

Howard University  
Faculty Senate Meeting  
Spring 2020

May 7, 2020

# Agenda

Spring 2020 Elections

Shared Governance

Faculty Welfare

Middle States Update

Faculty Grievance Commission Update

Ombudsman Search Update

Special Faculty Recognition

# Spring 2020 Elections

Email from Votenet on May 1, 2020:

Dear Faculty,

We are holding the Howard University **2020** Faculty Senate Spring Election for the following positions: **Graduate Faculty Trustee, Under-Graduate Faculty Trustee, Faculty Senate Secretary, and Standing Committees**. The election will be open from **Friday May 1, 2020 at 9:00 AM (EST) until Friday May 8, 2020 at 9:00 PM (EST)**.

To vote [Click Here](#)

If you have any trouble with the link above, please copy and paste the ballot web address and use the unique username and passcode provided below.

URL: <https://eBallot4.votenet.com/HUFT>

# Faculty Trustee Candidates

## Graduate Faculty Trustee

- Marsha Echols (Law)
- Werner Graf (Medicine)
- Tyish Hall-Brown (Medicine)
- Kakra Hughes (Medicine)
- Zaki Sherif (Medicine)

## Undergraduate Faculty Trustee

- Dennis Davenport (COAS)
- Yuvay Ferguson (Business)
- Guericke Royal (Fine Arts)
- Sonya Smith (Engineering)
- Talitha Washington (COAS)

Bios sent via HU Communications  
on Monday, May 4, 2020.

# Senate Secretary Candidates

- Werner Graf (Medicine)
- Samuel Paschall (Business)

Bios sent via HU Communications on Monday,  
May 4, 2020

# Shared Governance

Shared governance is defined as the right and responsibility of faculty to seek early and meaningful engagement with the administration and the Board of Trustees in the development of policies and decisions that impact university-wide programs and the responsiveness of Howard University to achieve its unique contemporary mission. (2019 Faculty Handbook)

# Shared Governance

The University Faculty, as a partner with shared responsibility, is entitled to reasonable access to written and unwritten University policies and procedures (that are applicable to more than one school or college) ...and proposed changes in them with respect to:

- The faculty's role in University governance
- The University's mission, instructional programs and research activities
- University facilities and equipment in support of instruction and research
- Student admissions and financial aid

# Shared Governance

- Academic standards
- Faculty appointments, promotions, and tenure
- Faculty welfare including but not limited to the general terms and conditions of faculty employment, compensation, and benefits
- Information on major academic appointments affecting the interests of the faculty
- Information concerning annual budget priorities
- Plans for financial constraints impacting upon the academic programs of the University
- Long range and strategic planning concerning the character and quality of the academic mission of the University (Constitution of the Faculty Senate 1993)



# Faculty Welfare

Howard University faculty, especially at the associate professor and full professor rank, are significantly underpaid compared to other peer institutions in Washington, DC - American, Georgetown, George Washington, and Catholic universities.

The pay gap between our faculty and other university faculty in DC have relentlessly and significantly expanded in the ten years between 2009 and 2018 (the last year for which data is currently available).

Overall comments:

- 2017 data submitted by HU to the Chronicle for all three categories is incomplete.
- In 2018, DC assistant professors earned more on average than HU associate professors.

# Faculty Welfare

Full Professor Pay	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
HU	97241	102152	105207	105192	105084	105444	106794	106587	84876	115952
DC	128082	130116	135886	140257	138045	139913	144346	153131	161937	169103

- In 2018, DC full professors earned \$53,151 or 45.83% more than HU full professors.
- While DC full professors earned \$30,841 more than HU full professors in 2009, in 2018 that gap had widened to \$53,151.
- DC full professors were earning more on average 10 years ago (in 2008) than HU full professors were earning on average in 2018.
- Over five years between 2011 and 2015, full professor salaries at HU stayed almost flat.

# Faculty Welfare

Associate Professor Pay	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
HU	72667	76975	76084	75762	75006	78309	81414	82845	66572	87332
DC	87880	91200	92335	92787	94442	95657	97598	100991	107071	110064

- In 2018, DC associate professors earned \$22,732 or 26.03% more than HU associate professors.
- While DC associate professors earned \$15,213 more than HU associate professors in 2009, in 2018 that gap had widened to \$22,732.
- DC associate professors were earning more on average 10 years ago (in 2008) than HU associate professors were earning on average in 2018.
- Between 2010 and 2013, associate professor salaries at HU declined by 2.6% while it increased by 3.6% for DC associate professors.

# Faculty Welfare

Assistant Professor Pay	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
HU	60887	67928	68981	67356	65583	69363	73809	71532	61777	80333
DC	69584	73338	76137	75846	76757	79213	79539	81208	87811	90696

- In 2018, DC assistant professors earned \$10,363 or 12.9% more than HU assistant professors.
- While DC assistant professors earned \$8,697 more than HU assistant professors in 2009, in 2018 that gap had widened to \$10,363.
- DC full professors were earning more on average 10 years ago (in 2008) than HU full professors were earning on average in 2018.
- Between 2010 and 2013, assistant professor salaries at HU declined by 3.45% while they increased by 4.67% at DC universities.

# Faculty Welfare

DC Universities Ranked by Endowment	Endowment	President's Salary	Average Full Professor Salary	Salary Ratio
Georgetown University	\$1,820 million	\$967,359	\$208,442	4.64
George Washington Univ.	\$1,780 million	\$797,700	\$182,256	4.38
American University	\$723 million	\$1,015,843	\$172,491	5.89
Howard University	\$693 million	\$1,104,767	\$115,952	9.52
Catholic University	\$274 million	\$548,291	\$111,366	4.92

- HU President earns more than all other university presidents in DC, including universities that have an endowment about three times larger than HU.
- The ratio of HU President salary to average full professor salary is 9.52, which is the highest in DC.
- HU President earns more than the presidents of Princeton University (endowment: \$26.1 billion) or Duke University (endowment: \$2.3 billion).
- Provost Wutoh earned \$404,760 in the last year in which data are available.

# Middle States Update

Self-study final report (March 4, 2020) posted online

Site visit planned for Fall 2020

Some key findings:

- Need for diversified revenue growth
- Need to improve physical plant/reduce deferred maintenance
- Need to hire faculty ombudsman

Some key plans:

- Commercialize real estate holdings near central campus
- Increase on-line course offerings/certificate programs
- Form Partnership between HUH and Adventist Healthcare

# Faculty Grievance Commission 2019 Handbook

New Commission Formed

Training Planned

Cases after June 2019

# Ombudsman Update

Offer extended to top candidate

Candidate accepted another offer

New Ombudsman search planned



# Special Recognition

Presented by  
Dr. Taft Broome