

Executive Policy Chapter <Number>, Systemwide Desirable Qualifications
 Executive Policy <EP plus Number>, <Title>
 Effective Date: <Month and Year>
 Prior Dates Amended: <Month and Year>; <Month and Year>; <Month and Year>
 Responsible Office: < >
 Governing Board of Regents Policy RP 4.201, Mission and Purpose of the University
 Review Date: <Cite Proposed 3-Year Review Cycle Review Date Month and Year>

I. Purpose

To set forth a policy to employ individuals who are committed to the University of Hawai'i's mission and purpose of positioning itself as a leading indigenous-serving higher education institution.

II. Definitions

- A. Hawai'i Papa O Ke Ao: A presidential appointed work committee with representatives from each campus tasked with developing, implementing, and assessing strategic actions to make the University of Hawai'i a leader in indigenous education. The phrase means Hawai'i Foundations of Enlightenment/Knowledge.
- B. Pūko'a Council: Comprised of representatives from each of the Native Hawaiian councils of each campus in the University of Hawai'i system to provide a formal, independent voice and organization through which the Native Hawaiian faculty, administrators, and students of the UH system can participate in the development and interpretation of system-wide policy and practice as it relates to Native Hawaiian programs, activities, initiatives, and issues.

III. Executive Policy

A. Introduction

- 1. This executive policy will support the university's strategic directions, mission, and purpose of positioning the university as a leading indigenous-serving higher education institution.
 - a. University of Hawai'i Strategic Directions
 - (1) As the sole provider of public higher education in Hawai'i, the University of Hawai'i is committed to improving the social, economic and environmental well-being of current and future generations. The University of Hawai'i Strategic Directions serves as a guide for the university's priorities.
 - (2) Interwoven in the strategic directions are two key imperatives embraced within the BOR-approved UH mission: a commitment to being a foremost indigenous-serving institution and advancing sustainability. To those ends, the directions embrace the work and input of Hawai'i Papa O Ke Ao, a plan for the university to become a model indigenous-serving institution, the Pūko'a Council, and the UH System Sustainability Task Force and their reports.
 - (3) The university stands firmly committed to advancing these directions in concert with core values of the institution: academic rigor and excellence, integrity and service, aloha and respect.

b. University of Hawai'i Mission and Purpose (BOR policy 4.201).

- (1) The primary mission of the university is to provide environments in which faculty, staff and students can discover, examine critically, preserve and transmit the knowledge, wisdom, and values that will help ensure the survival of present and future generations with improvement in the quality of life.
- (2) In carrying out that mission, it is the basic purpose of the university to afford all qualified people of Hawai'i an equal opportunity for quality college and university education at both undergraduate and graduate levels.
- (3) As the only provider of public higher education in Hawai'i, the university embraces its unique responsibilities to the indigenous people of Hawai'i and to Hawai'i's indigenous language and culture. To fulfill this responsibility, the university ensures active support for the participation of Native Hawaiians at the university and support vigorous programs of study and support for the Hawaiian language, history, and culture.
- (4) Within its unique geographical location, the university will serve as a leader in how it stewards the resources of the islands and the world for the benefit of all. The university shall be a global leader and model for the integration of sustainability throughout its teaching, research, operations, and public service. The university recognizes that an important knowledge base in sustainable island systems resides in the indigenous people of Hawai'i and all those for whom Hawai'i is home. The university commits to consult with local cultural practitioners and sustainability experts on best practices in sustainable resource allocation and use for the well-being of our communities, our state, and the world. Critical resources include energy, food, water, land and sea as they are integrated with the relationships of family, culture, community, justice, work, and economy in the present and future.

c. Hawai'i Papa o Ke Ao goal

- (1) Hawaiian Culture and Language Parity
 - (a) Goal 4: Embed Hawaiian culture and language understanding in the hiring of new employees
 1. Objective 1: Create a systemwide "desirable qualification" about having an understanding of the indigenous people of Hawai'i.

B. Policy

1. The Career Opportunities at the University of Hawai'i shall include the following language in the applicant information section:
 - a. Excerpt from the University of Hawai'i Mission and Purpose (Board of Regents Policy 4.201):
 - (1) The primary mission of the university is to provide environments in which faculty, staff and students can discover, examine critically, preserve and transmit the knowledge, wisdom, and values that will help ensure the survival of present and future generations with improvement in the quality of life.

- (2) In carrying out that mission, it is the basic purpose of the university to afford all qualified people of Hawai'i an equal opportunity for quality college and university education at both undergraduate and graduate levels.
 - (3) As the only provider of public higher education in Hawai'i, the university embraces its unique responsibilities to the indigenous people of Hawai'i and to Hawai'i's indigenous language and culture. To fulfill this responsibility, the university ensures active support for the participation of Native Hawaiians at the university and support vigorous programs of study and support for the Hawaiian language, history, and culture.
 - (4) Within its unique geographical location, the university will serve as a leader in how it stewards the resources of the islands and the world for the benefit of all. The university shall be a global leader and model for the integration of sustainability throughout its teaching, research, operations, and public service. The university recognizes that an important knowledge base in sustainable island systems resides in the indigenous people of Hawai'i and all those for whom Hawai'i is home. The university commits to consult with local cultural practitioners and sustainability experts on best practices in sustainable resource allocation and use for the well-being of our communities, our state, and the world. Critical resources include energy, food, water, land and sea as they are integrated with the relationships of family, culture, community, justice, work, and economy in the present and future."
- 2. The banner section of the Career Opportunities at the University of Hawai'i webpage shall include the following excerpt from Board of Regents policy 4.201, III.C.3):
 - a. "The University of Hawai'i is the only provider of public higher education in Hawai'i, the university embraces its unique responsibilities to the indigenous people of Hawai'i and to the indigenous language and culture of Hawai'i."
 - 3. All position descriptions listed on Career Opportunities at the University of Hawai'i webpage shall include the following language in the list of desirable qualifications:
 - a. "Commitment to, knowledge of, and/or experience with the mission and purpose of the University of Hawai'i to position the university as a leading indigenous-serving higher education institution." (Board of Regents Policy 4.201, University of Hawai'i Strategic Directions, 2015-2021, Hawai'i Papa o Ke Ao)."
 - 4. It is recommended that all position vacancy announcements, posted on Career Opportunities at the University of Hawai'i webpage, request each applicant submit, as part of the requested application materials, a statement or include in the interview a question; addressing the following:
 - a. "One of the goals of the University of Hawai'i is to become a foremost indigenous-serving institution. How will your experiences contribute to that goal?"

IV. Delegation of Authority

There is no policy-specific delegation of authority.

V. Contact Information

Office of the Vice President for Administration at 956-6405 or jgouveia@hawaii.edu.

VI. References

- A. University of Hawai'i Strategic Directions, 2015-2021 -
<http://blog.hawaii.edu/strategicdirections/files/2015/01/StrategicDirectionsFINAL-013015.pdf>
- B. Board of Regents Policy 4.201 -
<https://www.hawaii.edu/policy/?action=viewPolicy&policySection=rp&policyChapter=4&policyNumber=201>
- C. Hawai'i Papa o Ke Ao Report - www.hawaii.edu/offices/op/hpokeao.pdf
- D. Career Opportunities at the University of Hawaii -
<https://www.governmentjobs.com/careers/hawaiiedu>

Approved:

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