

PRESIDENT

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;

There is no overarching vision or strategic plan 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;

if I'm not mistaken, reportedly only 14 million was raised all of last year.

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

Financial aid scandal (others)

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

Many faculty have salaries that are not competitive with neighboring institutions and are not consistent with national averages. Impacts hiring, etc...

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;

It's reported that staff that have kept the boiler and related systems running for years have been let go. In fact it is reported that some that warned the administration to not reduce the heat were let go as well.

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;

Reports are that the boiler and pipe failures root cause was because of bad decisions.

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;

Engineering Dean reportedly said, "I don't want to hear about that black stuff." He was talking about black fraternities and sororities. For jr faculty member, engineering dean said I'll remember that when you come up for tenure, when she disagreed with him.

Whereas the President has failed to provide timely budgets;

Currently COAS departments do not have budgets. Impacts how we can recruit grad students can't let them know funding and possible TA position.

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

Emails, communications, website, trustee-associate dean, faculty trustee, etc...

PROVOST

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;

No strategic plan. How can we evaluate what programs to cut when we don't know where to go or how we want to get there?

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

Completed in June?

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;

Dean reportedly said, "I don't want to hear about that black stuff." He was talking about black fraternities and sororities. For junior faculty member, a dean said I'll remember that when you come up for tenure, when she disagreed with him.

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;

Boiler crisis - students severely affected. What about tuition remission and stipends for lost years?

COO

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;

No strategic plan - deferred maintenance.

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

Decision based, not weather.

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;

Med school faculty.

XBOT

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;

financial aid crisis, boiler crisis (100-120 million), fund raising, no confidence votes (not even try to avert - will be in appropriation request - the last vote was)

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

faculty trustees is assistant dean. ////////////////Tried to have me arrested for putting washington post articles on wall.

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;

Financial aid crisis. Not entirely true. I disagreed with this. Why? scholarships and grad students paid after meeting.

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;

Self explanatory.

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;

No consultation with faculty on no confidence. They never asked why did we do it?

FACULTY TRUSTEE

As a reminder of what I mentioned before, there is system of shared governance at HU between the faculty, administration, and the board. One mechanism for the BoT to get faculty input are faculty trustees. Currently, the board has interfered with faculty nominations to the board. The faculty have the right to nominate whom we wish to the board, but the board can **select** whoever they would like. We have no say on that.

The administration has coopted the position. The undergraduate faculty trustee became an associate dean after he was elected by the senate. He currently routinely advocates for administration positions.