



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Higher Education
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By

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and

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SR 149 Proposed SD1 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO REVIEW AND, AS NEEDED, CONFORM THE CLASSIFICATION OF ITS FACULTY TO ENSURE GREATER ALIGNMENT WITH THE MISSION AND PURPOSE OF THE UNIVERSITY AND INCORPORATE THE ASSOCIATION OF AMERICAN UNIVERSITIES' MEMBERSHIP INDICATORS INTO ITS STRATEGIC PLAN FOR THE UNIVERSITY OF HAWAII AT MĀNOA.

Chair Kim, Vice Chair Kidani and members of the committee:

Thank you for the opportunity to provide supportive comments on SR 149 Proposed SD1.

The administration at the University of Hawai'i has processes and routines that involve the classification of existing faculty and the determination of the appropriate classification of new faculty, in conformance with executive and regent policies. Classification of faculty and staff is also governed by collective bargaining agreements with both the University of Hawai'i Professional Assembly (UHPA) and Hawai'i Government Employees Association (HGEA). The Administration is supportive of this resolution because undertaking a larger systematic review in this area from time to time can be valuable to operations by contemporizing the academic structure within the organization.

Similarly, the University undertakes periodic reviews of Board of Regent's policies to ensure that they are consistent with contemporary national practices. The Regents are scheduled to begin review of the policies in the areas of personnel (Chapter 9, Regents Policy) during the latter part of this calendar year. This will include a review of Regents Policy 9.202 (Classification Plans and Compensation Schedules) and Regents Policy 9.214 (Teaching Assignments of Instructional Faculty). These reviews entail consultation with UHPA.

The Association of American Universities (AAU) Membership Phase I and II indicators are among the metrics that UH Mānoa routinely considers in its planning and evaluations, including in the current strategic planning process.

The UH Administration does state that undertaking a comprehensive review as contemplated in this resolution will require a significant effort. Also, while we will continue to aspire to become members of the AAU, administration also intends to be very pragmatic about the goals and metrics of the university that best serve our student base and our state. Stretching for lofty aspirational goals is not objectionable.

Thank you for the opportunity to testify.