

Conflict Resolution is an Adhoc committee

Appointed by The APPNA President in consultation with EC for the purpose of resolving conflicts between organization and component societies.

The current tasks given were:

#1:- Lifetime membership definition

#2:- Alliance BOT issues

#3:- South Texas Chapter conflict

Arif Muslim chair, Shabbir Safdar, Arif Toor, Naseem Shekhani and Saima Zafar.

Two meetings were held.

#1:- Lifetime membership of certain retired members who may have surrendered or not maintained their license was questioned and since constitution is ambiguous on this issue, the Committee has referred this issue to the membership and CABL committees. However the committee's opinion is that once a lifetime member is confirmed, they are confirmed as permanent, unless the individual's license was cancelled for cause.

#2:- Alliance President had complained about and had not agreed with the bylaws change that was made recently. The Committee Chairman spoke to the President of alliance and members of BOT. The Chair was presented the following findings.

a) Bylaws change was requested by the Alliance EC.

b) The Bylaws were created

c) Instead of sending these revised Bylaws to EC who would take it to General body for approval, the new Bylaws were sent directly to the General body as well as the EC at the same time, and the General body approved them.

The committee noted that the method for change in Bylaws is not clearly defined in Alliance Bylaws; however these were changed exactly the same way as has been done previously therefore in absence of clear definition precedence takes over. Based on above facts the committee unanimously recommended that Bylaws changes should be considered valid.

#3: -South Texas chapter (STC)

- a) The President of the STC complained about being removed illegally by their BOT.
- b) The BOT of STC chapter had questioned the life membership of the President and validity and legality of GB meeting held on December 3, 2017

Documents show that the complainant, Najma Ejaz (President of STC) chapter, has been member of the chapter intermittently for many years. She then became a life member of her chapter and APPNA (2015).

It is important to note that the current and in effect Bylaws of STC chapter DO NOT require State practicing license although APPNA bylaws do. In the absence of a state approved medical license, the Bylaws require proof of research Job in Health Care field.

Dr Najma Ejaz provided proof of medical research at University of Texas and therefore she qualifies for APPNA membership. Based on these findings the committee unanimously recommended that the complainant was and still is a legitimate President of STC. The committee member further noted that emails sent out alleging financial misconducts by the complainant without any documented proof are a form of harassment; the members of the committee condemned the act of harassment toward the President of the Chapter, Dr Najma Ejaz.

Dr Arif Muslin, Committee Chair had detailed communication by phone with both parties involved in the dispute, including Dr Najma Ejaz and Dr Yaqub Sheikh and took their view points in consideration. These view points were then presented to the committee in a meeting on February 5th, 2018.

The committee meetings proceedings were recorded and are available I have enclosed the minutes of the first meeting the 2nd meeting minutes once approved by members will be forwarded shortly

Thanks to my committee members Drs Arif Toor, Shabbir Safdar, Naseem Shekhani and Saima Zafar

Special thanks to APPNA President Dr Zafar Hameed and APPNA Council Rebecca Boyd Obarski for their guidance

Arif Muslim
Chairman CRC