

Re: Howard University Faculty Senate Leadership meeting with IES consultants

George E. Conway <gconway@ies-consulting.org>

Thu 1/7/2021 12:53 PM

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

Cc: Jones, Dale <dale.jones@divsearch.com>; John Casteen <jtc@virginia.edu>

Dear Dr. Alfred,

Thank you for your email and the information you shared. We had a very productive meeting with the former members of the Senate today. They were candid and helpful to us.

If I understand correctly that you and the current Senate leadership would like to meet with our team, we welcome that invitation. Please contact me at your convenience so we might coordinate our schedules.

Thank you,

George

George E. Conway

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On Thu, Jan 7, 2021 at 9:03 AM Alfred, Marcus <marAlfred@howard.edu> wrote:

Good morning Dr. Conway,

I won't be attending the meeting this morning. However, a small group of faculty had drafted a small response that in my opinion addresses some of the concerns of the faculty senate and it's current officers. I meant to send this yesterday, but the events of the day were hard to ignore. Thank you for reaching out to the faculty of Howard University. Please see the italicized text below for the response. In addition, several formal complaints have been submitted to MSCHE detailing with evidence that might help in your work with the board and the administration.

As the official, democratically elected representatives of the Faculty at-large and from each school/college/unit, we the officers of the Senate would be happy to provide feedback on the operation of the board in a separate meeting with the current Senate officers only. It is clear that this meeting has been planned for some time and therefore timely communication with the Faculty Senate would have facilitated the officers soliciting input from the elected members of the council.

Kindly note, Article 1 of the Board of Trustees (BOT) - approved Faculty Senate Constitution states:

The Faculty Senate of Howard University ("Senate" hereinafter) shall be the independent organizational forum and means for the full- time, University-wide faculty ("University Faculty" hereinafter) to:

- 1. Participate in the governance of the University by the exchange of information and views with the President, the Administration, the Trustees, Students, Alumni and Staff;***
- 2. to deliberate and determine, independently, the University—wide faculty's positions (or decisions) on issues of faculty concern and recommendations to the President and the Board of Trustees on matters within the Senate's jurisdiction as defined herein in Article V - Jurisdiction and Powers of the Senate; Article XI - Jurisdiction and Powers of the Council; and Article XV- Jurisdiction and Powers of the Steering Committee***

Our preliminary feedback includes that Faculty Senate input is not valued by the BOT or worse, ignored. We have sought out on numerous occasions a dialogue about these issues but have to date not received a response from the BOT. Other key concerns include lack of seating of a faculty senate trustee; lack of following established process by the BOT for revision of the 1993 Faculty Handbook; no-confidence votes, massive, lingering infrastructure damage in 2018; lack of consultation with Faculty Senate on changes to the University Master Plan revision; lack of adherence to procedures for Dean searches; change of reporting requirements for Faculty Trustees (i.e. shall to may).

Sincerely,

Marcus Alfred
Associate Professor
Chair, HU Faculty Senate
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From: George E. Conway <gconway@ies-consulting.org>
Sent: Monday, January 4, 2021 11:38 AM
To: Alfred, Marcus <marAlfred@Howard.edu>; ssobrien@howard.edu <ssobrien@howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Tibbits, Mercedes V. <mtibbits@howard.edu>; Walters, Eric <ewalters@Howard.edu>
Cc: Jones, Dale <dale.jones@divsearch.com>; John Casteen <jtc@virginia.edu>; Ingram, Nancy P (nli5d) <nli5d@virginia.edu>; Jackson, Alesha <Alesha.Jackson@divsearch.com>; Alicia Anderson <alicia@ies-consulting.org>
Subject: Howard University Faculty Senate Leadership meeting with IES consultants

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Greetings,

Thank you for being willing to meet with us on Thursday, January 7th at 11 am via Zoom. I trust you have received a calendar invitation a few minutes ago to the meeting. Dale Jones, John Casteen and I are looking forward to our discussion and learning about your perspective on the important issue of Board effectiveness at Howard University.

I am including a copy of the Zoom link to our meeting for your convenience. You may use the phone number below if you have any questions before the meeting or difficulty connecting. <https://us02web.zoom.us/j/84458334446>

Thank you for your time.

Regards,

George Conway

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