

Rationale for the Howard University Faculty Senate Council “No Confidence” Votes

On Monday April 2nd, 2018, the Council of the Faculty Senate entertained two motions of no confidence

1. To affirm the vote of no confidence [of March, 2017] for the President (Wayne A.I. Frederick) and Provost, and
2. A vote no confidence in the executive committee of the board of trustees and the executive Vice President and Chief Operating Officer.

Both motions, which mandated that the option to vote “No Confidence” in these individuals be brought to the entire faculty, were passed.

It should be understood that the Council’s actions were not meant to embarrass individuals or impugn the reputation of the University. Despite their timing, the Council votes of “No Confidence” are not meant to piggy-back on the current student protests or co-opt their demands. **Rather, they are meant to signal the need, at this critical time, for leadership transition, and to set the course for the immediate and long-term direction of Howard University.**

Contrary to the concerns expressed by some colleagues at the full senate meeting of April 4 regarding the scope of the no confidence vote, support of the Council’s vote would by no means be catastrophic. In the academy, traditionally, votes of no confidence, when proffered with contemplative and deliberative dialogue, stimulate the necessary discussions amongst stakeholders that should initiate processes that lead to resolution of deficiencies in leadership.

The Faculty Senate—through its deliberative bodies of elected members to the Council and the Steering Committee—have engaged in significant dialogue and discussion with President Frederick, Provost Wutoh, and members of the Board of Trustees with respect the need for a Strategic Plan and Vision that will guide Howard University toward a brighter future. In its most recent issue, *The Senate Communicator* articulated the pressing need for shared governance to forge a Vision and Strategic Plan as the University moves toward program review and reaccreditation in 2019 by the Middle States Commission on Higher Education. The Faculty Senate Council is not confident that the current Administrative and Board leadership embraces these ideals.

The ‘Whereas Statements’ listed below provide the rationale for the basis and outcome of the Council’s votes of “No Confidence”:

1. They are the evidentiary foundation for the “No Confidence” votes of the Faculty Senate Council.
2. They represent **evidence** compiled over many years...evidence that is deemed tangible and verifiable, quantifiable and experiential, and is further informed by the dynamics that currently exist in the schools/colleges/units.
3. They are the result of protracted, contemplative discussion, debate and deliberations among the elected faculty representatives, informed by conversations with their respective constituents.
4. They articulate significant deficiencies in the organization, administration, communication, and transparency of the Administration and Board of Trustees, which compromise the fundamental construct of Shared Governance that is foundational to the stability and future promise of Howard University.

**VOTES OF NO CONFIDENCE IN THE PRESIDENT, PROVOST,
VICE PRESIDENT AND CHIEF OPERATING OFFICER, AND EXECUTIVE COMMITTEE OF
THE BOARD OF TRUSTEES OF HOWARD UNIVERSITY
APRIL 4, 2018**

PREAMBLE: [Pertinent to Council Vote of March, 2017]

Whereas Howard University as a comprehensive, research-intensive and historically Black private university, has a mission to provide an educational experience of exceptional quality at the undergraduate, graduate, and professional levels;

Whereas Howard University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world;

Whereas Howard University offers degrees in over 120 areas within the University's 13 schools and colleges;

Whereas Howard University Hospital was established in 1862 as Freedmen's Hospital, and provides primary, secondary and tertiary health care services;

Whereas Howard University Hospital, a Level 1 Trauma Center, has become one of the most comprehensive health care facilities in the Washington, DC metropolitan area;

Whereas Howard University Hospital is the last African American-owned hospital in the United States;

Whereas the Howard University faculty are responsible for the continued integrity of research and educational endeavors;

Whereas the Howard University faculty embrace the responsibility of ensuring high academic standards;

Therefore, let it be resolved that the Faculty of Howard University consider the following votes of no confidence in the leadership of the institution.

PREAMBLE: [Pertinent to Council Vote of April, 2018]

PRESIDENT OF THE UNIVERSITY

Whereas President Wayne A. I. Frederick, since 2013, has failed to engage the Faculty Senate in developing a Strategic Plan or Vision for the University;

Whereas the President failed to launch a robust Capital Campaign in celebration of the university's 150th anniversary, despite his intention to launch a \$1 billion campaign to fund the facilities or other needs of the University;

Whereas there has been gross negligence and impropriety in financial management and resource allocation under the leadership of the President;

Whereas the President has failed to initiate a solution to the longstanding problem of salary compression for faculty;

Whereas the President has overseen the significant reduction of physical facilities maintenance staff, which contributed to the catastrophic boiler failure of December 2017-January 2018;

Whereas the President has misrepresented the current boiler crisis as a "weather-related" emergency, when the entire city of Washington, DC, and other places in the nation experienced similarly cold weather without similar consequences;

Whereas the President has failed to develop a system of evaluation of deans and directors, which he promised five years ago, resulting in lack of accountability of administrators and a climate of fear of retaliation and intimidation among the faculty and staff;

Whereas the President has failed to provide timely budgets;

Whereas the President has failed to respect, embrace and implement the system of shared governance at Howard University;

Therefore, be it resolved that the Faculty Senate of Howard University affirms its 2017 vote of no confidence in President Wayne A.I. Frederick.

PREAMBLE: [Pertinent to Council Vote of April, 2018]

PROVOST OF THE UNIVERSITY

Whereas under Provost Anthony K. Wutoh, the Program Prioritization Task Force for academic and administrative review has moved forward in the absence of a Strategic Plan of Vision for Howard University;

Whereas the plan and schedule for Program Prioritization is a) ill-conceived; b) unrealistic with respect to its timeline; reduction and elimination;

Whereas the Provost has failed to develop a system of evaluation of deans and directors, resulting in a lack of accountability of administrators and a climate of fear of retaliation and intimidation on campus;

Whereas the Provost has failed to provide planning and resources to support the advancement and matriculation of students whose work was severely compromised, destroyed or otherwise affected by the current boiler crisis;

Therefore, be it resolved that the Faculty Senate of Howard University affirms its 2017 vote of no confidence in Provost Anthony K. Wutoh.

PREAMBLE: [Pertinent to Council Vote of April, 2018]

EXECUTIVE VICE PRESIDENT AND CHIEF OPERATING OFFICER

Whereas Executive Vice President and Chief Operating Officer Tashni-Ann Dubroy has failed to engage the faculty in developing a Strategic Plan for the University;

Whereas the Executive Vice President and COO oversaw the mismanagement of staff and resources leading to the December 2017-January 2018 boiler crisis;

Whereas the Executive Vice President and COO has overseen the seizure and destruction of reagents and chemicals from the laboratories of researchers without their knowledge or consent, resulting in significant loss of costly and essential materials;

Therefore, be it resolved that the Faculty Senate of Howard University vote no confidence in Executive Vice President and COO Tashi-Ann Dubroy.

PREAMBLE: [Pertinent to Council Vote of April, 2018]

EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES

Whereas the members of the Executive Committee of the Howard University Board of Trustees, consisting of Chairman Stacey J. Mobley; Vice Chair Benaree P. Wiley; Vice Chair Mark A. L. Mason; President Wayne A. I. Frederick; Richard Goodman, Leslie D. Hale; Alphonso Jackson; Norman K. Jenkins; Marie C. Johns; Lawrence C. Morse; and Reed V. Tuckson have abdicated their fiduciary responsibilities for fiscal well-being of the University;

Whereas the Executive Committee of the Board has abandoned even the pretense of shared governance, the model on which Howard University is based;

Whereas the Executive Committee of the Board has been non-responsive to the concerns of the Faculty Senate as voiced at the October 2017 meeting with select members of the Board, and articulated its Faculty Senate *Issues Agenda*, which the full Faculty Senate submits to the Board and Administration annually;

Whereas the Board of Trustees appointed a President that continues to perform hospital/surgical practice, and thus has not engaged his full time, energy, and attention to the duties and obligations of the Office of the President, particularly with regard to establishing a robust Capital Campaign;

Whereas the Executive Committee of the Board (in June 2017) extended the contract of President Frederick another five years, before the expiration of his current contract, a) without evaluation by or consultation with Faculty Senate or b) students and c) in spite of a no confidence by the Faculty Senate Council in April 2017, thereby endorsing his problematic leadership;

Therefore, be it resolved that the Faculty Senate of Howard University votes no confidence in the members of the Executive Committee of the Board Trustees of Howard University.