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FURTHER REVIEW AND CHANGE UPON APPROVAL BY THE COMMITTEE**

MINUTES

**BOARD OF REGENTS COMMITTEE ON STUDENT SUCCESS
MEETING**

APRIL 4, 2024

A video recording of this meeting may be viewed at the Board of Regents website as follows:

[Meeting Video](#)

I. CALL TO ORDER

Chair Laurie Tochiki called the meeting to order at 1:01 p.m. on Thursday, April 4, 2024, at the University of Hawai'i (UH) at Mānoa, Information Technology Building, 1st Floor Conference Room 105A/B, 2520 Correa Road, Honolulu, Hawai'i 96822, with regents participating from various locations.

Committee members in attendance: Chair Laurie Tochiki; Vice-Chair William Haning; Regent Laurel Loo; Regent Abigail Mawae; and Regent Ernest Wilson.

Others in attendance: Acting Board Chair Gabriel Lee; Regent Lauren Akitake (ex officio committee members); President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Academic Strategy Debora Halbert; VP for Community Colleges Erika Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; VP for Information Technology/Chief Information Officer Garret Yoshimi; UH-Mānoa (UHM) Provost Michael Bruno; UH-Hilo Chancellor Bonnie Irwin; UH-West O'ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Yvonne Lau; and others as noted.

II. APPROVAL OF MINUTES

Chair Tochiki inquired if there were any corrections to the minutes of the February 15, 2024, committee meeting which had been distributed. Hearing none, the minutes were approved.

III. PUBLIC COMMENT PERIOD

Board Secretary Lau announced the Board Office's receipt of numerous written and late written comments on the General Education redesign plan as well as associated curriculum modification proposals.

Several individuals also provided oral comments on the General Education redesign plan as well as associated curriculum modification proposals.

One individual offered oral comments on issues involving Wahine Track and Field at UHM.

Written testimony may be viewed at the Board of Regents website as follows:

[Written Testimony Received](#)

[Late Written Testimony Received](#)

Chair Tochiki expressed her gratitude for all of the testimony provided to the committee stating it confirmed the commitment and dedication of faculty throughout the university system to ensuring a student-focused approach to the Gen Ed process. She also communicated her appreciation for the need to address this matter in a thoughtful way and in a manner that takes into consideration the shared vision for Gen Ed among all the university constituencies.

IV. AGENDA ITEMS

A. General Education (Gen Ed) Update

VP Halbert began by stating the purpose of this discussion was to garner the board's insights as to how to move forward on the Gen Ed redesign proposal and was not to make decisions on specific policy revisions. Additionally, she stressed the proposed revisions to Regents Policy (RP) 5.213 were separate and apart from any curricular proposals and was not an attempt to place curricular design into board policy but rather, it was an effort to create a general framework for Gen Ed requirements via updates to RP 5.213, which was last amended in 1994. She then proceeded to provide a brief history on the administration's efforts to examine and revamp the Gen Ed curriculum stating that this endeavor began in 2021 amid concerns raised regarding issues such as dated content and program structure and governance, as well as transfer and articulation challenges between campuses; discuss a few of the redesign effort's objectives; and go over a timeline of activities that have occurred on this matter since its inception to the present. She also reviewed some of the processes used to formulate the initial Gen Ed curriculum redesign plan, as well as revisions to this proposal, including the initiation of a Summer Institute to assess and discuss Gen Ed related topics and questions; the formation of design and revision teams consisting of a broad spectrum of faculty and undergraduate students from the various university campuses; the pursuit of formal consultation on the proposed academic changes as appropriate; the regular engagement of faculty on this subject through the various faculty senates and the All Campus Council of Faculty Senate Chairs; and the solicitation of input and feedback on the redesign plan via town halls and surveys.

Based upon feedback received on the Gen Ed redesign plan throughout the aforementioned processes, VP Halbert stated that a conference committee comprised of a representative from each of the 10 faculty senates was convened to discuss and resolve any lingering concerns. While the conference committee did produce a Multi-Campus Accord (MCA), consensus on the MCA could not be reached among committee members. To date, no clear path forward on a Gen Ed redesign plan exists without achieving consensus and, as mentioned in testimony presented earlier,

activities outside of the noted Gen Ed redesign process are occurring at various campuses to take a more in depth look at this topic from a campus perspective.

VP Halbert elaborated on proposals to revise RP 5.213, once again stating the proposed policy revisions are meant to clarify regent expectations for Gen Ed at the university and are not meant to place curricular design into board policy, and presented a summary of the current policy's contents. She also went over the policy revision process from the standpoint of faculty consultation noting some of the activities that have occurred and outcomes achieved thus far; touched upon a proposed Gen Ed governance structure which was being put forward, in part, because of the need for guidance as to how the university, as a system, comes to some conclusion about what Gen Ed looks like given the number of divergent views and approaches to tackling this issue in existence across the university system; provided a sampling of legislatively mandated, as well as regents policies on, Gen Ed requirements from other states; and pointed out information on the next steps regarding policy and curricular revisions, in addition to policy questions for board consideration, provided in the materials packet.

Vice-Chair Haning left at 1:40 p.m.

Chair Tochiki asked if the administration is contemplating seeking board approval for revisions to RP 5.213 before the end of the current academic year. VP Halbert stated any decision to seek approval for revisions to RP 5.213 would be dependent on the board's wishes as to how the administration should proceed on this issue. In her opinion, the board should probably make a determination on how much longer it wants to consider the viewpoints on Gen Ed reform repeatedly espoused by particular constituencies before making a decision on this proposal. However, there currently does not appear to be an appetite to take final action on this matter by the end of the current academic year.

In view of the concerns raised in testimony, especially with respect to possible impacts Gen Ed changes could have on community college students, Regent Loo expressed her apprehensions about moving forward on this matter with expediency. Rather, she suggested taking a more cautious approach to tackling this very complex subject, allowing additional time for the administration and the various constituencies to continue to work toward addressing as many of the remaining points of contention as possible.

VP Halbert remarked that the concerns raised by the community colleges generally revolved around the transferability of Gen Ed requirements between campuses and was but one aspect of the overall redesign plan. As such, she suggested the administration be allowed to present information on this particular issue to the committee at a future meeting. She also reiterated her earlier statement regarding the intent of amending RP 5.213 which was to create a general framework for systemwide Gen Ed requirements.

While several regents concurred with Regent Loo's suggestion, other regents communicated their belief that a large amount of time and effort has already been expended on securing input and comments from various university constituencies with numerous opportunities provided for faculty and other individuals to offer input,

suggestions, and comments on this Gen Ed proposal. As such, they supported the idea of the administration making a decision about how the university should proceed on the proposed revisions to RP 5.213 and present their recommendations to the board for approval. VP Halbert stated she has made her best efforts to make this a faculty driven process and be as inclusive as possible.

Extensive conversations took place on the ability to reach consensus on a new Gen Ed curriculum and whether this would be a necessary standard to meet in order to move forward with any proposal put forth; the rationale for creating a conference committee to address Gen Ed concerns relative to the inability to achieve consensus on these matters; shared governance and the role it plays in the Gen Ed redesign process; the extensive amount of engagement on Gen Ed redesign that occurred across numerous campuses; various alternatives for moving forward on this issue including continuing attempts to achieve consensus, developing an alternative process to attain the desired outcomes in the absence of reaching consensus, and unilateral decision making; the option of maintaining the status quo or making minor changes to the existing Gen Ed structure; the possibility of using mediation to deal with the divergent views on the Gen Ed proposal; the development of a timeline with a definitive period by which discussions on this topic must be completed; and the potential for developing a pathway for the transfer of Gen Ed curriculum credits between institutions similar to the interstate passport once utilized by Western Interstate Commission for Higher Education associated institutions.

Given the amount of dialogue that took place on this topic over the past three years, Regent Akitake wondered whether providing additional time for more engagement and discourse between faculty and the administration would bring this process to a fitting conclusion. She conveyed her fears about whether putting off a decision on the Gen Ed proposal could negate all of the work completed to date and indefinitely delaying action on this proposition and asked if testifiers had any solutions to offer.

Chair Tochiki invited Lance Uyeda, a professor of English at Windward Community College, and Stephen Taylor, a professor of Earth Science at Kaua'i Community College, both of whom testified earlier, to share some of their thoughts on how the remaining obstacles to finalizing a Gen Ed redesign plan can be overcome.

Professor Uyeda talked about some of the differing views of the two- and four-year campuses with respect to certain aspects of the Gen Ed proposal in addition to areas where the parties are close to reaching an agreement. He also stated the conference committee formed to tackle some of these sticking points had a fairly quick turnaround time of five weeks or so to complete its work. As such, he believes providing more time for discussion on the proposal will lead to positive results.

Professor Taylor cited some of the fears among faculty regarding what they believe are sweeping, arbitrary changes to Gen Ed requirements in the absence of a clearly defined and articulated problem. He also highlighted the opposition of all seven community college faculty senates to the proposal and suggested the administration seek changes to Gen Ed requirements through the use of an incremental rather than wholesale approach.

Taking into consideration all of the dialogue thus far, Chair Tochiki stated there appeared to be a lack of appetite among committee members to entertain a proposal for Gen Ed policy revisions at this time. She suggested the administration further engage with the various constituencies and continue conversations on developing a Gen Ed proposal, including consideration of the various options mentioned earlier in the meeting, with an understanding that it would be disadvantageous for all parties involved to restart the process from square one. She also conveyed the committee's support for VP Halbert in these efforts, stated she remained hopeful for a successful conclusion to this matter, and proposed taking this issue up again sometime in the fall.

Regent Akitake sought clarification as to whether the administration will continue to pursue the Gen Ed charge as put forth by President Lassner in 2021. President Lassner stated the intent of these discussions was to obtain feedback from regents in order to gain a better understanding of how they wanted the administration to proceed with the Gen Ed proposal.

Dialogue ensued among Chair Tochiki, President Lassner, and VP Halbert regarding the expectations of the board with respect to its Gen Ed policy with Chair Tochiki stressing that the establishment of specific curricular or credit requirements within board policy, in her opinion, was beyond the purview of a governing board's role.

B. Update on Status of Women's Track and Field Concerns

UHM Athletic Director (AD) Craig Angelos reported on the UHM Athletic Department's (UHM Athletics) response to concerns about Wahine Track and Field team brought to light in testimony submitted to the board by several of the program's student-athletes. He discussed meetings held with Wahine Track and Field team members and coaches to review the situation and compile a list of items in need of greater attention from UHM Athletics; went over several of the concerns raised including those involving team apparel, damaged equipment, facility conditions, safety and security, competition opportunities, team travel rosters, the availability of athletic trainers and training services, social media and publicity, fundraising initiatives, regular updates on the status of the new track and field facility, and improved communications with UHM Athletics administrators; touched upon some of the causal factors related to a few of these issues; and reviewed specific actions taken to address the aforementioned concerns to date. He also spoke about the construction of a new track and field/soccer facility at UHM, highlighting the progress being made on, as well as a timeline for, the project.

Chair Tochiki thanked AD Angelos for his presentation and voiced her appreciation for UHM Athletics's response to what she considered a distressing situation.

Regent Mawae asked about the chain of events leading to Wahine Track and Field student-athletes seeking redress of their grievances from the board. Tim Boyce, Director of the UHM Cross Country/Track and Field Program and UHM Wahine Cross Country Head Coach, stated the student-athletes took it upon themselves to express their opinions on some of the challenges facing the Wahine Track and Field program at recent board meetings in light of the search for a new university president and the need

for any incoming administrators to have a better understanding of the situation. He noted some of the predicaments mentioned by the student-athletes are not new and existed well before the arrival of AD Angelos who has been listening and is trying to improve the state of affairs. He also noted the relocation of the track due to expansion of the Clarence T.C. Ching Stadium for football games which resulted in the need for many practices to be held at off-campus sites and the cancellation of home field events brought a number of these longstanding topics to the fore.

Taking into consideration the theme for this agenda item, Regent Akitake verbalized her frustration with AD Angelos's initial framing of the track and field situation around stadium issues involving UHM's football program, a male sport. She questioned if UHM Athletics has really learned anything from this situation, whether the spirit of Title IX was truly understood, and whether this was an isolated incident or if other women's athletics programs were experiencing similar plights. Although Regent Akitake was grateful for AD Angelos's and UHM Athletics's efforts to resolve the concerns of the Wahine Track and Field student-athletes, she urged a change in mindset regarding Title IX by thinking about women's athletics more in terms of the needs and feelings of female student-athletes and not as a business decision. She also expressed her exasperation with the length of time it has taken for UHM Athletics to address women's athletics related issues; spoke about the commitment to equality for women codified in Title IX; and stated that women athletes now sit on the board and will be more attuned to this situation.

Regent Mawae sought clarification on the budgeting process for Wahine Track and Field apparel and gear. Madeleine Carleton, UHM Wahine Track and Field Coach, replied that, similar to other UHM teams, the Wahine Track and Field team receives a budget allotment from UHM Athletics administration and order gear and equipment based upon the needs of the team within the confines of the allocated amount. Considering this response, Regent Mawae questioned whether there has been equity in the amount of money allocated to male sports in comparison to female sports. She also talked about her frustration with the lack of apparel historically provided to the Wahine Track and Field team relative to men's sports such as football and men's basketball as well as her unease with the types of amenities that will be afforded to wahine student-athletes at the new track and field/soccer facility. AD Angelos stated he has already doubled the apparel budget for Wahine Track and Field and is currently working with Adidas to provide breakdowns of allocations for women's sports among the group of five and power five schools so that UHM Athletics can compare and contrast funding provided by other schools with what is made available at UHM. Coach Boyce added that inquiries have been made in the past about how team budgets were determined noting budgets for smaller teams playing over the course of one season have been larger than the Track and Field team which spans basically three seasons when indoor events and cross-country are taken into consideration.

Regent Akitake asked if AD Angelos was actively seeking input from women student-athletes on the needs of their teams and questioned whether male sports, such as football, had to seek out UHM Athletics administrators and solicit for things such as equipment and apparel. In her opinion, UHM Athletics administrators asking women's

sports teams about their needs is an indication to those student-athletes that they are a priority and not an afterthought to men's teams. She also stressed the need for top down, proactive communication with female student-athletes and their coaches about whatever items are of importance to the individuals participating in those particular sports.

Chair Tochiki mentioned the College Sports Solutions report presented to the board last year during which time there was talk about work undertaken by UHM Athletics to improve communications with student-athletes about general policies and procedures. As such, she stated she hoped to speak to the implementation of a student-athlete communications plan as well as the available options for individuals to voice any of their concerns to UHM Athletics administrators during the next committee meeting in May.

Regent Mawae inquired as to how communications between coaches, players, and UHM Athletics administrators are currently handled. AD Angelos responded that, as is the case with most athletic departments across the nation, every sport has a sports supervisor who meets weekly with coaches to discuss any items of concern within their respective program. Specific to Wahine Track and Field, Jim Stein serves as the sports supervisor and he regularly meets with Coach Boyce and Coach Carleton. In addition, AD Angelos stated he has already begun holding meetings with each of UHM's athletic teams, which he intends to do twice a year, to discuss any current or ongoing issues of importance. Coach Boyce confirmed that weekly meetings are held with their assigned sports supervisor underscoring the excellent advocacy work being done by Mr. Stein for Wahine Track and Field. He also noted some of Mr. Steins efforts to address the temporary facility needs for the program, although he mentioned some of the types of collegiate track and field amenities which have been displaced due to construction of the new track and field/soccer facility and are vital to practices and training do not exist anywhere else in the state. Despite these difficulties, Coach Boyce highlighted the successes experienced by Wahine Track and Field, which he attributed to the dedication of student-athletes, staff, and coaches.

Regent Mawae continued to voice her frustration with the length of time it has taken to address the Wahine Track and Field facility situation which she feels is taking a toll on current student-athletes and coaches and will have negative impacts on future recruiting efforts.

Chair Tochiki lauded the grit exhibited by the Wahine Track and Field team and coaches in the face of adversity and congratulated them on their successes.

Regent Akitake questioned whether UHM Athletics was in compliance with Title IX requirements. AD Angelos responded that Title IX compliance is based upon an aggregate of circumstances and not just a single factor. In addition, an update on Title IX compliance is scheduled to be provided to the committee in May. However, he has been informed that, generally speaking, UHM Athletics is in compliance with Title IX. Furthermore, he is unaware of issues being experienced by other women's teams besides Wahine Track and Field, as was heretofore discussed, and has not received information from female student-athletes, coaches, staff, or sports administrators about concerns related to Title IX or other matters.

V. EXECUTIVE SESSION (closed to the public)

Chair Tochiki announced it would not be necessary to have an executive session at this time.

VI. ADJOURNMENT

There being no further business, Chair Tochiki adjourned the meeting at 3:30 p.m.

Respectfully Submitted,

Yvonne Lau
Executive Administrator and Secretary
of the Board of Regents