
Shared Governance Issues with UH System / Hybrid Search Advisory Committees

1 message

UHM Staff Senate | Chair <msschair@hawaii.edu>

Mon, Oct 17, 2022 at 10:16 AM

To: bor.testimony@hawaii.edu

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Aloha Chair Wilson and the University of Hawai'i Board of Regents,

My name is Carl Dionne and I am Chair of the Mānoa Staff Senate (MSS) for the 2022-2023 term. An issue that has come to the attention of the MSS is the hiring of the Executive Director of Equity Assurance (EDEA). Originally, the UH President allowed the Mānoa Staff Senate to appoint two seats on the hiring committee. However, the position was moved under Vice-President of Administration, under Jan Gouveia. In the reorganization, the position became a UH System/Mānoa hybrid position, and the MSS was not allowed representation on the hiring committee. A similar situation happened in the past with the hiring of the new Director of Student Housing, as this position was also under VP Jan Gouveia.

The MSS is concerned that the moving of these positions under the Vice-President of Administration could signal a disturbing trend circumventing the shared governance process, excluding shared governance groups. The Executive Director of Equity Assurance (EDEA) has a large scope of responsibility that reaches across all staff, faculty and students. The Director of Student Housing has significant oversight of UH Mānoa housing staff as well.

Regardless of the specific positions mentioned above, moving executive positions under VP for Administration (UH System / Hybrid) could further exclude shared governance groups from future search advisory committees. As the University of Hawai'i goes through the strategic planning process and the creation of a newly reimagined university system, the issue of shared governance and UH System / Hybrid positions will only increase.

I wanted to say the MSS enjoys a good relationship with President Lassner, Vice-President Gouveia and Mānoa Provost Bruno. Vice-President Gouveia and Mānoa Provost Bruno have been willing to meet with us on a quarterly basis to discuss the effect of UH football on campus, and that meeting turned into an open forum where any issue can be brought up by anyone for discussion. It was at the October 12th meeting that we were able to discuss the MSS resolution with them.

At the meeting both understood our point of view and VP Gouveia was going to go back and think about our request. However, VP Gouveia was reluctant to utilize the shared governance process for hiring under her purview, and was not willing to give staff a vote on these SAC's. In fact, she only wanted our involvement after a final candidate was selected, which is entirely unacceptable and not in the spirit of Regent Policy

RP2.202 mentioned in our resolution. VP Gouveia cited having to do hiring quickly, and noted the logistics of coordinating large sized search advisory committees. It was also mentioned that she wanted specific subject matter experts for these highly technical positions. UHM staff in these units are often subject matter experts on issues relating to their units and staff do share the desire to see change and improvements in their units. Adding staff, and other relevant shared governance groups, to the process will serve to strengthen the hiring efforts and make sure staff in the hybrid units have their voices heard in the hiring of their leadership. Allowing participation of shared governance representation and staff on these SAC's will also ensure that any issues of bias in the hiring for these Administration positions can be avoided by having a more diverse stakeholder group used in the hiring process. VP Gouveia also noted they work on coordinating construction projects as well. We do acknowledge that not all hiring or projects under her office would require consultation with the appropriate shared governance groups. And, in particular we recognize VP Gouveia's stellar work in fast tracking of the on campus football stadium at Ching Field in a very short amount of time, and the logistics of dealing with parking that many people for UH football games on campus.

The MSS also recognizes that the office of the Vice President of Administration was not used to working with or utilizing the need for the shared governance. In years past, the UH System and UH Mānoa were far more separate, As a newly reimagined university system emerges, these UH System / Hybrid positions will only blur these lines further. Based on the answers given at Wednesday's meeting, the MSS felt the need to continue the process and send this resolution on to President Lassner and the UH Board of Regents for consideration.

In closing, the MSS is asking the UH President to consider our resolution, and follow the shared governance process for these positions, positions relevant to staff, whether it be at UH Mānoa with the MSS, or at the system level with the newly forming systemwide University of Hawaii Staff Council. This process should also include all relevant shared governance groups based on the specific position in question at the time. Attached is the MSS resolution for your review and consideration.

Mahalo
Carl E Dionne



Carl E Dionne, Chair
Mānoa Staff Senate (MSS)
University of Hawai'i at Mānoa
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MĀNOA STAFF SENATE

Presented to the Mānoa Staff Senate by the Executive Board for a vote of the full Senate on September 14, 2022, a resolution opposing the bypass of Shared Governance units in hiring on UH Hybrid positions. Approved by the Mānoa Staff Senate on September 14, 2022 with 18 votes (100.00%) in support; 0 votes (0.00%) opposed; and 0 abstentions.

Resolution Opposing the Bypass of Shared Governance Units in Hiring on UH Hybrid Positions

WHEREAS, the Mānoa Staff Senate is a fully recognized shared governance organization at the University of Hawai'i at Mānoa and has a duty to provide recommendations for staff appointed to serve on Search Advisory Committees; and,

WHEREAS, the position of Executive Director of Equity Assurance (EDEA) was initially advertised for hire and the Mānoa Staff Senate and other campus staff shared governance units were granted two seats to the original search advisory committee by the President in August 2021; and,

WHEREAS, the Mānoa Staff Senate was notified of the termination of the recruitment effort in March 2022 for the position of Executive Director of Equity Assurance (EDEA) and that the position was reorganized to be under the oversight of the Vice President for Administration; and,

WHEREAS, the Mānoa Staff Senate requested to have a staff member on the committee for the Director of Student Housing, but was not provided any communication or updates until the position was posted on Neogov, where we learned of the unprecedented nature of the position description of the Director of Student Housing; and,

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WHEREAS, the Mānoa Staff Senate and other UH shared governance groups provide valuable perspective and fairness in the hiring process for the campus, and the Mānoa Staff Senate was not provided the opportunity to fulfill our role, as a shared governance organization, throughout the hiring process; and,

WHEREAS, consultative opportunities were repeatedly denied regarding the recruitment of new hybrid positions under the Vice President for Administration; and,

WHEREAS, Regent Policy RP2.202 requires the University President to *‘Promote and participate in leading a system of shared governance across the campus that is based on the values of collegiality, transparency, and excellence; and cultivate frequent communication with student, faculty, and staff advisory groups including the Mānoa Faculty Senate, Associated Students of the University of Hawai‘i, Graduate Student Organization, Kualī‘i Council, and Staff Senate.’*; and,

THEREFORE, BE IT RESOLVED that the Mānoa Staff Senate opposes the continued bypass of Shared Governance bodies in the recruitment process via search advisory committees on UH Hybrid Positions; and,

BE IT FURTHER RESOLVED that the Mānoa Staff Senate reproves the UH and UHM administration for repeatedly reorganizing positions into hybrid roles and not seeking “consultation” with the respective shared governance bodies in violation of established UH procedures and fundamental principles of shared governance; and,

BE IT FURTHER RESOLVED that the Mānoa Staff Senate shall have meaningful discussions with systemwide shared governance bodies, so that concerns and transparency in recruitment of hybrid unit positions can be addressed, assuaged, solved, corrected, and shared governance bodies can be allowed to nominate members to serve and participate in Search Advisory Committees for all hybrid positions; and,

BE IT FURTHER RESOLVED that certified copies of this Resolution be transmitted to the Chair of the University of Hawai‘i Board of Regents, University of Hawai‘i President, University of Hawai‘i at Mānoa Provost, the University of Hawai‘i at Mānoa Kualī‘i Council, the University of Hawai‘i at Mānoa Faculty Senate, the Graduate Student Organization - University of Hawai‘i at Mānoa and the Associated Students of the University of Hawai‘i at Mānoa.

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