

*Chair's report
October 23, 2015*

Aloha HawCC faculty,

I want to take this opportunity to share with you some information that was provided by UHPA at the semi-annual faculty rep forum held on Oahu last Saturday, October 17th. Recently, UHPA conducted campus visits to meet with faculty and hold what I would characterize as "Q&A" sessions on each campus to get a feel for the pulse of the faculty and the overall "mood" at each campus. The campus visits were developed to provide feedback on the survey results of their survey sent via Survey Monkey on or around August 31st. The questions were the same, or very similar to questions asked in a 2011 survey of faculty by UHPA. Our campus visit occurred on Tuesday, September 22nd, in Kaneikeyo on Manono. I was unable to attend because of a full schedule. The Palamanui visit took place on Monday, September 21st.

At our faculty rep meeting last Saturday on Oahu, the results of those campus meetings were summarized through the use of a Power Point slide show (attached herewith) that graphically reflected the answers to several questions posed to faculty through the aforementioned surveys, comparing the current responses to the same questions asked 5 years ago; the questions dealt generally with "workplace satisfaction". Again, the time frame under question was the 5-year period from 2011 through 2015. The answers to these questions were summarized on the graphs presented in the slide show, generally reflected as "completely satisfied", "satisfied" or "dissatisfied". The "mood" or "atmosphere" encountered by UHPA at each campus was further characterized and described by UHPA in a one-word or short-phrase description that accompanies each slide showing the response rates to the questions related to "workplace satisfaction".

Sometimes, pictures speak louder than words. The "satisfaction/dissatisfaction" ratings are obvious when you look at the results for each campus. It's obvious that satisfaction at HawCC has declined for the 5 year period from 2011-2015 (from

over 60% to about 50%). Dissatisfaction, on the other hand, increase considerably over the five-year period (from about 20% to about 50%). This suggests that half of our faculty are satisfied, while half are not. Satisfaction/Dissatisfaction ratings at Palamanui were similar to Hilo for the 5-year period, with dissatisfaction currently also at about 50%. I was told about 25 or so faculty attended the Hilo meeting. I'm not sure what the attendance was at Palamanui. At 106 total faculty, this number (25 for Hilo) represents about a quarter of the faculty, a representative sampling in my mind. Of course, Palamanui attendance would add to that percentage.

Of greater concern, both to me AND to UHPA leadership, is the "mood" of fear (characterized atmosphere - "AFRAID") felt by those who were at our Hilo campus meeting that day. To that, I want to quote John F. Kennedy, who said in 1962, "a man does what he must - in spite of personal consequences, in spite of obstacles and dangers and pressures - and that is the basis of all human morality". I believe, as did FDR, that the only thing we have to fear is fear itself. When we seek refuge in the truth based on integrity and ethical behavior, then our fate is left to sound, rational thinking and good moral behavior. In the end, even if we lose, we win. It's important to pursue the truth above all else. Put fear aside and continue to push forward, even when the odds seem to be against you.

Of significance also, in my mind, are the ratings for both Windward CC (faculty they are "HAPPY") and for UHWO, where working conditions are perceived as "worse today" than 5 years ago. In my mind, it's no wonder that these campus ratings are what they are. It takes a little bit of history to piece these comments together in a way that makes sense. If you need clarification, I'll be glad to provide it. Just call or email me directly.

At the same time, I feel excited about the future of HawCC, vis-a-vis, the opportunity ahead for new chapters, and perhaps a new perspective on higher education, as we move forward into 2016 and beyond. Our island population continues to grow and while the economy is still best characterized as lukewarm in my mind, future predictions and projections for our island community continue to

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improve. I believe that HawCC is now and will continue to be a catalytic agent of change for our island community moving forward. All this in spite of the challenges and problems we've encountered and endured over the years.

Mahalo nui, malama pono, e Holomua....

Much aloha,

Joel