

A Monarchy of Systemic Racism

UNIVERSITY OF RHODE ISLAND

DATA ANALYSIS OF RACE



RACE DATA ANALYSIS

ALL URI COLLEGES AND SENIOR LEADERSHIP

(Updated August 4, 2021)

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A Monarchy of Systemic Racism: University of Rhode Island's Race Data

#1 COLLEGE OF ARTS AND SCIENCES (A&S)

Dean: Jeannette E. Riley <https://web.uri.edu/artsci/people/>

SNAP SHOT OF RACE DATA *College of Arts and Sciences*

FACULTY BREAKDOWN BY RACE

African American: 5%

African descent/Black: 1%

Asian: 11%

Hispanic/Latino: 3%

Native American: 0%

White: 80%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

Part-Time Harrington School Faculty BREAKDOWN BY RACE

African American: 0%

African descent/Black: 1.47%

Asian: 1.47%

Hispanic/Latino: 0%

Native American: 0%

White: 97.06%

TOTAL NUMBER OF A&S DEPTS: 26 (<https://web.uri.edu/artsci/people/chairs-and-directors/>)

Total number of A&S departments with all-white or nearly all-white faculty: 22

Total number of A&S departments with zero African Americans: 15

Total number of A&S departments with zero Hispanic/Latinos: 17

Total number of A&S departments with zero Native Americans: 26

SUMMARY OF RACE DATA - *URI College of Arts and Sciences*

(A&S) Faculty: Total – 360

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

18

African descent/Black

4

Asian

39

Hispanic/Latino (suffer continuing widespread discrimination and disparate treatment)

12

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

287 or 80%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(A&S) Department Chairs and Program Directors (Total – 26)

African American

0

African descent/Black (1- Africana Studies Chair and 1- Harrington School Director / 2021).

2

Asian

0

Hispanic/Latino

0

Native American

0

White

24 or 92.31%

(A&S) DEANS OFFICE & ADMINISTRATORS (Total 13)

African American

1

Asian

0

Hispanic/Latino

0

Native American

0

White (historic SLAVERS who continue to administer and protect widespread racism)
12 or 92.31%

[Continued on next page](#)

DETAILED DEPARTMENT ANALYSIS by RACE - *URI College of Arts and Sciences*
(Red indicates an all-white faculty or over-represented whites in a department)

AFRICANA STUDIES – Total Full-time faculty 8

African American

6

African descent

2

Asian

0

Hispanic/Latino

0

Native American

0

White

0

ART & ART HISTORY – Total Full-time faculty 5

African American

0

Asian

1

Hispanic/Latino

0

Native American

0

White

4

CHEMISTRY -Total Full-time faculty 21

African American

0

Asian

5

Hispanic/Latino

0

Native American

0

White

16

Computer Science and Statistics -Total Full-time faculty 22

African American

1

African descent/Black

0

Asian

7

Hispanic/Latino

2

Native American

0

White

12

Criminal Justice -Total Full-time faculty 8

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

8

Economics -Total Full-time faculty 18

African American

1

Asian

2

Hispanic/Latino

1

Native American

0

White

14

English -Total Full-time faculty 16

African American

0

Asian

1

Hispanic/Latino

1

Native American

0

White

14

Gender & Women's Studies -Total full-time faculty 6

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

6 – [Includes **Donna Hughes** an avowed homophobe bigot who, even after [numerous students' complaints](#), has never been investigated by URI's fraudulent and [racist investigator](#) – **Mr. Jeffrey Michaelson, Esq.** who is a dear friend of [predatory racist Dr. Donald DeHayes](#). His corrupt URI attorney, Jeff Michaelson, has never once investigated any white person at URI who has been subsequently fired for: racism, intimidation, bullying, homophobia, pedophilia, ageism, sexism or bigotry of any kind. Michaelson specializes in fabricating investigations to intimidate and silence Black faculty and administrators who demand respect & dignity while questioning DeHayes' and Dooley's corrupt employment practices and racism in plain sight. It should be noted that before my good anti-racist friends in the Gender and Women Studies department turned against me—after they succumbed to the power of cultural hegemonic manipulation, I was encouraged and approached by **Jody Lisberger** and then **Dept Chair Rosaria Pisa** to [teach a course](#) for the GWS dept. However, when I realized there were no African-American women employed in Gender & Women's Studies, I diplomatically declined without embarrassing them. I forgive Jody and my former allies for now supporting the racist leadership—I can understand how victims embrace victimizers in this racist URI cauldron. After [this URI event](#) on Feb 18, it was at night in Jody's home with Rosaria and two other women (I will not mention at this time) where a professor provided details of how **Jill Doerner's** all-white-female Criminal Justice Dept. was created by her handpicked racist search committee. I also sent my dear friends who have lost their way [this respectful note](#) to enlighten and remind them of love and humanity. URI and other institutions are flush with white women because of the blood and death of AFRICAN-AMERICANS who fought for the Civil Rights Act to be passed. I shall never permit URI to disrespect the *greatest people* I have encountered in my blessed life on this earth – great people who continue to give the *highest form of love* to all. From George Floyd to Martin Luther King to Medgar Evers to Emmett Till – it is African Americans who *sacrifice their lives* for us to become a more equitable loving nation. Therefore, for the third time, I gracefully ask **Dean Jen Riley** (who is also in this all-white Gender Department) to remove her handpicked unqualified directors at the Center for Non-Violence and place the Center under the Africana Studies Department (I spoke about that issue in detail on [page 10 of this letter](#)). The founder of the Center for Nonviolence and Peace Studies **Dr. Bernard Lafayette** and his mentor **Martin Luther King**, were not frightened political science professors who abet and condone cruel racism. Jen Riley should have some modicum of respect for our culture, our history and the dignity of our people].

Harrington School of Communication & Media -Total full-time faculty 63

African American

2

African descent/Black

1

Asian

8

Hispanic/Latino

0

Native American

0

White

52 – [Includes **Journalism Chair John Pantalone**, a racist bigot who has numerous complaints from students including the [President of Black Student Union](#). Other journalism students complained that throughout their studies for 4 years they never saw an African American journalist at the Christiane Amanpour or Taricani lecture series. Finally, after I sent a letter directly to Christiane Amanpour who is a graduate of URI, [Abby Phillip](#) was selected to speak at URI in fall 2021. However, **Jeffrey Michaelson, Esq.** URI's racist investigator and dear friend of **Donald DeHayes**, has not found the need to investigate any complaints against John Pantalone—*only Blacks* who question URI's corrupt **all-white leadership** are investigated and fired by the predatory racist **Michaelson-DeHayes-Simmons** [investigation team](#).]

History -Total full-time faculty 17

African American

2

Asian

0

Hispanic/Latino

2

Native American

0

White

13

Mathematics -Total Full-time faculty 14

African American

0

Asian

1

Hispanic/Latino

1

Native American

0

White

12

Modern and Classical Languages -Total full-time faculty 55

African American

1

Asian

9

Hispanic/Latino

3

Native American

0

White

42

Music -Total faculty/instructors 47

African American

2

Asian

1

Hispanic/Latino

0

Native American

0

White

44

Philosophy -Total full-time faculty 8

African American

1

Asian

1

Hispanic/Latino

0

Native American

0

White

6

Physics -Total full-time faculty 17

African American

Asian

3

Hispanic/Latino

0

Native American

0

White

14

Political Science -Total full-time faculty 17

African American

2

African descent

1

Asian

1

Hispanic/Latino

0

Native American

0

White

13 [Both African Americans in PSC were hired after my forceful advocacy with students for racial equity at URI. That advocacy included tough debates about unconsciously racist search committees in a political science department with zero African Americans, zero Native Americans and zero Latinos. **Brendan Mark and I are not African Americans.** At meetings and in emails I would often urge my PSC colleagues to empathize and [think critically](#) through the lens of marginalized African Americans and others absent from our Dept. I teach authentic and unadulterated truth that is hard to often absorb by jaded and calcified older minds. However, young people and students appreciate plain naked truth and have reviewed me [very favorably](#), with [recommendations](#), [praises](#), [attestations](#) and [many more](#) that counter the Donald DeHayes lies in this monarchy of systemic racism—where our all-white leadership, in our public university, are accountable only unto themselves. Before and during the period of my advocacy for racial equity, **Marc Hutchison** always praised and [reviewed me highly](#) for my work as a professor. I am a man who has **never acted unethically** in my professional career, **not once**—just as I am doing now. Marc, who respected my ethics and professional experience, also offered that I should teach [ethics to MPA](#) students and then encouraged me to accept a job as an [Interim Director](#) at the Alan Shawn Feinstein College of Education. Marc [even negotiated with Criminal Justice](#) because they wanted me to teach a course—I turned CJ down for reasons explained here [on page 9/ #14](#).

Additionally, with my [joint appointment](#) with the **Honors program**, I was scheduled to teach select Honors students a spring 2021 course: [Establishing Structural Diversity in Institutions: Policy in Practice](#). Marc did his best to nominate and place me on diversity committees, but his requests were soundly rejected by his boss Jen Riley and her acolytes—just as my direct requests to Jen and URI’s leadership were rejected. In my work experience, all good leaders surround themselves with thinkers and people smarter than themselves who can advise them truthfully and courageously—even if they disagree. But, at URI only those who say yes to the all-white Dooley-DeHayes-Collins-Riley team are accepted on diversity and selection committees—not high level policy & advocacy experts with integrity who expose and change harmful policies. On [page 12 of this letter](#) to President Dooley, I listed a handful of my most difficult advocacy campaigns to give him a hint about my persistence and deliberate focus on justice for all. Therefore, at the [end of October 2020](#), Marc Hutchison sought my help to increase diversity in our PSC dept. and I introduced Marc to Tanya Wiley [for speakers](#). Ethics, the first casualty of institutional racism, lays close to death gasping for life and, remains unattended on a gurney in URI’s Green Hall. Recognizing an ethical emergency in URI’s discussions about [race & diversity](#), Marc Hutchison asked for my help and I introduced him to [my ethical friend & expert Mike Volkov](#) who was invited to speak at URI about ethics in Spring 2021. Of course that was before my surprise unexpected firing by Donald DeHayes and Jen Riley without even a whisper of a single complaint in my ear. Zero complaints brought to my attention by dept. Chair, Marc Hutchison or A&S Dean, Jen Riley—this is emblematic of the disrespect and indignity meted out to Blacks and marginalized groups at the University of Rhode Island.

I write all this not to discredit Marc Hutchison who is engaged and has helped many African American and Black students; but for students reading this to understand that the very best of us in society fall victim to cultural hegemonic manipulations of the dominant power—as Marc did. In my courses I frequently use the example of revered Earl Warren a Justice for civil rights who practically forced bullheaded racist justices on the Supreme Court to support *Brown v. Board of Ed.* However, due to anti-Asian hate during WWII, both Warren and FDR abused and denied Japanese Americans their constitutional rights to due process. Warren repented many times during his life, but close to his death the harm he caused Japanese Americans was still paramount on his mind and haunted him. FDR was an enlightened Democrat married to an even more brilliant and enlightened feminist Eleanor Roosevelt, who advocated for African-Americans when it was not culturally appropriate—as it is now, here, in our very own racist cultural climate in Rhode Island. When the Daughters of the American Revolution (DAR) did not allow Marion Anderson to sing in Constitutional Hall, feminist Eleanor Roosevelt resigned from DAR and held an even bigger concert for Marion Anderson on the Mall. Colin Powell is also a recent example of a dignified man who fell victim to the cultural hegemonic manipulations of our white-political elite. Powell unwittingly became a pawn in the destruction of Iraq based on the lies and islamophobia that was propagated through media by seemingly credible government experts—many journalists inadvertently helped sustain this lie by not reporting the truth and siding with the government as did Judith Miller of the New York Times and Thomas Friedman. Therefore, I forgive Marc and soon we will both meet face-to-face in federal court to testify publicly about my encounter with abject racism at URI. If any racist tropes, especially those tropes usually disseminated by white women to conjure up fear of Black men, are used in court – they will be forcefully dealt with by my team. If any White or any non-Black professor and administrator is afraid of Black men at URI advocating for dignity, then they should quit their jobs at URI—we are dignified men and I will not tolerate any of the disrespectful racist tropes and rubbish from racist Whites at URI and their acolytes—because those tropes got Emmett Till murdered and those racist tropes seep, as invisible poison, into the minds of Americans, causing hundreds of Black men to continue to be lynched in America. These are PhDs at a university propagating racist tropes—not police.

I feel absolutely zero stress because I live a completely purposeful life. And, this, my very first encounter with racism in the workplace, needed to happen in this racist cauldron called URI. My only regret is that this is a Democrat blue state up north and I have to fight the very people I embrace as allies, but racism is a debilitating disease that infects all people. I also understand and recognize the fragile egos and hurt feelings of our all-white racist leadership who have never been slapped around by a calm and deliberate Black man with dreadlocks. However, I repeatedly warned them of this day in the first paragraph of [page 9 of this letter](#) to our incompetent CDO Mary Almandrez; and again, [on page 3](#) of this letter (bottom of first paragraph), I warned soft spoken racist David Dooley that URI is not his country club. For over a decade, President David Dooley has treated URI as a “white-only” country club—failing to lead with Ethics and Truth, permitting an egregiously negligent and incompetent Anne Marie Coleman VP of Human Resources to operate, hiring a succession of exceptionally incompetent CDOs and other racist acolytes through a fraudulent and racist employment scheme that discriminates against the most brilliant candidates who are African American, Latino and Native American. Many of those who were harmed by Dooley and especially predatory racist Donald DeHayes, are now ready to testify about their horror stories of racism and civil rights abuses. Why isn’t there any one with the high level of knowledge of Dr. Sylvia Spears and Dr. Harry Alston in our CED office or Diversity Committees? Why isn’t our Africana Studies Chair the one chairing the President’s University Diversity Council, instead of the same usual incompetent Mary Grace Almandrez and the presiding White chairs – the likes of Dean Jen Riley, Kathy Collins and company who have failed at diversity? Why isn’t our Africana Studies Dept Chair reviewing and approving faculty who teach courses on race? Only a white supremacist system would allow white faculty with no proper race, civil rights education and experience to teach courses on race and diversity. Can I walk into the Chemistry, Engineering, Political Science or Gender & Women Studies department and say I want to teach a 101 class without credentials? White folks should respect our brilliant

scholarship, specialized knowledge with unique expertise and intelligence, and just step aside for Black experts and scholars to take over every aspect of diversity at URI, because Whites peddling watered-down incoherent diversity policy is a devastating failure at URI and all over America. URI senior leadership is exceptionally incompetent about diversity. *A beautiful deliberate day of reckoning has arrived at URI in the full bloom of vivid colors.*]

Sociology and Anthropology -Total full-time faculty 13

African American

0

Asian

0

Hispanic/Latino

2

Native American

0

White

11

Theatre -Total full-time faculty 5

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

5

Harrington School of Communication and Media- Part-Time Faculty: Total 68

African American

0

Asian

1

Hispanic/Latino

1

Native American

0

White

66

The example above illustrates that racist and discriminatory hiring practices at URI also include P/T— not only F/T faculty

Reason Why URI's Data was Analyzed and Presented by The Diversity Think Tank

On July 12, 2021, URI's leadership sent out yet another [misleading email](#) fabricating race data at URI. Several URI students, faculty and administrators contacted me in outrage about how they saw this as a direct affront, showing an ignorant disrespect to the history and struggle of African Americans and Native Americans. Finally, after a recent conference call with legal and communication strategist Tanya Wiley and attorney Mr. Willie Gary, Tanya called me back to gently suggest that we do our own meticulous research for all attorneys to challenge URI's data and win big. I listened and we went to work preparing this detailed and complete URI race data analysis to provide [accurate factual data](#) about race and employment at URI, which counteracts URI's deceptive emails with fraudulent data. The all-white team at URI who are consistently manipulating and presenting fabricated diversity & race data have one goal—to **protect and perpetuate their entrenched white power and supremacy**. We have learned especially this year that just because racist white leaders in office forcefully say something is true—does not mean it is true. **David Dooley** and [Donald DeHayes](#) should know clearly that no historically underrepresented students or faculty (African Americans and Native Americans) have risen to anywhere near the 20% as they claim in this [false and misleading email](#). Grouping ALL dehumanized and marginalized people under “people of color” to deliberately conceal URI's lies about abject systemic racism is fraudulent and must end at URI. PhDs at a flagship research university should not be this intellectually lazy—do the hard work towards racial equity.

White faculty and administrators cannot and shall never resolve systemic racism at URI, because racism benefits and privileges the same white faculty and administrators. It is no accident that **not a single white tenured professor or dean** has spoken out publicly about documented [disgraceful race data](#) at URI. Tenured URI professors such as **Shanna Pearson-Merkowitz** and others who claim to be research experts on race—have been dead silent about this hate crime at URI committed against African Americans, Latinos and Native Americans. White faculty benefit from perpetual research funding about race and racism—yet here we are, African Americans and Blacks, lynched in plain sight for all to see at URI. Maybe, Kathy Collins and her incompetent acolyte Dr. Mary Grace Almandrez should put their heads together and release one of their classic “heartfelt” BLM statements about my lynching at URI and the lynchings of many other Black and marginalized faculty or administrators before me.

Everyone with some modicum of sense must know that Dr. Mary Grace Almandrez's continued stay as CDO is only an extension of her irrelevance and risk to URI. She does not have the expertise, knowledge or skills to change this racist cauldron of civil rights abuses called URI. Zero. We have reviewed several leaked documents including [CDO interview evaluations](#) from three search committee members. One member who is willing to speak to a group of class action attorneys, stated that even though all CDO candidates being interviewed received good evaluations, **Dr. Sylvia Spears who is Native American** was poised to become CDO by the voting search committee members. That was until Kathy Collins **leaned in** to convince members that “Interims” were almost always the ones who are hired in these circumstances. You will notice an orchestrated plot by the CED office to disparage Dr. Spears in these evaluations. Kathy Collins' controlled CED office is the [only group](#) that voted not to recommend Dr. Spears. Kathy Collins killed Dr. Sylvia Spears' candidacy, the same way she killed Dr. Harry Alston's candidacy. When you walk into Kathy Collins' office, there is an invisible sign prominent on her wall that reads: **No brilliant African Americans or Native Americans welcome in the CED office**. In this [letter/page 10](#), which I sent immediately before CDO candidate interviews (*after I received leaked information that Kathy Collins would hire incompetent Mary Grace no matter what--which turned out to be true*). In the letter, I detailed Kathy Collins' fraudulent scheme to retain our highly incompetent Interim CDO Mary Grace Almandrez. That brazen act was soon after both VP Collins and Almandrez blocked and refused to hire [extraordinary candidate Dr. Harry Alston—detailed here on page 12](#)). I am not African-American, I am an immigrant just like Dr. Almandrez—except that I acquired a proper education with authentic useful civil rights experience that makes me secure enough to respect, embrace, work with, and learn every day from African

Americans, Latinos and Native Americans, such as Dr. Alston and Dr. Spears, who are far smarter than me. White people at URI—do not be afraid of brilliant Black people who speak out when you are dead wrong.

According to CDO search committee members we interviewed, after my [letter](#) was sent to Mary Grace, Dooley, DeHayes and the senior leadership, several compromised search committee members withdrew from the CDO interview process, and others abstained from voting for Mary Grace Almandrez. However, instead of starting the process over, VP Collins manipulated a **tie vote**. Then, the fake “tie vote” was resolved using a deciding vote by President David Dooley, who has deliberately hired only incompetent CDO candidates he can control, including his handpicked Mary Grace. *With this level of fraud in a public university, how can our [AG Peter Neronha](#) remain completely silent?* President David Dooley then spun his illegitimate CDO hiring processes that discriminated against Dr. Sylvia Spears’ brilliance by using the [COVID emergency as an excuse](#) (yes I have also used **COVID** as an excuse, but to [turn down a Director job](#)—not to exploit students who pay our salaries).

The [Diversity Think Tank](#) has interviewed over a dozen civil rights abuse victims of Dooley and DeHayes, including [Andrew Winters](#) who contacted us through intermediaries (I guess it will soon be time to pay Winters more than \$150,000, because apart from my individual [lawsuit](#), URI will be fighting one of the biggest class action guns in America). Donald DeHayes, you may not know men with integrity like me, I was born and live as an ethical being with a beautiful soul; therefore, my allies and I are protected—you disrespected the wrong black man. URI must explain to the Rhode Island community how a Rastaman walks on campus and, for over a year, signs numerous documents calling the provost and president a predatory racists and no one has sued me for libel or defamation? I have been waiting patiently for a lawsuit to unearth the trove of documents and corrupt racist employment patterns and practices that are *aided and abetted* by the VP of HR, [Anne Marie Coleman](#) and Director of Personnel Services, Laura Kennerson—we know exactly what to look for, I have all the details. Through discovery we will soon have those documents. Let it be known, I shall be the ***last Black man or woman*** who will be treated with disrespect and indignity at the University of Rhode Island. Constitutional due process protections and academic freedom are not only for the benefit of racist, bigoted or homophobic White professors. Our family of excellent Black and anti-racist professors also have Constitutional due process protections and we pay union dues (I will request a formal refund from Jay Walsh before filing my [AAUP lawsuit](#)). All necessary institutional systems of accountability or “checks and balances” have failed at URI: (1) ***Nonexistent Faculty Disciplinary Committees***, (2) ***Abetting and colluding Deans***, (3) ***Tainted controlled URI Board of Trustees without independence***, (4) ***Complicit Incompetent Union leaders***, (5) ***Incompetent and colluding HR VP***, (6) ***Clueless Legal Counsel***, and (7) an ***Ombudsman with no power***; have all collectively failed to protect marginalized groups at URI—URI’s leaders are truly a ***monarchy accountable only unto themselves***. This anti-racist advocacy campaign for African Americans is the least we can do for the abundant sacrifices of love African-Americans from Dred Scott to Emmett Till to Martin Luther King to Al Sharpton have made for Blacks, Gays, Latinos, Native Americans, White women, and immigrants like me to be respected as whole human beings in America. We have a right to work without racist hostility, bullying, intimidation, micro-aggressions and constant racist tropes. The US Constitution was created to protect the powerless minority—not *only* the white hostile majority at the University of Rhode Island. Are there no MBAs who can teach and monitor ethical management within your ranks? Why this uniquely high level of incompetence at URI?

URI’s highly incompetent Chief Diversity Officer (CDO), Mary Grace Almandrez, would not have permitted URI’s [email](#) and a trove of other racist discriminatory policies if she was an intelligent subject matter expert. All educated African Americans on campus recognize that Dr. Almandrez is grossly [incompetent](#) and Almandrez was deliberately placed in her position by David Dooley and Kathy Collins to support and cover up URI’s racist and discriminatory employment practices. If Dr. Almandrez was

properly educated, she would know how to analyze data and create simple race data for students. She would never allow [John Stringer](#) to manipulate faculty data for DeHayes who deliberately conceals our public university's abjectly racist and discriminatory hiring practices. Donald DeHayes is obscuring his abject failure as Provost with a record of 84% White faculty; and 0% African American, 0% Latino and 0% Native Americans as Vice Provosts or Deans. If Dr. Almandrez and HR were doing their jobs, it would not have taken my student-initiated [Declaration of Diversity](#), and the filing of a civil rights [lawsuit](#) by the [Volkov Law Group](#), to initiate the promotion, advancement, and tenure of several African Americans at URI, and to finally issue a clear [Non-discrimination policy](#). It is **African Americans** who suffered historic [SLAVERY & continuing](#) widespread discrimination in America. It is **Native Americans** who suffered historic GENOCIDE & continuing widespread discrimination. It is **Latinos** who suffer continuing widespread discrimination—not the controlling white faculty and administrators who are continuously making offensively racist employment decisions at URI, which violate the civil rights of African Americans, Native Americans and Latinos—who are **all individually grossly under-represented at URI far below 5%**. If I cannot teach students in classroom, I will teach URI the courtroom. I am a teacher.

I believe that my consequential [gateway lawsuit](#) has already begun to crack the edifice of URI's Jim Crow racism. [David Dooley](#) and [Donald DeHayes'](#) eleven-year tenure at URI, is a racist legacy of bullying, intimidation, fraudulent investigations against Blacks, and civil rights violations. Both these men are masters of what my legal team call "puffery" because, apart from glossy diversity webpages with BLM statements when we are shot dead in the street by other white folk. URI has no genuine and deliberate culture of diversity and inclusion, and URI is entirely a structurally racist institution. URI students and faculty are indoctrinated with hegemonic lies, empty words, glossy URI websites espousing diversity, disingenuous agendas about diversity that [student leaders complain](#) about, and fake interviews using highly qualified Blacks & Native Americans as props to give an illusion of a diverse pool of candidates—while URI still only hires White candidates in ALL senior or critical leadership positions.

I am grateful to be the culprit who has exposed and will dismantle our racist *tout blanc* departments—[Criminal Justice](#), [Gender & Women's Studies](#), [Honors](#), [Natural Resources](#), and scores of other all-white "confederate" URI departments—that continue to exist at the University of Rhode Island. These all-white departments stand as institutionally racist monuments to an unspeakable past era of segregation in America. A racist era that is being systematically torn down by Black Lives Matter, US Courts and President Joe Biden. Donald DeHayes and his racist all-white academic departments shall be torn down and placed in a museum just as General Robert E. Lee and Stonewall Jackson were ripped from their high racist pedestals. It is time to end the [predatory racist](#) policies Donald DeHayes, David Dooley; and Kathy Collins and Jen Riley who [retaliate](#) to silence truth using lies, racist tropes, intimidation, bullying, firing and not hiring erudite African Americans, Blacks, Latinos and Native Americans using [crooked lawyers](#) conducting fabricated [investigations](#). I wait very patiently to soon testify in court with many past and current URI victims of racism who have contacted me to provide corroborating testimony of endemic racism at URI. Even the new URI president has jumped on the white supremacy bandwagon—the Chair of Africana Studies is absent from [this presidential transition committee list](#) and zero Africana studies faculty with race expertise are on the presidential transition committee. Also absent from the transition committee, is the longest tenured and highest ranking African American administrator at URI, Asst. Dean Earl Smith III, who holds an institutional memory from the time he was a student at URI fighting for racial equity. Why? Because white people think they own our public university and we need to remain invisible. We do not need any more useless diversity speeches and statements from URI leadership. Marc Parlange must do the hard work with African American experts, and not the same white anti-racists like Jody or Lynne who jump ship when their feelings are hurt. Think about the hurt you have caused African Americans for 129 years in this racist URI cauldron—without a single Black leader in sight. I have never experienced this intense racial hate in my life—the orchestrated racist attacks were an immense shock to my system, but I regrouped quickly thanks to Michael Volkov. Stop this unnecessary hate.

I also expect my attorneys to receive a call from Dean Jen Riley that I have been reinstated for fall 2021. Donald DeHayes' racist supporters on campus sent me racist emails "*jungle bunny...*" "*...go back to Africa*" that I turned over to the FBI. Racist URI police used a *pack of barking dogs* to intimidate me outside of my Tucker House office in April with orders from Provost DeHayes—as if I were a *runaway slave* on a plantation. *Donald DeHayes, I was not born on a plantation and I am not your slave—you are the worst kind of predatory racist, you and Dooley have hurt too many Black people and you will pay.* My team of attorneys have informed me they will leave no stone unturned. I hope URI has a world-class cutman ready for this battle for the dignity of African Americans. You shall respect us.

Peace & blessings to all those who have embraced us and sent kind wishes.

Prepared for Diversity Think Tank

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#2 COLLEGE OF BUSINESS (B)

Dean: Maling Ebrahimpour <https://web.uri.edu/business/people/>

SNAP SHOT OF RACE DATA
College of Business

FACULTY BREAKDOWN BY RACE

African American: 2.63%

African descent/Black: 1.32%

Asian: 19.74%

Hispanic/Latino: 3.95%

Native American: 0%

White: 72.37%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA - URI College of Business

(B) Faculty: Total - 76

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

2

African descent/Black

1

Asian

15

Hispanic/Latino (suffer continuing widespread discrimination and disparate treatment)

3

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

White (historic SLAVERS who continue to administer and protect widespread racism)

55 or 72.37%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(B) ADMINISTRATORS (Total 6)

African American

1

African descent/Black

1

Asian

1

Hispanic/Latino

0

Native American

0

White

3

#3 SCHOOL OF EDUCATION (ED)

No current Dean: <https://web.uri.edu/education/people/>

SNAP SHOT OF RACE DATA
School of Education

FACULTY BREAKDOWN BY RACE

African American: 0%

African descent/Black: 4.17%

Asian: 8.33%

Hispanic/Latino: 0%

Native American: 0%

White: 87.50%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI School of Education*

(ED) Faculty full-time: Total - 24

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent/Black

1

Asian

2

Hispanic/Latino (suffer continuing widespread discrimination)

0

Native American (suffered historic **GENOCIDE** & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

21 or 87.50%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(ED) ADMINISTRATORS (Total 15)

African American

1

African descent or Black

1 (*Dean Rolle resigned now in FL*)

Asian

0

Hispanic/Latino

2

Native American

0

White

11

#4 COLLEGE OF ENGINEERING (ENGR)

No current dean: <https://web.uri.edu/engineering/people/administration/#deans-office>

SNAP SHOT OF RACE DATA
College of Engineering

FACULTY BREAKDOWN BY RACE

African American: 1.1%

African descent/Black: 1.1%

Asian: 28.57%

Hispanic/Latino: 1.10%

Native American: 0%

White: 68.13%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

P/T FACULTY BREAKDOWN BY RACE

African American: 0%

African descent/Black: 0%

Asian: 9.09%

Hispanic/Latino: 9.09%

Native American: 0%

White: 81.82%

TOTAL NUMBER OF ENGINEERING DEPARTMENTS: 6

Total number of eng departments over-represented by Whites: 4

Total number of eng departments with zero African Americans: 5

Total number of eng departments with zero Hispanic/Latinos: 6

Total number of eng departments with zero Native Americans: 6

SUMMARY OF RACE DATA – *URI College of Engineering*

(ENGR) Faculty: Total - 91

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

1

African descent/Black

1

Asian

26

Hispanic/Latino (suffer continuing widespread discrimination)

1

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

62 or 68.13%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(ENGR) Department Chairs and Program Directors (Total – 6)

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

6 or 100%

(ENGR) DEAN'S OFFICE & ADMINISTRATORS (Total 24)

African American

1

Asian

1

Hispanic/Latino

0

Native American

0

White (historic SLAVERS who continue to administer and protect widespread racism)
22 or 91.67%

[Cont. on next page](#)

DETAILED DEPARTMENT ANALYSIS by RACE - *URI College of Engineering*
(Red indicates an over-representation of Whites or Asians in a department)

Chemical Engineering – Total Full-time faculty 10

African American

0

Asian

2

Hispanic/Latino

0

Native American

0

White

8

Civil and Environmental Engineering – Total Full-time faculty 15

African American

1

African descent/Black

1

Asian

4

Hispanic/Latino

0

Native American

0

White

9

Electrical, Computer, and Biomedical -Total Full-time faculty 22

African American

0

Asian

10

Hispanic/Latino

0

Native American

0

White

12

International Engineering Program -Total Full-time faculty 8

African American/Black

0

African descent

0

Asian

1

Hispanic/Latino

1

Native American

0

White

6

Mechanical, Industrial, and Systems Engineering -Total Full-time faculty 19

African American

0

Asian

6

Hispanic/Latino

0

Native American

0

White

13

Ocean Engineering -Total Full-time faculty 17

African American

0

Asian

3

Hispanic/Latino

0

Native American

0

White

14

Part-time faculty: 11

African American

0

Asian

1

Hispanic/Latino

1

Native American

0

White

9

The example above illustrates that racist and discriminatory hiring practices at URI include P/T -- not only F/T faculty

#5 COLLEGE OF THE ENVIRONMENT AND LIFE SCIENCES (CELS)

Dean: John Kirby <https://web.uri.edu/cels/about/deansoffice/>

SNAP SHOT OF RACE DATA

College of the Environment and Life Sciences (CELS)

FACULTY BREAKDOWN BY RACE

African American: 0.84%

African descent/Black: 0%

Asian: 7.56%

Hispanic/Latino: 2.52%

Native American: 0%

White: 89.08%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism at URI are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

TOTAL NUMBER OF CELS DEPARTMENTS: 8

Total number of CELS departments over-represented by Whites: 7

Total number of CELS departments with zero African Americans: 7

Total number of CELS departments with zero Hispanic/Latinos: 7

Total number of CELS departments with zero Native Americans: 8

SUMMARY OF RACE DATA – *URI College of the Environment and Life Sciences*

(CELS) Faculty: Total - 119

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent/Black

1

Asian

9

Hispanic/Latino (suffer continuing widespread discrimination)

3

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

106 or 89.92%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(CELS) Department Chairs and Program Directors (Total – 8)

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

8 or 100%

(CELS) DEAN'S OFFICE, ADMINISTRATORS (Total 13)

African American

0

Asian

0

Hispanic/Latino

1

Native American

0

White

12 or 92.31%

Continued on next page

DETAILED DEPARTMENT ANALYSIS by RACE - *URI CELS*
(Red indicates an over-representation of Whites or Asians in a department)

Biological Sciences – Total faculty 22

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

22

Cell and Molecular Biology– Total faculty 17

African American

0

African descent/Black

0

Asian

3

Hispanic/Latino

0

Native American

0

White

14

Environmental and Natural Resource Economics -Total faculty: 7

African American

0

Asian

4

Hispanic/Latino

0

Native American

0

White

3

Fisheries, Animal and Veterinary Sciences -Total faculty: 13

African American/Black

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

13

Geosciences -Total faculty: 9

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

9

Marine Affairs –Total faculty: 19

African American

0

Asian

1

Hispanic/Latino

2

Native American

0

White

16

Natural Resources Science – Total faculty: 22

African American

0

African descent

1

Asian

1

Hispanic/Latino

1

Native American

0

White

19 (Includes [predatory racist](#) former provost **Donald DeHayes** who has abused and violated the civil rights of many African Americans & Blacks at URI. However, complaints of racism against DeHayes have never been investigated by URI's corrupt investigator – **Jeffrey Michaelson, Esq.** who has never investigated any white person at URI who has been subsequently fired for: racism, intimidation, bullying, homophobia, pedophilia, ageism, sexism or bigotry of any kind. My consequential [gateway lawsuit](#) will bring justice for several past and current victims of racism at URI waiting patiently to testify and to also file a separate class-action against URI.)

Plant sciences and entomology-- Total faculty: 10

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

10

#6 COLLEGE OF HEALTH SCIENCES (CHS)
Dean: Gary Liguori <https://web.uri.edu/chs/people/>

SNAP SHOT OF RACE DATA
College of Health Sciences

FACULTY BREAKDOWN BY RACE

African American: 1.74%

African descent/Black: 0%

Asian: 1.74%

Hispanic/Latino: 0.87%

Native American: 0%

White: 95.65%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

TOTAL NUMBER OF HS DEPARTMENTS: 8

Total number of HS departments over-represented by Whites: 8

Total number of HS departments with zero African Americans: 6

Total number of HS departments with zero Hispanic/Latinos: 7

Total number of HS departments with zero Native Americans: 8

SUMMARY OF RACE DATA – *URI College of Health Sciences*

(CHS) Faculty: Total - 115

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

2

African descent/Black

0

Asian

3

Hispanic/Latino (suffer continuing widespread discrimination)

1

Native American (suffered historic **GENOCIDE** & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

109 or 94.78%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(CHS) Department Chairs and Program Directors (Total 8)

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

8 or 100%

(CHS) DEAN'S OFFICE & ADMINISTRATORS (Total 11)

African American (suffered historic SLAVERY & continuing widespread discrimination)

0

Asian

0

Hispanic/Latino (suffer continuing widespread discrimination)

0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

11 or 100%

[Cont. on next page](#)

DETAILED DEPARTMENT ANALYSIS by RACE - URI College of Health Sciences
(Red indicates an over-representation of Whites in a department)

Communicative Disorders – Faculty: 13

African American

0

Asian

1

Hispanic/Latino

0

Native American

0

White

12

Health Studies– Faculty: 7

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

7

Human Development and Family Science - Faculty: 15

African American

1

Asian

0

Hispanic/Latino

0

Native American

0

White

14

Kinesiology -Faculty: 15

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

15

Nutrition and Food Sciences -Faculty: 12

African American

0

Asian

1

Hispanic/Latino

0

Native American

0

White

11

Physical Therapy –Faculty: 8

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

8

Psychology – Faculty: 30

African American

1

Asian

1

Hispanic/Latino

1

Native American

0

White

27

Psychology – Part/Time Faculty: 11

African American

0

Asian

0

Hispanic/Latino

1

Native American

0

White

10 [including **Ralph Carlini** who after several complaints of [being a pedophile](#) by students and other faculty, has never been investigated by URI's fraudulent investigator –Jeffrey Michaelson, Esq. He has never investigated any white person at URI who has been subsequently fired for: racism, intimidation, bullying, homophobia, pedophilia, ageism, sexism or bigotry of any kind.]

Neuroscience-- Faculty: 15

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

15

A Monarchy of Systemic Racism: University of Rhode Island's Race Data

#7 COLLEGE OF NURSING (N)

Dean: Barbara Wolfe: <https://web.uri.edu/nursing/people/administration/>

SNAP SHOT OF RACE DATA *College of Nursing*

FACULTY BREAKDOWN BY RACE

African American: 6.45%

African descent/Black: 0%

Asian: 3.23%

Hispanic/Latino: 3.23%

Native American: 0%

White: 87.10%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI College of Nursing*

(N) Faculty: Total - 31

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

2

African descent/Black

0

Asian

1

Hispanic/Latino (suffer continuing widespread discrimination)

1

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

27 or 87%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(N) Department Chairs (Total – 2)

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

2 or 100%

(N) DEAN'S OFFICE, ADMIN, Staff (Total 19)

African American (suffered historic SLAVERY & continuing widespread discrimination)

0

Asian

0

Hispanic/Latino (suffer continuing widespread discrimination)

1

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

18 or 94.73%



A Monarchy of Systemic Racism: University of Rhode Island's Race Data

#8 COLLEGE OF PHARMACY (P)

Dean: Barbara Wolfe: <https://web.uri.edu/nursing/people/administration/>

SNAP SHOT OF RACE DATA *College of Pharmacy*

FACULTY BREAKDOWN BY RACE

African American: 0%

African descent/Black: 1.47%

Asian: 16.18%

Hispanic/Latino: 0%

Native American: 0%

White: 82.35%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI College of Pharmacy*

(P) Faculty: Total - 68

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent/Black

1

Asian

11

Hispanic/Latino (suffer continuing widespread discrimination)

0

Native American (suffered historic **GENOCIDE** & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

56 or 82%

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(P) Department Chairs (Total – 4)

African American

0

African descent/Black

0

Asian

2

Hispanic/Latino

0

Native American

0

White

2

(P) DEAN's OFFICE, ADMIN, Staff (Total 41)

African American (suffered historic SLAVERY & continuing widespread discrimination)
0

Asian
1

Hispanic/Latino (suffer continuing widespread discrimination)
0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)
0

White (historic SLAVERS who continue to administer and protect widespread racism)
40 or 97.56%

A Monarchy of Systemic Racism: University of Rhode Island's Race Data

#9 COLLEGE GRADUATE SCHOOL OF OCEANOGRAPHY (GSO)

Dean: Paula S. Bontempi: <https://web.uri.edu/gso/administration/deans-office/>

SNAP SHOT OF RACE DATA *Graduate School of Oceanography*

ALL FACULTY BREAKDOWN BY RACE

African American: 0%

African descent/Black: 0%

Asian: 8.89%

Hispanic/Latino: 0%

Native American: 0%

White: 91.11%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI Graduate School of Oceanography*

(GSO) Faculty: Total - 33

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent/Black

0

Asian

4

Hispanic/Latino (suffer continuing widespread discrimination)

0

Native American (suffered historic **GENOCIDE** & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

29 or **87.87%**

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(GSO) Department Chairs/Directors (Total – 7)

African American

0

African descent/Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White

7 or **100%**

(GSO) DEAN's OFFICE, ADMIN, Staff (Total 13)

African American (suffered historic SLAVERY & continuing widespread discrimination)

0

Asian

0

Hispanic/Latino (suffer continuing widespread discrimination)

0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

13 or 100%

[See next page](#)

DETAILED DEPARTMENT ANALYSIS by RACE - *URI GSO*
(Red indicates an over-representation of Whites or Asians in a department)

(GSO) Faculty: 33

African American

0

African descent/Black

0

Asian

4

Hispanic/Latino

0

Native American

0

White

29



Joint Appointment – Faculty: 8

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

8



Research Faculty – Faculty: 4

African American

0

Asian

0

Hispanic/Latino

0

Native American

0

White

4

A Monarchy of Systemic Racism: University of Rhode Island's Race Data

#10 UNIVERSITY COLLEGE FOR ACADEMIC SUCCESS (ADV)

No current Dean: <https://web.uri.edu/advising/people/deans-office/>

SNAP SHOT OF RACE DATA *University College for Academic Success*

ALL advisors BREAKDOWN BY RACE

African American: 7.02%

African descent/Black: 0%

Asian: 1.75%

Hispanic/Latino: 1.75%

Native American: 0%

White: 89.47%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI Academic Success*

(ADV) Advisors: Total - 57

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

4

African descent/Black

0

Asian

1

Hispanic/Latino (suffer continuing widespread discrimination)

1

Native American (suffered historic **GENOCIDE** & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

51 or **89.47%**

[CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis](#)

(ADV) DEAN's OFFICE, ADMIN, Staff (Total 5)

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

Asian

0

Hispanic/Latino

0

Native American

0

White

5 or **100%**

DETAILED DEPARTMENT ANALYSIS by RACE - URI College of Academic Success
(Red indicates over-representation of Whites in a department)

(ADV) USAS + Athletic Advisors: 26

African American

3

African descent/Black

0

Asian

0

Hispanic/Latino

1

Native American

0

White

22

Faculty Advisors: 31

African American

1

Asian

1

Hispanic/Latino

0

Native American

0

White

29

A Monarchy of Systemic Racism: University of Rhode Island's Race Data

SNAP SHOT OF RACE DATA *URI – All Faculty + Advisers (10 Colleges)*

ALL-FACULTY BREAKDOWN BY RACE (July 28, 2021)

African American: 3%

African descent/Black: 1%

Asian: 11%

Hispanic/Latino: 2%

Native American: 0

White: 83%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “*White*” *over-representation* throughout nearly all departments at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

CLICK HERE FOR EVIDENCE Used in URI Race Data Analysis

SNAP SHOT OF RACE DATA
URI SENIOR LEADERSHIP

SENIOR LEADERSHIP BREAKDOWN BY RACE (July 28, 2021)

African American: 0%

African descent/Black: 10%

Asian: 0%

Hispanic/Latino: 0%

Native American: 0%

White: 90%

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – *URI Senior Leadership*

URI President – 1 (Green Hall)

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent or Black

0

Asian

0

Hispanic/Latino -Non-white (suffer continuing widespread discrimination)

0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

1 or 100% for the past 129 years because no other race is capable of being President

URI Vice President – 4

African American

0

African descent or Black

0

Asian

0

Hispanic/Latino

0

Native American

0

White (The only high level official with a bachelor's degree at URI is a white Vice President)

4

URI Provost – 1 (Green Hall)

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent or Black

0

Asian

0

Hispanic/Latino -Non-white (suffer continuing widespread discrimination)

0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

1 or 100% for the past 129 year, because no other race is capable of being a Provost

URI Vice Provost – 4

African American

0

African descent or Black (Vice Provost for Global Initiatives)

1

Asian

0

Hispanic/Latino

0

Native American

0

White

3

A Monarchy of Systemic Racism: University of Rhode Island's Race Data

SNAP SHOT OF RACE DATA *URI DEANS*

ALL DEANS BREAKDOWN BY RACE

African American: 0%

African descent/Black: 7.69%

Asian: 0%

Hispanic/Latino: 0%

Native American: 0%

White: 69.23%

Vacant Dean Positions: 23.08% (Education, Engineering and Advising)

Blue – under-represented

Red – over-represented

US Population of white folk is 60%:

<https://www.census.gov/quickfacts/fact/table/US/PST045219>

The [Diversity Think Tank](#) documents this same systemically racist pattern of “White” over-representation throughout [nearly all departments](#) at URI. This and other issues of abject racism are clearly discussed in the [Declaration of Diversity](#) signed and published 10/24/2020.

SUMMARY OF RACE DATA – URI Deans

URI Dean's Offices– 13

African American (suffered historic [SLAVERY & continuing](#) widespread discrimination)

0

African descent or Black (1-Dean of Libraries / Dean of Education – resigned)

1

Asian

0

Hispanic/Latino -Non-white (suffer continuing widespread discrimination)

0

Native American (suffered historic GENOCIDE & continuing widespread discrimination)

0

White (historic SLAVERS who continue to administer and protect widespread racism)

9

Vacant Dean Positions

3