

STANDARD III A: HUMAN RESOURCES

Woodland Community College employees are the heart of the institution and collectively work to put students and their learning first. The college is committed to hiring and supporting excellent and qualified faculty and classified personnel. Human Resources, although a District department, works diligently to see that faculty and staff recruitment is the result of accurate job descriptions and correct process, so candidates selected support institutional effectiveness and the college's mission.

There is an established four year evaluation process for tenure track full time faculty. Tenured faculty are evaluated every 3 years and adjunct faculty are evaluated every third

semester after the first 3 semesters of teaching at WCC. This cycle of evaluations help to ensure institutional effectiveness and support student learning. Having sufficient qualified faculty with full-time responsibility to the institution remains an issue, especially in lean budget times. The college is committed to diversity. It demonstrates this commitment through its hiring processes, with programs such as Multicultural Presentations, and through the recent completion of the Diversity Plan by its Diversity Committee. WCC has a FLEX/Staff Development program committed to ongoing professional development of its employees.

STANDARD III B: PHYSICAL RESOURCES

Institutional effectiveness is obvious at WCC in the form of new and upgraded facilities. Since the College's initial accreditation, four buildings have been renovated and upgraded via a facilities bond paid for and voted for by the taxpayers in WCC's service area.

Physical resource planning is becoming integrated with long range institutional planning. Ongoing requirements to support the new facilities are identified through

Program Review and resourced through the Budget Committee and its recommendations. Building project completions have improved the flow of the campus spearheaded by the one stop 700 building.

Facilities upgrades actively support the college's sustainability initiative which can be seen by the solar panels occupying the south side of the campus.

STANDARD III C: TECHNOLOGY RESOURCES

Technology sustains student learning and institutional services. The Technology Master Plan has identified strategies for that support student learning and institutional services and it is integrated with campus and District planning. YCCD has a Technology Committee that reviews institutional technology priorities. Technology and Media support at WCC are provided. The

College has recently provided wireless service at several campus locations. to ensure availability of adequate technology support, the college uses both the Instructional Equipment process and the District's replacement process to replace and upgrade technology and equipment and to maintain its infrastructure.

STANDARD III D: FINANCIAL RESOURCES

Although lean budget times have been the reality at WCC since its initial accreditation in 2008, its financial resources strive to support and improve its existing learning programs and services. Despite enrollment declines and increased fixed costs, the College has successfully managed a balanced budget and at the District level, a healthy reserve, reflecting the District's commitment to fiscal responsibility.

There is a close link between college resources and budget prioritization, with resource allocation tied to Program Review. The Planning and Budget Committee represents all college constituencies and monitors the budget process, including augmentation and reduction recommendations to the President.

The District is aware of its long term financial obligations, particularly retiree health care benefits, and works to control costs as much as possible. Resources are used to support the college's mission.