

Re: 6.5.20 Meeting follow up

Alfred, Marcus <marAlfred@Howard.edu>

Fri 7/17/2020 4:25 PM

To: k

Cc: c

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

Good afternoon Dr. Morse,

Dr. Talitha Washington was just announced as the newly appointed inaugural director of the AUCC Data Science Initiative.

She was an associate professor in the Math department here at HU. Was. She went up for full professor not long ago, but was denied. If I'm not mistaken, the interim Dean of COAS at the time supported her. So it appears as if either Dr. Wutoh and/or Dr. Frederick denied her full professorship?

In addition to her being the center director, she is now a full tenured professor at Clark Atlanta. The very title and position she was denied here at HU.

Dr. Washington was the only tenured/tenure track African American woman in the Mathematics Department here at Howard.

So again, how will HU survive if it can't attract and keep African American faculty dedicated to HU's mission? This follows the loss of Dr. Vernon Morris (Chemistry), Dr. Andre Clayborne (Chemistry), and near loss of Dr. Yolonda Wilson (Philosophy) this year. As before, I would strongly recommend the board reach out to any of these talented faculty members and ask them the same question I've asked the board and administration repeatedly.

Thank you,

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

From: Alfred, Marcus

Sent: Thursday, June 11, 2020 7:42 AM

C

t

<fprioleau@howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>

Subject: 6.5.20 Meeting follow up

Good afternoon Trustee Morse,

I wanted to follow up with you on our meeting on Friday, 6/5/20 5:30pm Zoom meeting. I'd like to briefly summarize some of the points I mentioned and provide a bit more substance to my points.

We were to speak for about 30 minutes and then Secretary Prioleau and I were to discuss Mr. Landon's hire as the senate legal advisor.

Topics:

1. Congratulations to Dr. Morse.
2. Need for the FS steering committee discussions with HU Board to continue.
3. Current graduate trustee (not on main campus and doesn't attend council meetings).
4. No undergraduate trustee.
5. Role of HU in dealing with social justice crisis./Intellectual leadership for Black America. Faculty apathy.
6. The collapse of research infrastructure at HU

This took till about 6:04. The Board members signed off and I spoke with Secretary Prioleau.

I'd like to reiterate what I mentioned in the meeting.

HU Faculty Apathy:

I think HU faculty would like to see a climate on campus that supports active discussion among all faculty on issues relevant to African American communities. In addition, I think HU faculty expect that if HU reached its full potential, many HU faculty would be involved in most media conversations on these issues - not a handful.

I had linked a relative lack of HU faculty voices in the current protests to faculty apathy on campus. It's not surprising that HU faculty aren't more outspoken. Many faculty feel retaliation against them by the upper administration is the new normal at HU, and sanctioned by the HU Board. I mentioned an example of a Dean retaliating with a false reprimand against an outspoken member of the faculty. I would recommend the incoming board chair request from Dr. Wutoh a copy of the formal complaint led by this faculty member. I would also suggest the incoming chair talk to this faculty member. It is disappointing that Dr. Wutoh did not hold the Dean accountable for his actions. In fact, it is chilling that instead of holding the Dean accountable, Dr. Wutoh has apparently rewarded him with a position in the Provost's office.

In addition, the recent no confidence vote is an example of faculty apathy. I would recommend the board not interpret 600 faculty not voting as an endorsement of the current HU Administration. But I would recommend the board interpret it as a measure of HU faculty apathy, skepticism, and low morale.

Again, I would recommend the incoming Board Chair request from Dr. Wutoh a copy of the formal complaint led by the faculty member. I would also suggest the incoming chair talk to this faculty member. (I'd like to emphasize that I am not advocating for him nor representing him.)

HU Research Infrastructure Collapse:

I think most HU faculty would like to see a research infrastructure that allows us to legitimately address problems facing African American communities. Many HU faculty feel the time and energy needed to overcome obstacles for the most basic services at HU make research almost impossible. Right now, purchasing, hiring, accounting, etc are all collapsing for many HU researchers.

This problem is related to a question I've posed to the board and administration. How will HU survive if it can't attract and keep African American faculty dedicated to HU's mission? I've attached an email chain sent regarding a senior and well respected faculty member that left HU. A primary reason for his departure was the collapse of HU's research infrastructure. Another reason was the root causes of the low morale mentioned above.

I would strongly recommend the incoming board chair have a discussion with this faculty member that has now left HU.

Faculty Graduate and Undergraduate Trustees:

There is a concern among faculty that the HU Board is not really seeing what faculty see. This concern is reinforced by not having a faculty undergraduate trustee elected by the faculty. The position has been vacant for 2 years. Further, many HU faculty doubt that the graduate faculty trustee can relay to the board faculty issues since (1) she is not on the main campus, (2) apparently doesn't attend faculty senate meetings, and (3) has never reported to the faculty senate.

I would strongly recommend the board select faculty trustees that are elected by the faculty, work with the senate, and have no conflicts of commitment. In addition, I'd recommend appropriate members of the board meet with the senate steering committee once per semester.

Congratulations again,

Marcus

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