

HOWARD UNIVERSITY

College of Arts and Sciences
Department of Physics & Astronomy

July 27, 2018

Dear President Frederick:

I am requesting an extension of the timeline for the search and selection of a permanent Dean for COAS to Spring of 2019. In addition, I request the make up of the search committee to be comprised of only tenured faculty members within COAS. Finally, I request the elimination of any reliance upon an outside executive search firm for the COAS position.

Some of the reasons for these requests are the following:

Extended timeline. According to the current timeline, it appears that the bulk of the search will have been completed before the fall semester of 2018 essentially begins. This does not leave much time for faculty to consider applicants. In addition, it's unreasonable to expect a useful pool of qualified external applicants to discover, consider, and respond within this condensed timeline.

Search Committee make up. Academic freedom is an important part of many good academic decisions within a top research university. Howard University is no different. And there can be no true academic freedom without tenure.

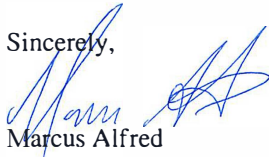
External search firm. We've been disappointed by the candidates selected by external search firms. Hires of these candidates have led to lowered morale, reduced research productivity, and attacks on both academic freedom and shared governance.

Finally, the joint statement from AAUP, ACE, and the AGB, reflects much of what I've included above. There should be an emphasis on appropriate faculty.

"The selection of academic deans and other chief academic officers should be the responsibility of the president with the advice of, and in consultation with, the appropriate faculty. "

These are not just my sentiments, but those of some of my COAS colleagues as well.

Sincerely,



Marcus Alfred
Associate Professor
...N|.

