



OFFICE of THE PRESIDENT

Dear Bowie State University Community,

I write today acknowledging that I have received notification from the outgoing Faculty Senate Executive Committee (FSEC) regarding the votes of no confidence directed toward me and the Vice President for Academic Affairs and Provost. I have also been informed that the Council of University System Faculty (CUSF) has advanced additional statements and assertions concerning the leadership and governance of Bowie State University.

Over the course of the past year, numerous allegations regarding my leadership, my character and the performance of the Provost have circulated both within and beyond our campus community. Many of these claims have been repeated publicly as fact despite being previously addressed in writing and despite the absence of substantiated evidence. Unfortunately, misinformation and incomplete narratives have continued to spread in ways that have harmed the reputation of Bowie State University and overshadowed the extraordinary work taking place across this institution every day.

As with actions taken last year, there continue to be serious concerns raised by faculty and others regarding procedural irregularities and violations of established bylaws and governance protocols associated with these recent actions. I have also received correspondence from concerned faculty members expressing apprehension about process, integrity, transparency and the climate surrounding these matters. Some faculty have shared concerns that they were unaware of how surveys or information they provided would ultimately be used, while others have expressed fear of retaliation for viewpoints that differed from those of the outgoing FSEC leadership.

It is important to remember that this administration did not ignore concerns about shared governance. In fact, substantial effort, time and institutional resources have been devoted to improving communication, strengthening transparency and rebuilding trust.

At the recommendation of an external consultant, we established regular monthly meetings involving the FSEC, Provost, President and Chief of Staff. We expanded opportunities for direct dialogue between faculty and university leadership throughout the academic year. The Provost also conducted additional faculty engagement sessions throughout the year and during the annual Faculty Institute, which focused specifically on academic concerns. He also convened, for the first time during the fall and spring semesters, “all hands” meetings involving all academic leaders to better facilitate operational transparency.

The university engaged two separate consultants to support this work. One focused specifically on faculty governance matters and another is dedicated to strengthening shared governance processes across all campus constituencies. Throughout this process, the administration remained committed to continued collaboration and was informed repeatedly that progress was being made and that work would continue constructively. For that reason, the sudden escalation of activity at the conclusion of the academic year has been both puzzling and deeply disappointing.

I must also address the concerning involvement of the Council of University System Faculty in matters internal to Bowie State University. CUSF’s stated mission is to “consider and make recommendations on matters of System-wide professional and educational concern to the faculty and matters to which faculty bring special expertise.” Matters involving the governance and leadership of an individual institution do not fall within the scope of CUSF’s authority. Yet, for the second consecutive year, actions have been taken by members associated with CUSF that insert the organization into the internal affairs of Bowie State in ways that are inappropriate and damaging.

Particularly troubling were efforts by at least one member to independently collect information and present it externally as justification for calls to remove the leadership of this university. Such actions raise important questions regarding governance boundaries, process and respect for institutional autonomy.

As a member of the University System of Maryland (USM), Bowie State University adheres to the highest standards of good governance in accordance with USM policies and procedures. We have done so while advancing the mission of this historic institution through the dedicated work of faculty, staff, students, alumni and supporters who care deeply about our future.

The public dissemination of misinformation and the continued escalation of divisive rhetoric do real harm. They undermine morale, weaken public confidence and distract from the transformational and innovative work underway at Bowie State. They also diminish the

remarkable achievements made possible through the unwavering commitment of this campus community.

Despite these challenges, Bowie State University remains strong and forward focused. Together, we have advanced student success, expanded academic opportunities, strengthened partnerships, increased fundraising, expanded research capacity, enhanced our national reputation and positioned this institution for continued growth and impact. None of these accomplishments would have been possible without sustained leadership and the extraordinary dedication of our faculty, staff, students, alumni, supporters and friends.

As President, I remain committed to shared governance grounded in integrity, accountability, transparency and mutual respect. I remain committed to listening, engaging and working collaboratively with all members of our university community who seek solutions rooted in the best interests of Bowie State and our students.

At this moment, I ask our community to remain focused on our mission, our core values and the historic responsibility we carry as Maryland's oldest HBCU. For over 160 years, Bowie State University has endured and thrived because generations before us chose purpose over division and progress over discord. We owe that same commitment to those we serve today and to those who will follow us tomorrow.

Thank you for your continued dedication to Bowie State University and to the students whose futures depend upon our collective leadership and stewardship.

With appreciation and resolve,



Aminta H. Breaux, Ph.D.
President
Bowie State University

