Report to Faculty Congress from the CAS Senate – prepared by Jean Ippolito, CAS Vice Chair and Liaison.

Dean Randy Hirokawa attended the CAS Senate Executive Committee meeting this morning to address questions that were asked at our previous meeting.

The first concerned prioritizing hiring for faculty positions in CAS, and the second question was inquiring about the results of the Dean’s evaluation that was conducted last year.

The following is a summation of the discussion from the notes of the draft minutes:

Hiring priorities:

Last April (2012), all Division Chairs and Associate Deans, met and talked face-to-face. They discussed the priorities for hiring, and worked toward a consensus. Dean asked the Division Chairs what the needs of the programs are and they were discussed and prioritized. In May, Randy sent the hiring priorities to VCAA.

Constraints: The Chancellor does not want to see the closing down of programs, or faculty terminated. The Chancellor stipulated that covering GE is the first priority. Second priority is critical needs for the major. Third is enrollment. So far, we have not even made it through the second criteria. No new positions are being created – that is not to say that positions cannot be reallocated. When a faculty member retires, resigns or passes away – that funding goes back to the Chancellor. We have to argue to get the position back.

Budget: CAS begins the year with $850,000.00 in the hole. Beginning budget starts in the hole – begins with not enough money to cover salaries. We used to have $450,000.00 in EPSCOR grants for faculty salaries – then grant money ran out, the money now must come from the CAS budget. Each year begins with $850,000.00 in the hole.

When Chancellor Straney came to UHH, he realized that this was a structural problem. He restored the debt, but to do it, he had to take positions that were vacated. That way he makes sure that CAS gets enough money to pay for existing salaries. Dean believes that we are getting closer to balancing the budget – if we can get our utilities bills down – we can argue for more new hires. Utilities bills are a problem. Utilities are one million dollars more than anticipated.

This year we have ten priorities approved for searches. This is better than anticipated.

DEAN Evaluation Results from last year:

The Dean received the data from Brendan Hennessey last summer. When Congress passed the legislation – CAS said they would evaluate their own Dean. Deans are evaluated using the systems 360 evals.
Legal counsel said you cannot have multiple evaluations. The Dean wants the evaluations for continuing improvement. APC ran the evaluations last year, and the Dean received data. Now the APC needs to sit down with the Dean and discuss it.

The Dean shared the evaluation data with the committee members by passing out the statistics sheet. The CAS Executive Committee will discuss and then meet with the Dean to discuss and give feedback. A meeting will be scheduled for this.

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At the Nov 16th CAS Senate meeting, the Evaluation comments were read and discussed in a closed session by the CAS Exec Senate committee members. Concerns, priorities and possible suggestions for problem solving and improvement were given to the Chair, Steve Lundblad, who promised to meet with the Dean and go over these.