

Kapi'olani Community College  
Faculty Senate Action Request

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Submitted By:	Carl Hefner, Estelle Ogawa
UH User Name:	hefner, estelle
Academic Unit:	Social Sciences, BLT
Did you request action from a department head or administrator?	Yes
Did you request action from a union representative?	No
Have you filed a grievance/lawsuit over this matter?	No
Is this a personal matter?	No
Is this a departmental matter?	Yes
Is this a college wide matter?	Yes
Is this a system wide matter?	Yes
Is there a relevant deadline for action by the Senate?	Yes
If you answered YES, please indicate the deadline date:	10/20/2013
Please describe the action requested:	<p>On behalf of the current and future Department Chairs at KCC, we request that KCC Faculty senate review the implementation of UHCCP #9.237, especially in regards to Department Chairs found on p. 9 of 13. This policy refers to the determination of teaching load for division/department chairs and the formula/guide that can be found on p. 9 of 13. A draft of the implementation of the policy was provided to DCs on 8/29/2013 in a VCAC meeting (with little or no consultation with the Chairs), and it was noted that there was non-parity and inequity of the formula/guide especially in areas of the calculation of d) Budget and e) Additional complexity. No calculations were presented for each of the respective department chairs at KCC and category e) appeared extremely subjective (low-complex). While criteria a) to d) appear quantitative, category e) is deemed by DCs as subjective and not quantifiable. We are asking for a review of Criteria d).Budget referencing p. 7 of 13, 2.b, and especially the question of "What constitutes the DC budget?". In addition, if Criteria e) cannot be defined and quantified, then we would</p>

	<p>like to have an explanation of how a department chair could be rated Low to Complex. We would also like a review of how UHCCP #9.237 is being applied across the UHCC System in terms of fairness and equity in the workplace for DCs. This action request is imminent, because rollout is planned for Spring 2014. We are concerned about the base calculation for DCs as TEs for special projects should not be considered to be a part of any of these calculations. For example, the Social Sciences Department Chair has been conspicuously reduced from 18 TE per AY to 6 TE per AY with no reasonable explanation nor presented with calculations based on the guide/formula. Attempts to resolve the calculation of points using the Guide were sent to the Dean of Arts and Sciences, VCAA and the Chancellor. No resolution was forthcoming.</p>
<p><b>Proposed recommendation:</b></p>	<p>We would like faculty senate to review this request first, because the union may recommend (per communication with J.N. Musto on 9/12/2013) that informal complaints be filed under the workload article derived from the UHPA 2009-2015 Agreement, Article IV, p. 4 of the Agreement in efforts to resolve the misapplication of the TE Guide.</p> <p>We are seeking equity and fairness in the application of UHCCP #9.237 Guide to Determine Minimum Teaching Load for Division/Department Chairs and would like the Faculty Senate to provide feedback to faculty, administration, the Chancellor of KCC, and UHPA.</p> <p>(It may be that there a misapplication of the Low to Complex calculations, and that all Department Chair workload should be considered complex across the UHCC system).</p> <p>This would affect all current and future eligible faculty members who may wish to become department chairs.</p>
<p><b>Other:</b></p>	<p>(It may be that there a misapplication of the Low to Complex calculations, and that all Department Chair workload should be considered complex across the UHCC system).</p> <p>This would affect all current and future eligible faculty members who may wish to become department chairs.</p>