On May 7th, 2001, the Faculty Senate, after proper discussion and debate, approved the following resolution in support of the UH Community College’s bid to solicit administrative support for reduced workload and expanded faculty development opportunities.

Whereas, University of Hawaii Community College Faculty carry workloads of fifteen credit hours per semester (or the equivalent) which was daunting even at the inception of UH community Colleges, and;

Whereas, the dramatic modifications of tenure and promotion criteria that resulted from tenure/promotion policy changes in the late 1970's added significantly to faculty workloads by shifting away from a years and credits/degrees promotion basis to a teaching/college & community service/professional development/leadership assessment basis, and;

Whereas, class size modifications that resulted from the budget cuts of the early 1990's have boosted student enrollments in some classes by as much as 40% - dramatically increasing our instructional workloads, and;

Whereas, revolutionary technological changes (computers, e-mail, voice-mail, distance education, web-based research, multimedia) have placed heavy additional demands upon all of us (learning these new technologies, constantly updating and changing the curriculum, and integrating these innovations into our work-lives), and;

Whereas, writing across the curriculum and writing intensive initiatives coupled with learning-focused education all require additional faculty effort and time, and;

Whereas, articulation and community focused efforts launched during the past thirty years require that we now spend considerable time coordinating our curriculum development activities with colleagues throughout the system, providing consultation and assistance to the community and businesses, forming educational partnerships, and developing educational training programs for new or changing occupations, and;

Whereas, given the national decline of public educational standards coupled with mandates to more effectively serve those with an array of physical and emotional disabilities, community college educators now deal with more needy and academically underprepared students during a period when remedial and developmental community college efforts have been reduced, and;

Whereas, programs like Service Learning and Student Internships that link our students to their communities and future careers have grown exponentially and require considerable additional faculty involvement with students and placement sites, and;
Whereas, the evolving emphasis on student retention, transfer, and job placement has caused faculty to become more involved in student orientation, advising, registration, and career preparation, all during a period of budget tightening when we have to do more with less, and;

Whereas, opportunities for renewal, maintenance of professional currency, and development of innovative skills and techniques have been dramatically curtailed by budget restrictions that have virtually eliminated one semester sabbatical leave opportunities;

Therefore, be it resolved that the faculty of Kapi‘olani Community College will join with their colleagues and together we will actively seek and expect the prioritized, public support of our Chancellor, Provosts, Deans, and other Community College Administrators in a joint effort to modify UH Community College Faculty Workload requirements to shift from an increasingly out-dated workload model to one that accurately reflects the demands of the Information Age and the actual work performed by faculty, to expand faculty development funding, and to re-institute single semester sabbatical leave opportunities.

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Barbara Ross-Pfeiffer                Aaron Koseki
Chairperson                       Vice-Chairperson