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## [Mānoa Faculty Senate] Resolution Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions

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UHM Faculty Senate <uhmfs@hawaii.edu>

Wed, Feb 16, 2022 at 4:55 PM

To: BOR Testimony <bor.testimony@hawaii.edu>, David Lassner <david@hawaii.edu>, Michael Bruno <mbruno@hawaii.edu>, "Alexandra (Sandy) French" <afrench@hawaii.edu>

Cc: Brent Sipes <sipes@hawaii.edu>, Penny-Bee Kapilialoha Bovard <pennybee@hawaii.edu>, Amy Luke <aluke@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Debra Ishii <debrai@hawaii.edu>

Aloha,

The Mānoa Faculty Senate approved the **Resolution Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions** at the February 16, 2022 Senate meeting with 42 votes (87.50%) in support; 6 votes (12.50%) opposed and 4 abstentions. The transmittal letter and resolution are attached as written BOR testimony.

Please feel free to contact me if you have any questions or need additional information.

Brent S. Sipes, Chair  
Senate Executive Committee

**John Kinder** for Brent S. Sipes  
*Administrative Officer*

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

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### 2 attachments

 **20220216 CAB Reso Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions.pdf**  
149K

 **20220216 Transmittal Reso Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions.pdf**  
299K



February 16, 2022

**MEMORANDUM VIA E-MAIL**

TO: Randolph Moore, Chair  
Board of Regents

David Lassner, President & CEO  
University of Hawai'i

Michael Bruno, Provost  
University of Hawai'i at Mānoa

Sandy French, Chief Business Officer  
University of Hawai'i at Mānoa

FROM: Brent Sipes, Chair  
Mānoa Faculty Senate Executive Committee

RE: **Resolution Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions**

The Mānoa Faculty Senate approved the **Resolution Calling for the Revision of Policies Pertaining to the Appointment of Interim Executive Managerial Positions** at the February 16, 2022 Senate meeting with 42 votes (87.50%) in support; 6 votes (12.50%) opposed and 4 abstentions. The resolution is attached.

Please feel free to contact me at [sipes@hawaii.edu](mailto:sipes@hawaii.edu) if you have any questions or need additional information.

A handwritten signature in blue ink that reads 'Brent Sipes'.

Brent S. Sipes, Ph.D.  
*Mānoa Faculty Senate Chair*

A handwritten signature in blue ink that reads 'Penny-Bee K. Bovard'.

Penny-Bee K. Bovard, Academic Advisor  
*Mānoa Faculty Senate Secretary*



*Presented to the Mānoa Faculty Senate by the Committee on Administration and Budget (CAB) for a vote of the full Senate on February 16, 2022, a resolution calling for the revision of policies pertaining to the appointment of interim executive managerial positions. Approved by the Mānoa Faculty Senate on February 16, 2022 with 42 votes (87.50%) in support; 6 votes (12.50%) opposed; and 4 abstentions.*

**RESOLUTION CALLING FOR THE REVISION OF POLICIES PERTAINING TO THE APPOINTMENT OF INTERIM EXECUTIVE MANAGERIAL POSITIONS**

**WHEREAS**, the Mānoa Faculty Senate has directed that the Committee on Administration and Budget (CAB) “shall review [...] the procedures for filling [major] positions” and “shall monitor the administration's actions to ensure that they are open and give ample opportunity for faculty consultation and shall review University policies regarding academic decision making and policy development and propose modifications as required<sup>[1]</sup>”; and,

**WHEREAS**, the University of Hawai‘i Professional Assembly (UHPA) and the Board of Regents (BOR) entered into an agreement that spans from July 1, 2021 through June 30, 2023 (hereafter referred to as “2021-2023 UHPA-BOR Tentative Agreement”)<sup>[2]</sup>, which reconfirms in section R-20 that which appeared in earlier contracts:

Acknowledging that “some faculty consultation may occur at the department level”, [...] “the University will refer the following topics to Senates, or, where noted, to other shared governance entities. [...]

8) Participation in recruitment, selection, and evaluation of academic executive leadership at the campus and the system level. This responsibility may also be shared with other shared governance entities.”; and,

**WHEREAS**, existing Executive Policy (EP) 9.212 states that an Executive Managerial (EM) position can be filled without a search process “when filling a position on an acting or interim basis up to one (1) year”<sup>[3]</sup>; and,

**WHEREAS**, individuals have held interim EM positions for periods significantly longer than one (1) year<sup>[4]</sup>, violating EP 9.212; and,

**WHEREAS**, “E” appointments are individuals with demonstrated knowledge, ability and experience at the policy level to provide leadership, while “M” positions should have demonstrated knowledge, ability and experience in implementing policy, and therefore the EM appointments should be differentiated accordingly; and



**WHEREAS**, the appointment of an interim EM position without inviting or considering faculty feedback, especially from the unit(s) the interim EM will be overseeing, violates section R-20 of the 2021-2023 UHPA-BOR Tentative Agreement; and,

**WHEREAS**, faculty are concerned that the use of interim EM appointments circumvents open hiring processes, disallows faculty input and feedback, avoids transparency and accountability and possibly promotes cronyism, while starving units of effective, necessary long-term planning and leadership; and,

**WHEREAS**, previous interim EM appointments often resulted in an automatic and significant increase in salary, and a transparent process helps ensure the best possible interim EM appointments and salaries commensurate with demonstrated knowledge, abilities and experience to perform in the position; and,

**WHEREAS**, having an established process regarding the solicitation of faculty feedback on the appointment of Interim EM positions will increase transparency and trust in the appointment process, and instill greater confidence among the unit's faculty and staff, providing the individual with greater support to effectively lead their unit(s),

**THEREFORE, BE IT RESOLVED** that the Mānoa Faculty Senate supports the revision of the Board of Regents and/or Executive Policies concerning interim EM position hiring and appointment; and,

**BE IT FINALLY RESOLVED** that the Mānoa Faculty Senate supports the following procedures for inclusion within any Interim EM policy created:

1. The interim EM should be appointed from within the affected unit(s) or, if there are no qualified applicants, from a closely related field. In all cases, the interim EM shall be a current UH employee.
2. When needing to make an interim EM appointment, the supervisor responsible for appointing the position will provide the names and CVs of no less than three individuals to the unit(s) that the position would oversee, as well as to the Mānoa Faculty Senate, and solicit feedback from both the unit(s) and the Senate regarding the proposed candidates. At the same time that the names are initially circulated, each candidate may provide a statement of priorities for the affected unit(s) to take into consideration.
3. If feedback regarding the interim EM candidates is to be forwarded, then the unit(s), in addition to the Mānoa Faculty Senate, must provide feedback within a reasonable, agreed-upon time period.
4. If the supervisor's appointment differs from the recommendation made from the affected unit(s), and/or the Mānoa Faculty Senate, the supervisor must provide a written statement at the time of making the appointment outlining the reasons for selecting a different candidate.
5. No interim EM appointment may last for more than one year from initial appointment; however, an interim EM appointment may be renewed on an annual basis if (1) extenuating circumstances arise, (2) a written plan for filling the position permanently is shared with all affected units, and (3) the affected unit(s), in addition to the Mānoa Faculty Senate, approve the extension of the interim EM's appointment.
6. A public search process for a permanent replacement must commence within six months from the interim EM appointment date; however, if (1) extenuating circumstances arise, (2) a written plan for filling the position permanently is shared with all affected units, and (3) the affected unit(s), in addition to the Mānoa Faculty Senate, agree to the proposed plan, then this section may be waived.



7. If a permanent EM appointment has not been made within one year from the start date of the interim EM position, or a search has not commenced within 6 months of the initial interim EM appointment, the supervisor of the interim EM shall solicit from the affected unit(s) a list of no less than three names of qualified individuals (which may include the current interim) from which the supervisor must select an immediate replacement interim prior to starting the process anew.
8. Any interim EM appointment (including but not limited to provost, vice-provosts, deans, directors, hybrid executives, etc.) must be subject to a consultative process, as defined by R.20 of the UHPA Agreement. An executive may not circumvent such procedures for reasons such as the appointee belonging to his/her cabinet and therefore he/she is free to choose whomever he/she wants. EM salaries often significantly exceed those of faculty and are paid with public funds; therefore, accountability and transparency must be clearly evident in the event of a legislative audit.
9. Interim EM salaries should be commensurate with the appointee's qualifications and experience, not simply the positions they hold. To do otherwise violates EEO/AA practices.

Finally, all EM positions, permanent or interim, must post their full CVs on the respective websites with dates of degrees, grants, honors and publications, if applicable. This is consistent with the BOR and administrative requirements for faculty.

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[1] [MFS Bylaws](#)

[2] [2021-2023 UHPA-BOR Agreement, including section R-20](#)

[3] [Executive Policy 9.212](#)

[4] Including, interim deans of Outreach College (10 years) and the School of Travel Industry and Management (various deans for 20 years); interim vice chancellors for Academic Affairs, Student Affairs and Research, and the equivalent interim vice provosts (9-10 years); and interim deans of the School of Architecture and of the College of Arts and Humanities.



BOR Testimony &lt;bortest2@hawaii.edu&gt;

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**MFS BOR testimony February 2022**

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**UHM Faculty Senate** <uhmfs@hawaii.edu>

Wed, Feb 16, 2022 at 9:01 PM

To: BOR Testimony &lt;bor.testimony@hawaii.edu&gt;

Cc: Brent Sipes &lt;sipes@hawaii.edu&gt;, SEC &lt;uhm-mfs-sec@lists.hawaii.edu&gt;

Aloha,

The Senate Executive Committee (SEC) respectfully submits their testimony to the BOR for the February 17 meeting. Please see the attachment below.

**Brent S. Sipes, Chair**  
**Senate Executive Committee**

**John Kinder** for Brent Sipes  
*Administrative Officer*

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

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 **MFS BOR Testimony February 2022.pdf**  
197K




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MĀNOA FACULTY SENATE

February 16, 2022

TO: Randolph Moore, Chair  
UH Board of Regents

FROM: Brent S. Sipes, Chair   
Mānoa Faculty Senate

RE: Senate Executive Committee Testimony

I am currently serving as chair of the Mānoa Faculty Senate and will be offering testimony in that capacity. Today I want to briefly touch on three topics.

First, we note that on your consent agenda is approval of several curricular actions for UH Mānoa, related to the Bachelor of Arts in Marine Biology, the Bachelor of Science in Molecular Cell Biology, the Bachelor of Environmental Design, and the Bachelor of Education in Special Education. We thank you for supporting these programs that have been thoroughly vetted by the appropriate faculty bodies. The Mānoa Faculty Senate has recently transmitted a resolution to the Board supporting the establishment of a Master's of Architecture degree which is supported by the faculty as well as the architectural community in Hawaii. We look forward to the Board's review and approval of that request in the future. While not needing Board action, we also wanted to let you know that we have voted to support the establishment of a Kū'oko'a Graduate Certificate in 'Āina Based Leadership in the School of Hawaiian Knowledge whose purpose is to is to cultivate leaders connected to and caring for Hawai'i's 'āina which we believe is an important initiative.

Second, the Senate Executive Committee asks the members of the Board of Regents to stand up for the autonomy of the University and for Regent authority as you consider testimony on the multiple legislative bills currently active in the House and Senate. The Senate Executive Committee does not believe the proposed legislation based on the report of the Permitted Interaction Group is workable and we are vehemently opposed to any legislation that would enact its recommendations. By contrast, the Senate Executive Committee finds the SCR201 Taskforce report to be a reasoned and balanced evaluation of tenure, periodic review, and faculty classification. While there are still a few things to discuss, the findings and recommendations from the SCR201 report allow us to move forward in a productive way.

Finally, the Mānoa Faculty Senate believes that any comprehensive plan to achieve a reimagined University of Hawai'i must include a plan for stable leadership. Consequently, the Mānoa Faculty Senate adopted a resolution calling for changes to EP 9.202. Interim appointments should be selected

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MĀNOA FACULTY SENATE

via a transparent process, to include at a minimum an internal search for talent and an appointment to a limited and publicly stated, not indefinite, duration. Appointment to an interim position should not simply morph into a permanent appointment without national searches for qualified candidates. We hope the administration will consider the recommendations embedded in the Mānoa Faculty Senate resolution.

Thank you for your time and attention.

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BOR Testimony <bortest2@hawaii.edu>

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## Kūali'i Council Testimony - Agenda VII. Item F. S.B. 3269

1 message

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**Lawrence Gora** <lgora@hawaii.edu>  
To: bor.testimony@hawaii.edu

Wed, Feb 16, 2022 at 10:01 PM

Aloha,

Please find attached for your review and consideration, a copy of my Testimony concerning February 17, 2022 AGENDA VII. Agenda Item F. S.B. 3269: Relating to Academic Tenure at the University of Hawia'i.

Mahalo nui,  
Keali'i Gora  
Kūali'i Council Administrator

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 **Kuali'i Council Testimony to UH BOR Feb 17 2022.pdf**  
48K

February 17, 2022

To: UH Board of Regents

From: Keali'i Gora, UH Mānoa Kūali'i Council Administrator

Re: Oppose – S.B. 3269: Relating to Academic Tenure at the University of Hawai'i

Aloha Chair Moore, Regents and President Lassner,

Today, I am providing testimony on behalf of the Kūali'i Council in my capacity as the Kūali'i Council Administrator. The Kūali'i Council are Native Hawaiian faculty, staff and students who serve as an advisory body of the University of Hawai'i Mānoa to our provost. We are part of the Pūko'a Council, a University of Hawai'i Board of Regent chartered entity that sits at the UH System level to provide a formal, independent voice and organization through which Native Hawaiian faculty, administrators, and students of the University of Hawai'i system can participate in the development and interpretation of system-wide policy and practice as it relates to Native Hawaiian programs, activities, initiatives, and issues. Our mission is to honor, empower, and advance Native Hawaiian people, culture, and language through excellence in higher education.

After examining the text of S.B. 3269, the Kūali'i Council contends that if adopted, S.B. 3269 would cause irreparable harm to future recruitment and retention of faculty in all units and in particular, to Native Hawaiians. In addition, other student support services that are vital for academic success and wellness of all students would be adversely impacted.

The Kūali'i Council therefore strongly opposes passage of S.B. 3269.

We present the following arguments against adoption of S.B. 3269:

First, R (research) and S (specialist) and E (extension) faculty are critical to UH remaining the only R1 university in the state.

- Research faculty bring in the most extramural research funds which are absolutely essential to sustaining the university in times of shrinking G-funding support from the legislature. The units at UH Mānoa that would be most negatively impacted are ones with research faculty that play absolutely vital roles to our health and wellbeing: the Cancer Center, which carries out long-term research on health impacts affecting our local communities within Hawai‘i, and the Water Resources Research Center, which is leading the effort to monitor and track the impacts of the Red Hill Fuel Storage Facility. These faculty may not provide instructional education to our students, but they provide critical mentoring and opportunities for applied experience in areas with a high potential for employment growth in the future.

- Specialist Faculty provide the best standard of care to all students. S faculty conduct and publish research, instruct in classrooms and provide service to students to ensure they graduate on time. These specialist positions are very competitive and if our institution changes the tenure track for S faculty, we will lose an effective support system for our students that could impede their academic success and well-being.

- Extension faculty: Governor Ige has stated that one of his administration's goals is to increase local agriculture and aquaculture. Therefore, it is baffling that the BOR would choose this time to punish agricultural extension agents and specialists by taking away their tenure. Agents and specialists are faculty and professional educators, just as instructional faculty are. The difference is that many agents and specialists work in adult education programs including farming, ranching, natural resources, human nutrition, and family resources. While most faculty work on campuses, agents and specialists work in communities across the state. For most people, especially in rural communities, Cooperative Extension is the face of the University of Hawai‘i. Research plays a key function in establishing new economies in Hawai‘i that are not reliant upon the U.S. military (who are satisfied with polluting our waters) and tourism (that locks Hawai‘i workers into a low-wage system). Extension faculty are the link between many research programs and local stakeholders. Loss of tenure for extension faculty will lead to a brain drain in scholarship and talent from the University of Hawai‘i, facilitating both a loss in Extension capacity and increasing isolation of the University from our local communities.

Second, a diversity of tenure categories is a key mechanism toward realizing a foundational goal of becoming a Native Hawaiian place of learning. Tenure is vital for academic freedom and important work we all do for our lāhui. Tenure is critically important for retaining Native Hawaiian faculty.

- For example, in 2018, Professor Melody MacKenzie and Professor D. Kapua'ala Sproat partnered with Isaac Moriwake and others to file an amicus brief with the Hawai'i Supreme Court supporting the practitioners/defenders in Mauna Kea II and opposing the University's position. Another faculty member who helped with the brief did not sign on because he wasn't tenured. This example of the academic freedom tenure affords demonstrates that a concrete impact from a loss of tenured faculty and positions would be to stifle necessary voices.

- Moreover, smaller Native Hawaiian-serving programs such as 'IKE AO PONO in the School of Nursing have only 1 or 2 tenured faculty to carry out the work of increasing enrollment of Native Hawaiians in much needed professional fields. A loss of even one or two of these positions could have devastating impacts on these small programs. For example, in a history first for the Mānoa School of Nursing, the first IAP Native nursing graduate was just hired into a tenure-track position, demonstrating the efficacy of the program in training the future professoriate.

We implore the Board of Regents to look to the mission of the University of Hawai'i, which is to “discover, examine critically, preserve and transmit the knowledge, wisdom, and values that will help ensure the survival of present and future generations with improvement in the quality of life”. To that end, the awarding of faculty tenure is “for the primary purpose of protecting academic freedom”. It is a travesty to narrow that focus to award tenure to faculty “that will fulfill the enrollment requirements and strategic growth priorities.” A university is much more than this.

Finally, S.B. 3269 negatively impacts the essence of shared governance between faculty, administration and the UH Board of Regents (BOR). We cannot support this legislation as it sets a dangerous precedent that makes the Legislature the primary entity that governs UH policies, procedures, rules and regulations. Shared governance emplaces these policies, procedures, rules and regulations under the purview of the BOR, UH administration and UH faculty. This bill, however,

positions the Legislature as an additional layer of oversight above the BOR, which strips the BOR of the authority granted to it by the Hawai'i State Constitution article X, section 6. We cannot support any legislation that would effectively remove the ability of faculty bodies including the Faculty Senates and the Pūko'a Councils, such as our Kūali'i Council, from discussing concerns and recommending any changes with UH administration and the UH Board of Regents.

Therefore, the UH Mānoa Kūali'i Council strongly opposes S.B. 3269.

Me ka ha'aha'a,  
Keali'i Gora  
Administrator, UH Mānoa Kūali'i Council



Lareina Arakawa <lareinak@hawaii.edu>

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## Fwd: BOR Testimony February 17, 2022

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----- Forwarded message -----  
From: **Debi Hartmann** <[debi@uhpa.org](mailto:debi@uhpa.org)>  
Date: Wed, Feb 16, 2022, 10:04 PM  
Subject: BOR Testimony February 17, 2022  
To: Kendra Oishi <[kendra65@hawaii.edu](mailto:kendra65@hawaii.edu)>

Aloha Kendra,

Please find attached UHPA's written testimony for the BOR Feb. 17, 2022 meeting.

Debi Hartmann  
Associate Executive Director  
University of Hawaii Professional Assembly (UHPA)  
[1017 Palm Drive](#)  
[Honolulu, HI 96814](#)  
808.593.2157 (Office) 808.675.6605 (Cell)  
Email: [debi@uhpa.org](mailto:debi@uhpa.org)  
Web Page: [uhpa.org](http://uhpa.org)

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 **BOR testimony for Feb. 17 meeting.pdf**  
113K



**Testimony Relating to Legislative Bills Under Consideration  
by the University of Hawai'i Board of Regents**

**Randolph Moore, Chair  
Alapakii Nahale-a, Vice Chair  
Benjamin Kudo, Vice Chair  
University of Hawai'i Board of Regents**

February 17, 2022

Chair Moore, Vice Chairs Nahale-a and Kudo and Regents:

The University of Hawaii Professional Assembly (UHPA) feels compelled to express our serious concerns about the legislative bills that are being considered by the University of Hawai'i Board of Regents at its meeting today.

Of the 13 bills listed on today's agenda, more than half of these are clearly designed to provide the Hawai'i State Legislature with opportunities to gain a stronger foothold into decision-making in affairs of the University of Hawai'i. These bills are baseless. It is not clear why they were introduced and the issues they are seeking to resolve are elusive. The impetus for these bills is questionable.

SB 3186 and SB 3187 would like to change the law and repeal the University of Hawai'i Board of Regents Candidate Advisory Council so that the Board of Regents, in their own language, would not be limited to being selected by qualified candidates by the Council. SB 3186 SD1 also explicitly removes the word "exclusive" from the Board of Regents' "jurisdiction over the internal structure, management, and operations of the university." The removal of "exclusive" was not specifically discussed in the committee hearing, yet was included in the SD1. We think the audacious proposals in these bills speak for themselves.

The attempt to strip away the authority of the Board of Regents has been a recurring theme in this legislative session. UHPA has testified on a number of these bills, repeatedly underscoring the fact that the State of Hawaii Constitution provides the Board of Regents with the "exclusive jurisdiction over the internal organization and management of the university." The bills ignore established law and reveal a disturbing, ongoing trend by certain senators to remove or diminish the authority of the University of Hawai'i and the Board of Regents.

Challenging these notions once they are set in statute would be an uphill battle. Our testimonies have consistently called for indefinite deferrals of these dangerous bills from moving forward. We have also encouraged our faculty members to express their concerns in legislative

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testimony.

Besides the constitutional violations, UHPA is also concerned about the adverse impact these bills will have on faculty and students. Specifically, there are currently four bills relating to establishing a separate governing body and structure for community colleges, a divide-and-conquer strategy by legislators that proposes to break up the collaborative, seamless relationships between the community colleges and the three universities that offer undergraduate and graduate degrees.

Senators have introduced these bills with reckless disregard for the negative impact they will have on the experience of students. For this reason, UHPA has testified in strong opposition to SB 3355, which seeks to establish a constitutional amendment to establish as a community college system that is separate from the University of Hawai'i. The SD1 version of SB 3355 requires the Board of Regents to establish a Community College Standing Committee including administrative reporting responsibilities while leaving the Community College system intact.

UHPA has also pointed out in testimony the obvious inconsistencies in logic and conflicting values relating to SB 3268, which seeks to give the Board of Regents hiring and termination authority over University of Hawai'i athletics personnel, while simultaneously attempting in SB 3269 to remove the Board of Regent's authority on tenure decisions for faculty members, when ironically academics are critical to the core mission of the University of Hawai'i.

Finally, UHPA would like to add that we have testified in strong support of HB 1849 and its companion bill SB 2123 that require disclosure of financial information and conflicts of interest for those serving on state boards and commissions because we believe this will help improve transparency and accountability.

UHPA recognizes that businesses and other organizations may have vested interests in the University of Hawai'i and openly sharing these will help improve decision-making and governance. This will also preempt the potential for the efforts of University of Hawai'i faculty members pursuing research and innovation to be thwarted by corporate or political pressure as a result of clandestine relationships. This is the same rationale for retaining the University of Hawai'i's current academic tenure protocols and practices.

Mahalo for the opportunity to share our concerns on these legislative bills with you. We look forward to understanding the Board of Regents positions on these bills and how we can stand with you to support the best interests of the University of Hawai'i and its faculty and students to maintain high standards of quality in our state's higher education system.

University of Hawaii  
Professional Assembly

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## Testimony Tylun Pang Honorary Doctorate

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**Teresa Shurilla** <shurilla@hawaii.edu>  
To: bor.testimony@hawaii.edu

Thu, Feb 17, 2022 at 9:27 AM

So sorry that I missed the time to testify, that being said, please except my written testimony thanks so much, Teresa

Teresa Shurilla  
UH Maui College  
Office: 984-3683  
Cell: 808-276-7901  
Professor  
Culinary Arts/Pastry Arts



**CHEF TYLUN PANG.docx**

14K

## **CHEF TYLUN PANG – HONORARY DOCTORATE**

Testimony from Professor Teresa Shurilla, Culinary Arts

I can truly think of no one more deserving of this honor than Chef Tylun Pang. I've had the honor of working with him for decades and he is unique in our community.

For more than 20 years, Chef Pang's resort hotel, The Fairmont Kea Lani, hosted the premier annual UH Maui College Culinary Arts Program event. It began as Chefs on Stage, then became Noble Grape and, most recently, Noble Chef. Over the years, the event has raised many thousands of dollars for our program.

He was always been beyond generous with the hotel's time and resources both human and financial. His goal was always to make the event successful and, even more, for our culinary students to have the best experience possible, one they would never otherwise have been able to get. His dedication to the event over the years was unwavering. His encouragement to our students made a difference to every one of them. And, as if all this wasn't enough, he provided scholarships for one or two graduates each year to immerse themselves in industry at the Kea Lani. When you walk through the hotel now, you will undoubtedly meet UHMC Culinary Arts Program grads. Chef Pang is currently grooming one of them – Chef John Pasion – to take over when he retires.

Chef Pang has also been the most consistent member of our Culinary Arts Advisory Committee. He was instrumental during the American Culinary Federation's Accreditation visit and showed the accrediting team the way our program and Maui's industry professionals work together and how, eventually, our students are able to seamlessly and successfully transition into industry.

On a personal note, it's an honor for me to call Chef Pang a friend. His contributions to our industry go well beyond UHMC's Culinary Arts Program to Maui and far beyond. He is well-respected everywhere. He has an amazing demeanor, always. And, most important, he cares deeply about our program, our island, and our industry.



## 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) \*

Jane Doe

Your Organization (optional)

UH Hilo

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

tffkkf36@yahoo.com

Board of Regents Agenda Item (required) \*

BOR VII.H. Approval of the Comprehensive Plan to Achieve a Reimagined University of Hawai'i

Your Position (required) \*

Comments Only

### Your Testimony/Comments

A Reimagined University of Hawaii would be where faculty and staff are trusted to carry out the duties they were hired to fulfill and valued so administration will be honest with them. That is not happening at UH Hilo and the system. The President used to visit our campus once a year. That hasn't happened. COVID will be the excuse but the rest of us were required to pivot to Zoom. Why wasn't the President expected to continue his campus visits with us by Zoom too?

Why did President Lassner hire someone in their sun setting years to be our chancellor? Why not hire someone in the prime of their career with fresh ideas and energy to share? Why not hire someone who is vested in OUR community with relationships in our community?

On the work at UH website, UH Hilo is searching for a HR director. Doesn't Kalei Rapoza have return rights to that position? How can UH Hilo post a position that someone has return rights to? Does this mean that Kalei has already been selected for the vice chancellor position and the search is to go through the process and waste considerable amount of people's time? Is it ethical and legal to do this? It was shared that his background prior to interim vice chancellor was in HR with no experience in the other administration departments. This makes it look like administration allowed him to gain enough experience to meet the minimum qualifications of the executive position.

In the Senate meeting last month, Chancellor Irwin said the transfer of funds from UH Hilo to the Small Business Development Center has happened for the last five years. What has UHH gained from the Small Business Center? What has our community gained from the Small Business Center in the last five years? In these years of the pandemic, our community could have really used the help of the Small Business Center. This is when we need the Small Business Center the most to revive our economy. Farrah-Marie Gomes referred to the Small Business Development Center in our Spring Welcome like it is something to praise. What is our administration proud of? The Small Business Development Center has not helped UH Hilo and is not helping our community. Is the Small Business Development Center Director still working out of state?

Recently Associate Vice President Amy Kunz made a change to AP 8.851 (Employee Out-of State and Intra-State Travel) that employees are no longer able to receive travel advances. Employees will have to use personal funds to upfront conference and travel costs. This will prevent some employees from attending trainings. A colleague confided in me that she rarely has more than \$500 available credit on her credit cards. That's not enough to cover upfront costs for out-of-state travel. This policy change did not go through a vetting process and the most vulnerable and disadvantaged employees who care the most about this institution and this special place but get paid the least will be negatively impacted.

There are patterns. I hope you will look into them and hold President Lassner accountable for the decision he made to hire Chancellor Irwin and hold the campus administration accountable to the rest of us who are required to come to campus to perform our duties or face disciplinary action. This is the worst situation that I have seen UH Hilo in for the 18 years that I have worked here.

Sincerely,

Jane Doe - alias because retaliation is another pattern running rampant on our campus

[Your Testimony \(pdf or word\)](#)

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## Actions

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