#### UNIVERSITY OF HAWAI'I

#### UNIVERSITY BUDGET OFFICE

January 29, 2004

#### **MEMORANDUM**

TO:

Vice Chancellor Rodney Sakaguchi

FROM:

Glenn K. Nakamura

Acting Director

SUBJECT:

COPY OF APPROVED REORGANIZATIONS

Enclosed for your files are copies of three reorganizations approved by the Board of Regents. Two reorganizations involve the John A. Burns School of Medicine and the third reorganization establishes the Academy for Creative Media.

Attachment

### A-1 <u>Establishment of the Academy for Creative Media, College of Arts and Sciences, University of Hawai'i at Mānoa</u>

It is requested that the Board approve the establishment of a center to be called the Academy for Creative Media (ACM), within the Colleges of Arts and Sciences, University of Hawai'i at Mānoa. While located organizationally at Mānoa, the ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively across the system, drawing upon programs, faculty, and students system-wide.

ACM seeks to establish a globally competitive media studies program in Hawai'i, with instructional programs that span the entire academic spectrum, from certificates to associate, baccalaureate, masters, and eventually doctoral degrees. Because of the challenges associated with building a media school from the ground up in the 21st century, ACM's initial strategy is to leverage existing resources and faculty assets across the ten-campus University of Hawai'i system. By identifying and coordinating the media studies efforts of all ten campuses, ACM has the opportunity to open interdisciplinary channels of cooperation and information exchange between colleges and programs, thereby reinforcing existing strengths and creating new pathways and infrastructure for future endeavors.

The academic programs of ACM will be production-oriented programs, wherein students are systematically involved in creating original intellectual property for portfolio, research and exhibition purposes. Visualization increasingly cuts across all disciplines including society's vested interest in techno-scientific issues, storytelling and concept development. ACM seeks to foment successive generations of cultural creators and innovators who produce compelling narratives for a global audience. This request is restricted to the entity itself and not the content. All academic programs shall be subject to normal faculty and administrative reviews prior to obtaining the Board's approval of their establishment, as prescribed in policy.

ACM will be a system-wide endeavor for fostering a progressive and collaborative environment for students, faculty, campuses and departments, while effectively interfacing with global academic, technology and commercial economies. Initially, students will receive credit and degrees, where appropriate, through existing programs. New programs will be developed and approved via established Board of Regents' procedures and processes.

It is projected that the new center will require 14.00 faculty and staff FTE and \$1,000,000 annually. Initial start up funding of \$353,252 has been made available through a reallocation of existing resources and redeployment of existing staff

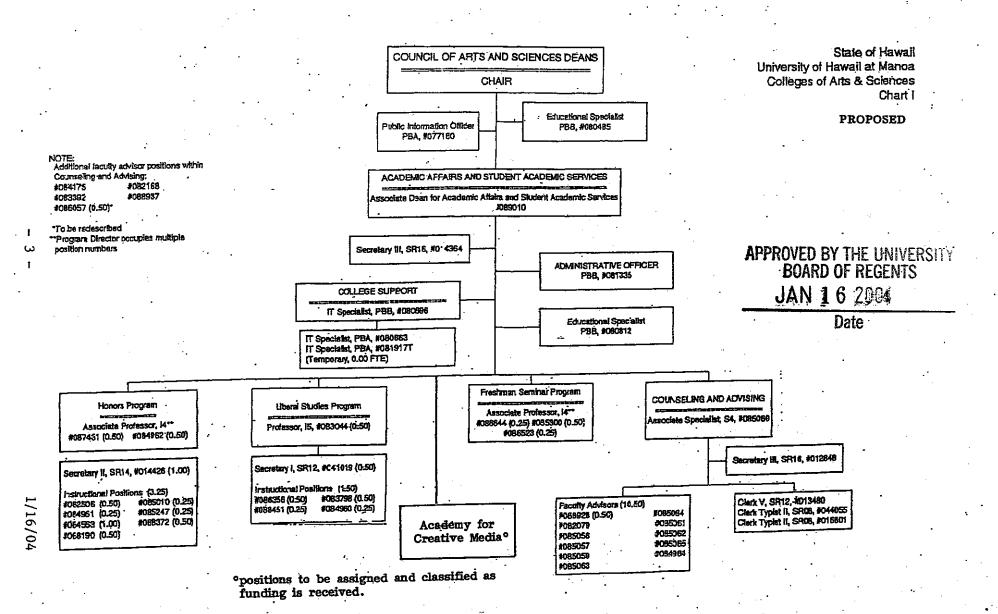
from various campuses and programs to support the ACM initiative. Additionally, \$450,000 in extramural funds have been received. As part of the University's supplemental budget request for FY 2004-2005, a request was included for future implementation costs for the ACM. The supplemental budget request has received the support and approval of the Governor for \$767,000 and will be submitted to the 2004 Legislature in January.

There is a recognized need in Hawai'i for a film, television or media center of learning at the post-secondary education level. Hawai'i is the lone state in the nation without such an entity. What has not been forthcoming is a comprehensive, forward-looking proposal that leverages not only existing university resources and assets, but industry support, community investment and student and faculty interest. ACM is working to establish a robust academic, industrial and community framework for the formation and sustainability of a knowledge-based creative media industry in Hawai'i. While Hawai'i is the only state in the union without a media school in higher education, that is not enough in itself to justify an advanced media studies program. What does justify this program is the economic necessity, student demand, and the basic sociological and community responsibilities of our state university.

Consultation is being conducted with the Mānoa Faculty Senate, the Hawai'i Government Employees Association, and the University of Hawai'i Professional Assembly. The Mānoa Faculty Senate passed a resolution supporting the creation of the Academy. The organizational proposal, when completed, will be brought to the Board for approval in order to formally establish positions within the new center. Depending on classification, appointments to positions in the ACM may require Board approval.

<u>Recommendation</u>: That the Board approve the establishment of a center to be called the Academy for Creative Media, in the College of Arts and Sciences, University of Hawai'i at Mānoa, as reflected in the attached organizational chart, subject to completion of the consultative process and with the understanding that implementation details shall comply with all applicable Board policies.

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Improvements; Dr. J. N. Musto, Executive Director, University of Hawai'i Professional Assembly (UHPA); Dr. Mary E. Tiles, President, UHPA; Mr. Walter Niemczura, President, Administrative, Professional, and Technical (APT); Mr. Prescott Stewart, Executive Assistant to the President; and others.

#### **II. APPROVAL OF MINUTES**

Upon motion by Regent Nunokawa and second by Regent Kakuda, the Board unanimously approved the minutes of the November 21, 2003 and December 12, 2003 meetings.

### III. RECOMMENDATIONS FOR ACTION AND GENERAL INFORMATION

### Establishment of the Academy for Creative Media, College of Arts and Sciences, University of Hawai'i at Mānoa

Interim Vice Chancellor Kim requested that the Board approve the establishment of a center to be called the Academy for Creative Media (ACM), within the College of Arts and Sciences, University of Hawai'i at Mānoa. While located organizationally at Mānoa, the ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively across the system, drawing upon programs, faculty, and students systemwide.

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request is restricted to the entity itself and not the content. All academic programs shall be subject to normal faculty and administrative reviews prior to obtaining the Board's approval of their establishment, as prescribed in policy.

ACM will be a systemwide endeavor for fostering a progressive and collaborative environment for students, faculty, campuses and departments, while effectively interfacing with global academic, technology and commercial economies. Initially, students will receive credit and degrees, where appropriate, through existing programs. New programs will be developed and approved via established Board of Regents' procedures and processes.

It is projected that the new center will require 14.00 faculty and staff, full-time equivalent (FTE) and \$1,000,000 annually. Initial startup funding of \$353,252 has been made available through a reallocation of existing resources and redeployment of existing staff from various campuses and programs to support the ACM initiative. Additionally, \$450,000 in extramural funds have been received. As part of the University's supplemental budget request for FY 2004-2005, a request was included for future implementation costs for the ACM. The supplemental budget request for \$767,000 has received the support and approval of the Governor and will be submitted to the 2004 Legislature in January.

There is a recognized need in Hawai'i for a film, television or media center of learning at the post-secondary education level. Hawai'i is the lone state in the nation without such an entity. What has not been forthcoming is a comprehensive, forward-looking proposal that leverages not only existing university resources and assets, but industry support, community investment and student and faculty interest. ACM is working to establish a robust academic, industrial and community framework for the formation and sustainability of a knowledge-based creative media industry in Hawai'i. While Hawai'i is the only state in the union without a media school in higher education, that is not enough in itself to justify an advanced media studies program. What does justify this program is the economic necessity, student demand, and the basic sociological and community responsibilities of our state university.

Consultation is being conducted with the Mānoa Faculty Senate, the Hawai'i Government Employees Association, and the University of Hawai'i Professional Assembly. The Mānoa Faculty Senate passed a resolution supporting the creation of the Academy. The organizational proposal, when completed, will be brought to the Board for approval in order to formally establish positions within the new center. Depending on classification, appointments to positions in the ACM may require Board approval.

Regent Nunokawa moved to approve the establishment of a center to be called the Academy for Creative Media, in the College of Arts and Sciences, University of Hawai'i at Mānoa, subject to completion of the consultative process and with the understanding that implementation details shall comply with all applicable Board policies, as presented in Item A-1 of the Board of Regents' agenda dated January 16, 2004. Regent Kakuda seconded the motion which was unanimously carried.

### <u>Creation of the Center for Genomics, Proteomics and Bioinformatics</u> Research

Item A-2, "Creation of the Center for Genomics, Proteomics and Bioinformatics Research" was deferred at the request of Acting President McClain.

## Establishment of the Department of Geriatric Medicine and the Department of Complementary and Alternative Medicine, John A. Burns School of Medicine, University of Hawai'i at Mânoa

Interim Vice Chancellor Kim requested that the Board approve the establishment of two clinical departments, the Department of Geriatric Medicine and the Department of Complementary and Alternative Medicine, within the John A. Burns School of Medicine (JABSOM).

JABSOM is a community-based medical school and as the only accredited medical school in the central Pacific, it is committed to the goal of improving the health care standards for the citizens of Hawai'i and the Pacific region. JABSOM also maintains an active role in supporting research and educational and service programs in the Pacific Islands and Okinawa. JABSOM is currently organized into five administrative units, three basic sciences departments, eight clinical departments, the Department of Allied Medical Sciences, and the Department of Public Health Sciences and Epidemiology.

The creation of a Department of Geriatric Medicine recognizes the strong preexisting academic and research programs of the Geriatric Medicine Program within JABSOM that now reports to the dean's office. The Geriatric Medicine Program was established in 1984 as a unit of the dean's office, completely extramurally funded. In 1987, the Hawai'i Legislature authorized funds for three faculty FTE, one staff FTE, and construction funds to complete lofted space at Kuakini Medical Center for the program's use. Currently, the program has a nationally-known accredited postresidency Geriatric Medicine fellowship program. In addition to an active education program that serves fellows, residents in all of the clinical disciplines, and all medical students, the program is also very productive in biomedical research. Through the efforts of several program members, a number of whom are nationally recognized for their expertise, Geriatric Medicine has secured a considerable amount of extramural funding averaging over \$2 million a year.



#### UNIVERSITY OF HAWAI'I AT MĀNOA

PETER ENGLERT CHANCELLOR

December 10, 2003

#### **MEMORANDUM**

TO:

Patricia Y. Lee

Chairperson, Board of Regents

VIA:

Evan Dobelle

President, University of Hawai'i

VIA:

David McClain

Vice President for Academic Affairs

VIA:

Sam Callejo

Chief of Staff

VIA:

James R.W. Sloane

Vice President for Administration

and Chief Financial Officer

FROM:

Peter Englert

Chancellor

SUBJECT:

Establishment of the Academy for Creative Media, Colleges of Arts and

Sciences, Manoa Campus

#### SPECIFIC ACTION REQUESTED:

I request that the Board of Regents approve the establishment of a new center to be called the Academy for Creative Media (ACM), within the Colleges of Arts and Sciences, on the Mānoa campus. While located organizationally within the University of Hawai'i at Mānoa, ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively across the system, drawing upon programs, faculty, and students system-wide.

#### RECOMMENDED EFFECTIVE DATE:

Upon approval by the Board of Regents.

Chairperson Patricia Y. Lee December 10, 2003 Page 2

#### **PURPOSE:**

ACM seeks to establish a globally competitive media studies program in Hawai'i, with instructional programs that span the entire academic spectrum, from certificates to associate, baccalaureate, masters, and doctoral degrees. While located organizationally within the University of Hawai'i at Mānoa, ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively across the system, drawing upon programs, faculty, and students system-wide.

Because of the challenges associated with building a media school from the ground up in the 21st century, ACM's initial strategy is to leverage existing resources and faculty assets across the ten-campus University of Hawai'i system. By identifying and coordinating the media studies efforts of all ten campuses, ACM has the opportunity to open interdisciplinary channels of cooperation and information exchange between colleges and programs, thereby reinforcing existing strengths and creating new pathways and infrastructure for future endeavors.

The academic programs of ACM will be production-oriented programs, wherein students are systematically involved in creating original intellectual property for portfolio, research and exhibition purposes. Visualization increasingly cuts across all disciplines including society's vested interest in techno-scientific issues, storytelling and concept development. ACM seeks to foment successive generations of cultural creators and innovators who produce compelling narratives for a global audience.

ACM will be a system-wide endeavor for fostering a progressive and collaborative environment for students, faculty, campuses and departments, while effectively interfacing with global academic, technology and commercial economies. Initially, students will receive credit and degrees, where appropriate, through existing programs. New programs will be developed and approved via established Board of Regents procedures and processes.

#### **ADDITIONAL COST:**

It is projected that the new center will require 14.00 faculty and staff FTE and \$1,000,000 annually. The University of Hawai'i at Mānoa has provided initial start up funding of \$353,252 through the reallocation of existing resources and redeployment of existing staff from various campuses and programs to support the ACM initiative. Additionally, to date, \$450,000 in extramural funds in the forms of grants and donations for use in creative media initiatives have been received.

Chairperson Patricia Y. Lee December 10, 2003 Page 3

As part of the University's supplemental budget request for FY 2004-2005, the Board approved a request for future implementation costs for ACM. The supplemental budget request has received the support and approval of the Governor for \$767,000 and will be submitted to the 2004 Legislature in January.

#### **BACKGROUND INFORMATION:**

Board of Regents Policy, section 5-6, Establishment and Review of Centers, requires Board of Regents approval of new centers if current or future commitments of institutional resources are significant enough to require inclusion of a specific request in the Regents' biennium or supplemental budgets.

It has long been recognized that there is a need in Hawai'i for a film, television or media center of learning at the post-secondary education level. Hawai'i is the lone state in the nation without such an entity. What has not been forthcoming is a comprehensive, forward-looking proposal that leverages not only existing university resources and assets, but industry support, community investment and student and faculty interest.

ACM is working to establish a robust academic, industrial and community framework for the formation and sustainability of a knowledge-based creative media industry in Hawai'i. Importantly, the transformational hub of this economic engine is comprised of UH faculty and students. Equally as important, ACM needs to nurture relationships and projects with private industry, both locally and globally, in order to drive this endeavor and create an industrial foundation for sector growth and student occupational pipelines. Students are increasingly graduating from intermediate, high school and community colleges with not just an interest, but an advanced ability in media creation.

While Hawai'i is the only state in the union without a media school in higher education, that is not enough in itself to justify an advanced media studies program. What does justify this program is the economic necessity, student demand, and the basic sociological and community responsibilities of our state university.

It is imperative that our students be provided the opportunity to study and explore this vast, stimulating and infinitely rich field.

#### **CONSULTATION:**

This proposal is the result of extensive collaboration with faculty and programs throughout the University of Hawai'i system. Both Chris Lee and Peter Britos have visited with faculty on all ten campuses within the system and from multiple programs on the Manoa campus.

Chairperson Patricia Y. Lee December 10, 2003 Page 4

In addition, consultation is being conducted with the Mānoa Faculty Senate, the Hawai'i Government Employees Association, and the University of Hawai'i Professional Assembly. The Mānoa Faculty Senate passed a resolution on December 10 in support of the creation of the Academy. Materials describing ACM have been previously submitted to the Board and attached is a revised financial plan.

#### **ACTION RECOMMENDED:**

I request that the Board of Regents approve the establishment of a new center to be called the Academy for Creative Media, within the Colleges of Arts and Sciences on the Mānoa campus, effective upon Board approval. While located organizationally within the University of Hawai'i at Mānoa, ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively across the system, drawing upon programs, faculty, and students system-wide.

#### Attachment

c: Secretary of the Board David Iha Interim Vice Chancellor Karl Kim Associate Dean Ronald Cambra Chair Chris Lee

## PROPOSAL TO ESTABLISH THE ACADEMY FOR CREATIVE MEDIA COLLEGES OF ARTS AND SCIENCES UNIVERSITY OF HAWAI'I AT MĀNOA

#### Name of Center

Academy for Creative Media

#### **Purpose**

The Academy for Creative Media (ACM) seeks to establish a globally competitive media studies program in Hawai'i, with instructional programs that span the entire academic spectrum, from certificates to associate, baccalaureate, masters, and doctoral degrees. While located organizationally within the University of Hawai'i at Mānoa, ACM will engage all of the campuses within the University of Hawai'i system and will work collaboratively, drawing upon programs, faculty, and students from across the system.

Because of the tremendous challenges associated with establishing a media school from the ground up in the 21st century, ACM's initial strategy is to leverage existing resources and faculty assets across the ten-campus University of Hawai'i system. By identifying and coordinating the media studies efforts of all ten campuses, ACM has the opportunity to open interdisciplinary channels of cooperation and information exchange between colleges and programs, thereby reinforcing existing strengths and creating new pathways and infrastructure for future endeavors.

ACM is designed to enhance the mission of the University of Hawai'i to maintain and raise standards of academic excellence while providing broad access to the knowledge/creative-based industries that drive the global and political economies and socialization processes of the 21st century.

Both in the short term and in the long term, ACM will benefit UH's enrollment management goals by improving the flow of students between campuses, and also by favorably impacting the resident versus non-resident student ratio. ACM will thus help to improve the articulation of intra-campus and inter-campus instructional activities. Furthermore, ACM will positively impact the regional economy by helping to support the emergence of an industry related to creative media.

The academic programs of ACM will be production-oriented, wherein students are systematically involved in creating original intellectual property for portfolio, research and exhibition purposes. Visualization cuts across all disciplines including society's vested interest in techno-scientific issues, storytelling and concept development. ACM seeks to foment successive generations of cultural creators and innovators who produce compelling narratives for a global audience.

ACM will be a system-wide endeavor for fostering a progressive and collaborative environment for students, faculty, campuses and departments, while effectively interfacing with global academic, technology and commercial economies. Initially, students will receive credit and degrees, where appropriate, through existing programs. New programs will be developed and approved via established Board of Regents procedures and processes. New programs envisioned include certificate programs, an AA in Creative Media, a BA in Creative Media, an MA in Critical Studies, MFAs in Animation and Computer Games, Writing for Visual Media, Cinematic and Digital Production, Producing, and Innovation Technologies and Creative Media, and a PhD in Critical Studies. Programs will be added as new resources and faculty are approved.

#### Organization and Administrative Structure

The Academy for Creative Media will be a center within the Colleges of Arts and Sciences on the Mānoa campus. ACM is headed by Chris Lee. He is tasked with orchestrating the creation of ACM, articulating the philosophical and strategic direction of the Academy, and developing collaborative relationships with academia, government entities, industry, and alumni. He will also be teaching in the *Producing* track.

Peter Britos, PhD, is charged with conceptualizing and codifying the ACM architecture, mission statement, operation systems, and curricula strategy. He is a key administrative and strategic agent, and will be teaching *Critical Studies*, *Screenwriting* and *Cinematic and Digital Production*. He is on loan from the Department of Information and Computer Sciences.

Kaveh Kardan is the ACM Chief Technologist and an instructor in *Innovation Technologies* and *Creative Media* and *Animation and Computer Games*. He is a vital component of ACM virtual environment research and development. Kardan is on loan from the Department of Information and Computer Sciences.

Funding for additional positions will be requested from the State Legislature (see below).

#### Resources

It is projected that the new center, when fully operational, will require 14.00 faculty and staff FTE and \$1,000,000 annually. The University of Hawai'i at Mānoa has provided initial start up funding of \$353,252 through the reallocation of existing resources and redeployment of existing staff from various campuses and programs to support the ACM initiative. Additionally, to date, \$450,000 in extramural funds in the forms of grants and donations for use in creative media initiatives have been received.

As part of the University's supplemental budget request for FY 2004-2005, the Board of Regents approved a request for future implementation costs for the Academy. The supplemental budget request has received the support and approval of the Governor for \$767,000 and will be submitted to the 2004 Legislature in January.

#### Consultation

This proposal is the result of extensive collaboration with faculty and programs throughout the University of Hawai'i system. Both Chris Lee and Peter Britos have visited with faculty on all ten campuses within the system and from multiple programs on the Mānoa campus.

In addition, consultation is being conducted with the Mānoa Faculty Senate, the Hawai'i Government Employees Association, and the University of Hawai'i Professional Assembly.

# PROPOSAL TO ESTABLISH THE ACADEMY FOR CREATIVE MEDIA COLLEGES OF ARTS AND SCIENCES UNIVERSITY OF HAWAI'I AT MĀNOA

CURRENT FUNCTIONAL STATEMENT AND ORGANIZATION CHART

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#### Dean of the College of Arts and Humanities

The Office of the Dean of the College of Arts and Humanities directs and coordinates the activities, curricular, personnel and budget affairs of the College and its ancillary support components including budget management, program management, staff supervision, community relations, grievance and litigation, and travel.

#### Dean of the College of Languages, Linguistics, and Literature

The Office of the Dean of the College of Languages, Linguistics, and Literature directs and coordinates the activities, curricular, personnel and budget affairs of the College and its ancillary support components including budget management, program management, staff supervision, community relations, grievance and litigation, and travel.

#### Dean of the College of Natural Sciences.

The Office of the Dean of the College of Natural Sciences directs and coordinates the activities, curricular, personnel and budget affairs of the College and its ancillary support components including budget management, program management, staff supervision, community relations, grievance and litigation, and travel

#### Dean of the College of Social Sciences

The Office of the Dean of the College of Social Sciences directs and coordinates the activities, curricular, personnel and budget affairs of the College and its ancillary support components including budget management, program management, staff supervision, community relations, grievance and litigation, and travel.

#### Council of Arts and Sciences Deans

The Deans of the College of Arts and Humanities; the College of Languages, Linguistics and Literature; the College of Social Sciences; and the College of Natural Sciences comprise the Council of Arts and Sciences Deans, a body which is responsible for the planning and coordination of Colleges of Arts and Sciences programs. The Chair of the Council represents the Colleges externally as appropriate, including close liaison with the Office of the Chancellor and the President of the University.

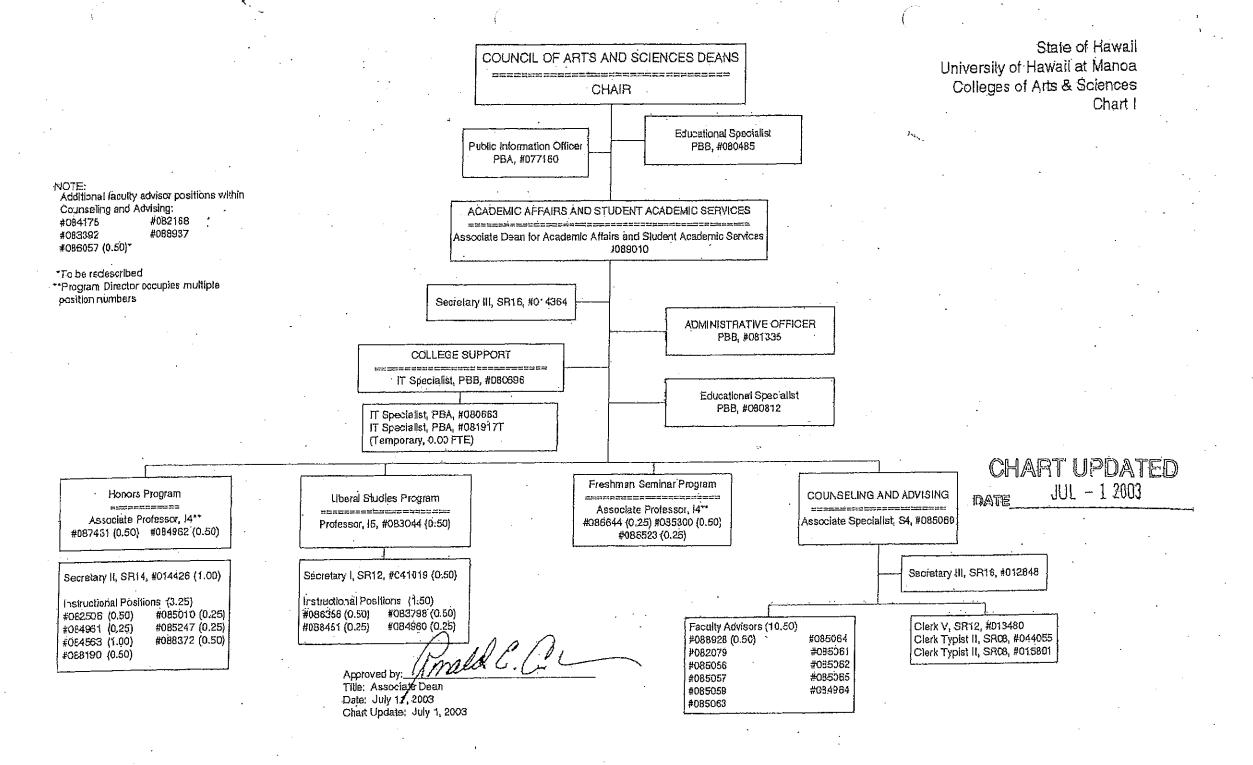
The Council, through its Chair, directs the Colleges of Arts and Sciences service programs headed by the Associate Dean for Academic Affairs and Student Academic Services.

#### Associate Dean for Academic Affairs and Student Academic Services

The Associate Dean for Academic Affairs and Student Academic Services is the staff officer of academic affairs and student academic services for the Colleges of Arts and Sciences, with responsibilities, in coordination with the Council of Arts and Sciences Deans, for Arts and Sciences curriculum, the general education requirements, student advising programs, personnel and budget of the office. The Associate Dean is responsible for administering the Freshman Seminar Program, the Liberal Studies Program, the Honors Program, Special Student Services, ACE, and Orientation. The Associate Dean is responsible for the interpretation and implementation of the University's and Colleges' academic policies and procedures with respect to the admission, readmission, registration, records, academic progress, retention, evaluation of transfer credits, and certification of graduating students within the Colleges.

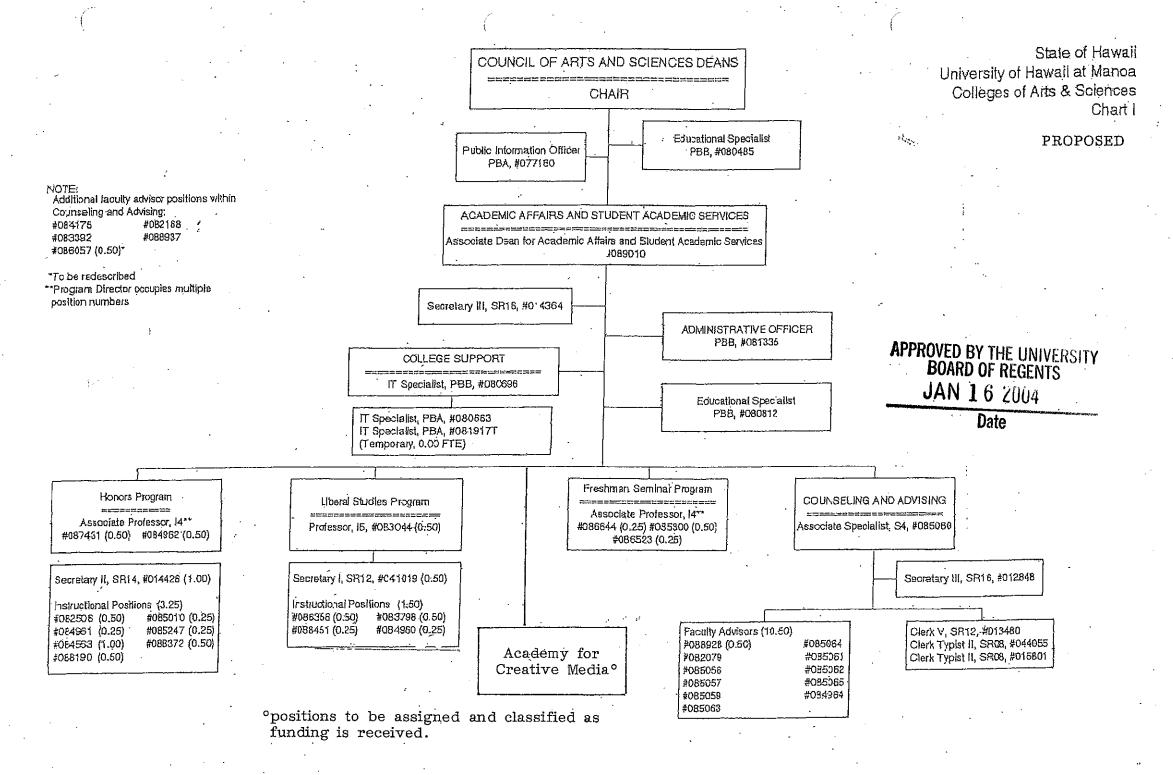
The Associate Dean serves as the primary consultant to and the representative of the Colleges on various college, campus, and external committees. The Associate Dean also coordinates programs and services with other student and academic affairs offices and departments as needed.

The Associate Dean provides general academic assistance to the Council and to the individual College Deans on academic matters, including as appropriate, representing them on University committees, and other academic duties such as program reviews, articulation of Colleges of Arts and Sciences curriculum policies to other colleges and programs at Mānoa and throughout the University system, course scheduling, and General Catalog preparation. The Associate Dean is responsible for defining and directing Arts and Sciences' academic advising and counseling for students as well as for developing and implementing related student academic success and retention programs to facilitate student academic and personal growth.



PROPOSAL TO ESTABLISH
THE ACADEMY FOR CREATIVE MEDIA
COLLEGES OF ARTS AND SCIENCES
UNIVERSITY OF HAWAI'I AT MĀNOA

PROPOSED FUNCTIONAL STATEMENT AND ORGANIZATION CHART



#### Council of Arts and Sciences Deans

The Deans of the College of Arts and Humanities; the College of Languages, Linguistics and Literature; the College of Social Sciences; and the College of Natural Sciences comprise the Council of Arts and Sciences Deans, a body which is responsible for the planning and coordination of Colleges of Arts and Sciences programs. The Chair of the Council represents the Colleges externally as appropriate, including close liaison with the Office of the Chancellor.

The Council, through its Chair, directs the Colleges of Arts and Sciences service programs headed by the Associate Dean for Academic Affairs and Student Academic Services.

#### Associate Dean for Academic Affairs and Student Academic Services

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The Associate Dean provides general academic assistance to the Council and to the individual College Deans on academic matters, including as appropriate, representing them on University committees, and other academic duties such a program reviews, articulation of Colleges of Arts and Sciences curriculum policies to other colleges and programs at Mānoa and throughout the University system, course scheduling, and General Catalog preparation. The Associate Dean is responsible for defining and directing Arts and Sciences' academic advising and counseling for students as well as for developing and implementing related student academic success and retention programs to facilitate student academic and personal growth.

The Academy for Creative Media (ACM), a center within the Colleges of Arts and Sciences, is administratively housed within the Office of the Associate Dean. The ACM seeks to establish a globally competitive media studies program, with instructional programs that span the entire academic spectrum, from certificates to associate, baccalaureate, masters, and doctoral programs. While located organizationally within the University of Hawai'i at Mānoa, ACM engages all of the campuses within the University of Hawai'i system and works collaboratively, drawing upon programs, faculty, and students from across the system.

#### Dean of the College of Arts and Humanities

The Office of the Dean of the College of Arts and Humanities directs and coordinates the activities, curricular, personnel and budget affairs of the College and its ancillary support components including budget management, program management, staff supervision, community relations, grievance and litigation, and travel.

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