

Hawaii Community College Academic Senate Recommendation

Topic of recommendation: Policies over Summer Term

Initiated by: Claudia Wilcox-Boucher, Academic Senate Chair

Meeting date: April 24, 2020

Academic Senate voting results: unanimous in support

Rationale: see whereas statements

Complete below or attach document.

Content:

See attached

Resolved that:

Be it resolved, that the Hawai'i Community College administrators not implement any policies that affect faculty or staff over any summer term when the majority of faculty are off duty and,

Be it further resolved, that the Hawai'i Community College administrators work with elected faculty and staff leadership including Department/Program Chairs, the Academic Senate Chair, the College Council Chair, the Ho'olulu Council Chair, and non-administration (Vice-Chancellors and Deans) campus union representatives from AFL-CIO AF CME, HGEA, and UHPA when making budgetary personnel decision

Submitted by

Academic Senate Chair's Signature: see attached Date: _____

Acknowledged and Received by

Chancellor's Signature: see attached Date: _____

Chancellor's disposition of recommendation (e.g. codified into Hawaii CC Policy manual with number assigned, referred to appropriate administrator inclusion in Catalog, etc.):

I concur with the recommendation above. Our kauhale and on behalf of Hawai'i CC administrators continued to adopt policies when shared governance councils of Academic Senate, College Council are able to process these changes during Fall and Spring semesters. See [listing of policy changes](#) since 2018.

Major proposals like the restructures are vetted campus wide that ensures feedback from 1) staff affected, 2) units where staff are affected, 3) campus wide via emails and through College Council when the campus is in session. The most recent restructural proposal was introduced to the campus in Fall 2017. A draft was submitted to former VPCC John Morton in January 2018 for UHCC feedback. Further changes were discussed through Spring 2018. Thereafter, it was

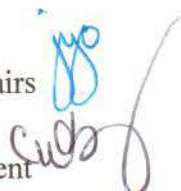
brought to College Council in September 2018 and passed in November 2018 before submitted to UHCC for their review and approval. UHCC feedback continued in 2019 and 2020 in preparation for appropriate union consultation for affected positions. Items like unit name changes were implemented while others that require union consultation were pending until appropriate forms and information are in place. With the October [2020 UHCC Organization and Resource plan](#), this proposal is further put on hold. Any implementation of the UHCC plan would likely affect the proposal.

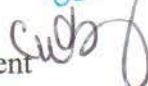
When the pandemic began, no one could have predicted the duration or impact on our communities, our families, and our college. And that uncertainty continues. Unfortunately, it was necessary to convene a planning team last summer to help our campus prepare for Fall 2020 and to provide guidance on our CARES ACT funding. On May 22, 2020, I have informed the campus of the Reopening Fall 2020 planning team, see attached message. The team were comprised of the chairs and co-chairs of each governance councils. The membership included representation as noted in this resolution. It is the strength and willingness of this planning team who work tirelessly during the summer. Our Kauhale are blessed with their service and many others who used these summer months to attend training and reconfigure their courses and operations for Fall 2020.



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DATE: August 20, 2020

TO: Joni Y. Onishi, Vice Chancellor for Academic Affairs 

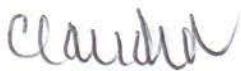
FROM: Claudia Wilcox-Boucher, Academic Senate President 

RE: Approval of Academic Senate Resolution #2020-1: Resolution calling for Hawai'i Community College Administrators to not implement any policies that affect faculty or staff over any summer term when the majority of faculty are off duty.

Aloha Joni:

The Academic Senate approved Academic Senate Resolution #2020-1: Resolution calling for Hawai'i Community College Administrators to not implement any policies that affect faculty or staff over any summer term when the majority of faculty are off duty, on April 24, 2020. (attached)

Mahalo



Received and Acknowledged:

 9/1/2020
Chancellor Rachel Solemsaas, Ed.D Date



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Academic Senate of Hawai'i Community College

Resolution #2020-1

A resolution calling for Hawai'i Community College administrators to not implement any policies that affect faculty or staff over any summer term when the majority of faculty are off duty.

Whereas, the Hawai'i Community College administration, like the administrations of most UH Campuses, implement policies during summer terms that affect faculty and staff and,

Whereas, the Hawai'i Community College administration, like the administrations of most UH Campuses, have written policies during summer terms that affect faculty and staff just to hand them to be "rubber-stamped" by the Academic Senate or College Council and,

Whereas, the Hawai'i Community College administration has tried to implement a re-organizational plan that has not been vetted by the various unions representing faculty and staff and,

Whereas, the Hawai'i Community College administration has put forward a "draft" of reorganizing tenured faculty positions that does not put the interests of the students and the employees first and,

Whereas, the response to COVID-19 pandemic will be severely impacting the world, state, and local economies and budgets and the Hawai'i Community College administration will have to make many decisions regarding college personnel and,

Whereas, the Academic Senate wants to be part of the solution and help the Hawai'i Community College administration work through this and future budget crises,

***Be it resolved*, that the Hawai'i Community College administrators not implement any policies that affect faculty or staff over any summer term when the majority of faculty are off duty and,**

***Be it further resolved*, that the Hawai'i Community College administrators work with elected faculty and staff leadership including Department/Program Chairs, the Academic Senate Chair, the College Council Chair, the Ho'olulu Council Chair, and non-administration (Vice-Chancellors and**

Deans) campus union representatives from AFL-CIO, AFSCME, HGEA, and UHPA when making budgetary personnel decisions.

Happy Memorial weekend

1 message

Rachel Solemsaas <rsolems@hawaii.edu>

Fri, May 22, 2020 at 11:13 PM

To: HawCC Faculty <hawcc-faculty@lists.hawaii.edu>, HawCC Lecturers <hawcc-lecturers-l@lists.hawaii.edu>, HawCC Staff <hawcc-staff@lists.hawaii.edu>

[View this email in your browser](#)

CHANCELLOR'S WALA'AU

COVID 19 Updates



Aloha kākou:

I thank you for joining me today for our Kauhale virtual wala'au where we discussed the development of our Fall 2020 reopening plan and budget planning for FY 2021 and beyond. Mahalo to VCAA Joni Onishi, VCSA Dorinna Cortez, VCAS Ken Kaleiwahea and Luane Ishii for co hosting with me during the session. Here is the link to the [Powerpoint I presented today](#).

Despite the unforeseen challenges, we can refer to Abraham Lincoln's quote that "the best way to predict the future is to create it." The Fall Reopening Planning team will lead our campus in creating our new learning environment for Fall 2020. The team is committed to work through this summer to achieve this. Today, the team agreed that the best way to inform you of our progress is to provide you an update on a predictable schedule. **Thus, please check your emails this summer every other Friday starting on June 5, 2020 for updates.**

As I shared with you today, there are a number of things we can do for ourselves and for our Kauhale. I cannot emphasize more the importance of self-care. Managing stress is an important aspect of our well being. We are bombarded with many stories and information through the internet and social media, including our own coconut wireless network. Sadly, this can cause anxiety. I offer to you several resources to stay informed about the pandemic and help you manage mis or disinformation about this. We will continue to keep our COVID 19 website site up to date with announcements coming from the Governor, our County and UH system. I also found the following resources from the Institute of Democracy and Higher Education (IDHE) that may assist you with fact checking:

- [Politifact's coronavirus fact-check hub](#)
- Mike Caulfield's [SIFTing Through the Coronavirus Pandemic](#)
- [COVID-Explained](#) (+ [background on the project](#))

- [JHU's Coronavirus Resource Center](#)
- [ISTE's 10 Sites to Help Students Check Their Facts](#)

Finally, someone asked today about extended work from home UH policy. Here is the link to [President Lassner's message](#) on this topic.

On behalf of our Kauhale, I call upon your resiliency and adaptive leadership during these uncertain times for our students and our community. Have a wonderful and relaxing Memorial weekend as we kickoff Summer 2020. With our beach parks open, it is time to enjoy the beauty of our Island.

Mahalo nui loa.

Chancellor Rachel Solemsaas



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Hilo, HI 96720-5096

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