

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.

****All written testimony submitted are public documents. Therefore, any testimony submitted is public information and will be posted on the board's website.**

Your Name (required)

Erin Kahunawaikaala Wright

Your Organization (optional)

Individual

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

ewright@hawaii.edu

Board of Regents Agenda Item (required)

BOR - IV.A. Approval to Award an Honorary Doctorate of Humane Letters to Haunani-Kay Trask

Your Position (required)

Support

Your Testimony/Comments

Your Testimony (pdf or word)

Wright_Testimony of Support for Trask Nomination.pdf (55.3 kB)

December 5, 2023

Aloha mai kākou,

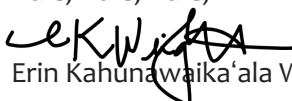
Mahalo a nui loa for the opportunity to provide my enthusiastic support for awarding an Honorary Doctorate of Humane Letters to Dr. Haunani-Kay Trask. Dr. Trask's life's work at the University of Hawai'i at Mānoa and the significant impact she has had on individuals and communities in Hawai'i and abroad speaks directly to spirit of this honor.

As you know, Dr. Trask's nominators organized an outstanding nomination packet detailing her many accomplishments as a poet, leading scholar and public intellectual of the Hawaiian movement, including her role as the founding director of Kamakakūokalani Center for Hawaiian Studies. Thus, I do not want to reiterate what these brilliant nominators have already clearly stated.

Instead, I would like to share a more personal perspective of Dr. Trask as one of the many "daughters" she mentored during her career at UH Mānoa since while she not a mother in my familial mo'okū'auhau, she is certainly the foremother of my scholarly one. Were it not for her scholarship, powerful campus and community presence, her confidence in me and the nurturing of my potential in words and deeds, I know I'd not be in this place of privilege serving my lāhui and our haumāna of Mānoa as the founding director of Native Hawaiian Student Services and, currently, an associate professor in the College of Education at Mānoa. Thus, when Dr. Trask writes about "weaving fine baskets of resilience to carry our daughters in," I am so fortunate to have been a daughter who has directly benefitted from her mentoring. Over 30 years later (22 of which I have worked in the UH System), I have used these lessons to guide me as a teacher and mentor to our educators here and abroad to engage in the hard work EEducation. Indeed, Dr. Trask's scholarly contributions are immense but her impact on our lāhui and Hawai'i through the work of her students (and their students) is immeasurable.

In closing, Dr. Trask demonstrated that our profound aloha for Kānaka can alter critical social institutions such as higher education. Her aloha for our lāhui Kānaka bore a fearlessness in her leadership which transformed higher education for generations of Kānaka. Her leadership created epistemological and physical space for us to feel welcomed, nurtured, and challenged. Furthermore, her lived experience taught us to be brave and speak truth to power in the face of injustice. It is difficult to for me to think of someone else who has so greatly impacted the University of Hawai'i for Kānaka in so many significant ways. For me, this an honor Dr. Trask has earned many times over. Mahalo a nui.

Kū'ē, Kū'ē, Kū'ē,


Erin Kahuna-waike'ala Wright

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Your Name (required)

Ashley Cameron

Your Organization (optional)

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

ashleyec@umich.edu

Board of Regents Agenda Item (required)

BOR - IV.E. Authorizing the University of Hawai'i to Participate in a Memorandum of Agreement (MOA) with the Hawai'i Community Development Authority (HCDA) and the State of Hawai'i Housing Finance Development Corporation (HHFDC) for the Development of Infrastructure and Housing on University of Hawai'i Property in West O'ahu

Your Position (required)

Comments Only

Your Testimony/Comments

To whom it may concern, I wanted to share the impact childcare has had on my ability to take classes, which is currently missing from the development plans. UH Manoa childcare has been instrumental to my ability to take classes to enhance my professional education. Childcare that is accessible and convenient is absolutely necessary to support students, and we are very fortunate to have this in Manoa. Thank you for your consideration for adding the same services to the West Oahu campus.

Your Testimony (pdf or word)

No file attached

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Your Name (required)

Danielle Thompson

Your Organization (optional)

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

Elleandmika@gmail.com

Board of Regents Agenda Item (required)

BOR - IV.E. Authorizing the University of Hawai'i to Participate in a Memorandum of Agreement (MOA) with the Hawai'i Community Development Authority (HCDA) and the State of Hawai'i Housing Finance Development Corporation (HHFDC) for the Development of Infrastructure and Housing on University of Hawai'i Property in West O'ahu

Your Position (required)

Comments Only

Your Testimony/Comments

Please design housing and infrastructure for students and faculty with families, particularly young children. Access to quality and affordable childcare is crucial in the development of community and student success. Having our daughter attend preschool at UHMCC has been a tremendous influence on our family's ability to support our student-parent in his pursuit of a doctoral degree. I hope future development of campus childcare and early education facilities incorporates what's best for our keiki - abundant outdoor space and educators who will foster a lifelong love for learning.

Pursuing higher education should not ostracize people who already have young children, and it should not make students feel like they need to choose between starting a family and pursuing a college degree. Thank you for your consideration.

Your Testimony (pdf or word)

No file attached

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Your Name (required)

Mika D Thompson

Your Organization (optional)

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

mikadt@hawaii.edu

Board of Regents Agenda Item (required)

BOR - IV.E. Authorizing the University of Hawai'i to Participate in a Memorandum of Agreement (MOA) with the Hawai'i Community Development Authority (HCDA) and the State of Hawai'i Housing Finance Development Corporation (HHFDC) for the Development of Infrastructure and Housing on University of Hawai'i Property in West O'ahu

Your Position (required)

Comments Only

Your Testimony/Comments

Please keep student families, particularly students with young children, in mind while designing this space. Many students have children or are family planning. Access to affordable and quality childcare for students and faculty at UHWO, makes the world of difference in student success. As a grad student, having my daughter attend UHMCC near UH Manoa campus, has significantly supported our journey of raising young children while allowing me to pursue my educational goals. Thank you.

Your Testimony (pdf or word)

No file attached

LATE TESTIMONY

Public Testimony Form - University of Hawaii Board of Regents

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Your Name (required)

Deborah Zysman

Your Organization (optional)

Hawaii Children's Action Network Speaks!

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

dzysman@hcanspeaks.org

Board of Regents Agenda Item (required)

BOR - IV.E. Authorizing the University of Hawai'i to Participate in a Memorandum of Agreement (MOA) with the Hawai'i Community Development Authority (HCDA) and the State of Hawai'i Housing Finance Development Corporation (HHFDC) for the Development of Infrastructure and Housing on University of Hawai'i Property in West O'ahu

Your Position (required)

Comments Only

Your Testimony/Comments

Your Testimony (pdf or word)

HCAN Speaks! Testimony - Development of UHWO.pdf (171.7 kB)

TO: The University of Hawai'i Board of Regents

FROM: Deborah Zysman
Executive Director

SUBJECT: Memorandum of Agreement with the Hawai'i Community Development Authority, and the State of Hawai'i Housing Finance Development Corporation for the Development of Infrastructure and Housing on University of Hawai'i Property in West O'ahu.

POSITION: Comments

Thank you for the opportunity to provide comments and recommendations on the development of infrastructure and housing on University of Hawai'i property in West O'ahu. **We request that the Board consider incorporating plans for quality and affordable childcare in the development.**

In order to promote equitable access to education, on-campus childcare should be included in the plan. There is ample evidence that shows on-campus childcare increases student parent retention and success rates. Investing in student parents and their children through on-campus childcare will have tremendous impacts on life outcomes and provide thriving futures for student families.

The benefits of providing access to an on-campus childcare program can be summarized as follows:

- Reduction in student absenteeism and tardiness
- Increase productivity, engagement, and morale among students.
- Utilized as a recruitment and retention tool
- Encourage students to return to their academic careers sooner after the birth of a child.
- Promote balance among school, career, and caregiving duties.
- Allow students to check on their children throughout the day and allow breastfeeding mothers access to their children.
- Frame the institution as an employer of choice.
- Increase the retention of students with children and increase on-time graduation rates.

Substantial evidence exists regarding the positive effect of campus-based childcare on the outcomes of student parents.

Nearly four million U.S. undergraduate students, making up 22% of all undergraduate students, are raising children while attending a post-secondary education program. 70% of student parents are mothers, and 43% of all students are single mothers. A majority of student parents are students of color (53%), with black and indigenous women being particularly likely to be parenting compared with other women and men in college. 53% of student parents are raising a child under six, and a large majority of student parents have one or two children (IWPR and Ascend at the Aspen Institute 2019).

Evidence suggests that **access to child care can affect students' persistence and completion rates**. According to a 2021 Community College Survey of student engagement, approximately one quarter of community college students report spending 21 hours or more each day on caregiving duties. Nearly 30% report that dependent caregiving may cause them to withdraw from school (CCSSE 2021).

A study conducted in 2015 among over 550 community college women students in Mississippi found that nearly one-in-four interrupted their college careers due to insufficient childcare. Moreover, 42% said that **having more stable or affordable care would help them stay in school** (Hess et al. 2014). According to the 2019 Hope Center survey, 56 percent of student parents reported missing one or more days of class during the previous semester due to their childcare arrangements, with 8% missing five or more days. Two in five respondents from the study report that affordable childcare would help them stay in school (Goldrick-Rab, Welton, and Coca 2020).

An 8-year analysis conducted at Monroe Community College in Rochester, New York, suggests that **students who used the on-campus childcare center had greater retention and completion rates relative to peers who did not** (DeMario 2017; Reichlin Cruse et al. 2019).

We urge the Board to consider **incorporating plans for quality and affordable childcare in the development of UHWO**.

Mahalo for this opportunity to provide comments.

With warm regards,

Deborah Zysman
Executive Director

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Child Care Aware of America. 2019. The US and the High Price of Child Care: Appendices. Arlington, VA: Child Care Aware of America.

DeMario, Mary Ann M. 2017. "Outcomes of Monroe Community College Student Parents Who Used the Campus Child Care Center vs. Those Who Didn't, Fall 2006 - Fall 2014. Unpublished Overview of Research Findings."

Dominiak, C. (2019). *On-Campus Childcare: Building a Better Work-Life Balance*. CUPA-HR. Retrieved December 6, 2023, from <https://www.cupahr.org/issue/feature/on-campus-childcare/>

Goldrick-Rab, Sara, Carrie Welton, and Vanessa Coca. 2020. Parenting While in College: Basic Needs Insecurity Among Students with Children. Philadelphia, PA: Hope Center for Community, College, and Justice. .

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Institute for Women and Policy Research. (2021). *EVALUATING THE ROLE OF CAMPUS CHILD CARE IN STUDENT PARENT SUCCESS - Challenges and Opportunities for Rigorous Study*. Institute for Women's Policy Research. Retrieved December 6, 2023, from https://iwpr.org/wp-content/uploads/2021/10/Evaluating-the-Role-of-Campus-Child-Care_FINAL.pdf

IWPR. 2021a. Institute for Women's Policy Research (IWPR) analysis of data from the U.S. Department of Education, National Center for Education Statistics, 2015-16 National Postsecondary Student Aid Study (NPSAS:16).

———. 2021b. Institute for Women's Policy Research (IWPR) analysis of data from the U.S. Department of Education, National Center for Education Statistics, 2012/17 Beginning Postsecondary Students Longitudinal Study (BPS:12/17).

IWPR and Ascend at the Aspen Institute. 2019. "Parents in College: By the Numbers." Fact Sheet, IWPR #C481. Washington, DC: Institute for Women's Policy Research and the Aspen Institute.

Reichlin Cruse, Lindsey, Barbara Gault, Jooyeoun Suh, and Mary Ann DeMario. 2018. "Time Demands of Single Mother College Students and the Role of Child Care in Their Postsecondary Success." Briefing Paper, IWPR #C468. Washington, DC: Institute for Women's Policy Research.

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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 - IV.F. Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Your Position (required)

Oppose

Your Testimony/Comments

Aloha Board of Regents,

I am writing to express my concerns and opposition to IV.F regarding the appointment of the President within the University of Hawai'i System. I offer my testimony as a current student, current faculty member, and proud alumnus. The appointment of the President is undoubtedly one of the BOR's most important responsibilities, and it is critical for the process to reflect the perspectives of the entire Board and the broader UH community.

The suggestion that PIG2 includes only some BOR members and no one from the broader UH community raises concerns about the representation of diverse viewpoints within the decision-making process. It is essential to acknowledge that the PIG2 may not represent the views of the entire Board, let alone the rich diversity of voices within the UH community. The full Board of Regents should be actively involved in such an important decision to ensure the selected candidate aligns with the collective vision and values of the institution.

Additionally, shared governance is a cornerstone of our academic community. The search for a new president should exemplify transparency and inclusivity. To uphold the principles of shared governance, it is crucial to involve various stakeholders, including faculty, staff, students, and community members in the decision-making process. An advisory group, while valuable, cannot substitute for the comprehensive and inclusive participation of the entire University community.

Past presidential searches have set a precedent for including various stakeholders with equal voting rights in the search process. This approach has proven successful in ensuring a balanced and representative decision-making process. I urge the BOR to adhere to this precedent.

Finally, I would like to emphasize the importance of living into organizational values of becoming a Native Hawaiian Place of Learning and promoting diversity, equity, and inclusion. The Mānoa campus has established a search advocate program that is dedicated to advancing diversity, equity, and inclusion in the University's hiring processes. I urge the BOR to consult with and include search advocates and their best practices for the presidential search.

In conclusion, I respectfully urge the Board of Regents to reconsider IV.F and ensure that the process for appointing the next president is inclusive, transparent, and representative of the entire University of Hawai'i System community. Your commitment to shared governance and diversity, equity, and inclusion is crucial to the continued success of our university.

Mahalo for considering my testimony.

Waynele Yu

Ph.D. Candidate, Instructor & UH alumni

Your Testimony (pdf or word)

No file attached

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Your Name (required)

Christie Ann Nitta

Your Organization (optional)

Manoa Staff Senate

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

msschair@hawaii.edu

Board of Regents Agenda Item (required)

BOR - IV.F. Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Your Position (required)

Comments Only

Your Testimony/Comments

Dear University of Hawai'i Board of Regents,

It is with great honor that we have this opportunity to share our thoughts and concerns with the University of Hawai'i Board of Regents regarding the Presidential Search Process, Permitted Interaction Group (PIG). Subsequent to the public announcement of President Lassner's retirement plan, the formulation of the PIG, and now the potential separation of the System President and the Mānoa Chancellor, the Mānoa Staff Senate is graciously requesting feedback before any actions are taken. It is with no doubt that our Mānoa Staff Senate would like to continuously progress with a shared governance approach for the continued success of our University, which we all call 'ohana. With the proposal of the separation of System President and Mānoa Chancellor, the Mānoa Staff Senate, Executive Board strongly requests a detailed response on the items that are listed in our written testimony. As we move forward with the Presidential Search Process, the Mānoa Staff Senate would like to ensure we have a voice from inception to completion.

Mahalo,
Mānoa Staff Senate

Your Testimony (pdf or word)

Written Testimony - President Search and PIG_copy.pdf (329.0 kB)



MĀNOA STAFF SENATE

December 6, 2023

TO: Alapaki Nahale-a, Chair
University of Hawai'i Board of Regents

FROM: Christie Ann Nitta, Chair
Mānoa Staff Senate
University of Hawai'i at Mānoa

Nōweo Kai, Vice-Chair
Mānoa Staff Senate
University of Hawai'i at Mānoa

SUBJECT: Mānoa Staff Senate Written Testimony:
UH Presidential Search Process, Permitted Interaction Group

Dear University of Hawai'i Board of Regents,

It is with great honor that we have this opportunity to share our thoughts and concerns with the University of Hawai'i Board of Regents regarding the Presidential Search Process, Permitted Interaction Group (PIG). Subsequent to the public announcement of President Lassner's retirement plan, the formulation of the PIG, and now the potential separation of the System President and the Mānoa Chancellor, the Mānoa Staff Senate is graciously requesting feedback before any actions are taken. It is with no doubt that our Mānoa Staff Senate would like to continuously progress with a shared governance approach for the continued success of our University, which we all call 'ohana. With the proposal of the separation of System President and Mānoa Chancellor, the Mānoa Staff Senate, Executive Board strongly requests a detailed response on the following items. Mānoa Staff Senate would like to take any and all proactive measures if at all possible, if in the event this proposal is approved.

1. Confirmation that the Mānoa Staff Senate and all other Shared Governance Groups will maintain the same reporting lines (dotted) to the President in the Organizational Chart.
2. Clarification on any and all "interim" Vice President and other "interim" positions reporting to the President and clarification on any and all potential new reporting lines. Please explain in detail.
3. Clarification on any and all new reporting lines to the following but not limited for the: Provost's Office, Mānoa Office of Business and Finance, Equity Assurance Office, Mānoa Intercollegiate Athletics and the Mānoa Native Hawaiian Place of Learning Advancement Office. Please explain in detail.
4. Clarity on and any and all new reporting lines to the following offices: Mānoa Campus Operations, Office of Campus Operations & Facilities, Buildings & Grounds Management, Office of Project Delivery, Facilities Business Office, Office of Campus Services (Auxiliary Services and Department of Public Safety). Please explain in detail.
5. Clarity on the reporting lines Office of the Vice Provost for Student Success, specifically Student Resident Life, including Operations, Administration and Residential Life. Clarity on Student Resident Life on whether this will continue as Mānoa or Hybrid. Please explain in detail.

As we move forward with the Presidential Search Process, the Mānoa Staff Senate would like to ensure we have a voice from inception to completion.

Mānoa Staff Senate voices:

- *“UH Mānoa Staff is a diverse organization of dedicated people with a wide range of skills that we use to improve the UH Mānoa Campus Educational experience. Without UHM Staff involvement, multiple important programs would languish, and Staff input to decide who the next President of the University of Hawai‘i is critical.”*
- Senator Andrew Sensano, Information Technology Specialist
- *“Staff is important to be included in any search or any other campus committee because although we do not make decisions, we are the ones who implement all policies and decisions decided by the executives. We request to be included on the search committee because we bring a more in-depth perspective, as we are the backbone for UHM: the APTs are the ones who create/implement/oversee everything within UHM to assure that things run smoothly. Also, we are heavily vested in the success of this institution.”*
- Senator Diane Nakashima, Catalog Coordinator
- *“Staff are the foundation of the university. The faculties may be the building, and the students may be the occupants, but without the foundation, no structure/university can exist. Staff should have all the rights and privileges that the others have. Therefore, we should be included in the Presidential search process.”*
- Senator Richard Okubo, Fiscal Specialist
- *“Facilities serve as a critical organ in a complex body - staff open doors, wipe floors, collect and dispose of waste throughout campus - indoors and outdoors; maintain running water, hand soap, toilet paper, and hand towels in lavatories; plant, water, and groom lawns and botanical beds; maintain firm foundations beneath physical buildings and sound rooftops; maintain a unique collection of over 4,000 trees across 320 acres featuring trees that have stood tall for over a century.”*
- Senator Nōweo Kai, Curator
- *“President David Lassner approved the Mānoa Staff Senate on July 26, 2019, and has advocated for the staff during his tenure as President of the University of Hawai‘i. The Mānoa Staff Senate represents 1,315 APTs and 579 Civil Service employees, and through our diverse roles on the Mānoa campus, we function as the backbone of the university. From an administrative perspective, without staff, students cannot be enrolled in courses or programs, grades cannot be entered, classrooms cannot be reserved or prepared, and grant funds cannot be administered. To continue President Lassner’s legacy of recognizing the importance of staff, we ask that UH staff be represented in the search process for the next University of Hawai‘i President. The MSS speaks on behalf of all constituents and requires a president who is not afraid to communicate directly with those they lead.”*
- Senator Carol Oshiro, Administrative and Recruitment Specialist
- *“Staff are just important as faculty to our university as we all contribute to creating innovations that help our university continue to grow and prosper. A Staff Representative*

is important to have on the search committee as staff jobs and support for us can be greatly influenced by the President.”

- Senator Reynold Kajiwara, Student Advisor

- *“As the search and selection process for the next UH Mānoa President begins, I believe that is crucial to include the voice of the hardworking and dedicated UH Mānoa Staff. The involvement of staff in the selection process recognizes our contributions to the university's success, but it is also valuable given the diverse representation of the staff. Allowing staff representation in the process will help to foster a greater sense of community and ownership. It will create a shared vision for the success of the University going forward. It will send a powerful message that our voices matter and that the University is committed to creating a more inclusive culture. I urge that our testimony be considered as a way to harness the collective experience and diverse perspectives within the UH Mānoa community.”*
- Senator Raedelle Van Fossen, Educational Specialist
- *“A primary mission of the Mānoa Staff Senate (MSS) is to participate in the Shared Governance of the University of Hawaii at Mānoa, i.e. to have a seat at the table. President Lassner was a key supporter of the formation of the MSS and the newly created system-wide University of Hawai'i Staff Council (UHSC), because he recognized the importance of staff to the University as a whole. The MSS and staff now serve on various campus wide committees and Search Advisory hiring Committees (SAC's). It is vital staff be able to participate in the search for the new UH President. Those candidates need to hear from and about the perspective of staff as they go through the hiring process. Any new UH President would be underserved if they are not afforded the opportunity to learn about Staff and their valuable contributions to the University of Hawai'i.”*
- Senator Carl Dionne, Information Technology Specialist

Listed below are the MSS Senators that represent a wide spectrum of the roles that staff provide for our campus.

Christie Nitta - Human Resources Manager, College of Tropical Agriculture and Human Resources
Nōweo Kai - Curator, Campus Arboretum
Carol Oshiro - Fiscal and Recruitment Specialist, College of Tropical Agriculture & Human Resources
Jennel Sesoko - Director of Branding & Marketing, Provost's Office
Raedelle Van Fossen - Education Manager, Lyon Arboretum
Carl Dionne - Information Technology Specialist, College of Tropical Agriculture & Human Resources
Bernadette Baraquio - Creative Director, College of Social Sciences
Aeza Hafalia - Program Coordinator, Nancy Atmospera-Walch School of Nursing and Dental Hygiene
Reynold Kajiwara - Academic Advisor, College of Natural Sciences, Student Academic Success Center
Diane Nakashima - Catalog Coordinator, Mānoa Catalog Office, Office of the Vice Provost for Academic Excellence
Andrew Sensano - IT Specialist, Outreach College
Michele Inouchi - Senior Fiscal Specialist, DSS – Administrative Services
Jacob Choe - Professional Standards Manager, UH Mānoa Department of Public Safety
Richard Kubo - Fiscal Administrator, Student Diversity and Inclusion
Devon Gordon - Micropropagation Laboratory Manager, Lyon Arboretum
Elmer Ka'ai - Director, Government Relations and Community Affairs, Provost's Office
Jaret KC Leong - Director of Mānoa Academy and Academic Pathways, College of Social Sciences
Nathaniel Kinglsey - Seed Conservation Lab Manager of the Hawaiian Rare Plant Program, Lyon Arboretum
Sarah Simmons - Operations Coordinator, Outreach College

Alapaki Nahale-a
December 6, 2023
Page 4

If you would like to learn more about the MSS, please feel free to take a look at our website at <https://manoa.hawaii.edu/staffsenate/>. The MSS would always welcome any comments or questions that any of the regents have regarding any issue. Mahalo for your consideration on this matter and we look forward to testifying in person at the next Board of Regents meeting.

Aloha,



Christie Ann Nitta
Chair



Nōweo Kai
Vice, Co-Chair



Testimony for 12.07.2023 Meeting

1 message

Bronson Azama <bazama@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Dec 6, 2023 at 8:18 AM

Aloha mai kākou,

Please see my written testimony below. I would also request to be able to provide oral testimony in-person.

Mahalo,
Bronson

 **Azama_BOR Testimony.pdf**
334K



Wednesday, December 6, 2023

TO: University of Hawai'i Board of Regents

FROM: Office of the President of ASUH

Concerns Related to **Agenda Item F**. Recommendations of PIG1 Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

'Ano'ai kākou,

My name is Bronson Azama, I am the current President elect of the Associated Students of the University of Hawai'i (ASUH) at Mānoa, and I am also Chair of the University of Hawai'i Student Caucus (UHSC), which comprises of the 11 student governments in the UH System.

I write to you all today in my position as President of ASUH, to share concerns that I have in regards to the Presidential Search Process. My concerns are regarding the following areas:

- 1) Constituting a PIG (PIG2) as the Search Committee;
- 2) Student Representation on the Search Committee;
- 3) Scope of work and limitations of the Search Firm; and
- 4) The Advisory Group.

To further elaborate on these concerns I first highly discourage that a PIG be formed as the Search Committee. I am deeply concerned to what extent students, faculty, and the community will be able to influence the process from selecting finalists to providing comment on the finalists selected. I did not see any recommendations that would require membership of PIG2 to be diverse and thus demonstrate a robust vetting and screening process. It is concerning that the membership of PIG2 is not clear, because if only Regents are members then the Board of Regents would have full autonomy of the process, which I would be adamantly opposed to. PIGs are also not subject to Sunshine laws in the same manner as that of a committee which is concerning given this is a Public Institution. Although lobbying is a concern, I argue that transparency and appropriate representation are imperative as we select new leadership.

It is further concerning that there is no recommendation for student representation on the Search Committee, and we are rather limited to an Advisory Group, whose efficiency is unclear. Student Representation was allowed in the previous Presidential Search Process in 2013-2014. So, the BOR should continue the set precedent and require adequate student representation on the Search Committee. Since a new Student Regent will be selected during this process, I

encourage the Board of Regents (BOR) to include diverse student representation on the Search Committee, to represent the 11 campuses, which ASUH Mānoa should be granted a seat in the same manner we have been offered previously for Dean Searches. In my personal capacity, I would specifically encourage student representation from UH Mānoa, the Community Colleges, and Neighbor Islands.

In my personal capacity, I further encourage that the Search Committee should consist of diverse representation from Students, Faculty, Community, indigenous Hawaiian perspective, and not be solely board members of the Regents.

Concerns related to the hiring of a Search Firm, are regarding the scope of work the Search Firm would be tasked with, and the influence the firm would have on the Search Process. I would not oppose a Search Firm being hired for backhouse work such, and similar to the following recommendations by PIG1:

- communicate and provide counsel to applicants, as appropriate;
- interview references and perform due-diligence checks;
- organize candidate interviews; and
- help develop a position profile.

I have concerns on the following recommendations by PIG1 for the Search Firm's scope of work:

- Facilitate a board review of institutional strengths and challenges that includes an organizational assessment that defines what the institution needs now and in the years ahead, in particular:
 - how we compare to benchmark institutions
 - organize the search process and the search committee's work;
 - manage nominations and applications
 - advise the search committee on developing its final recommendation to the board; and
 - guide the board and the institution in the transition to a new president.

How necessary is funding an assessment? And who and how do we hire to determine the "years ahead"? The BOR should consider a student-led assessment on what our vision for a model student experience and University should be to inform the "years ahead", rather than hiring an outside organization coming in boots on the ground and money in hand, to make recommendations that may impact our experience. Furthermore, Hawai'i is a unique place, and our actions should not be influenced by benchmark institutions on the continent, and rather we should look to indigenous institutions in places like Aotearoa, and the traditional knowledge of this space to inform what Higher Education looks like in the Pacific.

Some of my concerns regarding the Search Firm are that "organize" and "manage" are not defined. It should be clear that the firm is not vetting, and/or screening applicants, that should be the sole responsibility of the Search Committee. It should also not be the job of the Search Firm to advise the Search Committee in its selection of a finalists, as this undermines the purpose of

the Advisory Group that is also recommended to be established. The Search Firm should have no authority as a private entity to “guide” a public institution in its transition of a New President, that should be an internal process of UH.

Finally in regards to the Advisory Group, I would advise against its formation and rather encourage that the membership recommended for the Advisory Group be constituted as the Search Committee, and also include a seat from Hawai‘inuiākea and the Pūko‘a Council.

Thank you for taking the time to read this testimony, and I hope this will lead to action for an inclusive, diverse, and robust Presidential Selection Process as we select our next President of the University of Hawai‘i.

Mahalo,

A handwritten signature in black ink, appearing to read "B. Azama".

Bronson Azama
111th ASUH President



Testimony re Presidential Search

1 message

David C Duffy <dduffy@hawaii.edu>

Wed, Dec 6, 2023 at 9:27 AM

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

Cc: David C Duffy <dduffy@hawaii.edu>

Please accept the attached testimony in regards to the findings and recommendations of the Presidential Selection Process Permitted Interaction Group (PIG1)

Mahalo,

David Duffy

--

David Duffy Ph.D.
Gerrit 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](#)
[1-808-754-6299](#)



To The Regents.docx

17K

To: The Regents
RE: Final Report of the Presidential Selection Process Permitted Interaction Group
Date: 6 December 2023

Aloha:

I appreciate the opportunity to review the document “Final Report of the Presidential Selection Process Permitted Interaction Group of November 9. A lot of work went into it, but there are several concerns that if addressed might facilitate the process and its eventual success.

“We recommend the BOR hire a search firm with Hawaii expertise and/or a Hawai‘i focus to conduct a national search and provide the following services:”

May I suggest you focus on hiring a firm with national experience, rather than setting a priority for a firm with Hawaiian expertise or focus. UH is a state, national, and international education institution and the hire needs to operate comfortably at all three levels.

“Facilitate a board review of institutional strengths and challenges that includes an Organizational assessment that defines what the institution needs now and in the years ahead, in particular:”

This seems to be confusing the search function by an outside firm with the BOR’s responsibilities. In addition, there is no way a search committee will be able to undertake these additional tasks in real time if we are to have a new president on board by the end of next year. The search firm might best focus on “organization culture and morale” as these will help determine the success of any future hire: are they a good fit?

*“We recommend the BOR separate the current position of the system President and Chancellor and hire for system President only a this time.
We recommend this change in the system President position be reflected in the position description to be developed with the help of the search firm and be adopted by the BOR.”*

This backdoor approach is not helpful. It took years and tens of thousands of dollars to create the current management system with the President and Chancellor positions as one. A lot of thought and work went into the merger. Many disliked the change initially but we have learned to live with it. Having a new hire deal with this will not be the best way to help them succeed.

Also in the wider world of American academics, this change may result in reducing the pool of competent candidates. System presidents do not have buildings and football teams under their control; these are the domain of chancellors of individual academic units. Presidents of such systems have to work through their chancellors and be the interface between a board of regents and the units that do the educating. Such positions may have limited appeal.

“We recommend the BOR take into consideration the collective feedback garnered by this listening phase when drafting the position description for the next President.”

What exactly does this mean? I would strongly suggest you ask Dr. Lassner for his thoughts on what works and what doesn't.

“We recommend the BOR constitute a permitted interaction group as the search Committee, to develop a pool of candidates, screen, and recommend to the BOR a list of three finalists for the BOR to consider.” So how will this interact with the search firm as these firms are usually hired to do these tasks.

The Board needs to keep in mind that the next President must have a constituency to support them as they move forward, if they are to be effective and last more than three years. Having faculty and staff on the PIG would help in this.

In conclusion: I wish you good luck in this task, perhaps the most important the Board will be called upon to do. I also hope that the Board will not yield to any temptation to short circuit the selection process. In Hawai`i we make haste slowly. It can be frustrating but this is preferable to fast actions that we might come to regret for years.

Mahalo for your consideration,

David Duffy, professor of the Life Sciences at Manoa
808-754-6299
dduffy@hawaii.edu



Testimony re: Presidential Search Committee process

1 message

Lois Yamauchi <yamauchi@hawaii.edu>
To: bor.testimony@hawaii.edu


Wed, Dec 6, 2023 at 9:47 AM

Please make my testimony available to the BOR members for tomorrow's discussion of the Presidential Search Committee process.

Thank you,
Lois A. Yamauchi

--

Lois A. Yamauchi, PhD
Professor and Chair
Dept. of Educational Psychology
University of Hawai'i at Mānoa
Email: yamauchi@hawaii.edu
Zoom: [Lois's Zoom Room](#)

 **Yamauchi testimony 12.06.23-Presidential Search.pdf**
269K



UNIVERSITY
of HAWAII®
MĀNOA


College of Education
Educational Psychology

Ke Kulanui o Hawai'i ma Mānoa

December 6, 2023

Testimony

To: Board of Education
University of Hawai'i

From: Lois A. Yamauchi. 
Chair, Educational Psychology

Re: Opposition to the proposal to convene a PIG2 with only a few BOR members

I am writing as a professor and the Chair of Educational Psychology at the University of Hawai'i. I grew up in Hawai'i, and my extended family has a strong connection to UH. I am an alumnus, having received my bachelor's, master's, and doctoral degrees from UHM.

As a faculty and community member, **I am writing in strong opposition to the proposal that only a small number of BOR members on the PIG2 would decide who will be the next President of the University and that the opinions of other stakeholders' (faculty's, students', and broader community members') will be relegated to an "advisory" capacity only.** This goes against past precedent, in which a broader array of stakeholders was represented on the search committee with equal votes.

Obviously, the selection of the next President is an important decision and will affect all of us in the University and broader community. This is an important time for the University, as we emerge from the COVID pandemic, face many economic and social challenges in our State, and must continue to develop our campuses as Hawaiian places of learning. The University President will lead us to achieve these important goals. It is crucial that all stakeholders including all BOR members have a voice in the selection of the President.

At a time when there is growing distrust in government, including the University administration, I urge you to broaden the scope of participation in the Presidential Search. It may be more "convenient" to have a smaller group make a decision, but such a process will engender distrust and resentment. The BOR is appointed by the Governor, so the typical community member does not have a voice regarding who serves on the Board. Choosing only a small group of BOR members to be on a Presidential Selection Committee conveys to the community that the University is a closed society where only a few people get to choose its leaders. **As a democratic institution, we need to model processes that are open, transparent, and provide all stakeholders with a voice regarding who will lead us.** I urge you to convene a selection committee that includes a broader array of stakeholders and a process that includes all BOR members.

Mahalo for your time and opportunity to provide input on this process.

1776 University Avenue, Wist Hall 214
Honolulu, Hawai'i 96822-2463
Telephone: (808) 956-7775 Fax: (808) 956-6615
Email: edpsych@hawaii.edu

Testimony from the Kapi'olani Community College re: PIG recommendations for UH Presidential Search

1 message

Kapiolani Community College Staff Council <askstaff@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Dec 6, 2023 at 11:16 AM

Good morning Board Office,

On behalf of the Kapi'olani Community College Staff Council, we are submitting testimony in response to the Permitted Interaction Group's recommendations regarding the UH Presidential Search.

Warmly,
Cheryl Miyahara
Chair, Kapi'olani Community College Staff Council

--



Sent on behalf of the Staff Council
Kapi'olani Community College
[4303 Diamond Head Road](#) • Honolulu, HI 96816-4421
Web: [Staff Council](#) • [Bylaws](#)
Request funding: [Professional Development Fund](#)
Donate: [Nurture Staff Development](#) (tax deductible)

 **Testimony_StaffCouncil_12-05-2023-CM.pdf**
58K



UNIVERSITY of HAWAII*
KAPI'OLANI
COMMUNITY COLLEGE
Engage. Learn. Achieve.

Staff Council
SENT ELECTRONICALLY:
BOR.TESTIMONY@HAWAII.EDU

December 5, 2023

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

Testimony from the Kapi'olani Community College Staff Council re: Staff Participation in
the Executive Search Process for the UH President

Deliberation and Decision Making Regarding the Final Report from the Presidential
Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS,
to Investigate and Make Recommendations Regarding the Presidential Search Process
and Potential Action on the Presidential Search Process
December 7, 2023 UH Board of Regents Special Meeting

Dear Chair Nahale-a, Vice Chair Lee, Vice Chair Wilson, and Board of Regents Members,

We'd like to take this opportunity to thank the members of the Presidential Selection
Process Permitted Interaction Group (PIG) for their recommendations outlined in the final
report dated November 9, 2023 and reiterate our request to include staff in the formal
process of recruiting and vetting potential candidates to serve as the next University of
Hawai'i President.

As the authorized governance organization representing over 150 staff members,
including clerical, auxiliary services, and administrative, professional, and technical (APT)
staff, the Staff Council represents staff on governance matters, including the hiring
process for executive managerial employees. Our staff members have previously been
part of important systemwide initiatives, including the formation of the UH Strategic Plan,
and their participation ensured staff voices were heard on matters that impact all
employees throughout the ten UH campuses.

Kapi'olani Community College's Staff Council encourages the Board of Regents to
include staff representatives in the forthcoming executive search committee. Staff are
among the four recognized constituents in the University of Hawai'i's shared governance
and is represented by the systemwide UH Staff Council, who has taken a position to ask
for the inclusion of staff in the executive search for the next UH President. Our recent
progress in forming the first-ever systemwide staff governance organization would be
overshadowed by the current recommendations by the PIG, which excludes staff, faculty,
students, and Native Hawaiian constituents entirely from the search process.

4303 Diamond Head Road, Kalia 101
Honolulu Hawai'i 96816-4221
Telephone: (808) 734-9365
Email: askstaff@hawaii.edu

We also encourage you to include representatives from the community colleges, as we comprise seven of the ten UH campuses serving over 24,000 (more than half) students enrolled statewide. Our academic mission and purpose are aligned with the University's strategic directions and have unique needs and contributions given the geographic diversity of the populations we serve.

Thank you for your consideration.

Cheryl Miyahara
Chair, Staff Council
Kapi'olani Community College

Testimony from the Association of Emeritus Regents re: PIG recommendations for the UH Presidential Search

1 message

Brandon Higa <regent.higa@hawaii.edu>

Wed, Dec 6, 2023 at 3:45 PM

To: BOR.Testimony@hawaii.edu

Cc: "James H. Q. Lee" <jhqlee@dnslwc.com>, "Joseph F. Blanco" <blancohawaii@gmail.com>

Good afternoon Board Office,

On behalf of Chair James Lee and the Association of Emeritus Regents, I am submitting the attached testimony for the Regents' consideration for tomorrow's discussion regarding the Permitted Interaction Group's recommendations for the UH Presidential search.

Warmest regards,
Brandon

--



Brandon Marc Higa, J.D.

Vice-Chair, Association of Emeritus Regents

Ex-Officio, Regents Candidate Advisory Council

University of [Hawai'i](#) 2444 Dole Street Honolulu, HI 96822

Web: [AER](#) • [Board of Regents](#)

 **12062023_AER_TestimonyPIG-UH-Pres..2.pdf**
102K

Association of Emeritus Regents

James H.Q. Lee, Chair
Brandon Marc Higa, Vice-Chair
J. F. Blanco, Secretary-Treasurer

Testimony to the University of Hawai'i Board of Regents

Hearing Date:

9:00 AM, Thursday, December 7, 2023

ITS Room 105 A/B & Videoconference

Submitted by:

ASSOCIATION OF EMERITUS REGENTS

UNIVERSITY OF HAWAI'I

Chair Nahale-a, Vice-Chair Lee, Vice-Chair Wilson, and Members of the Board of Regents:

The Association of Emeritus Regents (AER) of the University of Hawai'i respectfully submits testimony in response to the agenda item, *Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process*. The Association of Emeritus Regents offers the following comments on behalf of its members, who include emeritus regents who served on the Board during prior actions consolidating the president and Mānoa chancellor roles.

We believe that it is important that the process of choosing the next University of Hawai'i president be accomplished correctly. If the process is flawed, the new president who you select, will not have the support necessary to succeed. Your next president needs to have the support of UH's constituents - the students, the faculty, the administrators, the alumni and the public. If the constituents are not meaningfully involved in the selection process, your new president will start the new administration without the constituents' support. We have the following recommendations:

I. The Selection Committee should include representatives from the four authorized governance organizations at the University of Hawai'i in keeping with best practices as promulgated by the Association of Governing Boards and uphold UH's commitment to shared governance. The Board should also consider the inclusion of a member of the community on the Selection Committee.

AER only sees a downside to excluding faculty, student, student, and community members from the search committee. The Board has upheld UH's commitment to shared governance by way of its ongoing relationships with the faculty through the All Campus Council of Faculty Senate Chairs, the students through the UH Student Caucus, the Native Hawaiian constituents through the Pūko'a Council, and the staff through the newly formed UH Staff

Council. By appointing Board liaisons to these four shared governance organizations, the Regents further reinforce these constituencies as critical voices to governance at the University of Hawai'i.

Including representatives from the authorized governance organizations on the Selection Committee ensures that their voices and unique perspectives are represented throughout the search process. Furthermore, inclusion is the only way to prevent a situation where non-regent voices are relegated to second class status, which is inconsistent with the Board's continued commitment to these stakeholders. The proposed advisory committee relegates the non-regent voices to second class status.

The AER also suggests that the Selection Committee include a community member. As the only public higher education system in the State of Hawai'i, the University of Hawai'i is deeply entwined in the lives of Hawai'i's communities. In particular, we encourage the Board to consider including representatives from the University of Hawai'i Foundation, UH Alumni Association, and other community organizations with long commitments to UH's success. to participate in the search process. The UH President engages with the public and amplifies the reach of UH through these community organizations. We cannot foresee the search process being complete without these community voices represented.

II. The search firm's qualifications and focus needs to be explicit.

One of the search firm's criteria for qualifications should be experience in hiring higher education leaders. This important criteria is not stated. Executive leadership in public higher education, particularly at an indigenous and Native Hawaiian serving institution, requires a search firm with a nuanced understanding of our institutional priorities to effectively match potential candidates with the University of Hawai'i.

Furthermore, as stated in the Report, PIG2's charge is stated in the report as follows: "The scope of the search shall be national with a Hawai'i focus [*italics added*]. The meaning of "with a Hawai'i focus" is unclear. The AER encourages the Board to consider explicitly defining the expectations of the search firm in recruiting candidates with proven commitments to leading higher education institutions with commitments similar to UH's regarding its native and indigenous peoples.

III. Separating the Mānoa Chancellor position from the UH Presidency as a search criteria is illogical since the BOR has not made that decision.

The UH President and Mānoa Chancellor positions were re-consolidated as a result of a Board vote on November 15, 2018 at Honolulu Community College. This action was part of the first phase of a comprehensive re-organization of Mānoa campus, which has continued to

evolve under the current leadership of UH President David Lassner. The PIG's proposal to split the UH President and Mānoa Chancellor positions raises three critical issues that must be decided before committing to this decision.

- a) What is the rationale for this? No rationale is provided.
- b) Who will become the Mānoa chancellor? With what job description?
- c) The proposal to split the UH President and Mānoa Chancellor is a reorganization that requires a lengthy process, including consultation and conferral with the faculty. Therefore, how can the PIG propose to reverse the consolidation in a single Board meeting without considering the ramifications of splitting the positions?

AER members serving on the Board when the UH President and Mānoa Chancellor positions were re-consolidated in 2018 took years to accomplish combining the two positions. Expert opinion was provided by WICHE as any major changes to Mānoa leadership and the UH System will affect the accreditation for all ten campuses. By linking the search for president with the splitting of the president's and chancellor's position in essence forces the entire BOR to accept the split without being able to consider the benefits and/or the negatives of the combined position. For the public, this appears to be a backdoor attempt to split the presidency and the Mānoa chancellor positions.

IV. The proposal to have 2 x 2 interviews denies the right of the full Board of Regents to evaluate and meaningfully discuss the finalists . The final interviews with finalists may be conducted via executive session.

The last item in the PIG's recommendation states the final round of interviews will allow the Board to "conduct 2x2 interviews of the finalists with BOR members that can be done in closed sessions." Since some of the regents will be on the search committee, they will have already had the chance to interview the finalists in a closed session. An executive session would allow the entire Board to interview finalists instead of having multiple 2x2 interviews and is consistent with other executive searches conducted by the Board.

Thank you for your consideration of our comments. Finding the next president for the University of Hawai'i System is probably the most important task in which you will have as a sitting Regent. We wish you much success in finding the next president to lead the University of Hawai'i.

ASSOCIATION OF EMERITUS REGENTS
UNIVERSITY OF HAWAI'I

s/James H.Q. Lee, Chair
s/Brandon Marc Higa, Vice Chair
s/Joe Blanco, Secretary Treasurer



UNIVERSITY
of HAWAII
SYSTEM

LATE TESTIMONY

BOR Testimony <bortest2@hawaii.edu>

testimony for Dec 7 BOR meeting re PIG1 report

1 message

randolph moore <makikimoore@gmail.com>
To: "bor.testimony@hawaii.edu" <bor.testimony@hawaii.edu>

Wed, Dec 6, 2023 at 4:39 PM

my testimony is attached. mahalo!

 **testimony to BOR re selection of UH president 120623.pdf**
311K

Randolph G. Moore

December 6, 2023
via email

Board of Regents
University of Hawai'i

Subject: PIG1 report re selection of UH president

Aloha Regents,

I appreciate the opportunity to comment on the PIG1 final report dated November 9 that you will consider at your December 7 meeting, and regret I will not be able to attend your meeting in person.

- 1) Recommendation II.B on page 2 of the report sets forth the criteria the Board will want to see in the search firm the Board will engage. The criteria do not include "experience in the search process for higher education leaders." Was this an intentional omission, and if so, why?
- 2) No rationale is provided for recommendation II.F. on page 3 that the search be for the position of president of the University, not the incumbent's current position as president of the University and leader of the Mānoa campus. The president currently supervises the Mānoa provost as well as the Mānoa campus offices of business and finance, intercollegiate athletics, native Hawaiian place of learning advancement, and equity assurance. If the new president will not have these Mānoa campus responsibilities, who will? And the separation of the president's job from the Mānoa campus responsibilities appears to be a reorganization, which is a process requiring many months to accomplish, including the consult-and-confer process with the bargaining units representing campus and system faculty and staff. It cannot be accomplished in a single Board meeting.
- 3) No rationale is provided for Recommendations II.J and II.K on page 3 and 4 that there be two search committees, one a committee comprised exclusively of regents, and the other an "advisory search group." The advisory search group has no clearly defined duties and is to be comprised of representatives of the "faculty, staff, students, administrators, alumni and members of the broader community or other constituencies." Relegating these groups to a second-class status in the selection process disrespects them. It also creates additional University staff work necessary to support the advisory search group.

Hiring a new president is perhaps the most important work that the Board does. It is best for the University that this work is done thoughtfully and transparently.

With best wishes,





BOR Meeting 12/07/23 Testimony

1 message

Kyson James-Foree <kysonjf@hawaii.edu>
To: bor.testimony@hawaii.edu

Wed, Dec 6, 2023 at 9:31 PM

Aloha,

Attached is testimony relating to Agenda Item F I would like to submit for tomorrow's BOR meeting. I will also be attending the meeting in person to give oral testimony. I apologize for the late submittal and thank you for your understanding.

Mahalo,
Kyson James-Foree

 **James-Foree BOR Meeting 12_07_23 Testimony .pdf**
343K



Wednesday, December 6, 2023

TO: University of Hawai'i Board of Regents

FROM: ASUH Undergraduate Academic Affairs Committee Chair

Concerns Related to **Agenda Item F**. Recommendations of PIG1 Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Aloha mai kākou,

My name is Kyson James-Foree, I am a current senator for the College of Arts and Science in the Associated Students of the University of Hawai'i at Mānoa (ASUH) and I serve as the chair of our Undergraduate Academic Affairs Committee.

I write to the board today to express my concerns as an ASUH member regarding the Presidential Search Process as recommended by PIG1. My primary concern is that the recommended process curtails the ability of the University of Hawai'i's student body to be properly represented in the search and that the recommendations also lack a commitment to an inclusive and diverse process that accounts for the wide range of perspectives and beliefs of our University's stakeholders.

Under the current recommendations of utilizing a PIG as the Search Committee, the extent to which students, faculty, and the wider community will be able to influence and provide input on the selection process is unclear and worrying, especially given that based on the report, the membership of PIG2 will be limited to BOR members. Furthermore, the only recommendations that concern student, faculty, and community involvement seem to reduce and limit their capacity to an advisory group, open forums, and surveys, all of which seem to be at the discretion of the BOR. I am very concerned that the recommendations, if followed, will grant the BOR too much authority over this process and, thus, the future of our UH system. Without proper measures being implemented to ensure that the voices of UH's stakeholders are an active and critical component of the search process, I am unsure of whether or not the Search Committee created will be held accountable to follow through on their responsibility to be inclusive of the people the University seeks to serve.

Membership in the advisory group outlined in the recommendations requires appointment by the BOR, which, in my opinion, circumvents the right of the student body and the faculty from being able to put forward individuals to represent them. In my personal capacity, I encourage the BOR

to empower organizations like ASUH, GSO, and the faculty senate to appoint representatives to sit on the advisory group or potentially the Search Committee itself, especially given that these organizations exist to be the voice of these groups. The University of Hawai‘i already has the mechanisms for student and faculty representation; therefore, I see no reason why the search for a new President should not look to include them in that process.

Furthermore, I am also concerned about the lack of power given to the advisory group, where the recommendations place the ability of the advisory group to provide input at the discretion of PIG2, given that they are to “provide advice to PIG2 **as requested.**” In my personal opinion, this shows a startling lack of commitment to adhere to any of the advice coming out of the advisory group, thus rendering the already limited student, faculty, and community representation rather pointless. If there is to be any form of representation, it should not be utilized to check boxes but instead form a substantial and meaningful part of this process where the words of UH’s stakeholders are not only heard but acted upon.

It is with that understanding that I believe student and faculty representation should not be reduced to an advisory group and instead should be granted a seat at the table in the Selection Committee itself.

Mahalo for taking the time to read this testimony; it is my hope that the board will consider more inclusive ways to conduct its Presidential Selection Process that incorporates the diverse voices of the kaiāulu the University of Hawai‘i fosters.

Me ke aloha,

A handwritten signature in black ink, appearing to read "Kyson James-Foree". The signature is written in a cursive, flowing style.

Kyson James-Foree

Senator for the College of Arts and Science

Chair for the Undergraduate Academic Affairs Committee



Written Testimony Board of Regents Meeting 12/07

1 message

Mariko Quinn <marikooq@hawaii.edu>
To: bor.testimony@hawaii.edu

Thu, Dec 7, 2023 at 3:39 AM

Aloha,

My name is Mariko Quinn and I am currently a senior at UH Mānoa. I am submitting written testimony for the Board of Regents meeting on December 7th at 9 am, and also planning on giving in person testimony.

Mahalo for your time and consideration,
Mariko

 **Board of Regents Testimony 12_06 .pdf**
348K



Wednesday, December 6, 2023

TO: University of Hawai'i Board of Regents

FROM: Senator of School of Ocean and Earth Sciences (SOEST)

Concerns Related to **Agenda Item F**. Recommendations of PIG1 Regarding the Presidential Selection Process and Potential Action on the Presidential Selection Process

Aloha mai kākou,

My name is Mariko Quinn and I am the current Senator for the School of Ocean and Earth Sciences and Technology (SOEST) of the Associated Students of the University of Hawai'i at Mānoa (ASUH). I am also the Vice Chair of the Undergraduate Academic Affairs committee under ASUH.

I write to you all to express my concerns regarding the Presidential Selection Process created by the permitted interaction group (PIG1). My overall concern with the process outlined by PIG1 is that it fails to effectively and meaningfully incorporate input from students, faculty, staff and community members.

To begin, the permitted interaction group recommends that another PIG, PIG 2 be created by the Board of Regents to serve as the search committee itself. The specifics as to how this group will be created is unclear based off of the report alone. However, it currently does not appear that there are any specifications for specific groups that should be represented on this PIG. As such, there is no assurance that PIG 2, the search committee of which will be responsible for determining finalists, will comprise a diverse set of individuals.

It appears that one of the main components for external input on the search from people that are not part of the search committee will come from feedback generated by the survey being conducted over the next two months. While it is indicated that this survey will be available to all constituents and stakeholders, the report states that the feedback provided will be "taken into consideration" for the position description created by the Board of Regents. The lack of specificity in this language outlines no commitment to ensuring that the feedback provided from these surveys is reviewed in its entirety nor does it ensure that it will be integrated valuably into the ideas put forth by the BOR in the position description.

Similarly, I am concerned about the language surrounding the implementation of the Advisory Group. According to the report, the group will provide “advice to PIG2 as requested by PIG2”. It is my belief that leaving advice from the very people who are the lifeblood of this institution to be included only “as requested” all but ensures that their opinions and voices will not be implemented in a substantial way throughout this process.

Perhaps the most concerning aspect of the outlined search process is the creation of the aforementioned Advisory Group. This Advisory Group is meant to be composed of community members, faculty, staff, students and other administrators as to include non-board members in the process. However, the report states that this Advisory Group will consist of about four to six members. Considering that the President role covers 10 campuses on four different islands, it is unreasonable to expect that four to six seats on an advisory group is remotely sufficient to encompass the voice of such a wide range of stakeholders.

Furthermore, the report states that members of the Advisory Group will be selected by the Board of Regents. This selection process eliminates the ability of students and other groups to be able to voice who should be allowed to speak on their behalf. The university already has two student organizations such as ASUH and the Graduate Student Organization which are representatives of the student body. These organizations and similar ones for faculty could be utilized to support the Board of Regents in their nomination process and ensure that individuals are selected that can speak on behalf of a large group of people.

Overall, I am here today to advocate for the voices of students, faculty, staff and community members to be incorporated into the search committee itself, as opposed to an Advisory Group. By allowing these constituents to directly voice their concerns to the broader group in a direct way, and providing the opportunity for feedback at all levels, this option would largely resolve concerns about how feedback and input will be utilized. Considering the reach of this role, it is imperative that those who make up the vast majority of the university system-and not just a select few- are integrated into the selection process at every step. These parties deserve a direct hand in selecting the finalists for the position.

Thank you for taking the time to read and consider this testimony. I truly hope that the board is able to develop a search process that is inclusive of all members of the university, as we look together toward what this system could become.

Mahalo nui,

A handwritten signature in black ink, appearing to read 'Mariko Quinn', with a large, stylized flourish at the end.

Mariko Quinn - Senator of School for Ocean and Earth Sciences and Technology

LATE TESTIMONY

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.

****All written testimony submitted are public documents. Therefore, any testimony submitted is public information and will be posted on the board's website.**

Your Name (required)

Shawn Ford

Your Organization (optional)

Kapi'olani Community College Faculty Senate

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

sford@hawaii.edu

Board of Regents Agenda Item (required)

BOR - IV.F. Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Your Position (required)

Oppose

Your Testimony/Comments

Aloha Regents,

Please find attached testimony from the Kapi'olani Community College Faculty Senate regarding the Presidential search process.

Mahalo,

Shawn Ford

Faculty Senate Chair



UNIVERSITY of HAWAII®
KAPI'OLANI
COMMUNITY COLLEGE

Engage. Learn. Achieve.

Faculty Senate

December 6, 2023

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

Testimony from the Kapi'olani Community College Faculty Senate re: Participation in the Executive Search Process for the UH President

Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

December 7, 2023 UH Board of Regents Special Meeting

Aloha Chair Nahale-a, Vice Chair Lee, Vice Chair Wilson, and Board of Regents Members,

The Kapi'olani Community College Faculty Senate would like to recognize the Board of Regents for all of the important work you do for the UH System and the State of Hawai'i. In that vein, we respectfully request that the Regents reconsider several of the recommendations made by the Presidential Selection Process Permitted Interaction Group (PIG1), particularly recommendations II. J. & K. regarding the search committee and "advisory group".

Whereas the PIG1 Final Report recognizes that the recommendations "should cover the best practices steps of presidential searches" (section I.F.), neither of recommendation II.J. or II.K. represent best practices within the framework of shared governance as understood by accreditation agencies and education researchers, and as we have experienced in the past two UH President searches.

Instead of organizing a "separate advisory group to include non-board members representing groups such as faculty, staff, students, administrators, alumni, and members of the broader community or other constituencies ("Advisory Group") consisting of between 4 and 6 members who will provide advice to [a BOR-constituted permitted interaction group (PIG2)] as requested by PIG2," we respectfully request that the BOR organize a search committee that comprises the BOR members referred to in Section II.J. and the non-board members identified in Section II.K., all of whom are empowered to fully participate in and vote throughout the entire presidential selection process. This search committee would then be recognized as a best practice within principles of shared governance that we all strive to follow in the UH System.

4303 Diamond Head Road
Honolulu Hawai'i 96816-4221

Website: <https://facultysenate.kapiolani.hawaii.edu>
An Equal Opportunity/Affirmative Action Institution

We also encourage the BOR to be sure to include representation from the community colleges, as we comprise seven of the ten UH campuses and serve over 24,000 (more than half) students statewide. Our academic missions and purposes are aligned to UH strategic directions, and our colleges have unique needs and make unique contributions, given the geographic diversity of the populations that we serve.

We look forward to a collaborative and transparent search process for the next UH President, who will guide the UH System as a premier indigenous-serving education institution that strives to meet the changing needs of 21st-century Hawai'i.

Mahalo nui loa,
Shawn M. Ford *Shawn Ford*
Faculty Senate Chair
Kapi'olani Community College



LATE TESTIMONY

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Your Name (required)

Sonja Giardina

Your Organization (optional)

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

sonjagia@hawaii.edu

Board of Regents Agenda Item (required)

BOR - IV.F. Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Your Position (required)

Comments Only

Your Testimony/Comments

Your Testimony (pdf or word)

Giardina BOR Testimony President Search 12_07_2023.pdf (117.3 kB)

Wednesday, December 6, 2023

TO: University of Hawai'i Board of Regents

FROM: Sonja Giardina

Concerns Related to **Agenda Item F**. Recommendations of PIG1 Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Aloha mai kākou,

My name is Sonja Giardina and I am a student at the University of Hawai'i at Mānoa in the School of Ocean and Earth Science and Technology (SOEST).

I am writing to express my concern regarding the Presidential Search Process proposed by PIG1. My primary concerns are regarding the failure of this search process in representing and incorporating student, faculty, staff and community perspectives. As the proposed search process stands, there is a lack of space for robust and intentional inclusion of the student body in particular. The students are the most important part of the University of Hawai'i and this significance should be represented in the committees that make decisions regarding our future as haumāna.

My first specific concern is in regards to the creation of PIG2 as the search committee. The extent to which anyone outside of the BOR would be included in the development of the PIG2 is unclear. This does not inspire confidence that the PIG2 membership will be representative of the diverse student body and other stakeholders of the university, especially given that there are no specific recommendations regarding diversity in this search committee. It is implied that the BOR will have complete autonomy in constituting the PIG2, which further removes control over the selection process from the University of Hawai'i community of stakeholders. Being that the PIG2 will have the primary responsibility in selection of the Presidential candidate, this lack of inclusion is highly discouraging to me.

I have multiple concerns regarding the selection of the Advisory Group. First, the aim of the group is to represent "groups such as faculty, staff, students, administrators, alumni, and members of the broader community or other constituencies." Stated here are seven stakeholder groups of the University of Hawai'i. The Advisory Group will be composed of only four to six members. How can four to six people represent constituents from seven different stakeholder groups from 10 campuses statewide? I am concerned that the seats on the advisory group will be insufficient in representing the large array of voices that have a stake in this selection process.

One of my most pressing concerns is regarding the process of forming and selecting the Advisory Group. The report states that the BOR will be selecting the members of the Advisory

Group. I argue that selecting an Advisory Group that is meant to represent students, faculty, and other stakeholders should be chosen by those groups. There are existing campus organizations such as Associated Students of the University of Hawai‘i (ASUH) and the Graduate Student Organization that have gone through elections processes to select candidates for the student body. These organizations, along with parallel institutions for faculty, could assist in making the selection process of the Advisory Group representative of a wider array of people.

In addition, once the group is chosen, advice from them is only given “as requested.” This does not reassure me that this group of constituents representing the community will be given adequate access to give meaningful input throughout the selection process. I would rather see members who would have been seated on this Advisory Group placed on the Search Committee itself.

I am writing to the board today as a student requesting that fellow students and other members of our community are given a meaningful place at the table when selecting a position that could impact all of our lives for a decade or more. I believe that stakeholder input should be taken beyond being listened to and considered by the BOR, but earnestly incorporated throughout the selection process. This is what the student, faculty, staff, community, and other stakeholders deserve.

Thank you very much for taking the time to read this testimony. I look forward to seeing action towards a more inclusive search process that brings all stakeholders to the table so we can begin working towards a better University together.

Mahalo,

A handwritten signature in black ink that reads "Sonja Giardina". The signature is written in a cursive, flowing style.

Sonja Giardina

Student of the School of Ocean and Earth Science and Technology

LATE TESTIMONY

Public Testimony Form - University of Hawaii Board of Regents

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Your Name (required)

Christian L. 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 - IV.F. Deliberation and Decision Making Regarding the Final Report from the Presidential Search Process Permitted Interaction Group, formed pursuant to Section 92-2.5(b), HRS, to Investigate and Make Recommendations Regarding the Presidential Search Process and Potential Action on the Presidential Search Process

Your Position (required)

Comments Only

Your Testimony/Comments

Your Testimony (pdf or word)

UHPABORTestimony120723.pdf (235.6 kB)



UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY

Date: December 7, 2023

To: University of Hawai'i Board of Regents

From: Christian Fern
Executive Director, University of Hawaii Professional Assembly

Subject: Selection Process for the Next UH President

Aloha Chair Nahale-a, Regents and Permitted Interaction Group Members:

Selecting the next president to lead the University of Hawai'i after current UH President David Lassner retires at the end of 2024 is an important decision with broad implications for the entire community, including UH faculty. UHPA appreciates the Board of Regents' commitment to transparency and for providing opportunities for us to weigh in on the selection process.

The community expects the Board of Regents to do its due diligence in the search process and has a vested interest in finding and selecting the best candidate for this position. We appreciate the Permitted Interaction Group's investment of time and energy to prepare the final report of the presidential selection process to give the community insight into the proposed processes. UHPA would like to share our concerns and provide input on these processes as the Board of Regents moves forward in selecting an ideal candidate for this position.

- **Separating the Roles of President and the Mānoa Chancellor**
One of our primary concerns is the recommendation that the Board of Regents separate the roles of the president and chancellor. This recommendation falls outside the scope of the Permitted Interaction Group's focus on the search and delves into university management, a topic that merits much broader discussion separate from the search.
- **Role of the Search Firm**
We believe it is important for the Board of Regents to hire an executive search firm to preserve the integrity of the process and to ensure an objective process. A search firm that understands the culture of our island home is also critical to finding appropriate candidates.

- **Organizational Assessment**

We understand the Permitted Interaction Group's recommendation that the Board of Regents facilitate an organizational assessment to identify the needs of the UH; however, it is important to note that UH recently completed a strategic planning process. Consultation with UH President David Lassner would help to accelerate the organizational assessment process.

We appreciate the opportunity to share our concerns and perspectives and hope UHPA can continue to be kept informed of the process as the Board of Regents moves forward in the search process. Mahalo.

December 7, 2023

RE: Presidential Search Process and Separation of the system President and Mānoa Chancellor

Dear Chair Nahale-a, Regents and President Lassner,

My name is Marguerite Butler, and I am a Professor in the School of Life Sciences, a current senator on the Manoa Faculty Senate and former Chair of the Senate Executive Committee. Today I am testifying in my personal capacity as a faculty member on two items.

(1) Separating the position of the system President and Mānoa Chancellor

In the years 2015-2017 I testified many times regarding the faculty's opposition to the combining of the President and Mānoa Chancellor positions in a single individual. At the time, there was a long process of discussions, opportunities for stakeholders to weigh in, and a major reorganization of Systems and Manoa offices that took years to align with the executive offices.

I do not know what the process was for coming to this decision in 2023, however, it was shocking to see such an enormously consequential decision appear in a notice regarding the drafting of the job description for the Presidential search.

Today I am strongly opposed to precipitously separating these positions in this manner, without consultation of the stakeholders, consideration of necessary reorganizations, and over concerns for stability and smooth functioning of Manoa operations. The President is not only the chief executive officer of the Board, but also of the university (Regents Policy 1.210).

1. **Stability.** UH has a unique structure with one flagship R1 campus and many smaller campuses. The last action combining the President and Manoa Chancellor positions came with a major reorganization and the movement of many Mānoa offices to System. Formerly, offices such as the Office Research Services (handling grant administration), and the Office of Research Compliance were Manoa-based, as the majority of the research activity of UH comes from Manoa. Facilities and Maintenance as well. There was a years-long process of reorganization involved. What is to happen now? The bureaucracy at UH is no small issue, and implementing radical change without planning for the consequences would create more chaos and make the work so much more difficult.
2. **Accountability.** There is perennial concern about accountability of research services to the faculty whose research they facilitate. An argument for combining the combined executive was that the President/Chancellor was accountable to both the Mānoa faculty and also oversees these offices. Will the positions now be split with these important research service offices remaining at System so that there is no direct path for

accountability of the offices to the stakeholders? Will we return to System level offices saying "that's a Mānoa issue"?

3. Consultation. The offices of the President and Chancellor are far-reaching, especially for Manoa operations. While reorganization may or may not be warranted, it would seem self-evident that to be successful there should be consultation of all the stakeholders so that major changes such as this can be successful. Indeed this would be implied in the BOR policy on shared governance (1.210).
4. Autonomy. The issue of autonomy of the Manoa Chancellor from the System President is a major unresolved issue that appears in multiple WASC accreditation reports. If the positions are now severed with the offices moved to System, we will have a Chancellor who has no control over his/her buildings and facilities, no authority over grants administration, research compliance, etc. Responsibility without authority is a very bad combination. What steps will be taken to ensure that the presumably interim Mānoa Chancellor will have sufficient autonomy to act in the best interests of the flagship Mānoa campus?

(2) The Presidential Search Process

I am very concerned about the Presidential Search Process outlined in the Nov. 9 2023 PIG report:

1. Exclusion of Stakeholders. Again, the President is the chief executive of the University as well as the Board. How will we find the best future executive for our complex organization when all of the stakeholders (except the Board) are excluded from the search committee? UH does not have a strong track record of successful Presidents. It is all the more imperative that these decisions are thoughtfully made with the involvement of faculty, students, staff, and administrators. **Representatives from the senates should be included as voting members of the search committee.**
2. Small Committee. The task of narrowing the candidates to a list of 3 is a very powerful step, why is it concentrated in only 5 individuals? How are these 5 chosen? Who do they represent?
3. Transparency and Communication. I am concerned that the faculty are not aware of what is being discussed regarding the planning of the Presidential Search Process. This will unfortunately create a general feeling of **lack of transparency**. It is important for the future success of the President that the stakeholders feel engaged and that the process is as well-informed and transparent as possible.

I implore you to expand the search committee and include as voting members representatives of all of the stakeholder groups: faculty, students, staff, and administration. These people, and

the historical memory that they carry, need a seat at the table in order for the best chances for success.

Sincerely,

Marguerite Butler, Ph.D.
Professor, School of Life Sciences