



Impact of Resolution 20-03 on University of Hawaii Student Media and other CSOs

KTUH General Manager <gm@ktuh.org>
To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

Mon, Jul 13, 2020 at 4:22 PM

To the University of Hawaii Board of Regents:

The exigency of the current financial shortfall in the State of Hawaii has necessitated an expedited plan for the University of Hawai'i to deal with immediate financial challenges. The financial deficit will be felt across the University, including within Chartered Student Organizations (CSOs) such as the Student Media Board (SMB), which anticipates decreased fee and advertising revenue. The SMB maintains governance over its programs, with student-managed facilities and reserve funds. The student fees collected to fund the Student Media Board afford jobs and opportunities for students and 100% of all funds are invested into the media programs for which the fees are collected. To ensure responsible fiscal practices, it is imperative that the Board of Regents protect the ability of the SMB, and all CSOs, to govern their own facilities and funds. Such protections are vital to ensuring that student fees and facilities are used appropriately and in the manner originally intended by the charter.

-Bjarne

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Bjarne Bartlett | General Manager | KTUH.org | 2445 Campus Rd, Hemenway Hall #203, Honolulu, HI 96822 | Office: (808) 956-5288

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International University Students

1 message

Christina Kaleiwahea <cnkl@hawaii.edu>
To: bor.testimony@hawaii.edu

Mon, Jul 13, 2020 at 8:26 PM

Aloha Regents,

Please make our university system a sanctuary university for our international students. Please protect our international students from ICE.

Thank you,

Christina

--

Christina Kaleiwahea

'O ia/kona (she/her)

Pōpolo lives matter



Resolution 20-03

1 message

Neil Frazer <neilfrazer@icloud.com>
To: bor.testimony@hawaii.edu

Mon, Jul 13, 2020 at 8:29 PM

Aloha Board of Regents Members,

With regard to Resolution 20-03, please remember that when people are out of work they turn to colleges for retraining, or advanced training, and thus enrollments tend to increase during difficult economic times [1].

Please remember also that in order to diversify Hawaii's economy away from tourism we are going to have to produce more knowledge workers [2], and for that we need a university.

Yes, things do look rather dark at the moment, but the current economic crisis will eventually pass just like every one before it. Let us not be like inexperienced investors who panic and sell out at the bottom only to realize later that they should have been buying rather than selling.

Sincerely,
Neil Frazer

112 Hookea Drive
Kailua, HI 96734

References

1. <https://news.stanford.edu/2015/03/06/higher-ed-hoxby-030615/>
2. https://en.wikipedia.org/wiki/Knowledge_worker



contracts are sacred

BARB JOHN <jjccbhh@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 5:31 AM

One of the core values of civilized culture is the sanctity of contracts, also known as keeping one's word. That was a key belief in my upbringing as a conservative Republican, and it remains dear to me as a center-left Democrat today. BOR members must be aware that the proposal to abrogate a still-wet agreement flies in the face of that ancient value and makes it hard for any party to the agreement to trust them again, whether the union, the governor, legislature or public.

You sidelined yourselves before this current proposal, and if you follow through with the attempt to destroy the work achieved by others, they will sideline you from now on as much as statutes allow.

John Hillas Cole
Professor of Humanities, UH Community Colleges, Retired



UHPA Resolution

1 message

Manu Kaiama <ckaiama@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 8:11 AM

I stand against the proposed resolution 20-03 which attempts to allow a "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration" to faculty and staff in the University System, among other actions that appear to be drastic and premature, as offered in the resolution. The Board of Regents should be the educational institution's ally, not the arm that pulls it apart piece by piece. If the University is to "play a vital role in assisting the State of Hawai'i in pivoting to recover from the adversities caused by the pandemic through research, education, and service focused on community needs, including workforce and economic development," it will not be able to accomplish this goal by reducing resources. Education is the key to our recovery. Our public will be returning to school to secure positions in this State that are less impacted by emergencies like this virus made light of.

Please do not pass this resolution.

Thank you.

C.M. Kaiama



Resolution 20-03 and letter to Gov. Ige

1 message

Diane Nakashima <diane.nakashima@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 8:55 AM

Aloha Chair Kudo and BOR,

I oppose your letter addressed to Governor Ige and Resolution 20-03, and ask that the Board of Regents oppose it also. The decisions on reorganization, restructuring, and/or merger of facilities, programs, departments should be through shared governance.

I am an academic support employee (APT) working at UH Manoa. Throughout this unfortunate situation of COVID19, I have had to make major adjustments to continue with the services that I am tasked with: presenting a Work From Home calendar, adjusting to virtual meetings, and have done so willingly. My duties have not been deterred.

I am deeply disappointed with your letter and Resolution: that AGAIN, the APT staff must take the brunt of the cuts. We are the backbone of this University, working to implement the policies that you approve, and we do more as "other duties as assigned." We are long-time employees who do not complain, we adjust and do the work.

I oppose your Resolution and letter to the Governor: and feel that a BOR Task Group working with Administration may not understand the complexities that the staff will go through to continue running this great institution.

Respectfully,
Diane Nakashima
UH Manoa

vote No to BOR resolution 20-30

Ellen Cachola <ellenrae@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 6:32 PM

Dear Board of Regents,

My name is Ellen-Rae Cachola. I am a HGEA Bargaining Unit 8 worker at the William S. Richardson School of Law Library.

I am writing to urge you to **vote No to the recent BOR resolution 20-30.**

During this pandemic, I have worked with my colleagues to follow the President's words to keep our university services going, despite the changes that unfolded.

I work 40 hours a week to create new procedures to maintain our library operations and create new types of services for our patrons.

We have worked in the beginning of the pandemic to transition staff to focus on online work with our digital archives.

When we were given the green light to have staggered work in the library, I came onto campus to create procedures and train our staff to ensure that the students we serve can get library resources during this session 2 summer classes.

I created and trained new quarantine procedures to ensure our staff is safe handling returned library items. Covid-19 can stay on material surfaces for 3 days.

We set up seat reservation systems to allow our Bar Exam students to be able to come into the library to study.

We made sure each of our staff has PPE, and throughout the library there are cleaning materials available.

We did all of this through our own departmental planning and coordination with University announcements.

But now this resolution threatens to take away the delayed raises that public workers were already promised by the legislature.

Do you know people like me who have been coming in to work and risking our health, are living on poverty salaries? I also have to work part-time as a lecturer in order to pay for my bills.

Do you know that we create and deliver whatever changes in procedure, services, and infrastructure the faculty needs to teach?

Do you know that we support students to access free library resources for their studies, while they continue to take classes and pay tuition to keep this university going?

My point is, the University Administration can make plans for the immediate and long term future. But **without us as respected, fairly compensated workers, any plans will not be executed successfully.**

I understand that you are concerned about the state budget shortfall. But you will still need APT workers like myself who know how things operate in our department, in order to carry out any University or departmental plan to stay afloat.

Please do not agree with people who just look from top levels, and think they can brush the "lower" people aside because we are invisible to them. I am among many caring, intelligent, resourceful, hardworking APT staff who are on the ground and who come up with solutions whenever there are changes and obstacles every day.

Please vote No to resolution 20-30 and respectfully compensate the work of the APT staff like myself who are the backbone of this university's service.

Sincerely,
Ellen-Rae Cachola

Ellen-Rae Cachola, Ph.D.

Evening Supervisor & Archives Manager

Lecturer, Department of Ethnic Studies

P (808) 956-2867 | **E** ellenrae@hawaii.edu

University of Hawai'i School of Law Library · [2525 Dole Street](#) · [Honolulu, HI 96822](#)-2328

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RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Lana Teramae <lanact@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 5:04 PM

Name: Lana Teramae
Date: 7/14/20
RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Greetings, UH Board of Regents:

My name is Lana Teramae and I am a newly-hired features intern for Ka Leo, the student newspaper at UH. I was made aware of the new plans to hand financial authority to the executive administration and I oppose this decision.

I applied for a position with Ka Leo because I wanted to build my writing skills and expand my horizons during my senior year. They were willing to give me a chance and without it, I would lose that opportunity to grow as a writer. Funding for Ka Leo needs to be maintained, so that other future writers will gain that same opportunity one day.

Thank you for your time.
Lana Teramae



Testimony: July 16th BOR Meeting

Ryan Koo <rkoo@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 4:18 PM

To whom it may concern,

I am here to testify and object to the UH BOR's recent emergency proclamation and their proposal to "utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in- force, furloughs, retrenchment, freeze or reduction in remuneration, etc."

As a tenured Assistant Professor of History at Windward CC, I strongly urge Governor Ige to reject this draconian proposal that would not only hurt the faculty and staff throughout the UH System, but more importantly the students throughout the 10 campuses whose very future is invested in the continued success of the university and community colleges.

I also added my name to the letter from UH System faculty and staff. Please read that letter carefully and consider all of the points covered in the document. I know this is an unprecedented time full of fear and anxiety about the future. Please do not let this fear and anxiety become an opportunity to further strip away the autonomy, rights, and security we faculty fought so hard to receive for so many years.

Sincerely,

Ryan J Koo
Assistant Professor, History
Windward Community College
45-720 Kea'ahala Rd.
Kane'ohe, HI 96744



Opposing Recommendation to Postpone BU-08 Negotiated Pay Increases

Misty Yee <misty@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 7:14 PM

Dear Members of the UH Board of Regents,

I am submitting this statement opposing your recommendation to postpone our BU-08 negotiated pay increases. I understand that other bargaining units at the University have already received their negotiated raises. At this point I do not see it as a money issue but one of fairness. I would be in favor of the BU-08 pay increase postponement only if all members of the other bargaining units who have already received their pay increases return them in full to the State of Hawaii. Otherwise it is totally unfair for us to forego the negotiated, agreed and ratified contract agreement from last year.

Sincerely,

Misty Yee

JABSOM Department of Geriatric Medicine

Department of Geriatric Medicine
John A. Burns School of Medicine
[347 N. Kuakini Street](#), HPM-9
Honolulu, HI 96817



BOR Testimony

John Stanley <jstanley@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 3:44 PM

Aloha Board of Regents,

I urge you not to support Chair Ben Kudo's request to Governor David Ige to defer negotiated pay increases to UH faculty and staff. Such a request circumvents the collective bargaining negotiations process. Chair Kudo's proposal is also completely unfair considering the hundreds of executive/managerial staff who were approved for exorbitant salary raises by the BOR last fall. At the same time Chair Kudo is expressing concern over pay increases to faculty and staff, you're approving another gigantic E/M new-hire salary on today's agenda, which doesn't seem fair to me. If you support a proposal renegeing on already negotiated, approved, and budgeted pay increases to faculty and staff, then it's only fair that you support rolling back the recent E/M pay increases too.

Sincerely,

John Stanley
Director, Institutional Research
University of Hawai'i - West Oahu



Postponement of Bargaining Unit 8 Raises

Joe Lee <joelee@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 3:39 PM

Aloha UH Board of Regents,

I am writing in opposition to sending a letter to Governor Ige to recommend postponing our negotiated pay increases for Bargaining Unit 8 Administrative, Professional and Technical Employees. I firmly believe that it is improper that all other bargaining units got their negotiated raises, while we do not get what we are entitled to by the contract agreement for 2019-2021.

Mahalo,

Joe Lee
IT Specialist
Office of Information Technology
John A. Burns School of Medicine
University of Hawai'i at Mānoa
Phone: (808) 692-1105
Email: joelee@hawaii.edu



HGEA BU 8 Raises; Written Testimony for BOR Meeting in July 2020

Edward Ohlson <eohlson@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 3:27 PM

HGEA negotiated an agreement with the State that was ratified in October 2019 by APT employees across the State.

Other bargaining units at the University have already received their negotiated raises. We should get our negotiated raises as well. Two of the three effective dates for pay increases have already come and gone. The BOR rationale that the agreement was made before the pandemic that resulted in an economic downturn is disingenuous. This pay raise should have been executed long ago. If conditions warrant a re-negotiation, then this should be arranged with HGEA and union leadership should be part of this process.

A unilateral decision on this is unacceptable. Cost cutting measures may be necessary, but terms of contracts that have already been enacted should be honored. HGEA should have an important voice in this process.

EC Ohlson



Work for our state, not against it. Support UH!

Monica LaBriola <labriola@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 7:33 PM

Aloha,

Please protect our state by protecting UH. It is among our most essential institutions during this crisis. Unemployed people with no options can return to school to up their knowledge and skills so they'll be ready for future opportunities. Cutting faculty and staff will make this harder, reducing opportunities rather than expanding them. Don't dig us into a deeper hole by shrinking UH. The future of the State of Hawai'i is depending on you. Please, take this responsibility—and our state's long term interests—seriously. Put the long term future of our state, our young people, and our keiki ahead of short term budgetary concerns. Don't create more unemployment by laying off UH employees—in the end, the state will have to pay these folks unemployment, so why not have them employed and working for our state rather than unemployed? Local business will also suffer as laid off UH employees have less money to put back into the economy.

Instead, stand up to the federal administration! Tell them to fund our public institutions! Tell them our people and our students matter! Tell them higher education matters! Tell them to solve the COVID-19 crisis! Fight *for* UH, not against it. Isn't that the role of the BOR?

Best,

Monica C. LaBriola
Assistant Professor of History
Associate Editor, *The Contemporary Pacific: A Journal of Island Affairs*
University of Hawai'i at Mānoa



Festina lente: Resolution 20-03

David Duffy <dduffy@hawaii.edu>
To: bor.testimony@hawaii.edu
Cc: David Duffy <dduffy@hawaii.edu>

Tue, Jul 14, 2020 at 7:47 PM

Dear Members of the Board,

I was disappointed to read the draft of Resolution 20-03. It advocates precipitous actions that might solve some problems but at the cost of lasting damage to UH.

A healthy organization knows its values and goals and has a broad internal consensus on how to advance them. Instead UH has tried to be all things to all people. We don't know what the institution values: enrollment numbers, graduation rates, research dollars, Hawaiian culture, economic drivers, scholarship, excellence? Or is it really just about personal connections and preferences of those with power?

We have recognized the need to define the university, with over two decades of attempts at prioritizing budget allocations and proposing vertical cuts. Instead, when resources decline, we cut across the board, leveling academic peaks without dealing with the valleys. And all the while adding new programs.

As I understand it, we do have a coming year of relative financial stability, then we may be jumping off a cliff. The present proposal seems to have it reversed: we jump first, then plan. A coming fiscal crisis gives us urgency and the necessity to finally face the future. Unpleasant things may be necessary, but we have a year to decide what we need to do, on the basis of facts and values, and to explain them to the university community and Hawaii. Difficult, yes; if it were easy we would already have done it.

Faculty are the heart of the university. We do the teaching and the research and the community outreach. Faculty are not sufficient, we need students, staff and administrators, but without faculty, the rest can't function. The current resolution, read in the context of the faculty contract (signed by the Board), would have us lose lecturers and junior faculty, the very people we need for growth. Researchers would leave, taking their grants with them, in search of more stable institutions. Senior faculty might retire, or they might hang on forever, knowing that their disciplines would not be replaced if they left. A reputation for chaos would not attract students. Recovering from all this might take a decade or more.

I urge that you withdraw the resolution and work with faculty and other constituent groups of the university on a consensus vision and plan for the University. I would suggest we not appoint people on the basis of "constituencies" but rather on their willingness to consider the larger issue of the betterment of the university and its ability to contribute to the well-being of Hawaii. We have a lot of good folks who can work together if given the opportunity.

If we aren't willing to take the time to develop a consensus vision and plan, we should remember the words of Lewis Carroll "If you don't know where you are going, any road will get you there", including over a cliff.

With Aloha,

David Duffy

--

David Duffy Ph.D.
Gerritt Parmele Wilder Chair
Professor
戴大偉 (Dài Dàwěi)
School of Life Sciences
University of Hawaii/Ke Kulanui o Hawai'i
[3190 Maile Way](#)
[Honolulu Hawaii 96822 USA](#)
1-808-956-8218



Testimony against Chairman Kudo's Resolution 20-30 and letter to Governor Ige

Sarita Rai <sarita@hawaii.edu>

Tue, Jul 14, 2020 at 3:13 PM

To: bor.testimony@hawaii.edu, Board of Regents <bor@hawaii.edu>

July 14, 2020

Dear BOR:

I am testifying against Chairman Kudo's Resolution 20-30 and letter to Governor Ige, for the following reasons.

1. The meeting agenda for July 16, 2020 also includes proposed vast increases in Executive Salaries which flies in the face of retrenchments, furloughs, layoffs, and all items listed (1-7) in the resolution.
2. There is plenty of research that indicates that reducing faculty, limiting course offerings, closing programs contribute to declining quality on campus and low morale.
3. Now even more than ever, the need for a college education that promotes, among other benefits, such as research and innovation, is imperative and we need to ensure that this State University will make education accessible to students.
4. As a Research 1, Space, Sea and Land Grant University, faculty bring in dollars to the State of Hawai'i. What happens to the State and the University if faculty leave? How is this going to help the State of Hawai'i?
5. This is the time for creative solutions not draconian, from the top, peremptory commands as listed in items 1-7 of the resultoution 20-30.
6. Being the economic and social engine of the State, the University of Hawai'i faculty and staff are **Essential** workers - and even so now during this pandemic. **Essential** workers need to be protected and made sure that we are all able to deliver education for the public good in the State of Hawai'i. If these same **Essential** workers are cut off - who will be able to teach and deliver the public good?
7. A University's reputation is based on the work of the faculty research, teaching, innovation and creativity. What will happen to this reputation?
8. Providing sweeping powers to Management is the antithesis of shared governance and will not garner support from the faculty, staff and students of this University
9. Reneging on Bill 79 - that all unions are to get their raises through the collective bargaining process promotes a lack of faith and trust toward the leadership/administration. We need to be working together to find viable and meaningful solutions.

For all of the above reasons, I ask you **not to vote** for this destructive resolution and rescind the letter to Governor Ige.

Sincerely,

Sarita Rai
BU 07 member and UHPA Board Director

Sarita Rai, Ph.D.
Director

University of Hawai`i at Manoa Study Abroad Center
Moore Hall 115
[1890 E-W Road](#)
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"Dare to Discover, Dare to Learn, Dare to Understand"

Impact of Resolution 20-03 on University of Hawaii Student Media (Personal Testimony)

Gabrielle Parmelee <gaparmel@hawaii.edu>

Tue, Jul 14, 2020 at 6:54 PM

To: bor.testimony@hawaii.edu

Gabrielle Parmelee, Interim Managing Editor, Ka Leo O Hawai'i

July 16, 2020

RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Aloha, Board of Regents members:

The media fees collected from students that fund the Student Media Board (SMB) allot jobs and professional opportunities for University students and are completely invested into the media programs. It is crucial and imperative that the Board of Regents protect the ability of the SMB, and all other Chartered Student Organizations (CSOs), to maintain control over their own facilities and funds to ensure responsible fiscal practices. These protections ensure that student fees and facilities are appropriately used and in the manner in which they were intended.

Under the SMB is Ka Leo O Hawai'i, the student newspaper at the University of Hawai'i at Mānoa. Ka Leo is a student-led program designed to bring a voice to all students at the University by the students themselves, through the publication of online articles and printed publications.

I joined Ka Leo not too long ago, in January of 2020. I started as a news intern and was given the resources and training I needed to succeed in the continuously fast-paced world of media. Ka Leo was an opportunity for me as an English major to have one foot in school and the other in the world of professional writing. It was through Ka Leo, under the SMB, that I had the opportunity to explore my passions, meet like-minded peers, and learn the steps to being a published writer.

In January of 2020, I started my first semester of my last year of classes. I had just moved off-campus, away from all my friends and classmates, and I was feeling the pain of distance. I struggled to find my community again as a commuter, until I found Ka Leo. I met people at Ka Leo who then encouraged me to put forth my best and lifted me up to be who I wanted to be. Instead of going straight home everyday after school, I went to Hemenway hall. It was there in that hall that I was able to apply my degree to the field in a fulfilling way; it was there that I finally felt my degree to have a purpose.

Being able to find Ka Leo was all because of a community that had the ability to know what students need and help them obtain opportunities that otherwise would be hard to find. As a CSO, the SMB must maintain control over their own facilities and funds so that opportunities, like the one I was awarded, exist in the future. The SMB and other CSOs must maintain authority over their own facilities and funds to make sure that students have every opportunity to apply the skills they learn at the University to the professional world.

Thank you for this opportunity to testify.

Gabrielle Parmelee, Interim Managing Editor, Ka Leo O Hawai'i

July 16, 2020

RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Aloha, Board of Regents members:

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Thank you for this opportunity to testify.



Kapiolani CC Staff Council: Testimony regarding Board resolution July 16

Raphael Lowe <rlope@hawaii.edu>

Tue, Jul 14, 2020 at 3:33 PM

To: bor.testimony@hawaii.edu

Cc: kapiolani-staff-council <kapiolani-staff-council@lists.hawaii.edu>

Good afternoon, Board of Regents Office:

The Staff Council at Kapi'olani Community College respectfully submits the attached testimony for the Board resolution on the action agenda for Thursday, July 16, 2020.

Warmest regards,

Raphael Lowe

Raphael Lowe

Staff Council Chair

Kapi'olani Community College



Testimony_BoR_KapiolaniStaffCouncil_Lowe - signed.pdf

109K



Memorandum

Tuesday, July 14, 2020

To: University of Hawai'i Board of Regents
From: Kapi'olani Community College Staff Council
Subject: Testimony regarding Emergency Resolution by the UH Board of Regents

Chair Benjamin Kudo and Members of the University of Hawai'i Board of Regents,

One of higher education's most distinctive values is the commitment to shared governance. In today's volatile environment, shared governance is essential to moving forward together through a mutual commitment to the future success of the University of Hawai'i.

News has reached our Kapi'olani Community College Staff Council that the UH Board of Regents is taking action on an emergency resolution this Thursday (July 16, 2020) that would impact APTs and other UH employees. The resolution cites the expected dramatic fall in state tax revenues and "anticipated significant declines in University of Hawaii general fund appropriations and tuition revenues" over the next several years.

The BOR will also consider a letter asking Governor David Ige to open negotiations seeking to defer previously approved raises for public employees. The draft letter explains that the board does not believe it makes common sense "to give a pay increase one day and reduce pay or terminate employees the next...." We ask the Regents to take into consideration federal funding provided through the Coronavirus Aid, Relief, and Economic Security (CARES) Act by the Legislature to cover the personnel costs in Senate Bill 785.

Our constituency is concerned that the original proposed action is to be taken without consultation with the System and campus governance organizations. We would respectfully like to have that opportunity to weigh in as part of the Board's commitment to shared governance among University stakeholders. In the midst of an unprecedented situation, it is clear to us that the best solutions can be reached collaboratively.

Aloha,

A handwritten signature in black ink, appearing to read "Raphael Lowe".

Raphael Lowe
Kapi'olani CC Staff Council Chair



Resolution 20-03 Testimony

Pomai Uchibori <pomai.uchibori@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 8:04 PM

Aloha UH Board of Regents,

I respectfully request that the Board **reconsider** deferring the negotiated employee salary increases.

The Board has already approved and implemented salary increases for the Executives and Managerial positions effective November 1, 2019. The approved salary increases for its executives is extremely detrimental to the staff and faculty who are also continuing to work through this pandemic, only to be told we will not receive our increases.

We agree that this pandemic has wreaked havoc on our economy, but by not honoring the contract, it reflects how the University and its governing Board is disgraceful and belittling to its staff.

Thank you,

Pomai Uchibori



BOR Chair Ben Kudo proposed resolution

Thomas Jackson <tjackson@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 9:04 PM

To: Members of the Board of Regents:

I strongly urge the Board of Regents to reject the resolution proposed by Chair Ben Kudo and his intention to send this, with an accompanying letter, to Governor David Ige.

Our democracy is already under threat by those who seek to by-pass due process which requires sufficient time for public testimony followed by considered judgment before moving forward. This proposal does neither.

Dr. Thomas E. Jackson, Specialist, Department of Philosophy
Director, UHM Uehiro Academy for Philosophy & Ethics in Education
College of Arts & Humanities
www.p4chawaii.org



Financial Impact

Brandon Devie <bdevie@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 3:04 PM

Wondering why the BOR is asking the people that make the University go to take pay cuts. Why is it that when all things must be considered pay cuts are the first step. What happens when bathrooms get dirty and in disrepair? What happens when the trash overflows? Why hasn't there been a discussion about the AD and highest paid coaches taking pay cuts like every other school to minimize the financial impact of Covid-19? It doesn't make sense to punish the professor, janitor and grounds keeper by requiring them to do the same amount of work when the University President hasn't taken a pay cut. He can probably afford it while I cannot.



Is this the end of faculty governance?

Noel Kent <noelk@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 2:35 PM

Aloha. Nearly my entire adult life has been lived in association with this university. I was a student at UH Manoa in the Sixties and Seventies and a faculty member for forty-eight years. This has been a great privilege. Our university's welfare is deep in my heart. And I know that we have in the past been a much better institution because of the role given to faculty in the shared governance process. Regrettably, this role has in recent years been undermined by the UH administration in decisions like the one on the reorganization.

Now comes the blockbuster, top down initiative from within the BOR to unilaterally implement a series of drastic changes in terms of faculty employment and funding on the Manoa campus. This would be done without genuine consultation with faculty. It can only result in intensifying growing faculty demoralization at a time when we are already under severe pressures around issues of teaching. More than ever before, today's UH faculty need to see themselves as valued partners in running the university. Instead, we will see this as akin to a "Saturday night massacre," the most brutal attack on faculty rights and our capacity to educate our students in UH's history. We all know how our economy in Hawai'i has been decimated and can imagine the impacts on our university budget. Changes must be made. But I call upon you to move ahead in dialogue with us as your partners. Together, we can make the decisions we need to save our university.

Noel J. Kent Professor Co-Chair of the Arts and Sciences Senate Executive Committee,



negotiated pay increases

Cassidy Lum <cmlum@hawaii.edu>

Tue, Jul 14, 2020 at 2:21 PM

To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

I was notified that our pay increases for BU08 may not happen as planned and that others at the University have already received their negotiated pay increases. Based on that fact alone, it would be unfair to withhold our pending pay increases. I strongly urge you to reconsider, many families were depending on this extra income.

Mahalo,
Cassidy Tabata
Administrative Support
Email: cmlum@hawaii.edu



OPPOSE: Agenda Items B & C

Stephanie Furuta <furutas@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 9:04 PM

Benjamin Asa Kudo, Chair	Alapaki Nahale-a, Hawaii County
Jan Naoe Sullivan, Vice Chair	Eugene Bal III, Maui County
Wayne Higaki, Vice Chair	Ernest Wilson, Maui County
Simeon Acoba, Honolulu County	Robert Frank Westerman, Kauai County
Randolph G. Moore, Honolulu County	Kelli K.K. Acopan, Student Regent
Michelle Tagorda, Honolulu County	

RE: Agenda Items **B** (*Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration*) and **C** (*Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases*)

I am writing in strong **OPPOSITION** to agenda items **B** (*Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration*) and **C** (*Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases*)

Whereas the 2020 Hawaii legislative session has closed without decreasing funding for currently held positions, the proposed items (**B** and **C**) are unwarranted and, will cause undue hardship to the educational experiences provided by the University of Hawaii System, and also cause unnecessary negative impacts to our communities.

The BOR should respect and trust the abilities of each unit (Deans, Directors/Chairs, Faculty/Staff) and the University leadership (President, Provost, Vice Chancellors, Faculty Senate, Kualii Council, Manoa Staff Senate, GSO, ASUH) to make decisions that will ensure the well-being of our communities, students, employees, and the University of Hawaii System as a whole.

I thank you for your service,
Stephanie Furuta

Stephanie Furuta, PhD
Institute for Teacher Education, MEdT
Director, Hawai'i Writing Project
University of Hawai'i at Mānoa
furutas@hawaii.edu
office: (808) 956-4390
mobile: (808) 384-7408



Written Testimony for July 16th Meeting (Agenda Items IX B and C)

Cynthia Franklin <cfrankli@hawaii.edu>
To: BOR Testimony <bor.testimony@hawaii.edu>

Tue, Jul 14, 2020 at 8:50 PM

Re.: Agenda Items IX B and C

Dear UH BOR:

I write on behalf of a group of faculty members to enter the attached letter to Gov. Ige into the record as written testimony. The letter is in opposition to the BOR resolution and letter to Gov Ige on the agenda for the July 16th meeting (Agenda Items IX B and C). We--the hundreds of members of the UH community who have signed the attached letter--consider these documents unacceptable overreach of power.

The attached letter is from faculty, lecturers, staff and graduate and undergraduate students. You will see that the letter already has over 400 signatures in the first 24 hours. We plan to continue collecting signatures for a few more days before sending it to Gov Ige with cc's to the individuals and entities listed.

We urge you as regents of the board of the University of Hawai'i to reject the resolution and the letter and make our letter to Gov Ige unnecessary.

Sincerely,

Cynthia Franklin, on behalf of all the signatories of the attached letter



Letter to Ige, Higher Ed and UPHA for BOR mtg.pdf
337K

Re.: Agenda Items IX B and C

Dear UH BOR:

I write on behalf of a group of faculty members to enter the attached letter to Gov. Ige into the record as written testimony. The letter is in opposition to the BOR resolution and letter to Gov Ige on the agenda for the July 16th meeting (Agenda Items IX B and C). We--the hundreds of members of the UH community who have signed the attached letter--consider these documents unacceptable overreach of power.

The attached letter is from faculty, lecturers, staff and graduate and undergraduate students. You will see that the letter already has over 400 signatures in the first 24 hours. We plan to continue collecting signatures for a few more days before sending it to Gov Ige with cc's to the individuals and entities listed.

We urge you as regents of the board of the University of Hawai'i to reject the resolution and the letter and make our letter to Gov Ige unnecessary.

Sincerely,

Cynthia Franklin, on behalf of all the signatories of the below letter

TO: Governor David Ige

CC: UH Board of Regents
UH President David Lassner
UH Professional Assembly
Senate Higher Education Committee
Hawai'i Government Employees Association
House Committee on Lower and Higher Education
UH Faculty Senates

July 14, 2020

Dear Governor David Ige:

We, faculty, students, and staff at the University of Hawai'i (UH), write to express our dismay regarding the resolution and the accompanying letter addressed to you on the agenda for the UH Board of Regents meeting of July 16, 2020. We firmly oppose both the letter, and the resolution, which seeks unprecedented power for the UH administration. This administration has increasingly disregarded principles of faculty governance that keep a university true to its educational aims. We oppose the harsh personnel cuts, furloughs, and elimination or mergers of programs, departments and academic units laid out by

the BOR as possible effective measures to contend with the pandemic-induced fiscal crisis.

Both the resolution and the letter purport to be in the interest of saving the university in the midst of a pandemic. In fact, they erode the core educational mission of Hawai'i's only public university system. The BOR's response to the fiscal crisis prompted by the COVID-19 pandemic in the form of the resolution and the letter are opportunistic attempts to request sweeping and unprecedented powers for the university administration.

These requests concentrate decision-making power in an administration that is increasingly alienated from the university community and therefore ill-equipped to wield such power. We reject this response to the fiscal crisis because it is short-sighted and damaging to UH's role as a public institution meant to serve the students and future citizens of Hawai'i.

We recognize that the fiscal crisis is real. However, the wide latitude of action without oversight requested by the university administration will result in ill-advised and hasty decisions at a time of crisis, the worst time for such decisions. Recent unilateral actions by the administration—from mergers and reorganizations to the refusal to listen in the face of widespread actions opposing the TMT—do not give us confidence that the administration will act in the best interests of the university with the extraordinary powers it is requesting.

Instead, we propose the following to meet this moment with the forethought and steadfast attention to public good that a crisis of this proportion deserves. As faculty, students, and staff we care deeply about UH and are eager to work with you, the administration, and other stakeholders to respond to the crisis confronting us. In that spirit, we ask you to commit to these actions.

- **SEEKING ALTERNATIVES TO LAYOFFS AND PERSONNEL SAVINGS**

Layoffs of undergraduate and graduate student workers, lecturers, staff and faculty affect the public good adversely. Such layoffs diminish the state's economy by the reduction of in-state consumption. Economists agree that putting less money in the pockets of workers harms rather than helps recovery. On the other hand, bloated administrative salaries tend to go to savings rather than in-state consumption.

The administration should not balance the budget through personnel cuts and savings that impact employee wages and benefits. Rather, in addressing budget shortfalls, the focus should be on exploring non-personnel cost-saving measures, reduction of administrative positions through consolidation of functions, and cuts to inflated administrative salaries. Rainy day funds should be used boldly and swiftly. A crisis such as this is what they are meant for. Defunding the police to refund the university and increasing taxes on the wealthy are also options.

- **PROTECTING COLLECTIVE BARGAINING**

In tackling the budget, the administration should regard the unions as partners rather than adversaries. Undoing collectively bargained pay increases and benefits erodes the overall wellbeing of all unionized workers in the state in damaging ways. We are all working on the frontlines to keep the economy going.

- **CONSULTATION BEFORE PROGRAM OR DEPARTMENT CUTS AND REORGANIZATION**

The university should resist ill-advised, administration-driven cutting of programs/departments and reorganization of university units. It is easy to cut programs but hard to re-establish them. Any cuts or reorganizations should follow established procedures (which this administration has regularly disregarded) and be the result of wide and meaningful consultation. Such actions should defer to the expert knowledge of faculty, students and staff affected by the proposed actions. This is especially vital at a time of crisis when the tendency to think short-term is tempting.

- **REINVIGORATING FACULTY AND STUDENT GOVERNANCE**

The administration has disregarded and undermined time-tested hallowed systems of faculty and student governance within the public higher education system. It has routinely, and scandalously, ignored and dismissed resolutions and recommendations of faculty senates. It must change this approach and commit to engaging faculty and students as partners again. It is in the interest of the university that the administration do so. The fiscal crisis requires all hands on deck. High-handed administrative action will result in resistance from stakeholders and do lasting damage to Hawai'i's only public higher education system.

- **MAKING DECISIONS REGARDING THE BUDGET TRANSPARENTLY AND FOR THE PUBLIC GOOD**

The administration should open the fiscal books and share budgetary information with all stakeholders at the university from students to faculty to staff. They should explain their proposed actions with regard to the budget in a clear and timely fashion through campus-wide meetings and, most importantly, incorporate the feedback they receive. Their actions with regard to the budget should reflect the public good and cannot come before wide and respectful—rather than pro forma—consultation.

- **DEFENDING THE UNIVERSITY AS A PUBLIC GOOD**

UH makes invaluable contributions to the quality of life in Hawai'i by recovering, generating and disseminating knowledge about Hawai'i; by preparing a skilled and educated workforce that can contribute to a diversified economy; by expanding the minds of citizens for a vibrant and compassionate democratic society. It is a public good whose contributions cannot and should not be evaluated by the flawed criteria of for-profit corporations accountable only to

shareholders and private citizens. As a public good, UH is ultimately accountable to the people of Hawai`i.

The right response during the fiscal crisis created by the pandemic is to protect the core instructional and research mission of the university by looking for new ways to recover instead of the old and failed responses to slash rather than grow. The BOR resolution and the accompanying letter both go directly against this need to protect by placing excessive power in the hands of an administration that has already shown itself to have little understanding of or care for the proven ability of the public university to contribute to a democratic and economically vibrant Hawai`i. As the faculty, staff and students who have signed onto this letter, we are ready to work during this crisis to protect our university and ensure its wellbeing during this challenging time and after.

Sincerely,

Monisha Das Gupta, Professor, Ethnic Studies and Women's Studies

Cynthia Franklin, Professor, English

S. Shankar, Chair and Professor, English

Academic Labor United

Rosie 'Anolani Alegado, Associate Professor, Oceanography & Sea Grant;

Director, Sea Grant Center of Excellence in Integrated Knowledge Systems;

Director, SOEST Maile Mentoring Bridge Program

Cristina Bacchilega, Professor, English

Marcus Daniel, Associate Professor, History

Konia Freitas, Associate Specialist, Kamakakūokalani Center for Hawaiian Studies

Kathy Ferguson, Professor, Political Science and Women's Studies

Vernadette Gonzalez, Professor of American Studies and Honors Program
Director

Noelani Goodyear Ka'opua, Professor and Chair, Political Science

Jairus Grove, Associate Professor, Political Science; Director of Hawai'i
Research Center for Future Studies

Daniel Harris-McCoy, Associate Professor, Classics

Vina Lanzona, Associate Professor, History

Kekailoa Perry, Associate Professor, Center for Hawaiian Studies,
Hawai'inuiākea School of Hawaiian Knowledge

L. Ayu Saraswati, Associate Professor, Women's Studies

Joseph Tanke, Professor, Philosophy

Ty Kāwika Tengan, Professor and Chair, Ethnic Studies

Mari Yoshihara, Chair and Professor, American Studies

Ming-Bao Yue, Professor, East Asian Languages and Literature

NOTE: As of 8 pm July 14, the number of signatures exceeds 400. The names below are copies and pasted and will be cross-checked and reformatted before finalization.

Joy L Enomoto	Lecturer	Pacific Islands Studies	Mānoa
Wright, Rain	Lecturer	English	Mānoa
Achacoso, Katherine	Graduate student	American Studies	Mānoa
Minerbi, Mareva	Lecturer, Dance	Arts and Humanities	Leeward Community College
Kajihiro, Kyle	Lecturer	Geography and Environment, Ethnic Studies	Mānoa
Sonoda-Pale, Healani	Student Support Specialist	Student Life and Development	Manoa
Kuwada, Bryan Kamaoli	Assistant Professor	Kamakakūokalani	Mānoa
Swift, Tamara	Phd student	Political Science	Manoa
McDougall, Brandy Nālani	Associate Professor	American Studies	Mānoa
Craig Howes	Professor of English and Director, Center for Biographical Research	Center for Biographical Research	UH Manoa
Seid, Danielle	Assistant Professor	English	UH Mānoa
Hsu, Ruth	Associate Professor	English	Manoa
Wessendorf, Markus	Chair and Professor	Theatre & Dance	Mānoa
Laurel Flores Fantauzzo	Assistant Professor	English	Mānoa
Elijah	MA student and GA	Anthropology	Manoa
Gomes, Kamanao'i'o	UH Maui Alumni	Sociology/Hawaiian Studies	Maui College
Kosasa, Karen	Associate Professor	American Studies	Manoa
Altman-Kurosaki, Noam	Alumnus, MSc	Marine Biology	Manoa
Chrupalyk, J Kahala	Undergrad	HWST	UHMC
Steven Holmes	Lecturer	English	Manoa
Tino Ramirez	Academic Support	Kamakakūokalani Center for Hawaiian Studies	Mānoa
Chandra Nandini	Associate Professor	English	Manoa
Tammy Haili'ōpua Baker	Associate Professor	Theatre and Dance	Mānoa

Fujikane, Candace	Professor	English	Mānoa
Myung, Sharon	Lecturer	Arts and Humanities	Leeward CC
Ickes, Betty	Associate Professor, History	Arts & Humanities	Leeward CC
Grove, Nicole	Associate Professor	Political Science	Manoa
Monica LaBriola	Assistant Professor	History	UH Manoa
Tauasosi, Tina	Community Partnership and Research Specialist	SEED Office	UHM
Portner Maya	Lecturer	Humanities	Leeward CC
McConkey, Erin	Graduate Student	Anthropology	Mānoa
Ki'ilau, Aaron	Graduate Assistant and Editor-in-Chief	English and Hawai'i Review	Mānoa
Alarilla, Adrian Ellis	PhD Student	History	Mānoa
Wayne Muromoto	Professor	Art	Leeward Community College
Lam Yuen, Chrissy	Graduate Student	Sociology	UHM
Derrick Higginbotham	Associate Professor	English	Manoa
West, James	Professor CC/ Chair	Arts & Humanities	Leeward Community College
Acham, Christine	Chair, Professor	Academy for Creative Media	Manoa
Hamidati, Anis	ABD	CIS	Manoa
Walters, Christine	Lecturer	Arts and Humanities Division	Leeward Community College
Pauka, Kirstin	Professor	Department of Theatre and Dance	UHM
Schauer, Hannah	Costume Shop Manager, Kennedy Theatre	Theatre and Dance	Manoa
Lys, LynleyShimat	Graduate Assistant	English PhD Candidate, GA for Outreach College	Mānoa
Eagle, Jonna	Associate Professor	American Studies	UH Manoa
Osorio, Jamaica	Assistant professor	Political science	Manoa
Albano, Donavan	Undergraduate Student	Hawaiian Studies & Ethnic Studies	University of Hawai'i at Mānoa
Thomas Zeller	Researcher	Dept of Psychiatry	JABSOM

Denali Lukacinsky	Alumna	Psychology; Women's Studies	Mānoa
Andaya, Barbara Watson	Professor of Asian Studies	Professor	Manoa
Timothy J. Reiss	Visiting Scholar	English	Manoa
Malate, Agnes	Director of UH Manoa Health Careers Opportunity Program	Student Equity, Excellence, and Diversity	University of Hawaii at Manoa
Li-Anne Delavega	Undergraduate Research Coordinator	Arts & Sciences	Kapiolani Community College
Ritter, Joseph Ph.D.	Physicist, Lab Director	IfA	IfA Maui (Manoa)
Colwill, Elizabeth	Associate Professor	American Studies	UHM
Signor, John	Associate Professor, Music	Arts & Humanities	Leeward Community College
Manshel, Hannah	Assistant Professor	English	Mānoa
Wheeler-Gonsalves, Jenna	Admin & Fiscal Support Specialist	Theatre & Dance	UH Manoa
John Gagnon	Assistant Professor	English	Manoa
Christie, Amanda	Lecturer	English	Manoa
ho'omanawanui, ku'ualoha	Professor	English	Manoa
Noenoe Silva	Professor	Political Science	Mānoa
Vo, Quynh	Doctoral student/Graduate Assistant	English	Manoa
Losch, Tracie	Professor	Hawaiian Studies	Leeward CC
Kim, Harrison	Assistant Professor	History	UH-Manoa
Kanaeholo, Kale	Graduate Assistant and Master's Student	History	Mānoa
Dunn, Pattie	Academic Advisor	Asian Studies	Manoa
Bae, Christopher	Professor	Anthropology	Manoa
Yap, Allison	Faculty Specialist	National Student Exchange	Manoa
Wayne, Valerie	Professor Emerita	Department of English	University of Hawaii at Manoa
portillo, leilani	Graduate Teaching Assistant, PhD student	English Department	UH Mānoa
Tiare Picard	PhD Student	English	UHM

Kutzen, Punahale	Undergraduate	Ethnic Studies	UH Mānoa
Ghosh, Monica	South Asia Studies Librarian	Library Services	Manoa
Margulies, Laura	Lecturer	Academy of Creative Media	Manoa
Tsuzaki, Jenna	Student	Student	Manoa
Lee, Billie	PhD Candidate	American Studies	Manoa
Nordstrom, Georganne	Associate Professor, Writing Center Director	English	Mānoa
Anna Feuerstein	Associate Professor	English	Manoa
Ahia, Māhealani	PhD student/Instructor	English	Mānoa
Ricker, Emily	Graduate Student	American Studies	Mānoa
Hu, Yilan	Third-year doctoral student	American Studies	Manoa
Yano, Christine	Professor of Anthropology	Anthropology	Manoa
Davey, Lane	Lecturer	English	Mānoa
Chernisky, Joseph	Professor; UH Alumnus	Leadership & Religious Studies	UH-Leeward Community College
Mariano, Joyce	Associate Professor	American Studies	Manoa
Hamid, Sarah Michal	Undergraduate Student	Womens Studies	Mānoa
Anna Stirr	Associate Professor	Asian Studies	Manoa
Burdick, Elizabeth	Assistant Professor, Theatre, retired	Arts and Humanities	Leeward Community College
West, Emily	Assistant Professor	English	Mānoa
Wendy Kawabata	Professor, Associate Chair, Department of Art & Art History	Art & Art History	Manoa
Houar, Maria Teresa	PhD Student and Teaching Assistant	Theatre and Dance, Academy of Creative Media	Manoa
Man, Glenn	Professor	English	UH Manoa
Groeniger, Scott	Associate Professor of Digital Imaging	Art and Art History	Manoa
Goldschmidt, Rebecca Maria	Graduate Assistant, Class of 2020	Art & Art History	Mānoa
Komeiji, Kawena	Librarian	Library	University of Hawai'i - West O'ahu
Wang, George	Professor	Academy for Creative Media	Manoa

Hamilton Faris, Jaimey	Associate Professor	Art and Art History	UH Manoa
Garland, Karyl	Lecturer	Department of English	Manoa
Lee, Kekaimalu	Lecturer	Hawaiian Studies	Leeward Community College
Vegas Amy	Graduate Assistant/Student/Instructor	English	UH Mānoa
Sakashita, Jay	Professor	Arts & Humanities	Leeward Community College
Park, Young-a	Associate Professor	Asian Studies Program	UH Manoa
Knutson, Jesse Ross	Associate Professor and Chair	IPLL	Manoa
Wong, Naiad	History faculty	Arts and Humanities	Leeward CC
Parba, Jayson	Instructor	Filipino Program, Department of Indo-Pacific Languages & Literatures	UH Manoa
O'Malley, Lurana	Professor of Theatre	Theatre and Dance	Mānoa
Ganitoen, Tabitha	Student	Education	Uh Manoa
Smith, Sean	Assistant Professor	Philosophy	Mānoa
John Szostak	Associate Professor	Art and Art History	Manoa
Laurel Mei-Singh	Assistant Professor	Ethnic Studies	Mānoa
Nishimura, Amy	Professor	Humanities	West O'ahu
Logan, Joy	Professor and Graduate Chair, Spanish	Languages & Literatures of Europe & the Americas	UHM
Okada, Sophia	Graduate student	Educational Foundations	Manoa
Cruz, Kahelelani	Assistant Professor in Hawaiian Studies	Arts & Sciences	Kapi'olani Community College
Schultz, Susan M.	Professor	English	Manoa
Rai, Sarita	Specialist and Director	Study Abroad Center	UH Manoa
Laycock, Steven	Professor of Philosophy	Arts and Humanities	Leeward Community College
Baicy, Caroline	PhD Studen	History	Manoa
Molyneux, Erika	New Media Arts Instructor	Fine Arts	Leeward Community College

Molyneux, Robert	Lecturer	Fine Arts	Leeward Community College
Panek, Mark	Professor of English	Humanities Division	Hilo
Ortega, Nadezna	Instructor	IPLL	UH Mānoa
Garcia, Alphie	Librarian	VCAA	UHWO
Loretta Chen	Lecturer	Arts & Humanities	Leeward
Thomas, Annie	Acting Head Librarian	Library & Learning Resources	Kapi'olani Community College
Kaitlyn Mallardi	Student and DMA Tutor	Fine Arts	UHH
Akootchook, Berdell	Student	Student	UH West Oahu
FERREIRA, Catherine	Senior	BA English	UH Manoa
Bassous, Reem	Instructor	Arts abs humanities	Leeward Community College
Margaret J. Maaka	Professor	College of Education	Mānoa
Buckingham, Tuigalagi	Student	Student	Leeward
K. Laiana Wong	Professor	Hawai'iinuiākea School of Hawaiian Knowledge	Mānoa
Rachel Elise Greiner	Graduate Student	American Studies Department	UH Mānoa
Stone, John F	Student	CE	LCC
Winkler, Cato	Student	Veterinary Technology	Windward Community College
Biggs, Brittany	Assistant Professor	ACM	Manoa
Malashewski, Kyle	Lecturer	English	Mānoa
Johnson Angelina	Full Time Student	Agriculture	Leeward Community College
Labrador, Roderick	Associate Professor	Ethnic Studies	Manoa
Smith II, Dean	Student	Department of Fine Arts	UH Leeward Community College
Lori Ann Chun	Secretary	Theatre & Dance	Manoa
Polansky, Patricia	Specialist librarian for Russian Far East	Asia Collection Hamilton Library	Manoa

Chandler, Paul M	Spanish Professor, outgoing Department Chair	LLEA	MANOA
Arrogante, Kristel	Windward CC Trio SSS Peer Mentor	Student Support Services	Windward Community College
Abdul Karim Khan	Professor - History	Arts & Humanities	Leeward Community College
Okamoto, Harper	Student	Digital Media	Leeward Community College
Salazar, Nicholas	Student	Computer sciences	Leeward CC
Andaya, Leonard	Professor, Southeast Asian history	History	Manoa
Ah Sue, Denise	PhD Candidate	College of Education	Manoa
Lo, Nanea	Graduate Student	Department of Urban and Regional Planning	UH Mānoa
Allen, Sarah	Associate Professor	English	Manoa
Kapuni-Reynolds, Halena	Graduate Assistant, Museum Studies Graduate Certificate Program	American Studies	Mānoa
McGregor, Davianna	Professor, Director	Department of Ethnic Studies, Center for Oral History	Mānoa
Rieder, John	Professor Emeritus	English	Manoa
Marie Alohalani Brown	Associate Professor	Religion	Mānoa
Davis, Harry	Professor	Math and Sciences	Kapiolani Community college
Nolte-Odhiambo, Carmen	Assistant Professor	Humanities	UH West O'ahu
Kristina Whatley	Ph.D. Candidate	Education	Manoa
Kathryn A. Hoffmann	Professor, French	Languages & Literatures Europe & the Americas	Manoa
Kent, Noel	Professor	Ethnic Studies Department	Manoa
Kimokeo, Kamuela	Instructor	Humanities/music	Windward Community College
Babcock, Mary	Professor and Graduate Chair	Art and Art History	UH Manoa
Dalmiya, Vrinda	Professor	Philosophy	Manoa
Bisbee, Michelle	Assistant Professor	Theatre and Dance	Mānoa
Chung, Brian	Associate Professor	Ethnic Studies	UH Manoa

Oleson, Kirsten	Associate Professor	NREM	Manoa
Ken Reyes	Graduate Student	Political Science	Manoa
Lum, Susan	Professor CC, English Literature	Arts and Humanities	Leeward Community College
Widdison, Lisa	Lecturer	Philosophy	Manoa
Knudson, Tabatha	Student	Undergraduate Student, CTHAR	Manoa
Zelko, Frank	Associate Professor	History	Manoa
Miller, Lisa	Assistant Professor, ICS	Math & Sciences	Kapiolani
Gibson, Veronica	PhD candidate	Botany	Manoa
Aranda, Lucia	Professor	Spanish	Manoa
Jackson, Thomas	Specialist, Philosophy	Philosophy	UH Manoa
Winchester, Imaikalani	Teacher/Student	College of Education	Manoa
Oliveira, Katrina-Ann Kapā	Professor	Hawaiian Language	UH Mānoa
Oishi, Michael	Assistant Professor, Literature	Arts and Humanities	Leeward CC
Rodriguez, Miguel	Full-Time Student	Business Administration	UHWO
Overstreet, Maryann	Professor	German	Manoa
Thau, Eric	Associate Professor of Spanish, Undergraduate Advisor for Spanish	LLEA	Manoa
Haglund, Sue Patricia	Educational Specialist/Lecturer	Honors Program and Ethnic Studies	Manoa
Patao, Juli	Asst. Professor Cooperative Education	CareerLink Director/ELWD	UH Maui College
Abinales, Patricio	Professor	Asian Studies	Manoa
Thatcher, Karen	Undergraduate Student	Political Science	Manoa
Sprott, Zoe	MA student and graduate assistant	English	Mānoa
Holmes, Lorna	Instructor, Classics	LLEA	Manoa
Marta Gonzalez-Lloret	Professor	Languages and Literatures of Europe and the Americas	Manoa
Pak, Michael	Assistant Professor	English	UH West Oahu
Ross, Mike	Assistant Professor, Botany	Math & Science Dept.	KapCC

Denise M. Pierson	Civic & Community Engagement Coordinator	Office of Institutional Effectiveness	Kapiolani Community College
William Waechter Jr.	Sophomore	Liberal Arts	Leeward Community College
Miyamoto, Shigeru	Associate Professor	Arts & Humanities	Leeward Community College
Kathleen Sands	Professor	American Studies	Manoa
Cotton-Jennings, Tammy	Lecturer	Arts and Humanities	Leeward
Irma L. Pena	Lecturer	IPLL	Manoa
Irma L. Pena	Lecturer	Indo-Pacific Languages & Literatures	Manoa
Orte, Peter	Lecturer	Lang's and Lits of Europe and the Americas	Manoa
Wolff, Nadine	Assistant Professor of Mathematics	Math & Sciences	Kapiolani Community College
Shawn Sharpfish	Student	Bussiness	West
Olivares, Beatriz Ivette	Lecturer	LLEA	Manoa
Rowe, Sharon	Lecturer	Philosophy	Manoa
Banna, Jinan	Associate Professor	Human Nutrition, Food and Animal Sciences	Manoa
Thurston, Chloe	Former student	English	Oahu
Brian Deis	Lecturer	Natural Sciences	KCC
Verquer, Leamar	Student	Pre-nursinh	Leeward
Mire Koikari	Professor	Women's Studies	Manoa
Vogeler Azeema	Adjunct Lecturer	IPLL	Manoa
Hino, Kitty	Institutional Support	College of Education	UH Manoa
Faria, Kahea	Assistant Specialist	College of Education	UH-Manoa
Grove, Nicole	Associate Professor	Political Science	Manoa
Rivera, Keely	Post-Baccalaureate Student	College of Hawaiian Language	UH Hilo
Lindsey, Rachel	Instructor	Math & Sciences	Kapiolani Community College
Sprott, Jill	Teacher	N/A	UH Mānoa (Alumni)

Richter, Terry Ann	Division Secretary	Arts & Humanities Division	Leeward CC
Cohan, Charles	Professor	Department of Art and Art History	Manoa
Damas, Frank	Instructor	Kawaihuelani Center for Hawaiian Language	Mānoa
Tricia L. Tolentino	Educational Coach	Center on Disability Studies	UH Manoa
Bao, Bei	Current art student	Art	Leeward
Judy Daniels	Professor	KRS, College of Education	UHM
Simpson Steele, Jamie	Associate Professor	College of Education, Institute for Teacher Education	Manoa
Denton, Eric	Professor	Arts and Humanities	Kapi'olani Community College
Zane, Raquel	(Former) Office Assistant	Social Sciences Division	UH Hilo
Gravatt, Linda	Student	Art	UHMC
Andersen, Lori	Assistant Specialist	College of Education, Curriculum Research & Development Group	Manoa
Kame'eleihiwa, Lilikalā	Professor	Kamakakūokalani Center for Hawaiian Studies, Hawai'i inuiākea School of Hawaiian Knowledge	UH Mānoa
Schrager, Lucie	Second Year Student	Social Studies	Leeward Community College
Lorraine Ward	Managing Editor	Curriculum Research & Development Group	Mānoa
Waynele Yu	Instructor & Graduate Student	Institute for Teacher Education & Learning Design and Technology	Mānoa
Addair, Emilee	Graduated Student	English	Manoa
Krishna, Sankaran	Professor	Political Science	Manoa
Kuehu, Donna	Graduate Student	Molecular Biosciences and Bioengineering	Manoa
Yuan, Sarah	Specialist	Center on the Family, College of Tropical Agriculture and Human Resources	Manoa
Thao Le	Professor	Family Consumer Sciences	UH Manoa
Do, TK	Graduate Student	College of Education	Mānoa

Manset, Genevieve	Assistant Professor	College of Education	UH Manoa
Ghosh, Monica	South Asia Studies Librarian	Library Services	Manoa
Tanoa, Sautia	Alum	Social Studies	Manoa
Kai, Jessie	Researcher	Human Nutrition Food and Animal Science	UH Manoa
Tavares, Hannah	Associate Professor	Educational Foundations	Manoa
Saffery, Maya	Assistant Specialist	Kawaihuelani Center for Hawaiian Language	Mānoa
Njoroge Njoroge	Associate Professor	History	Manoa
Lee, Kekaimalu	Lecturer	Hawaiian Studies	Leeward Community College
McDougall, Dennis	Professor, Retired	Special Education	Manoa
Schuster, Laurel	Lecturer	Mathematics	HCC
Morrissey, Patricia	Director	Center on Disability Studies	Manoa
Donna Ann Kameha'iku	Lecturer	Hawaiian Studies	Windward Community College
Kaaloa, R Pi'ilani	Assistant Specialist	Kamakakūokalani Center for Hawaiian Studies, Hawai'inuiākea School of Hawaiian Knowledge	Mānoa
Long, Keahiahi	Librarian II	Kamakakūokalani Center for Hawaiian Studies	Mānoa
Matteson, Kieko	Associate Professor	History	UH Manoa
Grüter, Therese	Associate Professor and Graduate Chair	Second Language Studies	Mānoa
Stone, Kimberlee	Graduate Student	Theater and Dance	Mānoa
Flowers, Petrice	Associate Professor	Political Science	Mānoa
Moore, Colin	Director and Associate Professor	Public Policy Center	Manoa
Binasia	Student	..	KCC
Wright, Erin Kahunawaika'ala	Associate Professor	Educational Administration	UH Mānoa
Soma, Aileen	Assistant Specialist	Education	Manoa
Ruhi Quinn	Media Specialist	Kīpuka, Native Hawaiian Center at Pu'uloa	Leeward CC

Smith, Amanda	Assistant Professor of Literacy Education	Curriculum Studies	Mānoa
David Carr	Lecturer	History	LCC Pearl City/Waianae
Michael H Shapiro	Professor	Dept of Political Science	Manoa
Yang, Myungji	Associate Professor	Political Science	Manoa
Grimm, Cameron	Graduate Assistant	Native Hawaiian Student Services	Manoa
James, Cheyanne	Full-time Student	Digital Media	Leeward Community College
Bertz, Ned	Associate Professor	History	UHM
Camaron Miyamoto	Director, LGBTQ+ Center	Office of Student Affairs	UH Manoa
Markman, Mathew	Graduate Assistant	Political Science	Manoa
Long, Ilima	PhD student	Political Science	Mānoa
Chang, Daven	Undergraduate senior and Student worker	College of Social Sciences: ACCESS Engagement	University of Hawaii at Mānoa
Tuaau, Cinta	Undergraduate Senior	Communicology	University of Hawaii at Manoa
Chang, Cara	Assistant Professor	Language Arts	Leeward Community College
Bill, Teresa	Faculty Specialist, Student Services	SEED, Student Equity Excellence & Diversity / Bridge to Hope / Women's Center	Manoa
Victor, Karen	Limahana KĀ'EO	Curriculum Studies	Mānoa
Simanu-Klutz, Manumaua	Associate Professor	Indo-Pacific Languages and Literatures	Manoa
Boettjer-Wilson, Daniela	Assistant Specialist	Center for Teaching Excellence	Mānoa
Paikai, Annemarie	Instructor, CC (Hawai'i Pacific Librarian)	Library	Leeward Community College
Lewis, Taylor	Alumna	Second Language Studies	Manoa
Montero, Clemen	Educational Specialist and Lecturer	Ctr for Philippine Studies and Indo-Pacific Lang and Literature, CALL	Manoa

Acoba, Francisco	associate professor	Dept. of Language, Linguistics and Literature	Kapi'olani CC
Su Gannet, Hsiu-Ya	Marketing Specialist	CRDG	Mānoa
Lawrence, Charles	Professor, emeritus	William S. Richardson Law School	Manoa
Koo, Ryan	Assistant Professor	Humanities	Windward Community College
Morgan, Julia	Instructor of Philosophy and Religion	Language Arts and Humanities	Kaua'i CC
Rasmussen, Paige	Managing Editor	Center for Biographical Research	UH - Mānoa
Precious Arao	Lecturer	IPLL	UH Manoa
Stephens-Chu, Maura	PhD Candidate	Anthropology	Manoa
Dasenbrock, Reed	Professor	English	Manoa
Romero, Yasmine	Assistant Professor of English	Humanities/English	UHWO
Benbow, Chase	Graduate Teaching Assistant	History	Mānoa
Celia Bardwell-Jones	Professor	Philosophy	UH Hilo
Kau'i Baumhofer	Assistant Professor	Mathematics, Natural, and Health Sciences	UH West O'ahu
Philip Sarmiento	Instructional & Student Support Specialist/Emergency Medicine Clerkship Coordinator	Department of Surgery, John A. Burns School of Medicine	Manoa
Iwanicki, Tom	Graduate Worker	School of Life Sciences	Manoa
Asuncion, Chandell	Alumni	NA	Manoa
Runburg, Jack	PhD Student	Physics & Astronomy	Mānoa
Knor, Lucie	PhD Candidate	Oceanography	Mānoa
Godinet, Meripa	Associate Professor	Social Work	Manoa
McGuire, Laura	Assistant Professor	Architecture	Manoa
Taira, Tiffany	Media Center Director	ACM	Manoa
Lopez, Leslie	Associate Professor	Center for Labor Education & Research	UHWO
Limon, Victor Gregor	Member	Student Media Board	Mānoa
McNally, Mark	Professor	History	Manoa

Harrison, Robert	Lecturer	Physics	Kapi'olani
Costantini, Maria	PhD candidate	School of Life Science	Mānoa
Lee, Kira	SSW Alumnus, Former Employee	School of Social Work	Manoa
Honoré, Christie	Graduate Student	English	University of Hawai'i at Mānoa
Williamson, Lynette	Assistant Professor	HIM	UHWO
Costantini, Maria	PhD candidate	School of Life Science	Mānoa
Carreira Ching, Donald	Instructor	Language Arts	Leeward Community College
Kim, Janet	Junior Specialist/Graduate Student	Special Education	UH Mānoa
Herman, Louis	Professor, Chair, Division of Social Sciences	Social Sciences	UH West Oahu
Higgins, Christina	Professor	Second Language Studies	Mānoa
Quibilan, Kenny	Graduate Assistant	College of Education Office of Student Academic Services	Manoa
Schwartz, Bonnie D.	Professor	Second Language Studies	Mānoa
Naito, Myra	Secretary	Travel Industry Management	Manoa
Lestelle, Cody	Graduate Student PhD & MEd	Political Science and Learning Design & Technology	Mānoa
Azmi, Nezia	Program Manager (APT)	College of Education	Mānoa
Jung, Seowon	IT Specialist	College of Education	Manoa
Meriwether Kanoa	Instructor	Social Science	West Oahu
Pereira, Susan	Executive Producer/Creator Building Blocks for Tots	Theatre/Dance	Manoa
Berestecky, John	Professor, Microbiology	Math/Science	Kapiolani Community College
Gasmen, Imelda	Instructor	Indo-Pacific Languages & Literatures	UH Manoa
Ito, Robert	Former Disney Programming Manager	Theater/Dance	Manoa
Hoonchamlong, Yuphaphann	Associate Professor	Indo-Pacific Languages & Literatures	Manoa
Carino-Agustin	College Success Advisor	Student Affairs	UHWO

Kasper, Gabriele	Professor	Second Language Studies	Manoa
Kahawai'i, BarbaraJean	Project Director, Pūko'a Kani 'Āina	Office of the Chancellor	UH - West Oahu
Wright, M. Kawēlau	Instructor, PhD Candidate	Kamakakūokalani School of Hawaiian Knowledge	Mānoa
Litton, Creighton M.	Professor and Director	Department of Natural Resources and Environmental Management; Director of the Undergraduate Research Opportunities Program	Manoa
Means Alexander	Associate Professor	Educational Foundations	Manoa
Monica Esquivel	Assistant Professor	HNFAS	Manoa
Lubura-Winchester, Borjana	Lecturer, PhD student	Geography and Environment	UH Manoa
Clayton, Cathryn	Associate Professor and Chair	Asian Studies Department	Manoa
DeBaryshe, Barbara	Specialist and Interim Director	Center on the Family	Manoa
Wolff, Nadine	Assistant Professor of Mathematics	Math & Sciences	Kapi`olani Community College
Mello, Christy	Assistant Professor Anthropology	Social Sciences Division	UH West O'ahu
Stern, Ivette	Junior Specialist	Center on the Family	Manoa
Domingo, Dean	Instructor	Indo-Pacific Languages and Literatures	UH Manoa
Vesnefski, Ardi	Administrative Assistant	Kamakakuokalani Ctr for Hawaiian Studies	UHM
Kosasa, Eiko	Associate Professor and Chair	Social Sciences	Leeward Community College
Bondoc, Ivan	PhD Student	Linguistics	Manoa
Zabala, Sonya	Operations Coordinator	Native Hawaiian Place of Learning Advancement Office	UHM
Zabala-Moore, Kauanoē	Undergraduate	Marine Biology	KCC
Forster, Richard	Lecturer	Humanities	Hawaii Community College
Losch, Kealalokahi	Professor	Hawaiian & Pacific Islands Studies	Kapi'olani CC

Quirk, Jennifer Mahealani	Graduate Professional Access Program	SEED	Mānoa
Miller, Alex	Graduate Assistant	Center on Disability Studies	UH Mānoa
Møllegaard, Kirsten	Professor	English	Hilo
Severns, Tara	Professor	Library	Windward
Riley, Sequoia	PhD Student	Urban and Regional Planning	Manoa
Irvine, Lelemia	Assistant Professor of Physics	Mathematics, Natural and Health Sciences	UH West Oahu
Eng, Sothy	Assistant Professor	Family and Consumer Sciences	Manoa
Stroble, James	Lecturer in Philosophy	Arts and Humanities	Leeward
Masahide Kato	Associate Professor	Social Sciences	West O'ahu
Golub, Alex	Associate Professor	Anthropology	Mānoa
Mostafanezhad, Mary	Associate Professor	Geography and Environment	Manoa
Lasconia, Ciera	Residential Assistant, MA Candidate Educational Administration, Undergraduate Student	Office of Residential Life, Department of Ethnic Studies, College of Education	Manoa
Conlon, Austen	Graduate assistant	Botany	Manoa
alicia takaoka	instructor	Department of English	University of Hawai'i at Hilo
Kekuewa Kikiloi	Director and Associate Professor	Kamakakūokalani Center for Hawaiian Studies	Manoa
Jun Shin	Undergraduate	American Studies & Ethnic Studies	University of Hawai'i at Mānoa
Kim Fujii, Sunhee	Program Specialist	Second Language Studies	Mānoa
Crowther, Dustin	Assistant Professor	Second Language Studies	Manoa
Mawyer, Kirsten	Associate Professor of Secondary Science	Institute for Teacher Education	Mānoa
Lee, Su-Mi	Associate Professor	Political Science and Administration of Justice	Hilo
Taro Schmeackle	PhD Student	Chemistry	Manoa
Tatem	Graduate Student	Physics	Manoa
Marusek, Sarah	Professor	Political Science/Administration of Justice	UH Hilo

Tuthill, Matthew	Professor - Molecular Biology and Microbiology	Math and Sciences	KapCC
Mogren, Christina	Assistant Researcher	Plant and Environmental Protection Sciences	Manoa
Hesia, Kahōkū	BA Candidate Ethnic Studies Department, MA Candidate Education Administration, American Association of University Women (AAUW) student intern	College of Social Sciences, College of Education, Office of Community and Civic Engagement	Mānoa
Marusek, Sarah	Professor	Political Science/Administration of Justice	UH Hilo
Rita, Nathalie	PhD Candidate	Sociology	UHM
Sunja Kim	Policy Analyst	Office of Strategic Health Initiatives	UH System
Giannakopoulos Stefanos	GA	CMB PhD	UH Manoa
Anderson, Charles	1st year student	Liberal Arts	Leeward Community College
Michael Kantar	Assistant Professor	Tropical Plant and Soil Science	UH Manoa
Mahaffey, Sean	Graduate Student	Oceanography	Mānoa
Minerbi Luciano	Professor Emeritus	Urban and Regional Planning	UHManoa
Cachola, Ellen-Rae	Evening Supervisor & Archives Manager & Lecturer	William S. Richardson School of Law Library & Department of Ethnic Studies	Mānoa

RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Ka Leo Editor in Chief <editor@kaleo.org>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 9:40 PM

Dear UH Board of Regents,

We as Ka Leo o Hawai'i kindly ask you to keep student journalism alive by opposing Resolution 20-03 and allowing money to remain within CSOs for the student body that the BOR serves.

Us student reporters and staff at Ka Leo work to provide professional opportunities and quality content on top of full-time college course loads for the love of writing and journalism. Ka Leo o Hawai'i is made up of hardworking, driven students who seek objective truth and to best represent the voice of UH Mānoa--and most of us do so with little to no compensation. Item 3 and item 7 of the resolution will bring broad implications on student media, including Ka Leo.

The importance of UH Manoa's student newspaper became clear to us last week. Two days after the Trump administration announced an ICE policy that threatened international students' visa status and sent universities across the nation into panic, Ka Leo was the first local news outlet to publish a story with perspectives from the U.H. administration and students of the university. Competing with large news outlets on the island as a student run newspaper, we always are working towards higher standards and quality.

With all due respect to larger news outlets, neither Civil Beat nor The Star-Advertiser covered Trump's foreign student policy. We as Ka Leo o Hawai'i have a special place in Hawai'i's journalism scene as we are located at the heart of campus.

As other news media are forced to turn their attention away from the University system, it's now up to us to fill that gap: to attend the Board of Regents meeting, to ask administrators about decisions and to offer all members of the U.H. community unbiased information from a variety of sources.

Many branches of the Student Media Board, including Ka Leo, have been an integral part in communicating UH, city, state, and federal news consistently throughout the COVID-19 pandemic. We respectfully ask that you let us continue to do so.

Thank you for your time and consideration.

Ka Leo o Hawai'i Staff



Esther Kim
Editor in Chief | [Ka Leo O Hawai'i](#)
Cell: (808) 358-5140 | **Alt Email:** estherk7@hawaii.edu
University of Hawai'i at Mānoa
[2445 Campus Road](#), Hemenway 107
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Twitter: [@kaleohawaii](https://twitter.com/kaleohawaii)

Facebook: [Ka Leo](https://www.facebook.com/KaLeo)

Instagram: [@kaleohawaii](https://www.instagram.com/kaleohawaii)



RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Steve and Libby Stoddard <stoddardsl@yahoo.com>
Reply-To: Steve and Libby Stoddard <stoddardsl@yahoo.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 9:45 PM

Name: Steve Stoddard

Date: July 14, 2020

RE: Impact of Resolution 20-03 on University of Hawaii Student Media

The exigency of the current financial shortfall in the State of Hawaii has necessitated an expedited plan for the University of Hawai'i to deal with immediate financial challenges. The financial deficit will be felt across the University, including within Chartered Student Organizations (CSOs) such as the Student Media Board (SMB), which anticipates decreased fee and advertising revenue. The SMB maintains governance over its programs, with student-managed facilities and reserve funds. The student fees collected to fund the Student Media Board afford jobs and opportunities for students and 100% of all funds are invested into the media programs for which the fees are collected. To ensure responsible fiscal practices, it is imperative that the Board of Regents protect the ability of the SMB, and all CSOs, to govern their own facilities and funds. Such protections are vital to ensuring that student fees and facilities are used appropriately and in the manner originally intended by the charter.

Steve Stoddard
[2345 Ala Wai Blvd. #814](#)
[Honolulu, Hi. 96815-5017](#)
(808) 926-1783



Testimony for 7/16/20

Joseph Rouse <joseph.e.rouse@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 2:27 PM



board of regents letter 7-16-20.pdf
46K

Dear University of Hawai'i Board of Regents,

Here in Hawai'i we are proud to be part of an international community that goes beyond the borders of one nation. Students on our islands especially belong to a campus that not only hosts a wide diversity of disciplines but also a diversity of students. Our fellow students have various colors, tongues, creeds and national backgrounds. A diverse and inclusive campus strengthens our community and promotes the free flow of knowledge. Every single one of our campuses are built on Hawaiian land and, with the exception of indigenous students, all of us are from immigrant families.

As a student, I am deeply troubled by actions concerning U.S. immigration policy.

Some of the actions taken raise serious questions that deserve serious answers.

Above all else I believe we should be asking ourselves, how should we respond in a manner that is both ethical and in alignment with the goals of promoting the advancement of humanity's collective body of knowledge.

When answering this question regarding morality we must remember that we are amidst a global pandemic in which we are confined to using Zoom for the purposes of conducting business that would normally be held in person. It is unthinkable to suggest that we comply with demands that could lead to forced deportations that could easily spread Covid-19. The struggle against our invisible enemy is not over and lives are at stake. Whenever lives are at stake a Nuremberg defence is not acceptable.

Even the most heartless person should come to the conclusion that we need to take a stand against this. Without taking into consideration the ethical aspects we see that it is within the self interest of the UH system whose income will negatively be affected by the actions of ICE. While I would hope that those here have a heart I would implore you that if you are instead an egoist that you act as a rational egoist and acknowledge that what is bad for international students is bad for UH.

I now ask the university to use its institutional power to protect its students and fight back against the actions of ICE.

From the Board of Regents of the UH System, I request:

A resolution opposing the anti-intellectual actions of ICE and expressing support for all UH System students, faculty and staff affected by them.

A resolution supporting undocumented students and committing to do everything in the university's power to protect them against future anti-immigrant policies.

From UH, I request:

Comprehensive legal support for the students, faculty and staff currently affected by or otherwise vulnerable to anti-immigrant policies. At a minimum, such legal support should include:

- Legal counsel and advice for members of the campus community affected by the travel ban, including those currently outside the country or facing the possibility of detainment at U.S. ports
- Legal clinics and “know your rights” trainings available for, particularly but not exclusively, undocumented and international individuals
- Official declaration as a “sanctuary campus”

I ask all UH campuses to commit to implementing these policies, whether or not they currently have students, faculty or staff who are affected by the actions of ICE.

The term “sanctuary campus” has symbolic meaning, rather than a specific legal definition. In providing this testimony I would like to define “sanctuary campus” to mean a university that will not disclose the immigration status of its students, faculty or staff; that university police will not participate in immigration enforcement actions; and ICE officials may not come on campus without a warrant.

These policies are in no way radical and have already been largely implemented by other universities.

Sincerely,

Joseph Rouse



Resolution 20-03 is Wrong

Cyndi Kwock <ctkwock@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 1:07 PM

7/14/20

Dear UH BOR Regents,

I'm Thomas Kwock, the Chief Fiscal Administrator at the UH Pacific Biosciences Research Center (PBRC). I urge you all to reject BOR Resolution 20-03. In your heart, you're doing what you think is best for the University. But what you fail to see is your actions will damage the heart of the University. It will hurt the thousands of lower paid HGEA employees who keep the engine of the University and the State economy running every single day. The Faculty may be the straw that stirs the drink. But the Staff is the Cup that holds everything together. Let's be honest. There is no way the UH faculty will agree to defer their 2% pay raises effective 7/1/20. It's written into their binding contract and UH will surely lose when UHPA takes it to court. The 7/1/20 payroll notification forms have already been processed and the faculty will begin receiving their raises on 7/20/20.

Your resolution is really targeted at the HGEA members. Again, you wish to balance the UH budget on those who do so much and earn the least. Our contracts expired on 6/30/19 and we've waited more than a year for our mutually-agreed upon pay raises. Now you wish to make us wait even longer while allowing the UH faculty to receive 2% raises. This is simply unfair and perpetuates the double-standards and second-class citizenship that I've witnessed during my 31 years at UH. For example, during the pay cuts of the Great Recession in 2008, the UH faculty was the only union that was reimbursed in full for the pay cuts. The rest of us never recovered a single cent of the 5% pay cuts we suffered during those two years. We believe in shared sacrifice to help the common good. But why are the HGEA members the ones who always have to bear the brunt of the sacrifice? Why are we always treated as less than equal?

Now you may be thinking I'm just another selfish, lazy state worker. Do you know that I've done the work of two full-time employees for the past six years at PBRC? I've saved my department \$112,000/year, which is the difference between my starting salary and the salaries of the two retired employees before me. Do you know that my job goes far beyond paper-pushing for I play an integral part in keeping PBRC in the black and churning hundreds of thousands in dollars of indirect costs every year from the many research grants I oversee? Do you know that I'm the one who has to create the PBRC annual budget whether these pay raises happen or not? Do you know that I've come to work every day of this deadly pandemic because it's impossible for me to maintain the same efficiency and productivity if working from home? My story is not unique. There are many, many dedicated staff and faculty who've done the same as me, if not more. And these are all the people your resolution will hurt. We are strangers to you all. What I wrote may be easily dismissed and quickly forgotten after your meeting today. But please try to remember these two names: **Gail Akiyama and Robyn Honnaka**. They are two of the most dedicated, conscientious, industrious HGEA employees that I've worked in my 31 years at UH. They both did their jobs in quiet obscurity. But they were two of the most helpful, productive people that I've ever known. Gail retired in 2016 and Robyn retired in 2018. Both passed away abruptly within a year after they retired. There are many other Gails and Robyns still working at UH. We don't always have another year or two to wait for raises rightfully due to us. When we retire, all we take with us is our last paycheck. I urge you to vote No. Thank you!

Thomas "CTK" Kwock
382-2395

TESTIMONY: 20-03 Proclaiming an Emergency and Directing Action from the University Administration

Brett Oppegaard <brett.oppegaard@gmail.com>

Tue, Jul 14, 2020 at 12:17 PM

To: bor.testimony@hawaii.edu

Dear Board of Regents members,

When you consider Board Resolution 20-03 today, I hope you think carefully and philosophically about why "shared governance" is at the core of the university ethos. Like democracy itself, shared governance is typically not the most efficient way to operate. It's inherently messy. It leads to compromises. But, in the end – if done properly, with all of the stakeholders participating fully – we get better results for everyone involved. That's the tradeoff. Speed for quality and equality.

While Covid-19 certainly qualifies as a "national emergency," so have all of these: <https://www.brennancenter.org/our-work/research-reports/declared-national-emergencies-under-national-emergencies-act>. Part of the job of UH leadership is to prepare for emergencies, no matter how catastrophic, or wide-ranging in effects. What, for example, would we do if Oahu was hit by a major hurricane? What if the Red Hill gas tanks leak and suddenly most of the drinking water on the island is unpotable? What if all shipping to and from the mainland is suddenly shut down? What if Hawaii's statewide connections to the Internet are cut? What if the international airport has to close? And so on. The possibilities for disruptions to the UH campuses are endless. ... If the answer is always the same: In response, we should give UH administration unlimited and ultimate authority to do whatever it wants, however it wants, to whatever degree it wants, then I think the Board of Regents will have abdicated its oversight role of the UH administration.

So who ultimately is responsible for making sure the UH administration is prepared for all contingencies? Who is responsible for making sure the UH administration works fruitfully with its stakeholders, including students, faculty, and staff? Who is responsible for making sure that UH is a shared and sustainable statewide resource that will be serving this community – as a source of pride and inspiration – for many generations to come? Someone has to be responsible. So now is the time to look to those who act responsibly, and the responsible reaction to this resolution is to **vote against it** and ask that the UH administration instead get back to work within the current rules (or work with stakeholders to change those rules, for the betterment of all). Now is not the time to toss the hard-earned compromises and agreements crafted among stakeholders over years (if not decades) for a nebulous promise of "efficiency" through authoritarian decision-making.

Beyond the philosophical, the UH administration hasn't even clearly articulated the problem. The state's revenue is going to be lower. OK, by how much? And how does that specifically affect UH? Will it be getting XX percent less from the state in 20-21? There are going to be increased costs of operation. OK, how much? There are going to be fewer revenues from students, in terms of housing and tuition. OK, how much? We must have a pretty good idea of how many students are going to be enrolled in classes in the fall, since we are just a few weeks away from the semester starting. ... So let's put some numbers on all of this, and get all of the stakeholders together, in campus-wide forums (online, of course), and try to figure it out. With radical transparency and openness, we could discuss and debate the options, and then bring those back to the Board of Regents, for the tough decisions to be made, rather than just providing a carte-blanche approval to do "whatever's necessary." No single person, or single vision, or streamlined authoritarian fantasy can save us. Only we can do it, all of us, by working together.

- Brett Oppegaard, brett.oppegaard@gmail.com, 360-521-8150 (c)

* Even though I am a UH employee, I am presenting this testimony as a private citizen, and it is not intended as an official act within that role, or to represent anyone's views but my own.



OPPOSITION TO RESOLUTION 20-03 Letter to Governor

Georgette Sakumoto <kowebaby@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 1:51 PM

Aloha Chair Kudo and BOR,

As an APT with over 40 years dedicated to this University, I write in extreme disappointment and OPPOSITION of Resolution 20-03 and your letter to Governor Ige requesting that our greatly delayed, well-earned pay raises be deferred.

As an APT under the Vice President for Research and Innovation, our office is the ONLY office, that I know of, that has been MANDATED to return to physically be in the office since May 26, 2020. We have worked tirelessly throughout this pandemic to ensure that the Research endeavor is not compromised. We also had to work longer hours, under great stress, to ensure that the University could submit the CARES act proposals and process the awards to ensure that we had money for our students and campus operations – yet you want to deny the APT’s the minimal raises we have negotiated and approved by the Legislature.

This action will send a message to the administrative staff that you do not value the dedication and effort that we continue to provide to ensure that the University continues to do research seamlessly. The APT’s will again suffer the brunt of the cuts due to COVID and you will be deteriorating the already low morale of the staff who know that the faculty have received their raises already.

Again, I oppose your letter and Resolution and I ask the Board of Regents oppose these requests and show the Administrative Staff of this University that our dedication is valued. You need to recognize and reward our efforts as a true partnership by funding our raises and honor shared governance of this University.

Respectfully,
Georgette Sakumoto
UH System

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RE: Impact of Resolution 20-03 on University of Hawaii Student Media

Jason Brinck <jramafleetdjshawaii@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 11:34 AM

The exigency of the current financial shortfall in the State of Hawaii has necessitated an expedited plan for the University of Hawai'i to deal with immediate financial challenges. The financial deficit will be felt across the University, including within Chartered Student Organizations (CSOs) such as the Student Media Board (SMB), which anticipates decreased fee and advertising revenue. The SMB maintains governance over its programs, with student-managed facilities and reserve funds. The student fees collected to fund the Student Media Board afford jobs and opportunities for students and 100% of all funds are invested into the media programs for which the fees are collected. To ensure responsible fiscal practices, it is imperative that the Board of Regents protect the ability of the SMB, and all CSOs, to govern their own facilities and funds. Such protections are vital to ensuring that student fees and facilities are used appropriately and in the manner originally intended by the charter.

To make a long story short.... KTUH is an essential business to the community. & continued support for the station & it's students & community members is essential as well!

Jason "DJ Jrama" Brinck
Slapp Radio
KTUH Trainee

OPPOSE: Agenda Items B and C

Kahea Faria <kaheaf@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 11:15 AM

Benjamin Asa Kudo, Chair	Alapaki Nahale-a, Hawaii County
Jan Naoe Sullivan, Vice Chair	Eugene Bal III, Maui County
Wayne Higaki, Vice Chair	Ernest Wilson, Maui County

Simeon Acoba, Honolulu County	Robert Frank Westerman, Kauai County
Randolph G. Moore, Honolulu County	Kelli K.K. Acopan, Student Regent
Michelle Tagorda, Honolulu County	

RE: Agenda Items **B** (*Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration*) and **C** (*Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases*)

Aloha mai kakou e na kakoo o ke Kula Nui o Hawaii, Manoa:

I am writing in strong **OPPOSITION** to agenda items **B** (*Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration*) and **C** (*Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases*)

Whereas the 2020 Hawaii legislative session has closed without decreasing funding for currently held positions, the proposed items (**B** and **C**) are unwarranted and, will cause undue hardship to the educational experiences provided by the University of Hawaii system and unnecessary negative impact on our communities.

The BOR should respect and trust the abilities of each unit (Deans, Directors/Chairs, Faculty/Staff) and the University leadership (President, Provost, Vice Chancellors, Faculty Senate, Kualii Council, Manoa Staff Senate, GSO, ASUH) to ensure the well-being and prosperity of our University of Hawaii system.

I thank each of you for your service in ensuring the welfare of Hawaii's university system.

No ka pono o ka aina,
Kahea Faria



Do not cancel the arts

Erin Healani Chung <erinhchung@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 10:53 AM

I write to you as an alumni of UH Manoa department of Theatre and Dance. Because of my time there, I went on to become a professional actor, part of a union of artists working to create art to share with the world. When we stay at home to keep each other safe, we turn to the stories of movie and film to lift us up. Without programs like UHM T & D, that work isn't possible. In times of deep tumult, we need art. We need programs like this to continue so that we can support an entire world that is in crisis.

I ask you to commit to these actions.

- SEEKING ALTERNATIVES TO LAYOFFS AND PERSONNEL SAVINGS

Layoffs of undergraduate and graduate student workers, lecturers, staff and faculty affect the public good adversely. Such layoffs diminish the state's economy by the reduction of in-state consumption. Economists agree that putting less money in the pockets of workers harms rather than helps recovery. On the other hand, bloated administrative salaries tend to go to savings rather than in-state consumption.

The administration should not balance the budget through personnel cuts and savings that impact employee wages and benefits. Rather, in addressing budget shortfalls, the focus should be on exploring non-personnel cost-saving measures, reduction of administrative positions through consolidation of functions, and cuts to inflated administrative salaries. Rainy day funds should be used boldly and swiftly. A crisis such as this is what they are meant for. Defunding the police to refund the university and increasing taxes on the wealthy are also options.

- PROTECTING COLLECTIVE BARGAINING

In tackling the budget, the administration should regard the unions as partners rather than adversaries. Undoing collectively bargained pay increases and benefits erodes the overall well-being of all unionized workers in the state in damaging ways. We are all working on the front lines to keep the economy going.

- CONSULTATION BEFORE PROGRAM OR DEPARTMENT CUTS AND REORGANIZATION

The university should resist ill-advised, administration-driven cutting of programs/departments and reorganization of university units. It is easy to cut programs but hard to re-establish them. Any cuts or reorganizations should follow established procedures (which this administration has regularly disregarded) and be the result of wide and meaningful consultation. Such actions should defer to the expert knowledge of faculty, students and staff affected by the proposed actions. This is especially vital at a time of crisis when the tendency to think short-term is tempting.

- REINVIGORATING FACULTY AND STUDENT GOVERNANCE

The administration has disregarded and undermined time-tested hallowed systems of faculty and student governance within the public higher education system. It has routinely, and scandalously, ignored and dismissed resolutions and recommendations of faculty senates. It must change this approach and commit to engaging faculty and students as partners again. It is in the interest of the university that the administration do so. The fiscal crisis requires all hands on deck. High-handed administrative action will result in resistance from stakeholders and do lasting damage to Hawai'i's only public higher education system.

- MAKING DECISIONS REGARDING THE BUDGET TRANSPARENTLY AND FOR THE PUBLIC GOOD

The administration should open the fiscal books and share budgetary information with all stakeholders at the university from students to faculty to staff. They should explain their proposed actions with regard to the budget in a clear and timely fashion through campus-wide meetings and, most importantly, incorporate the feedback they receive. Their actions with regard to the budget should reflect the public good and cannot come before wide and respectful—rather than pro forma—consultation.

- DEFENDING THE UNIVERSITY AS A PUBLIC GOOD

UH makes invaluable contributions to the quality of life in Hawai'i by recovering, generating and disseminating knowledge about Hawai'i; by preparing a skilled and educated workforce that can contribute to a diversified economy; by expanding the minds of citizens for a vibrant and compassionate democratic society. It is a public good whose contributions cannot and should not be evaluated by the flawed criteria of for-profit corporations accountable only to shareholders and private citizens. As a public good, UH is ultimately accountable to the people of Hawai'i.

The right response during the fiscal crisis created by the pandemic is to protect the core instructional and research mission of the university by looking for new ways to recover instead of the old and failed responses to slash rather than grow. The BOR resolution goes directly against this need to protect by placing excessive power in the hands of an administration that has already shown itself to have little understanding of or care for the proven ability of the public university to contribute to a democratic and economically vibrant Hawai'i.

Mahalo nui,
Erin Healani Chung
www.erinhealanichung.com

Sent from my iPhone

BOR resolution 20-01 and letter to Governor Ige

Patrick Patterson <patrickmpatterson96825@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 10:26 AM

Good morning, and thank you for the opportunity to testify in opposition to this resolution. This resolution is inhumane and, from a budgetary and political point of view foolish.

As others have probably testified, the University of Hawaii brings inestimable value to our Hawaii State community and economy. The BOR, the University, and the State of Hawaii receive tremendous savings in terms of the difference between the real value of faculty and staff work and the lower value acknowledged in our remuneration based job descriptions and salaries. It seems that the composers of this resolution have already decided that, despite the fact that continued employment of UH employees has helped keep the Hawaii economy afloat over the past several months, and in spite of the very real and heroic efforts to continue educating our population and "bring in" grant money and provide community and internationally critical research, the authors of this resolution have decided to dismiss the heroic efforts of the University of Hawaii employees to continue their mission in the face of adversity.

It is a fact, frequently acknowledged by UH President David Lassner that UH employees have gone beyond the call of duty. We have turned our own homes into workspaces, provided equipment for ourselves out of our own pockets, and spent nearly 24 hours, seven days a week helping care for students and the community both as teachers and as volunteers. For those reasons alone, this resolution is a slap in the face of thousands of dedicated individuals and of the community at large.

What I really wish to testify about is the evident silliness of this proposition. This resolution, taken in the face of legislative and gubernatorial support for the University System and its faculty, is essentially an offer to roll over and die. Make no mistake, this could be fatal to the University of Hawaii System, and could create a massive hole in the State of Hawaii's economy. It is also a losing negotiating position. The faculty does not necessarily expect that pay raises approved by the Legislature and supported by the Governor will be possible in the short term. Of course I want my pay raise, but I and other faculty are also willing to sacrifice for our community to the degree that we have to. We are not willing to offer up our jobs, our employer, and our mission to the chopping block without being asked. This resolution essentially invites the State of Hawaii to gut the UH, end its effectiveness, and put in the unemployment queue hundreds of individuals who could, with a more sound negotiating position, maintain their jobs and instead contribute to Hawaii's recovery. This resolution is foolish at best. Please do not support it. Instead, please begin the process of dialogue with UHPA and other relevant labor unions and the State of Hawaii to come to agreements for ways forward that ask all to do their share, but not to give up their livelihood and that of our families for the sake of a BOR gesture.

Thank you for your time and consideration of my testimony.

Sincerely,
Patrick M. Patterson, Ph.D.
Professor, CC, History, Honolulu CC
Lecturer in Asian Studies, UHM
Outgoing Campus Chair of the Honolulu CC Faculty Senate Executive Committee



Testimony for July 16, 2020 Meeting

Anna Feuerstein <annamf@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 7:42 PM

Hello,

Please find attached my testimony regarding the BOR Proposed Resolution 20-03.

Thank you.

Best
Anna Feuerstein

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Anna Feuerstein, PhD
Associate Professor
Department of English
University of Hawai'i-Manoa

Author of *The Political Lives of Victorian Animals*
Co-editor of *Childhood and Pethood in Literature and Culture*



Feedback for BOR 7:16:20.docx
14K

July 14, 2020

To Whom It May Concern:

I am writing to respectfully express my dismay and opposition to Resolution 20-03 and Letter to Governor Regarding COVID-19 Impacts. While I hope that this resolution was written in the spirit of protecting this institution, I believe that if passed, it will negatively affect the university system, its employees, and its students. I express my support for the letter submitted by the faculty and addressed to Governor Ige, as well as for the testimony from Thomas Conway, chair of the Mānoa Faculty Senate Executive Committee. Right now the administration needs to *work with faculty* instead of have unilateral power to remake the university as they see fit, especially before we know the scope of the financial crisis we are facing.

I spent the last two years as a member of the Mānoa Faculty Senate, where I served on CAB [Committee on Administration and Budget]. This committee gave me an invaluable experience, where I saw firsthand the necessity of a shared governance structure between the administration and faculty. I also saw, unfortunately, an erosion of this structure, as the administration went forward with mergers without the support of the Senate. I'll give an example. The colleges of LLL, A&H, and SPAS were recently collapsed into the new college of CALL. This merger was adamantly opposed by a majority of faculty in the affected units. As a member of CAB, I spent hours in consultation with affected faculty, and saw the increasing lack of morale and erosion of trust that faculty members have in the administration. Unsurprisingly, the administration passed this merger without the support of the faculty, and the reasons we were given for moving forward without our support were offensively patronizing, to say the least. "We know better than you," is basically the logic they went with. I would hate to see this attitude put into practice and essentially made law, with no end date in sight.

Faculty were not opposed to the merger in principle; they were opposed to the fact that the administration consistently refused to listen to faculty and make changes based on our suggestions. We understand changes will need to happen, but we want – and deserve – a seat at the table.

I bring up this example to show that faculty are increasingly finding themselves unheard by the administration, while the administration is increasingly consolidating and reorganizing without the support of the faculty. The idea of the administration having unilateral power to do whatever they want literally makes me sick to my stomach.

While we do not yet know the scope of the financial impact facing the university, it's true that we are facing a fiscal crisis. This necessitates that we work together to grapple with the fallout as best we can. I urge you to reconsider and reject this resolution, and ensure that the faculty have a voice in the challenging times ahead. We need the collective thinking of everyone involved in the university system, not just the rash decisions of a few unelected and dictatorial administrators.

In closing, I want to reiterate my support for the letter addressed to Governor Ige and the testimony from Thomas Conway, especially the following:

- Alternatives to layoffs and personnel savings
- The protection of collective bargaining
- Consultation and working with affected programs or departments

- A commitment to faculty and student governance
- An acknowledgement of the University as a public good
- Consultation with the Mānoa Faculty Senate

Thank you for your time, and I do hope you make the right decision and vote against this resolution.

Sincerely,

Anna Feuerstein, PhD
Associate Professor
Department of English
UH Mānoa



Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Proposed Resolution Proclaiming an Emergency and Directing Action by the UH Administration

UHM Faculty Senate <uhmfs@hawaii.edu>

Tue, Jul 14, 2020 at 8:44 PM

To: BOR Testimony <bor.testimony@hawaii.edu>

Cc: David Lassner <david@hawaii.edu>, Michael Bruno <mbruno2@hawaii.edu>, Alexandra French <afrench@hawaii.edu>, Thomas Conway <tconway@hawaii.edu>, SEC <uhm-mfs-sec@lists.hawaii.edu>

Aloha,

Attached is the UHM Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration.

Also attached is the supporting document. *Resolution on Retrenchment* that was approved unanimously by the Manoa Faculty Senate on October 21, 2009.

Mahalo,

Tom Conway, Chair
2019-20 Senate Executive Committee

John Kinder for Tom Conway, Ph.D.

Administrative Officer

Mānoa Faculty Senate Office | [2500 Campus Road](#) | Hawai'i Hall 208 | Honolulu, HI 96822 | Ph: (808) 956-7725 | uhmfs@hawaii.edu | Senate Website: www.hawaii.edu/uhmfs

2 attachments

 **20200716 MFS Testimony to the BOR OPPOSING the Proposed Resolution Proclaiming an Emergency and Directing Action by the UH Administration (signed by TC).pdf**
213K

 **20091021 Resolution on Retrenchment.pdf**
126K



July 13, 2020

TO: Benjamin Kudo, Chair
UH Board of Regents

CC: David Lassner, CEO & President
University of Hawaii System

Michael Bruno, Provost
University of Hawaii at Manoa

Sandy French, VCAFO
University of Hawaii at Manoa

FROM: Thomas Conway, Chair
2019-20 Senate Executive Committee

RE: Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration

The Mānoa Faculty Senate (MFS), through its Senate Executive Committee (SEC), understands that the current financial situation is unprecedented. The expected financial situation for the University appears dire. The MFS looks forward to working with the University administration and the Board of Regents to address and survive this crisis.

However, we believe that the Board of Regents is premature in its proposed resolution authorizing administration “to utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc.” We do not yet even have a budget from the state. The American Association of University Professors (AAUP) [*Recommended Institutional Regulations on Academic Freedom and Tenure*](#) (RIR) regulation 4(c) starts with a definition of financial exigency: it is an “imminent financial crisis which threatens the survival of the institution as a whole.” Worth emphasizing is that the survival of the institution in its entirety, not just a



part of it, must be at stake ([Financial Exigency, Academic Governance, and Related Matters](#), April 2004).
Drastic measures will compromise University programs and quality of instruction.

Further, the RIR states that “there should be an elected faculty governance body, or a body designated by a collective bargaining agreement, that participates in the decision that a condition of financial exigency exists or is imminent and that all feasible alternatives to termination of appointments have been pursued, including expenditure of one-time money or reserves as bridge funding, furloughs, pay cuts, deferred-compensation plans, early-retirement packages, deferral of non-essential capital expenditures, and cuts to non-educational programs and services, including expenses for administration.” To our understanding, no such faculty governance body has yet participated in this decision.

The Mānoa Faculty Senate, through its Resolution on Retrenchment adopted on October 21, 2009, called for refraining from drastic measures unless and until fiscal exigency is well documented by an appropriately constituted committee consistent with AAUP standards. Severe measures such as program cuts, consolidations, retrenchments, and reductions-in-force risk lowering our national prestige, as well as our ability to attract top-quality students, faculty, and staff, research funding from Federal sources, and also State funding.

Therefore, the SEC respectfully requests that the UH Administration and Board of Regents engage with MFS on further discussions of the fiscal emergency and the proposed measures offered in response.

Supporting Document:
MFS “Resolution on Retrenchment” approved on October 21, 2009



Presented to the Mānoa Faculty Senate by the Committee on Professional Matters (CPM) for a vote of the full senate on Wednesday, October 21, 2009, a resolution on retrenchment. Approved unanimously by the Mānoa Faculty Senate on October 21, 2009 with 55 votes in support.

RESOLUTION ON RETRENCHMENT

WHEREAS, retrenchment at the University of Hawaii at Manoa (UHM) should not be imposed until financial exigency has been declared according to the procedures specified by the American Association for University Professors (AAUP) in their document Recommended Institutional Regulations on Academic Freedom & Tenure; and

WHEREAS, the 2003-2009 and currently enforced and continuing University of Hawaii Professional Assembly's Faculty Contract states that retrenchment can only occur in case of a lack of work or other legitimate reason, such as fiscal exigency; and

WHEREAS, the UH Board of Regents (BOR) has not declared financial exigency; and

WHEREAS, the AAUP requires that a duly authorized faculty body participate in the decision that a condition of financial exigency exists or is imminent, and this has not occurred; and

WHEREAS, there are several new projects such as the expansion of University of Hawaii-West Oahu and Maui Community College campuses that would indicate that financial exigency is not imminent; and

WHEREAS, AAUP standards are designed to protect the integrity of the institution in part by means of a system of tenure, which is jeopardized by retrenchment;

THEREFORE, BE IT RESOLVED, that the University of Hawaii Mānoa Faculty Senate

- (1) insists that any retrenchment be held off for lack of well-documented fiscal exigency established by an appropriately constituted committee consistent with AAUP standards; and
- (2) asserts that any precipitate attempt to seek approval from the BOR for retrenchment will place this institution at risk for formal censure by AAUP; and
- (3) asserts that retrenchment in any form will lower our national prestige, as well as our ability to attract top-quality students, research funding from Federal sources, and also State funding; and
- (4) requests that copies of this resolution be sent to the Board of Regents, the University of Hawaii President, the University of Hawaii Chancellors, Senator Norman Sakamoto, Representative Jerry Chang, and Governor Linda Lingle.



Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Waiver of Recruitment and Appointment of a Permanent Dean to the Outreach College

UHM Faculty Senate <uhmfs@hawaii.edu>

Tue, Jul 14, 2020 at 8:44 PM

To: BOR Testimony <bor.testimony@hawaii.edu>

Cc: David Lassner <david@hawaii.edu>, Michael Bruno <mbruno2@hawaii.edu>, Alexandra French <afrench@hawaii.edu>, Thomas Conway <tconway@hawaii.edu>, SEC <uhm-mfs-sec@lists.hawaii.edu>

Aloha,

Attached is the UHM Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Waiver of Recruitment and Appointment of a Permanent Dean to the Outreach College.

Mahalo,

Tom Conway, Chair
2019-20 Senate Executive Committee

John Kinder for Tom Conway, Ph.D.

Administrative Officer

Mānoa Faculty Senate Office | [2500 Campus Road](#) | Hawaii'i Hall 208 | Honolulu, HI 96822 | Ph: (808) 956-7725 | uhmfs@hawaii.edu | Senate Website: www.hawaii.edu/uhmfs



20200716 MFS Testimony to the BOR OPPOSING the Waiver of Recruitment and Appointment of a Permanent Dean to the Outreach College (Signed by TC).pdf
192K



July 13, 2020

TO: Benjamin Kudo, Chair
UH Board of Regents

CC: David Lassner, CEO & President
University of Hawaii System

Michael Bruno, Provost
University of Hawaii at Manoa

Sandy French, VCAFO
University of Hawaii at Manoa

FROM: Thomas Conway, Chair
2019-20 Senate Executive Committee

RE: Faculty Senate Testimony to the Board of Regents (BOR) OPPOSING the Waiver of Recruitment and Appointment of a Permanent Dean to the Outreach College

The Mānoa Faculty Senate (MFS), through its Senate Executive Committee (SEC), expresses opposition to the waiver of recruitment and appointment of a permanent Dean of the Outreach College and to the proposed salary set “above the maximum of the designated salary range”. MFS objects to appointments without university community input.

The fact that the incumbent has served in an interim capacity for a decade is evidence of an ongoing lack of good practice on the part of the University administration. The MFS disapproves of excessive and lengthy appointments of interim positions, and such extensive periods do not absolve the University of the obligation to conduct an impartial search for the best available candidate. The administration’s irresponsibility in allowing an interim appointment to stand for a decade does not serve as evidence that a search would yield the same outcome. In addition, President Lassner has imposed a freeze on hiring across the University system; making a temporary appointment permanent at this time would seem to violate that directive.



The requested personnel action asserts that Dr. Chismar’s accomplishments include “strengthening relationships with other colleges and building strong collaborative working relationships with them”. To the contrary, the Mānoa Provost and Outreach College Dean proposed a “Plan for Online and Distance Credit Programs and Courses” (dated February 14, 2020)” without adequate consultation, resulting in a Mānoa Faculty Senate resolution on May 13, 2020, that demanded meaningful consultation and explicitly warned of the potential for censure by the Senate. More positive outcomes could have been achieved by strengthening relationships and building stronger collaborative working relationships with the parties involved.

To compound this problem, the proposed appointment seeks to make permanent a salary “above the maximum of the designated salary range.” The SEC questions how the Board of Regents (BOR) can consider executive compensation beyond the University’s own defined compensation parameters while it seeks to declare a financial emergency authorizing “whatever available means” “to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration.” To do so is both hypocritical and tone-deaf.

The faculty and staff of the University of Hawai‘i at Mānoa deserve to serve alongside executives who have been fully vetted and inspire confidence. The students of the University of Hawai‘i at Mānoa and the community deserve the same. This appointment, if approved, will simply reinforce the notion that key executives can be picked from favored personnel - a problem that is likely to be compounded and multiplied during the pending reorganization of the University of Hawai‘i at Mānoa’s campus and myriad renamed and reconfigured executive positions. If the University of Hawai‘i at Mānoa intends to develop and maintain a national reputation for excellence, then lengthy interim roles and dual and/or unvetted executive appointments in key roles must cease.

The Mānoa Faculty Senate respectfully requests the Board of Regents to decline this appointment and set a precedent that full recruitments are required for key executive roles at the University of Hawai‘i at Mānoa.



Declaring UH a sanctuary system

Monisha Das Gupta <dasgupta@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 9:27 PM

Aloha Regents,

I am writing as a person who entered the US academy as a F-1 international student three decades ago. Now faculty at UHM, I was horrified by the now-revoked DHS rule to force international students to take in-person courses in the fall during this deadly pandemic. As the implications of the rule change unfolded, I was faced with students who were being asked to choose between continuing their studies by complying with the rule or putting at risk their own wellbeing as well as that of faculty, staff and the surrounding community. No one should be faced with such an awful choice.

The Trump Administration's reckless disregard for public health combined with its anti-immigrant stance makes it imperative for the Regents to support an immediate declaration of the UH campuses sanctuaries for the international students, immigrants, and undocumented students. The threat of deportation and the unabashed use of immigration status to force professors and students back into the classroom were real and they have no place in an educational setting. Our international students should have the same choice as their US peers. We need swift action in order to join so many other universities that declared their campuses sanctuaries in 2016. UH needs to catch up.

Thank you for your attention,
Monisha

Dr. Monisha Das Gupta
Professor, Departments of Ethnic Studies and Women's Studies
306 George Hall
University of Hawai'i at Mānoa

Testimony - Resolution 20-03 Deferring of HGEA Pay Raises

C H <bikercarl@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 10:05 PM

Aloha Chaid Kubo and Board of Regents,

I am sending this testimony after just learning that the BOR is considering a resolution to defer the hard earned raises for HGEA member. As a long time APT worker, I do know that the vast majority of our APT workers provide the critical functions that keep the University running, day in and day out. This resolution seemingly targets Unit 8 directly and almost exclusively. Since UHPA most certainly won't stand for their wages being rolled back and because, as I recall, Units 03 and 09 are in the middle of a contract term and they will get their raises like UPW just did, , and Unit 08's contract expired as of June 2019, it gives the appearance that only the Unit 08 workers will be directly affected.

As stated above, your loyal Unit 08 workers are the ones who ensure that your AC is running, for many campuses, that your trash is picked up, your classes are scheduled, buildings built, renovations overseen, all of your bills are paid or things procured and contracts executed. APT's are responsible for scheduling of events, managing offices, ensuring the safety of your classes and laboratories and ordering everything you need to run your office, building, classes, stocking and ordering/purchasing supplies to clean your restrooms.

Speaking from experience, the last time we went through furloughs, the negative impacts that the University felt were mitigated through and by your Unit 08 workers. We faithfully and loyally worked through the furloughs and reductions in resources through personal sacrifices and working longer hours to creatively help our programs survive with minimal impact to the University community, including the students. I would have hoped that the Board would remember our sacrifices the last go around and that we would have support rather than having our hard earned raises taken from us! I can recall workers from other bargaining units who were the first ones out the door without regard to the short. medium and long term ramifications to the University. The APT's were the ones who dug in and stayed late without compensation and sacrificed while others enjoyed their new found reduced hours at work.

Similarly, I think that although there may have been many who were able to work from home during this whole COVID 19 pandemic, there are many, like me who have been reporting to work every single day because our work functions cannot necessarily be done from home. We have selflessly come in to do our jobs without complaint and even taken on additional responsibilities as a direct or indirect result of this pandemic. I am currently covering for my Facilities Manager because he left just prior to the pandemic and we are unable to fill the position. Not only do I have my own responsibilities to cover, but his as well. I have continually worked far past my conventional 8 hour day while often working through lunch or eating at my desk while working with few exceptions and continue to do so so that my campus will not be in jeopardy of going without services as well as making sure that the safety and needs of my workers do not get neglected or pushed aside during these challenging times. Furthermore, I (and many other Unit 08 workers) have been deemed knowledgeable enough in our fields to be appointed to committees to address the challenges of preparing and reopening our campuses for the Summer II and Fall 2020 terms.

I would like to believe that our Board Of Regents is willing to recognize that through our dedication and hard work, APT workers are helping us to make our campuses a safe place for students, staff and faculty to return to so that the University is able to survive. Understanding that the University will be operating in a deficit and finding means to stay solvent is an arduous task, I do not think it is fair to expect for the APT's to shoulder the impact of these trying times. Once the State goes through furloughs and/or pay cuts, your APT's would already be without their raises to buffer the economic hardships that loom over our heads like the other bargaining units who have already received their raises and awards. If the thought is that we would somehow be compensated further down the road after we are on our way to recovery, we would still be scrutinized in the court of public opinion and future awards and compensations extremely difficult to pass. The last time we went through this, APT's took pay cuts and have not recovered from these financial burdens. Your UHPA employees were not only paid back, they got interest for going along with these cuts. Where is the parity in this action? Again, putting your Unit 08 workers at a disadvantage of deferring our raises while all other units receiving their raises and awards highlights the gross inequity in treatment of our APT workforce. Although not intentional, you are putting the very workforce that the University community relies on in a severely disadvantaged caste system. At what point will this critical work group begin to waver in their loyalty and dedication to our community? At a point in time where anxiety levels are already heightened, I have to ask why the Board would want to further undermine the morale of your most valuable workforce?

I humbly ask that you reconsider your actions and look at how and why your University is able to continue to function. Do not penalize us for being the loyal and dedicated employees who have demonstrated time and time again their resolve to ensure the dedication. All of the duties and responsibilities that the students, faculty and staff have taken for granted all seem to work as seamlessly as possible, or when they do not, they are repaired as quickly as possible are done, for the most part, by those APT workers who you would penalize if you were to pass Resolution 20-03. While I may now completely understand the gravity of the financial hardship that the University faces, I do know that Resolution 20-03 would further splinter and demoralize the very teams that you (and the Campus communities) come to unconsciously rely upon. If nothing else, these hard working, dedicated and loyal workers should be celebrated, not targeted. Please, do not pass resolution 20-03.

Mahalo for your time and consideration.
Carlton S. Ho

Your resolution to Governor Ige

Michael Cooney <mjcoahu@gmail.com>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 10:07 PM

Dear Chair Kudo,

PLEASE consider the simple yet obvious reality that you will need the university in the post covid world as a significant revenue generator along side the military and tourism.

The State of Hawaii, over the past 80 years, has invested massive amounts of tax dollars into the Manoa campus.

Don't you want a return on that investment?

Universities, if well managed under concise mission statements, can bring out of state revenue via fee paying undergraduate degrees and graduate professional degrees.

Hawaii is a mecca for overseas \$ from affluent families. It's called educational tourism and it can really pay it's way. BIG TIME.

But if turn into a low budget dysfunctional campus with these clandestine late night edicts to wipe our budgets, or efforts to suddenly retrench highly educated labor that took \$\$\$ to recruit and relocate and then years to train, you are going to forever loose this 80 year investment.

Would you spend billions of tax dollars to build a rail system and then just shut it down to rot past an ability to repair just because of a short term crisis?

If you want to help Hawaii post covid then consider how to craft a well thought out resolution in concert with other leaders and alongside a coherent and long term vision for a university that can work and generate revenue alongside the military and tourism in a post covid world. How do we adapt without shooting ourselves in the leg, torso, and head?

I ask that you think seriously about this, and along with a thought to just how much tax payer dollars have been invested on Manoa over the past 80 years. It's worth the effort given the past level of investment.

I get that the university has to change its business model for the future. I truly do. I get it that we cant continue to rely heavily on G funds and that we have to pay he State back.

But it takes time, Chair Kudo, and it takes leadership that gives Manoa faculty a coherent vision and action plan. Sound marching orders. We cant have Chaos. Chaos does not work. It disrupts recruitment of fee paying out of state students and the securement of large status building long term research Grant's. The two go hand in hand. And it also hurts recruitment of endowment investments. Stability is key to the university business.

But all we get instead is these wholly draconian, late night punative cuts to our budgets without any long term business planning and vision.

The university business can be lucrative, especially in depressed economies. But it's a COMPETITIVE business. Put another way it's a business selling people who deliver degrees. If you want to charge out of state students top dollar, then you have to have the talent and goods to sell that product.

PLEASE reconsider tabling your bill and reappeaching our Admin, faculty senate, and union in a way that leads and motivates rather than punishes and promotes fear and anxiety.

Thank you

Michael Cooney

[Testimony Submittal] BoR 7-16-20 - In Opposition of Resolution 20-03 and the Draft Letter to Gov. Ige

Mark Yap <markyap501@gmail.com>

Tue, Jul 14, 2020 at 10:01 PM

To: bor.testimony@hawaii.edu

Thursday, July 16, 2020

Aloha mai kākou Chair Kudo, Regents, and President Lassner,

My name is Mark Yap, an administrative, professional, technical (APT) employee at UH Mānoa for the past 18 years. I'm providing personal, written testimony to express my strong opposition to part IX of the agenda items, sections B and C related to the Board Resolution 20-03, as well as requesting that the regents reject signing the letter presented by the chair to Governor Ige.

I currently hold an elected seat as the State Director for the Hawai'i Government Employees Association bargaining unit 8. I am a current member of our unit's negotiating team who worked hard to work with my colleagues, our HGEA staff, and the executive director to bargain in good faith regarding our 2019–2021 contract. We devoted ourselves and countless hours to arrive at a tentative agreement with the University and the State Department of Human Resources (DHRD) which was subsequently overwhelmingly ratified by our unit's votes.

I closely follow each BoR meeting, including what President Lassner, Vice-President Young, and others present related to our University finances. I closely follow the legislature, what Governor Ige does in front of and behind the scenes, as well as actively follow UHERO and the DOTAX council on revenues. I'm very well aware of our state's economic condition and what that has done with our university budget forecasts.

I further understand that something has to be done to meet the budgetary constraints of the university and the various budget scenarios that VP Young has previously presented. I understand that it is the intent of the Chair and the board to want to give full power to the President in order to quickly navigate and pivot the university during the pandemic situation.

However, I cannot sit back and agree with what has been laid out before us. The UH administration at all levels has trusted our Chancellors, Provost, Dean's, and Directors to make the right decisions at the campus or unit levels as they understand what sacrifices can and should be made to still keep the various programs running smoothly. I fear that giving absolute power to the President will diminish the local control that we need to continue to operate for the rapidly approaching academic year. I further fear that the reduction in force, retrenchments, and vertical cuts will be merciless and not done in a strategic and fair manner.

Perhaps to your surprise, we have already been losing our Unit 8 APT sisters and brothers. The first cliff was June 30th, where APTs across the campuses paid by appropriated funds were given non-renewal notices. Other APTs who thought they were safe, have found themselves out of a job. Since June 30th, more APTs across our campuses have been given notice that there may not be funding available for them past September 30th. There are subsequent dates throughout this year that have been identified by other executive/managerial leaders to terminate additional APTs. I had been disheartening to see our APTs with many years of service be released at a time when there are no other jobs available for them in the UH system due to the hiring freeze.

I ask you to stop and think about the APT staff who have been the University's front line workers during the COVID-19 pandemic and who have been keeping the UH ship sailing smoothly. Our HGEA employees have not received their raises and bonuses that were negotiated in good faith, while our sisters and brothers in UHPA and UPW, as well as the other public sector union in Hawai'i, have all received theirs. I also ask the Board to reflect on why you feel that the burden should be carried by your APT employees by not honoring what the legislature has approved and already negotiated with Governor Ige to obtain his blessing ahead of the end of this year's legislative season.

The Governor has gone on record as of Tuesday, July 14 to Hawaii News Now reporter, Allyson Blair, to which she closes her article related to the 2.3 billion shortfall stated, "The governor says lawmakers plan to make budget cuts to state agencies. He says labor savings would be a last resort — either through cutting jobs or furloughs." Therefore, the Board should continue to let our President work with the Ige administration to ensure that he signs SB 785 and that the University will then do what we need to do to move forward for the current and future fiscal years. This isn't the time to go against collective bargaining as it will set precedence for this and future members of the board to be another hurdle with Chapter 89, as well as our State constitutionally protected right to have collective bargaining.

I am humbly asking for your cooperation and consideration to opposing Board Resolution 20-03 so that we do not defer our APT unit 8 contract and to object to the signing and sending of the letter from the Board to Governor Ige. Please honor ALL of our contracts that we worked hard to earn.

Me ka ha'aha'a,

A handwritten signature in black ink, appearing to read 'Mark Yap', with a stylized, cursive script.

Mark Yap
Administrative, Technical, Professional (APT)
University of Hawai'i at Mānoa



Written testimony on the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration

Kamil Deen <kamil@hawaii.edu>

Tue, Jul 14, 2020 at 11:00 PM

To: bor.testimony@hawaii.edu

I have never submitted testimony to the BOR before on any matter in the 18 years of service I have given this university, but I humbly submit this comment in the hopes that a terrible mistake will not be made.

I oppose the proposed resolution, and the letter accompanying it by Chair Kudo, that gives the President unprecedented emergency powers. When power is consolidated in the hands of someone or some body that does not need to listen to dissenting voices, bad decisions with long-lasting consequences are made. It is true, dissenting voices are difficult to accommodate, but what is lost in expediency, is gained many times over in wisdom. Decisions made in times of emergency are especially needy of examination and careful deliberation. The speedy decision-making that comes with this proclamation will be far outweighed by the misjudgment brought on by a lack of foresight, consideration of alternative views, and the appropriate gathering of information.

The thinking behind the proclamation is that we are in an emergency and we must act quickly and boldly. But during times of emergency is **precisely** when we must slow down, consider all options, talk to all constituencies, and come to decisions in a deliberate way.

Now is exactly the wrong time to be giving power to a president that has shown no inclination towards consensus-based decision making during his tenure as President of UH and Chancellor of UHM. If we go down this road, UH will be doomed to years of instability and mediocrity. Please don't do that to the university that we all care for so deeply.

Mahalo for your consideration
Kamil Deen
Professor and Chair
Department of Linguistics

--

Kamil Deen
Professor and Chair
Department of Linguistics
University of Hawaii at Manoa

Testimony for Board of Regents meeting

Christopher Muir <cdmuir@hawaii.edu>
To: bor.testimony@hawaii.edu

Tue, Jul 14, 2020 at 10:12 PM

RE: Faculty Senate Testimony to the Board of Regents (BOR) on the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration

UH Board of Regents,

The day I received an offer to join the faculty at the University of Hawai'i will always be one of my happiest memories. After years on the job market, I landed my dream job as an Assistant Professor of evolutionary biology in the world's most spectacular living evolutionary laboratory - the Hawaiian Islands! Joy was mixed with many logistical and personal challenges: moving six time zones to a new place, my spouse had to find a new job, my son had to switch schools, our family would move away indefinitely (perhaps forever) from our closest friends and family. We sacrificed a lot to get here, but I love my job. Teaching students about evolution and statistics, researching biology, and being part of a public university serving a diverse population are immensely rewarding.

Because I love it here, I was very dismayed to learn that the Board of Regents is already considering emergency measures that would threaten the livelihood of pre-tenure faculty like myself, not to mention many other staff, non-tenure-track faculty, and graduate students. If we are cut, the students and citizens of Hawai'i will also suffer because the university won't be able to provide a high quality education.

When I signed my offer to join the faculty, I promised to teach, research, and serve. In my first 1.5 years, I've fulfilled that promise by teaching over 100 students, securing >\$100,000 in federal funding, publishing multiple peer-reviewed papers, serving on committees in and outside the university, and so on. My research has been recognized through multiple major early career honors in my field. When we moved classes online last semester, I worked countless hours early into the morning preparing class while taking care of my child so my spouse could continue working full time.

I understand that these are difficult times and that the university cannot spend beyond its means, but the threat of furlough or even retrenchment feels like a broken promise. My family and I moved away from our support network to be here. If I am not working, we cannot afford to stay here, waiting to be rehired when the economic situation improves. Even though I'd rather continue in my current position, if this resolution passes, I will be forced to apply for positions elsewhere and my trust in university leadership will be irrevocably damaged. I imagine that many other junior faculty will have similar responses. Please work with UHPA and other unions to find a more reasonable solution. Mahalo for taking my testimony.

Regards,

Chris Muir

Christopher D. Muir
Assistant Professor
Office: St. John 405C
E-mail: cdmuir@hawaii.edu
cdmuir.netlify.app

School of Life Sciences
University of Hawai'i Mānoa
[3190 Maile Way](http://3190MaileWay.com)
Honolulu, HI, USA 96822



Testimony re: Resolution 20-03; UH Student Media Board

Student Media Board <uhsmb@hawaii.edu>

Tue, Jul 14, 2020 at 11:34 PM

To: bor.testimony@hawaii.edu

Cc: Sandy Matsui <matsuis@hawaii.edu>, Sarah Yap <sarahyap@hawaii.edu>, Rianne Pada <rpada@hawaii.edu>, Rory Keliikipi <rkelii2@hawaii.edu>, Adrian Alarilla <alarilla@hawaii.edu>, Harrison Patino <harrypatino@gmail.com>, Spencer Oshita <spencero@hawaii.edu>

Aloha,

Please find our written testimony attached.

Mahalo,

Spencer

--

Spencer Oshita

Chairperson | Student Media Board

University of Hawai'i at Mānoa

[2445 Campus Road](#), Hemenway 107

Honolulu, HI 96822



SMB Testimony.pdf

14K

Student Media Board, UHM

July 14, 2020

RE: Testimony Regarding Impact of Resolution 20-03 on Student Media at UHM

As the governing body responsible for overseeing the routine and proper administration of student media on the Mānoa campus, we are alarmed by the recent issuance and urgent tone of Resolution 20-03. We believe that Resolution 20-03, while shrouded in language urging immediate action on behalf of the UH administration in response to the impending and unpredictable fiscal crisis caused by COVID-19, is an overzealous attempt to privilege short-term fiscal outcomes over the long-term needs of the University. Of deeper concern is the authority and power with which Resolution 20-03 imbues the UH administration as well as the lack of consultation with the community, stakeholders, and, most importantly, students during the proposed duration of plan-making.

We contend that it is not enough for the Board of Regents to accept the UH administration's inclusion of consultation with the appropriate groups and individuals only after a plan has been generated. While Chair Kudo has expressed concerns about the ability for existing administrative structures to address the crisis, namely that those structures are "constrained by statutory time and process requirements," we believe that empowering the UH administration to sidestep those constraints would allow for an unchecked administration that would no longer answer to the community it most needs to serve—the student body.

Student media has, for 98 years, operated on the Mānoa campus with the express purpose of affording students access and opportunities to platforms that empower them. Part of that empowerment means that the programs and its governing board have the ability to determine how best to utilize the funds and reserves at their disposal, in accordance with the "educational responsibilities" that guide Chartered Student Organizations and their decisions, as Haw. Rev. Stat. § 304A-2257 makes clear. The Student Media Board's governing philosophy has always been to protect and preserve student media and its interests, which benefit the University as a whole in immeasurable ways. We ask, therefore, that the Board of Regents reject Resolution 20-03 and its alluring but dangerous language and refocus their efforts on supporting procedures that will not abridge student rights or student processes, that will not endanger student platforms or student organizations, that will not silence student voices or student expression.

We are concerned not only for our program's continued existence and fiscal future—which is endangered in particular by #3, 4, and 6 of Resolution 20-03—but indeed the right of students and student media to be consulted as privileged stakeholders rather than as an afterthought.



Testimony for Resolution

N. Ha'alilio Solomon <noahws@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 12:18 AM

Aloha,

I write this email to express my opposition to the resolution that would provide the Administration the power "to utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration".

I understand this situation is unlike any before, but the language of this resolution seems to afford too much unilateral authority to the administrative staff of the University and offers a fast track toward decision making that would have massive impacts on the entire body of affiliates, including faculty, staff, students, affiliates, and community members at large. I fear this type of authority would make it more difficult for equal representation to be maintained in a fair way.

Please vote against passing this resolution at the Thursday BOR meeting.

--

N. Ha'alilio Solomon

Instructor, Kawaihuelani Center for Hawaiian Language

Graduate Student, PhD, Linguistics

University of Hawai'i at Mānoa

Owner, Translator

Ho'opulapula, LLC

(808) 554-0676

noahaalilio@gmail.com

noahws@hawaii.edu



Testimony regarding impact of resolution 20-03

Program Director <pd@ktuh.org>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:17 AM

Name: Smee Wong, KTUH program director

Date: 07/15/20

RE: Impact of Resolution 20-03 on University of Hawaii Student Media

The exigency of the current financial shortfall in the State of Hawaii has necessitated an expedited plan for the University of Hawai'i to deal with immediate financial challenges. The financial deficit will be felt across the University, including within Chartered Student Organizations (CSOs) such as the Student Media Board (SMB), which anticipates decreased fee and advertising revenue. The SMB maintains governance over its programs, with student-managed facilities and reserve funds. The student fees collected to fund the Student Media Board afford jobs and opportunities for students and 100% of all funds are invested into the media programs for which the fees are collected. To ensure responsible fiscal practices, it is imperative that the Board of Regents protect the ability of the SMB, and all CSOs, to govern their own facilities and funds. Such protections are vital to ensuring that student fees and facilities are used appropriately and in the manner originally intended by the charter.



Impact of Resolution 20-03 on University of Hawai'i Student Media

Jeffery Long <jefferyl@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:25 AM

Name: Jeffery Long
Date: July 15, 2020
Re: Impact of Resolution 20-03 on University of Hawai'i Student Media

The exigency of the current financial shortfall in the State of Hawaii has necessitated an expedited plan for the University of Hawai'i to deal with immediate financial challenges. The financial deficit will be felt across the University, including within Chartered Student Organizations (CSOs) such as the Student Media Board (SMB), which anticipates decreased fee and advertising revenue. The SMB maintains governance over its programs, with student-managed facilities and reserve funds. The student fees collected to fund the Student Media Board afford jobs and opportunities for students and 100% of all funds are invested into the media programs for which the fees are collected. To ensure responsible fiscal practices, it is imperative that the Board of Regents protect the ability of the SMB, and all CSOs, to govern their own facilities and funds. Such protections are vital to ensuring that student fees and facilities are used appropriately and in the manner originally intended by the charter.

KTUH is a remarkable training program for students exploring different media to achieve clearer expression and discourse. It is also an indelible community resource, providing musical, political, and metaphysical inspiration to a broad demographic of student and community listeners. The strength of its positive impact at the University and within the community is driven by independent self-governance (via the SMB) over its already limited financial resources.

Thank you,

Jeff Long



re: Testimony on Resolution 20-03

Adrian Alarilla <alarilla@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:28 AM

Dear Board of Regents,

Attached please find a copy of my testimony opposing Resolution 20-03.

Thank you very much!

Best,

Adrian Alarilla



Letter to University of Hawai'i Board of Regents on Resolution 20-03.pdf

62K

Adrian Alarilla, PhD Student, History

July 14, 2020

RE: Testimony Regarding Impact of Resolution 20-03 on UHM

While the financial challenges to the university and the community it serves are very real and must be taken seriously, I do not believe that Resolution 20-03 is the right way to address those concerns. Whether intentional or not, the language of Resolution 20-03 is vague, and therefore more susceptible to abuse of power. Just the statement that “the Administration is authorized to utilize whatever available means it has to reduce the operating costs and expenses of the University” is already very troubling and ominous. Even if the resolution is well-meaning, it does not suggest any checks and balances to be set in place.

One wonders how “reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc.” can help the economy if it only adds to the growing number of unemployed and underemployed people here in Hawai‘i. I am most concerned with the fate of student employees and graduate assistants like me, who are not even protected by our own unions, and are already in quite precarious situations. What recourse do we have when this unilateral use of power decides we are expendable?

Most importantly, Resolution 20-03 can potentially render mute and invisible the community that the university purports to serve for the purposes of “highly expedited processes for developing proposals for change.” While I do agree that quick and decisive action must be made at this time of crisis, it must not be made without consultation of the stakeholders of the university: its students, staff, faculty, and surrounding community.

Now is not the time for unbridled “emergency” powers. Now is the time to be listening to our community and working on community-based solutions. The university is not just a collection of “revenue-generating activities and facilities.” It is a center of learning here in Hawai‘i, and it has a responsibility to serve its community with righteousness.



Resolution 20-03

Vanessa Chong <vchong@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:35 AM

Greeting Board of Regents,

I am requesting that the Board of Regents 1) not vote in favor of Board Resolution 20-03 and 2) rescind Chairman Kudo's proposed letter to Governor Ige.

Sincerely,
Vanessa Chong
Bargaining Unit 7 member

Please withdraw Resolution 20-03

Ashley Maynard <amaynard@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:48 AM

July 14, 2020

Aloha Chair Kudo and the Board of Regents,

Thank you for the opportunity to provide testimony about your Resolution 20-03.

I believe we all want our university system to succeed, and in order to do that we must all work together to conceive of a redesigned institution of the future. To work together, we need to honor the law, contracts, and the processes governed by them. The stability of the university comes from its faculty, and faculty need to know that we can trust our regents to be thoughtful and collaborative. Instead you have proposed a resolution that destroys trust among faculty and others at the university, including students.

Faculty have worked in good faith and expended more than the usual effort since March to keep the university going, helping thousands of students earn their degrees and keeping others on track to graduation. Faculty continue to work over the summer to prepare for fall, even though most are not on duty. Resolution 20-03 dishonors the university and the agreements you have made as regents at a time when faculty are going above and beyond the call of duty without remuneration or even an expression of gratitude from our regents or others in the administration.

In order to honor the processes governed by the laws and our contract, we need to talk with each other and find the best way forward for our university. From the faculty point of view, Resolution 20-03 comes out of the blue. Why have the regents not collaborated with UHPA or any faculty bodies about how to navigate the future? Faculty have ideas about how to steer our university system and ought to be included in any discussions of its future. We are in it for the long haul, and we know how things work day to day. We also respect the longstanding tradition of a university system to serve and educate the public.

The university is a complex, highly stable system. On the surface it may not be obvious how the parts work together and affect each other. It takes time to understand that multivariate system and to develop criteria to assess it. Drastic moves won't produce favorable outcomes. Students are part-way through degree programs in many areas that can't simply be erased without consequences. The university is a public good--not a business--and pieces of it can't be extricated without affecting the whole. Faculty are hired--through complicated and competitive national processes--because they fit very specific needs and are not easily replaced. The holes left when faculty leave always have implications across a number of domains and often across a number of programs.

Some damage has already been done in the posting of this resolution and letter. Students are wondering if their majors will continue to exist and may be scared away, thus lowering tuition revenue. Word is spreading that our university is headed by people who are willing to say that tenure doesn't matter. That will make it hard for us to have a university in the years to come. If you want a university in the next decade, please withdraw Resolution 20-03 and work with UHPA and our faculty to find a constructive way forward.

Thank you,

Ashley E. Maynard, Ph.D.

Professor, University of Hawai`i at Manoa

President, University of Hawai`i Professional Assembly



BOR Agenda Items IV B. Board Resolution 20-03 and C. Letter from the Board to the Governor

Christian Fern <fern@uhpa.org>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:44 AM

Aloha,

I already submitted my testimony via the online platform, but wanted to ensure that the testimony was received. My apologies if this is duplicative.

Mahalo,

Christian L. Fern
Executive Director
University of Hawaii Professional Assembly (UHPA)
[1017 Palm Drive](#)
[Honolulu, HI 96814](#)
Phone: (808) 593-2157 (office) (808) 282-4073 (cell)
Email: fern@uhpa.org
Web Page: <http://www.uhpa.org>

 **BOR Testimony.docx.pdf**
107K



UNIVERSITY OF HAWAI'I BOARD OF REGENTS

Date: Thursday, July 16, 2020

Time: 9:00 a.m.

Place: Virtual Meeting

RE: Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Aloha Chair Kudo and Board of Regents,

Mahalo for the opportunity to testify. On behalf of the University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative of bargaining unit 7, the UHPA stands in firm opposition to Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and the Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases.

UHPA was blindsided by the Proposed Board Resolution and draft Letter to Governor Ige. As signatories to the UHPA-BOR Agreement, that Board has a legal obligation to engage in consultation and possibly impact bargaining with UHPA regarding any downsizing or reorganization of faculty members at the University as outlined in Article XVI, Retrenchment, of the UHPA-BOR Agreement. We see no evidence in the proposed Resolution 20-03 that there is any recognition or intent to comply with these contractual and statutory requirements.

Furthermore, the UHPA-BOR Agreement requires that these matters are to be consulted with UHPA and with the faculty senates jointly. However dire the Regents believe the situation is, there is no excuse for making the situation worse by taking actions which violate the UHPA-BOR Agreement and which do not align with the purpose and intent of Chapter 89, HRS. Any resolution that impacts contractual issues proposed for adoption by the Regents should recognize, acknowledge, and be in compliance with the UHPA-BOR Agreement in which the Regents are signatories to.

**UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY**

1017 Palm Drive • Honolulu, Hawaii 96814
Phone: 808.593.2157 • Fax: 808.593.2160 • www.uhpa.org



Faculty have exceeded expectations since March 23, 2020, when in order to meet the needs of students they quickly transitioned and accumulated to provide education online, many for the first time. This resulted in thousands of students meeting their requirements for graduation in the Spring 2020 semester.

Faculty continue to work without compensation or recognition during their off-duty period to enhance their on-line teaching modalities so students can experience a comprehensive learning platform in this new normal. The faculty on their own accord have stepped up to meet the needs of the University and the students they teach, at a time that the University needed it most.

Before calling for their pay to be reduced during the existing term of the UHPA-BOR Agreement, the Regents should ask the Governor “WHY?” is this action necessary. The Legislature has authorized, appropriated, and empowered the Governor to maintain a balanced budget throughout the 2020-2021 fiscal year and all the tools necessary to do so. The UH administration has reassured everyone that they have sufficiently planned to achieve stability for this upcoming fiscal year. Rather than rushing to inflict detrimental actions upon their own institution, the Regents should exercise autonomous judgment and remind the Governor that the UH faculty are at the cutting edge of building, developing, and executing the next economic generators for this State.

In the alternative, please consider organizing a group of faculty and UH administrators to collectively problem solve and develop alternative plans to balance the needs of the State rather than offer up draconian and damaging actions which will take years for UH to recover from, if at all. Your University employs one of the best budgetary minds along with experienced Faculty members trained and skilled in various areas who can offer viable alternatives and solutions to help navigate through this crisis.

**UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY**



Board of Regents Resolution 20-03
July 16, 2020

Page 3

The University is not just a higher education institution, it is an economic engine in the State, as evidenced by the recent report that the University brought in roughly \$456 million in federal grants in the past fiscal year. These grants provide resources for the University to meet its financial needs and job opportunities that would not be available otherwise. Cutting faculty and faculty resources would adversely affect the university's ability to continue to bring in these much needed resources and jeopardize its distinguished R1 status.

Mahalo again for the opportunity to testify on behalf of the UHPA.

Me ke aloha,

A handwritten signature in black ink, appearing to read 'C. Fern'.

Christian L. Fern
Executive Director

**UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY**

1017 Palm Drive • Honolulu, Hawaii 96814
Phone: 808.593.2157 • Fax: 808.593.2160 • www.uhpa.org



B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

John Bickel <jbickel15@yahoo.com>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 7:54 AM

AGENDA B.Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration & C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

Americans for Democratic Action Hawaii opposes cuts to education and social services. In addition we believe collective bargaining should be the means to resolve issues of employee pay and benefits. Collective bargaining rights of the faculty and other UH staff are guaranteed in the Hawai'i State Constitution, which cannot be suspended in a declaration of State emergency. Collective bargaining rights must be respected in finding budget solutions with full participation of the unions representing UH faculty and staff.



board resolution 20-03

michaelkato michaelkato.com <michaelkato@michaelkato.com>
To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

Wed, Jul 15, 2020 at 8:06 AM

To whom it may concern,
Board of Regents Chair Ben Kudo's resolution 20-30 must not pass. Actions of such will negatively impact higher learning in the State of Hawaii.

Furthermore, this resolution goes against the Governor's support of Senate Bill 785 and the funding of UHPA's contract pay raises inclusive of the 1.2% increase on January 2, 2020 and the 2% increase on July 1, 2020. Both, which were previously negotiated. Michael Kato

Testimony opposing resolution 20-03 and letter to the governor

Therese Nakadomari <tnakadomari@yahoo.com>
To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

Wed, Jul 15, 2020 at 8:09 AM

To University of Hawai'i Board of Regents:

My name is Therese Nakadomari and I am an Administrative, Professional, and Technical (APT) employee. I have worked at the University of Hawai'i for twenty-seven years for three different campuses.

I am writing to you today in opposition to the proposed Board Resolution 20-03 and the letter to the Governor Ige. First regarding Board Resolution 20-03, I am asking for two considerations. First consideration, I ask you to explore and exhaust all avenues before giving unprecedented powers to the university administration to unilaterally make cuts in secret to programs, personnel, and services. I know that the solutions to solve the financial crisis is not going to be easy since we cannot look back in history for answers because there are no solutions that can be implemented now. I implore you to empower the administration to create new ways to deal with the financial difficulties instead of blindly cutting. There must be out of the box solutions that can be explored and used to help mitigate the current financial crisis.

The second consideration is that these plans or strategies be worked through a collaborative effort between administration and representatives from each campus, career group, and students. This collaborative effort would truly show the accreditation bodies that the University of Hawai'i practices self-governance for all university issues. I believe that this collaborative effort can be efficient and be able to produce a plan to mitigate the financial crisis. We have the most brilliant minds right here at the university and we are not taking advantage of them. I ask that you look within to help get us all out of this crisis.

Lastly, in regard to the letter to Governor Ige, I am very sympathetic to the current economic crisis. While the economy is not my area of expertise, I wanted to share my highlights from my career at the University of Hawai'i as an example of an APT. I personally work more than 40 hours per week not because I have to but because I want to. I love my job so much that I have worked this schedule for 27 years. Everything that I do is for the betterment of my campus. I have done things in my career for the good of all and not myself. I have set up the foundations for system processes that are still used today. I have won awards for applications that I wrote for student success. I have gone outside the scope of my job to managed technology for multiple campuses so that we could improve services to student who were endanger of dropping out. In my current position, I am leading changes in technology to help faculty and staff work securely and more effectively from campus and home. I shared my accomplishments with you so that you can see an example of dedication and excellence that myself and other APTs do for the university without complaint. These negotiated raises are recognition of the awesome work that APTs do for the university. I ask that you do not send this letter to Governor Ige because this letter will be a slap in the face to me and my fellow APTs.

I personally will use my raise to support local charities and businesses to keep the economy afloat. I am not heartless to think that the raises will not be detrimental to the budget. I really do not see any good coming out of the denial of our raises. I do see the benefit of the raises because I see the raises as a way to keeping the taxes flowing into the State coffers to be used for governmental services. I also think that these raises will increase the buying power to support the local businesses.

Thank you for your time.

Sincerely,

Therese Nakadomari

SEC Testimony to the BOR on Proposed Resolution

Kelley Anderson Tagarino <kelleyat@hawaii.edu>
To: bor.testimony@hawaii.edu

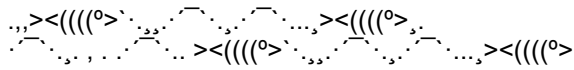
Wed, Jul 15, 2020 at 8:13 AM

Talofa and Aloha,

I am writing to humbly request that the BOR not move forward with the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration. Rather than agreeing to such broad authority to make any fiscal changes deemed necessary, it seems much more reasonable to provide several options to the faculty unions for consideration tailored to the state budget - once we have seen the state budget. One such strategy may be voluntary based deductions in pay, voluntary early retirement, etc.

Fa'afetai tele & Mahalo nui,
Kelley Anderson Tagarino

--



Kelley L. Anderson Tagarino, M.Sc.
Extension Faculty - Aquaculture & Marine Science
University of Hawaii Sea Grant College Program
American Samoa Community College
PO Box 2609
Pago Pago, American Samoa 96799
Office phone: 1 (684) 699-3353
Cell phone: 1(684) 252-2310

NOTE: I am currently working from home during the COVID-19 pandemic

"If the biota, in the course of aeons, has built something we like but do not understand, then who but a fool would discard seemingly useless parts? To keep every cog and wheel is the first precaution of intelligent tinkering." Aldo Leopold



Resolution 20-03 Testimony

akiilau@hawaii.edu <akiilau@hawaii.edu>
To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

Wed, Jul 15, 2020 at 8:36 AM

Aloha,

Attached is testimony for tomorrow's Board of Regents meeting concerning Resolution 20-03.

Best,

Aaron Ki'ilau
Graduate Assistant | English Department
Assistant Director | The Writing Center
Editor in Chief | *Hawai'i Review*
Co-Managing Editor | 'Ōiwi, A Native Hawaiian Journal
Writing Tutor | Student Athlete Academic Services
University of Hawai'i at Mānoa

[Book an appointment](#)



BOR Resolution 20-03 Testimony.docx
450K

Aaron Kiʻilau, on behalf of

Hawaiʻi Review Editorial Board

14 July 2020

Re: Impact of Resolution 20-03 on University of Hawaiʻi Student Media

Aloha e Board of Regents,

We write here unanimously as the editorial board for **Hawaiʻi Review, UH Mānoa's student** -run literary journal. We also write alongside other Chartered Student Organizations (CSOs), especially those part of the Student Media Board (SMB), all of whom afford invaluable employment, publication, and performance opportunities for our student community.

We take exception specifically to items 3 and 7 of the proposed Resolution 20-03 which would, respectively, employ the university's "system-wide authority to consolidate from the individual units and campuses, any revenues, reserves, programs, facilities, and vacant personnel positions for reallocation of those assets for the benefit of the University as a whole," and "consider, if necessary, the temporary or permanent closure, reorganization, restructuring and/or merger of physical plant facilities, learning centers, programs, departments, colleges, and campuses to achieve additional financial and administrative efficiencies, academic effectiveness, and continued viability."

While there is a well-founded need to assess where and how the university's finances are allocated during these unprecedented times, we would point out that our ability to operate is verily reliant on our autonomy. We, as independent entities, have already addressed how we will adjust our finances and workloads to account for changes that accompany this pandemic. What we did not account for is the possibility of a school-wide overhaul that would essentially invalidate those decisions.

The looming threat of defunding and restructuring is unwelcome (a) while we plan as teachers, students, and administrators for upcoming semesters; (b) while the State scrambles to respond effectively with the pandemic; (c) while the SMB has already expressed its own struggles with rising operating costs; and (d) while being subjected almost daily to administrative (email) announcements about vague plans to make plans, most of which fail to commit to firm decisions about how our university will safely conduct itself in the Fall and beyond.

All of our editors are already (and sadly) underpaid for the immense amount of work that they do. This is also some of our second or third jobs that we need to supplement what little else we are paid elsewhere as graduate assistants and/or student employees. We also need to pay ourselves equally regardless of position in order for everyone to receive as much as we can from what little we are allotted.

The university should not need to consolidate programs, departments, etc. for the relocation of funds by relieving autonomous organizations of financial responsibility if it is already able to make cuts from budgets and salaries that are *not* currently struggling.

We ask that the Board not allow this resolution to pass and respect our financial sovereignty lest it should jeopardize our ability to provide students with invaluable opportunities to engage with an international writing and publishing community. Some of this university's most distinguished graduates have been published by Hawai'i Review and produced by SMB organizations while they were students. We work alongside international publishers to help us integrate more fully into our university's departments and writing programs, and are working toward integrating our work into the public school and library systems. We operate very much as a student and public service and need to make our financial decisions ourselves.

Respectfully,

Hawai'i Review Editorial Board



RE: Board Resolution 20-03

Kristi Miyamae <kristim808@gmail.com>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:47 AM

July 14, 2020

Dear Honorable University of Hawai'i Board of Regents;

I am speaking against Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration and urge you to vote no. I understand the difficult decisions that must be made due to our economy, but I do not agree when it unfairly punishes specific bargaining units.

Where is the equity when one union will receive raises on 7/20/2020, while another union's contract sits on Governor Ige's desk awaiting a signature? How do you urge the Governor to defer approved and budgeted pay increases and adjustments when one union will already have their increase while another will not?

This overdue contract has already been negotiated. Move forward for those HGEA members who work daily to keep the campuses running. Move forward for those members who will continue to do what is needed to keep the campuses open. Honor the agreement made. Do not demoralize and discourage your 'deemed necessary', quiet workforce with your actions.

Yes, there is a great chance that we will all need to do our part, but before you vote on this resolution, think about the inequity to the HGEA Unit 8 members.

Please vote NO on this resolution.

Thank you for your time and consideration,

Kristi Miyamae



Testimony RE: BOR's proposed letter to Gov Ige

Shar Andreshak <sharandreshak@gmail.com>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:43 AM

Aloha all -

I wanted to submit my testimony to you regarding my deep concern on the proposed BOR letter to Gov Ige to "utilize whatever available means it has to reduce the operating costs and expenses of the University." This action would negate the agreements with the State that were made in support of UH collective bargaining units' salary increases for UH employees (and also approved and passed by our legislative body).

We understand the impact of the COVID pandemic on our State's economy - but having those of us who have been diligently working for the past few months since the shut-down, to possibly face furloughs or reduction-in-force, etc. would SIGNIFICANTLY impact the ability for UH to continue work in support of our students, community as well as much-needed, on-going medical research in areas such as cancer and even the COVID virus itself.

I hope you take into consideration all of the people this would impact, and understand why it would be important to continue to support the employees at this time - especially during this crisis.

Thank you for your consideration.
Sharleen Andreshak
Contracts & Grants Specialist for JABSOM/UH Cancer Center/SONDH
Office of Research Services, UH



Testimony for July 16 BOR meeting

Kevin Andreshak <kevin@andreshak.com>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:44 AM

Aloha,

I am submitting testimony in OPPOSITION to the approval of Agenda item 9c for July 16th meeting titled:

"Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases"

No one could have anticipated this, however, we all have had to adjust on the fly to address this situation.

During the past few months, the staff has kept the engine running. We have been working countless hours to keep functioning as normal as possible while also reconfiguring our campus to prepare for classes to continue.

Positions have been taken away and workloads have been increased. Stress levels are very high.

The State Senate and House approved the pay increases which were agreed upon.

Please reconsider submission of this letter.

Mahalo,

Kevin Andreshak
IT Specialist
Kapiolani Community College



Testimony: Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawai'i Administration

Catherine Pirkle <cmpirkle@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:47 AM


Please find attached.
Thank you,

--

Catherine M. Pirkle, PhD
ORCID: <https://orcid.org/0000-0002-1528-5438>
Associate Professor
Health Policy and Management, Specialization Chair
Office of Public Health Studies
[1960 East-West Road](#), BioMed Tower 102
Honolulu, HI 96822-2319
U.S.A.

Tel. (808) 956-8748
Fax. (808) 956-3368

Pronouns: she/her

 **TestimonyBOR_UH_Administration.pdf**
76K

July 15, 2020

To: Benjamin Kudo, Chair
UH Board of Regents

CC: David Lassner, CEO & President
University of Hawai'i System

Michael Bruno, Provost
University of Hawai'i System

Sandy French, VCAFO
University of Hawai'i System

RE: Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawai'i Administration

I am writing to express deep concern about the Proposed Resolution, which would direct immense powers to the University of Hawai'i Administration with regards to using "whatever means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc." I have two major concerns with this resolution. The first reflects trust and transparency, while the second is about implementation.

Trust/transparency: Most faculty and staff at the University understand the how significant and urgent the current crisis is and I believe strongly that many are willing to make sacrifices in order to support the functioning of the institution and assure quality education and mentorship for their students. However, when excluded from conversations and decision-making that effects our very ability to pay rent/mortgage, school fees, food, etc., then a substantial eroding of trust occurs. This erosion of trust is further amplified by resolutions, such as the one currently proposed, that are made at the 11th hour with little or no consultation with any of the bodies that represent University employees. Trust already greatly lacking between Faculty and Administration at the University of Hawai'i and actions such as this endanger significantly a crucial asset for a healthy and well-functioning institution. This resolution should not be passed at the current moment and transparent efforts are needed to engage faculty and staff in creative decision-making that supports the mutual goals of all its employees. The University employs some of Hawai'i's brightest minds and it is absurd that the BOR and Administration are not engaging the brain-trust is has to come up with creative and transparent solutions to what we all recognize as an unprecedented situation.

Implementation: Since the onset of the crisis, discussions of pay cuts, furloughs, etc. have been made on several occasions. What I have yet to understand is how this would be implemented for a substantial body of the faculty at the University. I, like many faculty at the University, pay a significant

proportion of my salary from grants. On my behalf, the University has made commitments to State and National funders regarding the percent time (FTE) that I will be devoting to research and in turn, these funders offset a substantial portion of my salary and fringe, saving the University money. There are many questions as to how the University would handle faculty like myself, as well as significant equity concerns that could emerge. Hypothetically, if I can fund 100% of my salary from grants, would I be subject to a reduction in remuneration if applied to all faculty? Would this also apply to soft-money staff who are entirely grant funded? How would the University explain to funders the reductions in FTE on grants and contracts? How would the University handle the potentially lower RTRF that would come in on those grants/contracts due to salary savings and a lowering of the modified total direct costs? Finally, how would summer salary be calculated? Would I be calculating my entirely grant-funded summer salary based on my actual salary or on my reduced salary? These points around implementation highlight strongly my first point. That is, consultation with faculty and staff is greatly needed before any such proposals or actions are taken.

Sincerely,

Catherine Pirkle

Catherine M. Pirkle, PhD
Office of Public Health Studies



BOR Meeting 7/16 Written Testimony

GSO President <gsopres@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:49 AM

Aloha,

I submitted written testimony via the online form, but I just wanted to send via email as a backup in case it didn't go through.

Attached is the written testimony of the Executive Council of the Graduate Student Organization of the University of Hawai'i at Mānoa, in opposition to Board Resolution 20-03.

Mahalo,

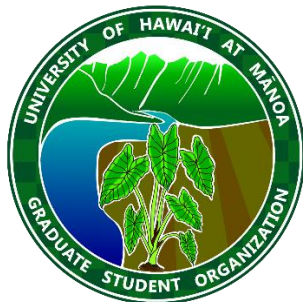
Maura Stephens-Chu

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Maura Stephens-Chu
President of the Graduate Student Organization
University of Hawai'i at Mānoa
gsopres@hawaii.edu
Pronouns: She/her/hers



UH BoR Resolution 20-03 Written Testimony GSO.pdf
156K



Wednesday, July 15th, 2020

IN OPPOSITION to Board Resolution 20-03 “Proclaiming an Emergency and Directing Action from the University Administration”

Aloha University of Hawai‘i Board of Regents,

We, the Executive Council of the Graduate Student Organization (“GSO”), the governing body that serves, advocates for, and supports nearly 5,000 graduate students at UH Mānoa, strongly OPPOSE Board Resolution 20-03 “Proclaiming an Emergency and Directing Action from the University Administration.” We are particularly concerned about: 1) graduate student employment positions and/or remunerations being reduced; 2) graduate degree programs being closed, reorganized, and/or restructured; and 3) GSO student fees being reallocated away from GSO.

1) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administration would “utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc.” Layoffs of undergraduate and graduate student workers, lecturers, staff, and faculty affect the public good adversely. Such layoffs diminish the state’s economy by the reduction of in-state consumption. Economists agree that putting less money in the pockets of workers harms rather than helps recovery. On the other hand, inflated administrative salaries tend to go to savings rather than in-state consumption.

For graduate students in particular, many of us rely on campus jobs - including positions as lecturers, teaching assistants, and research assistants - to support ourselves and our families in a state and city (Honolulu) with an extremely high cost of living. Already, lecturers and graduate assistants (GAs, TAs and RAs) are paid a pittance that does not match the cost of living here (the majority of 11-month graduate assistants make less than \$25,000 annually before taxes and insurance deductions, and the majority of 9-month graduate assistants make less than \$20,000). Reducing graduate assistant stipends, especially during the current economic and public health crisis where off-campus jobs are difficult to come by and/or put employees’ health and lives in

danger due to the risk of exposure to COVID-19, would be extremely damaging to graduate students' health, livelihoods, and ability to progress in their degree program in a timely manner. Moreover, graduate students who lose their graduate assistantship would shoulder an additional financial burden with the simultaneous loss of their tuition waiver. They would also lose significant work experience that is crucial for their future careers. Lastly, layoffs of faculty and staff would adversely impact graduate students' programs and degree progress.

The administration should not balance the budget through personnel cuts and savings that impact employee wages and benefits. Rather, in addressing budget shortfalls, the focus should be on exploring non-personnel cost-saving measures and cuts to inflated administrative salaries. Rainy day funds should be used boldly and swiftly. A crisis such as this is what they are meant for.

2) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administration would "consider, if necessary, the temporary or permanent closure, reorganization, restructuring and/or merger of physical plant facilities, learning centers, programs, departments, colleges, and campuses to achieve additional financial and administrative efficiencies, academic effectiveness, and continued viability." Furthermore, we are deeply concerned that the UH Administration would "utilize highly expedited processes for developing proposals for change and consulting on them."

The university should resist ill-advised, administration-driven cutting of programs/departments and reorganization of university units. It is easy to cut programs but hard to re-establish them. Any cuts or reorganizations should follow established procedures and be the result of wide and meaningful consultation. Such actions should defer to the expert knowledge of faculty, students and staff affected by the proposed actions. This is especially vital at a time of crisis when the tendency to think short-term is tempting. The possibility of graduate programs, and/or campus resources used by graduate students, being cut or significantly altered is extremely alarming to us. The language of the resolution is so broad and sweeping that we can't help but worry that vital programs and resources such as KOKUA, the LGBTQ+ Center, the Women's Center, and others that serve marginalized communities could be at risk of being cut or rendered ineffective.

The administration has disregarded and undermined time-tested hallowed systems of faculty and student governance within the public higher education system. It has routinely, and scandalously, ignored and dismissed resolutions and recommendations of faculty senates. Past resolutions and input from GSO and graduate students have also been repeatedly ignored or not acted upon in a timely manner. The administration must change this approach and commit to engaging faculty and students as partners again. It is in the interest of the university that the administration do so. The fiscal crisis requires all hands on deck. High-handed administrative action will result in

resistance from stakeholders and do lasting damage to Hawai'i's only public higher education system.

3) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administrators would “use [their] system-wide authority to consolidate from the individual units and campuses, any revenues, reserves, programs, facilities, and vacant personnel positions for reallocation.” We believe this would severely impact graduate students and the functioning of GSO. If GSO funds were to be reallocated by the administration and taken out of graduate student hands, GSO would not be able to fulfill our duties to support graduate students with our Grants & Awards (“G&A”) Program and the other professional development and co-curricular activities that we organize. Due to COVID-19, many of the graduate students who were awarded G&A Program funding in Spring 2020 have had their conferences or other professional activities postponed. We have committed to honor their awards and will provide them access to their monies in the new Fiscal Year. Additionally, conferences, professional workshops, and research projects have shifted to virtual formats, and GSO has supported and would continue to support graduate student participation in these activities through G&A Program funds in our upcoming funding cycle. If the administration was to suddenly reallocate our student fee monies, our constituents would no longer be able to participate in these activities that are so vital to their professional development, training, research, and future careers.

Although we have had to pivot from face-to-face to virtual interactions, we were and are still fully capable of fulfilling our mission as the stewards of the GSO fee and have been actively doing so. By allowing the Administration to take away this important funding stream for graduate students and redirecting it where it sees fit goes against the purpose of the fees in the first place. The risk of losing GSO monies would hinder not only our ability to fund graduate student participation in impactful and high-quality activities going forward but also reduce the opportunities for GSO to host co-curricular and enrichment events for our graduate student body. It would also hinder the day-to-day operations of GSO leaders and office staff.

The administration should open the fiscal books and share budgetary information with all stakeholders at the university from students to faculty to staff. They should explain their proposed actions with regard to the budget in a clear and timely fashion through campus-wide meetings and, most importantly, incorporate the feedback they receive. Their actions with regard to the budget should reflect the public good and cannot come before wide and respectful—rather than pro forma—consultation. The Board of Regents has failed to provide evidence “that a state of emergency exists for the University” or that there will be “an overall decline in student enrollment and associated tuition and fee revenues.” Applications for Fall 2020 admission are

still being accepted, and enrollment and registration decisions are still ongoing. Moreover, the State Legislature has already taken steps to help prevent furloughs, layoffs, and reductions in remuneration by cutting over 600 vacant general fund positions. If the university administration were to implement further position cuts and furloughs, it would be acting in opposition to the goals of the State Legislature when they made their budget decisions for the university.

In summary, Board Resolution 20-03 has the potential to severely impact graduate student livelihood, employment, research, studies, and professional development. This is detrimental to not only us, as graduate students and future professionals, but the entire UH community. The image and standing of UH among premier academic institutions will suffer if this resolution is implemented. Prospective students and employees will not look favorably upon UH if it responds to the current economic and public health crisis by hurting its students, faculty, and staff, rather than supporting them through these difficult times. Thus, in closing, we reiterate our strong **OPPOSITION** to Board Resolution 20-03. Thank you for your time.

Sincerely,

The GSO Executive Council



testimony for July 16th BOR meeting

Inessa Love <ilove@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:56 AM

please see attached.

--

Inessa Love
Professor
Department of Economics
University of Hawaii at Manoa
2424 Maile Way, Saunders 528. Honolulu, HI, 96822
808-956-7653 (phone), 808-956-4347 (fax), ilove@hawaii.edu
<https://sites.google.com/a/hawaii.edu/inessalove/>



Dear UH Board of Regents.docx
28K

7/15/2020

Dear UH Board of Regents,

I would like to add my testimony in relation to the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration.

I understand the unprecedented times that the UH and State legislature are facing and I am sympathetic to the need to cut expenses and adjust to the new fast-changing environment. With a high level of uncertainty, it is hard to predict the enrollments in the near future which will make it challenging to operate the university. While I understand that certain measures will need to be taken to prevent the collapse of the University as a whole, I object to giving the administration the **unrestricted right** to “utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force...” I believe the rigorous tenure process that evaluates each faculty member has to be respected and the administration should not be given an unrestricted right to reverse tenure decisions. I believe strongly that reduction-in-force measures should be left as a last resort and only taken with the agreement of the Faculty Senate and UHPA.

Therefore, I respectfully request that the UH Administration and Board of Regents engage with MFS and UHPA on further discussions of the fiscal emergency and the proposed measures offered in response.

Sincerely,

A handwritten signature in black ink, appearing to read 'Inessa Love', written in a cursive style.

Inessa Love, Ph.D

Professor, Economics Department, CSS.



Testimony to the Board of Regents on the Proposed Resolution Proclaiming an Emergency and Directing Action by the University of Hawaii Administration

Katy Hintzen <hintzen@hawaii.edu>

Wed, Jul 15, 2020 at 8:57 AM

To: bor.testimony@hawaii.edu

Dear Members of the Board of Regents,

I respectfully urge you not to pass the proposed resolution proclaiming an Emergency and Directing Action by the University of Hawaii Administration. While I understand that the financial situation is dire, providing such blanket authority to the administration will do more harm than good.

To take such emergency actions without proper consultation with faculty and staff before any budget decisions have been finalized at the State level is premature and undermines the sense of trust among faculty and staff, the reputation of the University of Hawaii, and the quality of the research and instruction.

As a faculty member I want to do my part to support the University and the people of Hawai'i during this unprecedented pandemic. I understand that this will likely involve difficult budget and personnel decisions in the long-run. However, I truly believe that to make those decisions in such a unilateral manner without soliciting cooperation from faculty and staff will damage the long-term reputation of the University of Hawai'i as a workplace and the relationship of trust between administration and the larger University community that is so critical to maintaining and enhancing the quality of research and instruction. We will need to work together to get through these challenges for a long time to come.

Thank you so much for your time and for the opportunity to provide testimony.

Sincerely,
Katy Hintzen

--

Katy Hintzen
Coastal Resilience Specialist
University of Hawai'i Sea Grant College Program
Coastal Training Program Coordinator
He'eia National Estuarine Research Reserve

hintzen@hawaii.edu | (808) 927-3091



Testimony

Elena Clariza <mclariza@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:56 AM

To Whom It May Concern:

Please accept my attached Testimony.

Sincerely,

Elena Clariza

 **Testimony .pdf**
58K

July 15, 2020

TO: Benjamin Kudo, Chair
UH Board of Regents

CC: David Lassner, CEO & President
University of Hawaii System

Michael Bruno, Provost
University of Hawaii at Manoa

Sandy French, VCAFO
University of Hawaii at Manoa

FROM: Elena Clariza,
Philippine Studies Librarian

RE: Faculty Senate Testimony to the Board of Regents (BOR) on the Proposed Resolution Proclaiming an Emergency Action by the University of Hawaii Administration

As a faculty member of the University of Hawaii since 2009, I understand that the University of Hawaii is facing an unprecedented and grim financial situation. However, I do not support the Board of Regents proposed resolution authorizing administration “to utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc.” I agree with the Manoa Faculty Senate’s argument that this is premature especially since we do not have a budget from the state.

The economic crisis brought by the outbreak of COVID-19 is hurting economies, regardless of income level. The economic plunge never seen before will result in significant reductions in state revenue, which supports about half of the state’s budget. However, proposed cuts to state worker salaries and the budget would have a devastating effect on our already injured economy. The Board of Regents proposed resolution would prolong widespread unemployment that would lead to poorer health, loss of productivity, and the drop in household economic security that would affect us for many years.

Therefore, I respectfully request that the UH Administration and Board of Regents engage with the Manoa Faculty Senate on further discussions of the fiscal emergency.

Sincerely,

Meclariza

Elena Clariza

ASUH President Testimony - BOR Resolution 20-03

Donavan Albano <albanodc@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 8:59 AM

Aloha mai kāua,

My name is Donovan Albano, the President of the ASUH 108th Senate. On behalf of the ASUH Office of the President, I am writing to submit my testimony in opposition to BOR Resolution 20-03, which is attached to this email.

Me ke aloha pumehana,
Donavan

~~~~~  
Donavan Albano (he, him, 'o ia)  
President, 108th Senate  
[Associated Students of the University of Hawai'i](#)



**ASUH**  
Associated Students of the University of Hawai'i  
**YOUR STUDENT GOVERNMENT**

B.A. Candidate, Hawaiian Studies  
B.A. Candidate, Ethnic Studies  
University of Hawai'i at Mānoa

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 **ASUH President Testimony - BOR Resolution 20-03.pdf**  
246K



**ASUH**  
Associated Students of the University of Hawai'i  
**YOUR STUDENT GOVERNMENT**

July 14, 2020

To: Benjamin Kudo, Chair  
UH Board of Regents

CC: David Lassner, CEO & President  
University of Hawai'i System

Michael Bruno, Provost  
University of Hawai'i at Manoa

**Opposition to BOR Resolution 20-03 Proclaiming an Emergency and  
Directing Action from the University Administration**

Mahalo palena 'ole for the opportunity to submit testimony. My name is Donovan Albano, and I am the President of the Associated Students of the University of Hawai'i at Mānoa: the undergraduate student government that represents 10,000 full-time, classified undergraduates. I am submitting my concerns regarding the proposed BOR Resolution 20-03: Proclaiming an Emergency and Directing Action by the University Administration and letter as presented to you today. As President, **I FIRMLY OPPOSE this measure, which seeks unprecedented power for the UH administration.**

The ASUH is deeply concerned that student (and public) consultation did not occur. If the resolution passes, the University Administration would be given "system-wide authority to consolidate from the individual units and campuses, any revenues, reserves, programs, facilities, and vacant personnel positions for reallocation of those assets." This itself poses a profound risk since the potential reallocation of vital services and resources would be executed without knowledge from those who would be most severely affected: students. We are also concerned that the short-term plan "subject to the review and approval by the Board" outlined in point #5 would be reviewed without student input. Moreover, the measure's vague language is problematic, such as in point #7: "the Administration can consider, if necessary, the temporary or permanent closure, reorganization, restructuring and/or merger of physical plant facilities, learning centers, programs, departments, colleges, and campuses to achieve additional financial and administrative efficiencies, academic effectiveness, and continued viability."

Board Resolution 20-03 could affect the operation and function of ASUH: to empower students through advocacy and bring forth issues that are of concern to our constituents. We are concerned with the risk of having ASUH's funds reallocated, which would hinder our ability to provide support to (including but not limited to RIO funding, scholarships, and awards) and advocate alongside our fellow students. This includes the many vital resources, facilities, organizations, programs, etc. that are essential to the growth and learning of the University of Hawai'i 'ohana.

The possible actions taken by the UH administration if given this unprecedented power could impact enrollment to the University of Hawai'i campuses. Many essential services and programs that attract students across the pae 'āina and the world face this risk, which could potentially lead to students rescinding their offers of enrollment, especially with the many existing concerns surrounding the return to campus in the fall. We do not condone the silencing of student voices and to be left out of conversations that impact our experiences. The fact that the resolution does not outline any specific process is very problematic.

As a UH Mānoa haumāna of Hawaiian Studies and Ethnic Studies, I believe that programs, services, and departments that serve to amplify and center the voices of Kānaka Maoli, BIPOC (Black, Indigenous, People of Color), undocumented, disabled, womxn, LGBTQIA+, and other marginalized communities could be especially at risk, if the resolution passes.

Thus, I reiterate my **OPPOSITION** to this resolution. ASUH cares deeply about UH and is eager to work with you, the administration, and other stakeholders to respond to the crisis confronting us. **I call on the UH administration and the Board of Regents to commit to reinvigorating student governance and consultation, and making decisions regarding the budget transparently and for the public good. The ASUH respectfully requests that you engage with us on further discussions of the fiscal emergency and the proposed measures offered in response. When preparing to make decisions that impact students directly, you must consult with us and allow our voices to be centered.**

Me ke aloha pumehana,



Donavan C. Albano  
(he/him/'o ia)  
President, 108<sup>th</sup> Senate  
Associated Students of the University of Hawai'i

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## Testimony in Opposition to Resolution 20-03 and Letter to Governor Regarding COVID-19 Impact

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Agnes Malate <amalate@hawaii.edu>  
To: bor.testimony@hawaii.edu

Wed, Jul 15, 2020 at 9:00 AM

Dear Chair Kudo and Members of the Board of Regents:

I am writing in strong opposition to "Resolution 20-03 and Letter to Governor Regarding COVID-19 Impact," which calls for the UH administration to have unprecedented power over the governance of the university and the ability to make unilateral decisions that will have profound short- and long-term impact on students, staff, faculty, and the entire community. I urge you to heed the concerns that are being brought before you today and demand instead that the UH Administration develop a plan for addressing the impact of COVID-19 in coordination with the various stakeholders.

I recognize the fiscal crisis that the pandemic has brought. However, I am particularly concerned about the administration making the decision for the "temporary or permanent closure, reorganization, restructuring and/or merger of physical plant facilities, learning centers, programs, departments, colleges, and campuses to achieve additional financial and administrative efficiencies, academic effectiveness, and continued viability." The program I direct and many that provide support to underrepresented and underserved populations are the first to be eliminated. This would be shortsighted as these programs are necessary to ensuring the success of our diverse student body.

Thank you for this opportunity to provide testimony.

Sincerely,  
Agnes Malate

\*\*\*\*\*

Agnes R. Malate, PhD  
Director, Health Careers Opportunity Program  
University of Hawai'i at Mānoa  
[2600 Campus Road](#), QLC 413  
Honolulu, HI 96822  
Phone: (808) 956-4644  
Fax: (808) 956-9240  
Email: [amalate@hawaii.edu](mailto:amalate@hawaii.edu)

\*\*\*\*\*



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## Testimony Unit 8

2 messages

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**Juliet Owens** <ja2ohawaii@gmail.com>  
To: bor@hawaii.edu

Wed, Jul 15, 2020 at 8:26 AM

Aloha,

I am an APT at Kapiolani Community College and am midway through my third year in the position. I love the work I am able to do at the college. This position was my career change for me. Coming from private industry and working with companies that were able to pay significantly more, I took my position based on the level of help and good I would be able to do in the health education community. I understood it would be lower-paying, but the reward of doing something I love outweighed the cut in pay.

I am a single mother of three and work a second job to make ends meet. This leaves little spare time for my children. Since the beginning of Covid-19 my position and it's the day to day responsibilities have increased. Expenses have been incurred in working from home, that are unable to be reimbursed directly. Cost of living has increased for all in Hawaii as we are providing round the clock use of electricity, providing electronics to our children to continue learning at home and feeding children, who would otherwise have picked up lunch at school.

My second job was furloughed in March and there is no way to collect unemployment on a second job, you are just out the money.

I am faced with once again my state job not being enough money to live off of. The work I do is grossly under-compensated, now to learn that there is no potential raise insight is disappointing and upsetting. Those of us who have continued the push from home and working hybrid work schedules are keeping the new normal running for Hawaii's students and the new wave of displaced workers. We are finding new ways to deliver content, connect with students, and deliver the highest quality education that we can offer at this time. To not reward these efforts is one thing, but to see that there is a potential of furloughs and cut wages would directly impact the college's ability to continue to generate revenue.

On a personal level this is what this matter looks like for me. I work directly with many displaced workers who are now entering the healthcare field through short term training programs. The trepidation that these folks felt as they entered the Covid shutdown and uncertainty they felt was life-changing for them. At my level it was important to connect with these students and help them find a way forward. We have all done it. Whether it was the phone call that you pick up at the end of the day from a frightened mother, a call from a former chef who needs to find a new career, hotel workers that were encouraged by the American Job Center to give KCC a call. We have supported our students and our community selflessly only to find out that that same trepidation and uncertainty is now falling upon our positions at the college.

What my current compensation rate looks like in the real world.

I am a part of a family of 4, with a gross income of less than \$45,000 a year, which nets about \$37,000 after deductions. My 3 children still qualify for Quest Insurance at that pay rate. So the crisis of paying for family health insurance averted, but still feels wrong to be a state worker on state assistance. The rent for our home is \$32,000 a year before the electric and water are even paid for. \$45,000 a year and a family of 4 does not qualify you for SNAP. Quality healthy fresh food is expensive. It is cheaper to feed 3 children a \$0.99 pack of hotdogs from Walmart then be able to purchase a fresh salad and a protein that is out of my budget. APT's depend on the promise of a livable wage now more than ever as cost of daily living and expenses increase for all of us. Our pay, scaled against the cost of living in Hawaii and the nature of the work that we do, does not add up. Now to think that the board will eliminate the earning potentials and freeze the current salaries of those who are doing the most at this time is frustrating. We teach our students about being ethically and socially responsible, yet on a system level we turn our backs on those in the trenches who directly make all of this work. It is a classic example of cutting your nose to spite your face. It does not make sense. There are tenured instructors that are not even teaching that are collecting over \$100,000 to do nothing. This is the problem, not the folks who work day in and day out.

Mahalo!

--

**Juliet A Owens**  
p. 808.347.9668

"Too often, we enjoy the comfort of opinion without the discomfort of thought."



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Shirley J Daniel

### Your Organization (optional)

University of Hawaii

### Your e-mail address (in case we need to reach you) \*

sdaniel@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

This emergency resolution is premature. While I do believe that the state revenues will suffer in the next 12 months, the stimulus funds are mitigating things right now. In addition, I have heard that fall freshmen applications/enrollments are up at UH's 4 year campuses. Researchers are working hard to apply for research grants, including some new opportunities in the federal stimulus programs.

Instead of abdicating their fiduciary oversight responsibilities, the Regents should be developing comprehensive plans to deal with the shortfall -- in collaboration with the President who in turn should be working with unit leadership and faculty across the system.

Furthermore, if the state is serious about diversifying Hawaii's economy to mitigate the tourism downturn and set a better course for the future, the UH must be a key player in retraining workers and attracting new industry. It would be short-sighted to implement the type of across the board cuts and layoffs that this resolution implies.

Sincerely,



Shirley J Daniel, CPA, Ph.D.

**Your Testimony (pdf or word)**

No file attached

**Actions**

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Matthew Sun

### Your Organization (optional)

Student Activity and Program Fee Board

### Your e-mail address (in case we need to reach you) \*

sapfb2@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[SAPFB UH BOR Resolution 20-03 Written Testimony.pdf](#) (232.6 kB)

## Actions

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Monday, July 13, 2020

**OPPOSE to Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration**

Aloha University of Hawai‘i Board of Regents,

We, the Student Activity and Program Fee Board (“SAPFB”), the governing body that financially supports co-curricular programs and organizations associated with the UH Mānoa community, which consists of staff, faculty, undergraduate students, and graduate students, including those at John A. Burns School of Medicine and William S. Richardson School of Law, strongly OPPOSE Board Resolution 20-03 “Proclaiming an Emergency and Directing Action from the University Administration.” We are particularly concerned with the fact that if it passes, UH Administrators would have “system-wide authority to consolidate from the individual units and campuses, any revenues, reserves, programs, facilities, and vacant personnel positions for reallocation” and believe would severely impact everyone, especially students.

If SAPFB funds were to be reallocated by the University Administration and taken out of student hands, the board would not be able to fulfill our duties to support co-curricular activities on campus. Due to COVID-19, many of the student groups the Board has awarded funding to postponed their events and expect to host them this fall. We have committed to honor their awards and will provide them access to their monies in the new Fiscal Year. Additionally, Registered Independent Organizations (RIOs) and UH Departments & Programs have been able to host innovative programs and workshops virtually that have been supported and would continue to be supported through SAPFB funds in our upcoming funding cycle. If the administration was to suddenly reallocate our student fee monies, our peers and fellow community members would no longer be able to host events in the interest of their constituents. Although we had to pivot from face-to-face to virtual interactions, we were and are still fully capable of fulfilling our mission as the stewards of the SAPFB fee and have been actively doing so. It is important to note that the amount we collect through semesterly fees does not allow us to fully fund all the applications we receive already, even though we would like to do so given the quality and depth of the events and opportunities proposed. By allowing the Administration to take away this important funding stream for students and redirecting it where it sees fit goes against the purpose of the fees in the first place. The risk of losing SAPFB monies would hinder not only our ability to fund impactful and high-quality events going forward but also reduce the



opportunities for students to engage in what interests them and ensure that their experiences outside of the classroom complement and enhance the challenging learning environment we find ourselves in at the moment.

Board Resolution 20-03 would prevent SAPFB from supporting co-curricular activities that benefit the student body. This is detrimental to not only us, as students, but the entire UH community. Thus, we reiterate our OPPOSITION again in closing. Thank you for your time.

Sincerely,

Matthew Sun

Chairperson  
Student Activity and Program Fee Board

Clinton Ng

Vice-Chairperson  
Student Activity and Program Fee Board



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Cristina Bacchilega

### Your Organization (optional)

Prof Dept of English, UHM

### Your e-mail address (in case we need to reach you) \*

cbacchi@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

While i agree this is a particularly critical and challenging time for UHM, i find it depressing this resolution seeks to empower the central administration to take emergency measures that are primarily based on economic considerations and that heavily impact faculty and students without involving consultation. It's ironic that in the concurrent letter to Governor Ige, the call to sacrifice faculty raises is not matched by any cuts to the salaries of administrators. And it is shameful that you take advantage of the pandemic to centralize more power and make an institution of higher learning more and more like a corporate business. These are uncertain times for sure, but if enrollments are a big unknown why is UH not backing the lawsuit over the new ruling that is affecting foreign students? The resolution is a big catch-all permission to act with no accountability and with no prioritizing of students' and faculty's health, wellbeing, and productivity. And it certainly does not advance any "Hawaiian-place" culture in the institution. I urge the Regents to act in keeping with the educational mission of the university and reject not only the resolution but the privileging of control over empowerment and responsibility.

### Your Testimony (pdf or word)

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UNIVERSITY  
of HAWAII  
SYSTEM

## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Ruby Pap

### Your Organization (optional)

University of Hawaii

### Your e-mail address (in case we need to reach you) \*

rubyapap@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear Board of Regents-I am astounded and blindsided by the proposed resolution by Chair Kudo, which appears to have come out of nowhere, after it has already been approved by the Legislature. I have been a faculty member of this University for over 8 years, and have found that we do best when we all speak from one voice. This proposal comes as a slap in the face to processes and good faith that are already in place.

Since the outbreak of the pandemic, the faculty, UHPA, and the Governor have worked tirelessly together to keep the campuses open to serve our students and the community. We have also been working tirelessly to establish covid testing sites, work towards vaccines and treatments, and initiated several programs designed to help students in need. There is much work to do, and we need to do it knowing we have the full support of everyone, including the Regents!

During all this, and during the legislative process, there was ample time for Chair Kudo to express his concerns about raises and budgetary issues moving forward, but it appears nothing was said. Bill 785 has passed. Why do this now?



And why would the Board want to go against the Governor at this time, who clearly set his intentions to support the raises? the Governor supported the funding of UHPA's contract pay raises inclusive of the 1.2% increase on January 2, 2020 and the 2% increase on July 1, 2020 during the current pandemic. This resolution doesn't make any sense and will only set up everyone at UH for failure- by signalling that we at the University are confused and not on the same page- that is dangerous not only for faculty, but for the entire budgetary process for the university.

Yes, I understand the University took a big hit, and in future budgets and contracts there will be some serious belt tightening. But now is not the time to send a resolution that is clearly not supported by administration or by faculty. It is way too premature, and comes 0 discussions with our faculty union. This is way out of step with our community, during a time when we all should be working together.

Please vote no on this resolution and come work with us faculty with all the solutions that are needed to steer the University through the pandemic. We are stronger together.

Sincerely,

-Ruby Pap

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Steven Singer

### Your Organization (optional)

Kapiolani Community College

### Your e-mail address (in case we need to reach you) \*

singer808@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Comments Only

### Your Testimony/Comments

The fiscal outlook for KapCC did not look very good at the end of last year, prior to COVID-19 hitting us, because of gross mismanagement by the College's administration, while at relatively the same time agreeing to pay raises for themselves. Now with advent of COVID-19, it's not just KapCC's fiscal problem, but the entire State's. Some of the proposals being considered are retrenchment, pay cuts, and a variety of ways of saving money in one of the State's most costly categories, human resources. I know the State and the University have been hoping for another stimulus from the Federal Gov't, but it looks uncertain if and when it might come. Therefore, the State, rightly so, is addressing how to save money. OK, I understand. I think we all understand.

1) One of the few cash flows in the State has been that coming from State workers. Diminish that, and the State will have an even smaller economy.

2) Leaders in the State and the University, especially KapCC need to lead by example. Do NOT try to balance the budget on the backs of the faculty and staff of the State. They have done nothing wrong. They have been playing by the rules. If faculty defer negotiated pay raises, admin should forgo their raises from last fall. If faculty are given 20% pay cuts, admin

should receive 20% pay cuts. Legislators, Senators, Governor, etc. should take 20% cuts. Lead by example. Do not expect faculty to quietly accept pay cuts when others on the state payrolls do not. Everyone is watching.

**Your Testimony (pdf or word)**

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Julie Patao

### Your Organization (optional)

Maui College

### Your e-mail address (in case we need to reach you) \*

julipatao@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear Chair Kudo and Board of Regents --

As a Maui College faculty I find this proposal completely out-of-touch with all the work and good faith intentions that had already been agreed too. As an UHPA Representative, I have been privy to understand all the nuance that UHPA, the Legislature, and the Governor had tirelessly worked at over the past few years. Thus, the meaning of Collective Bargaining.

The notion of "predicting" a "bad economy" is ludicrous to imply that all State Employees should not be entitled to something that was already agreed upon. Despite UHPA being the target of this proposal, what about Administration? Perhaps the Board should also declare an Emergency Proclamation to retrieve Administrations pay-increase from last year too?

Board of Regents, what confuses me the most is how Resolution 20-03 undermines the Governor and the Legislature. It seems quite apparent that you all think you can better manage the State's Budget by stating it's an Emergency --- yet both the Governor and the Legislature already approved the pay increase. Not sure why BOR feel they can declare an

"Emergency" and infringe on the State's finances which is in the Governor's jurisdiction. Are you saying you know more than he does?

Shame on you BOR! Please let me remind you of your role, the board formulates policy and exercises control over the university through its executive officer, the university president. The board has exclusive jurisdiction over the internal structure, management and operation of the university. If you don't know what your role is, perhaps you should recuse yourselves. This Resolution over-steps your boundary, I would be ashamed to be a part-of this action.

Auwe BOR!!

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Juli Patao

### Your Organization (optional)

Maui College

### Your e-mail address (in case we need to reach you) \*

julpatao@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

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Auwe BOR!!

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Ben Guerrero

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

hawyanspice4@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha BOR Members,

Like the rest of the educational world, UH faculty are under great pressures trying to adjust operations, activities and curricula during this pandemic to create a new environment to make it possible for students to earn a college degree. Many faculty are doing this because they know it is the right thing to do, despite any health fears, or anxieties due to a lack of training to use tools to create virtual courses and services so students can still get the education and access to the help that they need to succeed.

For the next two years and beyond, working at UH will be extremely difficult due to hiring freezes, and other budget constraints that will make this *new* job even more challenging. In other words, those who are left to do the work, will be pushed to the limits in a somewhat "undiscovered country".

Raises negotiated and agreed to in the UHPA contract should be honored, especially now, when more efforts to innovate and re-create curricula and operations will be required until this pandemic is under control, and the community is able to survive the expected, extended economic downturn that will last for years to come. The return on investment for the



agreed to wage increases are immeasurable; education is the only way for our community to better prepare our students for the next pandemic so that we can do a better job of surviving it, educationally, economically, and in good health.

I oppose board resolution 20-03 and the proposed letter to Governor Ige.

Mahalo

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

MIRIAM STARK

### Your Organization (optional)

University of Hawai'i at Manoa

### Your e-mail address (in case we need to reach you) \*

starkmiriam6@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha UH Board of Regents,

I respectfully request that the UH Board of Regents (BOR) abandon BOR Chair Ben Kudo's resolution on Thursday July 16th that authorizes the UH administration to use any means possible to reduce university operating costs and expenses, including reduction-in-force, furloughs, and retrenchment to address financial impacts of the current COVID-19 pandemic.

Having worked at UHM since 1995, I am deeply familiar with the challenges of running a vibrant public university with inadequate support. Many dozens of my colleagues have left UHM for jobs with salaries commensurate with their city's cost of living, and many leave with heavy hearts because they love Hawai'i. Those of us who stay – many like me, despite competing job offers– do so because we believe in public education. Most of our local students lack adequate college preparation because we do not adequately fund our K-12 public schools. We mentor these students as teachers, not simply as civil servants.

I'm a product of public education from pre-K to my PhD. Throughout my educational career, my teachers have taught me that democracy – and shared governance – is what makes America great. BOR Chair Ben Kudo's resolution strips governance and democracy from the process and irreversibly damages all that we've collectively built to support our state.

A strong UH system is essential for our state. We may not teach your children and grandchildren; many of whom can attend mainland colleges and universities. But we teach children and grandchildren of many local people, including families whose parents have sacrificed everything for their children's education.

I ask that you remember the goal of our university, and acknowledge that we faculty and staff ARE your university. Without us there is not university, and establishing authoritarian measures that allow the UH administration to fire faculty and staff erodes the university, position by position. We cannot rebuild what you have destroyed.

Ensuring that our state has a viable professional workforce means supporting the University of Hawai'i. Supporting first-generation students from our state and kānaka maoli requires a Research I university here on-island. So does assuring a healthy future state economy.

Most readers of this letter will be gone in 40 years, but students in our current classrooms – who can and should lead a future Hawai'i -- need your foresight and wisdom. Please do not support this resolution.

Mahalo nui loa.

Miriam Stark  
Professor, Anthropology  
Director, Center for Southeast Asian Studies, UHM  
(808) 232-9562 \* 500 University Avenue Apt 1437, Honolulu HI 96826\*

## Your Testimony (pdf or word)

[Stark 2020 letter opposing Kudo Resolution.pdf](#) (118.2 kB)

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14 July 2020

Aloha UH Board of Regents,

I respectfully request that the UH Board of Regents (BOR) abandon BOR Chair Ben Kudo's resolution on Thursday July 16<sup>th</sup> that authorizes the UH administration to use any means possible to reduce university operating costs and expenses, including reduction-in-force, furloughs, and retrenchment to address financial impacts of the current COVID-19 pandemic.

Having worked at UHM since 1995, I am deeply familiar with the challenges of running a vibrant public university with inadequate support. Many dozens of my colleagues have left UHM for jobs with salaries commensurate with their city's cost of living, and many leave with heavy hearts because they love Hawai'i. Those of us who stay – many like me, despite competing job offers– do so because we believe in public education. Most of our local students lack adequate college preparation because we do not adequately fund our K-12 public schools. We mentor these students as teachers, not simply as civil servants.

I'm a product of public education from pre-K to my PhD. Throughout my educational career, my teachers have taught me that democracy – and shared governance – is what makes America great. BOR Chair Ben Kudo's resolution strips governance and democracy from the process and irreversibly damages all that we've collectively built to support our state.

A strong UH system is essential for our state. We may not teach your children and grandchildren; many of whom can attend mainland colleges and universities. But we teach children and grandchildren of many local people, including families whose parents have sacrificed everything for their children's education.

I ask that you remember the goal of our university, and acknowledge that we faculty and staff ARE your university. Without us there is not university, and establishing authoritarian measures that allow the UH administration to fire faculty and staff erodes the university, position by position. We cannot rebuild what you have destroyed.

Ensuring that our state has a viable professional workforce means supporting the University of Hawai'i. Supporting first-generation students from our state and kānaka maoli requires a Research I university here on-island. So does assuring a healthy future state economy.

Most readers of this letter will be gone in 40 years, but students in our current classrooms – who can and should lead a future Hawai'i -- need your foresight and wisdom. Please do not support this resolution.

Mahalo nui loa.



Miriam Stark  
Professor, Anthropology  
Director, Center for Southeast Asian Studies, UHM  
(808) 232-9562 \* 500 University Avenue Apt 1437, Honolulu HI 96826\*



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Maria Costantini

### Your Organization (optional)

Academic Labor United

### Your e-mail address (in case we need to reach you) \*

maria.s.costantini@gmail.com

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

Declare all campuses sanctuary campuses for international and undocumented students.

### Your Position (required) \*

Comments Only

### Your Testimony/Comments

Protect our international students with concrete actions. Do not make our students choose between their health and their education. Keep ICE off campus and declare all UH campuses as sanctuary campuses for international and undocumented students. The university's bare minimum job should be to protect its students.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Adrian Ellis J Alarilla

### Your Organization (optional)

University of Hawai'i at Mānoa

### Your e-mail address (in case we need to reach you) \*

alarilla@hawaii.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

ICE policy and our international students

### Your Position (required) \*

Comments Only

## Your Testimony/Comments

Dear University of Hawai'i Board of Regents,

I am writing as a PhD student who has cohorts who are international students. We have undergone two years of graduate school together. We have supported each other through hard times and celebrated the good times. Now the new DHS directive is threatening to deport some of us just because we care for each other's health.

I appreciate President Lassner's statement released somewhat recently, and I understand that the administration and the departments, along with the ISS office, is working towards finalizing an approach which so far seems to take individual cases into account. While I do feel it is a good first step and that the administration really cares for international students such as my cohorts, I think it does not address the illegality of such a directive from DHS. I hope that the University of

Hawai'i joins the ever-growing number of universities taking legal action against DHS and Acting Director Chad Wolf for the sake of all the international students affected by this decision.

Moreover, I hope that UH declares itself a sanctuary campus. While this can be more a symbolic concept than a legal one, I do believe it is a meaningful gesture and a promise that the administration will not comply with ICE and will not disclose the immigration status of its students, faculty, and staff.

I hope you sincerely consider these measures for the health and safety not only of our international students, but of our entire campus community.

Warm regards,

Adrian Alarilla

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Lisa Miller

### Your Organization (optional)

Kapiolani CC

### Your e-mail address (in case we need to reach you) \*

ljmiller@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha UH Board of Regents,

I am writing to express my opposition to Board Resolution 20-03. I am a newly tenured Asst. Prof at Kapi'olani CC where I teach computer science. This last spring semester was the most stressful experience I have had since I started teaching. The one thing that helped myself and many of us unexpectedly teaching online to persevere though to the end of Spring 2020 was that the pandemic emergency seemed to pull everyone at Kapi'olani together as a cohesive team. Staff, administration, and faculty really banded together and supported each other to make the students' learning experience as stable and professional as it could possibly be. This newly found strength in teamwork has continued through the summer with many of us working together (some in our off-duty time) to form plans for how to proceed in the coming 2020-2021 academic year.

Resolution 20-03 appears to discount all of the hard work our teams throughout the System have done to provide educational continuity to our students and to plan for the upcoming school year. I strongly encourage the Board to

oppose this resolution and to seek to work more closely with faculty, staff, and administrative teams on all campuses so that we might move forward together.

Thank you for your consideration,  
Lisa J. Miller

**Your Testimony (pdf or word)**

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Celia Bardwell-Jones

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

celiab@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

I hope the BOR will vote against this resolution. In a time of a pandemic, education is essentially needed to build our economy and future livelihood in Hawaii. To cut off funding and in effect give draconian power to the UH President and BOR will put our economy and civic society back even further. The time to invest in education is more needed now in a time of crisis.

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Shannon Sakaue

### Your Organization (optional)

Kapiolani CC

### Your e-mail address (in case we need to reach you) \*

sks78@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Marla Pua Larson

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

marlapua@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Please consider the Community you serve and the negative impacts your resolution will have.

### Your Testimony (pdf or word)

[Julyletter to BOR.pdf](#) (118.8 kB)

## Actions

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July, 14, 2020

University of Hawai'i, Board of Regents,  
2444 Dole Street, Bachman 209,  
Honolulu, HI 96822

The Honorable David Y. Ige Governor,  
State of Hawaii Executive Chambers  
State Capitol Honolulu, Hawaii 96813

President Lassner  
Office of the President  
Bachman Hall 202  
2444 Dole Street  
Honolulu, HI 96822

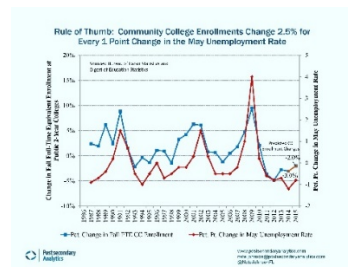
Dear BOR and Chair Mr. Kudo:

In regards to your Resolution 20-03 a letter to our Governor of Hawaii. Your resolution is faulty in that it did not take into consideration of current data, and community needs. Our UH System is getting help by the Cares Act and many campuses as well as our students are getting help with finances.

There is data that suggest enrollment count is the best our system has had in the last 5 years.

<https://www.hawaii.edu/institutionalresearch/enrReport.action?reportId=ENRT00>

Overall the data set from the link above suggest that the UH System is doing better than we have in the last 5 years. Headcount for all campuses in 2017 was down -4.1 % and for 2020 we have the best number at -1.1%. UHWO's headcount is up by 2.9%, Hawaii CC up by 4.4% and Windward CC by 7.3%. These numbers are as of today and school starts on August 24 and these numbers will increase. UH Manoa is -0.7% and can turn it around with the increase of students staying for college. Same for Maui College they are at -0.3% and I believe will turn that into a plus soon. The campuses have postponed deadline applications and are working hard on increasing our enrollment. Let's not forget enrollment trends see chart below. Please consider the community that your serve and the negative impacts your resolution will cause.



Pua Larson, Counselor at Kauai CC



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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Dr. Christina Mogren

### Your Organization (optional)

UH Manoa, CTAHR, PEPS Department

### Your e-mail address (in case we need to reach you) \*

cmogren@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[BOR 20-03 comments CLM.docx](#) (14.3 kB)

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To whom it may concern,

I am submitting this written testimony for consideration by the UH Board of Regents for their June 18, 2020 meeting, concerning the Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases.

Upon reading Resolution 20-03, I was immediately struck by the logical fallacies and cognitive disconnect rife throughout the Resolution, a few of which I address below.

The Chair argues that the fiscal devastation to Hawaii resulting from the COVID-19 pandemic “*may be* [emphasis my own] compounded by an overall decline in student enrollment and associated tuition and fee revenues. In past recessions, universities actually saw an increase in enrollment as the workforce reeducated itself to adapt to changing economic needs. The current Oahu gubernatorial race is centered around restructuring the Hawaiian economy for less reliance on tourism, an industry which has failed for decades to pay workers a living wage and was hardest hit. A drastic change like this necessitates reeducation of the workforce, and therefore a need for the University and its faculty.

The Chair argues that financial impacts to the University in the years to come will have direct impacts on “...repair and maintenance of facilities, and utilization of residence halls...” The BOR and state have utterly failed to provide the needed funding for facilities maintenance for decades, as evidenced by black mold present in faculty offices and classrooms across campus. Black mold has been present on the 6<sup>th</sup> floor of Gilmore Hall for at least the last 10 years, with no remediation in sight. That wasn’t caused by COVID-19. Undergraduates are currently desperate to get into the dorms. Perhaps the Board is unaware of the astronomical cost of living on Oahu, particularly surrounding UH, and a resultant dependency on affordable campus housing for students. As students seek to distance themselves from at-risk family, the demand for dorms will only continue to exceed capacity.

The Chair states that UH has a “...vital role in assisting the State of Hawai’i in pivoting to recover from the adversities caused by the pandemic through university research, education, and service focused on community needs, including workforce and economic development...” PRECISELY!!! How does cutting funding and faculty address this in any way?

The Chair offers as solutions a reduction in the pay and overall workforce of faculty and simultaneously “accelerating the development of revenue-generating activities and facilities” while somehow “temporarily or permanently closing, reorganizing, restructuring and/or merging” of facilities and departments. UH West Oahu has redundant programs and plans for expansion – will the Board realistically consider halting all operations and shuttering this campus to preserve the others? Certainly the operating expenses of a redundant campus could easily support new and existing reeducation programs statewide. How much actual money is saved by cutting salaries and/or furloughing faculty, and what percentage of the total budget shortfall does this comprise?

I am very confident that the answers to these questions will reveal that the current Resolution is little more than an ill-conceived, nefarious attempt to use the pandemic as an excuse to further a vendetta against the University and its faculty, and by extension the working-class citizens of Hawaii that depend upon our services. Retention of new faculty is already abysmal, and any cuts to salaries would merely serve to reduce the financial margin of survival for faculty, prompting even more to move back to the mainland. Because it is not safe to allow tourists back into the state, the middle class must do

what it can to support local businesses. Therefore, reducing our already non-commensurate pay will only hurt local business.

I am deeply disgusted, though not particularly surprised, by this Resolution. I strongly oppose this Resolution.

Sincerely,

Dr. Christina Mogren, PhD  
UH Manoa  
College of Tropical Agriculture and Human Resources  
Plant and Environmental Protection Sciences Department



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Amy Nishimura

### Your Organization (optional)

UHWO

### Your e-mail address (in case we need to reach you) \*

amynn@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha Board of Regents,

I object to the proposed resolution that would provide UH administration unprecedented power along with your letter to Governor Ige. We are truly living through difficult and painful history which is why transparent and collaborative leadership becomes increasingly important. Without actual dialogue and partnership, there is confusion and negativity which will, in turn, hurt the UH system over a prolonged period of time.

If this resolution and letter moves forward, you will set a frightening national and international signal of how the BOR intentionally undermined collective bargaining and aimed to exclude faculty, staff, and students from shared governance. You will set a negative reputation for the UH system whereby potential graduate students and scholars will no longer view UH as a diverse place to contribute innovative ideas and when the economy does improve, they will attend and work at other universities. It seems important to remind folks that when we recruit talented faculty, their contributions often enhance the fiscal health of our institution by way of extramural grant funding.

The proposed resolution and letter only serve to discourage potential faculty from joining the UH system and will drive down revenue and stymie innovative research and programs. If you are considering fiscal exigency, don't we want to retain and recruit talented faculty, staff, and students rather than create increasingly negative impressions of UH? As a blue state, don't we want to set an example as a place that supports the work of unions?

Without your support, without the support of administrators, without shared governance, a domino effect will occur and with your proposed resolution and letter, I wonder how many faculty and staff will remain at UH or if they have already tendered their resignations, leaving for the continent because the cost of living here is exorbitantly high.

At a time when young people, citizens of various demographics, are challenging authoritarian strongholds, why would you want to hand UH administration unequivocal, unchecked, and unilateral power without any discussion that includes faculty, staff, and students? Why would you willingly create hostility and increase anxiety at a time when we need collaborative leadership, when we need to work together to create viable platforms that propel UH forward, not backward. Faculty and staff are working to create a functioning university atmosphere for the fall term and some of them do this with heightened fear, realizing that many will risk their lives to serve our students, to serve the public, and to serve the state of Hawai'i.

The leaders of various unions, faculty, and staff have been working tirelessly over the summer to create operational plans to keep UH sustainable, across the ten campuses. To demand a plan within a month's time, when so much remains unforeseeable, only erodes the work being done and will only lead to greater instability.

Thank you, Amy Nishimura

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Amy Nishimura

### Your Organization (optional)

UHWO

### Your e-mail address (in case we need to reach you) \*

amynn@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

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### Your Testimony (pdf or word)

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### Your Name (required) \*

Debra Drexler, Professor

### Your Organization (optional)

Department of Art and Art History, UHM

### Your e-mail address (in case we need to reach you) \*

debra.drexlerfineart@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Thank you for the opportunity to submit testimony. As a faculty member who has dedicated the last 28 years to the brilliant and talented community of artists, scholars and dedicated students who make up the UH community I am deeply concerned about the long term implications of retrenchment. Over the years I have seen resources shrink while student demand stays high. In the past week, as Chair of the Drawing and Painting Area of the Department of Art and Art History, I have been asked to look at the fall schedule and decide which of our fully enrolled courses should be cut, if we lose lecturer funds. This is antithetical because lecturer courses actually pay for themselves, but the link between tuition and departmental funding is not direct. There is a huge student demand for our classes. Most of our classes have waitlists, and currently there are 50 students waitlisted for Beginning Drawing which is a requirement for ART, ACM and Architecture. Students learn the skills of critical thinking, problem solving, creativity, and resilience in art classes that are particularly useful in a crisis. Any cutting of classes would delay student graduation.

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Anonymous UHMC Faculty

### Your Organization (optional)

UHMC

### Your e-mail address (in case we need to reach you) \*

anonymous@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear UH Board of Regents,

I urge you to oppose the letter to the Governor requesting a deferment of pay increases for UH faculty and staff. This pay raise is incredibly small and without it faculty and staff would be taking a pay cut after yearly inflation rates. Faculty have been working harder now than ever to abruptly move all courses online mid semester and offer courses online in the Fall 2020 semester. This has caused an incredible amount of unpaid overtime for salaried faculty. Not only would a deferment of this small pay increase dishearten faculty, but many may leave the UH system entirely due to efforts going unrecognized and a lack of support by our Board of Regents.

There are many uncertainties during this pandemic. It is premature to assume enrollment for the entire year will be down. Many students are not returning to mainland campuses and are choosing to take courses at home through the UH system (this is evidenced by the new students enrolling during the summer 2020 semester). It would also be premature to adopt a long-term financial plan at this point. We need to focus on how to keep our current students enrolled, how to support faculty thrust into online modes of instruction, and how to keep up morale during this difficult time.

The letter to the governor does not mention anything about all the money saved by moving online. If we have fewer students enrolled then lectures will be teaching fewer courses. Students won't be using facilities and labs. Materials will be greatly reduced. Each campus and department should have a voice in the budgetary process. Faculty know how dire these circumstances are and we can get creative in reducing costs and maintaining the appropriate level of rigor for courses transitioned online.

Mahalo for your time and consideration,  
A concerned UH faculty member

**Your Testimony (pdf or word)**

[Testimony Oppose Letter to Gov..docx](#) (13.3 kB)

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Mahalo for your time and consideration,  
A concerned UH faculty member



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Mark Oxley

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

oxley@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Mark Oxley

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

oxley@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Cathleen "Cate" Matsushima

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

csm@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

The pay raises promised honor the work we have done, not the work we will do in the future. This resolution circumvents the negotiation process and ignores the fact that our raises have been budgeted for and approved by the legislature. I strongly oppose this resolution.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Cherry Lacsina

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

clacsina@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

If you want to defer our salary increases, please provide us with an equivalent replacement for this. I propose that staff be allow to continue teleworking as much as possible so we can save money on daycare, gas, car expenses, and parking. We know that teleworking has worked for UH staff like me for the past four months. Please give us this option for the next two years if you want to take away our salary increases.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jolene

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

joleneb@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Kate Mink

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

coralreefk8@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

I am the parent of a fairly recent UH graduate; I also have 25 years' experience working as a technical manager at Cornell. Both of these experiences made it plain to me how incredibly important education is, and how easy it is for administrators to destroy worthy programs, and screw over the students and faculty, in the name of thrift. Carte blanche authorization virtually guarantees mistakes and outright abuses. Granting it is dangerous, and not necessary at this time.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Kristin Bielling

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

kbielling@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Given the impact of COVID-19 on the state economy, urging the university to use reductions in force and furloughs to address immediate economic shortfalls could be devastating to workers and their families. The UH system should exercise every alternative available to them before putting people out of work in a time of record unemployment. The proposed pay increases have already been budgeted and approved by the legislature. I urge you to honor the previous negotiations that were held with the employee unions, and to not authorize "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc" from the university administration.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Mimi Yen

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

liangmei@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

While I am willing to support actions needed to address the state of economy (such as through furlough, payouts), I believe a process based on balanced negotiation from all parties involved is critical during this difficult time. This resolution is disrespectful of such process in progress and hurting the trusting relationships among the parties.

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SYSTEM**Public Testimony Form - University of Hawaii Board of Regents**

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**Your Name (required) \***

David Gustavsen

**Your Organization (optional)**

University of Hawai'i Mānoa

**Your e-mail address (in case we need to reach you) \***

dmgustav@hawaii.edu

**Board of Regents Agenda Item (required) \***

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

**Your Position (required) \***

Oppose

**Your Testimony/Comments**

This resolution seems simultaneously too late and premature. The BOR could have noted its objections to pay increases before Senate Bill 785 passed. Given that Senate Bill 785 passed in June, when the impact of COVID-19 was not only surmised but actively felt, the BOR's resolution would seem to go against decisions already made by the legislature and governor.

At the same time, it seems premature to demand a long term plan from university administration. Long term planning under current conditions would seem impractical, and any plan presented to the BOR would likely need to be drastically altered to meet unforeseen challenges. Requiring such a plan seems pointless at best, and counterproductive at worst.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Bronson De Castro

### Your Organization (optional)

HGEA unit 03

### Your e-mail address (in case we need to reach you) \*

Bd9@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR VII.B. Collective Bargaining Update

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Board of Regents, you are proving to us you have no aloha spirit. You guys are acting like the rest of the United States taking away from us essential workers who have been risking our own health everyday at work. Have we got an extra \$600 a week ? Nah, we haven't seen a cent that shows how much you guys care about us. I am a state security officer at UH Hilo and work 5 days a week, when school resumes, our risk becomes way higher and you guys wanna put our pay raises and lump-sum on a freeze? And then furlough us? Why don't you and other government officials and chancellors also take a pay cut instead of sitting on your nice high chairs and take care of the people who are the backbone of the economy. My job is to protect life and property but you (BOR) have always been a pain and do not care about your own people. All you guys do is care about yourselves and your paychecks. We deserve to be paid. We as essential workers matter. We matter. You guys toyed with us for to long and we deserved to be treated fairly and get paid!!!! Our funds was already approved by the legislation... you and IGE can't budget the state money properly, so you take away from us hard working people.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Melissa

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

mcouragekorta@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Comments Only

### Your Testimony/Comments

This meeting agenda includes the hiring of employees with monthly salaries equivalent to the annual salary of many staff after just a few months of payment. While competitive salaries are no doubt a tool in attracting senior talent to an institution, allowing the hiring of some at exorbitant salaries while threatening to decrease the pay of the lowest paid members of an institution is disheartening. Many institutions across the country are in similar situations but their senior leadership nobly took 20% pay cuts before even considering measures affecting the salaries of staff who are often already struggling in an expensive state where an individual is considered low-income if making under \$67,500 which I and many of my colleagues do not make.

As much as I would love neigh, need, a pay raise, if forgoing raises means that some may not lose their job or have to work a reduced schedule, I am okay with that because it is for the greater good. However, if it is done without first reducing the salaries of senior leadership coupled with other cost cutting measures, it is a gross display of how staff are undervalued.

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Adrian Alarilla

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

alarilla@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

While the financial challenges to the university and the community it serves are very real and must be taken seriously, I do not believe that Resolution 20-03 is the right way to address those concerns. Whether intentional or not, the language of Resolution 20-03 is vague, and therefore more susceptible to abuse of power. Just the statement that "the Administration is authorized to utilize whatever available means it has to reduce the operating costs and expenses of the University" is already very troubling and ominous. Even if the resolution is well-meaning, it does not suggest any checks and balances to be set in place.

One wonders how "reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc." can help the economy if it only adds to the growing number of unemployed and underemployed people here in Hawai'i. I am most concerned with the fate of student employees and graduate assistants like me, who are not even protected by our own unions, and are already in quite precarious situations. What recourse do we have when this unilateral use of power decides we are expendable?

Most importantly, Resolution 20-03 can potentially render mute and invisible the community that the university purports to serve for the purposes of "highly expedited processes for developing proposals for change." While I do agree that quick and decisive action must be made at this time of crisis, it must not be made without consultation of the stakeholders of the university: its students, staff, faculty, and surrounding community.

Now is not the time for unbridled “emergency” powers. Now is the time to be listening to our community and working on community-based solutions. The university is not just a collection of “revenue-generating activities and facilities.” It is a center of learning here in Hawai‘i, and it has a responsibility to serve its community with righteousness.

**Your Testimony (pdf or word)**

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Angela Tachino

### Your Organization (optional)

UHM-CALL

### Your e-mail address (in case we need to reach you) \*

Atachino@hawaii.rr.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear BOR,

It is with disbelief that I got notice by both the chair of my department and my union about this resolution. This is your solution for resolving the economic woes that this pandemic may potentially bring to the University system. My question is why are you all trying to resolve this by making those of us who make the least sacrifice first. This will all be played out in worsening our economy as more of us will be forced to file for unemployment on an already taxed system. We all will be spending less and unable to help our local businesses who are barely keeping afloat as it is.

I for one have done my utmost to work from home and make sure everything that needs to get done for my department was done. I have worked tirelessly and more than my set hours to check on things after hours or weekends. I have also gone into office to let people into their offices and manage the stacks of mail for our department. I have used my own computer, printer, paper, and internet at home with no intention of asking the University for reimbursement.

I would think with not many people on campus one way the University should have been able to save tremendous amounts of money was the savings it gained from less usage of phones, electricity, water, etc. The utility cost should

have gone down substantially. If it did not then why not?

If you all are so gung-ho In cutting people's work hours and pay why not start from the top. Why don't you all be the example for all to follow. It's always those of us who make the least that are asked to sacrifice the most. Why is that? Some of us rely on our income because our spouse is currently not working or their salaries have decreased as well.

I earnestly ask you to think of the well being of the people that help keep the University up and running. I ask that you not past this resolution.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Sabrina Nasir

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

nasirs1@uci.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

Sanctuary Campus

### Your Position (required) \*

Comments Only

### Your Testimony/Comments

I am writing to support the nation-wide effort at ensuring higher education spaces are sanctuary campuses for undocumented and international students. The abrupt policy change by the Trump administration last week required all international students to voluntarily leave the United States unless their campuses held in-person classes amid a global health pandemic. The policy also stated that if a university moves completely online for any reason midway through the semester, international students must leave the United States within 10 days. Universities condemned this action, including the University of Hawaii. While the order was reversed, it demonstrates the precarious position that international and undocumented students are in during the Trump administration. It is absolutely imperative that UH campuses be declared a sanctuary campus for international students.

With our location as the main hub linking Asia and North America, the University of Hawai'i hosts 2,000+ international, immigrant, and undocumented students on F-1 and J-1 visas who play vital roles in the teaching, research, and daily operations at our institution. They are our friends, colleagues, students, and teachers. This misguided order is cruel,

discriminatory, xenophobic, and an affront to our international student community. This inhumane policy forces international students to choose between facing a heightened risk of contracting COVID-19 through in-person classes or deportation due to visa cancellation. This policy not only puts the over 2,000 international students of the University of Hawai'i at risk, but also threatens the health and safety of 1,000,000+ international students across the United States, as well as the countless American faculty and students taking in-person classes.

We students, staff, faculty, and supporters who make up the University of Hawai'i community strongly urge the UH administration and President Lassner to designate the UH System a "sanctuary system". Specifically this would entail:

- Declaring the University of Hawai'i System and its campuses and facilities as a sanctuary for international, immigrant, and undocumented students, workers, and community members.
- Refusing to share information about students' curriculum with ICE and related federal agencies.
- Refusing to house or support ICE officials on UH campuses.
- Reaffirming current admission, tuition, and employment policies regarding international students, and ensuring that any financial awards or employment given to international students are not withdrawn due to visa complications.

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Karla Silva-Park

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

karlas@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha,

I am writing as an employee of one of our community colleges, as a parent, and as a spouse of a first responder to the pandemic we are currently facing. I am the Title IX Coordinator for my campus which translates to making sure that our campus community is both safe, equitable, and free from discrimination. I am writing to OPPOSE BOR Resolution 20-03 set forth by Mr. Kudo. Throughout the pandemic we have continued to work hard to service our students and communities despite the numerous challenges we all are facing. Many of us are doing so while also caring for our keiki and elderly parents. There is no question that we are facing unprecedented times and have to be able to be flexible in our environments at home, at work, and in our communities. However, we as HGEA members, are the employees that keep our campuses going through these difficult times, many of which are on our campuses and in our offices daily to ensure the work is done.

One specific area which we should not be flexible is with the salary which the State of Hawai'i has already **approved and budgeted** for our employees. By taking away the funds that have been approved and budgeted further the disparities in our system between our faculty and our staff. Our staff encompasses a range of employees including those that are the lowest earners yet also provide the most services to ensure that we are safe every day when we come into our offices

and to our campuses. Our ohana's are hurting in multiple ways right now and to take away the funds that many of us deserve and need would be a disgrace and a clear action of not valuing what your public employees do for the state at large.

I further disagree in allowing our administrators in the university system to have the authority to, "**...reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc**" These actions do not belong in the hands of our administrators. These actions belong in a space where negotiations are made and parties can agree to sensible solutions for the greater good of our state and communities. By granting this authority to administrators, which are not subjected to negotiations, you create the potential for inequity. We should be coming together as a community right now, not fearing whether or not our administrator will see our positions as worthy or necessary.

I have been a state worker for many years in a variety of capacities from teaching in the DOE as a HSTA member (on multiple islands) to working for our First Circuit Court as a HGEA member (with our most vulnerable who have severe mental illness) to working as a Faculty member with UHPA providing mental health services to our students. Now, I am employed as a HGEA member serving as a Title IX Coordinator. I have been through budget cuts, reallocation, and many different negotiations with the different unions I have been a part of and have seen first hand the implications of rescinding on previous agreements and the impact it has when those funds are never rightfully restored. Please do not make employees go through this again. I urge you to reject Resolution 20-03.

### Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Ann Brandman

### Your Organization (optional)

University of Hawaii at Manoa

### Your e-mail address (in case we need to reach you) \*

brandman@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR VII.B. Collective Bargaining Update

### Your Position (required) \*

Comments Only

## Your Testimony/Comments

Aloha,

My name is Ann Brandman. I've been a Public Information Officer at the University of Hawai'i since 1993. I urge you to reject BOR Resolution 20-03.

I have worked alongside fellow HGEA members and have found them to be hardworking, committed, and the drivers of the daily and important work of the University-- to serve and educate students from here and abroad. Likewise, they are drivers of our local economy.

In my decades of service, I have seen HGEA members agree to forgo raises due to them, participate in the paycheck lag system, and been subject to terms that other union members deemed unreasonable. And now, finally, after all others have received their salary increases, HGEA members, patient as always, were promised their due when our contracts expired in June of 2019.

It is patently unfair to take the much needed increases from them now when their families are suffering through COVID19. It has always been the least of us who have taken the burden of the state's financial woes, while others have

refused. It saddens me that a class system exists within our islands -- where is the Aloha and equity that is due to so many who are fundamental to the functioning of our state, our university, and our economy?

My coworkers are salt-of-the-earth people, dedicated, and always willing to help each other as well as their supervisors and managers. They are the first to volunteer, the first to offer kindnesses, and the first to be willing to serve in multiple capacities beyond their job descriptions.

Please don't allow them to be the last to receive their due. Again, I urge you to do the right thing -- I urge you to reject BOR Resolution 20-03.

Thank you  
Ann Brandman  
BU 8

### Your Testimony (pdf or word)

[BOR testimony:HGEA.docx](#) (13.0 kB)

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Aloha,

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Thank you,

Ann Brandman

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Earl Hishinuma

### Your Organization (optional)

University of Hawaii

### Your e-mail address (in case we need to reach you) \*

hishinumae@dop.hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

The following is testimony in opposition to the proposed proclamation made by Mr. Benjamin Kudo, Chair, Board of Regents: "In order to maintain the integrity and continued functioning of the University, the Administration is authorized to utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc." In his proposed letter to Governor David Y. Ige, Chair Kudo wrote, "We, therefore, respectfully request that negotiations with the relevant public worker unions take place to defer the pay increases and adjustments until the State is in a better economic condition."

There used to be a time when one's word or handshake was enough. Nowadays, according to the UH Board of Regents, even a written and signed UH-UHPA Agreement isn't enough.

More than 2 and a half years before COVID, the UH Board of Regents signed off on the 2017-2021 UH-UHPA Agreement that included a raise of at least 1.2% on January 2, 2020 (which has yet to be received), a raise of 2.0% on July 1, 2020 (which has yet to be received), and a final raise of at least 1.2% on January 1, 2021. The UH Board of Regents voted yes to these raises with 2 out of the total of 6 UH-State votes.



It should also be noted that the raises agreed upon for the 4-year period of 2017-2021 essentially helped to pay for only increased healthcare costs. The minimum salary for every professorial rank was carried over from the 2015-2017 UH-UHPA Agreement and will remain the same throughout the current 4-year 2017-2021 Agreement. In effect, UH faculty actually have been losing income because the raises did not account for the approximate total of 8% inflation across the 4-year period.

Second only to UH students, UH faculty are the day-to-day teachers/mentors, researchers, and service providers for UH. And UH faculty’s positive impact also goes well beyond UH. UH faculty are innovators and economic drivers for Hawai’i (University of Hawai’i’s Economic Research Organization, 2013):

- UH faculty secure approximately \$400 million per year in extramural funds. With an approximate membership of 3,500 UH faculty, this equates to, on average, each UH faculty member securing approximately \$114,000 in extramural funds annually.
- UH’s total impact is \$3.6 billion for Hawai’i’s economy annually.
- Each \$1 of State General Funds spent on UH leverages to \$4.90 of spending in Hawai’i.

No other union accomplishes this.

In addition, UH faculty have been resilient and have gone above and beyond to complete the Spring 2020 semester, and many have worked during “off-duty” time to meet the needs of UH students—not to mention the hundreds of dollars of personal expenses each will encumber due to working from home. Further, many UH faculty are extremely dedicated “essential” workers during this COVID crisis, including healthcare providers.

When a UH faculty making the minimum salary of \$54,084 gets a pay cut, the choices may come down to food, rent, or healthcare. In recent times, the middle class has always seemed to be the one taken advantages of. During the 2008-2009 Great Recession, we bailed out big businesses that caused the economic crisis, while a substantial number of lower- and middle-income individuals went into financial crisis, including home foreclosures. As the economy boomed in the past few years, the richest of the rich received the bulk of the nearly \$1 trillion in federal tax breaks. I believe Amazon paid no federal income taxes in 2018. In the current COVID pandemic, where is the call for richest of the rich to pay their fair share to help our most vulnerable populations and the middle class?

COVID has been unprecedented. It has caused monumental stress. In times of stress, however, do our leaders resort to renegeing on legal agreements agreed upon years ago, or do they possess the true integrity and character within to abide by legal agreements DESPITE the stressful circumstances? Will the UH Board of Regents perpetuate the social injustices or take a stand for UH faculty?

**Your Testimony (pdf or word)**

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Joe W. Ramos

### Your Organization (optional)

University of Hawaii at Mānoa

### Your e-mail address (in case we need to reach you) \*

joeramos@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[RAMOS Testimony Concerning the BOR Resolution 20-03.pdf](#) (58.4 kB)

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## **Testimony Concerning the BOR Resolution Proclaiming an Emergency and Directing Action by the University of Hawai'i Administration (20-03)**

**Joe W. Ramos, PhD**, Professor and Deputy Director, UH Cancer Center, UH Mānoa, Member Board of Directors, UHPA

I am writing in alarm at this last-minute resolution under consideration by the BOR and ask that it be defeated. It is premature, disrespectful to the hard-working faculty at a time when they are being asked to do more with less, and antithetical to the work done by the Legislature and Governor to preserve the UH System and its faculty to help the state recover.

The University must indeed “*play a vital role in assisting the State of Hawai'i in pivoting to recover from the adversities caused by the pandemic through university research, education, and service focused on community needs, including workforce and economic development in sectors necessary for the economic and social recovery of our State.*” Our faculty are working harder than ever under these difficult circumstances to do exactly this. At the same time we are devising new ways to teach both in person and online; we are finding ways to safely conduct lab-based teaching and research during the pandemic; we are working to create new opportunities for long term growth for Hawaii's economy that are not entirely reliant on travel and tourism; and we are doing essential research to understand and address how Covid-19 is affecting our health and economy. Just seeing this resolution was itself a stab in the heart to these efforts. How could all the good faith discussion and negotiation done with the State Legislature, UH leadership, UHPA, and the Governor be thrown out carelessly at the eleventh hour? If it passes, I fear that the BOR will inadvertently escalate an incredibly difficult situation pre-maturely and haphazardly ensure the worst outcome.

I ask you to reconsider and put faith in your faculty to help UH and Hawaii out of the havoc wreaked by Covid-19. The students and faculty are the very heart of the UH System and the future of Hawaii - now more than ever. Respect them and trust them to work with the UH leadership to find ways to address the financial crisis.

By rejecting this resolution, the BOR will gain dividends down the road for UH by signaling to faculty and students that we are valued in supporting the recovery and finding new economic directions for the state. Your support by rejecting this resolution will help keep our faculty, students and staff energized and engaged in the fight. Rejecting this resolution will show that you are the leaders we need at this moment and that you understand we are not the problem - faculty and staff are key to the solution.



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Matthew Tuthill

### Your Organization (optional)

Kapiolani Community College

### Your e-mail address (in case we need to reach you) \*

mtuthill@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear BOR,

Resolution 20-03 bypasses and contravenes the appropriate means for the State of Hawaii and the University of Hawaii System to bargain in good faith with the the faculty. The employer-employee relationship is one of mutual respect and adherence to the shared processes found within the collective bargaining contract. Shockingly, Resolution 20-03 disregards this established practice and implies the greater importance (of opinion) of a select group of Reagents above that of thousands of faculty.

The BOR must be reminded that:

- Faculty incur greater personal debt than other State employees.
- This burden of educational debt, and the time required for the associated advanced degrees and training, actually penalize faculty in terms of home purchasing and family preparation.
- Current salaries already inadequate and do not off-set (keep up with) the constant increases in health premiums, or the cost of living and inflation in Hawaii.
- Starting salaries are near, or only slightly above the low income (poverty) category.

- A large percentage of faculty are actually only 9-month employees, therefore they restructure their courses (for free) during the summer months and receive no vacation time. Similarly, unlike typical State employees, faculty consistently work nights and weekends outside of the job site.
- UH faculty outside of the Manoa campus are nearly always paid the absolute minimum within their rank.
- UH faculty outside of Manoa carry a greater teaching load (27 teaching equivalencies vs. 24).
- Manoa receives an inordinate amount of the annual budget, yet 50% of incoming students come from the UH Community Colleges. In other words, resources are allocated for the back-end of the education pathway rather than the 2-year campuses (which carry a higher teaching load for less pay and meager campus resources).

Collectively, Resolution 20-03 is backhanded and insulting to faculty, and will hurt the younger (new family) faculty outside of the Manoa campus the most. If cost-cutting measures are required, begin with the bloated (and often obscured) administrative ranks that continue to grow and require excessive salaries.

The current faculty contract was hard-fought, vetted, and approved by UHPA, UH, and the Governor and State Legislature. Therefore, it should not be undermined by a few misguided opinions from those far removed from the daily reality of faculty (in and out of the classroom). And finally, given the escalated stress and greater workload required in this difficult time, it is disheartening that the BOR would promote policy to harm faculty... when they actually should be providing additional support.

### Your Testimony (pdf or word)

No file attached

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SYSTEM**Public Testimony Form - University of Hawaii Board of Regents**

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

**Your Name (required) \***

Michelle Matter

**Your Organization (optional)**

University of Hawaii Cancer Center

**Your e-mail address (in case we need to reach you) \***

matter@hawaii.edu

**Board of Regents Agenda Item (required) \***

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

**Your Position (required) \***

Oppose

**Your Testimony/Comments**

I disapprove of both the resolution 20-03 and the Letter to the Governor deferring employee salary increases. The Legislature worked diligently to preserve faculty salaries and honor their prior commitments for these small salary increases. This is especially important and forward looking since many employees have already suffered a loss of income within their families. Deferring public employee salary increases during this trying time of COVID 19, when the faculty has continued to work in stressful conditions and also add online components to their teaching will not help the state of Hawai'i recover quickly and will certainly impact morale. Importantly, it is premature to declare an Emergency and instead the BOR and UH Administration should work with the faculty to address any fiscal issues that arise.

**Your Testimony (pdf or word)**

No file attached



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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Al Katz

### Your Organization (optional)

Office of Public Health Studies, University of Hawaii

### Your e-mail address (in case we need to reach you) \*

katz@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear Members of the Board of Regents : Faculty from the University of Hawaii have been out in front, providing guidance and invaluable consultation to the state and county governments during this devastating pandemic. University of Hawaii epidemiologists, infectious disease modelers, and government advisors have stepped up to meet the unique challenges of this unprecedented crisis. One example is the School of Nursing's initiative to train desperately needed contact tracers. The faculty have provided key support to the state in addition to carrying out their core functions of research, teaching, and service. It is unbelievably shortsighted and will result in untoward damage to both the state and the university for you to undermine the institution that has been in the lead with HIEMA and continues to serve a key advisory role for our COVID pandemic response. If anything, the Board of Regents should be leading a call advocating for further support to the University rather than calls for freezes, reduction in force, and furloughs. Resolution 20-03 will have both short- and long-term devastating effects on the University and the State of Hawaii. Please oppose Board Resolution 20-03. Thank you.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Karla Hayashi

### Your Organization (optional)

UHPA and UH Hilo

### Your e-mail address (in case we need to reach you) \*

karlhaya57@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[Resolution 20 03.pdf](#) (88.1 kB)

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Dear Chair Kudo and Regents:

It is disappointing for a number of reasons to read Resolution 20-03 being considered by the Board of Regents July 16, 2020 and I urge you to vote to reject.

By proposing existing contracts be re-negotiated by the Governor, you are initiating bad faith bargaining since you failed to consult with the unions, especially UHPA which has a contract (which two Regents signed) in place until June 30, 2021. Your resolution also comes after the legislators passed Senate Bill 785 in support of the negotiated pay raises. Why do you choose to circumvent the legislative process after the fact?

The Regents have also not acknowledged the extraordinary effort everyone, especially the faculty, undertook to save the spring 2020 semester by transitioning instruction entirely online in a few days. Students were able to complete their semester and as a result those who were able to complete their programs graduated without any interruption.

This effort on the part of UH employees continues as we all try to carry out innumerable tasks to alter the campus and programs so we can provide a safe environment for students to continue their education. No new staff have been hired to effect this extraordinary transformation. No extra remuneration has been offered. Instead employees have worked in a multitude of ways to create safe social distancing in classrooms, offices, and other common areas. Courses are being modified to allow for hybrid delivery of curriculum. For those classes which require face-to-face contact, a great deal of effort is going into figuring out how to have students safely practice their nursing skills, conduct labs, work on automotive engines, etc. All of this takes effort and commitment on the part of the people who will actually be working with and on behalf of students.

What kind of legacy do you and the other Regents want to be remembered for? What do you want to pass on to today's and tomorrow's students when you agree that RIFs, pay cuts, furloughs, and closing programs are okay to proceed with in order to preserve the university system. Your individual terms on the Board of Regents may end but the rest of us will have to live with a diminished university if you recommend acceptance of this resolution.

Do you want to be remembered for decimating the university and exacerbating the brain drain in Hawaii just when our state needs more thinkers and doers? Or do you want to be remembered for being courageous and arguing for continued and even more support for the university so UH employees can help rebuild this state's economy and safety nets by retaining our talented, smart, and capable people? I would like to believe the Regents have the same desire as its employees, to band together to help this state begin the recovery we all desire. Telling your employees they deserve less than what they currently earn and that some of them should lose their jobs is a brutal slap in our collective faces. Is that what you want to be remembered for? Please vote No on Resolution 20-03.

Respectfully submitted,

Karla Hayashi, Chair  
UHPA Negotiating Team  
UHPA Collective Bargaining Committee



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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Lurana D. O'Malley

### Your Organization (optional)

UHM Department of Theatre and Dance

### Your e-mail address (in case we need to reach you) \*

omalley@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[Omalley\\_BOR 7.14.2020.pdf](#) (167.6 kB)

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UNIVERSITY  
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MĀNOA

Kennedy Theatre  
Department of Theatre and Dance

14 July 2020

TO: Board of Regents

FROM: Lurana Donnels O'Malley, Professor of Theatre

RE: Chair Ben Kudo's Resolution

I would like to register my opposition to the proposed resolution. In the first place, the Board should not seek to bypass developed procedures for the review of programs and faculty, especially in this time of crisis when faculty are working against numerous obstacles to ensure the continuation of education and research during the pandemic.

Although I generally spend my summers writing & researching to maintain the reputation of our University as a first-class home of scholarship, I personally have devoted enormous amounts of uncompensated time this summer on professional development to improve my skills as an online educator and on emergency faculty meetings to discuss paths forward in arts education. To hear that the BOR wishes to throw together a hasty "long-term" plan based on our incomplete information of the present-moment is disheartening; while it's true that the faculty is a costly investment, the faculty is also our university's greatest asset; now is not a time for measures that penalize those who are working the hardest to help the University to succeed in a very difficult time.

omalley@hawaii.edu  
1770 East-West Road Honolulu, Hawai'i 96822  
Telephone: (808) 956-9609 Fax: (808) 956-4234  
An Equal Opportunity/Affirmative Action Institution

I will add that in the past the administration has singled out programs that do not appear on paper to be “self-sustaining” (whatever that may mean in an educational setting); **looking only at bottom lines will always penalize the arts and humanities.** Let the BOR and the university administration work together with faculty to sustain what should be nurtured and encouraged.

Sincerely,

A handwritten signature in cursive script, reading "Lurana O'Malley".

Lurana D. O'Malley, Professor of Theatre, hired 1991  
*omalley@hawaii.edu*



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jaret KC Leong

### Your Organization (optional)

Mānoa Staff Senate (MSS)

### Your e-mail address (in case we need to reach you) \*

msschair@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[Testimony\\_BOR\\_ManoaStaffSenate\\_Leong-signed.pdf](#) (119.7 kB)

## Actions

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MĀNOA  
**STAFF SENATE**

**Mānoa Staff Senate**

**Memorandum**

**Tuesday, July 14, 2020**

To: University of Hawai'i Board of Regents  
From: Mānoa Staff Senate (MSS)  
Subject: Testimony | Emergency Resolution by the UH Board of Regents

---

Dear University of Hawai'i Board of Regents,

We, the Mānoa Staff Senate, have recently been made aware of the UH Board of Regents Board Resolution 20-03, an emergency resolution that may significantly impact UH Mānoa staff. We understand the Board will be reviewing and voting to adopt this resolution at the BOR meeting on Thursday, July 16, 2020.

We are concerned that this proposed action is being taken without consultation from the various campus governance organizations. We respectfully request that the Board delay the consideration and approval of the proposed resolution to allow our governing body adequate time to review and fully understand what is being proposed and, most importantly, obtain meaningful feedback from our staff members.

**University of Hawai'i at Mānoa Staff Senate**

2500 Campus Road, Hawai'i Hall 202

Honolulu, HI 96822

Email | [uhmstaff@hawaii.edu](mailto:uhmstaff@hawaii.edu)

Website | [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate)

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MĀNOA  
STAFF SENATE

**Mānoa Staff Senate**

We would like the opportunity to understand the overall proposed plan of the UH Administration moving forward. And thus, we respectfully request the UH Administration to share budgetary information and future actions with all stakeholders at the university in a timely fashion through open campus-wide meetings in consultation with campus governance organizations.

We are hoping to work with other campus governance organizations and the UH Administration to ensure the future of this great university. By working together, we can chart a path forward in this difficult time to continue as a world-class leader in higher education and an R1 research institution.

Aloha,

Jaret KC Leong  
Mānoa Staff Senate Chair

**University of Hawai'i at Mānoa Staff Senate**

2500 Campus Road, Hawai'i Hall 202

Honolulu, HI 96822

Email | [uhmstaff@hawaii.edu](mailto:uhmstaff@hawaii.edu)

Website | [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Shafkat Anowar

### Your Organization (optional)

Photo Editor/Ka Leo O Hawai'i

### Your e-mail address (in case we need to reach you) \*

shafkat@hawaii.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

Impact of Resolution 20-03 on University of Hawaii Student Media

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear UH Board of Regents,

I grew up in Bangladesh, knowing the fact that America is the land of opportunities. I do not know what my life could have been like if I had stayed in my country. But coming to the States solidified the dream I imagined, the dream I knew I would achieve someday in my life. Ka Leo O Hawai'i, the student newspaper of the University of Hawai'i at Mānoa, has played a crucial role.

I started Ka Leo as an intern during my freshman year and worked my way up becoming the photo editor. My part of the job is telling stories through my visuals, creating a meaningful impact on the viewers' minds.

Becoming a photographer was never on my list of dream jobs. It was a side job. My interest in photography took a turn towards photojournalism after joining Ka Leo O Hawai'i. It has been my stepping stone to follow my passion.

Moreover, Ka Leo has given me the scope to make a

Today a lot of student journalists like me want to do the same through their work.

We are already suffering in a way that the senior journalists on the field are not. Funding was always an issue, but more to that, we do not get the same access they get. The fact that we are student journalists makes us feel discriminated in many ways. So shutting down the student media organization will eliminate our voice and identity.

We, the student journalists, need a place where we could implement and exercise our classroom learning. We can not expect to hold a high-end job or internship if we do not practice our journalism rights. We need a place, and for most of us, the place is Ka Leo. Nowadays, anybody can publish something on social media, but it is not the same as publishing in a news outlet.

I have been around the notable news outlets in O'ahu, and I can explicitly say that not everyone covers UHM news like the way we do. We tend to focus on students' perspectives more than regular press releases. UHM's student newspaper's importance came in front of our eyes during the ongoing pandemic and even before that. We have produced contents on investigative student issues. Stories like international students at UH Mānoa risk losing their visa status, pandemic leading to uncertainty for student housing in the fall, mold problem in Hale Mahana apartment, etc. has inspired us to continue our work towards the betterment of our student community.

Alongside, Ka Leo has remained active with Native Hawaiian cultural topics. Our enterprise package on Mauna Kea Bachman hall sit-in protest is an example that reflects the importance of showcasing the students' voices. We recently produced a story on What is to be Hawaiian during the Fourth of July, emphasizing the reactions of Native Hawaiian students, alumni, and faculty towards Hawaiian independence. Contents like this have been well received and praised by the community. Lately, we have been getting responses about reestablishing a column where people can write in Hawaiian.

Lastly, I believe that our core reason to become a journalist does not come from the intent to earn money but to portray people's stories. We thrive on being the voice of thousands of students because we love this job and appreciate the opportunities. Day by day, as other news media put their attention away from the university system or do essential news stories, it's up to us to be a permanent bridge between the administration and the students.

Therefore I stand in opposition to Resolution 20-03 and respectfully ask to continue the financial support for our media organization. Thank you for your time and consideration.

Sincerely  
Shafkat Anowar  
Photo Editor  
Ka Leo O Hawai'i

### Your Testimony (pdf or word)

No file attached



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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Waynele Yu

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

waynele@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha Kākou,

My name is Waynele Yu and I writing to oppose Agenda Items B (Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration) and C (Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases) for your meeting on July 16. I submit this testimony as both a non-tenure line instructor and current graduate student at the University of Hawai'i at Mānoa campus.

I strongly oppose these agenda items because of the negative impact this will have to the educational experiences provided by the University of Hawai'i system and to the broader community. As a non-tenure line faculty, I've already received notice that my contract may not be renewed on August 1. For myself and others teaching in a 2-year cohort based teacher preparation program, this means that our summers are usually spent preparing our second-year teacher candidates for student teaching semester that usually begins at the end of July -- even though we are off-duty. The termination notices have not only put a hold on our students' curriculum but has added another layer of uncertainty in our students' lives, adding to the stress they have already experienced in the spring brought on by COVID. In the College of Education where many programs rely on non-tenure line faculty to deliver instruction, budget uncertainties have already

impacted our ability to deliver quality instruction that we have become known for. We have been able to maintain (if not grow) our enrollment during these times, yet we are at risk of not being able to meet program needs if we cannot retain the faculty we currently have.

As someone who has worked at UHM in various capacities for nearly 15 years, and earned multiple degrees from the same institution, I am committed to the success and well-being of the University. At these trying times, the University should examine what is at the heart of its mission "to afford all qualified people of Hawai'i an equal opportunity for quality college and university education at both undergraduate and graduate levels (Regent's Policy 4.201)." Just last month, President Lassner issued a statement to stand against racism and discrimination. In that statement, he asserted that an, "equitable system of public higher education can and must be the one of the most powerful forces for positive change, and we can do so much for justice, equality and humanity if we work together." I ask the board to see this as an opportunity for positive change and an opportunity to eliminate white supremacy culture including elements of imploring a sense of urgency, valuing quantity over quality, fostering paternalism, power hoarding and individualism (Jones & Okun, 2001). I encourage the board to look at budget frameworks that will allow for progressive impact rather than regressive ones. If the University purports to be one of equity, how can the same agenda that threatens the employment and livelihoods of many faculty and staff, see appointments of administration earning between \$16,233/month and \$20,855 month. Rather than the proposed agenda items B and C, I ask the board to consider more just compensation structures and more shared governance in addressing financial struggles faced by the University.

Mahalo for hearing my testimony and for your consideration.

Waynele Yu  
Instructor, Institute for Teacher Education - MEdT Program  
PhD Student, Learning Design & Technology

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Eileen Cain

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

cain@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

I have attached my testimony as a word document; here is a copy if the same statement, just in case:

720 Mahi'ai St., Apt. E  
Honolulu, Hawai'i 96826  
July 14, 2020

### **Testimony Regarding Proposed Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration**

Chairperson Benjamin Kudo and Members of the University of Hawai'i Board of Regents  
2444 Dole Street, Bachman Hall, Room 209  
Honolulu, Hawai'i 96822

Dear Chairperson Kudo and Members of the Board of Regents,

### A PATH TO REAL SOLUTIONS

Depriving working people and their families of housing and food by depriving them of income would only make the state's financial situation much worse. Attacking the livelihoods of working people and their families is not a solution to the difficulties we face at the University.

The University Board and Administration cannot just run about, flailing, yelling, "pandemic! pandemic!" like "the sky is falling." We need viable, workable solutions.

Here is an approach that will work:

1. Itemize, in writing, what the current operating costs and expenses are.
2. Itemize, in writing, what the projected operating costs and expenses may be, without pretending that they are real – projections are merely projections, not reality. We need, not just a "worse case scenario," but the most likely scenarios.
3. Itemize, in writing, any projected deficits, and justify why you think they are likely to occur.
4. Present this information to the members of the Working Group so that they can supply solutions, a plan. The plan cannot be a one-sided concoction of the University administration.

If "protecting the health and welfare of the community is of utmost concern," as you say, throwing working people – the University's greatest asset -- under the bus would not protect the anyone. On the other hand, the steps I have outlined here constitute a workable plan. Please adopt it, so we can move forward.

Thank you.

Sincerely,

Eileen Cain  
cain@hawaii.edu

#### Your Testimony (pdf or word)

[Eileen Cain Testimony Regarding Proposed Resolution declaring an Emergency July 2020.docx](#) (15.5 kB)

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720 Mahi'ai St., Apt. E  
Honolulu, Hawai'i 96826  
July 14, 2020

**Testimony Regarding Proposed Resolution 20-03 Proclaiming an Emergency and Directing  
Action from the University Administration**

Chairperson Benjamin Kudo and Members of the University of Hawai'i Board of Regents  
2444 Dole Street, Bachman Hall, Room 209  
Honolulu, Hawai'i 96822

Dear Chairperson Kudo and Members of the Board of Regents,

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Here is an approach that will work:

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3. Itemize, in writing, any projected deficits, and justify why you think they are likely to occur.
4. Present this information to the members of the Working Group so that they can supply solutions, a plan. The plan cannot be a one-sided concoction of the University administration.

If "protecting the health and welfare of the community is of utmost concern," as you say, throwing working people – the University's greatest asset -- under the bus would not protect the

anyone. On the other hand, the steps I have outlined here constitute a workable plan. Please adopt it, so we can move forward.

Thank you.

Sincerely,

Eileen Cain

[cain@hawaii.edu](mailto:cain@hawaii.edu)



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jacob

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

jrtanaka@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

The thought of allowing the university to allow furloughs, closers and denying already negotiated pay increase is absurd. Allowing such actions will cause more stress to us workers and possibly cause those of us with a single household income to drop below a livable wage. Which, with other proposals will no doubt ably cause work performance to suffer and deny students the educational experience they deserve. Which would also hurt the university enrollment in the future causing even more problems. Treat your employees well if you want good employees.

### Your Testimony (pdf or word)

No file attached

## Actions

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jeffrey Mexia

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

jmexia@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

I would like to share my opposition to Board of Regents Chair Ben Kudo's resolution that would authorize UH administration "to utilize whatever available means...to reduce the operating costs and expenses of the University."

We are facing a difficult and unpredictable future. And because of this, we should not be abandoning shared governance in the name of expediency. As we are well aware, hasty decisions are the ones we often regret. Instead, we should be working together to find solutions and ways to move forward. I think of the 'Ō lelo No'eau, "Ho'okahi ka 'ilau like 'ana" (or "Wield the paddles together") or "Pūpūkāhi i holomua" (or "Unite in order to progress) provides an ethos we should follow.

We are an institution of higher education, and our mission states that we "engage in the mastery and discovery of knowledge to advance the values and goals of a democratic society and ensure the survival of present and future generations with improvement in the quality of life." Should we not then be modeling this? How can our mission state that we are advancing the values and goals of democracy while at the same time eliminating any sense of it in our own decision making.

Finally, I find the examples of "available means" Chair Kudo shares extremely troubling. Although he doesn't state who would be victims of proposed RIFs, furloughs, and retrenchments, we know that the day-to-day faculty and staff will be the main (maybe sole) targets. If this is the case, there will no doubt be long-lasting and maybe irreparable damage to our institution. We are only as good as the education and support we provide our students. Remember who has the most direct impact on our students. Ask a student who they fondly remember from college.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Li-Anne Delavega

### Your Organization (optional)

Kapi'olani Community College

### Your e-mail address (in case we need to reach you) \*

ldelaveg@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[BOR Testimony 7-16-20 Meeting Revised.pdf](#) (414.5 kB)

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July 14, 2020

Board of Regents  
University of Hawai'i  
2444 Dole St., Bachman 209  
Honolulu, HI, 96822

RE: Thursday, July 16, 2020, Meeting Agenda Items

- IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration
- IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary

Aloha e University of Hawai'i Board of Regents (BOR),

I respectfully submit testimony in strong **OPPOSITION** to Board Resolution 20-03 and the letter to Governor David Ige for the following reasons.

1. The University of Hawai'i (UH) community, unions, and other stakeholders were not provided adequate time and information to provide input for this meeting. No official communication was sent to the UH community and also comes at a time when faculty are off-duty.
2. It is unclear why the BOR needs to have unilateral power. Points 3 and 7 show that the BOR will be able to permanently change nearly every aspect of UH's universities and colleges without oversight or need for consultation or justification for the sake of efficiency. This move is a far cry from what is laid out in RP 1.202 Relationship of the Board to Administration and University and RP 1.209 Regents' Policy on Faculty Involvement in Academic Decision-Making and Academic Policy Development. Faculty, staff, and students should know what efforts were considered and rejected, whether the BOR made informed decisions and exhausted every possibility, and—most importantly—**how the current governing policies impede financial stability**. If so, why not focus on streamlining the process so that all parties can provide input without constraining mobility?
3. It is alarmingly ambiguous how the BOR will determine what positions, departments, and services will be cut or reallocated, what ethics will determine the suitability of new income-generating activities and facilities, how such drastic actions will attract and benefit students, or what conditions will determine success and end of the emergency. How can we be sure that the BOR or any sole entity will act in the "best interests" of the university? I ask for transparency regarding UH's budget priorities, the proposed process, and the ability to propose solutions for our own campuses and colleges through existing channels of governance before the UH BOR considers its approval.
4. The resolution's emphasis on quick, decisive action does not indicate that the BOR has considered the long-term financial and human impact of these actions or whether it will be considered as part of their decision-making process. Consider studies that show the economic harm of laying off public workers and reducing educational opportunities that help students access better paying careers. Studies also show how cutting services negatively impact student recruitment and retention, especially from the populations that we supposedly serve.

Furthermore, the BOR's decisions and investments should align with UH's stated mission and purpose.

5. The letter disregards a union's collective bargaining rights by asking the Governor to defer raises that were already arbitrated, approved, and budgeted for by the state and downgrades a union's ability to protect the worker's rights. The letter also unfairly positions those who oppose deferment as the reason why the administration must cut more jobs and services—the severity of which will occur regardless of the raise as outlined in Resolution 20-03. If the deferment is needed, unions should have been consulted to determine the specific conditions of deferment and disbursement, especially considering that HGEA employees were never reimbursed for the 5% pay cuts in 2008. We have already accommodated and sacrificed a lot for the sake of the university. It is not unreasonable to ask for effective representation.

I understand that we are in a fiscal crisis that requires difficult choices and swift action, but the need for a sweeping and ambiguous consolidation of power is questionable and understandably sets off red flags. These documents do not identify the problem these actions aim to solve, justify the need for them over other options, or indicate a sound plan for execution. As the state's only public institution for higher learning, the BOR must consider both UH's broader responsibilities and keeping its operating costs in line.

As such, I politely ask the members of the BOR to **OPPOSE** both agenda items and consider the potential of harm of approving them without more deliberation and the expertise of UH faculty and staff. Mahalo for your consideration of this testimony.

Respectfully,

A handwritten signature in black ink, appearing to read "Li-Anne Delavega". The signature is written in a cursive, flowing style.

Li-Anne Delavega  
Undergraduate Research Experiences (URE) Coordinator  
Kapi'olani Community College



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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Elwyn L Watkins

### Your Organization (optional)

University of Hawaii

### Your e-mail address (in case we need to reach you) \*

watkinse002@hawaii.rr.com

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

iVIII.B.4, Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases.

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Attached is my written testimony in opposition to the proposed letter to Governor Ige recommending the postponement of public employee salary adjustments.

Mahalo,  
Elwyn Watkins

### Your Testimony (pdf or word)

[BOR Letter.pdf](#) (73.2 kB)



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July 15, 2020

Aloha

I am Elwyn Watkins, an employee of the University of Hawai'i at the John A Burns School of Medicine, Office of Facilities Management and Planning and also the Vice President of the Hawai'i Government Employees Association Unit 8 Board of Directors. I submit this written testimony in opposition of the July 16, 2020 UH BOR agenda item VIII.B.4, Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases.

I am disappointed in the University of Hawai'i Board of Regents for even considering asking Governor David Ige to postpone the negotiated salary increases agreed to by the Governor's representatives and our Bargaining Unit 8 negotiations team. This agreement was overwhelmingly ratified by our Unit 8 Administrative, Professional and Technical (APT) employees back in October 2019.

The APT employees of the University of Hawai'i are hardworking, loyal and essential members of the University 'ohana. APT employees support the University in a number of ways and deserve the adjustments agreed. Often, we APT employees are looked upon as just dollar figures in the eyes of the University administration. I believe this originates from the lack of understanding of what the APT employees do for the University.

APT employees work in all aspects of the University. There are thirteen career groups listed for APT classification.

1. Academic Support
2. Allied Health and Safety
3. Athletics
4. Enterprise Operations
5. Facilities Planning and Design
6. Information Technology
7. Institutional Support
8. Instructional and Student Support
9. Legal Affairs
10. Media Design and Production
11. Physical Plant Management
12. Public Information, Public Events Planning and Publications
13. Research Support

One would be hard pressed to find any aspect of the University of Hawai'i that does not depend on the hard work of an APT employee. APT employees work on every campuses from Kaua'i to Hawai'i Island and many off campus locations in between.

As the work from/stay at home orders were in place, many APT employees continued to work from either home or office. For example, at the John A Burns School of Medicine, many of our Fiscal Office was able to work from home and continued to do so to close out the fiscal year, while our Facilities employees continued to show up to work since we were not able to complete our work from home due to the type of work we do to support the ongoing research. APT employees will often do what ever needs to be done to make things happen at the University.

I implore the University of Hawai'i Board of Regents to not write any letter to the Governor requesting a deferral of the negotiated, agreed and ratified salary adjustments for public employees. By writing the letter it will show to all the APT employees that our Regents do not care about the work we do for the University.

Mahalo for your time to read my testimony and I hope you do what you feel is the moral and just regarding this planned letter.

Elwyn L. Watkins



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Madeline Sehna

### Your Organization (optional)

UH-Hilo School of Education

### Your e-mail address (in case we need to reach you) \*

sehna@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Support

### Your Testimony/Comments

I, like so many others, am one of the thousands under HGEA. I'm office assistant in the School of Education and for many years have been doing the job requirements of a secretary. I single handedly run our office. We currently have two programs running simultaneously - our educational certificate program and our Master of Arts in Teaching (MAT) program; all of which I must keep records for. I'm in charge of ordering our operational supplies, submitting reports when due (we have two) - Title II, and Hawaii Teacher Standards Board (HTSB). These reports are very time consuming since these deal with a lot of numbers which have to be accurate. I also maintain files for all students who come in for advising and I work very closely with our graduate admissions office to ensure the smooth process of getting our MAT applications processed. I attend and take notes for our meetings which happen at least twice a month. I'm also working closing with our accreditation liaison in getting documents ready for our accreditation proposal and site visit. As one testimony stated: *The Faculty may be the straw that stirs the drink. But the Staff is the Cup that holds everything together.* Without the support staff at the University, daily operations would come to a standstill. Though I telework from home, I maintain my working hours (7:45-4:30 although there are many days that my computer is on from 7:00am). I still do the work from home that I do in my office.

Trying to balance the state budget on the backs of HGEA workers is so wrong. We're already at the bottom of the totem pole earning way less than most but doing the work of several. And doing so would mean that I lose my rental house and my car since I've survived on one income for the past five years. I ask that you vote NO for *BOR Resolution 20-03*.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

James B Friday

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

james.b.friday@gmail.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Aloha University of Hawai'i Board of Regents,

I am writing to strongly oppose the resolution proclaiming an emergency and directing action from the University administration. The resolution encourages University administration to take drastic steps without the usual consultation of the faculty, community, or students. Tearing up agreements that have already been reached with the faculty will exacerbate mistrust between faculty and administration. We all understand the need for cutbacks during these harsh economic times, and the faculty union agreed to salary cuts during the last recession. Please work constructively with the faculty union to create an agreement where the University as a whole benefits.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Wendy Ann Kawabata

### Your Organization (optional)

Department of Art & Art History, UH Manoa

### Your e-mail address (in case we need to reach you) \*

wendyak@hawaii.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

BOR Emergency Proclamation

### Your Position (required) \*

Comments Only

## Your Testimony/Comments

In response to:

"WHEREAS, the impact to the economy of the State of Hawai'i has been significant and will result in a steep reduction of general fund support for the continued operation of the University, which may be compounded by an overall decline in student enrollment and associated tuition and fee revenues"

I have to say that I don't see a decline from where I'm sitting. What I'm experiencing, as the Associate Chair and Undergraduate Advisor for the Department of Art & Art History, is student after student contacting me, unable to get the courses they need in order to graduate in a timely manner, or even take a full-time load. For example, our five sections of Art 113, Introduction to Drawing, have a total of 46 students combined on the wait list. 46 students who want to begin progress in their chosen major but are unable to. In fact, adding up the students on wait lists for all courses offered by our department in Fall 20 gives one a total of 173 students wait listed for courses. In a department of over 300 majors,



this means almost 2/3's of our students can't get the classes they need. And these are the students who have actually put themselves on the list, others assume they won't get a spot in the course because the list is already long, and don't try. Reducing the teaching force will only exacerbate this problem. If students are unable to pursue a degree here they will go elsewhere. If a decline in enrollment occurs, from my perspective it will come from the already existing shortage of courses, that will worsen if faculty are cut.

Further, to reiterate what the Faculty Senate Executive Committee stated, the AAUP's Recommended Institutional Regulations on Academic Freedom and Tenure states that "there should be an elected faculty governance body, or a body designated by a collective bargaining agreement, that participates in the decision that a condition of financial exigency exists or is imminent and that all feasible alternatives to termination of appointments have been pursued. To our understanding, no such faculty governance body has yet participated in this decision.

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Christian Fern

### Your Organization (optional)

University of Hawaii Professional Assembly

### Your e-mail address (in case we need to reach you) \*

fern@uhpa.org

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

[BOR Testimony.docx.pdf](#) (108.6 kB)

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**UNIVERSITY OF HAWAI'I BOARD OF REGENTS**

Date: Thursday, July 16, 2020

Time: 9:00 a.m.

Place: Virtual Meeting

**RE: Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases**

Aloha Chair Kudo and Board of Regents,

Mahalo for the opportunity to testify. On behalf of the University of Hawaii Professional Assembly (UHPA), the exclusive bargaining representative of bargaining unit 7, the UHPA stands in firm opposition to Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration, and the Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases.

UHPA was blindsided by the Proposed Board Resolution and draft Letter to Governor Ige. As signatories to the UHPA-BOR Agreement, that Board has a legal obligation to engage in consultation and possibly impact bargaining with UHPA regarding any downsizing or reorganization of faculty members at the University as outlined in Article XVI, Retrenchment, of the UHPA-BOR Agreement. We see no evidence in the proposed Resolution 20-03 that there is any recognition or intent to comply with these contractual and statutory requirements.

Furthermore, the UHPA-BOR Agreement requires that these matters are to be consulted with UHPA and with the faculty senates jointly. However dire the Regents believe the situation is, there is no excuse for making the situation worse by taking actions which violate the UHPA-BOR Agreement and which do not align with the purpose and intent of Chapter 89, HRS. Any resolution that impacts contractual issues proposed for adoption by the Regents should recognize, acknowledge, and be in compliance with the UHPA-BOR Agreement in which the Regents are signatories to.

**UNIVERSITY OF HAWAII  
PROFESSIONAL ASSEMBLY**



Faculty have exceeded expectations since March 23, 2020, when in order to meet the needs of students they quickly transitioned and accumulated to provide education online, many for the first time. This resulted in thousands of students meeting their requirements for graduation in the Spring 2020 semester.

Faculty continue to work without compensation or recognition during their off-duty period to enhance their on-line teaching modalities so students can experience a comprehensive learning platform in this new normal. The faculty on their own accord have stepped up to meet the needs of the University and the students they teach, at a time that the University needed it most.

Before calling for their pay to be reduced during the existing term of the UHPA-BOR Agreement, the Regents should ask the Governor “WHY?” is this action necessary. The Legislature has authorized, appropriated, and empowered the Governor to maintain a balanced budget throughout the 2020-2021 fiscal year and all the tools necessary to do so. The UH administration has reassured everyone that they have sufficiently planned to achieve stability for this upcoming fiscal year. Rather than rushing to inflict detrimental actions upon their own institution, the Regents should exercise autonomous judgment and remind the Governor that the UH faculty are at the cutting edge of building, developing, and executing the next economic generators for this State.

In the alternative, please consider organizing a group of faculty and UH administrators to collectively problem solve and develop alternative plans to balance the needs of the State rather than offer up draconian and damaging actions which will take years for UH to recover from, if at all. Your University employs one of the best budgetary minds along with experienced Faculty members trained and skilled in various areas who can offer viable alternatives and solutions to help navigate through this crisis.

**UNIVERSITY OF HAWAII  
PROFESSIONAL ASSEMBLY**



Board of Regents Resolution 20-03  
July 16, 2020

Page 3

The University is not just a higher education institution, it is an economic engine in the State, as evidenced by the recent report that the University brought in roughly \$456 million in federal grants in the past fiscal year. These grants provide resources for the University to meet its financial needs and job opportunities that would not be available otherwise. Cutting faculty and faculty resources would adversely affect the university's ability to continue to bring in these much needed resources and jeopardize its distinguished R1 status.

Mahalo again for the opportunity to testify on behalf of the UHPA.

Me ke aloha,

A handwritten signature in black ink, appearing to read 'C. Fern'.

Christian L. Fern  
Executive Director

**UNIVERSITY OF HAWAII  
PROFESSIONAL ASSEMBLY**

1017 Palm Drive • Honolulu, Hawaii 96814  
Phone: 808.593.2157 • Fax: 808.593.2160 • [www.uhpa.org](http://www.uhpa.org)



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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Olivia Stofko

### Your Organization (optional)

KTUH 90.1 FM

### Your e-mail address (in case we need to reach you) \*

stofko28@hawaii.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

Public Comment Period

### Your Position (required) \*

Oppose

### Your Testimony/Comments

To whom it may concern,

My name is Olivia Stofko and I have been a full-time student at UH Mānoa for the past 3 years. In the beginning of my sophomore year I decided to get more involved with UH and stumbled upon what would become the best part of my college experience: KTUH. For the past year I have acted as the station's Training Director and next year I will be acting as the Music Director. These are tough times and I understand that student media programs seem to be an easy area to make financial cuts. However, we need the little funding we are giving to keep the legacy of these programs going. KTUH just turned 50 years old last year, and if we want it to thrive for another 50, we need to give it proper resources. My college experience has been amazing because of KTUH, and I hope other students will be able to say the same in the future.

Thank you for your time.

Sincerely,  
Olivia Stofko

**Your Testimony (pdf or word)**

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Todd Toguchi

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

toguchi9@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

### Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jeri Ann Poti

### Your Organization (optional)

Kapi'olani CC/HGEA Unit 03

### Your e-mail address (in case we need to reach you) \*

JeriAnn3252@aol.com

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

As a Union Steward in Bargaining Unit 03 (Non Supervisory) I'm asking you to RETRACT the Emergency Proclamation from the University Administration!

As Support Staff (Secretaries, Office Assistants) etc, we are the lowest paid individuals in the University of Hawaii'i (State) system and for you to ask us to defer our negotiated raises all while saving our campuses significant amount of Electricity costs (\$20,000/month) from working from home is incomprehensible. I was designated an essential employee, going into our office over the last 3 months to get my work done, without A/C for hours at a time. Why, so we can pay our faculty, who teach our students who went totally online in Spring and Summer semesters. Student Success is everyone's KULEANA, and we all are part the the University's success and deserve equal treatment when it comes to pay raises. Administration can afford to take a pay cut before any of us, but more importantly our State of Hawaii'i Administration needs to make use of every option from the Federal Government before taking away much needed income from each and every individual. Kudos to the State House of Representative and Senators who felt the need to protect us, now it's the University of Hawaii'i chance to show how much their employee's are appreciated!

In addition, I am a single parent of two UHM students who lost their student help jobs on campus and are struggling this summer with part-time work (while putting their health at risk) to be able to pay the basic needs they have to continue their education in hopes of one day getting a good job in their respective fields of study representing the great education they received from the University of Hawai'i system. A doctor's assistant and PE/SPED teacher are great contributors to our community, but how can they excel without a means to survive, pay for school, eat and have a roof over their head right now?

We are also filling in the gaps and I am currently doing two jobs due to the swiping of our vacant positions without additional compensation, from home and average 12 hour days to get the work done. Our jobs have been inundated with HR duties without the approval of our unions and being used a "test project" by training us to do all of the NEOGOV (clearly HR duties) by the University HR department. In addition our Fiscal Office keeps asking us to print (waste paper) and has not adopted any guidelines on how to process paperwork. As one example, they told us we need to print travel documents so they don't have to check their emails? All this is being done without consultation of our unions, supervisors, and adds to our already described duties in our Position Descriptions. There seems to be a constant abuse of power of us and to continue to take away the negotiated raises is the final straw. We cannot manage to survive without our pay raises that was negotiated in good faith and has been approved by the legislative body vigorously if the Governor hadn't taken his sweet time applying for Federal Loans and being provided to the State of Hawaii via the COVID (CARES) funding.

How many of you have been going to the food drives getting food for your 'ohana, well ask us, I know I've asked for help, have you gotten old food from the Food bank? Desperation is kicking in and bill collectors are calling my phone, cause I chose to take care of my kids before myself.

It's amazing that on the same agenda you have action items to approve salaries of the Interim Deans, why not ask the TOP administration to take pay cuts, before you ask us "Civil Servants" to go without much needed pay raises to buy food and necessities, in addition to paying our rent and bills.

I'm asking you to take a step back and work with all parties in this, there is now way that I can continue to make a little over \$20/hour and take a pay cut?

## Your Testimony (pdf or word)

No file attached

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Maura Stephens-Chu

### Your Organization (optional)

UH Mānoa Graduate Student Organization

### Your e-mail address (in case we need to reach you) \*

gsopres@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

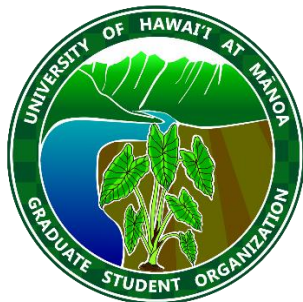
### Your Testimony (pdf or word)

[UH BoR Resolution 20-03 Written Testimony GSO.pdf](#) (159.4 kB)

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Wednesday, July 15<sup>th</sup>, 2020

**IN OPPOSITION to Board Resolution 20-03 “Proclaiming an Emergency and Directing Action from the University Administration”**

Aloha University of Hawai‘i Board of Regents,

We, the Executive Council of the Graduate Student Organization (“GSO”), the governing body that serves, advocates for, and supports nearly 5,000 graduate students at UH Mānoa, strongly OPPOSE Board Resolution 20-03 “Proclaiming an Emergency and Directing Action from the University Administration.” We are particularly concerned about: 1) graduate student employment positions and/or remunerations being reduced; 2) graduate degree programs being closed, reorganized, and/or restructured; and 3) GSO student fees being reallocated away from GSO.

1) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administration would “utilize whatever available means it has to reduce the operating costs and expenses of the University, including but not limited to, reduction-in-force, furloughs, retrenchment, freeze or reduction in remuneration, etc.” Layoffs of undergraduate and graduate student workers, lecturers, staff, and faculty affect the public good adversely. Such layoffs diminish the state’s economy by the reduction of in-state consumption. Economists agree that putting less money in the pockets of workers harms rather than helps recovery. On the other hand, inflated administrative salaries tend to go to savings rather than in-state consumption.

For graduate students in particular, many of us rely on campus jobs - including positions as lecturers, teaching assistants, and research assistants - to support ourselves and our families in a state and city (Honolulu) with an extremely high cost of living. Already, lecturers and graduate assistants (GAs, TAs and RAs) are paid a pittance that does not match the cost of living here (the majority of 11-month graduate assistants make less than \$25,000 annually before taxes and insurance deductions, and the majority of 9-month graduate assistants make less than \$20,000). Reducing graduate assistant stipends, especially during the current economic and public health crisis where off-campus jobs are difficult to come by and/or put employees’ health and lives in

danger due to the risk of exposure to COVID-19, would be extremely damaging to graduate students' health, livelihoods, and ability to progress in their degree program in a timely manner. Moreover, graduate students who lose their graduate assistantship would shoulder an additional financial burden with the simultaneous loss of their tuition waiver. They would also lose significant work experience that is crucial for their future careers. Lastly, layoffs of faculty and staff would adversely impact graduate students' programs and degree progress.

The administration should not balance the budget through personnel cuts and savings that impact employee wages and benefits. Rather, in addressing budget shortfalls, the focus should be on exploring non-personnel cost-saving measures and cuts to inflated administrative salaries. Rainy day funds should be used boldly and swiftly. A crisis such as this is what they are meant for.

2) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administration would "consider, if necessary, the temporary or permanent closure, reorganization, restructuring and/or merger of physical plant facilities, learning centers, programs, departments, colleges, and campuses to achieve additional financial and administrative efficiencies, academic effectiveness, and continued viability." Furthermore, we are deeply concerned that the UH Administration would "utilize highly expedited processes for developing proposals for change and consulting on them."

The university should resist ill-advised, administration-driven cutting of programs/departments and reorganization of university units. It is easy to cut programs but hard to re-establish them. Any cuts or reorganizations should follow established procedures and be the result of wide and meaningful consultation. Such actions should defer to the expert knowledge of faculty, students and staff affected by the proposed actions. This is especially vital at a time of crisis when the tendency to think short-term is tempting. The possibility of graduate programs, and/or campus resources used by graduate students, being cut or significantly altered is extremely alarming to us. The language of the resolution is so broad and sweeping that we can't help but worry that vital programs and resources such as KOKUA, the LGBTQ+ Center, the Women's Center, and others that serve marginalized communities could be at risk of being cut or rendered ineffective.

The administration has disregarded and undermined time-tested hallowed systems of faculty and student governance within the public higher education system. It has routinely, and scandalously, ignored and dismissed resolutions and recommendations of faculty senates. Past resolutions and input from GSO and graduate students have also been repeatedly ignored or not acted upon in a timely manner. The administration must change this approach and commit to engaging faculty and students as partners again. It is in the interest of the university that the administration do so. The fiscal crisis requires all hands on deck. High-handed administrative action will result in



resistance from stakeholders and do lasting damage to Hawai‘i’s only public higher education system.

3) We are concerned with the fact that if Board Resolution 20-03 passes, UH Administrators would “use [their] system-wide authority to consolidate from the individual units and campuses, any revenues, reserves, programs, facilities, and vacant personnel positions for reallocation.” We believe this would severely impact graduate students and the functioning of GSO. If GSO funds were to be reallocated by the administration and taken out of graduate student hands, GSO would not be able to fulfill our duties to support graduate students with our Grants & Awards (“G&A”) Program and the other professional development and co-curricular activities that we organize. Due to COVID-19, many of the graduate students who were awarded G&A Program funding in Spring 2020 have had their conferences or other professional activities postponed. We have committed to honor their awards and will provide them access to their monies in the new Fiscal Year. Additionally, conferences, professional workshops, and research projects have shifted to virtual formats, and GSO has supported and would continue to support graduate student participation in these activities through G&A Program funds in our upcoming funding cycle. If the administration was to suddenly reallocate our student fee monies, our constituents would no longer be able to participate in these activities that are so vital to their professional development, training, research, and future careers.

Although we have had to pivot from face-to-face to virtual interactions, we were and are still fully capable of fulfilling our mission as the stewards of the GSO fee and have been actively doing so. By allowing the Administration to take away this important funding stream for graduate students and redirecting it where it sees fit goes against the purpose of the fees in the first place. The risk of losing GSO monies would hinder not only our ability to fund graduate student participation in impactful and high-quality activities going forward but also reduce the opportunities for GSO to host co-curricular and enrichment events for our graduate student body. It would also hinder the day-to-day operations of GSO leaders and office staff.

The administration should open the fiscal books and share budgetary information with all stakeholders at the university from students to faculty to staff. They should explain their proposed actions with regard to the budget in a clear and timely fashion through campus-wide meetings and, most importantly, incorporate the feedback they receive. Their actions with regard to the budget should reflect the public good and cannot come before wide and respectful—rather than pro forma—consultation. The Board of Regents has failed to provide evidence “that a state of emergency exists for the University” or that there will be “an overall decline in student enrollment and associated tuition and fee revenues.” Applications for Fall 2020 admission are

still being accepted, and enrollment and registration decisions are still ongoing. Moreover, the State Legislature has already taken steps to help prevent furloughs, layoffs, and reductions in remuneration by cutting over 600 vacant general fund positions. If the university administration were to implement further position cuts and furloughs, it would be acting in opposition to the goals of the State Legislature when they made their budget decisions for the university.

In summary, Board Resolution 20-03 has the potential to severely impact graduate student livelihood, employment, research, studies, and professional development. This is detrimental to not only us, as graduate students and future professionals, but the entire UH community. The image and standing of UH among premier academic institutions will suffer if this resolution is implemented. Prospective students and employees will not look favorably upon UH if it responds to the current economic and public health crisis by hurting its students, faculty, and staff, rather than supporting them through these difficult times. Thus, in closing, we reiterate our strong **OPPOSITION** to Board Resolution 20-03. Thank you for your time.

Sincerely,

The GSO Executive Council



## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Jeri Ann Poti

### Your Organization (optional)

Kapi'olani CC/HGEA Unit 03

### Your e-mail address (in case we need to reach you) \*

JeriAnn3252@aol.com

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

As a Union Steward in Bargaining Unit 03 (Non Supervisory) I'm asking you NOT APPROVE the Letter from the BOR to the Governor Requesting Deferral of Public Employee Salary Increases!!!

As Support Staff (Secretaries, Office Assistants) etc, we are the lowest paid individuals in the University of Hawai'i (State) system and for you to ask us to defer our negotiated raises all while saving our campuses significant amount of Electricity costs (\$20,000/month) from working from home is incomprehensible. I was designated an essential employee, going into our office over the last 3 months to get my work done, without A/C for hours at a time. Why, so we can pay our faculty, who teach our students who went totally online in Spring and Summer semesters. Student Success is everyone's KULEANA, and we all are part the the University's success and deserve equal treatment when it comes to pay raises. Administration can afford to take a pay cut before any of us, but more importantly our State of Hawai'i Administration needs to

make use of every option from the Federal Government before taking away much needed income from each and every individual. Kudos to the State House of Representative and Senators who felt the need to protect us, now it's the University of Hawai'i chance to show how much their employee's are appreciated!

In addition, I am a single parent of two UHM students who lost their student help jobs on campus and are struggling this summer with part-time work (while putting their health at risk) to be able to pay the basic needs they have to continue their education in hopes of one day getting a good job in their respective fields of study representing the great education they received from the University of Hawai'i system. A doctor's assistant and PE/SPED teach are great contributors to our community, but how can they excel without a means to survive, pay for school, eat and have a roof over their head right now?

We are also filling in the gaps and I am currently doing two jobs due to the swiping of our vacant positions without additional compensation, from home and average 12 hour days to get the work done. Our jobs have been inundated with HR duties without the approval of our unions and being used a "test project" by training us to do all of the NEOGOV (clearly HR duties) by the University HR department. In addition our Fiscal Office keeps asking us to print (waste paper) and has not adopted any guidelines on how to process paperwork. As one example, they told us we need to print travel documents so they don't have to check their emails? All this is being done without consultation of our unions, supervisors, and adds to our already described duties in our Position Descriptions. There seems to be a constant abuse of power of us and to continue to take away the negotiated raises is the final straw. We cannot manage to survive without our pay raises that was negotiated in good faith and has been approved by the legislative body vigorously if the Governor hadn't taken his sweet time applying for Federal Loans and being provided to the State of Hawaii via the COVID (CARES) funding.

How many of you have been going to the food drives getting food for your 'ohana, well ask us, I know I've asked for help, have you gotten old food from the Food bank? Desperation is kicking in and bill collectors are calling my phone, cause i chose to take care of my kids before myself.

It's amazing that on the same agenda you have action items to approve salaries of the Interim Deans, why not ask the TOP administration to take pay cuts, before you ask us "Civil Servants" to go without much needed pay raises to buy food and necessities, in addition to paying our rent and bills.

I'm asking you to take a step back and work with all parties in this, there is now way that I can continue to make a little over \$20/hour and take a pay cut?

## Your Testimony (pdf or word)

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Kris Hara

### Your Organization (optional)

1961

### Your e-mail address (in case we need to reach you) \*

krishara1@gmail.com

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

VIII.B.4 - Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases item

### Your Position (required) \*

Oppose

### Your Testimony/Comments

First of all thank you to the Board of Regents for your self-less service to the University of Hawaii. I have spent 14 years nurturing, operating and managing a space that educates our medical students, local and international physicians, nurses and residents. There are times where I spent more time at my workspace than at home. It's not about just a job, it's a passion and responsibility to do the very best I can. I'd like to ask for you to consider people in my situation who expend an enormous amount of personal time, energy and sacrifice for those they serve. Understand that we are all in this together, and that other public sector units at the University receiving their salary increases but not our unit is simply unfair and demeaning. Thank you for your consideration.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Wesley Sparagon

### Your Organization (optional)

Graduate Assistant

### Your e-mail address (in case we need to reach you) \*

sparagon@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear Board of Regents,

I, a Graduate Assistant at the University of Hawai'i (UH), write to express our dismay regarding the resolution and the accompanying letter addressed to you on the agenda for the UH Board of Regents (BOR) meeting of July 16, 2020. I firmly oppose both the letter, and the resolution, which seeks unprecedented power for the UH administration. This administration has increasingly disregarded principles of faculty governance that keep a university true to its educational aims. I oppose the harsh personnel cuts, furloughs, and elimination or mergers of programs, departments and academic units laid out by the BOR as possible effective measures to contend with the pandemic-induced fiscal crisis.

Both the resolution and the letter purport to be in the interest of saving the university in the midst of a pandemic. In fact, they erode the core educational mission of Hawai'i's only public university system. The BOR's response to the fiscal crisis prompted by the COVID-19 pandemic in the form of the resolution and the letter are opportunistic attempts to request sweeping and unprecedented powers for the university administration.



These requests concentrate decision-making power in an administration that is increasingly alienated from the university community and therefore ill-equipped to wield such power. I reject this response to the fiscal crisis because it is short-sighted and damaging to UH's role as a public institution meant to serve the students and future citizens of Hawai'i.

I recognize that the fiscal crisis is real. However, the wide latitude of action without oversight requested by the university administration will result in ill-advised and hasty decisions at a time of crisis, the worst time for such decisions. Recent unilateral actions by the administration—from mergers and reorganizations to the refusal to listen in the face of widespread actions opposing the TMT—do not give me confidence that the administration will act in the best interests of the university with the extraordinary powers it is requesting.

Instead, I propose the following to meet this moment with the forethought and steadfast attention to public good that a crisis of this proportion deserves. As a Graduate Assistant I care deeply about UH and am eager to work with you, the administration, and other stakeholders to respond to the crisis confronting us. In that spirit, we ask you to commit to these actions.

- **SEEKING ALTERNATIVES TO LAYOFFS AND PERSONNEL SAVINGS**

Layoffs of undergraduate and graduate student workers, lecturers, staff and faculty affect the public good adversely. Such layoffs diminish the state's economy by the reduction of in-state consumption. Economists agree that putting less money in the pockets of workers harms rather than helps recovery. On the other hand, bloated administrative salaries tend to go to savings rather than in-state consumption.

The administration should not balance the budget through personnel cuts and savings that impact employee wages and benefits. Rather, in addressing budget shortfalls, the focus should be on exploring non-personnel cost-saving measures, reduction of administrative positions through consolidation of functions, and cuts to inflated administrative salaries. Rainy day funds should be used boldly and swiftly. A crisis such as this is what they are meant for. Defunding the police to refund the university and increasing taxes on the wealthy are also options.

- **PROTECTING COLLECTIVE BARGAINING**

In tackling the budget, the administration should regard the unions as partners rather than adversaries. Undoing collectively bargained pay increases and benefits erodes the overall well-being of all unionized workers in the state in damaging ways. We are all working on the front lines to keep the economy going.

- **CONSULTATION BEFORE PROGRAM OR DEPARTMENT CUTS AND REORGANIZATION**

The university should resist ill-advised, administration-driven cutting of programs/departments and reorganization of university units. It is easy to cut programs but hard to re-establish them. Any cuts or reorganizations should follow established procedures (which this administration has regularly disregarded) and be the result of wide and meaningful consultation. Such actions should defer to the expert knowledge of faculty, students and staff affected by the proposed actions. This is especially vital at a time of crisis when the tendency to think short-term is tempting.

- **REINVIGORATING FACULTY AND STUDENT GOVERNANCE**

The administration has disregarded and undermined time-tested hallowed systems of faculty and student governance within the public higher education system. It has routinely, and scandalously, ignored and dismissed resolutions and recommendations of faculty senates. It must change this approach and commit to engaging faculty and students as partners again. It is in the interest of the university that the administration do so. The fiscal crisis requires all hands on deck. High-handed administrative action will result in resistance from stakeholders and do lasting damage to Hawai'i's only public higher education system.

- **MAKING DECISIONS REGARDING THE BUDGET TRANSPARENTLY AND FOR THE PUBLIC GOOD**

The administration should open the fiscal books and share budgetary information with all stakeholders at the university from students to faculty to staff. They should explain their proposed actions with regard to the budget in a clear and timely fashion through campus-wide meetings and, most importantly, incorporate the feedback they receive. Their actions with regard to the budget should reflect the public good and cannot come before wide and respectful—rather than pro forma—consultation.

- DEFENDING THE UNIVERSITY AS A PUBLIC GOOD

UH makes invaluable contributions to the quality of life in Hawai'i by recovering, generating and disseminating knowledge about Hawai'i; by preparing a skilled and educated workforce that can contribute to a diversified economy; by expanding the minds of citizens for a vibrant and compassionate democratic society. It is a public good whose contributions cannot and should not be evaluated by the flawed criteria of for-profit corporations accountable only to shareholders and private citizens. As a public good, UH is ultimately accountable to the people of Hawai'i.

The right response during the fiscal crisis created by the pandemic is to protect the core instructional and research mission of the university by looking for new ways to recover instead of the old and failed responses to slash rather than grow. The BOR resolution and the accompanying letter both go directly against this need to protect by placing excessive power in the hands of an administration that has already shown itself to have little understanding of or care for the proven ability of the public university to contribute to a democratic and economically vibrant Hawai'i. As a Graduate Assistant, I am ready to work during this crisis to protect our university and ensure its well-being during this challenging time and after.

Sincerely,

Wesley Sparagon

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UNIVERSITY  
of HAWAII  
SYSTEM

## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

KJ Hillgren

### Your Organization (optional)

John A. Burns School of Medicine

### Your e-mail address (in case we need to reach you) \*

hillgren@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.C. Approval of Letter from the Board to the Governor Requesting Deferral of Public Employee Salary Increases

### Your Position (required) \*

Oppose

### Your Testimony/Comments

To Whom it May Concern:

My job directly supports the education of our islands' future doctors as well as current research. I help educate medical students on information gathering and support the research of faculty and staff at the John A. Burns School of Medicine. My co-workers, also APTs, provide interlibrary loans of materials to physicians, hospitals, and research institutions both in Hawai'i and on the mainland. Everything we do supports the healthcare infrastructure of our islands.

It is unconscionable that other public sector units will receive their raises, and the APTs will not. We have passed two of the three effective dates for pay raises for our unit. Why does the pandemic require you to single out our unit for disadvantage?

It is also counter-productive to reduce our spending power when the local economy is struggling. We are locals and we spend our money local. My paycheck goes to small businesses like doggie daycare, barre studios, and coffee shops. I

pay rent to a local property management company. I bank at UHFCU and buy lunch at independent restaurants at SALT in Kaka'ako.

Please don't punish us by refusing to abide by the agreement ratified in October 2019.

Sincerely,  
KJ Hillgren

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Jonathan Kalk

### Your Organization (optional)

Kauai Community College Faculty Senate Chair

### Your e-mail address (in case we need to reach you) \*

kalk@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

As Chair of the Kauai Community College Faculty Senate, I have strong concerns about the proposed resolution 20-03 -- most notably the listed actions 1, 3, and 7.

Since March, faculty governance throughout the system, including the Kauai CC Faculty Senate, the ACCFSC, and the CCCFSC, have appealed to the UH Administration to plan for the coming academic year with much more urgency than we had been seeing, and to do so in collaboration with us. Unfortunately, these appeals have been ignored. In addition to, and likely related to this lack of collaboration, the Administration's planning has been sluggish, uncertain, and vague.

Further empowering this Administration at this time is likely to lead to further mismanagement, which could have disastrous consequences for our College, the only institution of higher education serving our island of Kauai.

I must also call attention to the fact that the proposed resolution does not respect the R-20 Memorandum: ROLES AND CONSULTATION PROTOCOLS INVOLVING UH ADMINISTRATION, UH PROFESSIONAL ASSEMBLY, AND UH FACULTY SENATES. Plainly, several of the ordered actions fall under Parts I and III of the agreement; however, faculty governance

is not mentioned in the proposed resolution. Therefore, by adopting this resolution, the Board would be encouraging the Administration to act in violation of the R-20 agreement.

We recognize changes need to be made and belt-tightening must happen. The question is how we go about this in a way that is most beneficial for our students and the long term viability of the system. As the front-line workers accomplishing the University's mission, Faculty have a great deal to offer toward successful, collaborative planning with the Administration. In failing to incorporate shared governance, the Resolution sets up an "us" vs. "them" environment instead of a collective "us" working together as we move past this current pandemic and forward to a more resilient institution.

For these reasons, I respectfully ask the Regents to vote down this proposed resolution.

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## Public Testimony Form - University of Hawaii Board of Regents

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### Your Name (required) \*

Amanda Vincent

### Your Organization (optional)

### Your e-mail address (in case we need to reach you) \*

amvince8@hawaii.edu

### Board of Regents Agenda Item (required) \*

OTHER

### OTHER (Please describe) \*

Regarding UH's lack of clear action planning to protect international students during the pandemic

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Recently, International Student Services and President Lassner sent out their notices regarding student Visa status as it intersects with COVID-19 class adjustments. In short, students cannot hold an F-1 Visa and are subject to immediate deportation if they do not enroll in at least one hybrid or in-person class next semester. There was no notice in ISS's email of any UH intention to fight this ruling, and while President Lassner's email was supportive in tone, it lacked any clear indication of how UH will be resisting this ruling to protect our international student population. This is not acceptable.

UH administration has announced plans to run as many courses online as is possible for safety reasons. Not every international student may have the chance to enroll in an in-person format course, and those who do are being uniquely forced to choose between their ability to stay in this country to pursue their education and their ability to enroll in the safest options for themselves and their loved ones. Deportation, if forced, would distance those students from their established housing, social, and academic resources. It would force them to endure the health risks and costs of

international relocation during a pandemic. It is a needlessly disruptive, xenophobic, and cruel act in the context of a global crisis. I strongly urge the UH administration to follow the lead of other institutions such as Harvard and MIT, as well as over a dozen state attorneys general who are fighting ICE on this decision.

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## Public Testimony Form - University of Hawaii Board of Regents

*Please provide your testimony on this form for the next University of Hawaii Board of Regents meeting. Make sure you include all the requested information so that the Board of Regents is able to clearly understand the testimony provided.*

### Your Name (required) \*

Carole A. S. Mandryk

### Your Organization (optional)

Osher Lifelong Learning Institute at the University of Hawaii at Manoa

### Your e-mail address (in case we need to reach you) \*

mandryk@hawaii.edu

### Board of Regents Agenda Item (required) \*

BOR IX.B. Approval of Board Resolution 20-03 Proclaiming an Emergency and Directing Action from the University Administration

### Your Position (required) \*

Oppose

### Your Testimony/Comments

Dear UH BOR Regents,

I read Thomas Kwock's letter to you and was so impressed by the points he emphasized, in particular that you

- fail to see your actions will damage the heart of the University,
- will hurt the thousands of lower paid HGEA employees who keep the engine of the University and the State economy running every single day
- target HGEA members.

I, like Thomas, also do the work of two full-time employees and yet live paycheck to paycheck like 40% of Hawaii.

Please vote no and rethink your approach.

Thank you,

Carole A. S. Mandryk, Director  
Osher Lifelong Learning Institute at  
the University of Hawaii at Manoa

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