ATTENDEES:
Michael Bruno, Helminck Aloysius, Alison Sherwood, Andrew Wertheimer, Cheri Ebisu, Jared Leong,
Laura Lyons, Meera Garud, Noriko Asato, Rich Gazan, Scott Robertson, Tonia Sutherland, Vanessa
Irvin, Violet Harada, Wendy Pearson

SUMMARY OF DISCUSSION:

Budget Situation
We are facing a short-term and long-term budget crisis in the State and at the University. The Governor
intends to borrow $750 million from the federal reserve in the current fiscal year 2020-2021 (FY21) to
address the State's current budget shortfall; this loan must be repaid by the State within three years
beginning July 1, 2021. The State and unions are currently in discussions related to possible furloughs
(two days per month = 9.23% pay cut) for State employees over the course of the next four years. All
University E/M employees will receive a pay cut beginning November 1, 2020.

While the University has not yet received its budget allocation from the State, we are confident that we
will be in a good budget position for FY21 due to the current freeze on hiring, travel freeze and strong
restrictions on equipment and other expenditures. However, we must plan now to position the University
to withstand the future budget cuts and move away from furloughs and the painful cuts currently in place.

Process
The University cannot continue as a premiere R1 research university with four years of paycuts and
freezes; this is not sustainable. We must start now to identify cost-saving efficiencies and increase
revenue, primarily through enrollment growth. Mānoa Budget Committee members began meeting with
Deans in March/April to examine budget reduction scenarios of 5%, 10% and 15%.

The Committee’s suggestions to academic units are not intended to be top-down mandates. The
suggestions were based on external reports, information and data on hand, and are intended to be
provocative and provoke conversations. Committee members are committed to meeting with highly
impacted departments, listening to their thoughts/feedback, and working collaboratively to best position
programs, departments and the University for success.

Cost-saving measures will not come on the backs solely of the academic side of the University. On the
administrative end, Phase 2 of the Mānoa reorg is currently under development and identifies for
elimination approximately 12 E/M positions that will result in significant cost savings for the Mānoa
campus. Additionally, a blue ribbon committee is currently reviewing the Athletics program to assess the
current program and identify a sustainable future. We are also looking for efficiencies in other programs
such as residential life, student housing, facilities, auxiliary services, bookstore, and other areas of
administration.

Review, approval and consultation with unions and affected stakeholders will continue through Spring
2021. The aim is to be transparent and collaborative throughout the process as we continue to work to
identify cost-saving efficiencies and increase enrollment revenue. Mānoa Staff Senate representatives
will participate in these meetings as staff are also affected.

Details
Library and Information Sciences, Department of Communications and Department of Communicology
faculty have been meeting weekly to discuss a merging of the three units into a new school. The new
school would be designed to bring together various strengths and aspects from each unit including the
human interpersonal communications from Communicology, media flows and journalism from Communications, and technology services access and information sciences from LIS. Data ethics and information literacy are core to LIS and may touch on other units..

This group feels the new school will be fundamentally concerned with how information flows—between people, through communities, media and technologies, and across time. Graduates will acquire the knowledge, skills and ethical perspectives to understand and contribute to information flow as a way to address individual, collective, and societal goals, essential for social and cultural resilience. The group has some classes in mind to bring to a new undergraduate program in order to take existing programs in new directions.

Some of the faculty have concerns regarding processes for tenure and promotion, contract renewal, etc. The Committee has shared that faculty titles, rank and seniority are preserved when moving within and between units. Bev McCreary (OVCAA) currently assists with these actions across campus with some regularity and can meet with the broader group to help with this process. The faculty are very appreciative of discussions with Bev thus far and believe that a better understanding of these processes will help to reduce speculation, relieve anxiety across the units, and support their effort to create something fair and inclusive.

The group does not know who all the participants will be, nor the specifics that may be involved in the merger. This uncertainty is not a break on the group’s enthusiasm, but it does hamper the planning effort. Participants may be reluctant to propose a direction as it may step on some options for other programs, e.g., media arts faculty and journalism may have some options in other colleges.

The group wants to ensure they can maintain their culture and ID which equates to their faculty and staff; noting that their APT employee is essential to their work. Committee members understand that culture within units and departments are different and it requires time and commitment to learn about each other. The Committee believes that over time a positive culture will emerge based on the collaborative discussions thus far.

Student projects and courses are an opportunity for faculty in separate units to learn about each other. The units are working to create more opportunities for students to cross boundaries and bring faculty with them so faculty can learn more about each other.

Space is an issue. The Committee does not anticipate removing faculty and staff from their offices simply because of a merger. We may see a gradual movement of office spaces as opportunities arise and teams of faculty begin working more closely together.

The Committee is appreciative of the way in which these three groups took control of their own discipline, curricula, and service activities, and engaged in honest conversations with one another. The Committee is excited about the opportunities to infuse learning across the programs, support students and increase enrollment, and feels that it would be beneficial for this group to exchange notes with other chairs and departments that are also driving toward serious change.

Additional Items for Discussion
- Resources required for the newly combined unit to deliver their program.
- TA and GA allocations are to be determined.