

MANOA FACULTY SENATE RESOLUTION
CONCERNING THE PROCESS FOR SELECTION OF A DIRECTOR
FOR THE CANCER RESEARCH CENTER OF HAWAII

Whereas Chancellor Hinshaw ignored both CRCH faculty and the written succession policy of the CRCH as agreed to by the UH Administration and NIH, in appointing Michele Carbone as Acting/Interim Director, thus providing him an unfair advantage in the subsequent search process for a permanent director;

Whereas the search process for a permanent CRCH Director was not conducted in a manner that was fair, open, impartial, and in accordance with the Senate Resolution of January 2009, as evidenced by the following procedural violations:

1. Faculty members chosen for the search committee were selected in secret by the Chancellor's office without approval of the Committee on Faculty Service.
2. Contrary to the guidelines contained in UH administrative procedure A9.620 for executive recruitments, no vote of the committee was allowed to determine which of the finalists were qualified to be director or which candidates should be forwarded for consideration
3. The selection process for members of the search committee exhibited clear bias towards the selection of the in-house candidate and was tainted by the appointment of inappropriate members with conflicts of interest.

Whereas the search process appeared to be biased as a result of numerous deviations from accepted conduct in academic searches, as suggested by the following:

1. A vote of the full committee to advance the in-house candidate to finalist status reportedly never occurred, raising questions as to how Dr. Carbone was included among the finalists.
2. A full and open discussion of the finalists by the committee was not allowed.
3. The Chancellor inappropriately interjected herself into the final deliberation of the committee.
4. It does not appear that legitimate negotiations ever took place between the Chancellor's office and other qualified finalists for the position.

Whereas the Chancellor ignored the stated minimum qualification with respect to the requirement that candidates must have 5 years of administrative experience, as well as similar written concerns of the majority of CRCH faculty concerning the appointment of a permanent CRCH Director, and appointed an individual whose primary "administrative experience" consisted of less than 3 years as the Faculty Chair of a small academic unit;

Whereas both the perception and the reality of a biased and pre-ordained search process have done irreparable damage to the reputation and the integrity of the University of Hawaii;

Be it resolved that the Faculty Senate of the University of Hawaii requests the University administration and Board of Regents to ensure that executive search processes are conducted in line with the guidelines established by the Senate Executive Committee with the Chancellor's office for these searches, such that the best candidate is identified and selected through a comprehensive international search.