



**MEMORANDUM**

Date: October 14, 2021

To: David Lassner, UH President; Erika Lacro, UHCC Vice President; Michael Bruno, Provost, UH Mānoa; Bonnie Irwin, Chancellor, UH Hilo; Maenette Benham, Chancellor, UH West O‘ahu; Rachel Solemsaas, Chancellor, Hawai‘i CC; Karen Lee, Interim Chancellor, Honolulu CC; Louise Pagotto, Chancellor, Kapi‘olani CC; Joseph Daisy, Chancellor, Kaua‘i CC; Carlos Peñaloza, Chancellor, Leeward CC; Lui Hokoana, Chancellor, UH Maui College; Ardis Eschenberg, Chancellor, Windward CC

CC: Ernest Wilson, Regent, UH Board of Regents

From: Thanh Trúç T. Nguyẽn, Co-Chair; Rosie Vierra, Co-Chair  
All Campus Council of Faculty Senate Chairs

Subject: Request for administrative support for the tenet of tenure as defined by the UHPA-BOR contract and UH policies

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On behalf of the All Campus Council of Faculty Senate Chairs (ACCFSC), we request your support of faculty by supporting tenure as defined by our current contract and UH policies. Article XII, A 1 of our UHPA contract states that “Academic tenure” means the right of Faculty Members to permanent or continuous service in the University. We urge you to make direct and/or (preferably) public appeals to the University of Hawai‘i Board of Regents (BOR) in support of maintaining 1) tenure protections for all faculty, including specialist and extension agent faculty, and other faculty currently receiving tenure, 2) the requirement for faculty consultation in the tenure & promotion review processes, and 3) explicit recognition of the differences between 2- and 4-year faculty.

UHPA R-20 #5 states that policies relating to the classification of faculty, the expectations of faculty by rank, and the criteria, but not the process, used in determining contract renewal, tenure and promotion, and faculty five-year periodic review should have been referred to Senates.

In February 2021, the UH BOR convened a Permitted Interaction Group (PIG) for the explicit purpose of reviewing and assessing “(1) the history and purpose of tenure; (2) the evolution of and current views and developments on tenure; and (3) the current criteria and decision making process for tenure” in the UH System, as described in its report of September 10, 2021 to the UH BOR (p. 209). During their work, Hawai‘i State Senate Resolution No. 166, S.D. 1 (2021) and Concurrent Resolution, SCR 201 HD1 (2021) were passed. In their resulting work, the PIG made recommendations regarding tenure and put forward policy revisions that seriously overstepped their purpose. The ACCFSC will be submitting testimony to oppose the draft Resolution 21-06 of the BOR PIG that seeks to reclassify faculty and eliminate tenure for specialist and extension agent faculty as well as change the 5-year periodic review.

Any legitimate and informed study of tenure at UH requires the voice of faculty throughout the process. Discussions of tenure reform failed to include any active members of the UH faculty. We have additional concerns, including the glaring omission of any mention of UH Community Colleges faculty. There could be some serious repercussions to WSCUC and ACCJC accreditation.

To that end, the ACCFSC strongly urges you to appeal to the BOR to support tenure as defined contractually, which seven UH Mānoa administrators have already submitted at the September 16, 2021 BOR meeting.

We hope we can count on your support on this crucial and important issue.