



To: Chancellor Bonnie Irwin

From: Hanakahi Council

CC: Farrah-Marie Gomes, Vice Chancellor for Student Affairs
Ken Hon, Interim Vice Chancellor for Academic Affairs
Kaleihi‘iikapoli Rapoza, Interim Vice Chancellor for Administrative Affairs

Date: June 5, 2020

Re: Hanakahi Council Recommendations for \$2.6M in CARES Funding for UH Hilo

Native Hawaiian (NH) faculty, staff, administrators, and students comprise UH Hilo’s Hanakahi Council, which participates in the development and interpretation of campus-wide policy and practice relating to NH programs, activities, initiatives, and issues, including the appropriation and distribution of funds for NH initiatives.

To assist UH Hilo in embracing its responsibility to serve the Indigenous people of Hawai‘i and to kāko‘o/support Hawai‘i’s Indigenous language and culture, Hanakahi submits a list of eight prioritized initiatives and actions that may be funded with the \$2.6M in CARES funding UH Hilo will receive as a direct result of being identified as a NH Serving Institution. If additional information about Hanakahi’s mission or data on NH students is required, please let us know.

#1 - Provide grants to NH students (\$1.5M)

The rising costs associated with attending college as well as the recent economic impacts of the COVID-19 pandemic on families contribute to a NH student’s ability to remain at UH Hilo and ultimately, graduate. In AY 2018-2019, 46% of all NH students enrolled at UH Hilo were Title IV Pell-eligible. Hanakahi recommends using \$1.5M toward grants for Pell-eligible NH students for AY 2020-2021, for awards starting at \$1,500 and to be disbursed in August 2020. These grants can be used to offset the cost of attendance and applied toward tuition, fees, books and supplies, meals, housing, personal expenses, transportation, and loans fees.

***Hanakahi priorities:** Success of NH students at UH Hilo; Recruitment, retention and graduation of NH students*

#2 - Student employment allocations (\$452,160)

On-campus employment has been linked to higher student engagement, retention, and graduation rates and can provide NH students with the necessary support to pay for college expenses in light of COVID-19 impacts. Students are also able to develop skills that will prepare them for work after graduation, while providing the necessary staffing for programs that support NH students. Hanakahi recommends maximum student employment allocations of \$3,500 for individual students, to supplement the UH Hilo's ongoing commitment to increasing student employment for the AY 2020-2021.

Hanakahi priorities: Success of NH students at UH Hilo; Recruitment, retention and graduation of NH students

#3 - Maintain current casual hire positions that directly impact NH student success (\$290,900)

At the end of the June 30, 2020, UH Hilo will lose 9.50 FTE casual hires, all of whom have made significant contributions to the recruitment, retention, and graduation of NH students and all students at UH Hilo. This initiative seeks to extend the following casual hire positions, effective July 1, 2020, and for the duration of the AY 2020-2021. Hanakahi also recommends that the campus begins work to institutionalize these positions and the necessary infrastructure as a long-term investment in student success.

- \$21.21/hour APT Band A Step 1; approx \$30,000/position x 9.50 FTE positions x composite fringe rate of 2.07%
 - 'Opihi (1 FTE)
 - Admissions (3 FTE)
 - Advising Center (2 FTE)
 - Financial Aid Office (1 FTE)
 - Freshman Year Experience (1 FTE)
 - Ka Haka 'Ula O Ke'elikōlani College of Hawaiian Language (KH'UOK) (0.50 FTE)
 - Office of the Registrar (1 FTE)

Hanakahi priorities: Success of NH students at UH Hilo; Recruitment, retention and graduation of NH students

#4 - KH‘UOK Lecturers (\$210,000)

Given the impact of COVID-19, KH‘UOK stands to lose 10 long-time lecturers in the fall semester. Lecturers have teaching loads ranging from 1-12 credits and teach foundational courses for Hawaiian Studies majors as well as General Education courses.

Hanakahi priorities: Success of NH students at UH Hilo; Recruitment, retention and graduation of NH students

#5 - Hawai‘i Papa O Ke Ao Position (\$57,160)

A 1.0 FTE APT Band B Hawai‘i Papa O Ke Ao position was funded through the 2018 Legislative Session and is currently one of the vacant positions that was “swiped” while in the search process due to an anticipated budget shortfall. Hanakahi recommends that a casual hire position be funded to meet the intent of the position, which was to focus on NH community engagement. The position is tasked with facilitating mutually beneficial and impactful partnerships between UH Hilo and the broader community.

Hanakahi Priorities: NH initiatives (legislative, academic, funding, hiring); Collaboration with NH community and broader Hawai‘i island community

#6 - KH‘UOK Advisor Position (\$78,931)

Like the Hawai‘i Papa O Ke Ao position, a 1.0 FTE APT Band A professional advisor position was “swiped” while in the process of the search due to anticipated budget restrictions. Hanakahi recommends that a temporary hire position be funded to bolster student success and enrollment management for KH‘UOK.

Hanakahi Priorities: Success of NH students at UH Hilo; Recruitment, retention and graduation of NH students; Recruitment, hiring, retention and promotion of NH faculty, staff and administrators

#7 - NH Data & Reports (\$35,000)

To better support UH Hilo’s capacity to serve its NH students, faculty, and staff, Hanakahi recommends providing one-time funding support to the UH Hilo Institutional Research Office (IRO), with the intent that the Council work

alongside IRO to establish baseline data and reports for NH populations on campus. Reports would then be updated annually for the use of supporting NH student success, personnel, and operations.

Hanakahi Priorities: Data and research with and about NHs, culture (language, history, spiritually), and natural resources

#8 - Distance Learning (\$55,095)

With instruction moving to virtual delivery due to COVID-19, Hanakahi recommends allocating funds to bolster online instruction through instructor professional development, classroom technology support, and additional technology for students to support online learning.

Hanakahi priorities: Success of NH (NH) students at UH Hilo; Recruitment, retention and graduation of NH students

\$1,500,000.00	Student Grants
452,160	Student Emp
290,900	Casual Hires
210,000	KH‘U Lecturers
57,160	HPOKA Casual
78,931	KH‘U Temp
35,000	IR
55,095	DL
\$2,679,246.00	Total