

Resolution of the Faculty of the School of Arts & Sciences  
The Catholic University of America  
(Revised 24 April 2018)

Whereas the faculty of the School of Arts and Sciences has received the Provost's plan for terminating 35 faculty positions as a means for "Academic Renewal," be it resolved instead that the aforesaid faculty requests that the administration of the Catholic University of America close its \$3.5 M budget deficit (caused by the failure to meet enrollment targets) by other means. While the aforesaid faculty is acutely aware of the University's financial difficulties, it recommends a more prudent course of action: increasing enrollments with new marketing plans; intensifying development initiatives; and implementing the recommendations contained in the Art & Science Consulting Group report, thus allowing time to reap the benefits of all such plans. Moreover, all these strategies, along with other viable alternatives, should be pursued to close the budget deficit in a manner that is not solely derived from faculty elimination, which runs contrary to the goals of academic renewal. We specifically object to involuntary layoffs, to the setting of teaching loads according to a tiered division of faculty, and we repudiate the plan to eliminate tenured and tenure-track faculty positions without cause as stated in Appendix C of the plan for "Academic Renewal." Pursuing such a plan would harm the morale of both the faculty and the student body, would irreparably damage the reputation of the university in the marketplace of higher education, and would add to the deficit when the negative publicity generated by such a course of action inevitably impacts enrollment and labor lawsuits are filed. Moreover, pursuing faculty terminations would strike a blow at core Catholic values that aim to respect the dignity and promote the welfare of each human person. Therefore, united in the belief that it is premature to adopt such a plan, the faculty further resolves to urge the Board of Trustees to approve deficit spending for FY 2019 in order to provide the required time for a more considered plan to be developed in collaboration with members of the faculty that achieves a balanced budget in a manner that is also congruent with the University's aims to maintain high quality instruction on the undergraduate and graduate levels and to fulfill its self-identification as a global Catholic research university.

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**Please mark only one response below:**

Yes (In favor of resolution stated above) \_\_\_\_\_

No (Not in favor of the resolution stated above) \_\_\_\_\_

Abstain \_\_\_\_\_