

Hawaii Community College Academic Senate Recommendation

Topic of recommendation: Stop and desist all judgments and decisions regarding converting current 11-month duty period faculty members to 9-month duty period faculty

Initiated by: David Tsugawa, Academic Senate Chair

Meeting date: December 11, 2020

Academic Senate voting results: Yay = 22 / Nay = 6 / Abstention = 4

Rationale: (See attached statements.)

Complete below or attach document.

Content:

(See attached.)

Resolved that:

(See attached.)

Submitted by

Academic Senate Chair's Signature:  Date: 12/31/20

Acknowledged and Received by

Vice Chancellor of Academic Affairs' Signature: Joni Oniski Date: Jan 22, 2021

Acknowledged and Received by

Chancellor's Signature: Rachel Solemsoas Date: Jan 27, 2021

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



Academic Senate of Hawai'i Community College Resolution #2020-3

A resolution calling for the Hawai'i Community College Administration to stop and desist all judgments or decisions regarding converting current 11-month duty period faculty members to 9-month duty period faculty.

Whereas, the Hawai'i Community College Administration (further referred to as Admin) has taken it upon themselves without any consultation from any of the governing bodies at Hawai'i Community College to interview 11-month duty faculty members for the sole purpose of giving them an un-negotiated 17% pay cut by converting their positions from 11-month to 9-month as an attempt to reduce upcoming budget deficits, and,

Whereas, the Academic Senate represents the faculty in all areas of curriculum and academics, having its authority conferred by the University of Hawai'i Board of Regents through Policy 1.210: Faculty Involvement in Academic Decision-Making and Academic Policy Development Section III, Part B, Paragraph 3.C, and,

Whereas, transitioning 11-month duty faculty to 9-month duty faculty will directly and adversely affect student services and academic support services, and will thereby unavoidably limit the ability to of these faculty to advise, counsel, and help students to take the proper courses to graduate; and to assist 9-month teaching faculty with professional development for online instruction, with conducting and completing rigorous assessment of their classes, with reviewing and revising curriculum, with completing and implementing programmatic strategic planning, and with the development of System and College-wide articulation agreements and academic pathways, and,

Whereas, the Admin has not published nor shared with the shared governance bodies a rubric, criteria or explanation of the process whereby the Admin will determine that an 11-month duty faculty member will be recommended for position conversion to a 9-month duty faculty member with a concomitant reduction of salary, and,

Whereas, the Governor of Hawai'i has stated that he wants to furlough all state employees reducing their pay 9.23% making the total pay reduction for 11-month duty faculty 26.73%, and,

Whereas, the Admin can hope to save at the most 11% of a \$2 million shortfall but has not shared with the shared governing bodies how else it intends to cut spending, and,

Whereas, the Admin has not shared how they intend to reduce the workload of those they expect to convert to 9-month duty faculty positions, nor how they intend to make up that workload, and,

Whereas, due to the loss of production, expertise, and morale, the Admin has not stated how much money the College will lose in grants, tuition, fees and lost efficiencies from this proposed action,

Be it resolved, the Admin will make no judgments or decisions on the duty period status of any 11-month duty faculty members until the Admin has consulted with the Academic Senate and the faculty's union,



UHPA, and the decision-making process has been publicly vetted and approved by both the Senate and UHPA, and

***Be it further resolved,** in addition to a public vetting of the position-conversion process, the Admin will take no actions to reduce or recommend the reduction of 11-month duty faculty members to 9-month duty faculty members until and unless the Admin has provided the College's Shared Governing Bodies with other and more reasonable actionable measures to reduce the upcoming budget deficit, and,*

***Be it further resolved,** any 11-month duty faculty member who voluntarily chooses to transition to a 9-month duty faculty member is not prohibited from doing so under this resolution.*

Effective Date: December 11, 2020

Chancellor's Disposition
Response Res 2020-3

Hawai'i CC Administration intends to follow UHCC directives in fulfilling the [BOR Resolution 20-03](#). Included in this resolution is the BOR direction to the UH administration to prepare a short term plan to mitigate the fiscal impact of the pandemic and a long-term plan that focuses on the state recovery post pandemic while envisioning Hawai'i for the future. Further, BOR directs the Administration "to **consult** with faculty, staff, and student organizations in a cooperative and collaborative manner and approach, taking into account the interests of the individuals, groups, and entities involved or affected."

As part of the UHCC Organizational and Resource Plan ([October 2020, see Table 2 Possible Programmatic Considerations](#)) include "an evaluation of the job descriptions and workloads of individual positions to determine if an 11-month appointment is necessary." During one of the campus wala'au last Fall, the Chancellor shared that a working group for the Counselors will be convened to assist in this evaluation while those not in this group, the Chancellor, would meet with them individually, see attached emails. These meetings occurred in November and December 2020 to engage and clarify with members this evaluation process. While these initial conversations are leading to potential strategies (e.g. LPN 11 mos program conversion to 9 mos, and Counseling 350:1 transition plan), it is our intent to consult with appropriate members of our Kauhale and UHPA accordingly. While we continue in planning and engaging stakeholders, formal consultation with UHPA will occur at a later time before any personnel actions are taken.