

## **Questions for President Frederick during the Fall 2019 Full Faculty Senate Meeting**

1. In 2017, Howard University and Morgan State University celebrated their Sesquicentennial Anniversaries. In 2016, Morgan State launched a capital campaign to coincide with this important milestone. In 2018, Morgan successfully completed its campaign, raising over \$250 million in grants and gifts from more than 15,000 supporters. During 2017, fundraising contributions at Howard University were \$15.7 million. Although Howard University did not launch a major capital campaign during its Sesquicentennial, members of the Faculty Senate were informed by members of the Board of Trustees in September 2018 that Howard University will launch a significant capital campaign. When will this occur? What is the campaign goal? How will the funds be used? Who will chair the campaign?
2. Deferred maintenance at Howard University is estimated to be greater than \$250 million according to a June 2018 Washington Post article entitled, “What’s going on at the nation’s premier historically black university?” Faculty and students have reported poor conditions, including leaking pipes and roofs, mold, potential asbestos, inadequate heating and air conditioning, rodents, and unreliable technological infrastructure in academic buildings and dormitories. These conditions have been exacerbated by the boiler failure in January 2018, which forced the closure of academic buildings leaving some faculty and graduate students without office space or research facilities. Administration has indicated that there is a long-term strategic plan to avoid future disruptions to operations and improve campus infrastructure. What are the details of this master plan? When will it be posted on the university website?
3. In April 2018, following news of Howard University employees embezzling over \$420,000 from pension accounts and misappropriating over \$360,000 in financial aid, as well as no-confidence votes by faculty, and student protests, the Middle States Commission on Higher Education (MSCHE) requested a report from Howard University Administration to address “recent developments at the institution which may have implications for current and future compliance with Standard II (Ethics and Integrity), Standard IV (Support of the Student Experience), and Standard VII (Governance, Leadership and Administration).” To date, neither faculty nor students have received information from the report to MSCHE. How is Administration addressing these issues? When will this report be posted on the university website?
4. In 2009 and 2013, the Faculty Senate conducted analyses of faculty salaries and concluded that Howard University faculty are paid below the market median and significant salary compression exists. Since that time, an independent consultancy completed a comprehensive study of faculty salaries and reached similar conclusions. Recent Senate analysis also demonstrated that President Frederick’s salary at \$1.2 million is 10X the average full professor’s salary. The national average ratio for university president’s salary to full professor’s salary is 5X. During the 2018 Full Senate Meeting, President Frederick informed faculty that salary adjustments will commence in January

2020 and the gap will be closed within three years? Will this promise be kept? Can you justify the discrepancy between faculty salaries and administrator salaries?

5. In 2018 and 2019, faculty and other university employees were informed that our pension accounts are underfunded. How is administration addressing this shortfall?
6. In June 2019, the Board of Trustees unanimously passed a faculty handbook that reduced faculty protections after it unilaterally made changes to a consensus document that had been drafted by members of the Faculty Senate Handbook Committee and Administration. In addition, the Board of Trustees refused to meet with members of the Faculty Senate to address concerns it raised about the revised handbook. What will you do to ensure that faculty concerns about the handbook are fully addressed?
7. The full senate has elected an Undergraduate Faculty Trustee to represent the interests of rank and file faculty. To date, the Board of Trustees has refused to seat this elected Trustee. What will you do to ensure that the elected Undergraduate Faculty Trustee is seated and is able to participate in the governance of Howard University by advising the Board on matters that affect faculty?
8. Departments have received scores from the Program Prioritization Task Force (PPTF). President Frederick has indicated that these scores will be used to make decisions about program funding. However, individuals involved in the evaluation process have indicated that the questions and information used to develop the scores was unclear. When will faculty be informed about how the scores were developed and what the scores are for their departments? If funding decisions are being made based on the scores, when will faculty and other university stakeholders be notified about funding changes? What will you do to ensure that changes to departments and/or curricula occur smoothly? If departments are closed, will you ensure that good faith efforts are made to employ tenured faculty elsewhere in the university?
9. Can you explain why Administration is not transparent with faculty and other university stakeholders about university assets? More specifically, has the Divinity School been sold? Is the Howard University Hospital, the last black-owned and operated hospital in the US, being converted to condominiums?
10. Can you comment on the elements of the US News and World Reports Rankings that caused Howard University to fall from #89 to #104 in its ranking of undergraduate programs?