

Kapi'olani Community College  
Faculty Senate Action Request - # 1415019

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 9:50:32
Submitted By:	Sharoh Moore
UH User Name:	sharoh
Academic Unit:	Kahikoluamea
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:	Communication along the "chain of command" is "effective communication".* This is a universally held fundamental principle of organizational dynamics. It is especially true of any and all communications having to do with human resource transactions. This action request asks the college administration to affirm and commit to this principle, acknowledging that this is the way that it should have always been done, the way it is done, and the way it will be done hereafter.

	<p>In order to accomplish this request, it will be necessary for the college administration to create, maintain and publish in the public record an accurate and current organizational chart, detailing simply, who works for whom. Such a chart need not include the names of administrators, faculty and staff but it must be possible via positions and position titles for anyone to easily and unambiguously discern who their superiors and subordinates are. Likewise, the names of the organizational units must be maintained in real time.</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> <p>“Pono” is doing things the right way. This request is an irresistible plea to return to our roots, not just to W. Edwards Deming and Peter F. Drucker, but all the way back to our Queen.</p> <p>* "Effective communication" as referenced from College's mission statement in the College's Strategic Plan: 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</p>
Other:	

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