

RE: Faculty Grievance Commission Elected Membership

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

Tue 2/25/2020 1:23 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>

Dr. Alfred,

Good afternoon. Regarding the matter of 9 month faculty, I certainly am supportive of a stipend being provided to the members of the FGC for activities that would be conducted on behalf of faculty colleagues during the summer. This would not required full time effort, and depending upon the pleasure of the members, is activity that could be conducted via SKYPE or other video conferencing platforms. As you will note from the language of the Handbook, a simple majority of the FGC will constitute a quorum, in the event that some members are not available.

I am appreciative, as I am sure you are, of the commitment that our colleagues are making in this service, and want to facilitate, as much as possible, this important work. I believe the intent of this provision in the Handbook (summer meetings) is to ensure that grievances do not languish for significant periods of time, and that faculty receive timely responses, as much as possible. We can assist towards this end as the FGC meets expeditiously to select a Chair, and convenes to conduct their important activities. Thank you.

AKW



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

Howard University
2400 6th Street NW, Suite 306 | Washington, DC 20059
Phone: (202) 806-2550 | Fax: (202) 806-4971

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

Sent: Tuesday, February 25, 2020 10:30 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>

Subject: Re: Faculty Grievance Commission Elected Membership

Good morning Dr. Wutoh,

If I'm not mistaken, it appears that neither the FS or the provost's office have the authority under your 2019 handbook to organize or schedule this initial meeting. I'd recommend an eventual email suggesting/requesting they begin work at the appropriate time.

However, you might want to consider how to resolve your summer problem that exists in F1.2 of the 2019 handbook before starting the 2019 FGC. As it stands, 9 month faculty are not paid by the university during the summer. Many have grant obligations that require full time commitment during the summer, so they cannot devote the time needed for the FGC during the summer without breaking this obligation.

Are you asking these faculty to work without compensation? Or are you asking them to break their grant commitments? Or should the FGC work without 9 month faculty representation (which is unfair to 9 month faculty)?

If the FGC cannot function over the summer (as has been the norm), I'm assuming you propose to conclude all cases before the end of the semester? Again, that timeline is probably unrealistic if you seek to be fair to all parties. Or is there a pause during the summer (which breaks your 2019 handbook deadlines)?

I'd recommend these questions are answered before starting the 2019 FGC. Answering these questions beforehand might prevent "figure it out as we go" desperation and the spin that seems to follow close behind.

Although the senate may not operate at the speed some prefer, the current senate has not been reckless. We are attempting to operate at timescales appropriate for an overworked, underpaid, low-morale faculty that are essentially volunteering for the much needed work of the faculty senate and the university.

Sincerely,

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Wutoh, Anthony K. <awutoh@Howard.edu>
Sent: Monday, February 24, 2020 7:17 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 on our below discussions. Although I do **not** find the below proposal acceptable (i.e., to extend all 2019 grievances to next semester and impacted appointments for one year), I continue to be open to reaching an agreed-upon modified deadline that is reasonable to both the new FGC members as well as faculty seeking resolution of their pending grievances.

It remains as a first step that the new FGC must convene in order to elect its Chair and discuss pertinent issues, which includes our present discussion of a modified timeline for resolving already-pending grievances. In order to continue the process, this meeting should occur prior to the University's spring break, i.e., no later than March 13,

2020. If the Faculty Senate is unable to organize the scheduling of this meeting, then the Office of the Provost will do so, in the interest of preventing further delay of the full functioning of the new FGC. Thank you.

AKW



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

Howard University
2400 6th Street NW, Suite 306 | Washington, DC 20059
Phone: (202) 806-2550 | Fax: (202) 806-4971

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Wednesday, February 19, 2020 1:16 PM
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>
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Good afternoon Dr. Wutoh,

Respectfully, all senate faculty should weigh in on the FGC timeline. The 93 FGC should definitely weigh in on the timeline since they have the most recent relevant experience. As far as the number of grievances, this is unclear. Why? According to the 2019 handbook, not all grievances are submitted through the senate.

Sincerely,

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Wutoh, Anthony K. <awutoh@Howard.edu>
Sent: Wednesday, February 19, 2020 9:54 AM
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 morning. We are open to extending the timeframe for review and consideration of the grievance cases. Also, it is the new FGC and not the old FGC that should weigh in regarding the timeline, as they will be the ones processing those grievances.

Can you also please indicate how many grievances are pending, since that would be relevant to determining a reasonable modified timeline? Thank you.

AKW



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

Howard University
2400 6th Street NW, Suite 306 | Washington, DC 20059
Phone: (202) 806-2550 | Fax: (202) 806-4971

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Wednesday, February 19, 2020 7:48 AM
To: Wutoh, Anthony K. <awutoh@Howard.edu>
Cc: Paschall, Samuel <spaschall@Howard.edu>; Kelly, Lynne J. <jkelly@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

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
Associate Professor
Howard University
Dept. of Physics & Astronomy
Washington, DC 20059
202-806-6258
maralfred@howard.edu

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

Howard University
2400 6th Street NW, Suite 306 | Washington, DC 20059
Phone: (202) 806-2550 | Fax: (202) 806-4971

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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Phone: (202) 806-2550 | Fax: (202) 806-4971