

# Further Clarification/from Discussion: Ruling by the Faculty Senate Committee Governance, Constitution and By-Law Revision

[jeanbaileyphd@aol.com](mailto:jeanbaileyphd@aol.com)

Wed 3/6/2019 9:51 AM

To: Walters, Eric <ewalters@Howard.edu>; Faculty Senate <facultysenate@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Hall Brown, Tyish S. <thallbrown@Howard.edu>; taftbroome@aol.com <taftbroome@aol.com>; Allard, Joanne S. <joanne.allard@Howard.edu>; Byerly, Carolyn M. <cbyerly@Howard.edu>; Douglas, Dominique <dominique.douglas1@Howard.edu>; Kurban, Haydar <hkurban@Howard.edu>; Middendorf III, George A. <gmiddendorf@Howard.edu>; O'Neil, Jahn N. <jahn.oneil@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Tibbits, Mercedes V. <mtibbits@howard.edu>; Beatty, Mario H <mario.beatty@Howard.edu>; Johnson, Krista M <KMJohnson@Howard.edu>; Kumar, Krishna <kkumar@Howard.edu>; Majied, Kamilah F. <kmajied@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Kavoossi, Masoud <mkavoossi@Howard.edu>; Robinson, Courtney J <courtney.robinson@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; Farquharson, Andre' A. <afarquharson@Howard.edu>; Lawrence, Leslie M. <lmlawrence@Howard.edu>; Hopson, Ronald <rhopson@Howard.edu>; Hinds, Jay-Paul <jaypaul.hinds@Howard.edu>; Oyemade, Ura Jean C. <jean.bailey@Howard.edu>; Jackson, James T. <jt\_jackson@Howard.edu>; Grant, Bradford C. <bcgrant@Howard.edu>; Arhin, Stephen A. <saarhin@Howard.edu>; e. christi cunningham <ccunningham@law.howard.edu>; Alayan, Kristina J <kristina.alayan@law.howard.edu>; Davila-Garcia, Martha I. <mdavila-garcia@Howard.edu>; Littleton, George <glittleton@Howard.edu>; Castor, Chimene <chimene.castor@Howard.edu>; Okunji, Priscilla O. <priscilla.okunji@Howard.edu>; Akala, Emmanuel O <eakala@Howard.edu>; Drame, Imbi L <imbi.drame@Howard.edu>; Edwards, Janice B. <janice.edwards@Howard.edu>; Liu, Meirong <meirong.liu@Howard.edu>; Johnson, Shameka N <shameka.n.johnson@Howard.edu>; Ramberan, Jami E <jami.ramberan@Howard.edu>; jahnoneil@hotmail.com <jahnoneil@hotmail.com>;

Dear Colleagues,

For further clarification, the Governance Committee was unanimous in its interpretation of Article IX.A which vests the authority for determining its membership in the "Senate",

Moreover, we were also unanimous that the Faculty Senate should not disenfranchise any faculty member or unit that has been previously approved by the Faculty Senate.

Kind regards,

Jean Bailey  
202-421-5552

Sent: Wed, Mar 6, 2019 9:40 am  
Subject: Re: Ruling by the Faculty Senate Committee Governance, Constitution and By-Law Revision

Greetings Dr. Walters,

Your email to the council is noted.

For the Council members, I am also listing below the content of the email that was forwarded to you this morning. I note that I had not communicated to the Committee prior to today as I was awaiting the summary which you agreed to draft the ruling which we all agreed to. Having not received it, I assumed the responsibility as chair

Colleagues

See below text of email sent to Dr. Walters.

Sent: Wed, Mar 6, 2019 9:31 am

Subject: Re: SUMMARY OF THE INTERPRETATION AND RULING OF THE Governance Committee Convened on February 20 via Zoomnow via Zoom Audio and Video: ZOOM LINK Proposed Amendments T Constitution ByLaws and Governance Re: NEW ZOOM Meeting time TODAY WED Feb 20...

Greetings Dr. Walters.

My minutes indicate that the Committee was unanimous in our interpretation of Article IX.A of the Constitution and Article II.A of the ByLaws.

The only objection was whether we should make provisions for CAR faculty if they are still in a faculty position under the Office of the Provost. I am following up on the new Tutoring and Learning Support Services to determine if there are any faculty who were transferred to that program and who would need representation. In the meantime, the Council and the CoC should follow the Schools/Colleges/Units listed in section II.A.

Kind regards,

Jean Bailey, Ph.D.

March 6, 2019

Subject: RE: Ruling by the Faculty Senate Committee Governance, Constitution and By-Law Revision


Dear Dr. Bailey:

As a member of the Governance Committee, I kindly ask that you rescind the email transmission that has been sent to the Senate Chair and colleagues on the Council. In your earlier transmission (which was only received by me a few minutes ago--THIS MORNING!) to the members of the Governance Committee, you stated that you would transmit the information solely to the Chair of the Senate ("I will forward to the Chair of the Faculty Senate."). Your communication to the Chair and the Council on the matter is inappropriate and concerning, and you did not allow members of the Governance Committee to provide any feedback on the language and content of "your" ruling. Please see my email transmission, requesting that you do not send any information to the Chair regarding the matter. I sent this email to you prior to your sending information the Chair and Council.

To my Senate Council colleagues: it is my opinion that the deliberations of the Governance Committee on this matter are incomplete, and I do not believe the content of Dr. Bailey's email has been thoroughly discussed and voted upon. Thus, there needs to be additional discussion on the matter before an "official" ruling is determined and transmitted by the Governance Committee.

I appreciate your cooperation.

Eric Walters, M.Div., Ph.D.  
Howard University College of Medicine

 Walters, Gramsci

---

**From:** jeanbaileyphd@aol.com <jeanbaileyphd@aol.com>

**Sent:** Wednesday, March 06, 2019 9:17 AM

**To:** Faculty Senate <facultysenate@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Walters, Eric <ewalters@Howard.edu>; Hall Brown, Tyish S. <thallbrown@Howard.edu>; taftbroome@aol.com; Allard, Joanne S. <joanne.allard@Howard.edu>; Byerly, Carolyn M. <cbyerly@Howard.edu>; Douglas, Dominique <dominique.douglas1@Howard.edu>; Kurban, Haydar <hkurban@Howard.edu>; Middendorf III, George A.

<gmiddendorf@Howard.edu>; O'Neil, Jahn N. <jahn.oneil@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Tibbits, Mercedes V. <mtibbits@howard.edu>; Beatty, Mario H <mario.beatty@Howard.edu>; Johnson, Krista M <KMJohnson@Howard.edu>; Kumar, Krishna <kkumar@Howard.edu>; Majied, Kamilah F. <kmajied@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Kavoossi, Masoud <mkavoossi@Howard.edu>; Robinson, Courtney J <courtney.robinson@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; Farquharson, Andre' A. <afarquharson@Howard.edu>; Lawrence, Leslie M. <lmLawrence@Howard.edu>; Hopson, Ronald <rhopson@Howard.edu>; Hinds, Jay-Paul <jaypaul.hinds@Howard.edu>; Oyemade, Ura Jean C. <jean.bailey@Howard.edu>; Jackson, James T. <jt\_jackson@Howard.edu>; Grant, Bradford C. <bcgrant@Howard.edu>; Arhin, Stephen A. <saarhin@Howard.edu>; e. christi cunningham <ccunningham@law.howard.edu>; Alayan, Kristina J <kristina.alayan@law.howard.edu>; Davila-Garcia, Martha I. <mdavila-garcia@Howard.edu>; Littleton, George <glittleton@Howard.edu>; Castor, Chimene <chimene.castor@Howard.edu>; Okunji, Priscilla O. <priscilla.okunji@Howard.edu>; Akala, Emmanuel O <eakala@Howard.edu>; Drame, Imbi L <imbi.drame@Howard.edu>; Edwards, Janice B. <janice.edwards@Howard.edu>; Liu, Meirong <meirong.liu@Howard.edu>; Johnson, Shameka N <shameka.n.johnson@Howard.edu>; Ramberan, Jami E <jami.ramberan@Howard.edu>; jahnoneil@hotmail.com

**Subject:** Re: Ruling by the Faculty Senate Committee Governance, Constitution and By-Law Revision

### External Email Warning

**WARNING!** Please proceed with caution as this message could be a scam. The sender's account may have been compromised and used to send malicious messages. If this message seems suspicious, please **DO NOT CLICK** any of the links and/or attachments. If you believe the contents of this email may be unsafe, please send it as an attachment to the ETS Information Security Team: [ets-infosec@howard.edu](mailto:ets-infosec@howard.edu).

Greetings Dr Sobrian and Colleagues,

Kindly see the ruling by the Faculty Senate Committee on Governance, Constitution and By-Law Revision with respect to representation on the Council and Faculty Senate Committee by Schools/Colleges/Units approved by the Faculty Senate as stated in the 2010 ByLaws of the Howard University Faculty Senate. See below and attached.

Kind regards,

Jean Bailey, Ph.D.  
Co-Chair

Howard University Faculty Senate Standing Committee on Governance, Constitution and By-Law Revision

March 6, 2019

#### MEMORANDUM

TO: Dr. Sonya Sobrian  
Chair, Howard University Faculty Senate

FROM: Jean Bailey, Ph.D.  
Co-chair, Howard University Faculty Senate Standing Committee on Governance, Constitution and By-Law Revision

RE: Interpretation of the Provisions of the Constitution of the Howard University Faculty Senate , Article IX. A. 1  
Members of the Council and Provisions of the ByLaws of the Faculty Senate (2010)  
Article II.A Membership on Standing Committees

By virtue of the authority vested in the Howard University Faculty Senate Standing Committee on Governance, Constitution and By-Law Revision in Article XX.B – Interpretations of Provisions of the Constitution, (See Below), the Committee hereby issues the following interpretation and resolution. “Membership on the Council and the Standing Committees **shall** be consistent with the ByLaws as stated in Article II.A., Membership on Standing Committees. Adopted at its meeting on February 20, 2019.

**Except where otherwise specified, each standing committee shall consist of not more than twelve (12) members elected by the Senate. The Committee on Committees shall consist of a single faculty representative from the following schools/colleges/units: Allied Health, Architecture, Business, Center for Academic Reinforcement, College**

of Arts and Sciences, Communications, Dentistry, Divinity, Education, Engineering, Fine Arts, Graduate School, Law, Medicine, Nursing, Pharmacy, and Social Work.

**“ARTICLE XX - DEFINITIONS OF TERMS AND INTERPRETATION OF PROVISIONS OF THIS  
CONSTITUTION**

## **Section A. Definition of Terms:**

The By-laws may define terms in this Constitution that may require further definition, if such definitions are not inconsistent with the provisions of this Constitution.

## **Section B. Interpretation of Provisions:**

The provisions of this Constitution are to be interpreted in accordance with their plain meaning and written legislative history of the Constitution. Any questions regarding interpretation are to be referred to the Senate Standing Committee on Governance, Constitution and By-law Revision for analysis and resolution.

**ARTICLES IX- XII - THE COUNCIL OF THE SENATE ARTICLE IX - MEMBERSHIP**

**OF THE COUNCIL**

## **Section A. Members of the Council:**

The Council of the Senate shall consist of members chosen from the Senate grouped as follows:

1. Faculty Representatives, and Members-at-Large:
  - (a) **The Faculty of each school or college, or any other academic unit of the University approved by the Senate**, shall elect one representative and one alternate from its members to serve on the Council of the Senate. Representatives and alternates must be full time faculty members. Representatives must also have faculty appointments with indefinite tenure.
  - (b) The Senate shall elect from its membership eligible to vote twelve (12) members-at-large to the Council of the Senate.

# **I. STANDING AND SPECIAL/AD-HOC COMMITTEES OF THE FACULTY SENATE**

## **A. MEMBERSHIP OF STANDING COMMITTEES**

Except where otherwise specified, each standing committee shall consist of not more than twelve (12) members elected by the Senate. The Committee on Committees shall consist of a single faculty representative from the

following schools/colleges/units: Allied Health, Architecture, Business, Center for Academic Reinforcement, College of Arts and Sciences, Communications, Dentistry, Divinity, Education, Engineering, Fine Arts, Graduate School, Law, Medicine, Nursing, Pharmacy, and Social Work. A majority of each committee shall constitute a quorum. No more than one committee member shall be from a particular academic unit.

Sent: Mon, Mar 4, 2019 7:43 pm  
Subject: RE Proposed Draft Faculty Handbook

Sent out on behalf of Dr. Sonya K. Sobrian, Chair, Faculty Senate

March 4<sup>th</sup>, 2019

Dear Council Members,

The Officers have used Adobe professional to conduct a comparison of the August 13<sup>th</sup>, 2018 Proposed Draft Faculty Handbook, with that of the one dated January 31<sup>st</sup>, 2019.

As previous stated, all of the section that contained Council approved recommendation for revisions have been included. The comparison revealed several grammatical mistakes, 2 omissions, and 1 inconsistency that was missed.

**Grammatical Mistakes:**

- **C5.5, Line 4:** “reinstated” should be “reinstating”
- **F1, line 4:** “four” should be “five”

**Omissions:**

- **E2, line 6:** “...of the academic unit involved...” [FS insertion]  
The language is still ambiguous. Should we clarify by adding after unit “ [department, school/college]?”
- **E2,** second paragraph, line 2; “...which also will be incorporated into the file.”

**Inconsistency:**

- **C5.3 and C5.5:** The inconsistency involves the duration of severance pay.
- **Section C5.3** states that the duration is 120 days. This is directly from the 1993 Handbook. **Section C5.5** reflects a recommended FS addition with lists the duration as one (1) year. This needs to be resolved.

Please take a look at the attached documents for Wednesday’s meeting.

Thank you.

Sincerely,  
Sonya K. Sobrian