FAQ’s Related to Reorganization; April 18, 2016

Aloha Colleagues:
If your questions do not appear below, please e-mail the VCAA (mplatz@hawaii.edu) and it will be added to the list. Mahalo.

Q1. What would reorganization of academic units at UH Hilo look like?
A1. At this time departments are organized into colleges. Reorganization would mean that UH Hilo will have a new configuration of existing departments in new colleges. For example, in one model considered by the task force, the departments currently residing in the Division of Natural Science would form a new college. In another model considered by the task force, Nursing, Psychology and Kinesiology would form a College of Allied Health.

Q2. Will any departments be dismembered in a reorganization?
A2. No. The Physics and Astronomy Department will not be split into two separate departments, for example.

Q3. Will any majors be “stopped out” in a reorganization?
A3. No, the “stop out” process is independent of, and not contingent upon reorganization. “Stop outs” will be considered when they make sense, without the need for reorganization, such as the CHUS “stop-out.”

Q4. Will any departments be merged as a result of reorganization?
A4. No. The Business and Economics faculty recently voted, on their own initiative, to merge. This was a locally initiated reorganization.

Q5. Will tenured faculty have to reapply for tenure?
A5. No. The Locus of Tenure of faculty with tenure will simply transfer from the old to the new college.

Q6. Will any faculty be forced to change departments as a result of reorganization?
A6. No.

Q7. Will any staff lose their jobs as a result of retrenchment?
A7. No.

Q8. Why does the administration support reorganization?
A8. The administration believes that reorganizing these Colleges into units with more common integrated cultures and missions will lead to wiser management of resources and resource allocations. Collectively, we should be seeking an organizational structure that best allows us to enhance student success, support faculty scholarship and create a productive work environment for staff. Our guiding principle in developing the plan will
be to identify an organization that will make our planning more effective while strengthening our ability to serve the needs of our students.

Q9. Is reorganization a prelude to retrenchment?
A9. No. The administration is not considering retrenchment. UH Hilo has a reserve that meets the Board of Regents requirements for our campus and it assists in maintaining the funds and programs we offer our students and the community.

Q10. What is a reorganization plan?
A10. A reorganization plan will list where all employees reside on a new organization chart.

Q11. When will the administration submit a plan to UHPA?
A11. On or after the faculty return from the summer, August 15, 2016. The plan will be posted then on the VCAA homepage http://hilo.hawaii.edu/uhh/vcaa/. Upon receipt of the employers request to consult on a reorganization, UHPA will notify faculty that if they have comments or concerns they should submit them to the UHPA staff assigned to evaluate the proposal. UHPA will then provide the campus faculty with the formal response sent to the employer.