WHEREAS, given the frequency of individuals holding dual Executive/Managerial (E/M) positions at UH Mānoa; and

WHEREAS, one E/M position should be a full-time responsibility demanding 100% effort; and

WHEREAS, the ability to perform multiple E/M duties simultaneously argues for consolidation of said positions; and

WHEREAS, our history bears witness to frequent incidents of actual or perceived conflict when one individual holds two or more E/M positions at the same time; and

WHEREAS, faculty have requested relief from present or past situations where the same individual served as: the director of PBRC and the Vice Chancellor for Research; the dean of SOEST and the Vice Chancellor for Research; and the director of the Cancer Center and the Dean of the School of Medicine at a time when the desire was to reorganize the two units; and

WHEREAS, there are existing UHM policies for preventing conflicts of interest; and

WHEREAS, avoiding conflicts in management is a best practice for the health of any organization; and

WHEREAS, there are innumerable senior faculty members qualified to step into temporary E/M positions, as evidenced by the past elevation of numerous faculty into E/M positions; therefore,

BE IT RESOLVED, that the Mānoa Faculty Senate insists that no individual shall hold more than one E/M position at any time.