



University of  
New Hampshire

Office of the Provost and  
Vice President for Academic Affairs

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November 3, 2021

Dear Colleague,

We are all shocked, saddened, and angered by the news about former UNH employee Dr. Daniel Howard that President Dean shared with the UNH community last week. We are writing at this time to provide you, as a member of the research community related to his field of activity, with information that you can use as you work through the feelings that this situation may have raised and as you think about actions you may want to take regarding any of your collaborations or projects that may be impacted.

Of primary importance, we echo the message of President Dean that sexual violence (including sexual harassment and sexual assault) is not tolerated within any research group or project, or more generally in the UNH research community. We are still trying to understand who in our research community may have been a target of or been affected by any inappropriate behavior related to the topic of sexual misconduct described in the [Vice article](#). We strongly encourage anyone with information related to this or any type of sexual violence to report it through proper channels [here](#). This is very important so that UNH can provide support to affected individuals, as well as try to understand the scope of the impact. We personally stand ready to provide support to anyone directly or indirectly impacted.

We realize that there are faculty, staff and students who worked with Dr. Howard on research projects and who are trying to determine what to do regarding those projects, not only in terms of continuing the work without further contact with Dr. Howard but also in terms of accessing research data or resultant publications. In moving forward, please know:

1. Dr. Howard is no longer employed by UNH, and his affiliate faculty status has been revoked.
2. All university communications directly with Dr. Howard will be managed by COLSA Dean Anthony S. Davis. Faculty, staff and students who need to communicate with him should contact Dean Davis. This may include communication about ongoing projects, future collaborations or the past, current or future publications.

3. Deans or department heads should reach out to students for whom Dr. Howard is currently a member of their thesis or dissertation committee about a replacement.
4. Research data generated at UNH by UNH faculty, staff or students is owned by UNH (with a few exceptions) per the [UNH policy on the Ownership, Management and Sharing of Research Data](#). Individuals who participated in the generation of the research data should have access to those data. If you worked with Dr. Howard and need access to research data that he has in his possession, please contact Dean Davis.
5. UNH does not have a policy on authorship; authorship conventions or criteria are generally the purview of journals or professional societies. Issues around authorship that this situation has raised may include wanting to remove oneself from a manuscript currently under review where Dr. Howard is a coauthor or wanting to withdraw a manuscript under review to address how to handle Dr. Howard as a coauthor. Researchers should communicate with journals directly. Similarly, researchers should contact conference organizers for situations involving conference papers or presentations. Graduate students and post-doctoral scholars who need assistance with this process should reach out to their advisor, or to their department head, dean or institute director, or the Office of the Dean of the Graduate School.
6. If it is necessary to communicate with colleagues outside of the UNH community, please work with your dean or director.
7. In the coming weeks, the office of the senior vice provost for research, economic engagement and outreach will be conducting a review of our lab and fieldwork safety protocols to determine what can be done to both ensure that a similar case does not occur again and to promote a healthy, respectful and safe environment wherever research is conducted and where everyone is treated fairly and with dignity.
8. Psychological and Counseling Services (PACS) provides crisis consultation for students, staff, and faculty regarding difficult mental health situations. Former students and employees can reach out to the Clinician on Call to assist in finding community referrals. PACS provides emergency services 24 hours per day, 7 days a week by calling 603-862-2090.
9. The university is hosting several listening circles of support. These will be facilitated by professional crisis response counselors from our [Employee Assistance Program](#). Details of these listening sessions can be found below our signatures. Individuals can also access support from EAP 24/7.
10. Any press or media inquiries should be directed to Erika Mantz (Erika.Mantz@unh.edu).

For many of you who worked with Dr. Howard, we know that there are complex issues that may need further investigation and coordination of response. We are committed to supporting you and will put together the appropriate team to work with you and to answer your questions.

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We understand the conflict in reconciling the colleague we worked with over the years with the information conveyed in the Vice article, as we ourselves work through feelings of anger, shock, betrayal, and empathy for all victims of sexual violence. Please reach out to us if you have questions or would like to discuss anything in this email.

Sincerely,

Wayne Jones  
Provost and Vice President for Academic Affairs

Marian McCord  
Senior Vice Provost for Research, Economic Engagement and Outreach

Louise Griffin  
Senior Director, Research and Sponsored Programs Administration

Cyndee Gruden  
Dean, College of Engineering and Physical Sciences

Anthony S. Davis  
Dean, College of Life Sciences and Agriculture

Michele Dillon  
Dean, College of Liberal Arts

Cari Moorhead  
Dean of the Graduate School

Harlan E. Spence  
Director, Institute of the Study of Earth, Oceans and Space

### **Listening Circles of Support**

#### **Session #1 – open to all**

Time: Thursday, November 4, 2021 3:00 PM -4:00 PM Eastern Time

Join from PC, Mac, Linux, iOS or Android: <https://unh.zoom.us/j/95220458943>

Or Telephone:

Dial: +1 301 715 8592 (US Toll)

Meeting ID: 952 2045 8943

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**Session #2 – EOS faculty, post-docs, grad students and staff community**

Time: Monday, November 8, 2021 3:00 PM -4:00 PM Eastern Time

Join from PC, Mac, Linux, iOS or Android: <https://unh.zoom.us/j/99645108932>

Or Telephone:

Dial: +1 312 626 6799 (US Toll)

Meeting ID: 996 4510 8932

**Session #3 CEPS faculty, post-docs, grad students and staff community**

Time: Tuesday, Nov 9, 2021 4:00 PM – 5:00 PM Eastern Time

Join from PC, Mac, Linux, iOS or Android: <https://unh.zoom.us/j/92615069479>

Or Telephone:

Dial: +1 646 876 9923 (US Toll)

Meeting ID: 926 1506 9479

**Session #4 COLSA faculty, post-docs, grad students and staff community**

Time: Wednesday, Nov 10, 2021 4:00 PM -5:00 PM Eastern Time

Join from PC, Mac, Linux, iOS or Android: <https://unh.zoom.us/j/92547346351>

Or Telephone:

Dial: +1 646 876 9923 (US Toll)

Meeting ID: 925 4734 6351

**Session #5 – for alumni and former employees**

Time: Wednesday, Nov 10, 2021 7:00 PM - 8:00 PM Eastern Time

Join from PC, Mac, Linux, iOS or Android: <https://unh.zoom.us/j/96636156144>

Or Telephone:

Dial: +1 301 715 8592 (US Toll)

Meeting ID: 966 3615 6144