

## STANDARD 3(a) AT-A-GLANCE

### Developing and Applying Resources and Organizational Structures to Ensure Sustainability

#### Faculty & Staff

3.1. The institution employs personnel sufficient in number and professional qualifications to maintain its operations and to support its academic programs, consistent with its institutional and educational objectives.

- Professional – Clerical Ratio Report, 2001-2002: <http://www.hawaii.edu/cgi-bin/iro/maps?ratios02.pdf>
- Faculty and Staff Report, Fall 2001: <http://www.hawaii.edu/cgi-bin/iro/maps?fsuhf01.pdf>
- Systemwide Administrative Procedures A9.540: Recruitment and Selection of Faculty, Administrative, Professional and Technical Personnel: <http://www.hawaii.edu/svpa/apm/pers/a9540.pdf>
- Board of Regents Minimum Qualifications for Faculty: <http://www.hawaii.edu/ovcaa/bor9.2.pdf>
- Board of Regents Policy on Personnel Status: <http://www.svpa.hawaii.edu/svpa/borp/borpch9.pdf>

3.2. The institution demonstrates that it employs a faculty with substantial and continuing commitment to the institution sufficient in number, professional qualifications, and diversity to achieve its educational objectives, to establish and oversee academic policies, and to ensure the integrity and continuity of its academic programs wherever and however delivered.

- UHM Student-Faculty Ratios and Average Class Size, and Faculty Turnover Rate 1997 and 2001: <http://www.hawaii.edu/ovppp/ier/ierwebaccessible.html#s3>
- Faculty and Staff Report, Fall 2001: <http://www.hawaii.edu/cgi-bin/iro/maps?fsuhf01.pdf>
- Board of Regents Minimum Qualifications for Faculty: <http://www.hawaii.edu/ovcaa/bor9.2.pdf>
- Equal Opportunity and Affirmative Action Brochure: <http://www.hawaii.edu/ohr/docs/forms/ecosyste.pdf>
- Board of Regents Policies Section 1-10: Regents' Policy on Faculty Involvement in Academic Decision Making and Academic Policy Development: <http://www.svpa.hawaii.edu/svpa/borp/borpch1.pdf>
- Executive Policy E1.101: Implementation and Maintenance of Regents Policy on Faculty Participation in Academic Decision-Making and Academic Policy Development: <http://www.svpa.hawaii.edu/svpa/ep/e1/e1101.pdf>
- Manoa Strategic Plan Related Goals and Imperatives: [http://www.uhm/hawaii.edu/vision/DOD\\_12\\_05.pdf](http://www.uhm/hawaii.edu/vision/DOD_12_05.pdf)

- Executive Policy E5.201: Approval of New Academic Programs and Review of Provisional Academic Programs: <http://www.hawaii.edu/svpa/ep/e5/e5201.pdf>
- Executive Policy E5.202: Review of Established Programs: <http://www.hawaii.edu/svpa/ep/e5/e5202.pdf>
- Board of Regents Policy on Personnel Status: <http://www.svpa.hawaii.edu/svpa/borp/borpch9.pdf>

3.3. Faculty and staff recruitment, workload, incentive, and evaluation practices are aligned with institutional purposes and educational objectives. Evaluation processes are systematic, include appropriate peer review, and, for instructional faculty and other teaching staff, involve consideration of evidence of teaching effectiveness, including student evaluations of instruction.

- Systemwide Administrative Procedures A9.540: Recruitment and Selection of Faculty and Administrative, Professional and Technical (APT) Personnel: <http://www.svpa.hawaii.edu/svpa/apm/pers/a9540.pdf>
- Systemwide Administrative Procedures A9.560: Appointment of Lectures and Cooperation Teachers/Counselors: <http://www.svpa.hawaii.edu/svpa/apm/pers/a9560.pdf>
- Executive Policy E9.203: Evaluation of Board of Regents Appointees: <http://www.hawaii.edu/svpa/ep/e9/e9203.pdf>
- 2002 Faculty Workload Survey: <http://www.hawaii.edu/ovppp/faculty02.pdf>
- Manoa Strategic Plan: Mission Statement, Educational Effectiveness and Research imperatives related to faculty and staff. [http://www.uhm/hawaii.edu/vision/DOD\\_12\\_05.pdf](http://www.uhm/hawaii.edu/vision/DOD_12_05.pdf)
- Criteria and Guidelines for Faculty Tenure/Promotion Application: <http://www.hawaii.edu/ovcaa/0203guid.PDF>
- Board of Regents Policy on Personnel Status: <http://www.svpa.hawaii.edu/svpa/borp/borpch9.pdf>

3.4. The institution maintains appropriate and sufficiently supported faculty development activities designed to improve teaching and learning consistent with its educational objectives and institutional purposes.

- Office of Faculty Development and Academic Support: <http://www.ofdas.hawaii.edu/ofdasH.html>
- Faculty Mentoring Program: <http://www2.hawaii.edu/facultymentoring/>