MINUTES OF THE REGENTS' COMMITTEE ON
BUDGET & LONG-RANGE PLANNING

Date: Thursday, March 18, 2004

Place & Time: Campus Center Conference Chamber, Room 220
University of Hawai‘i at Mānoa
11:11 a.m.

Committee Members Present: Regents Tanaka (presiding)
Bender
Haynes
Hong
Kakuda
Kawakami
Lagareta
Nunokawa
Tatibouet
Yamasato
Lee (ex-officio)

Others Present: Evan S. Dobelle, President, University of Hawai‘i
Walter S. Kirimitsu, Vice President and University
General Counsel
James R. W. Sloane, Vice President for
Administration and Chief Financial Officer
Sam Callejo, Chief of Staff
Sharen Tokura, Interim Director, Office of Human
Resources
David Iha, Executive Administrator and Secretary of
the Board
Carl Makino, Executive Assistant to the Board

Approval of Committee Meeting Minutes

Regent Nunokawa moved that the minutes of the meeting of the Regents’ Joint
Committees on Budget and Long-Range Planning and Academic Affairs held on January
15, 2004 be approved as circulated. The motion was seconded by Regent Kakuda and
unanimously carried.
Chief of Staff Callejo requested that the Committee approve the proposed reorganization of the Office of Human Resources. He explained that the Office of the Director of Collective Bargaining and Affiliated Faculty Affairs (CBAFA) is currently a one-position functional unit located in the Office of the Vice President for Administration and Chief Financial Officer and is charged principally with collective bargaining and faculty contract administration. The Office of Human Resources is charged, among other systemwide functions, with contract implementation of all collective bargaining agreements, inclusive of the faculty agreement, staffing the collective bargaining process and contract administration activities, as well as serving as significant resource to the Director of CBAFA. It is more effective and efficient to combine the two functional entities to provide a comprehensive human resources management service to the University.

The proposed reorganization does not change or delete functions for which the affected units and the Vice President are responsible. While it does not directly impact Board policy and/or laws, the organizational structure and respective directorships do affect the Board’s relationships with these two entities relative to policy implementation.

The impact to clientele of the University would be positive as there would be one authoritative source of counsel whereas administrators currently must work with two offices to ascertain the totality of certain complex issues. There is no adverse impact to affected external clients, who are primarily the State Office of Collective Bargaining and the respective unions who will continue to deal with the Director of CBAFA and the staff of OHR on a business as usual and improved one-stop basis. The HGEA and UHPA, which negotiate with the Director of CBAFA and work with OHR on implementation of negotiated agreements, have been consulted and have expressed no objections to the proposed reorganization. The United Public Workers, which does not normally interact with the Director of CBAFA will continue to work with the staff of OHR and will not be affected by this reorganization.

A committee was convened in 2003 to assess the level of human resources service delivery on a systemwide basis. The Human Resources Service Analysis Committee recommended that the two offices be integrated in order to provide a comprehensive one-stop shop. This proposal implements the recommended action.

Interim Director Tokura clarified that the proposed reorganization essentially combines two sets of functions. She added that all the necessary consultation processes with the Hawai‘i Government Employees’ Association (HGEA) and University of Hawai‘i Professional Assembly (UHPA) were completed and both organizations provided no objections in writing.
Due to the impact on other reorganizations currently in progress, Regent Hong moved to table this matter. The motion was seconded by Regent Kakuda, followed by a discussion during which Regent Hong stated that he believed that there has been a “bleeding off” of resources from OHR and its staff is finding it increasingly difficult to do their job. There is no sense of what is happening with the M~noa reorganization and how that would impact this reorganization as well as the Community Colleges. Vice President Sloane added that this came out of a task force with Community Colleges’ representatives.

Regent Nunokawa asked if there was a shortage of professionals at OHR, adding his concern over the recent exodus of leadership personnel out of OHR which seemed to indicate a management problem with the administration. Vice President Sloane said that there were constraints due to resources but the current interim leadership was doing an excellent job in coping with those challenges. Regent Hong inquired as to how many vacancies there were at OHR. Interim Director Tokura informed that there were nine vacancies.

Testimonies were received from Lilikala Kame‘elehiwa who expressed that the M~noa reorganization should occur first. Jon Osorio, Nalani Minton and Lance Collins provided similar testimonies.

Regent Lagareta clarified for the benefit of those under the misconception, that the Board was not holding up the M~noa reorganization and that in fact, Chancellor Englert himself had requested that the matter be deferred at the last meeting due to an incomplete consultation process. Regent Lagareta added that there seems to be a planned movement to convince the public that there is an “anti-M~noa Chancellor” sentiment on the Board. She stated that there is support for Chancellor Englert; however, there are many issues that cannot be discussed publicly that have come to the Board’s attention. Chairperson Lee concurred, adding that there is often a perception that the Board is holding up things and that is often due to the reliance on erroneous information. Dr. Kame‘elehiwa expressed her appreciation for the accurate information.

Regent Tanaka stated that he preferred to have a system office of human resources in order to insure for fairness and consistency throughout the campuses and to insure that policies are being interpreted and implemented consistently.

Regent Lagareta asked about the separation of Chancellor and President at no cost. Regent Nunokawa clarified that it was the proviso given the administration when the M~noa Chancellor was separated from the Office of the President. He emphasized that regardless of the change in administration, it remains a Board mandate unless the Board decides to change its mind.

Regent Yamasato asked if the absorption of functions by OHR essentially amounts to a circumvention of recruitment in filling the Director of OHR position. The administration would conduct a search to fill the OHR directorship.
Minutes of the Regents' Committee
on Budget and Long-Range Planning
March 18, 2004
Page 4

Upon call, the motion was carried. There being no further business before the Committee, the meeting was adjourned at 12:09 p.m.

Respectfully submitted,

David Iha, Secretary

Dated: April 13, 2004

c: Chairperson Patricia Y. Lee
Members, Committee on Budget and Long-Range Planning
President Evan S. Dobelle
Vice President James R. W. Sloane
Vice President David McClain