

**MANOA FACULTY SENATE RESOLUTION
ABOUT ENSURING TRANSPARENCY AND EQUITY
IN HIRING CAMPUS LEADERS**

Resolution:

Given the lack of transparency that undermines public trust in the accountability and credibility of this institution; sends the wrong message to students, the community and the world at large; and raises the risk of expensive and time-consuming legal entanglements, be it resolved that the Manoa Faculty Senate:

- deplores this inequitable and unfair search process, particularly for the central campus position of vice chancellor for academic affairs,
- urges Ostrander to withdraw his application for the VCAA position,
- seeks assurances from the chancellor that such a flawed hiring process shall be avoided in the future, and

requests that copies of this resolution be sent to each member of the Board of Regents, to University of Hawaii President David McClain, to WASC, to Sen. Norman Sakamoto and to Rep. Jerry Chang and to Gov. Linda Lingle.

Background:

It is commonly agreed that ethical practice on university search committees dictates and ensures that no member of the search committee is or will be a candidate for the position.

Vice Chancellor for Research and Graduate Education, Gary Ostrander, agreed to serve as co-chair with the chancellor of the search committee picking finalists for Manoa's Vice Chancellor for Academic Affairs (VCAA) position (according to his statement in his public presentation 3/6/08),

With VCRGE Ostrander as co-chair, this committee began in mid-2007 by drafting the job description and proceeded to

- Conduct preliminary screening of the candidates for the job, and
- Gather information by videoconferencing interviews with the semi-finalists.

By virtue of his co-chairmanship of the committee, VCRGE Ostrander had access to information gleaned from the on-campus, closed-door interviews of finalist candidates with stakeholders beginning in mid-January, which enabled him to vote on the candidates who were deemed unworthy of the VCAA appointment (see "timeline" posted at www.hawaii.edu/executivesearch/vcacademicaffairs)

After months of leadership in the search committee, Ostrander ended his involvement and on March 4 submitted his name to vie against the three announced finalists. (Please see his "letter of interest" in applying to UH's contracted head-hunter search firm in California, as noted by the posting on: www.hawaii.edu/executivesearch/vcacademicaffairs) There is no evidence that Ostrander made available to the search firm the names of and contact information for six professional references, a requirement advertised for all other applicants.

Even before Ostrander's application to the search firm dated March 4, Chancellor Virginia Hinshaw announced on March 3 in a news release that Ostrander had already applied! (See e-mail "Chancellor's Update: March 2008," received March 3, 2008, 10:40 a.m.) On March 4, the chancellor's office sent an e-mail campus-wide urging people to attend Ostrander's public presentation two days later, on March 6. (Please see e-mail from "Office of the Manoa Chancellor" with subject "Meet a Candidate for Vice Chancellor for Academic Affairs" sent 3/4/2008, 10:09 a.m.)

Even if professional references had been submitted to the search firm on March 4, they could not have been properly vetted before the chancellor announced Ostrander's candidacy on March 3 nor before his first official interview on March 5 with the executives of the UH alumni association. (See Ostrander's "interview schedule" posted at www.hawaii.edu/executivesearch/vcacadmicaaffairs).