

RE: agenda items

Sobrian, Sonya K.

Fri 2/9/2018 11:10 AM

To: Alfred, Marcus <marAlfred@Howard.edu>;

Hi,
Glad to see that you grouped the issues. Much more efficient for discussion.
S

From: Alfred, Marcus

Sent: Thursday, February 8, 2018 11:12 AM

To: Wright, Richard <rwright@Howard.edu>

Cc: Tibbits, Mercedes V. <mtibbits@howard.edu>; Byerly, Carolyn M. <cbyerly@Howard.edu>; Farquharson, Andre' A. <afarquharson@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Mosleh, Mohsen <mmosleh@Howard.edu>; christi cunningham <chriccunningham@gmail.com>; Walters, Eric <ewalters@Howard.edu>; Kumar, Krishna <kkumar@Howard.edu>; Majied, Kamilah F. <kmajied@Howard.edu>; Al Uqdah, Shareefah N <shareefah.aluqdah@Howard.edu>; Hall Brown, Tyish S. <thallbrown@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>

Subject: Re: agenda items

Outstanding. I would recommend the following:

Done/Almost Done - boiler/pipe crisis related topics:

- 1.FSC/administration collaboration in Boiler/pipe crisis
- 6.Building access for irreplaceable research
7. One year tenure clock extension
- 3.HUSA, grad student, HUSO, Hilltop invitations

****Dangerous buildings*****

Protecting students:

- 4.alert system

14. multiple sex assault allegations

2.calendar and timings

Protecting faculty:

9. helping faculty publicly raise their voices

10. evaluations and hirings

11. intimidation of faculty

12. handbook changes

13. benefits and faculty (retired too)

5. administration before union vote

The dangerous buildings topic is new. We are having faculty say they are having breathing problems in a few buildings, but the administration says the buildings are fine.

Marcus

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Wright, Richard
Sent: Thursday, February 8, 2018 10:49 AM

To: Alfred, Marcus

Cc: Tibbits, Mercedes V.; Byerly, Carolyn M.; Farquharson, Andre' A.; Smith, Sonya T.; Mosleh, Mohsen; christi cunningham; Walters, Eric; Kumar, Krishna; Majied, Kamilah F.; Al Uqdah, Shareefah N; Hall Brown, Tyish S.; Sobrian, Sonya K.

Subject: RE: agenda items

Colleagues:

Pursuant to Marcus' query and concern, tomorrow's Council meeting is a continuation meeting from last Friday. At issue when we adjourned were the remaining listed issues/actions from the list under consideration. We must complete our work on these issues since they connect to the Faculty Issues Agenda, and, they must be prioritized as we begin our engagement with the Administration and Board. YES, they will be the first item atop the Agenda.

Afterwards, I have several important updates to share.

Richard Wright

From: Alfred, Marcus

Sent: Thursday, February 08, 2018 10:34 AM

To: Wright, Richard

Cc: Tibbits, Mercedes V.; Byerly, Carolyn M.; Farquharson, Andre' A.; Smith, Sonya T.; Mosleh, Mohsen; christi cunningham; Walters, Eric; Kumar, Krishna; Majied, Kamilah F.; Al Uqdah, Shareefah N; Hall Brown, Tyish S.; Sobrian, Sonya K.

Subject: Re: agenda items

Good morning:

Prof. Wright, I'm just confirming that tomorrow's meeting will have the items below at the top of the agenda? I'm assuming that we will not have to wait two hours until they come up?

Thanks,

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258

maralfred@howard.edu

From: Alfred, Marcus

Sent: Thursday, February 1, 2018 7:12 AM

To: Wright, Richard

Cc: Tibbits, Mercedes V.; Byerly, Carolyn M.; Farquharson, Andre' A.; Smith, Sonya T.; Mosleh, Mohsen; christi cunningham; Walters, Eric; Kumar, Krishna; Majied, Kamilah F.; Al Uqdah, Shareefah N; Hall Brown, Tyish S.; Sobrian, Sonya K.

Subject: agenda items

Dear Prof. Wright:

Please find the agenda items below for tomorrow that came from the majority of the steering committee. I request that these be on the top of the agenda for tomorrow. (in addition to the already agreed upon topics of the undergraduate faculty trustee and the committee on committees)

- 1.FSC/administration collaboration in Boiler/pipe crisis aftermath
- 2.calendar and timings
- 3.HUSA, grad student, HUSO, Hilltop invitations
- 4.alert system
- 5.administration before union vote
- 6.Building access for irreplaceable research
7. One year tenure clock extension
8. president's meeting
9. helping faculty publicly raise their voices
10. evaluations and hirings
11. intimidation of faculty

12. handbook changes
13. benefits and faculty (retired too)
14. multiple sex assault allegations

1.FSC/administration collaboration in Boiler/pipe crisis

Statement: The FS council requests representation in assessment, deliberation, and planning involving the boiler/pipe crisis. The cost of the boiler pipe crisis and the insurance coverage to repair it is a matter relevant to all members of the University community. The University should be transparent about this information by either publication or meeting with the faculty senate council. Members of the Faculty Senate Council, not including chair and Officers, should be selected to serve on the bodies deliberating on this matter (Timeframe: Feb. 16, 2018). The administration should provide Steering Committee of the FSC with a resolution not to cover the shortfall by selling University assets or terminating faculty unless a transparent discussion among the University community is had.

Outcomes: Position statement published in FSC minutes. Clear picture of how the administration, insurance company, contractors, etc. are dealing with the crisis. Clearer picture of the expected outcomes and timeframes. Make sure administration, insurance, etc. understand faculty position.

How achieve? Send letter on expectations (statement above) to administration and BoT. Meet with President. Simple motion in council.

2.calendar and timings

Statement: The FS council requests that the following firm dates be set:

- *All college, school, and departmental budgets be delivered by April 1 for the following academic year.
- *Colleges, schools, and departments get guaranteed 5 year TA positions by September each year for the following academic year.
- *Colleges, schools, and departments get guaranteed number of university scholarships by September each year for the following academic year.
- *TA's, scholarships, fellowships, etc. are credited on time for the 1st day of classes.
- *Loans are credited to students before the first day of classes.

Outcomes: Published statement about FSC position in minutes. Student's financial aid paid on time. Timely budgets, guaranteed TA's etc., allow adequate planning to occur for schools, colleges, and departments. Simple motion in council.

3.HUSA, grad student, HUSO, Hilltop invitations

Statement: The FSC council invites HUSA, grad student, professional students, staff and Hilltop to speak briefly at each council meeting.

Outcomes: published statement about invitation in FSC minutes.

How achieved? Simple email invitation to each organization. Simple motion in council.

4.alert system

Position statement: The FSC council requests a fully functioning and regularly tested HU Alerts system. This includes timely email, mobil, and app announcements for emergencies. The council also expects regular communication from the administration on testing of HU Alerts system.

Outcomes: published position statement from FSC. Monthly testing of HU Alerts by administration.

Monthly statement on testing of system from administration

How achieved? Meeting with president and request this is done. Simple motion in council.

5.administration before union vote

Position statement: The FSC council requests an answer on if the documents referred to as a,b,c were written and sent by the administration.

Outcomes: Published position statement from FSC in minutes. Clear answer from administration.

How achieved? Meeting with president and request answer. Simple motion in council.

6.Building access for irreplaceable research

Position statement: The FS council requests that approved personnel access (if faculty cannot get access) condemned buildings to retrieve hard drives, books, documents before discarding these often irreplaceable objects. Some needed research and teaching materials may be recovered.

Outcomes: Published position statement from FSC in minutes.

How achieved? Meeting with president and request answer. Simple motion in council.

7. One year tenure clock extension

Position statement: The FSC requests the administration provide a blanket one-year extension to the tenure clock for all pre-tenure faculty.

Outcomes: Published position statement from FSC in minutes. Extension of 1 year tenure clock for pre-tenure faculty.

How achieved? Meeting with president and request answer. Simple motion in council.

8. president's meeting

Position statement: The FSC requests to meet next week with the president to discuss his responses and answers to the FSC relevant positions.

Outcomes: Published position from FSC in minutes. Positions sent to President and BoT.
Responses/Answers to relevant positions from administration.

How achieved. Send letter with relevant positions to President and Board after approved by council (again, simple motion).

9. Helping faculty raise their voices.

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

Outcomes: Statement in FSC minutes. Simple vote by council for Ad hoc committee on web and social media accuracy involving FSC relevant topics with authority to post true and accurate accounts with special emphasis on academic freedom.

How done? Simple vote by council. Published statement in FSC minutes. Selection of committee. Inform BoT and administration.

10. Evaluation and hiring process

Statement: 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.

Outcomes: Statement in FSC minutes. Simple vote by council to include this request in discussion with president. Sample evaluation tools and recommended metrics for deans, provost, president, vp's etc.

How done? Simple vote by council. Published statement in FSC minutes. Meeting with president. Proposal and sample docs by Prof. Al-uqdah and Prof. Kelly. Sample timeline for eval and hiring.

11. Intimidation of faculty.

This is addressed by points 9 & 10 above. As well as ombudsman.

12. Handbook

Statement: 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.

Outcomes: Published FSC statement in minutes. alignment spreadsheet, reports/feedback, central location for comments.

How done? Simple vote by council. Inform administration and BoT. Charge to committees. Feedback/reports from committees and reps.

13. Benefits

Statement: The FSC strongly recommends that the benefits of current and retired faculty be:

(a) highly competitive with the best local school plans. (b) No reduction in values of benefits, unless agreed by faculty senate and justified. (c) we request from the administration information on the arc of faculty compensation spanning their affiliation with Howard University including retirement. This would include current benefits as well as benefits upon retirement.

Outcomes: Published FSC statement in minutes. Only increases in benefits unless approved by faculty senate.

How done? Simple vote by council. Meeting with president and board.

14. Multiple sexual assaults by a single individual

Statement: Recent events at the University, nationally, and internationally have revealed the pervasive nature of sexual violence. Members of the University community must have a safe environment to learn and work. In addition to recent changes to the Universities' harassment policy, the administration should consider issuing a policy that any individual with 2 or more accusations of unwelcomed sexual touching from 2 or more different individuals and instances should be barred from campus immediately, pending investigation.

Outcomes: Published FSC statement in minutes. Policy change.

How done? Simple vote in council. Meeting with president and BoT.

Thank you,

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu