

FINAL REPORT  
Social, Cultural, Spiritual Working Group

This report is the result of a collaborative effort of the Social, Cultural, Spiritual Working Group (SCSWG). The ideas expressed have been culled from community responses to the UHM Strategic Plan "Listening Project" and "Bulletin Board"; from the December 2001, "Town & Gown" forum; from several panel discussions offered by the Physical Environment Working Group and the Graduate Student Organization; from the system-wide retreat at the Pacific Beach Hotel in January 2002; from the Open Space event in February 2002; and finally, through the many verbal and written discussions of the SCSWG.

It is clear the Manoa campus is ready to transform itself, not so much in its stated values, but by creating spaces in the environment which support the values of the general community. Discussions which centered around finding a university identity on the one hand, were answered by affirmations of an identity on the other.

- We are situated in Hawai'i and therefore have a kuleana (responsibility) to honor the indigenous host culture
- Hawai'i is singularly unique in its location thereby accounting for its standing as having the most rare plant and animal species in the world. It is unique in that it contains four different climate zones. It is unique in its geological and oceanic make up. The University of Hawaii is only one of three Land, Sea, and Sky Grant Research institutions in the world. We must endeavor to know ourselves better.
- We are diverse in ethnicities and culture and therefore it serves us to continue learning about each other and finding ways to celebrate our differences as well as our similarities.
- We live in a paradise that is a fragile ecosystem and therefore, in our daily lives, we must embody the sensitivity and mindfulness toward sustaining the health, well-being, interconnectedness and harmony of the land and the people.
- We are the only public university in the State of Hawai'i and therefore our bond with the community can never be overestimated.

To participate in a positive and dynamic interaction of people and land within the context of an institution of higher learning will take a strongly collective as well as individual effort. That effort will be more fluidly and productively sustained and supported when the environment reflects our shared values.

We suggest using the Native Hawaiian concept of ahupua'a as a model or metaphor with which to re-envision ourselves. The ahupua'a is a land division utilizing mountain

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ridges as natural boundaries between communities. All who lived upon the land within the ahupua'a considered themselves 'ohana (family).

The land, the sky and the ocean are ancestors and as such are to be cared for, nurtured, and honored. Living within the means of the ahupua'a, living in harmony with the land, and observing the wisdom of the land, sea and sky is the most efficient way of honoring the ancestors. Every part of the environment is respected.

So it is with the 'ohana. When the children care for and respect the elders, the elders can better nurture and provide for the needs of the children. The reciprocity is not forced, but natural and organic. Balance, which has more to do with grace than exact distribution, is key to this paradigm. Every person within the ahupua' a contributes and is cared for.

Certain themes keep recurring as places where we might collectively focus our attention in the next few years. There are a wealth of suggestions to place on the "things to do" list. We've included these many suggestions in our appendix. We've arranged the list according to what we saw as major themes (often listed as trouble spots) and iterate popular proposals which will support our recommendation of creating an environment which embraces and reflects our shared values:

Environment and Landscaping:

- **tear down/fix/redesign dorms to be comfortable and supportive of student life**
- **tear down and/or redesign Campus Center and connect to Hemenway Hall to make an inviting and relaxing center for student activity**
- determine some of the major “hubs” of gathering places on campus
- spaces for silence are as important as spaces for expression. There is a desire for more quiet, contemplative, natural and beautiful space. There is also a need for more performance space, dance space, speaking out space, outdoor t'ai chi and quigong space,
- bbq spaces (both underground and grill), relaxing space with comfortable seating, socializing spaces, picnic tables and the like
- enliven McCarthy Mall
- open up Andrews Amphitheater
- make the campus more bike friendly
- buildings need upgrading that utilize more natural, indigenous materials and less imported resources and fossil fuel. Recycling program needs strengthening.
- make the bathrooms more family friendly by including changing tables
- links need to be made between upper and lower campus and between Manoa Valley, the UH, Mo'ili'ili, and Waikiki. The whole flow of the campus needs improvement

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- clean Manoa Stream
- not only should we replant native species, but we should also be mindful of the relationship between the plants within the entire ecosystem of the campus (which is within the entire ahupua'a of Waikiki)
- support Ka papa Lo'i o Kanewai Hawaiian Cultural Garden's value and importance in the role of achieving the mission and cultural integrity of UH

Campus Life/Social Life:

students insist if there were things to do on campus they would come.

again, **tear down and/or redesign Campus Center and connect to Hemenway Hall**

- make parking \$1.00 after 4PM and free after 6PM
- communication devices will improve attendance at events.
  - ~cable access and internet access in dorms
  - ~all computers to be hooked up to system information which gives a listing of all events on campus, interesting things to do off campus, a history of Hawai'i and her people, a history of the university etc.
  - ~large video/media board outside Campus Center
  - ~improve the Ka Leo. Support alternative student newspapers.
- all events must have a mandatory amount of free tickets for students
- art center
- faculty, administration and regents should eat with students at the dorms regularly
- regents should be much more visible and involved with campus social life
- more family oriented events will draw other/more folks to campus (i.e., carnivals, international fairs)
- Create state of the art, small theater venue to show international, student, underground and documentary film
- **Break the Sodhexo-Marriott monopoly on campus**
- student lounge/coffee shop (see detailed description in appendix)
- faculty lounge/club
- dance club or other activities on weekends

Supporting a Healthy Lifestyle:

- alternative, inexpensive, healthy and diverse choices in food services
- common bikes
- workout gyms (including classes) at dorms and on upper campus. Expand the existing gym
- **sustainability themes in environment and curriculum** (i.e., support carpooling and recycling programs)

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\* Academic Affairs:

- strengthen global/local awareness and connection
- diversity needs to be shown in curriculum, especially with regards to core requirements. Courses are best taught from various cultural and ethnic perspectives/histories. Faculty population should reflect the diversity of the UH image and community population on all levels
- **the university must make a priority of improving the preK-12 education experience of the State of Hawaii.** Life long learning is a recurring theme in the feedback from respondents
- stronger learning communities/inter-disciplinary degrees
- competitive pay for faculty
- strengthen, enliven, shape up faculty gene pool
- more educators on the Board of Regents

\* Student Affairs:

- **needs serious attention and transformation**
- see appendix for details

\* Economic Realities:

- **everyone, from administrators to students needs to become sharper at attracting funding from various sources.** This must be ongoing, campus-wide process
- tourism can not be sustained, depended upon or supported as the major economic revenue stream. The UH must take the lead in developing strategies and projects to diversify our island economy while maintaining the integrity of our relationship to the land, to each other and to future generations.
- budget needs to be more transparent

Finally, it is the advice of this working group that a body of individuals, comprised of equal amounts of administration, faculty, students, staff, and community members be appointed to follow up on the Strategic Plan process. In order to ensure the Strategic Plan becomes a living document, the community needs to continuously cultivate and nourish the seed. As the seed grows, so the trust in all factions will heal and grow.

Participating Committee Members:

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## APPENDIX

### STRATEGIES SUGGESTED FOR ACHIEVING MANOA'S VISION FOR SOCIAL, CULTURAL AND SPIRITUAL VITALITY

Compiled by the Social/Cultural/Spiritual Working Group  
February 13, 2002

The strategies suggested at the February 1, 2002 *Defining Our Destiny Planning* Event are clustered in themes that are seen as primary obstacles to enhancing social, cultural and spiritual vitality on campus - Parking/Transportation, Sodexho-Marriott, Dorms, Campus Center, Environment, Office of Student Services, Lack of Identity, and Other.

#### PARKING/TRANSPORTATION

1. Let vehicles with more than 3 students park free of charge (check ID)
2. Within depts, with faculty/staff/students, put lists together each semester for carpool
3. Free bike system/open up more bike paths
4. Work with City to get low bus pass plan for all UH students and employees
5. \$1.00 parking after 4PM/Free after 6PM
6. Expand parking system
7. Overnight parking for dorm residents
8. More opportunities for transportation
9. Bike facilities with showers and lockers for bikers
10. Pedestrian walkways (one located makai of Athletic complex, the other on University Avenue)
11. Bus type shuttle

#### SODEXHO-MARRIOTT

1. Get rid of entirely, replace with smaller vendors who provide more local/international cuisine
2. Add international finger foods that are inexpensive yet healthy like spanakopita, lumpia, falafel, taro puffs, sushi, dolmeh, spring rolls, curry chicken bao, etc.
3. Lunch wagons all over with various foods such as: the wagon near the Y on Metcalf, Korean, Okazu-ya, L&L
4. Let vendors on like Bale, The Well Bento, Kokua, India Bazaar, Sunshine Bakery
5. Once a week or month, let KCC and other community college students offer au cuisine faire.
6. Farmer's market with fresh fruit and vegetables
7. Break monopoly contract and/or renegotiation
8. Break/modify housing and meal plan
9. Change hours of food services and programs: 24 hour food service, weekend and evening hours
10. Debit/warrior card program: useable at local vendors & restaurants (discount),

- campus- wide meal card
11. Petition to solicit campus support for vision
  12. Campus dietician
  13. Website advertising/promoting dietary choices and campus nutrition topics

### DORMS

1. Tear down. It's unsafe, unfriendly, uncomfortable
2. Plumbing needs to be fixed
3. Put in a lounge area/coffee shop, open 24 hours, where students are not pressured to buy things and where they can study or relax. Food can be minimal offerings like healthy sandwiches and home-made baked good. Herbal teas as well as coffee served.
4. Change Sodexo-Marriott (S&M). Recycled food is bad.
5. Food plan should be optional
6. Dorms should be eco-friendly as well as student friendly
7. cable and internet access in every room.
8. Like hotel rooms, there should be a channel "advertising" all the various events on campus. There should be a channel that has information (taped, nice video) about UH history, interesting factoids about university and places off campus student might like to visit (hiking, biking, swimming, favorite student clubs, etc.). Information about Hawaii could also help to bring students up to speed on Hawaii history.
9. Provisions should be made for QUIET dorms or dorming for non-traditional students w/ families (each member of the family should not be expected to pay rent)
10. There should be a workout room with weights and adjacent rooms for aerobics, dance, marshall arts, yoga, etc.
11. Why do residents have to pack everything up and move out during each vacation? Why do graduates have to pack everything up and move out before graduation ceremonies? This practice should be stopped. "For international students especially, this is very hard."
12. Johnson Hall B (basement) very cramped working conditions which makes it very difficult to concentrate and work.
13. Can we create affiliate groups like in Harry Potter school (Griffindorf and Slytherin Houses)?

### CAMPUS CENTER (Transform from feeding center to social center)

1. Very unfriendly and seems built to keep students flowing OUT
2. The Student Union should be a place that is less functional and more conducive to socializing, relaxing, hanging out, playing cards, or reading in relative peace. A large part of a wholesome education takes place outside of the classroom in a social atmosphere. That is, socializing is not entertainment; it's not amusement; it's LIFE. The Student Union shouldn't be about commercializing, where students feel they have to buy things.
3. Shaded outdoor seating with lounge chairs (not concrete)

4. Cafeteria should be accoustically sound to mute ambient noise
5. Glass partitions give transparency and open the space up, not close it down
6. Designer/Architect chosen MUST be proven successful in their creations of student-oriented, socializing, meeting, relaxing spaces. Not only that they succeeded in having something built, but that the occupants of the building loved socializing in the building after it was built. The building in the portfolio should have INCREASED student participation and raised the quality of student life.
7. State of the art Media board that students can program with graphics or video. Board would be large and placed on exterior wall of Campus Center in a way that all university passerbys could note events happening around campus.
8. Coffee house, intimate, which serves healthy sandwiches and soups, home baked goodies, herbal tea, coffee, Italian sodas in the evening, poetry readings, jazz and other quiet music. Open til 2AM
9. Dance club (designed for students and maybe even by students) open on weekends
10. Campus ballroom changed into state of the art theater which runs student films, underground films, international films, (especially Pacific and Asian) and documentaries. if the building is tom down, the new building should include a theater component
11. Student club or pub
12. Break down asphalt area and build link to Hemenway Hall. the whole area should be flowing and include places that students need to access easily like post office, parking fine office, etc.
13. Once a week or month, cosmetologists from community colleges come in to offer cut rate hair cuts, facials, manicures.
14. Also, once a week or month, do we have lomi lomi practitioners?
15. How can we create a campus life that reflects LIFE? The activities we are exposed to, whether in film, music, food, health, also provide opportunities to expand our points of reference; our horizons. If offerings are diverse and healthy (for example), the exposure helps familiarize, open and encourage an embracing of and sensitivity to differences.
16. Enhancing student newspaper to include community news and distribution in community.

## ENVIRONMENT

1. There's no link from Manoa Valley to UH to Mo'ili'ili to Waikiki. We need to create those links. There's not even a link between upper campus and lower campus. Bad Fengshui.
2. If we are to honor the host culture, our landscape should replicate a Hawaii sense of place (ahupua'a)
3. There needs to be places of silence (Sacred Spaces) as well as places for expression. More free speech zones and places for spontaneous music to occur (Taiko drumming, latin drumming, African drumming, Pahu drumming). there should be places for dance, song, theater to be performed in the open...chamber music, WHATEVER, kazoo concerts
4. McCarthy Mall is a place waiting to happen. During various seasons, the trees

could be decorated: OBON Lanterns, Christmas lights, Boys and Girls Days, Chinese New Year. We should see processions through the mall, like during the season of Lono or the season of Ku. Better sitting places.

5. When looking to create sacred spaces, be sure to watch where student gravitate. don't force a space (like under a stinky pod tree) and fill it with concrete pilings passing for comfortable seats.
6. There should be more and more reading rooms if not more libraries.
7. How about BBQ pits where students, families, faculty, staff, can either roast (as in imu) or bbq (as in pah-tay)
8. The UH should be more family friendly. There are 50% non traditional students here and lots of faculty, admin, and staff with families. Many spend so much time on campus they have less time to spend with families. More family entertainment (carnival two years ago was GREAT), bathrooms could have changing tables, there should be drop off services for students (and staff and faculty, etc.) who have classes or work and couldn't find a babysitter for the day.
9. The exercise facilities are good but need expansion. Maybe if one were built at dorms and one were built on upper campus?
10. More lights between parking and gym and more lights on track
11. Why isn't Quad being used? Shouldn't that be a more vibrant life space? .
12. "This campus is not safe for open political discussion." Where varying and alternative points of view are stifled, life is stifled. How can we build free discussion and debate into the environment?
13. Andrews Amphitheater needs to be opened up! ! !
14. All computers should be hooked into an inter-campus events calendar (see DORM h.)
15. More shaded outdoor seating.
16. Buildings renovated to be more eco-friendly
17. Recycling should be more highly prioritized
18. 90%+ buildings named favoring male gender and caucasian race. If that isn't intended, it still tells a story. Shall we begin rethinking what we want the names of our buildings to reflect?
19. On-campus conference facilities
20. Alumni house
21. Art center
22. Community/technology learning center
23. Visitor center
24. Create a welcoming environment to the campus with banners, signage, landscaping, lighting, and displays for art and achievements.
25. Recognize Ka Papa Lo'i'o Kanewai Hawaiian Cultural Garden's value and importance in the role to achieving mission and cultural integrity of UH.
26. UH taking the innovative step in integrating a caring and nurturing family environment for the betterment of our future

## OFFICE OF STUDENT AFFAIRS

1. Understaffed, therefore unfriendly, often even unhelpful. That goes for ADVISORS/ COUNSELORS, as well as financial aid, and Admissions and Records. Pockets of excellence, but more on an individual level. "If you can even get in to see the counselors, you'll find they contradict one another." (this, with regards to curriculum)
2. Why not train students to peer counsel? Pay them \$10 an hour. They can always, for more difficult problems, send student up to supervisors (real counselors). That way you promote student helping student atmosphere while you keep students on campus for work, while also cutting down on the cost of adding to counseling staff. (This, with regards to curriculum counseling).
3. After the breakout session, a few students expressed a concern that student grievances were, for the most part, dismissed by Dean of Students office. The lack of trust, or the ambivalence between students and those in positions to serve students needs to be mended.
4. Orientations need to be refocused to a welcoming affair rather than a barrage of information feat. Students felt overwhelmed by the New Student Orientation and as if they were thrown into the deep end, to either sink or swim. Suggestions for improvement included making orientation a week long event with activities that include parents and meeting other students. One suggestion came from a graduate of a Washington university who said he was picked up at the airport by students from Hawaii who showed him around, shared their experiences (which were positive) and made themselves available for questions and other assistance. In other words "veteran" students can be drawn into the process (simultaneously making their experiences as well as the new student's UH experiences more meaningful, and memorable).
5. OSA should be promoting collaborative partnerships between students, the community/business, and various faculty or departments.
6. There could be a compulsory setting aside of a quota of tickets from ALL UH events so that students have opportunities to attend UH functions free of charge.
7. The general consensus was that overall, the students felt unwelcomed by the UH. They disagreed with the "myth" that the UH is a commuter campus and therefore there is no campus life. they disagreed that students are apathetic. "if there were things to do (and we KNEW about them) students would come!"
8. There needs to be a more interesting and vibrant newspaper or more than one newspaper. Where are the alternative papers?
9. Why hasn't student affairs been interested in changing the conditions at the dorms?
10. Recognize that students are people and have individual needs which may not fit neatly into pre-determined service packages.
11. Provide for social development of students.
12. Provide more services to the underclassmen (frosh, soph) in dynamic and flexible manner that addresses the holistic needs of students.
13. Empower student services and academic partnerships.
14. Create a non-threatening environment for students to get involved in change: generating ideas and opportunity to help make it happen.

15. Pursue diverse ways to open student discussion about campus life and student affairs. Advertise via KTUH, use Varney space, wear sandwich boards around campus, and utilize public spaces for advertisement.
16. Make it a point to interact with each and every student over a set period of time (i.e., two months).

LACK OF IDENTITY (Identity is not branding and shouldn't be confused with branding)

1. We have an identity but it's not supported by the UH and UH seems to have mixed feelings about it
2. It's Hawaiian (therefore, respect for host culture - the land and ocean)
3. It's diverse in terrain (research), temperate zones (CTHAR, SOEST, CHS ahupua'a and sustainability studies ethnicities, cultures, lifestyles. We should be embracing our differences and leading the world, by lifestyle examples not by population statistics alone, in celebrating diversity. We can be engaged in answering questions such as, "How can we embrace our differences in really comfortable and safe ways?" "How can we infuse the campus and classrooms with the imagination and support to expand our horizons, to free our minds so that we can reinvent ourselves and our communities?" This has ramifications for DURP, Architecture, the Arts... we can even start thinking about making Hawaii a UN of the Pacific. Inter-disciplinary studies and learning communities should be worked into a regular offering.
4. It's a healthy environment: we should support healthy choices like healthy food (as well as diverse food), exercise rooms as well as bike paths, recycling, classes devoted to environmental protection, classes like yoga, qigong, t'ai chi offered after hours as well as in course curriculum (by the way, can the qigong and t'ai chi classes be conducted outside on appropriate days?). Intramural sports and friendly games between depts should be encouraged. Even if we can't all be professionals, we can still play, right? We can also support compatible and alternative healing medicine since we have so many cultural practices to choose from and the land is an ultimate healing place.
5. Create mechanisms for stronger university and community collaborations.
6. Utilize local and indigenous knowledge.
7. Use this knowledge in classroom instruction and apply it in ways that support well-being for Hawaii's people.
8. Create mechanisms for collaborations across disciplines.
9. Native Hawaiian issues.
10. Aloha and other Hawaiian principles should be the basis for how the university operates.

## OTHER

1. Establish a faculty club
2. Develop an Index of Leading Academic Indicators (LAI) to monitor the morale and quality of the university climate
3. Develop an effective communication system to disseminate information about daily happenings on campus
4. Require faculty mentoring for all incoming new faculty
5. Expand pre-retirement and support services
6. Enhance UH Website to link to community
7. Create an independent Office of the Ombudsman to act as advocate, mediator, counselor and chaperone for all University students and employees dealing with inappropriate behavior
8. Establish a clear policy on acceptable behavior for everyone
9. Design opportunities for compliance, such as the need to sign the Drugfree Workplace forms
10. Establish continuous training opportunities to educate and re-educate the University community on acceptable behavior, leadership skills, team building and mediation skills
11. Widely and often promulgate information on all policies that protect and preserve civility for all through public meetings and postings on the web
12. Hold those in positions of authority liable for inaction toward an alleged infraction.
13. Weave the civility policy into union contracts (including annual and post-tenure reviews)
14. Requiring the teaching of civil behavior and peer mediation in all curriculum
15. Establish mechanisms to reward exemplary behavior
16. Establish a culture that makes an effort to "catch people doing the right thing"