

FSEC Meeting, September 25, 2009

Building 2, room 214, 9am

Present: Ron Pine (FSEC HCC Chair), Fumi Takasugi (FSEC System Chair)
Doug Madden, Steven Chu, Wayne Sunahara, Jean Maslowski, Shioko
Yonezawa, Alapaki Luke, Libby Jakubowski, Poima Sataua, Erika Lacro, Mike
Rota, Cyndi Uyehara (Secretary)

Excused: Karen Hastings

Guests: Pat Patterson, Jim Poole

Meeting called to order 9:05am

Meeting time adjusted for President Greenwood's visit
FSEC met with President Greenwood at about 10:00am
11:30 meeting with faculty and staff

Around Campus: What's Happening? Concerns?

Ron Pine asked for any concerns or anything to share:

There was discussion of the Last, Best, Final, Offer (LBFO)

- This not just a 5% cut, but also a major increase in health benefits costs; the payroll lag and public perception is also a concern.
- Ron reported that JN Musto replied to his e-mail and said that he was unable to provide percentages.
- JN Musto reported at UHPA meeting, a no vote may lead to vertical cuts.
- Ron suggested inviting Derrick to the next FSEC meeting.

Assistance with Mortgages

John Morton was not at the last FSEC system meeting to answer questions on this issue. Fumi brought it up at the system meeting to inform the other CC faculty (see below). This program was developed to attract research faculty and so bring in grant money. Fumi will bring it up at next system meeting.

FSEC System Report, Fumi Takasugi

System Report by Fumi (a hardcopy was also distributed) highlights:

I. Budget

- Governor imposed a reduction of 98 million or 21%. If nothing is done, the UH system will run out of cash by early May.
 - 22 million Federal stimulus funds have not been released by the Governor
 - 2 million in executive pay reduction of 6-9%, already done
 - Proposed 12 million in faculty payroll lag

- Proposed 22 million in faculty 5% payroll reduction for 2009/2010
- 4 million in energy savings
- Planned operational savings include: no travel; reduced expenditures for equipment; not filling vacant positions; tuition revenue (tuition revenue only covers 24% of costs and as enrollment increases, costs and deficit also increase).
- Stimulus money: there is a second portion (10 million) earmarked for a longitudinal data system project which the Governor is not committed to and may instead use it for other special projects.
- A re-organization of the UH system was suggested as a way to consolidate and save on costs. Manoa thrives on its own identity as a research entity and therefore will likely be unhappy with a change.
- New buildings will be erected and paid by special bond funds, however, the ongoing maintenance and operation of new buildings will need to be paid by UH.

II. CCCFSC report:

- At some KCC and WCC the workload has been increased without faculty consultation. Faculty would prefer to be consulted.
- All campuses must prepare for the H1N1 flu, and faculty should examine attendance policies so students do not come to school sick.
- Non-tenured faculty have been put into leadership positions and should be protected from administrative coercion.
- Fumi noted that the FSEC is being asked to endorse the Memorandum of Understanding on Articulation put together by system administrators via the leadership of the new Vice Chancellor of Academic Affairs at Manoa. She noted that by his own admission, the Manoa faculty chair, David Ross, reacted “vehemently” against the MOA and the method by which he became aware of it.

III. The draft of the MOA, regarding general education core was discussed (a hardcopy was distributed).

Discussion: Erika reported on the proposal for automatic admissions to Manoa for a students graduating with a AA degree. Ron explained there are two issues, (1) Core courses articulating and (2) AA degree articulating. Doug pointed out that the AS degree has not been addressed and needs to be.

FSEC Campus Chair Report

Ron welcomed:

- Libby Jakubowski, FSEC Staff representative

- Alapaki Luke, FSEC Lecturer representative

Campus Leadership Team (CLT) and other Meetings

- Ron shared that he is impressed with the CLT meetings. Erika is inclusive, asks for updates and concerns, there is good discussion and sharing. He noted that he has been to only one Planning Council meeting, but was less impressed because as of yet it was not clear if any planning was taking place.
- Ron received feedback that faculty did not know about issues discussed in FSEC even though last year's FSEC chair Jim Poole sent out many e-mails and the minutes were posted on the Intranet. The specific concern was how the No-Show policy was finalized. This year the FSEC will ask its members to remember who they represent and more proactively make faculty aware of issues and seek opinions from their parts of the campus.

MOA on Transfer of General Education Core Requirements

Pat Patterson (University Council on Articulation) shared that all the CCs are participating. The University is essentially playing a game of accepting foundation courses from the CC's, but then individual Manoa colleges turn around and reserve the right to add on additional graduation requirements **ONLY FOR CC TRANSFER STUDENTS** due to campus autonomy. In the case of certain math courses, an additional math course is added to a graduation requirement that makes meaningless the transfer of a CC math course for foundation credit. And since some of the departments involved within the College of Arts and Sciences are Drama, Philosophy, Religion, English, etc., the added math course would seem to have nothing to do with added rigor relevant for graduation in these fields. The apparent intent is to simply make CC transferred math courses meaningless.

The transfer of the AA is in the last paragraph of the MOA. Pat would like FSEC to endorse the MOA. The MOA is a step in the right direction and there is still much work to do for articulation. Jim says this should be brought to the attention of President Greenwood. Ron noted that in spite of the continued problems with Manoa, the language in the new MOA was extremely positive and was essentially what long term articulation advocates such as David Cleveland had been working on for decades. Jean Maslowski expressed similar comments. Ron noted, it was not a surprise to see that the Manoa faculty chair reacted with vehemence.

Fumi motioned for FSEC endorsement of the MOA Transfer of General Education Core Requirements

Alapaki seconded the motion

None opposed the motion

Motion for FSEC endorsement of the MOA on Transfer of General Education Core Requirements passed unanimously.

FSEC and Planning Council Charters – Role of the FSEC?

- Jim passed out list of HonCC committees. He explained that the Planning Council is not a faculty committee, it is an Administration committee. Any controversial issues must be brought to FSEC and the Chancellor and visa versa. The Chancellor has the final decision.
- Jim reported the development of the Strategic Plan happened through the Planning Council under Vern's leadership.
- Pat stated that for the next accreditation report we will be asked about the progress of the Planning Council and will need to provide documentation.
- Ron pointed out the FSEC should be consulted before programs are cut should the situation with our budget worsen.
- Jim noted that the FSEC Charter is fine and matches the Board of Regents policy on faculty governance.
- Although Ron had noted that Chancellor Rota wanted us to look at the FSEC and Planning Council Charters and clarify governance roles, the sense of the FSEC is that the role of the FSEC is very clear in its charter and that it is the Planning Council role that needs clarification.

Other Business:

- The Task force on unprepared students has been formed. Also, the Technology Task Force needed for accreditation. Doug requested that Ron make sure that these task forces provide periodic reports to the FSEC.
- Advanced Technology Center building (at old incinerator site), money for the building has been allocated (through bonds), but not the money to maintain the building.
- Ron asked if Doug and Mike would be involved in the building planning. Doug replied "somewhat." The hope was expressed that HCC faculty such as Doug and Mike would be involved.
- No Show Policy – There was a complaint that there was not campus wide involvement. The CLT decided that the policy should go back to COSA and the issue be reopened. Sandy Matsui is in process of putting the COSA committee together.
- Student Parking – Po shared she will be putting together a proposal through the Student Senate.

President Greenwood Addressed the FSEC

Some points she made:

- It is a challenge we all face with the state budget cuts
- A hopeful thing to say is that higher education tends to be resilient through these challenges

- People are appreciating higher education and value what we do
- The UH system is ahead of other states
- What makes this system successful: measures, outcomes, strategic plans, interface of the system, research is competitive
- BOR has a number of new members that need to be brought up to speed
- John Morton reported CCs did a lot of work on development of outcomes, strategic plan, developmental courses, P-12, Hawaiian students services
- Besides some private institutions, UH is really the choice
- Hawaii has done better than other states, maybe because it is the major system in this state
- For several decades education has been seen as a private good, i.e., a higher education leads to higher salaries
- It has been demonstrated that the investment made in public education return to the tax base is justified
- Would like to see education up to par with the mainland
- President Greenwood has a video on the web site and received positive responses from students, including a HonCC student, and did not receive any negative feedback

Issues the Faculty Senate asked President Greenwood to address:

Articulation

- Dr. Greenwood is committed to good articulation,
- She is not shocked about Manoa resistance, faculty want quality programs
- Faculty are trying to uphold the integrity of their programs, but she will not be supportive of any game playing
- HonCC faculty gave feedback on elitists attitude of Manoa faculty and noted that the issue is not about Manoa adding graduating requirements that are necessary for various programs. The issue is about Manoa following its own rules. It established hallmarks for foundations and general education and is now trying to find a way to still exclude CC courses that meet those hallmarks.
- Dr. Greenwood says this issue is high on Linda Johnsrud's list

Support of New Building

- Not to worry, there is planning money
- In tough times it is easier to get building funds

LBFO, more room for negotiating?

- Dr. Greenwood said she will not bargain in public, she will report where they are in the process and the facts of the case

- In the letter from David McClain budget cuts will amount to \$76 million and \$78 million in FY 2010 and FY 2011, respectively. UH tried 1/3, 1/3, 1/3 approach, payroll cuts, tuition increase, wherever they can find the money
- The Governor has not released budget monies or stimulus funds
- There has been an increase in student enrollment, especially CCs.
- 5% payroll cut from all employees
- Payroll lag, 12.2 million savings
- 18 million in program cuts and other savings
- Faculty who retire have not been reduced in budget
- Administrative leave without pay is also a energy saving
- EUTF-not part of UH budget, out of UH hands
- Benefit: increase tuition assistance for faculty dependents
- Possible additional tuition increase unless situation improves
- Governor wanted 14% salary reduction and furloughs, instead she cut the UH budget based on number of employees.
- Faculty vote should be based on facts; she doubted the 15% figure cited by Ron Pine, but reminded faculty that the medical portion of the final offer is out of UH hands.
- Some statistics (also reported in her open letter <http://www.hawaii.edu/offices/op/2009/0928-openletter.html#E>):
A national association of universities administered a survey in August to 188 land grant and public institutions and 83 responded. Of the 83, 67 are research universities.

Of the 83 responding institutions

- 42 (51 percent) are laying off permanent staff
- 8 (10 percent) are laying off tenured/tenure track faculty
- 38 (46 percent) are laying off temp/part-time staff
- 28 (34 percent) are laying off temp/part-time/adjunct faculty
- 19 (23 percent) are mandating staff furloughs
- 18 (22percent) are mandating faculty furloughs
- 13 (16 percent) are reducing salaries for senior administrators

The institutions mandating furloughs are in the following states: California, Connecticut, Georgia, Illinois, Kansas, Maryland, North Carolina, Nevada, Oregon, Pennsylvania, South Carolina and Wisconsin.

- Dr. Greenwood gave her e-mail address: mrcgreenwood@hawaii.edu

Mortgage Assistance

- Dr. Greenwood is not familiar with the UH program
- She will need to research it and get back to us
- Some faulty have heard it is only for Manoa research faculty
- Dr. Greenwood noted there was a program in CA and there are a number of similar programs around the country, it should be equitable.

FSEC Meeting Adjourned at 11:00am

Next FSEC Meeting October 23, 2009, 7-633, 9:30am