

Tenure Task Force
November 19, 2021
Meeting #7

Members in attendance: Christian Fern, Debbie Halbert, Debi Hartmann, David Lassner, Randy Moore, Vassilis Syrmos, Ernie Wilson

Administrative Support: Kendra Oishi

I. Review Draft Report Outline

ACCFSC requested data – the Task Force will oblige.

Attachment 2:

The Task Force reviewed new data and draft language pertaining to the percentage of faculty in various classifications that are tenured/tenure track and for UH compared to its peers. The group did not express any concerns.

Discussion occurred that having a high percentage of tenured faculty is a strength, and that CC faculty are able to better adjust to student needs for the workforce. Chair Moore will work on language for the report; he will also delete redundant language relating to HPERB.

Attachment 3:

- a. President Lassner will ask campus administrators for data.
- b. VP Syrmos will provide numbers.
- c. Language was added to reflect that no peer data is available.

Attachment 5:

Some discussion occurred on the student impacts of researchers and non-instructional faculty, including how these faculty teach students how to be innovators.

Attachment 6:

President Lassner and Christian will discuss possible approaches to these situations.

Discussion occurred on the post-tenure review process and purpose; it is a tool to motivate improvement and to rehabilitate, and not an appropriate time to put people on notice. If someone is not meeting performance expectations, those discussions should occur before the 5-year review.

There needs to be a written process to put someone on notice for performance that serves as a guide to deans and department chairs; this is not in the collective bargaining agreement. David and Christian will work on a pathway.

Discussion occurred that the specialist classification should be dropped altogether on a going forward basis, without affecting current employees. This will have implications on balance of membership among unions. UHPA is opposed to shrinkage of the bargaining unit and is open to better defining what faculty do in the best interest of the University and faculty.

Discussion occurred that it would be much easier if anyone that interacts with students or conducts research were members of the same union.

II. Faculty Engagement

Chair Moore, Regent Wilson, and President Lassner participated in several meetings with faculty this week.

III. Next Meeting

Wednesday, November 24, 2021, 9:00 a.m.