

HOWARD UNIVERSITY

OFFICE OF THE FACULTY SENATE

MEMORANDUM

TO: Howard University Faculty

FROM: Sonya K. Sobrian, Ph.D. *Sonya K. Sobrian*
Chair, HU Faculty Senate

SUBJECT: Under Graduate Faculty Trustee Election

DATE: April 5th, 2019

Dear Howard University Faculty:

The election for Undergraduate Faculty Trustee is part of the 2019 Spring Faculty Senate Election scheduled for April 10th, 2019. The Council of the Faculty Senate is fully aware of the issues raised by the Vice-Chair of the Board of Trustees [Board] in her memorandum of April 5th, 2019.

The Council's course of action reflects the will of the Faculty as indicated in their responses to an "Undergraduate and Graduate Trustee Position Survey". The Survey questions reflect those raised by Secretary of the Board in a July, 2018 meeting with Senate leadership in an effort to resolve the impasse and find a path forward with respect to the eligibility of associate and assistant deans to stand for election to the positions of Undergraduate and Graduate Faculty Trustees. Of the 192 Faculty responses to the Survey,

- 85.7% Agreed and Strongly Agreed that Associate and Assistant Deans should be excluded from serving as Faculty Trustees on the Howard University Board of Trustees.
- 86.5% Agreed and Strongly Agreed that Assistant and Associate Deans acting in their administrative capacities may present a conflict of interest when serving as a Faculty Trustees on the Board.
- 81.5 % Agreed and Strongly Agreed that excluding Assistant and Associate Deans from serving as Faculty Trustees will best ensure that the elected Faculty Trustee



can provide a Faculty perspective that enriches Board discussion and decision-making.

- With respect to who would be impacted by the elimination of all deans, information provided to the Senate by the Office of the Provost indicated that as of November 2018, there were 27 Associate Deans and 15 Assistant Deans who would not be eligible to stand for election as faculty trustees if the change in eligibility were enacted. This number represents 4.3% of full-time Faculty.
- 68% Agreed and Strongly Agreed that excluding Assistant and Associate Deans from serving as Faculty Trustees would have a positive impact on the Board.
- 12% Agreed and Strongly Agreed that excluding Assistant and Associate Deans from serving as Faculty Trustees would have a negative impact on the Board.

The results of the Survey indicate that Howard Faculty believe that Faculty priorities are best expressed by Faculty members of the Board who do not possess administrative appointments. Given this faculty mandate, the Council voted to endorse a ballot for Undergraduate Faculty Trustees that included only Faculty without administrative appointments.

This deliberate act of civil disobedience by the Council, as elected representatives of the Faculty, is meant to focus attention on the larger problem of the lack of shared governance at the University. The vitality of the shared governance model engages the best ideas of key stakeholders from the Board, Administration and the Faculty, and promotes change at Howard University.

We encourage you to attend the Full Faculty Senate meeting on April 10th, 2019 at which time this issue will be fully discussed.

cc: Benaree P. Wiley, Vice Chair of the Board of Trustees, Chair of the Governance Committee
Wayne A. I. Frederick, M.D., MBA, President
Stacey J. Mobley, Esq., Chairman of the Board of Trustees
Florence W. Prioleau, Esq., General Counsel and Secretary
Roselyn E. Jones, Esq., Deputy Secretary and Senior Counsel- Special Projects