

**Re: faculty pay issue**

Alfred, Marcus &lt;marAlfred@Howard.edu&gt;

Sat 9/11/2021 2:56 PM

To: Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>  
Cc: Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>

They've had the names for some time.

Marcus Alfred  
Pronouns: he, him, his  
Associate Professor  
Howard University  
Dept. of Physics & Astronomy  
Washington, DC 20059  
202-806-6258  
[maralfred@howard.edu](mailto:maralfred@howard.edu)

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**From:** Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>  
**Sent:** Saturday, September 11, 2021 2:52 PM  
**To:** Alfred, Marcus <marAlfred@Howard.edu>; Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>  
**Cc:** Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>  
**Subject:** Re: faculty pay issue

Thank you.

Please send the names of the stakeholders so the RAS team can investigate the grant issue outlined below.

Kindest regards,  
Dr. Dubroy

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**From:** Alfred, Marcus <marAlfred@Howard.edu>  
**Sent:** Saturday, September 11, 2021 2:50:08 PM  
**To:** Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>  
**Cc:** Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>  
**Subject:** Re: faculty pay issue

Hello Dr. Dubroy,

You don't have to tell me this, but you and both the administration and board might want to tell this to my colleagues that haven't been paid for almost month or longer. And their families.

I've two examples for you:

1. I've a grant now that we put in paperwork months ago for summer salary for a colleague for this past summer. He has yet to be paid.
2. Several year ago, I had a contract with a government agency that sent money to HU for summer salary for another of our colleagues. Years later, he still hasn't been paid. But the administration has taken the money.

Sincerely,

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**From:** Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>  
**Sent:** Saturday, September 11, 2021 12:11 PM  
**To:** Alfred, Marcus <marAlfred@Howard.edu>; Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>  
**Cc:** Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>  
**Subject:** Re: faculty pay issue

Dr. Alfred,

My recommendation for feedback to the senate at this point in time is that the finance and HR teams are working on investigating the issue so that they can share feedback on how many people weren't paid and when they will be, but systems are down, so the first action needs to be IT giving access to the folks who should have it. We have to do so securely. ETS is on the call with Workday and Microsoft hand picking who will get WD access first.

From what the payroll team mentioned and reports coming in from Chairs/Deans, only newly onboarded faculty were impacted.

I am appealing to your humanity and need your trust at this time. Working on getting our systems up.

Anyone who should have gotten paid will get paid in short order. We'll fix that. We never want a situation where someone doesn't get paid. We truly apologize for the vast inconvenience. We'll send a direct communication to impacted faculty, but first, we have to know who they are. I've already stated that data acquisition is a limitation.

Give us a moment. Please.

I'll be in touch at 5PM with an update. We must focus on getting our systems up in a safe manner.

Please send positive energy our way. We need it.

Dr. Dubroy

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**From:** Alfred, Marcus <marAlfred@Howard.edu>

**Sent:** Saturday, September 11, 2021 8:20:17 AM

**To:** Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>

**Cc:** Larry Morse <lmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>

**Subject:** Re: faculty pay issue

Good morning Dr. Frederick,

I am concerned that you all aren't aware of the problem or aren't willing to discuss it with the senate. Perhaps you should talk with some of the Deans and HR? I'll let our colleagues know that we've raised the issue with you all and the board. And that both you and Dr. Wutoh have said you are unaware of the problem.

Thank you,

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

**Sent:** Saturday, September 11, 2021 7:57 AM

**To:** Alfred, Marcus <marAlfred@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>

**Cc:** Larry Morse <lmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>

**Subject:** Re: faculty pay issue

I'm not sure that you read or interpreted the Provost's email clearly. He nor I have received any complaints about faculty pay. Your email is the first such email. I'm not sure why they would email you and not email HR, Deans, or Provost. As the provost suggested please send the emails directly to him so we can investigate. Thank you in advance. Also please check the email addresses you have received and ensure that they are all howard.edu before forwarding.

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**From:** Alfred, Marcus <marAlfred@Howard.edu>

**Date:** Saturday, September 11, 2021 at 7:26 AM

**To:** Wutoh, Anthony <awutoh@Howard.edu>, Frederick, Wayne <HUPresident@Howard.edu>

**Cc:** Larry Morse <lmorse@fairviewcapital.com>, Royal, Guericke <groyal@Howard.edu>, Grant, Keneshia <keneshia.grant@Howard.edu>

**Subject:** Re: faculty pay issue

Good morning Dr. Wutoh,

I'm glad you all are aware of the problem. Would you and Dr. Frederick mind telling us the extent of it and how much longer this is going to go on? Also, how many faculty were not paid yesterday? How many faculty that did get paid received an incorrect amount? These questions are in addition to the other - faculty didn't get paid yesterday due to the ransomware attack, workday, something else, or some combination?

Thank you,

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**From:** Wutoh, Anthony <[awutoh@Howard.edu](mailto:awutoh@Howard.edu)>  
**Sent:** Saturday, September 11, 2021 7:09 AM  
**To:** Alfred, Marcus <[marAlfred@Howard.edu](mailto:marAlfred@Howard.edu)>; Frederick, Wayne <[HUPresident@Howard.edu](mailto:HUPresident@Howard.edu)>  
**Cc:** Larry Morse <[lmorse@fairviewcapital.com](mailto:lmorse@fairviewcapital.com)>; Royal, Guericke <[groyal@Howard.edu](mailto:groyal@Howard.edu)>; Grant, Keneshia <[keneshia.grant@Howard.edu](mailto:keneshia.grant@Howard.edu)>  
**Subject:** Re: faculty pay issue

Dr. Alfred,

Good morning. Please send any emails you received to me alone for faculty privacy. The HR team can then research the issue. It is unclear why faculty would send payment concerns to you rather than to HR or their Deans. Thank you.

AKW

**Anthony K. Wutoh, Ph.D., R.Ph.**  
**Provost & Chief Academic Officer**  
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Desk: [202.806.2550](tel:202.806.2550) | [awutoh@howard.edu](mailto:awutoh@howard.edu)  
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**From:** Alfred, Marcus <[marAlfred@Howard.edu](mailto:marAlfred@Howard.edu)>  
**Sent:** Saturday, September 11, 2021 6:00:03 AM  
**To:** Frederick, Wayne <[HUPresident@Howard.edu](mailto:HUPresident@Howard.edu)>  
**Cc:** Wutoh, Anthony <[awutoh@Howard.edu](mailto:awutoh@Howard.edu)>; Larry Morse <[lmorse@fairviewcapital.com](mailto:lmorse@fairviewcapital.com)>; Royal, Guericke <[groyal@Howard.edu](mailto:groyal@Howard.edu)>; Grant, Keneshia <[keneshia.grant@Howard.edu](mailto:keneshia.grant@Howard.edu)>  
**Subject:** faculty pay issue

Good morning Dr. Frederick,

Some faculty have reported not being paid or errors in pay yesterday. Of course this is urgent, and I expect you are aware and will fix this within the next few days. There have been questions if this payment issue is due to the ransomware attack, the workday rollout, something else, or some combination?

Thank you,

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