

## **MINUTES**

### **BOARD OF REGENTS COMMITTEE ON PERSONNEL AFFAIRS AND BOARD GOVERNANCE MEETING**

**MARCH 14, 2019**

#### **I. CALL TO ORDER**

Committee Chair Eugene Bal called the meeting to order at 8:45 a.m. on Thursday, March 14, 2019, at the University of Hawai'i at Mānoa, Information Technology Building, 1<sup>st</sup> Floor Conference Room 105A/B, 2520 Correa Road, Honolulu, Hawai'i 96822.

Committee members in attendance: Committee Chair Eugene Bal; Committee Vice Chair Randy Moore; Regent Ben Kudo; Regent Michael McEnerney; Regent Ernest Wilson Jr.

Committee members excused: Board Vice Chair Jeffrey Portnoy

Others in attendance: Board Chair Lee Putnam; Board Vice Chair Wayne Higaki; Regent Kelli Acopan; Regent Alapaki Nahale-a; Regent Michelle Tagorda; Regent Robert Westerman; Regent Stanford Yuen (ex officio committee members); President/UH-Mānoa (UHM) Chancellor David Lassner; Vice President for Administration Jan Gouveia; Vice President for Community Colleges John Morton; Vice President for Legal Affairs/University General Counsel Carrie Okinaga; Vice President for Academic Planning and Policy Donald Straney; Vice President for Research and Innovation Vassilis Syrmos; Vice President for Information Technology/Chief Information Officer Garret Yoshimi; Interim UH-Hilo (UHH) Chancellor Marcia Sakai; UH-West O'ahu (UHWO) Chancellor Maenette Benham; UHM Vice Chancellor for Research/Interim Vice Chancellor for Academic Affairs Michael Bruno; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

#### **II. PUBLIC COMMENT PERIOD**

Board Secretary Oishi announced that the Board Office received no written testimony and no individuals had signed up to provide oral testimony.

#### **III. AGENDA ITEMS**

##### **A. All Campus Council Faculty Senate Presentation**

Candy Branson, co-chair for the All Campus Council of Faculty Senate Chairs (ACCFSC) representing the community colleges, and Truc Nguyen, co-chair for the ACCFSC representing the four-year institutions, provided a brief overview of the ACCFSC.

They highlighted several recent changes to the ACCFSC bylaws: the Council decided they are not a consultative body and that communications should be sent to all faculty senate chairs; clarification that it is not a requirement that the ACCFSC chair be from UHM; and instead of the co-chairs meeting with the VP for Community Colleges, the Council would like to be addressed as a whole. The ACCFSC meets monthly and has

two co-chairs, one representing the two-year campuses and one representing the four-year campuses. They reiterated the point that communications should be directed to all senate chairs and not just the ACCFSC co-chairs.

## **B. Presentation on Quality of Faculty Work Life Survey Results**

Dr. Christine Sorensen Irvine and Dr. Nani Azman, 2017-2018 ACCFSC co-chairs, presented the findings from the 2018 quality of faculty work life survey. Dr. Irvine noted that the presentation was based on her analysis of the raw data and that the findings were based on aggregate data across campuses, although there was variation from the different campuses. The survey was sent to faculty that worked at least half-time and was more representative of 9-month instructional faculty and tenured faculty. Dr. Irvine explained the details of the findings as noted in the materials and concluded by expressing the desire to work together to improve campus climate.

Clarification was provided that there is a typographical error on some of the slides in the materials and that some of the headers in the right column should say, “agree/strongly agree” instead of “agree/strongly disagree.”

Regent Kudo inquired on the frequency of the survey and whether there is trend data. He also requested that data be provided by campus, as each campus is different and it would be helpful to use the data to look at ways to make improvements. Dr. Irvine replied that she could analyze the data if the full data set is provided. President Lassner agreed to share the data. She noted that the campus climate questions were added this year and the other questions were the same as previous surveys.

Regent Tagorda asked if there was an opportunity to include qualitative questions. Dr. Irvine noted that there is opportunity, but the report only provides a list of comments and no analysis was conducted.

Regent Yuen requested that the concerns raised by prioritized and that board and administration be advised on the items they should be focusing on. Dr. Irvine noted the areas of support services and climate, but recognized that climate may be a campus-level topic. She added that openness and transparency in helping faculty feel that they are supported could make a difference. Regent Yuen asked for clarification regarding facilities and whether it is an issue of maintenance or lack of space. Dr. Irvine responded that it varies by campus but is likely a maintenance issue. She added that facilities are inadequate for today’s teaching environment and that access to technology is lacking compared to peer campuses.

Regent Acopan noted that many of the comments are echoed by students with regard to transparency, support, and facilities. She further mentioned that there is a lack of technology available to instructors.

Regent Westerman asked for recommendations for the board to work on in response to the survey. Dr. Irvine identified openness and transparency, supports, and facilities. Regent Westerman asked for clarification regarding openness and transparency and what more could be done when meetings and records are open and available to the public. Dr. Azman responded that people may not realize meetings are open and that a reminder

could be provided. Dr. Irvine further noted that decisions are made without room for input.

Regent Wilson commented that it is important to know the problems and concerns and that they are being taken seriously.

Board Chair Putnam suggested that chancellors provide feedback.

Interim Vice Chancellor Bruno commented that he meets twice a month with all deans and twice a semester with all department chairs. Department chairs are the primary conduit for important information. Town hall meetings and efforts by the System Communications Office have also helped improve communication.

President Lassner noted that he meets with the Senate Executive Committee twice a month, and that in the past he has been invited to meet with ACCFSC and is willing to continue to meet if invited. President Lassner also meets at least twice a year with the student caucus. He and other UHM campus administrators have also met with the UHM Faculty Congress, which is the assembly of all UHM faculty. The Campus Climate Advisory Committee was created last year before the survey due to concerns observed by President Lassner, and the ACCFSC chair was asked to sit on that committee.

Regent Nahale-a arrived at 9:35 a.m.

President Lassner continued that with regard to facilities, much of the problem is financial. Although recent tuition increases have been dedicated solely to facilities, the impact has not yet been seen, and while it may help with maintenance, it will not go far to help with major renovations. He added that the university will continue to request support from the Legislature for the facilities needed for 21<sup>st</sup> century learning.

Regent Acopan observed that there appears to be a lack of faith in administration and the institution as a whole, and that when information is absent or not communicated, even if it was unintentional, there is a perception that something is amiss. She encouraged better sharing of information.

Committee Chair Bal conveyed that communication is key with regard to shared governance.

**C. For Review and Recommend Board Approval of Revisions to Regents Policy 2.203, Policy on Evaluation of the President (to be renamed, Policy on Evaluation on the President and Other Direct Reports to the board)**

Board Secretary Oishi explained that the committee previously discussed possible amendments to Regents Policy (RP) 2.203 to allow for a more comprehensive evaluation of the president every three years and a lighter annual evaluation, and also to include provisions in the event the president is under a contract. She further noted that the proposed changes also address evaluations for the board secretary and director of internal audit. Because these positions report directly to the board, the proposed revisions are intended to bridge the guidelines for executive and managerial employees with the board's performance evaluation of the board secretary and internal auditor.

Regent Wilson moved to recommend board approval of the revisions to RP 2.203, seconded by Regent McEnerney.

Board Chair Putnam noted that the statement of purpose from the original policy is overly wordy and outdated. She requested that the board secretary and general counsel work on edits to the statement of purpose.

Committee Chair Bal clarified that the draft as proposed to the committee would be further edited as noted by Chair Putnam before the policy is considered for approval by the full board.

Regent Wilson and Regent McEnerney agreed to amend the original motion to include the additional changes proposed by Chair Putnam, and the committee unanimously agreed to the amended motion.

There having been a motion made and seconded, a vote was taken and the motion carried unanimously.

#### **IV. ADJOURNMENT**

There being no further business, Regent Wilson moved to adjourn, and Regent McEnerney seconded, and with unanimous approval, the meeting was adjourned at 9:47 a.m.

Respectfully Submitted,

/S/

Kendra Oishi  
Executive Administrator and Secretary  
of the Board of Regents