

Memorandum

DATE: May 20, 2003

TO: Peter Englert, Chancellor, University of Hawai'i at Mānoa

FROM: Signature sheets appended (non-tenured faculty not encouraged to sign)

RE: Expression of No Confidence

cc: Evan Dobbelle, President, University of Hawai'i

This memo is to express our lack of confidence in your ability to lead the University of Hawai'i at Mānoa going forward. During the time since your arrival, a clear pattern of incompetence, inadequate communication, bias and even misbehavior on your part has emerged. Despite statements about your commitment to “consultative processes”, you have taken a number of arbitrary and seemingly arrogant actions. There are numerous indications of your proclivity to micromanage activities at Mānoa. Problems caused or exacerbated by your office include:

You peremptorily canceled the merger of the Medical School, PBRC and the Cancer Research Center after the implementation date and with no explanation. The merger was consistent with the direction of integrating research and education that is articulated in both the Mānoa and System strategic plans, and it had been taken into account during planning for operation of the new Kaka'ako facilities.

The shoddy preparation of the case for funding of the Mānoa Program Change Request for research infrastructure contributed to its failure. While the condition of the State economy cast a pall over the recent session of the Legislature, a much stronger case could and should have been made. Even if it had not resulted in any funding during the upcoming biennium, it would have laid a critically important foundation for the future of research at the University of Hawai'i.

The attack on FY03 unit allocations of RTRF during the fall semester was very damaging to faculty morale, and it wasted an unaffordably large amount of faculty-days. This could have been easily avoided had you been willing to listen carefully to your Deans and Directors and to the faculty.

Your cavalier handling of the faculty and staff of Student Services was incredibly damaging to campus morale and to the external perceptions of your office. You exhibited a clear disregard for due process and collegial professionalism.

You attempted to appoint Ron Cambra to the nonexistent position of Vice Chancellor for Student Affairs and Undergraduate Education without appropriate consultation. After the Board of Regents rejected this action, you appointed him as your Special Assistant for Student Affairs. Such ad hoc attempts to reorganize the management of Mānoa are destructive, and violate your stated principles regarding consultative processes.

Attempts to convince the directors of the Hawaii Institute of Marine Biology and the Hawaii Natural Energy Institute, and the Chair of Ocean Resources Engineering department, to move out of SOEST without faculty consultation are simply unacceptable. These efforts are highly inconsistent with the stated philosophy of the UH administration regarding transparency and are against the principle of faculty governance.

You have attempted to create a “Council of Chairs” that undermines the authority of the Deans and the autonomy of their units. Any such attempts at reorganizing management and governance at Mānoa must be done in close communication and collaboration with the faculty.

The arbitrary sweeping of summer session S funds without sufficient advance study of the impacts indicates a disregard by your office for due process and full disclosure. As with the R funds, many units have been using the S funds that they’ve earned to fill salary gaps created by the 4-4-4 cuts.

You changed the wording of the draft Mānoa RTRF policy after it had been agreed to by you with representatives of the faculty. That is a clear violation of trust.

Your failure to promptly release matching money unequivocally committed by President Dobelle in support of the Hawaii EPSCoR Research Infrastructure Improvement grant, despite the admonishment of the National Science Foundation that immediate release of those funds was of paramount importance. Your behavior in this regard undermines the credibility of President Dobelle and the reputation of the University of Hawaii in the eyes of the National Science Foundation.

You attempted to remove Medical School Dean Ed Cadman as PI of the RCMI training grant, and prevented transfer of the grant from PBRC to the Medical School where the training actually takes place.

Your memorandum of 5/2 rescinded the authority of SOEST to manage its allocation of R funds that you had granted in memos of 3/14 and 4/10. This was nominally based on what was already known to be an inconsequential paperwork error. This episode shows very clearly your erratic and irrational management style.

Your office has failed to act, for several months, on the request for approval of a major recruitment for the Medical School. The internationally respected finalist may be lost to the University because of this long period of inaction.

While we had hoped for a much better outcome after your arrival at Mānoa, it is now clear that these problems go well beyond the inevitable process of “settling in” and learning the campus culture and operations. There is every indication that the accumulating impact of your failure to provide clear and inspiring leadership, competent management, and fair treatment of faculty is highly detrimental to the future of this University.