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ABSTRACT

Tables are provided presenting data on the academic background, tenure, sex, age, program category, average salary, and salary ranges of the full-time professional staff employed by six Hawaii community colleges in fall 1981. Five personnel categories are investigated: (1) institutional support, including professional staff in the provost's office, business affairs, and operation and maintenance; (2) academic support, including the dean of instruction, the director of public service and instruction, and library and educational media staff; (3) student services, including the dean of students and personnel involved in counseling, student activities, student health, student support, and admissions and records; (4) public service, including those involved in apprenticeship and community service programs; and (5) instruction, including department chairpersons and faculty. Among the findings presented are the following: the instructional category had the highest percentage of staff (82%), followed by student services (7.7%), academic support (5.6%), public service (2%), and institutional support (2%); of the 466 full-time instructors, 63% were males and 66% were tenured; the average salary for instructors was \$23,046, and their average age was 44 years. The study report presents findings by campus for each personnel category and provides comparative data from 1979 and 1980. (KL)

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SELECTED CHARACTERISTICS OF
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1981

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UNIVERSITY OF HAWAII
FEBRUARY 1982

JL 820101

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1981

Introduction

This report summarizes data on the following characteristics of full-time community college professional staff: sex, academic background, tenure status, age, program category, average salaries and salary ranges. Data such as these are useful in reviewing personnel practices and in responding to inquiries from various agencies.

The primary attention of this report is on FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF-5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY THE OCTOBER 31, 1981 UPDATE. Included in the headcount of BOR staff in the main body of the report are all those who were on the payroll as of the Oct. 31 update, except those on leave from the University. (Staff on sick leave are included.) Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report is abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1981. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff are summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Chancellor for Community Colleges.¹

¹Data on Hawaii Community College are not included in this report. Further, Community College System data for the past years have been recalculated to reflect data for six colleges, only. Therefore, the figures in this report differ from those cited in CC-IRP 117.

HIGHLIGHTS

TABLE 1: UNDUPLICATED HEADCOUNT OF ALL PROFESSIONAL STAFF

Table 1 displays an unduplicated headcount of all professional staff by program category and employment status. It should be noted that a lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus".

- A total of 1,021 Board of Regent appointees (BOR) were employed by the University of Hawaii Community Colleges as of October 31, 1981, an increase of 44 (4.5 percent) from the count of 977 reported for October 1980. This count excludes BOR appointees on leave from the University. Appendix E displays data on the Instructors on leave for Fall 1981.
- Of the total 1,021 Community College appointees, 635 (62.2 percent) held full-time appointments. Lecturers made up 36.3 percent of the total CC appointees with 371 appointments, and part-timers made up 1.5 percent with 15 appointments.

| <u>CC Professional Staff</u> | <u>No. of BOR Appointments</u> | <u>Percentage</u> |
|------------------------------|--------------------------------|-------------------|
| Full-Time | 635 | 62.2 |
| Part-Time | 15 | 1.5 |
| Lecturers | 371 | 36.3 |
| | <u>1,021</u> | <u>100.0</u> |

- The Instruction grouping held the largest number of appointments with 840 appointees (82.3 percent).

| <u>Grouping</u> | <u>No. of Appointees</u> | <u>Percentage</u> |
|-----------------------|--------------------------|-------------------|
| Institutional Support | 21 | 2.1 |
| Academic Support | 57 | 5.6 |
| Student Services | 79 | 7.7 |
| Instruction | 840 | 82.3 |
| Gen Ed | (473) | (46.3) |
| Voc Ed | (367) | (36.0) |
| Public Services | <u>24</u> | <u>2.3</u> |
| | <u>1,021</u> | <u>100.0</u> |

TABLE 2: SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF

Table 2 displays information on the sex, highest degree earned, and mean age of CC full-time professional staff, by program category.

- Of the total 635 CC full-time professional staff, 379 (60 percent) were males.
- Of the total full-time professional staff, 478 (75 percent) held at least a Master's degree as their highest degree.
- The mean age of the full-time professional staff was 43.5 years.

| <u>CC Campus</u> | <u>% Male</u> | <u>% of Prof Staff with at least Master's as Highest Degree</u> | <u>Mean Age</u> |
|------------------|---------------|---|-----------------|
| CC SYSTEM TOTAL | 60 | 75 | 43.5 |
| Honolulu | 64 | 68 | 43.7 |
| Kapiolani | 53 | 78 | 45.6 |
| Kauai | 67 | 74 | 42.5 |
| Leeward | 62 | 79 | 44.1 |
| Maui | 58 | 72 | 41.2 |
| Windward | 50 | 85 | 40.5 |

TABLE 3: SELECTED CHARACTERISTICS OF FULL-TIME INSTRUCTORS

Table 3 displays the average salary, salary ranges, tenure status, mean age, highest degree earned, and instructional area of all full-time community college instructors, by sex. Tables 3A through 3F display the same information for each campus.

- Of the total 466 full-time CC instructors, 292 (63 percent) were males.
- The average salary for all instructors was \$23,046, with men averaging \$23,971 and women \$22,459. Total salary outlay for full-time instructors, by campus, is shown in Appendix C. (Average salaries for other full-time CC appointees are displayed in Appendix B.)
- Of the 466 instructors, 307 (66 percent) were tenured, with an additional 123 (26 percent) on the tenure track. (More detailed information on the tenure status of the full-time CC instructors is available in Appendix D.)
- The mean age of instructors was 44.4 years with men averaging 45.3 years and women averaging 42.9 years.
- Of the total full-time instructors, 351 (76 percent) held at least a Master's degree as their highest degree earned.

- Of the 466 instructors, 256 (55 percent) were assigned to General Education as their instructional area.

| <u>CC Campus</u> | <u>% Male</u> | <u>Avg Salary</u> | <u>% of F/T Instr. Tenured</u> | <u>Mean Age</u> | <u>% of F/T Instr. with at least Master's as Highest Degree</u> |
|------------------|---------------|-------------------|--------------------------------|-----------------|---|
| CC SYSTEM TOTAL | 63 | \$23,406 | 66 | 44.4 | 76 |
| Honolulu | 74 | 22,896 | 65 | 45.8 | 66 |
| Kapiolani | 53 | 25,085 | 68 | 46.6 | 78 |
| Kauai | 63 | 22,916 | 61 | 42.6 | 72 |
| Leeward | 65 | 23,543 | 78 | 44.7 | 81 |
| Maui | 61 | 22,871 | 54 | 41.7 | 70 |
| Windward | 50 | 21,131 | 44 | 39.5 | 88 |

TABLE 4: SELECTED CHARACTERISTICS OF COMMUNITY COLLEGE LECTURERS

Table 4 displays the sex, instructional area, highest degree earned, average salary, salary ranges, and mean age of community college lecturers by campus.

- Of the total 371 lecturers, 197 (53 percent) were males;
- 228 (62 percent) of the total lecturers held at least a Master's degree as their highest degree.
- The General Education instructional area had an assignment of 213 (57 percent) lecturers.
- The average salary for all CC lecturers was \$3,039; with 256 (69 percent) lecturers in salary range 2.
- The mean age of lecturers was 39.3 years.

TABLE 1
 UNDUPLICATED HEADCOUNT
 BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
 COMMUNITY COLLEGES
 FALL 1981

Note: A lecturer or instructor teaching at more than one campus is counted only once, at his designated "home campus."

| By College, Full- & Part-Time Status | TOTAL | Institutional Support | Academic Support | Student Services | Instruction | | | Public Services |
|--------------------------------------|--------------|-----------------------|------------------|------------------|-------------|-------------------|------------|-----------------|
| | | | | | Sub-Total | General Education | Voc-Tech | |
| TOTAL | 1,021 | 21 | 57 | 79 | 840 | 473 | 367 | 24 |
| Full-Time | 635 | 20 | 54 | 76 | 466 | 256 | 210 | 19 |
| Part-Time | 15 | 1 | 3 | 3 | 7 | 4 | 3 | 1 |
| Lecturers | 371 | | | | 367 | 213 | 154 | 4 |
| Honolulu CC | 270 | 3 | 16 | 17 | 217 | 110 | 107 | 17 |
| Full-Time | 156 | 3 | 16 | 17 | 107 | 50 | 57 | 13 |
| Part-Time | | | | | | | | |
| Lecturers | 114 | | | | 110 | 60 | 50 | 4 |
| Kapiolani CC | 227 | 5 | 11 | 12 | 198 | 74 | 104 | 7 |
| Full-Time | 126 | 4 | 10 | 12 | 99 | 39 | 60 | 1 |
| Part-Time | 5 | 1 | 1 | | 3 | 1 | 2 | |
| Lecturers | 96 | | | | 96 | 54 | 42 | |
| Kauai CC | 79 | 4 | 7 | 7 | 61 | 30 | 31 | |
| Full-Time | 61 | 4 | 7 | 7 | 43 | 21 | 22 | |
| Part-Time | | | | | | | | |
| Lecturers | 18 | | | | 18 | 9 | 9 | |
| Leeward CC | 249 | 3 | 11 | 19 | 212 | 142 | 70 | 4 |
| Full-Time | 162 | 3 | 10 | 19 | 126 | 93 | 33 | 4 |
| Part-Time | 2 | | 1 | | 1 | 1 | | |
| Lecturers | 85 | | | | 85 | 48 | 37 | |
| Maui CC | 121 | 3 | 6 | 15 | 95 | 52 | 43 | 2 |
| Full-Time | 78 | 3 | 5 | 12 | 57 | 28 | 29 | 1 |
| Part-Time | 6 | | 1 | 3 | 1 | | 1 | 1 |
| Lecturers | 37 | | | | 37 | 24 | 13 | |
| Windward CC | 75 | 3 | 6 | 9 | 57 | 45 | 12 | |
| Full-Time | 52 | 3 | 6 | 9 | 34 | 25 | 9 | |
| Part-Time | 2 | | | | 2 | 2 | | |
| Lecturers | 21 | | | | 21 | 18 | 3 | |

Source: FSIS Computer Report 2533A, October 31, 1981.

TABLE 2
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Program Category | TOTAL | | Sex | | Highest Degree Earned | | | | | Mean Age |
|---------------------------------------|------------|-------------|------------|------------|-----------------------|--------------|------------|------------|---------------------|-------------|
| | No. | % | Male | Female | Doctorate | Professional | Masters | Bachelors | Less Than Bachelors | |
| TOTAL (Horizontal %) | 635 | 100% | 379 | 256 | 60 | 4 | 414 | 105 | 52 | 43.5 |
| Institutional Support | 20 | 3% | 14 | 6 | 3 | | 7 | 8 | 2 | 43.7 |
| Academic Support | 54 | 9% | 31 | 23 | 5 | | 36 | 8 | 5 | 43.0 |
| Student Services | 76 | 12% | 32 | 41 | 5 | 1 | 59 | 10 | 1 | 39.6 |
| Instruction | 466 | 73% | 292 | 174 | 47 | 3 | 301 | 71 | 44 | 44.4 |
| General Education | 256 | 40% | 156 | 100 | 39 | | 199 | 18 | | 42.7 |
| Vocational-Tech | 210 | 33% | 136 | 74 | 8 | 3 | 102 | 53 | 44 | 46.5 |
| Public Services | 19 | 3% | 10 | 9 | | | 11 | 8 | | 39.5 |
| HONOLULU CC (Horizontal %) | 156 | 100% | 100 | 56 | 19 | 1 | 86 | 28 | 22 | 43.7 |
| Institutional Support | 3 | 2% | 2 | 1 | | | 1 | 2 | | 45.0 |
| Academic Support | 16 | 10% | 9 | 7 | 3 | | 8 | 4 | 1 | 41.1 |
| Student Services | 17 | 11% | 3 | 14 | 2 | | 14 | 1 | | 35.3 |
| Instruction | 107 | 69% | 79 | 28 | 14 | 1 | 56 | 15 | 21 | 45.8 |
| General Education | 50 | 32% | 31 | 19 | 11 | | 39 | | | 41.7 |
| Vocational-Tech | 57 | 37% | 48 | 9 | 3 | 1 | 17 | 15 | 21 | 49.4 |
| Public Services | 13 | 8% | 7 | 6 | | | 7 | 6 | | 40.3 |
| KAPIOLANI CC (Horizontal %) | 126 | 100% | 67 | 59 | 8 | 2 | 89 | 21 | 6 | 45.6 |
| Institutional Support | 4 | 3% | 2 | 2 | 1 | | 1 | 2 | | 41.8 |
| Academic Support | 10 | 8% | 6 | 4 | 1 | | 7 | 1 | 1 | 43.4 |
| Student Services | 12 | 9% | 6 | 6 | | | 12 | | | 40.7 |
| Instruction | 99 | 79% | 52 | 47 | 6 | 2 | 69 | 17 | 5 | 46.6 |
| General Education | 39 | 31% | 24 | 15 | 3 | | 34 | 2 | | 44.6 |
| Vocational-Tech | 60 | 48% | 28 | 32 | 3 | 2 | 35 | 15 | 5 | 47.9 |
| Public Services | 1 | 1% | 1 | | | | | 1 | | |
| KUAI CC (Horizontal %) | 61 | 100% | 41 | 20 | 6 | | 39 | 10 | 6 | 42.5 |
| Institutional Support | 4 | 6% | 4 | | | | 3 | | 1 | 46.5 |
| Academic Support | 7 | 11% | 5 | 2 | | | 5 | 1 | 1 | 42.4 |
| Student Services | 7 | 11% | 5 | 2 | | | 6 | 1 | | 39.6 |
| Instruction | 43 | 70% | 27 | 16 | 6 | | 25 | 8 | 4 | 42.6 |
| General Education | 21 | 34% | 16 | 5 | 5 | | 14 | 2 | | 43.5 |
| Vocational-Tech | 22 | 36% | 11 | 11 | 1 | | 11 | 6 | 4 | 41.8 |
| LEEWARD CC (Horizontal %) | 162 | 100% | 100 | 62 | 18 | | 110 | 20 | 14 | 44.1 |
| Institutional Support | 3 | 2% | 2 | 1 | 1 | | 1 | | 1 | 45.3 |
| Academic Support | 10 | 6% | 6 | 4 | | | 6 | 2 | 2 | 44.7 |
| Student Services | 19 | 12% | 9 | 10 | 2 | | 13 | 4 | | 42.6 |
| Instruction | 126 | 78% | 82 | 44 | 15 | | 87 | 13 | 11 | 41.7 |
| General Education | 93 | 57% | 55 | 38 | 14 | | 69 | 10 | | 43.5 |
| Vocational-Tech | 33 | 21% | 27 | 6 | 1 | | 18 | 3 | 11 | 47.9 |
| Public Services | 4 | 2% | 1 | 3 | | | 3 | 1 | | 31.8 |
| MAUI CC (Horizontal %) | 78 | 100% | 45 | 33 | 4 | 1 | 51 | 18 | 4 | 41.2 |
| Institutional Support | 3 | 4% | 2 | 1 | | | 1 | 2 | | 39.7 |
| Academic Support | 5 | 6% | 3 | 2 | 1 | | 4 | | | 40.6 |
| Student Services | 12 | 15% | 4 | 8 | | 1 | 8 | 2 | 1 | 38.9 |
| Instruction | 57 | 73% | 35 | 22 | 3 | | 37 | 14 | 3 | 41.7 |
| General Education | 28 | 36% | 19 | 9 | | | 21 | 4 | | 40.7 |
| Vocational-Tech | 29 | 37% | 16 | 13 | 3 | | 16 | 10 | 3 | 42.7 |
| Public Services | 1 | 1% | 1 | | | | 1 | | | |
| WINDWARD CC (Horizontal %) | 52 | 100% | 26 | 26 | 5 | | 39 | 8 | | 40.5 |
| Institutional Support | 3 | 6% | 2 | 1 | 1 | | | 2 | | 37.0 |
| Academic Support | 6 | 12% | 2 | 4 | | | 6 | | | 47.3 |
| Student Services | 9 | 17% | 5 | 4 | 1 | | 6 | 2 | | 40.6 |
| Instruction | 34 | 65% | 17 | 17 | 3 | | 27 | 4 | | 39.5 |
| General Education | 25 | 48% | 11 | 14 | | | 22 | | | 40.1 |
| Vocational-Tech | 9 | 17% | 6 | 3 | 3 | | 5 | 4 | | 37.3 |

*This person's age is included in calculating college mean.

Source: Eddy Reports 2-80 and 2-81, October 31, 1981.

TABLE 3
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX,
COMMUNITY COLLEGES*
FALL 1979 - 1981

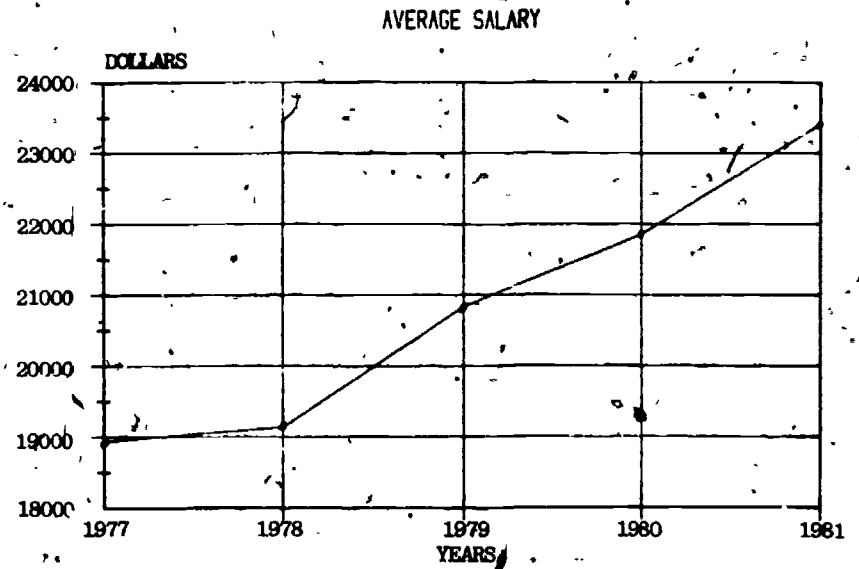
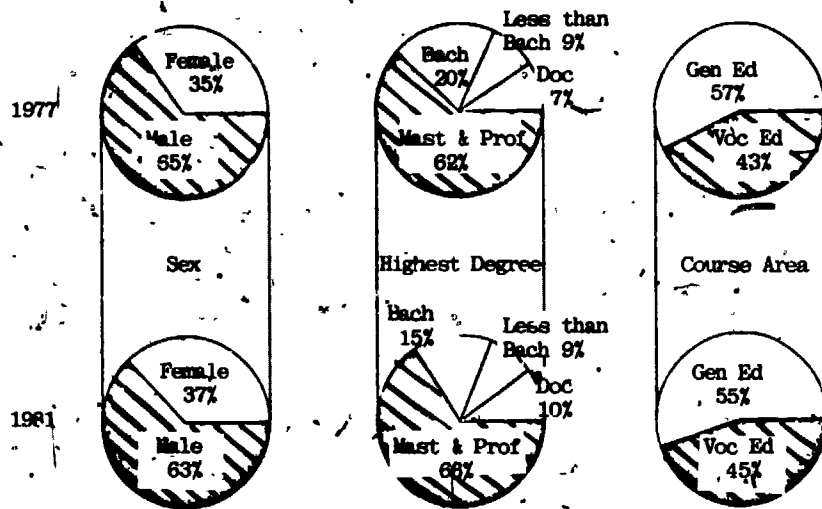
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981* | | |
|------------------------------|------------------|-----------------|------------------|------------------|-----------------|------------------|------------------|-----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 463 100 (100) | 291 100 (63) | 172 100 (37) | 470 100 (100) | 295 100 (63) | 175 100 (37) | 466 100 (100) | 292 100 (63) | 174 100 (37) |
| BY AVERAGE SALARY | 20,380 | 21,045 | 19,255 | 21,850 | 22,384 | 20,951 | 23,406 | 23,971 | 22,459 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 8 <1% (100) | 1 <1% (12) | 7 4 (88) | 4 1 (100) | 1 <1% (25) | 3 2 (75) | 5 1 (100) | 3 1 (60) | 2 1 (40) |
| Range 2 (H%) | 110 24 (100) | 65 22 (58) | 45 26 (41) | 131 28 (100) | 78 26 (60) | 53 30 (40) | 140 30 (100) | 81 28 (58) | 59 34 (42) |
| Range 3 (H%) | 35 8 (100) | 14 5 (40) | 21 12 (60) | 37 8 (100) | 17 6 (46) | 20 11 (54) | 37 8 (100) | 18 6 (49) | 19 11 (51) |
| Range 4 (H%) | 95 21 (100) | 62 21 (65) | 33 19 (85) | 88 19 (100) | 57 19 (65) | 31 18 (35) | 83 18 (100) | 53 18 (64) | 30 17 (38) |
| Range 5 (H%) | 212 46 (100) | 149 51 (70) | 63 37 (30) | 207 44 (100) | 142 48 (69) | 65 37 (31) | 198 42 (100) | 137 47 (69) | 61 35 (31) |
| Other (H%) | 3 1 (100) | | 3 2 (100) | 3 1 (100) | | 3 2 (100) | 3 1 (100) | | 3 2 (100) |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 302 65 (100) | 203 70 (67) | 99 58 (33) | 312 66 (100) | 209 71 (67) | 103 59 (33) | 307 66 (100) | 202 69 (66) | 105 60 (34) |
| On Tenure-Track (H%) | 127 27 (100) | 75 26 (59) | 52 30 (41) | 121 26 (100) | 70 24 (58) | 51 29 (42) | 123 26 (100) | 75 26 (61) | 48 28 (39) |
| Not Eligible (H%) | 15 3 (100) | 5 2 (33) | 10 6 (66) | 33 7 (100) | 15 5 (45) | 18 10 (56) | 32 7 (100) | 14 5 (44) | 18 10 (56) |
| Other (H%) | 19 4 (100) | 8 3 (42) | 11 6 (58) | 4 1 (100) | 1 <1 (25) | 3 2 (75) | 4 1 (100) | 1 <1 (25) | 3 2 (75) |
| BY MEAN AGE | 43.0 | 44.2 | 41.2 | 44.0 | 44.5 | 42.8 | 44.4 | 45.3 | 42.9 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 41 9 (100) | 30 10 (72) | 11 6 (27) | 42 9 (100) | 30 10 (71) | 12 7 (29) | 47 10 (100) | 36 12 (77) | 11 6 (23) |
| Professional (H%) | 4 1 (100) | 4 1 (100) | | 3 1 (100) | 3 1 (100) | | 3 1 (100) | 3 1 (100) | |
| Masters (H%) | 293 63 (100) | 169 58 (58) | 124 72 (42) | 303 65 (100) | 171 58 (56) | 132 75 (44) | 301 65 (100) | 167 57 (55) | 134 77 (45) |
| Bachelors (H%) | 81 17 (100) | 49 17 (60) | 32 19 (40) | 77 16 (100) | 50 17 (65) | 27 15 (35) | 71 15 (100) | 46 16 (65) | 25 14 (35) |
| Less than Bachelors (H%) | 44 10 (100) | 39 13 (89) | 5 3 (11) | 45 10 (100) | 41 14 (91) | 4 2 (9) | 41 9 (100) | 40 14 (91) | 4 2 (9) |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 255 55 (100) | 155 53 (61) | 100 58 (39) | 255 54 (100) | 153 52 (60) | 102 58 (40) | 256 55 (100) | 156 53 (61) | 100 57 (39) |
| Vocational Education (H%) | 208 45 (100) | 136 47 (65) | 72 42 (36) | 215 46 (100) | 142 48 (66) | 73 42 (34) | 210 45 (100) | 136 47 (65) | 74 43 (35) |

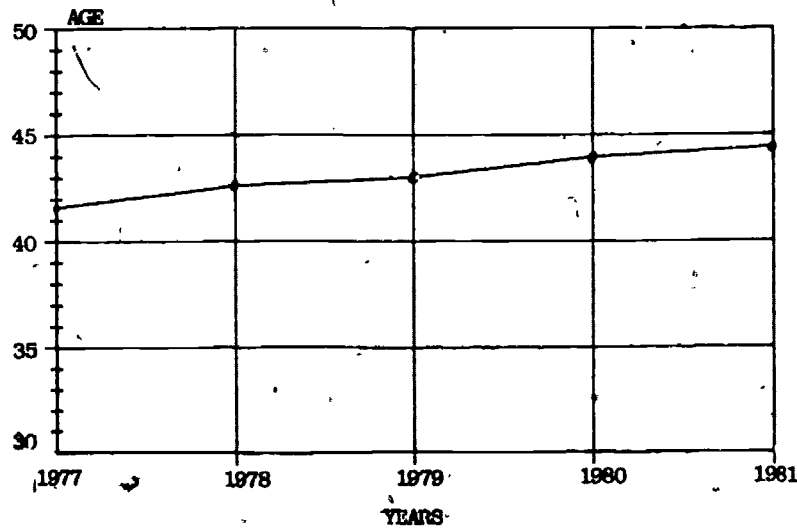
*Excludes Hawaii Community College, which is part of the University of Hawaii at Hilo.

Sources: FSIS reports as of October 31, 1979 and October 31, 1980 and October 31, 1981.
Reports 2530, 2531, and 2532.

FIGURE 1
 FULL-TIME INSTRUCTORS: SELECTED DATA
 COMMUNITY COLLEGES
 FALL 1977-1981



MEAN AGE



TENURE STATUS

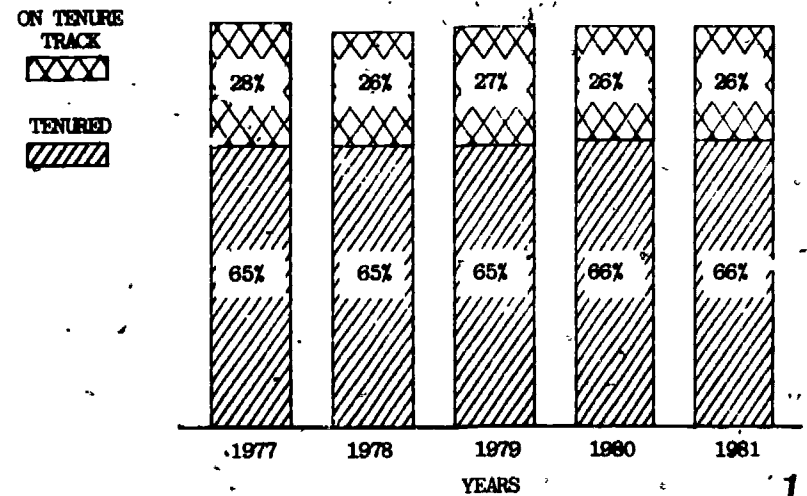


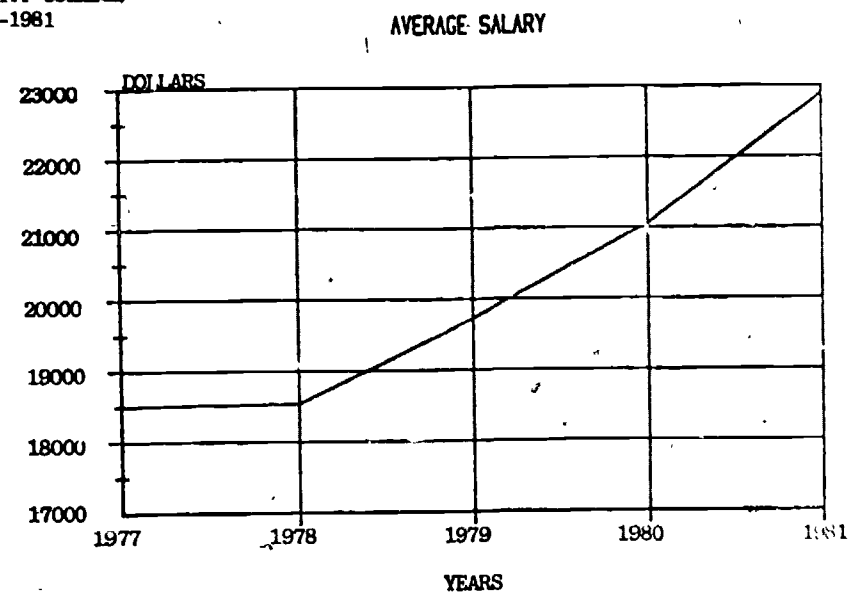
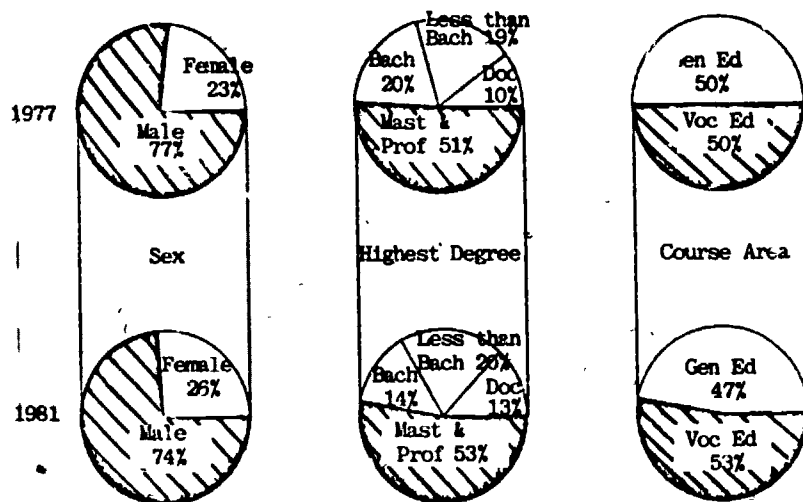
TABLE 3a
 SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX,
 HONOLULUI COMMUNITY COLLEGE
 FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|------------------|----------------|------------------|------------------|----------------|------------------|------------------|----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 111 100 (100) | 79 100 (71) | 32 100 (29) | 113 100 (100) | 82 100 (73) | 31 100 (27) | 107 100 (100) | 79 100 (74) | 28 100 (26) |
| BY AVERAGE SALARY | 19,729 | 20,891 | 16,862 | 21,054 | 22,112 | 18,255 | 22,896 | 23,865 | 20,163 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 1 1 (100) | | 1 3 (100) | | | | 2 2 (100) | 2 3 (100) | |
| Range 2 (H%) | 29 26 (100) | 17 22 (59) | 12 38 (41) | 36 32 (100) | 23 28 (64) | 13 42 (36) | 30 28 (100) | 20 25 (67) | 10 36 (33) |
| Range 3 (H%) | 11 10 (100) | 6 8 (55) | 5 16 (45) | 9 8 (100) | 6 7 (67) | 3 10 (33) | 9 8 (100) | 6 8 (67) | 3 11 (33) |
| Range 4 (H%) | 21 19 (100) | 15 19 (71) | 6 19 (29) | 20 18 (100) | 13 16 (65) | 7 23 (35) | 19 18 (100) | 12 15 (63) | 7 25 (37) |
| Range 5 (H%) | 49 44 (100) | 41 52 (84) | 8 25 (18) | 48 42 (100) | 40 49 (83) | 8 26 (17) | 46 43 (100) | 39 49 (85) | 7 25 (15) |
| Other (H%) | | | | | | | 1 1 (100) | | 1 3 (100) |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 66 59 (100) | 54 68 (82) | 12 37 (18) | 70 62 (100) | 56 68 (80) | 14 45 (20) | 70 65 (100) | 54 69 (77) | 16 57 (23) |
| On Tenure Track (H%) | 34 31 (100) | 22 28 (65) | 12 37 (35) | 32 28 (100) | 21 26 (66) | 11 35 (34) | 28 26 (100) | 19 24 (68) | 9 32 (32) |
| Not Eligible (H%) | 5 5 (100) | 1 1 (20) | 4 13 (80) | 11 10 (100) | 5 6 (45) | 6 19 (55) | 7 7 (100) | 5 6 (71) | 2 7 (29) |
| Other (H%) | 6 5 (100) | 2 3 (33) | 4 13 (67) | | | | 2 2 (100) | 1 1 (50) | 1 4 (50) |
| BY MEAN AGE | 43.8 | 45.7 | 39.2 | 44.0 | 45.5 | 39.8 | 45.8 | 47.4 | 41.3 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 12 11 (100) | 7 9 (58) | 5 16 (32) | 13 12 (100) | 9 11 (69) | 4 13 (31) | 14 13 (100) | 11 14 (79) | 3 11 (21) |
| Professional (H%) | 1 1 (100) | 1 1 (100) | | 1 1 (100) | 1 1 (100) | | 1 1 (100) | 1 1 (100) | |
| Masters (H%) | 60 54 (100) | 39 49 (65) | 21 66 (35) | 63 56 (100) | 40 49 (63) | 23 74 (37) | 56 52 (100) | 35 44 (63) | 21 75 (32) |
| Bachelors (H%) | 20 18 (100) | 16 20 (80) | 4 13 (20) | 16 14 (100) | 14 17 (88) | 2 7 (13) | 15 14 (100) | 13 17 (87) | 2 7 (13) |
| Less than Bachelors (H%) | 18 16 (100) | 16 20 (89) | 2 6 (11) | 20 18 (100) | 18 22 (90) | 2 7 (10) | 21 20 (100) | 19 24 (91) | 2 7 (9) |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 52 47 (100) | 33 42 (63) | 19 59 (37) | 54 48 (100) | 34 41 (63) | 20 65 (37) | 50 47 (100) | 31 39 (62) | 19 68 (38) |
| Vocational Education (H%) | 59 53 (100) | 46 58 (78) | 13 41 (22) | 59 52 (100) | 48 59 (81) | 11 35 (19) | 57 53 (100) | 48 61 (84) | 9 31 (16) |

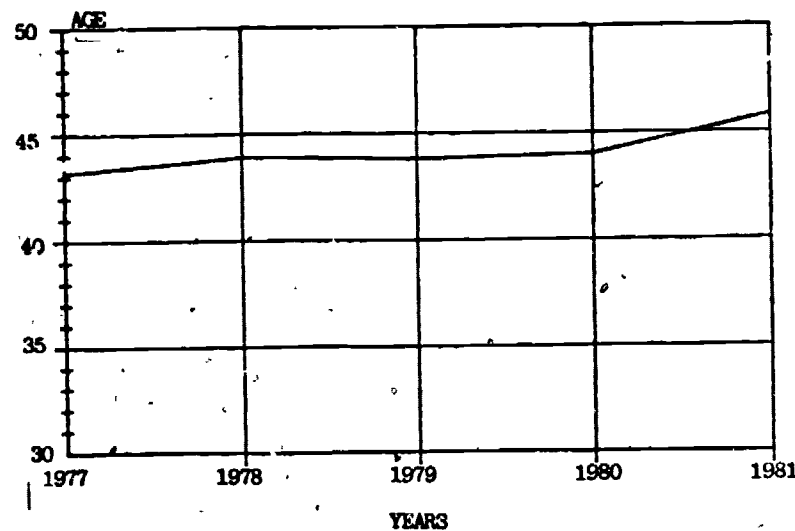
Sources: FETIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981 . . .
 Reports 2530, 2531, and 2532.

FIGURE 1a
 FULL-TIME INSTRUCTORS: SELECTED DATA
 HONOLULU COMMUNITY COLLEGE
 FALL 1977-1981



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MEAN AGE



TENURE STATUS

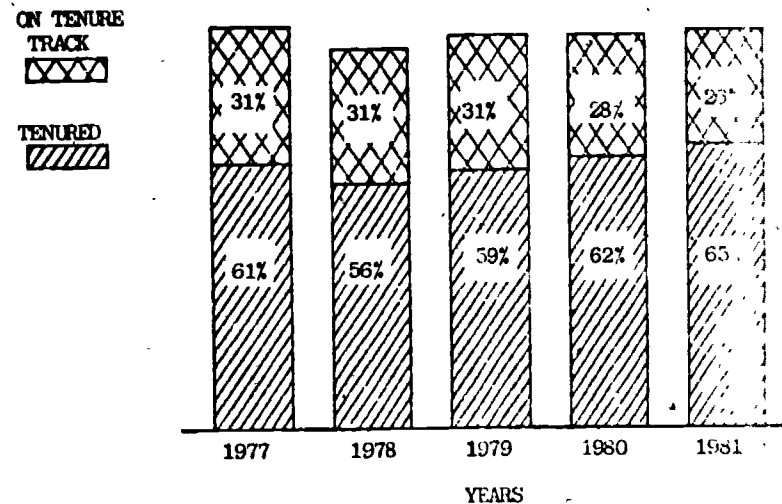


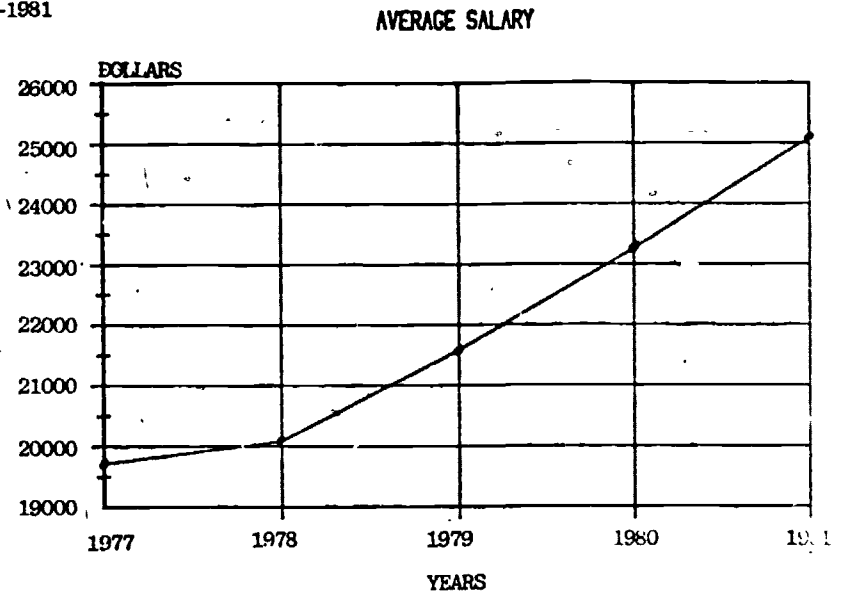
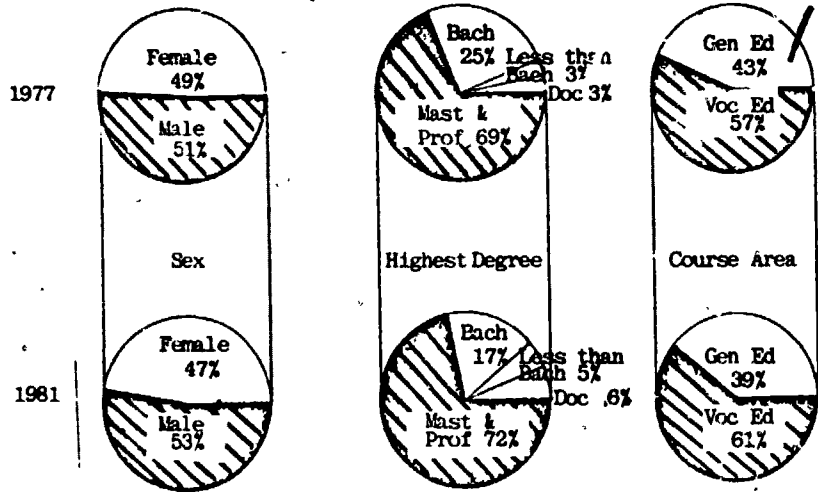
TABLE 3b
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 99 100 (100) | 52 100 (53) | 47 100 (47) | 97 100 (100) | 50 100 (52) | 47 100 (48) | 99 100 (100) | 52 100 (53) | 47 100 (47) |
| BY AVERAGE SALARY | 21,584 | 22,062 | 21,056 | 23,258 | 23,401 | 23,106 | 25,085 | 25,172 | 24,989 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 1 1 (100) | | 1 2 (100) | | | | | | |
| Range 2 (H%) | 28 28 (100) | 14 27 (50) | 14 30 (50) | 30 31 (100) | 15 30 (57) | 15 32 (50) | 31 31 (100) | 17 33 (55) | 14 30 (45) |
| Range 3 (H%) | 5 5 (100) | 1 2 (20) | 4 9 (80) | 5 5 (100) | 1 2 (20) | 4 9 (80) | 5 5 (100) | 1 2 (20) | 4 8 (80) |
| Range 4 (H%) | 18 18 (100) | 10 19 (56) | 8 17 (44) | 17 18 (100) | 10 20 (59) | 7 15 (41) | 18 18 (100) | 9 17 (50) | 9 19 (50) |
| Range 5 (H%) | 47 47 (100) | 27 52 (57) | 20 43 (43) | 45 46 (100) | 24 48 (53) | 21 45 (47) | 45 46 (100) | 25 48 (55) | 20 43 (44) |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 62 63 (100) | 36 69 (58) | 26 55 (42) | 64 66 (100) | 35 70 (55) | 29 62 (45) | 67 68 (100) | 35 67 (52) | 32 68 (48) |
| On Tenure Track (H%) | 29 29 (100) | 15 29 (52) | 14 30 (48) | 24 25 (100) | 13 26 (54) | 11 23 (46) | 27 27 (100) | 17 33 (63) | 10 21 (37) |
| Not Eligible (H%) | 5 5 (100) | 1 2 (20) | 4 9 (80) | 9 9 (100) | 2 4 (22) | 7 15 (78) | 5 5 (100) | | 5 11 (100) |
| Other (H%) | 3 3 (100) | | 3 9 (100) | | | | | | |
| BY MEAN AGE | 45.7 | 45.9 | 45.4 | 46.8 | 46.4 | 47.2 | 46.6 | 46.4 | 46.8 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 3 3 (100) | 2 4 (67) | 1 2 (33) | 3 3 (100) | 2 4 (67) | 1 2 (33) | 6 6 (100) | 3 6 (50) | 3 6 (50) |
| Professional (H%) | 2 2 (100) | 2 4 (100) | | 1 1 (100) | 1 2 (100) | | 2 2 (100) | 2 4 (100) | |
| Masters (H%) | 67 68 (100) | 36 69 (54) | 31 66 (46) | 68 70 (100) | 34 68 (50) | 34 72 (50) | 69 70 (100) | 35 67 (51) | 34 73 (49) |
| Bachelors (H%) | 21 21 (100) | 8 15 (38) | 13 28 (62) | 20 21 (100) | 9 18 (45) | 11 23 (55) | 17 17 (100) | 8 15 (47) | 9 19 (53) |
| Less than Bachelors (H%) | 6 6 (100) | 4 8 (67) | 2 4 (33) | 5 5 (100) | 4 8 (80) | 1 2 (20) | 5 5 (100) | 4 8 (80) | 1 2 (20) |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 39 39 (100) | 21 40 (54) | 18 38 (46) | 37 38 (100) | 21 42 (57) | 16 34 (43) | 39 39 (100) | 24 46 (62) | 15 32 (38) |
| Vocational Education (H%) | 60 61 (100) | 31 60 (52) | 29 62 (48) | 60 62 (100) | 29 58 (48) | 31 66 (52) | 60 61 (100) | 28 54 (47) | 32 68 (53) |

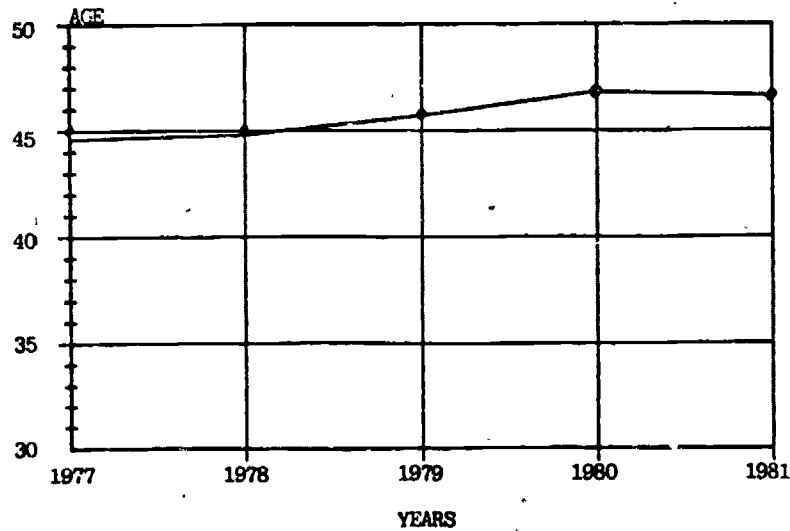
Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981.
 Reports 2530, 2531, and 2532.

FIGURE 1b
 FULL-TIME INSTRUCTORS: SELECTED DATA
 KAPIOLANI COMMUNITY COLLEGE
 FALL 1977-1981



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MEAN AGE



TENURE STATUS

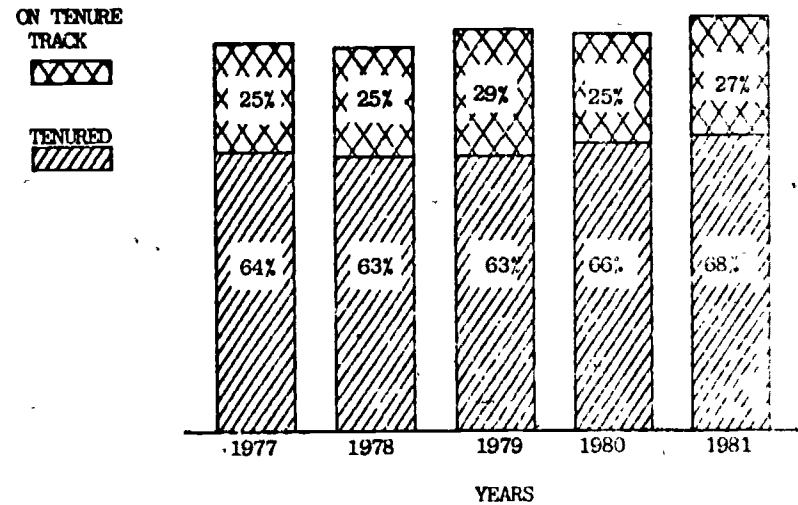


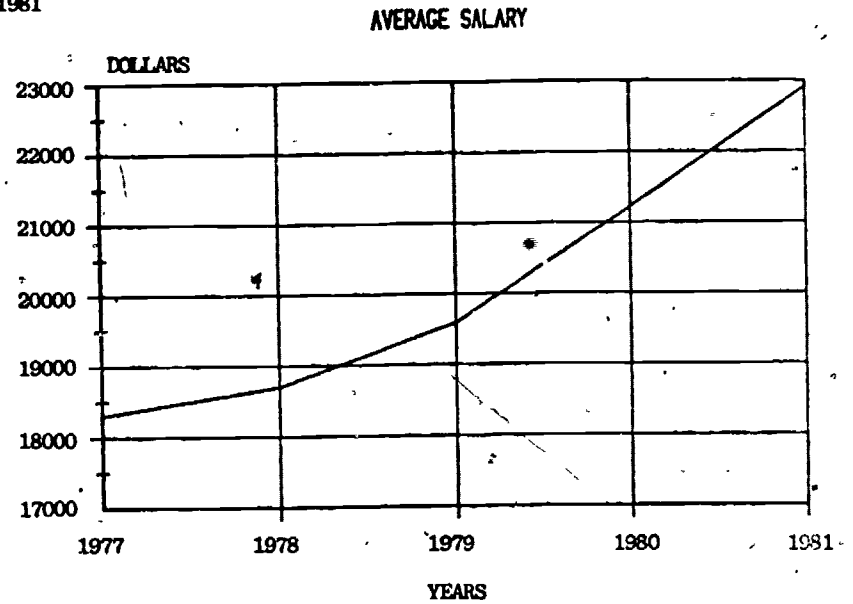
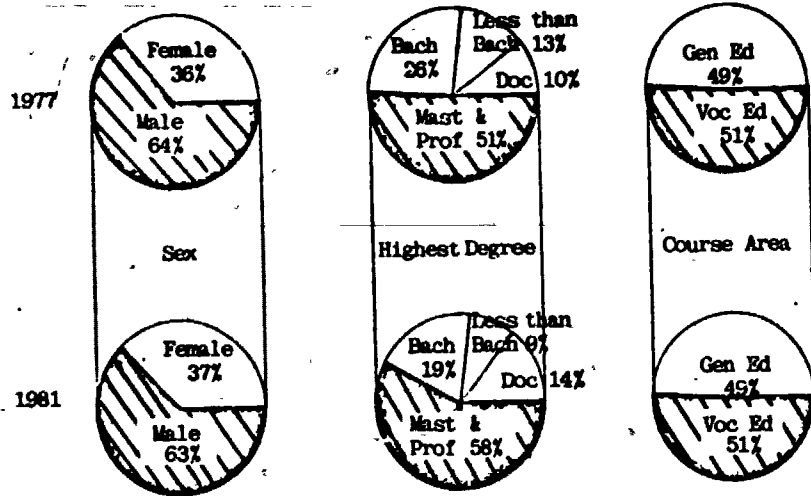
TABLE 3c
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAUAI COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 38 100 (100) | 25 100 (66) | 13 100 (34) | 39 100 (100) | 27 100 (69) | 12 100 (31) | 43 100 (100) | 27 100 (63) | 16 100 (37) |
| BY AVERAGE SALARY | 19,586 | 20,688 | 17,468 | 21,218 | 22,292 | 18,802 | 22,916 | 24,322 | 20,543 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 3 8 (100) | | 3 23 (100) | 1 3 (100) | | 1 5 (100) | 1 2 (100) | | 1 6 (100) |
| Range 2 (H%) | 11 29 (100) | 6 24 (55) | 5 38 (45) | 16 41 (100) | 9 33 (56) | 7 58 (44) | 16 37 (100) | 7 26 (44) | 9 56 (56) |
| Range 3 (H%) | 1 3 (100) | 1 4 (100) | | 3 8 (100) | 2 7 (67) | 1 8 (33) | 4 9 (100) | 3 11 (75) | 1 6 (25) |
| Range 4 (H%) | 13 34 (100) | 11 44 (85) | 2 15 (15) | 9 23 (100) | 8 30 (89) | 1 8 (11) | 10 24 (100) | 8 30 (80) | 2 13 (20) |
| Range 5 (H%) | 10 26 (100) | 7 28 (70) | 3 23 (30) | 10 26 (100) | 8 30 (80) | 2 17 (20) | 12 28 (100) | 9 33 (75) | 3 19 (25) |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 23 61 (100) | 17 68 (74) | 6 46 (26) | 23 59 (100) | 16 67 (78) | 5 42 (22) | 26 61 (100) | 19 70 (73) | 7 44 (27) |
| On Tenure Track (H%) | 15 39 (100) | 8 32 (53) | 7 54 (47) | 15 38 (100) | 8 30 (53) | 7 58 (47) | 13 30 (100) | 7 26 (54) | 6 37 (46) |
| Not Eligible (H%) | | | | 1 3 (100) | 1 4 (100) | | 4 9 (100) | 1 4 (25) | 3 19 (75) |
| Other (H%) | | | | | | | | | |
| BY MEAN AGE | 40.2 | 41.4 | 38.0 | 41.7 | 42.1 | 40.9 | 42.6 | 43.3 | 41.4 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 3 8 (100) | 3 12 (100) | | 3 8 (100) | 3 11 (100) | | 6 14 (100) | 6 22 (100) | |
| Professional (H%) | 1 3 (100) | 1 4 (100) | | 1 3 (100) | 1 4 (100) | | | | |
| Masters (H%) | 19 50 (100) | 12 48 (63) | 7 54 (37) | 23 59 (100) | 14 52 (61) | 9 75 (39) | 25 58 (100) | 13 48 (52) | 12 75 (48) |
| Bachelors (H%) | 10 26 (100) | 4 16 (40) | 6 46 (60) | 7 18 (100) | 4 15 (57) | 3 25 (43) | 8 19 (100) | 4 15 (50) | 4 25 (50) |
| Less than Bachelors (H%) | 5 13 (100) | 5 20 (100) | | 5 13 (100) | 5 19 (100) | | 4 9 (100) | 4 15 (100) | |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 20 53 (100) | 15 60 (75) | 5 38 (25) | 18 46 (100) | 14 52 (78) | 4 33 (22) | 21 49 (100) | 16 59 (76) | 5 31 (24) |
| Vocational Education (H%) | 18 47 (100) | 10 40 (56) | 8 62 (44) | 21 54 (100) | 13 48 (62) | 8 67 (38) | 22 51 (100) | 11 41 (50) | 11 69 (50) |

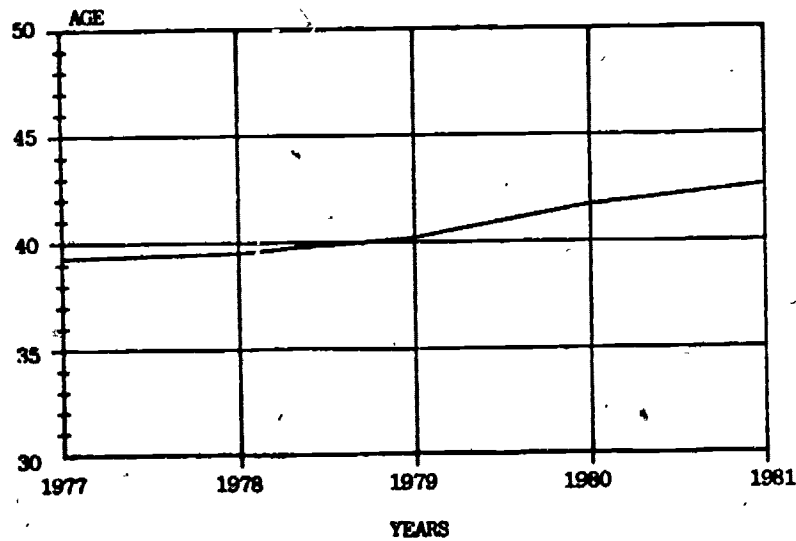
Sources: FSIS reports as of October 31, 1979, October 31, 1980 and October 31, 1981 .
 Reports 2530, 2531, and 2532.

FIGURE 1c
 FULL-TIME INSTRUCTORS: SELECTED DATA
 KAUAI COMMUNITY COLLEGE
 FALL, 1977-1981



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MEAN AGE



TENURE STATUS

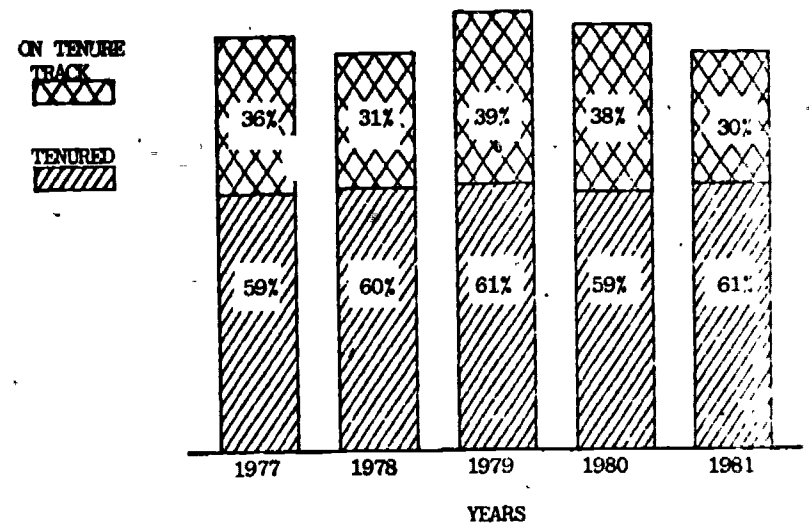


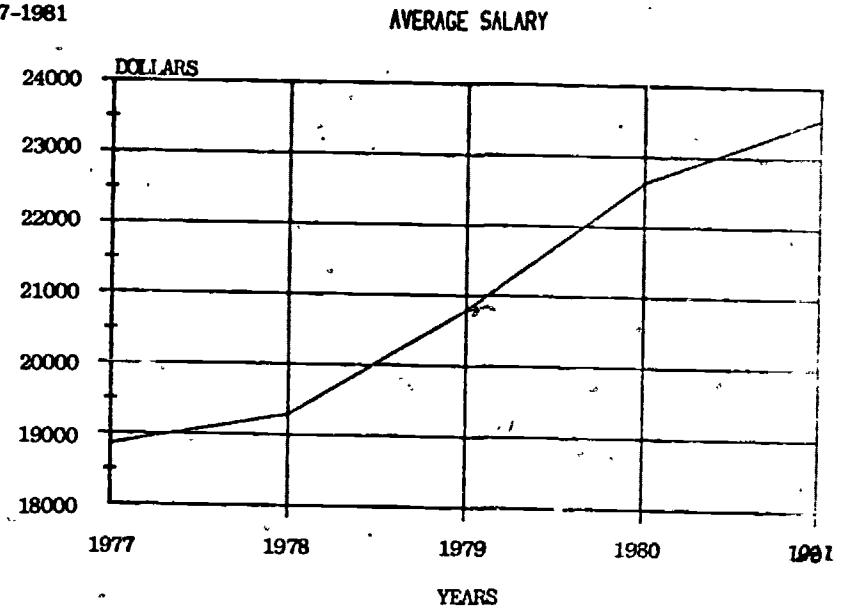
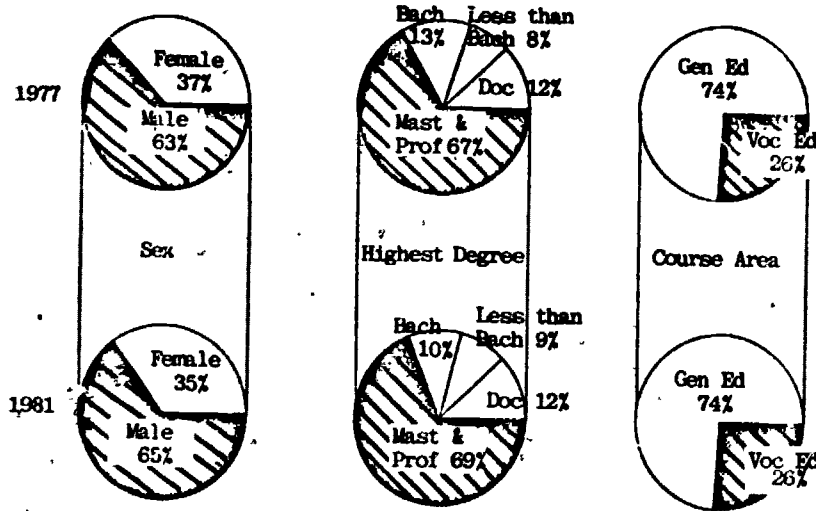
TABLE 3d
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
LEeward COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|------------------|----------------|-----------------|------------------|----------------|-----------------|------------------|----------------|-----------------|
| | TOTAL No. % | MALE No. % | FEMALE No. % | TOTAL No. % | MALE No. % | FEMALE No. % | TOTAL No. % | MALE No. % | FEMALE No. % |
| TOTAL (H%) | 129 100 (100) | 79 100 (61) | 50 100 (39) | 130 100 (100) | 83 100 (64) | 47 100 (36) | 126 100 (100) | 82 100 (65) | 44 100 (35) |
| BY AVERAGE SALARY | 20,785 | 21,515 | 19,533 | 22,625 | 23,001 | 21,962 | 23,543 | 24,022 | 22,651 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 1 1 (100) | | 1 2 (100) | 1 1 (100) | | 1 2 (100) | 1 1 (100) | 1 1 (100) | |
| Range 2 (H%) | 17 13 (100) | 10 13 (59) | 7 14 (41) | 15 12 (100) | 10 12 (67) | 5 11 (33) | 27 21 (100) | 14 17 (52) | 13 30 (48) |
| Range 3 (H%) | 10 8 (100) | 3 4 (30) | 7 14 (70) | 10 8 (100) | 4 5 (40) | 6 13 (60) | 9 7 (100) | 4 5 (44) | 5 11 (56) |
| Range 4 (H%) | 34 26 (100) | 20 25 (59) | 14 28 (41) | 33 25 (100) | 21 25 (64) | 12 26 (36) | 27 21 (100) | 20 24 (74) | 7 16 (26) |
| Range 5 (H%) | 66 51 (100) | 46 58 (70) | 20 40 (30) | 70 54 (100) | 48 58 (69) | 22 47 (31) | 62 49 (100) | 43 53 (69) | 19 43 (31) |
| Other (H%) | 1 1 (100) | | 1 2 (100) | 1 1 (100) | | 1 2 (100) | | | |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 102 79 (100) | 62 78 (61) | 40 80 (39) | 109 84 (100) | 69 83 (63) | 40 85 (37) | 98 78 (100) | 65 79 (66) | 33 75 (34) |
| On Tenure Track (H%) | 20 16 (100) | 14 18 (70) | 6 12 (30) | 15 12 (100) | 11 13 (73) | 4 9 (27) | 18 14 (100) | 12 15 (67) | 6 14 (33) |
| Not Eligible (H%) | 2 2 (100) | 1 1 (50) | 1 2 (50) | 4 3 (100) | 2 2 (50) | 2 4 (50) | 10 8 (100) | 5 6 (50) | 5 11 (50) |
| Other (H%) | 5 4 (100) | 2 3 (40) | 3 6 (50) | 2 2 (100) | 1 1 (50) | 1 2 (50) | | | |
| BY MEAN AGE | 43.5 | 45.1 | 41.0 | 44.6 | 45.5 | 43.0 | 44.7 | 46.0 | 42.3 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 16 12 (100) | 12 15 (75) | 4 8 (25) | 17 13 (100) | 12 15 (71) | 5 11 (29) | 15 12 (100) | 12 15 (80) | 3 7 (20) |
| Master (H%) | 87 67 (100) | 48 61 (55) | 39 78 (45) | 87 67 (100) | 51 61 (59) | 36 77 (41) | 87 69 (100) | 50 61 (58) | 37 84 (42) |
| Bachelors (H%) | 15 12 (100) | 9 11 (60) | 6 12 (40) | 15 12 (100) | 10 12 (67) | 5 11 (33) | 13 10 (100) | 10 12 (77) | 3 7 (23) |
| Less than Bachelors (H%) | 11 9 (100) | 10 13 (91) | 1 2 (9) | 11 9 (100) | 10 12 (91) | 1 2 (9) | 11 9 (100) | 10 12 (91) | 1 2 (9) |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 96 74 (100) | 54 68 (58) | 42 84 (44) | 95 73 (100) | 55 66 (58) | 40 85 (42) | 93 74 (100) | 55 67 (59) | 38 86 (41) |
| Vocational Education (H%) | 33 26 (100) | 25 32 (78) | 8 16 (24) | 35 27 (100) | 28 34 (80) | 7 15 (20) | 33 26 (100) | 27 33 (82) | 6 14 (19) |

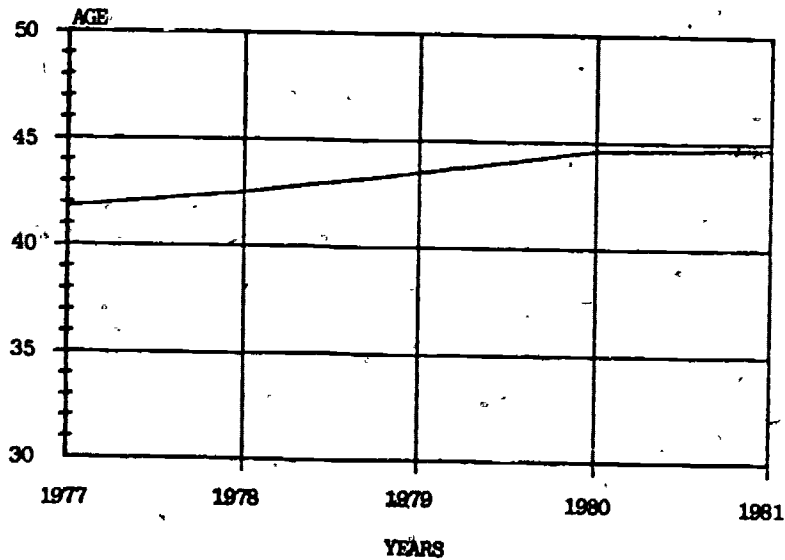
Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981. Reports 2530, 2531, and 2532.

FIGURE 1d
 FULL-TIME INSTRUCTORS: SELECTED DATA
 LEEWARD COMMUNITY COLLEGE
 FALL 1977-1981



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MEAN AGE



TENURE STATUS

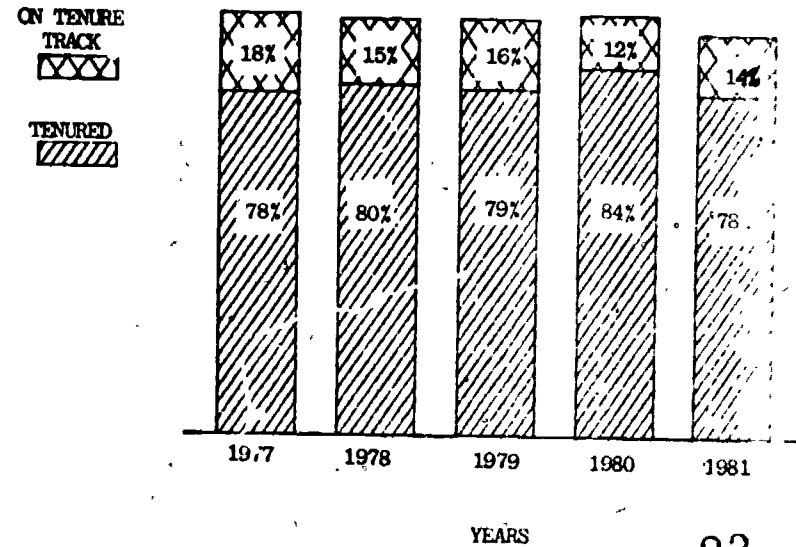


TABLE 3e
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1979 - 1981

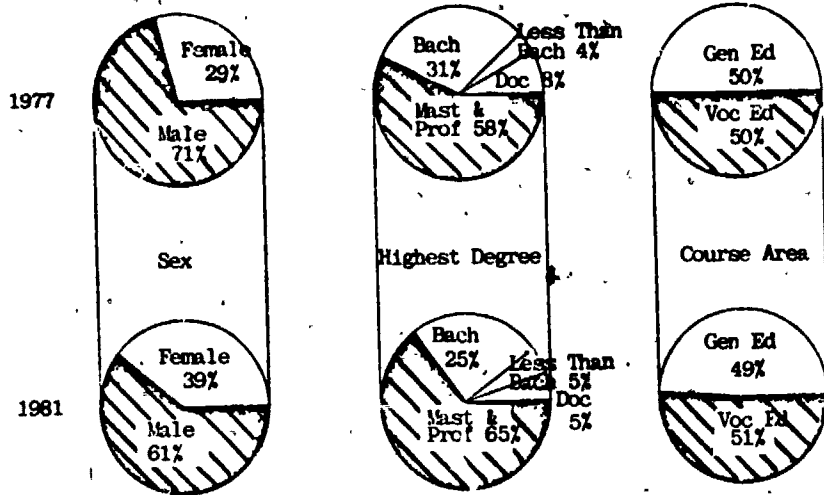
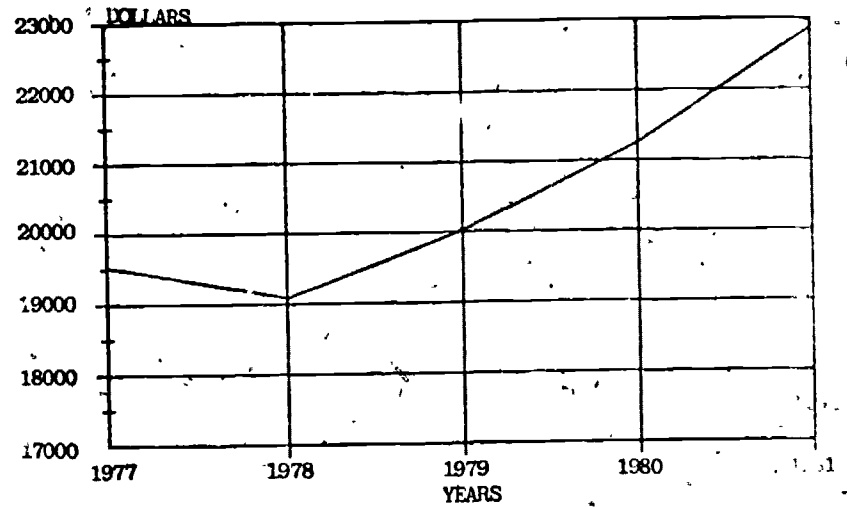
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 56 100 (100) | 40 100 (71) | 16 100 (29) | 56 100 (100) | 34 100 (61) | 22 100 (39) | 57 100 (100) | 35 100 (61) | 22 100 (39) |
| BY AVERAGE SALARY | 20,019 | 20,478 | 18,871 | 21,247 | 22,273 | 19,661 | 22,871 | 24,010 | 21,058 |
| BY SALARY RANGE | | | | | | | | | |
| Range 1 (H%) | 2 4 (100) | 1 3 (50) | 1 6 (50) | 2 4 (100) | 1 3 (50) | 1 5 (50) | 1 2 (100) | | 1 5 (100) |
| Range 2 (H%) | 19 34 (100) | 12 30 (63) | 7 44 (37) | 23 41 (100) | 12 35 (52) | 11 50 (48) | 24 42 (100) | 13 37 (54) | 11 50 (46) |
| Range 3 (H%) | 4 7 (100) | 3 8 (75) | 1 6 (25) | 4 7 (100) | 3 9 (75) | 1 5 (25) | 5 9 (100) | 3 9 (60) | 2 9 (40) |
| Range 4 (H%) | 5 9 (100) | 4 10 (80) | 1 6 (20) | 4 7 (100) | 3 9 (75) | 1 5 (25) | 4 7 (100) | 3 9 (75) | 1 5 (25) |
| Range 5 (H%) | 25 45 (100) | 20 50 (80) | 5 31 (20) | 21 38 (100) | 15 44 (71) | 6 27 (29) | 21 37 (100) | 16 46 (76) | 5 23 (24) |
| Other (H%) | 1 2 (100) | | 1 6 (100) | 2 4 (100) | | 2 9 (100) | 2 3 (100) | | 2 9 (100) |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 33 59 (100) | 26 65 (79) | 7 44 (21) | 31 55 (100) | 22 65 (71) | 9 41 (29) | 31 54 (100) | 22 63 (71) | 9 41 (29) |
| On Tenure Track (H%) | 17 30 (100) | 9 23 (53) | 8 50 (47) | 17 30 (100) | 8 24 (47) | 9 41 (53) | 19 33 (100) | 10 28 (53) | 9 41 (47) |
| Not Eligible (H%) | 1 2 (100) | 1 3 (100) | | 6 11 (100) | 4 12 (67) | 2 9 (33) | 5 9 (100) | 3 9 (60) | 2 9 (30) |
| Other (H%) | 5 9 (100) | 4 10 (80) | 1 6 (20) | 2 4 (100) | | 2 9 (100) | 2 4 (100) | | 2 9 (100) |
| BY MEAN AGE | 41.0 | 42.0 | 38.4 | 42.1 | 43.2 | 40.2 | 41.7 | 42.5 | 40.5 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 4 7 (100) | 4 10 (100) | | 2 4 (100) | 2 6 (100) | | 3 5 (100) | 3 9 (100) | |
| Masters (H%) | 35 63 (100) | 22 55 (63) | 13 81 (37) | 35 63 (100) | 19 56 (54) | 16 73 (46) | 37 63 (100) | 22 62 (59) | 15 68 (41) |
| Bachelors (H%) | 13 28 (100) | 10 25 (77) | 3 19 (23) | 15 27 (100) | 9 27 (60) | 6 27 (40) | 14 25 (100) | 7 20 (50) | 7 32 (50) |
| Less than Bachelors (H%) | 4 7 (100) | 4 10 (100) | | 4 7 (100) | 4 12 (100) | | 3 5 (100) | 3 9 (100) | |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 26 46 (100) | 20 50 (77) | 6 38 (23) | 26 46 (100) | 16 47 (62) | 10 45 (38) | 28 49 (100) | 19 54 (68) | 9 41 (32) |
| Vocational Education (H%) | 30 54 (100) | 20 50 (67) | 10 63 (33) | 30 54 (100) | 18 53 (60) | 12 55 (40) | 29 51 (100) | 16 46 (55) | 13 59 (45) |

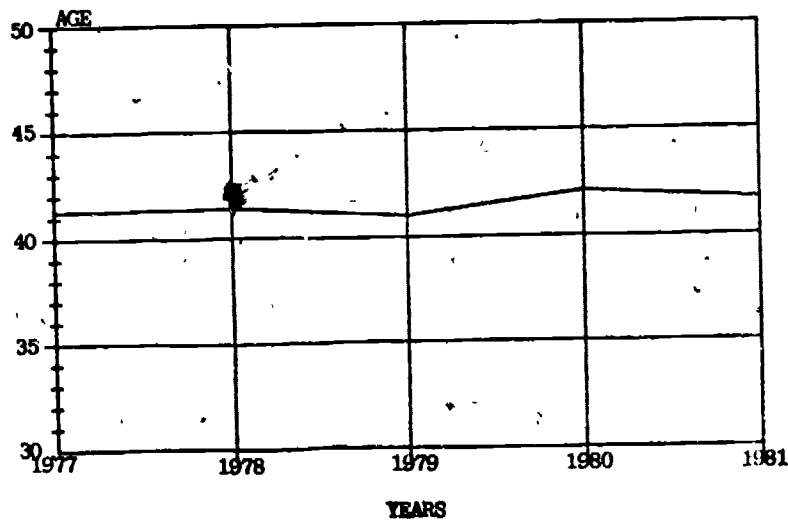
Sources: FSIS reports as of October 31, 1979, October 31 1980 and October 31, 1981.
 Reports 2530, 2531, and 2532.

FIGURE 1c
 FULL-TIME INSTRUCTORS: SELECTED DATA
 MAUI COMMUNITY COLLEGE
 FALL 1977-1981

AVERAGE SALARY



MEAN AGE



TENURE STATUS

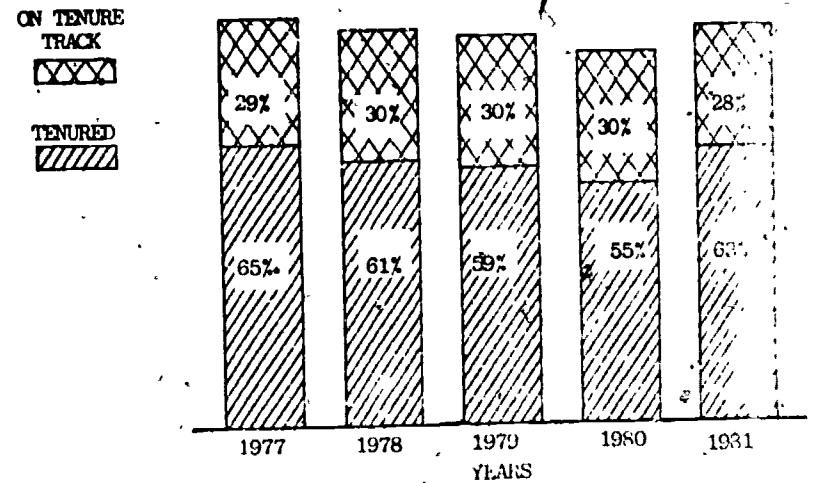


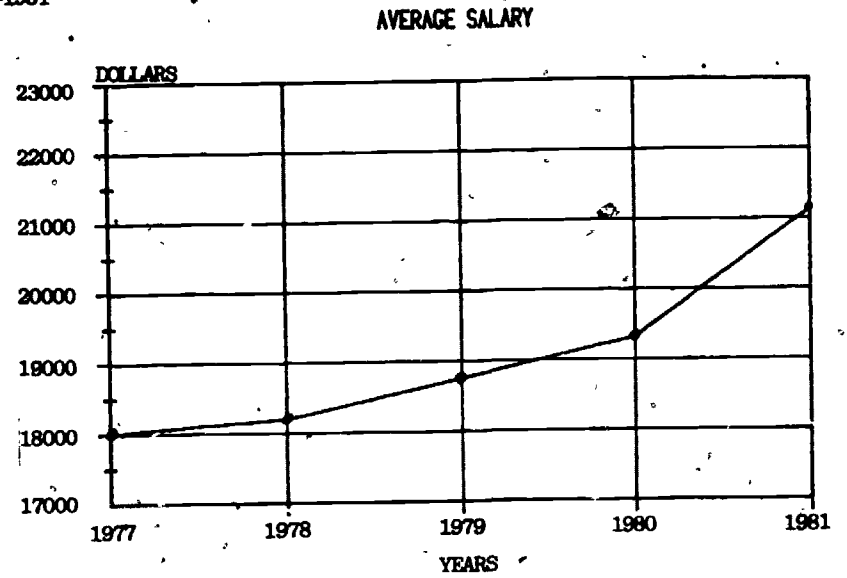
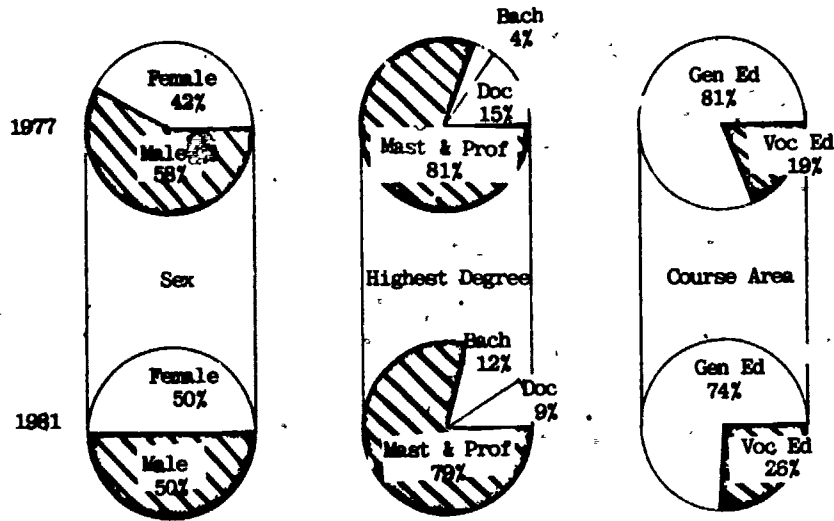
TABLE 3f
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
WINDWARD COMMUNITY COLLEGE
FALL 1979 - 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Characteristic | 1979 | | | 1980 | | | 1981 | | |
|------------------------------|------------------|----------------|------------------|-----------------|----------------|------------------|-----------------|----------------|------------------|
| | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% | TOTAL No. V% | MALE No. V% | FEMALE No. V% |
| TOTAL (H%) | 30- 100 (100) | 16 100 (53) | 14 100 (47) | 35 100 (100) | 19 100 (54) | 16 100 (46) | 34 100 (100) | 17 100 (50) | 17 100 (50) |
| BY AVERAGE SALARY | 18,751 | 18,152 | 19,436 | 19,316 | 18,522 | 20,259 | 21,131 | 19,902 | 22,361 |
| BY SALARY RANGE | | | | | | | | | |
| Range 2 (H%) | 6 20 (100) | 6 38 (100) | | 11 31 (100) | 9 47 (82) | 2 13 (18) | 12 35 (100) | 10 59 (83) | 2 12 (17) |
| Range 3 (H%) | 4 13 (100) | | 4 29 (100) | 6 17 (100) | 1 5 (17) | 5 31 (83) | 5 15 (100) | 1 6 (20) | 4 23 (80) |
| Range 4 (H%) | 4 13 (100) | 2 13 (50) | 2 14 (50) | 5 14 (100) | 2 11 (40) | 3 19 (60) | 5 15 (100) | 1 6 (20) | 4 23 (80) |
| Range 5 (H%) | 15 50 (100) | 8 50 (53) | 7 50 (47) | 13 37 (100) | 7 37 (54) | 6 38 (46) | 12 35 (100) | 5 29 (42) | 7 41 (58) |
| Other (H%) | 1 3 (100) | | 1 7 (100) | | | | | | |
| BY TENURE STATUS | | | | | | | | | |
| Tenured (H%) | 16 53 (100) | 8 50 (50) | 8 57 (50) | 15 43 (100) | 9 47 (60) | 6 38 (40) | 15 44 (100) | 7 41 (47) | 8 47 (53) |
| On Tenure Track (H%) | 12 40 (100) | 7 44 (58) | 5 36 (42) | 18 51 (100) | 9 47 (50) | 9 56 (50) | 18 53 (100) | 10 59 (56) | 8 47 (44) |
| Not Eligible (H%) | 2 7 (100) | 1 6 (50) | 1 7 (50) | 2 6 (100) | 1 5 (50) | 1 6 (50) | 1 3 (100) | | 1 6 (100) |
| BY MEAN AGE | 36.8 | 35.9 | 37.9 | 39.3 | 38.3 | 40.4 | 39.5 | 38.2 | 40.8 |
| BY HIGHEST DEGREE | | | | | | | | | |
| Doctorate (H%) | 3 10 (100) | 2 13 (67) | 1 7 (33) | 4 11 (100) | 2 11 (50) | 2 13 (50) | 3 9 (100) | 1 6 (33) | 2 12 (67) |
| Masters (H%) | 25 83 (100) | 12 75 (48) | 13 93 (52) | 27 77 (100) | 13 68 (48) | 14 88 (52) | 27 79 (100) | 12 71 (44) | 15 88 (56) |
| Bachelors (H%) | 2 7 (100) | 2 13 (100) | | 4 11 (100) | 4 21 (100) | | 4 12 (100) | 4 23 (100) | |
| BY INSTRUCTIONAL AREA | | | | | | | | | |
| General Education (H%) | 22 73 (100) | 12 75 (55) | 10 71 (45) | 25 71 (100) | 13 68 (52) | 12 75 (48) | 25 74 (100) | 11 65 (44) | 14 82 (56) |
| Vocational Education (H%) | 8 27 (100) | 4 25 (50) | 4 29 (50) | 10 29 (100) | 6 32 (60) | 4 25 (40) | 9 26 (100) | 6 35 (67) | 3 18 (33) |

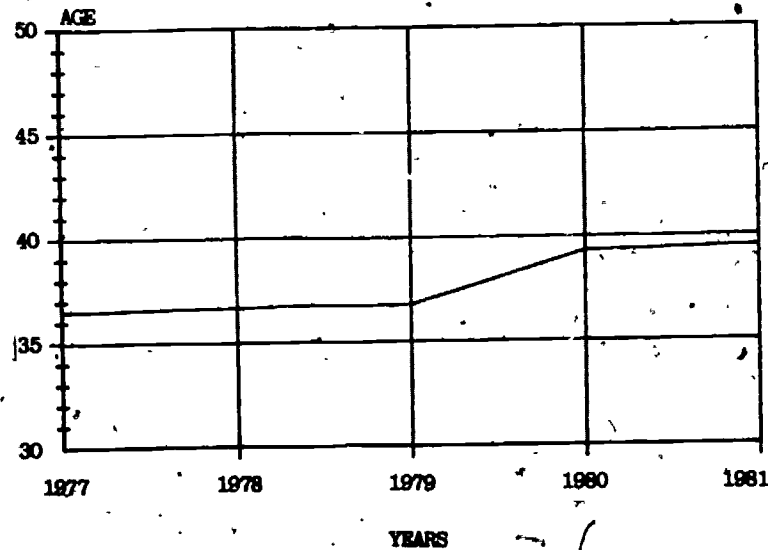
Sources: FSIS reports as of October 31, 1979, October 31, 1980, and October 31, 1981.
 Report No. 2531, and 2532.

FIGURE 17
 FULL-TIME INSTRUCTORS: SELECTED DATA
 WINDWARD COMMUNITY COLLEGE
 FALL 1977-1981



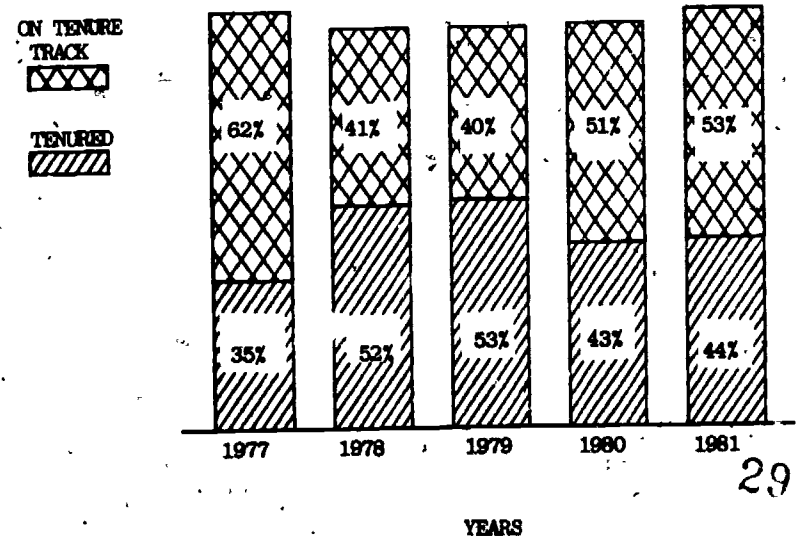
8

MEAN AGE



28

TENURE STATUS



29

TABLE 4
PROFILE OF LECTURERS
COMMUNITY COLLEGES
FALL 1981

Note: Unduplicated headcount. A lecturer teaching at more than one campus is counted at his "home base" only.

| Characteristic | TOTAL | | Honolulu | Kapiolani | Kauai | Leeward | Maui | Windward |
|---------------------------|---------|-----|----------|-----------|---------|---------|---------|----------|
| | No. | % | | | | | | |
| TOTAL | 371 | 100 | 114 | 96 | 18 | 85 | 37 | 21 |
| Sex | | | | | | | | |
| Male | 197 | 53 | 63 | 39 | 12 | 52 | 22 | 9 |
| Female | 174 | 47 | 51 | 57 | 6 | 33 | 15 | 12 |
| Instructional Area | | | | | | | | |
| General Education | 213 | 57 | 60 | 54 | 9 | 48 | 24 | 18 |
| Vocational-Tech | 158 | 43 | 54 | 42 | 9 | 37 | 13 | 3 |
| Highest Degree | | | | | | | | |
| Doctorate | 21 | 6 | 5 | 2 | 1 | 9 | 2 | 2 |
| Professional | 4 | 1 | | 4 | | | | |
| Master's | 203 | 55 | 56 | 60 | 10 | 45 | 18 | 14 |
| Bachelor's | 98 | 26 | 33 | 22 | 3 | 23 | 12 | 5 |
| Less Than Bachelor's | 45 | 12 | 20 | 8 | 4 | 8 | 5 | |
| Average Salary | \$3,039 | | \$3,085 | \$3,380 | \$2,250 | \$3,140 | \$2,030 | \$3,274 |
| Salary Range | | | | | | | | |
| Range 1 | 67 | 18 | 29 | 9 | 3 | 13 | 13 | |
| Range 2 | 256 | 69 | 70 | 74 | 15 | 60 | 20 | 17 |
| Range 3 | 15 | 4 | 3 | 4 | | 6 | 1 | 1 |
| Range 4 | 12 | 3 | 6 | 2 | | 2 | | 2 |
| Range 5 | 21 | 6 | 6 | 7 | | 4 | 3 | 1 |
| Mean Age | 39.3 | | 38.9 | 45.6 | 37.3 | 39.4 | 41.1 | 37.7 |

Sources: FSIS reports, October 31, 1981.
 Report No. 2530, 2531, and 2532.

APPENDIX A
 PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
 (EMPLOYING AGENCY GROUPINGS)
 FALL 1981

- I. Institutional Support: Provost's Office, Business Affairs, Operation and Maintenance
- II. Academic Support: Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
- III. Student Services: Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support, Admissions and Records
- IV. Public Service: Apprentice, Community Service
- V. Instruction:
 - A. General Education: Division Chairmen/Coordinators
 - Humanities: Art, Communication, Dance, Drama, East Asian Languages, English, English as a Second Language, European Languages, Hawaiian Studies, History, Humanities, Indo-Pacific Languages, Journalism, Music, Philosophy, Religion, Speech
 - Natural Science: Biological Sciences, Chemistry, Mathematics, Oceanography, Physical Sciences, Science
 - Social Science: American Studies, Anthropology, Economics, Geography, Human Development, Political Science, Psychology, Social Science, Sociology, Women's Studies
 - Other: Health, Physical Education and Recreation, Learning Skills
 - B. Vocational Education: Division Chairmen/Coordinators
 - Business: Accounting, Business, Data Processing, Information and Computer Science, Entertainment, Sales and Management, Secretarial and Related
 - Food Service: Baking, Food Service

Health Service:

Dental Assistant, Food and Nutritional Science, Health, Medical Assisting, Medical Lab Technology, Nursing, Occupational Therapy, Radiologic Technician, Respiratory Therapy

Public Services:

Fire Science, Human Services, Industrial Education, Library Technology, Police Science, Occupational Safety/Health, Recreational Instructor Program

Technology:

Agriculture, Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Aviation Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Energy, Engineering Technology, Graphic Art, Home Economics, Marine Shop, Maintenance Technology, Marine Technology, Refrigeration and Air Conditioning, Sheet Metal and Plastics, Welding

APPENDIX B
TOTAL AND AVERAGE SALARY
FULL-TIME BOR APPOINTEES, EXCLUDING INSTRUCTORS
BY PROGRAM CATEGORIES
COMMUNITY COLLEGES
FALL 1981

Note: Many of those in institutional and academic support are on 11-month contracts.

| Campus | TOTAL HEADCOUNT | AVERAGE SALARIES | | | | | | | |
|--------------|--------------------|---------------------------------|---------------------|-------------------------------|---------------------|-------------------------------|---------------------|------------------------------|---------------------|
| | | Institutional Supp Headcount | Average Salaries | Academic Support Headcount | Average Salaries | Student Services Headcount | Average Salaries | Public Services Headcount | Average Salaries |
| TOTAL | 169 | 20 | \$29,030 | 54 | \$24,623 | 76 | \$22,800 | 19 | \$22,510 |
| Honolulu CC | 49 | 3 | 32,383 | 16 | 22,276 | 17 | 21,091 | 13 | 21,501 |
| Kapiolani CC | 27 | 4 | 28,843 | 10 | 26,320 | 12 | 23,480 | 1 | * |
| Kauai CC | 18 | 4 | 29,129 | 7 | 24,453 | 7 | 23,769 | | |
| Leeward CC | 36 | 3 | 30,327 | 10 | 23,956 | 19 | 25,355 | 4 | 19,902 |
| Maui CC | 21 | 3 | 25,164 | 5 | 26,401 | 12 | 20,500 | 1 | * |
| Windward CC | 18 | 3 | 28,363 | 6 | 27,881 | 9 | 22,038 | | |

*This individual's salary is included in the calculations of average salary for the campus and system.

Sources: FSIS Report 2532, October 31, 1981.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1981

| Campus | Total Headcount | Total Salaries | Average Salaries by Program | | |
|--------------|-----------------|---------------------|-----------------------------|-------------------|----------------------|
| | | | Average | General Education | Vocational Education |
| TOTAL | 466 | \$10,907,248 | 23,406 | 22,947 | 23,966 |
| Honolulu CC | 107 | 2,449,924 | 22,896 | 21,610 | 24,025 |
| Kapiolani CC | 99 | 2,483,424 | 25,085 | 24,490 | 25,472 |
| Kauai CC | 43 | 985,380 | 22,916 | 23,678 | 22,188 |
| Leeward CC | 126 | 2,966,424 | 23,543 | 23,196 | 24,521 |
| Maui CC | 57 | 1,303,632 | 22,871 | 22,921 | 22,822 |
| Windward CC | 34 | 718,464 | 21,131 | 21,702 | 19,547 |

Sources: FSIS Computer Report 2532, October 31, 1981.

APPENDIX D
 TENURE STATUS BY YEAR OF TENURE DECISION & BY SEX
 FULL-TIME INSTRUCTORS
 COMMUNITY COLLEGES
 FALL 1981

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

| Program Category | TOTAL | Tenured | Year of Tenure Decision | | | | Non-Tenure Track** | |
|---------------------------------------|----------------------|----------------------|-------------------------|--------------------|-------------------|-------------------|--------------------|-------------------|
| | | | Sub-Total | 1982 | 1983 | 1984 | | After 1984 |
| TOTAL (Horizontal %) | 466 (100%) | 307* (66%) | 123 (26%) | 26 (6%) | 25 (5%) | 19 (4%) | 53 (11%) | 36 (7%) |
| Male | 292 | 202 | 75 | 19 | 13 | 11 | 32 | 15 |
| Female | 174 | 105 | 48 | 7 | 12 | 8 | 21 | 21 |
| HONOLULU CC (Horizontal %) | 107 (100%) | 70 (65%) | 28 (26%) | 4 (4%) | 10 (9%) | 3 (3%) | 11 (10%) | 9 (9%) |
| Male | 79 | 54 | 19 | 2 | 6 | 2 | 9 | 6 |
| Female | 28 | 16 | 9 | 2 | 4 | 1 | 2 | 3 |
| KAPIOLANI CC (Horizontal %) | 99 (100%) | 67 (68%) | 27 (27%) | 10 (10%) | 5 (5%) | 5 (5%) | 7 (7%) | 5 (5%) |
| Male | 52 | 35 | 17 | 7 | 3 | 3 | 4 | 5 |
| Female | 47 | 32 | 10 | 3 | 2 | 2 | 3 | 5 |
| KAUAI CC (Horizontal %) | 43 (100%) | 26 (60%) | 13 (31%) | 2 (5%) | 2 (5%) | 2 (5%) | 7 (16%) | 4 (9%) |
| Male | 27 | 19 | 7 | 1 | 2 | | 4 | 1 |
| Female | 16 | 7 | 6 | 1 | | 2 | 3 | 3 |
| LEeward CC (Horizontal %) | 126 (100%) | 98 (78%) | 18 (14%) | 6 (4%) | 2 (2%) | 2 (2%) | 8 (6%) | 10 (8%) |
| Male | 82 | 65 | 12 | 5 | 1 | 2 | 4 | 5 |
| Female | 44 | 33 | 6 | 1 | 1 | | 4 | 5 |
| MAUI CC (Horizontal %) | 57 (100%) | 31 (54%) | 19 (34%) | 3 (5%) | 2 (4%) | 5 (9%) | 9 (16%) | 7 (12%) |
| Male | 35 | 22 | 10 | 3 | | 3 | 4 | 3 |
| Female | 22 | 9 | 9 | | 2 | 2 | 5 | 4 |
| WINDWARD CC (Horizontal %) | 34 (100%) | 15 (44%) | 18 (53%) | 1 (3%) | 4 (12%) | 2 (6%) | 11 (32%) | 1 (3%) |
| Male | 17 | 7 | 10 | 1 | 1 | 1 | 7 | 1 |
| Female | 17 | 8 | 8 | | 3 | 1 | 4 | |

*Excludes twenty-five tenured instructors who were on leave. See Appendix E.

**Includes visiting instructors and other non-tenurable appointments.

Source: FSIS Computer Report 2533B, October 31, 1981.

APPENDIX E
INSTRUCTORS ON LEAVE
 BY TYPE OF LEAVE AND TENURE STATUS
 COMMUNITY COLLEGES
 FALL 1981

| Campus | TOTAL | | TYPE OF LEAVE* | | | |
|--------------|-----------|-------------|----------------|-------------|-------------------|-------------|
| | | | Sabbatical | | Leave without Pay | |
| | No. | No. Tenured | No. | No. Tenured | No. | No. Tenured |
| TOTAL | 30 | 25 | 15 | 15 | 15 | 10 |
| Honolulu CC | 7 | 5 | 3 | 3 | 4 | 2 |
| Kapiolani CC | 4 | 4 | 2 | 2 | 2 | 2 |
| Kauai CC | 3 | 2 | 1 | 1 | 2 | 1 |
| Leeward CC | 9 | 9 | 5 | 5 | 4 | 4 |
| Maui CC | 3 | 1 | | | 3 | 1 |
| Windward CC | 4 | 4 | 4 | 4 | | |

*Excludes 6 non-teaching professional staff on leave: 3 on sabbatical and 3 on leave without pay.

Sources: FSIS reports, October 31, 1981.
 Report 2535.

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