
[Mānoa Faculty Senate] Resolution Supporting the Proposed Merger of Classics into a New Department of Religions and Ancient Civilizations

UHM Faculty Senate <uhmfs@hawaii.edu>

Wed, Apr 20, 2022 at 6:29 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>, Debra Ishii <debrai@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Sheila H Izuka <sheilak3@hawaii.edu>

Aloha,

The Mānoa Faculty Senate approved the **Resolution to Endorse the Proposed Merger of Classics into a New Department of Religions and Ancient Civilizations** at the April 20, 2022 Senate meeting with 51 votes (100.00%) in support; 0 votes (0.00%) opposed and 1 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 Sipes
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

-  **20220420 Transmittal Reso Supporting the Proposed Merger of Classics into a New Department of Religions and Ancient Civilizations.pdf**
299K
-  **20220420 CAB Reso to Endorse the Proposed Reorg of CALL, Department LLEA, and Classics Div_Department of Religion.pdf**
155K



April 20, 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 Supporting the Proposed Merger of Classics into a New Department of Religions and Ancient Civilizations**

The Mānoa Faculty Senate approved the **Resolution to Endorse the Proposed Merger of Classics into a New Department of Religions and Ancient Civilizations** at the April 20, 2022 Senate meeting with 51 votes (100.00%) in support; 0 votes (0.00%) opposed and 1 abstention. The resolution is attached.

Please feel free to contact me at 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 & Budget (CAB) for a vote of the full Senate on April 20, 2022, a resolution to endorse the proposed reorganization of the Department of Languages and Literatures of Europe and the Americas/Classics Division and the Department of Religion, both in the College of Arts, Languages and Letters. Approved by the Mānoa Faculty Senate on April 20, 2022 with 51 votes (100.00%) in support; 0 votes (0.00%) opposed; and 1 abstention.

Resolution to Endorse the Proposed Reorganization of the College of Arts, Languages and Letters, Department of Languages and Literatures of Europe and the Americas, Classics Division/Department of Religion

WHEREAS, Executive Policy A3.101 calls for the Mānoa Faculty Senate (MFS) to review any proposed reorganization; and,

WHEREAS, the Mānoa Faculty Senate has delegated to the Committee on Administration and Budget (CAB) the duty to review reorganization proposals and, based on a Reorganization Proposal Consultation Review Checklist, to present their recommendations to the Mānoa Faculty Senate Executive Committee; and,

WHEREAS, it has been proposed to merge Classics (currently a program within the Department of Languages and Literature of Europe and the Americas (LLEA)) and the Department of Religion (REL) into a new Department of Religions and Ancient Civilizations, and all relevant departments, LLEA, REL and the proposed new department, are in the College of Arts, Language, and Letters (CALL); and,

WHEREAS, discussion with faculty in the affected units revealed that this is a faculty-driven reorganization which will facilitate interaction among faculty with overlapping intellectual interests, and enable the development of streamlined degree programs, for example, a single B.A. with separate tracks in Religious Traditions and Ancient Civilizations; and,

WHEREAS, the appropriate unions (UHPA and HGEA) were contacted, leading to meaningful consultation.

THEREFORE, BE IT RESOLVED, that the UH Mānoa Faculty Senate endorses the proposed merger of Classics, currently a program within the Department of Languages and Literature of Europe and the Americas, and the Department of Religion into a new Department of Religions and Ancient Civilizations.

Supporting Documents:

- [CAB Checklist on the Proposed Reorganization of the Department of Languages and Literatures of Europe and the Americas, Classics Division / Department of Religion with the College of Arts, Languages and Letters](#)
- [Reorganization Proposal, College of Arts, Languages and Letters – Classics and Religion memorandum dated March 11, 2022 and CALL Pending Reorg Proposal](#)



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MĀNOA FACULTY SENATE

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[Mānoa Faculty Senate] Resolution Opposing the 2021 Reorganization of the John A Burns School of Medicine

UHM Faculty Senate <uhmfs@hawaii.edu>

Wed, Apr 20, 2022 at 6:38 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>, Debra Ishii <debrai@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Sheila H Izuka <sheilak3@hawaii.edu>

Aloha,

The Mānoa Faculty Senate approved the **Resolution Opposing the 2021 Reorganization of the John A Burns School of Medicine** at the April 20, 2022 Senate meeting with 24 votes (63.16%) in support; 14 votes (36.84%) opposed and 16 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 Sipes
Administrative Officer

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2 attachments

 **20220420 Transmittal Reso Opposing the 2021 Reorganization of the John A Burns School of Medicine.pdf**
299K

 **20220420 CAB Reso Opposing the 2021 Reorganization of the John A Burns School of Medicine (JABSOM).pdf**
161K



April 20, 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 Opposing the 2021 Reorganization of the John A Burns School of Medicine**

The Mānoa Faculty Senate approved the **Resolution Opposing the 2021 Reorganization of the John A Burns School of Medicine** at the April 20, 2022 Senate meeting with 24 votes (63.16%) in support; 14 votes (36.84%) opposed and 16 abstentions. The resolution is attached.

Please feel free to contact me at 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 black 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 & Budget (CAB) for a vote of the full Senate on April 20, 2022, a resolution opposing the 2021 reorganization of the John A. Burns School of Medicine (JABSOM). Approved by the Mānoa Faculty Senate on April 20, 2022 with 24 votes (63.16%) in support; 14 votes (36.84%) opposed; and 16 abstentions.

Resolution Opposing the 2021 reorganization of the John A. Burns School of Medicine

WHEREAS, the Mānoa Faculty Senate has been asked to evaluate and provide a recommendation on the Reorganization Proposal for the John A. Burns School of Medicine (JABSOM), University of Hawai'i at Mānoa; and,

WHEREAS, the JABSOM Faculty Senate (JFS) and JABSOM faculty conferred on the “Reorganization Proposal John A. Burns School of Medicine, University of Hawai'i at Mānoa” (JABSOM Re-organization) with the Committee on Administration and Budget (CAB) for review, consideration, and recommendations; and,

WHEREAS, CAB received the first version of this proposal (dated March 26, 2021) on April 01, 2021, with a return date requested of May 07, 2021, and discussed this proposal at the CAB meeting on April 07, 2021; and,

WHEREAS, CAB was later informed that JABSOM Faculty Senate received the proposal on March 26, 2021 and that parts of the reorganization had already been implemented; and,

WHEREAS, CAB then prepared a draft resolution indicating concerns with the proposal, particularly the lack of faculty input, and shared this with JABSOM when CAB was informed that Provost Bruno and Dean Hedges had withdrawn the proposal on or before May 04, 2021; and,

WHEREAS, a revised proposal dated August 30, 2021 was discussed with the JABSOM Faculty Senate and was approved by them in November 2021, and a modified version (dated January 18, 2022) with markups was received by CAB on January 18, 2022; and,

WHEREAS, CAB noted two remaining concerns with this proposal: (i) it did not detail the consultation with the JABSOM Faculty Senate, and, (ii) it did not adequately address the concerns expressed in the proposed spring 2021 CAB draft resolution sent to the JABSOM Executive team; and,

WHEREAS, CAB was informed on March 02, that Dean Hedges believed that the proposal addressed all of CAB's concerns; and,



WHEREAS, after considering comments and correspondence with the JABSOM Executive team, CAB has 6 (six) points of concern, detailed below, regarding the JABSOM Re-organization; and,

WHEREAS, it appears the JABSOM reorganization was already fully implemented prior to meaningful input, consultation, or approval from the JABSOM Faculty Senate (JFS) or JABSOM faculty in general. The majority of JABSOM faculty were unaware of the ongoing JABSOM reorganization or the reorganization proposal. Concerns appear ignored and/or not fully addressed by the Executive team, in the Executive summary of the reorganization document, or in the substance of the reorganization document, nor have they been adequately discussed in subsequent comments or correspondence from the Executive team. The JABSOM Executive team admits to this lapse in consultation, but stipulates in subsequent communications that *“In the future, JABSOM will engage the JFS more often in the process.”* This is another example of the administration undertaking unilateral changes prior to required consultation and approval from faculty and senates; and,

WHEREAS, moving the Grants Development Office (GDO) is of concern to CAB. This new position and its placement within the JABSOM organization is detrimental to the contracting and research enterprise of

JABSOM, and creates conflicts of interest of various types within JABSOM. These include possible biases by the ADR towards research departments over clinical departments, and with regard to limited submission opportunities. A conflict of interest may arise in regards to self-resourcing, or resourcing researchers, who subsequently improve the outcomes, metrics and grant opportunities for the ADR personally. There does not appear to be a process to apply for bridge funds that is not subject to the ADR, there do not appear to be any checks and balances, nor oversight of these procedures, and no apparent management of the ADR’s conflicts of interest. These issues were not adequately addressed by the Executive team, in the Executive summary of the reorganization document, in the substance of the JABSOM reorganization, or adequately discussed in subsequent comments or correspondence from the Executive team. The GDO or the ADR position should be reallocated in the JABSOM organization to an alternative location, to avoid conflicts, or the issues should be addressed, managed and resolved clearly and in detail, within the body of the reorganization document, with consultation with JFS and JABSOM faculty; and,

WHEREAS, the potential oversight from the Associate Dean for Academic Affairs over Clinical Departments lacks clarity on how this oversight and alignment will be achieved, in the executive summary or in the JABSOM re-organization itself, despite being discussed in subsequent correspondence with JFS. As such, CAB asks that this issue be addressed clearly in detail in the body of the reorganization document, after consultation with JFS and JABSOM faculty; and,



WHEREAS, with respect to Academic Dean of Clinical Affairs, both Charts show the “Current” and “Proposed” position as “*to be established.” There is concern that this is an existing position, and it is unclear if Clinical Departments will be left with no leadership at the Executive Team level for discussion of their issues. Subsequent comments and correspondence from the Executive team have not provided clarity on this issue, and should be addressed clearly in detail within the body of the reorganization document, after consultation with JFS and JABSOM faculty; and,

WHEREAS, the current discussions with affiliated health care systems (Queens Medical Center and Hawaii Pacific Health) are not mentioned in the Executive Summary. It does not consider potential for both impact on educational systems and leadership at the level of the health systems. Despite being discussed in subsequent comments or correspondence from the Executive team, there is no clarity on this issue, and as such should be addressed clearly, in detail, within the body of the reorganization document, after consultation with JFS and JABSOM faculty; and,

WHEREAS, reference to Equity and Diversity (E&D) is not evident anywhere in the document. This is one of the pillars of the UH mission, and the lack of reference may be construed as E&D being irrelevant to JABSOM. Subsequent correspondence with JFS indicates that JABSOM is establishing a new Coordinating Committee on Opportunity, Diversity, and Equity (C-CODE), which provides an essential function within JABSOM to address equity and diversity, working with the ADAA to reference the C-CODE’s establishment and purpose within the office of the ADAA functional statement. CAB notes that this committee, its role, and integration into JABSOM, needs to be established and included in the Executive summary of the JABSOM reorganization document, and within the substance of the JABSOM reorganization, after consultation with JFS and JABSOM faculty; and,

THEREFORE, BE IT RESOLVED that the Mānoa Faculty Senate opposes the Reorganization Proposal of the John A. Burns School of Medicine, University of Hawai‘i at Mānoa, as it is written, and because it was implemented prior to consultation with JABSOM faculty, and because it does not adequately address the concerns identified by CAB, as mentioned above; and,

BE IT FURTHER RESOLVED that the Mānoa Faculty Senate reproves the UH and JASBOM administration for repeatedly implementing reorganizations before seeking “consultation” with the respective college(s) and the Mānoa Faculty Senate in violation of established UH reorganization procedures and fundamental academic principles of shared governance; and,

BE IT FINALLY RESOLVED that the Mānoa Faculty Senate calls for these concerns to be meaningfully discussed with JABSOM faculty and the JFS, so that concerns, conflicts of interest, omissions, and errors can



be addressed, assuaged, solved, corrected, and re-presented to JFS, JABSOM faculty, and then to the CAB for reassessment and support.

Supporting documents:

1) [JABSOM Consultation Letter dated March 19, 2021](#) and [JABSOM Reorg Proposal](#)