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Mānoa Faculty Senate Minutes

of October 21, 2009

DRAFT Minutes:

Senators present: Anna Ah Sam, Denise Antolini, Edoardo Biagioni, Robert Bley-Vroman, Ronald Bontekoe, Paul Brandon, John E. Butler, John Casken, James Cartwright, Richard Chadwick, Beei-Huan Chao, William Chapman, Meda Chesney-Lind, David Chin, Robert Cowie, Shirley Daniel, Daphne Desser, Milton Diamond, Patricia Donegan, David Duffy, John Engel, Ernestine Enomoto, David Ericson, Elizabeth Fisher, Sheri Fong, David Garmire, Jonathan Goss, David Griffith, Rosanne Harrigan, Jay Hartwell, Vilsoni Hereniko, Thomas Hilgers, Ellen Hoffman, Judith Inazu, Daniel Jenkins, Carol Kellett, Barry Lienert, Luciano Minerbi, Richard Nettell, Thanh Truc Nguyen, Torben Nielsen, Katrina-Ann Oliveira, Ian Pagano, Julia Patriarche, Sarita Rai, Martin Rayner, David Ross, Scott Rowland, Nicolaos Synodinos, Douglas Vincent, Giangyi Wang, Hsing Wen, Anna Wieczorek, James Yates, Jean Young

Senators absent: Garrett Aputzen-Ito, Bruce Barnes, Rhonda Black, Mirella Brookes, Maxine Burkett, Keith Claypoole, Joel Cohn, Robert Cooney, Stewart Curry, Jonathan Deenik, Michael DeMattos, Ariana Eichelberger, Guliz Erdem, Lilikala Kame'eiehiwa, Jason Maddock, John Mahoney, Jon Matsuda, Andrew Nichols, Martin Oishi, Vaughan Phillips, Weilin Qu, Robert Richmond, Stacey Roberts, Dave Sanders, Magi Savimaki, Kaimi Sinclair, Siang Tan, William Ward, Leven Wilson

Senators excused: Susan Hippensteele, Bruce Shiramizu, Kim Holland, Martha Crosby, Elton L. Daniel, Charles Weems, Kim Bridges, Halina Zaleski

Chair David Ross called the meeting to order at 4:11 p.m.

Approval of the September 16, 2009 Faculty Senate Minutes

The minutes were approved as submitted.

1. Chair's Report

a. Announcements

-- The BOR office, responding to inquiries, says that [the Regents authorized President McClain's declaration of fiscal exigency on 7/23/09](#).

-- The position of the Manoa Assessment Office Director, long sought by FS, will become vacant in January because the current Director is needed fulltime by his School. FS has long maintained that assessment is faculty-driven and governed. SEC has urged that a new Director be appointed as soon as possible.

-- FS now has official representation on Graduate Council

b. Continuing process issue: faculty representation on the Budget/Prioritization Workgroup

-- History of Budget committee and Prioritization committee (dates approximate)

+ Fall 2008 Chancellor formed "Process Committee" in consultation with Senate; charge was to work out a bottom up, transparent process for long term prioritization. Faculty representation was through Senate.

+ January 2009: Chancellor formed "Budget workgroup" in consultation with Senate. Charge was to find a solution to short-term budget shortfalls. Faculty representation was through Senate.

+ Feb 2009: Many faculty begin participation in prioritization process. Widespread engagement in process, coupled with recognition of many problems.

+ March/April 2009: Prioritization process hit singularity when it moved to "next level", where transparency was eliminated and many rankings changed. Relatively few faculty were involved. Process lost confidence of many faculty.

+ Summer 2009: Budget workgroup continued to meet with appropriate Senate representation, but no minutes were posted.

+ Summer 2009: Prioritization process now in hands of Chancellor-led Advisory Committee, with uncertain representation. Administration makes assertions of "consensus" or "endorsement" though there are no minutes and no recorded votes.

+ Fall 2009: The two groups were combined into "Budget Prioritization Workgroup" (BPW). Vague charge, representation is haphazard. No sense of process: how will recommendations made by this committee be utilized? Widely viewed with suspicion by faculty as a "Star Chamber" for academic programs.

-- Problem: How to construct a mechanism guaranteeing faculty control of decisions about programs and restore some confidence in a responsible process?

-- SEC offers these suggestions:

+ The BPW should be reconstituted. Constituencies represented should be clearly articulated, and representation of those constituencies should be chosen by those constituencies. If a faculty member is on BPW representing an academic unit, then the faculty member is understood to represent that unit and not the Faculty.

+ The choice of constituencies represented should be based on clear and justifiable academic (not political) principles. Since curriculum is the kuleana of the faculty, Faculty representation must be substantial.

+ The process through which BPW recommendations will be implemented must be clearly spelled out in advance. Any decisions involving academic programs or policy must go through a process with substantial formal Faculty participation, a process similar to the reorganization process agreed to by FS and the chancellor last year.

To illustrate the skewing of current BPW membership, Ross offered several pie charts: [see attached](#).

Chair Ross said that he and the SEC would like to know whether Senators thought these were good suggestions and whether the SEC was pursuing a course of action that the Senate agreed with. The chair said he would appreciate a motion directing the SEC to continue along these lines.

Such a motion was made and seconded.

Q: These 2 original committees had very different charges. The focus of BPW is on what academic programs can be cut. Academics involve only 43% of our budget. Will this motion bring other aspects of UHM – the other 57% of the budget -- into the conversation?

A (Ross): I think more than academics is on the table. I'm more concerned with the existing committee's representation of different constituencies.

Q: Shouldn't all of the budget work be done by CAB? Can't CAB replace the BPW group?

A: Maybe.

Q: Does the A&S reorganization plan come from the chancellor or deans?

A (Ross): That's an A&S senate concern.

A (Chancellor): It's the deans' plan.

A motion to call the question was approved with 1 no vote.

The Motion directing SEC to pursue efforts involving the 3 areas described by Ross was approved with 1 no vote.

2. International Education: Strategic Plan and Assistant VC Search

Ross noted that upon receipt of the draft strategic plan from the Interim Vice Chancellor who spearheaded its development, SEC sent the plan for review by 3 Senate standing committees. Before considering the results of those reviews, Ross suggested that we hear from the VCAA, who today had given him a letter ending the current attempt to hire a fulltime administrator for international education.

VCAA Dasenbrock rose from the floor to read his letter, dated today ([original attached](#)):

MEMORANDUM

TO: David Ross, Chair, Manoa Faculty Senate Executive Committee

FROM: Reed Dasenbrock, Vice Chancellor for Academic Affairs

SUBJECT: International Programs

Earlier this semester, OVCAA began taking preliminary steps towards a search to fill the Assistant Vice Chancellor for International and Exchange Programs (AVCIEP) on a permanent basis. A search committee was formed, chaired by

Dean Schultz from the School of Pacific and Asian Studies, with a number of faculty from a range of disciplines and schools, representatives of the units reporting to the AVCIEP, and community members. A standard step in searches here at Manoa is a series of "scoping visits," in which stakeholders are asked about the search, the nature of the position, and the qualities that a successful candidate should possess.

On Monday, I met with the committee and Associate Vice Chancellor Joanne Clark, who has been coordinating the search. The results of the scoping visits clearly confirm what I had been hearing from a number of sources, that there was very little chance that this search would be successful at the present time. Given both the overall financial condition of the University and the questions that remain about the structural of international programs at Manoa, this is clearly the wrong time to be trying to fill this position on a permanent basis. I have therefore decided not to proceed with this search at the present time.

I seek the help of the faculty in terms of addressing the issues in international programs which stand in the way of a successful search, and I hope to work with you to address these structural issues while awaiting a more favorable financial climate in which to put permanent leadership in place in international programs. I do believe that we have tremendous opportunities in the international arena and that our ability to work internationally will be an absolutely decisive factor in both the quality and reputation of our academic programs.

VCAA reiterated his request for faculty input on UHM's opportunities in the international arena and on the administration of that area of our endeavors. VCAA also observed that the draft Strategic Plan for international education has not been endorsed by either the Chancellor or by VCAA; it can be studied, but it is not a formal proposal.

Q: What do you want FS to do?

A (VCAA): If you have reviewed the plan, let us know your response. That will help us know what to ask for.

Ross then asked the 3 review committees to read their motions or otherwise respond to this turn of events.

a. CSA statement

[\[CAB & CSA joint statements\]](#)

CSA chair Jay Hartwell offered the following motion:

"Given the complexity of international education at UHM, and given the incomplete status of the circulated 'UHM International Strategic and Implementation Plan,' the UHM Faculty Senate, upon recommendation of its Student Affairs Committee, moves to postpone the hiring of a chief administrator for an international-education unit until a clear and viable plan for such a unit has been created and approved."

Q: Is it necessary to continue with this discussion?

A (from the floor): CAPP has 2 resolutions [\[AVC for Intl Pgms\]](#) & [Manoa's Strategic Plan](#) that should be looked at. Yes, it is necessary.

CAPP co-chair Dick Chadwick suggested that we move on.

A motion in 2 parts was made from the floor:

1. The SEC will, as requested by VCAA, forward to VCAA the findings and draft resolutions involving UHM and international education made by the 3 standing committees.
2. The Senate commends VCAA Dasenbrock for concurring with the Senate's recommendations on the search for a permanent administrator for international education at UHM. The Senate pledges to continue to work with the VCAA on crafting viable policies and plans for all aspects of UHM's academic mission.

The motion passed with no objections or abstentions.

3. CPM resolution on Retrenchment

CPM chair Thanh Truc Nguyen offered the following resolution:

WHEREAS retrenchment at the University of Hawaii at Manoa (UHM) cannot be imposed until financial exigency has been declared according to the American Association for University Professors (AAUP) in their document *Recommended Institutional Regulations on Academic Freedom & Tenure*; and

WHEREAS the 2003-2009 University of Hawaii Professional Assembly's Faculty Contract states that retrenchment can only occur in case of a lack of work or other legitimate reason, such as fiscal exigency; and

WHEREAS the UH Board of Regents (BOR) has not declared financial exigency; and

WHEREAS the AAUP requires that a duly authorized faculty body participate in the decision that a condition of financial exigency exists or is imminent, and this has not occurred; and

WHEREAS there are several new projects such as the expansion of University of Hawaii-West Oahu and Maui Community College campuses that would indicate that financial exigency is not imminent; and

WHEREAS AAUP standards are designed to protect the integrity of the institution in part by means of a system of tenure, which is jeopardized by retrenchment;

Therefore, be it resolved, that the University of Hawaii Manoa Faculty Senate--
(1) insists that any formal retrenchment be held off for lack of well-documented fiscal exigency established by an appropriately constituted committee consistent with AAUP standards; and

(2) believes that any precipitate attempt to seek approval from the BOR for retrenchment will place this institution at risk for formal censure by AAUP; and

(3) believes that retrenchment in any form will lower our national prestige, as well as our ability to attract top-quality students, research funding from Federal sources, and also State funding; and

(4) requests that copies of this resolution be sent to each member of the Board of Regents, the University of Hawaii President, the University of Hawaii Chancellors, Senator Norman Sakamoto, Representative Jerry Chang, and Governor Linda Lingle.

Q (from floor): On what basis do we assert that AAUP guidelines apply to UHM, given that retrenchment is covered by our UHPA contract?

A (from floor): Even with the contract, we don't want to ignore AAUP. But we can modify the resolution's reference to AAUP.

A faculty member noted that no one has found reference to exigency in the July BOR meeting minutes. Several questions and comments about the draft resolution led to "friendly amendments," each of which was accepted by Nguyen and CPM members.

A senator called for projection of the revised resolution before any vote. Nguyen, lacking hardware to offer a projection, instead read the amended resolution into the record:

University of Hawaii at Manoa Faculty Senate

Resolution on Retrenchment

October 21, 2009

WHEREAS retrenchment at the University of Hawaii at Manoa (UHM) should not be imposed until financial exigency has been declared according to the procedures specified by the American Association for University Professors (AAUP) in their document *Recommended Institutional Regulations on Academic Freedom & Tenure*; and

WHEREAS, the 2003-2009 and currently enforced and continuing University of Hawaii Professional Assembly's Faculty Contract states that retrenchment can only occur in case of a lack of work or other legitimate reason, such as fiscal exigency; and

WHEREAS the UH Board of Regents (BOR) has not declared financial exigency; and

WHEREAS the AAUP requires that a duly authorized faculty body participate in the decision that a condition of financial exigency exists or is imminent, and this has not occurred; and

WHEREAS there are several new projects such as the expansion of University of Hawaii-West Oahu and Maui Community College campuses that would indicate that financial exigency is not imminent; and

WHEREAS AAUP standards are designed to protect the integrity of the institution in part by means of a system of tenure, which is jeopardized by retrenchment;

Therefore, be it resolved, that the University of Hawaii Manoa Faculty Senate

(1) insists that any retrenchment be held off for lack of well-documented fiscal exigency established by an appropriately constituted committee consistent with AAUP standards; and

(2) asserts that any precipitate attempt to seek approval from the BOR for retrenchment will place this institution at risk for formal censure by AAUP; and

(3) asserts that retrenchment in any form will lower our national prestige, as well as our ability to attract top-quality students, research funding from Federal sources, and also State funding; and

(4) requests that copies of this resolution be sent to the Board of Regents, the University of Hawaii President, the University of Hawaii Chancellors, Senator Norman Sakamoto, Representative Jerry Chang, and Governor Linda Lingle.

A motion to approve the amended resolution was made, seconded, and then approved by a unanimous vote of the senate.

4. (5 minutes) Authorization to convene a Task Force on the UHM Budget

Ross has received suggestions that the faculty ought to seek clear and accurate information on the state's and the university's financial situation. Ross asked senators whether to go forward with something like this or not.

Q: How does CAB feel?

CAB chair Chin: CAB feels that it does not have expertise to perform this task. But I'm not sure what it will accomplish to approve this motion.

Observation from floor: AAUP's standards for retrenchment require, basically, that a clear and unequivocal financial crisis maintains. We all need data to see if that is true here.

Q: How would this Task Force be chosen?

Ross: Probably by SEC, with recommendations from FS.

Q: Would not this proposed committee be redundant, given the BPW, especially if it is expanded to achieve greater faculty representation?

A (from floor): There are, within our faculty, experts who can gather data without being encumbered by the particular 'charge' of the BPW. A senate Task Force would be under faculty control, which BPW clearly is not.

Q: Couldn't we coordinate the work of a FS Task Force with the work of CAB and the BPW? We need all the expertise we can get.

It was moved that SEC work to establish such a task force. That move was amended to include a requirement that the work of the task force be coordinated with efforts of CAB.

Q: Is this institution facing a clear threat of dissolution? How does this proposed task force

interface with the existing BPW? The charge to any new task force has to be very clear. VCAA (who is co-chair of BPW) from the floor: I think that such a task force could very much help/complement the BPW work. Let's together look at the state and the system as well as UHM.

The motion to pursue this task force and bring a report to the next FS meeting was seconded and then unanimously approved.

5. Old business

a. Standing Committee updates

The CFS chair read Daphne Desser's appointment to the Senate, replacing Paul Schroeder, into the record.

No other committee chair offered an update.

6. New Business

No new business was offered.

Adjournment

At 5:16 p.m. it was moved to adjourn the Senate. The motion was unanimously approved.

Respectfully submitted,

Thomas Lee Hilgers

FS secretary

Contact caroly at hawaii.edu with comments regarding this site.