

Re: Faculty Grievance Commission Elected Membership

Alfred, Marcus <marAlfred@Howard.edu>

Wed 2/19/2020 7:48 AM

To: Wutoh, Anthony K. <awutoh@Howard.edu>

Cc: Paschall, Samuel <spaschall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Medford, Edna Greene <emedford@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>

Good morning Dr. Wutoh,

The council was unable to vote on your proposal. However, I've consulted with members of the 1993 handbook FGC and faculty with cases submitted after June 7, 2019 for recommendations. The 1993 FGC members I've spoken with have said your proposal is unacceptable. The faculty with pending cases have said they would like to start immediately, but only if the timeline in your proposal is extended for proper due processes. They've said the timeline in your proposal is too compressed.

An alternative proposal under consideration by the senate is to recommend the following.

"The FS recommends that all submitted cases after the adoption of the 2019 handbook should be extended until September 2020 and all impacted appointments should be extended by one year."

When given the choice between your compressed timeline proposal and the proposal mentioned above, faculty I've spoken with have all endorsed the latter.

Sincerely,

Marcus Alfred
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From: Wutoh, Anthony K. <awutoh@Howard.edu>

Sent: Tuesday, February 18, 2020 7:21 PM

To: Alfred, Marcus <marAlfred@Howard.edu>

Cc: Paschall, Samuel <spaschall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Medford, Edna Greene <emedford@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>

Subject: RE: Faculty Grievance Commission Elected Membership

Dr. Alfred,

Good evening. I am following up regarding the timeline proposed below to initiate a meeting of the newly elected members of the Faculty Grievance Commission (FGC), have them elect a Chair, and proceed in the consideration of any faculty grievances submitted after June 7, 2019. What was the response of the Council regarding the timeline proposed? I will also send a communication to the FGC members, as they have not yet been informed of the University-wide composition of the FGC. Thank you.

AKW



Anthony Wutoh, Ph.D., R.Ph.
Provost & Chief Academic Officer

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From: Wutoh, Anthony K. <awutoh@Howard.edu>
Sent: Tuesday, January 21, 2020 4:52 PM
To: Alfred, Marcus <marAlfred@Howard.edu>
Cc: Paschall, Samuel <spaschall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Medford, Edna Greene <emedford@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>
Subject: Faculty Grievance Commission Elected Membership

Dr. Alfred,

Good afternoon. In reference to the modified process in the 2019 Faculty Handbook regarding the Faculty Grievance Commission (FGC), please find attached a list of elected members of the FGC (by School and College), and Hearing List. We are awaiting the selection of the FGC representative from COAS, and will be able to provide that name following the COAS Faculty Meeting scheduled for January 29, 2020. I have proposed below a timeline to move towards implementation of the modified FGC process, and solicit your feedback regarding the dates;

- January 31, 2020 – COAS to provide Provost with FGC representatives; Provost to provide Faculty Senate with final list of each school's representatives,
- February 14, 2020 – deadline for new FGC to elect/confirm FGC Chair,
- February 14, 2020 – all grievances received on or after this date must proceed pursuant to handbook deadlines,
- For grievances received June 7, 2019 to February 13, 2020, the new FGC will have until March 6, 2020 to comply with the initial action item deadline per the applicable grievance procedure (e.g., for appointment/promotion denials, review and make a final recommendation; for major sanctions, forward a copy of the recommendation and case file to grievant with instructions for replying, etc.).

Please let me know your thoughts. Thank you.

AKW



Anthony Wutoh, Ph.D., R.Ph.
Provost & Chief Academic Officer

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