

Committee on Professional Matters (CPM)
November 18, 2011

Minutes

Present: Venkataraman Balaraman, Williamson Chang, David Leake, Thanh Truc Nguyen, Janice Shoultz, Halina Zaleski, Bonnyjean Manini (SEC)

Not Present: Ariana Eichelberger, Mark Levin, Henry Lew, Crystal Mills

Called to order at 10:35am by SEC Liaison Bonnyjean Manini

- 1) The minutes from the September 29, 2011 committee meeting were distributed. Jan moved to approve the minutes, David seconded, and the minutes were approved.

- 2) New Business

- a. Retreat for Senate Executive Committee (SEC) Members and Committee Chairs

Truc reported on her attendance at the retreat. Major points of discussion included the role of the Manoa Faculty Senate (MFS) in filling the Chancellor position and plans for how forthcoming tuition increases will be used. Three priorities have been presented for use of tuition increases: (1) student scholarships, (2) restoration of salaries as delineated in the UHPA contract, and (3) repair of facilities. However, no information has been provided on percentages of the additional funds to be devoted to these categories, nor on priorities within the categories (e.g., student subgroups to be targeted for scholarships, facilities to be targeted for repair). The MFS should keep track of the percentages actually given to the three priorities into the future. The Administration's position on decisions to close facilities (such as the Pacific Biosciences Research Center) is that the MFS may not get to have input because these are "facilities" rather than "reorganization" decisions. Truc concluded that there were good discussions at the retreat but few "action" items were identified.

- 3) Old Business

- a. Faculty Classification Survey

CPM is charged with identifying issues that should be addressed with regard to the seven faculty classifications at UH (main ones are Instructional, Specialist, and Researcher). The following points emerged during discussion:

- Maybe one faculty classification could be used by adjusting the percent of time for teaching/research/service depending on the particular position. This would also tie in to workload policies. Some job descriptions (e.g., at CTAHR) already have different weights for duties (teaching, research, service). Faculty working on the neighbor islands may not be able to teach.
- Although the BOR requires a PhD for personnel to achieve "Associate" status, exceptions allow some (e.g., Extension Agents, Specialists) to do so with a Masters. In some cases the exception is based on the fact that a Masters is the terminal degree in a particular field (e.g., fine arts).
- The School of Medicine has its own sets of requirements for different faculty categories (I, R, etc.), but campus-level TPRCs often reject their applications due to lack of understanding of why the requirements need to be different from those typically followed by other units.
- One issue to address is differences in how vacation accrues. R and S but not I faculty can accumulate vacation time year to year
- UH has seven faculty classifications whereas peer institutions tend to only have a couple. A questionnaire survey will help CPM find out what faculty think and identify key issues that need to be addressed. A concern raised last year is that peer institutions tend to have just teaching and clinical classifications, although it could be that having seven is actually better. Recommend the survey focus on identifying problems and solutions, not griping.
- Previously there were two basic categories, clerical and faculty. Not having APT positions may have contributed to the many faculty classifications at UH, and this practice has carried forward although hiring APTs is now possible. At peer institutions, extension agents, for example, are in APT-like categories. It was speculated that one reason for creating the APT category was to accommodate political appointees who could not pass muster as faculty.

- Recommend that three CPM members collaborate to create the survey questions.
- Some of these issues are under the purview of UHPA. The committee needs to be cognizant of the UHPA contract so as not to propose anything that might end up reducing salaries or benefits. It may be that some changes can only apply to new hires. Changing something like the accumulation of vacation leave may create salary issues. UHPA should give input into the survey as the results may help guide its next contract negotiations.

Action: David, Truc, and Bonnyjean volunteered to create the faculty survey. Technical assistance can be obtained from the College of Ed and/or from Ian Pagano.

b. Tenure and Promotion Review Committees

Another issue to be addressed by the CPM is the Administration's proposal to reform the TPRC process by greatly reducing the number of TPRCs. Halina and Jan met with Beverly McCreary on November 17, 2011 to gain a clearer picture of the Administration's views and concerns. Notes recorded by Jan were distributed. The following points emerged during discussion:

- John Casken sent out an email today to Manoa faculty with questions on their experiences with TPRCs, including whether they have ever been asked to serve on a TPRC, if so whether they accepted, and if so whether they actually served.
- The campus-wide trend is for the number of tenured faculty to decrease while the number of non-tenured faculty increases, which is one factor that may contribute to difficulty in recruiting TPRC members. For example, School of Medicine representation on TPRCs is low because the UHPA contract requires that only tenured faculty can serve, and about 80% of School of Medicine faculty are in non-tenure positions.
- Currently G-funded non-tenured faculty can convert to tenure-track after seven years, but this is not allowed for non-tenured positions funded by soft money because this kind of funding is time-limited. However, the budget crisis has made G-funded positions also vulnerable to funding cutoffs, so applying the same criteria to both categories of faculty should be considered. Non-tenured faculty are not given the opportunity to do what is needed to progress to tenure.

c. Other Business - none

Minutes respectfully submitted by David Leake