

Ke Kula Nui Kaiāulu ‘O Kapi‘olani  
Hawai‘i Papa O Ke Ao Plan 2022



Pōkinahua

17 Māhoe Mua 2022

‘Aha Kalāualani  
Kalāhū, Kona, O‘ahu  
4 ‘Ikuwā 2022

## Kapi‘olani Community College



### **Ka ‘Ōlelo Nu‘ukia**

He Kula Nui Kāko‘o ‘Ōiwi ‘o Kapi‘olani Kula Nui Kaiāulu a na kā lākou mau haumāna puka e ho‘oikaika i ke kaiāulu o ko Hawai‘i mau kaiāulu like ‘ole ma ka honua e loli mau.

### Vision

Kapi‘olani Community College is a model indigenous serving institution whose graduates strengthen the social, economic, and sustainable advancement of Hawai‘i and the world.

### **Ke Ala Nu‘ukia**

He hale hāmama ‘o Kapi‘olani Kula Nui Kaiāulu no nā ‘ano kaiāulu like ‘ole, e ho‘olako i nā kānaka ho‘ākea ‘ike e hiki aku i ka pahuhopu ‘imi na‘auao, ‘imi ‘oihana, a ho‘olaulā ‘ike. He loa‘a nā palapala a‘o, nā kēkelē mua puka, me nā polokalamu ho‘īli kula he kilohana wale e ho‘omākaukau i nā haumāna maoli, kūloko, kaumoku‘āna, kau‘āina no ka mua he lako.

Kapi‘olani Community College provides open access to higher education opportunities in pursuit of academic, career, and lifelong learning goals to the diverse communities of Hawai‘i. Committed to student success through engagement, learning, and achievement, we offer high quality certificates and associate degrees, and transfer pathways that prepare indigenous, local, national, and international students for their productive futures.



**Nā Lawena Waiwai** - Ho‘ohanohano ‘ia ka ho‘ūlina a ka Mō‘īwahine o Kapi‘olani e Kapi‘olani Kula Nui Kaiāulu ma o kēia mau lawena waiwai:

Values - Kapi‘olani Community College honors the legacy of Queen Kapi‘olani through these values:

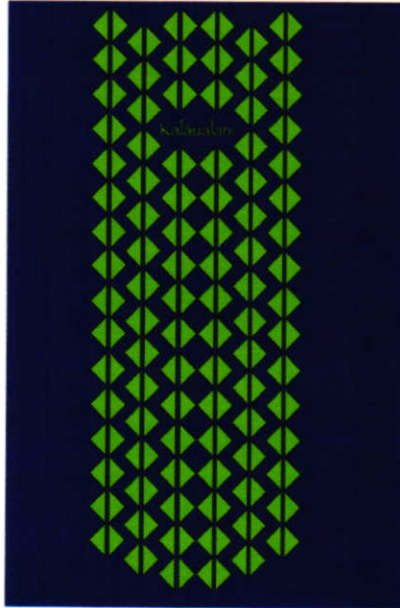


- Kūpono** Practicing honesty and integrity with clarity in all relationships.
- Kuleana** Sharing a common responsibility to support the future of our students, college, community, land, and sea.
- Mālama** Protecting and perpetuating ancestral knowledge.
- Kūloa‘a** Ensuring that the needs of our students are met with support and service.
- Kūlia** Creating meaningful curricula and learning experiences that serve as a foundation for all to stand and move forward.

Alaka'i 'ia mākou e kā mākou nu'ukia like, lawena waiwai like, a me kā ho'okō kuleana haumāna like ma o ke kai ko'o 'i'ini, ke a'o, ka ho'okō pahuhopu, me ka palapala 'o Hawai'i Papa O Ke Ao.

We are guided by our shared vision, values and commitments and by the recommendations of Hawai'i Papa O Ke Ao.

### 'Aha Kalāualani



### **Ka 'Ōlelo Nu'ukia**

Me nā loina, nā 'ike, a me nā lawena waiwai o nā 'ōiwi o Hawai'i ma ke 'ano hoe uli o ko Kapi'olani Kula Nui Kaiāulu, na ka 'Aha Kalāualani e ho'okele i nēia wa'a Kula Nui i mua.

#### Vision

The vision of the 'Aha Kalāualani is to move the cultural practices, knowledge and values of the indigenous people of Hawai'i to the forefront of Kapi'olani Community College

### **Ke Ala Nu'ukia**

'O ka ho'oholo i mua iā Kapi'olani Kula Nui Kaiāulu ma ke 'ano he kula nui kāko'o 'ōiwi ma nā 'ano ala Hawai'i like 'ole ke Ala Nu'ukia o ka 'Aha Kalāualani. Na ka 'Aha Kalāualani ma ke 'ano he 'aha pa'alula, kū'oko'a e ho'olako pono i nā ho'okō a ke Kula i nā Hawai'i.

1. E alaka'i i ke Kula ma ka ho'okō 'ana i nā pahuhopu laulā me nā pahuhopu hāiki o ka palapala Hawai'i Papa o Ke Ao.
2. Kāko'o, kōkua, loiloi, a ana i ke kūlike pono ma nā 'ōlelo a kākau ho'oholo a pau, e la'a me ka: mo'ohelu me ka ho'olālā kālā a me nā palapala noi kālā e pili iā Kapi'olani Kula Nui Kaiāulu ma ke 'ano he kula kāko'o 'ōiwi.
3. Ho'ona'auao i nā Papa Luna Ho'okele, nā Kumu, me nā Po'e Kōkua, Po'e Kāko'o e pili ana i nā 'ano mea like 'ole i kū i ka na'au o Nā Hawai'i, e komo pū nō ho'i i ke Ea Hawai'i, ka Mālama 'Āina, ka 'Ōlelo Hawai'i a me nā mea 'ē a'e he nui wale no nā Hawai'i ma ke Kula Nui.
4. Kauleo mau i ke Po'o Kula Nui a me kāna Papa Luna Ho'okele i nā loina, 'ike, lawena

- waiwai, a me nā ‘ano kūpono like ‘ole o nā Hawai‘i.
5. E ho‘okele i nā ho‘okō a ke Kula Nui e mālama kūpono i nā Hawai‘i ma nā ala ho‘omōhala ha‘awina, ke a‘o aku a a‘o mai, ke kūkulu alahele, ka ho‘olālā nui me na ho‘olālā hāiki o ke Kula, ka ‘āpono kula ‘ia, ke kūkulu me ka ho‘okō kulekele.

#### Mission

The mission of the ‘Aha Kalāualani is to advance Kapi‘olani Community College, as a recognized model indigenous-serving institution, in all areas related to Native Hawaiians. The ‘Aha Kalāualani shall provide a formal, independent organization to uphold the campus’ commitment to Native Hawaiians.

1. Lead the campus in the implementation and attainment of the goals and objectives of Hawai‘i Papa o Ke Ao.
2. Advocate, evaluate, and assess fairness and equity in all decisions, including budget and resource allocations and grants related to the College as a Native Hawaiian Serving Institution.
3. Educate College administration, faculty and staff about issues important to Native Hawaiians including but not limited to self-determination, intellectual and cultural property rights, sanctity of land, proper pronunciation and usage of the Hawaiian language, and the concerns of Native Hawaiians at the College.
4. Advise the Chancellor and Administration Team regularly on the cultural practices, knowledge, values, protocol and etiquette.
5. Guide the College’s commitment to serve Native Hawaiians in the areas of curriculum and instruction, programming, professional development, campus and long-range planning, strategic planning, accreditation self-study, policy development, and implementation.

#### Status of Native Hawaiian Faculty, Staff, Lecturers and Administration

There were 244\* faculty at Kapi‘olani Community College in Fall 2017, 63 were tenure track/probationary faculty, 141 were tenured and 40 were non-tenure-track. In 2017, there were 25 Native Hawaiian faculty or 9.76 percent of All faculty. In 2017, 17 Native Hawaiian faculty were tenured or 8.3 percent of All faculty, 7 were probationary and 1 was non-tenure-track. There were 200\* faculty at Kapi‘olani Community College in Fall 2022, 39 were tenure track/probationary faculty, 144 were tenured and 17 were non-tenure-track. In Fall 2022, there were 23 Native Hawaiian faculty or 8.7 percent of All faculty. In 2022, 18 Native Hawaiian faculty were tenured or 11.1 percent of All faculty, 4 were probationary and 1 was non-tenure-track.

*\* Data is from Kapi‘olani CC Human Resources Office.*

*The IRAO site reported in 2017 there were 427 faculty and in 2021 there were 321 faculty (2022 data was not available). Did not use these numbers. <https://www.hawaii.edu/iro/> The 2017 data in the chart below is from Dean Napoleon’s 2017 HPOKA report. The 2022 data in the chart below is from my own data on Kapi‘olani CC faculty.*

Faculty	#2017	#2022
Tenure Track/Probationary	7	4
Tenured	17	18
Non-Tenure-Track	1	1
Full Time	24	23
Part Time	1	0
Instructor	7	5
Assistant Professor	7	5
Associate Professor	6	6
Professor	5	7

Discipline	#2017	#2022	Reassigned
Academic Pathways	1*	1*	*1 Reassigned to Title III
Art/New Media Art	7*	3*	*1 Reassigned to Title III
Botany	1	1	-
Counseling	6	4	-
English	1*	1*	*1 Reassigned LLL Department Chair
Hawaiian Language	2	1*	*1 Reassigned to Distance Ed Coordinator
Hawaiian Studies	4	4	-
Hospitality	3	3	-
Library	1	2*	*1 Reassigned LLR Department Chair
Social Science	1*	1	*1 Reassigned outside of Department
Spanish	1	1	-
TRIO	0	1	-

### Adjunct Faculty

Department	#2017	#2022
Arts and Humanities	6	2
Languages, Linguistics and Literature	2	4
Math and Science	1	0
Social Science	1	0

### Staff

Staff	#2017	#2022
Administrative Professional Technical Staff, Civil Service Staff, RCUH Employees	20	18

Representing Auxiliary Services, Center for Excellence in Teaching, Learning and Technology, Continuing Education, Financial Aid, Kūlia Ma Kapi'olani, Lunalilo Scholars, New Media Arts, Security, Title III and TRIO.

### Administration

Administration	#2017	#2022
Vice Chancellor for Student Affairs	-	1
Dean of Arts and Sciences	1	1
Total Administrative Positions	10	9

### Native Hawaiian Student Enrollment

In Fall 2017 (Census), 17.7 percent or 1,182 out of 6,700 students were Native Hawaiian. The average age of a Native Hawaiian student was 24.3 years old. In Fall 2022, 19.3 percent or 1,122 out of 5,828 students were Native Hawaiian. Hawaiian women comprise 70.4 percent of the population with Hawaiian men at 28 percent. The average age of Native Hawaiian students in Fall 2022 is 25.4 years old. <https://www.hawaii.edu/iro/>

**Title III Extramural Grants Supporting Native Hawaiian Students, 2017 – 2022**

<b>Project Title and Award Date</b>	<b>Award Amount</b>
Kūloa‘a: Advancing Indigenous Innovators, Part A, 1 Year Supplemental Grant, October 1, 2021 – September 30, 2022, No Cost Extension till September 30, 2023	\$337,302.00
Huliāmahi, Part A, Collaborative (Lead) with UH Mānoa, 1 Year Supplemental Grant, October 1, 2021 – September 30, 2022, No Cost Extension till September 30, 2023	\$385,312.00
Kūlia: Advancing Indigenous Scholars, Part F, Individual, 5 Year Grant, October 1, 2021 – September 30, 2026	\$2,502,780.00
Kūloa‘a: Advancing Indigenous Innovators, Part A, Individual, 5 Year Grant, October 1, 2020 – September 30, 2025	\$2,250,000.00
Strengthening CC, Part A, Collaborative with Chaminade University (Lead), 5 Year Grant, October 1, 2019 – September 30, 2024	\$2,204,718.00
Kūkalahale, Part A, Collaborative with Honolulu CC (Lead), 5 Year Grant, October 1, 2019 – September 30, 2024	\$2,250,000.00
Huliāmahi, Part A, Collaborative (Lead) with UH Mānoa, 5 Year Grant, October 1, 2019 – September 30, 2024	\$2,135,600.00
Huliāmahi Part F, Individual, 2 Year Grant October 1, 2019 – September 30, 2021	\$700,000.00
Kauhale Ke Kuleana, Part A, Individual, 5 Year Grant October 1, 2015 – September 30, 2020, No Cost Extensions till September 30, 2023	\$3,894,015.00
Kauhale Ke Kuleana, Part F, Individual, 5 Year Grant October 1, 2014 – September 30, 2019, No Cost Extensions till September 30, 2022	\$7,882,423.00
Total	\$24,542,150.00

**Non-Title III Extramural Grants Supporting Native Hawaiian Students, 2017 – 2022**

<b>Project Title and Award Date</b>	<b>Award Amount</b>
RII-BEC: Transcending Barriers to Success in Economics for Underrepresented Students: Preparing COVID-Affected Students for Their Climate-Resilient Future October 1, 2022 - September 30, 2027	\$999,986.00
National Science Foundation, Louis Stokes B2B Alliance: Strategic Transfer Alliance for Minority Participation (STAMP) Training While Online (TWO) September 26, 2022 - August 31, 2025	\$583,008.00
National Endowment of the Arts, Big Read Sponsor July 1, 2021 - June 30, 2022	\$20,000.00
National Science Foundation, Connecting Indigenous and Western Knowledge Systems for Student Success in STEM February 15, 2021 - January 31, 2022	\$99,976.00
Native Hawaiian Career & Technical Education Program via Alu Like, Kūlia ma Kapi‘olani	\$823,016.00



October 1, 2017 - September 30, 2022	
Japan-U.S. Friendship Commission, Kai-Yama: An International Student and Faculty Exchange Exploring Sustainability, Environment, and Community in the Past and Present February 1, 2017 - November 30, 2019	\$90,000.00
Teagle Foundation, Student Learning for Civic Capacity: Stimulating Moral, Ethical, and Civic Engagement for Learning that Lasts January 1, 2014 - November 30, 2017	\$8,500.00
Total	\$2,624,486.00

### Title III Renovations

Building and Renovation Years	Amount
Manono, 2017-2019	\$3,533,392.71
Mokihana, 2017-2018	\$323,577.00
Lama 2 <sup>nd</sup> Floor, Lamakū Student Success Center, 2015-2017	\$1,565,000.00
‘Iliahi, 2 <sup>nd</sup> Floor, Kīkaha O Lae‘ahi, 2014-2016	\$160,000.00
‘Ilima, 202B, 202C, Business Office, Maida Kamber Center, 2014-2016	\$720,000.00
‘Ōhi‘a, 1 <sup>st</sup> Floor, 2014-2016	\$450,000.00
Kōpiko, 1 <sup>st</sup> /2 <sup>nd</sup> Floor, 2010-2012	\$424,482.00
‘Iliahi, 1 <sup>st</sup> Floor, 2009-2011	\$2,491,019.00
Koki‘o, 1 <sup>st</sup> Floor, 2009-2011	\$720,000.00
‘Iliahi, 2 <sup>nd</sup> Floor, Kahikoluamea, 2008-2010	\$723,591.00
Koki‘o, 2 <sup>nd</sup> Floor, 2006-2008	\$750,000.00
Mānele, 2006-2008	\$882,788.00
‘Iliahi, 2 <sup>nd</sup> Floor, Holomua, 2006-2007	\$220,000.00
Total	\$12,963,849.70

## Kapi'olani Community College Hawai'i Papa O Ke Ao Plan

### Ke Alaka'i - Leadership Development - Institutional commitment

<b>Pahuhope 1:</b> Prepare students of Hawaiian ancestry to assume leadership positions at UH and in the community.
<b>Action 1:</b> Establish a Native Hawaiian Student Council. <ul style="list-style-type: none"><li>• Native Hawaiian student representation on Student Congress.</li><li>• Advisor/Mentor to NH Student Council, 'Aha Kalāualani Pani.</li></ul> <b>Action 2:</b> Native Hawaiian Student Council will offer Hawaiian Oli Workshops for Kapi'olani CC students. <b>Action 3:</b> Request the UH System to provide a data report on Native Hawaiian students in November of each school year for each campus. ( <i>after CENSUS</i> ) <ul style="list-style-type: none"><li>• Data report should include: student enrollment, NH student enrollment, persistence fall-to-fall, persistence fall-to-spring, transfer to four-year UH institution, degrees and certificates awarded, financial aid.</li></ul> <b>Action 4:</b> Establish Native Hawaiian Student Centers on campus and online. (Kīkaha 'o Lē'ahi/Manono)
<b>Pahuhope 2:</b> Prepare faculty and staff of Hawaiian ancestry to assume leadership positions within UH and in their community.
<b>Action 1:</b> Mentorship for NH faculty and staff (one-year commitment) to attend Pūko'a Council and HPOKA Meetings. <b>Action 2:</b> Advocate for Kapi'olani staff to attend Hawaiian Language, Culture, 'Ike Professional Development opportunities during work hours. <b>Action 3:</b> Advocate for faculty and staff to participate in Hawaiian protocol and events. <b>Action 4:</b> Develop hiring processes which encourage the hiring of qualified Native Hawaiian faculty, staff and administration in departments/units where there are few or none. <ul style="list-style-type: none"><li>• Minimum Qualification and Desired Qualification.</li></ul>
<b>Pahuhope 3:</b> Ensure Native Hawaiian values are practiced at all levels of institutional decision-making.
<b>Action 1:</b> Establishment of the Department of Ea, which would include a Director position, Community Engagement position and Civil Service position. <b>Action 2:</b> Review of extramural grants for Native Hawaiian students, Hawaiian language, culture and 'ike or grants that base eligibility on the College's being an institution serving Native Hawaiians. <b>Action 3:</b> Review of curriculum incorporating Hawaiian culture, history, language and 'ike by Wae Committee of 'Aha Kalāualani. <b>Action 4:</b> Review of any Hawaiian visual representations, designs and 'ike. (example: campus website/marketing) <b>Action 5:</b> Protection of Hawaiian Intellectual Property Rights. <b>Action 6:</b> Appoint a representative from 'Aha Kalāualani on search committees.

## Ke Kaiāulu - Community Engagement - Institutional Commitment

### **Pahuhope 1: Intra-Campus Development - Building Community on Each Campus.**

- Action 1: Establish a protocol space on Makahiapo. It will be a place for all to stand and belong.
- Action 2: Build a commercial kitchen at Manono for use with the Māla Māunuunu.
- Action 3: Community Work days at the Māla - Native Hawaiian Plants on Campus
- Action 3: Communication/Collaboration with Native Hawaiian Programs on Campus (Naepuni Committee-Chancellor committee)
- Kapi'olani CC NH Student Support Website
  - Common Calendar of Hawaiian events/activities.

### **Pahuhope 2: Inter-Campus Development - Building Community with All Campuses.**

- Action 1: UH System-wide Desired Qualification
- Action 2: Establishment of a Native Hawaiian Data Center to provide each campus with timely and accurate Native Hawaiian student data as well as Native Hawaiian faculty, staff and administration data (updated each year).
- Action 3: Establish a Department of Native Hawaiian Engagement on each campus whose responsibilities are to oversee Native Hawaiian issues at the College and execute HPOKA plans. Honor the commitment of being an indigenous institution.
- Action 4: UH System Articulation of HAW 100 (FGB).

### **Pahuhope 3: Broader Community - UH Bridging with the Broader Community.**

- Action 1: Create a directory of Kapi'olani CC Community Partners.
- Action 2: Build relationships with Native Hawaiian Communities.
- Action 3: Utilize Kapi'olani CC as a space for events like conferences, concerts to bring the community to campus.

## Ka 'Ōlelo Kaulike - Hawaiian Knowledge and Culture Parity - Institutional Commitment

### Pahuhope 1: Vibrant Language and Culture Programs of Study at all UH Campuses.

Action 1: Establish HAW 100: Language in Hawai'i: Global Issues (FGB).

Action 2: Hawaiian Language Position (FTE, Tenure Track).

- 1 HAW faculty became Dean of Art & Sciences
- 1 HAW faculty reassigned as Distance Education Coordinator
- HAW Enrollment High (Online)

Action 3: Establish Online AA in Hawaiian Studies.

Action 4: Recruit HWST majors/outreach/marketing increase and expand.

### Pahuhope 2: Hawaiian Language Parity with English usage throughout the UH System.

Action 1: Establish EA designation for faculty who will accept work in classes in 'Ōlelo Hawai'i.

Action 2: Bilingual Signage on campus.

Action 3: Translation of campus forms and policy in 'Ōlelo Hawai'i.

### Pahuhope 3: Innovative programming (curriculum) using Hawaiian Language and Culture.

Action 1: New student orientation incorporates *Ka Wehena Kaiāo*. Online NSO can incorporate the *Ka Wehena Kaiāo* video.

Action 2: New employee orientation incorporates *Ka Wehena Kaiāo*.

Action 3: College commitment to support Makahiki every school year.

### Pahuhope 4: Embed Hawaiian culture and language understanding in the hiring of new employees.

Action 1: Desired qualification on all advertised Kapi'olani CC positions.

- "Evidence of commitment to Kapi'olani Community College's vision of positioning the College as a leading Native Hawaiian/Indigenous higher education institution."  
*(pending changes with new strategic plan)*
- Include this question in the screening committee: "How will your experiences contribute to our realizing that vision?"

Action 2: Professional Development for new employees - mandatory 6 to 8 credits in HAW or HWST courses taken within the year of being hired.

Approved By:

Kapulani Landgraf  
Kapulani Landgraf, Kīpū, 'Aha Kalāualani

11.4.2022  
Date

Louise Pagotto  
Dr. Louise Pagotto, Chancellor, Kapi'olani Community College

11/4/22  
Date