

Colleagues :

Just a brief update from the COAS meeting with the provost that occurred on 12/14/17. This will be my report that i'll submit to the faculty senate council. Faculty attending the meeting made comments and posed questions to the Provost. I'm assuming the point of the meeting was to have a candid conversation with the Provost without fear of retaliation from the Dean's office. So I will not include other faculty members' points unless they were also my own or I have their permission.

1. A week before the meeting, I'd requested the provost to reschedule. My reasoning to the provost was that the meeting would occur two days AFTER the end of the semester and it was announced with only a little over a week's notice. The provost said many had rsvp'd and that he would hold the meeting anyway. At the actual meeting, there were around 30 people. COAS has over 430 faculty i think. Those 30 people are a little less than 7% of COAS. See attachment#1. This is relevant since the Provost has an accelerated timetable for his handbook proposal.

2.The CFO attended the meeting and said that COAS has a budget. I believe he said it's around \$43 million. COAS departments have asked for budgets from the Dean. The Dean's office appears to have made the decision not to send budgets to departments.

3. I asked the provost if he will still submit his proposed handbook to the president and Board if, with authority given the 93 handbook, the council votes to not adopt his proposed handbook. If I'm not mistaken, he refused to answer the question. The Provost also made the point that his handbook committee has faculty on it. I reminded the provost that none of the members of that committee were elected to serve on that committee by the faculty - they were all selected by the provost.

4. I asked the CFO and provost if the risk of Financial Exigency has increased, decreased, or remained the same. The CFO gave a long answer, but i think the gist was it has decreased. I've asked for a written response from the CFO to be sure - but he has not responded.

5. I asked how administrators are evaluated and commented that shouldn't a rubric/metrics exist and be agreed upon (with faculty) before a hire. Also i mentioned that perhaps before a contract is extended , open, clear, and transparent hearings should be conducted to report evaluation results and get faculty feedback. The provost described how upper level administrators are evaluated - He said that the president listens to faculty input. That's about it. The provost then mentioned that they are "developing" an instrument. So it appears there hasn't been any formal mechanism to evaluate Deans

and it's not clear if there is even a plan to include faculty needs. In general the upper administrative hire system appears to still be broken.

6. A general discussion of problems: Lack of basic supplies including paper. The CFO acknowledged that many basic academic services are not working. the provost also appeared to acknowledge that academic departments are understaffed - from administrative assistants to overloaded faculty. The provost acknowledged that we need more graduate assistantships. (This is in the wake of 70 odd TA's paid late in the summer and a large number of grad students paid late in the Fall semester). If i'm not mistaken, the provost also mentioned that many of our undergraduate students have not paid their tuition for this semester/year - \$17 million to date? Finally, the CFO - Mr. Masch - mentioned that we should approach him and the provost about ideas for revenue streams.

7. Faculty mentioned communication problems - for example the COAS website has apparently been static for over a year. I gave an example from my own experience. The CRESST2 coop agreement is worth \$87.5 million dollars - I'm the HU Associate Director for the project. Howard will be getting approximately \$1 million per year. Yet this isn't mentioned on Howard's website (just recently corrected) nor the COAS website.

8. It was mentioned that a large amount of the Lab fees collected from students don't appear to go to the science departments.

9. I gave an example of how faculty provide a solution to generate income, but it appears that the Dean sometimes decides not to act on these opportunities and they are lost. I again gave an example from my own experience. A federal agency has expressed willingness to assist Howard in its mission to increase the numbers of African Americans in science. They are open to negotiate to pay for a post doc researcher, graduate students (stipend and tuition), undergraduate student positions, and a summer salary. Funds for all of this would be provided if the university invests in a faculty member in a certain area. The physics department APT and chair agreed and wanted this position. The COAS Dean apparently decided to not pursue the opportunity. It should be noted the agency was also open to negotiations to pay for 50% of the new faculty position salary for the first several years. The indirect cost from all of these funds appear to pay for the position and other needs in COAS.

10. I believe the CFO said new revenue streams will be hard to create. That the current strategy will be to increase the appropriation from \$221 million (?) to \$250 million. Please note, if i'm not mistaken, at no point in the meeting did i ever hear the words Black Americans or African Americans. But the word "mission" was briefly mentioned a couple of times.

Respectfully,

Marcus Alfred  
1/30/18