
[Mānoa Faculty Senate] Joint Resolution Regarding Proposed Changes to Policies Related to Faculty Classification, Review of Faculty Performance, and Faculty Workload at the University of Hawai'i

1 message

UHM Faculty Senate <uhmfs@hawaii.edu>

Wed, Oct 18, 2023 at 6:39 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: Erin Centeio <ecenteio@hawaii.edu>, Raphael Raphael <rphael@hawaii.edu>, Amy Luke <aluke@hawaii.edu>, Debra Ishii <debrai@hawaii.edu>, Robyn Okumura <chowhojr@hawaii.edu>, Sheila Izuka <sheilak3@hawaii.edu>

Aloha,

The Mānoa Faculty Senate approved the [Joint Resolution Regarding Proposed Changes to Policies Related to Faculty Classification, Review of Faculty Performance, and Faculty Workload at the University of Hawai'i](#) at the October 18, 2023 Senate meeting with 38 votes (88.37%) in support; and 5 votes (11.63%) opposed. [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.


Erin E. Centeio, Chair
Senate Executive Committee

John Kinder for Erin E. Centeio, Ph.D.
Administrative Officer

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2 attachments

 **20231018 Transmittal on Joint Reso Regarding Proposed Changes to Policies to Faculty Classification, Review of Faculty Performance, and Faculty Workload at UH.pdf**
325K

 **20231018 CAB_CAPP_CPM_COR JOINT RESOLUTION REGARDING PROPOSED POLICY CHANGES IN RESPONSE TO SCR201 RELATED TO FACULTY CLASSIFICATION, REVIEW OF FACULTY PERFORMANCE, AND FACULTY WORKLOAD AT THE UNIVERSITY OF HAW.pdf**
149K



October 18, 2023

MEMORANDUM VIA E-MAIL

TO: Alapaki Nahale-a, 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: Erin E. Centeio, Chair
Mānoa Faculty Senate Executive Committee

RE: **Joint Resolution Regarding Proposed Changes to Policies Related to Faculty Classification, Review of Faculty Performance, and Faculty Workload at the University of Hawai'i**

The Mānoa Faculty Senate approved the **Joint Resolution Regarding Proposed Changes to Policies Related to Faculty Classification, Review of Faculty Performance, and Faculty Workload at the University of Hawai'i** at the October 18, 2023 Senate meeting with 38 (88.37%) votes in support; and 5 votes (11.63%) opposed. The resolution is attached.

Please feel free to contact me at ecenteio@hawaii.edu if you have any questions or need additional information.

Handwritten signature of Erin E. Centeio.

Erin E. Centeio, Ph.D.
Mānoa Faculty Senate Chair

Handwritten signature of Raphael Raphael.

Raphael Raphael, Ph.D.
Mānoa Faculty Senate Secretary



Presented to the Mānoa Faculty Senate by the Committees on Administration and Budget (CAB), Academic Policy & Planning (CAPP), Professional Matters (CPM), and Research (COR) for a vote of the full Senate on October 18, 2023, a resolution regarding proposed changes to policies related to faculty classification, review of faculty performance, and faculty workload at the University of Hawai'i. Approved by the Mānoa Faculty Senate on October 18, 2023 with 38 votes (88.37%) in support and 5 votes (11.63%) opposed.

RESOLUTION REGARDING PROPOSED POLICY CHANGES IN RESPONSE TO SCR201 RELATED TO FACULTY CLASSIFICATION, REVIEW OF FACULTY PERFORMANCE, AND FACULTY WORKLOAD AT THE UNIVERSITY OF HAWAII

WHEREAS, the administration has undertaken review of Regents and Executive policies and documents related to faculty classification (RP 9.202, EP 5.221, and “2A. Faculty Classification for 4-year Campuses 9.1.23, referred to as Attachment 1 in the draft EP 5.221), review of faculty performance (RP 9.213, EP 9.203), and work assignment (RP 9.214 and EP 9.214) at the University of Hawai'i System; and

WHEREAS, the Mānoa Faculty Senate (Senate) received a request for consultation on these policy changes in February 2023; and

WHEREAS, on March 21, 2023, CAB, COR, and CPM submitted to the administration a letter expressing concern with (i) the process used to draft the proposed policies, and (ii) the substance of the proposed policies; and

WHEREAS, the Senate committees' letter asked the administration to open a collaborative drafting process with the faculty, but the administration declined to do so; and

WHEREAS, the administration made significant changes to the proposed policy revisions over the summer, but did not address the Senate committees' concerns regarding the process; and

WHEREAS, the Senate received a request for consultation on the updated policy revisions only recently, in September 2023; and

WHEREAS, the substantially altered proposed policies received in September 2023 trigger the need for a new consultation process, are extensive, and are likely to impact all faculty and units across the Mānoa campus; and

WHEREAS, these new policies are also likely to have diverse and complex implications for different academic units and faculty members, with potentially serious implications for faculty hiring, faculty retention, faculty diversity, academic freedom, and various other aspects of the faculty's wide roles in teaching, research, advising, and service; and



WHEREAS, the proposed policy changes include many internal inconsistencies, making them difficult to interpret and to implement; and

WHEREAS, the proposed policy changes appear to be based on unsubstantiated assumptions about faculty performance and roles, leading to unbalanced and unfounded policy proposals; and

WHEREAS, meaningful administrative consultation with the faculty on the revised documents received in September 2023 has not occurred; and

WHEREAS, solicited feedback was collected from faculty and forwarded to administration, but it is unknown at this stage how or if this feedback will be used to remedy substantial faculty concerns with the proposed revisions; and

WHEREAS, there has not been sufficient time for faculty to fully review and respond to the updated policy revisions before the scheduled Board of Regents vote on the proposed Board of Regents policies; and

WHEREAS, the drafting process that has occurred has not included appropriate stakeholders, has been rushed, and has not led to sufficient dialogue or consensus;

THEREFORE BE IT RESOLVED, that the Mānoa Faculty Senate opposes proposed changes to RP 9.202, EP 5.221, RP 9.213, EP 9.203, RP 9.214, EP 9.214, and the document "2A. Faculty Classification for 4-year Campuses 9.1.23"; and

BE IT FINALLY RESOLVED, that the Senate reiterates its requests for (i) a collaborative drafting process that includes a sufficient number and diversity of faculty members from a range of academic units; (ii) a new timeline and proper consultation process with the Senate regarding any proposed changes arising from that collaborative drafting process; (iii) a transparent and full accounting of the underlying assumptions, structural implications, and consequences of the proposed policy changes.