

**LEEWARD COMMUNITY COLLEGE FACULTY SENATE RESOLUTION
23.1:**

**Resolution Supporting Compensation for Non-Instructional Faculty
for Labor Exceeding Their Position Descriptions**

WHEREAS non-instructional faculty frequently assume responsibilities, such as those in leadership, that exceed their position descriptions, and often do so with little or no compensation or relief from their primary duties; and

WHEREAS the assumption of these additional responsibilities results in exceedingly heavy workloads for non-instructional faculty; and

WHEREAS the lack of compensation for or relief from said duties dissuades many non-instructional faculty from assuming leadership positions crucial to the UH System, UH Community Colleges, and campus; and

WHEREAS non-instructional faculty are often not afforded release time or other forms of compensation for labor exceeding their position descriptions, unlike their instructional colleagues; and

WHEREAS the aforementioned discrepancy of workloads and compensation among faculty provokes among non-instructional faculty low morale, a sentiment of second-class citizenship, and questions regarding the UH System's and college's stated commitment to equity; and

WHEREAS wraparound holistic services, like those provided by non-instructional faculty, have been repeatedly cited as necessary for student success in higher education in general and in the UH Community Colleges in particular; and

WHEREAS all faculty—instructional and non-instructional—in the University of Hawai'i Community Colleges share the "C" classification, which communicates equivalent value and worth of all faculty types ([p. 4, Regents Policy 9.202, III.6.a](#)); and

WHEREAS the [2021-2025 University of Hawai'i Professional Assembly \(UHPA\) Collective Bargaining Agreement](#) provides for compensation for faculty duties that exceed "that which is normally expected of an individual faculty member" (p. 73, R-06: Community College Teaching Equivalencies, III.B.2); and

WHEREAS select non-instructional faculty in the UH Community College System in general, and at Leeward Community College in particular, have already received and are receiving compensation for or relief from their responsibilities and leadership roles that exceed their position descriptions; and

WHEREAS most non-instructional faculty have not received nor do not currently receive compensation for, nor relief from, their responsibilities and leadership roles that exceed their position descriptions; and

WHEREAS the labor that non-instructional faculty assume that exceeds their position descriptions furthers the Missions, Visions, and Strategic Plans of the [University of Hawai'i System](#), the [University of Hawai'i Community Colleges](#), and Leeward Community College; and

WHEREAS [Leeward Community College's Mission](#) declares a commitment to transforming “the lives of our students through high quality, accessible, and affordable education”; and

WHEREAS the contributions of non-instructional faculty are vital to realizing the college's Mission; and,

WHEREAS Leeward Community College espouses student success as its first pillar in its [2023-2029 Strategic Plan](#); and

WHEREAS non-instructional faculty provide labor vital to student success; and

WHEREAS Leeward Community College champions equity as a “Guiding Principle” in its 2023-2029 Strategic Plan; and

WHEREAS Leeward Community College strives to “Create a Culture of Care & Appreciation,” to “Create more flexible opportunities for all employees to engage and develop professionally” and to “Provide more opportunities for mentorship and Leadership” as tactics to achieve its pillar of Thriving Employees in its 2023-2029 Strategic Plan;

THEREFORE BE IT RESOLVED that the Leeward Community College Faculty Senate affirms the value of labor provided by its non-instructional colleagues; and

THEREFORE BE IT FURTHER RESOLVED that the Leeward Community College Faculty Senate stands in solidarity with non-instructional faculty; and

BE IT FINALLY RESOLVED that the Leeward Community College Faculty Senate urges its administration to provide compensation to its non-instructional faculty equitable and comparable to that already afforded to its instructional faculty.

Adopted this third day of May 2023 by the Leeward Community College Faculty Senate.