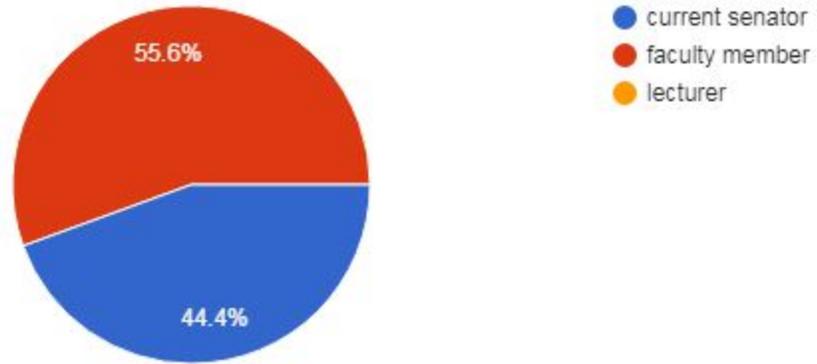


Faculty Senate Feedback on the Shared Governance Policy Draft (as of 4/19/18)

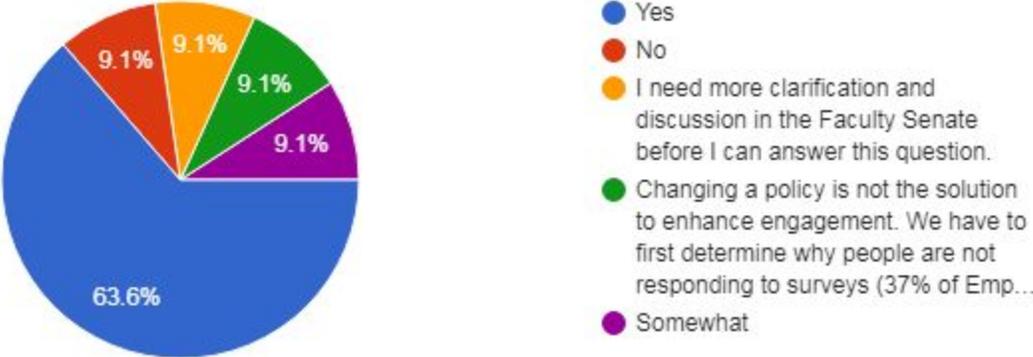
I am a

9 responses



Do you feel the policy draft will help the College improve its engagement of its constituents?

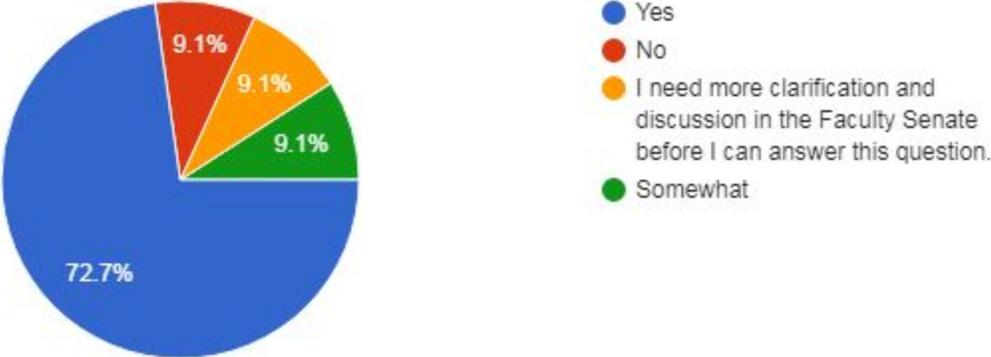
11 responses



Changing a policy is not the solution to enhance engagement. We have to first determine why people are not responding to surveys (37% of Employee's responded to the Employee Satisfaction Survey) or engaging in other campus activities. Why was this so low? Why did people not respond? I don't see how changing a policy will help increase participation. We need to first determine this and then maybe update the policy around the findings.

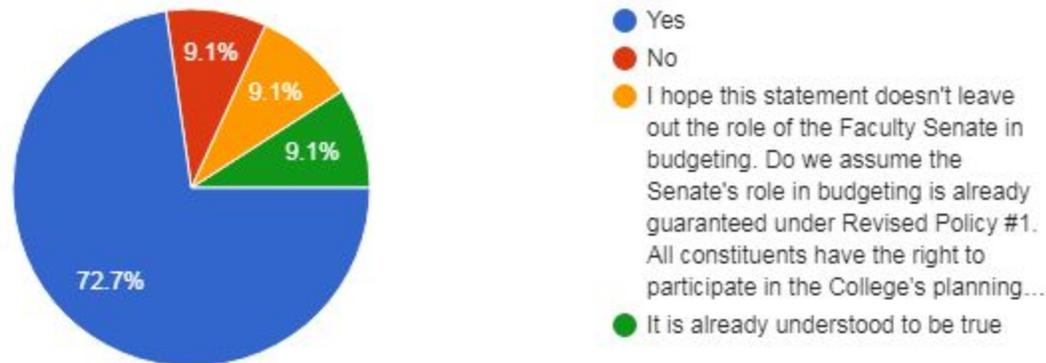
Do you feel the policy draft will help campus organizations improve their ability to represent their constituencies?

11 responses



The Executive Committee recommends that the following statement be inserted in the draft policy under Resp... this statement be added to the policy?

11 responses



The Executive Committee recommends that the following statement be inserted in the draft policy under Responsibilities: 4. Administrators recognize the role of the Faculty Senate in advising them on all matters relating to the development and maintenance of academic policy, standards, and the curriculum. Should this statement be added to the policy?

5 I hope this statement doesn't leave out the role of the Faculty Senate in budgeting. Do we assume the Senate's role in budgeting is already guaranteed under Revised Policy #1. All constituents have the right to participate in the College's planning, budgeting, and policy making through their representative bodies?

Comments

For policy 2: 1 "Governance bodies are dually charged," someone seems to be confusing the word "duly," meaning "in accordance with what is required or appropriate" and "dually." Eliminate the word "dually." 2 While the Hawai'i revised statute defines and incorporates the word "aloha," its use here is vague, as is "collegiality." What, specifically, do these terms mean regarding policy making? Do these terms refer to a willingness to compromise, to attend meetings regularly, to provide reports in a timely manner (which this draft was not)? Are there consequences for individuals

who do not demonstrate sufficient collegiality and aloha spirit? Is there a threshold? The language here requires specificity--or wholesale elimination.

For a number of years Campus Council maintained that only they, not the Faculty Senate, had input into the campus budget and blocked Faculty Senate's attempts to provide input. The revised policy seems to be something very different, allowing all constituencies on campus input into the budget.

(see comment below): With a spirit of collegiality and aloha (Hawaii Revised Statute 5-7.5,) which promotes "think(ing) and emot(ing) good feelings to others," Leeward CC constituents will work to fulfill the College's mission in ways that regard each other as valued contributors toward student success.

③ While we all certainly understand, support and practice the concept of collegiality--which I understand to mean the promotion of a spirit of cooperation and mutual respect--I'm not sure it's appropriate for the college to recommend, in even very general terms, how we should be "think(ing) and emot(ing)."

I think this statement also promotes an environment where people will fear conflict, which is necessary for growth, and it fosters the expectation that everyone should be praised and supported all the time. This isn't realistic.

(see comment below): The College's representative and governance bodies shall educate their constituents on the nature of the business addressed at their meetings and will refer them to the governance bodies which are the most appropriate to vet their suggestions, questions, and concerns.

④ Is it the role of FS and CC to "educate" their constituents? The term suggests that some type of instruction should, by default, take place regarding the "business addressed at [. . .] meetings." While these two governing bodies certainly have an obligation to proactively inform their constituencies on the business of their meetings, the constituencies also have an obligation to keep themselves informed by proactively seeking information that pertains to them. Education can be provided on an as-needed basis, but it should not be the rule for information-sharing between governing bodies and constituencies.

In the current policy (http://www.leeward.hawaii.edu/files/L1.201_PolicyonSharedGovernance.pdf) it states the following: Administrators and other decision makers shall provide reasons for decisions that are contrary to the wishes of constituency groups and other recommending bodies. This statement seems to have been removed. I feel it should be maintained as it is important for constituency groups to understand why

administration did not go with the wishes of the constituency group. If this is removed, administration can go against the wishes of faculty and not provide a reason why. This keeps administration accountable, and should be preserved in the new policy.

I found it interesting that historically the Campus Council was created by Faculty Senate and in some ways subordinate to it. Now it feels like the tables have turned and Campus Council wields all of the power and sees Faculty Senate as subordinate. I also have concerns about some of the high powered couples on campus and how ethical it is for them to be aligned together on committees such as the Campus Council.

Keep #8 of the old "Principles" section; policy only works if constituencies and the Administration insist that it be followed.

Draft version	Comments	Action	Faculty Senate Recommendation
<p><u>Policy #2</u> Governance bodies are dually charged with facilitating communication between constituents and Administration and for providing recommendations reflecting constituents' views to Administration.</p>	<p>① "Governance bodies are dually charged," someone seems to be confusing the word "duly," meaning "in accordance with what is required or appropriate" and "dually." Eliminate the word "dually."</p>	<p>Remove the term "dually"</p>	<p><u>Policy #2</u> Governance bodies are charged with facilitating communication between constituents and Administration and for providing recommendations reflecting constituents' views to Administration.</p>
<p><u>Policy #4</u> With a spirit of collegiality and aloha (Hawaii Revised Statutes 5-7.5,) which promotes "think(ing) and emot(ing) good feelings to others," Leeward CC constituents will work to fulfill the College's mission in ways that regard each other as valued contributors toward student success.</p>	<p>② "While the Hawai'i revised statute defines and incorporates the word "aloha," its use here is vague, as is "collegiality." What, specifically, do"</p> <p>③ "While we all certainly understand, support and practice the concept of collegiality--which I understand to mean the promotion of a spirit of cooperation and mutual respect--I'm not sure it's appropriate for the college to recommend, in even very</p>	<p>Too vague for a policy statement.</p> <p>Remove statement in its entirety.</p>	<p><u>Policy #4</u> (statement deleted in its entirety)</p>

	<i>general terms, how we should be “think(ing) and emot(ing). these terms mean regarding policy making?”</i>		
<p><u>Responsibilities #2</u> The College’s representative and governance bodies shall educate their constituents on the nature of the business addressed at their meetings and will refer them to the governance bodies which are the most appropriate to vet their suggestions, questions, and concerns.</p>	<p>4 <i>“Is it the role of FS and CC to “educate” their constituents? The term suggests that some type of instruction should, by default, take place regarding the “business addressed at [. . .] meetings.” While these two governing bodies certainly have an obligation to proactively inform their constituencies on the business of their meetings, the constituencies also have an obligation to keep themselves informed by proactively seeking information that pertains to them. Education can be provided on an as-needed basis, but it should not be the rule for information-sharing between governing bodies and constituencies.”</i></p>	<p>Replace “shall educate” with “shall inform.”</p> <p>Insert “in a manner appropriate to each”</p> <p>Modify 2nd “governance bodies” to “governing bodies”</p>	<p><u>Responsibilities #2</u> The College’s representative and governance bodies shall inform their constituents, in a manner appropriate to each, on the nature of the business addressed at their meetings and will refer them to the governing bodies which are the most appropriate to vet their suggestions, questions, and concerns.</p>
<p><u>Responsibilities #3</u> Administrators shall demonstrate collegiality and aloha for campus constituents in their decision making by placing considerable weight on the recommendations made by campus governing bodies.</p>	<p>See 2,3</p>	<p>Remove “demonstrate collegiality and aloha for campus constituents in their decision making by”</p>	<p><u>Responsibilities #3</u> Administrators shall place considerable weight on the recommendations made by campus governing bodies.</p>

After lengthy discussion, a majority of senators at the 4/18/18 Faculty Senate meeting did not support including this additional statement in the recommendation to Campus Council.

Draft version	Comments	Action	Not Recommended by Faculty Senate
<p>New responsibility to be inserted per Executive Committee recommendation:</p> <p>Administrators recognize the role of the Faculty Senate in advising them on all matters relating to the development and maintenance of academic policy, standards, and the curriculum.</p>	<p>⑤ <i>I hope this statement doesn't leave out the role of the Faculty Senate in budgeting. Do we assume the Senate's role in budgeting is already guaranteed under Revised Policy #1. All constituents have the right to participate in the College's planning, budgeting, and policy making through their representative bodies?</i></p>	<p>Add "as established by RP 1.210."</p> <p>Policy Statement #1 is a general statement covering all bodies and their right to participate in campus decision-making. The Senate's role in academic decision-making is guaranteed by RP 1.210, which is referred to by this policy. See Related Policies. The inclusion of the above phrase will reinforce this unique role.</p>	<p><u>New Responsibilities #5</u> Administrators recognize the role of the Faculty Senate in advising them on all matters (including budgeting) relating to the development and maintenance of academic policy, standards, and the curriculum as established by RP 1.210.</p>