

KAUA‘I COMMUNITY COLLEGE

Makaloa Hiring Policy

1. Background

- A. In 2013, the University of Hawai‘i Board of Regents approved the Hawai‘i Papa O Ke Ao Plan to address the higher education needs of Native Hawaiians. The objectives of the plan are purposefully broad to allow each campus to use the plan as a framework to create individual plans that are respectful of each campus and the communities they serve. Kaua‘i Community College’s Makaloa Council is the designated body to represent the interest of Native Hawaiians on campus.
- B. As written in the Makaloa Council Charter, the mission of the Makaloa Council is to “support the campus-wide integration of Hawaiian values, language, and culture to promote the success of Kanaka Maoli students, faculty, and programs.” It serves as an advising body to the chancellor in specific areas, such as “ensuring that a Makaloa representative is on college hiring committees.” (Makaloa Council Charter, Article I, Item 1.f.)

2. Purpose

“Formalize and institutionalize commitment at all levels to ensure Native Hawaiians are in decision-making roles at every level” (Hawai‘i Papa O Ke Ao Leadership Development Goal 2, Objective 3).

3. References

- A. University of Hawai‘i Administrative Policy AP 9.540, Recruitment and Selection of Faculty and APT Personnel.

4. Policy

- A. A person representing the Makaloa Council will be appointed to all cabinet and other search/hiring committees.
- B. Role of appointed Makaloa Council member – As a voting member of the committee, the Makaloa Council member will represent the interests of Native Hawaiians throughout the hiring process and shall be a cultural advocate to the committee in selecting the most qualified candidate.

5. Procedure

- A. Human Resources will notify the Makaloa chairperson upon posting of a job opening in which a Makaloa member will be needed.
- B. The Makaloa chairperson will make the announcement to the Makaloa Council to seek interested individuals to serve on the hiring committee.
- C. The Makaloa chairperson will provide the convener of the search/hiring committee and the EEO officer with an individual (or individuals) from the Makaloa Council list who is willing to serve on the committee.
- D. If a Makaloa representative cannot be found to fulfill this role, then the Makaloa Council chairperson will notify the convener of the search/hiring committee, and the search can continue without a Makaloa Council member.