

# UNIVERSITY OF HAWAI‘I SYSTEM LEGISLATIVE TESTIMONY



**UOH 100 University of Hawai‘i at Mānoa**

Testimony Presented Before the  
Senate Committee on Ways and Means

January 14, 2008

by

Virginia Hinshaw  
Chancellor  
University of Hawai‘i at Mānoa

Budget Requests for Supplemental Budget 2008 - 2009  
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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 the flagship research institution of the University of Hawaii System with a tripartite mission of teaching, research, and service. Our faculty members are scholars who are expected to function at the cutting edge of their research disciplines. The students that we educate are being prepared for leadership roles in our society as they learn subject matter, critical thinking, objective reasoning, and communication skills.

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

As a research university, Mānoa's also places a significant emphasis on scholarship as well as undergraduate and graduate instruction. As such, the unique "value added" to the student experience is the opportunity to witness and participate in the creation of new knowledge in the form of original research and scholarship. An additional quantifiable return on the state's investment in research at Mānoa is the \$300-400 million in extramural grants and contracts generated each year. These dollars are primarily obtained from federal sources and are primarily added to the states economy in the form of faculty, staff and student support. UH-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 service. The most obvious of service to the state is the education of so many of our citizens in their chosen professions. For example, the majority of the medical doctors in Hawaii completed their degrees at our School of Medicine. UH Manoa faculty and staff (and sometimes students!) also provide subject matter expertise and participation on a myriad of organizations from legislative committees to neighborhood boards.

The University of Hawaii at Manoa is a comprehensive research university with a primary focus on education and service to the State of Hawaii.

**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. In order to meet these objectives we formulated the seven core commitments of our 2002-2010 Strategic Plan. A brief summary of our continued progress on each is provided below.

### Research

With extramural grants and contracts in excess of \$300 million, Manoa is committed to research. Our unique geographic location facilitates advances in marine biology, oceanography, underwater robotics, astronomy, geology, geophysics, tropical agriculture, aquaculture and tropical medicine. Research dollars have translated into significant advances in all of these disciplines to the direct benefit of the state of Hawaii. Our heritage, our people and our close ties to the Asian and Pacific region also create a favorable environment for advanced scholarship in the arts, humanities, languages, intercultural relations, linguistics, religion and philosophy. In a number of instances our programs are independently judged as among the best in the world.

### Educational Effectiveness

UH-Mānoa offers 86 Bachelor's degrees, 86 Masters degrees, and 52 Doctoral Degrees, including law, medicine, and architecture. Our 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 knowledge and practices. We are sensitive to the values of our host culture and seek to inculcate these values into all of our activities.

### Place

UH-Manoa is a globally-connected Hawaiian place of learning. We are committed to creating an environment with modern facilities that foster learning and research on campus reflecting a Hawaiian sense of place. Specifically we seek to develop technologically advanced and sustainable facilities through improved landscaping, architectural design, and the creation of gathering spaces.

### Economic Development

Whether it is biotechnology, engineering, or agribusiness-- the recognized geographic centers of expertise in these areas nationally and/or internationally all share origins with institutions of higher education. We nurture efforts in education, research, innovation, and entrepreneurship to develop greater and more diverse opportunities for the economy of the State of Hawai'i.

### 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, entertainment, and the exchange of ideas. In particular, the Hawaiian, Asian, and Pacific cultures are of critical importance. 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. Of critical necessity to our global educational community is our ability to effectively employ the most up-to-date information and communication technology to enhance instructional and research activities.

### **C. Meeting Program Objectives**

UH-Mānoa has continued to plan and meet its program objectives in a manner consistent with the process utilized to create our Strategic Plan in 2002. Each year we now hold a campus-wide planning day, usually in October, in which faculty, staff, and students engage in constructive dialog that serves to address continued implementation the Strategic Plan, affirmation of the priorities, and reinforcement of the communal decision making and vetting processes in a fiscally responsible and transparent manner.

UH-Mānoa has also finalized its administrative structure, thereby greatly enhancing our ability to meet program objectives. Presently, the Chancellor and 3 of 4 Vice Chancellor positions are filled with permanent hires providing for appropriate oversight, planning, and stability for the administration of the campus.

## **II. Program Performance Results**

### **A. Performance Results**

Below we have outlined the details of our progress toward the core commitments of our Strategic Plan. Nonetheless, obvious measures that demonstrate our progress in meeting our three missions of teaching, research and service include:

- Student Enrollment has increased 21% since 2000, demonstrating the desirability of UH-Mānoa to students from Hawai'i and elsewhere.
- Extramural funding and productivity has soared in recent years and research capacity is quickly being reached as we utilize all available space on campus.
- UH-Mānoa faculty continue to provide vital services to the State of Hawai'i and the campus provides exclusive services by meeting workforce needs in critical areas to include but not limited to medicine, education and engineering.

## **B. Results as Related to Program Objectives**

Since the establishment of Mānoa's Core Commitments in 2002, the Mānoa administration, faculty, staff, and student groups have worked diligently to honor the spirit of the Strategic Plan and to implement its specific objectives. The following are recent samples of successes related to the various objectives. A full accounting of our progress is available at: [http://www.manoa.hawaii.edu/vision/continuing\\_our\\_commitment/initiatives/#R](http://www.manoa.hawaii.edu/vision/continuing_our_commitment/initiatives/#R)

### Research

- Stabilized the operation of the new John A. Burns School of Medicine facility at Kaka'ako and established extramurally competitive research programs.
- Received federal funding (\$9M) from the NSF Experimental Program to Stimulate Competitive Research (EPSCoR) to build additional infrastructure and capacity for interdisciplinary research on biodiversity in an integrated island environment.
- Initiated an annual Undergraduate Research Symposium and accompanying programs to provide undergraduate research opportunities throughout the world.
- Established the Pacific Center for Emerging Infectious Diseases Research as part of the John A. Burns School of Medicine with \$9.6M grant from the NIH Centers of Biomedical Research Excellence program.
- Redoubled and refocused efforts to develop competitive graduate education programs that attract and retain the best students for the state of Hawai'i.
- Received a \$20M grant from the NSF for the establishment of a Center for Microbial Oceanography Research and Education (CMORE).
- Maintained a consistent level of new patent activity leading to the continued licensing of UH discoveries (presently about \$800K/year).

### Educational Effectiveness

- 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.
- Maintained the enrollment gains of previous years, standing at 20,006 this Fall.

- 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 per MAPS Report 'Scholastic Assessment Test I (SAT-I) Scores University of Hawai'i at Manoa beginning in the Fall 2005.
- Enrollment Management improved with the Star Enrollment Management System. The online system pulls enrollment information in real time so that departments can better monitor enrollment in high demand classes and make timely adjustments as needed.
- 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 and improving residence life for students.
- Launched the MyUH Portal 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 Manoa: Agreement between UHM, Honolulu Community College and Kapi'olani Community College regarding procedures for articulation to UHM General Education Requirements.

### Social Justice

- Created The School of Hawaiian Knowledge.
- New Masters of Arts programs in Hawaiian and Hawaiian Studies were approved by the Board of Regents.
- Created an Office of the Ombudsman that reports directly to the Chancellor and provides guidance, counseling, and advocacy for those (students, faculty, and staff) seeking redress through the sexual harassment, non-discrimination or academic grievance policies, or needing assistance with the navigation of administrative procedures.
- Created 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.

### 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 at UH-Mānoa. For example, the Kuykendall courtyard has been

transformed from a concrete, bland landscape to a gathering spot with plants, gardens, tables, benches and a variety of 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 UH-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.
- The State of Hawaii benefits from large foreign investments in astronomy facilities and operations originating with UH- Mānoa programs on Mauna Kea and Haleakala. This directly translates into more technical jobs and influx of dollars into the State of Hawaii.
- The Pacific Asian Center for Entrepreneurship and e-Business at the Schidler College of Business 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 UH- Mānoa'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
- UH- Mānoa 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 continues to premier student work at International Film Festivals.
- The University brought an exhibit of 42 Rembrandt etchings to Hawaii. This was the largest exhibit of its kind to visit Hawaii and was directly viewed by 1,000 of individuals inside and outside the university community.

### Technology

- We've launched a new Manoa Website that integrates the strategic plan, with sites for current students, prospective students, faculty, and staff, as well as a calendar of events.
- We launched the MyUH Portal, 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 also provides dynamic updates triggered events such as academic "holds" and 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. We regularly compare our success rates with national norms. For example, we recently learned that our graduation rate of Ph.D. students is within 1 percentage point of the national average.

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 (WASC). In October of 2007 we successfully completed, as a part of our accreditation, a rigorous external review. The team of reviewers assessed the university's progress towards meeting national standards for educational quality and effectiveness. UH-Mānoa is currently under 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 78<sup>th</sup> among U.S. universities in FY 2003 as measured by expenditures of federal research and development dollars. This past year UH ranked in the top 50 (top 30 for public universities). Moreover, a recent visit from the National Science Board (August 2007) revealed that last year UH-Mānoa was ranked #1 among all universities in the United States in the rate of growth of federal research dollars.

#### **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**

##### **Requests included in the Executive Budget**

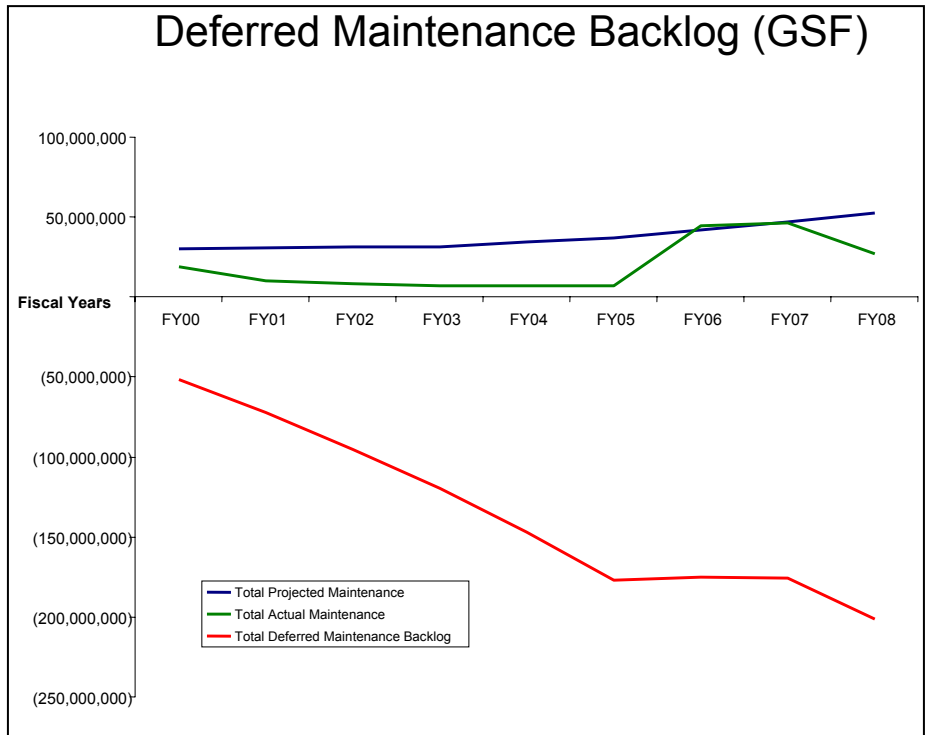
The executive budget includes two items for UHM:

- ***Library: Maintain Library Collections & Services (FY'09: \$2,500,000)***. The University Library serves as the research library for students, faculty, and researchers on the Mānoa campus, statewide, and around the world. The library's flat budget in the face of escalating collections expenses has resulted in a significant decline in purchasing power. At the same time, advances in technology, especially digitization, provide more efficient and cost effective ways to distribute information. This request would allow the library to keep pace with these changes, maintain strategic local collections, and expand access to all of the library's collection.
- ***Administration, Finance & Operations: Additional Campus Security Personnel (FY'09: \$933,632)***. Additional security officers and personnel will address security staffing shortages and as such improve campus safety. Funds will also supply the additional resources and equipment (e.g., uniforms, radios, rain gear, etc.) necessary for the new officers to effectively perform their duties. Meanwhile, Mānoa is actively researching the best model for Campus Security's future organizational structure, which might eventually include an on-campus HPD or Sheriff substation or the establishment of a Campus Police Force.
- ***Transfers of resources within the UH System*** The Executive Budget also includes the transfer of OHR positions and ITS positions from the UH System to UHM, and also funds for the Quentin Burdick Rural Interdisciplinary Training Program from UHH to UHM.

**Additionally, the Board of Regents approved many items which are critical to the maintenance of quality education and support for the deteriorating infrastructure of the Manoa Campus. We strongly advocate for the support to address our critical repairs and maintenance issues, address health, safety, and emergency preparedness, and retain students and improve education. What follows are descriptions of these important requests.**

**CRITICAL REPAIRS AND MAINTENANCE**

Our escalating utility and sewer fees have cut deeply into our base budget for the maintaining our infrastructure and building and grounds. 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. This added expense, in addition to a chronic lack of funding for repairs and maintenance has left the Manoa campus with a significant backlog of deferred maintenance that



is our top priority both here as well as a part of our Capital Improvements request.

Deferred Repairs and Maintenance is taking a 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 4000 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
<b>R&amp;M Allocation</b>	\$1,564,886	\$7,758,983	\$3,948,561	\$8,457,610	\$13,520,481	\$17,898,650
<b>Operating</b>	\$1,564,886	\$1,558,983	\$1,047,561	\$2,560,610	\$2,353,481	\$2,845,650
<b>CIP</b>	\$0	\$6,200,000	\$2,901,000	\$5,897,000	\$11,167,000	\$15,053,000
<b>Gross Square Feet</b> <sup>1</sup>	4,509,708	4,509,708	4,509,708	4,609,528	4,746,928	4,746,928
<b>Ratio (\$/GSF)</b>	\$0.35	\$1.72	\$0.88	\$1.83	\$2.85	\$3.77

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

To support this request we are asking for:

- **Administration, Finance & Operations: Infrastructure Support for Maintaining Buildings & Grounds (FY'09: \$650,000).** This request provides the resources required to: 1) support the operations of campus facilities due to on-going budgetary constraints and the magnitude of prior restrictions; 2) improve campus learning and work environments by outsourcing the maintenance and service of major mechanical systems; 3) establish and fund permanent positions to support the Office of Physical, Environmental, and Capital Planning and to address the critical need for an Energy Management Office to establish policies and procedures to reduce campus energy consumption and promote energy education and research.
- **SOEST: Center for Smart Building and Community Design—Energy Efficiency (FY'09: \$150,000).** This request addresses two specific and increasingly urgent state needs: 1) preserving and enhancing the health of Hawai'i's coastal communities against the pressures of expanding development; and 2) reducing fossil fuel dependence and improving renewable energy opportunities in Hawai'i, especially through improved building operations and design in state facilities. This support will allow the Center to continue to deliver information, research, and expertise to the community, meanwhile linking various campus curricula and connecting the lab and classroom with the community by encouraging students to participate in traditional and experiential learning. The work of this center has been critical in the support of energy conservation at the Manoa campus and elsewhere in the state, and their continued growth will allow the campus to continue to recapture expenditures on electricity for other purposes.
- **Athletics: Title IX Compliance—Addressing Gender Equity Issues (FY'09: \$3,067,645).** Funds are requested to address the Title IX compliance initiatives documented in the Chancellor's recently-approved 2007-2012 University of Hawai'i at Mānoa Gender Equity Plan "Believe it, Achieve It." The request includes building and renovating athletic

faculties, creating five coaching positions for women's teams, and providing grant-in-aid funds (scholarships) to support the equivalent of 107 women's athletic grants-in-aid. The request also includes additional staff positions to more adequately address the daily maintenance needs on lower campus.

## **HEALTH, SAFETY & EMERGENCY PREPAREDNESS**

The University of Hawaii at Manoa has a great obligation to the state to keep our students, staff, and faculty healthy and safe. The events at Virginia Tech during the last year caused us to reconsider our own needs in the area of safety and security, and we are always mindful of our need to plan for major emergencies and routine safety. To complete this obligation to the state we are requesting:

- ***Student Affairs: Additional Clinical Psychologists for Student Support (FY'09: \$240,000).*** University counseling centers have indeed become crisis centers dealing with students with clinical depression and anxiety, emerging and chronic personality disorders, suicidal ideation and gestures, and disruptive and dangerous behaviors. The recommended ratio of full-time psychologist/counselor to student at university counseling centers is 1 per 1,000-1,200 students. This request for three psychologist positions will help address student needs by bringing UH Mānoa's ratio to 1 per 2,333.
- ***Administration, Finance & Operations: Establish Emergency Response Center and Office (FY'09: \$3,480,968).*** A permanent, centralized monitoring and dispatch center will allow Campus Security to function securely and efficiently during natural disasters, power outages, and other potential crises affecting the Mānoa campus. This central location will also allow Campus Security to monitor the proposed Integrated Security and other systems in a central location.
- ***Administration, Finance & Operations: Parking Lot Lighting Improvements—Enhanced Security (FY'09: \$500,000).*** Repairs and additional lighting in the Bachman, Webster, Art/Miller, ROTC, Korean Studies, Student Health, and PBRC parking lots will enhance safety and security for faculty, staff, and students by increasing visibility at night.
- ***Administration, Finance & Operations: Support Staff for Federal Compliance Mandates—EH&S (FY'09: \$250,580).*** The Office of Environmental Health & Safety is severely understaffed as a result of increased federal requirements for compliance following the passage of the Patriot Act in 2000 and the Agricultural Bioterrorism Protection Act in 2002. This request will fund three additional full-time employees, including a Compliance Specialist and administrative support in the Biological Safety Program and the Environmental Health & Safety Office.
- ***Administration, Finance & Operations: Campus Security Student Patrol Program (FY'09: \$75,000).*** Expanding the Student Patrol Program will ensure a safer campus environment for students, faculty, and staff. Student Patrols will assist with escort services and patrolling, thereby freeing up full-time security officers to handle cases and respond to emergencies and other incidents across campus.

- ***Waikīkī Aquarium: Health & Safety Compliance Issues (FY'09: \$85,000)***. A recent compliance audit revealed several issues requiring urgent attention for the Aquarium to be in compliance with UFC, EPA, DOH, and OSHA regulations. This request covers replacement of the cover that conceals and prevents unauthorized entry into the well-water pump and provides funding for the installation of OSHA-approved service scaffolding and railings.

### **RETAINING STUDENTS AND IMPROVING EDUCATION**

Mānoa's student retention lags behind our peer institutions, and to provide the most effective use of our educational resources to the State we must improve our retention of students. 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, and retain students at the rate that would best serve 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.

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:

- ***Research & Graduate Education: Additional Graduate Assistants and Cost of Living Adjustment (FY'09: \$750,000)***. Graduate Assistants enhance learning in undergraduate classrooms through discussion sections, one-on-one learning, and general classroom support—and thus provide one of the greatest values in higher education. This request promotes educational effectiveness and student learning by addressing the need for additional and fairly-compensated Graduate Assistants across campus.
- ***School of Hawaiian Knowledge: Hawaiian Language Positions (FY'09: \$480,000)***. The conversion of several Hawaiian Language positions from temporary to permanent is essential for the success of the newly-established School of Hawaiian Knowledge.
- ***Academic Affairs: Upgrade Classroom Technology (FY'09: \$800,000)***. Classrooms at Mānoa are generally not equipped with the standard technology utilized in classrooms across the country. This is a very important request to our students. In order to provide up-to-date equipment for nearly every classroom, we plan to match this request with tuition dollars.

- ***School of Hawaiian Knowledge: Initiatives to Enhance Access for Hawaiians (FY'09: \$840,000).*** Mānoa's Strategic Plan recognizes the importance of Hawaiian culture, language and place, and the recently-established Hawaiian School of Knowledge demonstrates and advances our commitment to becoming a truly Hawaiian place of learning. Further funding is needed to provide permanent full-time employees and academic and research support for the School. This request includes funds for those positions and for the Chancellor to support Hawaiian initiatives.
- ***Chancellor's Office: Community Outreach and University Advancement (FY'09: \$260,000).*** The Manoa campus has an need to do a better job reaching out to the community and promoting the opportunities available at Manoa to potential students at home and on the mainland. These positions are critical to improve the communication and understanding of the University within our community, and promoting the University on the mainland and abroad.
- ***Academic Affairs: Accreditation, Assessment Initiatives for WASC (FY'09: \$360,000).*** This request provides the funding necessary to meet and implement the assessment of student learning and student learning initiatives. An institutional analyst will use timely data to help departments identify critical areas of need in student learning and help the VCAA present guidance and support seminars and workshops to enhance student assessment and learning. This funding will help ensure continued success in the areas of student learning, assessment, and accreditation.
- ***Academic Affairs: Director for Enrollment Management (FY'09: \$200,000).*** The Office of Enrollment Management is charged with developing a plan to stabilize and steadily increase campus enrollment, meanwhile addressing state needs and diversity challenges. The revenues generated through increased enrollment will assist the Mānoa's steady growth and allow us to continue to attract Hawai'i's students. A Director of Enrollment Management will guide these efforts and also take us one step further in the establishment of an infrastructure for the Office of the Assistant Vice Chancellor for Enrollment Management.
- ***Academic Affairs: Honors Program Office (FY'09: \$300,000).*** This request moves us toward a four-year Honors curriculum that will attract and retain Hawai'i's brightest undergraduates.
- ***Student Affairs: Children's Center—Expand Child Care Capacity (FY'09: \$120,000).*** Providing access to convenient, quality childcare is part and parcel to supporting our students and staff. Due to budget and hiring constraints, our Center operates with a significant waiting list, and student-parents do not always receive the support services they need. This request includes three new full-time teaching positions to expand parent involvement and training activities, which ultimately support student-parents as they pursue their educational goals.
- ***Student Affairs: Coordination of Student Services Through Kiosk Operations (FY'09: \$90,000).*** As student services become more centralized in the Queen Lili'uokalani Center for Student Services (QLCSS), the front kiosk has the potential to be much more than just

an information booth. Indeed, with a full-time professional staff and additional resources, the kiosk could provide essential front-end services like help filling out applications, interpreting letters issued by student services units, etc. As such, the kiosk could be a permanent “go-to” resource for students and visitors alike, potentially reducing demand on other QLCSS offices and putting a full-time resource expert at the entrance of our student services building.

- ***Office of Faculty Development & Support: Faculty Development (FY’09: \$65,500).*** The Year of the Student Survey highlighted several areas in which more faculty support could make a difference in how well our students learn. This item will provide more faculty mentoring, workshops on general education, and provide support to integrate technology into our teaching methods.
- ***Academic Affairs: Office of International Students SEVIS Federal Compliance (FY’09: \$113,910).*** Student and Exchange Visitor Information System (SEVIS) monitoring and reporting requirements rely heavily on accurate and timely data entry and analysis of complex SEVIS requirements. Two full-time SEVIS support positions are critical to ensure that the University continues to comply with federal immigration compliance requirements.
- ***Chancellor’s Office: Centennial Hires for Diversity and Excellence (FY’09: \$500,000).*** The University of Hawai‘i at Mānoa desires to have flexibility to attract scholars that will bring prestige and enhance the diversity of our faculty through five “Centennial Hires for Diversity or Excellence.” These funds would be used strategically to identify exceptional scholars who could be recruited to UH Mānoa. UH Mānoa does not currently have the flexibility to pursue individual opportunities as they surface. These seed hires would help to raise our profile and diversify the faculty.
- ***Student Affairs: Student Organizations Resource Center for Excellence & Success (SORCES) (FY’09: \$50,000).*** Clubs and organizations make up a campus social network that promotes individual student pride and fosters a sense of belonging to the campus that ultimately contributes to student learning, retention, and success. This provides funds for a specialist position for the Student Organizations Resource Center for Excellence & Success (SORCES), as such initiating the establishment of a centralized resource service center for the more than 200 registered clubs and student organizations on campus.
- ***Pacific Biosciences Research Center: Undergraduate Research Training Coordinator (FY’09: \$45,000).*** The PBRC administers six research training programs that provide undergraduates with research experiences and opportunities. A full-time Undergraduate Training Coordinator is needed to carry out administrative functions such as publicity, recruiting, selection and placement, assessment for this important program.
- ***Law School: Law Library Accreditation (FY’09: \$90,000).*** This line item provides for enhanced infrastructure for the Law Library, which is currently significantly understaffed for a collection its size.
- ***Travel Industry Management: Growth of Academic Programs to Meet Statewide Needs (FY’09: \$360,000).*** There is a clear unmet need for travel industry management

baccalaureate students, which is voiced by the industry. This budget includes new faculty to help expand our undergraduate offerings focusing on local residents of the State with the express purpose of ensuring that local students have an opportunity to gain management education in hospitality and tourism and assume leadership roles within the State.

**IV. Expenditures for FY 2007-2008**

	Appropriation FY 2008	Collective Bargaining	Transfers In/Out	Restriction	Estimated Total Expenditures
	4007.40		8.00		4015.40
Personal Services	262,445,922	2,672,590	259,406		265,377,918
Current Expenses	239,584,076				239,584,076
Equipment	16,824,409				16,824,409
Motor Vehicles	320,000				320,000
<b>Total</b>	<b>519,174,407</b>	<b>2,672,590</b>	<b>259,406</b>		<b>522,106,403</b>
By MOF:					
	3543.84		8.00		3551.84
General Funds	237,907,514	2,394,897	259,406		240,561,817
	251.25				251.25
Special Funds	200,523,383				200,523,383
	78.06				78.06
Federal Funds	5,485,593				5,485,593
	134.25				134.25
Revolving Funds	75,257,917	277,693			75,535,610
	519,174,407	2,672,590	259,406		522,106,403

A. Transfers within the Program I.D.  
None

B. Transfers between Program I.D.  
Transfers of 3.00 OHR positions and 184,034 from UOH 900 to UOH 100  
Transfer of 3.00 ITS positions from UOH 900 to UOH 100  
Transfer 2.00 Advancement positions and 75,372 from UOH 900 to UOH 100

These transfers follow the transfer of systemwide functions from UOH 900 to UH Manoa

C. Restrictions  
None



**V. Supplemental Budget Requests for FY 2008 - 2009:**

	Budget Request FY 2008-2009
	4,071.40
Personnel Services	289,868,544
Current Expenses	247,971,886
Equipment	16,467,109
Motor Vehicles	344,000
Total	554,651,539
By MOF:	
	3,609.84
General Funds	255,200,306
	249.25
Special Funds	218,533,508
	78.06
Federal Funds	5,485,593
	134.25
Revolving Funds	75,432,132

A. Workload or program requests:

Item/Description	MOF	Cost Category	FY 2009
			25.00
Additional Campus Security Personnel	A	A. Personal Services	844,432
		C. Equipment	65,200
		M. Motor Vehicles	24,000

Request is to provide additional security personnel to provide increased presence on campus.

Transfer Quentin Burdick from UH Hilo to UH Manoa	A	B. Current Expenses	200,000
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Request to transfer funds for the UH Manoa School of Nursing program which were appropriated to UH Hilo.

Transfer OHR positions from UOH 900 to UOH 100	A	A. Personal Services	3.00 184,034
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Transfer ITS positions from UOH 900 to UOH 100	A	A. Personal Services	3.00
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These transfers reflect the transfer of systemwide functions to UH Manoa.

Transfer UH Bond System from UOH 100 to UOH 900	W	A. Personal Services B. Other Expenses	(2.00) (77,619) (10,110,653)
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The UH Bond System manages the bond system funds for the entire University system and the budget should be included as part of the system financial management program.

Increase user access to Library collections and services	A	A. Personal Services B. Other Expenses C. Equipment	8.00 400,500 1,860,500 239,000
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Request is for funding to improve user access to the Library, including electronic data bases, additional digital resources and staff to maintain library collections.

**VI. Program Restrictions:**

None.

**VII. and VIII. Capital Improvements Program Requests/Lapsing of CIP:**

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

**ATTACHMENT 8**  
**ALL POSITIONS VACANT AS OF DECEMBER 1, 2007**

Date of Vacancy	Program I.D.	PositionTitle	Position Number	Exempt (Y/N)	Budgeted Amount	Actual Salary Last Employee Paid	MOF	Authority to Hire (Y/N)
01/02/05	UOH 100	Offset Press Operator II	00777	N	35,292	44,604	A	Y
07/25/05	UOH 100	Offset Press Operator II	00778	N	35,892	44,604	A	Y
07/01/06	UOH 100	Clerk Typist II	785	N	22,932	23,535	A	Y
1/6/07	UOH 100	Clerk Typist III	802	N	37,944	37,944	A	Y
9/25/06	UOH 100	Clerk Typist II	4108	N	29,724	28,968	A	Y
9/15/07	UOH 100	Janitor II	4882	N	30,048	30,048	A	Y
4/4/06	UOH 100	Secretary II	5270	N	44,424	46,404	A	Y
11/1/07	UOH 100	SECRETARY III	7460	N	51,936	51,936	A	Y
3/21/07	UOH 100	Mech Rpr Helper	8055	N	33,420	28,320	A	Y
6/30/07	UOH 100	Grndskeeper I	8070	N	30,048	30,048	A	Y
1/25/07	UOH 100	Tree Trim Trk Drvr	8071	N	33,420	33,396	A	Y
12/1/07	UOH 100	Janitor II	9090	N	30,048	30,048	A	Y
5/23/07	UOH 100	Truck Drvr-Laborer	10102	N	33,420	33,420	A	Y
10/1/05	UOH 100	Carpenter I	10107	N	39,888	26,340	A	Y
12/1/07	UOH 100	Janitor II	11076	N	30,048	30,048	A	Y
9/10/07	UOH 100	Library Technician V	11100	N	30,012	30,012	A	Y
1/1/07	UOH 100	Agr Res Tech III	12765	N	33,756	33,756	A	Y
1/1/07	UOH 100	Agr Res Tech IV	12766	N	41,256	41,064	A	Y
10/31/07	UOH 100	Univ Security Off I	13851	N	31,176	18,340	A	Y
05/26/07	UOH 100	Secretary I	0014290	N	42,696	42,696	A	Y
11/1/07	UOH 100	Clerk III	14366	N	24,684	24,684	A	Y
12/1/05	UOH 100	Account Clerk III	0015169	N	41,064	39,672	A	Y
6/19/07	UOH 100	Library Technician V	15468	N	37,956	37,956	A	Y
3/20/06	UOH 100	Carpet Cleaner I	17464	N	32,148	30,684	A	Y
11/24/07	UOH 100	Clerk Typist II	17575	N	26,688	26,688	A	Y
9/30/06	UOH 100	Carpenter I	17622	N	39,888	38,076	A	Y
12/8/06	UOH 100	Library Assistant IV	18026	N	23,736	23,736	A	Y
9/4/04	UOH 100	Carpenter I	18057	N	39,888	33,144	A	Y
2/19/07	UOH 100	Clerk IV	19399	N	27,732	27,768	A	Y
11/16/07	UOH 100	Clerk IV	21277	N	35,100	35,000	A	Y
9/1/07	UOH 100	Painter I	21357	N	39,888	39,888	A	Y
11/1/06	UOH 100	Secretary II	22415	N	32,259	32,424	A	Y
06/30/07	UOH 100	Bldg & Grounds Util Worker	25855	N	39,888	39,340	A	Y
11/27/05	UOH 100	A/C Mechanic I	31949	N	41,400	34,404	A	Y

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11/23/07	UOH 100	Janitor II	32624	N	30,048	30,048	A	Y
1/3/06	UOH 100	Maint Mech II	34052	N	42,276	39,864	A	Y
10/08/04	UOH 100	Clerk III	41325	N	26,556	26,832	A	Y
12/29/06	UOH 100	A/C Mechanic I	43498	N	41,400	40,884	A	Y
10/31/07	UOH 100	Secretary I	43782	N	35,100	36,504	A	Y
07/01/06	UOH 100	Secretary II	0045681	N	39,123	38,124	A	Y
10/15/07	UOH 100	Univ Security Off I	48515	N	33,756	18,832	A	Y
7/1/07	UOH 100	Asst Prof	70026	N	70,000	N/A	A	Y
7/1/06	UOH 100	Assistant Professor	70058	N	45,000	N/A	A	Y
7/1/06	UOH 100	Assistant Professor	70062	N	32,305	N/A	A	Y
7/1/06	UOH 100	Associate Professor	70063	N	32,305	N/A	A	Y
7/1/07	UOH 100	Assoc Specialist	70068	N	46,875	N/A	A	Y
7/1/07	UOH 100	Asst/Assoc Specialist	70069	N	46,875	N/A	A	Y
7/1/07	UOH 100	Asst Specialist	70070	N	46,875	N/A	A	Y
7/1/07	UOH 100	Junior Specialist	70071	N	46,875	N/A	A	Y
7/1/07	UOH 100	Junior Specialist	70072	N	48,750	N/A	A	Y
7/1/07	UOH 100	Jr/Asst Specialist	70073	N	37,500	N/A	A	Y
7/1/07	UOH 100	Junior Specialist	70074	N	37,500	N/A	A	Y
7/1/07	UOH 100	Specialist	70075	N	56,250	N/A	A	Y
7/1/07	UOH 100	Asst/Assoc Specialist	70077	N	48,750	N/A	A	Y
7/1/07	UOH 100	Junior Specialist	70078	N	37,500	N/A	A	Y
10/22/05	UOH 100	Institutional Support PBB	77835	N	49,763	49,763	A	Y
8/29/07	UOH 100	Research Support	78038	N	42,984	45,574	A	Y
7/1/07	UOH 100	IT Specialist	78180	N	52,775	N/A	A	Y
7/1/06	UOH 100	Admin & Fiscal Supp	78343	N	33,886	N/A	A	Y
7/1/06	UOH 100	Educational Specialist	78412	N	40,162	N/A	A	Y
7/1/07	UOH 100	Information Tech	78462	N	61,392	N/A	A	Y
7/1/07	UOH 100	Inst Support, PBA	78493	N	35,256	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78524	N	33,750	N/A	A	Y
7/1/07	UOH 100	Institutional Support	78525	N	31,875	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78526	N	37,500	N/A	A	Y
7/1/07	UOH 100	Institutional Support	78528	N	60,000	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78530	N	24,750	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78538	N	31,875	N/A	A	Y

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7/1/07	UOH 100	Institutional Support PBA	78543	N	39,458	N/A	A	Y
7/1/07	UOH 100	Research Support	78548	N	35,256	N/A	A	Y
7/1/07	UOH 100	Research Support	78549	N	35,256	N/A	A	Y
8/28/07	UOH 100	UH Reg Architect	78552	N	45,000	45,000	A	Y
7/1/07	UOH 100	Research Support, PBB	78582	N	42,984	N/A	A	Y
7/1/07	UOH 100	Research Support, PBB	78583	N	42,984	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78604	N	33,750	N/A	A	Y
7/1/07	UOH 100	Instr & Stud Supp	78605	N	30,000	N/A	A	Y
7/1/07	UOH 100	Institutional Support PBD	78606	N	120,000	N/A	A	Y
7/1/07	UOH 100	Academic Support	78619	N	35,256	N/A	A	Y
11/30/07	UOH 100	Institutional Support	78683	N	23,736	23,736	A	Y
7/1/07	UOH 100	Admin. Assistant	78692	N	45,000	N/A	A	Y
9/25/06	UOH 100	Institutional Support PBB	80027	N	56,970	54,852	A	Y
8/25/07	UOH 100	IT Specialist	80070	N	87,648	91,224	A	Y
02/10/99	UOH 100	Aux & Fac Svcs Off	80089	N	35,000	34,600	A	Y
11/1/07	UOH 100	Institutional Support	80249	N	58,356	60,480	A	Y
2/5/07	UOH 100	UH Energy Res Mgr	80338	N	40,000	40,000	A	Y
9/1/07	UOH 100	UH Auxil & Fac Srvc	80487	N	62,592	62,592	A	Y
08/31/04	UOH 100	Research Support (Software Engin	80695	N	36,876	36,210	A	Y
01/01/2007	UOH 100	Research Support	80706	N	71,916	71,916	A	Y
12/1/07	UOH 100	UH Reg Architect	80788	N	69,120	69,120	A	Y
11/1/07	UOH 100	UH Engineer III	80963	N	63,840	63,840	A	Y
7/1/07	UOH 100	Research Support	81344	N	57,840	57,876	A	Y
4/11/05	UOH 100	Research Support	81437	N	23,490	23,490	A	Y
9/1/07	UOH 100	Instr & Stud Supp	81801	N	35,244	36,684	A	Y
8/1/06	UOH 100	IT Specialist	81990	N	45,000	66,780	A	Y
12/31/06	UOH 100	Asst Professor, I3	82025	N	79,632	73,561	A	Y
1/1/07	UOH 100	Professor	82041	N	128,563	128,563	A	Y
7/1/07	UOH 100	Asst Professor, I3	82044	N	45,000	N/A	A	Y
07/01/07	UOH 100	Prof, Med, 11 mo	0082126	N	46,020	42,219	A	Y
8/1/07	UOH 100	Researcher	82133	N	159,492	159,493	A	Y
8/1/07	UOH 100	Assistant Professor	82278	N	62,984	58,194	A	Y
1/1/07	UOH 100	Assistant Professor	82332	N	112,107	103,557	A	Y
8/1/07	UOH 100	ASST PROF	82449	N	70,897	65,495	A	Y

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9/1/06	UOH 100	ASST PROF	82454	N	73,185	73,185	A	Y
8/1/06	UOH 100	Asst Professor, I3	82533	N	61,040	122,794	A	Y
08/01/07	UOH 100	Prof, Med, 11 mo	0082541	N	94,140	94,136	A	Y
04/21/06	UOH 100	Assistant Professor/I3	82571	N	55,000	67,357	A	Y
8/1/06	UOH 100	Instructor, I2	82589	N	19,474	19,474	A	Y
8/6/07	UOH 100	Assistant Professor	82605	N	65,400	62,000	A	Y
2/10/07	UOH 100	Assistant Professor	82615	N	79,623	73,556	A	Y
08/01/06	UOH 100	Assistant Professor/I3	82632	N	55,000	49,554	A	Y
7/1/05	UOH 100	Junior Specialist	82701	N	39,725	39,732	A	Y
07/31/05	UOH 100	Assistant Professor/I3	82710	N	55,000	68,328	A	Y
8/1/06	UOH 100	Assistant Specialist	82732	N	57,085	57,085	A	Y
08/01/2007	UOH 100	Asst Professor	82737	N	117,828	108,852	A	Y
7/1/07	UOH 100	Asst Specialist	82762	N	37,365	N/A	A	Y
7/1/05	UOH 100	Researcher	82815	N	131,078	131,078	A	Y
09/01/05	UOH 100	Prof, Med, 11 mo	0082858	N	271,800	249,348	A	Y
10/5/06	UOH 100	Asst Ext Agent	82881	N	59,088	59,088	A	Y
8/1/06	UOH 100	Instructional Faculty (LLL)	82885	N	55,000	55,000	A	Y
7/30/06	UOH 100	Faculty	82954	N	62,364	62,368	A	Y
8/1/07	UOH 100	Assistant Professor	83004	N	76,701	70,861	A	Y
12/30/00	UOH 100	Prof, UHM, 11 mo	0083025	N	103,908	103,908	A	Y
8/25/06	UOH 100	Assoc Prof 9MO, I4	83205	N	78,708	78,708	A	Y
8/1/04	UOH 100	Instructor, I2	83217	N	27,654	27,654	A	Y
5/18/07	UOH 100	Asst Prof 9MO, I3	83268	N	70,531	70,531	A	Y
08/01/2007	UOH 100	Asst Professor	83297	N	31,200	57,652	A	Y
8/1/06	UOH 100	Asst Professor, I3	83318	N	61,040	60,400	A	Y
8/1/07	UOH 100	ASST PROF	83333	N	53,556	53,556	A	Y
08/01/07	UOH 100	Assistant Professor/I3	83425	N	55,000	N/A	A	Y
02/01/96	UOH 100	Assoc Prof, Med 11 mo	0083490	N	27,348	24,018	A	Y
7/1/07	UOH 100	Asst Professor, I3	83501	N	45,000	N/A	A	Y
12/31/06	UOH 100	Asst Professor, I3	83752	N	63,556	60,400	A	Y
8/1/07	UOH 100	Assistant Professor	83753	N	82,933	76,608	A	Y
05/17/06	UOH 100	Prof, Med, 11 mo	0083773	N	144,744	144,743	A	Y
8/25/06	UOH 100	Asst Prof 9MO, I3	83895	N	76,280	73,242	A	Y
6/1/06	UOH 100	ASST PROF	83900	N	95,232	87,972	A	Y

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08/02/06	UOH 100	Prof, Med, 11 mo	0083958	N	6,420	5,898	A	Y
07/01/06	UOH 100	Assistant Professor/I3	83987	N	55,000	84,312	A	Y
01/01/2007	UOH 100	Asst Professor	84116	N	91,963	84,707	A	Y
8/1/07	UOH 100	Assistant Professor	84200	N	71,278	65,850	A	Y
6/2/07	UOH 100	Librarian III	84208	N	60,660	55,656	A	Y
8/1/07	UOH 100	ASST PROF	84265	N	71,266	65,839	A	Y
08/01/2007	UOH 100	Asst Professor	84270	N	93,456	99,692	A	Y
08/01/04	UOH 100	Assoc Prof, UHM 11 mo	0084340	N	79,932	79,932	A	Y
8/23/07	UOH 100	Librarian III	84357	N	55,752	55,752	A	Y
08/01/07	UOH 100	Assistant Professor/I3	84381	N	55,000	N/A	A	Y
8/1/05	UOH 100	ASST PROF	84418	N	40,176	40,176	A	Y
09/01/07	UOH 100	Prof, UHM, 11 mo	0084455	N	117,276	117,278	A	Y
9/8/06	UOH 100	Asst Spec	84585	N	67,400	67,400	A	Y
8/1/06	UOH 100	Assistant Professor	84643	N	65,400	72,938	A	Y
08/01/2006	UOH 100	Asst Professor	84737	N	71,135	N/A	A	Y
8/1/07	UOH 100	Assistant Professor	84791	N	77,390	71,000	A	Y
8/19/06	UOH 100	Assistant Specialist	84797	N	65,711	65,711	A	Y
08/01/06	UOH 100	Assistant Professor/I3	84835	N	55,000	N/A	A	Y
08/01/04	UOH 100	Asst Prof, Med, 11 mo	0084851	N	77,376	77,374	A	Y
08/01/2006	UOH 100	Asst Professor	84852	N	60,529	55,926	A	Y
4/1/07	UOH 100	Professor, 15	85100	N	138,726	138,726	A	Y
07/01/05	UOH 100	Assistant Specialist/S3M11	85184	N	55,000	49,296	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85187	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85193	N	65,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85195	N	60,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85196	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85199	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85203	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85204	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85205	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85206	N	55,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3M11	85208	N	75,000	N/A	A	Y
08/01/06	UOH 100	Assistant Professor/I3	85224	N	55,000	N/A	A	Y
8/1/07	UOH 100	Associate Professor	85247	N	5,574	5,574	A	Y

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08/01/06	UOH 100	Assistant Professor/I3	85255	N	55,000	65,711	A	Y
7/1/07	UOH 100	Asst Prof 9MO, I3	85316	N	66,667	N/A	A	Y
08/01/2007	UOH 100	Asst Professor	85414	N	76,653	70,815	A	Y
08/01/2007	UOH 100	Asst Professor	85790	N	65,534	60,535	A	Y
7/1/07	UOH 100	Assoc Specialist	85831	N	48,000	N/A	A	Y
7/1/07	UOH 100	Assoc Professor	85845	N	48,000	N/A	A	Y
8/1/07	UOH 100	Assistant Professor	85853	N	54,996	54,996	A	Y
7/1/07	UOH 100	Professor	85973	N	55,000	N/A	A	Y
7/1/07	UOH 100	Assoc Specialist	86035	N	75,000	N/A	A	Y
7/1/06	UOH 100	Junior Specialist	86057	N	22,890	22,890	A	Y
04/01/2007	UOH 100	Asst Professor	86062	N	63,031	58,219	A	Y
7/1/05	UOH 100	Faculty	86151	N	60,000	N/A	A	Y
7/1/05	UOH 100	Faculty	86152	N	60,000	N/A	A	Y
12/31/06	UOH 100	Researcher	86164	N	196,068	179,885	A	Y
7/1/04	UOH 100	Researcher	86188	N	138,960	138,960	A	Y
08/16/02	UOH 100	Assoc Prof, UHM 11 mo	0086199	N	69,756	55,852	A	Y
9/29/05	UOH 100	Associate Researcher	86206	N	79,932	79,932	A	Y
12/01/07	UOH 100	Asst Prof, Med, 11 mo	0086213	N	12,192	12,187	A	Y
8/1/07	UOH 100	Professor, I5	86232	N	175,861	175,861	A	Y
9/1/07	UOH 100	Librarian II	86271	N	29,700	29,700	A	Y
7/1/07	UOH 100	Asst/Assoc Prof	86274	N	61,248	N/A	A	Y
08/01/95	UOH 100	Graduate Assistant	0086942	N	16,824	16,824	A	Y
09/01/06	UOH 100	Asst Prof, UHM, 11 mo	0087158	N	73,572	73,576	A	Y
8/17/06	UOH 100	JR SPEC	87433	N	45,420	45,132	A	Y
8/1/06	UOH 100	ASST PROF	87434	N	63,576	64,848	A	Y
4/1/06	UOH 100	JR SPEC	87646	N	42,960	36,024	A	Y
08/01/2007	UOH 100	Asst Professor	88135	N	79,787	73,695	A	Y
7/1/07	UOH 100	Professor	88244	N	55,000	N/A	A	Y
4/1/07	UOH 100	Specialist	88325	N	76,407	76,407	A	Y
8/1/07	UOH 100	Junior Specialist	88326	N	42,540	46,369	A	Y
05/12/07	UOH 100	Graduate Assistant	0088361	N	15,564	12,176	A	Y
7/1/07	UOH 100	Asst Specialist	88466	N	43,000	N/A	A	Y
10/17/06	UOH 100	Director - NHASS	88499	N		40,000	A	Y
8/27/07	UOH 100	Asst Prof	88660	N	31,200	28,826	A	Y



**ATTACHMENT 8  
ALL POSITIONS VACANT AS OF DECEMBER 1, 2007**

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7/1/07	UOH 100	Asst Professor	88716	N	43,000	N/A	A	Y
07/01/07	UOH 100	Prof, Med, 11 mo	0088890	N	15,348	15,350	A	Y
7/1/07	UOH 100	Asst Specialist	88972	N	25,464	N/A	A	Y
7/6/07	UOH 100	Asst Univ Librarian	89018	Y	107,112	107,112	A	Y
3/16/07	UOH 100	Associate University Librarian	89078	Y	115,008	115,008	A	Y
6/1/07	UOH 100	Vice Chancellor for Academic Affai	89104	N	229,920	229,290	A	Y
10/1/07	UOH 100	ASST DEAN OF STDNT SVCS	89144	Y	86,208	86,208	A	Y
6/5/06	UOH 100	Assist VC Enroll Mngmt	89309	N	0	N/A	A	Y
7/1/07	UOH 100	Director of Stud Affairs	89485	N	60,000	N/A	A	Y
7/1/07	UOH 100	Asso Dean Research	89491	N	90,000	N/A	A	Y
09/11/05	UOH 100	Univ Security Off I	110514	N	32,616	31,332	A	Y
12/1/07	UOH 100	Sprinkler System Rep	111862	N	33,420	33,420	A	Y
11/15/07	UOH 100	Groundskeeper I	900024	N	30,048	31,308	A	Y
07/01/06	UOH 100	Univ Security Off I	900313	N	39,408	N/A	A	Y
07/01/06	UOH 100	Univ Security Off I	900315	N	39,408	N/A	A	Y
07/01/06	UOH 100	Univ Security Off I	900317	N	39,408	N/A	A	Y
07/01/06	UOH 100	Univ Security Off I	900318	N	39,408	N/A	A	Y
07/01/06	UOH 100	Univ Security Off I	900319	N	39,408	N/A	A	Y
07/01/06	UOH 100	Univ Security Off I	900320	N	39,408	N/A	A	Y
7/1/07	UOH 100	Janitor II	900456	N	15,018	N/A	A	Y
7/1/07	UOH 100	Secretary II	900037	N	31,176	N/A	A	Y
7/1/07	UOH 100	Janitor II	0098012F	N	15,018	N/A	A	Y
7/1/07	UOH 100	Janitor II	0098013F	N	15,018	N/A	A	Y
7/1/07	UOH 100	Janitor II	0098014F	N	15,018	N/A	A	Y
7/1/07	UOH 100	Janitor II	0098015F	N	15,018	N/A	A	Y
7/1/07	UOH 100	OSHA Safety Specialist	0098576F	N	45,000	N/A	A	Y
7/1/07	UOH 100	Prof 9MO, 15	84008	N		N/A	A	Y
07/01/07	UOH 100	Bldg Maint Worker	97002F	N	24,000	N/A	A	Y
01/01/07	UOH 100	School Custodian II (formerly Grou	97003F	N	18,750	18,750	A	Y
7/1/07	UOH 100	Civil Service Support	97540F	N	21,026	N/A	A	Y
7/1/06	UOH 100	IT Specialist	97557F	N	42,000	N/A	A	Y
7/1/07	UOH 100	Building Maint Worker	98006F	N	41,500	N/A	A	Y
7/1/07	UOH 100	Clerk Typist II	98007F	N	25,700	N/A	A	Y
7/1/07	UOH 100	Clerk Typist III	98010F	N	19,500	N/A	A	Y

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7/1/07	UOH 100	Asst Researcher	98505F	N	90,000	N/A	A	Y
7/1/07	UOH 100	Researcher	98506F	N	250,000	N/A	A	Y
7/1/07	UOH 100	Junior Specialist	98561F	N	45,000	N/A	A	Y
7/1/07	UOH 100	Associate Specialist	98562F	N	57,000	N/A	A	Y
7/1/07	UOH 100	Assistant Specialist	98563F	N	45,000	N/A	A	Y
7/1/07	UOH 100	Specialist	98564F	N	45,000	N/A	A	Y
7/1/07	UOH 100	Educational Specialist	98565F	N	30,000	N/A	A	Y
7/1/07	UOH 100	Specialist	98566F	N	60,000	N/A	A	Y
7/1/07	UOH 100	Assistant Specialist	98568F	N	46,875	N/A	A	Y
7/1/07	UOH 100	Assistant Specialist	98569F	N	46,875	N/A	A	Y
7/1/07	UOH 100	Assistant Specialist	98570F	N	46,875	N/A	A	Y
7/1/07	UOH 100	Asso Professor	98587F	N	72,150	N/A	A	Y
7/1/07	UOH 100	Asso Professor	98588F	N	19,900	N/A	A	Y
7/1/07	UOH 100	Asst Prof	98591F	N	70,000	N/A	A	Y
7/1/07	UOH 100	Instructor	98592F	N	60,000	N/A	A	Y
7/1/07	UOH 100	Instructor	98593F	N	60,000	N/A	A	Y
7/1/07	UOH 100	Institutional Support	98594F	N	40,000	N/A	A	Y
7/1/07	UOH 100	Grad Assistants (5)	to be estab.	N	82,815	N/A	A	Y
7/1/07	UOH 100	Academic Advisor	to be estab.	N	53,000	N/A	A	Y
7/1/07	UOH 100	Academic Advisor	to be estab.	N	53,000	N/A	A	Y
3/12/2004	UOH 100	Secretary III	10110	N	42,480	41,040	B	Y
08/26/07	UOH 100	Bldg Maint Wrker I	13578	N	39,888	39,864	B	Y
10/07/02	UOH 100	Clerk Typist III	13642	N	24,792	24,550	B	Y
03/04/05	UOH 100	Clerk Typist II	15287	N	24,792	22,812	B	Y
12/29/01	UOH 100	Clerk III	17360	N	24,336	23,975	B	Y
03/31/06	UOH 100	Clerk Typist II	18115	N	28,860	27,888	B	Y
08/10/01	UOH 100	Account Clerk III	19064	N	33,252	32,980	B	Y
4/15/2007	UOH 100	Account Clerk III	21626	N	36,504	35,100	B	Y
05/31/05	UOH 100	Account Clerk III	23807	N	32,616	32,225	B	Y
8/1/04	UOH 100	Clerk II	25698	N	22,776	24,684	B	Y
9/1/07	UOH 100	Clerk Typist II	25699	N	24,684	27,888	B	Y
05/14/04	UOH 100	Clerk III	27843	N	21,840	21,450	B	Y
11/6/07	UOH 100	Clerk Typist III	28134	N	26,688	30,012	B	Y
10/11/2001	UOH 100	Clerk Typist III	39572	N	22,380	21,720	B	Y

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10/15/1996	UOH 100	Clerk Typist II	42936	N	9,168	0	B	Y
01/19/99	UOH 100	Clerk Typist II	43822	N	22,464	33,915	B	Y
12/31/00	UOH 100	UH Security Officer	46108	N	28,440	28,440	B	Y
12/31/00	UOH 100	Clerk II	46110	N	24,000	24,000	B	Y
12/01/02	UOH 100	Clerk III	46435	N	25,548	24,995	B	Y
05/12/00	UOH 100	Clerk V	46436	N	35,976	34,275	B	Y
7/1/07	UOH 100	Asst Specialist	70055	N	40,000	N/A	B	Y
7/1/07	UOH 100	Asst Researcher	70056	N	40,000	N/A	B	Y
07/30/04	UOH 100	Facilities Plan & Design	77005	N	64,812	61,392	B	Y
1/21/03	UOH 100	Admin & Fiscal Supp Spec	77354	N	35,256	35,256	B	Y
1/7/1999	UOH 100	Mgr of Comm Svcs	77372	N	48,144	47,271	B	Y
5/9/07	UOH 100	Admin Services Spec	78450	N	35,256	N/A	B	Y
06/29/95	UOH 100	Enterprise Oper	80136	N	46,260	44,000	B	Y
06/19/99	UOH 100	Enterprise Oper	80428	N	34,056	33,475	B	Y
10/15/00	UOH 100	Research Assoc. I	80504	N	40,920	40,920	B	Y
7/1/1994	UOH 100	Educational Spclt	80534	N	31,716	32,676	B	Y
08/04/06	UOH 100	Physical Plant Mgt	80595	N	42,972	40,704	B	Y
02/28/06	UOH 100	Physical Plant Mgt	80629	N	62,592	59,292	B	Y
06/30/06	UOH 100	Physical Plant Mgt	80630	N	73,668	69,780	B	Y
8/13/07	UOH 100	Admin Services Spec	80649	N	35,256	42,984	B	Y
05/01/06	UOH 100	Institutional Support	81226	N	36,996	36,845	B	Y
06/11/99	UOH 100	IT Specialist	81378	N	38,352	37,585	B	Y
2/1/07	UOH 100	Research Assoc. I	81431	N	43,848	43,848	B	Y
9/1/1998	UOH 100	Junior Specialist	82714	N	82,716	75,888	B	Y
3/30/2001	UOH 100	Associate Specialist	83620	N	66,804	51,264	B	Y
7/1/2005	UOH 100	Clerk Typist IV	96005F	N	0	N/A	B	Y
7/1/2005	UOH 100	Physical Plant Mgt	96507F	N	0	N/A	B	Y
01/31/06	UOH 100	Bldg Maint Wkr I	12979	N	39,888	44,600	W	Y
12/31/06	UOH 100	Account Clerk III	21641	N	-	33,912	W	Y
8/20/99	UOH 100	Secretary II	25588	N	-	25,000	W	Y
3/30/01	UOH 100	Secretary II	29764	N	-	25,000	W	Y
7/1/98	UOH 100	Institutional Support	78613	N	20,566	20,566	W	Y
7/1/98	UOH 100	Institutional Support	78272	N	21,492	21,492	W	Y
9/1/07	UOH 100	Institutional Support	80271	N	20,566	46,536	W	Y

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7/1/98	UOH 100	Institutional Support	91993	N	-	30,000	W	Y
11/1/06	UOH 100	Institutional Support	81890	N	20,566	40,704	W	Y
7/1/98	UOH 100	Asst Basketball Coach (Women)	99591F	N	-	N/A	W	Y
7/1/98	UOH 100	Asst Softball Coach	99592F	N	-	N/A	W	Y
7/1/98	UOH 100	Asst Swim Coach	99593F	N	-	N/A	W	Y
7/1/98	UOH 100	Asst Soccer Coach	99594F	N	-	N/A	W	Y
7/1/98	UOH 100	Asst Swim Coach	99595F	N	-	N/A	W	Y
7/1/98	UOH 100	Asst Volleyball Coach (Men)	99597F	N	-	N/A	W	Y