
[Mānoa Faculty Senate] Resolution on Presidential Search Criteria

1 message

UHM Faculty Senate <uhmfs@hawaii.edu>
To: BOR Testimony <bor.testimony@hawaii.edu>
Cc: Erin Centeio <ecenteio@hawaii.edu>

Wed, Apr 17, 2024 at 9:15 PM

Aloha,

The Mānoa Faculty Senate approved the **Resolution on Presidential Search Criteria** at the April 17, 2024 Senate meeting with 24 votes (82.76%) in support; 5 votes (17.24%) opposed; and 1 abstention. The transmittal letter and resolution are attached as testimony for the Special BOR meeting regarding *IV. Agenda Item, B. Guidance and Director to the PSAG and WittKieffer on the Presidential Search Profile and Position Description*. The resolution is attached.


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

Mahalo nui loa,

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

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2 attachments

 **20240417 Transmittal Resolution on the Presidential Search Criteria-Final.pdf**
224K

 **20240417 CFS CAB Reso on Presidential Search Criteria.pdf**
163K



April 17, 2024

MEMORANDUM VIA E-MAIL

TO: Gabriel Lee, Acting Chair
Board of Regents

David Lassner, President & CEO
University of Hawai'i

Michael Bruno, Provost
University of Hawai'i at Mānoa

FROM: Erin E. Centeio, Chair
Mānoa Faculty Senate Executive Committee

RE: **Resolution on Presidential Search Criteria**

The Mānoa Faculty Senate approved the **Resolution on Presidential Search Criteria** at the April 17, 2024 Senate meeting with 24 votes (82.76%) in support; 5 votes (17.24%) opposed; and 1 abstention. The resolution is attached.

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

A handwritten signature in cursive script that reads 'Erin E. Centeio'.

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



Presented to the Mānoa Faculty Senate by the Committees on Faculty Service (CFS) and Administration & Budget (CAB) for a vote of the full Senate on April 17, 2024, a resolution on Presidential Search Criteria. Approved by the Mānoa Faculty Senate on April 17, 2024 with 24 votes (82.76%) in support; 5 votes (17.24%) opposed; and 1 abstention.

Resolution on Presidential Search Criteria

WHEREAS, the search for the next University of Hawai'i (UH) President and CEO of both the System and Mānoa is underway; and

WHEREAS, questions remain whether it is the intent of the Regents to split the position of President from the currently combined Chancellor/President position, or to split the position of Chancellor from the same; and

WHEREAS, it remains unclear who will complete the work of the reorganization of the positions and the attendant administrative offices;

NEVERTHELESS, in recognition of the fact that the faculty share the responsibility of oversight of academic leadership with the Regents and administration, and that the Mānoa Faculty Senate (MFS) is the recognized shared governance organization of Mānoa, the MFS wishes to provide organized faculty input on the values and qualities necessary for leadership of our great University;

THEREFORE BE IT RESOLVED, that the MFS has gathered the voice of the Mānoa faculty to provide organized faculty input on the important matter of the search criteria to find the best possible candidate for the University of Hawai'i and directs the SEC chair to advocate for the advice of the MFS on the Presidential Search Advisory Group, and to schedule time for MFS discussion of the candidates following campus interviews to provide organized faculty input to the search committee; and

BE IT FURTHER RESOLVED, that this resolution and the attached presidential position description and search criteria be transmitted to the Presidential Search Advisory Group, UH Board of Regents, and UH System President and Mānoa CEO David Lassner.

Supporting document (see below):

1. Presidential Search Criteria Recommended by the Mānoa Faculty Senate



Presidential Search Criteria Recommended by the Mānoa Faculty Senate

Duties (partial):

1. Hire a Mānoa Chancellor.
2. Together with the Chancellor and their leadership teams, clarify the division of the positions of President and Chancellor and lead the reorganization of the associated administrative offices.

Minimum Qualifications:

1. Achieved prominence as a national or international leader in their field as a result of personal efforts and possesses experience leading a large, complex nonprofit organization that focused on the creation and dissemination of knowledge, including a successful history of attracting federal funding.

Communication to the outside

2. Have the necessary knowledge and experience to clearly articulate the value and complexity of the position of the Chancellor of an R1 university.
3. Evidence of academic vision, with the talent to communicate across disciplines and philosophies to audiences both inside and outside of the university and serve as the University's chief advocate.

Political acumen

4. Demonstrated political and diplomatic acumen in engaging with policymakers at all levels of government to effectively advocate for the university's interests in a multifaceted social and political milieu.

Value of a comprehensive multi-campus university

5. A national or international reputation for leadership in higher education. A well-developed understanding of academic values and culture, and emerging issues in higher education. Demonstrated commitment to and achievement in academic excellence, including in promoting and sustaining the Arts, Humanities, and Languages, and all fields as well as STEM fields. A track record of inclusion and development of multiple facets of higher education, including professional trades and certificate programs.



6. A profound commitment to the land grant mission and the desire, fortitude, vision, and ability to define the role of and position the university as a leading land grant institution for the future.

Fiscal/fundraising, Communication to the outside

7. Demonstrated financial and strategic acumen, including experience and accountability for financial and budgetary decisions, and a record of success in creating financially sustainable budget models for large, complex institutions, and creating incentive structures for energizing the faculty and staff in greater accomplishment of the university's missions.

8. Proven success in fundraising and growing philanthropic support, improving outreach and engagement with elected officials, alumni, community members, private organizations, and others to advance long-term support for the university's missions.

Implementation of strategic vision, Hawai'i context

9. A record of success in the implementation of strategic vision in a complex institution that includes extensive research activity, generation of knowledge across disciplines, and expertise in professional trades, with the ability to balance conflicting visions of what a university should be. Demonstrated commitment to the university's strategic initiatives including sustainability and establishing a Hawaiian place of learning (or comparable efforts in place-based learning supporting Indigenous and/or minority communities).

10. Demonstrated leadership in cultural change and transition. Ability to promote an innovative and entrepreneurial attitude with exceptional collaboration and listening skills, the ability to engage with other points of view and competing ideas, and to define a best path forward.

Development of people, Hawai'i context

11. A student-focused leader who recognizes the unique responsibility of the University of Hawai'i as the only system with an R1 university with an Indigenous college and is able to reinvigorate its commitment to all students.

12. Excellent track record of collaboration, engagement, and consensus-building to bring together a diverse group of faculty and staff, as well as other constituents, including a board of regents, students, alumni, and the larger community.

13. Demonstrated leadership with a history of being able to delegate and not dictate, with a track record of building a strong academic leadership team. Personal success in the recruitment, development, and retention of exceptional faculty, staff, students.



14. Demonstrated track-record of ethical leadership and demonstrable commitment to the principles of diversity, equity, and inclusion, including maintaining the confidence of their faculty; where accomplishments may include proactive development of strategies for DEI, personal involvement in supporting/mentoring the development of faculty and staff, implementation of systems for improving the handling of grievances, or establishing pathways to hear issues arising with faculty and staff.

Desirable Qualifications:

1. Achieved the rank of tenured Full Professor at a research university as the result of a distinguished academic record of high-quality teaching and scholarship/research, including a successful history of attracting federal funding for scholarship/research and education.
2. Demonstrated leadership in mentoring and developing leadership within their previous organizations, as evidenced by mentees attaining success in their own right. Demonstrated abilities to develop diverse future leaders in support of a complex institution of statewide or national importance.