



# MĀNOA STAFF SENATE

*Presented to the Mānoa Staff Senate by the Executive Board for a vote of the full Senate on September 14, 2022, a resolution opposing the bypass of Shared Governance units in hiring on UH Hybrid positions. Approved by the Mānoa Staff Senate on September 14, 2022 with 18 votes (100.00%) in support; 0 votes (0.00%) opposed; and 0 abstentions.*

## **Resolution Opposing the Bypass of Shared Governance Units in Hiring on UH Hybrid Positions**

**WHEREAS**, the Mānoa Staff Senate is a fully recognized shared governance organization at the University of Hawai'i at Mānoa and has a duty to provide recommendations for staff appointed to serve on Search Advisory Committees; and,

**WHEREAS**, the position of Executive Director of Equity Assurance (EDEA) was initially advertised for hire and the Mānoa Staff Senate and other campus staff shared governance units were granted two seats to the original search advisory committee by the President in August 2021; and,

**WHEREAS**, the Mānoa Staff Senate was notified of the termination of the recruitment effort in March 2022 for the position of Executive Director of Equity Assurance (EDEA) and that the position was reorganized to be under the oversight of the Vice President for Administration; and,

**WHEREAS**, the Mānoa Staff Senate requested to have a staff member on the committee for the Director of Student Housing, but was not provided any communication or updates until the position was posted on Neogov, where we learned of the unprecedented nature of the position description of the Director of Student Housing; and,

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

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

Website: [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate) *An Equal Opportunity/Affirmative Action Institution*

**WHEREAS**, the Mānoa Staff Senate and other UH shared governance groups provide valuable perspective and fairness in the hiring process for the campus, and the Mānoa Staff Senate was not provided the opportunity to fulfill our role, as a shared governance organization, throughout the hiring process; and,

**WHEREAS**, consultative opportunities were repeatedly denied regarding the recruitment of new hybrid positions under the Vice President for Administration; and,

**WHEREAS**, Regent Policy RP2.202 requires the University President to *‘Promote and participate in leading a system of shared governance across the campus that is based on the values of collegiality, transparency, and excellence; and cultivate frequent communication with student, faculty, and staff advisory groups including the Mānoa Faculty Senate, Associated Students of the University of Hawai‘i, Graduate Student Organization, Kualī‘i Council, and Staff Senate.’*; and,

**THEREFORE, BE IT RESOLVED** that the Mānoa Staff Senate opposes the continued bypass of Shared Governance bodies in the recruitment process via search advisory committees on UH Hybrid Positions; and,

**BE IT FURTHER RESOLVED** that the Mānoa Staff Senate reproves the UH and UHM administration for repeatedly reorganizing positions into hybrid roles and not seeking “consultation” with the respective shared governance bodies in violation of established UH procedures and fundamental principles of shared governance; and,

**BE IT FURTHER RESOLVED** that the Mānoa Staff Senate shall have meaningful discussions with systemwide shared governance bodies, so that concerns and transparency in recruitment of hybrid unit positions can be addressed, assuaged, solved, corrected, and shared governance bodies can be allowed to nominate members to serve and participate in Search Advisory Committees for all hybrid positions; and,

**BE IT FURTHER RESOLVED** that certified copies of this Resolution be transmitted to the Chair of the University of Hawai‘i Board of Regents, University of Hawai‘i President, University of Hawai‘i at Mānoa Provost, the University of Hawai‘i at Mānoa Kualī‘i Council, the University of Hawai‘i at Mānoa Faculty Senate, the Graduate Student Organization - University of Hawai‘i at Mānoa and the Associated Students of the University of Hawai‘i at Mānoa.

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

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

Website: [manoa.hawaii.edu/staffsenate](http://manoa.hawaii.edu/staffsenate) *An Equal Opportunity/Affirmative Action Institution*