

## **UH Manoa All faculty meeting, September 2, 2009, 3 p.m. Art Auditorium**

Summary of Suggestions and Comments. (Note: Suggestions, Comments, and Questions from the floor are marked as “Q” and remain anonymous, while answers are marked “A” and the responder’s position, when known, is noted.)

UHM FS Chair David Ross convened the meeting at 3:35 p.m. The room was virtually full with people standing in the back. Chair Ross provided a presentation with an overview of the meeting agenda and ground rules for the discussion (see presentation posted separately).

The floor was opened for questions and comments at 3:50 p.m.

Q. We need information. Do we have a transparent budget with information about programs, faculty, facilities, etc. ? We all cost money. Each person who is director or dean knows how much it takes to run their programs. Do we have this information?

A. Cutshaw’s website has some data. There is also a data report being prepared with various indicators of “efficiency.” The data is problematic, but is being cleaned up. As soon as documents are available we’ll make them available.

Q. I agree we need more transparency. A group of 6 faculty has set up a website. Anyone can join by emailing the group - See handout for URL. Open for posting items, etc.

Q. I appreciate the call for transparency. However, we have a political problem that the Gov and UH administration have allowed to occur. It is a political choice. There are other options besides cutting UH, and the BOR has the responsibility to stand up for UH and higher education. We should not fight among ourselves. There is a petition being circulated to bring the issue to a political level, not in-fighting.

Q. I am a very practical person. What can the faculty do? As a group, what can we do to make changes? For one thing, the petition [circulated at the meeting] could be one step. Most members in my department just say “it’s going to happen, there’s nothing we can do.” What can we do as faculty?

A. The fact is there is less money and something has to give. The administration is already proposing solutions, and we want to get alternative suggestions from the faculty, rather than just accept the administration’s ideas.

Q. There are several ideas raised that need to be looked at as a whole. One of these involves how we register students. Our new-student registration comes too late for departments to make adjustments in class offerings. We need to allow students to register earlier, perhaps July. Many continuing students overenroll in classes then drop the ones they don’t like. By that time it’s too late for other students to enroll.

Q. Why do we charge continuing students for only 1 credit-hour for dissertation research? This could be increased to 18 credits.

Q. Our department has been entrepreneurial, but Outreach and Summer cannot tell us what money they have in our accounts.

Q. Is there any short term savings by eliminating Deans and making a college into a department? Would that be fast enough? Would there be any union implications?

A. From UHPA rep: In retrenchment, tenured deans might bump a junior faculty. The union has a direct legal right to provide input on retrenchments. The union has only the right for consultation for reorganizations.

A. From Chair Ross: The faculty Senate last year negotiated a new reorganization process. It hasn't been tested yet, but should be used to evaluate such proposals.

A. From UHPA: Some reorganizations (e.g. Library) have involved moving UHPA members to APT positions at lower salary. UHPA opposes such moves.

Q. What is the role of the Senate vs UHPA?

A. Chair Ross: There are lines of communication between them, but there are differences in roles.

A. From UHPA: You can get information from the UHPA website if you are an UHPA member, and email UHPA directly.

Q. I have served under 9 presidents. There has never been a temporary cut. They end up being permanent. What will happen to locus of tenure in reorgs? Particularly with regard to A&S reorganization?

A. From A&S chair: There is a proposal for A&S that the Deans have prepared. Chairs have seen it. It will be circulated soon to faculty.

A. From UHPA: Clarification on timing of UHPA memos.

A. Chair Ross presented information about web resources, including information and blogs about other universities (UC, AAUP, UNM). As a data point, the UNM reorganization and consolidation of administration resulted in increased costs, not decreased.

Q. I have served for a number of years on a committee that the administration sits on. The largest budget item is electricity. Why don't we have a report on electricity usage? We should save the cost by cutting usage.

While this is a political issue, we still don't have good budget information.

It might be a good idea to say we will not build any new buildings. We can wait 2 years. But of course there are construction jobs for that. So the choice is construction jobs or education for our children. We need to look at budgets not only across UHM but also across the 10 campuses.

Q. What is the current official process for reorganization? Our Dean is threatening to reorganize if the faculty don't.

A. Former Chair of CAB: the new reorganization process is on VC Cutshaw's website. The new process includes more opportunities for consultation.

A. Chair Ross: If people think that their deans are doing things they shouldn't be doing, then let the faculty senate know. There are required procedures for many things. Contact the faculty senate.

Q. We need more information. It seems we're being too reactive and not proactive. The notice of this meeting was late. Also UHPA has not really provided or solicited enough information.

Q. The faculty can demand that the faculty senate practice open communication with the faculty. Send out URL that will give us the kind of data we need. The union has to ask the faculty what we want, not just inform us of what it is doing.

Q. The wording of the UHPA questionnaire was not right as it didn't ask for questions about cutting administration. We get lots of messages about new administrators being hired, remodeling kitchens at UH expense, etc. This is not right.

Q. We need to be proactive. We need to go after administrative excess.

A. Chair Ross: I remind everyone whenever I can that administrative hiring is prima facie evidence that we are not in a financial crisis. We are trying to get the message out to faculty even though we don't have the direct email access to the full list of faculty. We try to work through senate networks.

Q. We all know that if we don't charge for units' physical space, people won't conserve it. The best way to save electricity is to mothball a building. Charge units for space costs, and they'll use less space and less electricity.

Q: Charge students by credit not by the semester. It would discourage students from taking classes they they know they can't finish. Scholarships can cover some of the increase.

Q. UHM has taken a more significant hit than other campuses. This was not resisted at all by Pres. McClain or Chancellor Hinshaw. I also saw that with the federal stimulus

money, the UH System took \$10 million. This actually constitutes an increase for the System. Why is the system doing so well while UHM faces enormous cuts?

A. Chair Ross – The UH central administration said this is supposed to be for a specific fraction of the stimulus that is supposed to be for administering the stimulus money.

Q. This just shows the dysfunctionality of the Chancellor. We thought this chancellor would protect UHM. But this hasn't been the case. I propose that we abolish the UHM chancellor and place UHM back under the UH System. We paid Mortimer less money.

Q. On the budget and prioritization committee, only 4 are faculty and the rest are administrators. What is the possibility of getting more faculty on this committee?

A. Chair Ross – we can try to get more faculty, or perhaps decrease the total number of people on the committee. These committees have been merged. Perhaps a better approach is might be to have a better composed committee before final decisions are being made.

Q. I suspect that the committees are a smoke screen and the Chancellor will make what changes she wants to. Why don't we have a Chancellor who fights for us, and says we're not going to take cuts at UHM? Why do we need another 4 year campus on Oahu? Who is making money from building this new campus? Why don't we look at alternatives like busing students, etc.?

A. From committee member: The original commitment to serve on the budget/prioritization committee was to be 2 weeks. However, this was an adhoc group to advise the Chancellor and it is chaired by her. Now it's merged other committees and "the train is moving." My advice is for the SEC to look closely at the committee and see if it is what the faculty senate wants. We need to address this structural issue, while still staying on the train.

Q. What are the ideas that that committee is coming up with?

A. From committee member: There should be a memo issued soon. It will involve a mismatch of administrative agendas and some things the committee discussed. These sorts of things just sort of "creep" into documents rather than reflect an accurate record of the meeting.

Q. Who's looking after the academic policy side? Gov and legislature think faculty can teach much more, for lower salaries, etc. Who is making the contrary claims?

A. Chair Ross: We have no one showing the impacts of cuts on UHM. We have to get that story out.

Q. Chancellors exist now on each campus. Each has the same vote; each makes a similar salary. We should get WASC to put pressure on the UH System to fix itself. Let's go back to the President model for UHM governance.

Q. Numbers on costs per unit are being circulated. Some folks are poo pooing those. The real focus may be behind a smokescreen; it seems to be shifting to "eliminating redundancies": "Why ethnic studies, gender studies, etc in so many department?" – "Everybody's teaching those." "Everybody's teaching stats." What support is there for such claims?

A. Chair Ross: The 'Redundancy committee' now formed may have little influence.

Q. Remember: retrenchment, even reorganization, will not fix this year's budget. We have to try to get thru the budget situation now. The State has a history of lying about the State's fiscal situation. Perhaps for now we should have all administrators teach. We can't afford to lose students now; let's add classes taught by administrators.

Q. Where's transparency? Why aren't all documents for prioritization being circulated immediately? The Administration has to 'put it in writing'; faculty has to demand access to data and documents.

Q. CAB and CAPP, meaning the Faculty Senate, are essentially without authority – so how can we claim that faculty have a voice in these critical decisions?

Q. Demand that BOR renegotiate Administrative salaries.

Q. We need constant communication from faculty to BOR.

Q. Make sure that we have all of today's wonderful suggestions down, so that we can promulgate them. I've heard that this is a manufactured budget crisis, and we are not making our faculty voices heard. What are the suggestions that have been brought forward today?

A. From Fac Senate Secretary: I have 33 so far; Shirley Daniel has also has taken notes.

Q. We have to get data from the prioritization/budget group out. Who should be chair is apparently being discussed. We were told that we have to do retrenchment now, even though results will not take effect for 3 years. I expect 'test cases' for retrenchment will go to BOR in November.

Q. Yes, let's not become complicit in administration's decisions. From my perspective, decisions on reorganization/retrenchment should be made primarily by faculty, not with token faculty representation. Consider what happened this week re: Cancer center.

Q. Retrenchment decisions must be made by BOR, not UHM. BOR said 'we will discuss retrenchment in Nov.' BOR can decide otherwise – faculty can have a say,

especially re: academic policy, e.g., what's happening in classrooms—faculty can document the impacts on students. State can 'lose' higher education, just as state is losing agriculture for want of financial support. UHPA is trying to keep state from losing higher education.

Q. Close West Oahu!

A. Chair Ross: Please provide written suggestions. Today's suggestions will be forwarded to CAPP and CAB for consideration as they work to craft a faculty position on the budget.

Suggestions received at the end of the meeting from the notes transcribed from index cards that were turned in:

1. Cut top admin salaries (there's no reason anyone running this university should get more than the president running the country. All salaries should below \$250K)
2. Raise the normal room temp in classrooms; hold classes outside; keep room lights off.
3. Eliminate the athletic department.
4. Charge more for dissertation hours--1 credit is unheard of elsewhere; improve budget systems--outreach and summer need to be improved; reward entrepreneurship; pay tuition per credit hour--no free credits.
5. SEC represents the faculty in numerous meetings with admin, BOR, etc. We the faculty need clear, precise summaries and the minutes of those meetings, and clear directions as to where to access those minutes.
6. Separate SEC from administration re: budget and reorganization--we are being used and will lend administration the stamp of legitimacy (they are dictating terms of the process, seems like faculty is being reactionary, i.e., introduction of "retrenchment" and "reorganization" as options); subject admin to same process as academics--reorganization, redundancy, cuts in admin positions; publicize this process and its impact on HI kids; take faculty survey for mandate on action.
7. Administrators should be asked to teach at least one class a year. This not only increases opportunities for students and generates revenue but gives them a chance to understand the needs of faculty and students so is beneficial to the educational process itself.
8. There should be a complete disclosure of funds in each college and record of all funds must be made public.
9. I believe the method of delivery must be adjusted to: 1) if a college is not willing to offer a class, outreach college can offer the class and/or allow community colleges to

offer lower level courses, 2) tuition and fees must correlate to number of courses students take.

10. The budget cuts are real; there appears to be no possibility of reversing the cuts; therefore we must deal with the cuts; the amount of money available to meet cuts without retrenchment are not significant; the university needs to become smaller; vertical cuts are the only way to solve the problem. We have a choice: a large university with resources spread so thin that there are no resources for innovation; a smaller university with the ability to innovate. However, I am sure we will choose the first option.

11. We need an assessment of the ten year or so experiment with administrative structure (separating System and Manoa). We should now have a classic ABA experiment. Has this structure aided our core missions? Bottom line?