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SPECIAL FACULTY SENATE MEETING MINUTES

August 21, 2019

Architecture Auditorium (ARCH 205)

3:00 PM - 4:00 PM

Present:

AGRUSA, Jerry; APUZEN-ITO, Garrett; BANNA, Jinan; BISBEE, Michelle; CASHMAN, Kimo; CHANDRA, Nandini; CHESNEY-LIND, Meda; CHIN, David; CHONG, Vanessa; CLAPP, Justin; CONWAY, Thomas; COONEY, Michael; DAVIS, Katherine; DESILVA, Kahikina; DUFFY, David; FARRAR, Christine; FULTON, Lori; GILLILAND, Elizabeth; GOSNELL, William; GRISWOLD, Jennifer; GROBBE, Niels; HARRIS, Chessa; HARTMANN, Nathan; HIGA, Jason; HIGGINBOTHAM, Derrick; HUFFMAN, Brian; JOHNSON, Shannon; JULIEN-CHINN, Francie; KIRS, Marek; LENZ, Cory; MARTIN, JR., Ernest; MCKIMMY, Paul; MESSINGER, Thane; MINAS, Randall; MIYAMOTO, Camaron; NGUYEN, Truc; OHTA, Aaron; OPPEGAARD, Brett; PARK, Hyoung-June; POTEIRA, James; POWELL, Brian; RAY, Stacy; ROBERTS, Stacey; ROSS, David; SAKAGUCHI, Ann; SENTELL, Tetine; SIPES, Brent; SORENSEN, Christine; SPEETJENS, Jessica; STEPHENSON, Carolyn; SUR, Jill; TALLQUIST, Michelle; USPAL, William; VON DOETINCHEM, Sandra; WESTFALL-SENDA, Mandy; YAGI, Seanyelle; and ZALESKI, Halina.

Excused:

BEAULE, Christine; BOVARD, Penny-Bee; BRANNER, Mark; BROWN, Amy; DENG, Youping; DENNISON, Carolyn; ERICSON, David; FOSTER, James; FREITAS, Konia; FEURSTEIN, Anna; GOVELLA, Kristi; IRVIN, Vanessa; JHA, Rajesh; MATTHEUS, Deborah; PAULL, Robert; PETTIT, Jonathan; TAYLOR, Brad; UYEHARA, Lisa; WITHY, Kelley; WONG, Vanessa; and ZIEGLER, Nicole.

Absent:

BATANI, Sayed; BOUSQUET, Lodovic; CROOKES, Graham; CSISZAR, Katalin; HOFFMANN, Kathryn; GOODWIN, Jeff; LINCOLN, Noa; NÍ DHONACHÁ, Siobhan; POKHREL, Pallav; RICHARDSON, James; SANDERS, David; UCHIDA, Janice; and YAN, Tao.

Guests:

SPENCER, Daniel; FITZGERALD, Deborah; WILKINS, Tim; ORDWAY, Nicholas; BACHINI, Robert; MITSUNAGA, Rikki; LIN, Ingrid; CHI, Jun; BRUNO, Michael; PEARSON, Wendy; ROLEY, Vance; CORPUZ, Aira; REYES, Chelsea; UDAILO, Joshua; OSHIRO, Paige; VALENZUELA, Precious; JULIAN, Geoffrey; and LI, Landon.

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1. CALL TO ORDER:

Meeting was called to order at 3:00 pm by Chair T. Conway.

2. CHAIR'S REPORT

- Welcome and update

3. BUSINESS

- **Resolution to Endorse with Reservations the Proposed Reorganization for Shidler College of Business and the School of Travel Industry Management** [[DOC](#)]

Recommendation from the Committee on Administration and Budget (CAB)

Presenter: Brian Powell, Past SEC Chair

Supporting documents:

- *Reorganization Proposal for Shidler College of Business (SCB) and the School of Travel Industry Management (TIM)* [[DOC](#)]
- *CAB Checklist for SCB and TIM Reorganization* [[DOC](#)]

Chair T. Conway stated this is a special meeting with just one item on the agenda. He then asked for a motion to move the Resolution off the table. Senator C. Sorenson moved to untable the Resolution, and Vice-Chair P. McKimmy seconded this. The motion was carried by acclamation. Former SEC Chair Brian Powell was requested to provide background on the Resolution from the May 2019 MFS meeting.

-Former SEC Chair B. Powell said he would briefly walk through the history of this CAB Resolution on the proposed TIM/Shidler merger:

- At the last MFS meeting on 5/8/19, CAB put forth a **Resolution to Endorse with Reservations the Proposed Reorganization for Shidler College of Business and the School of Travel Industry Management**. Earlier in the meeting, the College of Natural Sciences faculty spoke quite eloquently of their merger, but none of the TIM faculty were present for theirs. So the Resolution became tabled to obtain feedback from the TIM faculty. The SEC later learned that the TIM faculty were meeting with UHPA at the same time that the MFS meeting was being held; hence, they were unable to attend the MFS meeting.
- 5/9/19- Professor Ivan Wen, Chair of the TIM Faculty Senate, wrote to the SEC to explain the position of the TIM, that the faculty were in support of the Resolution but with concerns. During the UHPA meeting, they had held a poll and said 'they did not receive any opposing feedback for significant changes from the original position.' He then asked how do they proceed during the summer as they did



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not want to continue as they were in the current status. SEC did not want to be obstructionists to its fellow faculty. SEC heard in similar letters from a couple of other faculty, and TIM followed up with an internal poll of 10 faculty, and 1 APT and seven(7) were in favor, and three(3) were in opposition. The SEC then sent this information to then CAB Chair Robert Paull and Vice-Chair David Ericson.

- 5/13/19 - The SEC met with Provost Bruno on several topics, and this came up, and we discussed how to handle the situation. The ten faculty were supposed to receive summer overload. The tabling of the Resolution resulted in withholding their summer overload. So the discussion was how to handle this moving forward, and the SEC decided to continue the dialogue. Around that time, CAB finished their assessment and agreed that the Resolution should go forward.
- 5/20/19- The SEC met with the Chair and Vice-Chair of the TIM Senate and the Chair of the Shidler Senate. The TIM representative said the majority of the TIM faculty were in support of this merger despite the fact that they wished to remain independent, however, they reached the point after more than a decade of what they framed as 'neglect' by the administration and left with no other choice other than to merge with Shidler. The Shidler representative stated that they were in support of the TIM faculty, and however the TIM faculty wanted to proceed. The SEC then discussed that since both the TIM and Shidler faculty were in favor of this merger, the SEC would support CAB's Resolution. However, in looking at Robert's Rules, the SEC learned that the MFS has been misusing the tabling motion. Meantime, the SEC did not feel it had the authority to untable the Resolution that was tabled in May by the MFS body.
- So the SEC was stuck with this in the summer and it could not untable the motion that tabled the Resolution and had to wait to bring this back to the MFS in Fall. At that time, the SEC negotiated with the Provost and said SEC would support the Resolution and bring it forward to the MFS at the very first meeting in September. The Provost would appoint Dean V. Roley as Dean of TIM as of July 1st, and as an act of good faith, the administration would pay the summer overload for the TIM faculty. At that time, the Provost was amenable to that.
- 6/3/19- The SEC was informed that Dean Roley had a prior commitment with Mr. Jay Shidler, and he promised \$2M to aid in the merger if the merger occurred by July 1st. The SEC had a meeting with Mr. Shidler and Dean Roley. The Provost then asked the SEC to approve the merger to meet the July 1st deadline and the SEC said that we could not do that as the MFS body had tabled this. The SEC urged that the administration not act unilaterally on this as the MFS may not respond kindly to that. Dean V. Roley spoke to Mr. Jay Shidler about the delay in his donation. As part of that discussion, the SEC agreed to call this special meeting before September 1st. Mr. Shidler agreed to the delay in merger and also agreed to pay the summer stipend. Dean Roley was also appointed as the Dean. The SEC is holding

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up our end of the agreement by calling this special meeting, SEC met with numerous parties and supports the CAB Resolution on the TIM/Shidler merger with reservations.

Former Chair B. Powell then turned the podium over to Chair T. Conway, and he opened it up for discussion.

Chair Conway asked for comments from the TIM Faculty.

-Professor Daniel Spencer (TIM) said he has been at TIM for ten years and is here to speak in favor of the merger. He had some prepared remarks. Professor Spencer said that the faculty, in general, are in support of the merger but they have concerns. The overall feeling is that the faculty feel this is a good thing under the circumstances. He said the benefits outweigh the costs. They are not thrilled about losing their independence and autonomy. On the other hand, they do not want to continue under the situation that has been going on for over a decade. He stated that they have had a long succession of interim deans that were not necessarily in the TIM field such as the past dean whose background was a Band Leader, and although he was an experienced administrator and a decent man, and they liked him he was unable to provide any vision for the school, even by his own admission. The TIM faculty feel that this merger is the lesser of two evils, so to speak. The faculty support with conditions, and by this they mean, retention of their curriculum, staff positions, tenure and promotion policies and they were told everything will remain intact, and there will be no unanticipated changes. One of the advantages is that genuine leadership is to be gained in the merger. Professor Spencer said they have been assured in writing that they'll have an associate dean from our field to lead the school and that individual will report to Dean V. Roley. This person will provide the vision and leadership that was lacking in our school for more than a decade. An international search for the associate Dean starts this Fall. Possibilities will be opened to strengthening our Master's programs and even starting a Master's program in hospitality. This is important because as he recalls during his tenure, they have enrolled only 10-15 students in the Master's program and in recent years, closer to 10 than 15. The new PhD program would never have happened under the tenuous state of the Master's program but a PhD program would serve to increase the faculty's research productivity and profile significantly. TIM stands to benefit from the significant funding raising by Shidler College. Securing sufficient funds to hire more faculty will significantly increase their research productivity, spreading the burden of teaching the capstone and writing intensive classes. These courses require 50% more time to teach than non-WI focus courses. The TIM faculty and the visitor industry will benefit from Shidler College's ability and expertise in organizing executive leadership training programs. TIM is a very applied field. So outreach to visitor industry is necessary; tourism is the largest industry in the State of Hawaii and the principal economic engine of the State. Finally, the research productivity of the faculty would be significantly enhanced by Shidler's funding to support summer stipends and endowed professorships. The fact the TIM faculty generally support but with lack of enthusiasm should not be used as grounds to delay this proposed merger. The concerns are related to losing independence and autonomy, but most of the faculty are simply seeing the upside and downside of the issues. Many of the long time alumni and staff here want to return to the glory days of the Chuck Gee era when TIM was a global leader in the field. In his view (Professor Spencer),

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they do not comprehend how much the academic fields of hospitality, tourism and transportation management have significantly changed since Dean Gee's time. There are dozens more academic programs that are competing against TIM such as Hong Kong Polytechnic University, University of Las Vegas at Nevada, University of Central Florida and Griffith University in Australia. Some of these academic powerhouse programs did not exist or were much smaller in the past. To return to the former stature on the world stage would require significant investments. Given the current dismal fiscal climate of UHM, funding must come from external sources. Given the proven track record of fundraising of Shidler College, the merger would lead to donations from successful travel industry businesses and global leaders from TIM alumni. Professor Spencer thanked the audience for listening.

-T. Conway opened it up for further discussion and asked if another TIM faculty would like to speak.

-ASUH President Landon Li explained that as President, he represents over 11,000 full-time undergraduates at UHM. According to the MFS By-Laws, ASUH and GSO Presidents are ex-officios of the MFS, and it is for this reason he is attending the meeting. ASUH President Li would like to rekindle the relationships between MFS and ASUH so that they can work together on issues that are important to both parties. The ASUH passed a Resolution this last week and sent it out to the SEC (Senators can request it from ASUH if they had not seen it). The ASUH Resolution outlines the history of the merger, the proposed \$2M Shidler donations that set deadlines for the merger and a lack of student consultation. The reorganization proposal procedures require consultations with unions, MFS and the SEC, largely leaving out the student voice even though the students are the largest stakeholders. Time for student consultations was available but did not occur. Many students from Shidler and TIM came to ASUH to inquire if the administration had approached ASUH because they were not consulted. ASUH met with SEC Chair B. Powell, TIM Faculty, Shidler faculty, stakeholders at all levels, to find out what happened. This Resolution, therefore, calls on a change of policy for lack of consultation and for 'student censorship' -- students felt censored when they tried to voice their opinions. Students did not appreciate hearing about this (i.e., the merger) at the last second. In 1912, the UH established ASUH as the student consultative body, yet this was never brought before us. Merger proposals: Students want to be consulted from the very beginning, TIM students had questions such as would they have to pay the Shidler tuition and fees, would TIM students have to meet the pre-requisites of Shidler, what about the Shidler club community and how would TIM students be embedded in this community and so forth. These are questions that can be easily answered, but there was no concentrated effort to include students in the consultative process.

-Former Chair B. Powell thanked ASUH President Landon Li for his comments and noted that he seems to be an excellent president for ASUH. Powell stated he had no objections to what he said but what Li raised were ASUH issues and had nothing to do with the Resolution before us. Our decision will be based using the CAB evaluation criteria.

-It was then opened up to the floor again for further discussions.



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-Senator M. Cooney said he wanted to counter B. Powell's comments. Students are customers that pay money. Faculty are often egocentric and think only of their research and publications, but we need to sell 'products' that are attractive to the students. D. Spencer's point of competing universities is a good example of this. If we don't have a good product, then students are going elsewhere. The mergers are happening as top down, faculty are looking at this from what they are getting out of it and are completely missing the fact that the UHM has to reinvent itself in this competitive market. Cooney encouraged the faculty to table this Resolution until the students are involved. Students from the mainland have many good options. His friends with children attending the UHM do not find UHM to be an impressive university. In his view, we are not doing a good job. Without the students, we would not be here.

-B. Powell disagreed with Cooney and said he was fundamentally on the wrong side of history, that the corporatization of the academy was the worst thing that happened. With that, we need to discuss the Resolution.

-Senator Cooney then said that former Chair B. Powell was wrong and that he was in la-la land that the university can do whatever it wants because we have an endowment that can fund us no matter what. The 'endowment' he is referring to is the G-funds. Cooney noted that the State, the population that is paying the taxes, is no longer interested in what we want and has been cutting our appropriations.

-Chair T. Conway brought the discussion back to the issue at hand.

-Senator C. Sorenson said as Senators we represent the faculty. She has faith that her colleagues, the TIM faculty, do care and have fully considered the impact on students, and they care about their students as do the rest of us. The lack of ASUH consultation should probably be discussed. However, the TIM students attended the May meeting and had a survey conducted, and she knows they had discussions. She does not feel the students were entirely ignored. She felt we heard from the TIM faculty today and she has confidence that they care about the students, so she supports this Resolution even though we all have reservations.

-Senator D. Ross said he was in support of this Resolution, especially the part about 'with reservations.' Ross was on the SEC 10 years ago when the idea of folding TIM into Shidler came around, and he noted this Resolution is infinitely superior to what was proposed then because this time they will have an associate dean. He recalls the MFS wanted to involve the ASUH, but the ASUH was adamantly against getting involved at that time, so this is great that ASUH is asking to be involved. Senator Ross recommended that the MFS keep an eye over the next few years to make sure that the promises are kept and to make sure the students' needs are met appropriately. At this point, he sees this as so much better than what we had seen in the past, and as Senator C. Sorenson said, we are here to support the faculty.

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-Senator C. Miyamoto said he was in favor of this Resolution with reservations and felt comfortable doing so as the Senator who made the motion to table the Resolution. A lot of students had concerns in May that the school was going to be shut down and because the MFS didn't hear from TIM faculty, he didn't think we should make a decision at that time. C. Miyamoto was encouraged by the work that has been done by the SEC with the administration and thanked the TIM faculty for attending today and provide pieces of information that make it possible for the Senators to make an informed decision. For these reasons, he stated he is in support of the reorganization merger with resolutions. He recognized the concerns of ASUH but also understands that the ASUH concerns are a separate process so unless they have concerns about the reorganization itself, he stands in support of the Resolution.

-Senator M. Bisbee had questions about the third "WHEREAS" from the bottom as it reads a little differently from what the MFS heard today, i.e., that TIM has a large surplus and Shidler has a large deficit. She wanted to ensure that this is correct before we voted.

-B. Powell noted that the third "WHEREAS" was still correct.

-T. Conway opened it up for more discussion.

-Professor Tim Wilkins, another TIM faculty, said they feel that the merger is their only best option, that TIM was left to wither on the vine for the last 10 years, and that it appears that this was the only lifeline that's left to them.

-Professor Liz Davidson, Shidler faculty, said in regards to TIM faculty's comments about they want leadership, stability and future, she said she's been here for 25 years and in that latter half, Shidler College has seen leadership, transformation and a future. She encourages TIM faculty because it is not just the 'only option' but it is a 'good option,' with so many synergies, so many opportunities, part of a school with an enhanced reputation, events with faculty, students and parents that she attended last night, talk with the Dean, and faculty member tours. She noted that she has seen the transformation and was confident that TIM, too, will be very pleasantly surprised and encouraged by what is possible.

-Chair T. Conway asked for other discussions.

-Senator T. Nguyen stated she supports the Resolution to endorse with reservations, but she had a message for the students. As an undergraduate student in ASUH, she recalls making many visits to the President's office. Senator Nguyen encourages ASUH to continue going to the administration to ensure student voices are heard. Even though we as a faculty body cannot address that today, she urged students to continue this effort. She said she did not know how this will play out, especially with regard to the budget line item, however believes that



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faculty at TIM considered the students when they considered the merger. The new Master's and Ph.D. programs are examples of this.

-ASUH President Landon Li stated that concerning student consultations, they are going to 'walk the talk'. ASUH has organized a student forum in this room (ARCH 205) at 4:30 pm on 8/28/19 and that it is open to the public. The Forum's purpose is to ask questions of Provost Michael Bruno and Dean V. Roley. This will take place the first week of school, so he is not sure of the turnout since students do not read their emails during the summer. So ASUH President Li asked the administration if it was possible to push back the decision and they were told 'no.' He thanked the Provost for agreeing to participate in the Forum but again to his dismay, the merger will still take place before student consultations since the decision date could not be pushed back.

-Senator T. Nguyen stated to ASUH President Li that the decision we make today at the MFS would not be implemented immediately and that faculty are also a consultative body, so there should be some padding in timing but apologizes if she is wrong. She emphasized that what the faculty say does not necessarily carry, and there have been instances where it has gone in other directions in the past.

-Senator C. Sorenson agreed with Senator Nguyen and stated that the MFS represents faculty and we are here to express support or not on these matters but this still needs to go up to the Board of Regents for a decision so it will not happen right away.

-Senator C. Sorenson made the motion to call for the vote. C. Miyamoto seconded this. The call for a vote was approved by acclamation.

Manoa Faculty Senate vote: 42 (81%) votes in support; 8 (15%) votes against; and 2 (4%) abstentions.
The Resolution to endorse with reservations was approved.

4. ADJOURNMENT

A motion was made by Senator D. Duffy to adjourn and this was seconded by Senator W. Gosnell.
Meeting adjourned at 3:48 pm.

Respectfully submitted by A. Sakaguchi, MFS Secretary
Approved on October 16, 2019.