

Howard University
Board of Trustees
Academic Excellence Committee
Faculty Senate Chair Presentation

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HU Faculty Senate

- We are not raising issues out of ego, pettiness, or dislike of individuals.
- We are fulfilling our responsibilities under the authority defined in Board of Trustees approved documents.

- From the Board of Trustees approved HU Faculty Senate constitution
- Article V. Jurisdiction powers and duties of the senate

- **The Senate shall** meet to hear reports from the President of the University, the Chairperson and Officers of the Senate, and the Chairpersons of the Senate Committees and to discuss, **review and make decisions on University Faculty positions on matters affecting the academic interests of more than one school or college of the University.**

- From the Board of Trustees approved HU Faculty Senate constitution
- Article III, Section A. Officers of the Senate

- **“The Senate shall elect from its members, who are eligible to vote, a Chairperson as its presiding officer, a Vice-Chairperson, and a Secretary who shall serve for terms of two years. The officers of the Senate shall be full-time faculty members on indefinite tenure. The officers of the Senate will serve as members of the Council of the Senate and of the Steering Committee. The Chairperson of the Senate will serve as Spokesperson of the Senate.”**

- From the Board of Trustees approved HU Faculty Senate constitution
- Article XV Jurisdiction and powers of the steering committee. Section C.

- “By its own request or by invitation, the Steering Committee may meet with the appropriate committees of the Board of Trustees.”

- From the Board of Trustees approved HU Faculty Senate constitution
- Article XI Jurisdiction and powers of the Council. Section C.

“8. Regarding matters within the Senate’s jurisdiction as set forth in this Constitution, the President of the University and the Board of Trustees will, to the greatest extent possible, seek Senate input before deciding policies and procedures affecting more than one school or college usually after having received the advice of the Senate or after giving the Senate a reasonable time in which to present its views.”

- **The HU faculty have three broad categories of concerns:**
- Mission
- Teaching and Research services, resources, and facilities
- Faculty salaries and benefits

Mission

- As an example of a concern regarding mission, HU faculty members have repeatedly alerted the HU leadership of failures to recruit and keep African American faculty.
- A faculty member has submitted the following data for the College of Engineering and Architecture. (spring 2016 – spring 2020)

African-American* Faculty Lost

Removed data

* African American refers to descendants of enslaved Black people who are from the United States. [Don C. Locke, Deryl F. Bailey (2013). Increasing Multicultural Understanding. SAGE Publications. p. 106. ISBN 1483314219. Retrieved March 7, 2018.]

African-American* Faculty Gained

Removed data

* African American refers to descendants of enslaved Black people who are from the United States. [Don C. Locke, Deryl F. Bailey (2013). Increasing Multicultural Understanding. SAGE Publications. p. 106. ISBN 1483314219. Retrieved March 7, 2018.]

Non-African-American* Faculty Gained

Removed data

* African American refers to descendants of enslaved Black people who are from the United States. [Don C. Locke, Deryl F. Bailey (2013). Increasing Multicultural Understanding. SAGE Publications. p. 106. ISBN 1483314219. Retrieved March 7, 2018.]

Salaries and Benefits

- As an example of the concern of faculty regarding salaries and benefits, please consider that the faculty have endured years of late payment.

Late pay and benefits

“While I will always advocate for our students and continue to serve them to the best of my ability, I would like a definitive answer as to when you will prioritize faculty and complete the process for compensation. After two months of teaching nearly 350 students without a teaching assistant (TA) **AND without compensation**, it is safe to say that I have exhausted all standards of patience and what it means to be a team player. “

Late pay and benefits

“...contingent faculty, as a rule, do not receive their reappointment letters until well after the semester has begun (or they do not receive reappointment letters at all). This means that instructors must exist in a state of extreme uncertainty at the beginning of every school year. This is likely to directly affect student experiences as an instructor who is uncertain of whether they are employed is less capable of properly preparing or preparing in a timely fashion.”

Late pay and benefits

“Similarly, as a rule, a sizable portion of new hires among the contingent faculty will have a prolonged onboarding process, **waiting weeks or even months for access to university email, Blackboard, and even pay.** I personally experienced this when I was hired in spring of 2017 and I have seen multiple colleagues deal with this same problem in every year since. As with reappointments, this directly affects student experiences as an instructor who has not been given access to digital teaching and communication tools and is going unpaid cannot possibly provide an ideal learning experience.”

Services, resources, and facilities

- As an example of the concern faculty have regarding services, please remember that faculty have raised their voices demanding better services.

Services, resources, and facilities

“It would be good if you could emphasize to the BOT that it is important to adequately fund staffing for mid-management and program levels which are crucial support systems, e.g., more staff are needed in Research Admin Services to help with grants and contracts, as well as in Enrollment Management. Departments need program/admin assistants to function well – many do not have program/admin assistants. The university seems to have shifted funding priorities to top administrative posts, including the creation of new ones, without shoring up the lower functionary positions, such as I described.”

Services, resources, and facilities

- I would emphasize the problems regarding grant and contract services.
- A prominent and well respected faculty member has left the university regarding this issue. Why?
- Graduate and undergraduate students are repeatedly paid late. Months late.

- It's been said that Howard University is broken.
- HU students, staff, faculty, administrators, and trustees are in an organization with tremendous potential, but also heartbreaking challenges.
- Many of my colleagues still hope to work with the HU Board of Trustees to fix what's broken.