February 19, 2009

TO: The Honorable James Duke Aiona, Jr.
Lieutenant Governor, State of Hawaii

SUBJECT: NOTIFICATION OF APPROVED REORGANIZATION,
UNIVERSITY OF HAWAI'I, WINDWARD COMMUNITY COLLEGE

Attached for your files is a copy of the reorganization of the University of Hawaii, Windward Community College, which was approved on February 12, 2009. The purpose of the reorganization is explained in the attached documents.

Should you have any further questions, please contact Director Sandra Uyeno at 956-3874.

Michael T. Unebasami
Associate Vice President for Administrative Affairs

Attachments

cc Vice President for Community Colleges John Morton
University Budget Office
University Human Resources Office
UHCC Chancellor Angela Meixell
UHCC Budget Office
UHCC Human Resources Office
EXECUTIVE SUMMARY
UNIVERSITY OF HAWAI‘I
KAUA‘I COMMUNITY COLLEGE
WINDWARD COMMUNITY COLLEGE
ADMINISTRATIVE SERVICES UNITS

The health and safety of the faculty, staff, students, community and other visitors to the campuses is of the highest level of concern for the Community Colleges given the incidents of natural disasters and violence occurring throughout the country. Environmental health and safety is the other area of concern due to the critical nature and dire consequences of inappropriate attention and management.

The 2008 Legislature appropriated positions to the Community Colleges to address the health and safety issues for the various campuses. This proposal addresses the needs of Kaua‘i Community College and Windward Community College.

Under the present organizational structure the health and safety issues of the Community Colleges are not adequately being addressed. The Community Colleges currently depends on the University of Hawai‘i Environmental Health and Safety Office for support and guidance to properly address all occupational and environmental health and safety concerns. Inadequate staffing levels present a problem in addressing all areas of environmental health and safety including occupational safety and health, fire safety, hazardous material management, biological safety, and radiation safety, etc. Additionally, currently there are no security positions available at each of these sites so each campus must rely solely on contract services to provide campus security.

Under the proposed organizational Kaua‘i Community College, through the addition of two new positions, plans to develop and implement a safety and security unit. Augmented by contract security, the proposed unit will provide security services, emergency response planning and training, and assistance in the disposal of HAZMAT and bio-safety material for the college. With the two (2) new positions allocated to their college, Windward Community College plans to establish a security unit which will be responsible for providing security services and developing emergency response planning.

The reorganization proposal is not anticipated to require additional costs at this time. Any additional costs will be funded through an internal reallocation of funds.
REORGANIZATION PROPOSAL REQUEST
UNIVERSITY OF HAWAII
WINDWARD COMMUNITY COLLEGE
ADMINISTRATIVE SERVICES

1) Rationale for proposed reorganization:

a) Description of conditions or factors prompting reorganization.

This reorganization proposal is necessary to establish a new security unit within the Operations and Maintenance section of Administrative Services at Windward Community College (WCC). During the 2008 legislative session, two (2.00) permanent security officer positions were appropriated to WCC to provide added security on campus. The positions are for a University Security Officer II (Pseudo No. 99173F) and a University Security Officer I (Pseudo No. 99174F).

b) Explanation of how the reorganization will address conditions or factors.

The reorganization proposal addresses work conditions as it will establish a new security unit.

c) Description of how organization’s operational, organizational, functional and programmatic relationships will be affected, including impact on services to student, other target groups and relationships with other segments of the university.

The University Security Officer I will report to the new University Security Officer II position, which in turn will report directly to the Director of Administrative Services. No other positions will be affected by this reorganization. Impact to students and other university groups will result in a positive situation with the additional security coverage.

d) Discussion of the efficiencies, service improvements or other benefits that will be achieved as a result of the reorganization.

With the addition of a security unit, this proposal will improve the overall safety on campus. This unit will be visible to all groups on campus and make the campus a safer place to be. The security unit will be first responders to emergency situations and enforce safety and emergency procedures of the campus.
2) Description of resource requirements, funding, positions, space, equipment and other resources.

Permanent position counts and related funding for salaries and security-related equipment for both positions have been provided by the Legislature. Any additional requirements beyond that which have been appropriated will be handled through an internal reallocation of funds.

3) Explanation of source of resources needed to implement reorganization.

None at this time.

4) Discussion of programmatic impact of reorganization to Univ.

No programmatic impact of this reorganization proposal to the University.
PRESENT

ORGANIZATIONAL CHARTS
AND
FUNCTIONAL STATEMENTS
STATE OF HAWAI'I  
UNIVERSITY OF HAWAI'I  
COMMUNITY COLLEGES  
WINDWARD COMMUNITY COLLEGE  
ADMINISTRATIVE SERVICES  

Position Organization Chart  
Chart V

OFFICE OF THE CHANCELLOR  
Chancellor

ADMINISTRATIVE SERVICES  
Director of Administrative Services, #89048

Secretary II, SR14, #26602

Business Office  
Administrative Officer, PBB, #80177  
Admin & Fiscal Supp Spec, PBA, #78018  
Account Clerk IV, SR13, #19017(B)  
Account Clerk III, SR11, #900441  
Office Assistant V, SR12, #26598  
Cashier I, SR10, #43310

Human Resources  
Personnel Officer, PBB, #80479  
Personnel Officer, PBA, #77798

Computing & Data Processing  
IT Specialist, PBB, #80979  
IT Specialist, PBA, #78187

Operations & Maintenance  
General Maintenance & Services Supervisor I, SR18, #49225  
Building Maintenance Worker I, BC09, #32315  
General Laborer II, BC03, #49184  
Groundskeeper I, BC02, (2.50), #51350, #900274 (.50), #900372  
Janitor III, WS02, #31275  
Janitor II, BC02, (8.50), #24427, #24428, #36454, #49157, #900044, #900045, #900101, #27388, #900104 (.50), Auxiliary and Facilities Services OFFicer, PBA, #78832

* Excluded from position count this chart.  
** Establishment of 2.0 FTE Security Officer positions (99173F & 99174F) pending consultation/reorganization.
STATE OF HAWAII
UNIVERSITY OF HAWAII
COMMUNITY COLLEGE SYSTEM
WINDWARD COMMUNITY COLLEGE

FUNCTIONAL STATEMENTS

Provides a post-secondary education program in liberal arts, vocational/technical, and occupational education.

- Offers liberal arts course work which leads to the Associate in Arts degree and lower division preparation for baccalaureate degrees.
- Offers vocational/technical course work which leads to certificates.
- Offers continuing education and community service programs of both the non-credit and credit variety.
- Provides basic skills and vocational instruction to "at risk" populations via the Employment Training Center.

OFFICE OF THE CHANCELLOR

The Office of the Chancellor is responsible for the orderly and proper functioning of Windward Community College. The Office is responsible for directing all aspects of the administration and development of the College in order that the College fulfills its mission.

Within the established policies and procedural guidelines of the University of Hawaii and applicable Federal and State statutes, the Office of the Chancellor oversees the management and operations of the College in the following functional areas:

- Curriculum and Instruction
- Library and Media services
- Student services including admissions and records, academic and career counseling, student activities, financial aid, and job placement
- Finance, accounting, budgeting, word processing, and copying services
- Personnel transactions and records
- Physical plant and grounds, including parking and security
- Employment Training Center
- Continuing Education and Training
- Community services

Additionally, the Office of the Chancellor is responsible for the following functions:

- Issues campus policies and guidelines governing the activities of the College.
Approves the hiring, tenuring, promotion, leave-taking, and termination of personnel.

Submits the recommended biennial and supplemental budgets.

Maintains liaison with other campuses of the University, post-secondary education institutions within the service area of the College, agencies such as secondary and trade schools, community groups, and State and County officials or representatives.

Advises the President on matters of campus and system-wide concern.

Facilitates the staff development program of the College.

Develops and coordinates effective marketing plan for the College.

Coordinates the campus marketing plan with the UH Systemwide marketing plan.

INSTRUCTION

The Office of the Dean of Instruction is directly responsible for all of the functions concerned with credit instruction, academic support services, and extramural grants. This includes the following:

- Evaluates instructional programs consistent with the Educational Development Plan of the College.
- Develops and coordinates all new instructional program proposals and reviews on-going instructional programs.
- Evaluates outcome of instructional programs.
- Coordinates personnel action which relate to hiring, tenure, leaves, promotion, and termination of faculty and staff within above program areas.
- Prepares the instructional and academic support budget and allocations, and controls expenditures.
- Coordinates the development and periodic review of the Educational Development Plan, Vocational Education State Plan, and all accreditation reports.
- Coordinates with other University units on faculty personnel matters that may have system-wide implications.
- Develops curriculum and innovations in learning and teaching.
- Publishes the College catalog, class schedules, and the regulating of course offerings.
- Coordinates extramural grant proposal development.
- Coordinates all learning assistance center activities.
Administers academic computing.

Administers regular credit summer session.

**Instructional Divisions (I and II)**

Each instructional division is responsible for the development, supervision, and improvement of instruction and curricula of selected disciplines, which comprise that division. This includes the following:

- Supervises the division curriculum and instruction.
- Coordinates the preliminary scheduling, classroom assignments, and development of the catalog descriptions for courses and programs.
- Provides clerical assistance as may be required by faculty for support of instruction.
- Prepares reports and conducts program evaluations and reviews.
- Updates educational plans.
- Assists, supervises and develops special projects related to expertise within the disciplines.
- Plans budget and reviews expenditure of disciplines within the Division.

**Academic Support Unit**

Academic Support Unit is comprised of The Learning Center, Academic Computing, Library, and Media Production Center, in providing academic and technological support services for the College.

**The Learning Center**

The Learning Center provides students with a learning environment conducive to their growth by providing access to study tools, testing services, learning materials, and activities to enhance learning. Available services and materials include:

- Computers, printers, and other computer hardware.
- Test proctoring.
- Services for distance education courses (materials, equipment, test processing, and proctoring).
- Study-skill building materials and workshops.
- Placement testing for incoming students.
- Resource instructors who provide assistance with writing and math study skills.
Support for the Banner student management system.

Computer loan program and trouble-shooting.

Academic Computing

Academic Computing is responsible for planning, implementing, managing, and supporting the College’s information technology infrastructure. This includes the following:

- Implements and maintains Windows and Macintosh computers, printers, and related peripherals in classrooms, labs, and faculty and staff offices.
- Provides wired and wireless network connectivity throughout the campus.
- Develops and manages network services such as data storage, file sharing, print accounting, software metering, online backup, and Web hosting.
- Provides help desk services, usage guides, technology training, and faculty and staff mentoring.
- Contributes information technology perspectives and expertise to cross-functional planning efforts and projects.

Library

The Library is responsible for the organization, development, and control of all aspects of the Library, which includes staffing, materials, maintenance of recognized library standards, and presenting its budget requirements. This includes the following:

- Acquires an adequate collection of library materials including books, periodicals, audio tapes, video materials, films, slides, and related materials.
- Plans and develops long- and short-range goals of library services.
- Keeps apprised of new developments in library technology and equipment, and evaluates their applicability to instructional needs.
- Plans budget and reviews expenditure of library funds.
- Operates the Automated Library System at Windward Community College.

Media Production Center
The Media Production Center plans, organizes, and administers the educational media services for the College. This includes the following:

- Provides information, advises, and assists faculty on various instructional methodologies utilizing multi-media for more effective learning.
- Maintains a basic resource of equipment, materials, and facilities for circulation, previewing, listening, and production services for classroom teaching and general support activities.
- Conducts demonstrations to familiarize faculty and students with available equipment to enable them to operate the equipment.
- Serves as liaison to faculty, staff, and educational agencies for interchange of ideas and resources involving audiovisual media including workshops, institutes, projects, or research.
- Assists program heads in formulation of budget requirements and matters related to instructional media.
- Supervises and operates the central duplicating services.

**STUDENT SERVICES**

The Office of the Dean of Student Services is responsible for planning, implementing, and evaluating those supportive student services which are designed to complement the instructional programs of the College (excluding the Employment Training Center, which is staffed with specialized program counselors and support positions), thus enabling students to benefit more fully from their college experiences. This includes the following:

- Implements University and campus policies affecting the general welfare of students.
- Plans and supervises admissions, registration and student record services; financial aid counseling; academic advising services; co-curricular activities; job placement services; and the alumni affairs programs.
- Creates and maintains all official student records.
- Assists students in their adjustment to college by understanding their needs, interest, and their pursuit of personal self-development programs.
- Assists students in meeting the costs associated with enrolling at the College.
- Assists students in determining their academic and career goals and advises them regarding educational requirements.
Advises student organizations in the conduct of activities and supervises the expenditure of mandatory student activity and publication fees in accordance with approved budgets and University policies, through the co-curricular program.

Assists students who have special needs, such as the academically disadvantaged, handicapped, veterans and non-native speakers, to receive the necessary services.

Assists students seeking to transfer to other colleges upon termination of enrollment.

Admissions and Records

This office is directly responsible for the student admission, registration, and academic record functions of the College. This includes the following:

- Coordinates all activities associated with receiving applications, admitting, and registering students for college.
- Manages the student information systems data.
- Disseminates consumer information regarding academic programs and admission requirements to prospective students.
- Assures all grades issued by instructors are properly recorded and students properly notified.
- Maintains accurate records of all students and certifies course completion/evaluation.

Guidance and Counseling

This office is directly responsible for the guidance and counseling functions of the College. This includes the following:

- Provides pre-college information, testing, and orientation of new students.
- Provides outreach services to educationally and culturally "disadvantaged".
- Provides career guidance services.
- Provides academic advisement and transfer evaluation services.
- Provides special services to students who are handicapped or are veterans.

Financial Aid

This office is directly responsible for the student financial aid functions of the College. This includes the following:
Supervises and manages the delivery of financial aid services to students seeking such assistance.

Maintains accurate records of financial aid transactions.

Reviews and disseminates information to prospective students, while complying with Federal and State statutes affecting same.

Special Student Services

This office is directly responsible for providing support services to the Special Services Project and students of the College and is funded through external means. This includes the following:

Administers the peer tutorial program, including the selection, training, and supervision of tutors.

Extends special assistance to the handicapped, including those who are learning disabled, for whom testing services are coordinated with cooperating agencies.

Provides assistance to the Learning Assistance Center (LAC) by providing for and conducting study skills and personal development workshops for the LAC participants.

Administers the Return-to-Academics program (RAP) for students on academic probation by providing assistance in designing an individual educational and support program with the intention of returning to good academic standing.

Recruits economically and culturally disadvantaged students and provides information on the College and its resources, including financial aid, career counseling, and special programs.

ADMINISTRATIVE SERVICES

The Office of the Director for Administrative Services administers, coordinates, and supervises various administrative support services and activities of the College. This includes the following:

Coordinates CIP planning and maintains liaison between the College, contractors, State Department of Accounting and General Services, and the University of Hawaii Facilities Planning Office.

Develops the biennial and annual budget.

Develops the expenditure plan and maintains fund control.

Provides for cashiering and disbursement of funds, certifies availability of resources and propriety of expenditures.

Administers human resource management.
Administers administrative computing.

Maintains facilities and grounds for preservation, safety, and health.

Provides other auxiliary services such as the Bookstore, vending machines, mail, and telephone services.

\[NOTE: \text{The Bookstore is a branch of and under the operational control of the UH Manoa Bookstore.}\]

**Business Office**

This office is directly responsible for cashiering, purchasing, disbursing, and mail for the College. This includes the following:

- Collects and records payment for tuition, fees and fines; issues receipts; and credits proper account.
- PROCURES goods and services.
- Prepares contract specifications for acquisition of goods and services that require formal bidding.
- Prepares reimbursements in accordance with University policy for the payment of goods and services.
- Coordinates U.S. and campus mailing services.

**Human Resources**

This section is responsible for the human resource management, record-keeping and personnel transactions for the College. This includes the following:

- Monitors the recruitment process to ensure compliance with established procedures and the Equal Employment Opportunity/Affirmative Action (EEO/AA) policy.
- ASSISTS with position classification, pay administration, and contract interpretations.
- ADMINISTERS workers' compensation, temporary disability insurance, and other employee benefit programs.
- UPDATES organizational charts.
- PROVIDES on-campus student employment services.

**Computing and Data Processing**

This section is responsible for the management and maintenance of the central computing and data processing equipment and software for the College's administrative programs. This includes the following:
Develops and maintains the information system which includes systems analysis, systems design, application programming, systems testing, and systems installation.

Oversees scheduling and control, equipment operation, production support, and data entry.

Develops standards and provides technical support for data processing, technical assistance, and training.

**Operations and Maintenance**

This section is responsible for the maintenance of all facilities and grounds on campus. This includes the following:

- Performs custodial and groundskeeping services.
- Performs minor repairs and upkeep of physical plant facilities.
- Maintains inventory control and record keeping.
- Provides transportation services.
- Provides campus security.
- Performs preventative maintenance program for college facilities and equipment.
- Conducts programs to maintain health, safety, and sanitation standards.

**VOCATIONAL AND COMMUNITY EDUCATION**

**Office of the Director of Vocational and Community Education**

The Office of the Director of Vocational and Community Education, develops, promotes, and implements all non-credit and special credit instructional programs and college community activities.

The Office is responsible for the Employment Training Center (ETC) unit which provides basic skills and vocational instruction to Hawai‘i’s "at-risk" populations (i.e., disabled persons, limited English speakers, academically and/or economically disadvantaged groups, etc.). Serving as a "transition center," ETC’s non-credit programs help completers to advance to further education, or to find employment. The Continuing and Community Education unit provides customized contract training in response to community needs. The WCC theater and planetarium are administered from this unit.

**Employment Training Center**

Directs, manages, plans, and evaluates instructional programs, student support services, and academic support programs in accordance with established policies.
Develops short and long term goals and objectives for the improvement and growth of the program.

Develops institutional and program budgets to implement the planned services and activities.

Maintains linkages with the University administration, government agencies, participating agencies, and community organizations.

Develops policies governing the activities of the organization.

Coordinates organizational, community college, and university system policies and regulations.

Directs, manages, plans, and evaluates all programs.

Assures instructional vitality and provides an environment that leads to quality teaching and effective student learning.

Assures delivery of quality training and instructional programs which respond to the workforce and educational needs of the community.

Coordinates the development of project proposals for extramural funding to maintain ongoing job training programs, develops new proposals to respond to community needs, and acts as principal investigator on college grants.

Conducts individualized learning activities utilizing state-of-the-art techniques and technology.

Counsels and guides trainees in attaining their educational goals.

Evaluates student progress and maintains records.

Requests, installs, uses, and maintains instructional materials, supplies and equipment for enhancement of trainee learning.

Participates in professional development activities.

Maintains a teaching - learning environment that promotes a desirable trainee - instructor relationship and ensures maximum learning.

Provides for the planning, developing, conducting and evaluating of support activities concerning students.

Provides program and course information to cooperating agencies and prospective students.

Provides orientation to incoming students.

Provides academic, occupational, and personal assessment activities.
Provides support activities for student occupational or educational placement, conducts follow up studies, and prepares reports.

Establishes and maintains effective relationships with participating and cooperating schools and agencies.

Continuing and Community Education

Delivers non-credit programs and services designed to serve identified community needs.

Plans, develops, and administers the delivery of continuing education programs which includes non-credit courses, special credit programs, workshops for professional competencies improvement, and cultural exhibits and performances which are designed to enrich the lives of Windward residents.

Works directly with community organizations, groups, and individuals in Windward, Oahu; various community advisory boards and planning committees; and representatives of business, industry, labor, and governmental agencies to assess the needs and interests in the College's instructional capabilities in order to establish appropriate educational programs.

Provides technical support to faculty, students, and staff in executing community services or outreach activities, which includes the development of understanding community needs and the application of appropriate resources to meet those needs.

Prepares and executes the program's budget in accordance with University and State policies.

Maintains data and files required for reporting and evaluating effectiveness of program.

Plans, develops and coordinates the public relations activities within the prescribed University guidelines.

Schedules community use of campus facilities in accordance with University policy.

Operates the Fujio Matsuda Technology Training and Education Center at Windward Community College.

Recruits temporary faculty for non-credit courses.
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- Coordinates the development and periodic review of the Educational Development Plan, Vocational Education State Plan, and all accreditation reports.
- Coordinates with other University units on faculty personnel matters that may have system-wide implications.
- Develops curriculum and innovations in learning and teaching.
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- Coordinates all learning assistance center activities.
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Administers regular credit summer session.

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**Academic Support Unit**

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**The Learning Center**

The Learning Center provides students with a learning environment conducive to their growth by providing access to study tools, testing services, learning materials, and activities to enhance learning. Available services and materials include:

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- Contributes information technology perspectives and expertise to cross-functional planning efforts and projects.

Library

The Library is responsible for the organization, development, and control of all aspects of the Library, which includes staffing, materials, maintenance of recognized library standards, and presenting its budget requirements. This includes the following:

- Acquires an adequate collection of library materials including books, periodicals, audio tapes, video materials, films, slides, and related materials.
- Plans and develops long- and short-range goals of library services.
- Keeps apprised of new developments in library technology and equipment, and evaluates their applicability to instructional needs.
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Media Production Center

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- Conducts demonstrations to familiarize faculty and students with available equipment to enable them to operate the equipment.
- Serves as liaison to faculty, staff, and educational agencies for interchange of ideas and resources involving audiovisual media including workshops, institutes, projects, or research.
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- Supervises and operates the central duplicating services.

STUDENT SERVICES

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Assists students seeking to transfer to other colleges upon termination of enrollment.

Admissions and Records

This office is directly responsible for the student admission, registration, and academic record functions of the College. This includes the following:

- Coordinates all activities associated with receiving applications, admitting, and registering students for college.
- Manages the student information systems data.
- Disseminates consumer information regarding academic programs and admission requirements to prospective students.
- Assures all grades issued by instructors are properly recorded and students properly notified.
- Maintains accurate records of all students and certifies course completion/evaluation.

Guidance and Counseling

This office is directly responsible for the guidance and counseling functions of the College. This includes the following:

- Provides pre-college information, testing, and orientation of new students.
- Provides outreach services to educationally and culturally "disadvantaged".
- Provides career guidance services.
- Provides academic advisement and transfer evaluation services.
- Provides special services to students who are handicapped or are veterans.
Financial Aid

This office is directly responsible for the student financial aid functions of the College. This includes the following:

- Supervises and manages the delivery of financial aid services to students seeking such assistance.
- Maintains accurate records of financial aid transactions.
- Reviews and disseminates information to prospective students, while complying with Federal and State statutes affecting same.

Special Student Services

This office is directly responsible for providing support services to the Special Services Project and students of the College and is funded through external means. This includes the following:

- Administers the peer tutorial program, including the selection, training, and supervision of tutors.
- Extends special assistance to the handicapped, including those who are learning disabled, for whom testing services are coordinated with cooperating agencies.
- Provides assistance to the Learning Assistance Center (LAC) by providing for and conducting study skills and personal development workshops for the LAC participants.
- Administers the Return-to-Academics program (RAP) for students on academic probation by providing assistance in designing an individual educational and support program with the intention of returning to good academic standing.
- Recruits economically and culturally disadvantaged students and provides information on the College and its resources, including financial aid, career counseling, and special programs.

ADMINISTRATIVE SERVICES

The Office of the Director for Administrative Services administers, coordinates, and supervises various administrative support services and activities of the College. This includes the following:

- Coordinates CIP planning and maintains liaison between the College, contractors, State Department of Accounting and General Services, and the University of Hawaii Facilities Planning Office.
- Develops the biennial and annual budget.
- Develops the expenditure plan and maintains fund control.
Provides for cashiering and disbursement of funds, certifies availability of resources and propriety of expenditures.

Administers human resource management.

Administers administrative computing.

Maintains facilities and grounds for preservation, safety, and health.

Provides other auxiliary services such as the Bookstore\1, vending machines, mail, and telephone services.

\1 NOTE:  The Bookstore is a branch of and under the operational control of the UH Manoa Bookstore.

Business Office

This office is directly responsible for cashiering, purchasing, disbursing, and mail for the College. This includes the following:

- Collects and records payment for tuition, fees and fines; issues receipts; and credits proper account.
- Procures goods and services.
- Prepares contract specifications for acquisition of goods and services that require formal bidding.
- Prepares reimbursements in accordance with University policy for the payment of goods and services.
- Coordinates U.S. and campus mailing services.

Human Resources

This section is responsible for the human resource management, record-keeping and personnel transactions for the College. This includes the following:

- Monitors the recruitment process to ensure compliance with established procedures and the Equal Employment Opportunity/Affirmative Action (EEO/AA) policy.
- Assists with position classification, pay administration, and contract interpretations.
- Administers workers' compensation, temporary disability insurance, and other employee benefit programs.
- Updates organizational charts.
- Provides on-campus student employment services.
Computing and Data Processing

This section is responsible for the management and maintenance of the central computing and data processing equipment and software for the College's administrative programs. This includes the following:

- Develops and maintains the information system which includes systems analysis, systems design, application programming, systems testing, and systems installation.
- Oversees scheduling and control, equipment operation, production support, and data entry.
- Develops standards and provides technical support for data processing, technical assistance, and training.

Operations and Maintenance

This section is responsible for the maintenance of all facilities and grounds on campus. This includes the following:

- Performs custodial and groundskeeping services.
- Performs minor repairs and upkeep of physical plant facilities.
- Maintains inventory control and record keeping.
- Provides transportation services.
- Oversees and provides campus security.
- Performs preventative maintenance program for college facilities and equipment.
- Conducts programs to maintain health, safety, and sanitation standards.

VOCATIONAL AND COMMUNITY EDUCATION

Office of the Director of Vocational and Community Education

The Office of the Director of Vocational and Community Education, develops, promotes, and implements all non-credit and special credit instructional programs and college community activities.

The Office is responsible for the Employment Training Center (ETC) unit which provides basic skills and vocational instruction to Hawai'i's "at-risk" populations (i.e., disabled persons, limited English speakers, academically and/or economically disadvantaged groups, etc.). Serving as a "transition center," ETC's non-credit programs help completers to advance to further education, or to find employment. The Continuing and Community Education unit provides customized contract training in response to community needs. The WCC theater and planetarium are administered from this unit.
Employment Training Center

Directs, manages, plans, and evaluates instructional programs, student support services, and academic support programs in accordance with established policies.

- Develops short and long term goals and objectives for the improvement and growth of the program.
- Develops institutional and program budgets to implement the planned services and activities.
- Maintains linkages with the University administration, government agencies, participating agencies, and community organizations.
- Develops policies governing the activities of the organization.
- Coordinates organizational, community college, and university system policies and regulations.
- Directs, manages, plans, and evaluates all programs.
- Assures instructional vitality and provides an environment that leads to quality teaching and effective student learning.
- Assures delivery of quality training and instructional programs which respond to the workforce and educational needs of the community.
- Coordinates the development of project proposals for extramural funding to maintain ongoing job training programs, develops new proposals to respond to community needs, and acts as principal investigator on college grants.
- Conducts individualized learning activities utilizing state-of-the-art techniques and technology.
- Counsels and guides trainees in attaining their educational goals.
- Evaluates student progress and maintains records.
- Requests, installs, uses, and maintains instructional materials, supplies and equipment for enhancement of trainee learning.
- Participates in professional development activities.
- Maintains a teaching - learning environment that promotes a desirable trainee - instructor relationship and ensures maximum learning.
- Provides for the planning, developing, conducting and evaluating of support activities concerning students.
- Provides program and course information to cooperating agencies and prospective students.
Provides orientation to incoming students.

Provides academic, occupational, and personal assessment activities.

Provides support activities for student occupational or educational placement, conducts follow up studies, and prepares reports.

Establishes and maintains effective relationships with participating and cooperating schools and agencies.

Continuing and Community Education

Delivers non-credit programs and services designed to serve identified community needs.

Plans, develops, and administers the delivery of continuing education programs which includes non-credit courses, special credit programs, workshops for professional competencies improvement, and cultural exhibits and performances which are designed to enrich the lives of Windward residents.

Works directly with community organizations, groups, and individuals in Windward, Oahu; various community advisory boards and planning committees; and representatives of business, industry, labor, and governmental agencies to assess the needs and interests in the College’s instructional capabilities in order to establish appropriate educational programs.

 Provides technical support to faculty, students, and staff in executing community services or outreach activities, which includes the development of understanding community needs and the application of appropriate resources to meet those needs.

Prepares and executes the program’s budget in accordance with University and State policies.

Maintains data and files required for reporting and evaluating effectiveness of program.

Plans, develops and coordinates the public relations activities within the prescribed University guidelines.

Schedules community use of campus facilities in accordance with University policy.

Operates the Fujio Matsuda Technology Training and Education Center at Windward Community College.

Recruits temporary faculty for non-credit courses.