

University of Hawai'i Community Colleges
Community College Council of Faculty Senate Chairs
March 16, 2007, 1-3 pm
Hawai'i Community College, OCET/FAO 379A, Conference Rm 6A

MINUTES

Present: Joseph Chernisky, Harry Davis, Rob Edmonson (polycom), Daniel Kruse
Floyd McCoy, Jill Savage, Carmela Tamme (polycom), John Morton,
Debbie Nakagawa

- I. Chair Kruse called the meeting to order at 1:10 pm.
- II. The CCCFSC extended their congratulations to John Morton for his permanent appointment as VPCC, approved by the BOR on 3/15/07.
- III. 2007 Legislature
 - A. FB 2007-09 Budget

The House version of the budget H.B. 500, H.D. 1: 1) Operating includes all BOR approved tiers 1 and 2 budget requests and selected tier 3 requests for HawCC only. Deleted 10.75 positions vacant more than 5 years. 2) Capital Improvement Projects (CIP) includes LeeCC Wai'anae Education Center; WinCC Library/Learning Resources Facility; MauCC Science Facility; temporary nursing facilities for KapCC, LeeCC, HawCC, MauCC, and KauCC; and capital renewal and deferred maintenance for various CC campuses.

B. Initiatives

The status for the following initiatives is: Procurement is not alive, bonding is technically alive, BOR selection process is alive, and Governor Lingle's Hawai'i Innovation Initiative relating to STEM is still alive.

IV. Human Resources

A. Anticipated Faculty Turnover

Two lists of faculty eligible to retire on 7/1/07 and on 7/1/08 by campus and by discipline for all UHCC campuses were distributed. For these lists, a faculty was considered eligible to retire either with 10 years of service and age 62 or 30 years of service and age 55.

Discussion indicated that the retirement numbers could be higher as it takes teachers two years to attain tenure and there are more opportunities in the DOE; and some faculty may be in the age range to retire even though they do not have the number of years of service.

The VPCC Office and Chancellors are conducting analysis and developing strategies to lessen the impact, including but not limited to mentoring, internship, looking across the CC system, etc. A Faculty Turnover Taskforce is being formed and will include Chancellors Leon Richards/KapCC, Angela Meixell/WinCC, Rockne Freitas/HawCC, UHCC CTE Director Carol Pang, and UHCC HR Director Sandra Uyeno. Solicitation of nominations for faculty from HonCC, KauCC, LeeCC, and MauCC to ensure representation from each CC campus will be conducted soon. The taskforce will develop a plan to address various issues related to the anticipated faculty turnover.

Issues affecting the hire and retention of faculty as well as other staff/administrators include: land for housing may be available at HonCC, hiring level of faculty (eliminate instructor and hire at assistant professor level) and new faculty may earn more than existing faculty.

B. Faculty Recruitment

A draft UHCCP Selection of Internal CC or UH System Faculty Members has been drafted. This proposed policy allows the appointment of an existing CC/UH faculty member selected through the competitive recruitment process at their current rank. Faculty may be able to re-negotiate their salary, accept lower rank and receive 8% salary adjustment, or retain their current rank. This will be stated in policy but not in the ad.

C. Delegation of Authority

In October 2006, the BOR amended BORP Section 9-14 relating to personnel and compensation policies of executives. The Board delegated additional authority to the President for executive personnel as well as authority to approve all personnel actions to the President except for those specifically retained. To address this, a draft delegation of authority for personnel actions is being circulated. Based on this, the VPCC has more authority than UHM, UHH, and UHWO Chancellors because the VPCC is President's designee (faculty classification and other areas are delegated to Chancellors and they can make decisions without President's approval). If an action is not listed and reserved for BOR, President, or President's designee, then the Chancellor has authority.

The CC system currently requires VPCC'S approval for designation of high demand disciplines, waiver of MQ for appointments, and promotion and tenure criteria and procedures to maintain consistency. Specific guidelines and UHCCP will be developed

and issued based on the approved delegation of authority for personnel actions. Also, the UH System map of authority will be updated.

To ensure that key policies and procedures are consistent among campuses, UHCCP will be developed as appropriate. The intent is not to create another layer for authority for selected actions. Chancellors are responsible for most transactional decisions. Only unusual and rare approval such as approving APT band C and D designations will be centrally reviewed and approved at the VPCC level.

V. Marketing Plan

The goal of the Marketing Plan, agreed to by the 7 UHCC Colleges, is to conduct a collaborative marketing campaign to increase the UHCC total enrollment by 5% each year, beginning in Fall 2007, that the marketing campaign is in effect. Strategy involves integrating new technologies and the Internet with the promotional media campaigns. The timeline uses the first half of 2007 to develop theme and creative concepts for the first year, including development of Websites, microsites, interactive components, printed collateral, video commercials, video vignettes, and print ads for launch in May 2007 for one year. These ads can be aired on campus channels and websites. Target markets will include primarily Hawai'i residents, as well as national and international. Kruse has stock photos for use and can use KHPR public radio for publicity. Also, a modernized UH seal has been approved and will be in use soon.

VI. Achieving the Dream

Achieving the Dream is a multiyear national initiative to help more community college students succeed, especially student groups that traditionally have faced significant barriers to success (students of color and low-income students). Achieving the Dream include efforts at community colleges and in research, public engagement and public policy, and emphasizes the use of data to drive change. The UHCC are working with OHA and Kamehameha Schools who have committed \$500K each, to promote the success of Native Hawaiian students after we have recruited them – to obtain jobs and enter and complete a baccalaureate degree program. The application was submitted on 12/29/06 and unofficial approval was received early this year. Plans include sending a team of 15 to a kickoff workshop in July 2007, one year of planning, determine the best point of intervention, and four years of implementation. The Hawai'i team of 15 will include representatives from the following groups: Native Hawaiian Pūko'a Council, Dean of Student Services, data/research, etc. A data coach will assist by sorting through data and issues, as well as compare with other colleges. Year 1 is planning and Years 2 & 3 are implementation.

VII. Faculty Classification Plan (FCP) Update/SLO

Morton's remarks at the UHPA 2/24/07 forum were shared. LeeCC Faculty Senate passed a resolution requesting a joint FCP Task Force to research, revise, and draft a new FCP. Expectations for non-teaching faculty will also be included. A Taskforce

including Chancellors Peggy Cha/KauCC and Clyde Sakamoto/MauCC, UPHA representatives, and faculty from HonCC and KapCC will be formed. It is anticipated that the work will be completed by end of Spring 2007.

Davis suggested writing in a positive way that faculty are professionals and continually trying to improve themselves. Accreditors changed the intent regarding using SLO for faculty evaluation. It was suggested that the proposed language in draft FCP about shops is inflammatory and does not address workload.

VIII. Remedial/Developmental Education White Paper Status/Update (including ENG021 status)

Need to determine if courses with the same name and number should be the same. Also, need to identify where the weakness is and focus on remedying that weakness. It was suggested that the COMPASS test be taken at the end of 9th grade so it can address then rather in college. Who monitors to see if SLO and course objectives are met? This can be addressed at the discipline meetings. Morton will check with VPAPP Johnsrud regarding the status of the budget request relating to discipline.

IX. Status of UHCC Policies (UHCCP) [Previously CCCM]

A review was conducted when the UHCC system was eliminated to determine those areas where common CC practices were appropriate, as well as area where University Executive Policies provided adequate guidance. Based on this, the CC System Policy Conversion table was developed. In those areas where common practice was to be followed, either an individual, or a group was designated with developing draft language for consideration by the CCCC. Once agreement was reached by the CCCC, each College was expected to adopt its own version of the policy. However, the applicable CCCM are being established and updated now as UHCCP as the UHCC System has been re-established and in response to BOR and Executive Policies that are being established/amended. Also, new UHCCP are being developed as necessary. The VPCC has authority to administer the UHCCP.

X. Hallmark/Local CC Board Updates

MauCC has passed a resolution to adopt UHM's Hallmarks/Foundation Board, etc. New AA has been approved as a resolution. Also, KauCC has adopted UHM's Hallmarks/Foundation Board. Now only HawCC and UHH are pending.

XI. Maui CC Technology Fee and Impact to Other CCs

Kruse stated that since the attempt to implement technology fees as a system was unsuccessful, MauCC decided to implement its own technology fee. The fee approved by the BOR on 3/15/07 includes \$3 per credit with a maximum of \$36 per semester, with use of funds defined by a board of three students and four faculty.

Savage inquired if a placement test fee trial of \$25 for repeat test taking was implemented at KapCC.

XII. P-20 Initiative

This is related to Achieving the Dream and Remedial/Developmental Education White Paper. The Kellogg Foundation has awarded the UH Foundation \$10 million over 8 years to support comprehensive and community-based strategies to increase third grade reading levels for Hawai'i's children Statewide.

XIII. Hawai'i Digital Library System

To maximize use of campus funds, need to conduct inventory of current subscriptions/use of funds and determine additional cost to UHCC to allow use of e-journals, etc., that the UH campuses as well as other CC currently subscribe to. Morton to follow up.

XIV. Achieving Synergy within the System – System and Campus Functions, Lead Campuses, Communication, Program Distribution, Etc.

This concept was discussed at UHCC Executive Retreat on 3/8/07. The discussion will be shared at a future CCCFSC meeting due to time constraints at this meeting.

XV. What's on Your Mind?

BOR Meeting With Faculty: McCoy said that the BOR has indicated that they would like to meet with faculty, focusing on KapCC faculty and ACCCFSC, at their next meeting in April 2007 at KapCC. Davis to follow-up.

XVI. Next Meeting: April 12, 2007, 1-3 pm, KapCC.

XVII. Meeting adjourned at 2:50 pm

Submitted by: Debbie Nakagawa