UH Mānoa Briefing on 2018 Legislative Budget to WAM-HRE
December 29, 2017
by
Interim Chancellor Lassner
The University of Hawaiʻi at Mānoa

- UH Mānoa is one of the world’s great research universities
- UH Mānoa is the most diverse research university in the nation
- UH Mānoa is the flagship institution of the University of Hawaiʻi System
- UH Mānoa is the major contributor to much of Hawaiʻi’s workforce: doctors, lawyers, nurses, teachers, engineers, social workers, businesspersons
- UH faculty address the challenges and opportunities that face Hawaiʻi and the world – with UH students
- “Grounded in the traditional values of our host culture, we strive for excellence in teaching, research, and community engagement, while promoting environmental sustainability and human justice.”
Remarkable Progress on Outcomes: Graduation

Trends in 4, 5, 6, and 8 year Graduation Rates

Degrees Awarded Trend for Selected Group

Source: ODS
Who built the world’s best hybrid 3D visualization system? **UH students!**
UH Mānoa Planning & Initiatives

• UH Mānoa Strategic Plan Initiatives map directly to UH BOR-approved Strategic Directions (2015-21)

| 1) Being a Native Hawaiian Place of Learning and Indigenous-Serving Institution (HPMDS) | 5) Advancing the research enterprise (HI2) |
| 2) Defining Mānoa’s structure and role in the UH System (HPMDS) | 6) Fostering excellent faculty and shared-use facilities (HI2) |
| 3) Enhancing student success (HGI) | 7) Creating 21st century facilities (21CF) |
| 4) Recruiting a vibrant, prepared student body (HGI) | 8) Becoming a sustainable campus (21CF) |

• Regents Imperatives for UH Mānoa (2016)

| Performance-based contracting for repairs | Organizational Restructuring |
| Enrollment management plan | Resource management |

• Campus master plan

– Holistic review of current land, space and utilization
– Identifying buildings and spaces for modernization, replacement, development
– Guided by IAFP principles
Enrollment Trends – Hard Realities

University of Hawai‘i Mānoa Total Enrollment Trends

University of Hawai‘i Mānoa Filipino and Native Hawaiian New Student Enrollment

University of Hawai‘i Mānoa New Entering Student Trends

University of Hawai‘i Mānoa New Freshmen and Transfer Trends
Looking Forward, not Back:
Enrollment Management Plan Highlights

Recruitment
• Collaborate with UHCCs on increasing transfer numbers
• High-touch outreach into middle schools and grades 9-10
• Develop stronger local high school counselor relationships
• Centralize award of scholarships for more efficient and effective use of our funds
• Widely market the benefits of staying in Hawai‘i including exchange opportunities
• Expand Early College options
• Actively engage alumni with recruitment and career networking
• Develop more highly appealing programs: e.g., online degree completion and and professional Master’s
• Targeted recruitment of underrepresented groups, WUE, veterans, returning adults

Retention
• Expand first-year learning communities to include all new freshmen
• Improve “welcoming” experiences for new freshmen, including non-residents
• Expand our Hanai program and include student mentors
• Implement Early Alert system
• Expand sophomore year programs
• Enhance undergraduate research experience
• Continue to gather and utilize data on why students are leaving to develop effective intervention strategies (Leaver’s survey, NSSE etc.)
• Refine analytics for targeted scholarship programs

Longer Term
Campus facilities improvement; campus life
## Academic Partnerships across the UH System and Beyond

<table>
<thead>
<tr>
<th>Partnerships with UH Campuses</th>
<th>Economic &amp; Workforce Development, Partnering Beyond Hawaiʻi</th>
</tr>
</thead>
<tbody>
<tr>
<td>• UHCC AA fulfills Gen Ed Core</td>
<td>• 4+1 Bachelor’s/Master’s programs</td>
</tr>
<tr>
<td>• Kaʻieʻie, dual admission</td>
<td>• New programs (Landscape Architecture, Engineering Science, Construction Engineering)</td>
</tr>
<tr>
<td>• UHCC Pgm Articulation Pathways</td>
<td>• New focus on Professional Master’s Cross-disciplinary Collaborations (Life Sciences, Data Science, Sustainability, Cybersecurity, Nanotechnology, Climate Change)</td>
</tr>
<tr>
<td>• Statewide nursing articulation and differentiation</td>
<td>• Mainland CC pathways</td>
</tr>
<tr>
<td>• Education (10+)</td>
<td>• International 3+2</td>
</tr>
<tr>
<td>• Food Science, TPSS</td>
<td></td>
</tr>
<tr>
<td>• ASNS / Engineering</td>
<td></td>
</tr>
<tr>
<td>• UHWO collaborations: Pub Admin, Anthro</td>
<td></td>
</tr>
<tr>
<td>• Multi-campus pgms: Marine Option, Space Grant</td>
<td></td>
</tr>
<tr>
<td>• Reverse Transfer</td>
<td></td>
</tr>
<tr>
<td>• Delivery through University Centers</td>
<td></td>
</tr>
<tr>
<td>• Sector Convenings / Discipline Groups</td>
<td></td>
</tr>
</tbody>
</table>
Approved Distance and Online Credentials

- Certificate, Disability and Diversity Studies
- Certificate, Travel Industry Management Degree
- Grad Certificate, Literary Specialist PK-12
- Grad Certificate, Learning Design and Technology for Teachers
- Grad Certificate, Online Learning and Teaching
- Post-Baccalaureate Certificate, Secondary Education
- Post-Baccalaureate Certificate, Special Education
- BS, Nursing
- **BA, Economics***
- BA, Interdisciplinary Studies
- **BA, Psychology***
- BEd, Early Childhood and Early Childhood Special Education
- BEd, Elementary Education
- BSW, Social Work*
- EMBA, Executive Masters of Business Administration
- MA, Music Education
- MEd, Curriculum Studies (varying emphasis)
- MEd, Early Childhood Education
- MEd, Educational Foundations (varying emphasis)
- MEd, Learning Design and Technology
- MEd, Special Education
- MEd, Teaching
- MS, Advanced Population Health Nursing
- MS, Computer Science
- MS, Kinesiology and Rehab Science
- MLISc, Library and Information Science
- MSW, Social Work
- Ph.D., Learning Design and Technology
- Ph.D. Nursing
- DNP, Nursing

* Newly approved
UH Mānoa E/M Compensation Summary: Increases & Distribution

Compensation Increase Summary - Filled
E/M Positions = 94

- 24 with 0% Bonus
- 27 with 2% Bonus
- 36 with 3% Bonus
- 7 not eligible

Total Annual Base Increase $158,400
Total One-Time Payments $277,139

UH Mānoa E/M Salary Distribution as of January 1, 2018

Headcount

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0-$160K</td>
<td>45</td>
</tr>
<tr>
<td>$160K-$250K</td>
<td>40</td>
</tr>
<tr>
<td>$250K+</td>
<td>10</td>
</tr>
</tbody>
</table>
Innovation at UH Mānoa

3D models for clinicians
Pediatric prosthetics
Minicar conversion

XLR8UH

125+ JOBS CREATED

$5M+ FUNDING & REVENUE

$30M

$5M+ Revenue Generated
$30M Funding Raised

38% of XLR8UH startups have female founders

>87% XLR8UH STARTUPS REMAIN IN HAWAII

>16% XLR8UH STARTUPS ARE FROM NEIGHBOR ISLANDS

Forbes
The Best Startup Accelerators Of 2017

SBA 2015 2016 2017

EDA 2016