


Memorandum

To: Faculty Senate
Seton Hall University

From: Karen E. Boroff, Ph.D. 
Interim Provost and Executive Vice President

Re: Resolution approving the Faculty Guide Committee's interpretation of the *Faculty Guide* in
Regards to the Process Involved in the reorganization of the College of Communication and
the Arts
(2020-FS-3)

Date: February 28, 2020

The Office of the Provost is in receipt of the Faculty Senate's approval of the interpretation offered by Faculty Guide Committee concerning the reorganization of the College of Communication and the Arts (COAR). This vote took place at the February 14, 2020 meeting.

Interpretations that come from the Faculty Guide and By Laws Committee are generally seen as recommendatory or advisory. While it is useful to have these interpretations, Article 15 is not the provision for deciding a specific violation of the *Faculty Guide*. The venue for discussion of a violations of the *Faculty Guide* is the Grievance Process as detailed in Article 14, under which the Grievance Committee conducts a full and complete investigation to determine whether the allegations are factually correct. It was never the purpose of Article 15 to circumvent the express provisions of Article 14 and it would be inappropriate to do so in this matter. Even in this resolution that you gave me, you ask the question: "Has the COAR violated the *Faculty Guide* in reorganizing without a faculty vote?" The very words of Article 14.1.a exactly defines a grievance this way – "...a formal allegation that a violation of the *Faculty Guide*...has taken place". The resolution notes that the Guide committee did do some investigation of the facts of this matter. Again, Article 14 is clear that investigations take place for an alleged violation. For whatever reasons, not a single faculty member in the COAR opted to file a grievance. Therefore, since the time is past for filing a grievance on the reorganization of the College of Communication and the Arts, the change will remain in effect unless or until such time that a further reorganization is approved under the then applicable procedures. In the future, should other issues concerning the reorganization of a college arise, they would be subject to a grievance to the appropriate administrator at that time.