Major Findings and Recommendations of the 2012 Visiting Team

As a result of the October 2012 visit, the team made the following commendations and recommendations:

Commendations

Commendation 1: The team commends the College for refining and implementing a mission statement that reflects the commitment of the College and the Hawaii system to meet the educational needs of the native Hawaiian people. The commitment to honoring and nurturing the native Hawaiian culture is reflected in the structure and activities of programs throughout the College. (I.A.)

Commendation 2: The College is commended for its success in career and technical programs as demonstrated by exceeding all six Carl Perkins Career and Technical Education Act Health Indicators of performance standards in 2009-2010. (II.A.2.a)

Commendation 3: The College is to be commended for the depth and breadth of the programs and campus cultural activities, and the contributions of these activities to an environment that honors Native Hawaiian faculty, staff, and students and encourages diversity and civic engagement for all constituent groups. (II.A.1, II.2.d, II.3.c)

Commendation 4: The College is to be commended for the broad participation of all staff in the accreditation process.

Recommendations

Recommendation 1: In order to meet the Standard, and the recommendation made in 2006, to ensure improvements in planning processes, including program review, are integrated with resource allocations, the team recommends that the College provide clear descriptions of the planning timeline to demonstrate integration with the budgeting process. (I.B)

Recommendation 2: In order to meet the Standards, the College planning processes should be effectively communicated to all College constituencies and reviewed on an annual basis to ensure that resource allocation leads to program and institutional improvement. (I.B.4, I.B.6)

Recommendation 3: In order to meet the Standards, the team recommends that the College assess student learning outcomes for every course, instructional program, and student support program and incorporate the findings into course and program improvements. (ER 10, I.B, I.B.1, II.A.1.a, II.A.1.c, II.A.2.a, II.A.2.b, II.A.2.e, II.A.2.f, II.A.2.i, II.A.3, II.B.4, II.C.2)

Recommendation 4: In order to meet the Standards, the team recommends that the College utilize student learning outcomes assessment to support institutional planning decisions. (I.B, I.B.1, II.A.1.a, II.A.1.c, II.A.2.a, II.A.2.b, II.A.2.e, II.A.2.f, II.A.2.i, II.A.3, II.B.4, II.C.2)
**Recommendation 5:** In order to fully meet the Standards, the team recommends the College: 1) identify student learning outcomes for all student services programs, 2) assess student attainment of these outcomes, and 3) conduct dialogue to use assessment results to implement program improvements. (II.B.4, II.C.2)

**Recommendation 6:**

See UHCC Recommendation 3.

**Recommendation 7:** In order to meet the Standard, and the recommendation made in 2006, the team recommends that the College fill the vacancies deemed essential to the running of the College and remedy the time lag between the verbal commitment and an employee’s start day of effected employees. (III.A.2)

**Recommendation 8:** In order to meet the Standard, the team recommends that the College develop a technology plan to identify technology needs and inform the budgeting process. (III.C)

**Recommendation 9:** In order to fully meet the Standards, it is recommended that the College clarify and strengthen the review, assessment and planning recommendation roles of the Policy, Planning and Assessment Council to better serve and inform the College community and better align governance decision-making structures with those of the UH System. (IV.A., III.D., IV.B.)

**System Recommendations**

Please note the UHCC report is appended to the end of this report and is made part of the College’s report.

**UHCC Recommendation 1: Institutional Mission and Effectiveness**

In order to meet the Standards for institutional effectiveness and integration of planning and resource allocation processes, including program review, it is recommended that:

- The VPCC and the Chancellors develop broad-based, ongoing, collegial dialogue between and among the UHCC and the colleges to better assess the breadth, quality, and usefulness of UHCC analytical tools (e.g., UHCC Annual Report of Program Data (ARPD)) and planning processes through feedback from college stakeholders. In addition, the UHCC and Chancellors should provide training for the appropriate use of the tools to support on-going improvement and effectiveness.
- The Chancellors provide clear descriptions and training regarding the planning timeline and budgeting process. The information and training should be available to all college constituencies and reviewed regularly to ensure accuracy for resource allocation that leads to program and institutional improvement. (Standards I.B.3, I.B.1, II.A.1.c, II.A.2.a, e, f, II.B.1, II.B.3.a, and II.b.4, I.B.1, I.B.4, I.B.6)
**UHCC Recommendation 2: Student Learning Programs and Services**
In order to meet the Standards, degrees offered by the colleges must be consistent with the general education philosophy as outlined in the college catalog and the rigor of the English and math courses needed to fulfill the degree requirements must be appropriate to higher education. (ER 11, Standards II.A.3, II.A.3.b)

**UHCC Recommendation 3: Student Learning Programs and Services and Resources**
In order to meet the Standard, the URCC and the colleges shall take appropriate actions to ensure that regular evaluations of all faculty members and others directly responsible for student progress toward achieving stated student learning outcomes include, as a component of the evaluation, effectiveness in producing student learning outcomes. (Standard III.A.1.c)

**UH Recommendation 4: Resources**
In order to meet the Standards, it is recommended that a comprehensive UH system wide technology plan that includes and supports distance education be developed and implemented and is integrated with institutional planning. (Standards II.A.1.b, II.A.1.c, II.A.2.c, III.C.2, III.C.1, III.C.1.c, III.C.2)

**UH Recommendation 5: Board and Administrative Organization**
In order to meet the Standards, it is recommended that the UH BOR adopt a regular evaluation schedule of its policies and practices and revise them as necessary. In addition, the UH BOR must conduct its self evaluation as defined in its policy and as required by ACCJC Standards. (Standards IV.B.1.e, IV.B.1.g)