

SCR 201 Tenure Task Force
November 24, 2021
Meeting #8

Members in attendance: Debbie Halbert, Debi Hartmann, Randy Moore, Vassilis Syrmos, Ernie Wilson

Administrative Support: Kendra Oishi

I. Review Draft Report Outline

Attachment 3:

VP Syrmos will submit data to Chair Moore.

Discussion occurred on whether the report should include some detail on the tenure process to illustrate that it is complex and rigorous. The steps are the same regardless of classification.

Attachment 5:

New language was added to the draft report to elaborate on the benefits to the State of having an R1 institution.

Attachment 6:

Discussion occurred on the need to tighten up the personnel improvement plan process. The term “periodic review” is preferred, rather than “post-tenure review.” Periodic review has a purpose – the process is not broken, but could be improved. If someone is underperforming, it should not be part of the periodic review process; there is a process that may need to be clarified

Discussion also occurred on the report and the need to ground recommendations with rationale, and similarly, with next steps. Some are inclined to seek comparisons with peer institutions; in some ways, UH’s standards are higher and ahead of the curve. External interference could jeopardize R1 and other institutional designations and classifications. UH Mānoa is ranked within the top 54 or 55 of R1 institutions based on extramural funding.

[Mānoa Institutional Research Office » Rankings \(hawaii.edu\)](#)

II. Faculty Engagement

Christian, David, Ernie, and Randy have participated in several meetings with various faculty groups.

The Task Force members discussed the tenure process and that it's more critical to be strict during renewal, and not during the tenure and promotion process. It was also noted that a lot of culling occurs at the 3-year mark. As such, there is no indication of systemic issues that require policy changes; there may be a need to clarify processes and roles in the application of existing procedures.

Next steps:

The Task Force concurred that the report should be presented in final form, rather than in a draft form that is subject to change.

III. Next Meeting

Friday, December 3, 2021, 11:00 a.m.