



**HOWARD**  

---

**UNIVERSITY**

## **Dean, College of Nursing and Allied Health Sciences**

Leadership Profile

October 2025



***WittKieffer***

## The Opportunity

Howard University seeks an experienced, innovative, and visionary leader for the position of Dean of the College of Nursing and Allied Health Sciences (CNAHS).

Reporting to the Provost, the Dean of the CNAHS will provide academic and administrative leadership to advance the College's mission in education, service, and research. The Dean is expected to partner closely with College leadership, faculty, staff, alumni, and community members, as well as with the other Deans across the University. Building upon the multiple strengths within the Departments that comprise the CNAHS, as well as throughout Howard University, the Dean will engage the faculty in developing a vision and corresponding plan that will result in the CNAHS being recognized nationally as a leader in the preparation of superior healthcare providers.

Howard University is a comprehensive research university located in Washington, D.C. It is designated as an R1 University—the highest level of Carnegie Class research activity. Since 1867, Howard has conferred more than 100,000 degrees in the arts, sciences, humanities, and other professions. Howard ranks among the highest producers of the nation's Black professionals in medicine, dentistry, pharmacy, engineering, nursing, architecture, religion, law, music, social work, and education.

Howard University employs 1,023 faculty members across 14 Schools and Colleges—including Schools of medicine, public health, and law—and has a total enrollment of 14,540. Howard is a leader in STEM fields. The National Science Foundation (NSF) has ranked Howard as the top producer of African-American undergraduates who later earn science and engineering doctoral degrees. The University also boasts nationally ranked programs in social work, business, and communications. To date, Howard has produced one Schwarzman Scholar, three Marshall Scholars, four Rhodes Scholars, 12 Truman Scholars, 25 Pickering Fellows, and more than 165 Fulbright recipients.

Candidates must possess a doctoral degree with a background in a health profession consistent with the academic makeup of the CNAHS and have experience and a record compatible with appointment as associate professor or professor at Howard University. As the prospective administrative leader for the College, candidates should have exceptional communication skills, a high degree of professionalism, considerable financial acumen, and a clear understanding of what it takes to help grow market share and advance all academic programs in a competitive higher education environment. We seek candidates with demonstrated commitment to open, transparent, and shared governance and to building upon the College's diverse and inclusive environment for faculty, staff, and students. The ideal candidate possesses strong management skills and interest in inter-professional collaboration among the healthcare sciences and with other fields of study domestically and internationally.

Howard University has retained WittKieffer, a global executive search firm, to assist in this leadership recruitment. All applications, inquiries, and nominations—which will remain confidential—should be directed to the search firm as indicated at the end of this document.

# College of Nursing and Allied Health Sciences

## Vision Statement

The College of Nursing and Allied Health Sciences will be comprised of top-ranked educational programs that prepare healthcare professionals to be leaders and innovators in practice, education, research, and service. Graduates will deliver patient-centered, interprofessional care, and utilize cutting-edge technology and evidence-based practice to improve the health of all people with an emphasis on promoting health equity toward eliminating health disparities.

## Mission Statement

The Mission of the College of Nursing and Allied Health Sciences is to provide exemplary educational experiences within the health professions to an ethnically diverse population of students with high scholarship and leadership potential. Emphasis is placed on the University's historical commitment to provide educational opportunities to Black students and other underserved minority groups. The College fosters the development of competent, ethical, and compassionate graduates endowed with a strong sense of the University's core values of excellence, leadership, service, and truth. As scholars and leaders, graduates are empowered to address issues of social justice and inequities in healthcare in the United States and the global community, inclusive of the underserved. The College is committed to recruiting and retaining a diverse cadre of qualified and competent faculty and staff dedicated to teaching, research, professional practice, and service.



The College of Nursing and Allied Health Sciences offers 14 undergraduate and graduate programs in 2025.

## Undergraduate Programs

- BS in Clinical Laboratory Sciences
- BS in Health Management
- BS in Health Sciences
- BS in Nursing
- BS in Nutritional Sciences
- BS in Radiation Therapy

## Graduate Programs

- Master of Health Administration
- Nursing
  - Master of Science in Nursing
  - Doctor of Nursing Practice
- Nutritional Sciences
  - Master of Science in Nutritional Sciences

- Ph.D. In Nutritional Sciences
- Master of Science in Physician Assistant Studies
- Doctor of Occupational Therapy
- Doctor of Physical Therapy

In Fall 2025, CNAHS had an enrollment of 1521 students. In 2024, CNAHS granted 337 certificates and degrees, including 38 doctoral and 2 master's degrees.

The College has 107 total faculty. There are 59 full-time faculty, of which 11 are tenured, ten are tenure track, 36 are clinical educator track, and three are affiliate faculty. The College also has 48 part-time faculty. The administrative team includes two associate deans, six professional staff, along with chairpersons and program directors within each Department.

## Role of the Dean, College of Nursing and Allied Health Sciences

The Dean of the College of Nursing and Allied Health Sciences at Howard University will be an innovative, service-oriented, and highly collaborative leader who will engage students, faculty, and staff to think creatively and engage with new perspectives. The Dean will partner with colleagues across the College and University to continue developing and implementing a bold vision for the CNAHS. It is expected that the Dean will be an active advocate for resources and infrastructure, as well as an impassioned representative for the CNAHS on campus, within the community, and at the national level. The Dean will model high emotional intelligence, approaching leadership with empathy, humility, and self-awareness. They will foster an environment in which psychological safety, open dialogue, and respect for diverse perspectives are paramount—strengthening relationships and trust across all levels of the College and University. The next Dean of the CNAHS will be an emotionally intelligent, people-first leader who balances strategic decision-making with empathy and collaboration—fostering a culture of trust, innovation, and academic excellence.

For a talented, dynamic, and innovative health science professional, the Deanship is a transformational position which will be an integral member of Howard's leadership team. This is an exciting opportunity to grow the CNAHS research enterprise, expand interprofessional education, enhance interactions with other Colleges at Howard, and take calculated risks to propel the CNAHS' reputation to the next level nationally and internationally. The Departments within the CNAHS are as follows:

- Clinical Laboratory Sciences
- Health Management
- Health Administration
- Physician Assistant
- Nursing
- Nutritional Sciences
- Occupational Therapy
- Physical Therapy
- Radiation Therapy

The Dean's responsibilities include but are not limited to:

- Creating a shared vision and a collaborative culture for the College.
- Accreditation of all programs.
- Providing inclusive and collaborative leadership, direction, advocacy, communication, coordination, and assessment of the College as a whole, and the units and subunits within it.
- Advancing diversity, equity, and inclusion in relation to curriculum, events, faculty, and staff.
- Overseeing the College promotion, tenure, review, and merit processes to ensure an engaged, diverse, quality faculty for the future of the College.
- Working cooperatively in establishing and monitoring a budget, which enhances and supports the mission of the College; ensuring funds are allocated to meet the growth and programmatic priorities of the College and the University.
- Establishing and managing a coherent and realistic strategic plan which advances the mission of the College, aligned with the priorities outlined in the University's strategic plan.

- Supervising, evaluating, and supporting academic units, the Dean's Office, and other direct reports in a manner that promotes excellence in instruction, scholarly productivity, and service at Howard University.
- Building strong relationships with prospective donors; motivating and encouraging fundraising in support of the College's goals and the goals of its Departments and Programs, as well as outreach and public service efforts.
- Developing and supporting faculty scholarship and research efforts.
- Leading the process of College administrator selection and overseeing the processes of faculty and staff selection and retention; evaluating College administrators and staff in consultation with College faculty and staff.
- Cooperating and collaborating with colleagues across the University (e.g. other Deans, Provost's office staff, and staff from other units) to advance Howard University's mission and strategic plan.



## Opportunities and Expectations for Leadership

The following goals have been identified, and it is expected the new Dean will achieve these goals within the first eighteen months (not necessarily listed by priority):

### Build a bold vision for the future and engage the support of the faculty, staff, students, alumni, and the community

The Dean, in collaboration with the faculty, will articulate a shared vision for CNAHS that fosters a culture of innovation and service. The Dean will engage faculty and senior leadership within CNAHS to develop a vision and corresponding plan for the College within the University's strategic plan that supports excellence and appropriate growth. This plan should move the College toward becoming nationally recognized among the premier health professions colleges committed to academic and clinical excellence. The Dean will promote interprofessional and interdisciplinary partnerships, collaborating with other Howard University Colleges and Schools to identify opportunities for program development and research.

The Dean will be a visible, accessible leader who invests in the growth and wellbeing of the College's faculty, staff, and students. They will create a supportive environment that prioritizes mentorship, team cohesion, inclusive leadership, and a strong sense of belonging.

The Dean will engage faculty in the process of continuous improvement of the curriculum and the identification of changes, enhancements, and additions that address both current and anticipated demand. The Dean will identify opportunities to increase student enrollment and the College's revenue and funding.

In the current climate of competition for students and faculty in the health professions, it is imperative that the Dean determine the key differentiators that set CNAHS apart in order to articulate and disseminate the College's uniqueness. The Dean will establish initiatives related to expanding and enhancing the student pipeline, working with Howard University's Marketing Department to aggressively explore opportunities to attract students, with the added concern of a diminishing incoming undergraduate student population.

The Dean will invigorate the faculty through the creation of a vibrant vision for a distinguished and contemporary College of Nursing and Allied Health Sciences. The new Dean must develop a cohesive team among the faculty and staff, building an "esprit de corps" and making all members feel they are an essential part of CNAHS by seeking their input and continuing to advance a culture based upon respect, compassion, and trust. The Dean will set clear expectations, holding faculty and staff accountable to established measures.

The Dean will maintain a culture in which all stakeholders share a commitment to and accountability for upholding diversity, equity, and inclusion as core values, modeling fairness and respect for all. The Dean will foster a community that inspires and empowers each of its members to achieve their full potential, enabling CNAHS as a whole to do the same.

### Recruit and retain strong faculty and staff

The CNAHS faculty are accomplished in their areas of expertise and continually strive for success at all levels. The Dean will continue developing a diverse faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, research, and clinical practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid, and senior faculty levels as well as retaining and recruiting faculty with strong records in education, clinical practice, and research. The Dean will support the ongoing professional development of the faculty—in particular by mentoring junior faculty—encouraging faculty to be active and valued participants in curriculum evaluation and new program development.

The Dean will also support the professional development of staff, providing opportunities to enhance their skills and prepare them for additional roles within CNAHS as well as for opportunities for advancement across Howard.

### Advance scholarship and research

Building upon the College's current research activity, the Dean will maintain and promote a culture of research and scholarship among the College's faculty in line with Howard University's R1 Carnegie classification. The new Dean will provide a supportive environment of discovery and scholarship among all of the College's faculty, fostering research activity, facilitating sponsored research funding, and promoting new research programs. This will include providing mechanisms to support early career investigators developing programs of research and mentoring junior faculty in their research efforts. The Dean will identify opportunities for interdisciplinary collaboration with other Colleges and Schools within Howard, as well as with clinical partners and other external organizations, advancing the development of synergistic relationships that advance Howard University's research enterprise.

### Clinical and community partnerships

The Dean will further develop and maintain collaborative relationships with the leadership of local, regional, and national hospitals, health systems, health-focused community organizations, private practitioners, and other healthcare organizations to provide sites for student clinical rotations, field experiences, and research partnerships.

The Dean is expected to establish a strong partnership with senior leadership of the CNAHS' clinical partners, demonstrating entrepreneurship and innovation regarding how the CNAHS can help to address the region's healthcare needs through education, practice, and research. This will include proactively identifying opportunities to expand the College's programs that address the region's workforce demands as well as for research and other activities that address community needs.

### Advocate for the College

The Dean is expected to be a prominent and effective advocate for the CNAHS within Howard, as well as within the larger community. Serving as the executive representative of the College, the Dean will foster collaborative relationships with senior leadership throughout Howard, establishing ways to align University priorities with those of the CNAHS. The Dean will seek opportunities to strengthen communications between the College's faculty and those of the other Howard Colleges and larger community. It is expected that the Dean of the CNAHS will work closely with other Deans at Howard to ensure that the University's mission is met with a collaborative approach.

### Act as the "face and voice" of the College

The Dean is expected to bring prominence to the CNAHS by actively participating in local, regional, state, and national healthcare and academic organizations such as local hospitals, health departments, accrediting bodies, and professional organizations in health disciplines at the state and national levels. The Dean will lead efforts to identify ways in which the College can increase its visibility to prospective students and faculty both regionally and nationally.

The Dean will seek opportunities to increase philanthropic support to provide scholarships and to support research, playing a significant role in fundraising and friend raising for the CNAHS. The Dean will actively participate in development efforts in order to increase private support from individuals, foundations, and corporations for initiatives that promote the quality of education as well as the continued quality of faculty research and clinical practice. The Dean will build new strategic alliances and create a culture of philanthropy among alumni.

## Professional Qualifications and Personal Qualities

### Education

- Earned doctorate from an accredited institution in one of the disciplines represented within the College or in Education with a graduate degree in one of the College's health professions disciplines.
- Experience and scholarship compatible with appointment as Associate Professor or Full Professor within the College of Nursing and Allied Health Sciences.

### Experience

- Minimum of five years of experience in academic health professions and/or five years in higher education administration.
- Keen insights into the range of key issues and opportunities in the health professions, health professions education, research, health policy, and healthcare delivery with the ability to position the College to meet the challenges inherent in health reform.
- History of scholarship and sponsored research, a demonstrated ability to successfully facilitate the growth of scholarship and research, and a desire to expand the research portfolio of the College.
- Commitment to building a cohesive and culturally diverse faculty, staff, and student body.
- A vision for the continued growth of the College, including growth of quality online and face-to-face programs, clinical activities, and research with a broad understanding of health as a holistic concept, built on a foundation of arts and sciences.
- Ability to work well at all levels within a university environment, fostering a spirit of collaboration with faculty, colleagues, and administrators.
- Demonstrated understanding of the importance of interprofessional education and interdisciplinary research.
- Experience with accreditation bodies, understanding and appreciation of the demands of accreditation and licensure standards in the health professions.
- Experience in the leadership and financial management of a large and complex organization with multiple stakeholders, and a commitment to building infrastructure that supports the training and development of staff.
- Demonstrated ability to make timely, well-informed decisions in complex environments by integrating data, stakeholder perspectives, and long-term strategic goals; skilled at balancing mission-driven leadership with operational pragmatism.
- A commitment to transparency in administration and shared governance.
- A people-centric leader who understands the value of relationships and community-building and who leads with compassion, transparency, and inclusivity.
- Experience in fundraising and alumni relations.
- Experience in the oversight, growth, and marketing of educational programs, including online programs.
- Experience building and sustaining clinical partnerships necessary for the work of the College.

- Demonstrated commitment to cultivating a positive and supportive culture within the workplace.
- A demonstrated commitment to centering educational excellence and fostering conditions that allow students to thrive.
- Commitment to interdisciplinary collaboration and creating partnerships across the University and with multiple external stakeholders including government, community organizations, and the business sector.

## Personal Characteristics

- **A transformational and strategic leader** who can establish an inspiring vision for CNAHS' future and who is committed to growing and developing faculty and staff, achieving prestige through the success of the College and its members.
- **A diplomat** who demonstrates a collaborative approach in working closely with Howard University's leadership and faculty, with faculty and leadership within CNAHS administration of regional healthcare organizations, as well as other outside organizations and individuals.
- **A persuasive communicator** who is an empathetic and respectful listener and who can create an atmosphere that allows individuals to be proactive within the context of the CNAHS strategic plan.
- **A skilled negotiator** who is able to work collaboratively yet decisively while focusing on what is optimum for CNAHS and Howard University.
- **A confident manager** with business skills who knows how to achieve challenging performance goals in complex, evolving environments, including balancing their own strengths and weaknesses with complementary associates.
- **A strategic thinker** with sound judgement who can make clear, confident decisions even amid uncertainty, while remaining consultative and collaborative.
- **An innovator** who can take necessary risks and effectively lead the continued growth of the College with sensitivity to its potential impact on Howard University, its culture, and individual staff members; who recognizes the value in what the College and Howard University have accomplished; and who builds upon those strengths.
- **A mentor** with strong coaching skills to nurture the development of the College's faculty into accomplished researchers and teachers.
- **A teacher** who enjoys interchange with students, fellows, staff, and faculty.
- **Possesses strong emotional intelligence** and cultural competence, enabling effective navigation of complex interpersonal and organizational dynamics with empathy and integrity.
- **An individual of the highest integrity** with high levels of energy, maturity, and flexibility who has a reputation for fairness and idealism.
- **A builder** of organizations and programs; a developer and promoter of the strengths of colleagues, and a fundraiser.
- **A service-driven, community focused individual** who enjoys networking with community leaders and healthcare providers to identify opportunities to enhance community health.

## About Howard University



### Overview

Howard University, established in 1867, is a leading private research university based in Washington, D.C. Howard's 14 Schools and Colleges offer over 450 undergraduate, graduate, and professional degree programs, majors, minors, and concentrations. The University's more than 14,500 students come from 49 states, the District of Columbia, three U.S. territories, and 61 countries. Renowned for its esteemed faculty, high achieving students, and commitment to excellence, leadership, truth, and service, Howard produces distinguished alumni across all sectors, which have included the first Black U.S. Supreme Court justice; the first woman U.S. vice president; the first Black popularly-elected governor and United States Senator; a Nobel Prize laureate; Schwarzman, Marshall, Rhodes, and Truman Scholars; prestigious fellows; Pulitzer, Grammy, Emmy, and Tony Award winners; and more than 165 Fulbright recipients.

Howard has awarded more than 100,000 degrees in a wide array of professions in the arts, sciences, business, humanities, and STEM fields. Howard leads the nation in awarding professional doctoral degrees to Black

students and is also the leader among traditional colleges of Black undergraduates who later earn doctorates, according to the most recent data from the U.S. Department of Education and the National Science Foundation, respectively.

Howard is classified by the Carnegie Commission on Higher Education and the American Council of Education (ACE) as a Research One (R1) institution, indicating “very high research spending and doctorate production” and widely considered to be the highest research activity classification among colleges and universities in the United States. Howard is the only Historically Black College or University that has achieved the R1 designation. Howard was also recognized as one of the nation’s top “Opportunity Colleges and Universities – High Access and High Earnings,” ACE and Carnegie’s highest designation for colleges and universities that facilitate social and economic mobility.

Howard University graduates are particularly well prepared for career and economic success. LinkedIn named Howard University as the #1 HBCU in its inaugural Top Colleges rankings of higher education institutions in the United States, recognizing schools that “set graduates up for long-term success.” Howard also earned the *Forbes* #1 HBCU designation in 2024 and 2025 and, based on *U.S. News and World Report’s* 2025 Best Colleges rankings, Howard is the #1 national university for social mobility in Washington, D.C., Maryland, or Virginia and the top HBCU for social mobility nationally. *U.S. News* additionally ranked Howard and its undergraduate programs in teaching, business, engineering, and psychology among the top 100 nationally, and recognized those programs, along with computer science, as the leaders among HBCUs. Also, according to *U.S. News*, Howard’s graduate programs in criminal law, constitutional law, dispute resolution, intellectual property law, health care law, trial advocacy law, economics, English, fine arts, history, political science, and speech pathology were #1 among HBCUs. *Fortune Magazine* recognized Howard’s traditional MBA program among the top 50 nationwide and top among HBCUs in 2024.

Howard’s history includes trailblazing programs, research, and pedagogy that have had global professional, intellectual, and cultural influence. It is home to the first HBCU medical school, law school, dental school, and student newspaper. Influential International organizations were founded at Howard, including the National Pharmaceutical Association and five of the “Divine Nine” fraternities and sororities. Faculty at Howard sparked the Harlem Renaissance, created the legal strategy that ended segregation, developed the transformative process of mobile blood banking, and invented the mathematical models behind artificial intelligence.

## Mission

Howard University, a culturally diverse, comprehensive, research intensive, and historically Black private university, provides an educational experience of exceptional quality at the undergraduate, graduate, and professional levels to students of high academic standing and potential. Moreover, the University is dedicated to attracting and sustaining a cadre of faculty who are, through their teaching, research, and service, committed to the development of distinguished, historically aware, and compassionate graduates and to the discovery of solutions to human problems in the United States and throughout the world. With an abiding interest in both domestic and international affairs, the University is committed to continuing to produce leaders for America and the global community.

## Core Values

Excellence, leadership, service, and truth are our core values. Howard’s aim is to forward the development of scholars and professionals who drive change and engage in scholarship that provides solutions to contemporary global problems, particularly ones impacting the African Diaspora.

## Leadership

### Anthony Wutoh, Ph.D., Provost and Chief Academic Officer



Anthony K. Wutoh, Ph.D., R.Ph. is the Provost and Chief Academic Officer of Howard University. He has held various roles at the University, including Dean of the College of Pharmacy and Assistant Provost for International Programs. Dr. Wutoh earned a Bachelor of Arts in Biochemistry from the University of Maryland Baltimore County in 1987, followed by a Bachelor of Science in Pharmacy and a Doctor of Philosophy in Pharmacy Administration (Pharmacoepidemiology) from the University of Maryland, Baltimore School of Pharmacy.

Dr. Wutoh has led, and participated in various international programs including sponsored projects (USAID, CDC, PEPFAR, etc.) in Nigeria, South Africa, Zambia, Kenya, Rwanda, Tanzania, Ethiopia, Ghana, etc. Dr. Wutoh has been a practicing pharmacist in Maryland since 1990 and has worked in various settings including hospital, retail, consulting, and community pharmacy, as well as academia. In 1993, He served as a policy intern with the U.S. Senate Special Committee on Aging where he was directed with evaluation of the economic impact of healthcare reform on the pharmaceutical and biotechnology industries.

His research interests include pharmacoepidemiology, international health, health services/outcomes research, and the evaluation of large population databases, particularly concerning AIDS and HIV infection in older patients. Dr. Wutoh has secured over \$90 million in grant funding and has been published in respected journals such as the Journal of the American Medical Association, Health Services Research, AIDS & Behavior, the Journal of the National Medical Association, and the Journal of the American Pharmacists Association.

His other areas of interest and expertise include minority access to novel medical therapies, medication compliance, post-marketing assessment, clinical trial protocol and evaluation, survival analyses, and the role of stress in the functioning of healthcare professionals. He is also the recipient of various awards and acclamations including the 2017 Distinguished Alumni Award from the University of Maryland School of Pharmacy and the 2017 Edward Bouchet Legacy Award.

Dr. Wutoh is married to Rita Wutoh, M.D., M.P.H., and they are the proud parents of two daughters, Nadya and Niya.



## Washington, D.C.

The District of Columbia is a mosaic of neighborhoods, from historic Capitol Hill and Georgetown to the Penn Quarter's arts scene to the 24/7 buzz of Adams Morgan. The banks of the Potomac and Anacostia rivers are flourishing with some of the capitol region's most exciting destinations for live music, sports, dining, and on-the-water activities.

Washington is known as a central hub for American history and politics. There are renowned, free museums and stunning memorials and monuments dedicated to America's leaders, but the District also is known as a great place to live and work. D.C. has more than 30 neighborhoods and is currently growing at a rate of 1.28% annually; its population has increased by 19.77% since the 2010 census. It is known for its walkability and extensive public transportation system.

The Washington, D.C. Metro—one of the busiest public transportation systems in the country—connects all four quadrants of the city with suburban Virginia and Maryland and is a convenient way to navigate the region. Baltimore and Annapolis are within easy driving distance, as are other Maryland suburbs, and three major airports connect Washington with every major city in the U.S.

*U.S. News & World Report* ranked D.C. as:

- #1 Best Historical Cities to Visit in the USA
- #2 Best East Coast Vacation Spots
- #6 Best Spring Break Family Vacations
- #8 Best Family Vacations in the USA
- #15 Best Places to Visit in the USA

## Procedure for Candidacy

Inquiries, nominations and applications are invited. Candidates should provide a *curriculum vitae* and a letter of application that addresses the expectations and requirements described in this Leadership Profile. All aspects of this search are totally confidential. For fullest consideration, candidate materials should be received by November 17, 2025.

Candidates should direct questions, nominations, and application materials to Howard University's consultants:

Claudia Teschky, Diane Smith, RN, BSN, and Christine Pendleton  
**HowardDeanCNAHS@wittkiewer.com**

*The salary is expected to fall within the range of \$250,000 to \$320,000.*

*Howard University is committed to providing equal opportunity in employment as well as in its education programs and activities. To maintain a workplace in which all employees are treated with respect and decency, Howard University prohibits any discrimination or harassment based on race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, family status and responsibilities, personal appearance, political affiliation, marital status, gender identity, or expression, genetic information, matriculation, unemployed status, or any other classifications, activities or conditions protected by applicable law.*