

Re: Factual inaccuracy in Middle States self-study draft

Paschall, Samuel

Mon 12/2/2019 4:01 PM

To: Wutoh, Anthony K. <awutoh@Howard.edu>; Patterson, Rubin <rubin.patterson@howard.edu>; Bernard, Daphne B <dbernard@Howard.edu>; Arnold, Ariana W <ariana.arnold@Howard.edu>; Bennett, David P <david.bennett@Howard.edu>; Brown, Crystal L <crystal.brown@Howard.edu>; Byam, LaTrice A. <latrice.byam@Howard.edu>; Carter, Melanie <melCarter@Howard.edu>; Desousa, Danilo J <danilo.desousa@Howard.edu>; Dixon, Anthony <anthony.dixon@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Ellison, Constance <cellison@Howard.edu>; Fullum, Terrence M <tfullum@Howard.edu>; Garuba, Moses <mgaruba@Howard.edu>; Hector, Dana <dhector@Howard.edu>; Hersi, Mustafa A <mustafa.hersi@Howard.edu>; Holmes, Kenneth M <kenneth.holmes@Howard.edu>; Lawson-Borders, Gracie <gracie.lawsonborders@Howard.edu>; Masch, Michael <michael.masch@Howard.edu>; Middleton, Kyndra V. <kyndra.middleton@Howard.edu>
Cc: Dark, Okianer C <okianer.c.dark@howard.edu>; Jackson, Andrea, D. <adjackson@Howard.edu>; Pierce, Yolanda <yolanda.pierce@Howard.edu>; Williams, Dawn G. <dgwilliams@Howard.edu>; Williams, Dana <d_williams@Howard.edu>; Holley-Walker, Danielle R <dhwalker@law.howard.edu>; Mighty, Hugh E <hugh.mighty@Howard.edu>; Brown, Gina <gina.brown@Howard.edu>; Tofade, Toyin <toyin.tofade@Howard.edu>; Crewe, Sandra E <secrewe@Howard.edu>; Harvey, Barron H. <bharvey@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Morris, Vernon R. <vmorris@Howard.edu>; Walters, Eric <ewalters@Howard.edu>; Tharakan, John P. <jtharakan@Howard.edu>; Carmichael, Jacqueline L <jacqueline.carmich@Howard.edu>; Middendorf III, George A. <gmiddendorf@Howard.edu>; O'Neil, Jahn N. <jahn.oneil@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>

Dr. Wutoh,

Thank you for your timely response. And thank you for the information regarding the differences between the two versions of the Faculty Handbook and the plans that the University is making to comply with the revised version.

However, it is clear that my concerns address the content of the Middle States draft self-study, not the content of either Faculty Handbook.

To reiterate, my key point is as follows: the draft self-study asserts that there have been written decanal evaluations in each academic unit of Howard University by the faculty every two years. This is not true.

Thank you for acknowledging in the last paragraph that "it would be appropriate to note that the process...is newly approved...and in the process of implementation." Accordingly, based on your own statement on the matter, the decanal evaluation process as described in the self-study draft is not currently in place. This is in direct contradiction of what is stated in the draft self-study.

As I noted in my communication, this is a serious matter. I hope that we can agree that the report must be changed so that it is accurate and does not contain misleading or false information.

Sincerely,

Samuel S. Paschall, J.D.

From: Wutoh, Anthony K. <awutoh@Howard.edu>

Sent: Monday, December 2, 2019 11:54 AM

To: Paschall, Samuel <spaschall@Howard.edu>; Patterson, Rubin <rubin.patterson@howard.edu>; Bernard,

Daphne B <dbernard@Howard.edu>; Arnold, Ariana W <ariana.arnold@Howard.edu>; Bennett, David P <david.bennett@Howard.edu>; Brown, Crystal L <crystal.brown@Howard.edu>; Byam, LaTrice A. <latrice.byam@Howard.edu>; Carter, Melanie <melCarter@Howard.edu>; Desousa, Danilo J <danilo.desousa@Howard.edu>; Dixon, Anthony <anthony.dixon@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Ellison, Constance <cellison@Howard.edu>; Fullum, Terrence M <tfullum@Howard.edu>; Garuba, Moses <mgaruba@Howard.edu>; Hector, Dana <dhector@Howard.edu>; Hersi, Mustafa A <mustafa.hersi@Howard.edu>; Holmes, Kenneth M <kenneth.holmes@Howard.edu>; Lawson-Borders, Gracie <gracie.lawsonborders@Howard.edu>; Masch, Michael <michael.masch@Howard.edu>; Middleton, Kyndra V. <kyndra.middleton@Howard.edu>; Obisesan, Thomas O. <tobisesan@Howard.edu>; Taylor, Nikki <nikki.taylor@Howard.edu>; Terry, Keeva <kterry@law.howard.edu>; Bryant, Allison J. <allison.bryant@Howard.edu>; Fryer, Cheryl E <cfryer@Howard.edu>; Burke, Janelle <janelle.burke@Howard.edu>; Kumar, Krishna <kkumar@Howard.edu>; Williams, Carla D <cdwilliams@Howard.edu>; Thomas, Veronica G <vthomas@Howard.edu>

Cc: Dark, Okianer C <okianer.c.dark@howard.edu>; Lawson-Borders, Gracie <gracie.lawsonborders@Howard.edu>; Jackson, Andrea, D. <adjackson@Howard.edu>; Pierce, Yolanda <yolanda.pierce@Howard.edu>; Williams, Dawn G. <dgwilliams@Howard.edu>; Williams, Dana <d_williams@Howard.edu>; Holley-Walker, Danielle R <dhwalker@law.howard.edu>; Mighty, Hugh E <hugh.mighty@Howard.edu>; Brown, Gina <gina.brown@Howard.edu>; Tofade, Toyin <toyin.tofade@Howard.edu>; Crewe, Sandra E <secrewe@Howard.edu>; Harvey, Barron H. <bharvey@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Morris, Vernon R. <vmorris@Howard.edu>; Walters, Eric <ewalters@Howard.edu>; Tharakan, John P. <jtharakan@Howard.edu>; Carmichael, Jacqueline L <jacqueline.carmich@Howard.edu>; Middendorf III, George A. <gmiddendorf@Howard.edu>; O'Neil, Jahn N. <jahn.oneil@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Tibbits, Mercedes V. <mtibbits@howard.edu>; Johnson, Krista M <KMJohnson@Howard.edu>; Kavoossi, Masoud <mkavoossi@Howard.edu>; Robinson, Courtney J <courtney.robinson@Howard.edu>; King, Eleanor M. <emking@Howard.edu>; Johnson, Shameka N <shameka.n.johnson@Howard.edu>; Ramberan, Jami E <jami.ramberan@Howard.edu>; Farquharson, Andre' A. <afarquharson@Howard.edu>; Lawrence, Leslie M. <lmlawrence@Howard.edu>; Hopson, Ronald <rhopson@Howard.edu>; jeanbaileyphd@aol.com <jeanbaileyphd@aol.com>; Jackson, James T. <jt_jackson@Howard.edu>; Grant, Bradford C. <bcgrant@Howard.edu>; Arhin, Stephen A. <saarhin@Howard.edu>; christi cunningham <chisticunningham@gmail.com>; Alayan, Kristina J <kristina.alayan@law.howard.edu>; Davila-Garcia, Martha I. <mdavila-garcia@Howard.edu>; Littleton, George <glittleton@Howard.edu>; Castor, Chimene <chimene.castor@Howard.edu>; Okunji, Priscilla O. <priscilla.okunji@Howard.edu>; Akala, Emmanuel O <eakala@Howard.edu>; Drame, Imbi L <imbi.drame@Howard.edu>; Edwards, Janice B. <janice.edwards@Howard.edu>; Liu, Meirong <meirong.liu@Howard.edu>; McSwain, Alexander T <amcswain@Howard.edu>; Wilbon, Anthony D <anthony.wilbon@Howard.edu>; Ferguson, Yuvay J. <yferguson@Howard.edu>; Choi, B. Paul <bchoi@Howard.edu>; Kulkarni, Subodh P. <skulkarni@Howard.edu>; Mayse, Adrian <adrian.mayse@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>

Subject: RE: Factual inaccuracy in Middle States self-study draft

Professor Paschall,

Good morning, I am in receipt of your email regarding Decanal Evaluations. The section that you reference in your attachment detailing a specific process for Decanal evaluations in the revised 2019 Faculty Handbook (approved by the Board of Trustees and implemented effective June 7, 2019) was not explicitly outlined in the previous 1993 Handbook. So the specific process outlining a biannual evaluation of the Deans by the faculty, in this prescribed manner, is a new process, effective June 7, 2019. In the 1993 Handbook, the process was more generally outlined below;

(1993 Faculty Handbook) Section 1.4.2.3.4

Evaluation of Deans, Directors, and Department Chairs

Deans, directors, and chairs will be evaluated periodically with input from the faculty.

(2019 Faculty Handbook)

A4.2.2 Faculty Evaluation of Academic Deans

Deans shall be evaluated by the faculty of their academic units, in writing, at least once every two (2) years. The evaluation shall be developed and coordinated by collaboration between the Office of the Provost and Chief Academic Officer and the Executive Committee of the school/college. Evaluation rubrics will be distributed to faculty within each school/college to provide them the opportunity to give feedback on their decanal leadership. The evaluation rubric will consist of a series of questions in which participating faculty will assign a score and will be given an opportunity for discursive comments. The discursive comments allow faculty to state any reasons they have for believing that the decanal leadership has or has not helped the school or college make progress in meeting its mission and goals. The Executive Committee will tabulate the results of the evaluation and submit a summary report and all completed evaluation rubrics to the Provost. The rubric responses and comments will be anonymous and will not be edited. The Provost will communicate the results of the evaluation to the full-time faculty within the school or college within sixty (60) days of the completion of the evaluation. The results shall be used by the Provost to improve the effectiveness of deans and to make recommendations to the President regarding their continuation or replacement.

A detailed Decanal Evaluation questionnaire has been pilot tested by faculty in the College of Pharmacy the past two years. In order to comply with the new provisions of the 2019 Handbook (**The evaluation is developed and coordinated by collaboration between the Office of the Provost and Chief Academic Officer and the Executive Committee of the school/college...**), I have proposed to Dr. Marcus Alfred earlier this semester that the Office of the Provost convene a meeting of the Executive Committees of all of the Schools/Colleges so that a consistent assessment instrument can be developed, with sufficient latitude provided given disciplinary differences. I would be happy to move this process forward early in the Spring semester so that an approved instrument may be utilized by the faculty for evaluation of the Deans in each School/College in Spring, 2020.

To your point regarding the Middle States draft self-study, it would be appropriate to note that the process outlined in the self study is newly approved in the 2019 Faculty Handbook, and is in the process of implementation. Thank you.

AKW



Anthony Wutoh, Ph.D., R.Ph.
Provost & Chief Academic Officer

Howard University
2400 6th Street NW, Suite 306 | Washington, DC 20059
Phone: (202) 806-2550 | Fax: (202) 806-4971

From: Paschall, Samuel <spaschall@Howard.edu>

Sent: Monday, December 2, 2019 10:02 AM

To: Patterson, Rubin <rubin.patterson@howard.edu>; Bernard, Daphne B <dbernard@Howard.edu>; Arnold, Ariana W <ariana.arnold@Howard.edu>; Bennett, David P <david.bennett@Howard.edu>; Brown, Crystal L

<crystal.brown@Howard.edu>; Byam, LaTrice A. <latrice.byam@Howard.edu>; Carter, Melanie <melCarter@Howard.edu>; Desousa, Danilo J <daniilo.desousa@Howard.edu>; Dixon, Anthony <anthony.dixon@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Ellison, Constance <cellison@Howard.edu>; Fullum, Terrence M <tfullum@Howard.edu>; Garuba, Moses <mgaruba@Howard.edu>; Hector, Dana <dhector@Howard.edu>; Hersi, Mustafa A <mustafa.hersi@Howard.edu>; Holmes, Kenneth M <kenneth.holmes@Howard.edu>; Lawson-Borders, Gracie <gracie.lawsonborders@Howard.edu>; Masch, Michael <michael.masch@Howard.edu>; Middleton, Kyndra V. <kyndra.middleton@Howard.edu>; Obisesan, Thomas O. <tobisesan@Howard.edu>; Taylor, Nikki <nikki.taylor@Howard.edu>; Terry, Keeva <kterry@law.howard.edu>; Bryant, Allison J. <allison.bryant@Howard.edu>; Fryer, Cheryl E <cfryer@Howard.edu>; Burke, Janelle <janelle.burke@Howard.edu>; Kumar, Krishna <kkumar@Howard.edu>; Williams, Carla D <cdwilliams@Howard.edu>; Thomas, Veronica G <vthomas@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>

Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Dark, Okianer C <okianer.c.dark@howard.edu>; Lawson-Borders, Gracie <gracie.lawsonborders@Howard.edu>; Jackson, Andrea, D. <adjackson@Howard.edu>; Pierce, Yolanda <yolanda.pierce@Howard.edu>; Williams, Dawn G. <dgwilliams@Howard.edu>; Williams, Dana <d_williams@Howard.edu>; Holley-Walker, Danielle R <dhwalker@law.howard.edu>; Mighty, Hugh E <hugh.mighty@Howard.edu>; Brown, Gina <gina.brown@Howard.edu>; Tofade, Toyin <toyin.tofade@Howard.edu>; Crewe, Sandra E <secrewe@Howard.edu>; Harvey, Barron H. <bharvey@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Morris, Vernon R. <vmorris@Howard.edu>; Walters, Eric <ewalters@Howard.edu>; Tharakan, John P. <jtharakan@Howard.edu>; Carmichael, Jacqueline L <jacqueline.carmich@Howard.edu>; Middendorf III, George A. <gmiddendorf@Howard.edu>; O'Neil, Jahn N. <jahn.oneil@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Tibbits, Mercedes V. <mtibbits@howard.edu>; Johnson, Krista M <KMJohnson@Howard.edu>; Kavoossi, Masoud <mkavoossi@Howard.edu>; Robinson, Courtney J <courtney.robinson@Howard.edu>; King, Eleanor M. <emking@Howard.edu>; Johnson, Shameka N <shameka.n.johnson@Howard.edu>; Ramberan, Jami E <jami.ramberan@Howard.edu>; Farquharson, Andre' A. <afarquharson@Howard.edu>; Lawrence, Leslie M. <lmlawrence@Howard.edu>; Hopson, Ronald <rhopson@Howard.edu>; jeanbaileypd@aol.com; Jackson, James T. <jt_jackson@Howard.edu>; Grant, Bradford C. <bcgrant@Howard.edu>; Arhin, Stephen A. <saarhin@Howard.edu>; christi cunningham <chisticunningham@gmail.com>; Alayan, Kristina J <kristina.alayan@law.howard.edu>; Davila-Garcia, Martha I. <mdavila-garcia@Howard.edu>; Littleton, George <glittleton@Howard.edu>; Castor, Chimene <chimene.castor@Howard.edu>; Okunji, Priscilla O. <priscilla.okunji@Howard.edu>; Akala, Emmanuel O <eakala@Howard.edu>; Drame, Imbi L <imbi.drame@Howard.edu>; Edwards, Janice B. <janice.edwards@Howard.edu>; Liu, Meirong <meirong.liu@Howard.edu>; McSwain, Alexander T <amcswain@Howard.edu>; Wilbon, Anthony D <anthony.wilbon@Howard.edu>; Ferguson, Yuvay J. <yferguson@Howard.edu>; Choi, B. Paul <bchoi@Howard.edu>; Kulkarni, Subodh P. <skulkarni@Howard.edu>; Mayse, Adrian <adrian.mayse@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>

Subject: Factual inaccuracy in Middle States self-study draft

Good morning - Attached please find a letter describing an inaccuracy in the section pertaining to the evaluation of deans in the Howard University Middle States Commission on Higher Education Self-Study draft. Thank you.