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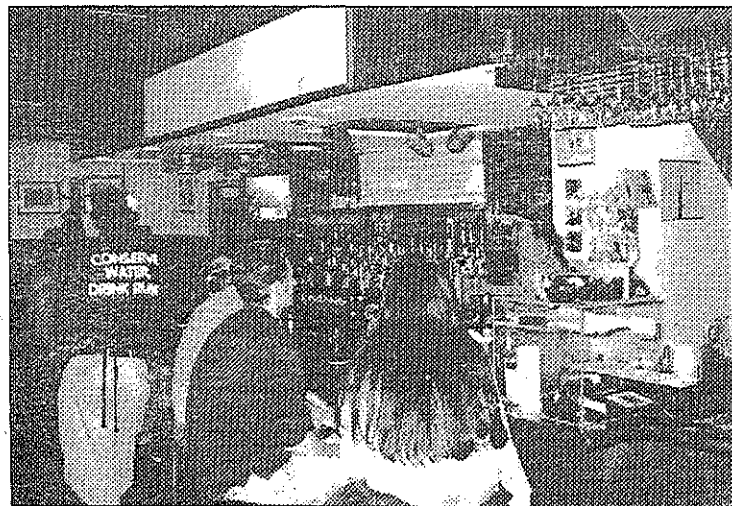
Rumors of Lonergan's departure abound.  
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VOL. LXXXI ISSUE 23

AN INDEPENDENT STUDENT NEWSPAPER • WWW.CUATOWER.COM

FRIDAY, APRIL 25, 2003

## Colonel Brooks' Tavern Returning to 'Normal'



PHIL ESSINGTON / TOWER STAFF

Students and Brookland residents have returned to Colonel Brooks' Tavern in numbers comparable to those prior to the April 6 robbery and triple homicide.

**Phil Essington**  
Tower Staff

Following a shocking triple homicide April 6, Colonel Brooks' Tavern has returned to as close to "normal" as is possible, according to Brooks' staff members. The employees report that while customers have been concerned about the tragedy, they have large-

**"People are always inquisitive, and you don't know what to say."**

**- Brian Young**  
Colonel Brooks' Bartender

the community and the University. "The neighborhood has been great," he said, "and students from CUA have been very supportive." He said that many University students remained on campus for last Wednesday night's re-opening of the tavern, delaying the start of their Easter break. "They came down to

## Professors Meet to Discuss Creation of 'Faculty Assembly'

**Andrew Hartnett**  
Tower Staff

Roughly 30 faculty members attended a meeting at which they discussed what is the best organization structure through which faculty can have a unified voice on issues of importance to them, according to Ordinary Professor of Economics Ernest Zampelli.

The faculty members decided that the best way to proceed was to create a faculty assembly after former Dean of the School of Arts and Sciences Antanas Suziedelis said that professors at the

University had created a similar body of ordinary professors in the wake of the first Curran affair in the late sixties.

At the meeting, the faculty members formed an informal committee that is now soliciting faculty opinions about what are the most critical issues facing the University. These critical issues will then be the items on the agenda for the second meeting of faculty where they would crystallize the agenda and organize the assembly.

He said frustration over the administration's continued inac-

tion to bring professor's salaries more into line with those at peer institutions provided the immediate impetus for the movement, but that the faculty organization would be a "good idea" and should exist if all professors' demands are met.

In addition to the compensation, Zampelli said he envisioned the assembly affecting academic governance and other University decisions.

He said faculty opinion is often either "not solicited or not heard." For example, the faculty was barely consulted about the change of the start of the fiscal year from September to May 1 several years ago though it affected the academic sector because that is a very busy time of the academic year.

Zampelli said he hopes at least 60 to 70 percent of the faculty as well as most if not all of the ordinary professors will join so that the assembly will be able to lay claim to representing the faculty.

At the meeting, faculty members also discussed revitalizing the campus chapter of the American Association of University Professors and unionizing, but decided to proceed with the faculty assembly idea.

## Faculty Dissatisfied With Salaries

**Andrew Hartnett**  
Tower Staff

Several faculty members disputed assertions by University officials that although salaries may be relatively low, the "whole package" makes teaching at CUA attractive. They said in interviews that if disparity between University salaries and national averages continues, the quality of CUA's faculty will decrease.

Several professors said the continued inaction to raise these

salaries is creating a general "beaten-down" feeling among faculty members.

All spoke of faculty members as dedicated and committed to the University, but said that after years of inaction, the low salaries make faculty members feel "like you're not valued or that you're undervalued," as Associate Professor of Nursing Betty McFarlane said.

Members of the faculty acknowledged that the

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# Guaranteeing Long-Term Faculty Quality Called 'Highly Questionable' by NCSSES Professor

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University did not have the resources to bring their salaries to parity immediately. Their anger stems, they say, not from a desire to be rich, but, as Ordinary Professor of Biology J. Michael Mullins said, the fact that they receive "lip service instead of an organized plan of attack" from the University.

Kevin Forbes, chairman of the Department of Business and Economics, called for a "plan with tangible steps."

McFarlane echoed their sentiments, saying she wanted to see "some effort that would show a recognition of the problem and a willingness to do something about it."

Ordinary Professor of Economics Ernest Zampelli said there are plenty of pronouncements in which salaries are called a "budget priority" but when allocations are made, salary raises only get the money that is left over.

This fear over a declining quality of professors does not only arise from the salary gap. According to a letter from Associate Professor of Social Work Elizabeth Plionis, written

on behalf of the Faculty Economic Welfare Committee, ordinary professors at the University received a total compensation package more than \$27,000 less than received by similar faculty at other major Catholic universities. [See page 13 for more detail.]

Faculty members particularly cited the health plan as inadequate. Mullins said he, like Dean of the School of Arts and Sciences Larry Poos, pays out of his own pocket for his dentist, who will not subscribe to CUA's plan.

The salaries also affect the professors in other ways. Forbes said that when a faculty member gets a grant, that grant is based on their salary. Thus, similarly qualified professors at Georgetown, where salaries are significantly higher, would receive a larger grant than would a CUA professor.

The low salaries also affect the employer contribution to their retirement plan. Zampelli said the percentage contribution is where it should be at 10 percent, but that the low salaries render the overall contribution lacking.

Mullins said most universities pay for the travel expenses professors incur traveling to a confer-

ence per year. CUA makes no such guarantee. He also noted that when the University changed to a May 1 beginning of the fiscal year, it found the money to raise staff salaries May 1, whereas faculty must wait until Sept. 1. He calculated the cost to the University as \$300,000.

McFarlane also said that the University pays its faculty members on an eight-and-a-half-month year, which allows for basically no tying up loose ends at the end of the year and no preparation time at the beginning of the year. She said she had never heard of other schools paying on an eight-and-a-half month year, saying they all pay on a nine- or 10-month year.

McFarlane, Zampelli, Forbes and Mullins all agreed, however, that such gripes as those about travel reimbursements would never be more than minor annoyances but for the continuing disparity between national averages and CUA salaries.

To emphasize the importance of salaries relative to all other concerns, Forbes said, "Salaries are problem number one. Salaries are problem number two. Salaries are problem number three. The Health plan is number four."

Zampelli cited matching contributions to retirement plans as an example where the administration reacted appropriately to such a disparity. He said that the matching was not adequate and the University agreed to raise the contribution one half of one percent every year until it reached the appropriate 10 percent.

He said one half of one percent did not radically change the contribution each year, but the faculty was very appreciative because "it demonstrated a concrete commitment to raising the economic well-being of the faculty." He said such a concrete commitment is currently "absent."

In Plionis' letter, she wrote that the salary gaps "make it exceedingly difficult, if not impossible, to retain and recruit faculty of the caliber for which CUA is well known."

As a result, she wrote, "Should the current disparities persist over time, it is highly questionable whether the CUA faculty of the future will be as talented, dedicated and productive in terms of scholarship and teaching as the CUA faculty of today."

Assuming the disparity continues, Forbes asked, "Will the faculty be as good 10 or 15 years from now? Probably not."

He cited Zampelli as an example, saying that if he were to quit today, the University could not hire someone with his credentials at his salary. "This is true in every department of the University," he said.

Forbes said a professor had left to be a visiting professor at Tulane and, at the end of his appointment, had wanted to return to CUA but was unable to turn down the additional \$30,000 Tulane was offering. Forbes called the professor "very good" and said the department had been unable to replace him since then.

He also said the salaries could limit the applicant pool for new positions because "there have been cases in the past where a good fraction of the qualified individuals for a particular position were those who volunteered that they had a high preference to live in this area because this is where their spouse is employed." This limiting of the applicant pool "endangers the quality of the faculty over the long term," he continued.

Ordinary Professor of French Jean-Michel Heimonet said that the low salaries also lead professors to teach longer to be able to retire comfortably. He said this is unfair both to the professors and to students.

In order to be able to hire new faculty members, the University

tends to hire at the junior faculty level, where it is a "buyers market," according to Mullins.

Forbes said this was dangerous because there is no guarantee that the person will turn out to be a top-notch researcher and professor. He said the University is "running a gamble," he said.

The University also hires these assistant faculty members at closer to market rates, but the longer they stay at CUA, the more the gap widens. Forbes said faculty members "increasingly pay a price" by staying. This practice "penalizes loyalty and professionalism," he said.

Zampelli said there were instances of new assistant professors being paid more than people who have been at CUA and proven themselves as researchers and scholars.

Such practices have a "deleterious effect on morale," he said. For example, he said that when he is asked to come in on a weekend to meet and greet, he asks himself, "Well, why should I?" He said he did so out of a sense of loyalty and professionalism this year, but that he could envision a time in the future where he would not if a commitment to change the current situation were not made.

Asked why more professors did not speak up about the disparity, Zampelli said, "people don't want to rock the boat. Some people just feel beaten down. And embarrassed. They choose not to think or talk about it."

When asked for a solution, Forbes said he thought the University needed to implement more initiatives to bring in incremental revenue. He said, for example, that creating the School of Management he has proposed would "substantially increase graduate enrollment." The University needs to be "more innovative," he said.

Forbes said the faculty was not looking to get rich, but only to be compensated like at similar universities. Zampelli agreed, saying that being a professor will not make them rich.

"But we didn't commit to being patently underpaid," he added.

McFarlane, former head of the Academic Senate's Budget and Planning Committee, said she had seen Convey express concern about what can be done during budget meetings. She said she thought he understands that it is an issue.

"I don't know who to blame it on," she mused. "Maybe that's the problem - no one has taken ownership of the issue."



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