Staff Support at UH Manoa  
A Comparative Analysis  

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The UH Manoa Student to Faculty Ratio is slightly lower than that of our Peers and all Public Doctoral Research Extensive Universities (DREU).

Yet, the ratio of Staff to Faculty or Staff to Students is substantially lower for UHM than for its Peers or all DREU.

The gap between UHM and its peers widened dramatically after the 1995 early retirement program. (see for example)

Some staff categories experienced declines of more than 50% between 1995 and 1997 attributable to the early retirement program.
Summary

- The staffing gap between Manoa and its Peers is largest for the executive, administrative, managerial category and the skilled crafts category.

- The gap is smallest for technical paraprofessional staff.
FTE Faculty: UHM vs Peers: 1991-2005

Source: IPEDS and UH Manoa in FTE

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Source: IPEDS and UH Manoa in FTE
FTE Staff & Faculty: UHM vs Peers: 2004

Source: IPEDS and UH Manoa in FTE
Student to Faculty Ratio: 1991-2005

Peer Average

DREU Average

UH Manoa

Source: data from IPEDS and UH Manoa, all numbers or FTE
Ratio of Staff to Faculty: 2004

- Service/Maintenance: 0.44
- Skilled Crafts: 0.03
- Clerical/Secretarial: 0.73
- Technical/Paraprofessional: 0.38
- Other Professional: 1.20
- Executive/Admin/Managerial: 0.68
- Skilled Crafts: 0.22
- UH Manoa: 0.04

Source: IPEDS and UH Manoa in FTE
Ratio of Staff to Enrollment: 2004

Source: IPEDS and UH Manoa in FTE

UH Manoa is represented in blue, and UHM Peer Average is represented in red.

- **Service/Maintenance**: UH Manoa 0.02, UHM Peer Average 0.04
- **Skilled Crafts**: UH Manoa 0.00, UHM Peer Average 0.02
- **Clerical/Secretarial**: UH Manoa 0.03, UHM Peer Average 0.06
- **Technical/Paraprofessional**: UH Manoa 0.02, UHM Peer Average 0.03
- **Other Professional**: UH Manoa 0.07, UHM Peer Average 0.10
- **Executive/Admin/Managerial**: UH Manoa 0.00, UHM Peer Average 0.02
- **Total**: UH Manoa 0.15, UHM Peer Average 0.27
Ratio of Total Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Total Staff to Enrollment: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Executive, Administrative, Managerial Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Other Professional (Support/Service) Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Technical & Paraprofessional Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Clerical & Secretarial Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Skilled Crafts Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Ratio of Service/Maintenance Staff to Faculty: 1991-2005

Source: IPEDS and UH Manoa in FTE
Data

- All data is from
  - UH Manoa office of Human Resources
  - Integrated Postsecondary Education Data System (http://nces.ed.gov/ipeds/)
- UH Manoa Peer group
  - University of California-Davis,
  - Colorado State University,
  - University of Georgia,
  - Iowa State University,
  - University of Kentucky,
  - Louisiana State Univ & Ag & Mech & Hebert Laws Ctr,
  - University of Missouri-Columbia,
  - University of North Carolina-Chapel Hill,
  - Oregon State University,
  - The University of Tennessee,
  - University of Utah,
  - and University of Virginia-Main Campus.
Data

- DREU Average is the average of all 4-year public universities classified as Doctoral/Research-Extensive Universities (DREU) by the Carnegie Foundation.

- DREU institutions are defined as
  - Institutions that typically offer a wide range of baccalaureate programs, and are committed to graduate education through the doctorate.
  - They award 50 or more doctoral degrees per year across at least 15 disciplines.
IPEDS Staff Definitions

- Executive, Administrative, Managerial Staff
  - Included in this category are employees holding titles such as: top executives; chief executives; general and operations managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; presidents, vice presidents (including assistants and associates); deans, directors and dept. heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research or public service…

- Other Professional Staff
  - Included in this category are all employees holding titles such as business operations specialists; human resources, training, and labor relations specialists; management analysts; accountants and auditors; budget analysts; computer specialists; computer programmers; computer software engineers; computer support specialists; database administrators; network and computer systems administrators …; counselors, social workers, and other community and social service specialists; librarians, curators, and archivists; museum technicians and conservators; athletes, coaches etc........(more examples in IPEDS)
Technical & Paraprofessional Staff

- Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and/or experience than normally required for professional status. Included in this category are among others: mathematical technicians; agricultural and food science technicians; geological and petroleum technicians; paralegals and legal assistants; health technologists and technicians; licensed practical and licensed vocational nurses; healthcare support occupations …

Clerical & Secretarial

- Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office. Also includes such occupational titles such as bill and account collectors; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers. …
IPEDS Staff Definitions

🔨 Skilled Crafts
  - Includes occupational titles such as welders, cutters, solderers and brazers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers....

🔧 Service/Maintenance Staff
  - Includes titles such as law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; cooks and food preparation workers; food and beverage serving workers; other food preparation and serving related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; heating, air conditioning, and refrigeration mechanics and installers; motor vehicle operators; and parking lot attendants. …