

KAUA'I COMMUNITY COLLEGE
Makaloa Hiring Policy

1. Background

In 2013, the UH 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.

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 Hawaii Administrative Policy A9.540 Recruitment and Selection of Faculty and APT Personnel
- B. University of Hawaii Administrative Policy A9.620 Recruitment and Reassignment of Executive and Managerial 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 best candidate.

5. Procedure

- A. The convener of a committee will provide timely notice to the Makaloa chairperson that a search/hiring committee is being formed for a particular job opening.
- B. The Makaloa chairperson will provide the convener of the search/hiring committee with an individual from the Makaloa Council list who is willing to serve on the committee.
- C. 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.