

Dear Chair Sullivan, Regents, and President/Interim Chancellor Lassner

Aside from the resolution coming forth from the Manoa Faculty senate (voted on Wednesday Sept. 21), the SEC would like to comment on a few items.

1. Fiscal sustainability of Manoa and advocating for real budget reform. We are eager to meet with the current administration (interim Chancellor). The MFS has serious concerns about the proposal put forth by the previous administration, primarily that change is not timed effectively (no effect in the first year and then radical effects subsequently), and there is still no accountability with regard to administrative efficiency or role for shared governance. We reiterate that faculty are willing to work with administration on this.
2. Lack of necessary data systems. We lack information systems that track position numbers and their distribution by department and unit. We lack effective enrollment management systems. Our data on space use is inaccurate. The systems that are currently in place may not be effective, as one example, degree checks are still done by hand.
3. Lack of consultation with the stakeholders with regard to the health of the enterprise. Metrics are only useful if they provide an accurate picture of what is trying to be measured. We have no “ground truthing” of our metrics. In some cases, a single number cannot reflect the complex situation experienced by a complex enterprise. In other cases, the metrics are not accurate. For example, it is the common perception that Manoa has too many faculty -- however, how can we know this if we do not know how many faculty (tenured and tenure-track) are within each department and program? The total number of faculty is meaningless if the faculty are in the wrong places, and we are not able to fulfill our obligations to the students. Metrics need to be verified and continually supplemented with more information-rich consultation from the field.

With these concerns in mind, the Manoa Faculty Senate Executive Committee has set its four priorities for the year which are included in the attached slide. We hope to work with administration and regents in improving our University.

We are also opposed to the policy proposal for Executive Management Salary Adjustments on the following bases:

1. UHM remains in a precarious budgetary position with expenses outstripping revenues
2. The “360” methodology is not rigorous with regard to actual performance
3. We have no meaningful assessment of administrative workload and efficiencies
4. It is well-known that E/M salaries have grown unsustainably in recent years across the nation, contributing to rapidly rising tuition. This is not a good standard to match.
5. Our university remains very unhealthy and there is no evidence for administrative effectiveness in “righting the ship”.

Sincerely,
Marguerite Butler
Chair, Manoa Faculty Senate

MANOA FACULTY SENATE



Four SEC Priorities:

1. Implementation of Budget Reform

1. Equitable return of revenues to units
2. Alignment of resources to missions

2. Strengthening of Manoa Autonomy

1. Chancellor with authority and direct access to governing board
2. Faculty input to admin and governing board

3. Strengthening Shared Governance

1. Improved relations with administration
2. Promote and strengthen connections with college-level senates

4. Implementing a Process for Review of Administration

1. Survey faculty to improve administrative accountability

D. Resources

HOMEPAGE

Announcements, Senate Meeting Schedule and Agendas, Latest Senate Actions, Contacts
www.hawaii.edu/uhmfs/

ABOUT MFS

Overview, Structure, Duties, Process, Guides
www.hawaii.edu/uhmfs/about/index.html

CHARTER, BYLAWS & RULES

www.hawaii.edu/uhmfs/charter/index.html

SENATORS

Rosters, Attendance Records & Elections Archive
www.hawaii.edu/uhmfs/senators/rosters/2016_17.html

COMMITTEES

Pages for each Committee include Descriptions, Membership, Listservs, Schedules, Attendance, Issues, Minutes, Documents and Forms
www.hawaii.edu/uhmfs/committee/standing/2016_17.html

MINUTES, AGENDAS & REPORTS

www.hawaii.edu/uhmfs/minutes/2016_17/index.html

ISSUES

Archive of Senate Issues
www.hawaii.edu/uhmfs/issues/index.html

DOCUMENTS

Archive of all Senate Actions to date
www.hawaii.edu/uhmfs/documents/archive.html

NEWS & EVENTS

www.hawaii.edu/uhmfs/news_events/archive.html

CALENDARS

Senate and Faculty Office Calendars
www.hawaii.edu/uhmfs/calendar/index.html

SEARCH

www.hawaii.edu/uhmfs/search/index.html

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E. 2016-17 Schedule

ORIENTATIONS – SENATORS & OFFICERS

The Senate Executive Committee will host New Senator Orientation sessions and a Committee Officers Orientation in Fall 2016.

SENATE MEETING SCHEDULE

Senate meetings are the third Wednesday of each month from 3:00 – 5:00 pm in Architecture 205.

- Wed., September 21, 2016
- Wed., October 19, 2016
- Wed., November 16, 2016
- Wed., December 14, 2016
- Wed., January 18, 2017
- Wed., February 15, 2017
- Wed., March 15, 2017
- Wed., April 19, 2017
- Wed., May 10, 2017

SENATE AGENDA ITEMS DUE TO SEC

Committees submit agenda items to the Executive Committee 9 days before the Senate meeting.

- Mon., September 12, 2016
- Mon., October 10, 2016
- Mon., November 7, 2016
- Mon., December 5, 2016
- Mon., January 9, 2017
- Mon., February 6, 2017
- Mon., March 6, 2017
- Mon., April 10, 2017
- Mon., May 1, 2017

COMMITTEE REPORTS DUE TO SEC

Committee Chairs submit reports that are posted online and included in Senate Newsletters.

- Mon., December 5, 2016
- Mon., May 1, 2017

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MĀNOA FACULTY SENATE



Senator Responsibilities

The faculty has primary responsibility for such fundamental academic areas as curriculum content, subject matter, and methods of instruction and research.

Board of Regents Policy

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A. Constituencies & Committees

SENATE CONSTITUENCIES

- Academic Affairs (AA)
- Arts & Humanities (AH)
- Architecture (ARCH)
- College of Tropical Agriculture and Human Resources (CTAHR)
- Education (ED)
- Engineering (ENGR)
- John A. Burns School of Medicine (JABSOM)
- William S. Richardson School of Law (LAW)
- Library Services (LIBSVCS)
- Language, Linguistics and Literature (LLL)
- Nursing & Dental Hygiene (NDH)
- Natural Sciences (NATSCI)
- Organized Research Unit (ORU)
- Office of Student Affairs (OSA)
- Outreach College (OUTREACH)
- Shidler College of Business (SCB)
- School of Hawaiian Knowledge (SHK)
- Social Sciences (SOCSCI)
- Social Work (SOCWK)
- School of Ocean and Earth Science Technology (SOEST)
- School of Pacific Asian Studies (SPAS)
- Travel Industry Management (TIM)

SENATE STANDING COMMITTEES

- Executive Committee (SEC)
- Academic Policy & Planning (CAPP)
- Administration and Budget (CAB)
- Mānoa Assessment Committee (MAC)
- Athletics (COA)
- Faculty Service (CFS)
- General Education (GEC)
- Professional Matters (CPM)
- Research (COR)
- Student Affairs (CSA)

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B. Responsibilities

#1: REPRESENT YOUR CONSTITUENCY

Senators represent their constituency's interests and keep them apprised of relevant Senate actions using constituency listservs.

**See Page 4 for constituency listservs; See Page 2 for a list of constituency abbreviations.*

#2: ATTEND ALL SENATE MEETINGS

Senate meetings are held on the third Wednesday of each month from 3:00 – 5:00 pm. Agendas are distributed one week before the meeting. Senators review the documents in advance of the meeting and attend the meeting to participate in discussion and vote on actions.

**See Page 6 for meeting schedule*

#3: SERVE ON A STANDING COMMITTEE

Senators serve on standing committees for 27 months. Standing Committees are working committees that meet regularly throughout the academic year - likely once or twice per month. The Senate Executive Committee Liaison to each standing committee will convene the committee's first meeting towards the end of August. The last meeting will be at the end of April or early in May, yet membership extends through the summer when meetings are scheduled as necessary.

#4: MAINTAIN REGULAR ATTENDANCE

Three unexcused absences from Senate or standing committee meetings per semester will constitute a voluntary resignation from the Senate and the Senator's Department Chair will be notified. To be excused from a meeting, contact the committee chair or Senate office with a reason for the absence before the meeting.

#5 BECOME A COMMITTEE OFFICER (optional)

Committees elect officers at their first or second meeting and no later than September 15.

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C. Contacts

SENATE OFFICE

2500 Campus Road

Hawai'i Hall 208

Ph: (808) 956-7725

Fx/ Polycom: (808) 956-9813

uhmfs@hawaii.edu

<http://www.hawaii.edu/uhmfs>

EXECUTIVE COMMITTEE

uhm-mfs-sec@lists.hawaii.edu

SENATE LISTSERV

MFS-L@hawaii.edu

COMMITTEE LISTSERVS

- [uhm-faculty-senate-](mailto:uhm-faculty-senate-abbreviation@lists.hawaii.edu)

abbreviation@lists.hawaii.edu

- Ex: uhm-faculty-senate-SEC@lists.hawaii.edu

** See Page 2 for abbreviations*

CONSTITUENCY LISTSERVS

- [\[abbreviation\]-constituents@lists.hawaii.edu](mailto:abbreviation-constituents@lists.hawaii.edu)

- Ex: ORU-constituents@lists.hawaii.edu

** See Page 2 for abbreviations*

SUBMIT INQUIRY ONLINE

www.hawaii.edu/uhmfs/contactus/contactform.html

RESERVE EQUIPMENT ONLINE

www.hawaii.edu/uhmfs/contactus/equipment/index.html

REQUEST RESEARCH ONLINE

www.hawaii.edu/uhmfs/contactus/research/index.html

CAMPUS SENATE CONTACTS

<http://www.hawaii.edu/uhmfs/senates/index.html>

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