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FACULTY SENATE MEETING MINUTES

May 13, 2020

Online via Zoom

3:00 PM - 4:30 PM

Present:

AGRUSA, Jerry; APUZEN-ITO, Garrett; BANNA, Jinan; BATENI, Sayed; BEAULE, Christine; BIAGIONI, Edo; BINSTED, Kim; BISBEE, Michelle; BOVARD, Penny-Bee; BUSCH, Gerald; CASHMAN, Kimo; CHANDRA, Nandini; CHESNEY-LIND, Meda; CHIN, David; CLAPP, Justin; CONWAY, Thomas; COONEY, Michael; DAVIS, Katherine; DE SILVA, Kahikina; DENNISON, Carolyn; EICHELBERGER, Ariana; FARRAR, Christine; FEURSTEIN, Anna; FULTON, Lori; GAL, Roy; GILLILAND, Elizabeth; GOVELLA, Kristi; GRISWOLD, Jennifer; HARRIS, Chessa; HARTMANN, Nathan; HIGA, Jason; HIGGINBOTHAM, Derrick; HOFFMANN, Kathryn; HUFFMAN, Brian; IRVIN, Vanessa; JHA, Rajesh; MORGEN, Johansen; JULIEN-CHINN, Francie; KAO, Peiling; KIRS, Marek; LAWSON, Kenneth; LENZ, Cory; MARTIN, JR., Kaliko; MAYNARD, Ashley; MCKIMMY, Paul; MEDINA, Richard; MESSINGER, Thane; MIYAMOTO, Camaron; MOORE, Colin; NGUYEN, Truc; NÍ DHONACHA, Siobhán; NUTE, Kevin; O'BRIEN, Maureen; OPPEGAARD, Brett; PAULL, Robert; PETTIT, Jonathan; POTEMRA, James; RAY, Stacy; SAKAGUCHI, Ann; SALZER, Ku'ulei; SANDERS, David; SENTELL, Tetine; SIMANU-KLUTZ, Fata; SINCLAIR, Gwen; SIPES, Brent; SORENSEN IRVINE, Christine; SPEETJENS, Maile; STEPHENSON, Carolyn; STIRR, Ann; STOKES, Alexander; TALLQUIST, Michelle; TAYLOR, Brad; THOULAG, Jean; USPAL, William; UYEHARA, Lisa; VON DOETINCHEM, Sandra; WANG, George; WERTHEIMER, Andrew; WITTHY, Kelley; WONG, Vanessa; YAGI, Seanyelle; YOSHIOKA-MAXWELL, Amanda; YUAN, Sarah and ZALESKI, Halina.

Excused:

GROBBE, Niels.

Absent:

MATTHEUS, Deborah; and POKHREL, Pallav.

Guests:

ABE, Harriet; ANDAYA, Barbara; ARANDA, Lucia; ARNADE, Peter; BAKER, Charlene; BRUNO, Michael; CHISMAR, Bill; FRANKLIN, Cynthia; FRENCH, Sandy; GHOSH, Monica; LAUER, Karen; KONDO-BROWN, Kimi; LAVY, Paul; LYONS, Laura; MATSUDA, Jon; MCGREGOR, Davianna; OSHIRO, Shannon; PARK, Young-a; PEARSON, Wendy; SARASWATI, Ayu; SATSUMA, Gay; SHANKAR, Subramanian; WAKAYAMA, Lei; WEAVER, Joel; WHEELER, Ralph; and ZHANG, Wei.

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1. CALL TO ORDER:

The meeting was called to order at 3:02 p.m. by Chair T. Conway.

2. MINUTES:

- [April 15, 2020 Senate \(DRAFT\) Minutes](#)

A Senator motioned to approve the Minutes and it was seconded. Hearing no objections, the Minutes were approved by acclamation with one abstention.

3. CHAIR'S REPORT

- Welcome
- Aloha and welcome to our [Newly elected 2020-22 senators](#)
- Mahalo nui loa to our [Exiting 2018-20 SEC members & MFS Senators](#). Outgoing SEC members are Senators J. Griswold, A. Sakaguchi, and C. Stephenson. Outgoing senators are Garrett Apuzen-Ito, Michelle Bisbee, Kimo Cashman, Carolyn Dennison, Anna Feuerstein, Lori Fulton, Derrick Higginbotham, Brian Huffman, Kaliko Martin, Jr. Deborah Mattheus, Brett Oppegaard, Pallav Pokhrel, and Tetine Sentell
- Aloha and welcome to our [Newly elected 2020-22 SEC members](#). Incoming SEC members were welcomed. They are Senators Penny-Bee Bovard, Brent Sipes, and Christine Sorenson Irvine.

4. BUSINESS

- [**Resolution to Oppose the Proposed Reorganization and Merger of the College of Arts and Humanities; College of Languages, Linguistics and Literature; and the School of Pacific and Asian Studies to form the College of Arts, Literature, and Letters \(CALL\)**](#)

Recommendation from the Committee on Administration and Budget (CAB)

Presenter: David Chin, CAB Chair

Supporting documents:

- [April 2020 College of Arts & Humanities Faculty Survey Results](#)
- [April 2020 College of Languages, Linguistics and Literature Faculty Survey Results](#)
- [April 2020 School of Pacific and Asian Studies Faculty Survey Results](#)
- [CAB Checklist on the Merger of Arts and Humanities; College of Languages, Linguistics and Literature; and the School of Pacific and Asian Studies](#)
- [Provost Response dated February 25, 2020 to 20190508 MFS-CAB Resolution to Oppose the Proposed Reorganization and Merger of the College of Arts and Humanities; College of Languages, Linguistics and Literature; and the School of Pacific and Asian Studies to form the College of Arts, Literature and Letters \(CALL\)](#)



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Senator and CAB Chair D. Chin presented the CAB Resolution and supporting documents. CAB unanimously recommended that the Manoa Faculty Senate oppose the proposed reorganization and merger. The results of the poll conducted by CAB of faculty in the affected units were summarized as follows:

- Votes in A&H were split evenly between support and opposition;
- LLL votes showed 75% were in opposition to the merger, and;
- 94% of the SPAS faculty were in opposition.

Chin then opened the floor for discussion.

Senator G. Apuzen-Ito (SOEST) asked for clarification on whether the \$3.5M mentioned in the Resolution was an additional item to the budget and if Provost M. Bruno had opposed this. Senator D. Chin replied that the Chairs proposed \$3.5M and confirmed that the Provost would not provide the funds.

Senator A. Maynard (SOCSCI) stated that she supports the Resolution.

Senator A. Feuerstein (LLL) wanted to respond to the previous question of the request for an additional \$3.5M as part of the merger. This merger's goal was to help all the departments be strengthened, i.e. to reinvigorate the Humanities. So the Chairs came up with a detailed list to explain what was needed to make this new College function.

Senator M. Cooney (SOEST) believes that the humanities and social sciences ensure the success of a campus. He is concerned about Provost Bruno's approach to bring together units because they are failing. It makes no sense to get failing units together so they can become successful. Cooney noted that he has said that before and he will repeat this again. This merger was a top-down reorganization that does not show something innovative and exciting are happening. Also, faculty buy-in does not exist. He votes to send it back and send a note to Provost that it is his job to provide leadership among these groups and create exciting programs.

Senator K. Govella (SPAS) is a SPAS faculty member, and SPAS broadly supports this Resolution. 94% of faculty strongly agree/agree with this Resolution, and only 5% disagree. She asked the MFS to vote to support this Resolution to oppose and thanked CAB for their work.

Senator K. Hoffman (LLL) stated she is speaking on behalf of 83% of the constituents of LLL at their request. She asked the MFS to support the CAB Resolution. Quoting one faculty member, she noted that there are challenges in enrollment, but the upper administration must show support for the humanities, which the faculty member has not yet seen especially from the President. This merger is unpopular with an unappointed dean. Need to reverse the pattern of defunding and downsizing.

Senator M. Johansen (SOCSCI) asked if CAB considered the merger in the context of COVID-19 and related budget cuts and hiring freezes. CAB Chair Chin said CAB did not consider that but the poll was administered on 4/20 after the COVID lockdown, so he assumes the faculty members who took the survey considered those factors.

Senator C. Beaulé (LLL) noted she is one of the faculty that support this merger. The merger was discussed for decades she is told, and certainly for the 12 years she has been at UHM. Beaulé noted that extensive consultations with different groups had taken place. She talked about the pending budget cuts,



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downsizing, salary cuts that are coming down and pointed out that only 48% of the faculty responded to the survey.

Senator F. Simanu-Klutz (IPL) stated she is against the merger and asked the Provost to look into the real reasons why enrollments have declined.

Faculty member **Young-a Park** stated she is not a senator, but Park asked the MFS to vote in support of this Resolution. Otherwise, a dangerous precedent will be set to push forward mergers without the faculty's consent. One of the main purposes of the merger was to increase multi-disciplinary collaboration. However, faculty are already collaborating with many schools/colleges across campus. The merger will limit collaboration to the three units and is a step backward.

Senator M. Cooney (SOEST)- Universities have changed over the decades, and this is something that has to happen over time. However, having the same seven administrators that appoint one another, making top-down decisions does not make things work. Administrators must trust the faculty. If 70-80% of the faculty are not excited about the merger, it will not work even if the vision may be correct. The administration does not understand that it is its role to lead and bring the faculty to that endpoint. Faculty can offer solutions but they are not heard. Consensus building at the grass-roots level is critical.

Senator M. Johansen (SOCSCI) wanted to know more about the merger's historical background and if discussions between the three colleges took place.

Senator E. Gilliland - The merger came up during past Chancellor Robert Bley-Vroman's time about 4-5 years ago. At that time, it was not about finances. Instead, it was about 'prestige'. Bley-Vroman said LLL was a small college, but if it merged, it would become a large college. That was the first time she heard about this. Since then, financial issues have been raised. The departments were not consulted about working together. And this topic kept resurfacing from time to time after that. In her view, faculty consultation is lacking, and that alone should be a reason to support the Resolution to oppose the merger. Encouraging collaboration is not a strong argument. She currently collaborates with the English department, which is in her College and with the College of Education, which is not part of the merger.

CAB Chair D.Chin noted that SPAS was not part of this initial discussion.

Senator K. Govella (SPAS) wanted to bring up that SPAS did not become part of this discussion until a couple of years ago. Meetings were a surprise to our faculty. Repeatedly SPAS faculty voiced their opposition to the merger. Meetings took place but they were not serious consultations and did not take into consideration faculty concerns.

Senator F. Simanu-Klutz (IPL) shared that the faculty had a number of meetings with their dean and were told the merger would occur in 2019, whether we liked it or not. The administration even went ahead and split up the secretaries. She stated that IPL is in support of this Resolution to oppose.

Senator M. Johansen (SOCSCI) -Since this was discussed before COVID-19. Johansen wants this merger and the Resolution discussed in the context of COVID-19.

CAB Chair D. Chin -- No one knows the future, so we cannot make decisions based on unforeseen circumstances.

Senator A. Feuerstein (LLL) - We cannot bring together smaller units and expect that magic will occur. The better approach is for faculty to get together to discuss how to move forward.

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Senator K. Govella (SPAS) - Faculty and chairs will need to spend lots of energy and time to address/adjust to the merger should this happen. With the COVID-19 environment, this seems like a particularly bad time to spend this energy and time on a merger and cope with COVID-19.

Senator R. Paull (CTAHR) reminded the MFS that the task before us today is not to rewrite the proposal. He notes that we are here to vote on the Resolution based on the proposal received by the Senate. Senator Paull called the question to end the discussion, and the Motion was seconded.

A vote was taken on the Motion to end the debate - 82(93%) voted to end the debate, 3% voted to continue the debate, and 5% abstained. Motion passes.

Next, we proceeded to vote on the Resolution to oppose the merger:

Mānoa Faculty Senate vote: 60 (83.3%) votes in support; 12 (16.7 %) votes in opposition; and 7 abstentions. Resolution passes.

- **Resolution to Endorse with Reservations the Proposed Reorganization of the Center for Oral History**

Recommendation from the Committee on Administration and Budget (CAB)

Presenter: David Chin, CAB Chair

Supporting documents:

- [CAB Checklist on the Proposed Reorganization of the Center for Oral History](#)
- [Reorganization Proposal for the College of Social Sciences, Social Science Research Institute / Department of Ethnic Studies / Center for Oral History](#)

CAB Chair D. Chin presented the Resolution. Chair Chin opened the floor for discussion.

Senator M. Cooney (SOEST) believes that there is a general thought at the system level and perhaps even at the BOR that UHM faculty are incapable of governance. Hence, they persist to reorganize without consultation. He prefaced his statement by saying that without going into the rights of faculty to be consulted or be spoken to, that real leadership is what it takes to get people to do what they want us to do. The UHM has no leaders, e.g., the Provost or President cannot get us to do what they want us to do. If they continue to make us do what we do not want to do, there will be no follow-through or crystallization. If they have a good idea, they should consult with faculty to get the strength from unity. The administration does not want to be leaders, but want to be managers, i.e., count the numbers, then make decisions. They want to go behind our backs to push their decisions. We need the management to become leaders by demanding that they consult with us.

Senator A. Maynard (SOCSCI) disagreed with Cooney's view that the administration has concluded that the faculty cannot govern. She said we have shown that we can. However, she agrees with him that the administration has a clear pattern of not consulting, and that is a problem. She feels if we take a stand, they will listen to us. The BOR pays attention to these resolutions seriously. If we do not take a stand, the dysfunction will continue and worsen.

D. McGregor (Director of Center for Oral History) explained that she discussed this with the departments of communication, public policy, and ethnic studies so they could rescue the Center for Oral History. The

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dean wanted the Center to be more closely affiliated with curriculum and instruction than just an administrative research unit. The ethnic studies department took the lead and worked with the departments of anthropology and communication. So at least at that level, the faculty had input.

Senator B. Oppegaard was concerned about the use of ‘with reservations’ in the resolution. It should be one way or the other based on whether consultations have occurred or not.

Director **D. McGregor** provided the historical context of the Center for Oral History and the need to save the program, that it would jeopardize things if the Center did not get the support of the MFS and have the reorganization approved.

Senator C. Moore supported Director D. McGregor’s statements. He took part in these discussions, and while in favor of faculty consultations, he does not understand why there are reservations.

A motion was made for a vote and seconded.

Results of the Mānoa Faculty Senate vote: 69 (94.52%) votes in favor; 4(5.48%) votes in opposition; and 7 abstentions. Resolution passes.

- [Resolution Calling for the Mānoa Provost to Consult About and Revise Implementation of the “Plan for Online and Distance Credit Programs and Courses” Until Such Consultation Has Occurred and the Financial and Programmatic Impacts of the Change Have Been Adequately Evaluated](#)

Recommendation from the Committee on Academic Policy and Planning (CAPP)

Presenter: Kristi Govella, CAPP Chair

Supporting documents:

- [Plan for Online and Distance Credit Programs and Courses dated February 14, 2020](#)
- ["University of Hawaii at Mānoa Outreach College, December 2017" found in the materials for the Board of Regents \(BOR\) Internal Audit Committee meeting \(February 7, 2018\)](#)

CAPP Chair Govella provided additional context to the supporting materials distributed last week.

The original Resolution was on the April faculty agenda, but CAPP agreed to remove it based on Provost Bruno’s request to consult. Since then, CAPP has met with the Provost and Outreach College (OC) Dean Bill Chismar and solicited feedback from faculty senators. The Resolution before us is very similar to last month’s, except that it incorporates the recent consultations and the fact that implementation of this Plan has already begun. CAPP’s main concern is the classification of students by program, where students taking courses during the day are called ‘day’ students and students taking courses through ‘extension’ as extension students. These changes are being implemented without sufficient consultation or evaluation. The Plan is intended to address problems of students being overcharged/undercharged for tuition and fees and related financial aid issues, which CAPP understands. On the other hand, the proposed changes may cause significant harm to academic departments and programs while limiting choice and access for students. In the previous Resolution, CAPP requested that this Plan be halted until thorough consultations and evaluations have taken place. Since this Plan is to be implemented in Fall 2020, the updated Resolution calls for consultation and a revision to the implementation plan. During the consultation with

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CAPP, Provost Bruno and Dean Chismar committed to further consultation with affected departments. She invited faculty from the floor to share how this Plan negatively impacts their programs.

Chair T. Conway opened the floor for discussions.

Senator A. Maynard (SOCSCI) expressed her appreciation for CAPP's work, said she supported the Resolution, and urged the Senate to do so. She raised three main concerns: 1) resources needed for curriculum; 2) evaluation has not been completed; and, 3) the lack of consultation. Maynard's biggest concern is that programs lack the resources to offer all the classes needed to meet student demands in the allocations from campus. Provost's argument that he is saving students tuition monies is untrue on a number of counts. Students are taking summer classes or staying for additional semesters to get the classes they need that are offered at the department's pace in order to graduate. Second, the evaluation called for in the report to the BOR has not yet occurred. Had it been done, it would show that fewer classes have been scheduled for students to choose from. Since the Provost implemented without consultation or evaluation, students are wondering where all the classes and seats have gone and faculty have been fielding such questions. It is also affecting GenEd. We used to have more seats available for the GenEd population in courses, even at the upper levels. Those seats are now restricted to majors as they are our highest priority, so other students do not have access to these courses that they had enjoyed in the past. Lastly, she is deeply concerned that the Provost implemented the Plan without consultation with the MFS or with UHPA. Consultation with UHPA is required by HRS 89-9(c), and that has not occurred. The Provost begged to consult after he began implementation. The point of consultation is so that the affected parties have a say in how things are implemented. She then asked Chair Govella, how many departments were approached thus far after the Provost committed to this? She said her department had not been approached, nor has the UHPA been consulted. Maynard described the situation as a dysfunctional treatment and asked the Senate to support the Resolution to stop the dysfunction unless we do something.

Chair Govella responded and said they met with the Provost and OC Dean Chismar on 4/22, and they received an update the following week that they had met with one program. CAPP has not heard more since that update.

Senator Roy Gal - said he is a new senator, but after reading this document, he is confused. It seems this is making it more difficult for non-traditional students to mix classes to fulfill their major requirements. Perhaps it is better to merge than separate the extension and day concepts so harshly?

Chair Govella said the administration is separating this so extension students can register for extension classes only and day students can only register for day classes. Students no longer have the opportunity to register in both types of classes, and that is one of the implementation issues raised.

Senator Roy Gal mentioned they have a relatively new major in astronomy, and he already sees students struggling to meet the many focus and diversification requirements. This action seems to pose barriers and is counteractive to having students graduate faster.

Senator M. Cooney said the units affected would be losing their revenue stream. This administrative decision, mainly coming from the System level is oblivious to this, and reorganizes the campus without talking to the units that are affected. They do not think UHM can manage itself. We can manage

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ourselves but must be led. These are end runs. The administration must listen to the units. Even if the decisions are correct, the units' needs must be taken into consideration, if it does not work for the affected units. We need to send a message to the Provost and higher administration by backing each other up with a common message saying they need to trust the faculty and develop solutions that everyone can buy into. **Senator A. Maynard** called the question, and it was seconded. A poll was taken and the results were 69 votes in favor of ending debate and 11 votes against.

The Resolution was called to a vote:

Mānoa Faculty Senate vote: 72 (93.5%) votes in favor; 5 (6.5 %) votes against; and 4 abstentions. Resolution passes.

- **Senate Committee Reports:**

Committee on Administration and Budget (CAB) - David Chin, Chair
 Committee on Academic Policy and Planning (CAPP) - Kristi Govella, Chair
 Committee on Educational Effectiveness (CEE) - Maile Speetjens, Chair
 Committee on Faculty Service (CFS) - Christine Beaule, Chair
 Committee on Athletics (COA) - Penny-Bee Bovard, Chair
 Committee on Research (COR) - Brett Oppegaard, Chair
 Committee on Professional Matters (CPM) - Derrick Higginbotham, Chair
 Committee on Student Affairs (CSA) - Cory Lenz, Chair
 General Education Committee (GEC) - Garrett Apuzen-Ito, Chair

Due to time limitations, the Committee reports will be posted online instead of Chairs reporting orally.

5. NEW BUSINESS

Senator A. Maynard -Many groups are being mentioned lately by the administration, e.g., Manoa Cabinet, Provost's Council, the Council of Chairs, the Coordinating Committee to Reopen in the Fall. Some functions seem to have been abdicated to the System. She asked if the SEC could develop a list of administrative or consultative bodies and their roles over the summer, noting which ones have faculty representatives and which ones are reporting back to the MFS so we can get a better handle on governance.

6. ADJOURNMENT

Having no further discussion, Senator P. McKimmy motioned to adjourn. Senator C. Stephenson seconded. The meeting was adjourned at 4:33 p.m.

Respectfully submitted by Ann M. Sakaguchi, MFS Secretary.

Approved on September 16, 2020.

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