

## BOR PS faculty testimony

**Dianqing Sun** <dianqing@hawaii.edu>

Wed, Jan 6, 2021 at 11:36 AM

To: bor.testimony@hawaii.edu

Cc: Shugeng Cao <scao@hawaii.edu>, Leng Chang <lengchee@hawaii.edu>, Daniela Guendisch <danielag@hawaii.edu>, Susan I Jarvi <jarvi@hawaii.edu>, Ghee Tan <gheetan@hawaii.edu>

**To: University of Hawaii Board of Regents**

**From: Faculty of the Department of Pharmaceutical Sciences, the DKICP, UH Hilo**

Dianqing Sun (Professor and Chair)

Shugeng Cao (Associate Professor)

Leng Chee Chang (Associate Professor)

Daniela Guendisch (Associate Professor)

Susan Jarvi (Professor)

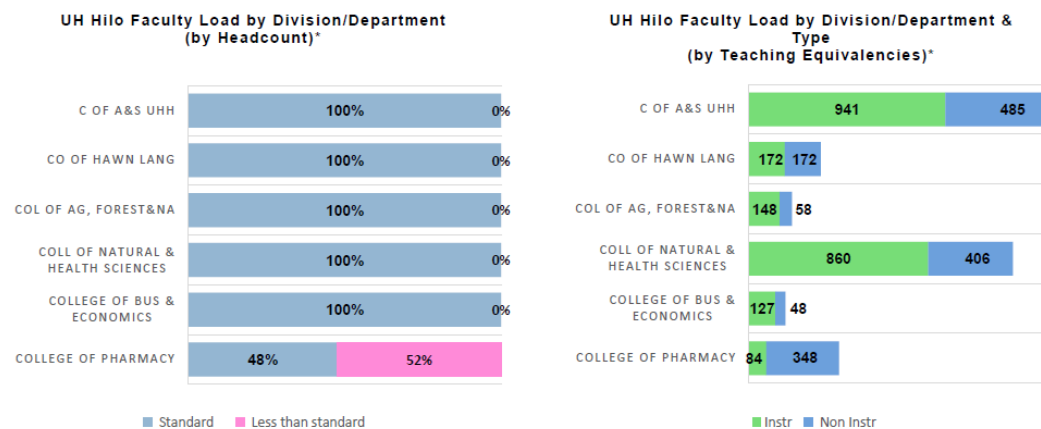
Ghee Tan (Professor and Director of Ph.D. in Pharmaceutical Sciences Program)

**Our testimony is in reference to the agenda item IIIA, “Reporting Faculty Workload Assignments”.**

Mr. Chairman and Honorable Members:

The Pharmaceutical Sciences (PS) department faculty at the Daniel K. Inouye College of Pharmacy (DKICP) at UH Hilo are deeply concerned and disturbed with the dissemination of misinformation and/or inaccurate workload information on the slide 16 below.

## UH Hilo Faculty Assignment (2)



\* Excludes faculty in "N/A" category of the campus headcount.

16

We strongly believe, the College of Pharmacy workload data are inaccurate, misleading, and grossly underestimate our actual workload. We only recently heard claims by VCAA Roney that our workload is low, so we requested a copy of the data they used to make that claim. We received the data from VCAA Roney only a month ago, and promptly reported to her regarding our concerns and many errors and/or inaccuracies in the data. It appears to us that much of the data may have been retrospectively created without notifying or getting any input from faculty or without any evidence of verifying accuracy or validity of the metrics. After asking for further clarification about the source of some of the most misleading/inaccurate data, VCAA Roney informed us that the source was the “DKICP Deans office”, with no further specifications.

These recent claims by administration of our low workload are particularly disturbing given that UH Hilo does not have approved workload equivalencies. Per the UH Hilo faculty congress meeting minutes dated February 15, 2019 (<https://hilo.hawaii.edu/congress/minutes/documents/minutes/MinutesfromFebruary2019Meeting.pdf>). On page 4, under New Business, “Concerns about the Workload Equivalency policy: Jan Ray asked VCAA Ken Hon for an update on the workload equivalencies policy that was posted on the VCAA web site in December 2018. Ken reported that he quickly drafted and posted this after talking to the Deans in response to a short-notice request from the Board of Regents. Jan

reminded Ken that academic policy issues such as this must be referred to Faculty Congress for consultation.” Thus, the current UH Hilo workload policy (<https://hilo.hawaii.edu/policies/teaching-workload.php>) appears to be a draft document which has not been appropriately reviewed and/or approved by our faculty body such as the UH Hilo Faculty Congress Academic Policy Committee. That said, using this draft workload policy, to calculate and report our faculty’s workload is highly problematic and inappropriate.

Despite the lack of consultation by administration, our department made significant good faith efforts to develop workload equivalencies, which we submitted to administration over a year ago. When we recently asked administration about the status of this, VCAA Roney informed us they were rejected by former iVCAA Ken Hon, but faculty were never informed about this. Nevertheless, our faculty have continued to be accountable for our workload and performance.

Below are just a few highlights from our PS department faculty.

The PS faculty have made considerable efforts to address Hawai‘i Papa O Ke Ao, which is a UH System initiative. The PS faculty provides numerous opportunities for UH Hilo undergraduate and graduate students to engage in research and leadership development. These efforts have significantly enhanced the participation of Native Hawaiian and Pacific Islander students in biomedical and pharmaceutical research. In addition, the PS faculty organize and lead a variety of community outreach activities every year.

At the DKICP, our current PS faculty have mentored over 322 biomedical and pharmaceutical researchers including high school students, undergraduate (e.g., INBRE and SHARP) students, PhD graduate and professional PharmD students, and postdoctoral fellows.

At the DKICP and UH Hilo, our current PS faculty have acquired over \$10.3M total in extramural and intramural grant funds. In addition, since joining the DKICP our PS faculty have authored/coauthored more than 245 peer-reviewed publications, including *Nature*, *Science*, *Cell*, *Nature Medicine*, and *Nature Biomedical Engineering*, etc.

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 **BOR PS faculty testimony.pdf**  
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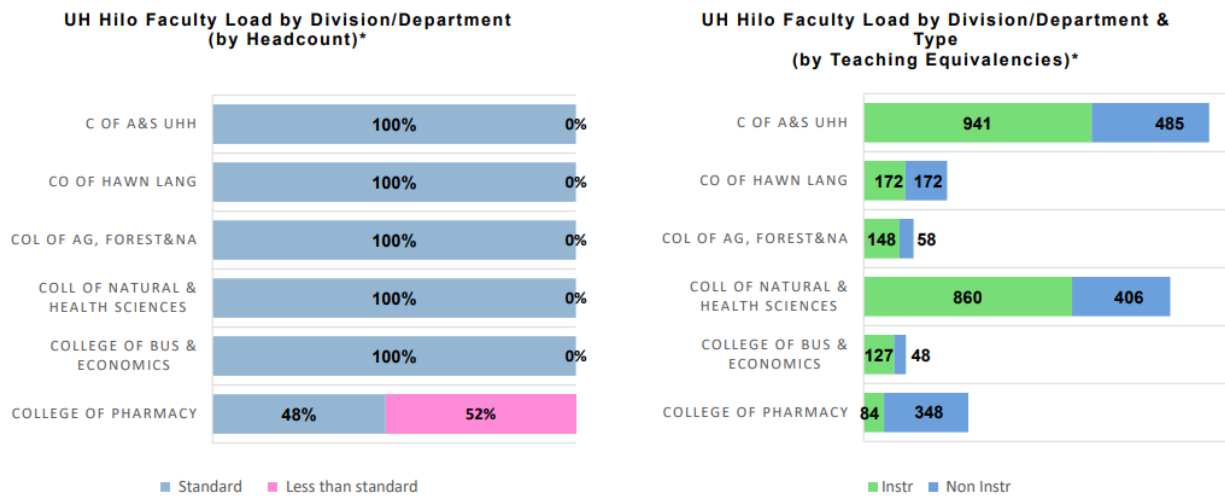
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