Findings of Faculty Conversations 2015
Great Leadership
UH Leadership
UH Maui College: Camaraderie

Environmental Factors to Stay or Leave UH

<table>
<thead>
<tr>
<th>Year</th>
<th>Overall Results</th>
<th>UHMC Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of Life</td>
<td>35%</td>
<td>30%</td>
</tr>
<tr>
<td>Professional Growth</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>Wages &amp; Comp</td>
<td>21%</td>
<td>21%</td>
</tr>
<tr>
<td>Retirement Benefits</td>
<td>15%</td>
<td>22%</td>
</tr>
<tr>
<td>Faculty Contract</td>
<td>9%</td>
<td>13%</td>
</tr>
<tr>
<td>No Answer</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Kapiolani CC: Unhappy

**Working Conditions**

- **Better Today**: 15% (2011), 10% (2015)
- **About the Same**: 30% (2011), 45% (2015)
- **Worse Today**: 45% (2011), 30% (2015)
- **Lived in Hawaii <3 Years**: 5% (2011), 0% (2015)
- **No Answer**: 10% (2011), 5% (2015)
Kauai CC: Transparency

Workplace Satisfaction

- Completely Satisfied: 2011 20%, 2015 40%
- Satisfied: 2011 75%, 2015 60%
- Dissatisfied: 2011 5%, 2015 10%
- Completely Dissatisfied: 2011 0%, 2015 5%
Hawaii CC Palamanui: Stepchild

Workplace Satisfaction

- Year: 2011
- Year: 2015

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completely Satisfied</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>65%</td>
<td>50%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>25%</td>
<td>45%</td>
</tr>
</tbody>
</table>
UH Hilo: Rudderless

Recommend UH?

Year

<table>
<thead>
<tr>
<th>Response</th>
<th>2011</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Recommend</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>Probably Recommend</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Probably Not</td>
<td>25%</td>
<td>40%</td>
</tr>
<tr>
<td>Definitely Not</td>
<td>5%</td>
<td>15%</td>
</tr>
<tr>
<td>No Answer</td>
<td>10%</td>
<td>5%</td>
</tr>
</tbody>
</table>
Hawaii CC (Hilo): Afraid

Workplace Satisfaction

- Completely Satisfied
- Satisfied
- Dissatisfied

Year

2011 2015
UH West Oahu: Frustrated

**Working Conditions**

- **Better Today**:
  - 2011: 15%
  - 2015: 10%
- **About the Same**:
  - 2011: 30%
  - 2015: 40%
- **Worse Today**:
  - 2011: 10%
  - 2015: 50%
- **Lived in Hawaii <3 Years**:
  - 2011: 20%
  - 2015: 15%
- **No Answer**:
  - 2011: 0%
  - 2015: 5%
Manoa (Exec Dining Room): Opportunities

Working Conditions

- Better Today
- About the Same
- Worse Today
- Lived in Hawaii <3 Years
- No Answer

Year

2011 2015
JABSUM: Uncertain

Recommend UH?

- Definitely Recommend
- Probably Recommend
- Probably Not
- Definitely Not
- No Answer

Year

2011 vs 2015
Manoa (Student Services Bldg): Stuck

How likely are you to stay in the UH System beyond 2017?

- Very Likely
- Somewhat Likely
- Unlikely
- Very Unlikely
- No Answer

Overall Results vs. UH Manoa Results
Honolulu CC: Grateful

Recommend UH?

- Definitely Recommend
- Probably Recommend
- Probably Not
- Definitely Not
- No Answer

Year

2011 2015
Leeward CC: Happy?

![Workplace Satisfaction Chart]

- **Complete Satisfaction**: 2011 = 25%, 2015 = 0%
- **Satisfaction**: 2011 = 50%, 2015 = 75%
- **Dissatisfaction**: 2011 = 25%, 2015 = 10%
- **Complete Dissatisfaction**: 2011 = 0%, 2015 = 0%
Windward CC: Happy!

Workplace Satisfaction

Year

- Completely Satisfied
- Satisfied
- Dissatisfied
- Completely Dissatisfied

2011 2015