

Aloha Leeward Colleagues,

I hope you are enjoying (???!!!) the last few hectic days of the semester. The light at the end of the tunnel is getting brighter! I also hope that you are being educated and perhaps even entertained, with all the information-sharing that is going on with regards to our campus budgets, finances, and such. There are worse things in life than information-sharing, right! I do want to acknowledge Stan for his continued encouragement and interest in the topic - not many people take the time to do so and I appreciate it because this kind of stuff falls right into my wheelhouse! I actually love analyzing this kind of data and producing, what I hope are, meaningful reports to share, although I do have limits on how much time I can devote to such undertakings.

That said, I believe this has helped reinforce the positive status of our institution among our UH community college peers and that is a tremendous tribute to the awesome and tireless efforts of all of you...our dedicated faculty and staff. I am simply reporting the results - you are actually doing all the great work in teaching and supporting our students. So thank you all for making Leeward what it is today - a great place to learn and work!

This will be the last posting for this semester (insert sad face - I have no idea actually how to do that!!). As was requested, I dug through the archives and found some employee-related data from the year 2000. Imagine that! So a comparison was made of the number and type of employees from 18 years ago (Fall 2000) to the number and type of employees from Fall 2018. I was actually curious to see the results - as I'm sure you are! So I rushed into work this morning and cranked out the data (what a nerd, right!). The attached file highlights the findings.

Need to make a couple of notes regarding the data. This analysis compares numbers of "faculty employees", "support employees", and "executive employees." Here are the definitions:

Faculty Employees: instructional faculty + non-instructional faculty + lecturers

Support Employees: APT + civil service

Executive Employees: executive/managerial

The Fall 2000 data did not make a distinction of "instructional faculty" from "non-instructional faculty" so I did a similar grouping for the Fall 2018 data with lecturers added in both years.

The results pretty much speak for themselves. The number of "faculty" employees increased from 229 in 2000 to 302 in 2018 (an increase of 73 employees or 31.9%). "Support" employees increased from 114 to 148 during that same time period (an increase of 34 employees or 29.8%). Executives actually decreased by 1 employee.

The Student-to-Employee ratio decreased by one for each group.

There is a lot of consistency in the numbers over the years. Faculty employees outnumber support employees by a 2:1 level...that consistency is evident in the employee numbers and the student-to-employee ratios as well. We can point to the increase in our number of students (5,259 to 6,709) during this time as one of the justifications for the increase in faculty employees, as well as new and expanded program offerings (i.e., teacher education, HIT, Waianae Moku) Factors that result in the increase in support positions include such things as...new facilities, expansion of Waianae Moku campus, IT-related support, federal compliance issues (i.e., Clery Act, Title IX), etc. Another major factor has been increased academic and student support requirements and wraparound services - that has had an impact on both groupings of employees.

Here are the links/references to the data:

Employee Data: <https://www.hawaii.edu/institutionalresearch/home.action> Click on menu items under "6 - Faculty / Staff"

Enrollment Data: same website, click on menu items under "1 - Student Enrollment"

As always, please feel free to email me any questions or comments you may have or simply stop by to chat. Wishing you all a happy and safe summer break!

Aloha,

Mark

Mark Lane

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