

Re: Faculty Grievance Commission

Laurence, Brian E <blaurence@Howard.edu>

Tue 7/21/2020 6:58 AM

To: jross.howardlaw <jross.howardlaw@gmail.com>; Alfred, Marcus <marAlfred@Howard.edu>
Cc: Johnnie Landon <jlandonesq@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>

I would suggest we hold a meeting soon (as we have delayed what needs to be done far too long) so we can select a chair and work together for a fair resolution of the training issue. I encourage other members to please share their recommendations.

Sincerely

Brian

From: jross.howardlaw <jross.howardlaw@gmail.com>

Sent: Monday, July 20, 2020 4:46 PM

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

Cc: Johnnie Landon <jlandonesq@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>; Laurence, Brian E <blaurence@Howard.edu>

Subject: Re: Faculty Grievance Commission

Hello Prof. Alfred,

Do you have suggestions about how we can select a chair? Normally, I would expect we would create a doodle, hold a meeting and choose a chair. I will create a doodle if you don't oppose that.

Or, are you suggesting that we hold off on meeting and choosing a chair until you iron out the issue of training? I read the Faculty Grievance Procedures in the Faculty Handbook and it says that we should meet during the summer months. It seems likely that with the current delay we are violating the rules by not having a chair since the rules require the chair to receive complaints and then take actions within a specific period of time. (I think there was an email saying that there are some complaints.)

Thanks for your input on this.

Josephine Ross (law school)

On Jul 19, 2020, at 7:04 PM, Laurence, Brian E <blaurence@Howard.edu> wrote:

Thank you Prof Alfred, that clarifies a lot.

Sincerely

Brian

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

Sent: Saturday, July 18, 2020 11:10 AM

To: Laurence, Brian E <blaurence@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>; Johnnie Landon <jlandonesq@gmail.com>

Cc: Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>

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Good morning Prof. Laurence,

Just a few things.

- 1.Thank you all for agreeing to be on the FGC. It's a thankless job, a lot of work, and a huge amount of responsibility.
- 2.You all are independent. Our documents give you that authority on choosing cases, hearing panels, etc.
- 3.Training for the HU FGC is new. This is the first time it's mandated as far as I know at HU. So we are all doing this for the first time.
- 4.There might have been a little confusion about this discussion. I can't force you all to do anything. I never have been. If you choose not to participate, that's your decision. You may not even be able to participate (COVID, research, etc.) for all of the training.

That's why I've asked that it be recorded as well.

What I have done is taken the advice of our legal advisor (an expert in labor law if I'm not mistaken with decades of experience) and implemented his recommendation on what training should look like. Again, his responsibility is to the senate - all 900+ of us. Not the FGC. Finally, I think the training and processes that come out of it are to ensure that the FGC has access to the best practices that ensure fairness to all parties.

Maybe I'm wrong, but I thought our disagreement was about who has the authority to decide what training looks like? I think this is a good question and submitted it to the chair of the governance committee so that they can decide. According to our constitution and bylaws, the governance committee has the authority to do so. I think this may delay training further, but maybe we can get a ruling before the administration stops delaying on payment.

5. I think transparency is a good thing so yes, I think this conversation needs to be available to our colleagues. I'm not sure if that is reporting you to the senate.

Again, thank you all for volunteering to be on the FGC. I really am grateful that you all have decided to be a part of it. It's eye opening to see some of the things that are happening at HU and sometimes both disturbing and heartbreaking.

Marcus

Marcus Alfred
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202-806-6258
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From: Laurence, Brian E <blaurence@Howard.edu>

Sent: Saturday, July 18, 2020 9:56 AM

To: Alfred, Marcus <marAlfred@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>; Johnnie Landon <jlandoneseq@gmail.com>

Cc: Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>

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We are either independent (and make decisions based on the evidence) or we are not. If we allow one person to tell us we have to take 15 hours of training based on the recommendation of one expert (NOT selected by us based on a review of that individual's contribution to the field by the way) rather than reviewing the evidence ourselves, where does our independence start? Dr. Alfred says he will report us to the senate if we do not agree to the 15 hours (by the way the responsibility of the designated expert is to the senate). Really??

It sounds ridiculous because it is.

Brian

From: Laurence, Brian E <blaurence@Howard.edu>

Sent: Saturday, July 18, 2020 9:00 AM

To: Alfred, Marcus <marAlfred@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>; Johnnie Landon <jlandoneseq@gmail.com>

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Key words

"An independent legal officer shall **assist** the FGC in its operations. The legal officer's professional **responsibility shall be to the Senate**, and the terms and conditions of employment shall be determined by the Senate."

This indicates to me that his recommendations are in fact recommendations and not final and we have the right to make our own determinations on what is appropriate after review of the evidence. I will leave the lawyering to Prof Ross but let us be ruled by common sense. Again, I encourage everyone to please share your opinion so we can accomplish what we were tasked to do.

Brian Laurence DDS, PhD
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Sent: Friday, July 17, 2020 2:57 PM
To: jross.howardlaw <jross.howardlaw@gmail.com>; Johnnie Landon <jlandonesq@gmail.com>
Cc: Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>; Laurence, Brian E <blaurence@Howard.edu>
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Hi Prof. Ross,

Mr. Landon is the FGC legal officer. The 2019 handbook states in F1.2.2:

"An independent legal officer shall assist the FGC in its operations. The legal officer's professional responsibility shall be to the Senate, and the terms and conditions of employment shall be determined by the Senate."

Sorry for the confusion,

Marcus

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From: jross.howardlaw <jross.howardlaw@gmail.com>
Sent: Friday, July 17, 2020 2:24 PM
To: Johnnie Landon <jlandonesq@gmail.com>
Cc: Alfred, Marcus <marAlfred@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>; Laurence, Brian E <blaurence@Howard.edu>
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Hello Johnnie Landon,

Did I understand that you are willing to walk us through the guidelines? If so, thank you, I gather you are a faculty member now on this committee who is not new (as some of us are)?

As Dr. Alfred wrote: "I'd strongly recommend following the handbook, college bylaws, senate constitution, and HU policies - these are your guidelines." But not all sections are relevant to our Committee so we need the edited version or highlighted versions. We should all have access to them in one place. Ideally, a nice binder mailed out. Or a location where we all have access to these documents on a cloud with the ability to download.

Let's start with gathering our guidelines. Dr. Landon, can you do that for us? If not, the administration can help us with this neutral task.

Next, we can ask Dr. Landon to plan a 1 to 2 hour training (giving us the best chance at full participation). Right now, there's one person on our committee who has voiced a desire for more training. That might not be necessary. I am 100 percent with Brian in refusing 15 hours of training, at least until we have heard the short training.

Best,
Josephine Ross

On Jul 17, 2020, at 1:56 PM, Laurence, Brian E <blaurence@Howard.edu> wrote:

This decision making process is absurd. I would like to hear from the other members of the commission. Yes, I do refuse the 15 hours based on the recommendation of your designated expert.

Brian

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Friday, July 17, 2020 1:33 PM
To: Laurence, Brian E <blaurence@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
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Sorry Prof. Laurence, I have to respond.

If you all are refusing to take the 15 hours with the expert trainers, I will take this to the senate governance committee for a ruling. They ultimately decide on these types of disputes within the senate. But as I said earlier, this is an added delay.

Best,

Marcus Alfred
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From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Friday, July 17, 2020 1:10 PM
To: Sobrian, Sonya K. <ssobrian@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
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What is usual and customary with regards training for FGCs in academic institutions? Let us make the information available to everyone so we can make informed decisions. No point going back and forth whether 15 hours is appropriate, share with the FGC and then we can vote after being educated on this issue. I will leave it there and I look forward to feedback from other members.

Brian

From: Sobrian, Sonya K. <ssobrian@Howard.edu>
Sent: Friday, July 17, 2020 1:04 PM
To: Alfred, Marcus <marAlfred@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
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Der Dr. Alfred,

Mr. Landon mentioned that he anticipated that training would take 15 hours but did not mention any content. However, he did mention that we need to know the rule of evidence. The FGC members present in person or on the phone indicated that 15 hours was not acceptable. The topic was brought up late in the meeting, and because of the hour, there was little discussion.

Sincerely,
Sonya

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Friday, July 17, 2020 12:59 PM
To: Sobrian, Sonya K. <ssobrian@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall,

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Subject: Re: Faculty Grievance Commission

Dr. Sobrian,

I will leave that to the expert. If Mr. Landon is following the email, he can respond. Did he mention this in the March meeting?

Marcus

Marcus Alfred
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From: Sobrian, Sonya K. <ssobrian@Howard.edu>
Sent: Friday, July 17, 2020 12:52 PM
To: Alfred, Marcus <marAlfred@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljKelly@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonessq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
Subject: Re: Faculty Grievance Commission

Dr. lfred,
Is it possible to get some idea of what the training should cover and how much time is envisioned for each. It is needed to inform the discussion.
thank you.
SKSobrian

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Friday, July 17, 2020 12:31 PM
To: jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljKelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Paschall, Samuel <spaschall@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonessq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
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Thanks Professor Ross,

Just a couple of points, (1) we've the names of trainers that we'd like to use and they have agreed to participate. (2) We are pulling together a few more details as a courtesy to the administration. (3) The administration has zero say in how the FGC operates since almost all cases involve allegations against the administration.

Again, Mr. Landon, the expert in the field has said we need 15 hours to do this right - if we want a grievance process that our faculty deserve. The administration and board are apparently at best trying not to pay. Ultimately, the FGC has to answer to the faculty, if need be we will bring the needed quality of training to a vote from the council/full senate - but this causes more delays.

In addition, we can bring the question of who has authority (the FGC or the Senate) to decide on training to the senate's governance committee for a ruling. But again, this causes more delays.

Respectfully,

Marcus

Marcus Alfred
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From: jross.howardlaw <jross.howardlaw@gmail.com>

Sent: Friday, July 17, 2020 11:29 AM

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

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Dr. Alfred and other Colleagues,

Just to move forward from here. Here's where I think we are now:

- 1) the chart is very helpful.
- 2) I agree with what others have said that we don't need more than 2 hours of training. And I think we should follow the suggestion from another University that live training is better than pre-recorded.
- 3) I like the idea from another University of giving each member all the documents together in one place that we will need - before the training. We are all so busy that this would make it so much more convenient. Dr. Alfred - I don't know if you would be willing to let me ask Dr. Wutoh to do this and you and others can supplement if you feel something has been left out?
- 4) So far, no one has suggested the name of an independent trainer. We could all read the rules that are sent, listen to the free presentation provided (probably a 1 hour zoom) and then we can meet as a group and see if we disagree based on our reading of the rules. It would give me a place to start and we can then zero in on any ambiguities we find without losing the general structure of the work before us.
- 5) we need to call a meeting and select a chair. I am new to the group and would prefer not to chair. I hope the people who are willing to serve as chair can let us know by return email so we don't sit around in silence at the next meeting when this issue comes up.

We don't need to meet to figure out a trainer and some dates for the training. But we need to meet on zoom to pick a chair. Would someone be willing to take on the job of calling a next meeting, using doodle or something similar?

Stay safe,

Josephine Ross
Professor of Law
Howard University School of Law
2900 Van Ness Street, NW
Washington, DC 20008
jross.howardlaw@gmail.com
SSRN Author page: <http://ssrn.com/author=338776>
"A Feminist Critique of Police Stops" forthcoming with Cambridge University Press

On Jul 17, 2020, at 10:58 AM, Alfred, Marcus <marAlfred@Howard.edu> wrote:

Good morning Dr. Wutoh,

1. It is inappropriate for the administration to interfere in the grievance process since at least 3 of the 4 types of cases over which the FGC has authority involve administrators.

For example, please pay attention to F1.2, "No administrative officer, department chair, or assistant or associate dean may serve on the FGC."

2. In March our independent legal advisor, Mr. Landon, (who is responsible to the senate) strongly advised external paid trainers. I'm not aware of anyone at HU with his unique relevant professional experience regarding labor law. Certainly none of us on this email.

3. You stated,

We later discussed training for the membership of the FGC, and that discussion was framed around training provided by prior FGC Chairs, the Office of General Counsel, the Office of the Provost, and other internal resources. Unfortunately, our attention was then diverted to addressing the COVID-19 pandemic.

This is simply not true. See attached. On March 20,2020 the administration simply refused to pay for training and mediation even though training is required by your handbook. In addition, as noted, Mr.

Landon had met with some of the 2019 FGC on March 12, 2020 where he recommended external trainers and 15 hours.

I was made aware of your eventual agreement to pay for training only on our 6/17/20 meeting, if I'm not mistaken.

So just to summarize.

Up until 2/3/20 delays in the 2019 FGC were due to schools and colleges elections run by the HU administration. From then until 6/17/20 delays were due to the HU administration's refusal to pay for training and mediation. Now we are again delayed since the administration refuses to pay for required training without more information.

I would strongly suggest you refer to AAUP documents if you'd like some background on a faculty grievance process. Especially since some of your handbook language comes from AAUP.

Respectfully,

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

From: Wutoh, Anthony K. <awutoh@Howard.edu>
Sent: Thursday, July 16, 2020 11:24 PM
To: Alfred, Marcus <marAlfred@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandoneseq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Prioleau, Florence W <fprioleau@howard.edu>
Subject: Re: Faculty Grievance Commission

Dr. Alfred,

Good evening. On Monday, February 3, 2020, I emailed to you a complete list of representatives for the re-formulated Faculty Grievance Commission, as outlined by the revised 2019 Faculty Handbook, and elected by the faculty of each School/College. I also indicated to you that per the 2019 Faculty Handbook, the next step would be for the elected members of the FGC to select a Chair.

We later discussed training for the membership of the FGC, and that discussion was framed around training provided by prior FGC Chairs, the Office of General Counsel, the Office of the Provost, and other internal resources. Unfortunately, our attention was then diverted to addressing the COVID-19 pandemic.

Last month, you submitted a proposed budget suggesting the funding of five (Administrative Law judges) to provide 15 hours of training to the members of the Faculty Grievance Commission at a cost of \$15,750. I indicated in my response to you "It is not clear why the proposed training should require this additional level of depth proposed, nor these particular individuals to provide it."

Members of the FGC appear in concurrence, as several noted "15 hours of training was considered excessive by the faculty members at the meeting." Dr. Brian Laurence further noted that "...Fifteen hours is excessive and unreasonable by any measure considering what our purpose is."

To assist in moving the process forward, the Office of the Provost has contacted 4 other academic institutions to inquire regarding their Faculty Grievance process, as well as inquiry regarding training for their members. The institutions included George Washington University, American University, Tulane University, and North Carolina State University (public and private, local and national). I have outlined their process and duration of training in the table below:

	NC State	Tulane University	George Washington University	American University
(a) who does the training?	Staff from the Office of General Counsel provides the training.	The Title IX coordinator (or staff in this area), the	There is no formal training	The chair of the Committee on Faculty Grievances (CFG) and University counsel handle.

		OIE/EO person in HR, Associate Provost for Faculty Affairs, and General Counsel will conduct the trainings.	provided to the grievance panels under their faculty code and handbook.	Specifically, the CFG chair usually holds a meeting at the beginning of the year to go over the process and answer questions with the committee; the hearing panel chairs have been briefed by University counsel on an ad hoc basis. Moving forward, however, they indicated the new Office of Equity and Title IX, together with the Office of General Counsel, will probably handle the training.
(b) how long does it take?	Normally, the training lasts anywhere from 1.5-2 hours, depending on how many questions the participants have.	TBD, but the trainings will begin to be conducted in mid- to late- August. (2-3 hours est.)	N/A. Zero, There is no training.	TBD. They are revising the training, in light of the new Title IX regulations. In the past, length has varied; different training provided to two different committees (namely, the CFG committee and the hearing panel chairs). (1-3 hours est.)
(c) is it an online training?	It is an in-person training and, most recently, they have used a Prezi instead of a Power Point. Participants are also provided with a notebook and/or links to all of the pertinent policies and regulations as well as checklists and templates to make things easier. They had an online training available at one-time, but it was a challenge to keep it current and they feel the "live" training is better, because it allows for potential panel members to see one another face-to-face and to benefit from questions and hypotheticals.	TBD, the trainings have not started yet; they are in the process of putting them together.	N/A. There is no training.	No
(d) what topics are covered?	Topics covered include an overview of the process, the role of a Panel Member and the role of serving as a Panel Chair, specifics as to jurisdictional issues for grievances or petitions for non-reappointment, due process, conflicts of interest, the sequence of events in a hearing, closed session and final recommendation(s) to the Chancellor.	TBD. The trainings are still a work in progress, but they will be training on the policies from their Faculty Handbook. Some of the procedures now have to be changed because of the new Title IX changes (the so-called College Court process), and they are working on that as well.	N/A. There is no training. However, guiding principles are set forth in various sections of the faculty code.	For the CFG, the chair usually holds a meeting at the beginning of the year to go over the process and answer questions. The hearing panel chairs have been briefed by university counsel, but this has been ad hoc. They are currently revising all of this in light of the new Title IX regulations.

In summary, training at each of these institutions is provided by internal resources including current and former members (including Chairs of the Faculty Grievance group, staff in the Office of General Counsel, Office of the Provost, Faculty Senate). Regardless of who provides the training, it ranged in duration from 0-3 hours total.

The topics covered included: a) an overview of the process, b) the role of a Grievance Commission Member, c) the role of serving as a Chair, d) specifics as to jurisdictional issues for grievances or petitions for non-reappointment, e) due process, f) conflicts of interest, g) the sequence of events in a hearing, h) closed session and i) final recommendation(s) to the President.

I would propose a similar list of training topics provided by former FGC chairs, the Office of General Counsel, the Office of the Provost, and perhaps even an additional relevant expert that you may propose. I would further suggest that no more than 2-3 hours is necessary for a comprehensive training to be provided. The Office of the Provost and Office of General Counsel would be pleased to provide the needed training based upon the topics above at no additional expense. I hope in the interest of serving our faculty colleagues, and

moving the process forward that you would concur, so that we may proceed expeditiously in this process. Thank you.

AKW

"Excellence in Truth and Service"

<Outlook-13z0fvud.png>
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Provost and Chief Academic Officer
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202-806-2550 | Fax: 202-806-4971

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Tuesday, July 14, 2020 10:51 AM
To: Laurence, Brian E <blaurence@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>
Subject: Re: Faculty Grievance Commission

Good morning Prof. Laurence,

From the update sent on Friday 7/10/20 to all faculty:

The 2019 Faculty Grievance Commission has still not met. As a reminder, the new 2019 Faculty Handbook changed the formation and implementation of the FGC. For example, the FGC members are now elected by each school/college. The senate no longer runs these elections. As a consequence, the elected members of the 2019 FGC were not partially filled until February 2020 of the Spring Semester. In addition, the 2019 handbook requires training of FGC members and panelists. The administration refused to pay for this required training up until only recently. This caused further delays. The administration has now requested more information on the FGC training program before agreeing to the needed budget.

I believe this summary is fairly accurate. We have the names of two trainers that we'll submit to the provost's office for further discussion. I'm hoping after that Dr. Wutoh's office will make available the budget increase funds and we can begin training soon after that.

I hope this helps,

Marcus

Marcus Alfred
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From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Tuesday, July 14, 2020 10:45 AM
To: Kelly, Lynne J. <ljkelly@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>
Subject: Re: Faculty Grievance Commission

Dear Faculty Grievance Commission, I noticed we have not received any email updates lately and if we did and I missed them my sincerest apologies. **Is there an agenda for moving forward with any urgent items?**
Sincerely

Brian Laurence

From: Kelly, Lynne J. <ljkkelly@Howard.edu>
Sent: Friday, March 13, 2020 1:56 PM
To: Sobrian, Sonya K. <ssobrian@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>
Subject: Re: Faculty Grievance Commission

Good Afternoon Everyone,

As discussed in yesterday's meeting, you should expect to receive additional information on training and the case backlog as soon as possible.

Lynne Kelly, Ph.D.
Associate Professor
Department of Finance and International Business
School of Business
Howard University
Washington, DC 20059
phone: 202-806-1658
fax: 202-986-4409

From: Sobrian, Sonya K. <ssobrian@Howard.edu>
Sent: Friday, March 13, 2020 12:48 PM
To: Alfred, Marcus <marAlfred@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Kelly, Lynne J. <ljkkelly@Howard.edu>
Subject: RE: Faculty Grievance Commission

Good Afternoon,

I hope that the Faculty Senate will be able to expedite the training.

Sincerely,
SKSobrian

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Friday, March 13, 2020 10:33 AM
To: Sobrian, Sonya K. <ssobrian@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>
Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Kelly, Lynne J. <ljkkelly@Howard.edu>
Subject: Re: Faculty Grievance Commission

Hi Prof. Sobrian,

Sorry - I was at NASA GSFC and off campus much of the afternoon and didn't respond in time for the meeting. I think it makes more sense (and inline with our documents) to get training and an FGC chair - then look at case files.

Marcus

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

From: Sobrian, Sonya K. <ssobrian@Howard.edu>

Sent: Thursday, March 12, 2020 10:24 AM

To: McDougall, Patricia <pmcdougall@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>

Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>

Subject: RE: Faculty Grievance Commission

Good Morning,

Is it possible to have information available on the new cases?

Thanks.

SKSobrian

From: McDougall, Patricia <pmcdougall@Howard.edu>

Sent: Thursday, March 12, 2020 9:38 AM

To: Alfred, Marcus <marAlfred@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>

Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>

Subject: RE: Faculty Grievance Commission

[Dial-in Number:](#)

(712) 770-5505

[Access Code:](#)

639-551

Thanks

Patricia McDougall
Administrator
Faculty Senate Office
202.806.7596

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

Sent: Wednesday, March 11, 2020 10:32 PM

To: Weir, Melissa L. <melissa.weir@Howard.edu>; jross.howardlaw <jross.howardlaw@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>

Cc: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>; McDougall, Patricia <pmcdougall@Howard.edu>; Kelly, Lynne J. <ljkelly@Howard.edu>

Subject: Re: Faculty Grievance Commission

Good evening colleagues,

1. Ms. McDougall, please set up a telecon for the FGC meeting for tomorrow from 12-1 and distribute to these colleagues? Thanks.
2. Prof. Weir, you (and some of our medical colleagues) are the Health Science experts - I'd abide by your recommendations.
3. Unfortunately, I won't be able to attend, but Prof. Kelly will attend in my place and can start you all and chair the meeting.
4. I've reserved the senate office from 12-2, but the doodle time with the most checks was 12-1 - the meeting is only from 12-1. Some could not make the 1-2 time period.
5. Training looks like it will take significantly longer than one or two hours - Mr. Landon can set the context and discuss next steps tomorrow with you all.
6. The 2019 FGC has approximately 4 new cases, if I'm not mistaken.

7. The agenda for tomorrow includes a discussion on the fairness of working during the summer, training, and a reasonable timeline for new cases. I believe any recommendations you all eventually decide to make regarding these topics and process will go to the council for a vote. I really do regret that I can't make tomorrow. I look forward to meeting you all soon.

Best,

Marcus

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

From: Weir, Melissa L. <melissa.weir@Howard.edu>
Sent: Wednesday, March 11, 2020 10:01 PM
To: jross.howardlaw <jross.howardlaw@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>
Cc: Alfred, Marcus <marAlfred@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandoneseq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>
Subject: Re: Faculty Grievance Commission

Good evening Colleagues
In light of the limitations being placed on gatherings/meetings due to COVID-19 Pandemic and the recent university response, has consideration been given to move this meeting to an electronic format such as Zoom?
Melissa L. Weir, MS, BSN, RN, CEN, CPEN, CNE
Faculty, Undergraduate Nursing Program

On March 11, 2020, at 9:32 PM, "jross.howardlaw" <jross.howardlaw@gmail.com> wrote:

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.

Please send a link so that those of us who are teaching tomorrow can join the meeting. I expect I can dial in at 12:45 if I have the link in time.

Best.

Josephine Ross
Professor of Law
Howard University School of Law
2900 Van Ness Street, NW
Washington, DC 20008
jross.howardlaw@gmail.com
SSRN Author page:
<http://ssrn.com/author=338776>

On Mar 6, 2020, at 6:23 PM, Sobrian, Sonya K. <ssobrian@Howard.edu> wrote:

Thank you. The 2 hour time block will be necessary.
SKS

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Friday, March 6, 2020 10:00 AM
To: Laurence, Brian E <blaurence@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf

<altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>

Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonessq@gmail.com>; Smith, Sonya T. <ssmith@Howard.edu>

Subject: Re: Faculty Grievance Commission

Hi Prof. Laurence,

Please call me Marcus. No problem. I'm cc'ing Ms. McDougall on this email. Ms. McDougall, please reserve the senate office (CB Powell, room 119-C) for 3/12/20 from 12-2 for the 2019 FGC? Thanks!

Thank you everyone,

Marcus

Marcus Alfred
Associate Professor
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202-806-6258
maralfred@howard.edu

From: Laurence, Brian E <blaurence@Howard.edu>

Sent: Friday, March 6, 2020 9:46 AM

To: Alfred, Marcus <marAlfred@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>

Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonessq@gmail.com>

Subject: Re: Faculty Grievance Commission

Dear Dr. Alfred

Great. We have not sent out an email to confirm the time on March 12th and location as yet to all those who are attending, unless I missed it.

Can we please do that?

Sincerely

Brian

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

Sent: Thursday, March 5, 2020 9:43 AM

To: Laurence, Brian E <blaurence@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>

Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonessq@gmail.com>

Subject: Re: Faculty Grievance Commission

Good morning,

We will have to find an alternate date to accommodate them or use a recording. The senate will follow up with those that can't make the 12th or haven't responded to the poll.

Best,

Marcus

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

From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Tuesday, March 3, 2020 3:52 PM
To: Sobrian, Sonya K. <ssobrian@Howard.edu>; Alfred, Marcus <marAlfred@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>; Stewart, Joyce <joyStewart@Howard.edu>
Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>
Subject: Re: Faculty Grievance Commission

The doodle poll indicates Thurs March 12th is the day that works for most of the members of the committee.

Dear Ms Stewart, can you send an email **confirming the final date and time** based on the best day and time for most members?

Also, Dr. Alfred has indicated that we need proper training to be part of the hearing, for those members that cannot attend that day, what is the plan for accommodating those members with training?

Sincerely
Brian

From: Sobrian, Sonya K. <ssobrian@Howard.edu>
Sent: Tuesday, March 3, 2020 10:32 AM
To: Alfred, Marcus <marAlfred@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>; Sobrian, Sonya K. <ssobrian@Howard.edu>
Subject: Re: Faculty Grievance Commission

I thought that the results of the doodle poll indicated March 12 at either 12 or 2?
SKS

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Tuesday, March 3, 2020 9:46 AM
To: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>
Subject: Re: Faculty Grievance Commission

Good morning Colleagues,

Please let me know what day and time you chose for your first meeting. I'll reserve space with Ms. McDougall in the senate office. Also, per the 2019 HU Handbook, p75 F1.2.2:

"...Members of the FGC and the Hearing List shall receive appropriate training regarding proper procedures for conducting hearings."

"An independent legal officer shall assist the FGC in its operations. The legal officer's professional responsibility shall be to the Senate, and the terms and conditions of employment shall be determined by the Senate."

Mr. John Landon is the Senate legal officer (cc'd). I've requested that both he and Dr. Sonya Smith (this year's 1993 handbook FGC chair - cc'd) conduct training for you all on that day. Thanks for working on the FGC and I support all that you all are doing for our colleagues.

Best,

Marcus

Marcus Alfred
Associate Professor
Howard University
Dept. of Physics & Astronomy

Washington, DC 20059
202-806-6258
maralfred@howard.edu

From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Monday, March 2, 2020 10:40 AM
To: Alfred, Marcus <marAlfred@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>
Subject: Re: Faculty Grievance Commission

Dear Dr. Alfred
Thank you for your detailed response. I do not want us to rush either, but I do want us to have definitive next stages planned because then we can move along in a timely manner. If the faculty that are available can meet on the 12th or sometime soon, then at least decisions can be made and the concerns you mentioned such as poor representation for 9th month faculty discussed.
Sincerely
Brian Laurence
Professor, College of Dentistry

From: Alfred, Marcus <marAlfred@Howard.edu>
Sent: Monday, March 2, 2020 9:45 AM
To: Laurence, Brian E <blaurence@Howard.edu>; Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Cole, Angela P. <apcole@Howard.edu>; Johnnie Landon <jlandonesq@gmail.com>
Subject: Re: Faculty Grievance Commission

Good morning Professor Laurence and Colleagues,

Thank you for your email. Per our documents, I've no authority to stop you all from meeting or moving forward (or order you to meet or move forward). So regarding Dr. Wutoh's email, it's not really an offer to me - it is not my decision to make.

You all (2019 FGC) are responsible for post June 7, 2019 FGC case actions and decisions. And you all may have to respond with Dr. Wutoh to any lawsuits brought by faculty and their attorneys (for example, perceived flawed decisions due to poor representation of 9 month faculty). That is why I made the recommendation to not rush and try to do our best to make sure this new procedure is implemented correctly and fairly.

Best wishes,

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

From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Monday, March 2, 2020 6:12 AM
To: Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>

Cc: Alfred, Marcus <marAlfred@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>
Subject: Re: Faculty Grievance Commission

I hope everyone just got my email, it seems it got bounced back so I will send again

It looks like Thurs March 12 either at 12 to 1 or 2 to 3 will be the likely time given the number of faculty members that have indicated a preference so far. Everyone should respond by close of business today or tomorrow for those that have not responded and we should plan for one of those days based on the majority that can attend. We will not get everyone and only need a majority to move forward. Dear Dr. Alfred, I see Dr. Wutoh has responded with an offer in response to your concern for the 9 month period, can we make some decisions about a date and move forward? And if there are other concerns can we hash them out in a timely manner based on the rules in the handbook and the preferences of the faculty members?
Sincerely
Brian Laurence

□

LE

From: Laurence, Brian E <blaurence@Howard.edu>
Sent: Monday, March 2, 2020 6:07 AM
To: Wutoh, Anthony K. <awutoh@Howard.edu>; Kigochie, Petronella W. <pkigochie@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Alfred, Marcus <marAlfred@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>
Subject: Re: Faculty Grievance Commission

It looks like Thurs March 12 either at 12 to 1 or 2 to 3 will be the likely time given the number of faculty members that have indicated a preference so far. Everyone should respond by close of business today or tomorrow for those that have not responded and we should plan for one of those days based on the majority that can attend. We will not get everyone and only need a majority to move forward. Dear Dr. Alfred, I see Dr. Wutoh has responded with an offer in response to your concern for the 9 month period, can we make some decisions about a date and move forward? And if there are other concerns can we hash them out in a timely manner based on the rules in the handbook and the preferences of the faculty members?
Sincerely
Brian Laurence

From: Wutoh, Anthony K. <awutoh@Howard.edu>
Sent: Tuesday, February 18, 2020 7:55 PM
To: Kigochie, Petronella W. <pkigochie@Howard.edu>; Laurence, Brian E <blaurence@Howard.edu>; Gill, Tepper L. <tgill@Howard.edu>; Sobrian, Sonya K. <ssobrian@Howard.edu>; Weir, Melissa L. <melissa.weir@Howard.edu>; Owunwanne, Daniel <dowunwanne@Howard.edu>; Thomas, Jennifer C. <jennifer.thomas@Howard.edu>; Turner, Malaika <malaika.turner@Howard.edu>; Alwani, Zainab <zainab.alwani@Howard.edu>; Malone, Celeste <celeste.malone@Howard.edu>; Ross, Josephine <jross@law.howard.edu>; Husain, Altaf <altaf.husain@Howard.edu>
Cc: Alfred, Marcus <marAlfred@Howard.edu>; Cole, Angela P. <apcole@Howard.edu>
Subject: Faculty Grievance Commission

Colleagues,

Good evening, and congratulations on your election as members of the Faculty Grievance Commission, representing your schools and colleges. As you are aware, the 2019 Faculty Handbook revised the process for selection of faculty members to serve on the Faculty Grievance Commission. The relevant section from the Faculty Handbook is provided below;

F1.2 The Faculty Grievance Commission (FGC)

The Faculty Grievance Commission (FGC) consists of one representative from each of the schools and colleges (except the Graduate School), elected at-large by the faculty of the respective schools

and colleges. No faculty member can serve on the FGC for more than two consecutive 2-year terms, although subsequent reelection is permitted. No administrative officer, department chair, or assistant or associate dean may serve on the FGC. The FGC will conduct business during the summer months as well as during the academic year, with a simple majority constituting a quorum. The FGC shall annually elect a chair from among its current members. The chair shall serve as the presiding officer of meetings of the FGC.

During the transition from the application of the 1993 Faculty Handbook, and the 2019 revision, Dr. Marcus Alfred, Faculty Senate Chairman, proposed, and I concurred that the 2019-2020 Faculty Grievance Committee (FGC), which was elected prior to the adoption of the 2019 faculty handbook, bring to conclusion all FGC cases received prior to that date (June 7, 2019) in accordance with the 1993 Faculty Handbook.

Grievance submitted following June 7, 2019, would be processed and considered based upon the process outlined in the 2019 Faculty Handbook. As such, I proposed a timeline below;

- 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.).

I have asked Dr. Alfred to provide an update regarding the timeline that I proposed as above. As we are a few days beyond February 14, 2020, I also wanted to keep you apprised of the process, and next steps, which would be for the FGC membership to elect a chair from among its members. Thank you.

AKW

[<image001.jpg>](#)

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

<FGC-DrWutoh-RefuseToPay.pdf>