

CPM Report to Senate
November 16, 2011

Individual course advertising in Ka Leo: Courses could be advertised for various reasons such as avoiding cancellation if students do not fill the seats, ensuring that an instructor meets their teaching expectations, offering overfilled courses as summer courses, or late addition of courses to the available course lists. CPM also points out that the many flyers that are seen around campus and in common student hang out spots off campus are not free. Therefore, CPM does not feel that using departmental funds to advertise courses is inappropriate. Furthermore, we do not feel that a recommendation on acceptable forms of advertising on campus is needed.

Composition of DPC: The VCAA has addressed an issue related to the composition of the DPC at the CRC. Composition of DPCs in general should be governed by faculty. CPM recommended last year to UHMFS and it was approved that each unit consider appropriate authorship conventions for their faculty and that the objectivity of external reviewers be addressed. General Guidelines for DPCs are in the *UHPA Contract, UH Manoa Guidelines and Criteria for Contract Renewal, Tenure and Promotion* documents and within specific unit procedures (if approved). Deans have been informed of the UHMFS recommendation that departmental guidelines be reviewed. It is hoped this might be accomplished by May 2012 and sent forward for approval to the VCAA and UHPA.

Tenure Promotion Review Committee (TPRC) make-up: Problems with the current structure include the difficulty of constituting 13+ TPRCs, and inconsistency in the review of dossiers. Suggestions include a single super TPRC, fewer (3-5) TPRCs, or multi-year appointments within the current structure of TPRCs. Concerns include the value of broad representation, workload of TPRC members, and potential release time. It is not clear why members of the applicant's college are excluded from the TPRC.

Faculty Classification: In Spring 2011 COR brought a resolution recommending consolidation of faculty categories to the Senate. The resolution was deferred and CPM and CORGE will study the issue. CPM suggests a survey of faculty regarding issues/perspectives. The CTAHR Senate Personnel Committee is also reviewing this. Issues raised include differences in degree requirements with some classifications requiring a master's degree while others require a PhD, differences in benefits, 9 versus 11 month appointments, feasibility of teaching by neighbor island faculty, and appropriateness of requiring research by faculty holding a master's degree. UHPA is concerned that there be no negative impact on salaries or benefits.

Emeritus Faculty: Executive policy calls for "Internal campus procedures for the identification of those individuals to be awarded the emeritus title." The committee will make recommendations to the Senate for changes to the current procedures.

Partner Hiring: UHM has a partner hiring policy. The trailing partner's CV is vetted by the department. CPM will review this policy in light of the 2010 AAUP recommendations on spousal hires <http://www.aaup.org/AAUP/comm/rep/dual.htm>.

Evaluation of Administration/Administrators: This was discussed last year, and CPM and CAB

agreed that the Michigan model was appropriate. Under Hawaii law, no evaluations can be made public without the consent of the person evaluated. CPM developed a proposed consent form last year. CPM and CAB will follow up.