

Re: faculty pay issue

Alfred, Marcus <marAlfred@Howard.edu>

Sat 9/11/2021 11:56 AM

To: Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>

Cc: Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Frederick, Wayne <wfrederick@Howard.edu>

Thank you Dr. Dubroy,

This is the end of week 3. Faculty were actually working the week before classes started. So how many faculty have been working for almost a month without getting paid? And how many have had incorrect paychecks? Please let us know as soon as the administration has access to its systems.

Thanks again,

Marcus Alfred
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Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>**Sent:** Saturday, September 11, 2021 11:25 AM**To:** Alfred, Marcus <marAlfred@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>**Cc:** Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Frederick, Wayne <wfrederick@Howard.edu>**Subject:** Re: faculty pay issue

Colleagues,

For your awareness, we have disconnected access to workday. Reports can/will be run on payroll after it is up today.

Any data being collated now is self-reported and still being collected.

Please give the finance and HR teams some time to do so.

We have to give them access to the systems first. No one currently has access to run reports.

People who haven't gotten paid will get paid in short order. The CFO is aware and will assist.

We'll have a more comprehensive update when we can access the data. Any numbers given now would be inaccurate/incomplete.

Dr. Dubroy

Tashni-Ann Dubroy, Ph.D.
Executive Vice President & Chief Operating Officer
Howard University

From: Alfred, Marcus <marAlfred@Howard.edu>**Sent:** Saturday, September 11, 2021 11:12:58 AM**To:** Wutoh, Anthony <awutoh@Howard.edu>**Cc:** Larry Morse <lcmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Frederick, Wayne <wfrederick@Howard.edu>**Subject:** Re: faculty pay issue

Thank you Dr. Wutoh,

How many faculty were not paid yesterday? How many faculty that did get paid received an incorrect amount?

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From: Wutoh, Anthony <awutoh@Howard.edu>
Sent: Saturday, September 11, 2021 11:02 AM
To: Alfred, Marcus <marAlfred@Howard.edu>
Cc: Larry Morse <lc Morse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>; Frederick, Wayne <wfrederick@Howard.edu>
Subject: Re: faculty pay issue

Dr. Alfred,

Good morning. Following the Faculty Town Hall meeting on Thursday, I contacted the Deans yesterday to identify and forward the name of any faculty who had not received a paycheck yesterday. This information has been provided to HR. HR's follow up noted that the group are primarily new faculty and the issue is related to an onboarding and provisioning transition from Peoplesoft to Workday. A resolution is in process now, and those impacted faculty will receive a communication and be compensated by early this coming week. There also appear to be individual unique circumstances that will be addressed individually.

If you are aware of individual impacted faculty, please provide that information to me, in case it was not communicated to the Deans. Thank you.



Anthony K. Wutoh, Ph.D., R.Ph.
Provost & Chief Academic Officer

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From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Saturday, September 11, 2021 8:20 AM
To: Frederick, Wayne <HUPresident@Howard.edu>; Wutoh, Anthony <awutoh@Howard.edu>
Cc: Larry Morse <lc Morse@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 <lc Morse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>; Dubroy, Tashni-Ann <tashni.dubroy@Howard.edu>
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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.

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 <lc Morse@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>
Sent: Saturday, September 11, 2021 7:09 AM
To: Alfred, Marcus <marAlfred@Howard.edu>; Frederick, Wayne <HUPresident@Howard.edu>
Cc: Larry Morse <lmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <keneshia.grant@Howard.edu>
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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

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From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Saturday, September 11, 2021 6:00:03 AM
To: Frederick, Wayne <HUPresident@Howard.edu>
Cc: Wutoh, Anthony <awutoh@Howard.edu>; Larry Morse <lmorse@fairviewcapital.com>; Royal, Guericke <groyal@Howard.edu>; Grant, Keneshia <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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