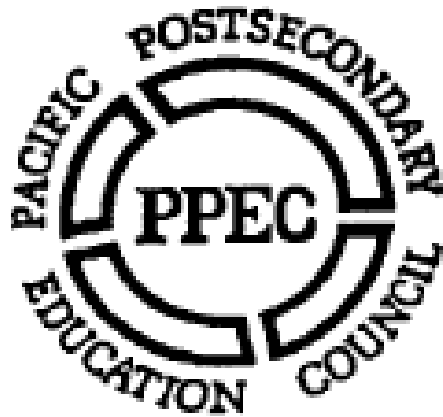


Pacific Postsecondary Education Council



Regional Fact Book 2009

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Introduction

Background on Pacific Postsecondary Education Council (PPEC)

The Pacific Postsecondary Education Council (PPEC) was established in 1981 as a nonprofit, public benefit corporation to address the concerns and needs of Pacific island postsecondary institutions. The Council consists of chief executive officers (or their representatives) of public colleges and universities in the American-affiliated Pacific islands including:

| | |
|--|--|
| American Samoa | Republic of the Marshall Islands, |
| Commonwealth of the Northern Mariana Islands | Republic of Palau, and |
| Federated States of Micronesia | State of Hawaii (Honolulu and Hawaii). |
| Guam | |

The PPEC is currently composed of the following institutions of higher education:

- American Samoa Community College (2 year)
- College of Micronesia-FSM (2 year & 4 year Elementary Education)
- College of the Marshall Islands (2 year)
- Guam Community College (2 year)
- Hawaii Community College (2 year)
- Honolulu Community College (2 year)
- Kapiolani Community College (2 year)
- Northern Marianas College (2 year & 4 year Elementary Education)
- Palau Community College (2 year)
- University of Guam (4 year & graduate)
- University of Hawaii at Hilo (4-yr, grad, doctorate)
- University of Hawaii Community College System (2 year, 4 year & graduate)

Links to individual institutions [websites](#) (URL, Mission Statement, History, College Catalog and individual Institution Fact Book) can be found in Appendix C. The geographic area encompassed by PPEC institutions exceeds that of the continental U.S. as is seen in figure 1 on the following page.

Comment [IT1]: Combine web and sites

The purpose of PPEC is to:

- Encourage and develop regional planning of postsecondary education throughout the Pacific;
- Serve as a forum to address common educational issues and to foster cooperation in solving common problems facing Pacific people and their environment;
- Encourage and sponsor sharing of resources and expertise among member institutions to promote the wise utilization of limited resources and discourage unhealthy competition and wasteful duplication of effort;

- Work as a unit in promoting the uniqueness of Pacific people, their islands, and their cultures;
- Seek resources dedicated to major needs of the region in such areas as communications, alternative energy, human resource development, and planning;
- Articulate compatibility of educational programs to facilitate transferability of academic credits among member institutions;
- Develop and foster inter-institutional cooperation and region-wide programs in education, training, community services, research and development; and
- Serve as a coordinating agency for external organizations interested in assisting with postsecondary and continuing education needs of the Pacific, and act as an information clearinghouse for Pacific postsecondary educational institutions.

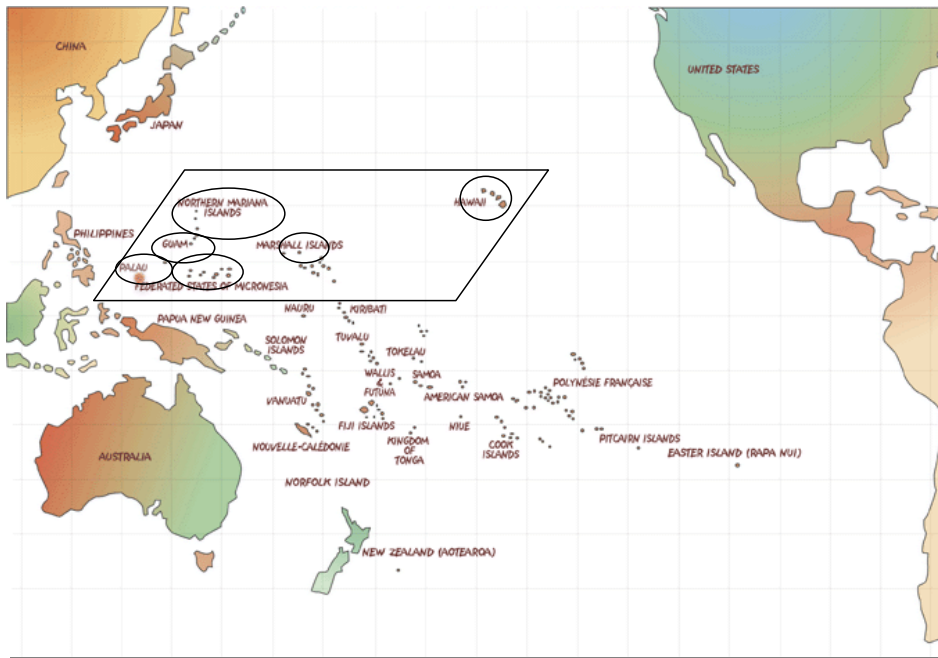


Figure 1 - Map of the PPEC Region

Specifically, through the PPEC, higher education institutional leaders in the Pacific have agreed to work collaboratively to serve the needs of member institutions as they address regional and postsecondary education issues including, but not limited to:

- Facilitating inter-institutional collaboration,
- Enhancing transfer and articulation opportunities for students,
- Strengthening teacher development and information sharing, and

- Encouraging capacity-building and development.

The geographic, economic and political situation of PPEC institutions varies **considerable** from U.S. norms. To better understand the region and its differences, appendix D provides information on population, economic, labor force and employment situations for insular areas (American Samoa, Commonwealth of the Northern Mariana Islands, Federated States of Micronesia, Guam, Republic of the Marshall Islands, and Republic of Palau) where PPEC member institutions are located.

Comment [IT2]: considerably

PPEC institutions also face **some** unique challenges in maintaining accreditation. In 2006 Barbara Beno, President of the Accrediting Commission for Community and Junior Colleges (ACCJC) along with Commissioners Susan Moses, Michael Rota and Floyd Takeuchi developed a position paper “Enhancing and Sustaining Higher Education Quality in the Pacific: Challenges Facing Institutions Seeking to Acquire and maintain WASC – Accreditation”. Challenges were organized into eight categories: geography as a barrier; evolving definitions of good practice that raise requirements for accreditation; inappropriate local government control or influence; institutional governance issues; inadequate development for institutional leaders and potential leaders; inadequate levels of public support; under-prepared entering students; and insufficient scale to permit effective and efficient operations. A summary of the eight challenges facing PPEC institutions is provided in Appendix E.

Comment [IT3]: maybe omit some

Purpose of the PPEC Fact Book

The leadership of the PPEC directed their institutional researchers to develop a regional fact book that:

- Provides regional comparison data/information for PPEC institutions and countries/states;
- Provides an information/data framework for discussions with U.S. executive, legislative and other funding agencies and organizations with an interest in the PPEC institutions and the Pacific region;
- Supports accreditation efforts through development of comparison information/data for PPEC institutions and evidence of cross institution collaboration; and
- Provides a system that will allow for annual updating of the Fact Book.

Development of the PPEC Fact Book

The initial planning meeting of institutional researchers for development of the fact book was held in conjunction with a PPEC meeting at Kapiolani Community College in April 2009 (see appendix B for a listing of PPEC institutional researchers and contact information). Discussions focused on purposes of the fact book, what data to report and mechanisms for collection, and what data categories might be added in the future. The ACCJC manual of evidence for a self study guided the discussions and agreement was reached to use data from the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS) as appropriate. A focus of discussions and decisions was what data and information would assist in improved understanding of the PPEC institutions both within and without the PPEC region. A sampling of

information considered for possible inclusion in future fact books included expanded workforce and labor market data; information on achievement against student learning outcomes; student program completion and graduation rates. To ensure that information would be available from all PPEC institutions, data collection focused on the 2005 to 2007 time period. Updates to the PPEC fact book will add in new year's data.

Data for the tables 1 – 7 was provided by all PPEC institutional researchers. Information included in tables 8 – 25 were compiled by a smaller IR working group composed of IR researchers in the Western Pacific in May 2009 from the IPEDS Data Center. The working sessions to compile the IPEDS data were hosted by the University of Guam and Guam Community College.

Tables in the PPEC Fact Book

The PPEC fact book is built around a set of tables that represent comparison data for PPEC institutions. The tables provide information regarding students, staffing and finances.

- Student tables include information on demographics, enrollment, and achievement (table 1 – 17)
- Staffing tables include information on average salaries and total number of staff in various categories (tables 18 – 21)
- Financial tables include information on revenue and operating costs (tables 22 – 25)

Tables 1 – 17: Student information

Table 1 - Student demographics

| Institution Name | Median age of student body | Number of students from FSM | Number of students from Marshall Islands | Number of Students from Palau | Number of Students from CNMI | Number of students from American Samoa | Residency of students In state | Residency of students out of state |
|----------------------------------|----------------------------|-----------------------------|--|-------------------------------|------------------------------|--|--------------------------------|------------------------------------|
| American Samoa Community College | 22 | 0 | 0 | 0 | 0 | 1354 | N/A | N/A |
| College of Micronesia-FSM | 20 | 2359 | 0 | 0 | 0 | 0 | N/A | N/A |
| College of the Marshall Islands | 25 | 11 | 533 | 0 | 0 | 0 | N/A | N/A |
| Guam Community College | 26 | 187 | 1 | 0 | ** | 0 | N/A | N/A |
| Hawaii Community College | 21 | 18 | 2 | 3 | 0 | 0 | 2426 | 177 |
| Honolulu Community College | 22 | 22 | 6 | 1 | 0 | 5 | 3722 | 305 |
| Kapiolani Community College | 22 | 28 | 17 | 7 | 20 | 10 | 6461 | 1056 |
| Northern Marianas College | 20 | 24 | 0 | 10 | 657 | 0 | N/A | N/A |
| Palau Community College | 21 | 114 | 22 | 428 | 1 | 0 | N/A | N/A |
| University of Guam | 21 | 107 | 8 | 58 | 103 | 0 | N/A | N/A |
| University of Hawaii at Hilo | 21 | 83 | 28 | 9 | 4 | 6 | 65% | 35% |

** GCC - CNMI students are counted in the aggregate count for the Chamorro ethnic group.

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 2 - Percentage of Credits Earned / Credits Attempted (Fall Only)

| Institution Name | Fall 2005 | Fall 2006 | Fall 2007 |
|----------------------------------|-----------|-----------|-----------|
| American Samoa Community College | 66 | 63 | 67 |
| College of Micronesia-FSM | 65 | 69 | 67 |
| College of the Marshall Islands | 70 | 74 | 74 |
| Guam Community College | 70 | 72 | 69 |
| Hawaii Community College | 79 | 81 | 80 |
| Honolulu Community College | 71 | 72 | 70 |
| Kapiolani Community College | 78 | 78 | 77 |
| Northern Marianas College | 69 | 74 | 73 |
| Palau Community College | 79 | 86 | 81 |
| University of Guam | 68 | 68 | 70 |
| University of Hawaii at Hilo | 77 | 75 | 78 |

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 3 – Percentage of First Time Students in Developmental (Remedial) Courses (Fall Only)

| Institution Name | Developmental English | | | Developmental Math | | |
|----------------------------------|-----------------------|-----------|-----------|--------------------|-----------|-----------|
| | Fall 2005 | Fall 2006 | Fall 2007 | Fall 2005 | Fall 2006 | Fall 2007 |
| American Samoa Community College | 43 | 55 | 57 | 22 | 26 | 23 |
| College of Micronesia-FSM | 76 | 82 | 83 | 66 | 53 | 89 |
| College of the Marshall Islands | 97 | 98 | 96 | 96 | 92 | 89 |
| Guam Community College | 12 | 13 | 14 | 6 | 9 | 6 |
| Hawaii Community College | 94 | 92 | 75 | 69 | 74 | 69 |
| Honolulu Community College | 35 | 34 | 33 | 51 | 50 | 49 |
| Kapiolani Community College | 49 | 49 | 48 | 67 | 70 | 63 |
| Northern Marianas College | 77 | 73 | 75 | 89 | 90 | 93 |
| Palau Community College | 77 | 64 | 58 | 69 | 78 | 64 |
| University of Guam | 23 | 19 | 22 | 65 | 67 | 69 |
| University of Hawaii at Hilo | 10 | 12 | 5 | 0 | 0 | 0 |

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 4 - Pass rates (percentage) of students in developmental courses

| Institution Name | Fall 2005 | Fall 2006 | Fall 2007 |
|----------------------------------|-----------|-----------|-----------|
| American Samoa Community College | 57 | 60 | 44 |
| College of Micronesia-FSM | 61 | 63 | 61 |
| College of the Marshall Islands | 57 | 68 | 62 |
| Guam Community College | 31 | 26 | 56 |
| Hawaii Community College | 57 | 63 | 63 |
| Honolulu Community College | 59 | 60 | 54 |
| Kapiolani Community College | 59 | 56 | 59 |
| Northern Marianas College | 44 | 52 | 54 |
| Palau Community College | 75 | 44 | 76 |
| University of Guam | 37 | 37 | 32 |
| University of Hawaii at Hilo | N/A | N/A | N/A |

Calculation: Number of students in developmental courses graded at A, B, C or P/Total number of students enrolled in developmental courses includes Withdrawals and incompletes (Expressed as percentage)

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 5 - Adult High School Diplomas and GED Certificates Awarded

| Institution Name | Adult High School Diplomas Awarded | | | GED Diplomas Certified | | |
|----------------------------------|------------------------------------|----------|----------|------------------------|----------|----------|
| | AY 05/06 | AY 06/07 | AY 07/08 | AY 05/06 | AY 06/07 | AY 07/08 |
| American Samoa Community College | N/A | N/A | N/A | 38 | 11 | 34 |
| College of Micronesia-FSM | N/A | N/A | N/A | N/A | N/A | N/A |
| College of the Marshall Islands | 34 | 51 | 52 | N/A | N/A | N/A |
| Guam Community College | 46 | 25 | 12 | 158 | 147 | 171 |
| Hawaii Community College | 519 | 572 | 654 | 24 | 29 | 41 |
| Honolulu Community College | N/A | N/A | N/A | N/A | N/A | N/A |
| Kapiolani Community College | N/A | N/A | N/A | N/A | N/A | N/A |
| Northern Marianas College | 28 | 23 | 24 | 19 | 23 | 17 |
| Palau Community College | 19 | 21 | 17 | N/A | N/A | N/A |
| University of Guam | N/A | N/A | N/A | N/A | N/A | N/A |
| University of Hawaii at Hilo | N/A | N/A | N/A | N/A | N/A | N/A |

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 6 - Persistence Rates fall to spring semester

| Institution Name | Fall 05 to Spring 06 | Fall 06 to Spring 07 | Fall 07 to Spring 08 |
|----------------------------------|-----------------------------|-----------------------------|-----------------------------|
| American Samoa Community College | N/A | N/A | N/A |
| College of Micronesia-FSM | 76 | 77 | 73 |
| College of the Marshall Islands | 74 | 77 | 56 |
| Guam Community College | 45 | 46 | 45 |
| Hawaii Community College | 67 | 71 | 71 |
| Honolulu Community College | 62 | 63 | 62 |
| Kapiolani Community College | 70 | 70 | 73 |
| Northern Marianas College | 77 | 73 | 77 |
| Palau Community College | 74 | 76 | 70 |
| University of Guam | 74 | 79 | 77 |
| University of Hawaii at Hilo | 85 | 86 | 87 |

Calculation: Per cent of degree or certificate seeking students enrolled in Fall who also enroll in Spring

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 7 - PPEC Institution Students at UOG & UH-Hilo (Enrollment & Average GPA)

| Institution Name | University of Guam | | | | | | University of Hawaii - Hilo | | | | | |
|----------------------------------|--------------------|-----------------------|--------------------|-----------------------|--------------------|-----------------------|-----------------------------|-----------------------|--------------------|-----------------------|--------------------|-----------------------|
| | Enrolled Fall 2005 | Average GPA Fall 2005 | Enrolled Fall 2006 | Average GPA Fall 2006 | Enrolled Fall 2007 | Average GPA Fall 2007 | Enrolled Fall 2005 | Average GPA Fall 2005 | Enrolled Fall 2006 | Average GPA Fall 2006 | Enrolled Fall 2007 | Average GPA Fall 2007 |
| American Samoa Community College | 0 | N/A | 0 | N/A | 0 | N/A | 15 | 2.41 | 16 | 2.41 | 17 | 2.15 |
| College of Micronesia-FSM | 24 | 2.26 | 37 | 2.46 | 45 | 2.49 | 66 | 2.31 | 71 | 2.33 | 48 | 2.36 |
| College of the Marshall Islands | 3 | 1.84 | 3 | 1.44 | 4 | 1.40 | 14 | 2.40 | 14 | 2.20 | 22 | 2.00 |
| Guam Community College | 167 | 2.74 | 164 | 2.80 | 171 | 2.68 | 0 | 0.00 | 1 | 2.93 | 1 | 2.86 |
| Hawaii Community College | 1 | 3.43 | 0 | N/A | 0 | N/A | 305 | 2.88 | 319 | 2.89 | 332 | 2.92 |
| Honolulu Community College | 0 | N/A | 0 | N/A | 1 | 0.75 | 12 | 2.81 | 13 | 2.87 | 9 | 2.85 |
| Kapiolani Community College | 2 | 1.78 | 2 | 2.00 | 5 | 3.03 | 28 | 2.95 | 29 | 2.98 | 33 | 2.96 |
| Northern Marianas College | 22 | 2.49 | 36 | 2.74 | 37 | 2.60 | 5 | 2.37 | 5 | 2.96 | 4 | 2.87 |
| Palau Community College | 13 | 1.97 | 17 | 1.73 | 10 | 2.26 | 9 | 2.73 | 9 | 2.11 | 5 | 2.61 |
| University of Guam | | | | | | | 5 | 3.28 | 4 | 2.72 | 3 | 2.99 |
| University of Hawaii at Hilo | 2 | 3.50 | 2 | 3.24 | 1 | 2.75 | | | | | | |

Data Source: Institutional Data provided by PPEC Institutional Researchers

Table 8 - Unduplicated Undergraduate Enrollment by Gender

| Institution Name | Undergraduate Grand total men (AY unduplicated) | | | Undergraduate Grand total women (AY unduplicated) | | | Undergraduate Grand total (AY unduplicated) | | |
|----------------------------------|--|-----------------|-----------------|--|-----------------|-----------------|--|-----------------|-----------------|
| | AY2005- 2006 | AY2006- 2007 | AY2007- 2008 | AY2005- 2006 | AY2006- 2007 | AY2007- 2008 | AY2005- 2006 | AY2006- 2007 | AY2007- 2008 |
| American Samoa Community College | 903 | 851 | 892 | 1442 | 1408 | 1529 | 2345 | 2259 | 2421 |
| College of Micronesia-FSM | 1587 | 1632 | 1472 | 1615 | 1692 | 1592 | 3202 | 3324 | 3064 |
| College of the Marshall Islands | 456 | 538 | 443 | 431 | 495 | 383 | 887 | 1033 | 826 |
| Guam Community College | 1530 | 1262 | 1031 | 2403 | 1944 | 1467 | 3933 | 3206 | 2498 |
| Hawaii Community College | 1082 | 1100 | 1282 | 2021 | 1942 | 2169 | 3103 | 3042 | 3451 |
| Honolulu Community College | 3079 | 3126 | 3076 | 2995 | 2826 | 2812 | 6074 | 5952 | 5888 |
| Kapiolani Community College | 4401 | 4562 | 4687 | 6326 | 6350 | 6712 | 10727 | 10912 | 11399 |
| Northern Marianas College | 452 | 473 | 476 | 798 | 813 | 801 | 1250 | 1286 | 1277 |
| Palau Community College | 372 | 367 | 376 | 538 | 525 | 475 | 910 | 892 | 851 |
| University of Guam | 1273 | 1395 | 1426 | 2025 | 2263 | 2282 | 3298 | 3658 | 3708 |
| University of Hawaii at Hilo | 1555 | 1528 | 1552 | 2272 | 2289 | 2311 | 3827 | 3817 | 3863 |

Data source: IPEDS Data Center (May 2009)

Table 9 - Undergraduate Enrollment by Age (fall semester only)

| Institution Name | Undergraduate (age 25+) Total | | | | Undergraduate (age <25) Total | | | | Undergraduate Grand Total | | | |
|----------------------------------|-------------------------------|-------|------|-------|-------------------------------|-------|------|-------|---------------------------|------|------|------|
| | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| American Samoa Community College | 281 | 273 | 362 | Blank | 1298 | 1332 | 1404 | Blank | 1579 | 1605 | 1766 | |
| College of Micronesia-FSM | 376 | 480 | 437 | 387 | 1898 | 1979 | 1908 | 1639 | 2274 | 2459 | 2345 | 2026 |
| College of the Marshall Islands | 173 | 196 | 135 | Blank | 431 | 451 | 422 | Blank | 604 | 647 | 557 | |
| Guam Community College | 1508 | Blank | 692 | Blank | 1271 | Blank | 1100 | Blank | 2779 | | 1792 | |
| Hawaii Community College | 912 | Blank | 897 | 1042 | 1464 | Blank | 1706 | 1842 | 2376 | | 2603 | 2884 |
| Honolulu Community College | 1582 | Blank | 1487 | 1509 | 2599 | Blank | 2540 | 2709 | 4181 | | 4027 | 4218 |
| Kapiolani Community College | 2440 | Blank | 2415 | 2592 | 4849 | Blank | 5102 | 5629 | 7289 | | 7517 | 8221 |
| Northern Marianas College | 316 | 335 | 271 | Blank | 651 | 633 | 630 | Blank | 967 | 968 | 901 | |
| Palau Community College | 232 | 235 | 199 | Blank | 419 | 444 | 469 | Blank | 651 | 679 | 668 | |
| University of Guam | 769 | 712 | 756 | 692 | 2051 | 2208 | 2260 | 2402 | 2820 | 2920 | 3016 | 3094 |
| University of Hawaii at Hilo | 848 | Blank | 779 | 758 | 2365 | Blank | 2486 | 2596 | 3213 | | 3265 | 3354 |

Data source: IPEDS Data Center (May 2009)

Table 10 - Undergraduate Enrollment Full & Part Time (fall semester only)

| Institution Name | Undergraduate Full time total (Fall, All students) | | | | Undergraduate Part time total (Fall, All students) | | | | Undergraduate Grand total (Fall, All students) | | | |
|----------------------------------|---|------|------|------|---|------|------|------|---|------|------|------|
| | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| American Samoa Community College | 765 | 815 | 837 | 719 | 814 | 792 | 930 | 1087 | 1579 | 1607 | 1767 | 1806 |
| College of Micronesia-FSM | 1553 | 1707 | 1760 | 1867 | 730 | 832 | 619 | 590 | 2283 | 2539 | 2379 | 2457 |
| College of the Marshall Islands | 473 | 527 | 327 | 386 | 131 | 120 | 230 | 303 | 604 | 647 | 557 | 689 |
| Guam Community College | 504 | 403 | 689 | 687 | 2337 | 2024 | 1106 | 1128 | 2841 | 2427 | 1795 | 1815 |
| Hawaii Community College | 1085 | 1079 | 1179 | 1331 | 1292 | 1279 | 1424 | 1553 | 2377 | 2358 | 2603 | 2884 |
| Honolulu Community College | 1536 | 1492 | 1475 | 1481 | 2647 | 2651 | 2552 | 2737 | 4183 | 4143 | 4027 | 4218 |
| Kapiolani Community College | 2640 | 2747 | 2788 | 2921 | 4649 | 4525 | 4729 | 5300 | 7289 | 7272 | 7517 | 8221 |
| Northern Marianas College | 742 | 721 | 659 | 568 | 225 | 247 | 242 | 223 | 967 | 968 | 901 | 791 |
| Palau Community College | 431 | 452 | 475 | 295 | 220 | 227 | 193 | 207 | 651 | 679 | 668 | 502 |
| University of Guam | 2042 | 2105 | 2180 | 2229 | 778 | 818 | 840 | 865 | 2820 | 2923 | 3020 | 3094 |
| University of Hawaii at Hilo | 2628 | 2681 | 2643 | 2716 | 586 | 595 | 622 | 638 | 3214 | 3276 | 3265 | 3354 |

Data source: IPEDS Data Center (May 2009)

Table 11 - Undergraduate Enrollment by Gender (fall semester only)

| Institution Name | Undergraduate total men(Fall) | | | | Undergraduate total women(Fall) | | | | Undergraduate total (Fall) | | | |
|----------------------------------|-------------------------------|------|------|------|---------------------------------|------|------|------|----------------------------|------|------|------|
| | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 | 2005 | 2006 | 2007 | 2008 |
| American Samoa Community College | 600 | 634 | 652 | 668 | 979 | 973 | 1115 | 1138 | 1579 | 1607 | 1767 | 1806 |
| College of Micronesia-FSM | 1166 | 1232 | 1187 | 1165 | 1117 | 1307 | 1192 | 1292 | 2283 | 2539 | 2379 | 2457 |
| College of the Marshall Islands | 321 | 346 | 311 | 331 | 283 | 301 | 246 | 358 | 604 | 647 | 557 | 689 |
| Guam Community College | 1019 | 977 | 741 | 751 | 1822 | 1450 | 1054 | 1064 | 2841 | 2427 | 1795 | 1815 |
| Hawaii Community College | 863 | 867 | 992 | 1125 | 1514 | 1491 | 1611 | 1759 | 2377 | 2358 | 2603 | 2884 |
| Honolulu Community College | 2197 | 2271 | 2167 | 2286 | 1986 | 1872 | 1860 | 1932 | 4183 | 4143 | 4027 | 4218 |
| Kapiolani Community College | 3067 | 3053 | 3167 | 3480 | 4222 | 4219 | 4350 | 4741 | 7289 | 7272 | 7517 | 8221 |
| Northern Marianas College | 348 | 339 | 337 | 280 | 619 | 629 | 564 | 511 | 967 | 968 | 901 | 791 |
| Palau Community College | 279 | 273 | 309 | 241 | 372 | 406 | 359 | 261 | 651 | 679 | 668 | 502 |
| University of Guam | 1100 | 1111 | 1152 | 1186 | 1720 | 1812 | 1868 | 1908 | 2820 | 2923 | 3020 | 3094 |
| University of Hawaii at Hilo | 1324 | 1322 | 1318 | 1361 | 1890 | 1954 | 1947 | 1993 | 3214 | 3276 | 3265 | 3354 |

Data Sources: IPEDS Data Center (May 2009)

Table 12 - Enrollment Full Time Equivalence (fall semester only)

| Institution Name | Full-time equivalent enrollment ALL academic levels (Fall enrollment derivation) | | | |
|----------------------------------|--|------|------|------|
| | 2005 | 2006 | 2007 | 2008 |
| American Samoa Community College | 1038 | 1081 | 1212 | 1158 |
| College of Micronesia-FSM | 1798 | 1986 | 1968 | 2065 |
| College of the Marshall Islands | 517 | 567 | 404 | 488 |
| Guam Community College | 1289 | 1083 | 1060 | 1066 |
| Hawaii Community College | 1519 | 1508 | 1657 | 1852 |
| Honolulu Community College | 2425 | 2382 | 2332 | 2400 |
| Kapiolani Community College | 4201 | 4266 | 4376 | 4700 |
| Northern Marianas College | 833 | 821 | 757 | 658 |
| Palau Community College | 505 | 528 | 540 | 364 |
| University of Guam | 2465 | 2576 | 2676 | 2756 |
| University of Hawaii at Hilo | 3019 | 3071 | 3118 | 3296 |

Data Sources: IPEDS Data Center (May 2009)

Table 13 - Associate Degrees Awarded, First Major by Academic Year

| Institution Name | Grand total men | | | Grand total women | | | Grand total | | |
|----------------------------------|-----------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|
| | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 |
| American Samoa Community College | 76 | 71 | 30 | 137 | 146 | 83 | 213 | 217 | 113 |
| College of Micronesia-FSM | 67 | 102 | 97 | 80 | 85 | 107 | 147 | 187 | 204 |
| College of the Marshall Islands | 94 | 38 | 43 | 61 | 47 | 18 | 155 | 85 | 61 |
| Guam Community College | 22 | 12 | 19 | 52 | 52 | 50 | 74 | 64 | 69 |
| Hawaii Community College | 108 | 96 | 123 | 164 | 150 | 148 | 272 | 246 | 271 |
| Honolulu Community College | 299 | 325 | 307 | 168 | 178 | 151 | 467 | 503 | 458 |
| Kapiolani Community College | 202 | 258 | 215 | 377 | 450 | 434 | 579 | 708 | 649 |
| Northern Marianas College | 34 | 32 | 16 | 74 | 71 | 53 | 108 | 103 | 69 |
| Palau Community College | 9 | 12 | 12 | 30 | 19 | 33 | 39 | 31 | 45 |
| University of Guam | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| University of Hawaii at Hilo | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |

Data source: IPEDS Data Center (May 2009)

Table 14 - Bachelor Degrees Awarded, First Major by Academic Year

| Institution Name | Grand Total Men | | | Grand Total Women | | | Grand Total | | |
|----------------------------------|-----------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|
| | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 |
| American Samoa Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| College of Micronesia-FSM | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| College of the Marshall Islands | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Guam Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Hawaii Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Honolulu Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Kapiolani Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Northern Marianas College | 4 | 6 | 7 | 9 | 26 | 21 | 13 | 32 | 28 |
| Palau Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| University of Guam | 130 | 105 | 98 | 186 | 161 | 204 | 316 | 266 | 302 |
| University of Hawaii at Hilo | 226 | 173 | 207 | 311 | 357 | 315 | 537 | 530 | 522 |

Data source: IPEDS Data Center (May 2009)

Table 15 – Certificates awarded (below the baccalaureate) First major by Academic Year

| Institution Name | Grand total men | | | Grand total women | | | Grand total | | |
|----------------------------------|-----------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|
| | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 |
| American Samoa Community College | 1 | 5 | 2 | 8 | 10 | 0 | 9 | 15 | 2 |
| College of Micronesia-FSM | 31 | 33 | 31 | 16 | 25 | 22 | 47 | 58 | 53 |
| College of the Marshall Islands | 11 | 1 | 5 | 5 | 0 | 4 | 16 | 1 | 9 |
| Guam Community College | 21 | 14 | 14 | 24 | 22 | 23 | 45 | 36 | 37 |
| Hawaii Community College | 54 | 43 | 43 | 13 | 22 | 32 | 67 | 65 | 75 |
| Honolulu Community College | 34 | 24 | 35 | 14 | 10 | 27 | 48 | 34 | 62 |
| Kapiolani Community College | 12 | 7 | 9 | 50 | 42 | 27 | 62 | 49 | 36 |
| Northern Marianas College | 11 | 20 | 43 | 18 | 23 | 35 | 29 | 43 | 78 |
| Palau Community College | 20 | 17 | 41 | 22 | 9 | 17 | 42 | 26 | 58 |
| University of Guam | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| University of Hawaii at Hilo | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |

Data source: IPEDS Data Center (May 2009)

Table 16 – Program Completers 4-year institutions (Completers within 150% of normal time)

| Institution Name | Grand Total Men | | | Grand Total Women | | | Grand Total | | |
|----------------------------------|-----------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|
| | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 |
| American Samoa Community College | Blank | 21 | 29 | Blank | 21 | 44 | Blank | 42 | 73 |
| College of Micronesia-FSM | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| College of the Marshall Islands | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Guam Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Hawaii Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Honolulu Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Kapiolani Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Northern Marianas College | 7 | 7 | 4 | 17 | 5 | 7 | 24 | 12 | 11 |
| Palau Community College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| University of Guam | 39 | 44 | 30 | 74 | 50 | 60 | 113 | 94 | 90 |
| University of Hawaii at Hilo | 37 | 61 | 38 | 77 | 84 | 93 | 114 | 145 | 131 |

Data Sources: IPEDS Data Center (May 2009)

Table 17 - Program Completers 2 yr Institutions (Degree/certificate-seeking students Completers within 150% of normal time)

| Institution Name | Grand Total Men | | | Grand Total Women | | | Grand Total | | |
|----------------------------------|-----------------|-------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|
| | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 | AY2005-2006 | AY2006-2007 | AY2007-2008 |
| American Samoa Community College | 29 | Blank | Blank | 38 | Blank | Blank | 67 | Blank | Blank |
| College of Micronesia-FSM | 59 | 40 | 13 | 26 | 29 | 52 | 85 | 69 | 65 |
| College of the Marshall Islands | 6 | 2 | 5 | 6 | 3 | 3 | 12 | 5 | 8 |
| Guam Community College | 92 | 1 | 1 | 42 | 6 | 6 | 134 | 7 | 7 |
| Hawaii Community College | 44 | 46 | 34 | 33 | 20 | 20 | 77 | 66 | 54 |
| Honolulu Community College | 26 | 31 | 36 | 17 | 22 | 22 | 43 | 53 | 58 |
| Kapiolani Community College | 19 | 26 | 32 | 36 | 41 | 54 | 55 | 67 | 86 |
| Northern Marianas College | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| Palau Community College | 12 | 15 | 9 | 18 | 5 | 2 | 30 | 20 | 11 |
| University of Guam | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |
| University of Hawaii at Hilo | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank | Blank |

Data Sources: IPEDS Data Center (May 2009)

Tables 18 – 21: Staffing Information

Table 18 - Average Salary Full Time Instructional Staff 9-month Equated Contract

| Institution Name | SAL | SAL | SAL | SAL | SAL | SAL | SAL | SAL | SAL |
|----------------------------------|-------------|-------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | 2005 Men | 2006 Men | 2007 Men | 2005 Women | 2006 Women | 2007 Women | 2005 Total | 2006 Total | 2007 Total |
| American Samoa Community College | 27584 | 30399 | 28670 | 28186 | 26153 | 27401 | 27874 | 28461 | 28097 |
| College of Micronesia-FSM | 20868 | 21812 | 22152 | 21049 | 20557 | 21203 | 20925 | 21373 | 21799 |
| College of the Marshall Islands | 26106 | 27397 | 27815 | 25696 | 26979 | 24484 | 25926 | 27188 | 26111 |
| Guam Community College | 44739 | 43378 | 46418 | 47472 | 47731 | 48873 | 46143 | 45555 | 47659 |
| Hawaii Community College | 57103 | 58784 | 61477 | 54242 | 56638 | 63493 | 55593 | 57637 | 62510 |
| Honolulu Community College | 57967 | 58269 | 61471 | 54463 | 57511 | 61817 | 56585 | 58001 | 61588 |
| Kapiolani Community College | 53835 | 56653 | 60555 | 52005 | 55617 | 60661 | 52874 | 56111 | 60610 |
| Northern Marianas College | 42045 | 41492 | 41693 | 39856 | 40795 | 41471 | 41126 | 41193 | 41598 |
| Palau Community College | Blank | 13381 | 13381 | Blank | 16911 | 16911 | Blank | 14950 | 14950 |
| University of Guam | 57315 | 60684 | 63973 | 52210 | 53096 | 53450 | 55375 | 57762 | 59684 |
| University of Hawaii at Hilo | 59708 | 62024 | 69403 | 52855 | 55073 | 63044 | 57004 | 59193 | 66735 |

Data Sources: IPEDS Data Center (May 2009)

Table 19 - Number of Instructional Staff (faculty)

| Institution Name | Full Time Instructional Staff | | | | | | Full and Part Time Total | | |
|---------------------------------|----------------------------------|--------------------|--------------------|----------------------|----------------------|----------------------|--------------------------|----------------|----------------|
| | SAL 2005 Men | SAL 2006 Men | SAL 2007 Men | SAL 2005 Women | SAL 2006 Women | SAL 2007 Women | S2005 Total | S2006 Total | S2007 Total |
| | American Samoa Community College | 29 | 25 | 34 | 56 | 46 | 62 | 244 | 261 |
| College of Micronesia-FSM | 70 | 65 | 69 | 102 | 100 | 110 | 340 | 349 | 373 |
| College of the Marshall Islands | 23 | 20 | 21 | 41 | 40 | 43 | 136 | 154 | 150 |
| Guam Community College | 36 | 36 | 43 | 74 | 72 | 87 | 258 | Blank | 261 |
| Hawaii Community College | 34 | 34 | 39 | 72 | 73 | 80 | 238 | Blank | 259 |
| Honolulu Community College | 66 | 75 | 86 | 109 | 116 | 130 | 358 | Blank | 380 |
| Kapiolani Community College | 95 | 92 | 97 | 200 | 193 | 202 | 522 | Blank | 529 |
| Northern Marianas College | 29 | 24 | 20 | 50 | 42 | 35 | 213 | 190 | 183 |
| Palau Community College | Blank | 20 | 20 | Blank | 36 | 36 | 171 | 153 | 153 |
| University of Guam | 106 | 107 | 109 | 171 | 174 | 184 | 715 | Blank | 766 |
| University of Hawaii at Hilo | 112 | 115 | 119 | 185 | 194 | 205 | 536 | Blank | 598 |

Data Sources: IPEDS Data Center (May 2009)

Table 20 – Grade totals Full and Part Time Staff (clerical/secretarial, executive/administrative/managerial, instruction/research/public service, technical & paraprofessional)

| Institution Name | Clerical & Secretarial | | | Executive/Administrative & Managerial | | | Instruction/Research/Public Service | | |
|----------------------------------|------------------------|-------|-------|---------------------------------------|-------|-------|-------------------------------------|-------|-------|
| | S2005 | S2006 | S2007 | S2005 | S2006 | S2007 | S2005 | S2006 | S2007 |
| American Samoa Community College | 36 | 42 | 37 | 23 | 36 | 26 | 105 | 84 | 119 |
| College of Micronesia-FSM | 67 | 80 | 87 | 42 | 45 | 41 | 105 | 103 | 113 |
| College of the Marshall Islands | 13 | 16 | 15 | 18 | 22 | 27 | 57 | 66 | 60 |
| Guam Community College | 38 | Blank | 38 | 24 | Blank | 18 | 120 | Blank | 137 |
| Hawaii Community College | 30 | Blank | 32 | 7 | Blank | 7 | 159 | Blank | 160 |
| Honolulu Community College | 44 | Blank | 45 | 9 | Blank | 10 | 187 | Blank | 190 |
| Kapiolani Community College | 59 | Blank | 60 | 8 | Blank | 7 | 344 | Blank | 333 |
| Northern Marianas College | 53 | 50 | 44 | 25 | 19 | 18 | 101 | 87 | 83 |
| Palau Community College | 17 | 14 | 14 | 23 | 16 | 16 | 59 | 54 | 54 |
| University of Guam | 144 | Blank | 136 | 48 | Blank | 34 | 220 | Blank | 282 |
| University of Hawaii at Hilo | 75 | Blank | 91 | 16 | Blank | 18 | 280 | Blank | 283 |
| Technical and Paraprofessional | | | | | | | | | |
| Institution Name | S2005 | S2006 | S2007 | | | | | | |
| American Samoa Community College | 4 | 11 | 31 | | | | | | |
| College of Micronesia-FSM | Blank | Blank | Blank | | | | | | |
| College of the Marshall Islands | 12 | 12 | 16 | | | | | | |
| Guam Community College | 9 | Blank | 7 | | | | | | |
| Hawaii Community College | 1 | Blank | 5 | | | | | | |
| Honolulu Community College | 8 | Blank | 7 | | | | | | |
| Kapiolani Community College | 9 | Blank | 8 | | | | | | |
| Northern Marianas College | 5 | 3 | 4 | | | | | | |
| Palau Community College | 21 | 27 | 27 | | | | | | |
| University of Guam | 164 | Blank | 184 | | | | | | |
| University of Hawaii at Hilo | 10 | Blank | 11 | | | | | | |

Data Sources: IPEDS Data Center (May 2009)

Table 21 - Full Time Equivalence (FTE) Instruction/Research & Public Service and Total Staff

| Institution Name | Instruction/Research & Public Service FTE | | | Total FTE Staff | | |
|----------------------------------|---|-------------|-------------|-----------------|----------------|-------------|
| | DFR 2005 | DRV HR 2006 | DRV HR 2007 | DFR 2005 | DFR 2006 HR | DRV HR 2007 |
| American Samoa Community College | 86 | 70 | 97 | 209 | 224 | 254 |
| College of Micronesia-FSM | 105 | 103 | 113 | 340 | 349 | 373 |
| College of the Marshall Islands | 51 | 54 | 52 | 130 | 139 | 141 |
| Guam Community College | 89 | 88 | 104 | 227 | 226 | 228 |
| Hawaii Community College | 101 | 101 | 107 | 179 | 190 | 204 |
| Honolulu Community College | 135 | 143 | 150 | 304 | 320 | 338 |
| Kapiolani Community College | 248 | 241 | 246 | 422 | 428 | 438 |
| Northern Marianas College | 78 | 68 | 60 | 190 | 171 | 160 |
| Palau Community College | 42 | 44 | 44 | 138 | 130 | 130 |
| University of Guam | 187 | 199 | 217 | 601 | 637 | 624 |
| University of Hawaii at Hilo | 217 | 224 | 231 | 467 | 492 | 542 |

Data Sources: IPEDS Data Center (May 2009)

Tables 22 – 25: Financial Information

Table 22 - Financial – Federal Operating Grants & Contracts, Local Appropriations, and Local/Private Operating Grants & Contracts

| Institution Name | Federal Operating Grants and Contracts | | | Local Appropriation, Taxes, Similar Support | | | Local/Private Operating Grants & Contracts | | |
|----------------------------------|--|------------|------------|---|------------|------------|--|---------|---------|
| | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 |
| American Samoa Community College | 3,756,847 | 4,961,479 | 5,833,626 | 0 | 0 | 0 | 0 | 0 | 0 |
| College of Micronesia-FSM | 10,409,581 | 10,758,893 | 3,063,232 | 0 | 0 | 0 | 0 | 0 | 0 |
| College of the Marshall Islands | 2,865,945 | 3,251,246 | 0 | 2,000,000 | 0 | 0 | 78,789 | 85,043 | 43,175 |
| Guam Community College | 0 | 0 | 0 | 13,827,033 | 14,221,295 | 15,213,588 | 1,311,007 | 485,458 | 307,685 |
| Hawaii Community College | 4,807,127 | 4,390,853 | 2,786,505 | 0 | 0 | 0 | 0 | 0 | 4,863 |
| Honolulu Community College | 2,778,362 | 2,771,095 | 1,868,409 | 0 | 0 | 0 | 119,858 | 123,693 | 102,582 |
| Kapiolani Community College | 4,652,930 | 5,291,271 | 3,180,227 | 0 | 0 | 0 | 173,765 | 461,137 | 526,987 |
| Northern Marianas College | 5,249,841 | 5,478,718 | 6,123,662 | 0 | 0 | 0 | 0 | 0 | 0 |
| Palau Community College | 3,595,841 | 3,061,096 | 1,200,677 | 0 | 0 | 0 | 390,678 | 326,641 | 338,397 |
| University of Guam | 24,759,859 | 25,268,268 | 25,913,356 | 0 | 0 | 0 | 717,510 | 629,093 | 891,858 |
| University of Hawaii at Hilo | 17,688,906 | 19,178,976 | 15,558,915 | 0 | 0 | 0 | 388,198 | 437,510 | 447,252 |

Data Sources: IPEDS Data Center (May 2009)

Table 23 - Financial State Appropriations, State Operating Grants & Contracts and Total Non-operating Revenue

| Institution Name | State Appropriations | | | State Operating Grants & Contracts | | | Total Non-operating Revenue | | |
|----------------------------------|----------------------|------------|------------|------------------------------------|-----------|-----------|-----------------------------|------------|------------|
| | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 |
| American Samoa Community College | 0 | 0 | 0 | 0 | 0 | 0 | 4,370,094 | 3,804,031 | 8,052,275 |
| College of Micronesia-FSM | 0 | 0 | 0 | 121,412 | 0 | 0 | 5,138,464 | 5,580,817 | 12,900,143 |
| College of the Marshall Islands | 0 | 1,988,000 | 1,988,000 | 0 | 0 | 0 | 3,258,237 | 3,248,424 | 6,246,737 |
| Guam Community College | 0 | 0 | 0 | 0 | 0 | 0 | 18,056,843 | 18,523,919 | 20,803,865 |
| Hawaii Community College | 7,929,657 | 12,595,905 | 14,167,367 | 0 | 0 | 0 | 10,589,487 | 15,776,519 | 20,061,902 |
| Honolulu Community College | 17,120,828 | 21,031,171 | 22,563,097 | 40,647 | 0 | 135,072 | 21,827,664 | 26,426,165 | 29,985,627 |
| Kapiolani Community College | 18,636,073 | 20,635,435 | 22,423,454 | 348,862 | 399,593 | 486,299 | 25,549,389 | 28,068,556 | 32,944,549 |
| Northern Marianas College | 7,269,776 | 5,948,258 | 5,869,463 | 0 | 0 | 0 | 7,494,732 | 6,460,059 | 7,825,886 |
| Palau Community College | 2,385,000 | 2,385,000 | 2,333,501 | 0 | 0 | 0 | 2,876,754 | 2,647,819 | 4,308,130 |
| University of Guam | 29,684,465 | 32,141,999 | 31,776,447 | 525,087 | 169,016 | 376,800 | 30,638,448 | 34,275,353 | 31,854,699 |
| University of Hawaii at Hilo | 25,003,774 | 30,419,589 | 34,282,725 | 1,044,452 | 1,360,194 | 1,903,362 | 32,587,315 | 39,180,272 | 49,021,360 |

Data Sources: IPEDS Data Center (May 2009)

Table 24 - Financial - Total Operating Revenues, Other Revenue and Tuition & Fees

| Institution Name | Total Operating Revenues | | | Total Other Revenues & Additions | | | Tuition & Fees After Deducting Discounts | | |
|----------------------------------|--------------------------|------------|------------|----------------------------------|------------|-----------|--|------------|------------|
| | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 | F0506 | F0607 | F0708 |
| American Samoa Community College | 5,345,495 | 6,833,816 | 8,521,119 | 0 | 0 | 0 | 1,334,285 | 1,607,161 | 2,379,110 |
| College of Micronesia-FSM | 12,871,179 | 13,025,437 | 5,346,187 | 0 | 0 | 0 | 511,994 | 539,616 | 626,456 |
| College of the Marshall Islands | 3,459,850 | 3,910,309 | 689,147 | 1,000,000 | 5,507,034 | 4,848,301 | 172,262 | 184,536 | 270,692 |
| Guam Community College | 7,295,845 | 5,634,298 | 6,668,502 | 0 | 0 | 0 | 2,764,582 | 3,105,694 | 4,647,435 |
| Hawaii Community College | 7,864,389 | 7,951,237 | 8,846,599 | 714,159 | 0 | 0 | 2,677,223 | 3,099,111 | 3,620,877 |
| Honolulu Community College | 9,679,760 | 10,131,921 | 10,250,566 | 42,000 | 88,000 | 23,188 | 4,414,084 | 4,731,388 | 5,239,204 |
| Kapiolani Community College | 22,064,735 | 25,063,053 | 25,026,854 | 0 | 125,352 | 252,258 | 12,257,137 | 13,922,864 | 15,173,030 |
| Northern Marianas College | 8,722,278 | 7,063,936 | 7,336,171 | 0 | 0 | 850,000 | 1,108,029 | 1,325,650 | 908,648 |
| Palau Community College | 6,507,786 | 6,043,973 | 3,866,998 | 0 | 294,856 | 311,499 | 1,703,768 | 1,418,565 | 1,238,350 |
| University of Guam | 39,620,258 | 40,930,962 | 42,033,828 | 1,843,867 | 2,600 | 589,496 | 7,973,845 | 8,828,193 | 9,060,669 |
| University of Hawaii at Hilo | 33,381,038 | 38,931,918 | 40,600,661 | 29,190,476 | 25,438,643 | 8,954,711 | 8,666,764 | 10,349,825 | 14,033,019 |

Data Sources: IPEDS Data Center (May 2009)

Table 25 - Grand Totals Full & Part Time Staff (Other professional, service/maintenance, skilled crafts)

| Institution Name | Other Professional | | | Service/Maintenance | | | Skilled Crafts | | |
|----------------------------------|--------------------|-------|-------|---------------------|-------|-------|----------------|-------|-------|
| | S2005 | S2006 | S2007 | S2005 | S2006 | S2007 | S2005 | S2006 | S2007 |
| American Samoa Community College | 34 | 53 | 50 | 33 | 34 | 29 | 9 | 1 | 10 |
| College of Micronesia-FSM | 92 | 91 | 102 | 34 | 30 | 30 | Blank | Blank | Blank |
| College of the Marshall Islands | 10 | 12 | 9 | 23 | 23 | 20 | 3 | 3 | 3 |
| Guam Community College | 58 | Blank | 51 | 9 | Blank | 10 | Blank | Blank | Blank |
| Hawaii Community College | 40 | Blank | 54 | 1 | Blank | 1 | Blank | Blank | Blank |
| Honolulu Community College | 79 | Blank | 97 | 29 | Blank | 28 | 2 | Blank | 3 |
| Kapiolani Community College | 71 | Blank | 88 | 30 | Blank | 32 | 1 | Blank | 1 |
| Northern Marianas College | 27 | 29 | 32 | 2 | 2 | 2 | Blank | Blank | Blank |
| Palau Community College | 31 | 17 | 17 | 18 | 25 | 25 | 2 | Blank | Blank |
| University of Guam | 85 | Blank | 80 | 45 | Blank | 38 | 9 | Blank | 12 |
| University of Hawaii at Hilo | 112 | Blank | 146 | 42 | Blank | 48 | 1 | Blank | 1 |

Data Sources: IPEDS Data Center (May 2009)

Appendix

Appendix A - PPEC Listing of Institutions and Contact Information

| PPEC MEMBERSHIP LISTING (updated October 1, 2009) | |
|---|--|
| <p>AMERICAN SAMOA COMMUNITY COLLEGE (2-yr) Dr. Seth Galea'i President American Samoa Community College P.O. Box 2609 Pago Pago, American Samoa 96799 TEL: 684-699-9155 CELL: 684-770-1122 FAX: 684-699-6259 EMAIL: s.galeai@amsamoa.edu</p> | <p>NORTHERN MARIANAS COLLEGE (2-yr & 4-yr Elem Ed) Dr. Carmen Fernandez President Northern Marianas College P.O. Box 501250 CK Saipan, MP 96950 TEL: 670-234-5498 ext. 1000 CELL: 670-483-1662 FAX: 670-234-1270 EMAIL: carmen_fernandez@hotmail.com; carmen@nmcnet.edu</p> |
| <p>COLLEGE OF THE MARSHALL ISLANDS (2-yr) Dr. Wilson Hess President College of the Marshall Islands P.O. Box 1258 Majuro, Marshall Islands 96960 TEL: 692-625-3394 FAX: 692-625-7203 EMAIL: wghess@cmi.edu; wghess@pivot.net</p> | <p>UNIVERSITY OF GUAM (4-yr, graduate) Dr. Robert A. Underwood President University of Guam UOG Station Mangilao, GU 96923 TEL: 671-735-2990 CELL: FAX: 671-734-2290 EMAIL: raunderwood@uguam.uog.edu</p> |
| <p>COLLEGE OF MICRONESIA – FSM (2-yr & 4-yr Elem Ed) Mr. Spensin James President College of Micronesia – FSM P.O. Box 159 Palikir, Pohnpei State, FSM 96941 TEL: 691-320-2480 FAX: 691-320-2479 EMAIL: sjames@comfsm.fm; presoffice@comfsm.fm</p> | <p>UNIVERSITY OF HAWAI'I SYSTEM (2-yr, 4-yr, graduate) Dr. Peter Quigley Associate Vice President for Academic Affairs 2327 Dole Street Honolulu, HI 96822 TEL: 808-956-3869 FAX: 808-956-3763 EMAIL: quigleyp@hawaii.edu</p> |
| <p>PALAU COMMUNITY COLLEGE (2-yr) Dr. Patrick U. Tellei President Palau Community College P.O. Box 9 Koror, PW 96940 TEL: 680-488-1669 FAX: 680-488-2447 EMAIL: tellei@palau.edu</p> | <p>HONOLULU COMMUNITY COLLEGE (2-yr) Mr. Michael Rota Chancellor Honolulu Community College 874 Dillingham Blvd. Honolulu, HI 96817 TEL: 808-845-9135 FAX: 808-845-9173 EMAIL: mrota@hawaii.edu</p> |
| <p>GUAM COMMUNITY COLLEGE (2-yr) Dr. Mary A.Y. Okada</p> | <p>KAPI'OLANI COMMUNITY COLLEGE (2-yr) Dr. Leon Richards</p> |

| | |
|---|---|
| <p>President Guam Community College P.O. Box 23069 GMF Barrigada, Guam 96921 TEL: 671-735-5700 CELL: 671-777-3216 FAX: 671-734-1003 EMAIL: mary.okada@guamcc.net</p> | <p>Chancellor Kapi'olani Community College 4303 Diamond Head Road Honolulu, HI 96816 TEL: 808-734-9111 FAX: 808-734-9162 EMAIL: lr24@hawaii.edu</p> |
| <p>HAWAII' I COMMUNITY COLLEGE (2-yr) Dr. Rockne Freitas Chancellor 200 W. Kawili St. Hilo, HI 96720 TEL: 808-974-7659 CELL: 808-756-4686 FAX: 808-974-7692 EMAIL: rfreitas@hawaii.edu</p> | <p>UNIVERSITY OF HAWAII AT HILO (4-yr, grad, doctorate) Dr. Rose Y. Tseng Chancellor 200 W. Kawili St. Hilo, HI 96720 TEL: 808-974-7444 FAX: 808-933-3304 EMAIL: rtseng@hawaii.edu</p> |
| <p>PACIFIC POSTSECONDARY EDUCATION COUNCIL Mr. Larry Gamboa Project Director P.O. Box 5304 UOG Station Mangilao, GU 96923 CELL: 509-499-7445 EMAIL: pacificpec@gmail.com <i>as of November 27, 2009</i></p> | |

Appendix B – PPEC Listing of Institutional Researchers

| PPEC INSTITUTIONAL RESEARCHERS | |
|---|---|
| <p>AMERICAN SAMOA COMMUNITY COLLEGE (2-yr) Ms. Rosevonne Pato Director, Institutional Effectiveness American Samoa Community College P.O. Box 2609 Pago Pago, American Samoa 96799 TEL: 684-699-7834 FAX: 684-699-5803 EMAIL: r.pato@amsamoa.edu</p> | <p>NORTHERN MARIANAS COLLEGE (2-yr & 4-yr Elem Ed) Ms. Lisa Hacskaylo Institutional Researcher Northern Marianas College P.O. Box 501250 CK Saipan, MP 96950 TEL: 670-234-5498 ext. 1029 FAX: 670-234-0759 EMAIL: lisah@nmcnet.edu</p> |
| <p>COLLEGE OF THE MARSHALL ISLANDS (2-yr) Peter Cammish Director of Institutional Research and Assessment College of the Marshall Islands P.O. Box 1258 Majuro, Marshall Islands 96960 TEL: 692-625-3394 x2268 FAX: 692-625-7203 EMAIL: pcammish@cmi.edu</p> | <p>UNIVERSITY OF GUAM (4-yr, graduate) Ms. Deborah (Dee) Leon Guerrero Director of Academic Assessment & Institutional Research University of Guam UOG Station Mangilao, GU 96923 TEL: 671-735-2990 FAX: 671-734-3636 EMAIL: Deborah@uquam.uog.edu</p> |
| <p>COLLEGE OF MICRONESIA – FSM (2-yr & 4-yr Elem Ed) Mr. Jimmy Hicks Director, Institutional Research and Planning College of Micronesia – FSM P.O. Box 159 Palikir, Pohnpei State, FSM 96941 TEL: 691-320-2480 ext. 119 FAX: 691-320-2479 EMAIL: jhicks@comfsm.fm; jhicks1033@yahoo.com</p> | <p>UNIVERSITY OF HAWAII’I COMMUNITY COLLEGE SYSTEM (2-yr, 4-yr, graduate) Ms. Cheryl Chappell-Long Director, Academic Planning, Assessment, and Policy Analysis 2327 Dole Street Honolulu, HI 96822 TEL: 808-956-4561 FAX: 808-956-3763 EMAIL: cchappel@hawaii.edu</p> |
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|---|---|
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| <p>HAWAII' COMMUNITY COLLEGE (2-yr) Mr. Shawn Flood Institutional Analyst 200 W. Kawili St. Hilo, HI 96720 TEL: 808-974-7512 FAX: 808-974-7755 EMAIL: sgflood@hawaii.edu</p> | <p>UNIVERSITY OF HAWAII' AT HILO Mr. Brendan Hennessey Institutional Research Analyst 200 W. Kawili St. Hilo, HI 96720 TEL: 808-974-7333 FAX: 808-974-7622 EMAIL: brendanh@hawaii.edu</p> |
| <p>PACIFIC POSTSECONDARY EDUCATION COUNCIL Mr. Larry Gamboa Project Director TEL: 509-499-7445 (WA state cell) EMAIL: pacificpec@gmail.com</p> | |
| <p style="background-color: #f4a460; height: 10px;"></p> | |

Updated on November 04, 2009

Appendix C - Pacific Postsecondary Web Links

| Institution Name | url | Mission Statement | History | Catalog | Factbook |
|---|--|---|---|---|--|
| American Samoa Community College | www.amsamoa.edu | page 3: http://www.amsamoa.edu/ASC%20CATALOG%202008-2010.pdf | http://www.amsamoa.edu/about.htm | www.amsamoa.edu/catalog.htm | |
| College of Micronesia-FSM | www.comfsm.fm | http://www.comfsm.fm/mision.html | http://www.comfsm.fm/catalog/2009_2011/05%20GeneralInfo.pdf | http://www.comfsm.fm/publications/index.html | http://www.comfsm.fm/national/administration/VPA/researchdocs/assessment.html http://www.comfsm.fm/national/administration/VPA/researchdocs/irpo.html |
| College of the Marshall Islands | www.cmi.edu | http://www.cmi.edu/our_college/mission.html | http://www.cmi.edu/our_college/history.html | | http://www.cmi.edu/research_and_planning/formal_reports.html http://www.cmi.edu/research_and_planning/institutional_data.html |
| Guam Community College | www.guamcc.edu | http://www.guamcc.edu/index.php?option=com_content&task=view&id=125&Itemid=271 | http://www.guamcc.edu/index.php?option=com_content&task=view&id=122&Itemid=267 | http://www.guamcc.edu/index.php?option=com_content&task=view&id=277&Itemid=462 | http://www.guamcc.edu/index.php?option=com_content&task=view&id=123&Itemid=269 |
| Hawaii Community College | www.hawaii.hawaii.edu | http://www.hawaii.hawaii.edu/abouthawcc/thecollege.html | http://www.hawaii.hawaii.edu/abouthawcc/thecollege.html | http://www.hawaii.hawaii.edu/learningresources/catalog.html | http://www.hawaii.edu/iro/ http://www.hawaii.edu/campus/hawaii.html |

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|-------------------------------------|--|---|---|---|---|
| Honolulu Community College | www.honolulu.hawaii.edu | http://honolulu.hawaii.edu/about/mission.html | http://honolulu.hawaii.edu/about/history.html | http://honolulu.hawaii.edu/catalog/index.html | http://www.hawaii.edu/iro/ |
| Kapiolani Community College | www.kapiolani.hawaii.edu/page/home | http://www.kapiolani.hawaii.edu/object/kccmissionstatement.html | http://www.kapiolani.hawaii.edu/object/kcchistory.html | http://www.kapiolani.hawaii.edu/page/catalog | http://www.hawaii.edu/campuses/kapiolani.html |
| Northern Marianas College | www.nmcnet.edu/ | http://www.nmcnet.edu/content.php?id=5&cat=91 | http://www.nmcnet.edu/content.php?id=5&cat=101 | http://www.nmcnet.edu/content.php?id=364 | |
| Palau Community College | www.palau.edu | http://www.palau.edu/aboutpcc.htm | http://www.palau.edu/aboutpcc.htm | http://www.palau.edu/academic/pcccatalog0812.doc | |
| University of Guam | www.uog.edu | http://www.uog.edu/dynamicdata/AboutUOGMissionStatement.aspx?siteid=1&p=489 | http://www.uog.edu/dynamicdata/HistoryofUOG.aspx?siteid=1&p=25 | http://www.uog.edu/dynamicdata/UOGPublications.aspx?siteid=1&p=310 | http://www.uog.edu/dynamicdata/SeniorVicePresidentInstitutionalResearcher.aspx?siteid=1&p=62 |
| University of Hawaii at Hilo | www.uhh.hawaii.edu/ | http://www.uhh.hawaii.edu/catalog/mission.html | http://www.uhh.hawaii.edu/catalog/general-information.html | http://www.uhh.hawaii.edu/catalog/ | http://www.uhh.hawaii.edu/uhh/iro/ |

Appendix D – Population, Economic, Labor Force and Employment Statistics for Insular Areas

| | American Samoa | | Guam | | Mariana Islands | | RMI | | FSM | | Palau | |
|--|----------------|----------|------|----------|-----------------|------------|------|---------|------|----------|-------|----------|
| Summary Statistics | Year | Value | Year | Value | Year | Value | Year | Value | Year | Value | Year | Value |
| Population | 2004 | 59,902 | 2004 | 166,090 | 2004 | 78,252 | 2004 | 57,738 | 2004 | 108,155 | 2004 | 20,016 |
| Median Age | 2000 | 21.3 | 2000 | 27.4 | 2000 | 28.7 | 1999 | 17.8 | 2000 | 18.9 | 2000 | 30.8 |
| Average Household Size | 2000 | 6.05 | 2000 | 3.89 | 2000 | 3.66 | 1999 | 7.8 | 2000 | 6.7 | 2000 | 4.63 |
| Median household income | 2000 | \$18,219 | 2000 | \$39,317 | 2000 | \$22,898 | 1999 | \$6,840 | 2000 | \$4,618 | 2000 | \$13,421 |
| Per Capita Income | 2000 | \$4,357 | 2000 | \$12,722 | 2000 | \$9,151 | 1999 | \$2,281 | 2000 | \$3,943 | 2000 | \$4,092 |
| Nominal GDP (millions) | N/A | N/A | 2001 | 2,772.80 | N/A | N/A | 2001 | \$99.20 | 2000 | \$230.10 | 2001 | \$118.50 |
| Gross business receipts (millions) | N/A | N/A | 2000 | 3,677.80 | 2001 | \$2,211.20 | N/A | N/A | 1998 | \$300.40 | N/A | N/A |
| Imports (millions) | 2001 | \$231 | 2001 | \$34.60 | 2001 | \$214.40 | 2000 | \$54.70 | 1997 | \$82.50 | 2003 | \$96.70 |
| Exports (millions) | 2001 | \$317 | 2001 | \$60.80 | N/A | N/A | 2000 | \$9.10 | 1997 | \$8.00 | 2003 | \$20.30 |
| Inflation rate (annual average) | N/A | N/A | N/A | N/A | 2000 | -0.8 | 2001 | 1.75 | 2001 | 2 | N/A | N/A |
| Civilian labor force | 2000 | 17,627 | 2002 | 62,050 | 2000 | 44,465 | 2000 | 14,677 | 2000 | 37,414 | 2000 | 9,607 |
| Employed | 2000 | 16,718 | 2002 | 54,980 | 2000 | 42,753 | 2000 | 10,141 | 2000 | 29,175 | 2000 | 9,383 |
| Unemployed | 2000 | 909 | 2002 | 7,070 | 2000 | 1,712 | 2000 | 4,536 | 2000 | 8,239 | 2000 | 224 |
| Unemployment rate | 2000 | 5.2 | 2002 | 11.4 | 2001 | 3.9 | 2000 | 30.9 | 2000 | 22 | 2000 | 2.3 |
| Visitor Arrivals (thousands, all categories) | 2001 | 88.6 | 2002 | 857 | 2001 | 497.6 | 2001 | 5.4 | 2000 | 15.7 | 2003 | 68.3 |

Source: Insular Areas Statistical Enhancement Program, U.S. Department of Labor, Office of Insular Affairs

Appendix E – Unique Challenges Facing PPEC Institutions

(from Enhancing and Sustaining Higher Education Quality in the Pacific: Challenges Facing Institutions Seeking to Acquire and maintain WASC – Accreditation by Barbara Beno, President of the Accrediting Commission for Community and Junior Colleges (ACCJC) and Commissioners Susan Moses, Michael Rota and Floyd Takeuchi)

Challenges are organized into eight categories:

▪ **Geography as a barrier**

Pacific institutions are geographically isolated from one another and from the mainstream of emerging American higher education practice, and have few opportunities for exchange of ideas and practice. This isolation impacts the ability for professional exchanges with faculty, staff and administrators from other accredited institutions and learning from best practices.

Opportunities for additional formal education after employment are limited and expensive including distance learning degrees in higher education that address regional needs are limited.

Challenges are to increase opportunities for workshops and conferences that provided professional development, leadership development and sharing of best practices from within the region as well as from the rest of the U.S. higher education community. Best practices typically evolve from the dialogue *across* campuses that development from professional associations. There is a need **to for** creating *regional conferences* and workshops and increasing the ability for faculty, staff and administrators to participate in important professional development activities on the mainland and with other WASC region institutions.

Comment [IT4]: Please revise

Comment [IT5]: Which to use "to" or "for"

Pacific intuitions lack broadband internet access at a reasonable cost to share curricula, instruction and the ability to communicate in real time. High cost and low bandwidth hamper the region's ability to effectively use the internet to offset geographic isolation.

▪ **Evolving definitions of good practice that raise requirements for accreditation**

Pacific island institutions need to develop capacity to address evolving higher education institutional practices, particularly around teaching and learning, but also around administrative theory and organizational management, business practices, student development, etc. to keep pace with evolving practices reflected in the Standards of Accreditation. This capacity is often developed through post-baccalaureate, degree-oriented education; professional and staff development workshops and conferences; involvement in specially funded research and praxis projects with other institutions; and ongoing high quality institutional research. Pacific island institutions need to develop strategies for systematically engaging in and learning from the evolving practices of higher education if they are to remain able to meet accreditation standards.

- **Inappropriate local government control or influence**

Accreditation standards call for each college to have an independent governing board that is responsible for:

- establishing policies to assure the quality, integrity, and effectiveness of the student learning programs and services;
- the financial stability of the institution;
- adhering to a clearly defined policy for selecting and evaluating the chief administrator for the college; and
- reflecting the public interest in its activities.

It appears to the Accrediting Commission that with frequent changes in local government leadership, higher education leaders have to frequently defend their institutions from external attempts to redirect internal operations, staffing, and finances. Pacific island institutions need to develop and implement institutionalized policies and practices that serve as a barrier to inappropriate external intrusion.

The Pacific institutions would benefit from regionally developed and delivered workshops for local government officials that clarify the required independence of colleges as well as their mission and benefits to the communities they serve.

The laws in the respective island entities that established the authority of the boards of each Pacific institution clearly delineated the roles and responsibilities of the respective boards. However, these laws are frequently ignored by the government. The institutions would benefit from on-going training and development of governing board members. Accreditation standards require the governing board to ensure the integrity of the institution, yet many board members need training to help them develop the ability to maintain the institution's freedom from undue governmental interference.

- **Institutional governance issues;**

Too frequently, accreditation teams find that the governing boards of Pacific institutions become inappropriately involved in administrative and management tasks. We believe that these difficulties again stem from the governing board member's lack of access to regular board training and development opportunities, and to boards' needs to develop clear policies that establish institutional governance autonomy. Additionally, college presidents need regular training to help them be appropriately confident in helping the board to distinguish its role from that of the president.

Pacific institutions need to provide regular training to new and continuing board members and to college presidents to enhance their ability to fulfill their respective responsibilities in accordance with accreditation standards. Board members would benefit from regular exchanges with board members from other institutions, as well as from training that illustrates the distinctive roles of board members versus presidents and administrative staff.

- **Inadequate development for institutional leaders and potential leaders**

All higher education institutions face a challenge of providing professional development and training to current institutional leaders to help them better lead the institution, as well as the

challenge of developing potential leaders who may assume increasingly senior posts at the institution.

Leadership and staff development training are essential to the future vitality of the Pacific institutions. An on-going, region-wide program of leadership training, built around a common set of best practice principles, will provide a network of educational professionals from all segments of higher education. Regional chapters of selected professional associations should also be established. The Community College Leadership Development Initiative, founded by leaders of the ACCJC, should be engaged to develop leadership training programs that are specific to the needs of Pacific institutions but which also bring to the region some of the excellent practices and knowledge developed on the mainland.

- **Inadequate levels of public support**

Five of the six Pacific island colleges accredited by the ACCJC are the only public institutions of higher education in their respective entities. All six operate in environments where the college faculty and administrators are likely to be among the most highly educated persons in the community, and where the general public's understanding of what is needed to support educational excellence is limited by their own lack of experience in an accredited higher education institution. In the absence of many alternatives for their students, the communities do not have a means of comparing the outcomes of the education programs offered by the Pacific institutions with those of other institutions. Most individuals within the local communities appear to be appreciative of the colleges and generally supportive, but it is not clear that they have set well-developed expectations for the student outcomes of the education system. Even more challenging, the public constituencies of some colleges do not always understand and value the contribution that the college makes to local society. The lack of involvement and support for institutional excellence contributes at times to the lack of local government support, monetary and political, necessary for educational excellence.

In the U.S., there is a demonstrable connection between a person's level of educational achievement, the likelihood of employment, and level of annual and lifetime income. Unfortunately, except in a few selected areas, it is not clear that the majority of the public in the Pacific islands yet sees direct connections between the efforts of the colleges to educate and train students and the economic and social development of their respective entities or the Pacific islands region. Indeed, in the absence of a growing economy, *there may be little connection* between the advancement of individuals through attainment of higher education and the social and economic development of nations. Nevertheless, education may be critical for the individual's economic advancement and ability to move to other locations where more jobs are available.

Without greater public knowledge about how colleges contribute to individual and social welfare, and without a widely-held public expectation that quality higher education be available in their communities, the Pacific institutions will continue to be challenged by insufficient public support in the form of funds for operations, accountability for governing boards, and expectations of educational excellence. There appear to be a number of Pacific institutions that do not yet have sufficient government support to remain qualified as

accredited institutions under American accreditation standards. Unless governments more fully understand accreditation standards and the requirements that their local institutions must meet to remain accredited, their continued accreditation will be at risk. The Pacific institutions need to provide more training and information to local governments and to the public about what is necessary to sustain an accredited higher education institution in the respective entities.

- **Under-prepared entering student**

Most colleges accredited by the ACCJC provide “open access” to students and do not have entrance screens such as SAT score or a high secondary school grade point average. In that regard, they are “open access” institutions committed to serving all who do enter, and limiting their requirement to some sense of “who can benefit.” Public community colleges tend to view their mission as including that of providing students with a “second chance” at higher education, and commit to offer remedial/developmental courses for those who are not yet ready for college. The provision of remedial/developmental courses and programs are the means by which institutions seek to ready students for *collegiate* educational experiences.

Like most accredited institutions, all of the Pacific institutions admit high school graduates of their own school systems who lack sufficient skills in English language, in reading, writing and computation to perform at the postsecondary level in college courses. To various degrees, the colleges have implemented remedial/developmental or pre-collegiate courses and student support programs. However, the degree of under-preparedness that Pacific institutions must address appears to be far greater than what one can expect to find in most mainland colleges. Pacific institutions must find a means to bring entering students with a wider range of educational preparation up to collegiate level in the amount of time that students will willingly spend in precollegiate courses and that student financial aid will fund. The lower the level of educational attainment of incoming college students, the more significant is this challenge. The skills of the exiting high school students, particularly those graduating from public high schools, are in some places quite low. In addition, data suggest that in some of the Pacific entities, a significant proportion of primary and secondary teachers lack associates or bachelors degrees themselves. Unless the local primary and secondary education systems improve the educational attainment of their high school graduates, the Pacific institutions will continue to place a high proportion of their effort and resources into remedial/developmental programs, and thus be unable to elevate the level of their collegiate curriculum to meet quality standards for higher education.

A major component of student under-preparedness is that indigenous languages other than English are widely practiced in each entity. In fact, in most Pacific island communities the formal medium of education up to grade four is in the local language or dialect. Since the colleges’ medium of instruction is English, nearly all their students are English as Second Language students with a wide spectrum of competence.

The Pacific island institutions must have adequate resources to offer a comprehensive set of remedial/developmental education instruction and related support services matched to the diverse needs of their entering students. These resources include staff expertise in assessment, research and pedagogy, assessment tools, research tools including adequate data systems and funding. Federal financial aid policy sets limits on the number of courses for which an individual is eligible to receive aid. Therefore, a significant number of students who need remedial/developmental instruction will exhaust their student aid prior to completing their degree requirements and are likely to drop-out. This is likely to create pressure for a quicker solution to meet students’ lack of preparation for collegiate

level work. The institutions must acquire additional local student financial aid support for those students whose academic preparation makes it unlikely that they can complete a degree or certificate in the time allowed by U.S. government financial aid policies.

The region would benefit if its faculty and staff were trained in and able to consistently use the best pedagogical strategies for remedial/developmental education. The Pacific island institutions need to assess the quality of their remedial/developmental and collegiate level programs in order to better articulate the pre-collegiate and collegiate level courses and programs. They also need to carefully assess skill levels of students entering collegiate courses as well as student progress through those programs. This assessment is essential to inform ongoing efforts to improve student learning and achievement – a key element in meeting accreditation standards.

English language training remains a challenge in the Pacific region. Many teachers of English lack certification as English language teachers, or lack training in the methodologies most effective for teaching English to non-native speakers (English as a foreign language instruction). Region-wide efforts are needed to identify and propagate English language instructional methods that are effective in non-English speaking primary and secondary school environments. College faculty need to be trained in language instruction and to help primary and secondary school teachers gain the required skills to raise the level of English language proficiency for high school graduates.

Finally, the institutions need to establish and maintain student performance standards for collegiate instruction that are consistent with the practices at other accredited U.S. colleges. Failing to establish and maintain appropriate collegiate standards will inevitably harm students' abilities to transfer to other colleges or pursue graduate education, to pass licensure examinations, or to perform adequately in their job and career.

- **Insufficient scale to permit effective and efficient operations**

The Pacific island institutions are modestly funded, and lack the economy of scale needed for efficient operations. In addition, their publics frequently expect that they operate at multiple sites due to their dispersed island geography. Colleges face severe challenges providing quality facilities and coordinated educational services with sites and students spread over hundreds or thousands of miles of ocean.

Given current enrollments many college off-campus sites do not enroll sufficient students to be an efficient use of college resources. Costs of higher education in the Pacific are high relative to mainland college costs for comparable numbers of students.

The Pacific institutions are challenged to provide for the full range of institutional activities, including instruction, student support services, professional develop for all staff, adequate and state of the art facilities and equipment, that are necessary to continue to meet accreditation standards