

Regrettably, the poor treatment of HU faculty as described in the letter is not surprising. Nor am I surprised that the HU board hasn't held Drs. Frederick and Wutoh accountable. This poor treatment has been a factor in the decision of some of our best minds to leave Howard, especially those descendants of slavery in the US. It's heartbreaking what my colleagues have gone through, and what losing them means for our students and the African American community.

<https://www.sciencemag.org/news/2021/06/atmospheric-science-overwhelmingly-white-black-scientists-have-ignited-change>

1. Good morning. Some information on me

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2. Ms. Hannah-Jones and Mr. Coates are an amazing journalist and writer. By welcoming them and supporting them, HU fulfills part of its understood legacy - to provide opportunities to those descendants of America's freed slaves and others. I truly wish them only the best. (I've no knowledge of the process that brought them to HU or on boarding them, so I can't speak to that.)

3. However, it may be useful to consider what's happened to some other outstanding scholars that have left HU within the last year. I'd like to give you a few names. Drs. Vernon Morris, Talitha Washington, Yolonda Wilson, and Thomas Searles. If I'm not mistaken, all descendants of enslaved Americans. They came to HU much like Ms. Hannah-Jones and Mr. Coates, but left. Why? Dr. Morris had one of the biggest research grants at HU (if not the biggest), Dr. Washington was the only African American (descendant) woman with tenure in the math department. Dr. Wilson was one of the few African American women with a Philosophy PhD in the country. Dr. Searles recently brought to and spearheaded (PI) the multi-million dollar quantum science project to HU.

4. I wouldn't want to speak for them, but they didn't only leave because of a competitive salary. They and other faculty members have left, in my opinion, because the HU board and administration have created a climate that is hostile in some HU departments and colleges to some of our best scholars and in particular those scholars descended from American slaves. (Problems: unpaid/late payment of vendors, unpaid/late payment of grad students, unpaid/late payment of undergrad students, unpaid/late payment of invoices, late hires by HU administration even though grant funds are authorized or delivered to HU. Documented discrimination based on race and/or gender, dramatic

loss of African American (descendant) faculty in some STEM disciplines and board dismissal of this potential problem)

5. Further context, we can discuss what's happened over the last 5-7 years, but I'd need time to prepare a bit more. Just a quick summary of problems apparently due in part to HU board and the administration's decisions: 200+ million dollar weather event, financial aid money stolen, broken decanal search processes, broken shared governance (student, faculty, alumni affiliate trustee elimination), illegitimate 2019 faculty handbook adoption, and more. These types of problems were the cause of the faculty to issue 3 no-confidence votes in the HU administration and/or executive board. (These votes still stand and their subsequent recommendations have not been rescinded by the faculty)

6. In summary, HU can be an amazing place for underrepresented scholars due to the fantastic students, alumni, staff, colleagues, and supporters. But for a number of HU faculty, especially descendants of enslaved Americans, what has been done to HU is tragic.