#### **MEMORANDUM**

TO:

Board Secretary Pepper Shiramizu

FROM:

Rodney Sakaguchi

SUBJECT: NOTIFICATION OF REORGANIZATION FOR THE INTERCOLLEGIATE

ATHLETICS DEPARTMENT

Enclosed for the information of the Board of Regents is a copy of a reorganization approved on October 10, 1994 for the Facilities Services subunit in the Intercollegiate Athletics Department. The purpose of the reorganization is explained in the accompanying executive summary.

If there are any questions regarding this matter, please call Athletics Director Hugh Yoshida at 956-6505.

#### Attachment

Athletics Director Hugh Yoshida c:



# UNIVERSITY OF HAWAI'I • Office of Intercollegiate Athletics

1337 Lower Campus Road • Honolulu, Hawai'i 9682 200 0FFICE

'94 OCT 17 P3:52

October 10, 1994

#### **MEMORANDUM**

TO:

The Honorable Benjamin J. Cayetano

Lieutenant Governor, State of Hawaii

FROM:

Hugh Yoshida Hydral

Athletics Director

SUBJECT:

NOTIFICATION OF APPROVED REORGANIZATION, UNIVERSITY OF

HAWAII, DEPARTMENT OF INTERCOLLEGIATE ATHLETICS -

FACILITIES SUBUNIT

Enclosed for your files is a copy of the reorganization which was approved by the Department of Intercollegiate Athletics. The purpose of the reorganization is explained in the accompanying executive summary.

If there are any questions regarding this matter, please call me at 956-6505.

#### Enclosure

cc: The Honorable Eugene Imai

Director, Department of Budget and Finance

The Honorable Sharon Miyashiro

Director, Department of Personnel Services

University Personnel Management Office

Úniversity Budget Office

#### EXECUTIVE SUMMARY

# INTERCOLLEGIATE ATHLETICS FACILITIES AND EVENTS MANAGEMENT UNIT

Enclosed for your information is the proposal to reorganize the Athletic Department, Facilities and Events Management Unit. The reorganization reflects a new supervisory level within the Facilities Service and Events Management Unit due to the management of the newly built Special Events Arena.

Since the 1990 Legislature, \$38,264,000 has been appropriated for the construction of the Special Events Arena along with \$171,055 to purchase equipment and \$291,651 to fill seven (7) positions: Arena Manager, Assistant Arena Manager, Building Maintenance Worker, Groundskeeper, Janitors (2) and an Assistant Ticket Manager. The Special Events Arena will be utilized for University of Hawaii Commencement; men's and women's intercollegiate volleyball and basketball games, practices and related activities; other activities for Board of Regents' chartered organizations and other university affiliated organizations; and other functions approved by the President.

Under the supervision of the Makai Campus Coordinator, the Special Events Manager will administer a total program for the Arena for use by the University community and non-University related functions, including rental, maintenance and use of personnel services.

#### Attachments:

Current Organizational Charts and Functional Statements Proposed Organizational Charts and Functional Statements

# PROPOSAL TO REORGANIZE THE INTERCOLLEGIATE ATHLETIC PROGRAM UNIVERSITY OF HAWAII AT MANOA

# PRESENT ORGANIZATION

The Department of Intercollegiate Athletics, leadership of the Athletics Director's Office, is organized into the following units: Administrative Services, Facilities Services, Men's Sports, Women's Sports, and Student Services.

The purpose of the Athletic Department is (a) to provide male and female student-athletes with the opportunity to participate in an effective program of intercollegiate athletics, (b) to achieve athletic excellence at the Division I level of the National Collegiate Athletic Association and (c) to enrich the leisure time activities of Hawaii's people of all ages by providing them with the opportunity to attend or view on television University of Hawaii games, and take a personal interest in the University of Hawaii and its activities.

The unit recommended for reorganization is the Facilities and Events Management unit whose responsibilities include building/grounds, swim pool services, softball stadium, Cooke field, Rainbow Stadium, weight rooms and events management. This unit provides the necessary facilities support to sustain a competitive Intercollegiate Athletic Complex and manage all athletic and related events for the department as well as the entire University of Hawaii at Manoa community.

# PROPOSED ORGANIZATION

Under the proposed reorganization, the Facilities and Events Management unit will be responsible for the management of the newly built Special Events Arena in addition to the building/grounds, swim pool, Cooke field, softball stadium, Rainbow Stadium, weight rooms and events management. This unit will continue to provide all the necessary facilities support to sustain a competitive Intercollegiate Athletic Complex and manage all athletic and related events for the department as well as the entire University of Hawaii at Manoa community.

The Special Events Arena at the University of Hawaii Makai Campus will be utilized for the following activities:

- University of Hawaii Commencement ceremonies;
- Men's and women's intercollegiate volleyball 2. basketball games, practices and related activities;
- Functions and activities approved by the President; Functions and activities of Board of Regents' Chartered 4. Organizations;
- University affiliated Fundraising activities of 5. organizations which solely benefit the University; and
- Function and activities of University affiliated organization which are appropriate for the facilities.

Under the supervision of the Makai Campus Coordinator, the Special Events Manager will administer a total program for the Arena for use by the University community and non-University related functions including rental maintenance and use of related functions, including rental, maintenance and use of personnel services.

To identify the Facilities Unit more clearly, it is also proposed to label the Makai Campus Facilities as follows: Kahanamoku Pool, Rainbow Stadium, Special Events Arena and Locker Rooms.

# NATURE OF THE PROPOSED REORGANIZATION

Since the 1990 Legislature, \$38,264,000 has been appropriated for construction of the Special Events Arena, \$171,055 to purchase equipment for the arena and \$291,651 to fill seven (7) positions: Arena Manager, Assistant Arena Manager, Building Maintenance Worker, Janitor (2), Groundskeeper and an Assistant Ticket Manager. The projected revenue generated from the Special Events Arena will cover all additional operating costs needed to operate a safe and efficient facility.

Under the proposed reorganization, six positions will be placed within the Facilities Services and Events Management Unit therefore creating a new supervisory level for the operation of the Special Events Arena. Due to the 10,000 seating capacity and complexity of managing the Arena, existing positions within the Facilities Services and Events Management unit would not be able to manage athletic and related events in a professional and organized manner.

Listed below are the general job responsibilities of the new positions needed to operate the Special Events Arena:

ARENA MANAGER:

The Arena Manager will plan, direct and coordinate all arena events. The Arena Manager will be directly supervising the Assistant Arena Manager, Building Maintenance Worker and two Janitors.

ASST ARENA MANAGER:

Assist the Arena Manager with events management and crowd control during events; assist the Arena Manager in executing the day to day operations.

BUILDING MAINTENANCE WORKER:

Individual will be responsible for supervising, planning and implementing routine, preventive and special maintenance, repairs, and improvement for the Special Events Arena and equipment.

JANITORS (2):

The Janitor positions will be responsible for cleaning and maintaining the Special Events Arena. To alleviate overtime due to the numerous evening events, these individuals will be hired on a flex-schedule. It would be difficult to assign these Janitors to the existing pool of workers who have a 6:00am to 2:30pm work schedule as they would be assigned to any facility within the Makai Campus but required to work during the evenings at the Special Events Arena.

GROUNDSKEEPER:

The Groundskeeper position will be placed within the existing pool of workers. All Groundskeepers will be responsible for the maintenance and beautification of the entire Makai Campus.

ASST TICKET MANAGER:

The Assistant Ticket Manager position will be placed in the Athletic Ticket Box Office and be responsible for the box office activities during all events.

# REASONS FOR PROPOSING THE REORGANIZATION

As stated in the Administrative Procedures Memorandum Number A3.101 - University of Hawaii Organizational and Functional Changes, programs must submit a proposal to reorganize if a new

supervisory level is created. Based on the purposed reorganization, the Arena Manager would be the supervisor of the Assistant Arena Manager, Building Maintenance Worker and Janitors (2) which creates a new supervisory level within the Facilities Services and Events Management unit.

With the addition of the Special Events Arena to the Makai Campus, the existing organization is deemed inadequate in handling the magnitude of duties and responsibilities required to operate a facility of this proportion. The programs and events that are presently scheduled to utilize the facility will burden the existing organization due to their present duties and responsibilities with other facilities. The number of athletic related events will range from 65 to 90 events per year. Creating a new supervisory level to manage the Special Events Arena will alleviate the current positions of these responsibilities.

With the addition of a new supervisory level within the Facilities Services and Events Management unit, the Athletic Department would be able to achieve their goal of operating a quality facility that is professionally supervised to provide the most attractive, safest and efficient facility while hosting a variety of events. By reorganizing as proposed, the management (Arena Manager and Assistant Arena Manager) of the arena has the ability to take immediate action on problems and resolve them in a timely manner.

FORMER ORGANIZATIONAL CHARTS
AND
FUNCTIONAL STATEMENTS

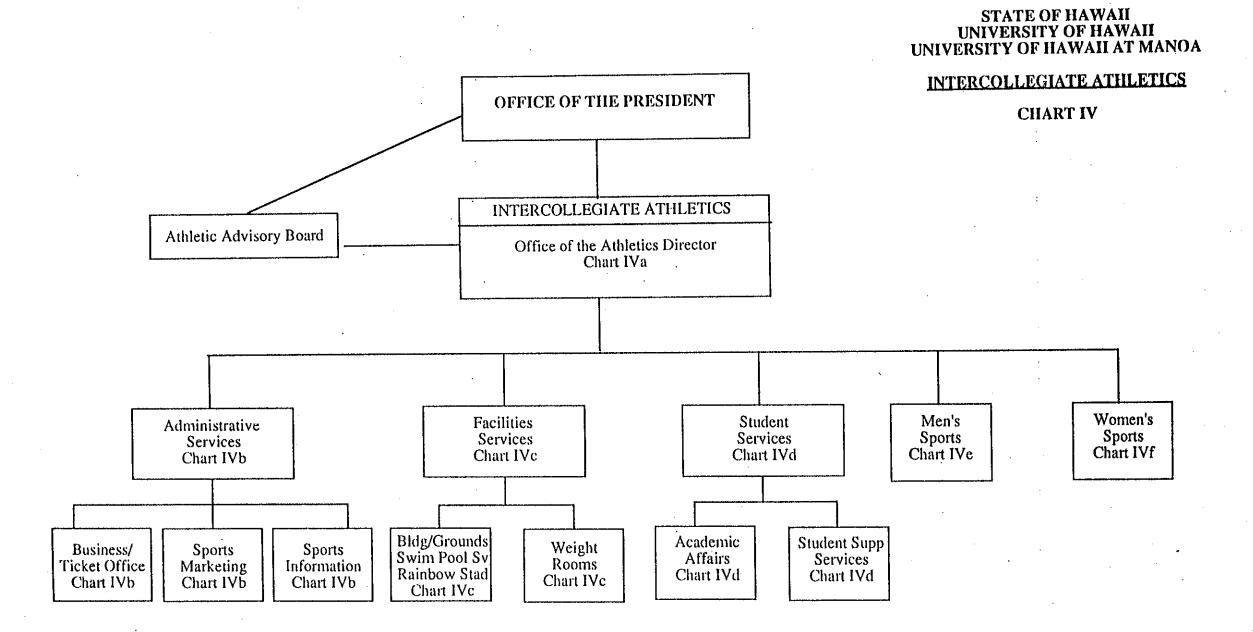
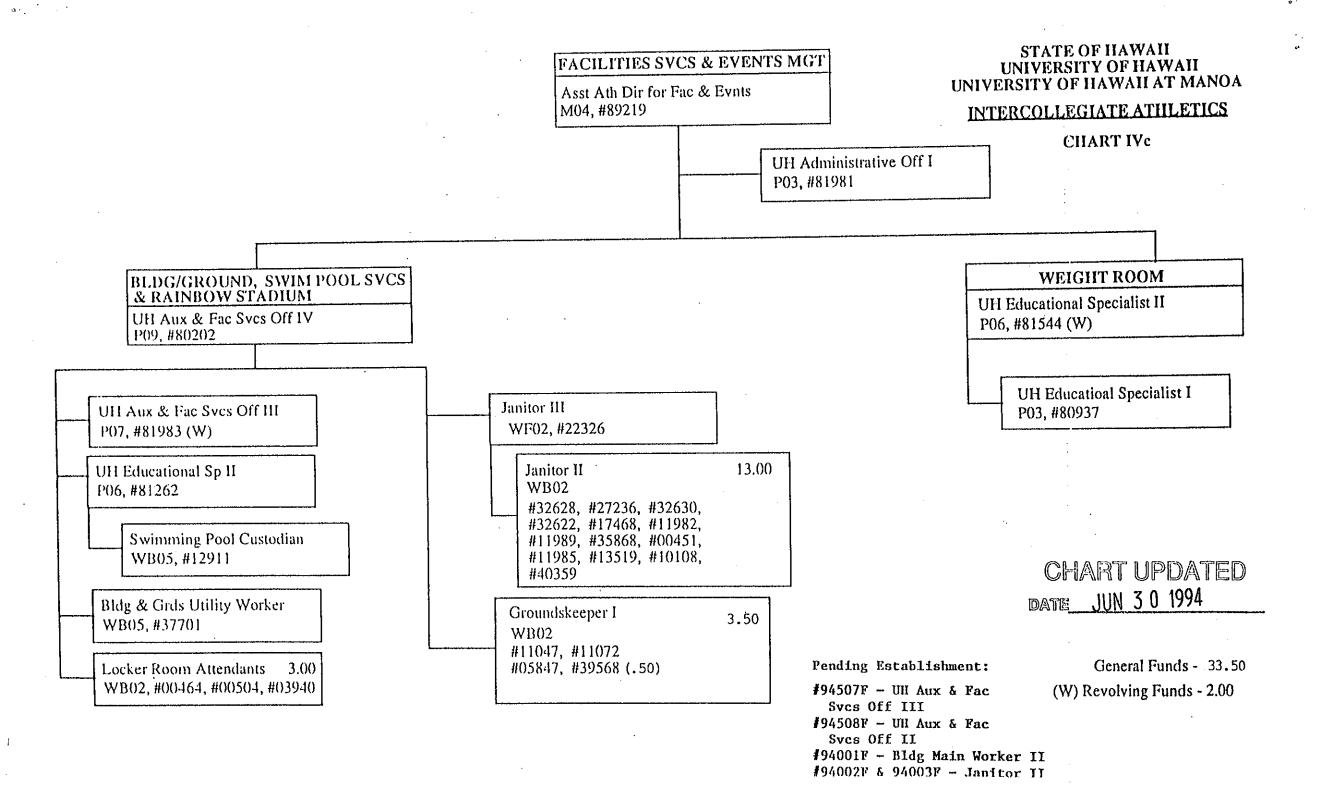


CHART UPDATED

DATE JUN 3 0 1994



## STATE OF HAWAII UNIVERSITY OF HAWAII UNIVERSITY OF HAWAII AT MANOA DEPARTMENT OF INTERCOLLEGIATE ATHLETICS

#### MAJOR FUNCTIONS

The purpose of the Athletic Department is (a) to provide male and female student-athletes with the opportunity to participate in an effective program of intercollegiate athletics, (b) to achieve athletic excellence at the Division I level of the National Collegiate Athletic Association and (c) to enrich the leisure time activities of Hawaii's people of all ages by providing them with the opportunity to attend or view on television University of Hawaii games, and take a personal interest in the University of Hawaii and its activities.

#### Office of the Athletics Director I.

The Director is responsible for providing leadership and overall direction of the Athletic Department ... its programs and activities for men's and women's intercollegiate athletics at the NCAA Division I level. The Athletics Director represents the department at NCAA Western Athletic Conference (WAC) meetings and actively participates in legislative/community affairs to ensure continued support of and the program.

> The Associate Athletics Director assists the Director in the general control, administration, supervision and coordination of the Athletic Department - its programs, personnel, budget and finance, facilities, student affairs, publicity and public relations. The Associate Athletics Director assumes the leadership in the absence of the Director.

> The Assistant Director of Intercollegiate Athletics - Senior Women's Administrator, who has responsibility for the development of a women's intercollegiate athletic program parallel to that of the men's. The Senior Women's Administrator represents the department at the Big West Conference and provides leadership for women's sports and all its related activities.

#### II. Administrative Services

The Assistant Athletics Director of Administrative Services is responsible for and provides leadership for the Business/Ticket Office, Sports Marketing Office and Sports Information Office. The incumbent shall also be responsible for the formation, promotion, and maintenance of all athletic scholarship funding and booster organizations. The Assistant Athletics Director of Administrative Services is the resource person for all recognized booster groups supporting the Athletic Department, and assumes departmental leadership in the absence of the Director and Associate Director.

# Business and Ticket Office

The Business/Ticket Office provides budgetary and fiscal related services for the athletic department and ensures that sound fiscal management practices are carried out. It is also responsible for the sale, distribution and accounting of tickets and provides personal support services.

Preparation and control of budget. 1.

- Processing and monitoring of purchases for goods and services, including travel requests and expense vouchers.
- 3. Supervision and monitoring of scholarship funds and processing of scholarship payments.
- 4. Preparation and preservation of fiscal reports and documents.
- 5. Preparation and monitoring of long range budget projection of revenues and expenditures.
- Preparation and arrangement for the timely sales and distribution of tickets needed for all athletic events.
- 7. Participate in the development and promotion of activities to enhance ticket sales.
- Preparation and maintenance of records of sales, seating charts and other ticket related information.
- Work in concert with Neal Blaisdell Center and Aloha Stadium ticket offices to maximize ticket sales.
- 10. Preparation and control of personnel hire and salary payments.

# B. Office of Sports Marketing

The Office of Sports Marketing carries responsibilities in two separate but related categories: (a) control of all department advertising functions, including all income-producing ventures; (b) promotion of all athletic activities, including season ticket sales, individual game promotions, and special activity promotions.

- Promotion of attendance at all athletic events sponsored by the department through season ticket sales, special event promotions and individual game promotions.
- Public relations involvement, acting as a buffer between the department and the general public.
- 3. Department agent for advertising sales in all sports game programs, schedule cards, wall posters and associated items.
- Control over advertising buys made by the department in print, radio and television.
- 5. Supervision of all souvenir sales operations.
- 6. Coordination of other special projects as designated by the Associate Athletics Director.

# C. Sports Information Office

The Sports Information Office handles media and publicity activities for all men's and women's sports.

1. Establishment of successful liaison with the media, groups interested in the Athletic program, and past and future opponents.

- Coordination and preparation of publicity for athletic and special events, ticket sales, etc.
- Preparation of statistics and news releases for distribution to the media and to the public.
- 4. Publication of game programs, brochures, newsletters, etc.
- 5. Maintenance of files and games and team statistics, photographs, and interpretative materials, and a scrapbook of newspaper clippings.
- 6. Advice to the Associate Athletics Director on longrange policy regarding sports information activities.

# III. Facilities Services

The Assistant Athletics Director for Facilities and Events is responsible for building/grounds, swim pool services, softball stadium, Rainbow Stadium and events management and weight rooms. This unit provides the necessary facilities support to sustain a competitive Intercollegiate Athletic Complex and manages all athletic and related events for the department.

# A. Building/Grounds and Swimming Pool Services

Under the supervision of the Makai Campus Coordinator, the building and grounds staff is responsible for the custodial and groundskeeping services for the Makai Campus Facilities.

- Plans, budgets, and administers a total maintenance program for the Makai Campus Facilities.
- Directs the staffing, supervises the hiring of full-time and part-time staff for the maintenance of Makai Campus Facilities and grounds.

#### B. Swimming Pool Complex

The Swimming Pool Coordinator, under the supervision of the Makai Campus Coordinator, is responsible for the management of the pool complex. The responsibilities include coordinating swimming pool activities, usage, and maintenance.

# C. Rainbow Stadium and Events Management

Also under the supervision of the Makai Campus Coordinator, the Rainbow Stadium Manager administers a total program for the Stadium for use by the University Community and non-University related functions, including rental and maintenance and use of personnel and services.

## D. Locker Room

Under the supervision of the Makai Campus Coordinator, the locker room attendants are responsible for custodial services within the HPER locker rooms, as well as the provision, collection, and maintenance of equipment and supplies related to HPER classes.

#### E. Weight Room

The Weight Room/Strength Coordinator under the supervision of the Assistant Athletics Director for Facilities, provides a year-round strength training program for the athletic department as well as other university students and staff.

#### IV. Student Services

The Assistant Athletics Director for Student Services is responsible for and provides leadership for student-athlete related services, including academic affairs, drug education and substance abuse monitoring, career counseling, job placement, training room and equipment room activities, and coordinates departmental compliance with NCAA and conference rules and regulations.

# A. Academic Affairs Office

This office is responsible for assisting and counseling student-athletes with their academic studies and maximizing completion of their academic pursuits.

- Review and make recommendations for athletic scholarships.
- Assist in the registration process of studentathletes.
- Continuously monitor academic progress of studentathletes, providing tutorial assistance as needed.
- Prepare necessary reports and documents in compliance with NCAA, WAC, Big West Conference and University policies and procedures.
- Provide counseling for student-athletes to ensure and maximize graduation of student-athletes.

#### B. Student Support Services

This section includes the training room, equipment room and provides the necessary services to enable student-athletes to participate in athletic activities.

#### 1. Training Room

In cooperation with the Team Physician and coaches, the Trainers ensure the physical well-being of the student-athletes.

- a. Arrange for physical examinations and drug testing of all student-athletes and maintenance of files pertaining thereof.
- b. Apply the best available techniques in the therapy and rehabilitation of injuries incurred by student-athletes.
- c. Maintain an inventory of all training supplies, and timely ordering of new materials within budgetary constraints.
- d. Attend athletic contests for the rendering of appropriate attention to injuries, and the referral of all serious problems to the appropriate physician and hospital.



Maintain accurate records of all injuries and their treatment for insurance purposes.

#### 2. Equipment Room

In cooperation with various coaches and the Athletic Business Manager, determine purchases and provide teams with necessary supplies and equipment to participate in athletic activities.

- a. Maintain inventory of supplies and equipment for men's and women's teams.
- b. Provide student-athletes with clean, safe and durable supplies, uniforms, and equipment needed for athletic activities.

#### V. Men's Sports

The Athletics Director is directly responsible for this operation. Football, basketball and baseball are three major men's sports. Each sport is staffed by full-time coaches and offices are maintained for the conduct of their respective activities. Other sports include golf, swimming/diving, tennis, volleyball, and co-ed sailing.

- Instruct student-athletes in skills required for competition in Division I athletics.
- Responsible for recruitment of prospective studentathletes in accordance with NCAA, WAC and University of Hawaii rules and regulations.
- 3. Recommend scholarship awards to the Athletics Director.
- 4. Recommend game schedules to the Athletics Director.
- 5. Participate in public relations functions of the department relating to their respective sports.

# VI. Women's Sports

The Senior Women Administrator handles matters relating to the administration of the Women's Program. Team sports are basketball, soccer, softball and volleyball. Individual sports are cross country, golf, tennis and swimming/diving.

Coaches of the women sports have similar responsibilities with their respective sports. The women programs are members of the Big West Conference.

## VII. Miscellaneous

# A. Marching Band and Pep Squad

The marching band essentially is a music department function, but since its major appearances are athletic events, the Athletic Department provides a subsidy to assist the band in the acquisition of uniforms, rental of buses, travel to the mainland, etc.

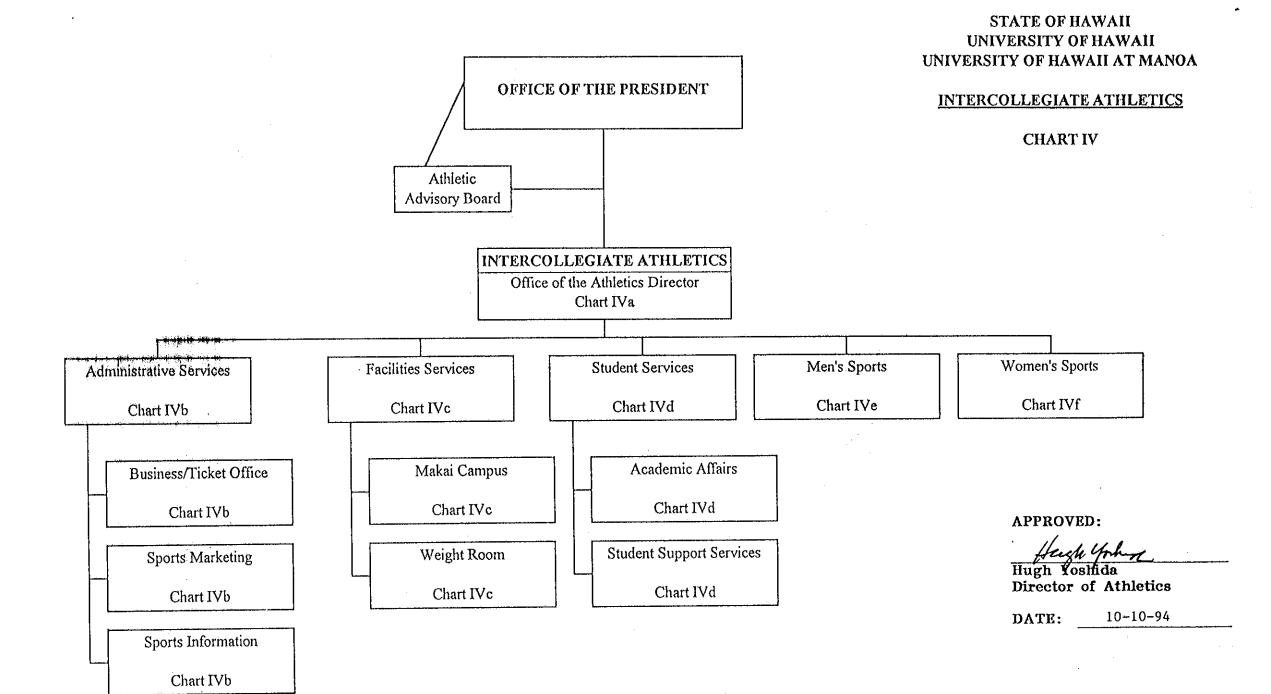
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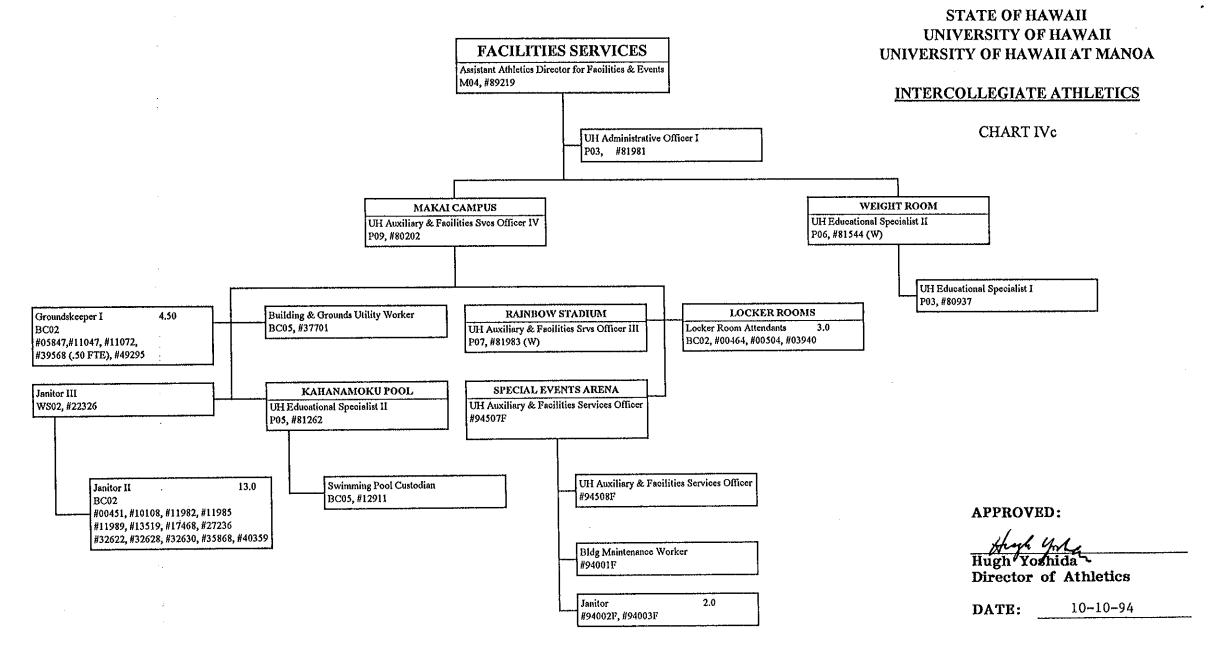
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- 3. Cooperates with Sports Marketing Office in the welcome of incoming teams.
- Serves as major resource group for high school and band development within the State.
- 5. Role of "showpiece" for the entire university, in the eyes of the community.

As of June 30, 1994

NEW ORGANIZATIONAL CHARTS AND FUNCTIONAL STATEMENTS





General Fund - 33.50 Revolving Fund - 2.00

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J. P. S. D. S. A. W. J.

- Processing and monitoring of purchases for goods and services, including travel requests and expense vouchers.
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# C. Rainbow Stadium and Events Management

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#### D. Special Events Arena

Under the supervision of the Makai Campus Coordinator, the Special Events Manager administers a total program for the Arena for use by the University Community and non-University related functions, including rental, maintenance and use of personnel services.

The Special Events Arena at the University of Hawaii Makai Campus will be utilized for the following activities:

University of Hawaii Commencement ceremonies;

 Men's and women's intercollegiate volleyball and basketball games, practices and related activities;

3. Functions and activities approved by the

President;

 Functions and activities of Board of Regents' Chartered Organizations;

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 Function and activities of University affiliated organization which are appropriate for the facilities.

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- Review and make recommendations for athletic scholarships.
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- Continuously monitor academic progress of studentathletes, providing tutorial assistance as needed.
- Prepare necessary reports and documents in compliance with NCAA, WAC, Big West Conference and University policies and procedures.
- 5. Provide counseling for student-athletes to ensure and maximize graduation of student-athletes.

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- b. Apply the best available techniques in the therapy and rehabilitation of injuries incurred by student-athletes.
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- a. Maintain inventory of supplies and equipment for men's and women's teams.
- b. Provide student-athletes with clean, safe and durable supplies, uniforms, and equipment needed for athletic activities.

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- Responsible for recruitment of prospective studentathletes in accordance with NCAA, WAC and University of Hawaii rules and regulations.
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#### VI. Women's Sports

The Senior Women Administrator handles matters relating to the administration of the Women's Program. Team sports are basketball, soccer, softball and volleyball. Individual sports are cross country, golf, tennis and swimming/diving.

Coaches of the women sports have similar responsibilities with their respective sports. The women programs are members of the Big West Conference.

#### VII. Miscellaneous

# A. Marching Band and Pep Squad

The marching band essentially is a music department function, but since its major appearances are athletic events, the Athletic Department provides a subsidy to assist the band in the acquisition of uniforms, rental of buses, travel to the mainland, etc.

The pep squad responsibility lies with the Athletic Department which funds its activities.

- Appearances at all home football and basketball games, and selected events of other sports.
- Cooperates with Marching Band Director in producing half-time shows.
- Cooperates with Sports Marketing Office in the welcome of incoming teams.
- 4. Serves as major resource group for high school and band development within the State.
- 5. Role of "showpiece" for the entire university, in the eyes of the community.

As of October 10, 1994