



UNIVERSITY of HAWAII®

Ke Kulanui o Hawai'i

David Lassner
President

November 25, 2024

The Honorable Ronald D. Kouchi,
President and Members of the Senate
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

The Honorable Nadine K. Nakamura, Speaker
and Members of the House of Representatives
Thirty-Third State Legislature
Honolulu, Hawai'i 96813

Dear President Kouchi, Speaker Nakamura, and Members of the Legislature:

For your information and consideration, the University of Hawai'i is transmitting one copy of the combined Annual Report on the Goals, Objectives/Policies, Action Plan, and Performance Measures (Act 100, Session Laws of Hawai'i 1999) and Biennium Report on Benchmarks and Performance Indicators (Section 304A-2001, Hawai'i Revised Statutes) as requested by the Legislature.

In accordance with Section 93-16, Hawai'i Revised Statutes, this report may be viewed electronically at: https://www.hawaii.edu/govrel/docs/reports/2025/hrs304a-2001_act100-slh1999_2025_benchmarks_annual-report_508.pdf.

Should you have any questions about this report, please do not hesitate to contact Stephanie Kim at (808) 956-4250, or via e-mail at scskim@hawaii.edu.

Sincerely,

A handwritten signature in black ink that reads 'David Lassner'.

David Lassner
President

Enclosure

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UNIVERSITY OF HAWAI‘I SYSTEM ANNUAL REPORT



REPORT TO THE 2025 LEGISLATURE

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

And

Biennium Report on Benchmarks and Performance Indicators
HRS 304A-2001

November 2024

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

And

**Biennium Report on Benchmarks and Performance Indicators
as Required by HRS 304A-2001**

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.

HRS 304A-2001 requires the University of Hawai'i (UH) Board of Regents (BOR) to adopt benchmarks tied to Master Plan goals and to use these benchmarks in the development of budget and tuition schedules, the periodic review of programs, and the submission of a report to the legislature in the second year of each fiscal biennium. This activity was required effective Fiscal Year (FY) 1998. This report requirement is also cited in the preamble of Act 115, SLH 1998, as an accountability measure important to greater university autonomy.

Due to the related nature of Act 100 and HRS 304A-2001 requirements, the following information and enclosed documents are presented together to minimize redundancies.

System Vision, Goals, and Action Plan

With a focus on creating a healthy and thriving future for all, the University of Hawai'i provides broad educational opportunity as the higher education destination of choice in the Pacific that nurtures the personal success, leadership capacity and positive engagement of every resident of Hawai'i. It achieves global impact by enriching the fundamental knowledge of humankind through engagement in world-class research, scholarship and service that promotes the welfare and sustainability of Hawai'i's people and environment. Woven through all it does is an appreciation of and commitment to indigenous Hawaiian people, culture, values and wisdom.

The University of Hawai'i Strategic Plan, 2023-2029, has been guiding the university's priorities in measuring and improving student success. Thus far in the 2023-2025 biennium, the University of Hawai'i has implemented a new set of performance funding metrics specifically designed to track and support the success of key populations including Pacific Islanders, Filipinos, transfer students, and part-time students. These metrics, which measure critical outcomes like graduation rates, degree completion, and successful transfers between UH campuses, demonstrate UH's targeted attention to historically underrepresented students. UH has also identified the following goals in its strategic plan:

- Model as an indigenous-serving and indigenous-centered institution.
- Educate more students, empowering them to achieve their goals and contribute to a civil society.
- Build and sustain a thriving UH research and innovation enterprise.
- Eliminate workforce shortages in Hawai'i while preparing students for a future different than the present.

Monitoring and Reporting

Policy

Board of Regents' policy requires regular and systematic assessment of programs, services, campuses, and the UH system as a whole.

System and Campus Assessments

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 Native 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 innovation and research

- 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 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>.

Fiscal Year 2024-25 is the first year for a new set of performance funding metrics:

- Degrees & Certificates - Overall
- Degrees & Certificates - Native Hawaiian
- Degrees & Certificates - Pacific Islanders
- Degrees & Certificates - Filipinos
- Degrees & Certificates - Pell Recipients
- Transfers from UHCC to UH Four-Year Campuses
- UH Four-Year - 100% graduation rates for First-Time, Full-Time students

- UH Four-Year - 150% graduation rates for First-Time, Full-Time students
- UH Four-Year - 4-Year graduation rates for Transfers from UHCC
- UHCC 150% First-Time, Full-time success rate (3 years after starting)
- UHCC 300% First-Time, Part-time success rate (6 years starting)
- UHCC 4-year graduation rates for First-Time, Part-time students