



December 10, 2015

To: Mānoa Faculty Senate  
From: Elisabeth Steele Hutchison, Chair  
Re: Committee on Professional Matters (CPM) Fall Report 2015

*The Committee shall be vigilant in protecting the academic freedom of all scholars, and shall review and evaluate such topics as classified research, sexual harassment, gift giving, and the like which may come before it either as a matter of policy or on a case-by-case basis. [Bylaws, Faculty Congress and Senate, University of Hawaii at Manoa, Article IV, Section 1(i)]*

The Committee on Professional Matters (CPM) is comprised of Mary Ellen Bargerhuff, Meda Chesney-Lind, Adrian Franke, Unhee Lim, Reni Soon, Manfred Steger, Hector Valenzuela, and me. Manfred Steger served as the Vice-Chair for the Fall. Sarita Rai served as the SEC Liaison. (See attached roster.)

We operated with one vacancy in the Fall. Meda Chesney-Lind will be on sabbatical in the Spring. CPM would welcome the addition of two, new CPM members in the Spring.

We met on September 9, October 1, October 22, November 5, November 19, December 3, and December 10. We cancelled our previously scheduled December 17 meeting.

CPM Committee efforts to support collegiality among the Senators included hosting 2:45 PM pre-meeting social get-togethers, producing and circulating a Senate photo roster, making copies of "Robert's Rules of Order Simplified" available during senate meetings, producing Senate name tags, and creating voting instructions labels for the iClickers.

CPM addressed the following issues:

**Motion to Endorse CTAHR's Senate Resolution on Assistant Extension Agent Hiring.** On October 1, Robert Paull, former CTAHR faculty senator and current Mānoa Faculty Senator, presented CTAHR resolution in favor of extending minimum hiring qualifications for assistant extension agents. He offered a detailed rationale for this change in policy and answered pertinent questions from CPM members. The Senate voted to endorse the resolution on October 21.

**Development of a faculty code of ethical conduct.** Miriam Stark (CSS/ANTHRO) asked the CPM to support the development of a formal faculty code of ethical conduct to make culture at UHM for civil and respectful. CPM agreed that civility is essential to the health of any professional body, but decided not to pursue this issue at this time as the University has several policies that address professional conduct (Workplace Non-violence; Ethical Standards of Conduct (RP 12.201); Conflicts of Interest and Commitment (EP 12.214); Policy and Procedures for Responding to Allegations of Research and Scholarly Misconduct (EP 12.211, AP 12.211)). CPM did suggest that the Department of Anthropology may incorporate adherence to their newly adopted department civility code and expectations of professional conduct into the criteria for promotion and tenure, post-tenure review, and annual contract renewal.



**4.16 Proposed New Executive Policy – Consensual Relationships.** *Open.* On December 3, 2015, the Committee decided to table this issue until early in the Spring when we will invite Kristeen Hanselman, Executive Director, UHPA; Dr. Dee Uwono, Director and Title IX Coordinator, UHM; Mie Watanabe, Deputy Title IX Coordinator for Employees, UH, to meet with the Committee to discuss the proposed policy.

**5.13 Faculty Hiring Promotion & Tenure v. Non-Tenure Track Positions.** *Closed.*

**8.15 Electronic Submission of Dossiers for Tenure and Promotion.** *Closed.*

**Faculty input in the development and implementation of policies regarding conflicts of interest and grievances.**

Drs. Unhee Lim and Adrian Franke prepared a backgrounder on the issues for CPM.

On November 6, CPM requested an update on the retrospective review of Dr. Michele Carbone's disclosed and undisclosed, significant financial interests of Chancellor Bley-Vroman and Vice President Syrmos.

CPM met with the interim Chancellor, Vice President Syrmos and Dwight Takeno on December 10.

**Status of the investigation into complaints of the alleged behavior of VCAA Reed Dasenbrock,**

On May 6, and after CPM had met for the last time in the Spring, CPM received a copy of a complaint about the alleged behavior of VCAA Reed Dasenbrock.

On October 1, Prof. Emerita Juanita C. Liu (TIM) presented evidence of the alleged unethical behavior of VCAA Reed Dasenbrock and asked the CPM to call for a vote of no—confidence in the VCAA at a full Senate Meeting.

On October 8, Bob Cooney forwarded a request from CPM to President Lassner (What is the status of the investigation? When can we expect the investigation end? How will the findings be communicated to the Faculty Senate? UHM? When is it appropriate for an administrator to be placed on administrative leave during the course of an investigation?).

On October 22, Vice President of Administration Jan Gouveia and Director of Collective Bargaining and Employee Relations Dwight Takeno met with CPM to discuss the status of the investigation. Vice President Gouveia reported that the investigation is ongoing and is expected to wrap up before December 15, but that the decision-making and resulting report could go well into 2016. She also informed CPM that the findings will be made available to the complainants and the respondent. It was unclear whether complainants would have access to the entire report or just those sections relevant to them. A copy would not be provided to the Senate.



It was also explained that the Interim Chancellor who is also a witness would not be the decision maker. The University would engage an external decision maker who would ideally be independent, neutral, and familiar with UHM structure and culture. This process preserves the President for an appeal.

It was explained that Executive and Management positions are at will positions, and that if the person has a fall-back position then the notice is 30 days.

Dwight Takeno explained that the Interim Chancellor's decision to allow Dr. Dasenbrock to continue serving as VCAA during the present investigation of his alleged misconduct could be appealed to President Lassner if there was evidence of a threat to the health and safety of the complainants.

The Committee learned that only the supervisor can make the decision to place the person on administrative leave. The supervisor needs to evaluate the situation in terms of whether the employee's position may be used to impede the investigation, and whether an employee's continued presence impact/jeopardize the health and safety of the complainants. Dwight Takeno explained that the Interim Chancellor's decision can be appealed to President Lassner.

On October 27, CPM received an appeal of Interim Chancellor Bley-Vroman's decision to allow Dr. Dasenbrock to continue serving as VCAA during the present investigation of his alleged misconduct. The twenty-two signatories report that the Chancellor's decision has resulted in continuing harm and mental distress to them.

While CPM did not investigate the signatories' claims, CPM "believed that Dr. Dasenbrock's continued service as VCAA during the investigation sends a chilling message that the UHM Administrative Leadership has not honored its duty of care to its faculty and staff." On November 6, CPM requested that President Lassner "place VCAA Reed Dasenbrock on leave with pay immediately and until the investigation has been concluded and the outcome of the investigation has been communicated to the parties."

On November 18, the Chancellor met with the Chair and provided CPM with a list of interim "measures which have been taken so far to permit the VCAA's office to operate as needed while avoiding interfering with the investigation." On the same day, President Lassner informed CPM that he has "no plans or intent to overrule him [the Chancellor] and take direct action on this campus personnel matter."

CPM has referred this issue to the SEC for their consideration.

## 2015-2016 COMMITTEE ON PROFESSIONAL MATTERS (CPM)

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