

MANOA FACULTY SENATE

Committee on Professional Matters (CPM)

Meeting Minutes

Meeting Date: 3/5/2013

Location: Hawaii Hall 208

Attendance: 8 Present, 2 Excused, 1 Absent

Members		Members		Members		Guests	Time
Kenneth Kipnis	P	Gabor Mocz	P	Halina Zaleski	P	Reed Dasenbrock	
Scott Lozanoff	A	Thanh Truc Nguyen	P	David Ericson (SEC Liaison)	P	Beverly McCreary	
David Leake	P	Janice Shoultz	E				
Mark Levin (Sabbatical)	E	Gwen Sinclair	P				
Ashley Maynard	P	Victoria Szymczak (for Levin)	E				

Subject	Discussion/ Information	Action/Strategy/Responsible Person/s
Call to order	Kenneth Kipnis called the meeting to order at 3:05 pm	A quorum was met.
Minutes	<p>Minutes of February 6 were accepted as amended.</p> <p>Minutes of January 15 were approved as amended. Amendments to issue 35.12:</p> <p>Manoa Senate recommended to administration to change the BOR executive policy that specialists do not teach to say that they may teach.</p> <p>Language of UH policy changed to mention terminal degree.</p> <p>Notes: The issue of faculty classifications arose with concerns that R faculty can not be required to teach.</p> <p>Minutes of December 6 were voted on and approved electronically on Jan 23.</p>	
Emeritus faculty procedures	Emeritus status is conferred by the BOR. It should reflect recognition of leadership in the field, rather than being treated as a retirement perk. To be eligible faculty must have been at rank 5 for 5 years.	The co-chairs will forward the resolution to the SEC for action at the March 20 Senate meeting.

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	<p>Emeritus status comes with free parking, library use, and office space if available. Emeritus status has sometimes been awarded without faculty support. What deliberation is appropriate? It was suggested that both the department faculty (eg through the DPC) and chair review requests/nominations for emeritus status.</p> <p>The following resolution was approved: Whereas there are no written procedures for designation of emeritus faculty as called for E9-209 Awarding of Emeritus Title, and Whereas the role of faculty should be defined Be it therefore resolved that the procedure be that proposed nominations/requests for emeritus status go to the department chair, that they be considered by the department faculty at meeting or by a committee formed according to department procedures and by the department chair, and that the recommendations be sent to the Dean for University decision-making.</p>	
Diversity hiring	<p>This was discussed in December. AAUP policy is available at http://www.aaup.org/issues/diversity-affirmative-action</p> <p>The diversity of Manoa's faculty is one of our most important assets. Such diversity includes not just racial or ethnic status, but also background, experience, cultural experience, pedagogical approaches, research agenda, etc. As important as the pursuit of diversity is, faculty in the end must be judged on individual merit relative to academic criteria.</p> <p>We refer to the definitions and suggestions in AAUP's "How to Diversify the Faculty (2006)" http://www.aaup.org/issues/diversity-affirmative-action/diversify-faculty</p>	Ken Kipnis will write up a resolution to present to the Senate.
Post-tenure review	<p>The AAUP considers that post-tenure review is for faculty development, and not for accountability or sanctions, which should follow a separate process. The AAUP statement is available at http://www.aaup.org/issues/post-tenure-review. Manoa practice is not consistent with AAUP recommendations.</p>	CPM members will review the suggested changes for the next meeting. Truc will invite the VCAA to our next meeting to answer questions. Ashley will ask UHPA about any concerns.

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	<p>The VCAA has suggested changes to the procedures. A version with strike-outs is on line on the Manoa Faculty Senate web site, issue 24.13. No review panel currently exists although required by the procedures. Have faculty lost tenure through this process? How many attempts/removals have there been?</p> <p>Do we want a faculty academic profile of annual teaching, research and service? How would this relate to workload? The Surge program was tested for entering information, but was difficult to use. What is the importance of producing vs reporting?</p> <p>A variety of ways to evaluate are needed because of the diversity of faculty work. Graduate faculty need a minimum number of peer-reviewed publications. DPCs have been asked to provide a statement of expectations in the discipline.</p> <p>Merit increases use a different process.</p>	
Strategic Planning Committee memo	<p>The Strategic Planning Committee sent a memo to Deans recommending changes to be made by DPCs. These recommendations did not go through a proper Senate review process, therefore DPCs should not revise anything based on this unauthorized memo. The Chancellor is aware of the process.</p>	<p>The SEC will be asked to ensure that the proper process is followed.</p>
Faculty classifications	<p>The VCAA wants to meet with CPM and CORGE on the issue of faculty classifications and nomenclature. The problem started as combining I/R so that R faculty could be required to teach, then expanded. Last year CPM/CORGE recommended a multiyear task force, but the SEC referred the issue back to CPM/CORGE instead. This makes the issue harder to address because Senate membership changes year to year.</p> <p>Chancellor Apple wants one classification. His view is that all faculty contribute to I, R and S, but can be 100% of one. Flexibility would increase because roles could shift to meet the needs of departments.</p> <p>What are the issues and ramifications? Shifting roles can raise</p>	<p>CPM will ask CORGE and the SEC to join us in meeting with the Chancellor. CPM will suggest that this be a topic for one of the Chancellor's campus conversations.</p> <p>CPM will suggest that the SEC form a special one year ad hoc committee at end of this year with clear charge and a March deadline.</p> <p>Truc will survey CoE specialists regarding their responsibilities.</p>

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	<p>workload issues. There are examples of forced reclassification. What are the percentages of I, R and S, and qualitative descriptions? Can the diversity of responsibilities be accommodated? M&L are I subclasses. Not all law and medical faculty are I; some are clinical rather than classroom faculty. The Cancer Center has new system in which all faculty are professors (professor-instructor, professor-researcher, etc.). Extension and other specialists may have a Masters plus 30 credits. If there is one classification different rules will be needed for minimum qualifications, and for promotion and tenure. Other issues include 9 vs 11-month appointments and differences in benefits. What are the responsibilities of specialists? Are specialists treated as second class citizens? Can specialists be asked to describe their own responsibilities?</p>	
ADJOURNMENT	Committee adjourned at 4:00 pm	Next meeting is April 10.

Approved on 4/10/2013 with 7 votes in favor of approval and 0 against. Respectfully submitted by Halina M. Zaleski.