

UHM COE FACULTY SENATE MEETING
Friday, September 12, 2014, 12 Noon–2:00 PM
LSP 4B

Call to Order

Chair Tara O’Neill called the meeting to order at 12:05 p.m. on Friday, September 12, 2014, at the University of Hawai‘i at Mānoa, College of Education, Lab School Portable 4B.

Present (15): Chair Tara O’Neill (EDCS), Co-Chair Eomai Kukahiko (EDCS), Secretary Kathy Ratliffe (EDEP), Helen Au (CRDG), Baoyen Cheng (EDEF), Judy Daniels (KRS), David Ericson (EDEF), Shannon Hillman (COEDSA), Jaret Leong (Fellowship Chair), Min Liu (EDEP), Chris Lucas (EDEA), Leslie Novosel (SPED), Seongoh Paek (LTEC), Lisa Uyehara (CDS), and JoAnn Yuen (CDS).

Alternates (2): Andrea Bartlett (EDCS) and Truc Nguyen (CRDG).

Excused (4): Hugh Dunn (CRDG), Stephanie Buelow (ITE), Carla Schmidt (SPED), Mary Chang (COEDSA)

Presenters: None.

Guests (2): Dean Donald Young and Paul McKimmy.

Support (1): Richard Mizusawa.

Chair O’Neill welcomed everyone to the College of Education (COE) Senate, and asked that everyone introduce themselves. Richard Mizusawa, Graduate Assistant to the COE Senate went over a few initiatives Chair O’Neill wants to have this year, including adding senator profiles to the COE Senate website and assisting more with Committees.

Approval of Minutes of April 2014 Meeting

Senator Yuen moved to approve the minutes of the April 2014 meeting, seconded by Senator Novosel. Senator Daniels requested a change in the minutes that there were two KRS votes against what was being voted on, and not just one. With no other corrections, the minutes were unanimously approved.

Reminder about Computers Encrypted, Update on Our Own Cloud Rollout, and Fielding Questions RE: TDP

Paul McKimmy, Technology & Distance Programs Director, mentioned two things focused on is getting everybody’s computers encrypted and getting a larger user base out of the College using our Own Cloud system. It is similar to Dropbox, where you can synchronize files on your own computer and the files will reside in our own College server. If you hard drive is stolen or you cannot access files, we can retrieve them for you. This also resolves file-sharing

conundrums. If your computer is not already encrypted, we would like to do this for you. It is a security measure. The encryption process takes over night.

Chair O'Neill said the goal is to get every computer encrypted in the College, so this is something to share back with your departments. Director McKimmy also mentioned if you don't know if your computer is encrypted, it probably isn't.

Director McKimmy also brought up the Intranet for the College, which has all the processes and procedures for the College and helps to answer questions on what you want to know. People forget we have it there. It is our archive of information.

Report from the Mānoa Faculty Senate

Director McKimmy sent out an email out regarding two resolutions on the table from the Mānoa Faculty Senate Senate Executive Committee (SEC): 1) To Censure President Lassner and 2) To Forward Recommendations from the Mānoa Faculty Senate to the Board of Regents (BOR). The second resolution recommends reestablishing autonomy and decision-making authority at the Mānoa level and says that the System has been meddling long enough. Director McKimmy said he personally supports these very strongly, and he would like to know what the rest of the faculty think about this.

Senator Kukahiko asked why Mr. McKimmy feels the way he does about the resolutions. Director McKimmy explained his view that he feels the System needs to get out. Regarding IT, there is a lot of ambiguity where does system stop and Mānoa start. System makes all of the decisions. He sees this happening all over the place and feels there needs to be a clear distinction of the UH System President and the UH-Mānoa Chancellor. A discussion occurred on whether or not we need a UH-Mānoa Chancellor. With this, however, is an accreditation issue.

Senator Ericson mentioned on the censure motion on President Lassner, that the basis for that is the violation of the AAUP guidelines in terms of the selection, evaluation and retention of administrators, which require in-depth consultations with basic constituencies, such as faculty students, and community members, and in this case there was absolutely zero consultation by the President. There was even a meeting requested by the SEC with President Lassner before the firing of the Chancellor that was set up for August 7, requested on July 21. We saw that the Chancellor was fired on July 30, and so even in advance when the President could not meet with the SEC prior to that, he went ahead and fired him.

Director McKimmy likes the idea of moving the UH System offices off Mānoa's campus, which continues the confusion of the two. Ericson said it is best to refer to President Lassner as the UH System President rather than the President of the University of Hawai'i. Director McKimmy asked again to read through it and let him know what others thought about the resolutions.

Senator Ericson mentioned the resolution involving the BOR is in recognition of the fact not complicity the actions of system president and profoundly meddling in Mānoa's operations including establishing committees in academic affairs and athletics. Even the BOR Athletics

committee chair let it be known he will take charge of UH-Mānoa athletics. This is not operating at the level of policy that the Board should. Alternate Senator Nguyen brought up the word “good cause” in the resolution, their needs to be more behind it.

Senator Ericson said a survey was sent out an over 50% of Mānoa faculty participated. Over 80% were disturbed with the process by which the Chancellor was removed.

Chair O’Neill recognized Director McKimmy, as a representative, is asking for input and asked the Senate to read through the resolutions and to inform themselves of the issue. She also said to bring it back to your faculty. If we choose to not provide anything, Director McKimmy can only vote how he thinks. But if we give him information to go on to represent us as a collective body of the COE, he can go on to represent us as the COE. Also on your agenda are the names of the other senators on the MFS, and you can talk to them about this as well. Bring issue to your faculty at your next department meeting or by sending out an email.

Senator Au asked if the form is being routed to other Mānoa faculty senates, and Director McKimmy said it is not.

Alternate Senator Nguyen mentioned that the MFS is a faculty senate, different from our Senate which is a combination of different voices and constituencies, including students, faculty, and staff. I would encourage Senator Hillman to put their voice forward to make their voice known too. Senator Hillman said there was a pretty good response from the Graduate Student Organization regarding this, but wanted to clarify if she was asking her if she wanted her to reach out to COE students personally. Alternate Senator Nguyen and Chair O’Neill clarified to reach out to COEDSA students, but it is more of a suggestion to have a voice that is recognized. Senator Hillman said she doesn’t know much about the MFS, and asked if GSO has a place in it. Senator Ericson replied that the GSO President is a member of the MFS, as is the ASUH President. Chair O’Neill said this was a good suggestion.

Chair O’Neill said the more we play a role, the more there is faculty governance. The less we play a role, the less there is. She also thanked Director McKimmy for being at the meeting.

Report from the Chair

Chair O’Neill gave out door prizes to the first two members and the last two members to arrive to the meeting.

Chair O’Neill reported that if the Senate has ideas of how to honor people or anything they want to give out, to let Richard know. She also thanked everyone for being on the Senate and being here. She also gave a pre-thank you for those who will be taking on the responsibility of being a committee chair this year.

Officers, Co-Chair and Standing Committees: Open for Nominations

Chair O’Neill announced the open positions, including: 1) Co-Chair, 2) Co-Secretaries, and Chair of the Committees on 3) Curriculum and Program Planning, 4) Personnel, 5) Budget

and Facilities, 6) Student-Faculty Relations, 7) Diversity, 8) Fellowship, and 9) Governance. She also stated that there were already nominations for a few of the positions, but the Senate was free to nominate anyone else before voting.

Chair O'Neill nominated Senator Kukahiko, seconded by Senator Yuen. A vote was taken and Senator Kukahiko was voted in as Co-Chair unanimously.

Chair O'Neill inquired about why the role is a co-position. Chair O'Neill explained that last year, there were two co-secretaries who each took a semester to act as secretary. A description was explained about the role. Senator Ratliffe nominated herself, seconded by Co-Chair Kukahiko. A vote was taken and Senator Ratliffe was voted in as Secretary unanimously.

Chair O'Neill described the Committee on Curriculum and Program Planning. Senator Roberts submitted herself as a nomination, seconded by Chair O'Neill.

Chair O'Neill described the Committee on Budget and Facilities. Senator Yuen nominated Senator Novosel, seconded by Senator Ericson.

Chair O'Neill described the Committee on Student-Faculty Relations. There was a discussion by Senator Hillman on her and her other COEDSA representatives are rotating to attend COE Senate meetings. Senator Hillman nominated all of the COEDSA representatives to serve as Co-Chairs, Mary Chang, Shannon Hillman, and Kevin Lima, seconded by Senator Lucas. Senator Au nominated Senator Lucas, seconded by Senator Novosel.

Chair O'Neill described the Committee on Diversity. Senator Uyehara nominated herself, seconded by Chair O'Neill.

Chair O'Neill described the Committee on Fellowship. ***Chair O'Neill nominated Jaret Leong, seconded by Senator Yuen.

Chair O'Neill described the Committee on Governance. Senator Yuen nominated herself, seconded by Senator Uyehara.

Chair O'Neill described the Committee on Personnel. Senator Ratliffe nominated herself, seconded by Senator Uyehara.

There being no other nominations, a slate vote for the chair/co-chair positions was taken and was unanimously approved. Chair O'Neill thanked everyone and mentioned that the next task is for all of the Chairs and everyone is for everyone to serve on committees. There has been a bit of interest after the College-wide meeting to serve on committees. As Chairs, the goal between now and the next meeting is to get people on their committees. We will meet with some folks and send them in your direction and put a call out from the Senate to have members serve on committees and give them your name to contact you. Chair O'Neill thanked everyone.

Report from the ACCFSC

Chair O'Neill explained what the All Campus Council of Faculty Senate Chairs (ACCFSC) and provided an update as the representative from last year. There was a retreat held that started off the year last week at Windward Community College that comprised of representatives from all of the campuses except for Windward Community College, University of Hawai'i at Hilo and University of Hawai'i – West O'ahu. President Lassner spoke to those present and gave a similar speech he gave at the College-wide meeting with some focus on how we collectively as a system work together. Senator Jill Tokuda also spoke on how we are perceived at the Legislature as a system.

Chair O'Neill inquired about how to go about repairing some of the relationships, and her recommendation was to invite the Legislature to campus to some type of "back to school" night. Have each department present the work they do as a department and for the state. Strategically having student voice there, feel where your money goes. She pushed building relationships. There were some questions about where the censure is coming from.

During the second half of the day, the ACCFSC set priorities and started by looking at a faculty survey that was sent out and looking at results from last year. From the survey, they came up with a list of priorities, including faculty feeling like they don't have a voice and a role in governance and how decisions are being made, and issues of quality of work life. There is also the notion on having a faculty representative on the BOR, which is something being looked at. Chair O'Neill also noted that the BOR Chair is a graduate of our College.

The ACCFSC Chairs are finalizing the list and cleaning it up, and will present it at the first meeting of the ACCFSC and approve it. Chair O'Neill will make it electronically available to the COE Senate. She also requested feedback on what is on or not on the list and what is of particular importance.

Old Business: Status of Special Salary Adjustment Recommendations to the Dean

Chair O'Neill announced the status of the special salary adjustment recommendations to the Dean, and it now sits with the Dean's Office. The Dean has not formally accepted the resolution but also has not had to do special salary adjustments due to the hiring freeze.

Senator Ericson said there is no hiring freeze and it is a widespread misperception that came up in the second memo produced. Since then, there has been a relaxation of this. What it involved now is heightened scrutiny of unit budgets and plans for hiring. There is a reinstatement of the Deans meeting with the Chancellor at least once a year going over plans for the units. Permits the possibility of hiring, but it means there is a higher bar since some units have been running into the red. Hiring freeze is not accurate.

Chair O'Neill asked what this means for graduate assistants, and Senator Ericson responded that with graduate assistants and student hiring, these have been restored to the units. They are mainly looking at tenure track hires, where more scrutiny is going into this because it is a multi-year commitment. Alternate Senator Nguyen said this message has not yet gotten to the department level yet and that they are still sending in exception requests.

Alternate Senator Nguyen also shared with the Senate about a meeting she attended with departments across campus that some colleges are using more monies than they have. One department justified all of their hires based on intended retirements. Retirements then did not happen, and suddenly they were short \$300,000. Sometimes things like this are happening in some departments with good intentions but it didn't pan out. Chair O'Neill noted this is a good question to bring up to Dean Young about where this hiring freeze stand, at least in the eyes of the College/Dean.

Senator Yuen noted that when Dean Young talked to CDS yesterday and it was his understanding that the hiring freeze was still in place. Senator Ericson responded that he is just reporting what he is hearing from the Chancellor and is unsure of what Dean Young has or has not been told.

Senator Ericson brought up that the BOR is reconsidering no tuition hike as we go into a scheduled 7% tuition increase hike. If this occurred, the whole campus would be in financial turmoil. We can't afford to not have that tuition in place, yet there is recognition by the BOR that we can't continue to raise our funding on the backs of students. This is a serious issue brought up by the ACCFSC going forward for how the university meets its current and future commitments, and it is very unclear right now. It is probably very extremely wise for units to pull back and be as conservative as possible in light of the fact that the BOR may not allow for a tuition increase at all or a very minimal one. The entire campus will be fiscally way under water. We should hear from the BOR within the next few months about what is going to happen with that proposed tuition increase. That was based upon increases that were put in place by the BOR in 2010.

Senator Hillman said that her understanding was that the budget, which is supposed to come out at the end of the month will decide that tuition increase. Senator Ericson responded that the BOR decides that and if they decline to allow it to go forward as planned, we are going to be in a lot of trouble. Chair O'Neill also added that the BOR makes the decision because it goes into the Biennium Budget that gets put forward and is presented by President Lassner. It does become a part of the Biennium Budget plan because you also have to plan for what money going to be spent and where that money is going to be coming from. It has to be accounted for in the Biennium Budget.

Senator Ericson brought up that at one point on campus there were reserves of over \$100 million. Those reserves have declined over the past three years; some were planned and were one time expenditures. Chancellor Apple permitted some towards good things, such as towards the library and raising graduate assistantship salaries, but the campus also took on the Athletics Department debt. Down right now to about \$22 million for this year from over \$100 million. This reserve would have given our budget about \$35 million.

Dean's Report

Dean Young welcomed everybody to the Senate this year. He said he does not have much updates other than what was provided at the College-wide meeting, besides ongoing budget developments. As of last night, there was a meeting with the Chancellor that resulted in a couple developments. There is a "road show" in the final stages of development, of what is happening to

the finances at Mānoa. He also discussed the gap with regards to the budget and appropriations from the Legislature. The Regents are not going to support 7% increase, and there is a discussion of increasing it by 0-2% instead. The strategy going forward is to support a 5% increase. Connected to that is asking Legislature to pick up the increased utility cost, which they did for the DOE last year. If they do, then Mānoa would be happy with a 2% increase. Right now students are paying for our electricity bill through tuition. There are interesting negotiations in preparing biennium budget.

This afternoon, Dean Young said we were supposed to get our preliminary budget allocation for the year. From what he knows already, it will be 97% of what we had last year.

Dean Young also discussed the issue with carryover funds and the budget situation. Last year, the Dean's Office covered the shortfall with reserves. No funds for that exist this year. He has asked all the chairs to tighten belts, and beginning in Spring 2013 a moratorium on the implementation on 3-2 workload policy was placed to reduce the amount of money we have to pay to hire people to teach classes. This is temporary but necessary. He also put a moratorium on all 6-month sabbatical leave requests starting in Spring 2015. He asked and the chairs have canceled 10 low enrollment courses this Fall, and expect the same in the Spring. He also asked chairs to look across units to see if there are some courses that might be the same in different units (such as research methods), and look at combining them to produce cost efficiencies. He also discussed postponing implementation of some of the planned certificates in process. He also noted that he doesn't want to discourage departments from working on developing these, but brought up the issue of having the issues to implement them. It is a situation that is counterintuitive: if you don't offer the certificate and if there really is a market there, and one of his issues is seeing if there really is a market there. If there is, and there are new certificates, he is saying we cannot afford because we do not have the salaries to pay, but if we have students paying tuition, logically one would say that is income. The problem with this university is courses and tuition does not tie to budget.

Regarding the hiring freeze, as of last night the Chancellor lifted the hiring freeze on all but tenure track positions. We are restricted to spending no more than 90% of what we spent last year. We don't have to go in to get approval for every lecture we want to teach, and don't need permission to get student help or graduate assistants as long as we've got the allocated funds to do so. He is going to a meeting on Monday with the Vice Chancellor for Administration, Finance and Operations and the Vice Chancellor for Academic Affairs to report on what we've already done to control costs, metrics, and our SSH (student semester hours), which are up this last fiscal year at 43,000 SSH, the highest its ever been. Other metrics we are looking at is the number of students enrolled, number of graduates/degrees awarded, and the time to completion on each graduate degree. The undergraduate looks good since there are cohorts, where majority are done in 2 years with low attrition. Also preparing budget projections for FY 16. The last part of the meeting is to put forth a request to fill/search for positions.

Dean Young also made comments: on the committees in the Senate, and that there are a couple he will want to engage and work with where he had ideas. For the Budget and Facilities Committee, he received detailed construction for the frogs. He also met with President Lassner this morning and there is no chance to get movement on requesting funds to Legislature for a

new building. The second is an issue where one of the things we lack in the COE is the opportunity to socialize and get to know one another across units. He is asking the Senate to join him to start a social on the last Fridays of every month at the CCC. He discussed its purpose where people can come to talk story, and there might be short presentations or announcements, too. Haven't had a culture of this before.

Senator Ericson brought up that regarding tuition, Mānoa is down 600 students and they are looking at this moving forward. Dean Young responded that no one has ever done an analysis on why.

New Business: Ad hoc Committees: Legislative Relations (Back to School Night Planning), Malama Honua (COE adopting the World Wide Voyage)

Fellowship Chair Leong announced that there is a COE Congress meeting in December and there are three possible dates to hold it after talking with people: December 5, 12, or 19. All of these would be from 2:00-5:30 p.m. Mānoa's last instructional day is December 11 and finals week is from December 15-19. Chair O'Neill said we will put out a Google form and asked the Senate to reply to it to see what works best so the College can come together. Chair O'Neill also mentioned that on this Google form there will be feedback about two ad hoc committees she wants to put together. The first is to put together a "back to school" night to start doing our own advocacy with the Legislature and can showcase what students are doing and their impact they are having in the state, as well as the things they need and are not getting from the University and College. For faculty, it could be a way to show what we are doing in our programs and the kinds of things we produce for the state and what we can't do or what limits or frustrates us.

The College of Education has adopted the World Wide Voyage (WWV), but not entirely sure what it means for the entire College. The missions and values and educational movement of this voyage are much more than the sailing of the canoes. When the canoes come home, that is when the real work begins. Nainoa Thompson said he wants the canoes to sail home to a different education system that gets back to the values that are of this place and are of its people. In some ways we're doing a lot of work that does that, and in some ways we are not, and what does that mean for us as faculty, staff and students. What does it mean to really adopt this voyage? I am unsure how to move forward on it, so on the form there will be a space to address what could this mean, how do we as a Senate want to take this on, or as a Senate we don't want to take it on. We will pick all of this at the next meeting.

Co-Chair Kuhakiko brought up the possibility about surveying for an ad hoc committee that address Hawaiian-related issues within the College. She doesn't feel like it is enough to be under the Diversity Committee. Chair O'Neill said she is up to having this be brought up on the online form.

Adjournment

With no further business, Chair O'Neill adjourned the meeting at 2:04 p.m. The next meeting will be held on Friday, October 10, 2014 at 12:00 p.m.

Submitted by: Richard Mizusawa, COE Senate Graduate Assistant
Reviewed by: Tara O'Neill, COE Senate Chair

Approved by the COE Senate on October 10, 2014.