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# A BILL FOR AN ACT

RELATING TO THE UNIVERSITY OF HAWAII.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. The legislature finds that hiring students at  
2 universities benefits both the student and the university. The  
3 students have the ability to earn income as they are learning  
4 from their jobs either on-campus or off-campus. Many campus  
5 programs are highly dependent on entry level, as well as  
6 experienced and specialized, flexible staff. At the University  
7 of Hawaii, approximately four thousand students work an average  
8 of twelve hours per week while enrolled as full-time students.  
9 These student-employees depend on part-time work to help pay for  
10 tuition, educational, and living expenses. The University of  
11 Hawaii spends approximately \$22,000,000 system-wide for  
12 undergraduate and graduate student employees, funded by general  
13 funds, tuition and fees, and federal work-study funds.

14           The purpose of this Act is to provide funds for the  
15 University of Hawaii to pay student employee salaries at new or  
16 expanded worksites on each campus and for full-time equivalent  
17 support staff for the vice chancellor for students at the  
18 University of Hawaii at Manoa.



1 SECTION 2. There is appropriated out of the general  
 2 revenues of the State of Hawaii the sum of \$ or so  
 3 much thereof as may be necessary for fiscal year 2013-2014 and  
 4 the same sum or so much thereof as may be necessary for fiscal  
 5 year 2014-2015 to fund full-time equivalent ( FTE)  
 6 support staff to assist the vice chancellor for students at the  
 7 University of Hawaii at Manoa with the coordination,  
 8 recruitment, training, and compliance with system-wide  
 9 procedures and student employment regulations; and fund students  
 10 employed at new or expanded worksites at each University of  
 11 Hawaii campus; provided that:

- 12 (1) The vice chancellor for students at each University of  
 13 Hawaii campus shall be allocated funds according to  
 14 full-time student enrollment; and
- 15 (2) Funding priority shall be given to students employed  
 16 for university programs supporting access, retention,  
 17 and diversity over other student employees.

18 The sums appropriated shall be expended by the University  
 19 of Hawaii for the purposes of this Act.

20 SECTION 3. This Act shall take effect on July 1, 2050.

**Report Title:**

University of Hawaii; Appropriation; Student Employees

**Description:**

Appropriates funds to the University of Hawaii to pay student employees at new or expanded worksites on each campus and for the hiring of support staff for the University of Hawaii at Manoa vice chancellor for students for the coordination, recruitment, training, and compliance with system-wide procedures and student employment regulations. Effective 7/1/2050. (SD2)

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*





# UNIVERSITY OF HAWAII SYSTEM

## Legislative Testimony

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Testimony Presented Before the  
House Committee on Higher Education  
March 12, 2013 at 2:10pm

by

Lui K. Hokoana, Ed.D  
Associate Vice President of Student Affairs  
University of Hawai'i System

SB 606 SD2 – RELATING TO THE UNIVERSITY OF HAWAII

Chair Choy, Vice Chair Ichiyama and Members of the Committee:

The University of Hawai'i supports the intent of SB 606 SD2, which provides funds to hire student employees at all the campuses. As noted in SB 606 SD2 hiring student employees at UH benefits both the student and the University: students earn while they learn and the University has a talented workforce. College students can be hired to do many needed jobs e.g. tutors and recruiters at the high schools; jobs in offices, laboratories and classrooms. National research shows that students who work on-campus persists at a higher rate and earn better grades than students who work off-campus. It is in our best interest to have our students work with us and for us in order to improve the retention rate toward graduation. Career related jobs off-campus give our students an edge in securing permanent positions in their field after completion of their academic program.

Students and families continue to seek financial aid and employment to meet the cost of attendance. UH spends approximately \$22 million to hire students systemwide with funds from tuition and fees, federal and state general funds. Our data shows that during the first month of the fall semester, there were 2,534 students who were looking for an on-campus job and not placed at the end of that month. For that same period, there were more than 3 students applying to every off-campus job at Mānoa (figures for other campuses were not readily available online).

We estimate about 1,500 students can be hired if \$5 million is appropriated. The following table shows the allocation per campus based on the number of full time students. A minimum wage increase would change some of these numbers.

	Total FTE Fall 2012 enrollment	% of Total Enrollment	Avg. pay per student per year (2012)	\$ based on % of FTE X \$5M	# of Students Affected
Mānoa	16,773	41%	\$3,558	\$2,045,937	575
Hilo	3,659	9%	\$3,624	\$446,317	123
West O'ahu	1,222	3%	\$2,363	\$149,057	63
Hawai'i	2,288	6%	\$3,726	\$279,086	75
Honolulu	2,612	6%	\$3,422	\$318,607	93
Kapi'olani	4,949	12%	\$3,011	\$603,669	200
Kaua'i	865	2%	\$2,457	\$105,511	43
Leeward	4,586	11%	\$3,172	\$559,391	176
Maui	2,567	6%	\$3,843	\$313,118	81
Windward	1,470	4%	\$2,983	\$179,308	60
Total all Campuses	40,991	100%		\$5,000,000	1491

SB 606 SD2 also request funds to hire student employees and \$160,000 (3.00) for staff support.

The University of Hawai'i System supports the intent of the bill provided it does not adversely affect our UH priorities as set in our budget request.

Testimony Presented Before the  
House Committee on Higher Education  
March 12, 2013  
By  
Nicole Jones

SB606-RELATING TO THE UNIVERSITY OF HAWAII

Aloha kakou,

My name is Nicole Jones and I am in support of this bill. I am a full-time graduate student at the University of Hawaii at Manoa pursuing my master's degree in social work. I have been very fortunate to have found an off campus job that is flexible to accommodate my school and practicum schedule however I cannot say the same for many of my colleagues. As part of our program, we are required to do a practicum in which we dedicate 16 unpaid hours on top of our class time. This makes it difficult to find a job which allows us to earn money which can lead to financial strain.

During my undergraduate career, I experienced these difficulties in finding a job that I could balance with my school schedule. As part of my financial aid package, I was offered an on-campus job as a research assistant which allowed me to do most of the work during my own time. I was able to earn money, while going to school, and make connections with faculty and staff. My supervisor later wrote me a letter of recommendation for a scholarship which I received as a result of the professional relationship we built due to my on campus job.

On campus jobs provide students a flexible way to generate income while going to school. Meanwhile they learn practical job skills which they can apply to the workforce after receiving their degree. Students are able to earn money through on campus jobs rather than simply receiving money through grants or creating debt through student loans. On campus jobs are a great way for students to receive money to continue their education while building professional relationships with faculty and staff and teaching them practical work skills that are difficult to learn in the classroom but are necessary for the work force. I fully support SB606.

Thank you for your time and consideration.

March 12, 2013 2:10 Conference Room 309

To: Honorable Chair Taniguchi, Vice Chair Kahele, and Members of the Committee

From: Jessica Mabanag

Re: Support for SB 606 Relating to the University of Hawaii

Honorable Chair Taniguchi, Vice Chair Kahele, and Members of the Senate Committee on Higher Education, my name is Jessica Mabanag. I am a social work graduate student at UH Manoa and I strongly support SB 606 Relating to the University of Hawaii. I am sure that by this time we are all aware of the statistics that indicate the positive effects of having on campus job. So I speak from my own personal experience. I too understand how beneficial the effects of student employment can be.

An on campus job has helped me in so many ways. I have been able to modestly alleviate financial burdens on my parent's behalf. I have gained useful skills and knowledge which I will continue to cultivate in the future. And I have been given opportunities to meet invaluable individuals whose hard work and dedication inspire and motivate me to be my best.

Overall, I support this bill because it will enhance and expand the opportunities for students like me, to help pay for an education, and to gain new experiences, skillsets, and knowledge in an environment that understands most importantly the significance of higher education.

Thank you for your consideration.

February 25, 2012

To: Senator Brian Taniguchi and Members of the Senate Committee on Higher Education

From: Gilbert Menor

RE: SUPPORT FOR SB606, RELATING TO THE UNIVERSITY OF HAWAII

Please forgive my late testimony in regards to this measure. My name is Gilbert Menor and I am a graduate student at the Myron B. Thompson School of Social Work at the University of Hawaii at Manoa. I wish to note that I have significantly reaped the benefits of being a student employee on campus while continuing to pursue my master's degree in Social Work.

Education is of extreme importance to my family. My mother, who did not graduate with a high school diploma due to financial struggles, has always put a strong emphasis in working hard in school. The increasing cost of tuition however, imposes a heavy burden for my mother, who is the primary provider for her two sons. I know that my brother and I were both very lucky to have been student employees beginning our freshman year. Though we sought financial aid to meet the cost of attendance, the money we earned from our on-campus jobs helped to pay for the remaining cost of our tuition, which our financial aid did not fully cover.

Currently, as a first year graduate student, the income from my on-campus job helps to pay for my educational and living expenses. It does not fully remove the burden that my mother carries or the concern she has about how we will pay for my education, but it provides a great supplement to our financial struggles.

I highly believe that this opportunity to hire student employees at new and expanded worksites on the University of Hawaii system should be granted to more students to help them and their families pay for their tuition, educational, and living expenses.

Please register my full support for SB606. Thank you for your consideration.



The Twenty-Seventh Legislature  
Regular Session of 2013

Testimony Presented Before the  
House Committee on Higher Education and the  
House Committee on Economic Development & Business  
Tuesday, March 12, 2013 at 2:10 PM

By  
Francisco J. Hernandez, Ph.D.  
Vice Chancellor for Students  
University of Hawai'i at Mānoa

SB 606—Relating to the University of Hawai'i

COMMITTEE ON HIGHER EDUCATION

Rep. Isaac W. Choy, Chair  
Rep. Linda Ichiyama, Vice Chair

COMMITTEE ON ECONOMIC DEVELOPMENT & BUSINESS

Rep. Cliff Tsuji, Chair  
Rep. Gene Ward, Vice Chair

Honorable Chairs Choy and Tsuji, Honorable Vice Chairs Ichiyama and Ward, and members of the committees:

Thank you for the opportunity to provide testimony in full support of this bill; which seeks to expand employment opportunities for UH students by providing funds to hire students in meaningful jobs. These new jobs will provide students with additional funds and additional skills for future employment. Equally important is that these student employees will provide needed services on our campuses, in our public schools, and in our local communities in public service positions.

We feel that both the students and the State benefit greatly from student employees who work in service positions. Students benefit by being employed on or near their campus and being able to adjust their work hours to fit their academic schedules each semester. The University is in a position to provide training for our student hires that generalizes to all work situations. Our student hires are attractive in the workforce because they arrive with an enhanced work ethic and professional work habits.

If this legislation is approved we envision hiring students in service positions that help State agencies, including our public school system, to accomplish their goals in serving community needs. UH student employees already have many skills that can be of use in the public service sector; whether it is tutoring a high school student or using their multi-lingual skills to assist someone in need of translation.

The University of Hawai'i at Mānoa supports the intent of this bill provided it does not adversely affect the UH priorities as set in our budget request.

Thank you for the opportunity to submit testimony.

March 12, 2013  
House Committee on Higher Education Hearing at 2:10pm

**SUPPORT FOR SB 606 SD2, RELATING TO THE UNIVERSITY OF HAWAI'I**

Submitted by Jackie Graessle

Honorable Chair Choy, Vice Chair Ichiyama, and Members of the House Committee on Higher Education:

I wish to note that, while I am employed by the University of Hawai'i (UH), this testimony is submitted as a private citizen and not as a representative of UH. I am a proud two-time UH alumnus who was also the beneficiary of on-campus employment.

One of the current initiatives of the UH is to support students so that they graduate in four years, recognizing that there is a limit to what they and their families can pay; especially in lean economic times. Most students need to work and this often causes delays in graduating. On-campus employment is a critical component of UH's initiative because it means students will be able to spend more time on campus rather than commuting to off-campus jobs.

Aside from the painstaking work of matching the employer with the student (ideally, locating jobs that dovetail with a student's educational pursuit); employers who utilize students must abide by different regulations than private sector employers.

The student's education must take primacy. This means employers have to work around student schedules; provide mentoring that helps prepare them to enter the work-force – a key mandate of land-grant universities; follow regulations, both federal and University imposed, etc.

Those that oversee student employment provide monitoring, education for employers, career counseling and advising for students, educational workshops, career fairs, etc., all targeted at professional development for students.

Expanding employment opportunities without providing the staff to manage the increase will diminish the quality of what is a very successful program that benefits students, the University, and ultimately, the Hawai'i community.

Please register my unequivocal support for SB606.

Respectfully submitted,  
Jackie Graessle, MSW  
47-149 'Iu'iu Street  
Kane'ohe, Hawai'i  
Telephone: (808) 239-9471

**LATE**

Testimony Presented Before the  
House Committee on Higher Education  
March 12, 2013

By  
Noreen Okikawa  
Student Employee of the Year Coordinator  
University of Hawai'i at Manoa

**SB606- Relating to the University of Hawai'i- Student Employment**

I am the coordinator of the Student Employee of the Year (SEOTY) program at the University of Hawai'i at Manoa. The SEOTY program provides UH employers with the opportunity to nominate their students for their outstanding work and contributions to their department and the University. Additionally, the SEOTY program highlights the personal and professional benefits that students gain through their student employment experience.

The SEOTY program is in its 28th year and we continue to get nominations from supervisors of student employees who perform outstanding work and statements from students on the value of their work experiences at the University of Hawai'i at Manoa. I have included quotes from previous winners of the SEOTY award as examples:

**2012 Student Employee of the Year  
Christine Omiya, Senior majoring in Secondary Education**

"Being in a fast-paced customer service position has allowed me to further develop skills I already had, plus new ones. My job has also showed me that it's important to think things through, look into further details and different solutions before choosing the best response. Sometimes, the first answer that's off the top of my head may not be the best one, and it doesn't benefit either the customer or me with such rash decisions. I've also learned to be more responsible for the actions I take, good or bad.

Being a student employee has made me realize: I need to take control and account of the decisions and actions I choose, rather than blaming it on others. I think this has helped me to be more on top with my studies."

**2011 Student Employee of the Year  
Jonathan Goto, Senior majoring in Accounting**

"My job experience' gave me the necessary confidence and skills to make me want to take on more responsibility to continually cultivate my skills and develop my character. My job at the Shidler College of Business has always been a busy one. Ever since I started, there was always something to do, and I didn't mind. I strongly

believe in the adage "Nothing in life worth doing is easy" which rings especially true for this job. This office showed me the value in hard work, which is something I never fully appreciated prior, and instilled in me the drive to excel that I know will help me to succeed in the future.<sup>11</sup>

**2010 Student Employee of the Year**  
**Maria Kanchailua, Masters candidate in Hawaiian language**

"Every day at the office is always a learning experience that aids my growth as a young Hawaiian woman, a Masters student, a budding musician, a hula student, a scholar, an older sister, a daughter, an aunty, a future teacher, a cultural practitioner and preserver, basically in every aspect of my life.

My work consists of cataloging and digitizing old Hawaiian vinyl records, assisting students, teachers, and community members with various research projects, assisting my supervisor and teacher, Kumu Keawe Lopes, with his Hawaiian music classes (doing video media work), working closely with teachers who are constantly encouraging me in my studies, also cataloging reviewing the works of Ka Waihona A Ke Aloha. Through these tasks, I have learned more about how to research and organize information, which in hand helps me through my process of finishing my Master's thesis. I have also observed some of the elements that it takes to be a Hawaiian Language Music teacher and in turn am starting to feel more used to the idea of becoming a teacher myself.

I urge you to pass SB606 SD2 as it will provide even more students with opportunities to engage in employment that will benefit them financially, personally and professionally as they navigate the life-changing experience of college life.



Written Testimony  
The House Committee on Higher Education  
March 12, 2013 at 2:10 pm

By  
Dr. Lori M. Ideta

SB606, SD2  
RELATING TO THE UNIVERSITY OF HAWAII

Chair Choy and Vice Chair Ichiyama and Members of the House Committee on Higher Education, Thank you for this opportunity to provide comments on this measure.

While I am a proud three-time alum and employee of the University of Hawai'i, today, I present this written testimony as a private citizen.

I am in complete support of this measure that appropriates funds to the University of Hawai'i to create new or expanded opportunities for student employees across the UH system.

I began working as a student employee when I first enrolled at the University of Hawai'i at Manoa as an 18 year-old freshman. On-campus employment helped me pay for my education, kept me connected to the campus community, created professional relationships and partnerships, and introduced me to the world of higher education as a profession. Today, 30 years later, I am a proud faculty member and administrator of the University of Hawai'i. The skills I use today, the partnerships that I maintain today, and the knowledge I have today, are a direct result of the years that I worked as a student employee of the University of Hawai'i. Research is overwhelming in this area: students who work on campus have higher retention and success rates. I am an example of this and would be most pleased if we created and expanded similar opportunities for current and future students.

This measure provides financial assistance to students, but not in the guise of a "free lunch." It provides financial assistance through honest work, great co-curricular experiences, and "real life" out-of-classroom learning.

Thank you for your consideration.

**LATE**

Testimony Presented Before House  
Committee on Higher Education  
March 12, 2013 at 2:10 pm  
by  
Kelsey Honda

SB 606, SD2 –RELATING TO THE UNIVERSITY OF HAWAII  
STUDENT EMPLOYMENT

Chair Choy and Vice Chair Ichiyama and members of the committee:

I am Kelsey Honda. I am a senior at UH Manoa majoring in electrical engineering and I support this bill.

I have been a student employee in the Manoa Career Center for the past two and a half years. My job is to service students at the front counter and to respond to emails received from students using our services. We have many students, especially at the beginning of the semester seeking our services to locate a job on- or off-campus. We also occasionally receive email from students who are having difficulty finding a job. This is one example:

*I have applied for dozens of jobs and am perfectly qualified but haven't received a single one. I need to be able to pay rent and I can't go to school anymore if something doesn't happen ASAP.*

I feel for these students. I have learned so much from my position at UH, I wish every student could work and reap the benefits of working on campus. These are just a few of the skills I've developed in my position:

- Personal communication
- Customer service
- Defusing difficult clients
- Project management
- Office skills
- Teamwork

These are skills that will be useful to me no matter where I end up working.

A few of the benefits of working on campus are:

- I'm able to work between classes without spending a lot of time commuting to an off-campus job
- My employer understands and is flexible during study week and finals week
- Gain personal skills

There are many students still coming in looking for jobs, I hope this bill passes.

THANK YOU FOR YOUR CONSIDERATION!

**LATE**

Testimony Presented Before House  
Committee on Higher Education  
March 12, 2013 at 2:10 pm  
by  
Kapo Cope

SB 606, SD2 – RELATING TO THE UNIVERSITY OF HAWAII STUDENT  
EMPLOYMENT

Aloha,

My name is Kapo Cope and I am a full-time undergraduate student at the University of Hawaii at Manoa. I am pursuing my baccalaureate degree in both Communications and Hawaiian language, therefore, my schedule of classes are always scattered. Since I started my college career in 2008, I quickly learned that it was really hard to find an off-campus job that was flexible with my school schedule, which is a priority. After an unsuccessful search for some off-campus jobs, I was fortunate to have my first on-campus job when I attended Kapi'olani Community College after high school. I had another perfect opportunity to work for different programs on campus when I transferred to UH Manoa, where I am currently studying. I am very fortunate to work in a diligent and positive department and I will be forever grateful for this opportunity.

There are many positive advantages for being a student employee which helped me tremendously. On-campus jobs and employers identify the values of being a college student and are very flexible around school schedules, knowing how tough it is to have a healthy balance between school, home and work life. I am allowed to focus on my studies and make my hours in between my classes. This job provides me with some kind of income that helps me purchase school supplies, transportation, and other daily life necessities. I have *also* met so many professionals that guide me through different aspects of my life. Having on-campus jobs have given me many experiences and it is an important component for my academic well-being that will allow me to continue to use these skills after I graduate.

I am very privileged to be a student employee of the University of Hawaii at Manoa. I highly support the Senate Bill 606, SD2. Thank you for your consideration.

**LATE**

Testimony Presented Before House  
Committee on Higher Education  
March 12, 2013 at 2:10 pm  
by  
Andrew Baker

Chair Choy and Vice Chair Ichiyama and Members of the Committee

Aloha, My name is Andrew Baker. I am a sophomore at the University of Hawaii at Manoa. I

am a full-time student pursuing my degree in communicology and I am employed on campus. I've been employed since the Fall of 2011 and my on-campus job has been a tremendous opportunity for me. Due to the scheduling of certain classes, the hours that I am able to work change on a semester by semester basis. Working at UH gives me the flexibility to work around my class schedule, allowing me to focus on my academics. In addition, my job has provided me with opportunities to engage with others on campus and to grow in a both a personal and professional manner.

Having an on campus job has allowed me to help pay for my tuition and class materials, granting me more of a say in my own education. I am writing in to support S.B. 606 SD2 I believe that working on campus is an opportunity that should be offered to more students and can really help them Thank you for your consideration



**LATE**

From: mailinglist@capitol.hawaii.gov  
Sent: Wednesday, January 30, 2013 9:58PM  
To: HRETestimony  
Cc: jenjen.custodio@hawaii.edu  
Subject: Submitted testimony for SB606 on Jan 31, 2013 14:45PM  
Attachments: Testimony SB606.docx

58606

Submitted on: 1/30/2013

Testimony for HRE on Jan 31, 2013 14:45PM in Conference Room 414

Submitted By	Organization	Testifier Position	Present at Hearing	
<del>J-en-n-if-e-r Qus_rodio</del>	<del>I</del>	<del>Individual</del>	<del>s-u-p-p_o_r_t</del>	No

Comments: I fully support for funds to be allocated to student employment across UH system wide campuses. When I was a graduate student, I was employed as a student assistant at UH Manoa, and this immensely helped ease my financial burdens. Working up to 20 hours on campus was my only source of income, other than student loans. For my mother and family, this was a great help, as she did not have to financially support me since I had my part-time job as a source of income.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email [webmaster@capitol.hawaii.gov](mailto:webmaster@capitol.hawaii.gov)