April 2, 2015

To Howard University Staff, Faculty & Students:

As you know, the primary purpose of Howard University is to provide a quality education to our students, to develop the academic underpinnings necessary to elevate diversity of thought, share their talent and enrich quality of life in communities around the world. In addition, we are a world-renown research institution, proud employer and long-standing member of the Washington, DC community. To continue our 148-year legacy of providing students with a unique, culturally- and globally diverse academic experience, as well as serve as a world-class research institution and employer of choice in our nation’s Capital, the University must remain financially strong.

To meet these high standards and to serve the needs of our primary customers – our students – the decision has been made to eliminate 84 staff positions from the University, effective Thursday, April 2, 2015. The men and women directly impacted by these personnel decisions have been notified individually by their manager. The affected positions have been eliminated and the individual’s employment with the University has been terminated. Everyone impacted, directly and indirectly, by these decisions is to be treated with the utmost dignity and respect.

To assist displaced employees, they have been offered a severance package, an extension of their insurance and health care benefits, outplacement assistance and other information resources, based on individual eligibility.

The decision to reduce staff is never an easy one. Please know that University leadership carefully evaluated a variety of options before concluding that eliminating these positions was necessary to ensure long-term financial stability for the University. I do not expect this decision to have any adverse impact on student services or their academic studies.

On behalf of everyone at Howard, we thank our former colleagues for their service, commitment, and dedication to Howard University. We wish them well as they turn the page on this chapter of their lives.

The future of Howard University remains bright. As we collectively work through challenges and assess opportunities to continuously build on our 148-year legacy, rest assured that the difficult decisions that we’re making today ensure that we can deliver on our promise to provide the premium quality academic experience and opportunities that our students expect and deserve, as well as remain a strong and viable University for our employees and the global community that we serve, for many years to come.

In Truth and Service,
Dr. Wayne A. I. Frederick,
President