

Dear Colleagues:

As a reminder, the council affirmed its vote of no confidence in the president and provost. In addition, the council voted no confidence in the COO and the executive committee of the board. Finally, the full faculty voted no confidence in all 4 last week.

Just a few updates and notes.

1. Why I voted no confidence in the board's executive committee.

I voted no confidence in the executive committee of the Board of Trustees because of the financial aid scandal that was described in the "medium" story and then confirmed by president Frederick.

On October 19, 2017, the Faculty Senate Council's steering committee met with several members of the board - including Mr. Stacey Mobley.

In that meeting, the steering committee said the board needed to be transparent about finances. In particular, it was said that students should be paid on time, donors should be aware of where their funds go (some donors expect their funds will go to US citizens and are surprised when their funds pay for scholarships for international students), and fees collected for specific purposes, should be allocated to address those purposes. (Attached HUandBoT1.pptx was sent to and acknowledged by the board secretary & it's points were read in the meeting)

Even after our warnings about the need for transparency, the board still never told the faculty, students, or alums about the problems mentioned in the "medium" article. Instead, we've all learned of the apparent financial aid embezzlement through the press and public admissions by the administration.

2. What comes next?

Many faculty have asked about what will happen next? We are still recovering from the boiler crisis and resources still appear stretched. The administration and board might expect continued alumni, student, donor, and congressional backlash after the uncovering of the financial aid crisis.

<https://www.bizjournals.com/washington/news/2018/04/12/viewpiont-no-confidence-in-wayne-frederick-heres.html>

And to the FS steering committee the board has said it's time to make some hard decisions.

So what will the council and senate do? We will continue to speak out. From the handbook, section 2.2.4 on academic freedom:

“Each faculty member has the right to criticize and seek alteration of institutional regulations and policies through existing means of shared responsibility. “

The council approved the following position earlier this semester:

“the FSC reaffirms the right of Howard faculty to exercise their academic freedom in matters both inside of Howard and out. In particular, the FSC supports, defends, and encourages Howard faculty to exercise their academic freedom in support of the university's mission, and the communities it serves.”

3. Contacting faculty

Unfortunately, we've tried to contact all the members of the faculty senate through HU Communications and I've tried to contact all of COAS through email. However, the administration has not been

supportive of these efforts and we've yet to secure all COAS emails. So, we are creating an external website that COAS and all faculty can access for updates regarding the FS council. In addition, we may have both twitter and Facebook accounts for updates as well.

4. Where do the faculty want to go?

Several council representatives have informally asked faculty members of their schools and colleges about what we want Howard to look like in 10 to 50 years. A picture has emerged that may be summed up by the following. Howard University should continue its mission with a focus on African Americans and it should become one of the top 10 American research universities in the majority of its departments, units, and programs.

Again, this has been informal - the faculty has not endorsed this idea and we as faculty understand that the university doesn't have the resources or the strategic plan to realize this goal. However, whatever goal we finally choose, we may wish to let both the administration and board know what will be needed and request them to plan accordingly. For example, (these have been suggested)

4a. An endowment of \$5 billion

4b. Top producer of African American graduate and professional degree earners.

4c. Top producer of African American students that go on to get graduate and professional degrees.

4d. Eventual faculty numbers of 1500 with salary and benefits competitive with the best schools in the country for current and retired faculty

4e. Development and maintenance of on campus supportive environment and climate for African American researchers, academics, engineers, practitioners, legal scholars, and artists

4f. Effective and responsive administrative services as evaluated by and

for the faculty.

4g. Rational and annual constructive evaluation of Deans, upper administration, and Board.

4h. Rational hiring process of Deans, upper administration, and board members tied to evaluations mentioned above.

4i. Rational and annual constructive evaluation of academic programs and units.

4j. Clear, transparent, and obvious strategic planning tied with giving, development, and student and alumni satisfaction.

4k. Maintaining institutional memory of knowledge to keep Howard independent, healthy, and successful.

4l. HU expansion consistent with the African American community's expansion and needs.

4m. Accountability of Deans, upper administrators, and board for bad and dangerous decisions.

4n. Active Licensing, commercialization, and positive exploitation of HU faculty science, engineering, and creative works.

4o. Climate of respectful disagreement between faculty, administration, and board.

5. Continuing our responsibility in shared governance

5a. Handbook

The officers of the council sent the following timeline for the provost's proposed handbook:

Ad hoc Handbook Committee - Recommendation due: Friday , April 20th, 2018

FS Steering Committee - Recommendation due: Friday , April 27th, 2018

FS Council - Recommendation due: Friday, May 4th, 2018

I've reminded the council, that it approved the following position

earlier in the semester:

The FSC strongly recommends the following orderly process to inform, analyze, debate and make a decision on handbook changes:

- a. Finish and distribute an alignment spreadsheet of proposals
- b. Get feedback and reports from FS committees on changes and their impacts.
- c. Get feedback and reports from colleges and schools reps on changes.
- d. Post all feedback online and allow time for comment from faculty
- e. Steering committee/council votes after all the above.

5b. Evaluations

I expect that there will push for an evaluation committee within the faculty senate. In addition, to making recommendations for constructive appropriate regular unit and faculty evaluation, I hope the committee will provide instruments for deans, provost's, president's, and the board.

As a reminder, the council adopted the following position this semester:

“The FSC recommends consistent, fair, full faculty representation, participation, and management of dean and upper administration searches and evaluations such that:

- (a) Before hired, comprehensive evaluation metrics approved by faculty (or school if appropriate) are established for position/potential hire.
- (b) Before a contract is extended, open hearings of evaluation results.”

5c. PPTF, middle states, Budget Advisory Committee, etc. The FSC will continue to work and participate in all of these.

Respectfully,