

For context, in a few slides slides before getting into concerns, I'd like to emphasize that when we raise issues, we are acting responsibly and with authority given in board approved documents.

Lynne and I were elected by about 200 of our peers.

As a gentle reminder, we've asked to meet with the AEC and board for over a year.

I'd like to emphasize that all policy impacting research, teaching, and faculty needs to come before the senate and we have to have time to deliberate and make decisions.

Mission - (1) There is a sense that the administration sought to increase African American faculty (at least in STEM) in the past. No longer.

(2) Lack of African American faculty at HU seems to impact instruction.

(3) Consider current protests in the nation. A police force with a small or token African American representation that polices African American communities might be considered an analogy for what is happening in CEA and other departments on campus.

*Not even mentioning salary compression which you already know of.

*How are they supposed to build and maintain a world class program when they can't even pay their students on time? (1) The money is at HU. (2) Not a day or two. Months.