

**DOCUMENT RESUME**

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**TITLE** Selected Characteristics of Full-Time Professional Staff: Community Colleges, Fall 1974.  
**INSTITUTION** Hawaii Univ., Honolulu. Community Coll. System.  
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**IDENTIFIERS** \*Hawaii

**ABSTRACT**

This study presents data on full-time faculty appointees at each Hawaiian community college. The material is presented in a series of tables cross-referencing information about each campus, program categories, tenure status, sex, age, education, and salary. Of the 749 appointees, 68 percent are full-time, 2 percent are part-time, and 30 percent are lecturers. Eighty-two percent of the professional staff serve in instruction; 372 in general education, 240 in vocational education. Following previous years' patterns, 63 percent are male. The average age is 40, average salary \$14,413, and 61 percent have a masters degree. Lecturers tend to work in general education areas and earn \$1,569 for a course. As compared to full-time staff, lecturers are younger; more have only a B.A. degree, and more are women. Fifty-seven percent of the full-time professional staff is tenured. It is expected that over 80 percent will be tenured by 1978. (MJK)

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF  
COMMUNITY COLLEGES  
FALL, 1974

Faculty data are receiving greater attention and study over time. Many developments in higher education are related--fewer dollars, collective bargaining, the reexamination of traditional personnel practices--to name a few.

The primary focus of this report is on all FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SFSBs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY OCTOBER 31, 1974. Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report was abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1974. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff is 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 Vice President for Community Colleges.

HIGHLIGHTS

Table I. Unduplicated Headcount, by Program Category and by Full- and Part-time Status

1. FSIS computer reports show a total of 749 BOR appointees on the rosters of professional employees of the community colleges this fall.
2. Of these:
  - a. 515, 68 percent, are full-time staff members
  - b. 15, 2 percent, are part-time staff members
  - c. 221, 30 percent, are lecturers. (Note: This is an understated figure since it is an unduplicated count of lecturers. It excludes those lecturers whose "home base" may be another community college, the Manoa campus or another unit of the University system.)
3. Personnel in instruction number 612 and comprise 82 percent of the professional staff: 372 in general education and 240 in vocational education.

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Table II. Sex, Highest Degree Earned, Total and Average Salaries Earned, Full-Time Professional Staff

1. Full-time BOR staff number 513, 42 more than last fall. Of these, 386, 75 percent, are instructors; 46, 9 percent, are in student services. The proportion of staff in academic and institutional support tended to be higher in the smaller institutions.
2. Sex Distribution
  - a. Males: 63 percent, similar to previous years.
  - b. Campuses vary, reflecting to a large extent the program offerings of the institutions. Over 70 percent of the staff are males at Honolulu and Maui Community Colleges. The ratio is almost even at Kapiolani while females comprise slightly over half of the staff at Windward Community College.
  - c. Females are especially outnumbered by males in the non-instructional areas such as institutional and academic support.
3. Highest Degree Earned
  - a. The distribution of professional staff by highest degree earned shows a pattern similar to last year: master's degree, 61 percent; bachelor's degree, 20 percent; less than bachelors, 12 percent; doctoral degrees, 7 percent.
  - b. Instructors with less than bachelor's degrees are found in the vocational programs where expertise in a trade and technical area is considered an acceptable criterion for employment.
  - c. At Windward Community College 19 of the 20 instructors have master's degrees; 1, a doctorate. (Windward's instructional program is largely composed of general education courses.)
  - d. Of the 72 instructors with bachelor's degrees, 25 are teaching general education courses; 47, vocational education courses.
4. Salaries
  - a. Salaries paid full-time staff amounts to \$7,394,016 per annum for the six community colleges. (This figure excludes salaries paid to lecturers, faculty on overload, faculty on sabbatical leaves, and part time professional staff as well as those hired on a "usual" basis.)
  - b. The average salary of \$14,413 is about \$250 higher than the \$14,161 noted for last fall.
  - c. Average salaries range from \$13,913 (Windward CC) to \$15,745 (Kapiolani CC).

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Tables III and IV. Tenure Status by Age and by Year of Expected Tenure  
(See Tables Ia-f for details by college.)

1. Age

- a. The mean age of the full-time staff this fall is 40.7 years compared to 39.5 years last fall. Mean ages range from 35.8 (Windward CC) to 43.0 (Kapiolani CC).
- b. The great bulk of the staff, 529, 64 percent, is in the 25-44 age group.

2. Tenure Status

- a. Of the 513 full-time staff members, 57 percent are tenured, 26 percent are on the tenure track and 17 percent are not eligible. (The comparable figures last fall were: 48 percent tenured, 35 percent on tenure track, 17 percent not eligible.)
- b. The proportion of staff with tenure varies by campus from 18 percent (Windward) to 65 percent (Leeward). The relatively lower tenure rates for the "older" institutions such as Honolulu Community College can be partly attributed to the employment of proportionately more new instructors in recent years.
- c. An analysis by program category shows the highest tenure rates for staff in student services and in instruction, 61 percent each.
- d. By 1978, all except Honolulu Community College may have over 30 percent of the total professional staff with tenure and over 90 percent of the instructors with tenure.
- e. The mean age of those with tenure is 43.6 years.
- f. Non-instructional staff such as those in institutional and academic support with tenure were granted tenure as instructors, not as deans, etc.

Table V. Comparative Data: Selected Characteristics of Full-time Instructors  
(See Tables Ia-f for details by college.)

An analysis of the data for the most few years indicated:

- a. Little change in the distribution of instruction by sex (male, 5 percent and by program general education, 57 percent).
- b. A higher mean age than last fall.

- c. A higher mean salary: mean salary has been increasing at the rate of 200-300 dollars per year.
- d. A notable change in the tenure status of full-time instructors, from 41 percent tenured in fall 1972 to 01 percent in 1974.
- e. Proportionately more with master's degrees compared to fall 1971.

Table VI. Profile of Lecturers

1. Of the 221 lecturers, 62, 28 percent are at Leeward CC and 56, 25 percent, are at Kapiolani CC.
2. Profile: A 35.3 year old male teaching a course in the general education area. He has a master's degree and is earning \$1,569 for his work for the fall semester. (There were, however, proportionately more lecturers with bachelor's degrees, more women and more teaching in the general education area compared to the full-time instructors. Lecturers were also younger.)

Summary

1. Of the 749 BOR appointees, 28 percent are full-time, 2 percent part-time, and 30 percent lecturers.
2. Eighty-two percent of the professional staff serve in instruction, of the 612--372 in general education and 240 in vocational education.
3. Following previous years' patterns, males predominate, the distribution of highest degree earned--master's and doctorate total 68 percent, average salary slightly higher than the previous year.
4. Sixty-four percent of the staff is between 25-44 years of age, mean age of tenured is 43.6 years and 57 percent of the full-time staff is tenured, 61 percent of the full-time instructors are tenured compared to 11 percent in 1972.

TABLE I  
 UNDUPLICATED HEADCOUNT  
 BY PROGRAM CATEGORY & BY FULL- & PART-TIME STATUS  
**ALL PROFESSIONAL STAFF**  
 COMMUNITY COLLEGES  
 FALL 1974

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By College, Full- & Part- Time Status	TOTAL	Insti- tutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-total	General Education	Voc-Tech	
TOTAL	749*	21	40	47	612	372	240	29
Full-time	613	21	39	46	580	319	187	21
Part-time	18	0	1	1	0	0	4	4
Lecturers**	281	0	0	0	211	143	69	4
HONOLULU CC	180	4	8	10	137	69	68	21
Full-time	130	4	8	10	101	41	50	17
Part-time	2	0	0	0	0	0	0	0
Lecturers**	48	0	0	0	40	28	18	2
KAPIOLANI CC	160	5	6	8	141	70	71	
Full-time	121	5	6	8	103	51	50	
Part-time	3	0	0	0	7	0	3	
Lecturers**	66	0	0	0	58	28	18	
KAUAI CC	70	3	7	5	55	34	21	
Full-time	48	3	6	5	31	18	16	
Part-time	1	0	1	0	0	0	0	
Lecturers**	24	0	0	0	24	19	5	
HELENAH CC	214	5	9	17	177	128	49	6
Full-time	180	5	9	17	141	98	27	4
Part-time	0	0	0	0	0	0	0	2
Lecturers**	62	0	0	0	62	40	22	0
MAUI CC	79	1	7	5	64	35	29	2
Full-time	69	1	7	4	47	25	22	0
Part-time	0	0	0	1	4	0	1	0
Lecturers**	10	0	0	0	13	1	6	2
WINDWARD CC	46	3	3	2	38	36	2	
Full-time	37	3	3	2	29	28	2	
Part-time	0	0	0	0	0	0	0	
Lecturers**	10	0	0	0	10	10	0	

\*Total excludes 15 instructors on sabbatical leaves and 4 instructors on LWOP (leaves without pay). See Appendix B for details by campus.

\*\*Unduplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the IJC system.

Source: IJC Report 2533A, October 31, 1974.



TABLE III  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 COMMUNITY COLLEGE  
 FALL 1974

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

Program Category	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-41	42-50	51-61	55-61	62-65	Over 65
<b>TOTAL*</b>	<b>515</b>	<b>100%</b>	<b>40.7</b>	<b>5</b>	<b>329</b>	<b>84</b>	<b>51</b>	<b>32</b>	<b>8</b>	<b>1</b>
Forward*	295	57%	43.6	0	163	60	38	26	6	0
On Tenure Track	135	26%	36.5	3	104	13	13	2	0	0
Not Eligible	85	17%	37.3	2	62	11	3	4	2	1
<b>Instructional Support</b>	<b>21</b>	<b>4%</b>	<b>40.5</b>	<b>0</b>	<b>13</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
Forward*	7	33%	39.4	0	1	3	2	1	0	0
On Tenure Track	14	67%	36.0	0	12	1	1	0	0	0
<b>Academic Support</b>	<b>39</b>	<b>8%</b>	<b>41.9</b>	<b>0</b>	<b>25</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
Tenured**	19	49%	46.6	0	9	4	3	3	0	0
On Tenure Track	6	15%	38.3	0	6	0	0	0	0	0
Not Eligible	14	35%	34.6	0	10	2	1	1	0	0
<b>Student Services</b>	<b>46</b>	<b>9%</b>	<b>38.5</b>	<b>1</b>	<b>32</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>
Tenured*	24	52%	42.8	0	17	7	3	0	1	0
On Tenure Track	8	17%	29.4	1	7	0	0	0	0	0
Not Eligible	14	31%	33.8	0	8	2	0	0	0	0
<b>Instruction</b>	<b>386</b>	<b>75%</b>	<b>40.8</b>	<b>4</b>	<b>248</b>	<b>59</b>	<b>41</b>	<b>26</b>	<b>7</b>	<b>1</b>
Forward*	136	35%	34.2	0	136	44	27	22	5	0
On Tenure Track	121	31%	35.1	2	91	13	13	2	0	0
Not Eligible	30	8%	37.3	2	21	2	1	2	2	1
<b>General Education</b>	<b>219</b>	<b>43%</b>	<b>39.5</b>	<b>1</b>	<b>163</b>	<b>21</b>	<b>15</b>	<b>16</b>	<b>3</b>	<b>0</b>
Forward*	136	62%	41.3	0	97	14	9	6	1	0
On Tenure Track	71	32%	35.5	0	67	6	6	3	0	0
Not Eligible	12	5%	34.1	1	19	1	0	1	2	0
<b>Administrative</b>	<b>197</b>	<b>39%</b>	<b>44.7</b>	<b>1</b>	<b>79</b>	<b>38</b>	<b>26</b>	<b>14</b>	<b>4</b>	<b>1</b>
Forward*	136	69%	44.7	0	79	30	18	14	4	0
On Tenure Track	47	24%	34.4	1	24	7	7	2	0	0
Not Eligible	14	7%	34.6	1	11	1	1	1	0	1
<b>Student Activities</b>	<b>21</b>	<b>4%</b>	<b>31.7</b>	<b>0</b>	<b>11</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
Forward*	1	5%	24.0	0	1	1	0	0	0	0
Not Eligible	15	71%	32.4	0	10	5	3	1	0	0

\* Includes 12 instructors in non-credit classes and 1 non-credit class with at least one of these 12 instructors. It were

\*\* Includes 12 instructors in the instructional support and academic support categories with tenure. The tenure status does not apply to the position they

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TABLE V  
 COMPARATIVE DATA: SELECTED CHARACTERISTICS  
 FULL-TIME INSTRUCTORS  
 COMMUNITY COLLEGES  
 FALL 1971 - FALL 1974

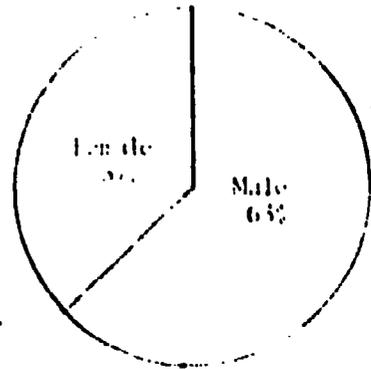
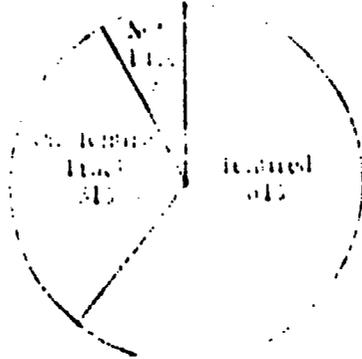
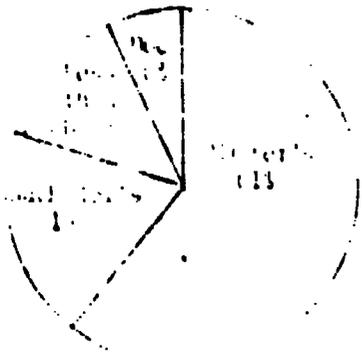
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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

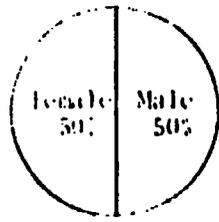
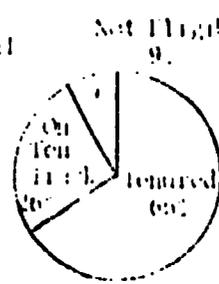
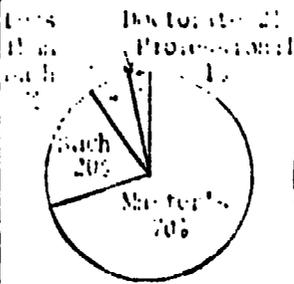
	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	348	100	348	100	356	100	386	100
Sex								
Male	227	65	229	66	225	63	243	63
Female	121	35	119	34	131	37	143	37
Program								
General Education	195	56	191	55	197	55	219	57
Vocational Tech	153	44	157	45	159	45	167	43
Tenure Status								
Tenured	na		143	41	178	50	234	61
On Tenure Track	na		177	51	147	41	121	31
Not Eligible	na		28	8	31	9	31	8
Mean Age	39.6 years		39.0 years		39.5 years		40.8 years	
Highest Degree								
Doctorate	23	7	20	6	21	6	25	6
Master's	190	55	204	59	214	60	236	61
Professional	1	<1	1	<1	1	<1	1	<1
Bachelor's	77	22	68	20	71	20	72	19
Less Than Bachelor's	56	16	55	16	49	14	52	13
No Data	1	<1	0	0	0	0	0	0
Mean Salary	\$12,913		\$13,226		\$13,439		\$13,757	

Sources: ISIRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; ISIS Computer Reports, October 31, 1974 update.

**GENERAL DATA**



1977



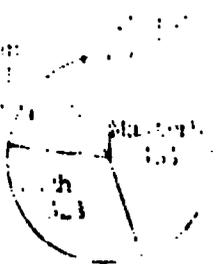
1978

1979

1980

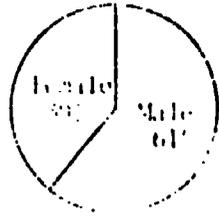
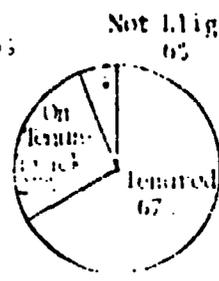
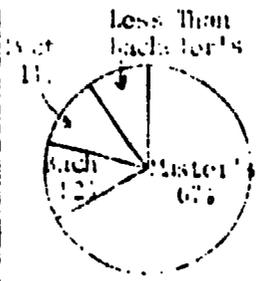
**Honolulu Community College**

**Kapiolani Community College**



1977

1978



1979

1980

1981

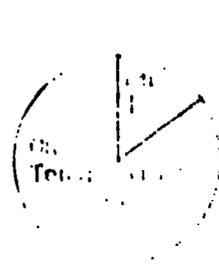
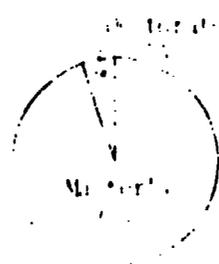
**Kapiolani Community College**

**Honolulu Community College**



1977

1978



1979

1980

1981

**Honolulu Community College**

**Kapiolani Community College**

TABLE VI  
 PROFILE OF LECTURERS\*  
 COMMUNITY COLLEGES  
 FALL 1974

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Characteristics	TOTAL <sup>#</sup> No.      %	Honolulu	Kapiolani	Kauai	Leeward	Maul	Windward
TOTAL	221    (100%)	48	56	24	62	15	16
Sex							
Male	126    (57%)	34	26	15	37	8	6
Female	95     (43%)	14	30	9	25	7	10
Program							
Instruction	217    (98%)	46	56	24	62	13	16
General Ed	148    (67%)	28	38	19	40	7	16
Vocational-Tech	69     (31%)	18	18	5	22	6	0
Public Service**	4      (2%)	2	0	0	0	2	0
Highest Degree							
Doctorate	10     (5%)	2	2	0	6	0	0
Professional	4      (2%)	1	0	3	0	0	0
Master's	107    (48%)	19	33	7	35	3	10
Bachelor's	74     (33%)	19	16	10	14	9	6
Less than Bach	26     (12%)	7	5	4	7	3	0
Mean Salary	\$1,569	\$1,663	\$1,415	\$1,213	\$1,680	\$1,325	\$2,153
Mean Age	35.3 years	35.0 yrs	35.1 yrs	34.1 yrs	36.5 yrs	37.8 yrs	31.4 yrs

\*Unduplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the UH system.

\*\*Misplaced. These four lecturers are instructing credit classes.

TABLE 1a  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 HONOLULU COMMUNITY COLLEGE  
 FALL 1974

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

Program Category & Tenure Status	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	V%		Below 25	25-44	45-50	51-51	55-61	62-65	Over 65
<b>TOTAL*</b>	<b>130</b>	<b>(100%)</b>	<b>42.6</b>	<b>1</b>	<b>74</b>	<b>21</b>	<b>17</b>	<b>12</b>	<b>5</b>	<b>0</b>
<b>Tenured*</b>	<b>70</b>	<b>54%</b>	<b>48.7</b>	<b>0</b>	<b>24</b>	<b>16</b>	<b>14</b>	<b>11</b>	<b>5</b>	<b>0</b>
On Tenure Track	28	22%	35.9	0	26	0	2	0	0	0
Not Eligible	32	25%	35.0	1	24	5	1	1	0	0
<b>Institutional Support</b>	<b>4</b>	<b>(100%)</b>	<b>35.0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Tenured	1	25%	53.0	0	0	0	1	0	0	0
Not Eligible	3	75%	29.0	0	3	0	0	0	0	0
<b>Academic Support</b>	<b>8</b>	<b>(100%)</b>	<b>46.6</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
Tenured	7	88%	48.9	0	2	2	1	2	0	0
Not Eligible	1	13%	31.0	0	1	0	0	0	0	0
<b>Student Services</b>	<b>10</b>	<b>(100%)</b>	<b>44.2</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>
Tenured	7	70%	47.7	0	4	0	2	0	1	0
Not Eligible	3	30%	36.0	0	2	1	0	0	0	0
<b>Instruction</b>	<b>91</b>	<b>(100%)</b>	<b>42.7</b>	<b>1</b>	<b>53</b>	<b>13</b>	<b>10</b>	<b>10</b>	<b>4</b>	<b>0</b>
Tenured*	50	55%	48.6	0	18	12	7	9	4	0
On Tenure Track	28	32%	35.9	0	26	0	2	0	0	0
Not Eligible	13	14%	34.5	1	9	1	1	1	0	0
<b>General Education</b>	<b>41</b>	<b>45%</b>	<b>37.8</b>	<b>1</b>	<b>33</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
Tenured	17	19%	43.4	0	12	1	2	2	0	0
On Tenure Track	16	18%	35.2	0	15	0	1	0	0	0
Not Eligible	8	9%	31.0	1	6	1	0	0	0	0
<b>Vocational-Tech</b>	<b>50</b>	<b>55%</b>	<b>46.7</b>	<b>0</b>	<b>20</b>	<b>11</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>0</b>
Tenured	33	36%	51.3	0	6	11	5	7	4	0
on Tenure Track	12	13%	36.8	0	11	0	1	0	0	0
Not Eligible	5	5%	40.2	0	3	0	1	1	0	0
<b>Public Service</b>	<b>17</b>	<b>(100%)</b>	<b>41.0</b>	<b>0</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
Tenured	5	29%	50.4	0	0	2	3	0	0	0
Not Eligible	12	71%	37.1	0	9	3	0	0	0	0

\*Total excludes 5 instructors on leave, 4 of whom are tenured.

Source: FSIS Report 2530, October 31, 1974.

**TABLE IIa**  
**COMPARATIVE DATA: SELECTED CHARACTERISTICS**  
**FULL-TIME INSTRUCTORS**  
**HONOLULU COMMUNITY COLLEGE**  
**FALL 1971 - FALL 1974**

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

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
<b>TOTAL</b>	<b>81</b>	<b>100</b>	<b>75</b>	<b>100</b>	<b>83</b>	<b>100</b>	<b>91</b>	<b>100</b>
<b>Sex</b>								
Male	66	81	61	81	63	76	70	77
Female	15	19	14	19	20	24	21	23
<b>Program</b>								
General Education	34	42	29	39	39	47	41	45
Vocational Tech	47	58	46	61	44	53	50	55
<b>Tenure Status</b>								
Tenured	na		39	52	45	54	50	55
On Tenure Track	na		31	41	28	34	28	31
Not Eligible	na		5	7	10	12	13	14
<b>Mean Age</b>	<b>44.3 years</b>		<b>43.9 years</b>		<b>42.7 years</b>		<b>42.7 years</b>	
<b>Highest Degree</b>								
Doctorate	2	2	2	3	3	4	4	4
Master's	33	41	29	39	36	43	40	44
Bachelor's	14	17	14	19	18	22	20	22
Less Than Bachelor's	32	40	30	40	26	31	27	30
<b>Mean Salary</b>	<b>\$13,371</b>		<b>\$13,456</b>		<b>\$13,002</b>		<b>\$13,276</b>	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE 1b  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 KAPIOLANI COMMUNITY COLLEGE  
 FALL 1974

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

Program Category & Tenure Status	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	101	(100%)	43.0	0	56	19	13	12	0	1
Tenured	63	62%	45.1	0	30	15	9	9	0	0
On Tenure Track	25	25%	40.2	0	16	3	4	2	0	0
Not Eligible	13	13%	38.8	0	10	1	0	1	0	1
Institutional Support	5	(100%)	38.4	0	4	1	0	0	0	0
Tenured	2	40%	43.0	0	1	1	0	0	0	0
Not Eligible	3	60%	35.3	0	3	0	0	0	0	0
Academic Support	6	(100%)	40.7	0	5	0	0	1	0	0
Tenured	3	50%	44.3	0	2	0	0	1	0	0
On Tenure Track	1	17%	38.0	0	1	0	0	0	0	0
Not Eligible	2	33%	36.5	0	2	0	0	0	0	0
Student Services	8	(100%)	40.8	0	4	3	1	0	0	0
Tenured	4	50%	47.5	0	1	2	1	0	0	0
On Tenure Track	3	38%	30.3	0	3	0	0	0	0	0
Not Eligible	1	13%	45.0	0	0	1	0	0	0	0
Instruction	82	(100%)	43.7	0	43	15	12	11	0	1
Tenured	54	66%	45.0	0	26	12	8	8	0	0
On Tenure Track	21	26%	41.7	0	12	3	4	2	0	0
Not Eligible	7	9%	40.0	0	5	0	0	1	0	1
General Education	32	39%	44.1	0	16	6	5	5	0	0
Tenured	21	26%	45.4	0	10	4	3	4	0	0
On Tenure Track	10	12%	39.7	0	6	2	2	0	0	0
Not Eligible	1	1%	59.0	0	0	0	0	1	0	0
Vocational-Tech	50	61%	43.5	0	27	9	7	6	0	1
Tenured	33	40%	44.7	0	16	8	5	4	0	0
On Tenure Track	11	13%	43.5	0	6	1	2	2	0	0
Not Eligible	6	7%	36.8	0	5	0	0	0	0	1

\*Total excludes 1 instructor on leave. He is not tenured.

Source: FSES Report 2530, October 31, 1974.

**TABLE 11b**  
**COMPARATIVE DATA: SELECTED CHARACTERISTICS**  
**FULL-TIME INSTRUCTORS**  
**KAPIOLANI COMMUNITY COLLEGE**  
**FALL 1971 - FALL 1974**

**BEST COPY AVAILABLE**

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

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
<b>TOTAL</b>	76	100	78	100	79	100	82	100
<b>Sex</b>								
Male	39	51	37	47	38	48	41	50
Female	37	49	41	53	41	52	41	50
<b>Program</b>								
General Education	28	37	27	35	28	35	32	39
Vocational Tech	48	63	51	65	51	65	50	61
<b>Tenure Status</b>								
Tenured	na		45	58	46	58	54	66
On Tenure Track	na		24	31	21	27	21	26
Not Eligible	na		9	12	12	15	7	9
<b>Mean Age</b>	42.1 years		42.3 years		42.6 years		43.7 years	
<b>Highest Degree</b>								
Doctorate	3	4	3	4	2	3	2	2
Master's	44	58	47	60	53	67	57	70
Professional	1	1	1	1	1	1	1	1
Bachelor's	20	26	20	26	19	25	16	20
Less Than Bachelor's	8	11	7	9	4	5	6	7
<b>Mean Salary</b>	\$13,921		\$14,591		\$14,651		\$15,254	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE 1c  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 KAUAI COMMUNITY COLLEGE  
 FALL 1974

BEST COPY AVAILABLE

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

Program Category & Tenure Status	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
<b>TOTAL*</b>	<b>45</b>	<b>(100%)</b>	<b>38.3</b>	<b>3</b>	<b>28</b>	<b>8</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>
Tenured*	21	47%	43.8	0	10	6	3	2	0	0
On Tenure Track	18	40%	31.9	3	13	2	0	0	0	0
Not Eligible	6	13%	38.2	0	5	0	0	1	0	0
<b>Institutional Support</b>	<b>3</b>	<b>(100%)</b>	<b>46.0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Tenured	2	67%	52.0	0	0	1	0	1	0	0
Not Eligible	1	33%	34.0	0	1	0	0	0	0	0
<b>Academic Support</b>	<b>6</b>	<b>(100%)</b>	<b>44.3</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
Tenured	2	33%	48.0	0	1	0	1	0	0	0
On Tenure Track	2	33%	35.5	0	2	0	0	0	0	0
Not Eligible	2	33%	49.5	0	1	0	0	1	0	0
<b>Student Services</b>	<b>5</b>	<b>(100%)</b>	<b>31.4</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Tenured	1	20%	43.0	0	1	0	0	0	0	0
On Tenure Track	2	40%	25.0	1	1	0	0	0	0	0
Not Eligible	2	40%	32.0	0	2	0	0	0	0	0
<b>Instruction</b>	<b>31</b>	<b>(100%)</b>	<b>37.5</b>	<b>2</b>	<b>19</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
Tenured*	16	52%	42.3	0	8	5	2	1	0	0
On Tenure Track	14	45%	32.4	2	10	2	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
<b>General Education</b>	<b>15</b>	<b>48%</b>	<b>35.4</b>	<b>0</b>	<b>13</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Tenured	7	23%	36.9	0	6	1	0	0	0	0
On Tenure Track	7	23%	34.4	0	6	1	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
<b>Vocational-Tech</b>	<b>16</b>	<b>52%</b>	<b>39.4</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
Tenured	9	29%	46.4	0	2	4	2	1	0	0
On Tenure Track	7	23%	30.4	2	4	1	0	0	0	0

\*Total excludes 1 instructor with tenure on sabbatical leave.

Source: ISIS Report 2530, October 31, 1974.

TABLE IIc  
 COMPARATIVE DATA: SELECTED CHARACTERISTICS  
 FULL-TIME INSTRUCTORS  
 KAUAI COMMUNITY COLLEGE  
 FALL 1971 - FALL 1974

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

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
<b>TOTAL</b>	24	100	24	100	26	100	31	100
<b>Sex</b>								
Male	18	75	20	83	19	73	19	61
Female	6	25	4	17	7	27	12	39
<b>Program</b>								
General Education	13	54	12	50	13	50	15	48
Vocational Tech	11	46	12	50	13	50	16	52
<b>Tenure Status</b>								
Tenured	na		11	46	10	38	16	52
On Tenure Track	na		11	46	15	58	14	45
Not Eligible	na		2	8	1	4	1	3
<b>Mean Age</b>	34.3 years		36.4 years		37.0 years		37.5 years	
<b>Highest Degree</b>								
Doctorate	1	4	0	0	1	4	3	10
Master's	8	33	12	50	15	58	14	45
Bachelor's	12	50	8	33	6	23	10	32
Less Than Bachelor's	3	13	4	17	4	15	4	13
<b>Mean Salary</b>	\$12,051		\$13,165		\$13,148		\$13,299	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE 1d  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 LEEWARD COMMUNITY COLLEGE  
 FALL, 1974

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

Program Category & Tenure Status	TOTAL*		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
<b>TOTAL*</b>	<b>150</b>	<b>(100%)</b>	<b>39.7</b>	<b>1</b>	<b>105</b>	<b>25</b>	<b>12</b>	<b>5</b>	<b>2</b>	<b>0</b>
Tenured*	97	65%	40.1	0	71	14	7	4	1	0
On Tenure Track	33	22%	38.8	0	22	7	4	0	0	0
Not Eligible	20	13%	39.0	1	12	4	1	1	1	0
Institutional Support	5	(100%)	43.8	0	2	2	1	0	0	0
Tenured	1	20%	49.0	0	0	1	0	0	0	0
Not Eligible	4	80%	42.5	0	2	1	1	0	0	0
Academic Support	9	(100%)	40.0	0	6	2	1	0	0	0
Tenured	6	67%	41.3	0	4	1	1	0	0	0
Not Eligible	3	33%	37.3	0	2	1	0	0	0	0
Student Services	17	(100%)	37.5	0	13	4	0	0	0	0
Tenured	13	76%	39.0	0	9	4	0	0	0	0
On Tenure Track	2	12%	33.5	0	2	0	0	0	0	0
Not Eligible	2	12%	32.0	0	2	0	0	0	0	0
Instruction	115	(100%)	39.7	1	82	16	10	4	2	0
Tenured*	77	67%	40.0	0	58	8	6	4	1	0
On Tenure Track	31	27%	39.2	0	20	7	4	0	0	0
Not Eligible	7	6%	37.7	1	4	1	0	0	1	0
General Education	88	77%	38.6	0	70	8	5	3	2	0
Tenured*	63	55%	39.0	0	50	6	3	3	1	0
On Tenure Track	22	19%	36.4	0	18	2	2	0	0	0
Not Eligible	3	3%	47.0	0	2	0	0	0	1	0
Vocational Tech	27	23%	43.1	1	12	8	5	1	0	0
Tenured*	14	12%	44.7	0	8	2	3	1	0	0
On Tenure Track	9	8%	46.0	0	2	5	2	0	0	0
Not Eligible	4	3%	30.8	1	2	1	0	0	0	0
Public Service - Not Eligible	4	(100%)	42.8	0	2	1	0	1	0	0

\*Total excludes 3 instructors on leave, 7 of whom are tenured.

Source: FSI Report 2530, October 31, 1974.

**TABLE II**  
**COMPARATIVE DATA: SELECTED CHARACTERISTICS**  
**FULL-TIME INSTRUCTORS**  
**LEEWARD COMMUNITY COLLEGE**  
**FALL 1971 - FALL 1974**

**BEST COPY AVAILABLE**

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

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
<b>TOTAL</b>	<b>119</b>	<b>100</b>	<b>118</b>	<b>100</b>	<b>113</b>	<b>100</b>	<b>115</b>	<b>100</b>
<b>Sex</b>								
Male	69	58	73	62	69	61	70	61
Female	50	42	45	38	44	39	45	39
<b>Program</b>								
General Education	93	78	92	78	85	75	88	77
Vocational Tech	26	22	26	22	28	25	27	23
<b>Tenure Status</b>								
Tenured	na		23	19	50	44	77	67
On Tenure Track	na		84	71	58	51	31	27
Not Eligible	na		11	9	5	4	7	6
<b>Mean Age</b>	36.6 years		39.4 years		39.3 years		39.7 years	
<b>Highest Degree</b>								
Doctorate	15	13	11	9	13	12	13	11
Master's	78	66	84	71	74	65	77	67
Bachelor's	18	15	15	13	17	15	14	12
Less Than Bachelor's	8	7	8	7	9	8	11	10
<b>Mean Salary</b>	\$11,974		\$12,249		\$12,869		\$13,266	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.



**TABLE 110**  
**CHARACTERISTICS OF SELECTED CHARACTERISTICS**  
**WORLDWIDE CENTER**  
**FALL 1973 - FALL 1974**

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NOTE: Percentages are based on total staff of 100% of the sum of the parts.

	Fall 1973		Fall 1974		Fall 1973		Fall 1974	
	No.	%	No.	%	No.	%	No.	%
Total	48	100	45	100	43	100	47	100
Sex								
Male	35	73	31	70	32	74	34	72
Female	13	27	11	24	11	26	15	28
Marital Status								
Married	27	56	24	53	21	49	25	53
Widowed	21	44	21	47	22	51	22	47
Age Group								
21-30	11	23	23	51	26	60	34	72
31-40	22	46	21	47	15	35	10	21
41-50	11	23	1	2	2	5	3	6
Mean Age	37.1 years		39.0 years		40.8 years		39.8 years	
Education								
High School	2	4	3	7	2	5	2	4
Bachelor's	27	56	23	51	24	56	29	62
Master's	13	27	11	24	11	26	12	26
Doctorate	6	12	6	13	6	14	4	9
None	1	2	0	0	0	0	0	0
Total Salary	\$13,014		\$13,550		\$14,164		\$14,193	

NOTE: Percentages are based on total staff of 100% of the sum of the parts.

TABLE 11  
 TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY  
 FULL-TIME PROFESSIONAL STAFF  
 WINDSOR COMMUNITY COLLEGE  
 FALL 1974

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Program Category & Tenure Status	TOTAL		Mean Age	AGE DISTRIBUTION						
	No.	%		Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
Total	28	100%	35.8	0	24	1	3	0	0	0
Tenured	5	18%	38.2	0	4	0	1	0	0	0
On Tenure Track	19	68%	33.9	0	17	1	1	0	0	0
Not Eligible	4	14%	41.3	0	3	0	1	0	0	0
Administrative Support	3	11%	44.0	0	2	0	1	0	0	0
Tenured	1	33%	54.0	0	0	0	1	0	0	0
Not Eligible	2	67%	33.0	0	2	0	0	0	0	0
Academic Support	3	11%	43.0	0	2	0	1	0	0	0
On Tenure Track	1	33%	42.0	0	1	0	0	0	0	0
Not Eligible	2	67%	43.5	0	1	0	1	0	0	0
Student Services	2	7%	51.5	0	2	0	0	0	0	0
Tenured	1	50%	36.0	0	1	0	0	0	0	0
On Tenure Track	1	50%	27.0	0	1	0	0	0	0	0
Instruction	20	71%	33.8	0	18	1	1	0	0	0
Tenured	3	15%	33.7	0	3	0	0	0	0	0
On Tenure Track	17	85%	33.9	0	15	1	1	0	0	0
General Education	18	64%	33.5	0	17	1	0	0	0	0
Tenured	3	17%	33.7	0	3	0	0	0	0	0
On Tenure Track	15	83%	32.9	0	14	1	0	0	0	0
Voc-Ed: On Tenure Track	2	10%	41.5	0	1	0	1	0	0	0

As of: 11:00 a.m., October 31, 1974.

TABLE IIF  
 COMPARATIVE DATA: SELECTED CHARACTERISTICS  
 FULL TIME INSTRUCTORS  
 WINDWARD COMMUNITY COLLEGE  
 FALL 1972 - FALL 1974

**BEST COPY AVAILABLE**

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

	Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%
TOTAL	8	100	12	100	20	100
Sex						
Male	4	50	4	33	9	45
Female	4	50	8	67	11	55
Program						
General Education	7	88	11	92	18	90
Vocational Tech	1	13	1	8	2	10
Tenure Status						
Tenured	2	25	1	8	3	15
On Tenure Track	6	75	10	83	17	85
Not Eligible	0	0	1	8	0	0
Mean Age	32.7 years		31.6 years		33.8 years	
Highest Degree						
Doctorate	1	13	0	0	1	5
Master's	7	88	12	100	19	95
Mean Salary	\$12,405		\$11,864		\$12,311	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

APPENDIX A  
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES  
(EMPLOYMENT AGENCY GROUPINGS)  
FALL 1974

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- I. Institutional Support: Provost's Office, Business Affairs, Operation and Maintenance, Admissions and Records
- 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
- IV. Public Service: Apprentice, Community Service, Extension
- V. Instruction:
- A. General Education: Division Chairmen/Coordinators
- Humanities: Art, Asian/Pacific Languages, Drama, English, English as a Second Language, European Languages, Grammar, History, Humanities, Journalism, Music, Philosophy, Religion, Speech-Communication
- Natural Science: Biological Science, Chemistry, Science, Mathematics, Oceanography, Physical Science
- Social Science: Anthropology, Economics, Ethnic Studies, Geography, Guidance, Orientation, Political Science, Psychology, Social Science, Sociology
- Other: Inter-Disciplinary Studies, Physical Education, Special Studies
- B. Vocational Education: Division Chairmen/Coordinators
- Business: Accounting, Data Processing, General Business, Sales & Management, Secretarial and Related
- Education: Industrial Education, Recreational Instructor Program
- Food Service: Food Service
- Health Service: Dental Assistant, Health Foundations, Medical Assisting, Medical Records Technician, Nursing, Occupational Ther, Radiologic Technician, Respiration Therapy
- Public Service: Fire Science, Human Services, Library-Technology, Police Science
- Technology: Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Industrial Technology, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding, Aviation Technology

APPENDIX B  
INSTRUCTORS ON LEAVE  
BY TYPE OF LEAVE & TENURE STATUS  
COMMUNITY COLLEGES  
FALL 1974

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College	Type of Leave			
	Sabbatical		Leave w/out Pay	
	No.	No. Tenured	No.	No. Tenured
TOTAL	15	15	4	1
Honolulu	3	3	2	1
Kapiolani	0	0	1	0
Kauai	1	1	0	0
Leeward	7	7	1	0
Maui	4	4	0	0
Windward	0	0	0	0

Source: FSIS Computer Report 2535, Fall 1974.

UNIVERSITY OF CALIF.  
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