

STATE OF HAWAII  
HAWAII LABOR RELATIONS BOARD

|   |   |  |
|---|---|--|
| In the Matter of  | ) | CASE NO. S-07-76                                   |
|   | ) |  |
| BOARD OF REGENTS, University of Hawaii,<br>State of Hawaii, | ) | DECISION NO. 419                                   |
|   | ) |  |
| Petitioner,   | ) | FINDINGS OF FACT, CONCLUSIONS<br>OF LAW, AND ORDER |
|   | ) |  |
| and   | ) |  |
|   | ) |  |
| UNIVERSITY OF HAWAII PROFESSIONAL<br>ASSEMBLY,              | ) |  |
|   | ) |  |
| Exclusive<br>Representative.                                | ) |  |
|   | ) |  |

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FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

On January 16, 2001, the BOARD OF REGENTS, University of Hawaii, State of Hawaii (BOR) filed a Petition Relating to Strike Occurring or About to Occur Endangering Public Health or Safety (Petition) with the Hawaii Labor Relations Board (Board). The BOR petitioned the Board to conduct an investigation pursuant to Hawaii Revised Statutes (HRS) § 89-12 to determine whether a strike by employees in bargaining unit 07 presents an imminent or present danger to the health or safety of the public and to set requirements to avoid or remove any such danger.

The BOR alleges that a strike by Unit 07 employees would present an imminent and present danger to the public's health or safety and seeks the designation of 161 positions as essential, whose incumbents must be precluded from participating in a Unit 07 strike. As the BOR and the University of Hawaii Professional Assembly (UHPA) have stipulated to the designation of 160 of these positions as essential, the BOR thus requests that the Board designate one position as essential. Further, the BOR requests that the Board order that certain requirements be complied with in order to remove or avoid any danger to public health and safety.

On January 31, 2001, the Board held a hearing to investigate those matters still contested by the parties. The parties were represented by counsel and given full opportunity to present evidence and argue their positions.

On February 9, 2001, the BOR filed an Amended Petition to Strike Occurring or Strike About to Occur Endangering Public Health or Safety with the Board. The Amended Petition substitutes "campus" in place of "worksite, building, or facility" in Item 5 of Section 5C of its Petition regarding special requirements and deletes Item 8 in its entirety.

On February 16, 2001, the parties submitted closing briefs to the Board.

After full consideration of the record in this investigation, the Board makes the following findings of fact, conclusions of law, and order.

### **FINDINGS OF FACT**

1. The BOR is the public employer, as defined in HRS § 89-2, of employees in Unit 07, consisting of the faculty of the University of Hawaii and the community college system.
2. The UHPA is the exclusive representative, as defined in HRS § 89-2, of employees in Unit 07.
3. There are approximately 3,000 employees in Unit 07, all under the jurisdiction of the BOR.
4. The parties are negotiating a collective bargaining contract (Contract) to replace a contract that expired on June 30, 1999. Negotiations began on January 22, 1999.
5. On October 11, 2000, UHPA filed a Notice of Impasse and Request for Board Assistance with the Board.
6. On October 17, 2000, the Board issued Order No. 1943, Order Declaring Impasse and Appointing a Mediator. Mr. Ken Kawamoto, the Federal Mediator, agreed to serve and was appointed as the mediator.
7. On October 27, 2000, the parties filed a Stipulation Regarding Fact Finding in Unit 07. The stipulation provides that fact finding would begin on November 7, 2000.
8. On November 1, 2000, the Board issued a Notification of Appointment of Fact-Finding Panel. Russell Higa, Chair and Alan Van Etten and Ronald Leong, Members, were appointed to the Panel effective November 7, 2000. The Panel issued its report on November 20, 2000, and as the dispute remained



unresolved and the parties did not refer the dispute to final and binding arbitration, the report was made public by the Board on November 29, 2000.

9. On November 30, 2000, the 60-day period during which no disruption of services may take place began and such period ended on January 29, 2001. After the end of the 60-day period, the members of Unit 07 are free to strike after giving a ten-day notice. No such notice has been given as of the date of this decision.
10. On January 16, 2001, the parties filed a Stipulation Regarding Essential Workers in Unit 07, Exhibit "A" (Stipulation) with the Board, attached as Appendix No. 1. In the Stipulation the parties agree that 160 positions are deemed to be essential positions and employees under HRS § 89-12 based upon the following conditions:
  - a. The position is occupied by a health care professional who regularly provides direct patient care and treatment; and/or,
  - b. The position supervises medical residents, nurse trainees, or other direct patient care providers-in-training, at hospitals or clinics, where the residents or trainees provide direct patient care, but could not do so in absence of the incumbent.
11. In its petition, the BOR requests that the Director of the Counseling and Student Development Center (Director) be designated as essential. In addition, the BOR identifies seven requirements that it deems necessary in order to avoid or remove any imminent or present danger to the health and safety of the public.
12. The Counseling and Student Development Center (Center) provides suicide and crisis intervention services for the University of Hawaii (UH) students at Manoa, including the 3,000 students who reside on campus.
13. The Center's suicide and crisis intervention services include three Counselors-in-Residence (CIR) who reside in student housing and who are available to respond to student crises 24 hours a day. These doctoral students participate in an American Psychological Association (APA) approved program. Supervision and support by a licensed psychologist are requirements of the APA program. The CIRs operate under the license of the Center's Director Allyson Tanouye, Ph.D. Dr. Tanouye testified that she meets with the CIRs

for approximately one hour a week. The Director is available for calls from the CIRs whenever there is a crisis.

14. Unlike the UH at Hilo, or the community colleges, the UH at Manoa is the only campus in the university system which has a high student population presenting a need for counseling and 24-hour suicide and crisis intervention services at a center employing licensed psychologists and psychiatrists, in addition to a separate student health center on campus.
15. The Center is staffed by the Director, a secretary, three full-time licensed psychologists and two psychiatrists. The counseling staff of the Center who are members of bargaining unit 07 include the Director, three full-time psychologists, one full-time psychiatrist, plus two assistant specialists who provide learning assistance services only. The primary function of counseling students is performed by the three counselors and one psychiatrist.
16. The Director is primarily responsible for the administration of the Center, and on occasion, may provide counseling for students. Dr. Tanouye testified that during the strike, she would suspend her administrative duties.
17. From 1999 to 2000, the Center provided counseling and therapy to 285 (41%) students whose degree of distress fell into the severe/crisis category; 226 (31%) students categorized as moderate; 139 (19%) students categorized as mild; and 73 (10%) students who showed no degree of distress. Students in the severe category requiring crisis intervention, counseling and therapy presented symptoms of psychosis, suicidal ideation, impulse, or attempt, severe depression, severe anxiety, behavior disorder, or personality disorder that greatly interfered with school performance or daily functioning.
18. Blue Line services respond to telephone and walk-in emergency requests for crisis intervention. From 1999 to 2000, the Center's Blue Line Service handled a weekly average of 12-15 drop-in students who required crisis intervention and management of critical case, assessment for dangerousness to self or others, and hospitalization. An additional weekly average of eight to ten telephone calls to the Center required crisis intervention, mental health consultation, and scheduling an appointment for intake.
19. Dr. Russ Henrie, one of three licensed psychologists, testified that the current caseload of clients for the three licensed psychologists at the Center totals 50 clients who fall in the severe/crisis category. These clients are also under the medical care of the Center's full-time psychiatrist.



20. Dr. Henrie testified that he and the entire counseling staff are compelled by their ethical duty of care to respond to emergency calls from current clients being treated for severe distress and crisis intervention even during a Unit 07 strike.
21. Dr. Jennifer Frank, a family physician with the Student Health Center, and Dr. Henrie testified that during a Unit 07 strike, initial medical and referral services for those students could be handled by the doctors in the Student Health Center who have been stipulated to as essential. Dr. Frank also testified that she would not be comfortable to provide treatment to those students who are in the severe distress category who are already being treated by the Center counseling staff.
22. The Board finds that in the event of a Unit 07 strike, there is an imminent and present danger to the health and safety of the university community at UH Manoa who require crisis intervention delivered through the counseling services of the CIR program and the Blue Line Services at the Center.
23. The Board finds no imminent and present danger to the health and safety of the university community at the UH Manoa when the Director's duties cease in a Unit 07 work stoppage except for servicing the student population who fall in the severe category and require crisis intervention.
24. In a Unit 07 strike, the only duties of the Director deemed essential is supervising the three CIRs to continue the operations of the CIR program and responding to crisis intervention and like emergencies, and providing assessments and counseling services in the Blue Line services to students in severe distress requiring crisis intervention.
25. With regard to the special requirements that the BOR requested, both in the petition and during the hearing on the matter, except as to the "neutral gate" and specifying other conditions as provided in the Board's Decision No. 181, dated November 17, 1983, the BOR did not specifically provide the reasons why the requirements should be a part of the Board's determination.

### **DISCUSSION**

HRS § 89-12(a) provides that participation in a strike shall be unlawful for any employee who is an essential employee.

HRS § 89-12(b) provides that it is lawful for an employee, not prohibited from striking and in the bargaining unit involved in the impasse, to participate in a strike after:

1. the requirements of § 89-11 relating to the resolution of disputes have been complied with in good faith,
2. the proceedings for the prevention of any prohibited practices have been exhausted,
3. sixty days have elapsed since the fact-finding board has made public its findings and any recommendation, and
4. the exclusive representative has given a ten-day notice of intent to strike to the board and to the employer.

HRS § 89-12(c)(1) provides that if a strike, which may endanger the health or safety of the public, is about to occur or is in progress, the public employer concerned may petition the board to conduct an investigation. If the board finds that there is imminent or present danger to the health or safety of the public, the board shall establish specific requirements that must be complied with and which shall include, but not be limited to:

- (A) Designation of essential positions; and
- (B) Any other requirement it deems necessary in order to avoid or remove any imminent or present danger to the health or safety of the public.

HRS §89-12(c)(2) identifies the process that the public employer must use to give notice to an essential employee.

HRS § 89-12(d) is a statement that no employee organization shall declare or authorize a strike which is or would be in violation of this section. Where the public employer alleges that such a strike is declared or authorized, the public employer may apply to the Board that the strike is unlawful and the Board after affording opportunity to the employee organization to be heard, may make such decision.

HRS § 89-12(e) provides that if an employee organization or employee is violating or failing to comply with this section, the public employer affected shall pursue the matter with the circuit court.

With regard to the BOR's request that the Director of the Center be declared as an essential position, the evidence demonstrates that the Director's position is first, an administrator of the Center, secondly, the supervisor to the CIRs especially during the evening, night and weekend periods when the Center is not open, and lastly a provider of direct patient services where such cannot be provided by the staff. The staff of the Center is not being petitioned for and while the Director's position during a strike would be providing such services in the absence of the Center staff, the request centers upon the



supervision of and response to the CIRs. The Board finds that the supervision of the CIRs is necessary to avoid any danger to the health and safety of dormitory residents, however, the record establishes that such work is at best sporadic except for the weekly meetings between the Director and the CIRs.

Thus the Board finds that the position should be declared essential on a conditional basis. The conditions under which the Director is declared essential and may be required by the BOR to report to work are:

- a. The CIRs need to contact the Director to assist them in responding to a student in severe distress. Contact between the Director and the CIRs shall be the method currently in use; and
- b. To meet with the CIRs on a weekly basis as presently done to meet the requirements of the APA.
- c. The Director is needed to assess a student in severe distress and provide counseling services or crisis intervention resulting from a drop-in or telephone call to the Center.

Except for the identified conditions the position is not declared to be essential and the employee shall be allowed the right to participate in a strike.

The BOR also requested the designation of a neutral gate (Gate) for the ingress and egress of essential employees and private employees as a special requirement for the efficient and orderly operation of government. Mr. Edward Yuen testified that perishable food items need to be delivered to the University's food service units throughout the system. He further testified that during the 1983 strike, the police were ineffective in breaking the picket lines and ingress and egress to the Manoa Campus was impeded. The BOR did not however identify any specific danger to public health or safety that would be presented if a Gate is not designated. Further, the police departments are responsible for the enforcement of the laws with regard to picket lines and allowing access to the facilities in the event of a strike and it is noted that the BOR did not claim that access was previously denied, only impeded. The Board recognizes that such inconveniences are part of a labor dispute and do not rise to the level of presenting an imminent danger to the public. The Board also recognizes that the onus of proving that, a public health or safety issue exists, as well as the identification of the danger presented, is on the employer.

The BOR also seeks the authority to select incumbents to fill any position designated as essential by the Board, the power to require a licensed physician's statement to justify any absence by an essential employee, to designate UHPA as being responsible to

ensure that all required and essential services are performed without interruptions or interference, to require that UHPA insure uninhibited ingress and egress at picket sites, and to allow the BOR to seek modification of any order of the Board to prevent any further danger to public health or safety. It is noted that first, no evidence was presented nor were arguments made that the requests were related to health and safety issues, and second, much of these requests are presently provided by law. For example, the BOR may petition the Board at any time during the course of a strike to make an investigation under the provisions of HRS § 89-12(c)(1).

### **CONCLUSIONS OF LAW**

1. The Board has jurisdiction of the subject petition pursuant to HRS §§ 89-5 and 89-12.
2. Participation in a strike is lawful for any employee who is included in bargaining unit 07, as the dispute was not referred to final and binding arbitration, and who is not declared as an essential employee as provided for in HRS § 89-12(a).
3. The parties have in good faith met the requirements of HRS § 89-11, relating to the resolution of disputes and 60 days have elapsed since the fact-finding panel has made public its findings and any recommendations.
4. UHPA has not yet provided a ten-day notice of intent to strike to the Board and the BOR.
5. HRS § 89-12(c)(1) provides that if the Board finds that there is an imminent or present danger to public health or safety, it may designate essential positions and set any other requirement it deems necessary in order to avoid or remove any imminent or present danger to public health or safety.
6. HRS § 89-12(c)(2) provides the process that an employer uses to notify the essential employee.
7. The Board concludes that the Director of the Center is essential only to address the danger posed to the health and safety of the students in severe distress and requiring crisis intervention and counseling services.
8. The BOR failed to establish that the special requirements requested in its petition are necessary to avoid or remove any imminent or present danger to the public's health or safety.



## ORDER

1. The provisions of the Stipulation Regarding Essential Workers in Unit 07, submitted by the parties to the Board on January 16, 2001, attached as Appendix No. 1, are adopted and hereby incorporated by reference as part of the Board's order.
2. The BOR shall designate the Director as an essential position but shall call her in to work only when one or all of the three conditions giving rise to the imminent danger occur. At all other times and on a day-to-day basis, the Director's position is not necessary to avoid or remove any imminent or present danger and therefore, shall not be designated as essential.
3. The BOR's request for special requirements is hereby denied.

DATED: Honolulu, Hawaii, March 8, 2001.

HAWAII LABOR RELATIONS BOARD

  
BRIAN K. NAKAMURA, Chair

  
CHESTER C. KUNITAKE, Member

  
KATHLEEN RACUYA-MARKRICH, Member

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STATE OF HAWAII

HAWAII LABOR RELATION BOARD

|                         |   |                               |
|-------------------------|---|-------------------------------|
| In the Matter of        | ) | Case No. <u>S-07-76</u>       |
|                         | ) |                               |
| BOARD OF REGENTS OF THE | ) | STIPULATION REGARDING         |
| UNIVERSITY OF HAWAII,   | ) | ESSENTIAL WORKERS IN UNIT 07; |
|                         | ) | EXHIBIT "A"                   |
| Petitioner,             | ) |                               |
|                         | ) |                               |
| and                     | ) |                               |
|                         | ) |                               |
| UNIVERSITY OF HAWAII    | ) |                               |
| PROFESSIONAL ASSEMBLY,  | ) |                               |
|                         | ) |                               |
| Exclusive               | ) |                               |
| <u>Representative.</u>  | ) |                               |

STIPULATION REGARDING ESSENTIAL WORKERS IN UNIT 07

Petitioner BOARD OF REGENTS OF THE UNIVERSITY OF HAWAII and  
Exclusive Representative UNIVERSITY OF HAWAII PROFESSIONAL ASSEMBLY, by  
and through their counsel undersigned, hereby stipulate as follows.

1) The Petitioner is the "Employer" or "Public Employer" within the meaning  
of § 89-2, Hawai'i Revised Statutes ("HRS").

2) The University of Hawai'i Professional Assembly ("UHPA") is the



"Exclusive Representative" within the meaning of the HRS § 89-2, for employees in collective bargaining unit 07. As set forth in HRS § 89-6(a), Bargaining Unit 07, consists of the faculty of the University of Hawai'i and the community college system.

3) There are approximately 3,000 employees in Bargaining Unit 07.

All of them are under the jurisdiction of the Employer.

4) The Petitioner and UHPA were required to negotiate over wages, hours, and other terms and conditions of employment which are subject to negotiation under HRS Chapter 89, to replace a contract that expired as of July 1, 1999.

5) On January 22, 1999, negotiations began between the Petitioner and UHPA for a renewed collective bargaining agreement for the employees in Bargaining Unit 07.

6) On October 11, 2000, UHPA filed a Notice of Impasse and Request for Board Assistance with this Board relating to negotiations.

7) On October 17, 2000, this Board issued Order No. 1943, Order Declaring Impasse and Appointing A Mediator in negotiations between UHPA, on behalf of the faculty of the University of Hawai'i and the Board of Regents, University of Hawai'i, State of Hawai'i.

8) On October 25, 2000, Mediator Kawamoto failed to resolve the dispute between the Petitioner and UHPA, and the parties proceeded with fact-finding.

9) Based on the State's objection to the Hawai'i Labor Relation Board serving as the Fact-Finding Panel, the Board appointed a panel consisting of Russell Higa, Esq., Chair, Allan Van Etten, Esq., Member, and Ronald Leong, Esq., Member, in accordance with HRS § 89-11(b)(2);

10) On November 11, and 13, 2000, meetings were held before the Fact Finding Panel, and on November 20, 2000, the Panel issued its Report and Recommendation.

11) On November 27, 2000, UHPA gave notice that it was rejecting the Report and Recommendation. On November 28, 2000, the Petitioner gave notice that it was willing to accept the Panel's Report and Recommendation. The impasse was not referred to final and binding arbitration.

12) The Report and Recommendation was made public on November 29, 2000, in accordance with HRS § 89-11(b)(2).

13) On November 30, 2000, the sixty-day "cooling off" period mandated by HRS §89-11(c), commenced.

14) After January 28, 2001, Bargaining Unit 07 members will be free to strike, provided 10 day notice of intent to strike is given to the Board.

15) The following Bargaining Unit 07 positions (identified by incumbent in Exhibit "A" attached hereto and incorporated herein) are agreed by the parties to be essential, based on the following conditions:

a. The position is occupied by a health care professional who regularly provides direct patient care and treatment; and/or,

b. The position supervises medical residents, nurse trainees, or other direct patient care providers-in-training, at hospitals or clinics, where the residents or trainees provide direct patient care, but could not do so in absence of the incumbent.

16) It is agreed that where a Unit Member performs services described in ¶15 above, but also teaches in a classroom setting on a campus of the University of Hawai'i,



the Unit Member's classroom functions are deemed non-essential. Accordingly, the Unit Member may refrain from providing classroom instruction during the pendency of a strike, but may not refrain from providing the services described in ¶15.

17) It is agreed that the UHPA shall not picket any off campus hospital or clinic at which essential work is performed.

18) It is agreed that the Employer may require any or all essential employees to:

- a) contact the Employee for work assignments;
- b) keep the Employer apprised of their mailings and residence addresses, phone numbers, and e-mail addresses if any, and their location during the pendency of the strike;
- c) remain "on call" for the pendency of the strike without extra compensation; provided, however, that essential employees shall not be required to assume extra duties or workload during the pendency of the strike; and
- d) perform all duties deemed essential under this Stipulation.

19) In the event that an essential employee does not report for work as directed, and there are other Unit Members capable of performing the work, it is agreed that the Employer may, with advance notice to the Union, designate another Unit Member to perform the duties of the vacant position. Notice to the Union may be oral, if promptly confirmed in writing or by fax. The Employer shall then have the duty of informing the substitute of his or her obligation to assume the essential duties.

20) Before the date of any strike, the UHPA and the Employer shall each give the other the name and 24-hour contact information of a liaison person responsible

for exchanging current and updated information with his or her counterpart.

21) Picket behavior at all sites shall be regulated in the first instance by the appropriate county police in accordance with their established procedures. It is understood that balancing the right of picketers to present their views and the right of the public to ingress to and egress from public buildings may involve some reasonable delay in transit, but also that picketers are subject to civil and criminal law.

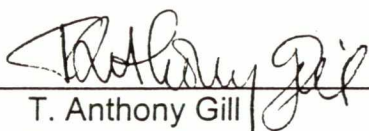
22) The parties agree that this Stipulation shall be effective upon approval of the Board and shall govern any strike or strikes until a new contract is settled. This Stipulation may be incorporated into an Order at the Board's option.

DATED: Honolulu, Hawai'i, 1/12/01.

OFFICE OF THE SENIOR VICE PRESIDENT  
FOR LEGAL AFFAIRS AND UNIVERSITY  
GENERAL COUNSEL  
Attorney for the Petitioner

By   
Evelyn Nowaki  
Associate General Counsel

GILL & ZUKERAN  
Attorneys for Exclusive Representative

By   
T. Anthony Gill  
Wade C. Zukeran



APPROVED AND SO ORDERED:

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HAWAII LABOR RELATIONS BOARD

Case No. S-07-88; Stipulation Regarding Essential Workers In Unit 07

John A. Burns School of Medicine  
Integrated Medical Residency Program

| (Number of employees required)                             |   | Last Name       | First Name      | FTE  |
|--|---|-----------------|-----------------|------|
| 1. Department of Family Practice and Community Health (11) |   |                 |                 |      |
| Professor  | 0 |                 |                 |      |
|  |   |                 |                 |      |
| Associate Professor  | 4 | 1 Bohnert       | Philip Joseph   | 1.00 |
|  |   | 2 Nichols       | Andrew W.       | 1.00 |
|  |   | 3 Palafox       | Neal A.         | 1.00 |
|  |   | 4 Yamada        | Seiji           | 1.00 |
|  |   |                 |                 |      |
| Assistant Professor  | 7 | 1 Berry         | Shaun P.        | 0.75 |
|  |   | 2 Buenconsejo   | Lee E.          | 1.00 |
|  |   | 3 Chen          | Tai-Ho          | 1.00 |
|  |   | 4 Kaanoi        | Momi Elizabeth  | 0.80 |
|  |   | 5 Kau           | Kenneth K. H.   | 0.50 |
|  |   | 6 Minami        | Jill S.         | 1.00 |
|  |   | 7 Withy         | Kelley Marie    | 0.90 |
|  |   |                 |                 |      |
| 2. Department of Geriatrics (11)                           |   |                 |                 |      |
| Professor  | 3 | 1 Blanchette    | Patricia        | 1.00 |
|  |   | 2 Curb          | J. David        | 0.85 |
|  |   | 3 Rodriguez     | Beatriz L.      | 1.00 |
|  |   |                 |                 |      |
| Associate Professor  | 1 | 1 Masaki        | Kamal H.        | 1.00 |
|  |   |                 |                 |      |
| Assistant Professor  | 7 | 1 Buzanoski     | John H.         | 1.00 |
|  |   | 2 Minaai        | Dawn H.         | 1.00 |
|  |   | 3 Pang          | Liane T.        | 0.50 |
|  |   | 4 Somogyi-Zalud | Emese           | 1.00 |
|  |   | 5 Tanabe        | Marianne K. G.  | 1.00 |
|  |   | 6 Tom           | Linda Ann S. H. | 1.00 |
|  |   | 7 Valcour       | Victor George   | 1.00 |
|  |   |                 |                 |      |
| 3. Department of Medicine (29)                             |   |                 |                 |      |
| Professor  | 9 | 1 Antonelli     | Mary Ann        | 1.00 |
|  |   | 2 Arakaki       | Richard F.      | 1.00 |
|  |   | 3 Brown         | Joel D.         | 1.00 |
|  |   | 4 Frankel       | Richard I.      | 1.00 |
|  |   | 5 Melish        | John S.         | 1.00 |
|  |   | 6 Schatz        | Irwin J.        | 1.00 |
|  |   | 7 Shen          | Edward N.       | 0.60 |
|  |   | 8 Tam           | Elizabeth K.    | 0.55 |
|  |   | 9 Tan           | Sian Yong       | 1.00 |
|  |   |                 |                 |      |
| Associate Professor  | 6 | 1 Au            | Stanford K. W.  | 0.50 |
|  |   | 2 Bogden        | Paul E.         | 1.00 |
|  |   | 3 Kasuya        | Richard T.      | 0.50 |
|  |   | 4 Mau           | Marjorie K. H.  | 0.90 |
|  |   | 5 Soll          | Bruce A.        | 1.00 |
|  |   | 6 Tsai          | Naoky C. S.     | 0.50 |



John A. Burns School of Medicine  
Integrated Medical Residency Program

| (Number of employees required)  |    | Last Name     | First Name                  | FTE  |
|---|----|---------------|-----------------------------|------|
| Assistant Professor   | 14 | 1 Bello       | Erlaine                     | 0.50 |
| (Department of Medicine cont.)  |    | 2 Chan        | Charn-Sing                  | 1.00 |
|   |    | 3 Chow        | Dominic Cheung              | 1.00 |
|   |    | 4 Hew         | Cynthia S.                  | 1.00 |
|   |    | 5 Higuchi     | Carl M.                     | 0.70 |
|   |    | 6 Jones       | Laura Lee                   | 0.75 |
|   |    | 7 Magyar      | Raeann Hayden               | 1.00 |
|   |    | 8 Mohideen    | Pharis                      | 1.00 |
|   |    | 9 Onopa       | Janet K.                    | 0.75 |
|   |    | 10 Saiki      | Stanley M. Jr.              | 1.00 |
|   |    | 11 Sakai      | Damon Hideo                 | 0.50 |
|   |    | 12 Sousa      | Patrick J.                  | 1.00 |
|   |    | 13 Sumida     | Kenneth N.                  | 0.50 |
|   |    | 14 Yee        | Melvin H. C.                | 0.50 |
| 4. Department of Obstetrics,<br>Gynecology and Women's<br>Health (10) |    |               |                             |      |
| Professor   | 2  | 1 Nakayama    | Roy                         | 1.00 |
|   |    | 2 Sharma      | Santosh D.                  | 1.00 |
| Associate Professor   | 2  | 1 Li          | Gaylyn G.                   | 1.00 |
|   |    | 2 Millar      | Lynnae                      | 1.00 |
| Assistant Professor   | 6  | 1 Aeby        | Tod C.                      | 1.00 |
|   |    | 2 Brizzolara  | Shawna                      | 1.00 |
|   |    | 3 Fratterelli | Leigh A.                    | 1.00 |
|   |    | 4 Kamemoto    | Lori E.                     | 1.00 |
|   |    | 5 Morikawa    | Jon H.                      | 1.00 |
|   |    | 6 Rahall      | Ann Marie                   | 1.00 |
| 5. Department of Pediatrics (23)                                      |    |               |                             |      |
| Professor   | 8  | 1 Bart        | Robert D.                   | 0.43 |
|   |    |               | (plus 0.10 FTE in Medicine) |      |
|   |    | 2 Boychuk     | Rodney B.                   | 1.00 |
|   |    | 3 Hammar      | Sherrell L.                 | 1.00 |
|   |    | 4 Melish      | Marian E.                   | 1.00 |
|   |    | 5 Nakamura    | Kenneth T.                  | 1.00 |
|   |    | 6 Reddy       | Venduhar                    | 0.50 |
|   |    | 7 Rudoy       | Raul C.                     | 1.00 |
|   |    | 8 Yamamoto    | Loren G.                    | 1.00 |

John A. Burns School of Medicine  
Integrated Medical Residency Program

| (Number of employees required)   |    | Last Name     | First Name     | FTE  |
|----------------------------------|----|---------------|----------------|------|
| Associate Professor              | 7  | 1 Ash         | Kenneth        | 1.00 |
| (Department of Pediatrics cont)  |    | 2 Balaraman   | V.             | 1.00 |
|                                  |    | 3 Bidwell     | Robert J.      | 0.75 |
|                                  |    | 4 Loo         | Sherry W. H.   | 1.00 |
|                                  |    | 5 Murai       | Daniel T       | 0.75 |
|                                  |    | 6 Naguwa      | Gwen S.        | 1.00 |
|                                  |    | 7 Shiramizu   | Bruce T.       | 1.00 |
| Assistant Professor              | 6  | 1 Derauf      | Donald C.      | 1.00 |
|                                  |    | 2 Hirai       | Carol          | 0.75 |
|                                  |    | 3 Iwaishi     | Louise K.      | 0.50 |
|                                  |    | 4 Kwock       | Douglas K. M.  | 0.90 |
|                                  |    | 5 Michels     | M. Stanton     | 1.00 |
|                                  |    | 6 Okamoto     | Jeffrey Kunio  | 1.00 |
| Instructor                       | 2  | 1 Fernandes   | Sasha N.       | 0.84 |
|                                  |    | 2 Uehara      | Mari           | 0.80 |
| 6. Department of Psychiatry (43) |    |               |                |      |
| Professor                        | 10 | 1 Ahmed       | Iqbal          | 1.00 |
|                                  |    | 2 Andrade     | Naleen N.      | 1.00 |
|                                  |    | 3 Arensdorf   | Alfred M.      | 1.00 |
|                                  |    | 4 Kim         | Seungtai Peter | 1.00 |
|                                  |    | 5 Lee         | Bernard J.     | 0.75 |
|                                  |    | 6 Ponce       | Danilo E.      | 1.00 |
|                                  |    | 7 Serrano     | Alberto C.     | 1.00 |
|                                  |    | 8 Streltzer   | Jon M.         | 1.00 |
|                                  |    | 9 Tseng       | Wen-Shing      | 1.00 |
|                                  |    | 10 Yates      | Alayne         | 1.00 |
| Associate Professor              | 10 | 1 Briskin     | Jonathan K.    | 1.00 |
|                                  |    | 2 Carlton     | Barry S.       | 1.00 |
|                                  |    | 3 Haning      | William F. III | 1.00 |
|                                  |    | 4 Jones       | Klebert        | 1.00 |
|                                  |    | 5 Lettich     | Louise Marie   | 1.00 |
|                                  |    | 6 McCarthy    | John T.        | 1.00 |
|                                  |    | 7 Nahulu      | Linda B.       | 1.00 |
|                                  |    | 8 Ona         | Celia M.       | 1.00 |
|                                  |    | 9 Snead       | Ronald Wilson  | 1.00 |
|                                  |    | 10 Takeshita  | Junji          | 1.00 |
| Assistant Professor              | 23 | 1 Austria     | Antonia S.     | 1.00 |
|                                  |    | 2 Buffenstein | Alan A.        | 1.00 |
|                                  |    | 3 Ching       | Donna S. Y.    | 1.00 |
|                                  |    | 4 Darmal      | Arsalan        | 1.00 |
|                                  |    | 5 Elting      | Dirk Taylor    | 1.00 |
|                                  |    | 6 Friar       | David H.       | 1.00 |
|                                  |    | 7 Guerrero    | Anthony P.     | 0.50 |
| (plus 0.20 FTE from Pediatrics)  |    |               |                |      |



John A. Burns School of Medicine  
Integrated Medical Residency Program

| (Number of employees required)   |   | Last Name         | First Name       | FTE  |
|----------------------------------|---|-------------------|------------------|------|
| (Assistant Professor cont.)      |   | 8 Haghbin         | Zhila            | 1.00 |
| (Department of Psychiatry cont.) |   | 9 Henry           | Thomas E.        | 1.00 |
|                                  |   | 10 Ishimaru-Tseng | Takako           | 1.00 |
|                                  |   | 11 Jaskiewicz     | Stanley          | 1.00 |
|                                  |   | 12 Komeya         | Michael Y.       | 0.50 |
|                                  |   | 13 Lee            | Terry            | 1.00 |
|                                  |   | 14 Matsukawa      | Leslie A.        | 0.50 |
|                                  |   | 15 McGee Jr.      | Clifton E.       | 1.00 |
|                                  |   | 16 McGrath        | Michael J.       | 1.00 |
|                                  |   | 17 Roberson       | Elizabeth A.     | 1.00 |
|                                  |   | 18 Smith          | D. Douglas       | 1.00 |
|                                  |   | 19 Smolenski      | Janusz M.        | 1.00 |
|                                  |   | 20 Strickland     | David K.         | 1.00 |
|                                  |   | 21 Taniguchi      | Alan M.          | 1.00 |
|                                  |   | 22 Young          | Robert S. Y.     | 1.00 |
|                                  |   | 23 Yuen           | Noelle Yun Chin  | 0.50 |
| 6. Department of Surgery (18)    |   |                   |                  |      |
| Professor                        | 7 | 1 Cheung          | Alan H. S.       | 0.60 |
|                                  |   | 2 McNamara        | J. Judson        | 1.00 |
|                                  |   | 3 Parsa           | Fereydoun D.     | 0.50 |
|                                  |   | 4 Richardson      | Allen B.         | 1.00 |
|                                  |   | 5 Wong            | Jan H.           | 0.50 |
|                                  |   | 6 Wong            | Livingston M. F. | 0.50 |
|                                  |   | 7 Yu              | Mihae            | 1.00 |
| Associate Professor              | 7 | 1 Halford         | Peter            | 0.50 |
|                                  |   | 2 Limm            | Whitney M. L.    | 0.50 |
|                                  |   | 3 Machi           | Junji            | 1.00 |
|                                  |   | 4 McPheeters      | George O.        | 1.00 |
|                                  |   | 5 Oishi           | Robert H.        | 0.95 |
|                                  |   | 6 Pohlson         | Elizabeth C.     | 0.50 |
|                                  |   | 7 Wong            | Linda L.         | 0.50 |
| Assistant Professor              | 4 | 1 Ghows           | Maimona B.       | 0.80 |
|                                  |   | 2 Kane            | Thomas J. III    | 0.50 |
|                                  |   | 3 Mugiishi        | Mark M.          | 0.50 |
|                                  |   | 4 Steinemann      | Susan J.         | 0.70 |
| 7. Department of Pathology (1)   |   |                   |                  |      |
| Professor                        | 1 | 1 Hardman         | John M.          | 1.00 |

[illegible]



## Student Affairs

[illegible]