

January 24, 2020

**FORMAL COMPLAINT:
COMPOSITION OF THE SCHOOL OF BUSINESS DECANAL SEARCH COMMITTEE**

Dear Dr. Wutoh,

Let me begin by welcoming you to a new semester and wishing you the best in 2020. I also want to congratulate you on your excellent choice of Dean Danielle Holley-Walker as the chairperson of the School of Business Decanal Search Committee. Dean Holley-Walker is engaging, transparent, committed to collaborating with faculty, and determined to make an excellent recommendation for the position.

All of this being said, I am writing to lodge a formal complaint about the composition of the decanal search committee. As you are aware, the revised *Howard University Faculty Handbook*, "Section A4.2 Appointment, Term and Evaluation of Deans" states:

"...Deans are appointed by the Board of Trustees upon recommendation of the President. When appointing a new dean, the Provost shall name the chair of the search committee and appoint or arrange for the election of a search committee. The majority of the search committee members shall be from the school/college that the new dean will head, and **two members** (emphasis added) will be selected by the Faculty Senate. The Provost's recommendations, together with that of the school/college search committee, shall be forwarded to the President for final decision."

On Monday, September 23, 2019, Dr. Marcus Alfred, Chairperson of the Faculty Senate, sent you an email selecting two members of the School of Business faculty to serve on the decanal search committee.

Two days later, you responded that "President Frederick has approved" **one** of the selections and your office sent this individual a communication to that effect. As is clearly indicated in the *Faculty Handbook*, two members **will be** selected by the Faculty Senate. Nothing in the section indicates that the two search committee selections made by the Faculty Senate need to be approved by the President. Therefore, your informing Dr. Alfred of the President's involvement in the selection of only one of the two candidates nominated by the Faculty Senate does not comply with the process outlined in the *Faculty Handbook*, as quoted above.

According to the *Faculty Handbook*, the other individual who was selected by the Faculty Senate, regardless of "approval" by the President, should now be serving as a member of the decanal search committee. However, this faculty member has been improperly denied the opportunity to serve as a member of this committee.

In order for the Office of the Provost to comply with the *Faculty Handbook*, I am respectfully requesting that you add this faculty member to the committee without further delay. I have spoken with the faculty member, who remains willing to serve. Moreover, the committee has a significant amount of work that remains to be accomplished and the faculty member can greatly contribute to the search process.

I wish to clearly state that only the Provost's recommendation of candidates for the dean position, along with the recommendations of the search committee, are forwarded to the President for his selection. This should not be confused with the process of selection of members for the decanal search committee, a process in which the president does not have a role as per Section A4.2 of the *Faculty Handbook*.

I look forward to your timely response on this important matter of faculty governance.

Sincerely,

Samuel S. Paschall

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Samuel S. Paschall, J.D.
Faculty Senate Representative School of Business
Acting Secretary, HU Faculty Senate