



MĀNOA  
STAFF SENATE

Mānoa Staff Senate  
Chair

Tuesday, September 15, 2020

TO: Benjamin Kudo, Chair  
UH Board of Regents

CC: Michael Bruno, Provost  
University of Hawai'i at Mānoa

FROM: Jaret KC Leong, Mānoa Staff Senate Chair

Dear University Hawai'i Board of Regents,

I want to express my frustration over the lack of communication and “shared governance” with the staff at Mānoa regarding the proposed changes to this University. I appreciated the approved amendments made by Regent Acoba, which read: *“and in the consideration, planning, and formulation of any action, the Administration will consult with faculty, staff, and student organizations in a cooperative and collaborative manner and approach, taking into account the interests of the individuals, groups, and entities involved or affected.”* Unfortunately, as of today, the Mānoa Staff Senate has not been contacted by UH Administration. Nor have we received any clear process of how this will be handled and in what timeframe. I’m equally troubled that the students (ASUH and GSO), our lifeblood of this University, have also not been included in this process.

I am respectfully requesting assurances from the BOR that the staff of this University, the same individuals working non-stop to keep this University running, be included in the process - and from an early stage, not after decisions have already been made. I’m merely asking the BOR to ensure Administration follows your directive in the approved Board Resolution 20-03, which states: *“work with faculty, students, and staff to seek the broadest possible consensus for the greater good in order to maintain the integrity and continued functioning of the University.”*

**University of Hawai'i at Mānoa Staff Senate**

2500 Campus Road, Hawai'i Hall 202

Honolulu, HI 96822

Email | [uhmstaff@hawaii.edu](mailto:uhmstaff@hawaii.edu)

Website | [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate)

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Additionally, I am requesting that communications are given to the staff directly. I'm fortunate that my Dean and Department Chair are incredibly transparent and have included staff. Unfortunately, that is not the same across the campus. I want to ensure that all staff is allowed to provide meaningful feedback, especially in highly-impacted programs. I appreciate Provost Bruno, including staff in his **Mānoa Budget Follow Up Approach**, Bullet Point #1. However, I'm concerned that staff is excluded from Bullet Point #3: "Following this meeting, David and I will conduct small, focused meetings with leadership and faculty from highly-impacted programs."

Furthermore, the proposed process lacks the specific reference to each shared governance group and when they will be included in the process. It's my interpretation of the BOR's directive that we should be included at the beginning phase, not at the point of consultation. Quite frankly, that is when decisions are already finalized.

I want to express my appreciation for Provost Bruno for making all the recommendations and responses publicly available. Though, shared governance, for me, goes beyond informing us. Shared Governance is the inclusion within the process.

Finally, I'm confident that we can work together on finding the right solution for this University. The President and Provost had the foresight to include staff in important committees, such as the Mānoa Reorganization Phase 2 Functional Team and Mānoa COVID-19 Working Teams. In those committees, the staff has demonstrated the ability to work collaboratively with fellow faculty, students, and UH Administrators. I'm eagerly awaiting our opportunity to contribute.

Aloha,

Jaret KC Leong  Digitally signed by Jaret KC Leong  
Date: 2020.09.16 02:01:54 -10'00'

**Mānoa Staff Senate Chair**

**University of Hawai'i at Mānoa Staff Senate**  
2500 Campus Road, Hawai'i Hall 202  
Honolulu, HI 96822  
Email | [uhmstaff@hawaii.edu](mailto:uhmstaff@hawaii.edu)  
Website | [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate)