Kauhale Updates of May 22, 2020

Fall 2020 Reopening Plan
Budget Planning Fy 21 and beyond
Agenda

• Land Acknowledgement
• Reopening Fall 2020
• Q & A
• Budget Planning
• Q & A
Adaptive Leadership

“It is not the strongest of the species that survives, nor the most intelligent that survives. It is the one that is the most adaptable to change.” – Charles Darwin

“Instead of constantly adapting to change, why not change to be adaptive” – Fred Emery
The Best Way to Predict the Future is to Create it...Paul Brown
Reopening Plan

• Steering Committee – CoCo, Senate & ASG, Hoʻolulu Council, Working Group Conveners (Vice Chancellors): Chancellor Convener

• Working Groups
  – Program C/NC offerings (Technology enhanced) Joni Onishi, VCAA as Convener
  – Virtual Services (SA, EdV, Sites, AS) Dorinna Cortez, VCSA as Convener
  – Space/Facilities (all sites) Ken Kaleiwahea, VCAS as Convener
BUDGET REDUCTION PLANNING
Budget Scenarios as of May 8

**Revenue Assumptions**
- Gen Fun Allocation down 16%
- Tuition Revenues – based on SSH 29%
- System subsidies or Transfer In vs System assessment or Transfer Out.

**Expenditure Assumptions**
- Vacant Permanent positions – frozen
- Unbudgeted temporary positions – based on renewal
- Lecturers cost based on enrollment decline – 30%
- B allocation cut by 10% to 30%
- No change to student employment
Scenario One: 16% & 28% Freeze vacancy, Temp renewed $ (1,975,145)

Scenario Two: 16% & 28% Freeze vacancy, Temp not renewed $ (1,115,033)

<table>
<thead>
<tr>
<th>B Allocation Cuts on Discretionary Spendings</th>
<th>Savings</th>
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<tbody>
<tr>
<td>10 % cut - saving</td>
<td>173,398.70</td>
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<tr>
<td>16 % cut - saving</td>
<td>279,237.92</td>
</tr>
<tr>
<td>25 % cut - saving</td>
<td>438,996.75</td>
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<tr>
<td>30 % cut - saving</td>
<td>527,196.50</td>
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- Unless tuition revenues are up, we will faced with program cuts affecting Personnel.
- Federal funds are one time funds and restrictive
Latest as of May 20

• UH review and approval of filling vacant positions
• UHCC review and approval of temp/casual renewal for FY21
• State senate proposed to permanently cut all vacant positions effective FY 20
• Planning scenarios that may be presented to BOR
  – GF 10%, 16% & 25%
  – TF 5% or 15%
Possibilities

Scenario Three: 25% & 15% with approved positions $ (2,373,475)

• Wait for Leg, Governor, UH decisions
  – June 2020, Fall 2020 or Spring 2021
• 2 to 3 year budget planning
• Depending on severity of the shortfall
  – Magnitude of the cuts
  – Timing (short term or long term)
Possible Strategies

↑ Revenue
• Increase tuition revenue (enrollment and/or tuition rate?)
• Federal Stimulus (Cares ACT 3 or 4?) one time relief
• Grants & Contracts

↓ Expenditure
• Cash/Fund Balances, even those from discretionary funds as one-time relief
• Program & Services Cuts (Vertical Cuts)
  – UH Administrative Policies
  – Bargaining Agreements
  – Students in programs
• Pay Adjustments
• B Allocation cuts
# Spectrum of Kauhale Engagement and Decision Making

<table>
<thead>
<tr>
<th>Kauhale Participation Goal</th>
<th>Promise To Kauhale</th>
<th>Example Techniques</th>
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<tbody>
<tr>
<td>Inform</td>
<td>We will keep you informed.</td>
<td>Fact sheets, Web sites, Open houses</td>
</tr>
<tr>
<td>Consult</td>
<td>We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how Kauhale input influenced the decision.</td>
<td>Kauhale comment, Focus groups, Surveys, All College meetings</td>
</tr>
<tr>
<td>Involve</td>
<td>We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provided feedback on how Kauhale input influenced the decision.</td>
<td>Workshops, Deliberative polling</td>
</tr>
<tr>
<td>Collaborate</td>
<td>To partner with Kauhale in each aspect of the decision including the development of alternatives and the identification of the preferred solution.</td>
<td>Taskforce &amp; committees, Consensus-building, Participatory decision-making</td>
</tr>
<tr>
<td>Empower</td>
<td>To place final decision-making in the hands of Kauhale.</td>
<td>Shared Governance, Delegated decisions, Ballots</td>
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# HUI Here, HUI There, HUI Everywhere

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<thead>
<tr>
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<th>Others</th>
<th>Hawaiʻi CC</th>
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<tbody>
<tr>
<td>Campus Closures</td>
<td>US President, Governor, County, Pres Lassner, UHCC VP Lacro</td>
<td>Admin Team in consultation with programs &amp; shared governance councils</td>
</tr>
<tr>
<td>Program Delivery</td>
<td>UH via CCAAO, UHPA working group, UHCC VCAAs, schedulers HUI</td>
<td>Academic Leadership, Program Reopening Fall 2020 WG</td>
</tr>
<tr>
<td>Virtual Services</td>
<td>UH via CCSAO, UHCC VCSAs &amp; VCAS</td>
<td>DSA &amp; Admin Services &amp; EDv teams, Services Reopening Fall 2020 WG</td>
</tr>
<tr>
<td>Facility Stds</td>
<td>UH via AS group (VP Gouveia), UHCC VCAS</td>
<td>Program &amp; Facilities Reopening Fall 2020 WG</td>
</tr>
<tr>
<td>Technology Support</td>
<td>UH via ITS, CCAAO, UHCC VCAAs, ITSO HUI</td>
<td>Program &amp; Facilities Reopening Fall 2020 WG, Technology Adv Comm</td>
</tr>
<tr>
<td>Budget - Personnel</td>
<td>Pres Lassner, UPCC Lacro</td>
<td>Admin Team in consultation with programs</td>
</tr>
<tr>
<td>Budget – Operating Costs</td>
<td>UH &amp; UHCC</td>
<td>Admin Team in consultation with programs</td>
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<tr>
<td>Budget – tuition revenues, enrollment</td>
<td>UH via CCSAO, UHCC VCSAs &amp; VCAS</td>
<td>Admin team, onboarding group, Priorities and FYE</td>
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<tr>
<td>Cares Act funding</td>
<td>UH &amp; UHCC</td>
<td>Admin Team in consultation with programs &amp; Reopening Steering Comm</td>
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Call for Transformation

- Policies
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics

 Structural Change (explicit)

 Relational Change (semi-explicit)

 Transformative Change (implicit)
There is a Hawaiian proverb, an 'ōlelo no'eau that says, “E ho'i i ka piko.” Return to the source. And in a Hawaiian worldview, a person has 3 piko.

**Piko ʻi : Open Mind**
- Spiritual connection.
- Connection to intuition and inspiration.
  When it is blocked we operate with judgement: they should just. One way. Silver bullet. We return to an open mind by suspending judgement and carving out a new path with curiosity.

**Piko ʻō : Open Heart**
- Place of our umbilical cord.
- Connects us to our parents and our naʻau.
  When it is blocked we operate with cynicism. Us vs. Them. Silos. We return to an open heart by suspending cynicism and carving out a new path with compassion.
  Suffer with. We demonstrate aloha by our willingness to suffer a little so that no one has to suffer a lot.

**Piko ʻā : Open Will**
- The reproductive organs that connect us to future generations and by extension, all that we create and establish.
  When it is blocked we operate with fear. We can not create a vibrant future if our piko ʻā is blocked by fear. We return to an open will by suspending fear and carving out a new path with courage.

We transform the system by transforming ourselves.
What can you do?

• Self Care
• Stay informed, Check facts
• Stay connected with:
  – Union representation
  – Program, units, Kauhale
What can we do?

• Be each other COVID heroes
• Represent us Hui
  • CC Chancellors, Erika UH Officer
  • CCAAO, CCSAO, Admin, DOCETs, IR cadre, IT designers (new), UHPA working group, Student caucus, Faculty Senate chairs, CTE Deans, LA Deans……
• Learn, Contribute & Adapt