> Dear Board of Regents,
>
> Please find attached the testimony from the Manoa Faculty Senate Executive Committee regarding budget impacts to academic programs on the Manoa campus.
>
> Sincerely yours,
> Ashley Maynard
> Member, Manoa Faculty Senate Executive Committee

2 attachments

- Results of MFS Budget Impacts Surveys as of May 13.docx (138K)
- Senate Testimony BoR 5 21 15.docx (117K)
Results of MFS Budget Impacts Surveys as of May 13, 2015
Submitted to the Board of Regents by the Manoa Faculty Senate Executive Committee, May 21, 2015

The Manoa Faculty Senate circulated two surveys on budget impacts on April 30, 2015. There were 69 responses (25 regarding budget impacts, and 45 regarding courses). Ten colleges or centers reported moderate to catastrophic impacts of the budget situation, including all four of the colleges in Arts & Sciences. Nineteen departments reported that there are negative budget impacts, and 18 of these departments reported moderate to catastrophic impacts of the budget situation. One department reported no impacts.

Representative measures to deal with the impacts include not replacing faculty or TAs, using research and private funds to run the basic academic offerings, offering required courses through Outreach College because there are no faculty to teach the courses in the regular session (an inadvertent tuition increase), cutting off phones, delaying replacement of equipment, and shrinking the size of majors.

A representative sample of departments reported negative impacts of budget issues on courses. Problems range from inability to offer courses and lab or discussion sections to shrinking access to freshman gateway courses.

**Colleges (9) or Centers (1) Reporting Moderate to Catastrophic Impact**
1. Arts & Humanities
2. College of Natural Sciences
3. College of Languages, Linguistics, and Literature
4. College of Tropical Agriculture and Human Resources
5. John A. Burns School of Medicine
6. College of Social Sciences
7. Shidler College of Business
8. School of Nursing and Dental Hygiene
9. College of Engineering
10. Study Abroad Center, Office of International and Exchange Programs

**Departments Reporting Moderate to Catastrophic Impact (N = 18)**
1. Communicology
2. History
3. Languages and Literature of Europe and the Americas
4. Psychology
5. School of Communications
6. Plant and Environmental Protection Sciences
7. Natural Resources and Environmental Management
8. Cambodian
9. Management
10. Art and Art History
11. English
12. Second Language Studies
13. Nursing
14. Study Abroad Center
15. Electrical Engineering
16. Chemistry
17. Botany
18. Biology

**Department Reporting Mild Impact**
19. Pathology
Some Examples of Extreme Measures

From LLEA: “This year 5 GAs were taken away from our department (beginning in August 2015). Two professors will use lecturers or graders to supplement their needs in large classes. One professor refuses to teach a large auditorium course without a GA. We are using 2 faculty from abroad as well as 2 retired professors to get us through the fall of 2015. Additional faculty who are not yet being replaced are being covered by hard-working, though less-prepared temporary lecturers, to the detriment of our programs. Both of our office staff left us (1 in July of 2014, 1 in August of 2014) and we had no office staff until November. Our dean’s office and other department offices in the college, along with the chair and our student assistants struggled to keep functioning. A secretary was hired in November who only stayed through May--she chose to return to her previous position (i.e., she exercised her union’s right-of-return clause). The office assistant who began in April is doing well, but not prepared or trained to handle some of the work. We will be searching for a new secretary as soon as it is approved. In reality our department has saved a great deal of money for the college! Our budget is under total control of the dean’s office. The dean must get everything approved from the VCAA. So we have little impact on our own budget. We increased class sizes whenever possible to generate more tuition revenue to help the college & campus. This allows us to have a few less sections each semester, saving a few thousand dollars here and there that might have been spent on additional lecturers.”

From Nursing: “Cancelling an admission cycle for undergraduate nursing students (usually 2/yr, now only one). May only be for one year, but do not know if this annual only admission cycle will continue. No PhD cohort this academic year, in jeopardy of no PhD cohort next year, which may effectively kill the PhD program in nursing. Severe budget cuts to every aspect of the school including faculty, educational travel, and course offerings. Despite published program pathways, courses arbitrarily re-ordered, merged, increased graduate class sizes to reduce costs. Declined contracts for outside experts to teach in courses. Declined contracts for adjunct faculty. Discontinued programs on neighbor islands due to lower enrollment numbers.”

From Chemistry: “Due to a shortage of tenure-track faculty and no new approved searches, most 1st and some 2nd year classes will be taught by non-tenure track faculty. These are typically PhD scientists, but some have no prior teaching experience and the undergraduate learning experience is seriously hurt by this short-sighted approach. In addition, we have cut back the number of sections available, such that ca. 25% of Freshmen will not be able to take General Chemistry in the first semester, which may cause delayed graduation due to course prerequisite and scheduling issues. We have also had 2-3 TA positions cut, which means fewer lab sections will be offered, again resulting in some Freshman not being able to take a Chemistry Lab in their first semester. Finally, we will offer only 1 graduate course each semester this next year, again due to the shortage of faculty and already overburdened teaching loads.”
If these cuts continue?
From Psychology: “We will continue all we are doing this year as well as new measures. We will have to cut the major in half. This is because we don't have enough faculty or TAs to teach the required courses, let alone at the quality we expect. Our undergraduate program is barely hanging on. It seems odd to cut the Psychology major in half when the department has granted the most undergraduate degrees in recent years and when our courses are still quite popular. We may need to revert to a hybrid online/Unit Mastery program for PSY 100. We may need to revert our methods course from a 4-credit course back to a 3-credit course, because we simply do not have enough TAs to staff the lab sections.”

From Nursing: “Will decrease the quality of applicants, increase the complaining of students about value of education at UH, loss of trust by the community who depends on UH for quality nursing graduates.”

Representative Measures Taken to Deal with Deleterious Impacts
Cutting courses (some departments are down up to 50% in faculty)
Cutting TAs
Colleges meeting their budget shortfalls with retirements/vacancies
Cutting off phones
Offering required courses through Outreach College because no personnel to teach in the regular session
Fewer lab sections
Few discussion sections
Delay replacing aged equipment
Increase in unpaid workload for faculty
Declined contracts for outside experts to teach in courses
Declined contracts for adjunct faculty
Discontinued programs on neighbor islands due to lower enrollment numbers
Cancelling an admission cycle for undergraduate nursing students (usually 2/yr, now only one)
Using research and private funding to support the basic academic programs
There is no English department faculty member overseeing first-year writing and writing intensive courses.
25% of Freshmen will not be able to take General Chemistry in the first semester, which may cause delayed graduation due to course prerequisite and scheduling issues.

Departments Reporting Budget Impacts on Courses as of May 13, 2015

Twelve departments reported budget impacts on courses. Eight colleges, including all four in Arts & Sciences, are represented. It is projected that these cuts will affect about 4,900 students next year. The effects of the budget problems include cutting courses, cutting lab and discussion sections, moving required courses to Outreach...
College, and having lecturers with MA degrees teach courses normally taught by tenure-line faculty.

**Departments or Units**

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<tr>
<th>Languages and Literature of Europe and the Americas</th>
<th>Chemistry</th>
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<td>Public Health</td>
<td>Botany</td>
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<td>School of Nursing and Dental Hygiene</td>
<td>Plant and Environmental Protection</td>
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<td>English</td>
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Data may be found at [https://docs.google.com/spreadsheets/d/1aUz1xAXGhLqC59_GaCjpyjCkDJyKIlpygTARwGRoSc/edit#gid=1036112132](https://docs.google.com/spreadsheets/d/1aUz1xAXGhLqC59_GaCjpyjCkDJyKIlpygTARwGRoSc/edit#gid=1036112132)

[https://docs.google.com/spreadsheets/d/1GUyTsCvno4FtkmNzUh0QMnlIBgZ5AVuySD3_kjNZalQ/edit#gid=1715805899](https://docs.google.com/spreadsheets/d/1GUyTsCvno4FtkmNzUh0QMnlIBgZ5AVuySD3_kjNZalQ/edit#gid=1715805899)

The two surveys were generated by the Manoa Faculty Senate Executive Committee, on behalf of the Manoa Faculty Senate Committee on Student Affairs. If you wish to participate in the surveys, please add your data via these links:

Data on Budget Restriction Impacts to Programs:
[https://docs.google.com/forms/d/12SyWM2iiF6XpTdGKn7Q65PyKEJ5fcvdEk4Trc02M7XA/viewform](https://docs.google.com/forms/d/12SyWM2iiF6XpTdGKn7Q65PyKEJ5fcvdEk4Trc02M7XA/viewform)

Courses Affected by Budget Limitations AY 2015-2016:
[https://docs.google.com/forms/d/1TxEbdlREcl7YIWySAArMDX-MRDdEYoh3w-lbd7XXE/viewform](https://docs.google.com/forms/d/1TxEbdlREcl7YIWySAArMDX-MRDdEYoh3w-lbd7XXE/viewform)
Good morning Chair Moore, Vice Chair Sullivan, Vice Chair Bal, members of the Board of Regents, and President Lassner, Thank you for the opportunity to speak to you today. I’m Ashley Maynard, a Professor of Psychology at Manoa, and I’m here at the request of the Manoa Faculty Senate Executive Committee.

The Manoa Faculty Senate circulated two electronic surveys on budget impacts on April 30, 2015. There were 69 responses (25 regarding budget impacts, and 45 regarding courses). The Senate Executive Committee asked me to present a summary of these results to you.

Many academic programs at Manoa are in jeopardy because of the inability to fill vacant faculty positions. In our survey, 19 departments from 10 colleges or programs, including all four colleges in Arts & Sciences, indicated that there are and will continue to be moderate to severe negative impacts from the budget situation at Manoa. Departments have come up with some resourceful ways to handle the budget crisis--belt-tightening as it has been called. Such measures include cutting off 80% of phones and IT lines in a couple departments or delaying the replacement of equipment in others. The inability in many colleges to replace faculty in vacant positions will cause issues for at least 4900 students in seats in the next academic year. For example, 25% of seats in freshman chemistry will not be offered, so students who need chemistry as a prerequisite for other courses will be delayed. Many sections are increasing in size (and thus risk decreasing in quality--a move that may affect learning outcomes for students who need more direct instruction). Many sections will be offered by a masters-level lecturer instead of a PhD-level faculty member (and this could hurt our rankings). Furthermore, many discussion and lab sections are being cut altogether (so learning may not be solidified through practice). Our academic rankings are severely threatened by the current state of academic affairs at our flagship campus. We've made a longer summary available to you in the handout. We believe that more data ought to be collected to determine the needs of the campus.

We hope that this information will help you as you consider the necessity of tuition as a source of funds for the Manoa campus. We are asking for a 7% tuition increase and for the funds to be used first to support the academic units who have the highest demand and the smallest corps of personnel to deal with it.

Thank you for the opportunity to testify.