



UHM Staff Senate | Chair &lt;msschair@hawaii.edu&gt;

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## Shared Governance Issues with UH System / Hybrid Search Advisory Committees

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To: bor.testimony@hawaii.edu

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Aloha Chair Moore and the University of Hawai'i Board of Regents,

My name is Carl Dionne and I am Chair of the Mānoa Staff Senate (MSS) for the 2022-2023 term. An issue that has come to the attention of the MSS is the hiring of the Executive Director of Equity Assurance (EDEA). Originally, the UH President allowed the Mānoa Staff Senate to appoint two seats on the hiring committee. However, the position was moved under Vice-President of Administration, under Jan Gouveia. In the reorganization, the position became a UH System/Mānoa hybrid position, and the MSS was not allowed representation on the hiring committee. A similar situation happened in the past with the hiring of the new Director of Student Housing, as this position was also under VP Jan Gouveia.

The MSS is concerned that the moving of these positions under the Vice-President of Administration could signal a disturbing trend circumventing the shared governance process, excluding shared governance groups. The Executive Director of Equity Assurance (EDEA) has a large scope of responsibility that reaches across all staff, faculty and students. The Director of Student Housing has significant oversight of UH Mānoa housing staff as well.

Regardless of the specific positions mentioned above, moving executive positions under VP for Administration (UH System / Hybrid) could further exclude shared governance groups from future search advisory committees. As the University of Hawai'i goes through the strategic planning process and the creation of a newly reimagined university system, the issue of shared governance and UH System / Hybrid positions will only increase.

I wanted to say the MSS enjoys a good relationship with President Lassner, Vice-President Gouveia and Mānoa Provost Bruno. Vice-President Gouveia and Mānoa Provost Bruno have been willing to meet with us on a quarterly basis to discuss the effect of UH football on campus, and that meeting turned into an open forum where any issue can be brought up by anyone for discussion. It was at the October 12th meeting that we were able to discuss the MSS resolution with them.

At the meeting both understood our point of view and VP Gouveia was going to go back and think about our request. However, VP Gouveia was reluctant to utilize the shared governance process for hiring under her purview, and was not willing to give staff a vote on these SAC's. In fact, she only wanted our

involvement after a final candidate was selected, which is entirely unacceptable and not in the spirit of Regent Policy RP2.202 mentioned in our resolution. VP Gouveia cited having to do hiring quickly, and noted the logistics of coordinating large sized search advisory committees. It was also mentioned that she wanted specific subject matter experts for these highly technical positions. UHM staff in these units are often subject matter experts on issues relating to their units and staff do share the desire to see change and improvements in their units. Adding staff, and other relevant shared governance groups, to the process will serve to strengthen the hiring efforts and make sure staff in the hybrid units have their voices heard in the hiring of their leadership. Allowing participation of shared governance representation and staff on these SAC's will also ensure that any issues of bias in the hiring for these Administration positions can be avoided by having a more diverse stakeholder group used in the hiring process. VP Gouveia also noted they work on coordinating construction projects as well. We do acknowledge that not all hiring or projects under her office would require consultation with the appropriate shared governance groups. And, in particular we recognize VP Gouveia's stellar work in fast tracking of the on campus football stadium at Ching Field in a very short amount of time, and the logistics of dealing with parking that many people for UH football games on campus.

The MSS also recognizes that the office of the Vice President of Administration was not used to working with or utilizing the need for the shared governance. In years past, the UH System and UH Mānoa were far more separate, As a newly reimagined university system emerges, these UH System / Hybrid positions will only blur these lines further. Based on the answers given at Wednesday's meeting, the MSS felt the need to continue the process and send this resolution on to President Lassner and the UH Board of Regents for consideration.

In closing, the MSS is asking the UH President to consider our resolution, and follow the shared governance process for these positions, positions relevant to staff, whether it be at UH Mānoa with the MSS, or at the system level with the newly forming systemwide University of Hawaii Staff Council. This process should also include all relevant shared governance groups based on the specific position in question at the time. Attached is the MSS resolution for your review and consideration.

Mahalo  
Carl E Dionne



**Carl E Dionne, Chair**  
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**MSS Resolution opposing bypass of shared governance in hybrid position hiring(3)(1).pdf**  
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