate
 - The Vice President for Development
 - The Deans of various schools (some FA members were Deans)
 - and the concerns of the Faculty Assembly were considered by the Board of Trustees

CALL FOR A MEETING

The Assembly of the Faculty of
The Catholic University of America

Executive Board of the Assembly of the Faculty hereby calls a Meeting of Assembly to be held in the Nursing Auditorium on Thursday, November 16, at 3:30 p.m.

AGENDA

1. Report on faculty salaries from President Clarence C. Walton and his associates.
2. Open discussion involving administrators, faculty, deans and department heads regarding criteria to be used in the distribution of funds allocated for salary increases.

A meeting was initiated by the Assembly of the Faculty in response to a motion unanimously approved by the Assembly on October 31, 1972.

Despite an extremely busy schedule (Trustees will meet on November 18), President Walton has consented to make a presentation for our information and reaction.

In a letter to President Walton I proposed that the following questions be considered:

1. What will be the nature of the salary increases for 1973-74?
2. What projections exist for 1974-75? How are these goals to be realized?
3. What do you think is a suitable, realistic decile rating on the AAUP scale?
4. How and when are we going to achieve that rating? (What is our target and how will you insure that we seriously try to reach that target?)
5. What is administration thinking on the distribution of salary increases (merit, across-the-board, a mixture?)

View of the importance of the subject for the academic, as well as economic well-being of the Faculty, and the extraordinary effort being made in our behalf, it behooves each of us to reflect, attend the meeting, and express our views.

Richard M. Nardone

Richard M. Nardone, Chairman
Assembly of the Faculty

Also keeping my outlook for an improvement in your support of the final action of the meeting which will require a committee of the Senate to look at the specific questions raised and to utilize the diverse opinions expressed in formulating their plan.

November 17, 1972

Your cooperation is sincerely appreciated,

Dr. Clarence C. Walton
Office of the President
The Catholic University of America
Washington, D.C. 20017

Roland M. Nardone, Chairman
Assembly of the Faculty

Dr. Nardone
Dear President Walton:

Thank you for your presentation to the Assembly of the Faculty. for your plan.

My reactions to the meeting are quite favorable. We have brought to the surface a number of concerns of the faculty and have thereby opened the door for the elimination of problems. Also, the projection for 1974-75 is encouraging. The realization of such a projection will start us for our climb from our current low position.

I am pleased that you took the opportunity to underscore the importance of changing our faculty-student ratio if we are to realize a quick improvement in our fiscal position. Nevertheless, how we can continue to function as a graduate institution and eliminate the specialized courses which do not have more than 9 students is a real challenge to the Administration. I'll drop you a separate note about my thinking on this topic.

I am also pleased that you interjected some remarks about academic citizenship. The remarks are valid ones. But here too we should recognize the problems which mitigate against good academic citizenship. Among the several factors are the following: (1) The importance of academic citizenship is not adequately stressed nor are the rewards -- institutional and personal; (2) Inadequate salaries lead to "moonlighting" which in turn leads to a budgeting of time inconsistent with good citizenship. This also lead to divided interests and loyalties.



THE CATHOLIC
UNIVERSITY
OF AMERICA

WASHINGTON D.C. 20017

December 18, 1972

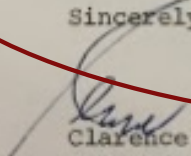
Dr. Roland M. Nardone
Chairman
Assembly of the Faculty
Biology
McCort-Ward Bldg. 312
Campus

Dear Roland:

I am late in responding to your November 17 letter but I think you know that a variety of things (a visit to Rome, the death of my mother, a bout with the flu, etc.) have conspired to delay my reply.

Like you I was pleased with the reactions, because we do have a fine faculty whose commitment to the University is admirable. The problems you raise are genuine, and I will welcome further comments from you. As you know, Roland, we are all in this together and the more we can do for the University--internally and externally--the more quickly we shall achieve our goal.

Sincerely,


Clarence C. Walton
President



THE CATHOLIC
UNIVERSITY
OF AMERICA

WASHINGTON D.C. 20017

April 7, 1972

Dr. Roland M. Nardone
Department of Biology
Campus

Dear Dr. Nardone:

At the April 6 meeting of the Academic Senate, I read your communication concerning the report on the termination of programs.

With regard to the first proposal which you made on behalf of the Executive Committee of the Assembly, the Senate voted to postpone its consideration of the report in question for two weeks to enable the faculties to consider the report and submit proposed amendments to the Academic Senate through their elected delegates.

With regard to the second request, the Academic Senate voted not to invite a representative of the Assembly to speak, because it is satisfied that the faculty delegates from the several Schools will make sufficient representation of the faculty position--especially with the opportunity for discussion at the individual faculty meetings within the next two weeks.

This of course does not preclude in any way the submission of a written presentation on behalf of the Assembly. If you do wish to make comments or recommendations concerning the report, for example, from the Executive Committee of the Assembly, I will see that they are fully communicated to the Academic Senate.

With best wishes, I am

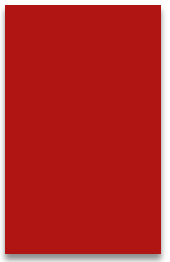
Yours very sincerely,

A handwritten signature in blue ink, reading "Fred McManus".

Frederick R. McManus
Chairman, Academic Senate

FRM:vh

xxerox copies sent to Exec. Bd.



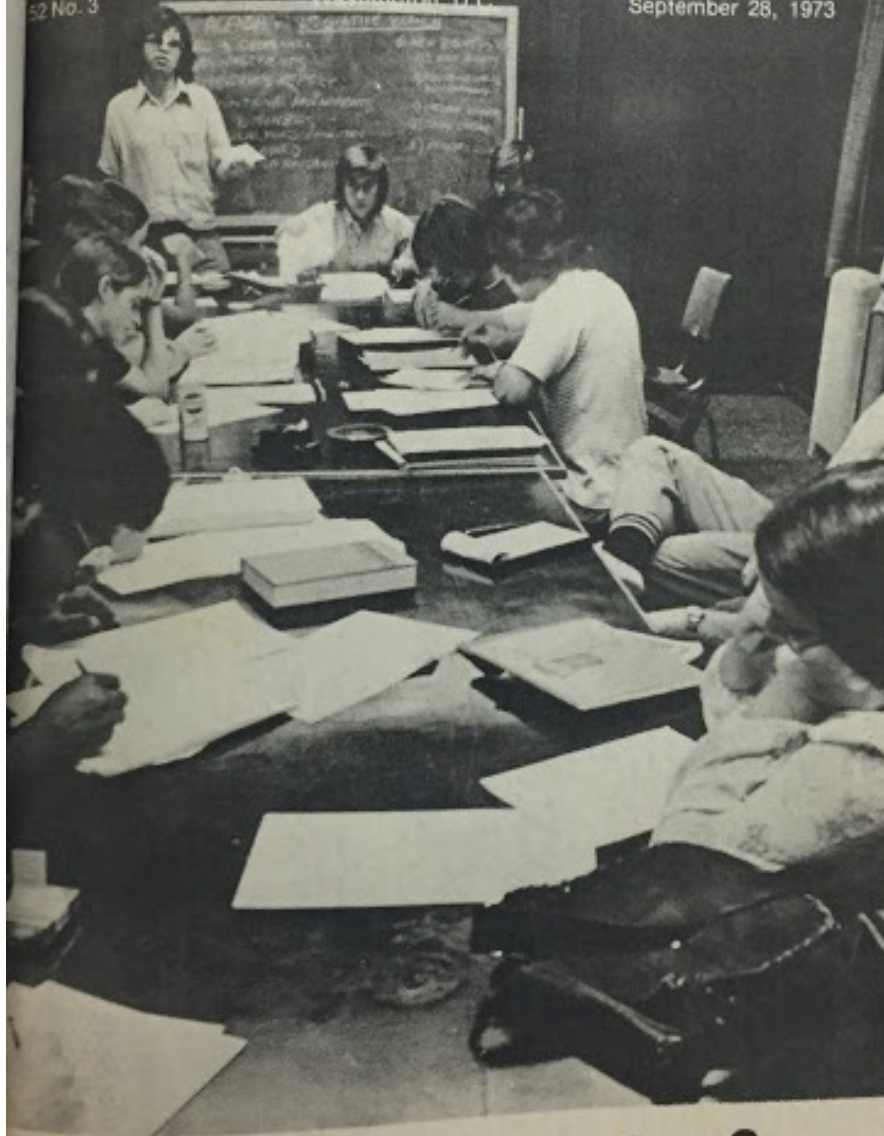
- The Faculty Assembly also read The Tower and communicated with its editorial staff

TOWER

52 No. 3

Washington, D.C.

September 28, 1973



Is anybody listening?

November 6, 1972

Ms. Paul Aucoin
Editor-in-Chief
The Tower
Campus

Dear Ms. Aucoin,

The Tower article of November 3, 1972, which summarizes the meeting of the Assembly of the Faculty, contains two serious errors which require immediate correction.

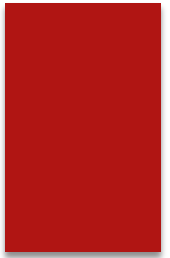
1. I did not state that Catholic University Faculty did not receive a raise last year. Indeed, we received raises which averaged approximately 5%. The 4.3% national increase I spoke of was for 1971, a year in which we did not get a raise.
2. The matter of how a projected raise is to be distributed also was garbled in the article. We do not wish to address ourselves to "how much of the faculty's total salary goes into fringe benefits,....". A fringe benefit is over and above salary. Where the faculty should participate is in a determination of policy regarding how an average 5% increase is to be distributed. Should it be distributed uniformly in order to take care of inflation? Should it be used as a reward for the more productive faculty? Should it be a discretionary item in the hands of the deans or the department heads? How an increase is to be distributed and who is involved in the decision-making will influence the academic as well as economic well-being of the faculty; hence, the need for full faculty participation in the determination of policy.

Sincerely yours,

Roland M. Nardone, Chairman
Assembly of the Faculty

P.S. Attendance at Assembly meetings is ordinarily restricted to full-time faculty. Should reporters choose to attend, I should be so informed in order to obtain the permission of the Assembly to "open up" the meeting.

cc. Dr. Walton
Mr. Applegate
Dr. Nuesse
Members of Exec. Bd. of Assembly



- The Faculty Assembly was reconstituted on May 7, 2018 by 57 faculty members from across the Ecclesiastical, Professional, and Academic Schools
- The reasons for the reconstitution included Faculty concerns over tenure, academic freedom, and shared governance in the wake of the Provost's plan for Academic Renewal
- At our subsequent meeting on May 10, 101 faculty members approved a new Executive Committee and By-Laws
- We work with the Academic Senate, as well as faculty and administrators across the various Schools at CUA
- You can find much more information at cuafacultyassembly.com.

BY-LAWS OF THE FACULTY ASSEMBLY
OF THE CATHOLIC UNIVERSITY OF AMERICA

Approved May 7, 2018

PROLOGUE

The heart of a university consists of its faculty. As John Henry Newman said so well, the faculty consists of “an assemblage of learned [persons], zealous for their own sciences, and rivals for each other, for the sake of intellectual peace adjusting together the claims and relations of their respective subjects and investigations. They learn to respect, to consult, and to aid each other. Thus is created a pure and clear atmosphere of thought which the student also breathes.”

To provide a forum for discussion and to provide a means for concerted action, the ASSEMBLY OF THE FACULTY OF THE CATHOLIC UNIVERSITY OF AMERICA is hereby organized. Its aim is to bring the faculties of the various Schools of the University together and assist them in initiating dialogue and exchange of ideas on issues that are of interest and importance to the faculty and to the University as a whole.

I. NAME

The NAME of this body shall be “The ASSEMBLY of the Faculty of the Catholic University of America.”

II. AIMS

This ASSEMBLY envisions its role as one of service to the Catholic University of America: to aid its search for truth and to foster its progress in excellence. To this end, the ASSEMBLY shall endeavor:

- 1) To consider matters of general concern to the University, deliberating upon them and accordingly recommending to the appropriate authorities measures for the common good.
- 2) To stimulate and to give expression to interdisciplinary communication and collaboration among the schools of the University.

III. MEMBERS

All full-time faculty members of the several Schools of the University qualify for membership. By participating in a meeting or a vote or other action of the Faculty ASSEMBLY, a qualified person is automatically admitted as a member.

IV. OFFICERS

The officers shall be a President and President-elect, who together with elected representatives from the ecclesiastical, professional, and arts and sciences faculties, form an Executive BOARD.

The President of the ASSEMBLY and the President-elect shall be *ex officio* Chairperson and vice-Chairperson of the Executive BOARD. The Executive BOARD will elect one of its members as a Secretary and other officers that are necessary to carry on its business.

The President shall be elected by the faculty at large the year prior to his term of office. The President-elect will serve as Vice-Chairperson of the Executive BOARD and shall exercise the usual functions of such offices.