

Tenure Task Force  
10/8/21  
Meeting #1

Present:

Christian Fern  
Debora Halbert  
Debbie Hartmann  
David Lassner  
Randy Moore  
Vassilis Syrmos  
Ernie Wilson  
Kendra Oishi

Chair Moore called the meeting to order and began by noting his intention of recommending to the BOR that the PIG report be referred to the BOR committee on Personnel & Board Governance. Once the Tenure Task Force committee has completed its work, the BOR committee can then look at everything together and determine what to recommend.

There was a discussion over how the SCR came to exist. The bulk of the meeting focused on a review of a format for the draft report. The resolution calls for special attention on research and non-instructional faculty. Thus, the primary focus of the data collection will be on UH Mānoa faculty, who make up the vast majority of research and specialist faculty in the system.

There was discussion regarding how faculty classifications work in the UH System and specific discussion regarding the role research dollars and extramural funding plays in buying out faculty time and what percentages of faculty salary come in from grants. In terms of how R faculty are defined at Mānoa, it was pointed out that at most other institutions,, what UHM calls “R” faculty would be considered just faculty and “researcher” would be a category applied to soft-money non-tenure track faculty positions. Here, UH blurs these categories causing the confusion that appears to underlay this SCR.

Specialists also pose interpretive problems because they include individuals doing a range of different types of work including specialized technical work, staff work, and some who do Instructional faculty work and/or research.

UHPA clarified that while there are changes that can be made, these may be possible without a change to board policy as the PIG had recommended.

Specific questions emerging from the meeting:

- The PIG data is from 2019 and so looking at new data will be important while keeping in mind that COVID has had dramatic impacts on all dimensions of University activity, including tenure and pre-tenure processes. Changes brought by COVID had a disparate impact on different demographics of the faculty.

- There appears to be no clear process for faculty buy-out using grant funding. It is worthwhile to investigate what peer and benchmark campuses do regarding buy-out of teaching time.
- The Tenure Task Force must incorporate faculty voices so a robust plan for faculty input must be developed. Such a plan needs to include extensive listening to faculty concerns and as transparent a process as possible.
- Next step – continue to develop the objective portions of the response to the resolution, particularly collecting the required data.