



UNIVERSITY of HAWAII®  
**KAPI'OLANI**  
COMMUNITY COLLEGE  
FACULTY SENATE

April 7, 2016

Aloha Kapi'olani Community College Faculty,

On April 4, 2016 in an Executive Session, the Faculty Senate approved a motion to have Senators initiate a vote of no confidence against the Chancellor in their departments/units. The vote was Yes – 9, No – 3, with no abstentions.

One of the contributing factors for this Senate action was the negative rankings that Chancellor Richards received in the recent **UHPA Administrator's Survey**. In that survey, 78.4% of responding KapCC faculty did not support the renewal of the Chancellor's contract. Chancellor Richards received the lowest ranking of all ten U.H. Chancellors. KapCC had the highest response rate of all U.H. campuses, with 46% (127 out of 277) of KapCC UHPA members responding.

As the authorized governance organization for KapCC faculty, the Senate considered the large number of faculty who completed the UHPA survey and responded that Chancellor Richards:

- Does not leave academic decisions to faculty;
- Does not understand that faculty evaluation should not be tied to grades;
- Does not support faculty to be effective instructors;
- Does not allow or encourage lecturers to participate in academic-decision making;
- Is not transparent regarding the budget process;
- Has allowed overhead to increase without benefit to the College;
- Does not serve the constituents of the campus;
- Does not provide adequate resources and support for achieving the College's mission;
- Has not ensured a non-hostile workplace;
- Is devoted to advancing his own job at the expense of the College;
- Does not make timely decisions;
- Does not communicate important and relevant information in a timely manner to allow for discussion and decision making;
- Does not build consensus among faculty and staff; and
- Is not effective in informing faculty of all pertinent information of their employment status, rights, and responsibilities.

In 2014, the survey results of the **Quality of Faculty Work Life Survey** indicated that faculty at KapCC were not satisfied with their work environment, were not motivated in their jobs, did not feel valued or appreciated, and had low morale. Two years later, those sentiments are affirmed once again in the results of the UHPA survey.

For years, faculty of higher education institutions across the nation, including those in our UH system, have exerted their right to hold a vote of no confidence against presidents, chancellors and other administrators who have demonstrated patterns of conduct unbecoming of an effective leader including but not limited to: failing to make decisions in a fair, transparent, collaborative and expeditious manner; exercising poor fiscal, personnel, and resource management; and cultivating a campus environment of fear of retaliation. By calling for a vote of no confidence, we are exercising our right to ethical and effective leadership.

**A successful vote of no confidence against Chancellor Richards will communicate that we no longer have confidence in his leadership and management of our College and believe he should be removed from his position.**

Prior to the vote of the Faculty Senate, you will have the opportunity to express your opinion via an anonymous electronic survey. You will soon receive a link to a one question survey asking for your opinion.

On the electronic opinion ballot you will receive (instructions will be included), you will have two choices:

- (1) I have no confidence in Kapi`olani Chancellor Leon Richards' leadership and management of the college and believe he should be removed from his position.**
- (2) I do not support the motion of no-confidence against Kapi`olani Chancellor Leon Richards.**

Very soon, your Senator will hold a special department/unit meeting and/or meet with you individually to answer any questions that you may have or to clarify any information that you received from the Senate. **Your Senator must schedule a meeting before April 20th. If you have not heard from your Senator by next week, please contact the Faculty Senate Chair, Veronica Ogata ([yogata@hawaii.edu](mailto:yogata@hawaii.edu), #743-9833).**

This is a very important and serious matter. The results of this action will impact Kapi`olani Community College for years to come. We urge you to talk with/confide in your trusted colleagues for further information to help you in making a well-informed decision. We also ask that you take the time to process and critically reflect on all the information you receive before making a final decision. We thank you for your time and consideration.

Respectfully,

The Faculty Senate Executive Committee