

Kapi'olani Community College  
Faculty Senate Action Request

Did you request action from a union representative?	If YES, please contact your department or campus union representative.
Is this a personal matter?	If YES, please consider discussing the matter with your supervisor or union representative.
Have you filed a grievance/lawsuit over this matter?	If YES, please allow the grievance process to be completed before the matter is brought to Faculty Senate.
Timestamp in Google Doc:	11/18/2014 9:50:57
Submitted By:	Sharoh Moore
UH User Name:	sharoh
Academic Unit:	Kahikoluamea Department
Did you request action from a department head or administrator?	No
Is this a departmental matter?	No
Is this a college wide matter?	Yes
Is this a system wide matter?	No
Does this matter align with the responsibilities of a Faculty Senate Committee? If YES, which one?	Professional Rights and Responsibilities
Does this matter align with the College's Strategic Plan? If YES, which one?	Because the college's mission and values informs the college's strategic plan, I am listing the mission statement that applies to this action request.  Mission statement: KCC is a nurturing workplace of choice for strong and caring faculty, staff, and administrators committed to effective communication and shared vision, values, mission and responsibilities
Does this matter align with the UH System Strategic Directions? If YES, which one?	
Is there a relevant deadline for action by the Senate? If you answered YES, please indicate the deadline date:	
Please describe the action requested:	This action request asks the Faculty Senate to require the college administration to implement the following proposed recommendation.
Proposed Recommendation:	Beyond their responsibilities, from time to time, faculty take on additional work. Sometimes the added or substitute responsibility is to such an extent or nature that there is economic compensation in the forms of stipends, teaching equivalencies, leaves, etcetera.  This request asks that the college administration maintain in real time, and publish in the public record, details of any and all such agreements including but not limited to: the faculty, the start and end dates, the title and description, and form(s) of compensation.

	<p>To the extent that we are public employees our compensation rates are public knowledge. Therefore it follows that supplemental compensation, financial or in-kind, should likewise be public. Such transparency eliminates speculation about the fairness of these agreements and mitigates misunderstandings when there are disputes about terms and conditions.</p> <p>The college has been repeatedly chastised, formally and informally for a lack of transparency and accountability. Implementation of this request will improve the efficiency, effectiveness and morale of the college community.</p>
Other:	

Faculty Senate Use Only	
Action Taken:	Date:
Outcome:	Date: