Questions from Interim Chancellor Pagotto: How can the College help you to be the best you can be? You are at the prime of your professional life. Where should we be putting our attentions? How can you contribute to making the college the best it can be?

- Provide more professional development opportunities locally. In the summer, there is a requirement to do professional development in nursing, sometimes we have to do the professional development on the mainland because we can’t get it locally. There are beginning classes but more intermediate level courses are needed.
  Response: One of the three goals for the current administration is to add professional development opportunities. A lot of funding was recently released for professional development, for which staff and faculty can apply.
- The system is adding many software programs. How are all of them being integrated?
- The AGOs (Authorized Governance Organizations) have become more active. Now unification is the goal with more transparency and better communication.
- All staff and faculty should mandatorily be subscribed to News and Events.
- Since there have been new facilities personnel, services have improved. A faculty member contacted the staff and his supervisor to thank them.
- Another faculty mentioned that her trash was not taken out regularly or the floor was not being waxed on a regular schedule. Some staff bring their own vacuum cleaners to clean their offices.
- Two issues: First, it is hard to have a good work-life balance. This is a strength and a weakness. If a faculty member has an area of interest, participation is encouraged. However, there is a burnout factor. Secondly, there are many silos at the College. There are a lot of great things happening at the College but many don’t know what others are doing. There needs to be more communication. An idea was to have regular places to share out.
  Another idea is to ask two departments to share a project. It needs to be organized, then maintained.
- Many years ago, CELTT offered weekly professional development classes and faculty shared best practices. An idea was to ask the finalists who were nominated for the Excellence in Teaching Award to make presentations on what they do in their class.
• The same people serve on committees.
• There are not many opportunities for our cluster to “talk story”.
• At a BLT department meeting, there was a discussion about assessment. Possibly pair with another department to share assessment practices. Have an assessment party? Provide an Excellence in Assessment Award? The award could go to the program, not to a person. Have a Taskstream party? An assessment happy hour?
• There are about 12 lecturers teaching for one course. Why are there so many turnovers? There is other job or additional training opportunities.
• A staff member has been at the College for many years but felt she didn’t know many people. It’s important to know what staff does on campus.
• A suggestion was to have a mentoring system for new employees as it is difficult for them. A suggestion was to create a formal process where faculty could get credit in their dossiers. There was a formal process in the past. The role of a mentor is highly personal. An individual usually gets to choose their mentor or someone chooses you. When it’s formal, it can feel forced. However, nurturing, supportive relationships are important. Sometimes it’s good to have someone in your department for information. Sometimes a mentor outside your unit is better so there is a confidential space.
• One suggestion: if a new faculty member asks for a mentor, the department chair can provide a mentor. Nursing has an official mentoring program. Another idea is to have a space for new employees to meet or to check in with new employees after 6 weeks.
• What happened to the Scenarios Course? It was a 6-week online orientation course. Should there be a full time professional development person?
• The enrollment at Kapi’olani CC will be trending downward in the future. More of the population has moved to Leeward and West Oahu. The rail may have an impact. At Kapi’olani CC, there will be a dip in our traditional population. In 2018-2019, there will be fewest graduations from our feeder high schools. We are stretching and looking into other populations such as working adults. Can we market more to the veterans? Veterans who worked in Culinary or Health may be able to transfer credits through PLA (prior learning assessment). For the PN program, they gave PLA for medics. Could this be possible for EMS?
• Another suggestion was to put more courses online and give certificates online. Another idea was to create a “weekend warrior” program for working adults to be able to get a degree by taking courses on Saturday.

It was determined that these B.I.O. sessions should be continued.