

Campus Priorities Survey, Oct. 2008 – Summary of Faculty Suggestions

Energy Savings

- Disable the cooling element in water fountains
- Regulate the AC
- Invest in solar
- 4-day work weeks
- Use of energy sources - ie. solar, wind, bulbs
- Make sure lights in building lobbies and restrooms were turned off when the doors were locked for the night
- Signs in the restrooms that say, please turn off the light
- Not a good idea to turn off the AC in buildings over the weekend, at least not in the research buildings
- Invest in renewable energies
- Green roofs, solar panels; water efficiency; share the electricity costs of buildings with users of the buildings
- Install light timers
- Central air
- Increase recycling availability
- Take the initiative to go 'paperless'
- Slowly transfer to "teaching only buildings"; so AC can be turned off for 3 days
- Unplug electronics that are not in use, even standby mode takes up energy
- Caulk the windows and close the gaps under the doors
- Replace the toilets with more efficient tankless toilets and install sinks with sensors to control water use
- Cut hours for some offices (example parking office)
- Reduce printed materials as much as possible (catalogues, brochures, etc) and use automated processes
- Widespread motion sensor switches in all corridors and classrooms would also save significant electricity
- Individuals to adjust AC levels
- Condemn buildings with inefficient energy use
- Re-open air flow in buildings that have been partially sealed and piece-meal air conditioned to re-establish the designed air through flow
- Retrofit buildings that were designed for AC to provide shaded walls and windows and open air ventilation
- Ban leaf blowers and other noise sources during class hours, so that open-window classrooms are quiet enough to function
- Close down the entire campus for 3 consecutive business days and a weekend per month
- Adjustments to amount of water used for each toilet flush
- Fix all the leaky plumbing on campus
- Staff and faculty receive paper print-outs of their pay stubs. Have it available online
- Public transportation, such as shuttles, should use engines running on electricity or non-fuel gas and be available after 6 p.m.
- Landscaping that requires less maintenance
- Mandate formation of energy -saving committees at each department - prizes for best energy savers
- Require everyone to use power strips and turn them off every evening - unless of course essential for operations
- Consolidating evening classroom use to 1 or 2 buildings
- Use of rain water for toilet flushing

Administration

- Streamlining administration
- Reduce administrative positions
- Faculty spend less time on administrative junk
- Top administrator salaries
- Football coach salary
- Cut Chancellor & Vice Chancellors salaries
- Freezing administrative wage increases
- Assistant VCs within Academic Affairs, Research and Graduate Division, Students Affairs, VC for finance and operations; Human Resources and other Assistants within the Manoa Chancellor's offices. Salaries saved from these positions can be utilized for instruction and meet the educational needs of the students

- Look at the salaries and job descriptions of management and see if these cannot be cut
- Reduce regulations to lower administrative workload
- Eliminate mid level management positions
- The Deans' travel funds should be strictly scrutinized like the rest of the faculty.
- Improve fiscal management. Streamline ORS
- 'Administrative creep' resulting in too many high level administrators and not enough support personnel
- Re-examine vigorously the need for five deans and four associate deans to administer Arts and Sciences (including Pacific and Asian Studies.)
- Layers and layers of administration should be stripped away
- Reduce Administrator salaries! Or reduce their numbers
- Outsource administration
- Consider using more APT personnel for high level support services that do not require E/M level personnel
- Cut unnecessary positions, like special directors, special assistants

Faculty

- Those with no research commitments or limited research commitments should be required to teach more
- Early retirement incentives
- Faculty already teach enough
- Effort to support entities that have been successful at garnering grant support and/or are developing salable intellectual property
- Increase accountability among all staff and faculty employees
- Give lots of early retirement benefits and options
- Non-instructional faculty who serve in administrative/support capacities should also teach a course on a pro-bono basis as part of their duties to help maintain the amount of courses offered
- Cut 'faculty services' like centralized evaluations, videotaping of lectures for self-evaluation, etc. These may be nice, but they're not necessities
- Outsource as much of the service teaching as possible to the community colleges where feedback suggests service teaching is taken more seriously and outcomes are better
- UHM will only be able to continue generating revenue if the excellence of the grad programs is maintained and Enhanced
- Offer more flexibility in employment arrangements, like tenured not retired, but formally part-time
- University/faculty being more aggressive in seeking research grants from public and private sources
- Invest in training graduate students to teach introductory courses
- Cut back on sabbatical leaves
- Younger, more vigorous faculty need to be given the opportunity to invigorate this institution, while simultaneously bringing in more grant money, for lower salaries (starting asst professor salaries vs. large unwieldy senior faculty salaries), and this accomplishes a number of important objectives to improve the overall quality of this university
- Develop a merit program where faculty can voluntarily (1) increasing teaching loads, (2) help with landscaping (with students also), (3) help with maintenance, (4) organize and lead student groups in service learning to help with the operation of the university and (5) conduct tours; After accumulating sufficient points, merit increases will be awarded.
- Enlist creative faculty to draft a plan that will really save the University money in the long run
- Cutting teaching positions doesn't make sense, nor does cutting support for students
- Even tenured faculty should be teaching 2-4 classes/year—
- Find ways to replace non-productive tenured faculty
- Each situation needs to be looked at differently--one new rule (such as requirement of teaching a class) should not apply to all non-research faculty
- Larger number of GA including TA and RA to keep our programs attractive to graduate students
- Increasing class sizes in the manner suggested is not the solution -- making sure certain faculty aren't teaching small classes is more important

Restructuring

- The colleges of LLL, Social Sciences, Arts and Humanities should be combined into one college with a single dean.
- More TAs, fewer lecturers
- Increase parking fee
- Reduce security
- Reduce number of maintenance employees

- Reduce number of schools/colleges via reorganization
- Increase tuition
- Shut down the Law School
- Let JABSOM become a privately-funded medical school
- Continue movement toward electronic library Reward entrepreneurship
- Get rid of motor pool
- Turn bookstore over to private company
- Eliminate (or at least greatly reduce) campus shuttle bus service
- Off-campus sites, i.e. Leahi, etc., should be on the radar screen for infrastructure support.
- Reduce the requirement for writing intensive and oral intensive classes then class sizes could be increased
- Lop off programs that aren't attracting students
- Consolidate any offices or buildings possible
- If a program is internationally ranked in research and brings in millions in research dollars, it should NOT be cut, even if its enrollment is low
- HR services to be accessible online
- Consolidate classes into fewer buildings
- The first two years of the undergraduate programs to the CC's and West Oahu
- A single biology degree instead of microbiology, zoology, botany, marine biology, horticulture etc
- Fewer social science programs, business areas, and humanities programs
- The smallest academic unit should be a "school", not departments and programs
- Pull back the manini units like Architecture, TIM, Hawaiian Studies, into larger units like Engineering, Business, and Social Sciences
- More on line classes
- Make initial moves to integrate life-sciences using underutilized or poorly utilized space in Biomed Tower
- Programs that are only offered here in the UH system should not be considered for budgetary cut
- Increasing evening class options in all fields to continue to accommodate the non-traditional working students
- Increasing revenue by introducing short (semester-long) certificate programs for international students, business leaders, researchers etc... in specialized fields
- Invest in a huge parking structure
- We should drop down to a 14 week semester, and then increase summer classes
- Shift University operations model to a more business based model and away from a state run enterprise
- Restructure service teaching by taking it out of the cognizant Departments who consider it a burden, and place it in an Undergraduate College where meaningful supervision and feedback based on outcomes can improve the quality of this much needed work
- Completely eliminate UH West Oahu campus
- Extraordinary costs we are paying to some accrediting agencies can be cut
- Require all qualified administrators to teach at least one class every semester
- Increased enrollment, increasing class sizes, slightly fewer TAs, and administrative cutbacks (move some full-time to part-time positions, etc.) may be enough to get us through difficult times.
- Increase cost of on-campus housing
- Utilize health students in providing services to the community
- Eliminating programs with few students that do not generate much grant revenue
- Make entrepreneurship a priority across the UH system
- Consider giving some Manoa undergraduate program to West Oahu - like Dental, Nursing and Teacher Education
- Open eating areas to outside vendors for rent and % sales
- A permanent endowment for UH should be established
- Allow departments to keep at least a portion of revenue from entrepreneurial activities such as distance learning
- Revert back to the pre-Dobelle University administration model
- Provide part-time employment for UH students to work on campus for a wider variety of service functions, including facilities
- Transition large, introductory lecture classes to distance education
- Reorganize campus center, administratively and spatially
- Capitalize the campus by renting out areas of certain buildings (e.g.: art bldg., dorms) to clothing, novelty, snack, sporting goods and other companies; turn the campus into a real college town
- The entire UH system needs to eliminate red-tape in procurement
- Do not cut libraries further, they are the centerpiece of distance learning, FTF learning

- and research, and have endured the deepest cuts on campus over many years
- Relocate some research facilities to inexpensive warehouse-like buildings that are not on campus
- Let's get some private industry efficiency experts in to help us streamline paperwork
- Outsource janitorial services; use performance based contracts
- Have students man the on-campus health facility and expand it to provide outpatient care (geriatric, pediatric, women's health, psychiatric etc.) on campus to provide clinical opportunities for nursing, medical, and psychiatric/psychology students and employment for students and faculty
- My department could generate significant operating costs for the department, yet we are unable to do so since all \$ generated from CE must go back to the CE program. all we gain is extra work instead of being able to use the money for faculty salary adjustments, equipment and supplies for undergraduate courses, etc. I would be of great help if the money we could generate could go back to our own departmental G/S account
- Have a fall break similar to spring break
- I wouldn't recommend cutting athletic programs because, as I understand it, the unit as a whole is revenue-producing
- Band scholarships are to reimburse; (at an embarrassingly low rate) students for the many, many hours they spend representing UHM at a slew of University events
- Coordinate with the community colleges on having 300-400 level courses taught on their campuses to students who live in the outlying areas to utilize any classrooms they have empty during school hours
- Reduce duplication of classes across disciplines

Technology

- LINUX for computers and servers, especially servers
- We have the infrastructure for digital communication already, yet we pay millions to a phone company that provides yesterdays' technology at an outrageous price
- Replace subscriptions to hard copy journals with on-line versions
- Continue to use web based technology to streamline operations
- Encourage all faculty to stay home and telecommute when not actively teaching thereby reducing travel to UHM; have virtual office hours via Halawai
- More electronic, form-fillable forms that can be submitted electronically for a wide variety of UHM purposes
- Interactive TV is dead and needs to be moved aside to make room for web conferencing. Retrain the staff. Sell the old, outdated TV infrastructure. Move on to something like Elluminate which the College of Education, Nursing School, and School of Social Work are using very successfully
- Commitment to open source software wherever feasible
- Utilize state of the art distance education technology such as Elluminate (synchronous web, real-time teaching platform) or other effective programs to deliver courses, meet with students, hold conferences and workshops
- Purchase a large plot of land in Second Life (virtual world) for UH for distance learning and research (it is an inexpensive and fabulous simulation environment for experiments), for distance learning and collaborative work and international conferences, allow any program or faculty or researcher to utilize a portion of the land to develop educational and research projects--it is already working at San Jose State U. and hundreds of other universities are in SL, more joining all the time

Misc

- Across-the-board cuts make every program ineffective
- Reduce paperwork
- Laboratory fees
- Negotiate an agreement w/ phone service: bills are outrageously expensive
- The sports programs spends a ridiculously high amount of money
- Stop West O'ahu
- Empowering the remaining staff to create ways to work more efficiently
- Conduct an external review of all departments
- Expanded U-pass program
- Mold prevention
- Monitor bidding on food service contract so not rigged for Sodexo
- Don't mess with the Health Center
- Investigate large spending
- Review performance of facilities and maintenance crews for time on task, efficiency, and job completions
- The off-campus operations listed -- Lyon Arboretum & Waikiki Aquarium -- are all on the historic list. They can be incredible educational outreach and money making ventures if managed properly. THEY

SHOULD BE A PRIORITY FOR THE UNIVERSITY! Integrate these facilities into your curricula! UH is missing an opportunity here

- Allow competitive bidding for repair/maintenance work
- Reduce coaching salaries
- Working with the transit community to make bike routes safer and opening a service shop for students
- Why do we never hear about successful fundraising efforts from this University?
- Close for spring break, and close for larger segments during the summer- all will all be an important methods to reduce costs
- Move all sports except football, Men's basketball, Womans volleyball and one other womens sport to division 2 or 3
- Make a substantial change in the UH Foundation leadership and put on a real campaign to raise the endowment at UH
- More proactive student recruitment
- All contracts for maintenance and services should be re-bid bi-yearly to allow aggressive competition by contractors
- Mandate teleconferencing rather than travel to meetings whether local, inter-island or out-of-state
- Paperless office/classroom
- GA, TA, RA must NOT be considered for cuts
- Cut student services
- More successful fundraising with the private sector is needed
- Eliminate office telephones on an individual basis where these are not required (many faculty have cell phones)
- Accept more students
- Ways to generate revenue in the evening, Sat. and Sun should be explored
- Get grants to sustain the library subscriptions
- Lessen the expenditure for recruitment of mainland students and focus on meeting needs of Hawaii
- Increasing efforts to develop a stronger relationship with the community, including political leadership
- Cut the 'school newspaper' its useless
- Increase charges for vendors selling crap on campus
- Collaboration among Manoa, Hilo, West Oahu and community colleges so as to NOT duplicate services
- Get better fund-raising people
- Increase payments for graduate students, this way they do not need to get extra jobs to support themselves
- Explore naming opportunities for schools and buildings
- Rent out facilities for concerts and conferences
- More opportunities for student volunteers to help their departments with volunteer labor
- Sell assets (aquarium, arboretum)
- Aggressively lobby with the State government to limit the cuts for the UHM
- Cut back on unnecessary events for students
- Increase parking fees for faculty and administration; not for students
- Rent out Andrews Amphitheater and other facilities for fundraisers, etc
- Please do not cut the ga tuition wavers
- Take a look at contracts for things like furniture, office machines, vehicles, etc. Sometimes these lead you to be required to purchase the\$500 ash tray
- Seek money from businesses by offering them advertising or other incentives
- Sell patents
- Why are we having to contract out equipment maintenance when there are students who could do the job and get valuable experience while doing so
- I would suggest a moratorium on building any new facilities
- Institute mandatory online pre-travel plans so an administrator going to a conference overseas could also conduct related business on behalf of UH
- Lower overhead costs in the bookstore by encouraging more online textbooks or book-sharing