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## Testimony in support of reorganization phase 1 March 28, 2019

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**Amefil Agbayani** <agbayani@hawaii.edu>

Wed, Mar 27, 2019 at 11:46 AM

To: bor@hawaii.edu, David Lassner <david.lassner@hawaii.edu>, Kendra Oishi <kendra65@hawaii.edu>, Amy Luke <aluke@hawaii.edu>

Aloha:

Please share my written testimony (attached) with bor and president. I am unable to attend the March 28 bor meeting.



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**March 28, 2019**

**Testimony in support of the proposed UH reorganization, Phase 1**

**Chair Putnam, Members of the Board of Regents, President Lassner:**

***I am submitting testimony in support of the proposed UH reorganization, Phase 1. My name is Amy Agbayani, Emeritus Assistant Vice Chancellor for Student Diversity at Manoa and a proud alum. I have been a student, faculty, UHPA and Faculty Senate member, and administrator at Manoa. I have also conducted research in the area of student affairs and diversity in higher education.***

***Over my four decades at UH, I experienced many different System and Manoa organizational structures. During the past year, I read and informally discussed the many draft reorganization proposals for the system and Manoa and I carefully reviewed the phase 1 proposal. The current plan recognizes the President's systemwide responsibilities and historical hybrid relationship to the Manoa campus. I think the current proposed structure is an honest acknowledgement of the hybrid complexity of the relationship between the President and Manoa. In my assessment, the proposed model will work well, and I support the President/Chancellor and Provost model.***

***Although the Manoa reorganization plan (below the proposed PROVOST) is still being developed, I support the concepts in the draft reorganization plan. It is important to recognize the role of student affairs' contribution to student learning outcomes and the importance of student affairs directly reporting to the provost. I will continue to pay attention to future Manoa reorganization plans particularly as they relate to my expertise, experience and passion for students, student affairs, diversity, and equity.***

**Amy Agbayani  
3432 b-1 Kalihi St.  
Honolulu, Hi 96819  
agbayani@hawaii.edu**



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## Testimony for the March 28th meeting

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**Noel Kent** <noelk@hawaii.edu>  
To: BOR@hawaii.edu

Wed, Mar 27, 2019 at 4:22 PM

The faculty of any university is its lifeblood. Their teaching and research, their connection with the students they teach, their engagement with local communities, is what makes a university a vital institution. I have been privileged to be a teacher at UH Manoa for forty-seven years, privileged to do meaningful work with wonderful colleagues and staff and students. I came here today as Chair of the Arts and Sciences Senate Executive Committee to say that our faculty feels largely disempowered and ignored by those who run this university. There is a frustration over our lack of ability to influence policy. The Reorganization which you vote on today provides one example. In my many years here, there have been many reorganizations proposed and then discarded and the faculty has almost always regarded itself as outsiders to this process and been opposed. The current Reorganization is a top-down affair replete with pretend consultations and without any real attempt to elicit the sentiments of the faculty being reorganized. The arguments for its necessity are dubious and have persuaded very few of us. So the contempt for the faculty continues. If you pass this Reorg, it will be a slap in our faces.

And recently, we have seen a most unscrupulous and opportunistic politician, who displaying her ignorance of UH Manoa's history and purpose, attacking our faculty and demanding the firing of well over a hundred working faculty. She continues to vow to eliminate desperately needed unfilled positions. This incident is toxic to both our faculty's confidence in the future of this university and the image which the larger Hawai'i community has of our faculty and university. Commendably, our two chief administrative officers worked to change the politician's mind. What they did not do, however, was to publicly rebuke her and voice their profound confidence in the faculty she attacked. Once again, top administrators have let us down.

Noel J. Kent Professor



Board of Regents &lt;bor@hawaii.edu&gt;

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**David Matlin**

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**Charlie Wade** <cwade@hawaii.edu>  
To: bor@hawaii.edu

Thu, Mar 28, 2019 at 6:52 AM

Aloha Kakou,

I would like to submit testimony to the UH BOR in favor of the contract extension for our Director of Athletics, David AK Matlin.

I give my full support to doing everything we can to keep David in place as the leader of the Manoa Athletics program. I first arrived at the University of Hawaii in 1995 and have worked with the five other directors during that time. David's leadership and vision for the department, in my view, distinguish him over every other leader he have had in the past 25 years. Department moral is the best it has been and coaches feel empowered to succeed.

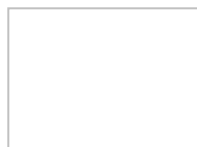
The policies and resources he has dedicated toward student athlete welfare, make our department a much more appealing alternative, as we compete with other top universities throughout the country for the best student athletes. The supplemental meal program and cost of attendance are just two real world examples of how his leadership has allowed us to compete at the highest level of division one athletics.

I can say with full conviction the success the Men's Volleyball program is experiencing today, is directly correlated to David leadership, and his belief in our coaches and our student athletes.

I respectfully submit my strongest support to keep David as our leader and support his vision to continue to move the UH Manoa athletic department to greater levels of success.

Mahalo nui loa,

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**Charlie Wade**  
**Head Coach - University of Hawai'i**  
**Men's Volleyball**  
**1337 Lower Campus Rd.**  
**Honolulu, HI 96822**  
**808-956-9931**  
**[Warrior Volleyball Home Page](#)**



**University of Hawai'i Professional Assembly  
Testimony for the UH Board of Regents Meeting  
Thursday, March 28, 2019**

Dear Chair Putnam and Regents:

The reorganization of the University of Hawaii and amended duties of the UH president are topics that are important to me and my colleagues.

I am Lynne Wilkens, Director of Biostatistics Shared Resource at the UH Cancer Center, and I serve as president of the University of Hawai'i Professional Assembly (UHPA), the union that represents the faculty on all 10 UH campuses.

More than 3,000 faculty members of the UHPA would like to publicly go on the record with an important message: we have lost confidence in UH leadership and in David Lassner as the UH president. The timing of our message is critical as the UH Board of Regents (BOR) considers a reorganization of the UH and modifies the duties of the UH president.

The legislative crisis over the past two weeks clearly showed that UH faculty must endure a broken system of UH oversight, which can be attributed to poor leadership. While faculty positions were under siege in the State Capitol, UH President David Lassner and the BOR were absent. Concern for faculty and the impact of potential terminations on the entire UH system apparently was not the priority. The faculty, staff and students of UH need leaders who will advocate for our University.

Although UH President Lassner was fully aware of the potential loss of 121 faculty positions and the repercussions this would have on the UH, he remained silent and failed to notify faculty until nearly a week later. By then UHPA had already alerted individual UHPA members who were targeted for termination. Many faculty appealed to legislators, attempting to educate them about the harm this would create on the UH as an institution of higher education. Unfortunately, UH President David Lassner and the BOR did not add their voices to affirm the value of the faculty to the UH mission.

The UH administration may now attempt to defend its actions and claim the UH budget is a "state concern" as defined by the Hawai'i State Constitution, and this allows legislators to be involved in the affairs of the UH. They may have intended to resolve this issue quietly by attempting to appease legislators behind the scenes by providing the information they demanded and keeping faculty in the dark, but continuing to kowtow to the whims of legislators

University of Hawaii  
Professional Assembly

will only lead to more of the same types of inappropriate micromanagement. The best defense is to invoke UH's autonomy.

It may appear the recent crisis involving faculty positions has been averted, but last week's events revealed a deeper, unresolved issue. It showed that our University lacks a leader with the strength to vigorously advocate for UH's ability and right to manage its complex interconnected operations of instruction, research, and service. This is essential in a leader of a Research 1 university. Faculty anticipate more heartache to come and some new faculty members are already questioning their decision to come to UH—many with grant-funded research programs.

While on the surface it may seem commendable that UH leadership provided the Senate Higher Education Committee with more than 2,200 pages of information since the opening of the legislative session, this futile exercise seemed to only whet the committee's appetite for still more information.

Sen. Donna Mercado Kim has shared her plans to be involved with setting criteria of substituting other activities for classroom teaching and establishing systemwide standards for teaching equivalencies for all faculty. Other legislators have shared information with faculty members that confirm our fears. Senators are now considering eliminating vacant faculty positions for zero-based budgeting.

We need a strong leader who is willing to draw the line. We request the UH Board of Regents to consider our concerns and to take appropriate steps to prevent further harm to the UH.

Thank you very much.

Sincerely,

Lynne Wilkens  
President  
Board of Directors  
University of Hawai'i Professional Assembly