

MINUTES

BOARD OF REGENTS MEETING

FEBRUARY 16, 2023

I. CALL TO ORDER

Chair Moore called the meeting to order at 10:12 a.m. on Thursday, February 16, 2023, at the University of Hawai'i (UH) Maui College, Ka'a'ike Building Room 105BCD, 310 W. Ka'ahumanu Avenue, Kahului, HI 96732, with regents participating from various locations.

Quorum (11): Chair Randy Moore; Vice-Chair Alapaki Nahale-a; Vice-Chair Ernest Wilson; Regent Eugene Bal; Regent William Haning; Regent Wayne Higaki; Regent Gabriel Lee; Regent Laurel Loo; Regent Abigail Mawae; Regent Diane Paloma; and Regent Laurie Tochiki.

Others in attendance: President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Academic Strategy Debora Halbert; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; VP for Information Technology/Chief Information Officer Garret Yoshimi; VP for Budget and Finance/Chief Financial Officer Kalbert Young; VP for Advancement/University of Hawai'i Foundation (UHF) Chief Executive Officer (CEO) Tim Dolan; UH Mānoa (UHM) Provost Michael Bruno; UH Hilo (UHH) Chancellor Bonnie Irwin; UH West O'ahu (UHWO) Chancellor Maenette Benham; UH-Maui College (UHMC) Chancellor Lui Hokoana; Interim Associate Vice President for Academic Affairs for the UH Community College System (Interim UHCC AVPAA) Della Teraoka; Interim Executive Administrator and Secretary of the Board of Regents (Interim Board Secretary) Jamie Go; and others as noted.

II. APPROVAL OF THE MINUTES

Chair Moore inquired if there were any corrections to the minutes of the January 19, 2023, meeting which had been distributed. Hearing none, the minutes were approved.

III. PUBLIC COMMENT PERIOD

Interim Board Secretary Go announced that the Board Office did not receive any written testimony but that two individuals signed-up to provide oral testimony.

David Alexander Williamson provided oral comments on the proposal to provide land for a photovoltaic energy generation project on Hawai'i Island that is contained within Agenda Item VII.A.1

Keola Donaghy provided oral comments on the status of the Ethnomusicology Program at UHM.

IV. REPORT OF THE PRESIDENT

A. SCR 201 Consultation Update

President Lassner reported that drafts of proposed amendments to Executive and Regents Policies crafted by the SCR 201 Steering Committee to address the recommendations of the SCR 201 Task Force have been provided to the University of Hawai'i Professional Assembly and all of the faculty senates for formal consultation. A general overview of these policy changes was also presented to the Co-Chairs of the All Campus Council of Faculty Senate Chairs. It has been requested that any comments on the proposed changes be submitted to the administration by the middle of April 2023. The administration remains hopeful that adoption of these policy changes will occur by the end of the current academic year.

B. Enrollment Update

As of the census date, overall headcount enrollment for the spring 2023 semester has decreased systemwide by 0.4 percent as compared to spring 2022. This is an improvement from the fall-over-fall census decline of 2.8 percent. While UHM, UHWO, Hawai'i Community College, Honolulu Community College, and Windward Community College experienced enrollment increases ranging from 0.5 to 3.8 percent, other campuses within the university system have witnessed various degrees of declining enrollment. Systemwide enrollment data has also shown a slight uptick in the undergraduate and historically underserved student population demographic, as well as improved fall-to-spring retention rates, although the university is continuing its efforts to make better progress in this area. Early college admissions realized an almost 20 percent spring-over-spring increase which equates to nearly 4,000 early college students being admitted to the university this spring, the largest number of early admits on record. It was also noted that enrollment of students home-based at a different university campus increased 2.4 percent, which indicates that more students are taking advantage of online learning opportunities available from another part of the university system. President Lassner stated that, once the Institutional Research, Analysis, and Planning Office conducts a full analysis of the Spring 2022 census data, a more comprehensive enrollment report will be provided to the board.

C. Extramural Funding Update

The university has received just under \$355 million in extramural funding to date, which represents slightly more than a half-a-percent increase over the amount received as of the same day last year.

D. Independent Assessment of UHM Athletics Update

A report from the consultant that was hired to perform an independent assessment of UHM Athletics Department operations relating to student-athlete welfare and communications is expected to be completed by the end of February 2023. It was noted that challenges in scheduling the necessary interviews to fulfill the terms of the assessment, along with the consultant's efforts to exercise due diligence in crafting a complete and accurate report, have resulted in delays. While the administration is disappointed that the assessment is taking longer than anticipated, President Lassner emphasized that no additional costs will be incurred by the university as a result of these delays since the assessment was procured through a fixed-price service contract.

E. Other

President Lassner explained that the university was recently made aware of its ownership interest in land located at Cape Kumukahi on Hawai'i Island as a result of concerns raised by the Office of Hawaiian Affairs (OHA) about the alleged disturbance of burial sites located on the property. As a result of OHA's concerns, the university procured the services of a professional consulting firm specializing in cultural and heritage resources management and commissioned a survey of the parcel in question, which has since determined that the desecration of grave sites occurred on an adjoining landowner's property and not the university-owned parcel. Nonetheless, the university worked with identified lineal descendants to begin the challenging task of preparing a burial treatment plan under the steadfast belief that this was part of its kuleana. An announcement was made that the burial treatment plan submitted by the university was unanimously approved by the Hawai'i Island Burial Council earlier this morning.

The search for a new Athletics Director at UHM has started. A seven-person search advisory committee co-chaired by Provost Bruno and Susan Eichor, President and Chief Operating Officer of UHM, will now begin the process of reviewing applications for the position which are due no later than March 10, 2023. The search advisory committee will then present a list of qualified candidates to President Lassner for final consideration. It is anticipated that board approval of the appointment of a new UHM Athletics Director will be sought in May 2023.

Working groups have been organized to monitor ongoing activities related to a diesel fuel spill that occurred at the Maui Space Surveillance Complex (MSSC) on Haleakala in January and the discharge of ethylene glycol that happened at the University of Hawai'i's 88-inch telescope (UH88) on Mauna Kea in December of 2022. President Lassner provided information on each of these incidents highlighting their possible causes, as well as the amounts of fluid discharged, and discussed both immediate and long-term corrective actions taken to address these matters. He also noted that while UH88 is owned and operated by the university, the MSSC astronomy facility is owned and operated by the United States Space Force but is situated on lands leased from the university.

Inquiries continue to be received from the Legislature, particularly the Senate, regarding a number of issues. While some questions have been straightforward, others have required detailed analyses of complex data to formulate an appropriate and accurate response. To date, the university has received approximately 16 individual requests for information containing more than 75 questions in the aggregate and has provided over 4,900 pages of response, including almost 60 pages of narrative information and over 4,800 attachments. A handful of responses to more complex inquiries, such as a request for information about all state-funded travel during 2022, are still being prepared and will likely involve the submittal of voluminous amounts of material. Additionally, the university has submitted 176 pieces of testimony over the course of four weeks on various bills that have been introduced this legislative session that have the potential to impact the university or its operations.

F. UHMC Campus Presentation

Chancellor Hokoana presented information on UHMC's fall 2022 enrollment statistics and student population demographics highlighting that large percentages of students attending UHMC are from Maui Nui; female; under the age of 24; and of Native Hawaiian and Filipino ethnicity. Although UHMC experienced a decline of 9.3 percent in overall headcount enrollment for fall 2022 and has witnessed downward trends in several enrollment classifications over the past five years, preliminary spring-over-spring data for the current semester appears to indicate that enrollment is stabilizing. Moreover, UHMC has seen an increase in early college enrollment of 18.6 percent, and enrollment in apprenticeship programs, as well as in courses offering online instruction, is on the rise. However, factors such as familial obligations, financial struggles, and school-work balance continue to serve as impediments to enrollment. In an effort to address these barriers, UHMC has begun to, among other things, refine its on-boarding processes, increase the provision of wrap-around services, enhance communications on the accessibility of financial aid, and improve outreach regarding the availability of programs and educational opportunities for current as well as prospective students.

Trend data related to various performance metrics used to define student success including fall-to-fall retention rates; graduation rates; the number of degrees awarded to Native Hawaiian and Pell Grant students, as well as in the fields of science, technology, engineering, and mathematics; and transfers to baccalaureate awarding institutions, including those within the university system, was reviewed. While UHMC has encountered difficulties in meeting the established benchmarks for these performance measures, Chancellor Hokoana stressed that administrators, faculty, and staff are working diligently to improve upon these statistics.

Chancellor Hokoana drew attention to several initiatives UHMC has embarked upon to reimagine higher education for Maui Nui stating that serving the community and meeting its needs is at the core of many of these propositions. He noted that UHMC's 2023-2029 Strategic Plan (UHMC Strategic Plan), which is currently being finalized, is a key component of these efforts and provided a synopsis of the Plan, reviewing its four focus areas including the establishment of a Native Hawaiian sense of place, improving student success, meeting Hawai'i's workforce needs, and economic diversification through innovation. He also discussed proposals to deal with the new enrollment dynamic that was created by the COVID-19 pandemic, such as the creation of an enrollment management team and the hiring of a full-time recruiter, and spoke about endeavors to establish community partnerships that will provide students with expanded learning opportunities while offering benefits to the community.

Student Report

Bre Rodrigues, President of the Associated Students of the University of Hawai'i – Maui College (ASUH-MC), gave a presentation on the work and achievements of ASUH-MC over the past year highlighting some of the projects that have been undertaken. She spoke about a number of ASUH-MC's post-pandemic activities geared towards increasing student engagement and providing individuals with a well-rounded campus life, including the promotion of various campus clubs and social organizations, and discussed some of the projects that have been initiated to cultivate student wellness, such as the development of a personal training program at UHMC's health

and wellness center and the creation of a real age test in partnership with the Blue Zones Project. ASUH-MC is excited to see what the future holds and looks forward to continuing to meet the needs of UHMC students.

Lau'ulu UHMC Native Hawaiian Council (Lau'ulu)

Aubrey Matsuura, Co-Chair of Lau'ulu, spoke about the mission of Lau'ulu stating that its primary focus is on ensuring the success of Native Hawaiian students, faculty, and staff, and promoting the advancement of Native Hawaiian language, culture, and history. She went over some of the impediments faced by Native Hawaiian students in achieving their post-secondary educational aspirations; discussed the 12.7 percent decline in enrollment of Native Hawaiian students at UHMC, which is a major concern for Lau'ulu; talked about efforts to better understand this current trend; and reviewed some of the strategies being contemplated to address this matter. She also noted that UHMC was one of only a few campuses within the university system that did not have a dedicated Native Hawaiian Center that could serve as a "one-stop-shop" for the provision of wrap-around services to support Native Hawaiian students. As such, Lau'ulu has been actively and diligently working to establish such a center at UHMC.

Faculty Report

Debasis Bhattacharya, Academic Senate Chair, provided an overview of the operations and unique organizational structure of the Academic Senate highlighting that it is comprised of instructional and non-instructional faculty, as well as Administrative, Professional, and Technical employees. He also reviewed some of the Academic Senate's activities over the course of the 2022-2023 Academic Year including reviewing and providing input on the University of Hawai'i System Strategic Plan 2023-2029 as well as the UHMC Strategic Plan; participating in a project to redesign the general education curriculum systemwide; assessing the benefits and drawbacks of various teaching modalities; and working to improve innovation and entrepreneurship opportunities through the university's Office of Innovation and Commercialization.

Chair Moore asked whether students partaking in apprenticeship programs were included in UHMC's enrollment statistics. Chancellor Hokoana replied that UHMC's enrollment data did not include students taking part in apprenticeship programs. Chair Moore opined that overall headcount enrollment numbers are not a true representation of the educational activity that is occurring on a particular campus and that other metrics, such as student semester hours, would provide a more accurate picture of a campus's instructional activity.

Referencing the downward trend in enrollment being experienced by community colleges nationwide, Chair Moore questioned whether there were examples of enrollment increasing at a community college. Chancellor Hokoana responded in the affirmative stating that some of the community colleges in the university system have experienced enrollment increases. Chair Moore suggested that an analysis of actions being taken by campuses witnessing increases in enrollment may offer insights that could be capitalized upon to assist campuses with declining enrollment. Chancellor Hokoana concurred with Chair Moore's observation stating that one of the advantages

of the university system is the ability to collaborate on these types of issues. However, he also emphasized the need to look at institutions beyond Hawai'i that have realized success in enrollment to garner a better and complete understanding of additional strategies that can be taken to address the enrollment situation.

V. REPORT OF UHF

VP/UHF CEO Dolan informed the board that philanthropic donations to institutions of higher education are at a 22-year high as evidenced by the nearly \$60 billion that was given to universities across the nation in 2022. He stated that this equates to a 12.5 percent year-over-year increase as compared to 2021.

While the national state of philanthropy at 4-year institutions remains healthy, the same could not be said about community colleges, which saw a 15 percent drop in the amount of donations received nationally in 2022. VP Dolan provided his personal theory as to why this is occurring, expressing his belief that difficulties faced by any institution with respect to raising philanthropic revenues can be directly correlated to staffing numbers within their fundraising units. He also discussed UHF's struggles to hire qualified staff to assist in fundraising efforts. Although headway has been made in filling some of these positions, a few remain vacant.

It was reported that UHF has raised just over \$61 million as of December 31, 2022, is expecting to exceed its goal of reaching \$95 million in donations for the current fiscal year, and is confident that the \$100 million threshold will be surpassed for the third year in a row. While these figures are not as impressive as the record-setting numbers experienced last fiscal year, which was due in part to a \$50 million gift received from the Chan Zuckerberg Initiative, VP Dolan stressed that donations remain generally strong for fiscal year 2023. UHF is also expecting to publicly launch its comprehensive capital campaign, which is aimed at addressing the needs of the entire university, on November 8, 2023, although fundraising efforts have already begun. To date, the campaign has raised nearly \$500 million of its \$1 billion target.

Regent Higaki arrived at 11:16 a.m.

UHF continues to work towards improving its engagement with the university's academic programs through the development of collaborative partnerships that will enrich discussions with donors and prospective donors about the advantages of making contributions to the university. VP Dolan spoke about an upcoming forum involving over 70 researchers, as well as UHF representatives, that will serve as a platform for discussing this issue as well as the mutual benefits these relationships can provide to both the academic programs and the university.

Vice-Chair Nahale-a asked if the adoption of the university's new strategic plan has helped to inform UHF's fundraising efforts. VP Dolan replied in the affirmative and underscored the importance of aligning UHF's fundraising initiatives with the university's strategic plan in order to be successful in these endeavors.

VI. COMMITTEE REPORTS

A. Report from the Committee on Planning and Facilities

B. Report from the Committee on Academic and Student Affairs

C. Report from the Committee on Research and Innovation

Chair Moore referred regents to the respective standing committee reports from the February 2, 2023, committee meetings, which were contained in the materials packet.

VII. AGENDA ITEMS

A. Consent Agenda

Prior to the board acting on the consent agenda, questions were raised about concerns brought up in testimony on agenda item VII.A.1., particularly with respect to burial sites and the project's overall environmental benefits. Given the nature of these questions, Vice-Chair Nahale-a requested that agenda item VII.A.1 be removed from the consent agenda and placed on the regular agenda for further discussion. Accordingly, this item was removed from the consent agenda and placed on the regular agenda.

2. Approval of Amendments to Regents Policy (RP) 6.203, Attachment 1, Board of Regents Approved Fees

Vice-Chair Wilson moved to approve the consent agenda with the exception of item VII.A.1 as noted, seconded by Vice-Chair Nahale-a, and the motion carried with all members present voting in the affirmative.

1. Approval of Letters of Intent (LOI) and a Long-Term Agreement (LTA) for the Use of a Portion of the UHH Campus Property (Tax Map Key No. (3) 2-4-001:122) to Develop and Operate a Photovoltaic (PV) Energy System Under a Power Purchase Agreement Between Hawaiian Electric Companies (HECO) Stage 3 Request for Proposals (Stage 3 RFP) for Hawai'i Island for the Supply of Qualified Renewable Energy Under HECO's Renewable Dispatchable Generation Power Purchase Agreement

Vice-Chair Wilson asked if assurances with respect to the proper disposition of potential burial sites located on the parcel were contained within the proposed LOI and LTA with developers. VP Young responded that the developer selected for this project will be responsible for ensuring that all of its required entitlements are met including the conducting of any necessary environmental impact statements or archaeological surveys. He also stated that the permitting process for this type of project will require due diligence by the developer in regard to these matters.

Noting that issues brought up during public testimony revolved around the performance of an archaeological survey and the project's bona fide environmental benefits, Chair Moore requested that the administration respond to these concerns. VP Young replied that he was unaware of any archaeological survey being conducted on the parcel. Michael Shibata, Director of the Office of Strategic Development and

Partnership, added that the selected developer will be responsible for conducting any necessary environmental studies or archaeological surveys. He also noted that an archaeological inventory survey was previously conducted on the parcel in question and included within the 2005 Final Environmental Impact Statement for the UHH mauka lands. While 19 archaeological sites were identified, it was stressed that none of the sites were determined to be pre-contact. Rather, they were associated with military activities, sugar cane cultivation, or ranching. As such, the archaeological inventory survey found that no further action regarding these sites would be necessary, save for the preservation of data from two sites associated with military activities. Additionally, the archaeological inventory survey did not find any burial sites within the proposed project area.

Regent Mawae expressed her concerns regarding the potential for finding iwi kupuna within the project area once construction begins; the loss of carbon sequestration that could occur with the removal of large amounts of flora; and the fulfillment of the requirement that the land be returned to its natural state upon conclusion of the lease.

While he appreciated the concerns raised by Regent Mawae, Vice-Chair Nahale-a conveyed his belief that the terms contained within the LOI and LTA addressed these points; that the environmental benefits afforded by the project were clear; and that this project exhibits the university's commitment to its environmental kuleana. He also opined that the questions raised regarding this project are a clear indication of the need for a selected developer to conduct pro-active community outreach.

Regent Loo noted her support for this project stating that many of the concerns mentioned will be vetted through land use requirements and the permitting process.

Vice-Chair Nahale-a moved to approve the issuance of LOIs to prospective developers and an LTA to the developer selected by HECO for the use of a portion of UHH campus property (Tax Map Key No. (3) 2-4-001:122) to develop and operate a PV energy system under a power purchase agreement awarded by HECO under HECO's Stage 3 RFP, seconded by Vice-Chair Wilson, and noting the no vote of Regent Mawae, the motion carried with all other members present voting in the affirmative.

B. Legislative Update

VP Young highlighted a number of measures and priority issues that the university is following at the Legislature this year including the university's legislative package bills, as well as items of interest involving the administration and board, stating that the administration is actively tracking 679 of the approximately 3,132 measures introduced this legislative session. He briefly went over legislation regarding, among other things, the university's operating and capital improvement budgets; the Hawai'i Promise Program; resident tuition fees; oversight and administration of community colleges; university procurement; the regent appointment process; permitting exemptions for certain university construction projects; medical education and training; healthcare; property acquisition; collective bargaining; personnel issues; the Stadium Authority;

Maunakea; and the Research Corporation of the University of Hawaii. VP Young also reviewed the legislative calendar and timetable for the remainder of the session.

Regent Bal left at 12:01 p.m.

Regent Lee asked if bills requiring the VP for Community Colleges to report directly to the board were introduced in the past; whether the administration had previously taken a position on these measures; and if the university would be obligated to comply with its contents should it pass the Legislature given that, in his opinion, it would impact the efficient governance of the university. VP Young replied that numerous bills seeking to restructure management of the community colleges through various means, including requiring the VP for Community Colleges to report directly to the board, have been introduced in the past. He also stated that if the bill passes the Legislature and is signed into law by the Governor, the university would be compelled to follow its statutorily established directives. President Lassner added that the university has historically opposed these measures when they have received legislative hearings.

Citing legislation designating the VP for Budget and Finance and Chief Financial Officer of the University as the university's chief procurement officer, Regent Lee questioned whether a proposal of this nature had been previously put forth. He also asked if there were other instances across the nation whereby a university president also served as its chief procurement officer. VP Young replied that similar bills have been proposed in the past and that the university has opposed these measures when they were brought forth. With respect to the president of a university also serving as its chief procurement officer, such as is the case at UH, the administration has been unable to find an example of a similar situation existing at other universities. It was also pointed out that, despite the existence of a Chief Procurement Officer for the State, the president's role as the chief procurement officer of UH has been statutorily established, which is also a unique situation.

Regent Bal returned at 12:06 p.m.

Regent Lee asked if the administration supported the bill that would make the President of the University an ex officio voting member of the Stadium Authority. VP Young responded in the affirmative.

Referencing a measure repealing the statutory provision that the annual general fund appropriation made to the university be three- to five-times the estimated regular tuition and fee revenues for a given fiscal year, Regent Lee questioned the financial impact passage of this bill would have on the university. VP Young replied that the aforementioned provision, which currently exists in statute, has never been adhered to in the past. As such, passage of this measure would have no fiscal repercussions for the university. Chair Moore added that the State Attorney General has also opined that this statutory provision is unenforceable given that a current Legislature cannot pass laws binding a future Legislature to a particular action.

C. Discussion and Possible Board Action on Pending Legislation including:

H.B. No. 231/ S.B. No. 631: Proposing an Amendment to Article X, Section 6, of the Hawai'i State Constitution to Modify the Appointment Process for the Board of Regents of the University of Hawai'i

H.B. No. 545/ S.B. No. 1196: Relating to Boards and Commissions

S.B. No. 547: Relating to the Board of Regents

S.B. No. 838: Relating to the University of Hawai'i Community Colleges

S.B. No. 960: Relating to the University of Hawai'i Board of Regents Candidate Advisory Council

S.B. No. 1513: Relating to Public Agency Meetings

H.B. No. 414: Relating to Resident Tuition at the University of Hawai'i

S.B. No. 249: Relating to the President of the University of Hawai'i System

S.B. No. 1414: Relating to the University of Hawai'i

S.B. No. 1567: Relating to Career and Technical Education

Chair Moore provided the rationale for including this item on the board agenda explaining that statutory open meeting and notification requirements impact the board's ability to quickly respond to matters before the Legislature involving the board, or university governance. He also referenced several possible options with respect to the submittal of legislative testimony noted in the memorandum for this agenda item but stated that none would afford the full board with the opportunity to weigh in on an issue in a timely manner. In the alternative, it was suggested that two courses of action could be taken to address this matter. The first would be to invite legislators intending to submit legislative proposals that would impact the board or university governance to speak to the board prior to the Legislature convening. The second would be to specifically exempt, through statutory amendment, the circulation of, and discussion on, draft testimony intended to be submitted by the board at a public hearing from the requirements of Hawai'i's open meetings law.

Vice-Chair Nahale-a left at 12:34 p.m.

Each individual measure was briefly reviewed and discussed with consensus being reached on submitting testimony expressing the board's opposition to H.B. No. 231, S.B. No. 631, and S.B. No. 960, all of which relate to modifying the appointment process for board members through the elimination of the Regents Candidate Advisory Council; S.B. No. 547, which relates to the board chair's ability to select a designee to serve on a board, commission, working group, task force, or other entity established via legislation; S.B. No. 838, which would require the VP for Community Colleges to report directly to the board; and S.B. No. 249, which would prohibit the university president from serving concurrently as a campus chancellor or the chief procurement officer. Agreement was also reached on supporting the intent of H.B. No. 414 which relates to the provision of resident tuition to all Hawaii high school graduates.

Chair Moore suggested that a vote be taken on the above-mentioned positions, and with all members present voting in the affirmative, they were approved. Accordingly, Interim Board Secretary Go was directed to prepare testimony on the noted measures in accordance with the sentiments of the board for submittal to the Legislature as appropriate.

VIII. EXECUTIVE SESSION (closed to the public)

Vice-Chair Wilson moved to convene in executive session, seconded by Regent Bal, and with all other members present voting in the affirmative, the board approved convening in executive session to consider the hire, evaluation, dismissal, or discipline of an officer or employee, where consideration of matters affecting privacy will be involved, pursuant to Section 92-5(a)(2), Hawai'i Revised Statutes.

The meeting recessed at 1:05 p.m.

Chair Moore called the meeting back to order at 1:44 p.m. and announced that the board met in executive session to discuss matters as stated on the agenda.

Regent Higaki left at 1:45 p.m.

IX. AGENDA ITEMS (CONTINUED)

A. Personnel Actions (A1 for approval)

President Lassner requested approval of the appointment of Dr. Alexander Ortega as Dean of the Thompson School of Social Work & Public Health at UHM (Thompson School) at an annual total compensation of \$312,000. He provided the rationale for this request, stating that the appointment of a permanent dean would provide stability and leadership continuity for the Thompson School, and noted Dr. Ortega's numerous qualifications and accomplishments. He also explained that board approval of this appointment was required because the proposed annual remuneration for Dr. Ortega is above the maximum of the pay range in the current salary schedule for this position. However, it was noted that the existing pay scale was based upon an individual serving as the dean of the Thompson School when it only encompassed the school of social work. Since that time, the school of public health and school of social work have been merged to form the current iteration of the Thompson School which has led to an increase in obligations, workload, and responsibilities for its dean. As such, the administration is currently working to update the position description and reassess the job's salary schedule to ensure that they are commensurate with these changes.

Chair Moore asked for clarification regarding a provision relating to tenure upon initial appointment that was contained within the board action memo and inquired whether it would necessary for the board to also approve this matter. President Lassner replied that the board has delegated the authority to approve requests for tenure upon appointment to the president.

Regent Haning moved to approve the appointment of Dr. Alexander Ortega as the Dean of the Thompson School of Social Work & Public Health, seconded by Vice-Chair

Wilson, and noting the excused absences of Vice-Chair Nahale-a and Regent Higaki, the motion carried with all members present voting in the affirmative.

B. Faculty Workload Annual Report

President Lassner remarked that work to create an annual faculty workload report (Workload Report) began under the auspices of former VP for Academic Planning and Policy Don Straney as part of an effort to provide the board with legitimate, quantifiable data on work being conducted by faculty throughout the university system. He emphasized that this is still a dynamic project and the administration anticipates that information provided in each annual report going forward will transform as the university continues to evolve.

VP Halbert provided a brief overview of the purposes behind embarking on the development of the Workload Report, reviewed its goals, and discussed modifications made to the way faculty workload data was collected and processed since the initial report was provided in January 2021. She also summarized the various categories of non-instructional work performed by faculty that are used in determining teaching equivalencies (TEs) at the four-year institutions and the community colleges, noting that both instructional and non-instructional activities are taken into consideration when evaluating faculty workloads. Some of the key definitions used throughout the Workload Report were also reviewed.

Provost Bruno, Chancellor Irwin, Chancellor Benham, and Interim UHCC AVPAA Teraoka spoke about workload policies applicable to faculty at UHM, UHH, UHWO, and the community colleges and presented information on workload assignments, including the percentage of tasks considered instructional as opposed to non-instructional for each of their respective units. The data provided was further broken down into the categories of workload encompassed by instructional and non-instructional activities; the proportion of time devoted by faculty to each category; faculty workload amounts by college, division, and/or program; and workload by job type and tenure status. It was noted that, as expected, the percentage of time devoted to instruction at the comprehensive universities, such as UHH and UHWO, was much greater than that experienced at research universities, such as UHM.

Provost Bruno and Chancellor Irwin pointed out that both UHM and UHH are in the midst of further refining each campus's approach to determining workload equivalencies due in part to the unique characteristics of the programs at their respective units.

In addition to providing valuable data that can be used to better manage faculty workloads and determine where resources should be invested, Chancellor Benham added that one of the notable benefits of the Workload Report from UHWO's perspective was that it offered an opportunity for engagement and substantive conversations to take place with respect to issues such as types of programs offered, course scheduling, and student, as well as program, outcomes.

Interim UHCC AVPAA Teraoka noted that, unlike the other major units, the activities of faculty at the seven community colleges are primarily instructional in nature with the

majority of faculty carrying a standard workload of 27 credit hours or more. She also explained that, since a number of the programs at the community colleges involve large percentages of non-traditional instruction, the community colleges developed a methodology to account for TEs that is applied consistently across all campuses.

Regent Tochiki inquired about the methodology employed to collect the data used in the Workload Report. VP Halbert replied that the method for collecting data on the amount of credit hour instruction performed by faculty is straightforward and based upon the time an individual spends teaching a course. However, each campus uses a different mechanism for securing information on faculty workload activities that are not measured in credit hours such as service or administrative work. Chancellor Benham stated that at UHWO this information is often gathered through interactive conversations between a faculty member and their division chair or the Vice Chancellor for Academic Affairs. Provost Bruno noted that UHM entered into an agreement with the University of Hawai'i Professional Assembly with respect to faculty workload implementation, division, and assessment, as well as the responsible party for making workload assignment decisions. UHM is also working on developing more specific faculty workload guidelines for each of its units. Chancellor Irwin remarked that at UHH, department chairs are responsible for collecting this information and ensuring its accuracy, with ultimate approval resting with the college deans. Similar to UHM, UHH is working to make sure that the workload equivalencies make sense for the various disciplines. Interim UHCC AVPAA Teraoka stated that the community colleges are slightly different in that all of the information regarding instructional and non-instructional workload activities for faculty at each respective campus is contained within the University of Hawai'i Banner System.

Regent Bal requested an explanation for the term "buyout" when used with respect to TEs. VP Halbert replied that university system level policy allows each campus to establish their own courses of action with respect to buyout. She also pointed out that this is one of the issues being addressed in proposed amendments to Executive and Regents Policies drafted by the SCR 201 Steering Committee. Provost Bruno, Chancellor Benham, and Chancellor Irwin responded that UHM, UHWO, and UHH each utilize a formula based upon the amount of research or extramural funds brought in by a faculty member, as well as the time commitment associated with the requirements attached to the securing of these monies, to determine the extent of a buyout.

Regent Paloma asked about the timeline for the SCR 201 Task Force to complete its work. President Lassner replied that the SCR 201 Task Force concluded its activities in 2022 and that drafts of proposed amendments to Executive and Regents Policies based upon the recommendations of the SCR 201 Task Force are currently undergoing formal consultation. While the proposed policy amendments, particularly with respect to the faculty classification system, will have an impact on the way data is presented in the Workload Report, the Workload Report itself was initiated in direct response to inquiries from past boards, as well as through a senate resolution, about the types of academic and non-academic work being conducted by university faculty.

Noting the amount and complexity of information within the materials for the Workload Report, Regent Lee suggested that a comparative analysis of trend data

regarding annual faculty workload presented in a simplified format would be more understandable and useful. He also questioned whether the SCR 201 Task Force's proposed policy changes will result in a consistent framework for non-instructional TEs across the university system. Chair Moore stated that the SCR 201 Task Force worked on several objectives including the simplification of the university's faculty classification system. President Lassner stated that, although the SCR 201 Task Force matter and Workload Report project are interrelated, they deal with separate and distinct issues. While the SCR 201 Task Force had a number of established goals, including the redefining of faculty classifications, the Workload Report project was spurred on by a desire to define faculty work assignments using quantitative metrics. He also emphasized that this is only the third time the Workload Report is being presented. Given that there were challenges in compiling data for the first Workload Report, the provision of trend data would only reflect a two-year period, which might not be very useful. However, the administration can begin to look at performing a comparative analysis going forward as more data becomes available.

Discussions ensued about how to improve the formatting of the Workload Report to enhance its usefulness for regents and the public. VP Halbert remarked that the administration can work on different permutations of how to display the information contained within the Workload Report in the future based upon the feedback received.

Chair Moore asked if there was any interconnection between the information for faculty as a whole that is provided in the Workload Report and the concept of the so-called "bio bips" proposal made several years ago that would provide data on the workload of each individual faculty member. President Lassner expressed his belief that the Workload Report was replacing the concept of the "bio bips" as a quantitative assessment of faculty workload.

X. ANNOUNCEMENTS

Chair Moore announced that the next board meeting was scheduled for March 23, 2023, at the University of Hawai'i at Mānoa.

XI. ADJOURNMENT

There being no further business, Chair Moore adjourned the meeting at 2:48 p.m.

Respectfully Submitted,

/S/

Jamie Go
Interim Executive Administrator and
Secretary of the Board of Regents