

HOWARD UNIVERSITY

Office of the Provost and
Chief Academic Officer

July 27, 2018

Dr. Marcus Alfred
Associate Professor
Department of Physics and Astronomy
College of Arts & Sciences
Howard University
Washington, DC 20059

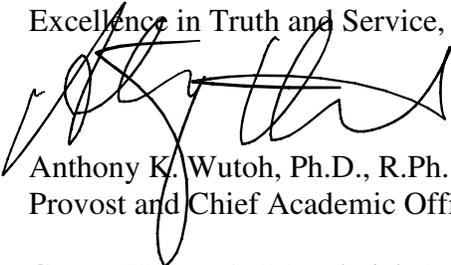
Dear Dr. Alfred,

I am in receipt of your letter dated July 27, 2018 regarding the search process for the new Dean of the College of Arts and Sciences. Frankly, I am deeply concerned regarding your request to restrict the participation of the College of Arts & Sciences (COAS) Decanal Search Committee to only tenured faculty. Your suggestion to exclude junior faculty, staff, students, and alum would be contrary to the principles of shared governance, and restrict the voice and perspective of each of these valued constituencies. During President Frederick's administration, Decanal Search Committees have been intentionally inclusive and diverse, including faculty at various stages of their academic careers, as well as purposeful inclusion of students and staff.

Unlike your perspective, I trust that an inclusive process is best suited to consider a wide swath of perspectives in the comprehensive review and selection process for a new Dean. Regarding your comments of search firms, the University has engaged over 10 search firms in the consideration of key academic and administrative positions. In addition to their knowledge of experts and talented professions, identifying national candidates, they also serve a key role in managing administrative aspects of search processes, aiding in timely efficiencies. Search firms have proven to be most helpful in consideration of leadership for highly complex, sophisticated, multidisciplinary entities, such as the College of Arts and Sciences.

I am confident that our colleagues selected to represent the various constituencies of COAS have, and will continue to discharge their duties diligently, with seriousness, and with an appropriate sense of urgency. The process will therefore continue as established, with the committee as currently composed.

Excellence in Truth and Service,



Anthony K. Wutoh, Ph.D., R.Ph.
Provost and Chief Academic Officer

Cc: Wayne A. I. Frederick, MD
President

