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ABSTRACT

Data collected in Fall 1980 were analyzed to determine the academic background, tenure, sex, age, and average salaries of the full-time professional staff employed by six Hawaii community colleges. Five personnel categories were investigated: (1) institutional support, including professional staff in the provost's office, business affairs division, 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. Selected findings reveal that the instructional category had the highest percentage of staff (73%), followed by student services (13%), academic support (8%), institutional support (3%), and public service (3%). Of the 470 full-time instructors, 37% were female, 54% taught general education courses, and 66% were tenured. The average instructor's salary of \$21,850 was higher than the national average of \$20,060 for instructors at comparable institutions. The study report presents findings by campus for each personnel category and provides data for 1978 through 1980. (JP)

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ED196502

SELECTED CHARACTERISTICS OF
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1980

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OFFICE OF INSTITUTIONAL RESEARCH & ANALYSIS

UNIVERSITY OF HAWAII

DECEMBER 1980

HIGHLIGHTS

- 977 BOR staff are serving the six community colleges, this fall.
- Of these, 73 percent are in instruction.
 - °°Of those in instruction, 470 are full-time instructors;
311 are lecturers
 - °°Female instructors comprise 37 percent of the full-time
instructors. (national average: 34.6 percent)
- Average salaries this fall show a gain of 7 percent for full-time
instructors, comparable to the gain in Fall 1979.
- Two-thirds of the full-time instructors are tenured; an additional
27 percent are on tenure track.
- Two-thirds of the full-time instructors have masters' degrees;
9 percent, doctoral degrees.

University of Hawaii
Office of Institutional Research & Analysis

IRACC - 16
December 1980

SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1980

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, 1980 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, 31st update, except those on sabbatical leaves. (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, 1980. 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/}

^{1/} Data 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.

ANALYSIS

- A. Unduplicated Headcount, by Program Category and Full-Part- Time Status, All Professional Staff (Table 1)
1. Total BOR staff at the six community colleges numbers 977 this fall, almost the same as last fall (971).
 2. Of these, 644 (66%) are full-time appointees; 311 (32%) lecturers, and the remaining are part-time appointees.
 3. The number of BOR appointees ranges from 68 at Kauai Community College to 256 at Honolulu Community College.
- B. Selected characteristics of the 644 FULL-TIME PROFESSIONAL STAFF (Table 2)
1. As in previous years, almost two-thirds of the staff are males. (Campus variation: 52-70 percent males.)
 2. The staffing distribution by program category has remained about the same through the years.

Instruction:	73 percent	(65 to 77 percent, by campus)
Academic Support:	8 percent	(4 to 11 percent, by campus)
Student Services:	13 percent	(10 to 19 percent, by campus)
Institutional Support:	3 percent	(2 to 7 percent, by campus)
Public Services:	3 percent	(0 to 10 percent, by campus)
 3. Compared to last fall, there are 7 more full-time instructors (470) and 4 more counselors (81). The headcount in other categories are also about the same.
 4. Age: 43.0 years, slightly older than last fall's, 42.4 years (39.9 - 45.4, by campus).
 5. As in past years, the great bulk of the appointees have master's degrees (65 percent). Those with doctorates number 54 (8 percent).
- C. Characteristics of the 470 FULL-TIME INSTRUCTORS: (Tables 3, 3a-3f)
1. Women instructors comprise 37 percent of the instructional staff. This percentage has not changed for the past three years. (Nationally, women comprised 34.6 percent of the full-time faculty at publically controlled two-year institutions in the 1979-80 academic year.)^{2/}
 2. As in previous years, instructors in general education courses continue to comprise over half (54 percent) of the teaching faculty.

^{2/} Maryse Eymonerie, Associate Secretary and Director of Research, AAUP, Telephone conversation, 12/2/80. (703-525-5393)

3. Some noteworthy observations about instructors' average salaries this fall are detailed below. (See Appendix B for average salaries of other professional staff). Information presented by the AAUP for FALL 1979 is included, also, as a further point of reference.

- a. The average salary for instructors this fall is \$21,850, 7.2% more than the \$20,380 cited for Fall 1979. Campus averages range from \$19,316 to \$23,258.

In its annual report on the "Economic Status of the Profession" the AAUP (American Association of University Professors) indicates that the average salary for full-time instructors in public institutions in Category IV (institutions without academic rankings) was \$20,060. If the AAUP's ranking system were applied to the community colleges, the average salary in Fall 1979 would fall in Rank 2, at about the 75 percentile mark.^{3/}

- b. Male instructors' average salary is \$1,433 (7 percent) higher than those of female instructors. (Last fall, the average salary of male instructors was 9 percent more than female instructors.) The higher average salary for males probably reflects the fact that there are more male instructors with many years of service, particularly in the vocational programs.

Data on salaries, by sex, for Fall 1979 cited by AAUP show that in public Category IV institutions, male instructors earned \$20,740 and women, \$18,670 or 90.5% of the male instructors' salary.^{4/}

- c. As indicated in earlier reports, the average salary of vocational education instructors was higher than the average salary of instructors in general education. (See Appendix C.)

4. Salary ranges: 63 percent of the instructors are in ranges 4 and 5. (An analysis by sex shows that 67% of the males and 55 percent of the females are in these salary ranges.)

^{3/} ACADEME, BULLETIN OF THE AAUP, "Annual Report on the Economic Status of the Profession," September, 1980, Vol. 66, Table 10, p. 278 and Table 12, p. 280. The report indicates, further, that average salaries in public Category IV institutions increased by 8.8 percent in Fall 1979. *ibid*, Table 2, p. 263. (The comparable figure for Hawaii's community colleges was 7 percent.)

^{4/} Maryse Eymonerie, *op. cit.*

5. Tenure status.

- a. Two-thirds of the instructors are tenured; 26 percent are on the tenure tract; 7 percent are not eligible. (43-94 percent are tenured, by campus.) An additional 23 instructors on leave are tenured. (See Appendix E.) The percentage of tenured instructors has remained about the same (66%) over the past three years.
- b. An analysis by sex shows that 71 percent of the male instructors and 59 percent of the female instructors are tenured.

The AAUP report indicates that in 1979-80, 81 percent of the full-time instructors in public Category IV institutions were tenured. The distribution, by sex, was 84 percent for male instructors; 75 percent for female instructors.^{5/}

6. Highest degree:

- a. As in previous years, the great majority of the instructors have master's degrees (303, 65 percent). (75 percent of the female and 58 percent of the male instructors have master's degrees.)
- b. Further analysis of data in the computer printouts indicate that 92 percent of those in the general education area have a master's or a doctoral degree (77 and 15 percent, respectively); 10 percent have bachelor's degrees.
- c. The distribution of vocational education instructors, by academic background, shows: 2 percent, doctoral degrees; 1 percent professional degrees; 49 percent, master's degrees; 27 percent, bachelor's; 21 percent, less than bachelor's. (Work experience in a trade area is an acceptable criterion for employment as an instructor in vocational programs.)

D. Profile of the lecturer: (Table 4)

The profile is about the same as in previous years: 39 year old male with a master's degree, teaching a general education course, in salary range 2, earning an average of \$2,750 for the semester.

^{5/} AAUP Bulletin, op. cit., Table 13, p. 281.

SUMMARY

Data over the past few years show few changes in the selected characteristics of full-time instructors in the community colleges. Male instructors comprise about two-thirds of the instructional staff; two-thirds are tenured; two-thirds have master's degrees; two-thirds are in salary ranges 4 or 5. As in past years, proportionately more of the male instructors are in the higher salary ranges (and therefore earning higher average salaries) and are tenured.

However, 1979 statistics from the AAUP indicate similar patterns, nationally. Women comprise about a third of the instructional staff and earn about 9.5 percent less than male instructors. Also, proportionately fewer women instructors are tenured.

A further comparison with national statistics show that (1) the average salary of the six community colleges compare favorably with the national average, in spite of the higher salary increase rate (8.8) cited for Public Category IV institutions; (2) proportionately more instructors in Public Category IV institutions were tenured.

TABLE 1
 UNDUPLICATED HEADCOUNT
 BY PROGRAM CATEGORY & FULL- & PART-TIME STATUS
 ALL PROFESSIONAL STAFF
 COMMUNITY COLLEGES
 FALL 1980

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	Institu- tional Support	Academic Support	Student Services	Instruction			Public Services
					Sub-Total	General Education	Voc-Tech	
TOTAL	977	22	54	85	703	434	350	23
Full-time	644	21	52	81	470	255	215	20
Part-time	22	1	2	4	14	6	8	1
Lecturers	311				309	173	130	2
Honolulu CC	256	3	13	17	205	96	109	18
Full-time	162	3	13	17	113	54	59	16
Part-time	2				2		2	
Lecturers	92				90	42	48	2
Kapiolani CC	226	6	11	14	184	90	104	1
Full-time	126	5	11	12	97	37	60	1
Part-time	7	1		2	4	1	3	
Lecturers	93				93	52	41	
Kauai CC	68	4	7	7	50	22	28	
Full-time	56	4	6	7	39	18	21	
Part-time	2		1		1		1	
Lecturers	10				10	4	6	
Leeward CC	233	3	13	22	193	134	59	2
Full-time	170	3	13	22	130	95	35	2
Part-time	1				1	1		
Lecturers	62				62	38	24	
Maui CC	116	3	4	15	92	47	45	2
Full-time	76	3	3	13	56	26	30	1
Part-time	7		1	2	3	1	2	1
Lecturers	33				33	20	13	
Windward CC	78	3	6	10	59	45	14	
Full-time	54	3	6	10	35	25	10	
Part-time	3				3	3		
Lecturers	21				21	17	4	

Source: FSIS Computer Report 2533A, October 31, 1980.

TABLE 2
SEX, HIGHEST DEGREE EARNED, AND MEAN AGE, BY PROGRAM CATEGORY
PART-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL, 1980

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	Profes- sional	Master's	Bachelors	Less Than Bachelors	
TOTAL (Horizontal %)	644 (100%)	100%	389 (60%)	255 (40%)	54 (8%)	3 (.5%)	419 (65%)	114 (18%)	54 (8%)	43.0
Institutional Support	21	3%	15	6	3		6	10	2	41.2
Academic Support	82	8%	32	20	4		37	6	5	42.3
Student Services	81	13%	34	47	5		60	14	2	39.1
Instruction	470	73%	205	175	42	3	303	77	45	44.0
General Education	255	40%	153	102	37	1	197	30		43.2
Vocational-Tech	215	33%	142	73	5	2	100	57	45	46.1
Public Services	20	3%	13	7			13	7		40.1
HONOLULU CC (Horizontal %)	162 (100%)	100%	108 (66%)	56 (35%)	15 (9%)	1 (.7%)	97 (60%)	28 (17%)	21 (13%)	42.4
Institutional Support	3	2%	2	1			1	2		44.0
Academic Support	13	8%	8	5	1		9	2	1	41.1
Student Services	17	11%	4	13	1		15	1		35.0
Instruction	113	70%	82	31	13	1	83	16	20	44.0
General Education	54	33%	34	20	11		43			39.9
Vocational-Tech	59	36%	48	11	2	1	20	16	20	47.7
Public Services	16	10%	10	6			9	7		40.4
KAPIOLANI CC (Horizontal %)	126 (100%)	100%	65 (52%)	61 (48%)	6 (5%)	1 (.8%)	88 (70%)	25 (20%)	6 (5%)	45.4
Institutional Support	5	4%	3	2	1			4		38.8
Academic Support	11	9%	6	5	1		8	1	1	41.5
Student Services	12	10%	5	7	1		11			41.1
Instruction	97	77%	50	47	3	1	68	20	5	46.8
General Education	37	29%	21	16	2		33	2		46.2
Vocational-Tech	60	48%	29	31	1	1	35	18	5	47.2
Public Services	1	1%	1				1			
KAUAI CC (Horizontal %)	56 (100%)	100%	39 (70%)	17 (30%)	3 (5%)	1 (2%)	36 (64%)	9 (16%)	7 (13%)	41.6
Institutional Support	4	7%	4				3		1	45.5
Academic Support	6	11%	4	2			4	1	1	41.3
Student Services	7	13%	4	3			6	1		38.9
Instruction	39	70%	27	12	3	1	23	7	5	41.7
General Education	18	32%	14	4	3	1	12	2		40.7
Vocational-Tech	21	38%	13	8			11	5	5	42.6
LEEWARD CC (Horizontal %)	170 (100%)	100%	107 (63%)	63 (37%)	23 (14%)		110 (65%)	23 (14%)	14 (8%)	44.0
Institutional Support	3	2%	2	1	1		1		1	44.3
Academic Support	13	8%	9	4	2		7	2	2	42.5
Student Services	22	13%	12	10	3		13	6		42.1
Instruction	130	78%	83	47	17		87	15	11	44.6
General Education	95	56%	55	40	15		68	12		43.4
Vocational-Tech	35	21%	28	7	2		19	3	11	47.9
Public Services	2	1%	1	1			2			35.5
MAUI CC (Horizontal %)	76 (100%)	100%	44 (58%)	32 (42%)	2 (3%)		48 (63%)	20 (26%)	6 (8%)	41.3
Institutional Support	3	4%	2	1			1	2		38.7
Academic Support	3	4%	3				3			38.0
Student Services	13	17%	4	9			8	3	2	42.1
Instruction	56	74%	34	22	2		35	15	4	42.1
General Education	26	34%	16	10	2		20	4		41.2
Vocational-Tech	30	40%	18	12			15	11	4	42.8
Public Services	1	1%	1				1			*
WINDWARD CC (Horizontal %)	54 (100%)	100%	28 (52%)	26 (48%)	5 (9%)		40 (74%)	9 (17%)		39.9
Institutional Support	3	6%	2	1	1			2		36.0
Academic Support	6	11%	2	4			6			47.2
Student Services	10	19%	5	5			7	3		39.0
Instruction	35	65%	19	16	4		27	4		39.3
General Education	25	46%	13	12	4		21			38.8
Vocational-Tech	10	19%	6	4			6	4		40.5

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

Sources: FBIS Reports 2530 and 2531, October 31, 1980.

TABLE 3
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
COMMUNITY COLLEGES*
FALL 1978 - 1980

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

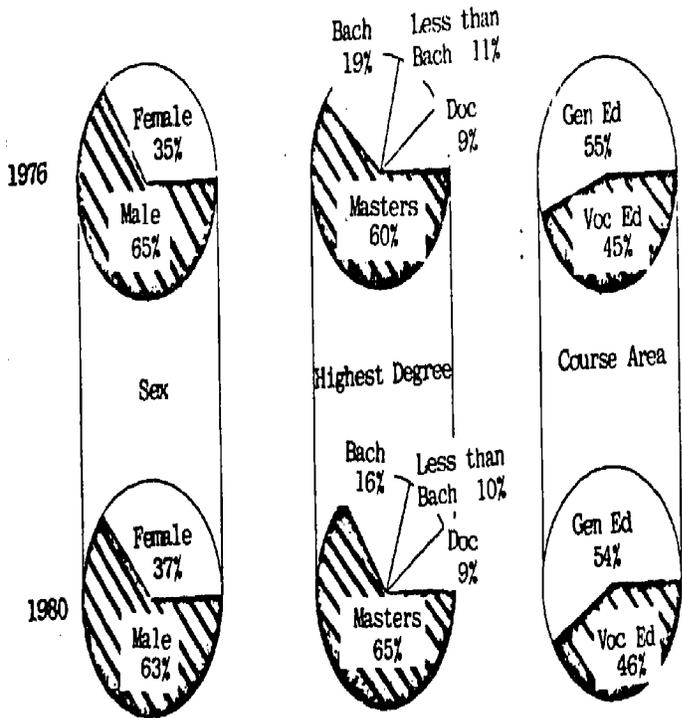
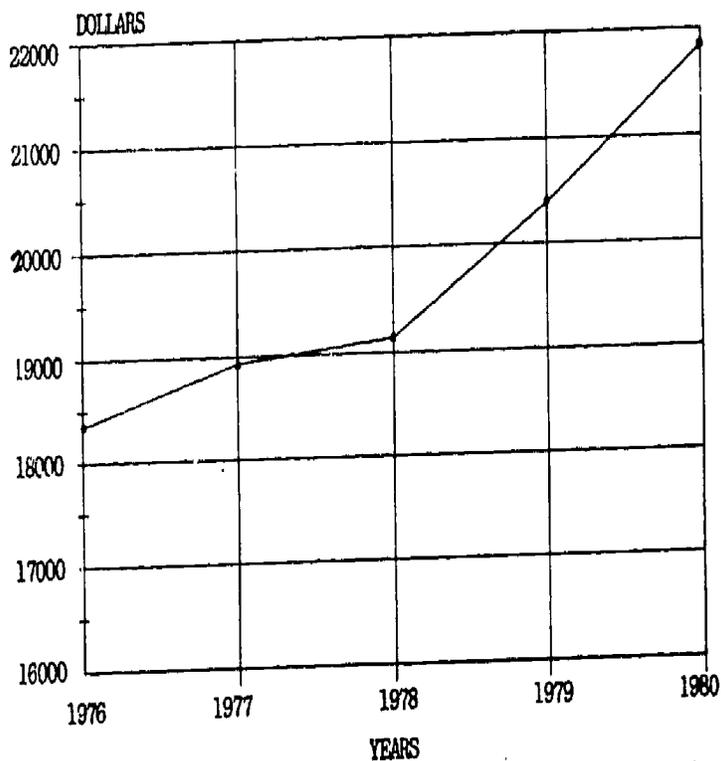
Characteristic	1978			1979			1980		
	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%	TOTAL No. V%	MALE No. V%	FEMALE No. V%
TOTAL (H%)	460 100 (100)	201 100 (83)	169 100 (37)	463 100 (100)	201 100 (83)	172 100 (37)	470 100 (100)	205 100 (83)	175 100 (37)
BY AVERAGE SALARY	10,133	10,470	18,448	20,380	21,045	10,255	21,850	22,384	20,051
BY SALARY RANGE									
Range 1 (H%)	22 5 (100)	12 4 (55)	10 6 (45)	8 <1% (100)	1 <1% (12)	7 4 (88)	4 1 (100)	1 <1% (25)	3 2 (75)
Range 2 (H%)	92 20 (100)	52 18 (57)	40 24 (43)	110 24 (100)	65 22 (69)	45 28 (41)	131 28 (100)	78 28 (80)	53 30 (48)
Range 3 (H%)	29 6 (100)	11 4 (38)	18 11 (82)	35 8 (100)	14 5 (40)	21 12 (80)	37 8 (100)	17 6 (48)	20 11 (54)
Range 4 (H%)	103 22 (100)	71 24 (69)	32 19 (31)	95 21 (100)	62 21 (65)	33 19 (35)	89 19 (100)	57 19 (65)	31 18 (35)
Range 5 (H%)	211 46 (100)	145 50 (69)	66 39 (31)	212 46 (100)	149 51 (70)	63 37 (30)	207 44 (100)	142 48 (69)	65 37 (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%)	298 65 (100)	202 69 (68)	96 57 (32)	302 65 (100)	203 70 (67)	99 58 (33)	312 66 (100)	209 71 (67)	103 59 (33)
On Tenure Track (H%)	119 26 (100)	69 24 (58)	50 30 (42)	127 27 (100)	75 26 (59)	52 30 (41)	121 26 (100)	70 24 (58)	51 29 (42)
Not Eligible (H%)	26 6 (100)	15 5 (58)	11 7 (42)	15 3 (100)	5 2 (33)	10 6 (66)	33 7 (100)	15 5 (45)	18 10 (56)
Other (H%)	17 4 (100)	5 2 (29)	12 7 (71)	19 4 (100)	8 3 (42)	11 6 (58)	4 1 (100)	1 <1 (25)	3 2 (75)
BY MEAN AGE	42.6	43.4	41.0	43.0	44.2	41.2	44.0	44.6	42.8
BY HIGHEST DEGREE									
Doctorate (H%)	35 8 (100)	28 10 (80)	7 4 (20)	41 9 (100)	30 10 (73)	11 6 (27)	42 9 (100)	30 10 (71)	12 7 (29)
Professional (H%)	3 1 (100)	3 1 (100)		4 1 (100)	4 1 (100)		3 1 (100)	3 1 (100)	
Masters (H%)	294 64 (100)	167 57 (57)	127 75 (43)	293 63 (100)	169 58 (58)	124 72 (42)	303 65 (100)	171 58 (56)	132 75 (44)
Bachelors (H%)	90 20 (100)	56 19 (62)	34 20 (38)	81 17 (100)	49 17 (60)	32 19 (40)	77 16 (100)	50 17 (65)	27 15 (35)
Less than Bachelors (H%)	38 8 (100)	37 13 (97)	1 1 (3)	44 10 (100)	39 13 (89)	5 3 (11)	45 10 (100)	41 14 (91)	4 2 (9)
BY INSTRUCTIONAL AREA									
General Education (H%)	250 54 (100)	153 53 (61)	97 57 (39)	255 55 (100)	155 53 (61)	100 58 (39)	255 54 (100)	153 52 (60)	102 58 (40)
Vocational Education (H%)	210 46 (100)	138 47 (66)	72 43 (34)	208 45 (100)	136 47 (65)	72 42 (35)	215 46 (100)	142 48 (66)	73 42 (34)

*Data on Hawaii Community College are excluded from this table. Figures for 1978, therefore, differ from those appearing in CC-IRP 117.

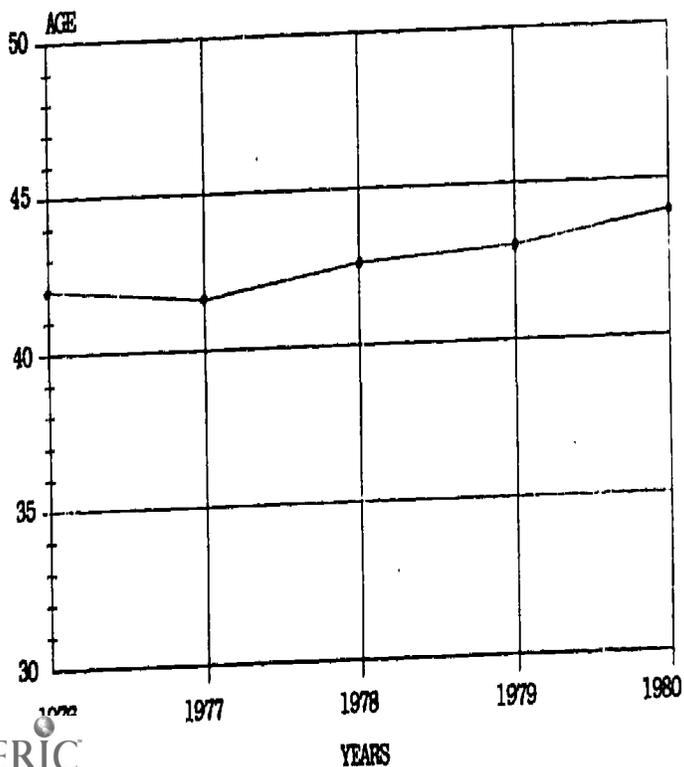
ces: FSIS reports as of October 31, 1978 and October 31, 1979 and October 31, 1980.

FIGURE 1
 FULL-TIME INSTRUCTORS: SELECTED DATA
 COMMUNITY COLLEGES
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

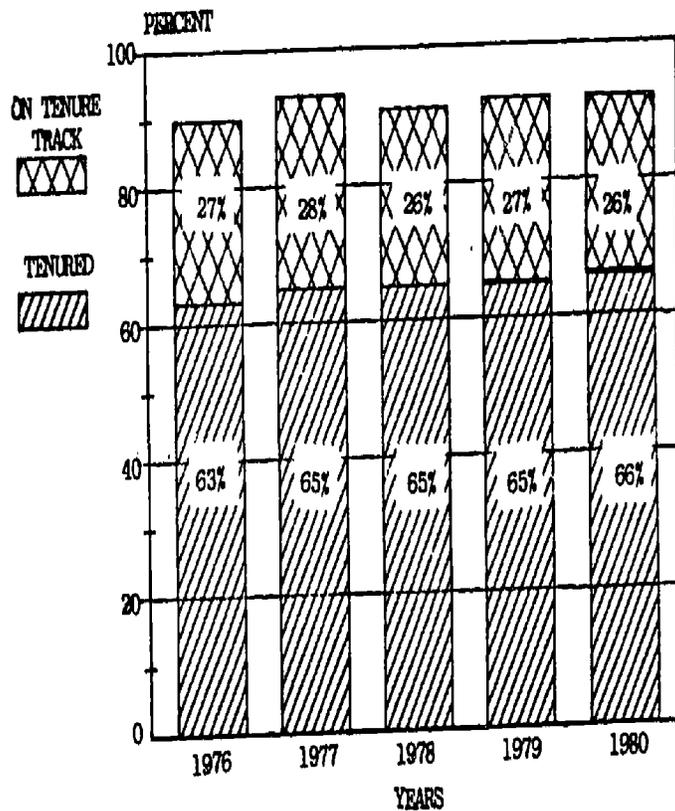


TABLE 3a
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
HONOLULU COMMUNITY COLLEGE
FALL 1978 - 1980

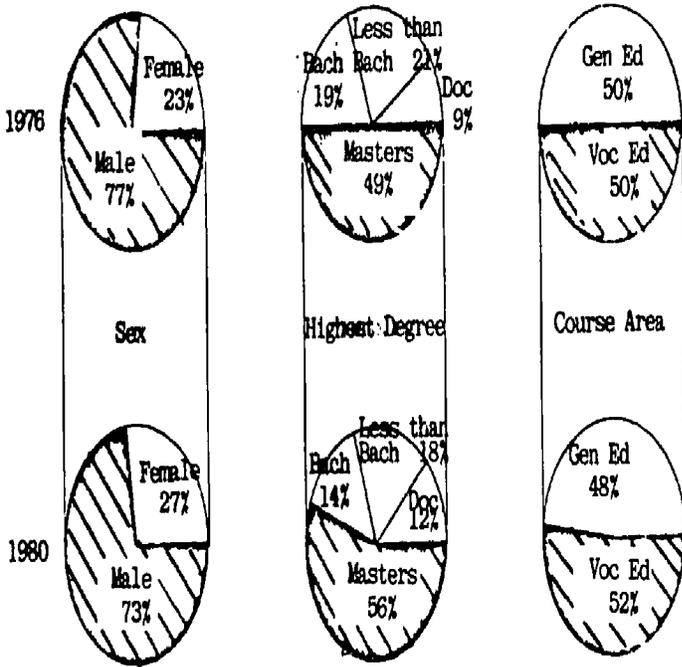
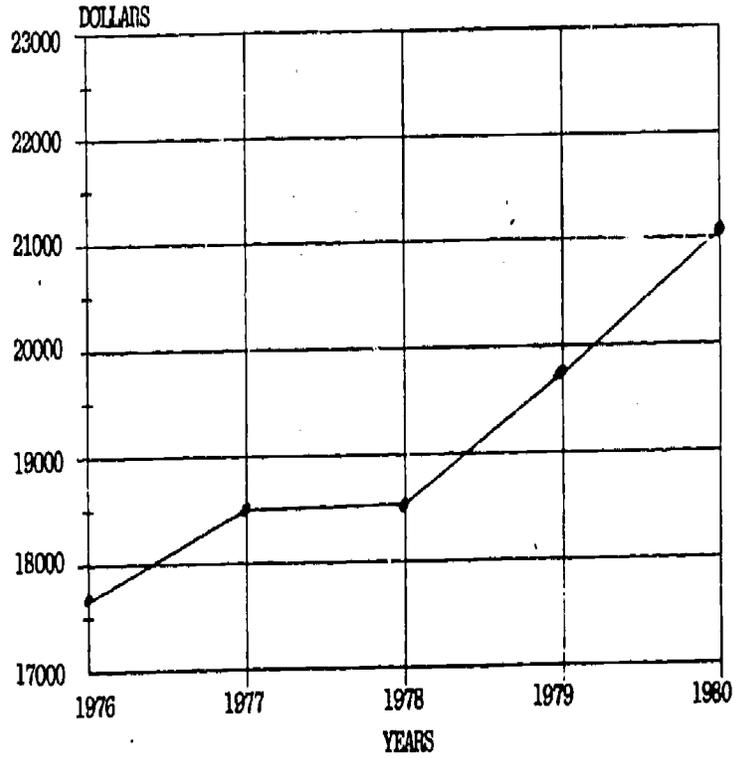
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	110 100 (100)	81 100 (74)	29 100 (26)	111 100 (100)	79 100 (71)	32 100 (29)	113 100 (100)	82 100 (73)	31 100 (27)
BY AVERAGE SALARY	18,534	19,449	15,977	19,729	20,891	16,862	21,054	22,112	18,255
BY SALARY RANGE									
Range 1 (H%)	8 7 (100)	7 9 (88)	1 3 (13)	1 1 (100)		1 3 (100)			
Range 2 (H%)	20 18 (100)	11 14 (55)	9 31 (45)	29 26 (100)	17 22 (59)	12 38 (41)	36 32 (100)	23 28 (64)	13 42 (36)
Range 3 (H%)	8 7 (100)	3 4 (38)	5 17 (63)	11 10 (100)	6 8 (55)	5 16 (45)	9 8 (100)	6 7 (67)	3 10 (33)
Range 4 (H%)	28 25 (100)	20 25 (71)	8 28 (29)	21 19 (100)	15 19 (71)	6 19 (29)	20 18 (100)	13 16 (65)	7 23 (35)
Range 5 (H%)	46 42 (100)	40 49 (87)	6 21 (13)	49 44 (100)	41 52 (84)	8 25 (16)	48 42 (100)	40 49 (83)	8 26 (17)
BY TENURE STATUS									
Tenured (H%)	62 56 (100)	53 65 (86)	9 31 (15)	66 59 (100)	54 68 (82)	12 37 (18)	70 62 (100)	56 68 (80)	14 45 (20)
On Tenure Track (H%)	34 31 (100)	19 23 (56)	15 52 (44)	34 31 (100)	22 28 (65)	12 37 (35)	32 28 (100)	21 26 (66)	11 35 (34)
Not Eligible (H%)	10 9 (100)	7 9 (70)	3 10 (30)	5 5 (100)	1 1 (20)	4 13 (80)	11 10 (100)	5 6 (45)	6 19 (55)
Other (H%)	4 4 (100)	2 2 (50)	2 7 (50)	6 5 (100)	2 3 (33)	4 13 (67)			
BY MEAN AGE	43.9	45.3	39.9	43.8	45.7	39.2	44.0	45.5	39.8
BY HIGHEST DEGREE									
Doctorate (H%)	10 9 (100)	7 9 (70)	3 10 (30)	12 11 (100)	7 9 (58)	5 16 (42)	13 12 (100)	9 11 (69)	4 13 (31)
Professional (H%)	1 1 (100)	1 1 (100)		1 1 (100)	1 1 (100)		1 1 (100)	1 1 (100)	
Masters (H%)	59 54 (100)	36 44 (61)	23 79 (39)	60 54 (100)	39 49 (65)	21 66 (35)	63 56 (100)	40 49 (63)	23 74 (37)
Bachelors (H%)	22 20 (100)	20 25 (91)	2 7 (9)	20 18 (100)	16 20 (80)	4 13 (20)	16 14 (100)	14 17 (88)	2 7 (13)
Less than Bachelors (H%)	18 16 (100)	17 21 (94)	1 3 (6)	18 16 (100)	16 20 (89)	2 6 (11)	20 18 (100)	18 22 (90)	2 7 (10)
BY INSTRUCTIONAL AREA									
General Education (H%)	51 46 (100)	32 40 (63)	19 66 (37)	52 47 (100)	33 42 (63)	19 59 (37)	54 48 (100)	34 41 (63)	20 65 (37)
Vocational Education (H%)	59 54 (100)	49 60 (83)	10 34 (17)	59 53 (100)	46 58 (78)	13 41 (22)	59 52 (100)	48 59 (81)	11 35 (19)

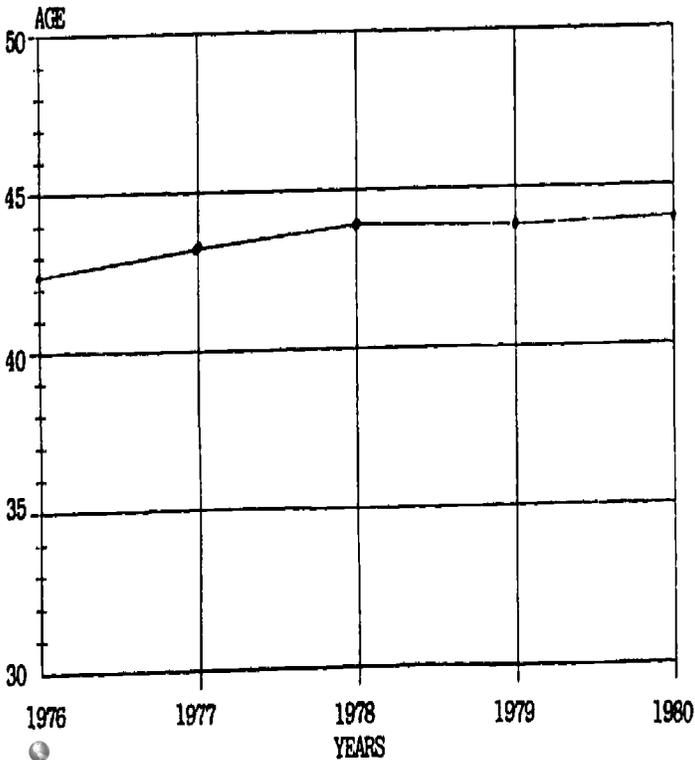
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 1b
 FULL-TIME INSTRUCTORS: SELECTED DATA
 HONOLULU COMMUNITY COLLEGE
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

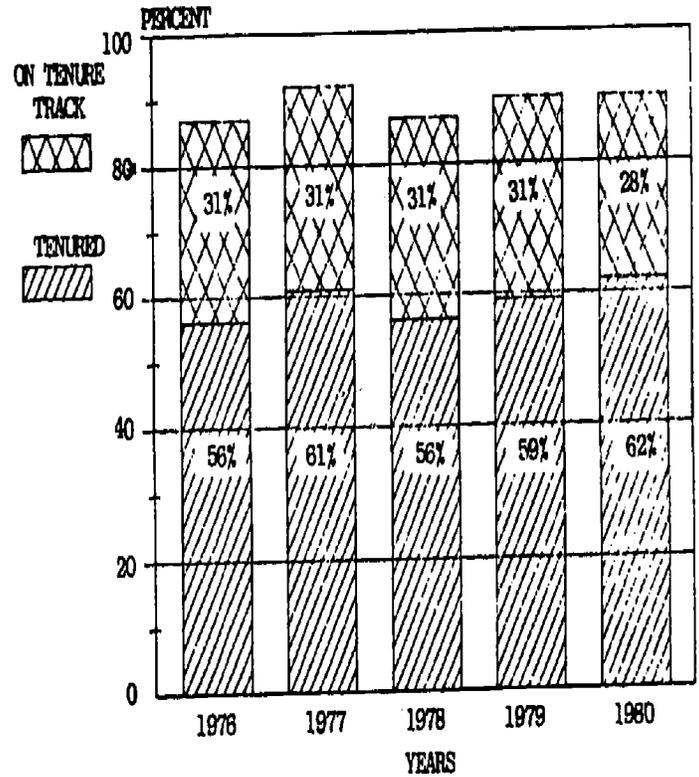


TABLE 3b
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
KAPIOLANI COMMUNITY COLLEGE
FALL 1978 - 1980

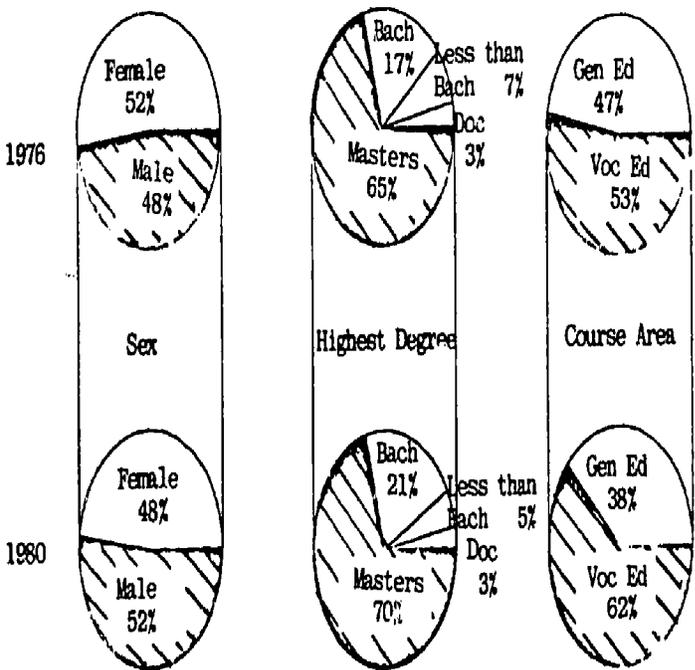
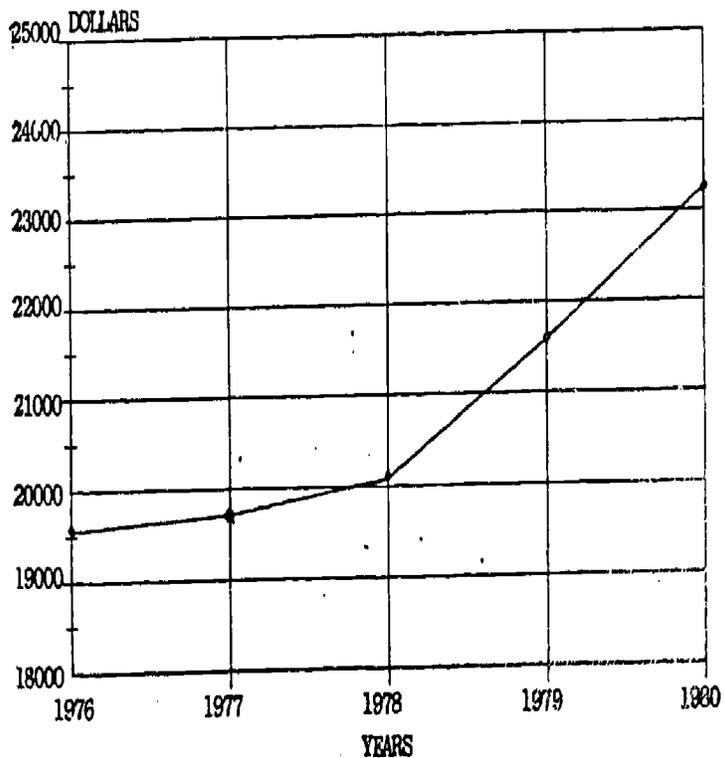
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	100 100 (100)	50 100 (50)	50 100 (50)	99 100 (100)	52 100 (53)	47 100 (47)	97 100 (100)	50 100 (52)	47 100 (48)
BY AVERAGE SALARY	20,081	20,170	19,992	21,584	22,062	21,056	23,258	23,401	23,106
BY SALARY RANGE									
Range 1 (H%)	4 4 (100)	2 4 (50)	2 4 (50)	1 1 (100)		1 2 (100)			
Range 2 (H%)	25 25 (100)	12 24 (48)	13 26 (52)	28 28 (100)	14 27 (50)	14 30 (50)	30 31 (100)	15 30 (50)	15 32 (50)
Range 3 (H%)	6 6 (100)	2 4 (33)	4 8 (67)	5 5 (100)	1 2 (20)	4 9 (80)	5 5 (100)	1 2 (20)	4 9 (80)
Range 4 (H%)	18 18 (100)	10 20 (56)	8 16 (44)	18 18 (100)	10 19 (56)	8 17 (44)	17 18 (100)	10 20 (59)	7 15 (41)
Range 5 (H%)	47 47 (100)	24 48 (51)	23 46 (49)	47 47 (100)	27 52 (57)	20 43 (43)	45 46 (100)	24 48 (53)	21 45 (47)
BY TENURE STATUS									
Tenured (H%)	63 63 (100)	32 64 (51)	31 62 (49)	62 63 (100)	36 69 (58)	26 55 (42)	64 66 (100)	35 70 (55)	29 62 (45)
On Tenure Track (H%)	25 25 (100)	15 30 (60)	10 20 (40)	29 29 (100)	15 29 (52)	14 30 (48)	24 25 (100)	13 26 (54)	11 23 (46)
Not Eligible (H%)	7 7 (100)	2 4 (29)	5 10 (71)	5 5 (100)	1 2 (20)	4 9 (80)	9 9 (100)	2 4 (22)	7 15 (78)
Other (H%)	5 5 (100)	1 2 (20)	4 8 (80)	3 3 (100)		3 6 (100)			
BY MEAN AGE	44.8	44.7	44.9	45.7	45.9	45.4	46.8	46.4	47.2
BY HIGHEST DEGREE									
Doctorate (H%)	2 2 (100)	2 4 (100)		3 3 (100)	2 4 (67)	1 2 (33)	3 3 (100)	2 4 (67)	1 2 (33)
Professional (H%)	2 2 (100)	2 4 (100)		2 2 (100)	2 4 (100)		1 1 (100)	1 2 (100)	
Masters (H%)	67 67 (100)	33 66 (49)	34 68 (51)	67 68 (100)	36 69 (54)	31 66 (46)	68 70 (100)	34 68 (50)	34 72 (50)
Bachelors (H%)	26 26 (100)	10 20 (38)	16 32 (62)	21 21 (100)	8 15 (38)	13 28 (62)	20 21 (100)	9 18 (45)	11 23 (55)
Less than Bachelors (H%)	3 3 (100)	3 6 (100)		6 6 (100)	4 8 (67)	2 4 (33)	5 5 (100)	4 8 (80)	1 2 (20)
BY INSTRUCTIONAL AREA									
General Education (H%)	41 41 (100)	21 42 (51)	20 40 (49)	39 39 (100)	21 40 (54)	18 38 (46)	37 38 (100)	21 42 (57)	16 34 (43)
Vocational Education (H%)	59 59 (100)	29 58 (49)	30 60 (51)	60 61 (100)	31 60 (52)	29 62 (48)	60 62 (100)	29 58 (48)	31 66 (52)

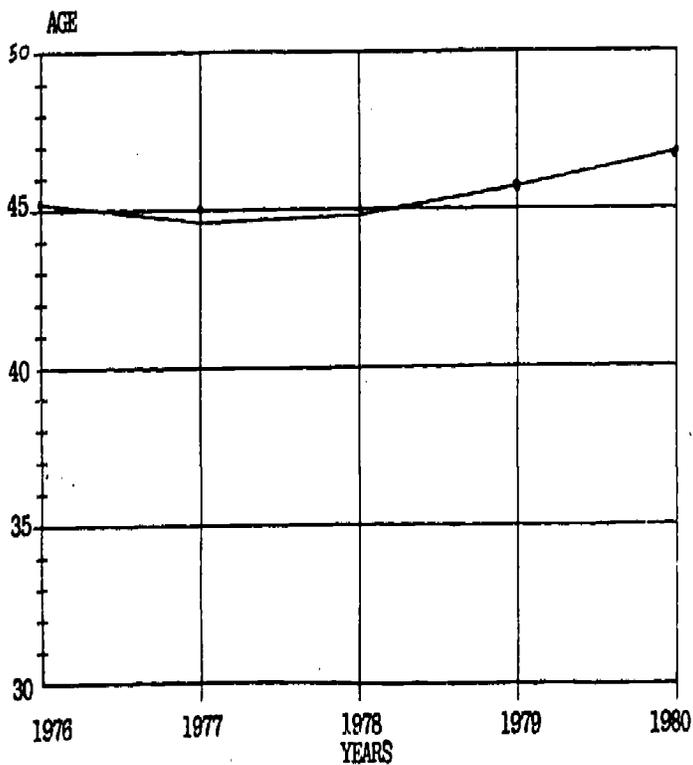
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 1c
 FULL-TIME INSTRUCTORS: SELECTED DATA
 KAPIOLANI COMMUNITY COLLEGE
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

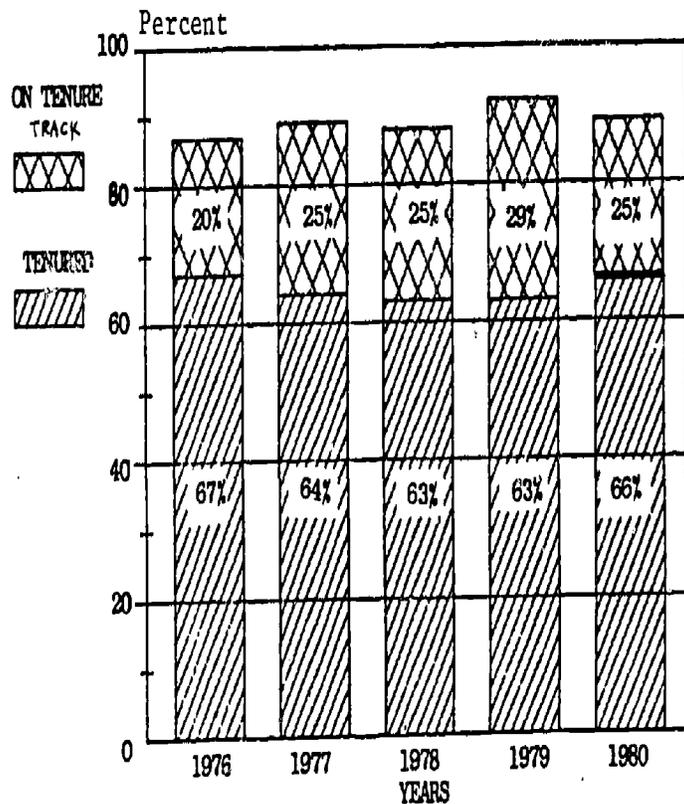


TABLE 3c
 SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
 KAUAI COMMUNITY COLLEGE
 FALL 1978 - 1980

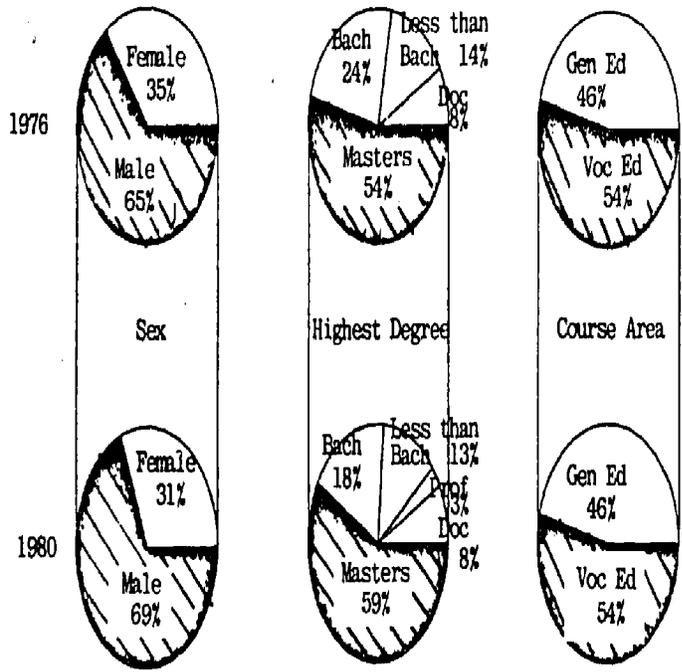
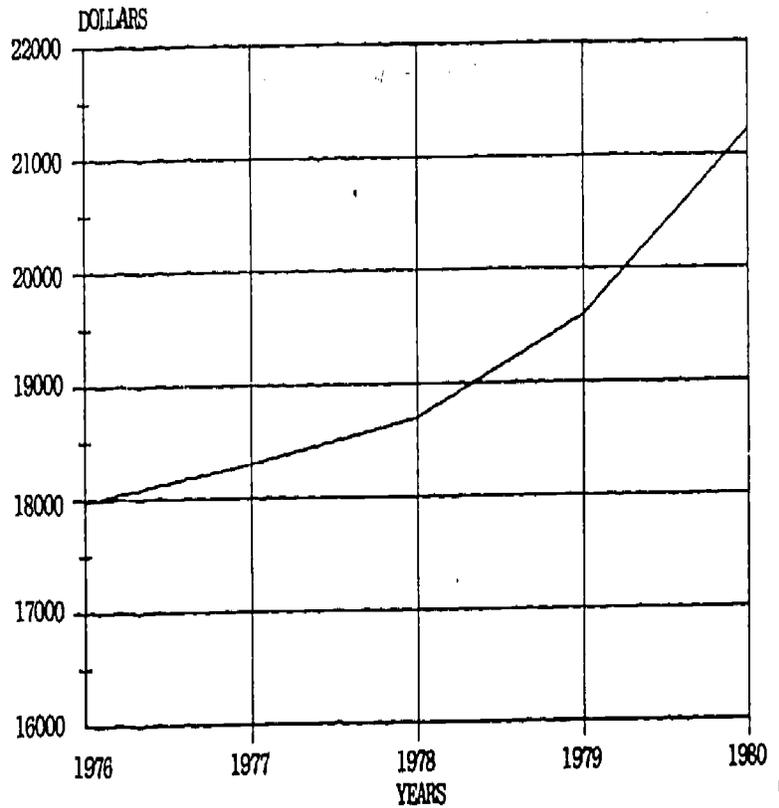
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	42 100 (100)	27 100 (64)	15 100 (36)	38 100 (100)	25 100 (66)	13 100 (34)	39 100 (100)	27 100 (69)	12 100 (31)
BY AVERAGE SALARY	18,698	19,582	17,107	19,586	20,688	17,468	21,218	22,292	18,802
BY SALARY RANGE									
Range 1 (H%)	4 10 (100)	1 4 (25)	3 20 (75)	3 8 (100)		3 23 (100)	1 3 (100)		1 8 (100)
Range 2 (H%)	11 26 (100)	5 19 (45)	6 40 (55)	11 29 (100)	6 24 (55)	5 38 (45)	16 41 (100)	9 33 (56)	7 58 (44)
Range 3 (H%)	1 2 (100)		1 7 (100)	1 3 (100)	1 4 (100)		3 8 (100)	2 7 (67)	1 8 (33)
Range 4 (H%)	13 31 (100)	11 41 (85)	2 13 (15)	13 34 (100)	11 44 (85)	2 15 (15)	9 23 (100)	8 30 (89)	1 8 (11)
Range 5 (H%)	13 31 (100)	10 37 (77)	3 20 (23)	10 26 (100)	7 28 (70)	3 23 (30)	10 26 (100)	8 30 (80)	2 17 (20)
BY TENURE STATUS									
Tenured (H%)	25 60 (100)	20 74 (80)	5 33 (20)	23 61 (100)	17 68 (74)	6 46 (26)	23 59 (100)	18 67 (78)	5 42 (22)
On Tenure Track (H%)	13 31 (100)	6 22 (46)	7 47 (54)	15 39 (100)	8 32 (53)	7 54 (47)	15 38 (100)	8 30 (53)	7 58 (47)
Not Eligible (H%)	1 2 (100)	1 4 (100)					1 3 (100)	1 4 (100)	
Other (H%)	3 7 (100)		3 20 (100)						
BY MEAN AGE	39.5	41.3	36.3	40.2	41.4	38.0	41.7	42.1	40.9
BY HIGHEST DEGREE									
Doctorate (H%)	4 10 (100)	4 15 (100)		3 8 (100)	3 12 (100)		3 8 (100)	3 11 (100)	
Professional (H%)				1 3 (100)	1 4 (100)		1 3 (100)	1 4 (100)	
Masters (H%)	23 55 (100)	13 48 (57)	10 67 (43)	19 50 (100)	12 48 (63)	7 54 (37)	23 59 (100)	14 52 (61)	9 75 (39)
Bachelors (H%)	10 24 (100)	5 19 (50)	5 33 (50)	10 26 (100)	4 16 (40)	6 46 (60)	7 18 (100)	4 15 (57)	3 25 (43)
Less than Bachelors (H%)	5 12 (100)	5 19 (100)		5 13 (100)	5 20 (100)		5 13 (100)	5 19 (100)	
BY INSTRUCTIONAL AREA									
General Education (H%)	19 45 (100)	15 56 (79)	4 27 (21)	20 53 (100)	15 60 (75)	5 38 (25)	18 46 (100)	14 52 (78)	4 33 (22)
Vocational Education (H%)	23 55 (100)	12 44 (52)	11 73 (48)	18 47 (100)	10 40 (56)	8 62 (44)	21 54 (100)	13 48 (62)	8 67 (38)

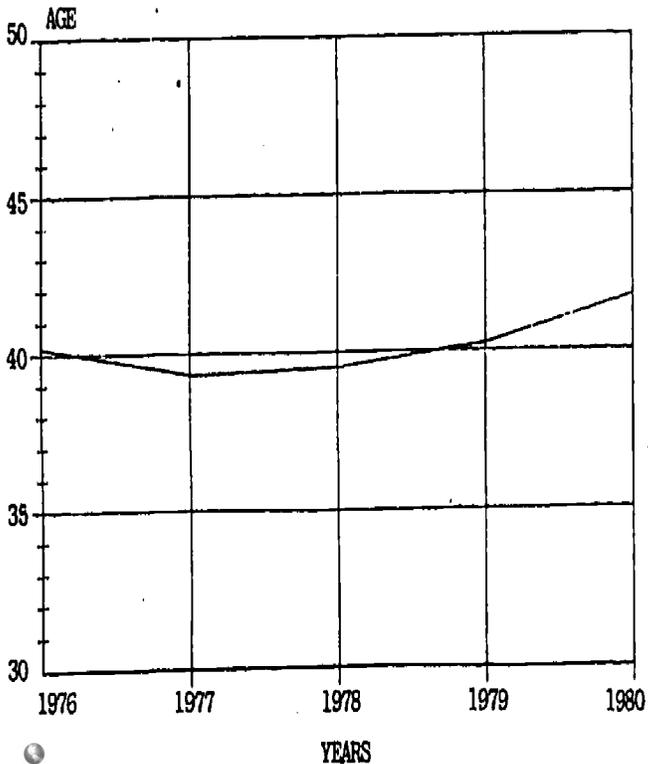
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 1d
 FULL-TIME INSTRUCTORS: SELECTED DATA
 KAUAI COMMUNITY COLLEGE
 FALL, 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

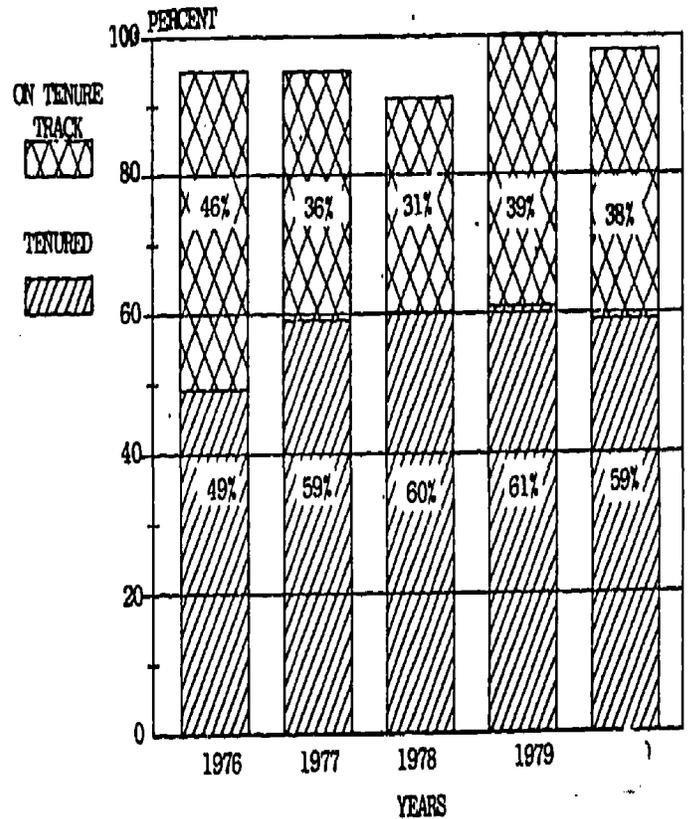


TABLE 3d
 SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
 LEEWARD COMMUNITY COLLEGE
 FALL 1978 - 1980

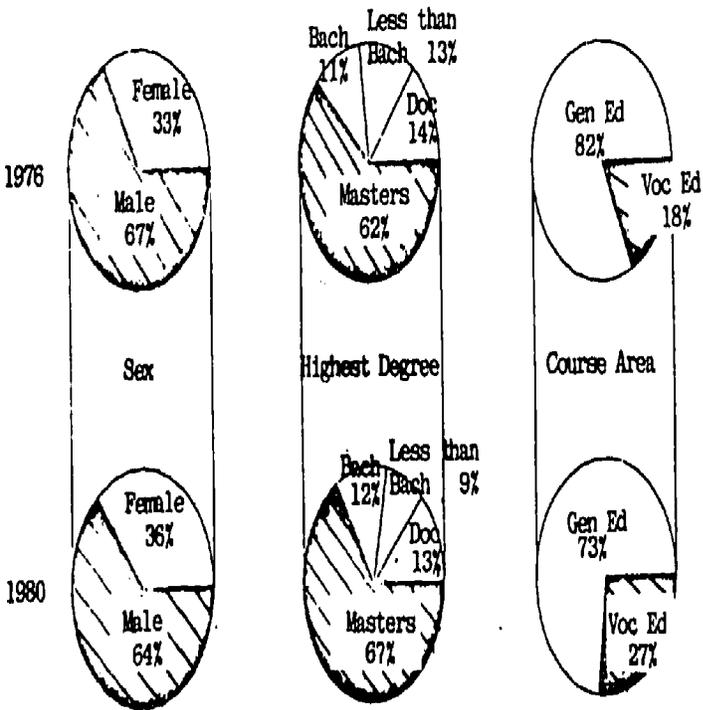
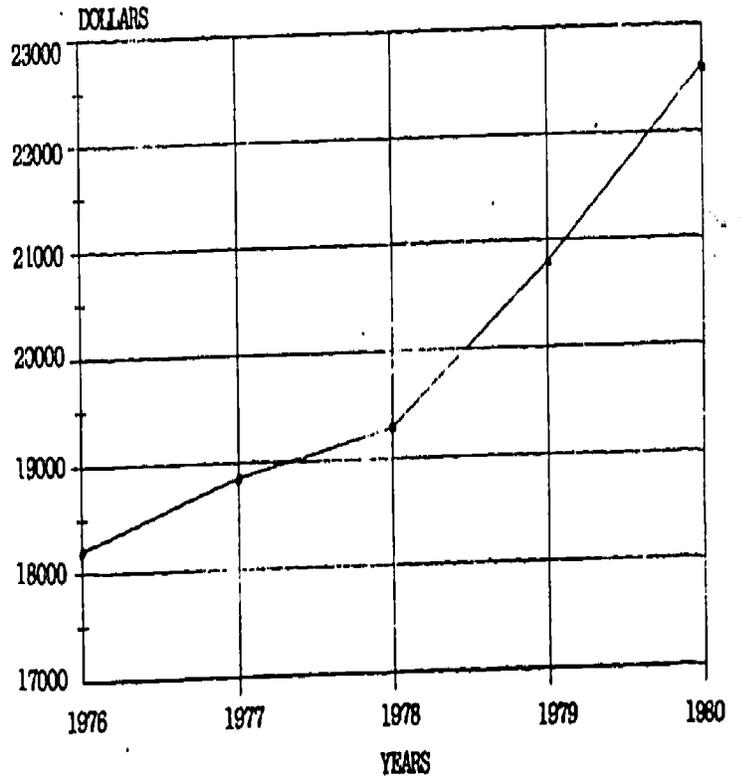
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	125 100 (100)	82 100 (66)	43 100 (34)	129 100 (100)	79 100 (61)	50 100 (39)	130 100 (100)	83 100 (64)	47 100 (36)
BY AVERAGE SALARY	19,286	19,684	18,528	20,785	21,515	19,633	22,625	23,001	21,962
BY SALARY RANGE									
Range 1 (H%)	3 2 (100)	2 2 (67)	1 2 (33)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)
Range 2 (H%)	15 12 (100)	9 11 (60)	6 14 (40)	17 13 (100)	10 13 (59)	7 14 (41)	15 12 (100)	10 12 (67)	5 11 (33)
Range 3 (H%)	8 6 (100)	4 5 (50)	4 9 (50)	10 8 (100)	3 4 (30)	7 14 (70)	10 8 (100)	4 5 (40)	6 13 (60)
Range 4 (H%)	34 27 (100)	23 28 (68)	11 26 (32)	34 26 (100)	20 25 (59)	14 28 (41)	33 25 (100)	21 25 (64)	12 26 (36)
Range 5 (H%)	64 51 (100)	44 54 (69)	20 47 (31)	66 51 (100)	46 58 (70)	20 40 (30)	70 54 (100)	48 58 (69)	22 47 (31)
Other (H%)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)	1 1 (100)		1 2 (100)
BY TENURE STATUS									
Tenured (H%)	100 80 (100)	65 79 (65)	35 81 (35)	102 79 (100)	62 78 (61)	40 80 (39)	109 84 (100)	69 83 (63)	40 85 (37)
On Tenure Track (H%)	19 15 (100)	12 15 (63)	7 16 (37)	20 16 (100)	14 18 (70)	6 12 (30)	15 12 (100)	11 13 (73)	4 9 (27)
Not Eligible (H%)	5 4 (100)	5 6 (100)		2 2 (100)	1 1 (50)	1 2 (50)	4 3 (100)	2 2 (50)	2 4 (50)
Other (H%)	1 1 (100)		1 2 (100)	5 4 (100)	2 3 (40)	3 6 (60)	2 2 (100)	1 1 (50)	1 2 (50)
BY MEAN AGE	42.5	43.4	40.7	43.5	45.1	41.0	44.6	45.5	43.0
BY HIGHEST DEGREE									
Doctorate (H%)	14 11 (100)	10 12 (71)	4 9 (29)	16 12 (100)	12 15 (75)	4 8 (25)	17 13 (100)	12 15 (71)	5 11 (29)
Master (H%)	85 68 (100)	52 63 (61)	33 77 (39)	87 67 (100)	48 61 (55)	39 78 (45)	87 67 (100)	51 61 (59)	36 77 (41)
Bachelors (H%)	17 14 (100)	11 13 (65)	6 14 (35)	15 12 (100)	9 11 (60)	6 12 (40)	15 12 (100)	10 12 (67)	5 11 (33)
Less than Bachelors (H%)	9 7 (100)	9 11 (100)		11 9 (100)	10 13 (91)	1 2 (9)	11 9 (100)	10 12 (91)	1 2 (9)
BY INSTRUCTIONAL AREA									
General Education (H%)	94 75 (100)	56 68 (60)	38 88 (40)	96 74 (100)	54 68 (56)	42 84 (44)	95 73 (100)	55 66 (58)	40 85 (42)
Vocational Education (H%)	31 25 (100)	26 32 (84)	5 12 (16)	33 26 (100)	25 32 (76)	8 16 (24)	35 27 (100)	28 34 (80)	7 15 (20)

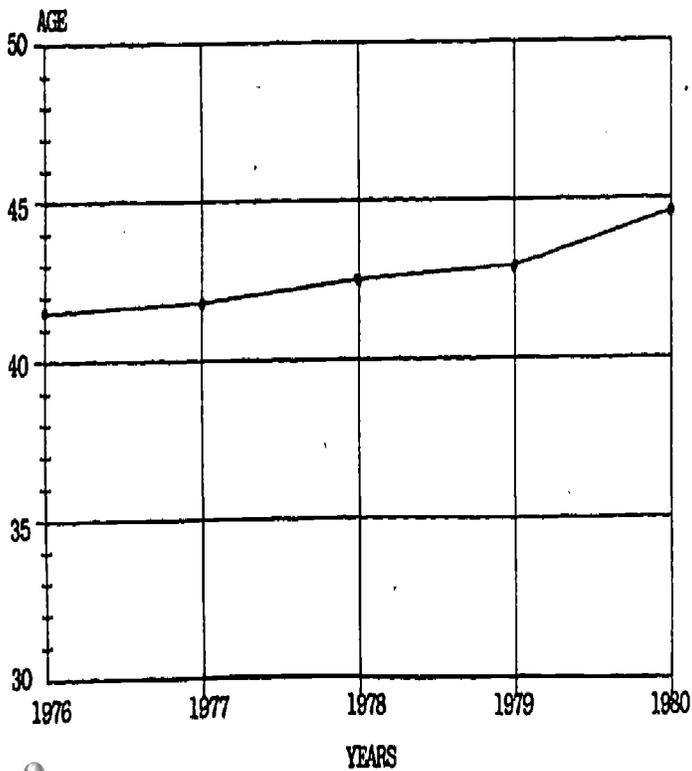
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 1e
 FULL-TIME INSTRUCTORS: SELECTED DATA
 LEEWARD COMMUNITY COLLEGE
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

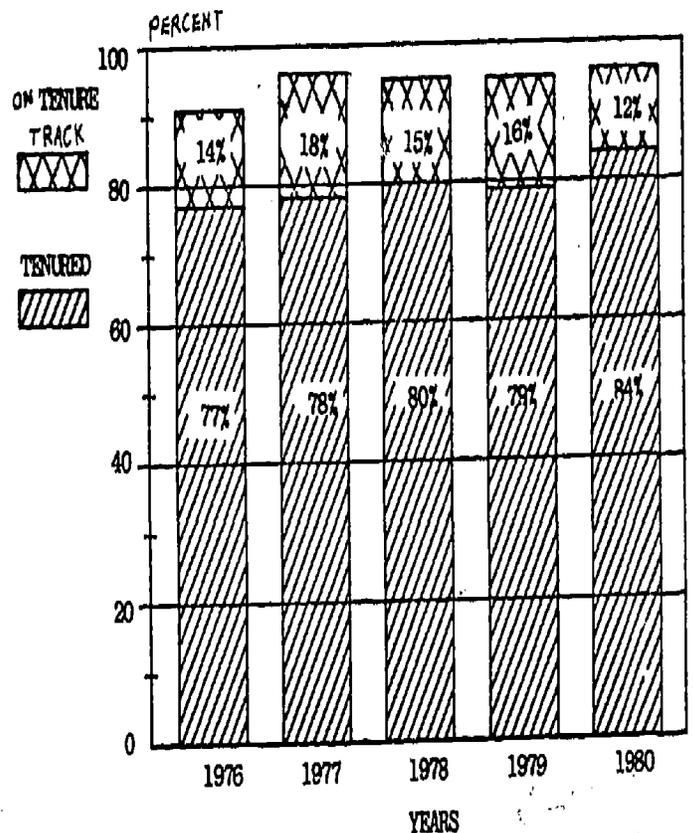


TABLE 3e
SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
MAUI COMMUNITY COLLEGE
FALL 1978 - 1980

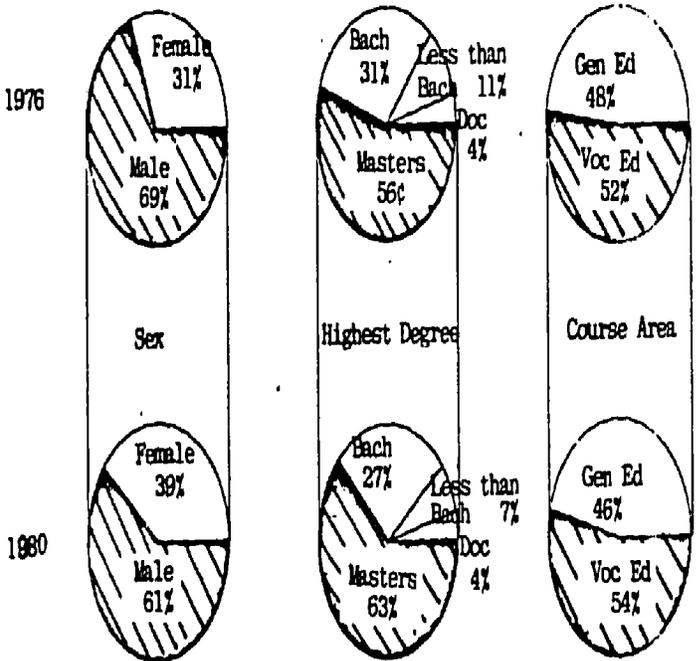
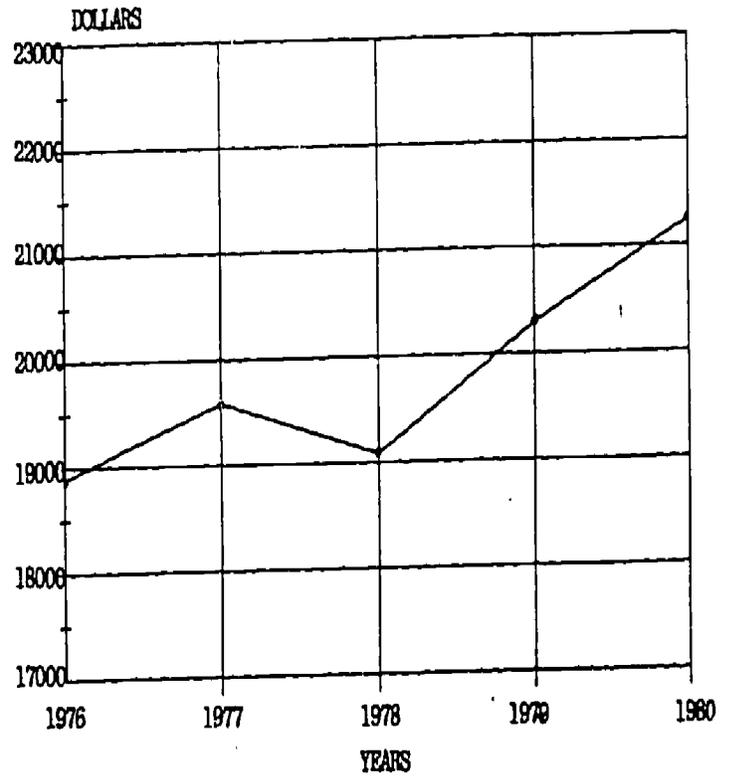
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	54 100 (100)	36 100 (67)	18 100 (33)	56 100 (100)	40 100 (71)	16 100 (29)	56 100 (100)	34 100 (61)	22 100 (39)
BY AVERAGE SALARY	19,081	19,736	17,771	20,019	20,478	18,871	21,247	22,273	19,661
BY SALARY RANGE									
Range 1 (H%)	3 6 (100)		3 17 (100)	2 4 (100)	1 3 (50)	1 6 (50)	2 4 (100)	1 3 (50)	1 5 (50)
Range 2 (H%)	15 28 (100)	10 28 (67)	5 28 (33)	19 34 (100)	12 30 (63)	7 44 (37)	23 41 (100)	12 35 (52)	11 50 (48)
Range 3 (H%)	3 6 (100)	2 6 (67)	1 6 (33)	4 7 (100)	3 8 (75)	1 6 (25)	4 7 (100)	3 9 (75)	1 5 (25)
Range 4 (H%)	5 9 (100)	4 11 (80)	1 6 (20)	5 9 (100)	4 10 (80)	1 6 (20)	4 7 (100)	3 9 (75)	1 5 (25)
Range 5 (H%)	26 48 (100)	20 56 (77)	6 33 (23)	25 45 (100)	20 50 (80)	5 31 (20)	21 38 (100)	15 44 (71)	6 27 (29)
Other (H%)	2 4 (100)		2 11 (100)	1 2 (100)		1 6 (100)	2 4 (100)		2 2 (100)
BY TENURE STATUS									
Tenured (H%)	33 61 (100)	25 69 (76)	8 44 (24)	33 59 (100)	26 65 (79)	7 44 (21)	31 55 (100)	22 65 (71)	9 41 (29)
On Tenure Track (H%)	16 30 (100)	9 25 (56)	7 39 (44)	17 30 (100)	9 23 (53)	8 50 (47)	17 30 (100)	8 24 (47)	9 41 (53)
Not Eligible (H%)	1 2 (100)		1 6 (100)	1 2 (100)	1 3 (100)		6 11 (100)	4 12 (67)	2 9 (33)
Other (H%)	4 7 (100)	2 6 (50)	2 11 (50)	5 9 (100)	4 10 (80)	1 6 (20)	2 4 (100)		2 9 (100)
BY MEAN AGE	41.4	42.5	39.2	41.0	42.0	38.4	42.1	43.2	40.2
BY HIGHEST DEGREE									
Doctorate (H%)	3 6 (100)	3 8 (100)		4 7 (100)	4 10 (100)		2 4 (100)	2 6 (100)	
Masters (H%)	35 65 (100)	22 61 (63)	13 72 (37)	35 63 (100)	22 55 (63)	13 81 (37)	35 63 (100)	19 56 (54)	16 73 (46)
Bachelors (H%)	13 24 (100)	8 22 (62)	5 28 (38)	13 23 (100)	10 25 (77)	3 19 (23)	15 27 (100)	9 27 (60)	6 27 (40)
Less than Bachelors (H%)	3 6 (100)	3 8 (100)		4 7 (100)	4 10 (100)		4 7 (100)	4 12 (100)	
BY INSTRUCTIONAL AREA									
General Education (H%)	25 46 (100)	18 50 (72)	7 39 (28)	26 46 (100)	20 50 (77)	6 38 (23)	26 46 (100)	16 47 (62)	10 45 (38)
Vocational Education (H%)	29 54 (100)	18 50 (62)	11 61 (38)	30 54 (100)	20 50 (67)	10 63 (33)	30 54 (100)	18 53 (60)	12 55 (40)

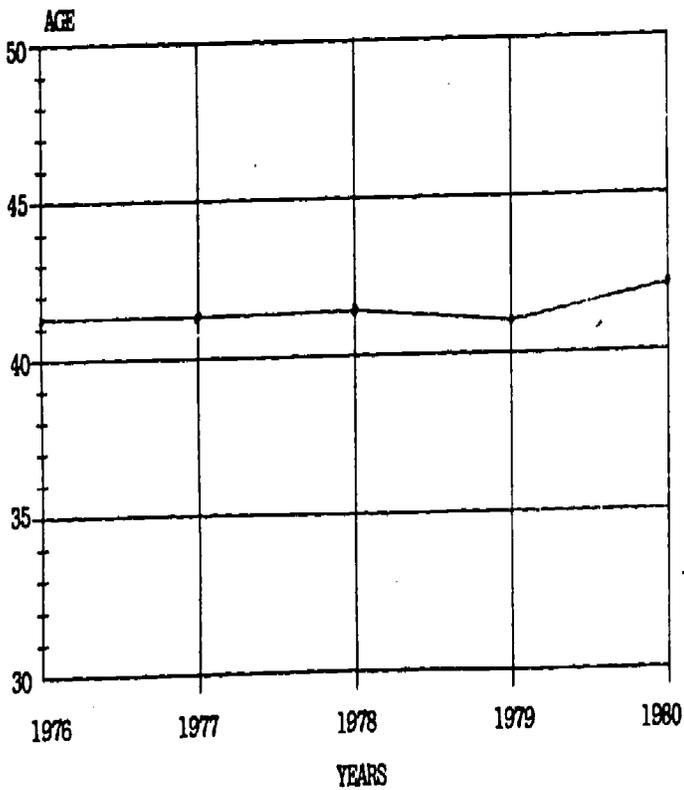
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 11
 FULL-TIME INSTRUCTORS: SELECTED DATA
 MAUI COMMUNITY COLLEGE
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

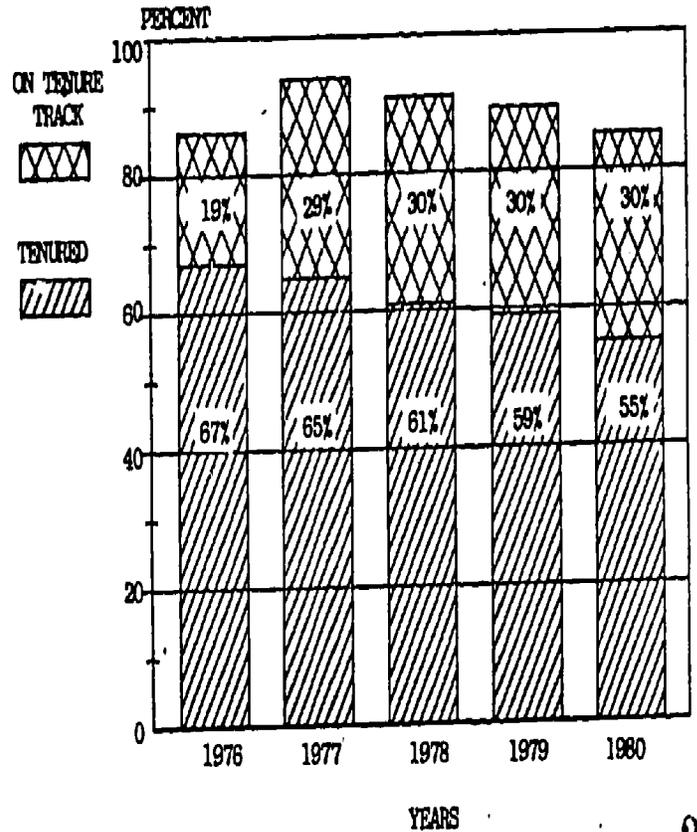


TABLE 3f
 SELECTED DATA: FULL-TIME INSTRUCTORS, BY SEX
 WINDWARD COMMUNITY COLLEGE
 FALL 1978 - 1980

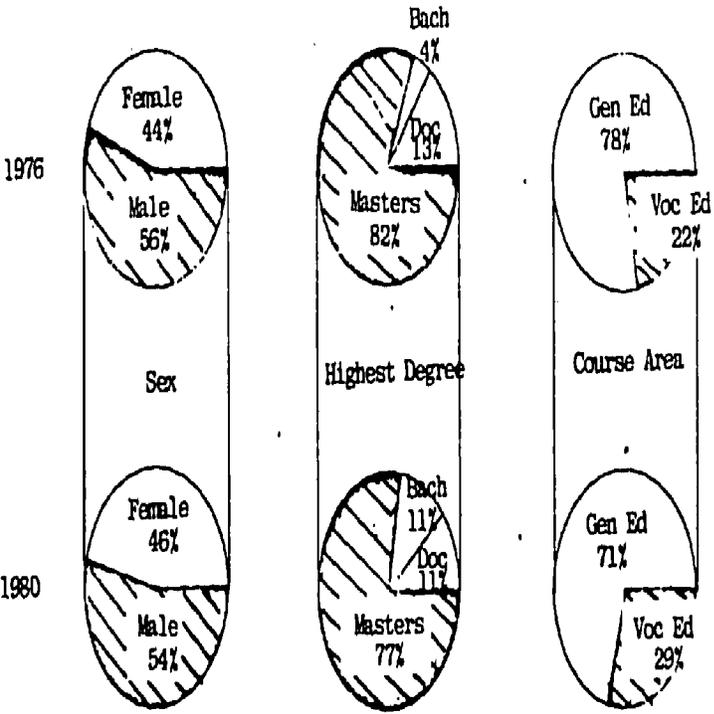
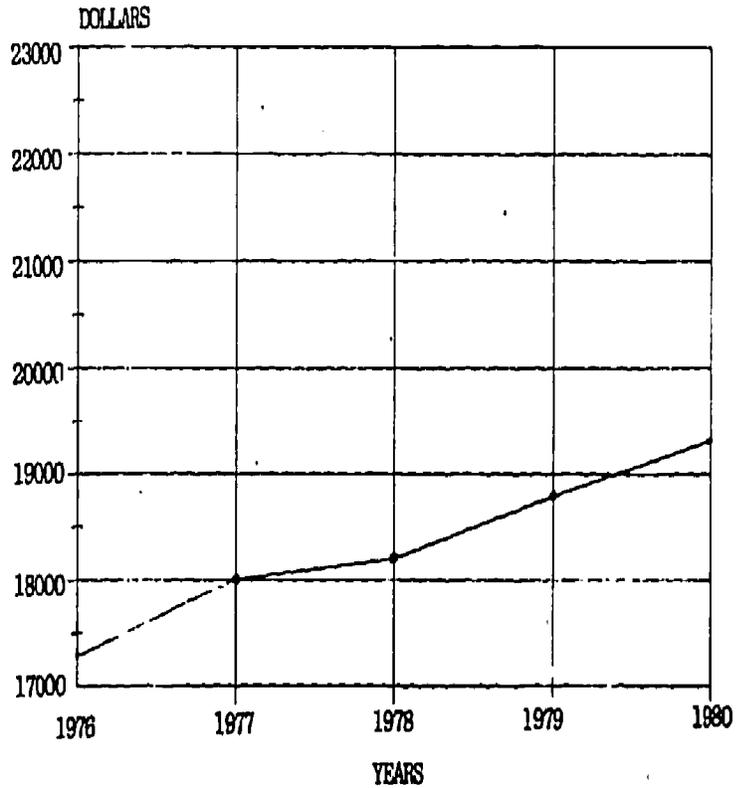
Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Characteristic	1978			1979			1980		
	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%)	29 100 (100)	15 100 (52)	14 100 (48)	30 100 (100)	16 100 (53)	14 100 (47)	35 100 (100)	19 100 (54)	16 100 (46)
BY AVERAGE SALARY	18,195	17,598	18,836	18,751	18,152	19,436	19,316	18,522	20,259
BY SALARY RANGE									
Range 2 (H%)	6 21 (100)	5 33 (83)	1 7 (17)	6 20 (100)	6 38 (100)		11 31 (100)	9 47 (82)	2 13 (18)
Range 3 (H%)	3 10 (100)		3 21 (100)	4 13 (100)		4 29 (100)	6 17 (100)	1 5 (17)	5 31 (83)
Range 4 (H%)	5 17 (100)	3 20 (60)	2 14 (40)	4 13 (100)	2 13 (50)	2 14 (50)	5 14 (100)	2 11 (40)	3 19 (60)
Range 5 (H%)	15 52 (100)	7 47 (47)	8 57 (53)	15 50 (100)	8 50 (53)	7 50 (47)	13 37 (100)	7 37 (54)	6 38 (46)
Other (H%)				1 3 (100)		1 7 (100)			
BY TENURE STATUS									
Tenured (H%)	15 52 (100)	7 47 (47)	8 57 (53)	16 53 (100)	8 50 (50)	8 57 (50)	15 43 (100)	9 47 (60)	6 38 (40)
On Tenure Track (H%)	12 41 (100)	8 53 (67)	4 29 (33)	12 40 (100)	7 44 (58)	5 36 (42)	18 51 (100)	9 47 (50)	9 56 (50)
Not Eligible (H%)	2 7 (100)		2 14 (100)	2 7 (100)	1 6 (50)	1 7 (50)	2 6 (100)	1 5 (50)	1 6 (50)
BY MEAN AGE	36.7	35.5	38.1	36.8	35.9	37.9	39.3	38.3	40.4
BY HIGHEST DEGREE									
Doctorate (H%)	2 7 (100)	2 13 (100)		3 10 (100)	2 13 (67)	1 7 (33)	4 11 (100)	2 11 (50)	2 13 (50)
Masters (H%)	25 86 (100)	11 73 (44)	14 100 (56)	25 83 (100)	12 75 (48)	13 93 (52)	27 77 (100)	13 68 (48)	14 88 (52)
Bachelors (H%)	2 7 (100)	2 13 (100)		2 7 (100)	2 13 (100)		4 11 (100)	4 21 (100)	
BY INSTRUCTIONAL AREA									
General Education (H%)	20 69 (100)	11 73 (55)	9 64 (45)	22 73 (100)	12 75 (55)	10 71 (45)	25 71 (100)	13 68 (52)	12 75 (48)
Vocational Education (H%)	9 31 (100)	4 27 (44)	5 36 (56)	8 27 (100)	4 25 (50)	4 29 (50)	10 29 (100)	6 32 (60)	4 25 (40)

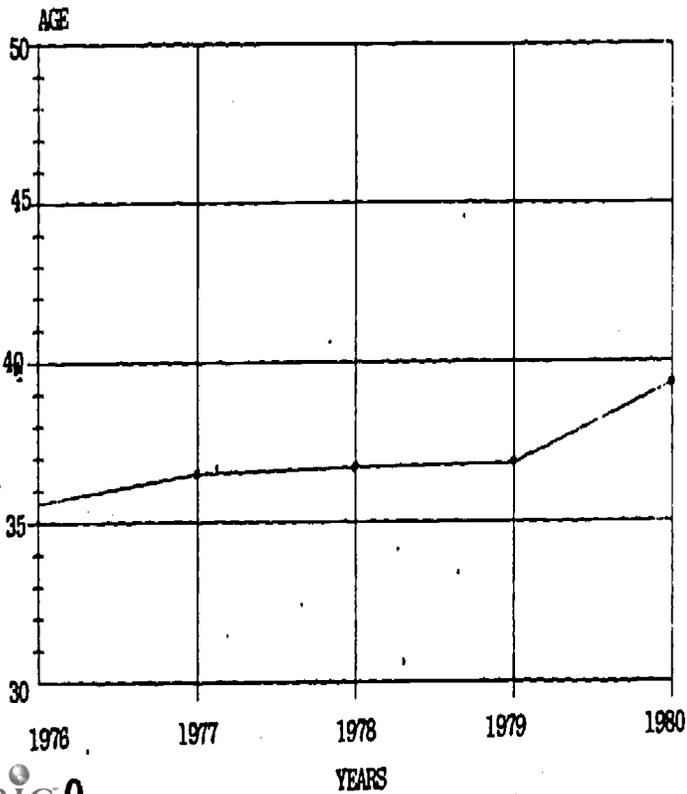
Sources: FSIS reports as of October 31, 1978, October 31, 1979 and October 31, 1980.

FIGURE 1g
 FULL-TIME INSTRUCTORS: SELECTED DATA
 WINDWARD COMMUNITY COLLEGE
 FALL 1976-1980

AVERAGE SALARY



MEAN AGE



TENURE STATUS

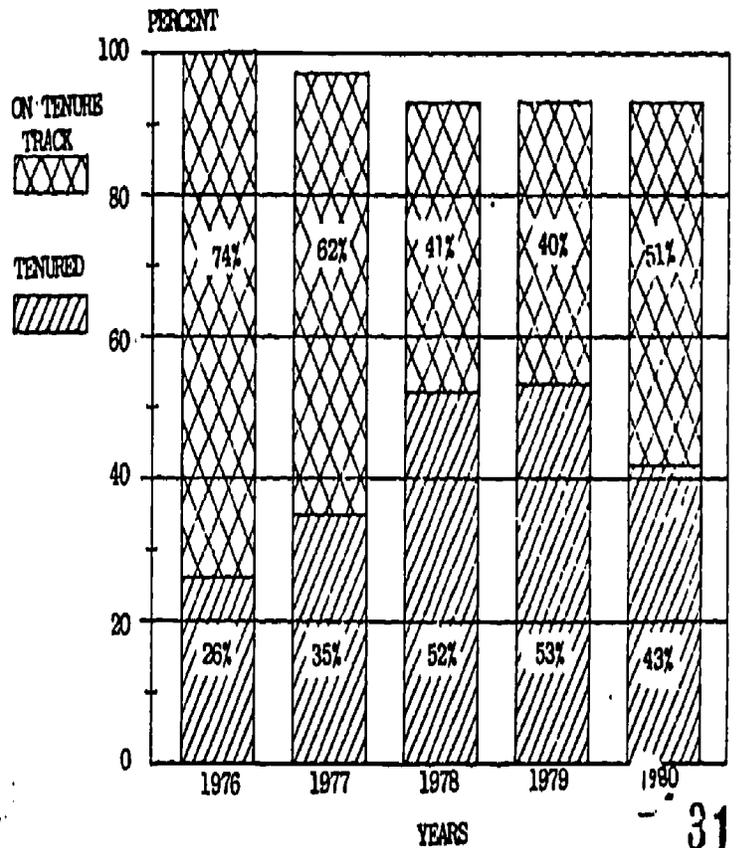


TABLE 4
 PROFILE OF LECTURERS
 COMMUNITY COLLEGES
 FALL 1980

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.	V%						
	309	100	90	93	10	62	33	21
Sex	165	53	51	42	7	33	23	9
Female	144	47	39	51	3	29	10	12
Instruction								
General Education	173	56	42	52	4	38	20	17
Vocational-Tech	136	44	48	41	6	24	13	4
Post Degree								
Doctorate	20	6	5	6		4	2	3
Professional	8	3		5			3	
Master's	166	54	45	53	4	37	13	14
Bachelor's	76	25	23	19	2	17	11	4
Less Than Bachelor's	39	13	17	10	4	4	4	
Age Salary	\$2,750		\$2,539	\$3,076	\$2,142	\$2,948	\$2,147	\$2,822
Age Range								
Age 1	60	20	18	15	5	9	12	1
Age 2	204	66	58	64	5	44	18	15
Age 3	16	5	4	6		4	1	1
Age 4	11	4	3	2		2	1	3
Age 5	18	6	7	6		3	1	1
Age	38.8		39.5	37.6	42.3	38.0	41.9	37.2

Source: FSIS reports, October 31, 1980

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYING AGENCY GROUPINGS)
FALL 1980

- 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 1980

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

Campus	TOTAL HEADCOUNT	AVERAGE SALARIES							
		Institutional Supp		Academic Support		Student Services		Public Services	
		Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries	Headcount	Average Salaries
TOTAL	174	21	28,550	52	23,795	81	21,319	20	22,065
Honolulu CC	49	3	31,863	13	23,021	17	19,433	16	21,190
Kapiolani CC	29	5	28,832	11	24,588	12	24,872	1	*
Kauai CC	17	4	28,346	6	21,806	7	22,826		
Leeward CC	40	3	29,747	13	22,973	22	22,788	2	21,510
Maui CC	20	3	24,764	3	26,729	13	18,464	1	*
Windward CC	19	3	27,630	6	26,321	10	19,682		

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

Sources: FSIS reports, October 31, 1980.

APPENDIX C
TOTAL AND AVERAGE SALARIES
FULL-TIME INSTRUCTORS, BY PROGRAM
FALL 1980

Campus	Total Headcount	Total Salaries	Average Salaries by Program		
			Average	General Education	Vocational Education
TOTAL	470	\$10,269,732	21,850	21,533	22,227
Honolulu CC	113	2,379,060	21,054	19,633	22,354
Kapiolani CC	97	2,256,012	23,258	23,496	23,111
Kauai CC	39	827,508	21,218	21,445	21,023
Leeward CC	130	2,941,260	22,625	22,310	23,482
Maui CC	56	1,189,836	21,247	21,503	21,026
Windward CC	35	676,056	19,316	19,876	17,915

Sources: FSIS Computer Report 2532, October 31, 1980.

APPENDIX D
 TENURE STATUS BY YEAR OF POSSIBLE TENURE & BY SEX
 FULL-TIME INSTRUCTORS
 COMMUNITY COLLEGES
 FALL 1980

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

Program Category	TOTAL	Tenured	Year of Expected Tenure					Not Eligible	Other**
			Sub-Total	1981	1982	1983	After 1983		
TOTAL (Horizontal %)	470 (100%)	312* (66%)	121 (28%)	17 (4%)	28 (7%)	27 (3%)	51 (13%)	26 (6%)	11 (4%)
Male	295	209	70	8	18	15	29	12	4
Female	175	103	51	9	8	12	22	14	7
HONOLULU CC (Horizontal %)	113 (100%)	70 (62%)	32 (28%)	7 (8%)	4 (4%)	10 (9%)	11 (10%)	8 (7%)	3 (3%)
Male	82	56	21	4	2	7	8	4	1
Female	31	14	11	3	2	3	3	4	2
KAPIOLANI CC (Horizontal %)	97 (100%)	64 (66%)	24 (25%)	2 (2%)	10 (7%)	5	7 (7%)	8 (8%)	1 (1%)
Male	50	35	13		7	3	3	1	1
Female	47	29	11	2	3	2	4	7	
KAUAI CC (Horizontal %)	39 (100%)	23 (59%)	15 (39%)	1 (3%)	1 (3%)	3 (8%)	10 (26%)	1 (3%)	
Male	27	18	8	1		2	5	1	
Female	12	5	7		1	1	5		
LEEWARD CC (Horizontal %)	130 (100%)	109 (84%)	15 (12%)	3 (2%)	6 (5%)	2 (2%)	4 (3%)	2 (2%)	4 (3%)
Male	83	69	11	2	4	1	4	1	2
Female	47	40	4	1	2	1		1	2
MAUI CC (Horizontal %)	56 (100%)	31 (55%)	17 (30%)	1 (2%)	4 (7%)	4 (7%)	8 (14%)	5 (9%)	3 (5%)
Male	34	22	8		4	1	3	4	
Female	22	9	9	1		3	5	1	3
WINDWARD CC (Horizontal %)	35 (100%)	15 (43%)	18 (51%)	3 (9%)	1 (3%)	3 (9%)	11 (31%)	2 (6%)	
Male	19	9	9	1	1	1	6	1	
Female	16	6	9	2		2	5	1	

*Excludes twenty-three tenured instructors who were on leave. See Appendix E.
 **Includes visiting instructors (V) and instructors whose tenure status is "X".

Source: FSIS Computer Report 2533B, October 31, 1980.

APPENDIX E
INSTRUCTORS ON LEAVE
 BY TYPE OF LEAVE AND TENURE STATUS
 COMMUNITY COLLEGES
 FALL 1980

Campus	TOTAL		TYPE OF LEAVE*			
	No.	No. Tenured	Sabbatical		Leave without Pay	
			No.	No. Tenured	No.	No. Tenured
TOTAL	29	23	16	16	13	7
Honolulu CC	2	2	1	1	1	1
Kapiolani CC	7	6	4	4	3	2
Kauai CC	5	5	5	5		
Leeward CC	6	3	1	1	5	2
Maui CC	4	3	2	2	2	1
Windward CC	5	4	3	3	2	1

*Excludes 4 non-teaching professional staff on leave: 1 on sabbatical and 3 on leave without pay.

Sources: FSIS reports, October 31, 1980.