

MANOA FACULTY SENATE
Committee on Professional Matters (CPM)
Meeting Minutes

Meeting Date: January 15, 2013

Location: Sakamaki D302

Attendance: [P = Present; A = Absent; E = Excused]

Members		Members		Members		Guests	Time
Kenneth Kipnis	P	Ashley Maynard	P	Victoria Szymczak (For M. Levin)	E		
Scott Lozanoff	E	Gabor Mocz	P	Halina Zaleski	P		
David Leake	P	Thanh Truc Nguyen	P	David Ericson (SEC Liaison)	P		
Mark Levin (Sabbatical)	E	Janice Shoultz	E				
		Gwen Sinclair	P				

Subject	Discussion/ Information	Action/Strategy/Responsible Person/s
CALL TO ORDER	The meeting was called to order at approximately 2:10 p.m.	
MINUTES		Truc will send out again for approval.
Old Business #36.12: Evaluation of Administration/ Administrators		Done: motion will be voted on in 1/16/13 UHMFS meeting. There was one small error that needs to be corrected before it goes to Senate.
#24.13 Periodic Review of Faculty	Discussion: Concern about “premature retirements” or faculty who “coast.” It doesn’t make sense to take this issue up until faculty classification is resolved.	Read the memos.
#25.13 Partner Hiring	Discussion: Should partners who have tenure at other universities be awarded tenure here? We need a strong statement confirming that <u>departments</u> award	Action: Truc will send document with

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	<p>tenure and the University administration doesn't have the right to award tenure unilaterally. Furthermore, the department has the right to determine who teaches in the department and whether individuals are qualified to teach. There have been cases where less-qualified individuals are hired instead of the best candidates. "Targeted opportunity" hires for affirmative action sometimes go outside normal hiring procedures. Are trailing spouses and retention cases "targeted opportunities" in the same sense? Worst-case scenario: the good spouse leaves the university and leaves the tenured trailing spouse. Remind people to think in the long term; we don't want to hire people who are not going to succeed, especially since it could be a \$2 million decision.</p> <p>The VCAA is very interested in this issue. CPM can recommend that it goes through the same departmental procedure as tenure for faculty member. Truc looked at the AAUP policy, which encourages partner hire. Trailing spouses are often women. A procedure needs to ensure that spousal hires are competent. This is especially an issue with administrator hires – there is pressure to find a job for the trailing spouse. Partner hires shouldn't be counted against a department's established number of positions.</p>	<p>language related to partner hires. Ken will draft a statement for consideration by CPM.</p>
#35.12 Faculty Classifications	<p>Discussion: The chancellor has remarked several times that he doesn't understand our classifications and doesn't see a need for them. Changing to one classification, it's easier to change people and their assignments. Mānoa has lots of positions for which a master's degree is the terminal degree that are not faculty in other institutions. If we move those positions into APT, the union is concerned that the University will divide and conquer the remaining faculty.</p> <p>Manoa Senate recommended to administration to change the BOR executive policy that specialists do not teach to say that they may teach. They asked to have T&P language changed. There is a brochure listing what specialists do, and they can teach if they're sharing their knowledge about their specialty. There is confusion between the faculty classification S and specialists, which are APT positions. College of Ed has I faculty who do not teach. Specialists teach, but they are teaching teachers in workshops, not courses with a CRN.</p> <p>The Chancellor's position is that if different classifications are eliminated, so</p>	<p>Action: Truc will write to Bob Richmond to schedule a joint meeting with CORGE, the Chancellor, and VCAA to discuss.</p>

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	<p>that all faculty are evaluated on three areas of teaching, research, and service, some of the other issues like post-tenure review would be eliminated. He is very research-oriented and committed to Land, Sea, and Space Grant University concept, but he understands that we are obligated to contribute to teaching.</p> <p>Most faculty in PBRC are research faculty who don't teach. It might be possible to have two faculty classifications; Ms and Ls are sub Is. S could choose where to go. Specialists can accrue vacation. 11-month faculty cannot accrue vacation. Dasenbrock wants to introduce flexibility into assignments so people can be shifted from research to teaching and vice versa. There are ebbs and flows in a faculty member's career, where they emphasize research at some points and teaching at other points.</p> <p>If it's now possible to change, how can it be done fairly? There is concern that it could be used to get rid of people by making them do work they're not good at. CTAHR reorganized and brought extension agents into the department. Faculty may choose where they go. With federal funding, so much FTE doing research, so much FTE doing extension. They can switch classifications if people are willing to move.</p> <p>Each classification has a history and specific reasons why it came into existence. R faculty were created in the 1960s when the University decided to emphasize research. They developed 11-month appointments and it attracted people who were not interested in teaching. B (librarians) were classified as faculty long ago.</p> <p>It was hard to hire APTs, so people were hired into faculty positions. There is confusion about whether faculty can do APT work.</p> <p>If there are truly 7 faculty types, they should exist in all of the academic units. However, some types only exist in certain units.</p> <p>Some specialists may choose to be faculty, some may choose to be specialists. Language of UH policy changed to mention terminal degree. Some arts faculty, especially, don't have PhDs.</p>	

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	Notes: The issue of faculty classifications arose with concerns that R faculty can not be required to teach.	
#33.12 Emeritus Faculty	Discussion: Does BOR policy limit it to Level V? If there are no procedures, then the department chair has the power to decide. There should be a process to make the decision by secret ballot at the department level.	
#5.13 Faculty Hiring, Promotion & Tenure v Non Tenure Track	<p>Discussion: We received data in December from Cutshaw about who teaches what (graduate assistants, assistant professors). The inquiry motivated the Chancellor to send a memo that GAs who are TAs should move to step 7 and be funded through RTRF, and then will switch to department funding. It was very awkward for GAs to learn that TAs were getting big raises but GAs weren't. The Philosophy Department is talking about eliminating GAs to fund TAs. Other departments don't know how they will fund; they may have to reduce the number of TAs. Chancellor has said he will help to fund.</p> <p>The original intent was to look at T&P for faculty members who are having difficulty meeting requirements for T&P because courses that they could teach are being taught by non-tenure-track faculty or GAs. Faculty should participate in governance, so the more people who are not participating in governance teach, the less input faculty have. Students are teaching the classes that they ought to teach when they get PhDs.</p> <p>Why is this not an issue for CORGE? CORGE is not considered the correct committee, because the issue originated with the issue of faculty not being able to meet requirements of T&P, not with issues related to graduate students. Faculty have to provide oversight and mentoring of graduate students who teach.</p> <p>Who is supposed to teach? Faculty in I, M, and L classifications. A trend is that GAs teach 4.2% of courses. In summer, they teach 11% of courses. This is not considered bad. I, M, L faculty teach 80% of courses in Fall/Spring, 47% in summer. E/M administrators teach 1.2% of courses in Fall/Spring and in summer 8.9%. N = non-compensated; similar to E/M. It is one thing to ask how</p>	Truc will report to CAB and attend their next meeting.

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	many classes are taught by graduate students; it is another to state how many students are taught by them. The data we have is by numbers of courses. We see no cause for alarm. If a lot of courses are taught by adjuncts, it makes a case for adding a faculty member, but this doesn't usually happen.	
#61.3 Diversity Hiring Policy	Discussion: The issues are similar to those of trailing spouses.	Ken volunteered to craft a statement.
#14.12 Examine the value of assessment		This issue has been taken off of CPM's assignments and went to CAB.
#22.13 Tenure of Administrators	<p>Discussion: The Chancellor is adamant that administrators should teach to maintain relevance. They should teach outside of on load (i.e., on overload). Administrators are not allowed to be paid for teaching per UHPA contract. UHPA's position is that administrators shouldn't teach because they are taking away a teaching job from a faculty member. Some administrators have been denied tenure in the department in which they are administrators, so they apply for tenure at the higher level and are granted.</p> <p>There is a list of administrators who applied for tenure on Senate web site (from the VCAA). In many cases, no department listed; it is not clear whether they went through a DPC process. They are supposed to go through the regular DPC process. We recommend that DPC procedures and criteria be used, and that department should grant tenure. Department should not be required to recognize tenure granted through another means. Some administrators cannot get back into their fields because they have not been active. We need to ask what a "memo" is and which person or entity awarded tenure. If tenure was awarded, but not by the department, do we have recourse to rescind tenure or demand that they undergo regular review? Can the department decline to recognize tenure granted outside of the DPC process? The VCAA has a conflict of interest because he is one of the administrators who got tenure upon hire.</p>	
#27.12 Status of UARC	Discussion: We are waiting on CORGE, which is the lead. The SEC is trying to get information from the President's office. The situation is in flux because of	

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	Jim Gaines' leaving. We were supposed to have a report every three years.	
Language of tenure and promotion application	We are awaiting a statement from the VCAA's office about how they would deal with a dossier submitted in Hawaiian.	
Requests for confidential information	Discussion: This is related to UARC because we are not supposed to do research that is secret, but some research requires confidentiality agreements.	Halina needs to cover this issue because it concerns work done at CTAHR.
ADJOURNMENT	The meeting was adjourned at approximately 4:00 p.m.	Next meeting Feb. 6 at 1:00, Hawaii Hall 208 (Truc to call Jan to see what she thinks about switching to 3:00 so Ken can attend).

Approved on 3/5/2013 with 6 votes in favor of approval and 0 against. Respectfully submitted by Gwen Sinclair.