



UH Board of Regents Meeting
May 17, 2012

Testimony re the Chancellorship at the University of Hawaii at Manoa

On behalf of the University of Hawaii Professional Assembly, I ask that the Board of Regents give careful consideration today to the decision that will be made to continue the practice begun under former President Evan Dobbelle to secede the executive authority over the University of Hawaii at Manoa to the position of a Chancellor, rather than have it retained under the direct authority of the President of the University. And further, to not allocate an additional one hundred thousand dollars more in the salary currently being paid to that position.

The creation of a separate and distinct administrative structure for the Manoa campus from the historic organization of the University of Hawaii has done a financial disservice to both the Manoa campus and the entire System. It has caused the duplication of services and positions without showing any noticeable gain to the flagship public university of our state. The hope by some that a Chancellor would somehow bring more to the Manoa campus than it otherwise would have received under the direct authority of the President is a failed promise. What has emerged is a new level of competition between the System administration and that of the Chancellor's office. The research component of the Manoa campus has continued to thrive through the extraordinary accomplishments of the faculty, despite the overlapping administrative authorities.

Matters such as human resource management and contract implementation have been impeded by the proliferation of "chancellors" that spread to, and undermined both the University of Hawaii at Manoa and the University of Hawaii Community College System. The lack of consistency in administrative actions has increased the costs and time involved in faculty personnel issues. What had once been efficient administrative structures have been replaced with less effective duplication that lacks clean lines of authority.

I personally attended all four of the public presentations made on the Manoa campus by the four finalists for the position of Chancellor. I also independently sought to examine the background of each of the candidates. All four appear to be intelligent, dedicated academic administrators. However, I cannot point to one exceptional quality or ability that any of the candidates brings to the unique nature of the University of Hawaii at Manoa that is not already present among our ranks. Should

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the Regents remain committed to the current organizational structure then there was no reason to reach out beyond our shores to find a capable individual to assume the post. What each of the candidates did express was the willingness to learn more about Hawaii. While I certainly commend them for recognizing the need for understanding, I believe there are others more capable of moving the campus forward who already understand the culture.

In the end, the Regents should reconsider the decision to hire a new Chancellor. Let the current Vice President for Academic Affairs assume the role of operational officer for the campus, since she also holds the title of Provost. Then, the President of the University of Hawaii System can once again assume the role of leader of the academic community that is the University of Hawaii.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'J. N. Musto', with a large, sweeping flourish at the end.

J. N. Musto, Ph.D.
Executive Director