Minutes of the Alo Ali'i Meeting #3
October 24, 1974 - Thursday


GUESTS: LeRoy King, Keiji Kukino, Mel Sakaguchi.

1. The meeting commenced at 2:55 PM in Lono Building, Room 113.

2. The minutes from the preceding Alo Ali'i Meeting on October 2, 1974 were approved.

3. Renovation Plans for WCC. (Kuki)

Keiji Kukino discussed the refurbishment of buildings on WCC's campus in conjunction with projected dates of construction and completion. Further details on renovation plans are available upon request at Kuki's office for the perusal on interested faculty.

Kuki also partially eradicated the fear that WCC will become a "high rise" campus within the next few years.

4. Faculty Concerns (Provost LeRoy King)

Faculty concerns expressed were: committee assignments, tenure, recommendations, field trips, fiscal policy, released positions, and workload analysis.

The following is a synopsis of Roy's comments to the preceding topics.

A. Committee Assignments

Assignment of faculty as well as other members of the college family is made to assure a broad base for decision making and to involve as many people as possible in this process.

Whenever a faculty member is assigned to a committee, and either the orientation of the committee is not congruent with the assignee's interests or the assignee has neither the necessary time nor energy to effectively contribute to the committee's work, then this faculty member has the option to decline the appointment without fear of punishment.

However, if a faculty member continually refuses to accept the assignments of the Provost without sufficient rationale, then the Provost will not condone such action and will become cynical of this person's commitment to Windward Community College.

The selection and appointment of faculty to a committee will be predicated upon the Provost's perceptions of each individual's competencies and interests. Furthermore if the Provost establishes a committee and members are appointed, then this should not be construed as precluding other interested faculty from becoming members of this committee. However, the option to allow other people, who are not appointed, into the committee is to be contingent upon the consensus of the appointed members.
Another distinction to be made about committees is the difference between an all college (campus) committee and a faculty committee. The more salient differences between the two committees are: all college (campus) committee - membership would comprise faculty, staff, administration, students, and members of the community as necessary; faculty committee - membership would be primarily faculty.

To illustrate this difference, Roy cited the Personnel Hui as an example. When this committee meets as a whole it functions as faculty group (Alo Ali'i) committee. When its members are dispersed to form ad-hoc personnel "task forces" which include other than faculty persons the ad-hoc groups are really all campus entities. The instructional hui is an example of a faculty committee since it functions entirely within the realm of the Alo Ali'i.

B. Tenure

A query was raised about the legal ramifications of WCC's tenure quotas which presently are:

- 65% tenured or on the tenure tract
- 25% lecturer or on a part-time basis
- 10% appointees serving for a specified period with a maximum of three years. Assuming attrition occurs, these people would be eligible to transfer to the tenure tract.

Roy's comment was that the legality of the policy on tenure quotas should be deliberated by our judicial system, and resolution of this concern at our level would not be possible.

On tenure evaluation, Roy believes that the evaluation should encompass student, peer, and administrative reflections. Furthermore, there should be a separate recommendation between the faculty and the Dean.

C. Recommendations to Provost

Whenever a committee submits in written form a set of recommendations and the Provost does not select an alternative from this set, then the Provost will reply in written form his course of action and provide his rationale for his decision.

Furthermore, if the faculty desires to know and comprehend the philosophy, action, and rationale of the Provost about a concern and requests in written form this information, then the Provost will respond in written form. However, if an oral request is made, then an oral reply will be provided.

D. Field Trips (Policy Guideline 1-2: October 8, 1974).

The faculty felt that this policy is an infringement upon their academic freedom. Roy and Kuki resolved this problem by concurring that this policy may be construed as an encroachment upon academic rights, but this is not their intent. Their intention was to eliminate the possibility of last minute field trips where funds are required, but none have been allocated and thus, a burden is imposed upon the financial planning and programming. Hence, the policy will be revised.
E. Fiscal Policy

A concern was expressed that within the existing budgeting format, whenever a request is made by faculty for instructional resources, an uncertainty, that funds would be allocated for their requests, created anxieties. To allay anxieties and rectify this condition, a proposal was suggested that an apportionment of funds for each program (perhaps, division/department/course) be provided to the faculty. Thus, an instructor will know what his budgetary constraints are.

The rationale for the present budgetary structure, which Roy and Kuki provided, is that since WCC is still in the process of growing during its early stages, the existing budgeting procedures are utilized to provide for a degree of flexibility so that new and exigent programs will not be curtailed. However, consideration of proposals for innovative and constructive budgetary procedures and policies will be given.

F. Workload Analysis/Released Positions

In response to a query that the workload distribution of faculty, instructional assignments as well as non-instructional assignments, be provided for perusal and to enhance communication, Roy suggested that the Alo Ali'i request this information from its members, stated that he would have no objections to such action, and felt that the results of this survey would be quite interesting since it would reveal each member's perceptions of his role at WCC.

In reply to a request for information on released positions, the respective discipline areas, and the distribution of appointments, Roy's response was that the Dean would provide this information upon request.

5. Ad Hoc Committee on Openness (Janice Nuckols)

Chairwoman Janice Nuckols announced that this hui will have a meeting on October 31, Thursday at 11:15 AM in the Library. On the agenda are:
(1) Reactions to BOR/Matsuda policy on openness and
(2) Openness on decision making

6. Off-Campus Programs (Maryanne Inouye)

Maryanne, who is representing WCC on the ad hoc committee to determine recommendations for the Council Of Provosts on policies for all off-campus programs, desires input of perspectives on a "Talk Sheet" and possible implications of this paper prior to November 21. This paper is available for your perusal at Maryanne's office.

7. Personnel Committee/Tenure

Janice Nuckols/Kent Robertson: Motion to adopt and recommend to Administration the Personnel Hui's guidelines on "Procedures for evaluating prior service at other colleges and part-time service at WCC for credit toward tenure at WCC."

Won unanimous approval.

8. The meeting was adjourned at 4:15 PM.

Respectfully submitted,

David M. Furuto