

# HOWARD UNIVERSITY

## OFFICE OF THE FACULTY SENATE

July 2<sup>nd</sup>, 2019

Dear Council Member,

This Letter serves to update you on the status of the Ombudsperson Search process and the *ad hoc* Ombudsperson Selection Committee. The Search Committee met on June 5th, 2019 to discuss information obtained from campus interviews the three finalists, and to consider the top candidate to fill the Faculty Ombudsperson position.

During the past 11 months, the Selection Committee engaged in a process that involved:

- Review and ranking amongst 48 applicant resumes
- Selection of the top 10 most qualified applicants
- Zoom videoconference Interviews (Five of the top 10 candidates accepted our invitation to interview)
- Ranking of top 3 candidates based on Zoom interviews
- On-campus interviews with top 3 candidates that included interviews with the Faculty-at-large (evaluation surveys were provided to each member of the faculty in attendance) as well as interviews with both the Provost and the President.
- Tabulation of surveys and collection of feedback from the Provost
- Discussion and deliberation of Faculty evaluation surveys/comments and Provost feedback regarding each of the finalists

Written evaluations and comments by the faculty and Provost Wutoh regarding the three finalists were used to guide the decisions of the Selection Committee. As a result, the Search Committee unanimously selected a first place candidate that possessed the important qualifications, understanding, and professional experience to serve as the Faculty Ombudsperson at Howard University. A second place candidate was also identified.

The resumes and cover letters of the top two candidates were sent to the Council; written faculty surveys and comments were made available for review in the Faculty Senate Office.

On June 17th, 2019, 16 members of the Council met to discuss the Ombudsperson finalist candidates; \*\*\* \*\*\*\*\* emerged as the top candidate; \*\*\* \*\*\*\*\* was chosen as the runner-up. At a subsequent meeting of June 24th, 2019, 10 members of the Council met; their consensus opinion was that the Chair of the Faculty Senate in consultation with the Chair of the *ad hoc* Ombudsperson search Committee send the recommendation of \*\*\* \*\*\*\*\* forward to the Provost.



The selection of a Faculty Ombudsperson is the sole responsibility of the Faculty Senate. To preserve the accountability and integrity of the Senate, it is imperative that we present the selected candidate to the administration in a timely fashion.

Therefore, it is necessary that the Senate act on this matter at this time for the following reasons:

1. The ratification of the new Faculty Handbook necessitates the establishment and operation of an Office of the Faculty Ombudsperson, as soon as possible.
2. We want to ensure that the chosen candidate, **\*\*\* \*\*\*\*\***, is still available.

In this regard, as indicated in in the Council meeting of June 17<sup>th</sup> and June 24<sup>th</sup>, 2019, it is my intention, in consultation with Dr. Andre Farquharson, who serves as Chair of the Faculty Ombudsperson Search Committee, to recommend the name of **\*\*\* \*\*\*\*\*** to Provost Wutoh for personnel action. We would appreciate your input on this matter (by return e-mail to me) no later than Monday, July 8<sup>th</sup>, 2019. Thank you.

Sincerely,

*Sonya K. Sobrian*

Sonya K. Sobrian, Ph.D.  
Chair, Howard University Faculty Senate

**Andre Farquharson**

Andre Farquharson, DDS  
Chair, *Ad hoc* Ombudsperson Selection  
Committee