

Re: FS Update - 11/27/19 - Ombuds Search

Alfred, Marcus <marAlfred@Howard.edu>

Tue 12/10/2019 2:52 PM

To: Frederick, Wayne <HUPresident@Howard.edu>

Cc: Prioleau, Florence W <fprioleau@howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Brown, Crystal L <crystal.brown@Howard.edu>; Murphy, LaTasha <LCHicks@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>

Dear Dr. Frederick,

My apologies for the delay. I hope you can still make your slides from the 11/13 full senate meeting available? For some of the points you raised in this email chain:

As a reminder, I was elected only after promising transparency. If you or any other faculty member has a question regarding what the council supports, I'd direct you to our minutes and corrections at <https://hufaculty.com>. The council meeting minutes are all online, as soon as they are available, in order to answer these kinds of questions. (Also, this is one of the reasons we've requested the HU administration to forward all faculty senate website traffic to our off campus site. I hope you all will reconsider blocking this traffic) In my opinion, our election was a referendum on the need for integrity, competence, transparency, and accountability in all HU leadership. This includes senate leadership.

I became chair the moment I was elected. As I referenced in my email on 6/5/19 to you, Secretary of the Board Prioleau, and the Provost, Dr. Wutoh, "I understand and acknowledge the responsibility of leadership that has transitioned according to the HU Faculty Senate Constitution in Article 17, section A." In that email, as chair I alerted you all that there were problems with the Ombudsperson search and the Provost's proposed handbook.

On the issue of being untruthful and misleading, Howard University suffered historic infrastructure damage due to the boiler crisis in January 2018. In some cases, the reported circumstances surrounding the boiler crisis disseminated by the Administration have been conflicting. In her email to the HU community titled "Important: Winterizing the Campus" on December 15, 2017, Dr. Dubroy wrote "By default, heat within all facilities will be lowered to a temperature of approximately 55 degrees, unless the building was deemed accessible during the campus closure" and added that "PFM maintenance and services will continue to respond to urgent situations and emergencies, as work orders are submitted, but only to buildings to which access was granted or for which renovations were planned." Then in a letter to the alumni on February 5, 2018, you wrote "The winterizing program included around-the-clock monitoring of campus buildings and maintaining building temperatures between 55F-60F." The directive for temperature setting at approximately 55F with response to urgent situations and the narrative for maintaining temperature between 55F-60F with around-the-clock monitoring are contradictory propositions.

I hope you all have a great holiday break.

Sincerely,

Marcus Alfred
Associate Professor
Chair, HU Faculty Senate
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Frederick, Wayne <HUPresident@Howard.edu>

Sent: Thursday, November 28, 2019 11:24 AM

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

Cc: Prioleau, Florence W <fprioleau@howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Brown, Crystal L <crystal.brown@Howard.edu>; Murphy, LaTasha <LCHicks@Howard.edu>; Paschall, Samuel

<spaschall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>

Subject: Re: FS Update - 11/27/19 - Ombuds Search

It has been sent as you requested.

On Nov 28, 2019, at 12:23 PM, Alfred, Marcus <marAlfred@howard.edu> wrote:

Happy Thanksgiving to you all as well.

There is no need for VP Brown to send today, I've already sent to faculty. It would be nice for it to go out through HU Communications on Monday though. I'll respond to some of your points after the holiday.

Again, Happy Thanksgiving,

Marcus Alfred
Associate Professor
Chair, HU Faculty Senate
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Frederick, Wayne <HUPresident@Howard.edu>

Sent: Thursday, November 28, 2019 10:34 AM

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

Cc: Prioleau, Florence W <fprioleau@howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Brown, Crystal L <crystal.brown@Howard.edu>; Murphy, LaTasha <LCHicks@Howard.edu>

Subject: Re: FS Update - 11/27/19 - Ombuds Search

Good morning. OUC sends out those communications. VP Brown will see to it that your communications go out today.

The communications from the faculty senate are becoming more concerning. You recently had Lynne Kelly send me two communications that you then said weren't accurate and that I needed to follow the directives in your communication. I never asked you nor did you supply evidence that the directive was from the council. If Dr. Sobrain was the main spokesperson for the faculty senate as you now advertise yourself why would the Provost question her recommendation. For you to suggest that I ignored the faculty senate senate council is untruthful and misleading. When I receive communications from the faculty regarding your communications and their disagreement and request for me to do something different should I now respond affirmatively? I believe this situation is deteriorating because of a lack of courtesy and human decency in the interaction. Sending these missives to the faculty is not the solution.

Today is Thanksgiving. I hope you can take pause and be grateful for Howard University and what it has afforded all of us and what it means to so many. I am grateful for the faculty senate and shared governance. We have to continue to work towards perfecting it. That requires communication, a commitment to the ideals, and mutual respect. I look forward to a better path forward. Happy Thanksgiving to you and your family. May you appreciate all that is around you and most importantly yourself and the take ya you lend to Howard's cause.

On Nov 28, 2019, at 11:15 AM, Alfred, Marcus <marAlfred@howard.edu> wrote:

Good morning,

I've sent the email below to all faculty. I'd requested it go out through HU Communications, but that has yet to happen.

Marcus Alfred
Associate Professor
Chair, HU Faculty Senate
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Wednesday, November 27, 2019 8:33 PM
To: Alfred, Marcus <marAlfred@Howard.edu>
Subject: FS Update - 11/27/19 - Ombuds Search

Good morning colleagues,

The new officers of the HU Faculty Senate promised to be transparent and follow the rules of the Senate. One way we've attempted to do this is by providing FS email updates. Within yesterday's update,

<https://hufaculty.com/wp-content/uploads/2019/11/179.FSupdate11.26.19.pdf>

I mentioned the following,

"CNAHS chair searches. Please see attached from Dr. Brown. The FS is waiting on a response from CNAHS faculty to see how to proceed. Dr. Wutoh was concerned about allegations against Deans and suggested that Dr. Frederick could appoint an interim faculty ombudsperson. I mentioned this might be a problem, since it appears that the last candidate was offered a position by Dr. Frederick without a vote by the council. If true, this is a violation of the established procedure for selection of the faculty ombudsperson."

Dr. Wutoh then accused me of making misleading or outright false statements, and loose allegations.

<https://hufaculty.com/wp-content/uploads/2019/11/178.2.pdf>

Please consider the following points and documents and decide for yourselves.

1. On Sept 10, 2018, Dr. Sonya Sobrian, the most recent past Chair of the HU Faculty Senate, sent an email with the approved procedure for selecting an ombudsperson. That procedure is listed here:

<https://hufaculty.com/wp-content/uploads/2019/09/19-final-selection-procedure.pdf>

2. Step 5 in the above procedure says, "5. The OSC will recommend the top two (2) candidates to the Faculty Senate Council for a vote to extend an offer to a single candidate."

3. Please take a look at all council meetings with quorum on the following page. There were no meetings with council votes for an ombudsperson candidate.

<https://hufaculty.com/old-documents/>

4. On June 5, 2019, I alerted Dr. Frederick, Dr. Wutoh, and the Secretary of the Board and General Counsel, Ms. Florence Prioleau that there were problems with the ombudsperson search.

<https://hufaculty.com/wp-content/uploads/2019/11/175.3.pdf>

5. On July 2nd, 2019, Dr. Sobrian sent the letter linked below to the council (names have been redacted). In it she indicated her intention to recommend a name to the Provost without a proper vote from the council. She says,

"At a subsequent meeting of June 24th, 2019, 10 members of the Council met; their consensus opinion was that the Chair of the Faculty Senate in consultation with the Chair of the ad hoc Ombudsperson search Committee send the recommendation of ***** forward to the Provost."

There couldn't have been a legitimate council meeting and vote. According to the Board approved Faculty Senate Constitution, 10 members is not enough for a quorum.

<https://hufaculty.com/wp-content/uploads/2019/11/176.July2redacted.pdf>

6. On July 8th, 2019, council emails to Dr. Sobrian state,

"It is ill advised for the chair to make a unilateral decision to recommend an ombuds candidate to be hired without the vote of the Faculty Senate Council.."

The co-chair of the Governance Committee said in an email, "The procedures as stated must be adhered to"

7. Yesterday, November 26, 2019, Dr. Wutoh provided a letter apparently written by Drs. Sobrian and Farquharson on July 8th, 2019, recommending a candidate for ombudsperson.

<https://hufaculty.com/wp-content/uploads/2019/11/177.Letter7-8-19redacted.pdf>

8. In his letter, Dr. Wutoh says, "Dr. Alfred indicated that President Frederick offered a position to a candidate for the Faculty Ombudsperson position without vote of the Faculty Senate Council. This allegation is false."

<https://hufaculty.com/wp-content/uploads/2019/11/178.2.pdf>

Colleagues, I ask you, where in Dr. Sobrian's letter (177.Letter7-8-19redacted.pdf) provided by Dr. Wutoh does she say there was a council vote for the recommendation? Where in any of the above documents is it mentioned that the council voted for the recommendation?

Respectfully,

Marcus

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu