

Hawai'i Papa O Ke Ao

LEADERSHIP

Goal 1: Prepare Students of Hawaiian Ancestry to assume leadership positions at UH and in the community	Objective 1: Research and define: (a) current or existing data on NH students including access, enrollment, retention, and graduation; and (b) existing student leadership development programs.	Inputs 1.1.A: Create an annual report of Native Hawaiian student performance (access, enrollment, retention, and graduation). 1.1.B: Establish an effective way to distribute the report to campus community.	Outcomes
	Objective 2: Develop, implement and expand integrated system-wide leadership preparation programs for Native Hawaiian students incorporating the community and 'ohana models of leadership for: (a) pre-college; (b) college; and (c) beyond college.	1.2.A: Leadership training from Hawaiian worldview. 1.2.B: Kahikoluamea Engagement Center <ul style="list-style-type: none"> • Native Hawaiian Leadership Development for faculty and students. • Native Hawaiian Values through Activities. • Professional Development for All faculty. • Build relationships through shared learning experiences. • Incorporate Title III funding. • Hua = debriefing and reflection. • Mend the damage that's been done and move forward with solutions. 	
	Objective 3: Formalize and institutionalize commitment at all levels to ensure Native Hawaiian students are prepared to assume leadership positions at UH and in the community.	1.3.A: Include Native Hawaiian student representative on CAC work groups. 1.3.B: Increase Native Hawaiian involvement in student leadership positions: BOSA, Student Congress, Phi Theta Kappa. 1.3.C : Invite student congress president and advisor to Kalāualani meetings. 1.3.D: Peer Plus: peer mentor works with faculty in order to provide extra support for their class (i.e. T.A.) 1.3.E: Internships: learning skills; networking. 1.3.F: National Conferences to showcase research.	
Goal 2: Prepare faculty and staff of Hawaiian	Objective 1: Research and define current or existing data		

ancestry to assume leadership positions within UH and in their community	on (a) NH faculty and staff, including mid-level executive; (b) Research and define existing faculty leadership development programs.		
	Objective 2: Develop, implement, and expand: (a) a system-wide advanced leadership preparation program for Native Hawaiians incorporating community and 'ohana modes of leadership; (b) Faculty professional development; (c) Support services (APT/Civil Service) professional development; and (d) Executive professional development.	2.2.A: Integrate into evaluation process - tenure/promotion.	
	Objective 3: Formalize and institutionalize commitment at all levels to ensure Native Hawaiians are in decision-making roles at every level.	2.3.A: MQ/DQ for faculty, staff and administration positions.	
Goal 3: Ensure Native Hawaiian values are practiced at all levels of institutional decision-making	Objective 1: Generate a report on the extent to which Native Hawaiian values are employed and used in institutional decision-making		
	Objective 2: Develop and expand system-wide training programs in Hawaiian values for all levels of faculty and staff.	3.2.A: Integrate Native Hawaiian Leadership structures into current leadership structures. 3.2.B: Hold campus-wide experimental cultural development.	
	Objective 3: Formalize commitments of the UH institutions to include Native	3.3.A: Invite all AGOs to Kalāualani Meeting. 3.3.B: Office and Administrator for Native Hawaiian Affairs.	

	Hawaiian values that impact decision-making.	3.3.C: Re-vamp Pūko‘a Council.	
--	--	---------------------------------------	--

COMMUNITY ENGAGEMENT

GOAL 1: Intra-Campus Development – Building Community on Each Campus	Objective 1: Create a Native Hawaiian Place/Building (piko, pu‘uhonua, kauhale)	<p>1.1.A: Build an Arts & Culture Center for college and community use (ie: Hālau performances, exhibits, Ho‘olaule‘a, fundraising events, conference, etc.)</p> <p>1.1.B: Collective Well-Being Kauhale.</p> <p>1.1.C: Title III Monies to incorporate KAUIHALE in building renovations.</p> <p>1.1.D: Each building/program have temporary KAUIHALE with food and drink to build community and relationships.</p> <p>1.1.E: Multiple Piko (1 in each building)</p>
	Objective 2: Build and sustain a community of learners	<p>1.2.A: Recruit NH students from national and international colleges and high schools</p> <p>1.2.B: Mentorship for student to student, especially for Math and Eng.</p> <p>1.2.C: Kalāualani designate a day and time for relationship building and sharing incorporating language and culture (Feb. 2015 @ 220)</p> <p>1.2.D: Community of learners.</p> <p>1.2.E: Each piko builds and supports a community of scholars (Faculty, Student & Community Partners) that become a place to sustain student success.</p>
	Objective 3: Develop and implement a plan to recruit and hire qualified Native Hawaiian faculty, in all disciplines, at every campus.	<p>1.3.A: MQ/DQ for for faculty, staff and administration.</p> <p>1.3.B: Job description include a DQ pertaining to “understanding the indigenous people of Hawai‘i.”</p>
	Objective 4: Maintain a system-wide database of activities/programs hosted at the NH place as well as activities that build an “intra-campus” community of learners.	<p>1.4.A: Open House.</p> <p>1.4.B: Calendar of Activities – how to access.</p> <p>1.4.C: Highlight in-house talent (i.e.: STEM Brainstorming Sessions)</p>
GOAL 2: Inter-Campus Development- Building Community Connections with ALL Campuses.	Objective 1: Articulate programs between UH community colleges and 4-year institutions.	2.1.A: Acquire data on which national and international colleges, Hawaiian students attend and partner with those campuses to establish articulation agreements.
	Objective 2: Build and sustain a community	2.2.A: Have discipline discussions on how to integrate Hawaiian

	of scholars (faculty, students, and community leaders) collaborating on research/inquiry initiatives.	language into courses. 2.2.B: Community Leader mentorships, CL to faculty and CL to students
	Objective 3: Establish a NH director of Community Engagement.	3.2.C: Establish NH community Engagement office which will oversee NH arts and Culture center and programs
	Objective 4: Maintain a system-wide database of articulated academic programs, joint activities, and research initiatives that build "inter-campus" collaborations.	
GOAL 3: Broader Community-UH Bridging with the Broader Community	Objective 1: Identify and foster university - community partnerships that advance Native Hawaiian education in its support of students, cultural practitioners, faculty, staff, and administration.	3.1.A: Relationships w/ Ānuenu charter schools, other charter schools, High schools and Kamehameha.
	Objective 2: Establish community-based initiatives that build community capacity for health and well-being.	3.2.A: Partner with NH health organizations to provide oppourtunities for the campus and community 3.2.B: Expand our "college town" to include Kahala, wai'ālae, Monsarat, etc. 3.2.C: Increase involvement w/neighborhood boards
	Objective 3: Identify and develop global indigenous partnerships.	3.3.A: Annual exchanges with national and international partners (ie: aotearoa museums, cultural performance, Native American Colleges, etc.) 3.3.A: NH ambassador to represent Hawai'i and NH worldview for local, national and international relations.
	Objective 4: Maintain a system-wide database of campus-specific and system-wide initiatives that in effect locate the University "in" Native Hawaiian Communities and build global indigenous partnerships.	

HAWAIIAN CULTURE & LANGUAGE PARITY

GOAL 1: Vibrant Language and Culture Programs of Study at all UH campuses	Objective 1: Establish an AA/AS degree in Hawaiian Studies at all seven colleges	1.1.A: Ensure growth of 4% per year of incoming and graduating students
	Objective 2: Establish a BA in Hawaiian Studies at UHWO	1.2.A: Establish articulation agreement and pathway to UH WO BA in Hawaiian Studies
	Objective 3: Provide appropriate staffing to support and expand each respective Hawaiian degree program.	1.3.A: Add one more faculty for each, Hawaiian Studies and language 1.3.B: Hire student employee to support AA HWST 1.3.C: Hire AAHS counselor
	Objective 4: Create a true University 60+60 credit articulations in Hawaiian studies between its community colleges and 4 year campuses	1.4.A: Establish articulation agreement and pathway to other 4 year campuses
	Objective 5: Develop courses offered through the Hawaiian language	1.5.A: Develop one new course offered in Hawaiian Language 1.5.B: Increase access to community by offering more evening, weekend and online Hawaiian culture and language courses.
GOAL 2: Hawaiian Language at Parity with English usage throughout the UG system.	Objective 1: All forms translated to Hawaiian- application form and degrees will be offered in both languages (Hawaiian and English are the two official state languages)	2.1.A: Increase use of Hawaiian Language campus- wide (meetings, agendas, documents, correspondence, web site, students planner, student publications)
	Objective 2: All new building names and rooms will have Hawaiian name equivalents	2.2.A: Display a series of posters on Hawaiian values, people, etc. In every classroom, student engagement spaces. 2.2.B: Integrate NH world view into Gen Ed outcomes.
GOAL 3: Innovative programming (curriculum) using Hawaiian Language and Culture.	Objective 1: Develop remediation programs using Hawaiian language.	3.1.A: Mandate Core curriculum for faculty, staff and admin. Professional development

GOAL 4: Embed Hawaiian culture and language understanding in the hiring of new employees	Objective 1: Create a system-wide "desirable qualification: about having an understanding of the indigenous people of Hawai'i.	4.1.A: Establish MQ/DQ in hiring, with representation across campus
---	---	--