



UNIVERSITY of HAWAII®
KAPI'OLANI
COMMUNITY COLLEGE

To: John Morton, Vice President for Community Colleges

CC: Randall Moore, Chair for the University of Hawaii Board of Regents
David Lassner, President for the University of Hawaii System
Leon Richards, Chancellor for Kapi'olani Community College

From: Veronica Ogata, Faculty Senate Chair
Nawaa Napoleon, Kalaulani Native Hawaiian Council Chair
William Arenivas, ASKCC Student Congress Chair
Brandon Higa, Staff Council Chair

Date: April 28, 2016

Re: Resolution Summary of all AGO's at Kapi'olani Community College

Per the meeting on Friday, April 22, 2016 at Kapiolani Community College, below is a summary of our discussion with you.

1. VP Morton stated that he has received “no vote of confidence” memorandums in the past, but what makes this one very different from the others is that this “no vote of confidence” came from all four AGOs with strong resolutions, and this has not been done before.
2. VP Morton did not discuss the possibility of the Chancellor staying in his position. Part of the discussion focused on how the Chancellor was going to be removed (retire, resign, not have his contract renewed, and/or to do something not associated with the College), and when (this depends on what the Chancellor decides, if he decides to retire or resign then his removal could be sooner, if not, then VP Morton will conduct his review and make a decision in about 2-3 weeks).
3. VP Morton shared that individuals who hold executive/managerial positions have 6 months before they are officially removed (similar to individuals who do not receive tenure who have a year before they have to leave). If the Chancellor chooses not to retire or resign, according to VP Morton, the Chancellor will not have any direct responsibilities with the College and would be reassigned to responsibilities off campus for this 6-month period.
4. To address the request of immediate removal, VP Morton stated that it is against fair and due process for him to call for an immediate removal. However, the Chancellor

will be told that he is not to make any decisions that would have a negative impact on anyone, without consulting with VP Morton. If any decision from hereon is made by the Chancellor that has a negative impact on anyone and that decision was not made in consultation with VP Morton, individuals should immediately notify VP Morton directly via email.

5. To address the fear of retaliation/retribution, any incidents/behaviors that involve bullying or foster an environment that is unsafe, fearful, or hostile are to be directly reported to VP Morton immediately.

6. VP Morton asked the AGO chairs and executive members if they would accept VCAA Louise Pagotto as the interim Chancellor; everyone agreed. VP Morton will meet Louise to discuss this possibility with her. If she accepts, then the UH Board of Regents at their June 2, 2016 meeting will need to approve the appointment of VCAA Pagotto as the interim Chancellor.

7. VP Morton accepted the AGO chairs' and executive teams' consensus of not initiating the search for a new Chancellor in the fall, but that first a healing process should take place, with a possible external and neutral facilitator, which could take up to a year.

8. VP Morton wants to maintain the College's good reputation, continue to celebrate the successes, and recognize all the good things that the Chancellor has done and contributed to the College over the years. Everyone agreed.

9. VP Morton will also speak with the Vice Chancellors and Deans.

To reiterate the stance of all AGO's, please see an attached memo which summarizes the votes in one chart, and also the original resolutions from the individual AGOs.



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To: Randall Moore, Chair, University of Hawaii Board of Regents
 David Lassner, President
 John Morton, Vice President for Community Colleges

From: Authorized Governance Organization Chairs
 Veronica Ogata, Faculty Senate Chair
 William Arenivas, ASKCC Student Congress
 Nawa‘a Napoleon, Kalaulani Council
 Brandon Marc Higa, Staff Council

Date: April 28, 2016

Re: **Joint statement from the Authorized Governance Organizations regarding the Vote of No Confidence in Chancellor Leon Richards**

The purpose of this message is to collectively disseminate the results of the votes of no confidence in Chancellor Leon Richards’ management and leadership in the College taken by the four Authorized Governance Organizations (“AGOs”).

	Faculty Senate	Student Congress	Kalaulani	Staff Council
Supports motion for no confidence	81%	92%	78%	72%
Does not support motion for no confidence	19%	0%	19%	28%
Abstained	0%	8%	3%	0%

The full resolutions sent by each of the AGOs to Leon Richards, Kapiolani CC Chancellor; John Morton, Vice President for the Community Colleges; David Lassner, President of the University of Hawaii; and Randall Moore, Chair of the UH Board of Regents are attached.



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FACULTY SENATE

TO: Leon Richards, Chancellor
John Morton, Vice President for Community Colleges
David Lassner, President for the University of Hawai'i System
Randolph Moore, Chair for the University of Hawai'i Board of Regents

From: Veronica Ogata, Faculty Senate Chair

Date: April 21, 2016

RE: Resolution 04202016-1 – Vote of No Confidence

On April 20, 2016, the Kapi'olani Community College Faculty Senate, representing 16 departments and units campus wide, voted 13 to 3 (81%) in support of a vote of no confidence against Chancellor Leon Richards' leadership and management of the College.

The Faculty Senate passed the following resolution.

Resolution:

"The Senate moves that the results of the April 20, 2016 Kapi'olani Community College Faculty Senate vote of no confidence against Chancellor Leon Richards be sent to John Morton, Vice President for Community Colleges; David Lassner, President for the University of Hawaii; and Randolph Moore, Chair for the University of Hawaii Board of Regents.

Be it further moved that John Morton, Vice President for Community Colleges, remove the Chancellor from all decision making authority, ask the Chancellor to resign, and remove the Chancellor from the campus immediately. A copy of the Faculty Senate Executive Committee's letter to the faculty dated April 7, 2016 be transmitted with the results of the vote of no confidence." (Please see attached.)



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Kalāualani Council

To: Leon Richards, Chancellor
John Morton, Vice President for Community Colleges
David Lassner, President for the University of Hawai'i System
Randolph Moore, Chair for the University of Hawai'i Board of Regents

From: Nāwa'a Napoleon, Kalāualani Chair

Date: April 21, 2016

RE: Resolution 020042016-1 – Vote of No Confidence

On April 20, 2016, the Kalāualani Council, an authorized governance organization of Kapi'olani Community College representing Native Hawaiian faculty and staff of the College, received the results of the vote of no confidence taken via Helios, a secure and encrypted polling system. The results revealed a 73% participation of the Kalāualani Council with 78% supporting a vote of no confidence against the Chancellor Leon Richards' leadership and management of the college.

The Kalāualani Core Council passed the following resolution:

Resolution:

The Kalāualani Council moves that due to the outcome of the April 20, 2016 Kapi'olani Community College Kalāualani Council's vote of no confidence against Chancellor Leon Richards be sent to John Morton, Vice President for Community Colleges; David Lassner, President for the University of Hawai'i; and Randolph Moore, Chair for the University of Hawai'i Board of Regents.

The Kalāualani Council also moved that John Morton, Vice President for Community Colleges and David Lassner, President for the University of Hawai'i remove Chancellor Leon Richards from the campus immediately. At the present moment, April 21, 2016 at 2:11 p.m. the climate of the campus is intensely volatile.



The Associated Students of Kapi'olani Community College - Student Congress
(ASKCC-SC) 2015-2016

Resolution 11-15/16

Regarding: ASKCC-SC Vote of No Confidence Against Chancellor Leon Richards

WHEREAS, ASKCC – Student Congress is an official Chartered Student Organization (CSO) and Authorized Governance Organization (AGO) of Kapi'olani Community College, representing nearly 8,000 part-time and full-time students; a diverse student body of local, out-of-state, and international students; and,

WHEREAS, the Vote of No Confidence against Chancellor Leon Richards is a Faculty Senate driven initiative, Student Congress reviewed the following points from the UHPA survey evaluating Chancellor Leon Richards, and identified how the points impacted students; they are the following:

- ***Does not support faculty (and departments) to be effective instructors***
 - **Short falls in department budgets:** The Division of Arts & Sciences, which includes five major departments and units (Arts & Humanities; Languages, Linguistics, & Literature; Math & Science; Social Sciences; and the Maida Kamber Center), serves the largest number of students enrolled at the College (over 70%), yet they are continuously allocated an insufficient amount of resources to effectively operate and meet student needs, this shortfall has become increasingly apparent through the information learned as a result of the ARF process
 - **Short falls in supporting academic advising:** As a direct space for academic advising for the Arts and Sciences students, the Maida Kamber Center, the unit for advising Liberal Arts, Natural Sciences, Hawaiian Studies, New Media Arts and undecided students, serves over 70% students and operates on a small and inconsistent budget for the past five years of approximately \$10,000 per fiscal year, this is an extreme injustice to over half of the student body that has access to this Academic Advising Center, being that

the Center is designed to serve such a large amount of students, money should have been allocated to meet the needs of the students

- **Short falls in supporting critical offices:** The Kekaulike Information Service Center (KISC) serves as the gateway to admission to Kapi'olani Community College and is tasked with providing access, service, and support to students seeking entry, financial aid, and graduation services, however, be it known that staffing and funding to this area of services has been reduced and positions have been lost or moved out over the years, which has limited KISC from providing these services to assist students in their educational pursuits to the best of its ability. The College is also the only campus without a full time enrollment officer
- ***Is not transparent regarding the budget process***
 - **AGO input into the general campus budget:** Currently governing bodies do not have an established procedure to provide input into the general campus budget allocations. At the Chancellor Advisory Council (CAC) we are given a spreadsheet of the College's "Financial Projection" listing revenues, expenditures, other current expenses, and transfers. This "Financial Projection" is not what students envision as transparent. Nor have we had the opportunity to have to voice our concerns and how to improve and create a transparent budgeting process
 - **ARF process is a portion of the entire campus budget:** The definition for our campus' transparent budgeting process is the Allocation Request Form (ARF). The ARF process is an exercise in futility and is not an accurate reflection of the needs of students, nor the campus, since the AGOs do not receive a comprehensive list of department budgets including expenditures, deficits, and knowledge of available funds for the upcoming year
 - **Programs are not funded to pay their accreditation fees:** Departments that offer Career and Technical Education programs have been forced to request funding for accreditation fees through the campus-wide ARF process
 - **Title III Funds:** The federal Title III funding of \$16 million to the College has Chancellor Richards as the Principal Investigator on all three projects, and the lack of transparency on how the funds are allocated throughout the College is concerning as the College proclaims to be an indigenous serving institution, it is unclear how these federal funds are being spent to directly benefit our Native Hawaiian student population

- ***Does not serve the constituents of the campus***
 - **Unequal student access to the Chancellor:** Currently the Honda International Center (HIC), a center that is intended to serve all international students, is directly supervised by Chancellor Richards. Traditionally departments such as these would be directly supervised by the Vice Chancellor for Student Affairs. This organizational structure gives the appearance and sentiment to the general student body that international students hold precedence over the general student body
 - **Unequal organization access to the Chancellor:** Chancellor Richards consistently has standing meetings with Honda International Center (HIC) yet has repeatedly cancelled Authorized Governance Organization (AGO) meetings this semester due to various reasons such as travel commitments, both domestic and international

- ***Does not provide adequate resources and support for achieving the College's mission***
 - **Subsidizing Commencement costs from student fees:** The past four years Student Congress has been asked to subsidize the cost of an exorbitant Commencement ceremony, with an annual total of approximately \$60,000, a ceremony that is typically paid for by an institution as a gift to students that have paid tuition, (as a reference point, other UH Community Colleges typically allocate approximately \$20,000), the years listed below are the known years that Student Congress fees have been requested to subsidize the annual average \$60,000 cost of Commencement:
 - 2011-2012: \$18,000
 - 2012-2013: \$20,000
 - 2013-2014: \$5,000
 - **Access to Learning and Library Resources:** The College's library is the sole library in the UH system required to provide testing (both placement exams and exams for courses) and tutoring services to the student body. Due to this requirement, the Head Librarian has been required to secure funds outside of the library's allotted budget in order to provide these critical functions to support the campus. Due to this additional cost causing additional budget constraints, the Lama Library has been forced to reduce library hours, and as a result the availability of tutoring services also decreased which has led to the failure of meeting student needs to support the investment in their academic success

- ***Does not make timely decisions***
 - **Delay in Tutoring Services:** In 2014, the Student Success Council was charged with identifying spaces for tutoring in math and writing that would best serve students, after much deliberation and meaningful discussion, the decision of the Council was to propose both Kahikoluamea and the Library for tutoring services, the proposal was denied, and the feedback from the Chancellor was that it was to be consolidated in to one location. This location was ultimately determined by Chancellor Richards, however he did not announce his decision until the start of fall 2015, forcing the Lama Library to triage the situation to find resources to create this service vital to the success of our student body
 - **Search for Arts & Sciences Dean:** The search to fill a vacancy for the Dean of Arts & Sciences began in August 2015. The three final candidates were internal campus candidates, one of which was the Interim Dean. Yet, once the Screening Committee made a recommendation of the top candidate in December, the Chancellor did not act on this recommendation, but rather arranged a series of “Meet and Greet” sessions of the internal candidates. The candidates were put on a platform to be singled out and questioned in specific ways that was not helpful for the process, and this process was not mirrored in the process for other Executive/Managerial positions, the inequity in process and procedure and delay has a significant impact to campus morale and services to students

- ***Does not communicate important and relevant information in a timely manner to allow for discussion and decision making***
 - **Does not seek the student voice in discussions or decision making:** There are no students on the Chancellor’s Administrative Staff Council, this council effectively makes decisions and determines what is “best” for students, yet no student is invited or present
 - **Does not encourage a unified discussion on a proposed reorganization:** Currently an Administrative Reorganization Plan was introduced to the campus. When the campus leaders at the CAC meeting called for this reorganization to be a transparent process and feedback from all departments shared with the campus, meeting attendees were specifically told at a CAC meeting not to release any information about the reorganization to the campus; that information should only be distributed from a vetted source (the Chancellor’s Office) and that all future suggestions about any changes to the reorganization document should only be routed through the Chancellor. It was clear that

there was little interest in having a broad based dialogue, but preferred to retain the discussions in separate silos, despite that claims of building consensus through dialogue

- Only recently have AGO been consistency asked to provide input to AGO meeting agendas indicating that Chancellor Richards is not deeply familiar with the current status and issues on campus
- ***Does not build consensus among faculty and staff***
 - **Specific student populations being supported more than others:** This issue was identified because students felt that Chancellor Richards does not build consensus with the students on campus, but only specific populations
 - **Student input not included in consensus decisions:** As a result of notifying his superiors about the minimal engagement with Student Congress, only this semester has Chancellor Richards committed to attending Student Congress meetings to increase communication and transparency of current issues that relate to students and may need student input

WHEREAS, in addition to the aforementioned points Chancellor Leon Richards has effectively broken our trust in his leadership and management of the College, and the commitment to general student body in numerous ways; and,

WHEREAS, the first indication of no confidence in Chancellor Richards was his support of selecting a lecturer to be directly under his supervision, and to hold the responsibilities of the Student Congress Faculty Advisor, this arrangement is a huge conflict of interest and violation of trust between the Chancellor and Student Congress; by selecting a Faculty Advisor that reports to the Chancellor, it inherently causes the advisor to not be working in the best interest of the students, but rather the Chancellor's interests; and,

WHEREAS, this arrangement was continuous for an uncertain amount of years, and throughout that period of time Student Congress was not operating as an independent governing body of the College that reflected the voice, sentiment, and will of students, the results of this arrangement

effectively brought student involvement and engagement in campus and system affairs to extremely low levels; and,

WHEREAS, the ASKCC-SC Charter states that Student Congress reserves the right to select a Faculty Advisor, be it known that this governing document of Student Congress has been signed by Chancellor Richards proving that he has been aware of this stipulation, and the student voice was diminished through the selection of a lecturer to serve in the Faculty Advisor position, students were not involved in the selection of a faculty advisor until spring semester of 2015; and,

WHEREAS, another violation of student trust can be found in the death of Kapi'ō News, which was once an award winning independent student run newspaper that had operated for 32 years, according to the last edition of Kapi'ō News dated March 12, 2014, a plan was put forth by the Faculty Coordinator that the Kapi'ō News would be reinstated online once student journalism content was deemed worthy by faculty members and the Faculty Coordinator, at no point in the decision making process were students consulted about the revised process. The new levels of review removed the autonomy of the student voice, and rather became filtered through faculty members, yet more specifically by a Faculty Coordinator who was appointed by Chancellor Richards; and,

WHEREAS, Chancellor Richards approved Board of Student Publications (BOSP) student fees to pay for the Teaching Equivalencies (TEs) for a Faculty Coordinator, (15 TEs total) at a cost to the BOSP budget of approximately \$27,000 for the school year 2014-2015, however there were no students participating in BOSP, thus not warranting a Faculty Coordinator to be reassigned into the position, let alone the equivalent work and dedication necessary to equate to 15 TEs, as stated in their current charter approved by Chancellor Richards; and,

WHEREAS, the Board of Student Activities (BOSA) is the sole student activities organization within the UH system that does not have an advisor supported by the College, but rather off of the student fees allocated to BOSA. The lack of support by the College for direct student engagement through student activities is evident, as the BOSA Advisor is compensated the lowest when compared to all other similar positions within the UH system; additionally when the Student Engagement Coordinator was reassigned elsewhere within the College approximately

two years ago, the BOSA Advisor was expected to absorb the remaining duties of the Student Engagement Coordinator without additional compensation despite meetings and agreements with Chancellor Richards and the former VCSA; and,

BE IT RESOLVED, Student Congress puts forth a Vote of No Confidence against Chancellor Leon Richards; and

BE IT FURTHER RESOLVED, Student Congress calls for Chancellor Richards to resign immediately, be removed of all decision making immediately, and removed from the College immediately; and,

BE IT FURTHER RESOLVED, Student Congress recognizes Chancellor Richards has committed many years to the College, but it is the will and resolve of the student body that the time has come to move the college forward in a different direction; and

BE IT FURTHER RESOLVED, Student Congress seeks a Chancellor that is proactive, engages with all communities the College serves, makes timely decisions, is transparent with the College, takes responsibility for both failures and successes, and works to amplify and actively engage with the student voice, not diminish it; and

BE IT FURTHER RESOLVED, that one copy of this resolution be archived in the ASKCC-SC 2015 – 2016 Archive Binder, and be sent to the Student Body of Kapi'olani Community College; Board of Regents Chair Randolph Moore; University of Hawaii System President David Lassner; Vice President for Community Colleges John Morton; Chancellor of Kapi'olani Community College Leon Richards; Executive Assistant to the Chancellor Joanne Whitaker; Vice Chancellor for Student Affairs Brenda Ivelisse; Faculty Senate Chair Veronica Ogata; Kalaualani Native Hawaiian Council Chair Nawa'a Napoleon; Staff Council Chair Brandon Higa; Board of Student Activities Chair Vanessa Ranon; Board of Student Activities Advisor Alfred Gonzales; Board of Student Publications Chair Quinn Daluz; Board of Student Publications Coordinator Cheri Souza; and ASKCC-SC Faculty Advisor Shannon Sakamoto.

This resolution was voted on April 21, 2016 with 12 Yays, 0 Nays, and 1 Abstention.



William Arenivas
'15-'16 ASKCC-SC Chair



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STAFF COUNCIL

TO: Leon Richards, Chancellor
John Morton, Vice President for Community Colleges
David Lassner, President
Randall Moore, Chair, UH Board of Regents

From: Brandon Marc Higa, Staff Council Chairperson

Date: April 22, 2016

RE: Results of Staff Council Vote of Confidence / No Confidence

The purpose of this resolution is to **communicate the results of Staff Council's vote of confidence / no confidence in Chancellor Leon Richards' management and leadership of the College.*** As the Chairperson of Staff Council, I certify the authenticity of the voting results based on information provided by the survey proctor.

A majority of Staff Council members (72%) including APTs, clerical staff, custodial staff, and other support positions of the College voted in favor of supporting a motion of no confidence in Leon Richards' leadership and management as Chancellor of Kapiolani Community College and believe he should be removed from his position.

<i>I support the motion of no confidence in Kapi`olani Chancellor Leon Richards' leadership and management of the college and believe he should be removed from his position.</i>	# Votes 63
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<i>I do not support the motion of no-confidence against Kapi`olani Chancellor Leon Richards.</i>	25
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In total, 88 votes were cast of 155 eligible voters (57% participation). These individuals are not represented by a UH Board of Regents sanctioned governance organization, given that Staff Council was created as an ad hoc Authorized Governance Organization ("AGO") to serve as an official representative of staff members at the College.