

Minutes

University of Hawai'i at Mānoa Faculty Senate
October 17, 2001
William S Richardson School of Law Classroom 2

Forty-three Senators were present and signed in: Cristina Bacchilega, Elaine Bailey, Hazel Beh, Rhonda Black, Robert Bley-Vroman, Douglas Bomberger, Kent Bridges, Catherine Cavaletto, Paul Chandler, Craig Chaudron, Meda Chesney-Lind, Joanne Cooper, Thomas Craven, James Dator, Sandy Davis, Eric DeCarlo, H Gert DeCouet, David Flynn, Michael Forman, Richard Frankel, Donna Fukuda, Michael Garcia, John Hardman, Emily Hawkins, Amelia Jenkins, Merle Kataoka-Yahiro, Spencer Leineweber, Peter Manicas, James Marsh, Roy Nishimoto, Jeanne Oka, Wendy Pearson, Frank Sansone, Jane Schoonmaker, Gwen Sinclair, Brent Sipes, Wayne Smith, Mary Tiles, Jean Toyama, Frank Walton, Lynne Wilkens, Kelley Withy, and Sylvia Yuen.

Four Senators were excused: Glenn Cannon, Ernestine Enomoto, Robert Paull, and Charles Weems.

Twenty-four Senators were absent: Roger Babcock, Barry Brennan, G D Bryant-Greenwood, Katalin Csiszar, Nancy Dowling, Carl Evensen, Charles Fletcher, Patricia Fryer, Pamela Fujita-Starck, Jon Goss, Robert Grace, Tony Guerrero, Val Kanuha, Stacey Marlow, John Melish, Neal Milner, Thomas Morelli, Damon Sakai, David Sanders, Irwin Schatz, Richard Schmidt, Dan Spears, John Stimson, and Elizabeth Tam.

1. Chair Joanne Cooper called the meeting to order at 3:01.
2. The Chair's report followed:
 - 2.1. The University/Community Partnership is currently addressing two issues: physical aspects of community (with focus on "The Legacy Pathway"), and people aspects (with focus on "Brain Gain," or the recruiting of the very brightest local graduates).
 - 2.2 The Chancellor's Transition Team is currently concerned with (1) CIP, or capital improvements projects (the list for which is changing daily), and (2) repairs and maintenance.

2.3. Implementation of the new policy on D grades being transferrable will begin this term. A system to oversee impact on scholarships is needed.

2.4. The Deans and Directors in their meetings are addressing course availability concerns, the matter of “merit pay”, with the committee headed by Dean Hitz now holding its recommendations. The SEC has added two faculty members to that committee. Senator Garcia asked at this point if there was “wide representation” on that committee. Chair Cooper answered, “No.” Further discussion focused on SEC concern that in the 1% distribution of “special salary adjustment” there was considerable potential for bad feelings. For the past twelve years there has been provision in the contract for merit/market/retention/equity salary adjustments, and Chair Cooper mentioned the 1:30 meeting earlier this day (and on-going when SEC members left for this meeting) between JN Musto and Ed Yuen which was attempting to clarify the process for faculty. Further discussion ensued, from the floor. Vice Chancellor Kim commented that the administration has been working hard to keep UHPA focussed on the process. Points of contention at present involve the line between process and procedure. Kim agreed that ultimately the criteria have to come from the faculty. The Administration, said Kim, is trying to identify a timeline (process) and is working with Deans and Directors on this. The Administration, he stressed, is not trying to install new criteria (the doing of which would be something the Union would adamantly oppose).

2.5. Another issue, said Chair Cooper, is budget. The old 4-4-4 seemed to have given way to 4-4-0, but now in the wake of 11 September, further cuts from the Governor were anticipated. Chair Cooper emphasized that we have a “massive opportunity to be involved” in the present shaping of the future, no matter how tiring engagement in the process is.

2.6. Chair Cooper touched briefly on a number of other matters: classified research and changes made during the summer by BOR which the SEC is currently questioning, the matter of name branding, and finally, the “campus conversation” planned for today’s meeting. She explained how this would proceed, and then she called on Vice Chancellor Kim for his comments.

Vice Chancellor Kim noted recent discussion with the SEC about trying to build more time into the planning process. Then he focused on efforts to prioritize, mentioning first the steering committee, next the physical plant. He announced that President Dobelle would speak at the next Senate meeting (November 21) and he would also make a public address on World Town Planning Day (an event to be held in the Art Auditorium) where he would talk about the Hartford Experience to be followed by a reaction panel. There would also be a November 30 meeting which would attempt to

engage the community in broader discussion, and landowners of property surrounding the campus would be asked to participate.

3. It being clear at that point that the Senate had a quorum, the minutes of 26 September 2001 were discussed and adopted, with one matter left to be clarified. Senator Chaudron asked about a sentence on page six which read: "TOEFL scores might be an aspect of examination of our future as well, he [Neubauer] concluded." Secretary Forman agreed to check with Interim Chancellor Neubauer on this point. Neubauer has since explained that he thought TOEFL was a matter which made an admissions difference between UHM and HPU. No change for TOEFL at Mānoa was being considered.

4. Hope Clements from the Aloha United Way was introduced. She spoke to the Senate about the campaign, explaining that there has been a significant increase in demand for social services since September 11, and that signs of strain are appearing. She noted that the number of donors had been decreasing, and that the campaign was being extended. It was to have ended on 12 October but was now extended to 30 October. In response to a question from Chair Cooper, Ms. Clements explained how one might go about adding to a commitment already submitted. If the donation was being made by payroll deduction, one should call the AUW campus office. It was always possible simply to send in another check. She also talked about the fundraiser approach.

5. Chair Cooper asked Senator Brent Sipes to come forward and bring the Senate up to date on the work of the General Education Committee (GEC). He focused his remarks on the need to meet the spirit of the document passed by the Senate in December of 1999, and he asked that Senators remind the committee of that spirit or intention if the committee is thought to be straying from that intent. He presented an example which he hoped would be simple and uncontroversial, but there was considerable questioning and doubt raised from the floor of the Senate even in response to this exemplar. In each case, Senator Sipes asked that the speaker submit her/his points in writing to the GEC.

Concerns raised included: interdisciplinary work which seemed threatened by hallmarks that appeared narrow and constraining; confusion as to what was intended by "vocabulary" (Senator Manicas offered the explanation that "vocabulary" was selected as an alternative to "discourse"); that the material was circular, saying merely "that biology is biology" (Senator Bley-Vroman); the 80% figure in a hallmark was questioned; and so on. Senator Sipes said that the discussion reflected a real need for comments to be addressed to the GEC. He reiterated the following deadlines: 19 October for the diversification hallmark, and 26 October for the foundation and focus

hallmarks. The need for linking these developments to the Catalog deadline was mentioned.

Next there was extended discussion of the distribution channels of the hallmarks information. Various senators expressed concern over not receiving materials. VC Kim and Ken Tokuno talked about difficulties with e-mail lists. One senator pointed out that there were faculty under deans where there was no intervening department chair, so that the process of transmittal via department chairs would not have worked in such cases.

At 3:55 Chair Cooper asked that we move to the next item on the agenda, the breakout to the "Conversation". We were asked to begin the conversation with attention to a number of general questions (See below) and then to turn to the ordered questions which members of the SEC would lead groups to, taking notes on the responses. The general questions were:

How do you feel about the campus climate?

How do you feel about the changes going on?

What are you aware of that is going on?

What did you think of President Dobelle's speech to the Congress on 11 October?

In lieu of an exhaustive record of the multiple voices next contributing to the "Conversation", two executive summaries are appended here, the fuller prepared from individual SEC members' summaries of conversations in the groups they led, for the SEC meeting with Interim Chancellor Neubauer on 24 October, and the briefer, one page summary prepared by Chair Cooper from the fuller summary, and used by her at the Deans' and Director's meeting.

The Senate adjourned at 4:22.

Respectfully submitted,

Michael L Forman
Secretary for the Senate

24 October 2001, SEC Meeting with Interim Chancellor Neubauer

**Notes from Conversation with Faculty Senators,
Manoa Faculty Senate Meeting 17 October**

condensed for Deane Neubauer
from six groups, summarized by SEC rapporteurs,
by Mike Forman, for the SEC

[Note: In an effort to cover as many topics as possible, groups were assigned to begin at different points in the list taken from Karl Kim's handout, Manoa Strategic Planning Process: group I began at International Education, II began at University District, III began at Transition Team, IV began at Landscaping, V began at Honors College, and VI began at the top (management audit).]

campus climate in general

On the new campus culture and Dobelle, everyone was totally positive. II
openness appreciated II
that the President does have vision II
People seemed to see a leader in the President, one who made himself visible, who was open and accessible. V
that he is in the media a lot II
that he speaks positively of the faculty II
that he speaks with the faculty II
How can faculty participate? III
Manoa Transition Team -- lack of communication with the faculty III
The President's meeting with students was a positive thing V

but wait and see II
How long could he keep it up? V
How long would it take for the system to beat him down? V
some concern expressed for the President "loving" the Med school more than other parts of the university V
concern that the President trashed the US News & World Report rating of UH
and that he mentions only the 'stars' on campus without attending to other departments which are doing much with little V

Neubauer deserves a lot of credit for improving morale and communication II

question: What is the President's theory of management? II

nothing but positive feelings for Dobelle and Neubauer II
much favorable comment about the Dobelle beginnings IV

concern: that students may not be so aware of the good things that are happening IV
need for greater “connectivity” within the campus -- students need to feel part of something bigger than just their majors IV
There is a “lack of coherence” on campus, attributed in part to the lack of a faculty club V
(See more on campus appearance: need for more ‘gathering places’ where people can sit and eat VI)
need to re-examine the food contract, get rid of the monopoly VI
Fear of consolidation of programs III
Fear of an unsupportable timetable for implementation III
Where are the dollars going to come from? III

Excellence, students

rigor for students is a good thing IV
students had just performed admirably in accreditation visit IV
right that this place should be about excellence IV
fears that ten years down the road, we are not sure who will be on campus I

hard to change the “student culture” V
Would students go to West O‘ahu? V
Parents want their children to go to Manoa V

Honors College

“nice way” to attract top students V
What are we talking about here? Honors sections? A college within a college? All of
Arts & Sciences? I
Is this going to replace A&S? I
huge amt of stuff to figure out -- how does this fit with A&S? which courses? Where is this small college going to go? I

Film School

“out of the blue” V
should be for the benefit of the Pacific Region V
somehow tie in with the Honolulu Film Festival V
Would this be a major draw (?for students)? V
Would there be work here for graduates? V
Would the film school provide the infrastructure for the industry? V
“Keller is susceptible to noise since it is not airconditioned and it is a large classroom building.”
You cannot build next to us without creating a mess for those who teach in Keller. noise is a huge issue.
concern about green space, and loss of big trees

University Park ~ District, Paradise Park, Landscaping

If he goes into Moiliili, there are lots here that could be problematic: old gas stations with serious environmental problems, esp. problematic for dorm sites I

He's talking about dorms, more live in. I

Why new dorms? thought it was one thing students did not complain about II

(not for current students -- but to lure new ones) II

Most students commute by choice; even if there were new dorms, people doubted that students would be able to afford to live there. V

a little district, one strip ? but this is a commuter campus, students all work, who will patronize these places? I

The freeway is too much of a barrier to overcome. Forget Makiki [sic.] and just spread out above the freeway. Create the "university town" mauka of the freeway. II

See James Madison University as an excellent example of what Manoa could become II

People are glad that campus appearance is being addressed VI

We've had no coherent plan; we need professional planning. VI

Everything's looking better; that improves morale. VI

Paradise Park

why? I

site for faculty club? I

campus immediately

parking

The University now does everything to discourage anyone from coming on campus

(e.g., charging for parking) We could do a lot with what we have II

A new faculty member said that from the beginning his impression was that something was not right about the campus. It is neglected. Parking in the center of campus (later explained as around Varney Circle) came in for particular criticism. IV

buildings, physical plant and energy conservation

Where are the dollars going to come from . . . ? III

Our buildings are in terrible shape and repair would go far to give the faculty a sense that things are indeed changing. V

Physical plant must include concern about safety and well-being. IV

mosquito situation, puddles, causes of puddling IV

condition of bathrooms IV

students deserve to have better physical plant IV

don't forget to take care of what already exists V

We don't need new buildings. We never maintain them. II

Energy conservation needs to be addressed. UH needs to be a leader on this VI

campus clean-up was a great idea VI

positive comment about lighting conditions in the new library IV
motion-activated light controls are a bad idea I
liked it when they handed out information on campus plants I
Faculty experts not being used III, IV (both energy conservation and **marketing**)

Airconditioning problems

in the Library the problem will stabilize soon IV
Why is not solar energy use more in evidence? IV
This room is freezing (offered as a comment on “general climate”) IV
temperature in this room is about 60 -- no reason, ridiculous I
Why do students wear parkas? IV
Why do problems of cold rooms go on and on and never get solved? IV
We complained about our building being too cold and they purchased space heaters I
turn down air conditioners -- we can all be a little warmer I

Medical School site

Initial suggestion of Kapolei muddied the waters. II
Kakaako is fine. good to have Cancer Center and School of Public Health together II
If done properly as private-public partnership, it should bring in money. II
Cadman has already tripled outside funds. II

Calendar

full semester needed (music) II
concern for existing summer session II
potential problems of articulation II
trimester would require hiring more faculty II

Salary matters

need to focus on faculty who are dramatically underpaid III
equity first III
“inversion of salaries” a major problem III
pay scales need to be rationalized III

Names

based on money? a way to build and refurbish I
but concern about getting a “Hooter’s Hall” I
Agreement on desirability of not rushing in -- being conservative and constructing a
thoughtful process I

Other indexing would be possible, of course. West O‘ahu / sources of students / zero-sum, and so on, would certainly have been viable categories. This condensation done in haste.

**Faculty Conversations on the New Campus Culture
Manoa Faculty Senate Meeting
October 17, 2001**

- Campus Climate in General**
 - Hope and Apprehension
 - Appreciation for Dobelle's openness, accessibility, support of faculty
 - How long until the system beats him down?
 - Neubauer deserves credit for improving morale and communication
 - Concerns about timetable for implementation and sufficient funding

- Students and Excellence**
 - Honors College
 - Film School

- Physical Plant**
 - Appreciation that campus appearance is being addressed
 - campus looks neglected
 - repair as signal that things are changing
 - Concern about filling new dorms
 - Need for professional planning and a coherent plan
 - Need for UHM to be a leader in energy conservation
 - Faculty experts are not being used (energy conservation & marketing)
 - AC Problems: Cold rooms, space heaters, use of solar energy

- Medical School Site**
 - Generally positive on the site and combined disciplines (Public Health, Cancer Research, etc.)

- Calendar**
 - Concerns: summer session, articulation, need for new faculty

- Salary Matters**
 - Concern for equity

- Names**
 - A way to build relationships
 - Need for thoughtful process