



UNIVERSITY OF HAWAI'I

TESTIMONY

UOH-100 UH Mānoa

Testimony Presented Before the
House Committee on Finance
Senate Committee on Ways and Means

January 12, 2006

by

Denise Eby Konan
Interim Chancellor, University of Hawai'i at Mānoa

House Committee on Finance/Senate Committee on Ways and Means
Budget Requests for Supplemental Budget 2006 - 2007
January 12, 2006

Program I.D. and Title: UOH-100, University of Hawai'i at Mānoa

I. Introduction

A. Summary of Program Objectives

The University of Hawai'i at Mānoa is a premier research institution whose scholars are leaders in their disciplines and whose students are prepared for leadership roles in our society. UH Mānoa serves the state by striving for excellence in its 3 missions: teaching, research and public service.

The primary mission of the Mānoa Campus is instruction. UH Mānoa aims to deliver a modern, flexible, diverse and multicultural curriculum and provide enriching applied educational experiences for its students.

As a research university, Mānoa's emphasis is on research as well as undergraduate and graduate instruction. As a return on the state's investment, research at Mānoa totaled \$312 million in extramural grants and contracts brought to Hawai'i in fiscal year 2005. Mānoa's joint focus on research and instruction distinguishes it from the other campuses of the University of Hawai'i system, and makes it a productive economic engine for the State of Hawai'i.

The UH Mānoa Community also provides support for the state through public service. Our faculty provide research on problems that face our state, serve and assist the state government, and lend their expertise. The campus provides new workers in critical areas for the state economy.

B. Description of Program Objectives

UH Mānoa has the primary objectives of providing excellent instruction, innovative research, and supportive service to the state of Hawai'i. We have formulated the core commitments of our 2002-2010 Strategic Plan to direct and ensure progress on these core missions. These commitments were approved by the Board of Regents in November 2002:

Research

With extramural grants and contracts in excess of \$312 million in 2004-05, Mānoa is committed to research. Our location facilitates advances in marine biology, oceanography, underwater robotic technology, astronomy, geology and geophysics, agriculture, aquaculture and tropical medicine. Our heritage, our people and close ties to the Asian and Pacific region create a

favorable environment for study and research in the arts, genetics, intercultural relations, linguistics, religion and philosophy.

Educational Effectiveness

UH Mānoa offers 86 Bachelor's degrees, 86 Masters degrees, and 52 Doctoral Degrees, including law, medicine, and architecture. It carries out advanced research; and it extends academic services to the community. Its students, currently numbering over 20,000, have special opportunities for Asian, Pacific, and Hawaiian educational experiences and involvement in research, service learning, and co-curricular activities.

Social Justice

We strive to develop the Mānoa campus into a Hawaiian place of learning open to world culture, informed by principles of sustainability and respect for indigenous knowledges and practices.

Place

UH Mānoa is a globally-connected Hawaiian place of learning. We are committed to creating a campus with modern facilities that foster learning and research on campus reflecting a Hawaiian sense of place on campus through improved landscaping, architectural design, signage, and the creation of gathering spaces.

Economic Development

We nurture efforts in education, research, innovation, entrepreneurship, and wealth creation to develop more and more diverse opportunities for the State of Hawai'i's economy.

Culture, Society and the Arts

Uniquely situated between the East and the West, the University of Hawai'i at Mānoa presents a rich array of cultural programs for education and entertainment, particularly in the Hawaiian, Asian, and Pacific cultures. Campus life is enhanced by artistic and cultural expressions in academic scholarship as well as creative performances and exhibitions.

Technology

UH Mānoa wishes to both serve as an innovator and a conduit for new technologies and their applications in society and to effectively employ the most up-to-date information and communication technology to enhance instructional activities, on campus and globally.

C. Meeting Program Objectives

Mānoa has continued to plan and meet its program objectives in a manner consistent with the process utilized to create our Strategic Plan. Recently we held campus wide sessions in April and this past October to work on how to implement the Strategic Plan, which have affirmed the

priorities, and reinforced the communal decision making and vetting processes that were new to our campus.

Mānoa has also finalized its own administrative structure, thereby greatly enhancing our ability to meet program objectives. All four Vice Chancellor positions are filled, providing for more oversight, planning, and stability for the administration of the campus.

II. Program Performance Results

A. Performance Results

The next section will outline our progress in detail on the core commitments of our Strategic Plan, but there are several measures that demonstrate our progress in meeting our three missions:

- Student Enrollment has increased 21% since 2000, demonstrating the desirability of Mānoa to students from Hawai‘i and elsewhere.
- Extramural funding has soared to over \$312 million in Fiscal Year 2005. Research capacity is quickly being reached as we utilize every available space on campus.
- Mānoa faculty provide vital services to the State of Hawai‘i and the campus provides services to the state by meeting workforce needs in vital areas.

B. Results as Related to Program Objectives

Since the establishment of Mānoa’s Core Commitments in 2002, the Mānoa administration and other groups on campus have worked diligently to honor the spirit of the Strategic Plan and to implement its specific objectives. The following is a sample of objectives that have been met in each area since that time. A full accounting of our progress on these commitments is available at: http://www.manoa.hawaii.edu/vision/continuing_our_commitment/initiatives/#R

Research

- Hired a permanent Vice Chancellor for Research and Graduate Education and increased staffing support for research.
- Earmarked \$500,000 in RTRF funding for Liberal Arts initiatives.
- Opened the new John A. Burns School of Medicine facility at Kaka’ako
- Hawai‘i National Science Foundation Experimental Program to Stimulate Competitive Research (EPSCoR) grant (\$9 million) to build additional infrastructure and capacity for interdisciplinary research on biodiversity in an integrated island environment.

- Mānoa Chancellor's Office co-sponsors the annual Undergraduate Research Symposium, "A celebration of UH undergraduate work." Mānoa also held its first Student Invention Competition sponsored by the Office of Technology Transfer and Economic Development.
- Established the Pacific Center for Emerging Infectious Diseases Research as part of the John A. Burns School of Medicine with \$9.6 million grant from the NIH Centers of Biomedical Research Excellence program.
- Income from licenses of UH discoveries rose 20 percent to about \$1 million in the year to June 30 [2005], up from \$810,000 a year ago [2004]. The number of unique ideas by faculty that have patent potential has remained consistently high, at about 47 in that same period, according to preliminary figures provided by the UH Office of Technology Transfer.
- Among the units receiving significant extramural funding in FY 2005 were the Institute for Astronomy at \$23 million, the College of Natural Sciences at \$25 million, the Cancer Research Center of Hawai'i at \$26 million, the John A. Burns School of Medicine at \$61 million and the School of Ocean and Earth Science and Technology at \$66 million.
- The Office of Research Services processed over 2,295 proposals last fiscal year.

Educational Effectiveness

- Hired a permanent Vice Chancellor for Academic Affairs and reorganized to bring enrollment management, undergraduate education, international and exchange programs, academic personnel, Native Hawaiian academic services, academic institutional research, and academic units (schools/colleges) under the Vice Chancellor for Academic Affairs.
- Enrollment maintained the gains of the previous year, standing at 20,933 in Fall 2005, after rising 3.7% in 2004.
- UH Mānoa's average SAT-1 verbal and math scores of first-time freshmen entering the fall semester exceed average scores of US test takers ("Improve recruitment, retention, and degree completion for highly qualified undergraduates") per MAPS Report, "Scholastic Assessment Test I (SAT-I) Scores, University of Hawai'i at Mānoa, Fall 2005."
- Enrollment Management improved with the Star Enrollment Management System. The online system pulls information from Banner in real time so that departments can better monitor enrollment in high demand classes and make adjustments as needed in a timely manner.
- New interdisciplinary certificates were established that respond to societal needs, including Agribusiness Management Certificate; Human Resources and Organizational Management; Language Acquisition, Human Language and Computers, Language and Cognition, Languages of Hawai'i and the Pacific; Political Economy; Sustainable Tourism; Disability and Diversity Studies.
- We are building more student housing/improving residence life for students: We have selected a vendor to build a new On-Campus Student Housing project.

- We launched the MyUH Portal (Banner) which is designed to provide the UH community with secure, personalized access to UH services and information such as registration and enrollment.
- Improved articulation between UH System campuses and UH Mānoa: Agreement between UHM, Honolulu Community College and Kapi'olani Community College regarding procedures for articulation to UHM General Education Requirements.
- Other: First-in-nation Architectural Doctoral degree is accredited; and integrates professional practice early in the curriculum culminating in two semesters of off-campus professional leadership practicum.

Social Justice

- The Kualii Council is officially established as an advisory body to the Chancellor and reflected in the University's organizational chart.
- New Masters of Arts programs in Hawaiian and Hawaiian Studies were approved by the BOR.
- We are creating an Office of the Ombudsman that reports directly to the Chancellor and provides guidance, counseling, and advocacy for those seeking redress through the sexual harassment, non-discrimination or academic grievance policies, or needing assistance with the navigation of administrative procedures.
- We are creating an Office of Native Hawaiian Academic Services within the Office of the Vice Chancellor for Academic Affairs to work closely with various units in undergraduate and graduate education to improve our recruitment, retention of undergraduate and graduate students of Native Hawaiian descent.
- UH Mānoa participates in the NSF Louis Stokes Alliance for Minority Participation "Pacific Alliance" to increase the numbers of minority students/graduates in STEM programs.
- We established a Department of Native Hawaiian Health in the School of Medicine. Its mission is to be a center of excellence in education, research, and quality health care practices that embraces traditional Hawaiian values and customs and is committed to optimal health and wellness of Hawai'i Maoli, their families and communities.

Place

- Established an Office of International Education and Exchange to support, develop, manage, and review international programs, students, faculty, and researchers.
- Established an Office of Sustainability that has refurbished the energy house and spearheaded a number of projects that make this campus a better place, including the Kuykendall courtyard - which was transformed by the UHM Office of Sustainability from a concrete, bland landscape to a gathering spot with plants, gardens, tables, benches and aesthetically-pleasing signs (and organic food choices).

- Established a Sustainability Council to coordinate sustainable and environmental conservation activities on campus and work to reduce the resources required to operate the Mānoa Campus.
- Established an Environment Committee to develop strategies and plans for our outdoor spaces between buildings in a way that maximizes their use and enjoyment.

Economic Development

- The University of Hawai‘i is a \$1.4 billion enterprise and represents a major economic force in Hawai‘i.
- We benefit from the large foreign investments in astronomy facilities and operations on Mauna Kea and Haleakala, even though these are not direct investments in the UH astronomy programs.
- The Pacific Asian Center for Entrepreneurship and e-Business at the College of Business Administration mentors and assists entrepreneurs throughout Hawai‘i with its annual Business Plan competition.
- The College of Engineering/Lockheed Martin Corp. is an example of one of UHM’s many public/private partnerships. The College’s Industrial Affiliates program enables closer interaction between companies, faculty and students through sharing resources and joint participation in conferences and educational activities.
- UHM has awarded three Accelerated Research Commercialization (ARC) grants, enabling faculty and local tech companies to conduct joint research with commercial potential. ARC grants were awarded for projects in biotechnology, alternative energy, and atmospheric science instrumentation.

Culture, Society, and the Arts

- The Academy for Creative Media premiered student work at Hawai‘i International Film Festival in October 2004 - video games and short films.
- UH Alumni Affairs is actively involved in commencement, convocation, and homecoming events. Other opportunities to engage alumni are being sought.
- New dining options are offered on campus at Paradise Palms, Bale, Campus Center dining room, organic food in Kuykendall Courtyard, Starbucks and Jamba Juice.

Technology

- We’ve launched a new Mānoa Website that integrates the strategic plan, with sites for current students, prospective students, and faculty staff, as well as calendar of events on the front page.
- We launched the MyUH Portal (Banner), designed to provide the UH community with secure, personalized access to UH Services and Information such as registration and

enrollment. MyUH encompasses a suite of services including calendaring, email, and new course tools, and provides enhanced academic support for faculty and students through course collaboration with calendar, message board, chat, and email. It provides dynamic updates triggered by Banner events such as academic "holds." It has improved accessibility to online services and access to the internet.

- Launched the STAR Enrollment Management system to provide real-time data on enrollment to deans and department chairs, allowing us to make timely adjustments in the course of scheduling to meet student demand.
- New UH electronic purchasing environment is called the most advanced public sector electronic purchasing environment in Hawai'i. Solicitation/selection of quotations now online. Purchases can be made with P-Card (credit cards), or automatically transferred to the web-based purchasing system for generation of a purchase order.

C. Measuring Effectiveness

Program effectiveness of the instructional programs is measured in several different ways. In addition to tracking graduation rates and time to complete degrees, all UH Mānoa programs undergo periodic review on a seven-year cycle. Each program is required to prepare a self-study that includes detailed information on educational effectiveness. A three-member faculty team conducts a review of the program. The findings are presented and discussed with the Council on Program Reviews (for undergraduate programs) and the Graduate Council (for graduate degrees). Recommendations for improving the program or in some instances terminating or closing programs are implemented following this review.

Many programs also conduct their own reviews and accreditation procedures in which external reviewers are brought in to examine program missions, educational effectiveness, research, and other academic matters to ensure program quality. UH Mānoa is also accredited by the Western Association of Schools and Colleges. As part of its accreditation, there was a special visit in March 2003. A special visit report addressing WASC concerns was prepared and submitted in preparation for that visit. A team of external reviewers assessed the university's progress towards meeting national standards for educational quality and effectiveness. UH Mānoa received full accreditation until 2010. In addition to the WASC Accreditation procedure, UH Mānoa established a number of peer and benchmark institutions against which it compares itself. Program effectiveness is also directly related to faculty and staff performance. All faculty members are reviewed by several different mechanisms: annual contract renewal (probationary faculty), through the tenure and promotion process, and by the post-tenure review procedure.

A very straightforward measure of the effectiveness of the research programs at UH Mānoa is the amount of extramural funding received. The National Science Foundation reports that UH Mānoa was 78th among U.S. universities in FY 2003 as measured by expenditures of Federal research and development dollars. For every \$1 in general funds, UH Mānoa raises another

\$1.58. The leveraging ratio is higher in some units, such as for the Cancer Research Center of Hawai‘i and the Pacific Biomedical Research Center where \$10.99 and \$2.01, respectively were obtained in extramural funding for every dollar provided in general funds and tuition. In the case of SOEST the ratio was 3.74 and for the Institute for Astronomy it was 2.99.

The national standardized *College Student Experience Questionnaire* (CSEQ) is administered every three years. The CSEQ indicates that student satisfaction with student services and support programs increased significantly from 1990 to 1999.

D. Improving Performance Results

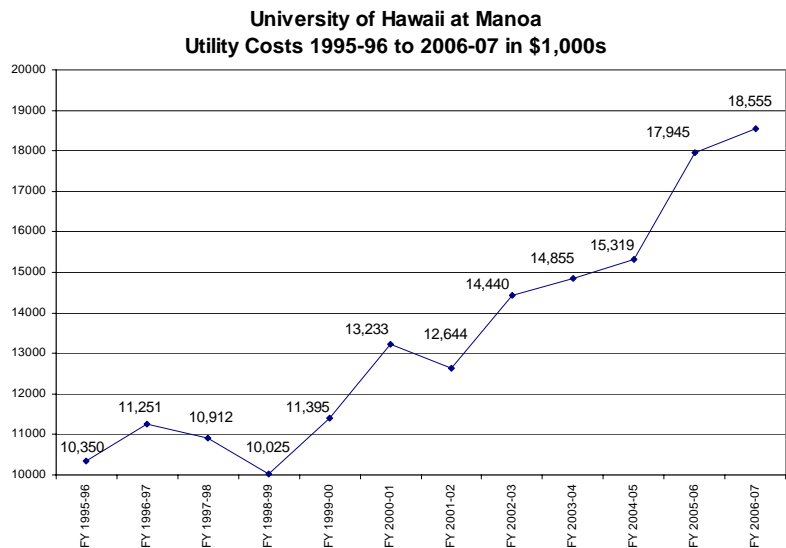
UH Mānoa will continue our efforts to implement our Strategic Plan. Our supplemental budget request has been devised to provide for support in each of the core commitments.

III. Problems and Issues

A. Problems and Issues Encountered

Electricity, Sewer Fees, and Facilities

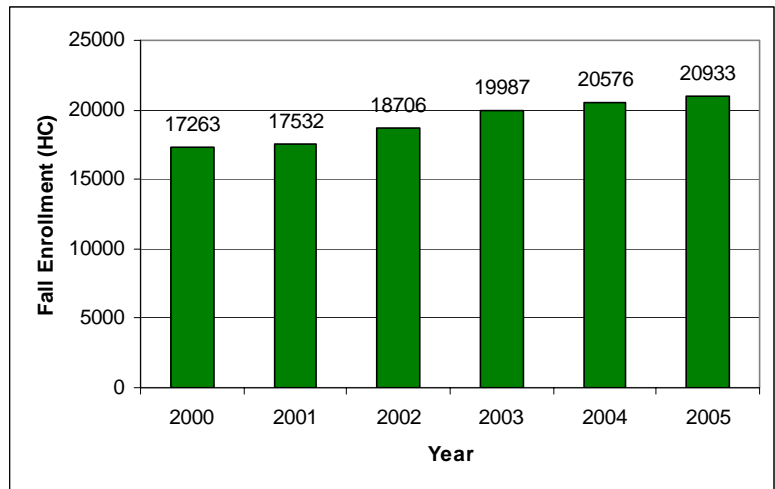
Our most urgent needs this year are also the most mundane. Like the rest of Hawai‘i, we have been severely impacted by the increased cost of operations in Hawai‘i, nearly doubling from FY 1999 and now totaling over \$18 million annually. Therefore we are requesting as our first, second, and third priorities funds to cover increases in electricity, sewer fees, and service and maintenance costs. These requests are critical because without them we will have to extract these funds from other areas of the operational budget.



We hope you will assist us with these costs as we also look for other ways to reduce them. The University of Hawai‘i at Mānoa is one of the largest consumers of the State’s natural resources. Millions of dollars are spent each year toward water and energy consumption on campus. A Sustainability program is being created to address this pressing issue and will prove to be a cost savings for the University of Hawai‘i in the near future.

Educational Effectiveness and Student Enrollment Growth

Mānoa's enrollment is up 21% since 2000; at the same time there have been significant cuts in the academic budgets. The educational enterprise will require additional resources if we are to continue to carry the load as the primary baccalaureate educator for the state.



The effect of an increased student enrollment and the steady development of new curriculum has also resulted in insufficient and outdated classroom facilities and equipment. The need to upgrade and modernize classrooms and classroom equipment, computers and information technology systems, research materials, laboratories, facilities, and personnel resources on campus is apparent and necessary.

The increase in enrollment also has an impact on student services, especially in admissions and records, financial aid, and academic advising. In many areas, the institution has been forced to operate with reduced, smaller staffs that already were inadequate when enrollment was lower. The current availability of student services is not indicative of an organization which values students.

As enrollment grows the demand for adequate student housing also increases. The demand for more on-campus and off-campus housing is reflected by the large number of students requesting student housing that are turned away. Also, apparent is the growing need to address long deferred student housing repair and maintenance. Upgrading plumbing and lighting, replacement of carpeting and the replacement of beds present major financial challenges to addressing student housing needs at even minimally accepted standards.

To address the problems that our increased enrollment has caused, and to better serve the students of the state, we are making the following requests:

- Provide additional security coverage of the Mānoa campus by increasing our Campus Security force from a current 37 to 53.
- Add financial aid officers. The increase in tuition mandates that we do a better job of administering financial aid and dedicate many more dollars in the aid of our students. We are requesting your assistance to hire 6 financial aid staff members to maintain federal compliance. UHM financial aid has had 2 consecutive years of federal non-compliance audit findings.

- One of the main barriers to growth at Mānoa has been the lack of adequate human resources support. We're asking for funding and positions to provide staff to ensure that policies are enforced and our workers are treated fairly.
- Add two additional IT specialists to provide a foundation for IT architecture and standards for the College of Arts and Sciences and the UH system Student Degree Audit System.
- Add faculty and staff to provide quality academic advising services. The current advisor to student ratio is 850:1; the national recommended ratio is 250:1. Additional advisors will assist in getting students to graduate on time and assist them in getting the most out of the opportunities we have at Mānoa.
- Restore the Arts and Sciences base budget, and restore several tenure track positions lost through attrition and rising costs.
- The Student Information System BANNER requires additional IT support to migrate to the latest version. Additional staff is needed to ensure timely registration, fiscal management, advising, and academic computing.

Research Facilities, Deferred Maintenance, and Flood Recovery

Deferred Repairs and Maintenance has begun to take its toll on research and educational effectiveness at Mānoa. The need has grown substantially not only because of the backlog that has accumulated over the past decade, but also because the Repair and Maintenance budget was designated to pay.

The lack of infrastructure prevents faculty, staff and students from fully achieving their potential at UH Mānoa. Many buildings and facilities remain in their original state of construction with inadequate power supplies and laboratories inappropriate to the types of research conducted today. Also, the volume of research space has not kept pace with the volume of research. As a general rule of thumb, every \$1 million of new research funding requires approximately 4,000 square feet of laboratory and office space. The growth in funded research at Mānoa during the past few years has created a major shortage of space throughout the campus.

Budget Allocation Compared with Gross Square Feet

	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002
R&M Allocation	\$1,564,886	\$7,758,983	\$3,948,561	\$8,457,610	\$13,520,481	\$17,898,650
Operating	\$1,564,886	\$1,558,983	\$1,047,561	\$2,560,610	\$2,353,481	\$2,845,650
CIP	\$0	\$6,200,000	\$2,901,000	\$5,897,000	\$11,167,000	\$15,053,000
Gross Square Feet ¹	4,509,708	4,509,708	4,509,708	4,609,528	4,746,928	4,746,928
Ratio (\$/GSF)	\$0.35	\$1.72	\$0.88	\$1.83	\$2.85	\$3.77

	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
R&M Allocation	\$21,472,307	\$4,727,185	\$18,633,943	\$33,786,943	\$13,026,943
Operating	\$1,959,307	\$1,939,185	\$1,908,943	\$1,908,943	\$1,908,943
CIP	\$19,513,000	\$2,788,000	\$16,725,000	\$31,878,000	\$11,118,000
Gross Square Feet ¹	4,751,432	4,751,432	4,751,432	4,751,432	4,751,432
Ratio (\$/GSF)	\$4.52	\$0.99	\$3.92	\$7.11	\$2.74

To remedy these problems in instructional and research facilities on campus through the operating budget we are requesting:

- Funds to upgrade the Edmondson Hall electrical system and to repair or replace laboratory and air conditioning equipment.
- Development of a new Advanced Technology Research Center building at Kula for Institute for Astronomy, renovation of the old facility for short-term research scientists, and providing additional support for maintenance and laboratory equipment.

Economic Development

There is a growing awareness that the State and UH need to work together to facilitate economic development and the emergence of a more diversified economy. In addition to teaching, research, and public service, economic development is now commonly recognized as the fourth mission of UH, and is the fifth point in the Mānoa Strategic Plan.

Increasing the availability of workers in areas that fill critical state needs. This does not only mean through the Medical School, but through hundreds of research programs and also through our critical role in workforce development. Our request this year focuses primarily on our role in increasing the availability of workers in areas of the state needs:

- Replace one (1) Institute for Teacher Education faculty position that was transferred to UH West O‘ahu.
- Three (3) additional faculty positions in Social Work to meet the projected increase in student enrollment. In order to make the full Masters of Social Work program continuously available through distance education to all the islands, the School of Social Work needs additional faculty positions dedicated to the Distance Education program.
- Additional faculty positions for the College of Education to increase capacity for secondary teacher preparation and participate with the Department of Education in the Teach for America program to recruit more people into secondary education.
- Instructional support to increase the undergraduate and master’s level enrollment in Nursing to address the statewide and national shortage of trained professional nurses. Additional resources will make it possible to enroll more students to meet State needs.

Restore Abolished Positions

In the biennium budget, the Legislature acted to reduce Mānoa’s position counts by 162.5 positions. These positions did not have funds associated with them because the past decade of budget cuts has resulted in funds being transferred from those positions to support others. However, we have requested restoration of 18 positions for which Mānoa has funds available.

Since the abolition of vacant position counts last session, 93% of Mānoa’s 3,400 position counts are occupied. Of those remaining, very few are actually available for use or redeployment.

We are holding only 1% centrally, which will be a limiting factor for Mānoa’s growth, and prevent us from utilizing funds from other sources to fund positions.

We would like to explore with the Legislature ways that we can have greater flexibility in managing our workforce and position counts while providing legislators with the confidence that we are doing so wisely.

IV. Expenditures for FY 2005-2006

	Appropriation FY 2006	Collective Bargaining	Transfers In/Out	Restriction	Estimated Total Expenditures
	3770.90				3770.90
Personnel Services	206,414,385	1,728,390	29,566,245		237,709,020
Current Expenses	227,392,546		(16,475,424)		210,917,122
Equipment	16,040,409				16,040,409
Motor Vehicles	340,000				340,000
Total	450,187,340	1,728,390	13,090,821		465,006,551
By MOF:					
	3310.34				3310.34
General Funds	222,737,245	1,728,390	11,720,816		236,186,451
	79.75				79.75
Special Funds	76,979,097		489,344		77,468,441
	78.06				78.06
Federal Funds	5,484,229		1,364		5,485,593
	302.75				302.75
Revolving Funds	144,986,769		879,297		145,866,066
	450,187,340	1,728,390	13,090,821		465,006,551

A. Transfers Within the Program I.D.

Transfer of general funds and special funds from other expenses to payroll to meet projected requirements.

Transfer in of general, special federal and revolving fund CB from UOH 900

B. Transfers Between Program I.D.

None

C. Executive Restriction

None

V. Supplemental Budget Requests for FY 2006 - 2007:

	Budget Request FY 2006-2007
	3869.40
Personnel Services	211,178,508
Current Expenses	211,511,514
Equipment	16,419,409
Motor Vehicles	355,000
Total	439,464,431
By MOF:	
	3405.84
General Funds	203,227,445
	82.75
Special Funds	85,998,452
	78.06
Federal Funds	5,484,229
	302.75
Revolving Funds	144,754,305
	439,464,431

A. Workload or Program Requests:

Item/Description	MOF	Cost Category	FY 2007
<u>Electricity Increases</u> Additional funding to meet rate increases and increases in electrical consumption due to the new and renovated buildings that have been added to the campus physical plant inventory over the past several years.	A	B. Current Expenses	4,338,344
<u>Sewer Fee Increase</u> Additional funding to meet sewer rate increases of 25 percent in FY 2006 and an additional 10 percent in FY 2007.	A	B. Current Expenses	224,673
<u>Service Maintenance Contracts</u> Funding for service and maintenance contracts for the major mechanical systems of new and renovated buildings. Over the past decade, more than one million square feet has been added to the facilities	A	B. Current Expenses	845,000

inventory. Request will enable the campus to implement maintenance and service schedules that meet acceptable industry standards.

<u>Financial Aid Administrators</u>	A	A. Personal Services	6.00 280,000
Additional staffing is required as part of a federally negotiated remediation plan that will bring the campus back into compliance and also enable students to be better served.			
<u>Facilities Improvement – Edmondson Hall</u>	A	B. Current Expenses	100,000
Funding to upgrade the electrical system, purchase instructional laboratory equipment, and repair and replace air conditioners.		C. Equipment	15,000
<u>New Position to Replace College of Education Position Transferred to UH West Oahu</u>	A	A. Personal Services	1.00 55,000
Replacement for the elementary education faculty position that was transferred to UH West Oahu by the 2005 Legislature. With the loss of the position, the College is understaffed in the area of elementary education, the area of greatest need.			
<u>Additional Security Officers</u>	A	A. Personal Services	16.00 480,000
Additional 16 campus security officers to expand coverage of the Mānoa campus and provide a safer campus environment.			
<u>Infrastructure Support</u>	A	A. Personal Services	7.00 396,000
Establishment of a Mānoa Office of Human Resources will provide the campus with a fully functioning HR office that can directly respond to faculty and staff personnel issues.		B. Current Expenses	30,000
		C. Equipment	24,000
<u>Arts and Sciences Student Services Positions</u>	A	A. Personal Services	8.50 434,394
Additional staffing to decrease advising ratios. Request will meet student demand for more advising and services in Student Academic Services, Student Athlete Academic Services and first year programs.		B. Current Expenses	44,625
<u>College Wide Support ITS Specialists</u>	A	A. Personal Services	2.00 107,100
Staffing to support the information technology architecture and develop the Student Information System, including the Student Degree Audit System.			

<p><u>Restoration of Arts and Sciences Budget Base</u> Additional operating funds to meet enrollment increases in the Arts and Sciences colleges. The increased demand for classes over the past several years has impacted the operating budgets of the colleges.</p>	A	B. Current Expenses	400,000
<p><u>Restoration of Arts and Sciences Tenure Track Positions</u> Additional instructional faculty to meet enrollment increases in the Arts and Sciences colleges. Majors have risen in the last four years while the number of faculty has decreased, creating serious gaps in the curriculum and impeding students' progress toward graduation.</p>	A	A. Personal Services	6.00 360,000
<p><u>Kula Maintenance and Operations</u> Additional staffing and operating funds for the Institute of Astronomy's Kula facility will support development of programs in solar astronomy. Funding is also a key factor in attracting the world's largest solar telescope to Maui.</p>	A	A. Personal Services B. Current Expenses C. Equipment M. Motor Vehicles	2.00 57,000 325,616 415,000 35,000
<p><u>Faculty to Meet Enrollment Demand- Social Work</u> Additional faculty to address the shortage of social workers in the State. Request will allow the School of Social Work to accommodate additional students and increase the number of graduates.</p>	A	A. Personal Services	3.00 210,000
<p><u>Banner Support</u> Additional staff to support the Banner student information system. Request will provide IT specialists to migrate Banner to the latest version, ensuring timely registration, fiscal management, advising and academic computing.</p>	A	A. Personal Services	6.00 348,000
<p><u>Teach for America</u> Additional faculty to address the shortage of teachers. Request will increase the College of Education's capacity for secondary teacher preparation, and to participate with the Department of Education in the Teach for America program.</p>	A	A. Personal Services	2.00 120,000

<u>Mānoa BS in Nursing Program</u> Additional staffing to address the shortage of nurses. The faculty and program support will provide the resources to increase the number of B.S. in Nursing graduates.	A	A. Personal Services B. Current Expenses	14.00 774,810 313,190
<u>Mānoa Masters in Nursing Program</u> Additional staffing to address the shortage of nurses by creating an accelerated program to provide masters-educated nurses eligible to teach in the UH community colleges. Qualified nursing faculty is key to addressing the shortage because without them, Hawai'i's nursing schools cannot graduate sufficient numbers of nurses to meet workforce needs.	A	A. Personal Services B. Current Expenses	4.00 341,392 178,608
<u>Restore Abolished Positions</u> In the biennium budget, the 2005 Legislature deleted 162.50 positions from UH Mānoa. Request restoration of 18 critical positions in Arts and Humanities, Business Administration, Natural Sciences, Cancer Research Center, Education, Engineering, Student Affairs, Library Services, and Ocean and Earth Science and Technology.	A	A. Personal Services	18.00 0
<u>Center for Nursing Special Fund Expenditure Ceiling Increase</u> Establishment of a special fund expenditure ceiling for the Center for Nursing Special Fund authorized by Act 198, SLH 2003.	B	A. Personal Services B. Current Expenses	3.00 325,670 230,130

VI. Program Restrictions/Reductions:

None

VII. and VIII. Capital Improvements Request/Lapsing of CIP:

The CIP is discussed in a separate part of the University testimony.

**ATTACHMENT 4
FISCAL YEAR 07 PROPOSED BUDGET ADJUSTMENTS**

PROGRAM I.D.	DESCRIPTION OF ADJUSTMENT	FTE	AMOUNT	MOF
UOH 100	Electricity Increases	0.00	4,338,344	A
UOH 100	Sewer Fee Increase	0.00	224,673	A
UOH 100	Service Maintenance Contracts	0.00	845,000	A
UOH 100	Financial Aid Administrators - OSA	6.00	280,000	A
UOH 100	Facilities Improvement - Edmonson Hall	0.00	115,000	A
UOH 100	New Position to Replace College of Education Position Transferred to UH West Oahu	1.00	55,000	A
UOH 100	Additional Security Officers	16.00	480,000	A
UOH 100	Infrastructure Support	7.00	450,000	A
UOH 100	Arts and Sciences Student Services Positions	8.50	479,019	A
UOH 100	College Wide Support, ITS Specialists	2.00	107,100	A
UOH 100	Restoration of Arts and Sciences Budget Base	0.00	400,000	A
UOH 100	Restoration of Arts and Sciences Tenure Track Positions	6.00	360,000	A
UOH 100	Kula Maintenance and Operations	2.00	832,616	A
UOH 100	Faculty to Meet Enrollment Demand - Social Work	3.00	210,000	A
UOH 100	Banner Support	6.00	348,000	A
UOH 100	Teach for America	2.00	120,000	A
UOH 100	Manoa BS in Nursing Program	14.00	1,088,000	A
UOH 100	Manoa Masters in Nursing Program	4.00	520,000	A
UOH 100	Restore Abolished Positions for Arts and Humanities	1.00	0	A
UOH 100	Restore Abolished Positions for College of Business Administration	3.00	0	A
UOH 100	Restore Abolished Positions for Natural Sciences	4.00	0	A
UOH 100	Restore Abolished Positions for the Cancer Research Center of Hawaii	1.00	0	A
UOH 100	Restore Abolished Positions for College of Education	1.00	0	A
UOH 100	Restore Abolished Positions for College of Engineering	2.00	0	A
UOH 100	Restore Abolished Positions for Office of Student Affairs	1.00	0	A
UOH 100	Restore Abolished Positions for Library Services	1.00	0	A
UOH 100	Restore Abolished Positions for School of Ocean & Earth Science & Technology	4.00	0	A
UOH 100	Center for Nursing special fund ceiling increase	3.00	555,800	B
	TOTAL UOH 100	98.50	11,808,552	

**ATTACHMENT 6
FY 07 REQUEST/DECISIONS**

DEPT PRIORITY	PROG. ID	DESCRIPTION	MOF	BOR REQUEST			BUDGET AND FINANCE			GOVERNORS FINAL DECISION		
				PERM FTE	TEMP FTE	AMOUNT	PERM FTE	TEMP FTE	AMOUNT	PERM FTE	TEMP FTE	AMOUNT
			A									
	UOH 100	Electricity Increases	A	0.00		4,338,344	0.00		4,338,344	0.00		4,338,344
	UOH 100	Sewer Fee Increase	A	0.00		224,673	0.00		224,673	0.00		224,673
	UOH 100	Service Maintenance Contracts	A	0.00		845,000	0.00		845,000	0.00		845,000
	UOH 100	Financial Aid Administrators - OSA	A	6.00		280,000	6.00		280,000	6.00		280,000
	UOH 100	Facilities Improvement - Edmonson Hall	A	0.00		115,000	0.00		115,000	0.00		115,000
	UOH 100	New Position to Replace College of Education Position Transferred to UH West Oah	A	1.00		55,000	1.00		55,000	1.00		55,000
	UOH 100	Additional Security Officers	A	16.00		480,000	16.00		480,000	16.00		480,000
	UOH 100	Infrastructure Support	A	7.00		450,000	7.00		450,000	7.00		450,000
	UOH 100	Arts and Sciences Student Services Positions	A	8.50		479,019	8.50		479,019	8.50		479,019
	UOH 100	College Wide Support, ITS Specialists	A	2.00		107,100	2.00		107,100	2.00		107,100
	UOH 100	Restoration of Arts and Sciences Budget Base	A	0.00		400,000	0.00		400,000	0.00		400,000
	UOH 100	Restoration of Arts and Sciences Tenure Track Positions	A	6.00		360,000	6.00		360,000	6.00		360,000
	UOH 100	Kula Maintenance and Operations	A	2.00		832,616	2.00		832,616	2.00		832,616
	UOH 100	Faculty to Meet Enrollment Demand - Social Work	A	3.00		210,000	3.00		210,000	3.00		210,000
	UOH 100	Banner Support	A	6.00		348,000	6.00		348,000	6.00		348,000
	UOH 100	Electrical Engineering Faculty	A	3.00		175,000	0.00		0	0.00		0
	UOH 100	Academy for Creative Media Faculty	A	4.00		240,000	0.00		0	0.00		0
	UOH 100	Extend Library Building Hours	A	1.00		101,408	0.00		0	0.00		0
	UOH 100	Faculty to Meet Enrollment Demand NREM - CTAHR	A	2.00		175,000	0.00		0	0.00		0
	UOH 100	Faculty FCS - CTAHR	A	4.00		250,000	0.00		0	0.00		0
	UOH 100	Golf Course Turf Management - CTAHR	A	2.00		250,000	0.00		0	0.00		0
	UOH 100	Information Technology Infrastructure - OSA	A	2.00		121,732	0.00		0	0.00		0
	UOH 100	Access to Graduate Education in Nursing	A	4.50		210,710	0.00		0	0.00		0
	UOH 100	Access to Undergraduate Nursing	A	5.50		360,149	0.00		0	0.00		0
	UOH 100	Access to the Dental Hygiene Program	A	3.00		172,512	0.00		0	0.00		0
	UOH 100	Hawaiian Initiatives	A	0.00		1,200,000	0.00		0	0.00		0
	UOH 100	Staff Support for the School of Nursing	A	4.00		183,389	0.00		0	0.00		0
	UOH 100	Meet Enrollment Demands KOKUA	A	2.00		122,500	0.00		0	0.00		0
	UOH 100	Establish MA in Hawaiian Studies	A	2.50		173,812	0.00		0	0.00		0
	UOH 100	Director of Research	A	1.00		110,000	0.00		0	0.00		0
	UOH 100	Restore Abolished Positions for Arts and Humanities	A	1.00		0	1.00		0	1.00		0
	UOH 100	Restore Abolished Positions for College of Business Administration	A	3.00		0	3.00		0	3.00		0
	UOH 100	Restore Abolished Positions for Natural Sciences	A	4.00		0	4.00		0	4.00		0
	UOH 100	Restore Abolished Positions for the Cancer Research Center of Hawaii	A	1.00		0	1.00		0	1.00		0
	UOH 100	Restore Abolished Positions for College of Education	A	1.00		0	1.00		0	1.00		0
	UOH 100	Restore Abolished Positions for College of Engineering	A	2.00		0	2.00		0	2.00		0
	UOH 100	Restore Abolished Positions for Office of Student Affairs	A	1.00		0	1.00		0	1.00		0
	UOH 100	Restore Abolished Positions for Library Services	A	1.00		0	1.00		0	1.00		0
	UOH 100	Restore Abolished Positions for School of Ocean & Earth Science & Technology	A	4.00		0	4.00		0	4.00		0
	UOH 100	Teach for America	A	0.00		0	2.00		120,000	2.00		120,000
	UOH 100	Manoa BS in Nursing Program	A	0.00		0	14.00		1,088,000	14.00		1,088,000
	UOH 100	Manoa Masters in Nursing Program	A	0.00		0	4.00		520,000	4.00		520,000
	UOH 100	CENTER FOR NURSING SPECIAL FUND CEILING INCREASE	B	3.00		555,800	3.00		555,800	3.00		555,800
		Sub-total UH Manoa		119.00	0.00	13,926,764	98.50	0.00	11,808,552	98.50	0.00	11,808,552

**ATTACHMENT 8
ALL POSITIONS VACANT AS OF 12/1/05**

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)
07/31/05	Asst Prof, I3	082223	Y	51,168	50,244	A	UOH 100	N/A
07/31/05	Asst Prof, I3	082818	Y	57,973	56,930	A	UOH 100	N/A
12/31/04	Asst Prof, I3	083010	Y	63,520	Unknown	A	UOH 100	N/A
12/31/02	Professor, I5	083252	Y	36,720	89,598	A	UOH 100	N/A
07/31/04	Asst Prof, I3	083323	Y	36,720	50,886	A	UOH 100	N/A
07/31/05	Asst Prof, I3	083461	Y	69,147	58,080	A	UOH 100	N/A
07/31/04	Asst Prof, I3	084839	Y	69,147	47,604	A	UOH 100	N/A
07/01/04	Assistant Specialist	70045	N	29,388	0	A	UOH 100	N/A
07/01/04	Administrative Officer	77715	N	35,100	0	A	UOH 100	N/A
07/01/04	Educational Specialist	77879	N	34,050	0	A	UOH 100	N/A
10/01/05	Secretary II	35307	N	30,000		A	UOH 100	N/A
2/5/2005	Janitor II	11989	N	-	24,816	A	UOH 100	N/A
01/02/05	Offset Press Oper I	00777	N		33,684	A	UOH 100	N/A
07/25/05	Offset Press Oper I	00778	N		34,252	A	UOH 100	N/A
10/25/04	Univ Security Off I	13851	N	36,840	35,088	A	UOH 100	N/A
10/06/04	Clerk III	41325	N		25,656	A	UOH 100	N/A
11/15/04	Univ Security Off I	48516	N	38,318	35,088	A	UOH 100	N/A
02/10/99	Aux & Fac Svcs Off	80089	N			A	UOH 100	N/A
06/01/04	Physical Plan Mgr	80477	N		60,180	A	UOH 100	N/A
09/11/05	Univ Security Off I	110514	N	31,488	31,512	A	UOH 100	N/A
05/23/05	Institutional Support	50068	N	0	unknown	A	UOH 100	N/A
12/30/04	Institutional Support	77952	N	0	17,982	A	UOH 100	N/A
05/17/05	Institutional Support	81280	N	0	unknown	A	UOH 100	N/A
05/23/05	Institutional Support	81666	N	0	unknown	A	UOH 100	N/A
10/23/03	Secretary II	84394	N	0	unknown	A	UOH 100	N/A
01/31/04	Researcher	83390	N	16,000	140,172	A	UOH 100	N/A
10/12/99	Asst Researcher	86227	N	5,198	Unknown	A	UOH 100	N/A
08/30/04	Associate Director	89043	Y	40,000	Unknown	A	UOH 100	N/A
01/01/04	Educational Associate	80480	N	39,900	61,392.00	A	UOH 100	N/A
11/01/05	Asst Specialist	82272	N	58,776	75,882.72	A	UOH 100	N/A
08/01/05	Assoc Professor	82387	N	46,452	75,272.40	A	UOH 100	N/A
08/16/05	Asst Professor	82793	N	46,452	64,864.08	A	UOH 100	N/A
10/01/05	Asst Professor	84771	N	46,452	116,268	A	UOH 100	N/A
01/01/05	Jr Specialist	85302	N	46,452	58,796.52	A	UOH 100	N/A
07/14/01	Associate Researcher	84228	N	53,316	53,316	A	UOH 100	N/A
07/01/04	Secretary II	15141	N	0	41,040	A	UOH 100	N/A
06/22/05	Clerk Typist II	45198	N	22,812	22,812	A	UOH 100	N/A
08/31/04	Asst Professor	80420	N	0	unknown	A	UOH 100	N/A
08/31/04	Asst Professor	82842	N	0	unknown	A	UOH 100	N/A
08/31/04	Asst Professor	84048	N	0	unknown	A	UOH 100	N/A
10/24/04	Asst Professor	85236	N	0	unknown	A	UOH 100	N/A
10/24/03	Secretary II	12849	N	35,424	33,732	A	UOH 100	N/A
07/25/05	Clerk Typist III	22335	N	23,964	25,920	A	UOH 100	N/A
07/01/05	Asst Professor	96514F	N	58,333	N/A	A	UOH 100	N/A
07/01/05	Asst Professor	96515F	N	58,333	N/A	A	UOH 100	N/A
07/01/05	Asst Professor	96516F	N	58,334	N/A	A	UOH 100	N/A
07/27/05	Heavy Truck Driver	00456	N	15,087	32,920	A	UOH 100	N/A
07/01/05	Carpet Cleaner I	00466	N	15,854	29,272	A	UOH 100	N/A
02/28/05	Janitor II	04882	N	14,820	24,816	A	UOH 100	N/A
08/01/05	Janitor II	08059	N	16,520	27,364	A	UOH 100	N/A
08/01/05	Clerk-Typist II	08442	N	16,520	24,816	A	UOH 100	N/A

**ATTACHMENT 8
ALL POSITIONS VACANT AS OF 12/1/05**

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)
02/28/05	Janitor II	10105	N	16,520	24,816	A	UOH 100	N/A
10/01/05	Carpenter I	10107	N	19,682	26,340	A	UOH 100	N/A
02/28/05	Janitor II	12909	N	16,520	24,816	A	UOH 100	N/A
05/20/05	Janitor II	13520	N	16,520	28,364	A	UOH 100	N/A
07/29/05	Janitor II	13523	N	16,520	28,364	A	UOH 100	N/A
11/28/05	Janitor II	13688	N	16,520	28,320	A	UOH 100	N/A
06/01/05	Painter II	17619	N	17,650	38,512	A	UOH 100	N/A
12/30/02	Carpenter I	17630	N	19,682	31,872	A	UOH 100	N/A
09/04/04	Carpenter I	18057	N	19,682	33,144	A	UOH 100	N/A
11/01/04	Janitor II	21213	N	16,520	24,816	A	UOH 100	N/A
11/02/04	Janitor II	22334	N	16,520	24,816	A	UOH 100	N/A
New	Clerk-Typist II	22831	N	0	New	A	UOH 100	N/A
11/01/05	Truck Driver Laborer	24572	N	11,412	31,500	A	UOH 100	N/A
10/21/04	A/C Mechanic I	25690	N	20,215	34,056	A	UOH 100	N/A
12/30/04	Janitor III	27233	N	15,691	26,292	A	UOH 100	N/A
06/29/05	Janitor I	31772	N	14,820	27,364	A	UOH 100	N/A
11/28/05	A/C Mechanic I	31949	N	14,135	39,012	A	UOH 100	N/A
10/01/05	Drafting Technician VI	33981	N	14,919	39,864	A	UOH 100	N/A
12/31/03	Painter I	34601	N	19,682	35,160	A	UOH 100	N/A
03/12/05	A/C Mechanic I	40019	N	20,215	34,404	A	UOH 100	N/A
01/30/04	Account Clerk IV	44572	N	15,615	32,448	A	UOH 100	N/A
06/25/04	Nursery Worker I	46193	N	16,484	27,668	A	UOH 100	N/A
01/10/05	Janitor III	51274	N	15,691	26,292	A	UOH 100	N/A
New	Administrative Officer I	77857	N	14,443	New	A	UOH 100	N/A
New	Registered Architect	77992	N	14,919	New	A	UOH 100	N/A
09/06/05	Allied Health & Safety	81796	N	18,354	40,092	A	UOH 100	N/A
08/15/04	Clerk Typist III	17377	N	23,952	28,836	A	UOH 100	N/A
11/06/05	Instruction and Student Support	81275	N	40,044	41,520	A	UOH 100	N/A
08/31/04	Research Support (Mech Eng)	80695	N	84,252	84,252	A	UOH 100	Y
12/31/03	Specialist	84796	N	93,876	93,876	A	UOH 100	Y
09/07/00	Asst Researcher	86088	N	0	?	A	UOH 100	N/A
11/01/05	Secretary III	13479	N	46,620	15,676	A	UOH 100	N/A
10/01/04	Clerk Typist II	22949	N	30,300	6,936	A	UOH 100	N/A
07/01/04	Mechanical Engineer	77696	N	61,425	new	A	UOH 100	N/A
07/01/04	Adm & Fiscal Supp Sp	77941	N	43,680	new	A	UOH 100	N/A
07/01/04	Electrical Engineer	77967	N	31,072	new	A	UOH 100	N/A
07/01/04	IT Specialist	79963	N	65,520	new	A	UOH 100	N/A
10/28/04	Adm & Fisc Supp Sp	80009	N	32,844	10,220	A	UOH 100	N/A
07/01/05	Professor	82210	N	67,014	65,699	A	UOH 100	N/A
07/01/04	Librarian II	82296	N	51,714	new	A	UOH 100	N/A
07/01/04	Librarian II	82520	N	54,366	new	A	UOH 100	N/A
07/01/04	Jr Specialist	83266	N	0	new	A	UOH 100	N/A
07/31/04	Assoc Prof	84340	N	81,528	6,661	A	UOH 100	N/A
05/16/05	Assoc Prof	86199	N	56,964	26,156	A	UOH 100	N/A
10/15/05	Asst Prof	86325	N	102,468	29,887	A	UOH 100	N/A
09/01/05	Jr Specialist	88902	N	50,016	8,335	A	UOH 100	N/A
07/01/04	Library Tech V	95012	N	39,585	new	A	UOH 100	N/A
07/01/04	Env Safety Spec	95510	N	61,425	new	A	UOH 100	N/A
07/01/04	Director of Facilities	95511	N	111,930	new	A	UOH 100	N/A
07/01/04	IT Specialist	95512	N	91,728	new	A	UOH 100	N/A

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ALL POSITIONS VACANT AS OF 12/1/05**

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)
07/01/04	IT Specialist	95513	N	70,980	new	A	UOH 100	N/A
07/01/04	IT Specialist	95519	N	65,520	new	A	UOH 100	N/A
07/01/04	Institutional Support	95523	N	40,950	new	A	UOH 100	N/A
07/01/04	Institutional Support	95524	N	50,505	new	A	UOH 100	N/A
07/01/04	Institutional Support	95525	N	39,585	new	A	UOH 100	N/A
07/01/04	Academic Support	95530	N	32,760	new	A	UOH 100	N/A
07/01/04	Academic Support	95532	N	78,000	new	A	UOH 100	N/A
07/01/04	Academic Support	95533	N	50,700	new	A	UOH 100	N/A
07/01/04	Library Assistant III	900222	N	32,760	new	A	UOH 100	N/A
07/01/04	Library Asst IV	900223	N	39,585	new	A	UOH 100	N/A
07/01/04	Library Tech V	900225	N	32,760	new	A	UOH 100	N/A
03/31/04	GENERAL LABORER I	14212	N	0	24,816	A	UOH 100	N/A
08/08/05	Clerk III	6572	N	10,511	26,940	A	UOH 100	N/A
12/31/97	Personnel Clerk IV	12483	N	5,274	unknown	A	UOH 100	N/A
10/18/04	Library Technician V	30534	N	12,882	32,448	A	UOH 100	N/A
09/01/04	Librarian II	82089	N	18,360	47,256	A	UOH 100	N/A
10/01/05	Librarian III	83582	N	17,276	64,990	A	UOH 100	N/A
08/01/04	Librarian III	86268	N	17,276	51,832	A	UOH 100	N/A
12/30/04	Associate University Librarian	89078	Y	35,220	86,232	A	UOH 100	N/A
10/04/04	CLERK STENO III	15344	N	12,000	24,888	A	UOH 100	N/A
10/01/05	CLERK TYPIST II	21777	N	14,000	23,844	A	UOH 100	N/A
08/01/05	CLERK TYPIST III	22367	N	14,000	31,512	A	UOH 100	N/A
11/01/05	EDUCATIONAL SPEC	77601	N	35,000	44,940	A	UOH 100	N/A
10/01/05	EDUCATIONAL SPEC	77602	N	16,694	20,046	A	UOH 100	N/A
11/07/05	ASST PROF	82354	N	18,071	18,071	A	UOH 100	N/A
12/31/04	ASSOC PROF	82536	N	0	72,324	A	UOH 100	N/A
07/31/04	INSTRUCTOR	83313	N		45,420	A	UOH 100	N/A
07/31/05	PROFESSOR	83760	N		83,040	A	UOH 100	N/A
07/31/05	INSTRUCTOR	84418	N		40,248	A	UOH 100	N/A
07/31/04	ASST PROF	84559	N		50,724	A	UOH 100	N/A
12/31/04	ASSOC PROF	84820	N		64,992	A	UOH 100	N/A
07/01/05	INSTRUCTOR	96500F	N	62,000	0	A	UOH 100	N/A
07/01/05	INSTRUCTOR	96501F	N	28,000	0	A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96531F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96532F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96533F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96534F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96535F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96536F	N			A	UOH 100	N/A
07/01/05	Mānoa 11-month Faculty	96537F	N			A	UOH 100	N/A
12/01/05	Secretary II	43067	N	43,092	43,092	A	UOH 100	N/A
08/01/05	Assistant Professor	82015	Y	0	63,592	A	UOH 100	N/A
08/01/05	Assistant Professor	82177	Y	0	79,141	A	UOH 100	N/A
07/01/03	Associate Professor	82624	Y	0	Unknown	A	UOH 100	N/A
08/01/05	Assistant Professor	83430	Y	0	105,542	A	UOH 100	N/A
01/01/04	Assistant Professor	83438	Y	0	92,340	A	UOH 100	N/A
07/01/04	Professor	83451	N	0	60,000	A	UOH 100	N/A
New	Asst Professor	84888	N	66,800		A	UOH 100	N/A
New	Asst Professor	84991	N	66,800		A	UOH 100	N/A
09/01/04	Professor	85523	N	100,462	100,462	A	UOH 100	N/A
New	Asst Professor	85811	N	66,800		A	UOH 100	N/A

**ATTACHMENT 8
ALL POSITIONS VACANT AS OF 12/1/05**

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)
New	Asst Professor	85814	N	66,800		A	UOH 100	N/A
New	Asst Professor	85819	N	66,800		A	UOH 100	N/A
01/01/04	Clerk IV	12843	N	27,984	26,652	A	UOH 100	N/A
04/13/05	Personnel Clerk V	13646	N	32,760	32,760	A	UOH 100	N/A
07/19/05	Clerk IV	13959	N	39,136	30,276	A	UOH 100	N/A
03/10/05	Instructional & Student Support	77250	N	68,388	68,412	A	UOH 100	N/A
09/28/05	Instructional & Student Support	81434	N	41,664	41,712	A	UOH 100	N/A
07/01/05	Junior Specialist	82701	N	40,521	39,725	A	UOH 100	N/A
05/01/05	Junior Specialist	88326	N	53,868	52,814	A	UOH 100	N/A
04/11/05	Research Support	81437	N	23,490	23,490	A	UOH 100	N/A
07/01/05	Researcher	82815	N	131,078	131,078	A	UOH 100	N/A
07/01/04	Researcher	86188	N	120,000	120,000	A	UOH 100	N/A
09/29/05	Associate Researcher	86206	N	79,932	79,932	A	UOH 100	N/A
12/30/03	Secretary I	13893	N	0	Unknown	A	UOH 100	N/A
04/05/04	Clerk Steno, SR-09	14363	N	0	Unknown	A	UOH 100	N/A
02/14/04	IT Specialist, PBA	80069	N	0	Unknown	A	UOH 100	N/A
08/01/03	Mechanical Engineer	80792	N	0	Unknown	A	UOH 100	N/A
09/01/03	UH Research Associate I	80952	N	0	Unknown	A	UOH 100	N/A
11/21/03	Research Support	81754	N	0	Unknown	A	UOH 881	N/A
06/01/04	Educational Specialist, PBB	81787	N	0	Unknown	A	UOH 100	N/A
08/31/03	Professor	82220	N	0	Unknown	A	UOH 100	N/A
09/01/03	Professor, I5	82622	N	0	Unknown	A	UOH 100	N/A
08/01/02	Asst Prof	83526	N	0	Unknown	A	UOH 100	N/A
01/01/04	Assoc Prof	83540	N	0	Unknown	A	UOH 100	N/A
	Assistant Specialist, S3	83705	N	0	Unknown	A	UOH 100	N/A
	Manoa 11-Month Faculty	83744	N	0	Unknown	A	UOH 100	N/A
	Institutional Support	83780	N	0	Unknown	A	UOH 100	N/A
08/01/03	Associate Prof, I4	84238	N	0	Unknown	A	UOH 100	N/A
07/01/03	Professor	85007	N	0	Unknown	A	UOH 100	N/A
06/30/04	Instructor	85559	N	0	Unknown	A	UOH 100	N/A
10/01/95	Asst Prof	85571	N	0	Unknown	A	UOH 100	N/A
11/01/03	Asst Prof	85763	N	0	Unknown	A	UOH 100	N/A
06/30/03	Assoc Prof	86921	N	0	Unknown	A	UOH 100	N/A
05/29/01	Associate Dean	89065	Y	0	Unknown	A	UOH 100	N/A
	Associate Dean	89171	Y	0	Unknown	A	UOH 100	N/A
02/04/02	Dir Bus & Hosp Aff	89214	Y	0	Unknown	A	UOH 100	N/A
	Associate Dean	89271	Y	0	Unknown	A	UOH 100	N/A
	Associate Dean	89301	Y	0	Unknown	A	UOH 100	N/A
	Dir of Stdnt Enr Svcs	89309	Y	0	Unknown	A	UOH 100	N/A
07/01/05	Asst Professor	96502F	N	60,000	New position	A	UOH 100	N/A
07/01/05	Asst Specialist	96503F	N	30,000	New position	A	UOH 100	N/A
07/01/03	Assistant Professor	82294	N	0	94,020	A	UOH 100	N/A
08/01/04	Professor	82323	N	0	75,297	A	UOH 100	N/A
08/31/04	Professor	82338	N	0	47,401	A	UOH 100	N/A
01/01/02	Assistant Professor	82398	N	0	57,988	A	UOH 100	N/A
06/01/05	Professor	82602	N	0	98,262	A	UOH 100	N/A
08/01/03	Assistant Professor	83050	N	0	88,836	A	UOH 100	N/A
07/31/04	Professor	83753	N	0	88,836	A	UOH 100	N/A
07/01/05	Assistant Professor	84478	N	0	88,448	A	UOH 100	N/A

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08/31/04	Professor	84791	N	0	81,637	A	UOH 100	N/A
07/01/04	Associate Professor	84818	N	0	New	A	UOH 100	N/A
07/01/05	Asst. Prof. (Pseudo #96504F)	84819	N	60,000	New	A	UOH 100	N/A
07/01/05	Asst. Prof. (Pseudo #96505F)	84822	N	60,000	New	A	UOH 100	N/A
01/21/05	Assistant Professor	88113	N	0	Unknown	A	UOH 100	N/A
07/31/05	Assoc Prof	82491	N	44,329	66,168	A	UOH 100	N/A
06/01/03	Researcher	85339	N	0	88,712	A	UOH 100	N/A
10/31/05	Secretary II	11980	N	34,871	44,604	A	UOH 100	N/A
08/31/04	Research Vessel Oper	15743	N	7,197	28,788	A	UOH 100	N/A
12/31/04	Account Clerk III	17322	N	0	36,504	A	UOH 100	N/A
04/30/05	Clerk Steno III	27621	N	0	38,328	A	UOH 100	N/A
07/14/04	Professor	82717	N	20,000	91,929	A	UOH 100	N/A
09/15/05	Secretary II	900180	N	25,920	41,472	A	UOH 100	N/A
05/31/05	Secretary IV	13705	N		50,448	A	UOH 100	N/A
10/01/05	Secretary II	35307	N	30,000	26,928	A	UOH 100	N/A
12/01/05	Research Support	81990	N	12,399	65,622	A	UOH 100	N/A
01/19/99	Clerk III	43822	N	22,788	21,708	B	UOH 100	N/A
08/23/04	Institutional Support	77246	N	61,944	57,840	B	UOH 100	N/A
10/15/00	UH RESEARCH ASSOC I	80504	N	0	Unknown	B	UOH 100	N/A
03/12/04	Secretary III	10110	N	41,040	41,040	B	UOH 100	N/A
03/17/59	Account Clerk III	21626	N	25,764	23,952	B	UOH 100	N/A
10/11/01	Clerk Typist III	39572	N	21,720	21,720	B	UOH 100	N/A
10/15/96	Clerk Typist II	42936	N	0	0	B	UOH 100	N/A
01/07/99	Manager of Communication Services	77372	N	36,672	unknown	B	UOH 100	N/A
07/01/94	Education Specialist	80534	N	32,676	32,676	B	UOH 100	N/A
09/01/98	Junior Specialist	82714	N	75,888	75,888	B	UOH 100	N/A
03/30/01	Associate Specialist	83620	N	51,264	51,264	B	UOH 100	N/A
08/20/99	Secretary II	25588	N	-	unknown	W	UOH 100	N/A
03/30/01	Secretary II	29764	N	-	unknown	W	UOH 100	N/A
06/30/04	Groundskeeper I	49295	N	-	24,816	W	UOH 100	N/A
09/15/05	UH Assistant Baseball Coach	80108	N	-	45,000	W	UOH 100	N/A
10/14/04	Educational Specialist	80120	N	-	37,392	W	UOH 100	N/A
12/29/00	Educational Specialist	80123	N	-	unknown	W	UOH 100	N/A
07/22/05	UH Women's Head Tennis Coach	80329	N	44,000	39,996	W	UOH 100	N/A
07/01/05	Athletic Equipment Manager	80548	N	-	34,896	W	UOH 100	N/A
12/30/04	Admin & Fiscal Support Specialist	81181	N	-	33,204	W	UOH 100	N/A
05/31/05	Administrative Officer III	81464	N	-	45,156	W	UOH 100	N/A
10/15/98	Public Information Officer	81783	N	-	unknown	W	UOH 100	N/A
07/01/03	Director of Sports Marketing	81935	N	-	-	W	UOH 100	N/A
9/2/2005	Associate Athletics Director	89244	N	64,162	110,736	W	UOH 100	N/A
6/30/2000	Asst Ath Director for Student Svcs	89286	N	-	unknown	W	UOH 100	N/A
07/01/98	Public Information Officer	97500F	N	-	unknown	W	UOH 100	N/A
07/01/98	UH Asst Women's Basketball Coach	99501F	N	-	-	W	UOH 100	N/A
07/01/98	UH Asst Softball Coach	99502F	N	-	-	W	UOH 100	N/A
07/01/98	UH Asst Swim Coach	99503F	N	-	-	W	UOH 100	N/A
07/01/98	Educational Specialist	99504F	N	-	-	W	UOH 100	N/A
07/01/98	UH Asst Soccer Coach	99505F	N	-	-	W	UOH 100	N/A
07/01/98	Student Services Specialist	99511F	N	-	-	W	UOH 100	N/A
7/1/1998	Asst Athletics Director	99513F	N	-	-	W	UOH 100	N/A
07/01/98	Public Information Officer	99514F	N	-	-	W	UOH 100	N/A
07/01/98	Educational Specialist II	99516F	N	-	-	W	UOH 100	N/A

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07/01/98	UH Asst Volleyball Coach (Men)	99517F	N	-	-	W	UOH 100	N/A
10/07/02	Clerk Typist III	13642	N	23,952	35,088	W	UOH 100	N/A
12/29/01	Clerk III	17360	N	22,152	23,508	W	UOH 100	N/A
08/10/01	Account Clerk III	19064	N	24,888	32,124	W	UOH 100	N/A
05/31/05	Account Clerk III	23807	N	24,888	31,512	W	UOH 100	N/A
07/02/04	Clerk IV	24959	N	23,952	22,812	W	UOH 100	N/A
05/14/04	Clerk III	27843	N	22,152	21,096	W	UOH 100	N/A
08/05/05	Clerk III	30523	N	22,152	22,152	W	UOH 100	N/A
04/10/04	Clerk IV	42156	N	23,952	22,812	W	UOH 100	N/A
12/01/02	Clerk III	46435	N	22,152	24,684	W	UOH 100	N/A
05/12/00	Clerk V	46436	N	25,920	34,764	W	UOH 100	N/A
06/29/95	Enterprise Oper	80136	N	38,532	43,812	W	UOH 100	N/A
08/11/05	Enterprise Oper	80302	N	31,596	38,532	W	UOH 100	N/A
06/19/99	Enterprise Oper	80428	N	31,596	27,893	W	UOH 100	N/A
06/11/99	IT Specialist	81378	N	38,532	32,011	W	UOH 100	N/A
08/01/04	Clerk II	25698	N	0	24,684	W	UOH 100	N/A
05/17/05	Institutional Support	80649	N	31,596	32,544	W	UOH 100	N/A
08/17/00	Publication Specialist	81486	N	36,672	34,920	W	UOH 100	N/A
03/04/05	Clerk Typist II	15287	N	0	22,812	W	UOH 105	N/A
11/29/03	Clerk Typist II	31244	N	0	25,656	W	UOH 105	N/A
12/31/00	UH Security Officer I	46108	N	0	Unknown	W	UOH 105	N/A
07/30/04	Architect	77005	N	23,275	61,392	W	UOH 105	N/A
02/01/01	Student Housing Coordinator	80598	N	0	37,056	W	UOH 105	N/A
03/11/05	Administrative Officer	81103	N	23,372	41,712	W	UOH 105	N/A
07/01/95	Clerk Typist IV	96005F	N	0	New Position	W	UOH 105	N/A
07/01/95	Student Housing Coordinator	96507F	N	0	New Position	W	UOH 105	N/A
07/01/95	IT Specialist	96508F	N	0	New Position	W	UOH 105	N/A
01/21/03	Admin & Fiscal Supp Spec	77354	N	31,596	0	W	UOH 100	N/A