

UNIVERSITY OF HAWAI‘I SYSTEM ANNUAL REPORT



REPORT TO THE 2024 LEGISLATURE

Annual Report on Goals, Objective/Policies, Action Plan, and Performance Measures

Act 100, SLH 1999

November 2023

Annual Report on Goals, Objective/Policies, Action Plan, and Performance Measures as Required by Act 100, SLH 1999

Act 100, Session Laws of Hawai'i 1999, requires every state department and agency to develop and submit, twenty days prior to the start of each regular session, an annual report that addresses their goals, objectives/policies, action plan, and process to measure performance of programs and services in meeting stated goals, objectives, and policies.

System Vision, Goals, and Action Plan

The University of Hawai'i (UH) is the world's premier integrated higher education system, advancing the quality of life for all the people of Hawai'i through robust educational offerings and world-class discovery while modeling how institutions must fulfill responsibilities to indigenous people and place in the 21st century.

UH has developed its Strategic Plan for 2023-2029, which replaces the Strategic Directions 2015-2021. The foundational principles of the Strategic Plan 2023-2029 are Hawaiian place of learning, statewide need, diversity and equity, sustainability, and stewardship of resources.

Four imperatives follow from these guiding principles:

Imperative One: Fulfill kuleana to Native Hawaiians and Hawai'i

Imperative Two: Develop successful students for a better future

Imperative Three: Meet Hawai'i's workforce needs of today and tomorrow

Imperative Four: Diversify Hawai'i's economy through UH innovation and research

Objectives break down the larger imperative into manageable components, making it easier to plan and evaluate progress. Objectives, as well as sample metrics, can be accessed in the finalized Strategic Plan:

<https://www.hawaii.edu/offices/vp-academic-strategy/uh-strategic-plan-2023-2029/>.

Short-Term Action Plan (2023-2024). In 2023, work groups, consisting of representatives from campuses across the UH system, were appointed for each of the four imperatives: Kuleana, Student Success, Workforce, Research and Innovation. All groups have been charged with coordinating the implementation and achievement of the strategic imperatives. They are identifying action items and developing metrics in this regard. Each work group will present annual reports to the Board of Regents on the progress of implementation. In 2024, action items and metrics for each objective will be finalized.

Long-Term Action Plan (2025-2029). An annual compilation and analysis of both imperative and objective-related metrics presented to the Board of Regents will highlight progress and identify areas for enhancement. Such regular, formative assessment will shape strategic decisions, aligning action plans with evolving needs. The utilization of

established metrics in a continuous improvement process underscores a commitment to excellence based on data-informed insights.

System and Campus Assessments

UH System Strategic Imperative Measures. UH is in the process of updating its strategic planning metrics to align with its new imperatives. Once complete, they will be located on the UH metrics portfolio page at: <https://data.hawaii.edu/strategic/>.

Potential metrics for the four Strategic Plan imperatives include:

Fulfill kuleana to Hawaiians and Hawai'i

- Student success for Native Hawaiian populations
- Employment numbers for Native Hawaiian alumni

Develop successful students for a better future

- Number of degrees and certificates awarded, including employer recognized credentials
- Student success (graduation and retention rates and time to degree)

Meet Hawai'i workforce needs of today and tomorrow

- Workforce shortages in key occupations
- Graduates from fully online and adult-focused credential programs
- Internship participation

Diversify Hawai'i's economy through UH Research and Innovation

- Extramural and philanthropic funding
- Direct jobs created
- Economic impact of UH and its research enterprise
- Number of UH spinoff companies and jobs created

UH System Performance Funding Measures. UH has received performance funding from the legislature since fiscal year (FY) 2016. Performance funding metrics initiatives on graduation and transfers have been established to motivate campuses and evaluate student success activities. They are located at: <https://data.hawaii.edu/strategic/pf>. For this transition period between plans, the following metrics were used in FY 2024.

- Total degrees and certificates earned
- Degrees and certificates awarded to Native Hawaiian students
- Degrees and certificates awarded in Science, Technology, Engineering and Mathematics (STEM) fields
- Degrees and certificates awarded to Pell recipients
- 150% graduation for UH 4-year institutions and success rates (150% graduation + transfer out) for UH 2-year institutions

- Transfer into UH 4-year from UH 2-year / Transfer out of UH 2-year into UH 4-year

Updates in awards for FY 2025 will include:

- Expanding target populations to include Pacific Islander and Filipino students
- Incorporating 300% graduation + transfer out for first-time, part-time and 200% graduation rates for part-time classified students students at UH 2-year institutions
- Assessing 4-year graduation rates for transfer students from UH 2-year institutions to UH 4-year institutions
- Removing degrees and certificates awarded in STEM fields