



UNIVERSITY OF HAWAI'I SYSTEM

TESTIMONY

UOH 210 UNIVERSITY OF HAWAI`I AT HILO

Testimony Presented Before the
Senate Committee on Education and the
House Committee on Higher Education

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by

Rose Tseng
Chancellor
University of Hawai`i at Hilo

University of Hawai'i at Hilo

Executive Summary

Aloha. On behalf of the University of Hawai'i at Hilo, I would like to first of all say Thank You. Your support to UH Hilo enables us to meet our commitment to offer our students excellent academic opportunities and to achieve our mission to meet the economic and professional workforce needs of the Big Island and the state.

UH Hilo, the state's comprehensive university, has the academic rigor and ambience of a small private college. The positive difference is that UH Hilo is committed to be accessible to students of many varied and diverse backgrounds - residents, commuters, nontraditional and international students, and distance learners. Additionally, as the state's comprehensive university, we focus and create our programs to provide the needed professional workforce with an outreach to the underserved rural communities of our island and state. In this way, our mission and goals are ongoing solutions to improve the overall quality of life and increase and revitalize the education and economic opportunities for our students and the citizens of our state.

We hold many distinctions. No other college and university in the United States can make claim to our remarkable geographical, biological, climatic and cultural diversity. Our natural environment presents us with a learning laboratory of limitless possibilities found nowhere else in the world. We maximize these assets and are leaders in environmental sciences and conservation biology.

Our geographic location is an East-West intersection of global pathways. We have space---our University Park of Science and Technology adjacent to our main campus is prime land for future developments, as well as an additional 700 acres located near our campus. All of this together with our island's *aloha spirit* creates a very special teaching and learning environment for our students and our community. Our faculty are excellent teachers and researchers dedicated to offer our students an exemplary education both in the classroom and in our island's natural learning laboratory.

UH Hilo's excellence was recognized by the Western Association of Schools and Colleges (WASC) when our accreditation was reaffirmed for ten years, taking us to 2014. WASC commended us for our "bold vision of service to the Hawaiian community," and our efforts to "transform from a liberal arts college to a comprehensive university that serves the workforce needs of Hawai`i."

The word *transform* epitomizes our passion for helping students reach their fullest potential as critical thinkers, entrepreneurs, lifelong learners and contributing members of society. Our student-centered learning, together with the integration of science, culture and technology, transforms our students and equips them with the skills and leadership to successfully compete in our changing and fast-paced global society.

Our passion for transformation extends beyond our university borders and into the underserved rural communities throughout the Big Island and the state. The establishment of the North Hawaii Education and Research Center Phase I this past year, is one striking example of how we transform underserved rural

communities by providing them access to higher education. The Center serves as our distance learning center and a base station for field research. Through our outreach we enrich and revitalize the North Hawaii communities with new education, social and economic opportunities.

You have worked together with us and play a critical role in fueling our transformation. It is through your good support that we are able to continue our momentum of transformation, and create exciting education and economic opportunities for our students and our communities.

Our university offers over 30 baccalaureate degrees, 6 master's degrees and two doctorates among our five colleges: Agriculture, Forestry and Natural Resource Management; Arts and Sciences; Business and Economics, Ka Haka Ula O Ke elikolani (College of Hawaiian Language) and thanks to your support, our newest college, the College of Pharmacy.

The College of Pharmacy is of great benefit to Hawaii, and an answer to remedying our state's shortage of pharmacists. We plan to admit students from the neighbor islands and have clinical sites on the neighbor islands. We have completed our initial accreditation report, started hiring faculty, and looking forward to welcoming the first class in Fall 2007. This class will mark the start of the pipeline of growing our own pharmacists in the state of Hawaii.

`Imiloa Astronomy Center of Hawaii is an inspiration and a phenomenal educational and cultural resource for all of us, especially for Hawaii's youth. The Center is a stunning complement to the observatory facilities in our University Park of Science and Technology and attracts visitors from around the world.

We recently held the groundbreaking of the Student Life and Events Center. Through this Center we will be able to finally meet the critical needs that students have longed for and worked very hard to bring this center to a reality.

We have clearly achieved major milestones. At the same time, we continue to be challenged in our operations and services, primarily because in spite of our enrollment growth, our level of funding has not kept pace.

The average annual rate of enrollment growth since Fall 1997 is 3.65% with an overall increase of about 33% from 1997 to 2006. Fall 2006 headcount of 3,507 was largely due to an increase in students from Hawai'i. This headcount was the highest enrollment in the history of this campus.

During this period of enrollment growth, staffing levels and services in the academic affairs, student affairs, administrative affairs and the library remained constant and were often adversely impacted due to limited human and fiscal resources. Your support of positions in the last biennium were badly needed and brought much relief. We thank you for recognizing and helping us fulfill our need. These positions made it possible to begin to close the gap and address the many needs of our growing student population.

However, we still have many critical and unmet needs. Our Student Affairs building is over 35 years old and was designed to service about 1500 students. Our students have more than doubled, and we are in dire need of a new building to consolidate operations and serve our students more efficiently and effectively with a one-stop shop.

We need research positions and infrastructure to better manage our \$21 million research and training grants. We helped ourselves to strengthen our programs by seeking and obtaining federal grants through the National Science Foundation, National Institute of Health, NASA, USDA and others. These grants are significant in enabling our university to develop the science professional workforce for our state.

We established graduate programs to help address our island and state's social and economic issues. We now seek graduate program directors to lead the direction of these programs and better service our 100 graduate students.

Given the resources UH Hilo can increase our undergraduate enrollment and program offerings and efficiently meet Hawaii's need for more professionals to enter the workforce and revitalize and diversify our economy.

In conclusion, thank you again for your support. Over the years UH Hilo has demonstrated its excellence and ability to bring dynamic education and economic opportunities to our students, the Big Island and the State of Hawaii. Our transformation is purposeful with a vision towards meeting our Strategic Plan goals. We are eager and poised to continue the synergy of transforming our university to a world-class comprehensive university for our island communities and the State of Hawaii.

Again, thank you. I look forward to working together with you.

University of Hawai`i at Hilo

I. Introduction

A. Summary of Program Objectives

The University of Hawai`i at Hilo, the state's comprehensive university, offers over 30 baccalaureate degrees, 6 master's degrees and two doctorates among our five colleges: Agriculture, Forestry and Natural Resource Management; Arts and Sciences; Business and Economics, Ka Haka Ula O Ke elikolani (College of Hawaiian Language) and newest college, the College of Pharmacy.

We have the academic rigor and ambience of a small private college. The positive difference is that UH Hilo is committed to be accessible to students of many varied and diverse backgrounds - residents, commuters, nontraditional and international students, and distance learners. Additionally, as the state's comprehensive university, we focus and create our programs to provide the needed professional workforce with an outreach to the underserved rural communities of our island and state. In this way, our mission and goals are ongoing solutions to improve the overall quality of life and increase and revitalize the education and economic opportunities for our students and the citizens of our state.

A comprehensive strategic plan is guiding our decision-making through 2010. The Strategic Plan Goals are:

Goal I: Maintain a well-rounded mix of liberal arts and professional programs, while distinguishing ourselves by

taking full advantage of the extraordinary natural environment and cultural diversity afforded by our island setting.

- Goal II: Continue to refine and strengthen efforts to fulfill our primary mission to offer high quality undergraduate liberal arts and professional programs.
- Goal III: Build a learning environment that facilitates student development and success.
- Goal IV: Obtain sufficient resources to support enrollment growth, High quality programs and enhanced services.
- Goal V: Embrace opportunities for dynamic community involvement.
- Goal VI: Establish a more effective organization and invest in human capital.

The achievement of this plan will position UH Hilo as a world class comprehensive university that excels in liberal arts, professional programs and applied science research.

We hold many distinctions. No other college and university in the United States can make claim to our remarkable geographical, biological, climatic and cultural diversity. Our natural environment presents us with a learning laboratory of limitless possibilities found nowhere else in the world. We maximize these assets and are leaders in environmental sciences and conservation biology.

Our geographic location is an East-West intersection of global pathways. We have space---our University Park of Science and Technology adjacent to our main campus is prime land for future developments, as well as an additional 700 acres located near our campus. All of this together with our island's *aloha spirit* creates a very special teaching and learning environment for our students and our community. Our faculty are excellent teachers and researchers dedicated to offer our students an exemplary education both in the classroom and in our island's natural learning laboratory.

UH Hilo's excellence was recognized by the Western Association of Schools and Colleges (WASC) when our accreditation was reaffirmed for ten years, taking us to 2014. WASC commended us for our "bold vision of service to the Hawaiian community," and our efforts to "transform from a liberal arts college to a comprehensive university that serves the workforce needs of Hawai'i."

The word *transform* epitomizes our passion for helping students reach their fullest potential as critical thinkers, entrepreneurs, lifelong learners and contributing members of society. The faces of our university are the faces of a vibrant world. Our growing student body represents a rich and broad mix of races, ethnic groups, traditions and cultures. Among our students are about 11.5% international students, representing 36 countries from Asia, Canada, Europe, Central and South America, and the Pacific Islands.

Our student-centered learning, together with the integration of science, culture and technology, transforms our students and equips them with the skills and leadership to successfully compete in our changing and fast-paced

global society. We are the gateway for Hawaii's first generation college students.

We have established ourselves as a leader in indigenous studies, and in preserving and advancing the cultures, histories, and languages of ethnic populations in Hawai`i and across the Pacific Rim. Our academic programs - astronomy, marine science, tropical agriculture, environmental sciences and conservation biology, and geology - draw their strength from our island living laboratory.

In addition to transforming our students, UH Hilo is engaged with our communities beyond our university borders. We strive to revitalize and transform the rural and underserved communities throughout the Hawai`i Island. We believe that universities are most viable when they interact with their communities and respond to society's most pressing problems and issues. Through our research, scholarship and teaching we are committed to meet the educational, social and economic needs of Hawaii Island and the State.

In spite of our strengths and achievements, much remains to be done. As we continue to grow, new facilities are needed particularly dormitories, classrooms and laboratories. Ongoing investments must be made to meet the needs of our growing student body. Academic vitality including academic support via the library and student services must be of priority. With your continued support, UH Hilo can fulfill our Strategic Plan and continue to

create academic, social and economic opportunities for Hawaii Island and the State of Hawai`i.

B. Description of Program Objectives

UOH-211, Instruction: Certificates and degrees are offered through the College of Arts and Sciences, College of Agriculture, Forestry and Natural Resource Management, College of Business and Economics, and College of Hawaiian Language.

UOH-213, Public Services: This program improves the quality of life and provides direct assistance to the general public by making available a variety of credit and non-credit programs in which the institution has special competence.

UOH-214, Academic Support: This program assists directly and facilitates the academic functions of the University by retaining, preserving and displaying teaching and research materials.

UOH-215, Student Services: The purpose of this program is to support, enrich and broaden the student's life while enrolled at the University by making available a variety of services and activities that supplement the primary academic programs.

UOH-216, Institutional Support: This program provides campus-wide executive management, fiscal, auxiliary and other related supporting services.

C. Explain how your program intends to meet its objectives within the upcoming fiscal year

The vision and ultimate goal for the University of Hawai`i at Hilo is to become a world-class comprehensive university that excels in liberal arts, professional programs and applied science research. At UH Hilo we integrate science, culture and technology to transform students to meet global challenges.

Already known for our success in Hawaiian language revitalization and for using the island as a learning and research laboratory, UH Hilo will become noted for:

- _ Academic excellence in liberal arts, professional and agricultural programs
- _ A vibrant, enriched campus life
- _ Leadership in studies of Hawaiian, East Asian, Pacific and indigenous cultures
- _ Leadership in studies of environmental sciences and conservation biology
- _ Leadership in the health sciences through the College of Pharmacy
- _ Active learning in research, internships and community service
- _ Scholarship in theoretical and applied areas
- _ Commitment to community development and transformation

In order for UH Hilo to meet our objectives we must have the basic human and physical infrastructure to support the teaching and learning opportunities for our students, faculty and staff. We continue to build our diverse student enrollment and implemented a comprehensive enrollment

management plan for the successful recruitment and retention of students from throughout Hawai`i, the U.S. mainland, and other countries. By strengthening our human and physical infrastructure and building our student enrollment, we will be able to meet our strategic goals, develop a professional workforce, and transform the social and economic development and diversification of the Hawaii Island and the State of Hawai`i.

II . Program Performance Results

A. Discuss the performance results achieved by each program in FY 2004 and FY 2005

B. Explain how these results relate to the program's objectives and department's mission

1. Overall Institutional Assessment - Accreditation, Measures of Quality and Effectiveness

In June 2004, the Western Association of Schools and College (WASC) informed UH Hilo that its accreditation has been reaffirmed until 2014. This 10-year extension is the longest accreditation period that is granted by the Commission, and a culmination of the previous assessments of the Preparatory Review and Education Effectiveness Review teams that visited UH Hilo in March 2003 and March 2004 respectively. The following are some of their commendations:

... for transforming itself from a liberal arts college to a

comprehensive university that serves the workforce needs of Hawai`i.

... the University had made "great strides" in moving toward the vision of becoming a learning organization

The UH Hilo BSN received re-accreditation from the National League for Nursing Accreditation Committee (NLNAC) on February 2003.

NLNAC accreditation is a voluntary peer review process to enhance quality improvements in nursing education.

Our Education Department was granted accreditation by the Hawaii Teachers Standards Board.

In January 2005, the College of Business and Economics (CoBE) earned international business accreditation for the school's undergraduate business programs from the AACSB-International, the Association for the Advancement of Collegiate Schools of Business. AACSB-International accreditation is considered the hallmark of excellence in management education and represents the highest standard of achievement for schools worldwide.

2. Instruction

Strategic Plan Goal I: Maintain a well-rounded mix of liberal arts and professional programs, while distinguishing ourselves by taking full advantage of the extraordinary natural environment and cultural diversity afforded by our island setting.

Strategic Plan Goal II: Continue to refine and strengthen efforts to

fulfill our primary mission to offer high-quality undergraduate liberal arts and professional programs.

- The Baccalaureate Nursing Program received funds from the Health Resources Services Administration to continue offering UH Hilo's online courses to RN students on Maui, Kauai and Hawaii Island via distance technologies.
- The interdisciplinary M.S. in Tropical Conservation Biology and Environmental Sciences is an interdisciplinary graduate program that involves 31 faculty in Anthropology, Biology, Chemistry, Geography, Geology, Marine Science and College of Agriculture, Forestry and Natural Resource Management. There are currently 42 graduate students in the program engaged in projects related to terrestrial forest restoration, genetics of rare and endangered species, marine ocean monitoring and ecology of invasive species.
- The M.A. degree in China-US Relations is an interdisciplinary liberal arts background in Chinese culture and its relation to America's role in Pacific affairs. This degree prepares students for a broad spectrum of professions such as international education, business and tourism, government, cultural exchange and foreign service in China and the Pacific region. The first class of students graduated in Spring 2006.
- The M.A. in Counseling Psychology hired a director and is in its

second cohort of students. The focus of the program is to improve community mental health services for the rural, underserved and ethnically diverse communities of Hawaii Island. Graduates will be able to work in a variety of counseling settings that include state and federal agencies, mental health programs, schools, and the private mental health care industry.

- The College of Pharmacy received approval of the PharmD program, and is in process of recruiting and hiring the faculty. We are working on immediate and long-term plans for classroom space and laboratory space for the college. Additionally, we have completed our initial accreditation report and submitted it to ACPE and WASC and soon will have a site visit. Our target date is to launch the program in Fall 2007 with 80 students.
- In June 2006, the Structural Change Panel of the Commission (WASC) approved the Ph.D. in Hawaiian and Indigenous Language and Culture Revitalization to be integrated with the M.A. in Indigenous Language and Culture Education. The Ph.D. focuses on individuals who are actively involved in the revitalization of Hawaiian and other indigenous languages. The first group of students includes a Maori educator.
- Continuing discussions to establish a B.S. in Information and Control Technology

- Continuing efforts to establish the Kalakaua Marine Laboratory in Puako

3. Public Services

Strategic Goal V: Embrace opportunities for dynamic community involvement

- The nursing department continues to offer their BSN degree program using distributed learning technology to registered nurses at Maui, Kauai and West Hawai`i who otherwise would not have the access and opportunity for professional advancement.
- Hawaiian Language continues to be offered online in asynchronous mode to in-state and out-of-state sites.
- The mission of the Osher Lifelong Learning Institute offered through the College of Continuing Education and Community Services began in January 2005 and serves adults over 45 years of age in geographically isolated and diverse areas of Hawaii Island with intellectually and socially enriching classes and workshops. A range of courses in the arts, humanities, sciences, recreation and health with abundant community and regional content are offered with the assistance of geographical coordinators - East Hawai`i Coordinator serving Hilo, Papaikou, Honomu to Laupahoehoe; a South Hawai`i Coordinator serving Keaau, Paho, Kalapana, Mountain View, Volcano, and Pahala

to Naalehu; and a West Hawai`i Coordinator serving Honaunau, Kealakekua, Keauhou, Kailua-Kona and Kalaoa to Waikoloa.

- The Conference Center markets our university and Hawaii as a premier conference and meeting destination – the hub of Pacific Rim Conferencing. Serving as a good-will international liaison, the Center’s programs bring hundreds of national and international students, educators and academicians to our campus annually and enrich our island communities.
- Federal, state and county partnerships with UH Hilo
 - a. `Imiloa Astronomy Center of Hawaii (formerly The Mauna Kea Astronomy Education Center)

A partnership funded through NASA for the construction of the center celebrated its opening in February 2006. This stunning architectural icon representing three of the island’s prominent volcanoes is an inspiration to our youth with a blend of the best in world astronomy and authentic examples of Hawaiian language, culture and landscapes.

- b. The North Hawai`i Education and Research Center

A collaborative partnership with Hawai`i Community College, area high schools and the community of North Hawai`i to provide opportunities in higher education and new approaches to meeting the challenges of Hawai`i’s economy in the 21st century. Phase I has been completed and an

interim director has been hired. Design plans are underway for Phase II.

c. USDA Pacific Basin Agricultural Research Center

This federal center addresses the unique agricultural concerns of growers in Hawai`i and other U.S. territories in tropical and subtropical environments in the Pacific. The center is under construction.

d. Hawai`i Innovation Center

This center, located in downtown Hilo, is in partnership with the High Technology Development Corporation. The center is currently 100 percent occupied.

e. Pacific Aquaculture & Coastal Resources Center

A partnership with the County of Hawai`i, Keaukaha Community Association and Hawai`i Aquaculture Development Program. The center's programs will support the university's aquaculture and marine science programs, including extension services to commercial aquaculture, fisheries and eco-tourism industries.

4. Academic Support and Student Services

Strategic Goal III: Build a learning environment that facilitates student development and success.

- Blessing and groundbreaking for Phase I of the Student Life and Events Center was held in November 2006. This will provide

additional on-campus recreational activities (fitness room, aerobics, martial arts, human performance testing, an Olympic size swimming pool, an open covered deck classrooms, lockers and shower and weight room facilities) for students.

- We continue to employ a part-time physician together with the nurse practitioner/manager to provide high quality and comprehensive health care (medical care, prescriptions, first aid, health education, tuberculin tests and immunizations) for our students.
- Covered walkways and seating areas for students to gather have created shelter and convenience for our students.
- Upgraded technology throughout the campus to improve access, instruction and campus life. Further upgrades to wireless access have been implemented.
- Arrangements continue to increase on-campus housing capacity through public-private partnerships.
- Efforts to internationalize the campus are ongoing. Our international student enrollment continues to increase and enrich campus life for all students.
- Library collections and access to system-wide resources continue to support students in their studies.
- Orientation sessions for new, transfer and returning students are held each semester and have increased the overall

academic success and student retention.

- Student Support Services Program - designed to increase the retention and graduation rates of students who come from disadvantaged background
- Kipuka Native Hawaiian Student Center serving Native Hawaiians is committed to helping students achieve academic excellence. The Center was a result of a five-year Title III grant of approximately \$2 million, and another five-year Title III grant of approximately \$3 million to incorporate Hawaiian culture into all phases of general education courses. In September 2006, we celebrated the completion of the renovations of the Center with the dedication of Hanakahi Hale.
- Keaholoa - a National Science Foundation Tribal Colleges and Universities Program grant. The mission of Keaholoa is to increase enrollment, support and graduation rates of native Hawaiian students in the science, mathematics and technology fields. It includes internship opportunities, tutoring support, outreach and recruitment, and faculty development.

5. Institutional Support

Strategic Goal IV: Obtain sufficient resources to support enrollment growth, high quality programs and enhanced services.

- Experimental Program to Stimulate Competitive Research (EPSCoR)

This program is designed to fulfill NSF's mandate to promote scientific progress nationwide. It is designed to promote the development of the science and technology resources throughout the UH System and the State of Hawaii.

- Research Infrastructure in Minority Institution (RIMI)

The goal of RIMI program is to develop the needed infrastructure to support biomedical research of the highest quality. It supports the interdisciplinary research in diabetes risk and the creation of core laboratories in human genetics, biostatistics and infectious disease.

- Louis Stokes Alliance for Minority Participation (LSAMP)

This connects five universities and twelve community colleges stretching from Palau Community College in the west to Hawaii Community College and UH Hilo in the east. It strives to increase participation of Pacific Islanders and other minority students in science, technology and mathematics fields, with many of our students of Polynesian or Micronesian ancestry

Strategic Goal VI. Establish a more effective organization and invest in human capital.

- The College of Pharmacy founding dean was hired in June 2006
- A new Dean of the College of Continuing Education and Community Services joined us in October 2006.
- Continuing the combination of the Graduate Council and

Research Council into a single unit

- Phase I of the Student Life and Events Center is now under construction, and the redesign of the Student Services Building has been completed.
- External research and training grant activity currently exceeds \$20 million with over 40 faculty and administrators serving as principal investigators of over 80 research and support services projects

C. Explain how the effectiveness of the program is measured (i.e., outcomes, measures of effectiveness, benchmarks, etc.) and discuss the performance results achieved during the past two years

UH Hilo's greatest measure of institutional effectiveness is the 10-year accreditation, the longest accreditation period granted by the WASC's Accreditation Commission for Senior Colleges and Universities. This was granted at the recommendation of the WASC Preparatory Review and Educational Effectiveness Review teams.

UH Hilo was commended for "its bold vision of service to the Hawaiian community and for its progress in transforming its mission to transform itself from a liberal arts college to a comprehensive university that serves the workforce needs of Hawai'i."

AACSB-International accreditation of the College of Business and Economics confirms the excellence and represents the highest standard of

achievement for schools worldwide. A total of 482 institutions have earned business accreditation and only 34 prior to UH Hilo are undergraduate-only programs.

The WASC Commission acted to approve the PhD program in Hawaiian and Indigenous Language and Culture Revitalization to be integrated into the M.A. in Indigenous Language and Culture Education

D. Discuss actions taken by each program to improve its performance results

Outcome assessment

Continue the self-assessment towards becoming a learning organization by designing and implementing a campus-wide assessment plan.

Assessment continues to be a top institutional priority, and we need to continue to work to bring everyone on board. There is strong commitment to working on a campus-wide assessment plan.

Acquiring external funding is a way of helping ourselves. UH Hilo continues to encourage faculty and staff to attract external funding from donations, grants and contacts.

Partnership is another way of leveraging and enhancing our resources and opportunities. We continue to seek collaborative federal, state and local partners to achieve our Strategic Plan.

E. Please identify all modifications to your program's performance measures and discuss the rationale for these modifications.

None.

III. Problems and Issues

A. Discussion of problems and issues encountered, if any.

Increase Educational Capital of the State - Past Enrollment Growth

The University of Hawai`i at Hilo (UH Hilo) has experienced unprecedented growth over the past eight years. Enrollment levels have increased almost every year since 1997, resulting in about 33% increase in enrollment from 1997 to 2006. From Fall 2005 to Fall 2006, enrollment grew 2.5%. Headcount of 3,507 in Fall 2006 was the highest in the history of the campus. The average annual rate of growth since Fall 1997 is 3.65%.

The Office of Institutional Research (IRO) revised their enrollment projection for UH Hilo in August 2006. Their projection was from a low of no growth to a maximum of 2% growth for the next seven years.

However, UH Hilo posted a 2.5% growth in Fall 2006, far exceeding their projections. With the addition of more residence hall beds in the future, we projects that enrollment would increase more rapidly toward the goal of 5,000 students, as set forth in the UH Hilo Strategic Plan.

During this period of unprecedented growth, staffing levels in the instructional area have remained constant except in approved new programs. UH Hilo has a great need to address the rapidly growing needs of the student population. This growth has adversely impacted programs that offer general education courses such as English, Communications,

History, etc., as well as fundamental math and science courses that support all science programs. In the last biennium, we received eight additional instructional positions to address this need. We really appreciate your support.

Likewise, during this period of unprecedented growth, staffing levels in the Office of Student Affairs have remained constant due to limited funding available for positions. UH Hilo has a great need to address the rapidly growing needs of the student population. Student services currently available to students are no longer sufficient and need to be expanded so that the University can provide a learning environment that facilitates student development and success, which are Goal III and Goal IV of our Strategic Plan. In the last biennium, we received 14 Student Services positions to address this need. We really appreciate your support. However, the Student Services Division is in dire need of a new building to consolidate their operations to offer a one-stop service to our students.

In all other areas including academic and institutional supports, the workload has also proportionally increased. With the critical demands in academic and student services, we had to substantially restrict the support areas such as auxiliary services, business office, human resources, safety office, telecommunications, internet services, security, etc., with reduced budgets in the last two years. Continued and prolonged restrictions will adversely affect the basic services such as

facility maintenance, library support, and technology support and impact the health and safety of our faculty, staff, and students. In the last biennium, we received 15 new positions in administrative affairs and 4 new positions in library to address this need. We really appreciate your support.

To supplement the growth, UH Hilo has been relying on temporary positions to provide essential services on campus. Some of them have worked as temporaries for over 20 years and retired as a temporary hire. We need position counts to convert these positions into permanent ones.

Decentralization and Infrastructure Needs

Act 115 of 1998 granted "autonomy" to the University with the "expectation that the university board of regents and administration will implement autonomy through devolution in turn to the appropriate levels of the university system, particularly provosts, chancellors, deans, and directors, to realize fully the benefits of creativity, dynamism, and rapid adjustment ability which accrue from devolution and decentralization".

After eight years, since the act was enacted, devolution and decentralization have not been implemented fully to the appropriate lower levels. This is primarily due to lack of both human and fiscal resources.

As UH Hilo transforms to the only comprehensive university for the State, and in order to fulfill the full potential of autonomy, we need to continuously build our infrastructure such as research and graduate divisions to administer about \$20million research/training grants and

about 100 graduate students. Other areas such as business and human resource offices could use additional personnel to respond rapidly in our ever changing society.

Student Housing

The University of Hawai`i at Hilo is rapidly growing in the number of students enrolled in response to the higher education needs and demands of the State of Hawai`i and the island of Hawai`i.

The Strategic Plan for the UH Hilo calls for the enrollment of students, currently just over 3,500, to grow rapidly and to reach a target population of 5,000. Over the past few years the population of students has grown by over 33% from 1997-2006, with growth for Fall 2006 at 2.5% over the previous year. In addition to this, the Strategic Plan states that a major goal for the University of Hawai`i at Hilo is to become the premier residential campus in the State of Hawai`i.

With the emphasis on becoming a premier residential community, the University must increase housing for students. Currently the housing facilities at the University of Hawai`i at Hilo can accommodate 620 students or only about 22 % of the current student body. The amount of housing provided today is inadequate to meet current and future student needs.

The current estimated need for housing at UH Hilo is 600 additional spaces over our current capacity with an estimated 800 spaces needed by the 2006-07 academic year. At the beginning of the Fall 2006 semester

the housing office had 350 wait-listed students. The demand was much greater than the wait list would suggest. Many new freshmen and transfer students were admitted to UH Hilo and chose not to attend due to lack of housing.

To meet the current demand for housing, UH Hilo has signed a Memorandum of Understanding with four local apartment and hotel owners. Students sign rental agreements with owners and the University provides a shuttle service and student liaison. In the current 2006-07 academic year, the University has about 320 students living off campus through this partnership arrangement.

The University has pursued and will continue to pursue public/private partnerships to build housing for our campus. Our goal is to provide at least 50% of our students with on-campus housing.

The campus is also planning to require traditional aged freshmen to reside on campus as soon as new housing is constructed. This plan will allow the University to focus on academic and personal support programs for freshmen.

We also have developed plans to request for proposals from other private developers to build additional student housing on campus as needed to satisfy the growing demand.

Address Underserved Populations - Native Hawaiian and Filipino

The crucial role that the University of Hawai`i provides for native Hawaiian students is of strong priority in both the UH System Strategic

Plan 2002-2010 and the UH Hilo Strategic Plan 2002-2010. Serving students from the Big Island and from throughout the State of Hawai`i are at the core of UH Hilo's mission, with a special focus on providing educational opportunities and access for native Hawaiians. We are the gateway for Hawai`i's first generation students (68%) to receive a college degree and enter the workforce.

UH-Hilo's Hawaiian Studies Program has long been the system-wide leader in the number of majors in the field but has been severely hampered in fulfilling its mission because of a lack of consistent system funding. A plan to address the needs of the program and develop it within the context of a Hawaiian Language College is detailed in a 1997 Hawaiian Language Task Force report to the Hawai`i State Legislature. As a result of the legislative action based on that report, Ka Haka `Ula O Ke`elikōlani College of Hawaiian Language (CHL) was created with temporary, external resources providing initial funding. Reflecting CHL's academic and financial management skills, and despite its lack of permanent, consistent system support, the College has been able to establish and maintain undergraduate and graduate degrees as well as a teacher certification program that serves as a national model in indigenous education. In the last biennium, we received 6 new positions for CHL. We really appreciate your support.

In the last biennium we received additional support to increase the Hawaiian collections in our library, 2 new positions specifically to support

Native Hawaiian students and a position to be based on Oahu to emphasize the recruiting of Native Hawaiian students. We thank the legislature for your support.

Another underserved population on campus is the Filipino. To attract more Filipino students, we intend to start a Filipino Studies certificate and we need to have faculty who can spearhead this effort.

Workforce Development and Economic Diversification

The State of Hawai`i is in critical need of more baccalaureate degree graduates. The Chronicle of Higher Education cites that the national average of the State's population in four-year undergraduate enrollment is 2.20%. Hawai`i, however, is below the national average with only 1.66% of our population in a four-year undergraduate program.

UH Hilo is committed to preparing professionals to enter the workforce to help shape our economy and the overall quality of life in Hawai`i. We have sustained steady increase in enrollment bringing our current enrollment to 3,507. Currently, UH Hilo is able to graduate baccalaureate degree students at less cost than UH Manoa. If UH Hilo were given the resources to meet the Board of Regents approved plan to increase our enrollment to 5,000 students, UH Hilo will be even more cost-effective in graduating baccalaureate degree students to enter Hawai`i's workforce. In the last biennium we received additional funding for teacher and nursing education, Pharmacy, Agriculture, and Business. We thank you for your support.

B. Program change recommendations to remedy problems.

PCRs address the areas identified in UH System Initiatives: Increase Educational Capital of the State; Expand Workforce Development; Assist in Economic Diversification; Address Underserved Regions/Populations; Increase Instructive/Support Services; and Technical Adjustment. The specifics are discussed in Section V. UHH is working on a public-private partnership to provide needed bed spaces for current and future students of our campus. This involves the current China-U.S. Center project as well as another RFQ/RFP to seek other private developers to build additional student housing on campus. No state funding is required for either of these projects at this time. However, with construction costs soaring, students may not be able to afford the rent if there are no public subsidies. CIP requests for student housing may become necessary.

C. Identify any program issues or problems that have affected or will affect the implementation of the program, and the corrective measures or remedies established or planned.

None.

IV. Expenditures for FY 2006-07

	Act 160 FY 2007	Collective Bargaining	Transfers In/Out	Ceiling Increase	(Restriction) Specific Apprn	Net Allocation	Est Total Expenditures
(Position Count)	(483.75)					(483.75)	(483.75)
Personal Services	28,721,028	1,064,752	1,743,372		0	31,529,152	31,529,152
Current Expenses	13,640,316	0	0	0	0	13,640,316	13,640,316
Equipment	1,041,479	0	0		0	1,041,479	1,041,479
Motor Vehicles	108,000	0	0		0	108,000	108,000
Total	43,510,823	1,064,752	1,743,372	0	0	46,318,947	46,318,947
Less: Special	12,142,646	541,380	90,604	0	0	12,774,630	12,774,630
Federal	394,543	0	0		0	394,543	394,543
Other	3,382,849	0	0		0	3,382,849	3,382,849
(Position Count)	(458.25)					(458.25)	(458.25)
General Fund	27,590,785	523,372	1,652,768	0	0	29,766,925	29,766,925

Narrative

Explain all transfers within the program I.D. and the impact on the program.

None

Explain all transfers between program I.D.'s and the impact on the program.

\$1,743,372 transfer CB Allocations from UOH 900. CB was appropriated in UOH 900

Provide details on program restrictions and their impact on the program.

None

V. Biennium Budget Request for Fiscal Years 2007-2009

	Act 160 FY 2007	Adjustment FY 2008	Request FY 2008	Adjustment FY 2009	Request FY 2009
(Position Count)	(483.75)	(27.00)	(510.75)	(52.50)	(536.25)
Personal Services	28,721,028	6,106,748	34,827,776	9,450,241	38,171,269
Current Expenses	13,640,316	1,285,022	14,925,338	2,405,480	16,045,796
Equipment	1,041,479	834,426	1,875,905	1,341,326	2,382,805
Motor Vehicles	108,000	(73,000)	35,000	92,000	200,000
Total	43,510,823	8,153,196	51,664,019	13,289,047	56,799,870
Less: Special	12,142,646	3,588,469	15,731,115	7,447,653	19,590,299
Federal	394,543		394,543		394,543
Other	3,382,849		3,382,849		3,382,849
(Position Count)	(458.25)	(12.00)	(470.25)	(13.50)	(471.75)
General Fund	27,590,785	4,564,727	32,155,512	5,841,394	33,432,179

V. Budget Request for FB 2007-2009:

Workload or Program Request:

The Executive Biennium Budget for this program includes the following program change request:

	Item/Description	MOF	Cost Category	2007-08	2008-09
1.	Fund 3 Month Pay Lag for New FY 2007 Positions	A	(FTE)	0.00	0.00
			A - Personnel Cost	372,148	372,148
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
			Total	0.00 372,148	0.00 372,148

In last biennium, the following positions were funded with three months delay in hiring. As these positions are filled, we need the full funding. These positions are in the following areas with FTEs in parenthesis and additional funds: Academic Advisor (2.00) - \$21,500; Academic Credit Advisor (1.00) - \$10,750; Student Support Services Counselor (1.00) - \$11,400; Clerk (1.00) - \$6,414; Nursing (4.00) - \$65,000; Astronomy (1.00) - \$17,850; International Affairs Specialist (2.00) \$17,532; Recruitment (4.00) - \$44,991; Hawaiian Language College (6.00) - \$117,687; College of Agriculture (3.00) - \$37,500; Native Hawaiian On Campus Program (2.00) - \$16,250; EEO/AA Clerk (1.00) - \$5,274

	Item/Description	MOF	Cost Category	2007-08	2008-09
2.	Enhance Student Success - Operating the Student Life Center (Phase 1)		(FTE)	5.00	5.00
			A - Personnel Cost	153,167	417,000
			B - Current Expenses	68,000	272,000
			C - Equipment	20,000	
			M - Vehicle		
		A	Total	5.00	5.00
		A	Total	153,167	417,000
		B	Total	0.00	0.00
		B	Total	88,000	272,000
			Total	241,167	689,000

The Student Life Center Phase I is currently under construction and includes a swimming pool, fitness center, weight training, lockers and juice bar. It is anticipated that the center will be completed and open to the students in April 2008. The Director and the Clerk III will be hired by November 2007 to plan for the opening of the center. The water safety instructor will be on board January 2007 and all the rest of the personnel will start in April 2008. All other expenses also reflect the opening date of April 2008. This PCR request is asking for General funds to support the necessary personnel and the ongoing operating and maintenance will be borne by the user through user fees and/or recreational fees for both students and faculty/staff.

	Item/Description	MOF	Cost Category	2007-08	2008-09
3.	Enhance Student Success - Operating the Science and Technology Building (Phase 1)	A	(FTE)	0.00	1.50
			A - Personnel Cost	0	26,000
			B - Current Expenses		85,593
			C - Equipment		
			M - Vehicle		
			Total	0.00 0	1.50 111,593

The Science and Technology Building Phase I is under construction and will house classrooms and labs for Chemistry, Physics and Astronomy. It is anticipated that the construction will be completed and the building will be ready for

occupancy by December 2008. Thus the operation requests reflect costs for 6-7 months. The gross area of the building is 41,000 gross square feet. The utility cost is \$4 per gross square feet in FY 06-07. We added approximately 20% to the cost per year which reflects the average increases in the last two years.

	Item/Description	MOF	Cost Category	2007-08	2008-09
4.	Imiloa - The Hawaii Astronomy Center	A	(FTE)	0.00	0.00
			A - Personnel Cost	0	0
			B - Current Expenses	218,600	212,000
			C - Equipment		
			M - Vehicle		
			Total	0.00 218,600	0.00 212,000

The projected budget for Imiloa is about \$4million per year. With this request as well as previous appropriation, we are requesting the State to fund about 25% of the budget. The other 75% will be generated through grants, donations, gate receipts, and other ancillary operations.

	Item/Description	MOF	Cost Category	2007-08	2008-09
5.	College of Pharmacy		(FTE)	16.00	29.00
			A - Personnel Cost	1,248,043	2,442,745
			B - Current Expenses	399,375	328,825
			C - Equipment	896,666	1,433,333
			M - Vehicle		
		A		7.00	7.00
		A	Total	834,084	750,000
		B		9.00	22.00
		B	Total	1,710,000	3,454,903
			Total	2,544,084	4,204,903

There is a shortage of licensed pharmacists throughout the mainland and in Hawaii as well, and this shortage is increasing each year. Hawaii residents are forced to attend pharmacy colleges on the mainland and it is becoming increasingly difficult for non-residents to gain admittance to affordable state colleges. They are thus forced to attend expensive private programs. This has led to a decreasing number of Hawaii students attending pharmacy schools, at a time when the need for pharmacists is increasing. In addition, students attending mainland pharmacy programs have a very low rate of return to the islands to work. The proposed UHH College of Pharmacy is intended to prevent a potential health care crisis by training local residents to become licensed pharmacists. recent events have shown that the state must take the lead in providing education for future pharmacists. Relying of for profit entities does not serve the best interests of the citizenry. This request is for "bridge" funds needed during the start-up period of the College. Full self sufficiency will be realized from tuition funds by the time first graduating class reaches its final year.

	Item/Description	MOF	Cost Category	2007-08	2008-09
6.	Transfer Faculty CB Funds		(FTE)	0.00	0.00
			A - Personnel Cost	1,743,372	1,743,372
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
		A		0.00	0.00
		A	Total	1,652,768	1,652,768
		B		0.00	0.00
		B	Total	90,604	90,604
			Total	1,743,372	1,743,372

Transfer of collective bargaining allocations which were appropriated in UOH 900.

	Item/Description	MOF	Cost Category	2007-08	2008-09
7.	Increase Student Scholarship	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses	354,817	709,634
			C - Equipment		
			M - Vehicle		
				0.00	0.00
			Total	354,817	709,634

For any tuition rate increase, UH Hilo will set aside 20% for student scholarships to support needy students primarily to resident students.

	Item/Description	MOF	Cost Category	2007-08	2008-09
8.	Collective Bargaining for BU 07	B	(FTE)	0.00	0.00
			A - Personnel Cost	458,338	955,424
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
				0.00	0.00
			Total	458,338	955,424

The negotiated increase in faculty salary mandates payment from University's internal resources. We plan to pay these increases from tuition rate increases.

	Item/Description	MOF	Cost Category	2007-08	2008-09
9.	Routine Maintenance and Equipment Repair	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses	238,543	545,727
			C - Equipment		
			M - Vehicle		
				0.00	0.00
			Total	238,543	545,727

In the last 10 years, with budget restrictions and increased enrollment, the routine maintenance and equipment repair budget has been reduced by 90%. To maintain a safe and desirable environment for the ever increasing student population, UH Hilo has decided that certain portion of the tuition increases must be dedicated to the routine maintenance and equipment repair budget. In the next four years, we would like to have this budget be about \$1,000,000 per year so we can begin to have a systematic and well-planned maintenance cycle for the facilities on campus.

	Item/Description	MOF	Cost Category	2007-08	2008-09
10.	Instructional Positions to Enhance Professional Workforce Development	B	(FTE)	0.00	1.00
			A - Personnel Cost		90,000
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
				0.00	1.00
			Total	0	90,000

UH Hilo's College of Business and Economics is an AACSB accredited program experiencing considerable growth. The program has been generic rather than specialty-driven in business areas such as accounting and marketing. Currently the program has grown to a size where specialization is now efficient, and specialty offerings certainly will meet the most-

often-heard requests of students. The additional position will allow the College to offer a specialization in accounting--the first specialization to be offered. Demand for accountants in Hawai'i is strong and growing; this profession offers a clear career track with significant rewards.

	Item/Description	MOF	Cost Category	2007-08	2008-09
11.	Increase in Utility Costs	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses	126,195	60,000
			C - Equipment		
			M - Vehicle		
			Total	0.00 126,195	0.00 60,000

Rate hikes are based on the current year increases : Gas at 19.29%, and Electricity at 26.74%. In addition, figures have been adjusted to exclude HawaiiCC's portion at a rate of: Main Campus, 27.1% and Manono Campus, 76.1%. Percentages were calculated based on gross square footage occupied either campus. Amount was reduced by the \$200,000 received in the FY 07 supplemental budget. This request is for only a portion of the total increase.

	Item/Description	MOF	Cost Category	2007-08	2008-09
12.	Remove Barriers to Graduation	B	(FTE)	6.00	12.00
			A - Personnel Cost	330,000	660,000
			B - Current Expenses	90,000	
			C - Equipment		
			M - Vehicle		
			Total	6.00 420,000	12.00 660,000

UH-Hilo has doubled its student body in the past 20 years. Growth, however, has been spread unevenly across all majors. Science programs have expanded more rapidly than many others while new programs, such as Marine Science and Astronomy, have emerged. The growth of the student body, coupled with the relatively modest sizes of laboratories and classrooms, has resulted in some lower divisions academic areas being underserved relative to demand. This is also true for certain areas of General Education. Shortage of available seats in lower division areas that serve as gateways to upper division courses and required courses in majors is a barrier to the timely advancement of undergraduates toward completion of degrees. Moreover, as the time to complete the degree program is increased, the six-year graduation rate is reduced.

UH-Hilo intends to use new tuition monies to remove these barriers to student graduation. In doing so, academic areas with the largest loads as measured by SSH/Credit Hour Scheduled have been identified, and positions will be allocated for the purpose of increasing the capacity of lower division foundation and General Education courses.

	Item/Description	MOF	Cost Category	2007-08	2008-09
13.	Graduate Program Directors	B	(FTE)	0.00	3.00
			A - Personnel Cost		120,000
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
			Total	0.00 0	3.00 120,000

UH-Hilo offers five master's degrees. Only one of these programs has a program director. There are many issues in graduate education that require some administrative oversight. Each of the requested positions is a director/faculty position. The directors will teach three classes per year while managing admissions, scheduling and staffing, hiring if needed, advising, and ensuring graduate academic standards of the institution are adhered to.

	Item/Description	MOF	Cost Category	2007-08	2008-09
14.	Cinematic and Digital Production Workshop	B	(FTE)	0.00	1.00
			A - Personnel Cost		45,000
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		
			Total	0.00 0	1.00 45,000

The UHH Strategic Plan calls for the use of the island environment as a learning laboratory. This approach -- blending classroom and field education -- has been highly successful in the sciences such as astronomy, geology, marine science, and ecology. Programs in Hawaiian Language and Hawaiian Studies have also flourished under this paradigm, as have programs in the social sciences. The use of the island environment as a learning laboratory is key to understanding the role that UHH can play in developing a unique program with the ACM.

The natural and cultural resources of the Island of Hawaii provide a studio with a unique, world-class, education experience in documentary production, emphasizing the natural, scientific, and cultural properties of the island. Why bother with studios when nature has provided the ultimate cinematic classroom? Thus, UHH can play a central role by providing the students of Hawaii with an academic track that combines two elements: video production in the field and cultural and scientific studies supporting documentary themes. Supplementing these two major elements will be work in pre- and postproduction, and management issues such as financing, marketing, contracts, and legal considerations.

Presently, UHH offers well-developed programs in the sciences and in Hawaiian culture. The tradition of integrating field experiences into these programs will be complementary to the ACM thrust. The living laboratory exists and is accessible. What is missing, at present, is a faculty with hands-on experience in production.

	Item/Description	MOF	Cost Category	2007-08	2008-09
15.	Convert Essential Temporary Staff Positions to Permanent	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses	50,000	100,000
			C - Equipment		
			M - Vehicle		
			Total	0.00 50,000	0.00 100,000

This request initially included G-funded position counts together with the special fund current expense request. It was intended to be used for recruiting expenses to fill the permanent positions requested. However, since the position counts are not included in the executive budget, funds will be used for recruiting expenses of other vacant positions, including temporary ones.

	Item/Description	MOF	Cost Category	2007-08	2008-09
16.	UH Hilo Orchestra	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses		92,389
			C - Equipment		
			M - Vehicle		
			Total	0.00 0	0.00 92,389

As the premier performing arts venue in East Hawaii, UHH offers students, faculty, and the community most of the cultural enrichment available on the East side of the Island of Hawaii. The performing arts are among our best linkages to

the community, and maintaining and strengthening that link are among our obligations as a community partner. Except for the newly created UHH Orchestra, there is no orchestra in East Hawaii. The former orchestra in Kona has downsized and does not service East Hawaii. The Honolulu Symphony does not service East Hawaii.

During the 2005-2006 academic year, a \$6000 budget from the University, a \$9000 grant from Subaru Telescope and a \$10,000 grant from the Orvis Foundation made it possible for Maestra Ken Staton to bring together the orchestra for several performances.

A full fledged orchestra, staffed by highly skilled student musicians and professional musicians from the Big Island and other parts of the state, would create a richer campus cultural environment, the lack of which is often cited as a retention problem for UHH. The orchestra is also an important interface with East Hawaii high schools, and is a recruiting tool for high school instrumentalists who now have to travel off island to pursue higher education in music. Finally, the orchestra is highly visible in and attractive to the community. Not only does it attract community members to the campus, it also offers a potentially rich revenue stream which could be cultivated.

	Item/Description	MOF	Cost Category	2007-08	2008-09
17.	Vehicle Leasing	B	(FTE)	0.00	0.00
			A - Personnel Cost		
			B - Current Expenses		
			C - Equipment		
			M - Vehicle		200,000
			Total	0.00	0.00
				0	200,000

Four programs in the Natural Sciences, Biology, Marine Sciences, Physics/Astronomy, and Geology, rely on vehicles to transport students and equipment to the ocean and various study sites on Hawai'i Island. Currently, Biology has no vehicles, Marine Sciences has two dilapidated vans that were purchased in used condition and are nearly rusted out, Physics/Astronomy has no vehicles, and Geology borrows two vans from the CSAV program when needed.

The Biology program does use vans from the current van pool, but frequently vans are not available because of their multiple usage. Van usage in the Natural Sciences will continue to increase because of the graduate program in TCBES and increased enrollment in field classes.

At present Biology, Marine Sciences, and Geology each conduct on an average three separate field trips per week, each involving two 15-passenger vans to transport a class of 24 to the study site. That is an average of 6 van trips per week during the semester, and Marine Sciences heavily uses vans during the summer Marine Sciences program. Physics/Astronomy will be taking on average a class a week to the Mauna Kea telescope.

	Item/Description	MOF	Cost Category	2007-08	2008-09
	UH Hilo Summary		(FTE)	27.00	52.50
			A - Personnel Cost	4,305,068	6,871,689
			B - Current Expenses	1,545,530	2,406,168
			C - Equipment	916,666	1,433,333
			M - Vehicle	0	200,000
		A	Total	12.00	13.50
		A	Total	3,230,767	3,515,509
		B	Total	15.00	39.00
		B	Total	3,536,497	7,395,681
			Total	6,767,264	10,911,190

**Attachment 8
All Positions Vacant As of 12/01/06**

Date of Vacancy	Position Title	Position Number	Exempt (Y/N)	Budgeted Amount	Actual Salary Last Employee Paid	MOF	Program ID	Authority to Hire (Y/N)
07/01/05	ASST PROF OF PSYCHOLOGY	73254	N	\$37,500	\$70,000	A	UOH210BB	Y
07/01/05	ASST PROF OF MATH	73255	N	\$37,500	\$47,000	A	UOH210BB	Y
08/09/06	JR SPECIALIST	73257	N	\$37,500		A	UOH210BB	Y
07/01/05	ASSOC/FULL PROF (NURSING)	73262	N	\$70,000		A	UOH210BB	Y
07/01/05	ASST PROF OF HAWAIIAN	73264	N	\$37,500		A	UOH210BB	Y
07/01/06	PROF & CHAIR (PHARM SCI)	73275	N	\$146,316		A	UOH210BB	Y
07/01/06	PROF & CHAIR (PHARM PRAC)	73276	N	\$146,316		A	UOH210BB	Y
07/01/06	ASST, ASSOC FULL PROF OF PHARM	73278	N	\$56,275		A	UOH210BB	Y
07/01/06	ASST, ASSOC FULL PROF OF PHARM	73280	N	\$92,000		A	UOH210BB	Y
07/01/06	JR SPECIALIST (CLINICAL COORD)	73281	N	\$29,997		A	UOH210BB	Y
07/01/05	ASST PROF OF MARKETING	73282	N	\$37,500		A	UOH210BB	Y
07/01/06	ASST PROF OF NURSING	73288	N	\$48,750		A	UOH210BB	Y
07/01/06	ASST PROF OF NURSING	73289	N	\$48,750		A	UOH210BB	Y
07/01/06	ASST PROF OF NURSING	73290	N	\$48,750		A	UOH210BB	Y
07/01/06	JR SPECIALIST (NURSING)	73291	N	\$48,750		A	UOH210BB	Y
07/01/06	ASST PROF OF EDUCATION	73298	N	\$68,750		A	UOH210BB	Y
07/01/06	ASST PROF OF EDUCATION	73299	N	\$68,750		A	UOH210BB	Y
07/01/06	ASST PROF OF EDUCATION	73300	N	\$68,750		A	UOH210BB	Y
07/01/06	ASST PROF OF EDUCATION	73301	N	\$68,750		A	UOH210BB	Y
07/01/06	ASST PROF (KA HAKA ULA)	73302	N	\$37,500		A	UOH210BB	Y
07/01/06	ASST PROF (KA HAKA ULA)	73303	N	\$37,500		A	UOH210BB	Y
07/01/06	ASST PROF (KA HAKA ULA)	73304	N	\$37,500		A	UOH210BB	Y
01/14/05	INSTITUTIONAL SUPP (KA HAKA ULA)	77769	N	\$24,000		A	UOH210BB	Y
07/01/06	ACADEMIC SUPPORT (CAFNRM)	78254	N	\$32,000		A	UOH210BB	Y
11/01/06	ASST PROF OF BUSINESS	82063	N	\$99,744	\$99,745	A	UOH210BB	Y
08/01/05	ASST PROF OF ACCOUNTING	82702	N	\$104,093	\$92,040	A	UOH210BB	Y
08/01/06	ASST PROF OF BIOLOGY	82909	N	\$101,688	\$104,967	A	UOH210BB	Y
08/01/06	ASST PROF OF MATH	84068	N	\$53,415	\$51,072	A	UOH210BB	Y
09/25/06	JR SPECIALIST	86409	N	\$0		A	UOH210BB	Y
01/14/05	ASST PROF OF HAWAIIAN	86460	N	\$18,000		A	UOH210BB	Y
07/01/05	SECRETARY II (PACIFIC AQUA)	96101F	N	\$36,492		A	UOH210BB	Y

**Attachment 8
All Positions Vacant As of 12/01/06**

Date of Vacancy	Position Title	Position Number	Exempt (Y/N)	Budgeted Amount	Actual Salary Last Employee Paid	MOF	Program ID	Authority to Hire (Y/N)
07/01/05	DIRECTOR (PACIFIC AQUA)	96602F	N	\$90,000		A	UOH210BB	Y
07/01/05	ASSOC DIRECTOR (PACIFIC AQUA)	96603F	N	\$65,000		A	UOH210BB	Y
07/01/05	ACADEMIC SUPPORT (PACIFIC AQUA)	96604F	N	\$37,390		A	UOH210BB	Y
07/01/05	ACADEMIC SUPPORT (PACIFIC AQUA)	96605F	N	\$37,390		A	UOH210BB	Y
07/01/06	SECRETARY II (RURAL HEALTH)	97100F	N	\$32,000		A	UOH210BB	Y
07/01/06	SECRETARY II (PHARM)	97103F	N	\$29,997		A	UOH210BB	Y
07/01/06	ASST PROF (CAFNRM)	97321F	N	\$40,250		A	UOH210BB	Y
07/01/06	ASST PROF (CAFNRM)	97322F	N	\$40,250		A	UOH210BB	Y
07/01/06	PROF (DIR OF RURAL HEALTH)	97601F	N	\$67,000		A	UOH210BB	Y
07/01/06	ACADEMIC SUPPORT (KA HAKA ULA)	97613F	N	\$30,469		A	UOH210BB	Y
07/01/06	INSTITUTIONAL SUPP (KA HAKA ULA)	97615F	N	\$30,469		A	UOH210BB	Y
07/01/06	ASSOC PROF (ASTRONOMY)	97620F	N	\$53,550		A	UOH210BB	Y
07/01/05	SECRETARY II (NORTH HI)	96100F	N	\$25,000		A	UOH210BC	Y
07/01/05	DIRECTOR (NORTH HI)	96600F	N	\$60,000		A	UOH210BC	Y
07/01/05	ACADEMIC SUPPORT (NORTH HI)	96601F	N	\$38,750		A	UOH210BC	Y
11/01/06	LIBRARY TECH V	25833	N	\$30,276	\$33,756	A	UOH210BD	Y
06/15/06	SUPERVISING LIBRARY TECH I	27129	N	\$31,488	\$35,256	A	UOH210BD	Y
07/01/06	LIBRARIAN II (PHARM)	73279	N	\$56,276		A	UOH210BD	Y
07/01/01	IT SPEC	77058	N	\$42,000		A	UOH210BD	Y
07/01/06	INST & STUDENT SUPP (PHARM)	78103	N	\$36,738		A	UOH210BD	Y
04/01/04	MEDIA DESIGN & PRODUCTION	80572	N	\$66,432	\$66,432	A	UOH210BD	Y
05/01/06	LIBRARIAN II	84421	N	\$56,556	\$53,871	A	UOH210BD	Y
07/01/06	SECRETARY III (PHARM)	900293	N	\$35,000		A	UOH210BD	Y
07/01/06	SECRETARY II (PHARM)	97102F	N	\$29,997		A	UOH210BD	Y
07/01/06	ASSOCIATE DEAN (CAS)	97121F	N	\$112,500		A	UOH210BD	Y
07/01/06	ASSOC DEAN-ACADEMICS (PHARM)	97602F	N	\$147,760		A	UOH210BD	Y
07/01/06	ASSOC DEAN (PHARM)	97608F	N	\$92,000		A	UOH210BD	Y
07/01/06	DEAN (KA HAKA ULA)	97612F	N	\$179,625		A	UOH210BD	Y
03/10/06	CLERK IV	15555	N	\$30,276	\$31,332	A	UOH210BE	Y
01/01/06	SECRETARY I	45123	N	\$16,380	\$17,628	A	UOH210BE	Y
07/01/06	ASST SPECIALIST (CAREER)	73293	N	\$48,321		A	UOH210BE	Y

**Attachment 8
All Positions Vacant As of 12/01/06**

Date of Vacancy	Position Title	Position Number	Exempt (Y/N)	Budgeted Amount	Actual Salary Last Employee Paid	MOF	Program ID	Authority to Hire (Y/N)
07/01/06	JR SPECIALIST (ADVISING)	73294	N	\$32,250		A	UOH210BE	Y
07/01/06	JR SPECIALIST (ADVISING)	73295	N	\$32,250		A	UOH210BE	Y
07/01/06	JR SPECIALIST (ADVISING)	73296	N	\$32,250		A	UOH210BE	Y
07/01/06	JR/ASST SPECIALIST (KIPUKA)	73308	N	\$32,250		A	UOH210BE	Y
07/01/06	JR SPECIALIST (MINORITY)	73310	N	\$34,200		A	UOH210BE	Y
07/01/06	INST & STUDENT SUPP (CAREER)	78190	N	\$47,439		A	UOH210BE	Y
07/01/06	INST & STUDENT SUPP (CAREER)	78191	N	\$37,007		A	UOH210BE	Y
07/01/06	INST & STUDENT SUPP (ADMISS)	78205	N	\$26,250		A	UOH210BE	Y
07/01/06	INFO, EVENTS & PUBL (ADMISS)	78206	N	\$26,250		A	UOH210BE	Y
07/01/00	ASSOC SPECIALIST	82716	N	\$57,672	\$57,672	A	UOH210BE	Y
08/01/01	JR SPECIALIST	86447	N	\$36,024	\$36,024	A	UOH210BE	Y
07/01/00	DIR OF INTERNATIONAL PROGRAMS	91616F	N	\$60,000		A	UOH210BE	Y
07/01/06	CLERK V (MINORITY)	97108F	N	\$19,242		A	UOH210BE	Y
07/01/06	OFFICE SERV SUPR (ADMISSIONS)	97111F	N	\$23,166		A	UOH210BE	Y
07/01/06	HEAD COACH-WOMEN'S BASKETBALL	97122F	N	\$55,000		A	UOH210BE	Y
07/01/06	HEAD COACH-WOMEN'S GOLF	97623F	N	\$25,000		A	UOH210BE	Y
07/01/06	HEAD COACH-WOMEN'S SOCCER	97624F	N	\$45,000		A	UOH210BE	Y
07/08/05	PURCHASING TECH II	13529	N	\$26,940	\$26,940	A	UOH210BF	Y
06/01/00	LIBRARY ASST IV	27867	N	\$0		A	UOH210BF	Y
09/01/06	ELECTRICIAN I	28621	N	\$37,692	\$39,504	A	UOH210BF	Y
07/01/06	JR SPECIALIST (INTNL)	73306	N	\$26,298		A	UOH210BF	Y
07/01/06	JR SPECIALIST (INTNL)	73307	N	\$26,298		A	UOH210BF	Y
07/01/06	PHYS PLANT MGT (FACILITIES)	78193	N	\$30,366		A	UOH210BF	Y
07/01/06	FAC PLAN & DESIGN	78194	N	\$29,250		A	UOH210BF	Y
07/01/06	INSTITUTIONAL SUPPORT (HR)	78231	N	\$20,563		A	UOH210BF	Y
12/01/06	INSTITUTIONAL SUPPORT	81424	N	\$65,748	\$71,940	A	UOH210BF	Y
01/01/04	VC FOR ADMIN AFFAIRS	89098	N	\$94,752	\$94,752	A	UOH210BF	Y
01/01/06	DIR OF UNIVERSITY RELATIONS	89265	N	\$83,544	\$87,720	A	UOH210BF	Y
07/01/06	ELECTRICIAN I	900278	N	\$28,305		A	UOH210BF	Y
07/01/05	JANITOR II	900335	N	\$65,000		A	UOH210BF	Y
07/01/05	JANITOR II	900336	N	\$60,000		A	UOH210BF	Y

**Attachment 8
All Positions Vacant As of 12/01/06**

Date of Vacancy	Position Title	Position Number	Exempt (Y/N)	Budgeted Amount	Actual Salary Last Employee Paid	MOF	Program ID	Authority to Hire (Y/N)
07/01/05	GOUNDSKEEPER I	900337	N	\$60,000		A	UOH210BF	Y
07/01/00	CLERK TYPIST II	91101F	N	\$28,000		A	UOH210BF	Y
07/01/02	SECRETARY (OMKM)	93101F	N	\$27,500		A	UOH210BF	Y
07/01/02	ACADEMIC SUPPORT	93603F	N	\$75,000		A	UOH210BF	Y
07/01/02	ACADEMIC SUPPORT	93605F	N	\$48,900		A	UOH210BF	Y
07/01/02	DIR OF COMMUNITY RELATION	93606F	N	\$55,000		A	UOH210BF	Y
07/01/02	INSTITUTIONAL SUPPORT	93607F	N	\$25,000		A	UOH210BF	Y
07/01/05	DIRECTOR (MKAEC)	96606F	N	\$100,000		A	UOH210BF	Y
07/01/05	INSTITUTIONAL SUPPORT (MKAEC)	96607F	N	\$70,000		A	UOH210BF	Y
07/01/06	CLERK TYPIST II (EEO/AA)	97123F	N	\$15,822		A	UOH210BF	Y
07/01/06	CARPENTER I	97306F	N	\$27,288		A	UOH210BF	Y
07/01/06	CLERK IV (BUS OFF)	97308F	N	\$18,513		A	UOH210BF	Y
07/01/06	CLERK IV (BUS OFF)	97309F	N	\$19,989		A	UOH210BF	Y
07/01/06	CASHIER I (BUS OFF)	97310F	N	\$19,242		A	UOH210BF	Y
07/01/06	ACCT CLERK II (BUS OFF)	97311F	N	\$17,775		A	UOH210BF	Y
07/01/06	ACCT CLERK II (BUS OFF)	97312F	N	\$15,822		A	UOH210BF	Y
07/01/06	JANITOR SUPERVISOR	97315F	N	\$25,062		A	UOH210BF	Y
07/01/06	JANITOR II	97317F	N	\$20,563		A	UOH210BF	Y
07/01/06	JANITOR II	97318F	N	\$20,563		A	UOH210BF	Y
07/01/06	INFO, EVENTS & PUBL (MKAEC)	97600F	N	\$55,000		A	UOH210BF	Y