

University of Hawaii at Manoa Faculty Senate

Stance on Retrenchment

WHEREAS retrenchment at the University of Hawaii at Manoa (UHM) cannot be imposed until financial exigency has been declared according to the American Association for University Professors (AAUP) in their document *Recommended Institutional Regulations on Academic Freedom & Tenure*; and

WHEREAS, the 2003-2009 University of Hawaii Professional Assembly's Faculty Contract states that retrenchment can only occur in case of a lack of work or other legitimate reason, such as fiscal exigency; and

WHEREAS the UH Board of Regents (BOR) has not declared financial exigency; and

WHEREAS the AAUP requires that a duly authorized faculty body participate in the decision that a condition of financial exigency exists or is imminent, and this has not occurred; and

WHEREAS there are several new projects such as the expansion of University of Hawaii-West Oahu and Maui Community College campuses that would indicate that financial exigency is not imminent; and

WHEREAS AAUP standards are designed to protect the integrity of the institution in part by means of a system of tenure, which is jeopardized by retrenchment;

Therefore, be it resolved, that the University of Hawaii Manoa Faculty Senate--

(1) insists that any formal retrenchment be held off for lack of well-documented fiscal exigency established by an appropriately constituted committee consistent with AAUP standards; and

(2) believes that any precipitate attempt to seek approval from the BOR for retrenchment will place this institution at risk for formal censure by AAUP; and

(3) believes that retrenchment in any form will lower our national prestige, as well as our ability to attract top-quality students, research funding from Federal sources, and also State funding; and

(4) requests that copies of this resolution be sent to each member of the Board of Regents, the University of Hawaii President, the University of Hawaii Chancellors, Senator Norman Sakamoto, Representative Jerry Chang, and Governor Linda Lingle.

Respectfully submitted by  
Committee on Professional Matters  
University of Hawaii at Manoa Faculty Senate  
October 13, 2009