

University of Hawai'i at Mānoa

Faculty Survey on Facilities



Prepared by:
MKThink
January 2018

THiNK

**University of
Hawai'i at Mānoa**

**Faculty Survey on
Facilities**

January 2018

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all content is proprietary and confidential

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FACULTY SURVEY

SURVEY INTENT

A 21 question survey was sent to the University of Hawai'i faculty on May 1st, 2017 to provide the project team with a better understanding of faculty workspace and facility needs. The survey provided insight into how faculty currently work and how updated facilities can support their needs in the future. The survey was created by the project team with the help and support of UH Manoa faculty. 551 faculty responded to the survey as of 11/21/2017.

Survey participation spanned several colleges, departments, as well as faculty positions and seniority levels:

- 26 schools/colleges were represented by respondents, with the most responses from the College of Language, Linguistics & Literature, the College of Natural Sciences and the College of Arts and Humanities
- 169 departments were represented by respondents, with the most responses from the English Department, the Dean's Office, the History Department and the Geology & Geophysics Department

FINDINGS

Overall, faculty members spend a large portion of their time working either in their assigned workspace or at home. Research is the number one priority of faculty, followed by office hours/advising and teaching.

When considering future UH Manoa facilities, the top priority for faculty is access to private workspaces, natural light and ventilation, and top of the line information technology. Faculty expressed dissatisfaction with the technological effectiveness of meeting rooms, classrooms, and laboratories, and in the next 10 years, about 40% of respondents envision their use of other mobile devices, video conferencing services, and smart boards increasing.

Outdoor spaces and cafeterias were also rated as the most complementary building features for a future facility.

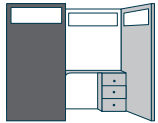
This report presents an analysis of all survey questions. Several survey questions allowed for comments, which can be found throughout the document. Additionally, an open-ended survey question was summarized on page 38 and these comments can be found in the Appendix section, starting on page 46.

EMERGING THEMES



1. MEETING/COLLABORATIVE SPACE

Collaborative spaces and meeting rooms emerged as a primary need for faculty members. Formal rooms such as meeting or conference rooms as well as collaborative spaces that encourage small group learning were determined to be among the most essential future workplace typologies. Additionally, faculty noted the importance of providing meeting spaces for graduate students seeking to meet and engage with faculty and students.



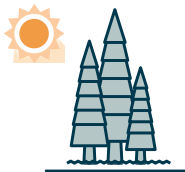
2. FACULTY, STUDENT SPACE LIMITED

The additional provision of faculty and student spaces were primary themes throughout. Specifically, this revolved around the need for collaboration among students, graduate students, researchers and faculty in offices as well as in library settings. Active learning spaces and multi-purposes spaces were also deemed important.



3. PHYSICAL ADJACENCY TO OTHER DEPARTMENTS

The provision of spaces to interact with other faculty members was listed as one of the top five priorities of faculty members. Limiting splits between departments and ensuring adjacencies exist between departments working in close collaboration was a primary concern among faculty. Additionally, the breadth of collaborations as evidenced across schools and colleges highlights the importance of physical proximity.



4. ROOM ENVIRONMENTAL QUALITY ESSENTIAL

Access to natural light and ventilation was the second highest priority among faculty, as corroborated by the recurrent requests for alternative air-conditioning systems. Additionally, the need for green spaces, open-air walkways, and landscaped areas emerged as ways to improve the work environment and better align with Hawaiian climate and culture.



5. TECHNOLOGY ADVANCEMENTS

The need for improved technological effectiveness emerged as a primary concern in meeting rooms, classrooms, and laboratories. Over the next 10 years, faculty believe they will increasingly use other mobile devices, video conferencing services and smart boards, partially to prepare for more remote-teaching set-ups.

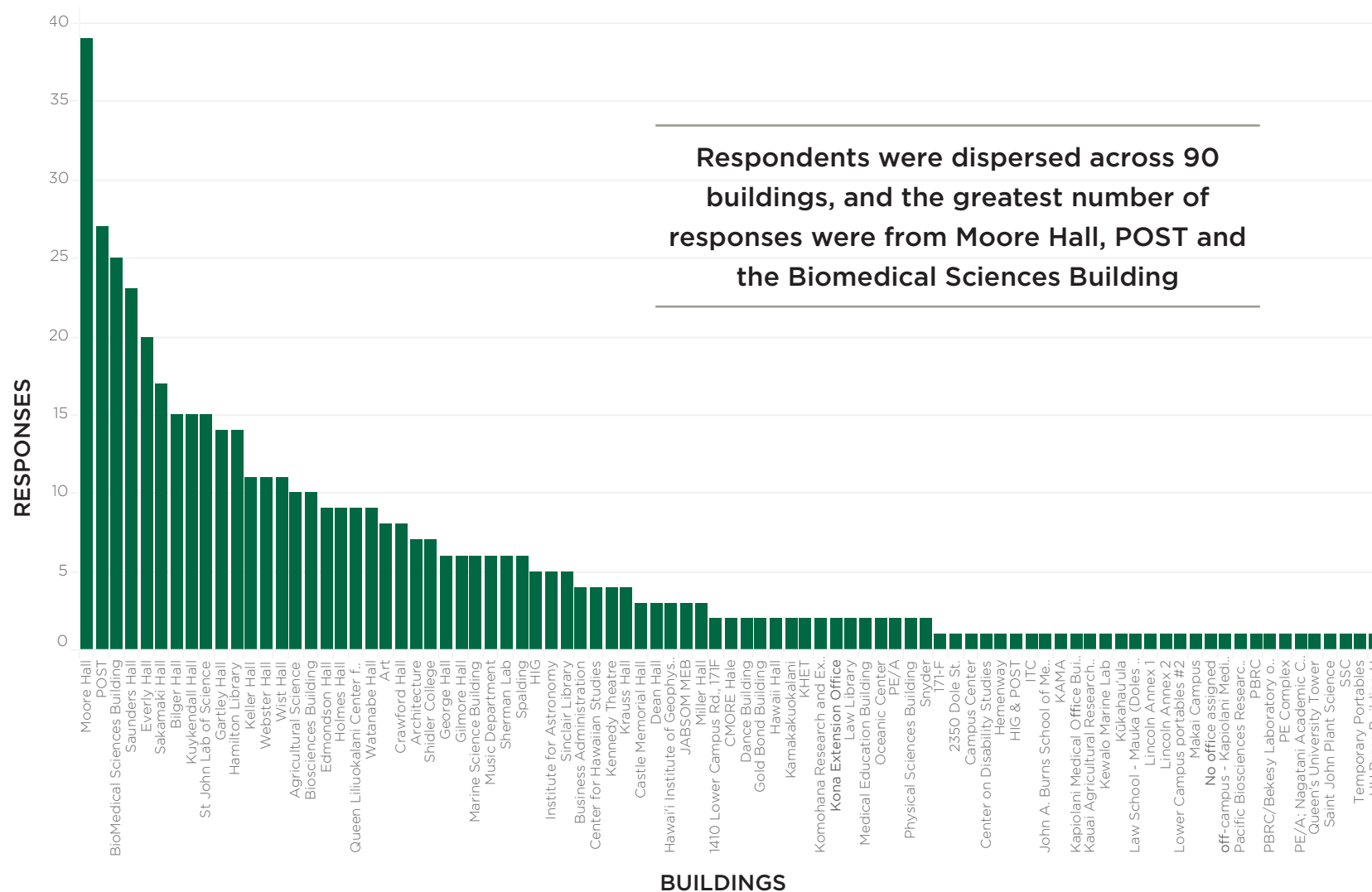
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Survey Analysis

Contextual Information	8
Survey Analysis	12

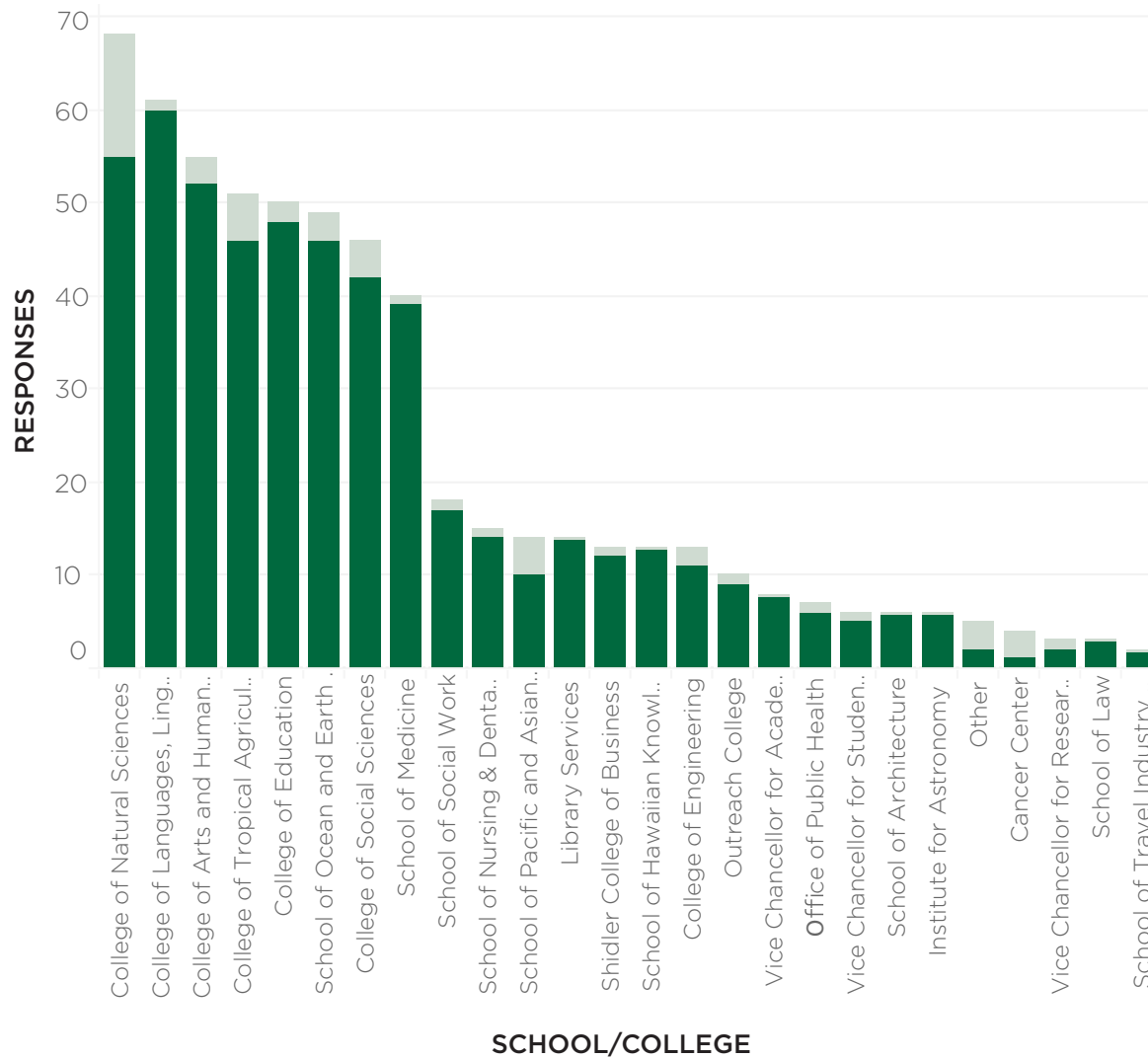
OFFICE LOCATION OF RESPONDENTS (BY BUILDING)

Please share the building name and room number in which your office is currently located.



WORK ACTIVITIES OF RESPONDENTS

In what college or school is your primary academic appointment, and, if applicable, secondary appointment(s)?



KEY

- Primary Academic Affiliation
- Secondary Academic Affiliation

26 schools/colleges were represented by respondents, with the most responses from the College of Natural Sciences, the College of Languages, the Linguistics & Literature and the College of Arts & Humanities

DEPARTMENTS OF RESPONDENTS (PRIMARY)

What is your primary academic departmental appointment, and, if applicable, secondary departmental appointment(s)?

169 unique primary academic departmental appointments were represented by respondents. Of those 206, 45 can be found below. The comprehensive list can be found on page 42 in the Appendix section.

45 OF ALL 169 DEPARTMENTS

DEPARTMENT	QUANTITY
English	13
Dean's Office	12
History	12
Geology & Geophysics	10
Mathematics	10
Oceanography	10
Physics & Astronomy	10
Biology	9
LLEA	9
Nursing	9
Theater & Dance	9
Social Work	9
Art and Art History	8
Chemistry	8
East Asian Languages and Literatures	7
Information & Computer Sciences	7
Institute for Teacher Education	7

DEPARTMENT	QUANTITY
Music	7
Second Language Studies	7
Asian Studies	6
Curriculum Research & Development Group	6
Linguistics	6
Tropical Plant & Soil Sciences	6
Anatomy, Biochemistry & Physiology	5
Architecture	5
Botany	5
Center on Disability Studies	5
Hawaii Sea Grant	5
Library Services	5
Political Science	5
School of Communications	5
Special Education	5

DEPARTMENT	QUANTITY
Tropical Medicine, Medical Microbiology & Pharmacology	5
Anthropology	4
Cell & Molecular Biology	4
Curriculum Studies	4
Family & Consumer Sciences	4
HNEI	4
Human Nutrition, Food & Animal Sciences	4
Institute for Astronomy	4
Kamakakūokalani Center for Hawaiian Studies	4
Learning Design & Technology	4
Plant & Environmental Protection Sciences	4
Psychology	4
TPSS	4

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POSITIONS OF RESPONDENTS

Please specify your current position:

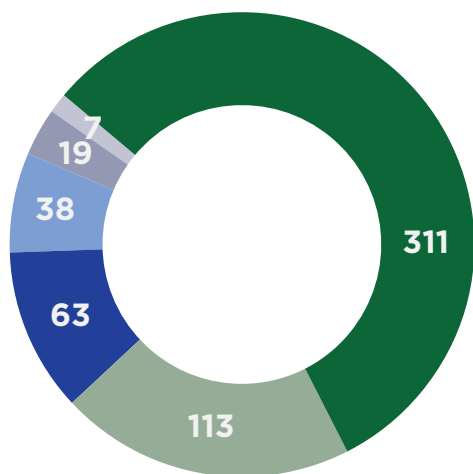
The majority of survey respondents are professors (56%), followed by specialists. In regards to position seniority, the majority of respondents are senior faculty members (68%). Senior faculty includes No Prefix, Associate and V titles, while Junior faculty includes Assistant, Junior, I, II, III, IV titles.

KEY

- | | | | |
|----|-----------------------|----|----------|
| a) | ● Professor | b) | ● Senior |
| | ● Specialist | | ● Junior |
| | ● Instructor/Lecturer | | |
| | ● Researcher | | |
| | ● Librarian | | |
| | ● Extension Agent | | |

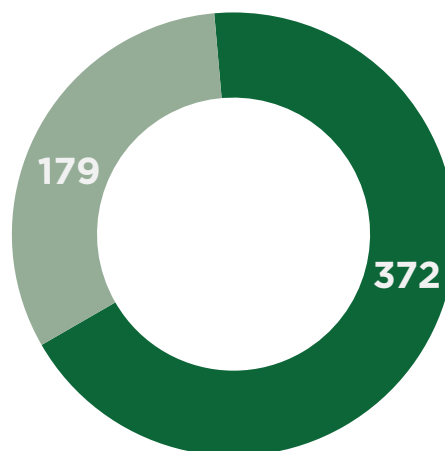
a) Position Type

56% of respondents are professors, and 21% are specialists



b) Position Seniority

68% of respondents are senior faculty, while 32% are junior faculty



WORKSPACES OF RESPONDENTS

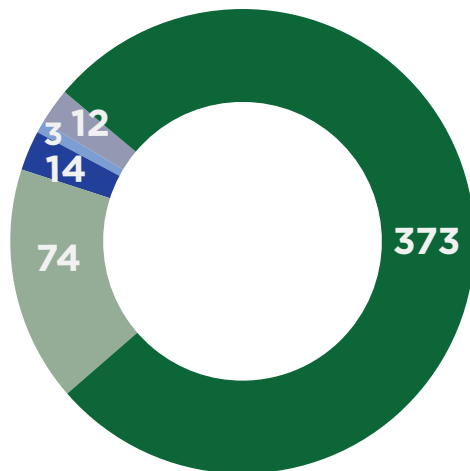
What type of workspace(s) do you currently have?

KEY

- | | | | |
|----|----------------------------|----|----------------------------|
| a) | ● Private Office | b) | ● Private Office |
| | ● Shared Office | | ● Shared Office |
| | ● Cubicle | | ● Cubicle |
| | ● Drop-in/Hoteling Station | | ● Drop-in/Hoteling Station |
| | ● Other (please specify) | | |

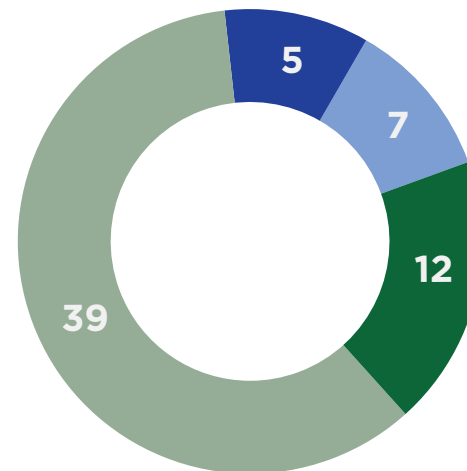
a) Primary Workspace

79% of respondents currently have a private office as a primary workspace, while 17% have a shared office



b) Secondary Workspace

Of those with a primary workspace, 13% have an additional secondary workspace. 62% of respondents with a secondary workspace share this office



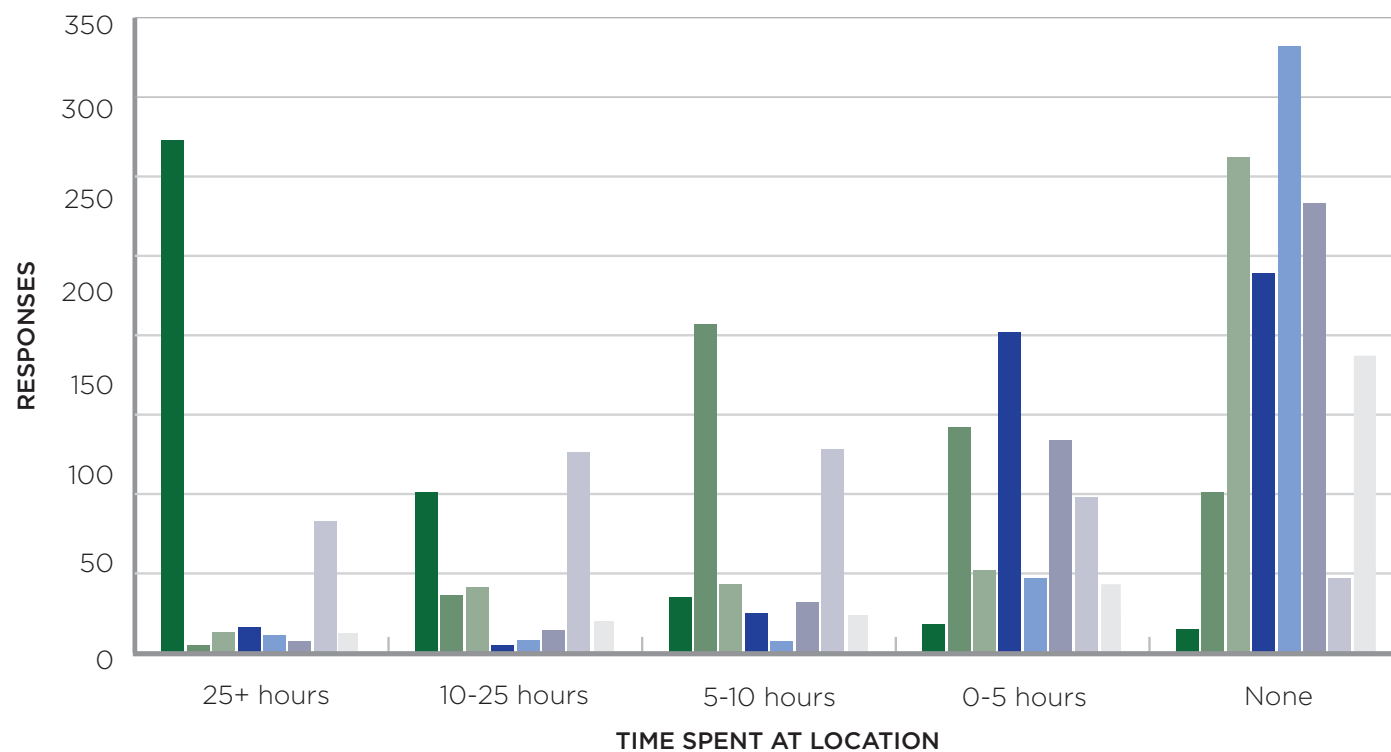
WORKSPACE LOCATIONS

Thinking about all of your work during a typical week, how much time do you spend working in these different locations?

KEY

- Assigned Workplace
- Classrooms
- Laboratories
- Libraries
- On Another UH Campus
- Off-Campus Public Space
- At Home
- Other

The greatest amount of total work time is spent in an Assigned Workplace, followed by At Home



WORKSPACE LOCATIONS (cont'd)

Thinking about all of your work during a typical week, how much time do you spend working in these different locations?

KEY TAKEAWAYS**ASSIGNED WORKPLACE**

66% of total respondents spend 25+ hours of their week in an assigned workplace. This category has the highest number of 25+ hours responses.

CLASSROOMS

About 20% of total respondents spend no time in classrooms during a typical week. Of those who do work in classrooms, about 70% spend 10 hours or less per week and 42% spend between 5 to 10 hours per week.

LABORATORIES

Of the total respondents, 68% spend no time in labs during a typical week. Of those faculty members who do work in labs, 21% spend 10 hours or less per week in labs.

LIBRARIES

90% of total respondents spend either less than 5 hours or no time at all in the library. More specifically, 49% of respondents spend no time in libraries during a typical week and 41% spend less than 5 hours.

AT HOME

Of the total respondents, 53% spend between 5 to 25 hours working at home per week, while 17% spend 25+ hours working at home.

OTHER WORKSPACE LOCATIONS

As noted in the comments, faculty members spend upwards of 5 hours per week outside, at campus centers, in other meeting places such as informal meeting spaces on the campus, and at rehearsal or performance facilities. Interestingly, one faculty member spends time working at library-like facility spaces in their home department.

COMMENTS ('OTHER')**Typical Comments**

"Other Campus Center spaces - student organization spaces/meeting rooms "

"I often work (reading/writing) outside at UHM campus"

"Field Visits"

"Campus Center"

"Meetings in other places on UHM and other campuses"

"Other Campus Center spaces - student organization spaces/meeting rooms"

"Rehearsal space in various buildings at UH Manoa"

"Informal meeting places"

"Performance facilities"

"Department of Education sites"

Atypical Comments

"Shared library-like space in the department"

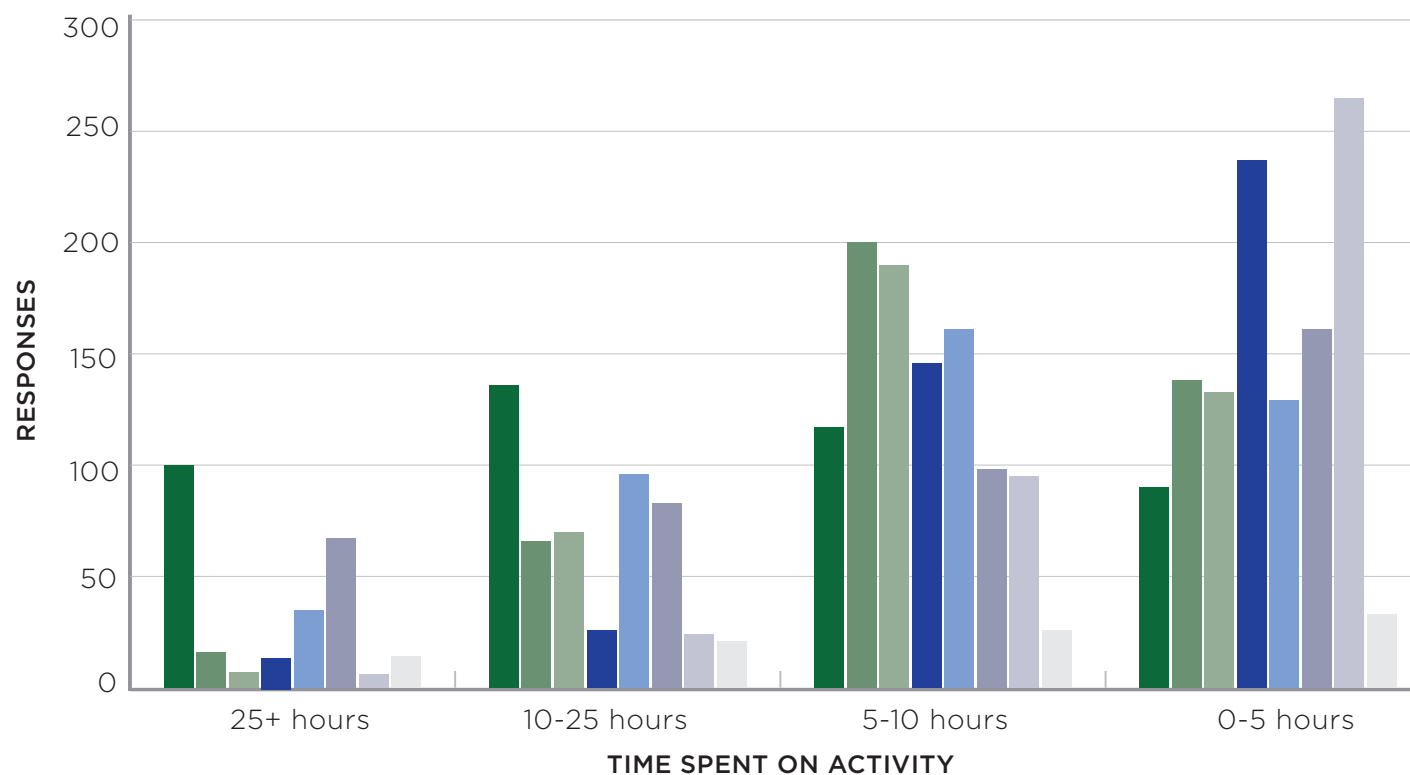
WORK ACTIVITIES

Thinking about all of your work during a typical week, how much time do you spend on these various activities?

The greatest amount of total work time is spent Researching, followed by Office hours/Advising and Scholarship/Publishing

KEY

- Researching
- Teaching
- Course Preparation
- Office Hours/Advising
- Scholarship/Publishing
- Administration
- Community Service
- Other



WORK ACTIVITIES (cont'd)

Thinking about all of your work during a typical week, how much time do you spend on these various activities?

KEY TAKEAWAYS

RESEARCH

Of the total respondents, 52% spend between 5-25 hours of their week researching, and 20% spend 25+ hours. This category has the highest number of 25+ hours responses.

TEACHING

About 70% of respondents spend 10 hours or less teaching per week. More specifically, 41% of respondents spend 5-10 hours of their week teaching, and 28% spend less than 5 hours.

COURSE PREPARATION

Of the total respondents, 67% spend 10 hours or less on course preparation.

OFFICE HOURS/ADVISING

Of the total respondents, about 80% spend 10 hours or less on office hours/advising. This category had the highest number of 5 hours or less responses.

OTHER WORK ACTIVITIES

As noted in the comments, faculty members spend more than 5-10 hours on grading and reviewing student work, meeting and mentoring graduate student assistants, supervising field work and attending to outreach, extension and seminar work.

COMMENTS ('OTHER')

Typical Comments

"Grading/responding to student writing"

"As a librarian, I do a wide variety of jobs-- acquisitions, reference, cataloging, etc."

"Supervising student teachers in the field"

"Meeting and interacting with my graduate research assistants"

"Committee meetings, grant administration"

"Mentoring doctoral students and reviewing their work"

"In-field education, outreach, and extension work"

"Attending lectures, colloquia, seminars"

"Editing and reviewing for scholarly journals"

"Tutor for Problem Based Learning"

"Extension Services (site tours, trainings, presentations, meeting facilitation, etc.)"

"Program development"

"Grading, Responding to student inquiries, Departmental Svc."

Atypical Comments

"40+ hours on Management of library services for heavily process oriented unit"

INSTRUCTIONAL TIME PER WEEK - TODAY VS. 10 YEARS FROM TODAY

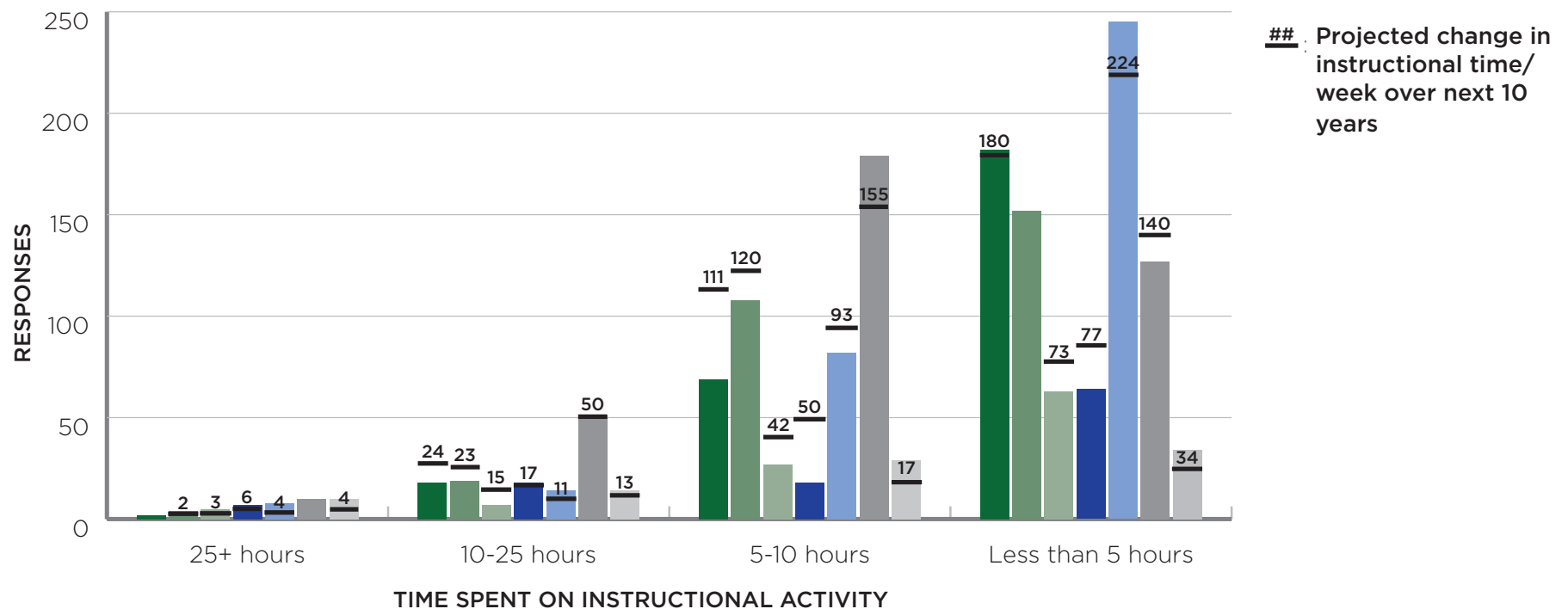
Approximately how many hours do you spend per week at UH facilities on each of these instructional activities? (Select “none” for all rows if you do not teach.)

Imagine yourself teaching similar material in 10 years. How will your time allocation change? Approximately how many hours will you spend per week at UH facilities on each of these instructional activities? (Select “none” for all rows if you do not teach.)

KEY

- Teaching Seminar Style Courses
- Teaching Lecture Style Courses
- Teaching Lab Courses
- Leading Field Work
- Holding Office Hours
- Preparing for Teaching Courses
- Other

The greatest amount of positive change in total instructional time per week within the next 10 years is for Leading Field Work at 40%, and Teaching Lab Courses at 30%



INSTRUCTIONAL TIME PER WEEK - TODAY VS. 10 YEARS FROM TODAY (cont'd)

Approximately how many hours do you spend per week at UH facilities on each of these instructional activities? (Select “none” for all rows if you do not teach.)

Imagine yourself teaching similar material in 10 years. How will your time allocation change? Approximately how many hours will you spend per week at UH facilities on each of these instructional activities? (Select “none” for all rows if you do not teach.)

KEY TAKEAWAYS**TOTAL INSTRUCTIONAL TIME: TODAY**

The greatest amount of total work time today is spent preparing for teaching courses. This category also has the greatest number of 25+ hour responses and 10-25 hour responses. The category with the second greatest amount of total work time is holding office hours.

TOTAL INSTRUCTIONAL TIME: 10 YEARS FROM TODAY

The greatest amount of total work time 10 years from today is projected to be spent preparing for teaching courses. This category also has the greatest number of 25+ hour responses and 10-25 hour responses.

PROJECTED CHANGE IN INSTRUCTIONAL TIME*

The greatest amount of positive changes in total work time from today to 10 years from today are projected to be in leading field work at 40%, and teaching lab courses at 30%. There is a 178% increase in projected time spent leading field work between 5-10 hours. The greatest amount of negative change in total work time is in for holding office hours at -5% and preparing for teaching courses at -3%.

OTHER RELEVANT FACTORS

As observed in the comments, several faculty members predict they will be spending more time, between 5-25 hours per week, teaching online. Additionally, faculty predict they will remain engaged in laboratory work, program development, research and advising.

*To Note: Though the ‘Other’ category had the greatest amount of negative change in instructional time in percentage terms, in absolute terms, it was negligible. Thus, it was not discussed further in this category.

COMMENTS (‘OTHER’)**Typical Comments**

“Advising graduate and undergraduate students...”

“Consulting with junior faculty on grants and research”

“Teaching Distance Learning classes”

“All my classes are online and so formal teaching is not done in a classroom”

“Developing programs”

“Research and A LOT of administrative work”

“Equipment & facility maintenance & admin”

“Grading, Responding to student inquiries, Copying off-campus”

“Laboratory prep”

“Majority of my instructional time is one-on-one applied teaching”

Atypical Comments

“Teaching Lab courses for a studio art course accounts for the majority of my instructional time. Glass Studio Demonstrations are performed in Art 116 Cold shop and Art 117 Hot shop. These are 2 poorly designed floor spaces, cramped and very difficult to work in. There is no class room space for lectures, No space for students to work on their projects and no space to critique finished art work.”

RESEARCH TIME PER WEEK - TODAY VS. 10 YEARS FROM TODAY

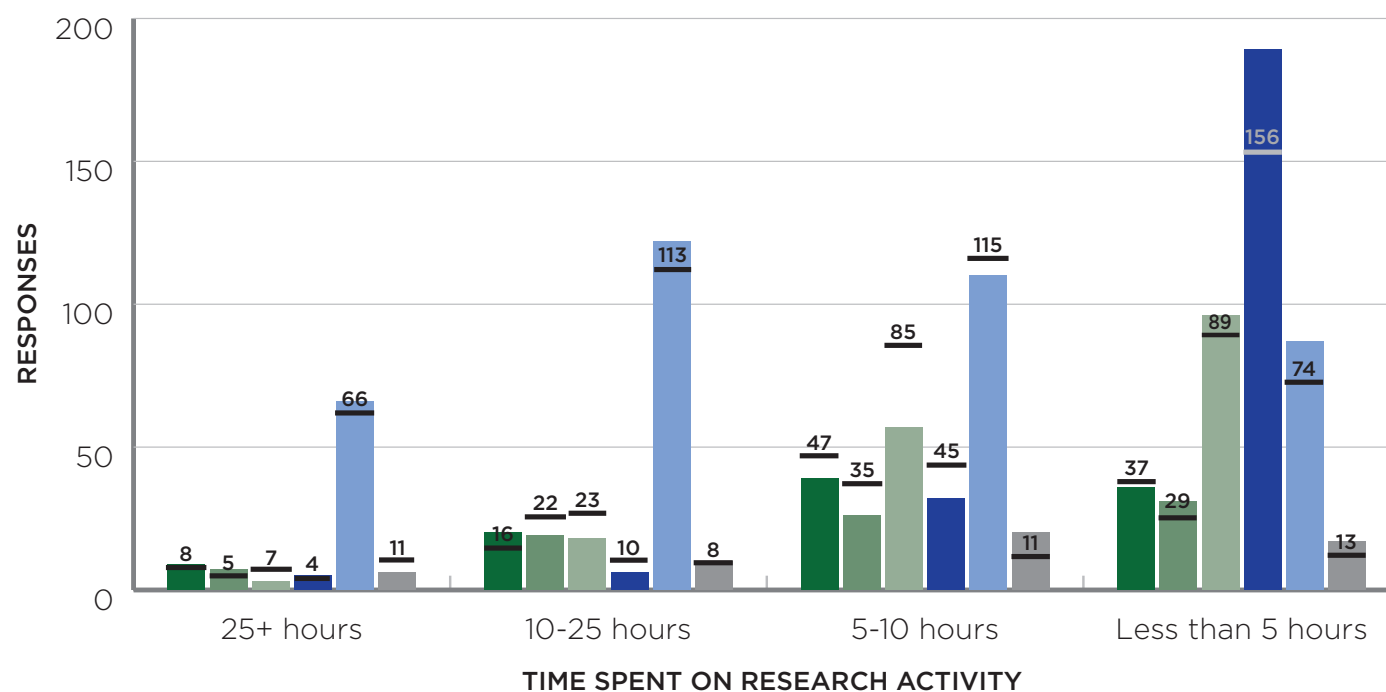
Approximately how many hours do you spend per week at UH facilities on each of these research activities? (Select “none” for all rows if you do not conduct research.)

Imagine yourself conducting research in 10 years. How will your time allocation change? Approximately how many hours will you spend per week at UH facilities on each of these research activities? (Select “none” for all rows if you do not conduct research.)

KEY

- Research Conducted in Dry Lab
- Research Conducted in Wet Lab
- Field Work
- Research in a Library
- Research in my Office
- Other

The greatest amount of positive change in total research time within the next 10 years is for Field Work at 17%, followed by Research Conducted in a Wet Lab at 10%



Projected change in research time/week over next 10 years

RESEARCH TIME PER WEEK - TODAY VS. 10 YEARS FROM TODAY (cont'd)

Approximately how many hours do you spend per week at UH facilities on each of these research activities? (Select “none” for all rows if you do not conduct research.)

Imagine yourself conducting research in 10 years. How will your time allocation change? Approximately how many hours will you spend per week at UH facilities on each of these research activities? (Select “none” for all rows if you do not conduct research.)

KEY TAKEAWAYS**TOTAL RESEARCH TIME: TODAY**

The greatest amount of total work time is spent researching in an office. This category also has the greatest number of 25+ hour responses, 10-25 hour responses and 5-10 hour responses. The second greatest amount of total work time is spent researching in the library. This category has the greatest number of less than 5 hour responses.

TOTAL RESEARCH TIME: 10 YEARS FROM TODAY

The greatest amount of total work time is projected to be spent researching in an office. This category also has the greatest number of 25+ hour responses, 10-25 hour responses and 5-10 hour responses.

PROJECTED CHANGE IN RESEARCH TIME

The greatest amount of positive change in total research time from today to 10 years from today is in the field work category at 17%, followed by research conducted in a wet-laboratory at 10%. The greatest amount of negative change in total work time is in research in a library at -7%, followed by the research in an office at -5%. Moreover, the number of respondents spending less than 5 hours researching in a library are projected to decrease by -18%.

OTHER RELEVANT FACTORS

As observed in the comments, several faculty members predict they will be spending more time researching from home as well as online, through a digital platform. Additionally, a respondent noted that the library may be used more frequently were it to be sufficiently resourced, potentially explaining the negative growth projections.

COMMENTS ('OTHER')**Typical Comments**

“Research from home”

“More time would be spent in the library if library services weren’t being so badly eroded by budget cuts.”

“Most research for courses done outside my office and through use of digital materials from the library (but not in a library)”

“In ten years my courses would be online and all digital format for resource use etc.”

“Creative research (productions, performances, etc.)”

“Field work includes traveling to observatories”

“Writing articles, seeking publication, presenting papers”

“Informal meeting places”

“Much of my research is carried out online; I like to work in public spaces like Campus Center (wish I could do it more)”

Atypical Comments

“I don’t have a lab space yet and I’m still waiting for one.”

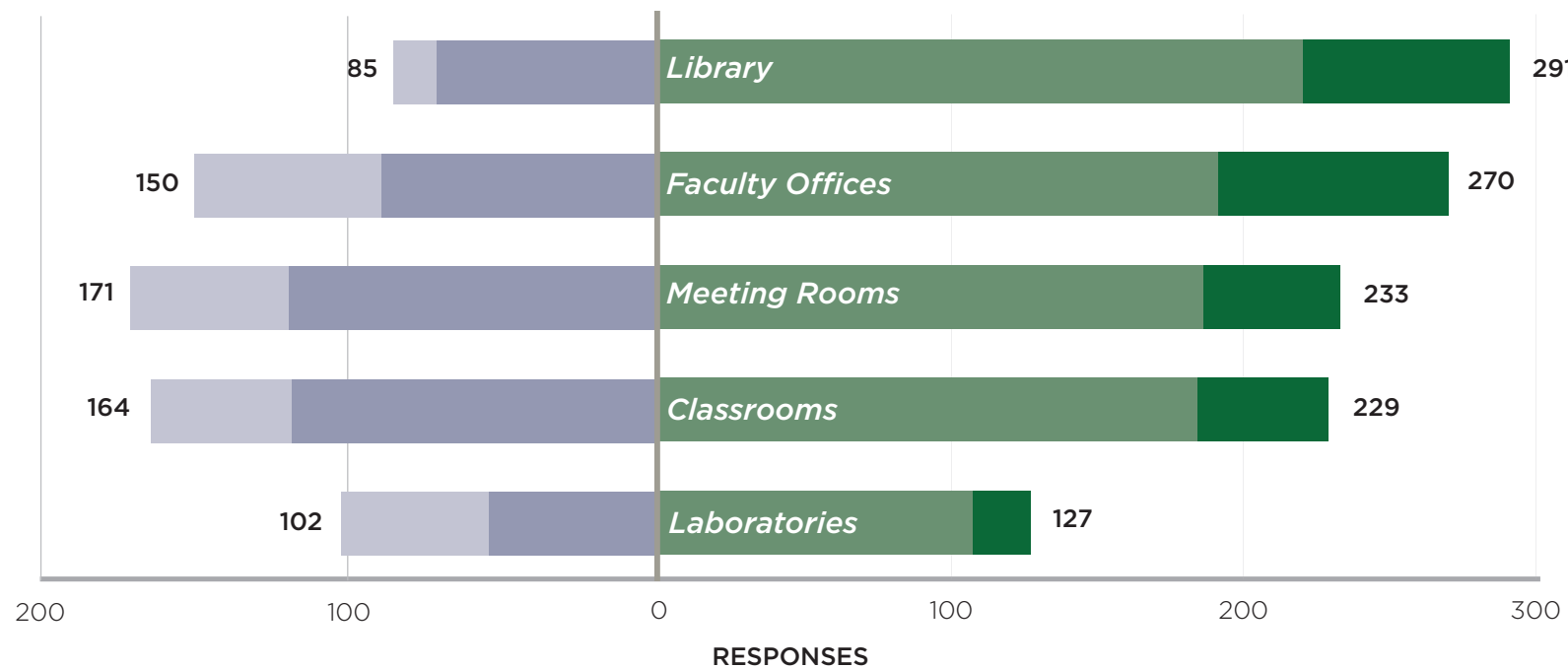
TECHNOLOGY EFFECTIVENESS

Thinking of the spaces you use on a regular basis, please rate the following areas for current technology effectiveness:

KEY

- Very Satisfactory
- Somewhat Satisfactory
- Somewhat Unsatisfactory
- Very Unsatisfactory

Faculty are most satisfied with the technology effectiveness of the Library and Faculty Offices, and most dissatisfied with the technology effectiveness of Meeting Rooms and Classrooms



*Ordered by ranking within the 'Very Satisfactory' and 'Somewhat Satisfactory' categories combined

TECHNOLOGY EFFECTIVENESS (cont'd)

Thinking of the spaces you use on a regular basis, please rate the following areas for current technology effectiveness:

KEY TAKEAWAYS

HIGHER TECHNOLOGY EFFECTIVENESS

Faculty members consider the libraries and faculty offices as the most technologically effective facilities.

LIBRARY

Of the total respondents, 77% believe the technology effectiveness of the library to be satisfactory. Of those respondents, 19% believe the current technological features of the library to be very satisfactory and 59% believe it to be only somewhat satisfactory.

FACULTY OFFICES

For faculty offices, 64% of respondents believe the technology effectiveness to be satisfactory, with 19% of respondents rating it as very satisfactory and 45% rating it as somewhat satisfactory.

LOWER TECHNOLOGY EFFECTIVENESS

Faculty members believe that meeting rooms, classrooms and laboratories are the least technologically effective facilities.

MEETING ROOMS

Of the total respondents, 42% believe the technology effectiveness of meeting rooms to be unsatisfactory (either somewhat satisfactory or very unsatisfactory). More specifically, 29% believe it to be somewhat unsatisfactory, and 13% believe it to be very unsatisfactory.

CLASSROOMS

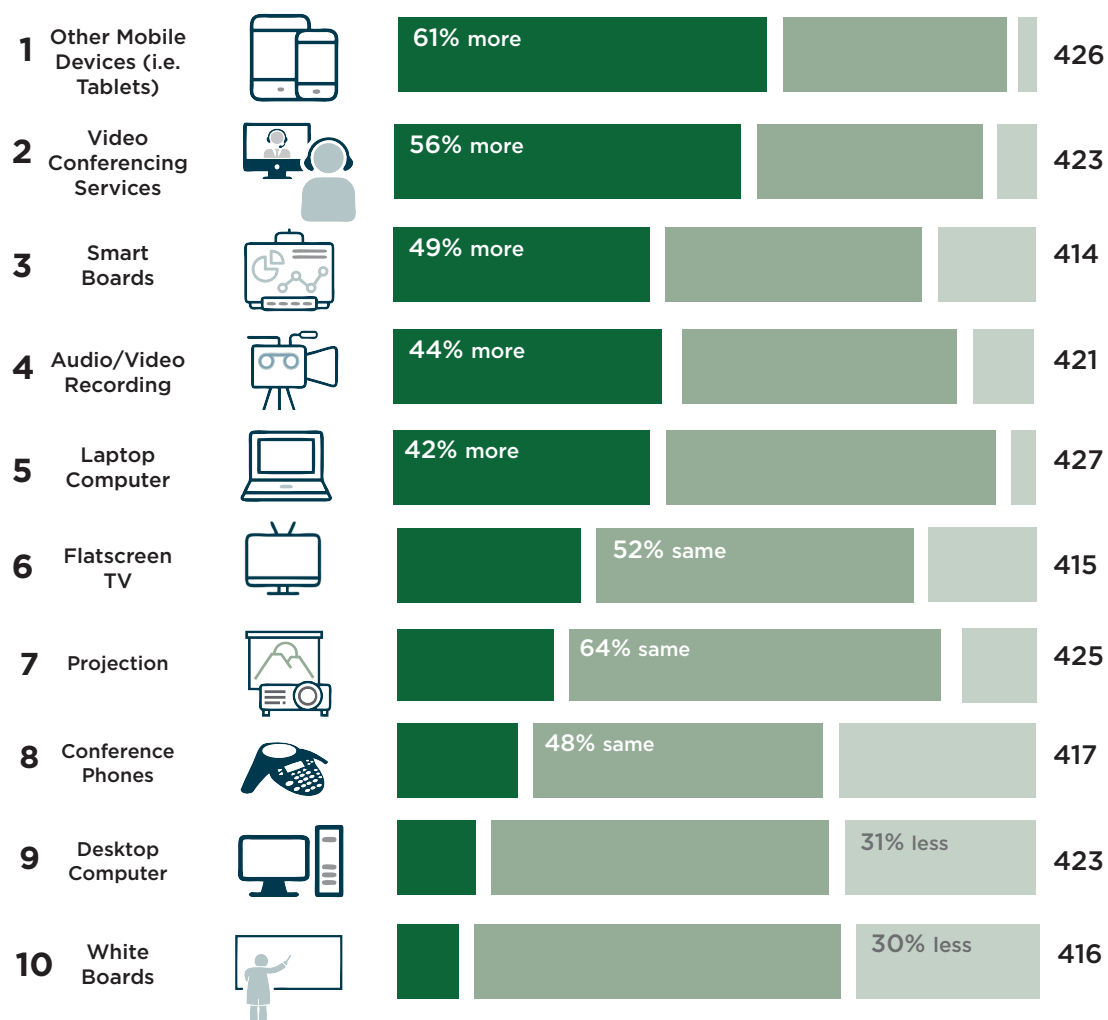
42% of respondents believe the technology effectiveness of classrooms to be unsatisfactory (either somewhat satisfactory or very unsatisfactory). More specifically, 30% believe it to be either somewhat unsatisfactory, and 12% believe it to be very unsatisfactory.

TECHNOLOGY USAGE - OVER NEXT 10 YEARS

Please review this list of technologies. Over the next 10 years, do you imagine yourself using these less, about the same, or more than you do today?

KEY

- More
- About the same
- Less



Over the next 10 years, the greatest increases in technology use are projected to be for Other Mobile Devices, Video Conferencing Services and Smart Boards

*Ordered by ranking within the 'more' category

Sources: Noun Project: 1. Anil, 2. Arafat Uddinn, 3. Creaticca Creative Agency, 4. Atif Arshad, 5. Kaylen, 6. Sergey Demushkin, 7. Eucalyp, 8. Olly Banham, 9. Royaan Razka, 10. Gan Khoon Lay

TECHNOLOGY USAGE - OVER THE NEXT 10 YEARS (cont'd)

Please review this list of technologies. Over the next 10 years, do you imagine yourself using these less, about the same, or more than you do today?

KEY TAKEAWAYS**INCREASE IN USAGE**

Among all respondents, close to a majority (ranging from 49-61%) believe they will be using Other Mobile Devices, Video Conferencing Services and Smart Boards more over the next 10 years. These amount to 61%, 57%, and 49% of all respondents, respectively.

NO CHANGE IN USE

Of all respondents, a majority predict they will use Projection, Desktop Computer, Laptop Computer and White Boards about the same over the next 10 years. These amount to 64%, 57%, and 54% of all respondents, respectively.

DECREASE IN USE

Of all respondents, about 30% predict they will use Conference Phones, Desktop Computers and White Boards less within the next 10 years. These amount to 32%, 31%, and 30% of all respondents, respectively.

OTHER TECHNOLOGY CHANGES

As gathered from the comments, faculty are anticipating an increase in remote teaching needs, which helps explain the projected increases in use of Video Conferencing Services, Audio/Video Recording and Laptop Computers. Additionally, faculty foresee increased uses of 3-D printing, online learning management systems, dry-erase windows and walls, as well as they anticipate a decreased need for office phones. Alternative technology features within facilities, such as automatic doors, are considered important for accessibility.

COMMENTS ('OTHER')**Typical Comments**

"Remote teaching setup"

"More stable distance directed courses will be the standard protocol for universities in 10 years"

"Teaching is going online. period. Prepare for it. The textbooks are being converted to online via Learning Management Systems (LMS)"

"3-D imaging and printing"

"Data storage, high speed internet, online resources"

"Innovative spaces that have integrated media technology"

"Most people don't use office phones. Get rid of them and give us a cell-phone subsidy."

"Walls, windows, sliding surfaces, that can be written on instead of white boards"

"Digital texts, ipads for student use"

Atypical Comments

"Virtual Reality Learning Management System"

"Teaching area is no[t] accessible for those who need an automatic door access/regress..."

CROSS-COLLEGE COLLABORATION

I collaborate with or plan to collaborate with individuals from the following schools/colleges (select all that apply):

The following matrix shows collaborations across schools/colleges. Colors indicate levels of collaboration (high - tiers 1 and 2, medium - tier 3, and low - tier 4 and 5) with respect to the total number of respondents.

School/College	Cancer Center	Arts/Humanities	Education	Engineering	Languages, Linguistics, & Literature	Natural Sciences	Social Sciences	Tropical Agriculture & Human Resources	Institute for Astronomy	Library Services	Public Health	Outreach College	Architecture	Hawaiian Knowledge	Law	Medicine	Nursing & Dental Hygiene	Ocean & Earth Science, Technology	Pacific & Asian Studies	Social Work	Travel Industry Management	Shidler College of Business	Vice Chancellor, Academic Affair	Vice Chancellor, Research	Vice Chancellor, Students	Other
Cancer Center	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Arts/Humanities	1	35	7	1	19	2	11	2	1	16	1	10	1	4	4	2	3	2	13	4	1	3	6	5	2	0
Education	2	9	32	5	8	8	12	6	3	7	2	16	1	6	2	4	5	5	5	3	2	3	8	4	4	1
Engineering	0	0	0	7	0	1	1	3	0	1	0	0	1	0	0	3	0	2	0	0	0	0	0	0	0	0
Languages, Linguistics & Literature	0	18	13	0	36	3	13	1	0	14	0	11	1	5	2	1	0	0	17	0	1	4	11	6	5	0
Natural Sciences	4	4	6	5	2	36	6	8	5	5	0	5	0	2	0	3	0	11	0	0	0	1	2	4	1	0
Social Sciences	0	5	4	4	4	3	27	7	0	1	2	2	4	5	2	3	2	5	7	1	1	1	5	3	1	1
Tropical Agriculture & Human Resources	6	4	4	4	2	13	6	30	2	5	6	4	2	3	4	7	3	7	1	1	1	2	2	1	1	2
Institute for Astronomy	0	0	0	0	0	3	0	0	5	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0
Library Services	0	1	0	0	1	0	1	0	0	3	0	1	1	1	1	0	0	0	1	0	0	0	1	0	0	0
Public Health	2	1	2	0	1	0	1	2	0	1	5	1	0	0	0	2	2	0	0	2	0	0	2	2	0	1
Outreach College	0	3	2	1	3	0	0	1	0	2	0	5	0	0	1	0	0	0	1	0	1	1	1	0	1	0
Architecture	0	2	0	1	0	1	2	2	0	3	0	1	2	2	0	0	0	2	0	0	0	0	1	0	0	0
Hawaiian Knowledge	1	5	8	3	4	3	4	6	1	8	2	5	2	8	4	2	2	3	4	2	2	2	4	5	4	1
Law	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Medicine	13	1	2	2	0	8	1	6	0	1	7	4	0	0	1	23	3	3	0	2	0	0	1	5	0	1
Nursing and Dental Hygiene	3	3	2	2	1	1	3	3	0	2	7	4	0	3	2	7	10	1	2	3	1	3	3	3	1	0
Ocean & Earth Science, Technology	1	1	7	16	1	21	7	17	2	5	1	3	7	10	1	0	0	34	0	0	2	0	4	6	1	0
Pacific & Asian Studies	0	6	2	0	6	0	4	0	0	5	0	2	0	1	2	0	0	0	5	0	0	0	1	0	0	0
Social Work	1	1	3	2	2	1	7	4	0	5	9	5	2	2	6	6	4	1	2	8	1	2	1	0	1	0
Travel Industry Management	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Shidler College of Business	1	0	1	0	0	1	1	0	0	0	0	2	0	0	1	2	0	0	0	0	0	7	1	1	1	0
Vice Chancellor, Academic Affairs	0	4	4	2	5	4	5	4	3	4	3	3	2	3	3	4	4	3	4	4	1	3	7	3	2	1
Vice Chancellor, Research	0	1	1	2	1	2	1	1	1	1	1	0	1	1	1	1	1	2	1	1	1	1	1	1	0	0
Vice Chancellor, Students	0	2	2	1	2	1	2	2	0	2	1	2	1	2	0	0	1	1	2	2	1	1	2	1	2	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Levels of Collaboration

Tier 1 : > 4% of total respondents

Tier 2: 3% < x < 4% of total respondents

Tier 3: 0.1% < x < 3% of total respondents

Tier 4: 0% < x < 0.1% of total respondents

Tier 5: 0% of total respondents

CROSS-COLLEGE COLLABORATION (cont'd)

I collaborate with or plan to collaborate with individuals from the following schools/colleges (select all that apply):

The following tables present the top collaborations among the respondents' schools/colleges, with internal collaborations (i.e. within the school/college) (left) as well as external collaborations (i.e. outside of the school/college) (right). For external collaborations, the respondents' schools/colleges appear to the left, therefore inverse relationships may be found.

TOTAL COLLABORATIONS: 1601

Average Collaboration Per School/College (of Respondents): 2.37 collaborations

Standard Deviation: 4.42 collaborations

Max: 36, Min: 0

TOP INTERNAL SCHOOL/COLLEGE COLLABORATIONS		
Schools/Colleges	Amount	% of Respondents
Languages, Linguistics, Literature	36	7%
Natural Sciences	36	7%
Arts & Humanities	35	6%
Ocean, Earth Sciences & Technology	34	6%
Education	32	6%
Tropical Agriculture and Human Resources	30	5%
Social Sciences	27	5%
Medicine	23	4%
Nursing & Dental Hygiene	10	2%

TOP EXTERNAL SCHOOL/COLLEGE COLLABORATIONS		
Schools/Colleges	Amount	% of Respondents
Ocean, Earth Science & Technology with Natural Sciences	21	4%
Arts & Humanities with Languages, Linguistics & Literature	19	3%
Languages, Linguistics & Literature with Arts & Humanities	18	3%
Ocean, Earth Science & Technology with Tropical Agriculture and Human Resources	17	3%
Languages, Linguistics & Literature with Pacific & Asian Studies	17	3%
Ocean, Earth Science and Technology with Engineering	16	3%
Arts & Humanities with Library Services	16	3%
Education with Outreach College	16	3%

CROSS-DEPARTMENTAL COLLABORATION

Please describe any specific departments (either within in your college/school or in another) with which you collaborate on a regular basis.

The following table presents the top collaborations among the respondents' departments.

TOTAL COLLABORATIONS: 440

TOP DEPARTMENT COLLABORATIONS		
Departments	Amount	% of Respondents
History with English	5	.9%
Institute for Teacher Education with Curriculum Studies	3	.5%
Theater & Dance with Music	2	.3%
Anatomy, Biochemistry & Physiology with Cell & Molecular Biology	2	.3%
Assessment Office with General Education Office	2	.3%
Cell & Molecular Biology with Medicine	2	.3%
Cell & Molecular Biology with Anatomy, Biochemistry & Physiology	2	.3%
East Asian Languages and Literatures with Languages, Linguistics & Literature	2	.3%
History with Asian Studies	2	.3%
Learning Design & Technology with Nursing	2	.3%
Linguistics with Botany	2	.3%
Linguistics with Pacific Island Studies	2	.3%
Special Education with Institute for Teacher Education	2	.3%
Tropical Medicine, Medical Microbiology & Pharmacology with Microbiology	2	.3%
Hawaii Sea Grant with Architecture	2	.3%

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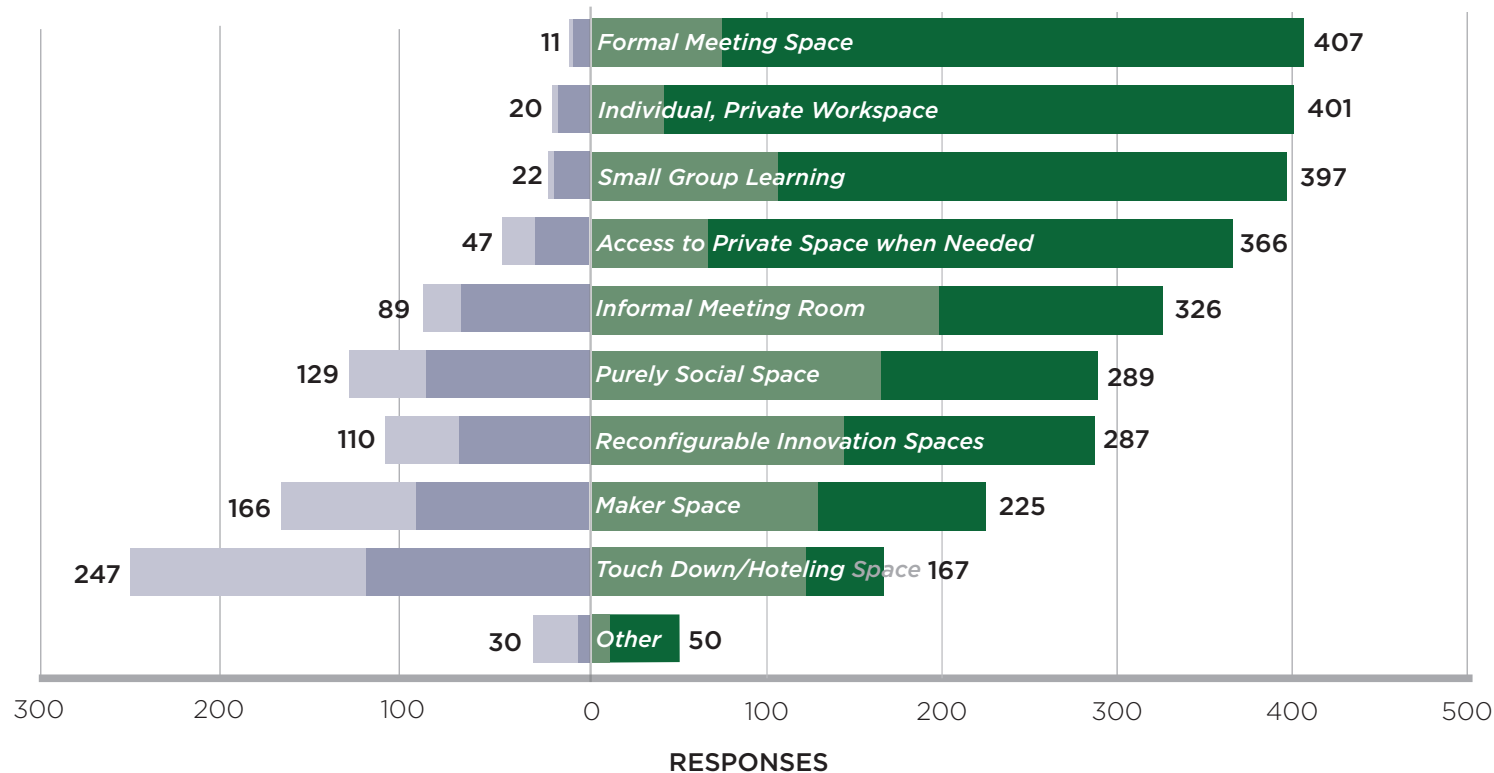
FUTURE IDEAL WORKPLACE TYPOLOGIES

Imagine a future ideal academic office workspace. Please evaluate the following workplace typologies.

KEY

- Essential
- Somewhat Important
- Somewhat Unimportant
- Unnecessary

Formal Meeting Space, Individual/Private Workspaces, and Small Group Learning Spaces are the most favored workplace typologies



*Ordered by ranking within the 'Essential' and 'Somewhat Important' categories combined

FUTURE IDEAL WORKPLACE TYPOLOGIES (cont'd)

Imagine a future ideal academic office workspace. Please evaluate the following workplace typologies.

KEY TAKEAWAYS

MOST IMPORTANT FEATURES

Formal Meeting Space, Individual Private Workspace and Small Group Learning spaces are the most important workspace typologies for faculty members. More than 70% of respondents consider these three typologies as essential in a future ideal workspace.

SOMEWHAT IMPORTANT FEATURES

Informal Meeting Rooms, Purely Social Space, and Reconfigurable Innovation Spaces are the top three somewhat important workplace typologies for faculty. Of all respondents, more than 30% deemed these typologies somewhat important, and the typology with the greatest number of somewhat important responses are Informal Meeting Rooms, at 48% of all respondents.

LEAST IMPORTANT FEATURES

Touch Down/Hoteling Space, Maker Space and Purely Social Space were the least important features to faculty members. Respectively, 60%, 43% and 31% of respondents consider these typologies somewhat unimportant or unnecessary.

OTHER VALUED WORKSPACE TYPOLOGIES

As observed in the comments, research labs and experiment stations with up-to-date technology, spaces to work collaboratively, such as in the library, as well as streaming and remote teaching set-ups are highly valued by the staff.

COMMENTS ('OTHER')

Typical Comments

"Animation Lab wet/dry - digitally enabled"

"Agile spaces that allow for a number of different configurations and uses..."

"Rehearsal and performance spaces needed; classroom space appropriate for dance and for theatre needed"

"Research labs with standard up-to-date technology"

"Updated classrooms aligned to teaching needs"

"Accessible entrance meeting ADA standards"

"Though not work space for library staff, there is a need for spaces for students/faculty to study and work collaboratively in the library (socialize, event attendance also)."

"Space that allows interaction between administrative staff and faculty/students/technical staff. Everyone should come to work and have somebody to say good morning to."

"Improvement in experiment station with higher technology, class room set up, [and] facilitate student's field visit(s)"

"Access to tech for streaming and distance education options"

Atypical Comments

"Virtual Reality Learning Management System"

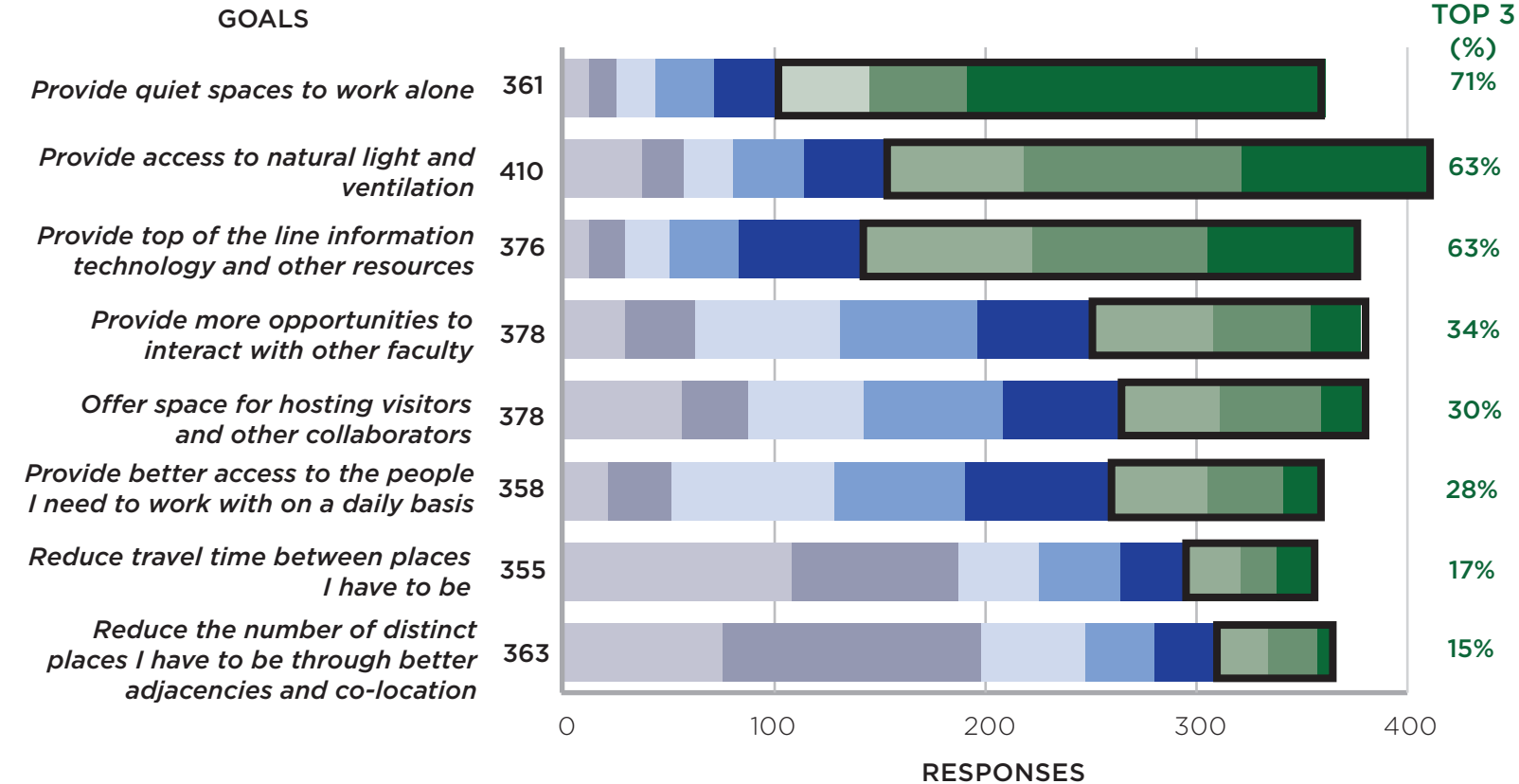
PRIORITIES OF FACULTY MEMBERS

From your perspective, please rank following goals (1 = highest priority):

The top 3 workspace priorities of faculty members are:
1) Provide quiet spaces to work alone, 2) Provide access to natural light and ventilation, 3) Provide top of the line information technology and other resources

KEY

- Priority 1
- Priority 5
- Priority 2
- Priority 6
- Priority 3
- Priority 7
- Priority 4
- Priority 8



*Ordered by ranking within the 'Priority 1' category

PRIORITIES OF FACULTY MEMBERS (cont'd)

From your perspective, please rank following goals (1 = highest priority):

KEY TAKEAWAYS

HIGHEST RANKED PRIORITIES

1. PROVIDE QUIET SPACES TO WORK ALONE

Among all respondents, 71% of respondents ranked this as their top three priorities. Additionally, this was the top priority with 47% of respondents ranking it as their first priority.

2. PROVIDE ACCESS TO NATURAL LIGHT & VENTILATION

This goal received the greatest number of responses, and ranked second on the priority list of faculty members. Among all respondents, 63% ranked this as their top three priorities.

3. PROVIDE TOP OF THE LINE INFORMATION TECHNOLOGY

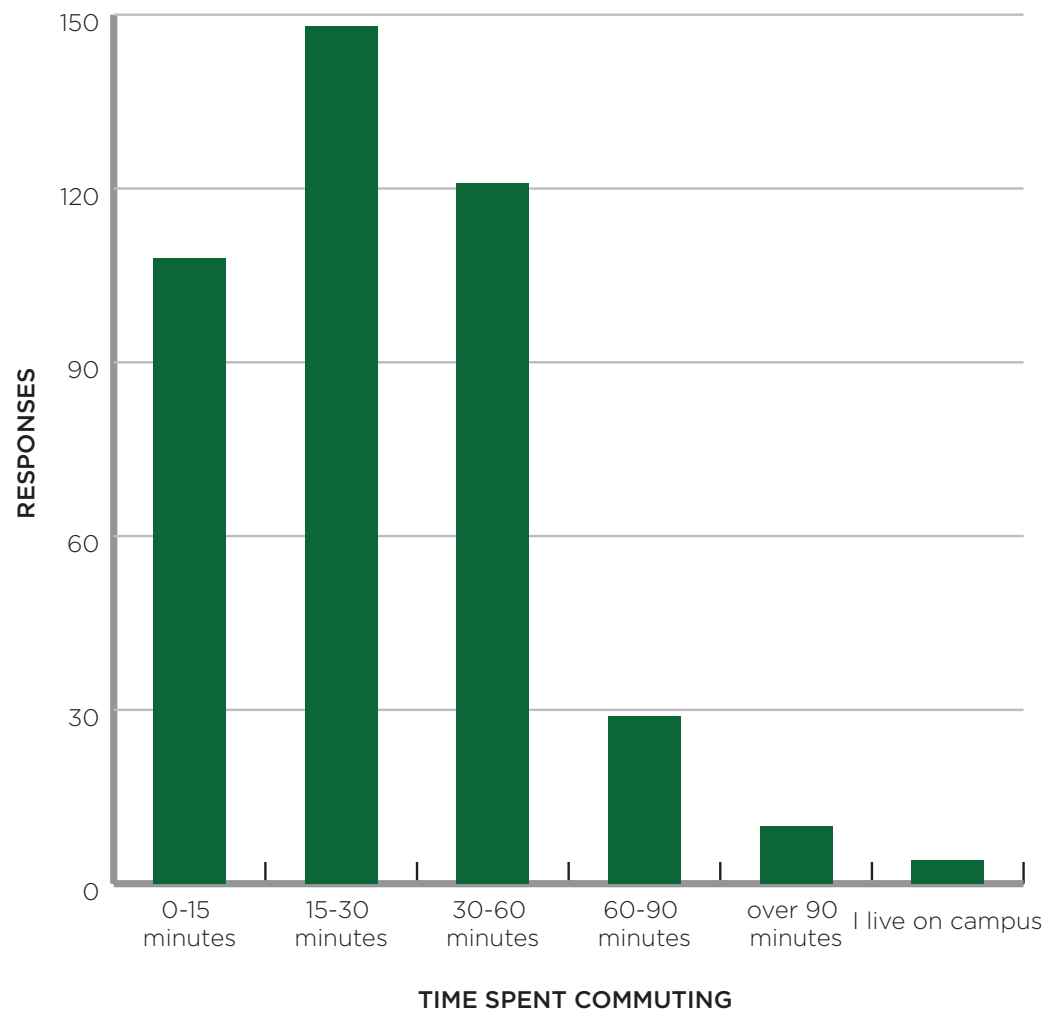
Of the total respondents, 63% ranked this as their top three priorities.

LOWEST PRIORITIES OF FACULTY MEMBERS

The lowest three workspace priorities of faculty members are: 1) Provide better access to the people I need to work with on a daily basis, 2) Reduce travel time between places I have to be, 3) Reduce the number of distinct spaces I have to be through better adjacencies and co-location

WEEKLY COMMUTE TIME

How long is your daily commute? Please consider “door-to-door” time; i.e. if it takes you 10 minutes to get from your parking spot to your office include that 10 minutes as part of your commute.

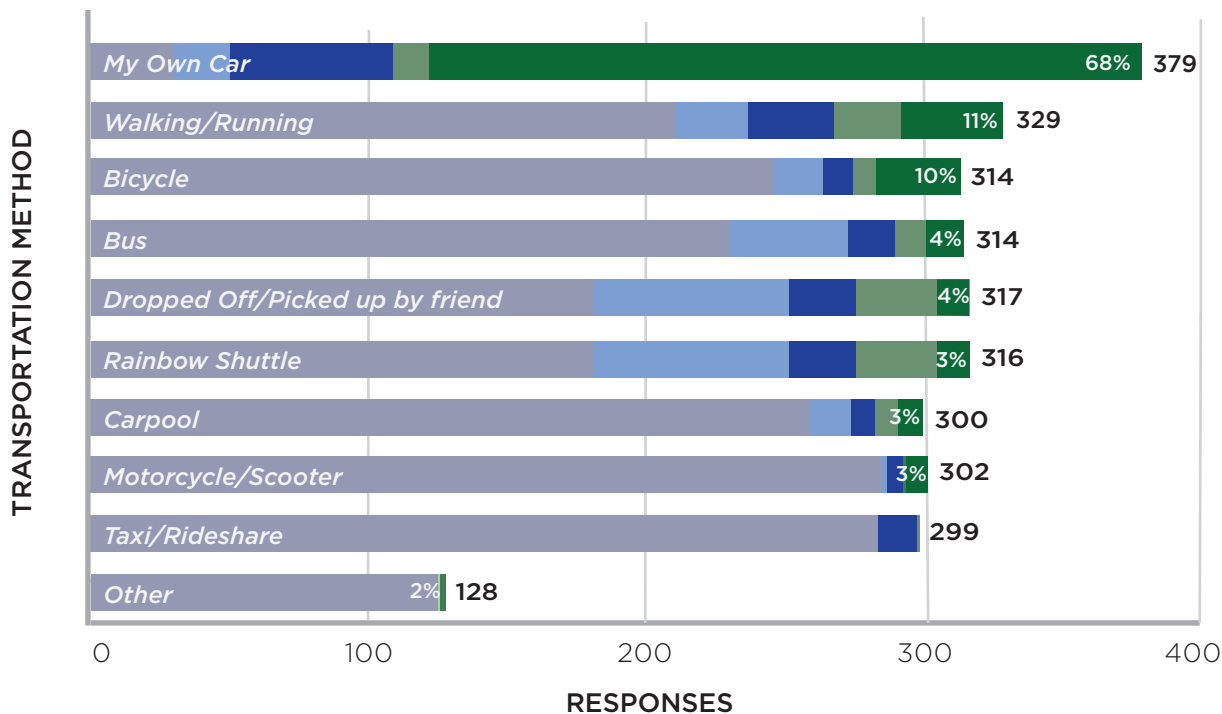


61% of respondents spend less than 30 minutes on their daily commute

TRANSPORTATION METHODS

How do you get to and from campus?

67% of respondents use their own car four or more times per week to get to and from campus



*Ordered by ranking within the 'Four or more times per week' category

KEY

- Four or more times per week
- One to four times per month
- One to three times per week
- Less than once a month
- Never

COMMENTS ('OTHER')

Typical Comments

"Fixed rail transit (uninterrupted reliable schedules). Next is individual conveyance. Bus is unreliable and has uncertain capacity, cannot maintain commitments."

"If a fixed rail line existed to the Manoa campus, it would be among top choices."

"Car because I am usually lugging a lot of materials and need to be able to flexibly come and go for meeting and advising out in the community. I also feel safer with the car in the parking lot right outside my workplace because I often leave late in the evening."

"Bicycle, public transportation, walking. Please, more bicycle racks CLOSE to doors of all buildings. Can we make this a car-free campus? Like most other universities? More public transportation. And more incentives for the above-named three options"

"I have tried biking, motorcycle, electric scooter, and car. The rain and hills drive me back to the car every time."

Atypical Comments

"I am handicapped and cannot walk without a walker. I would prefer a handicap scooter to get around campus."

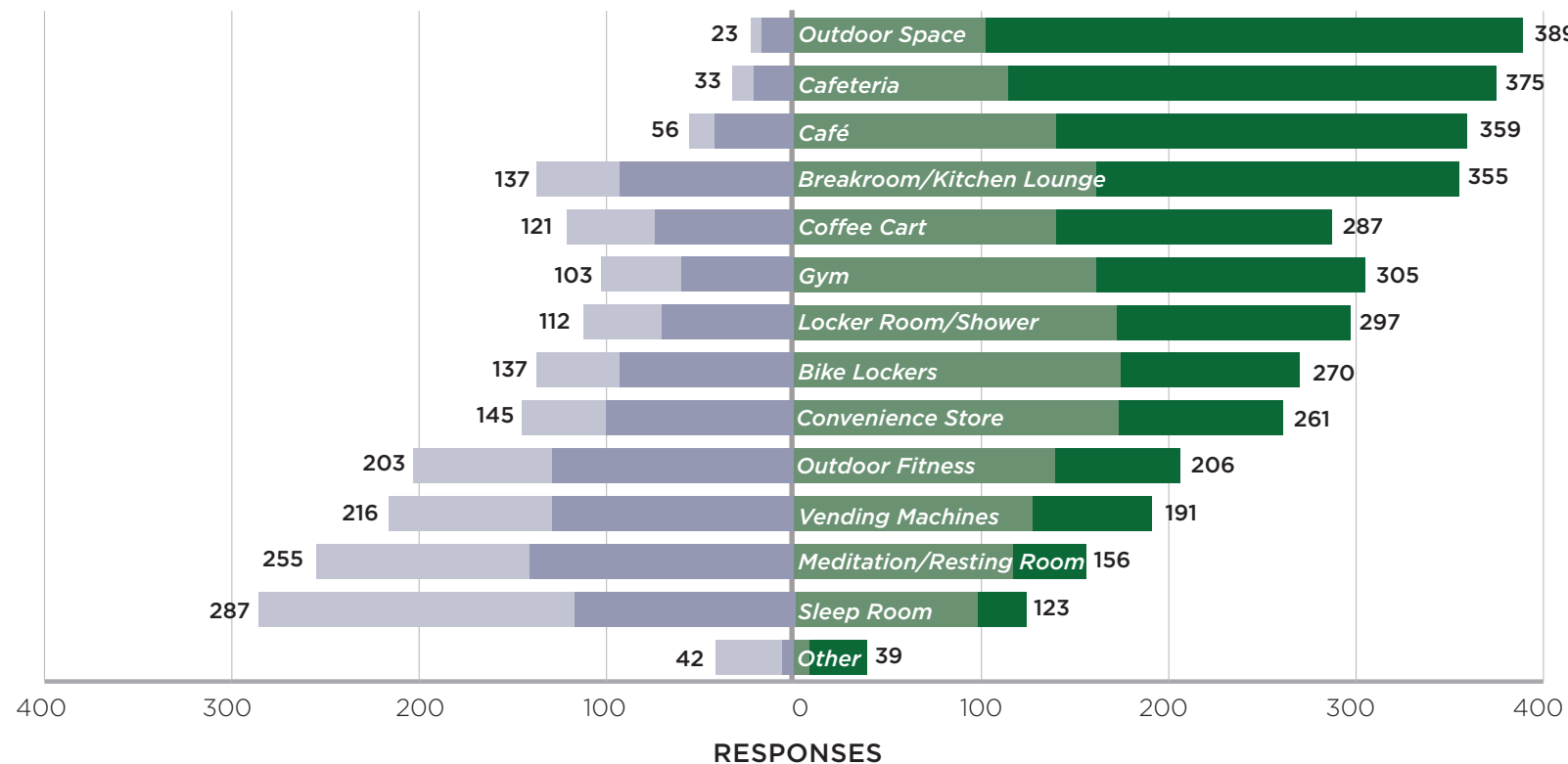
FUTURE IDEAL WORKSPACE FEATURES

Imagine a future ideal campus environment. In addition to the workspace, which of these possible features would be most complementary? Please evaluate the level of importance.

KEY

- Essential
- Somewhat Important
- Somewhat Unimportant
- Unnecessary

Outdoor Space and Cafeteria were rated as the most complementary workspace features



*Ordered by ranking within the 'Very Satisfactory' and 'Somewhat Satisfactory' categories combined

FUTURE IDEAL WORKPLACE FEATURES (cont'd)

Imagine a future ideal campus environment. In addition to the workspace, which of these possible features would be most complementary? Please evaluate the level of importance.

KEY TAKEAWAYS

TOP-RATED FEATURES FOR FUTURE FACILITY

Among all respondents, Outdoor Space, Cafeteria, Café and Breakroom/Kitchen Lounge were rated as the top four most essential features.

LOWEST-RATED FEATURES FOR FUTURE FACILITY

Among all respondents, Outdoor Fitness, Vending Machines, Meditation/Resting Rooms, and Sleep Rooms were rated as the bottom four features as they had the highest number of responses within the unnecessary category.

ADDITIONAL FEATURES ('OTHER')

As observed in the comments responding to the Other category, landscaped outdoor spaces, functional ventilation systems, up-to-date technology and space to collaborate were commonly considered features in a future workplace. Spaces for pumping and nursing were also deemed important.

COMMENTS ('OTHER')

Typical Comments

"Clean ventilation system or open air ventilation. Current ventilation system spews toxic fumes on St. John residents day in and day out. It is not a tolerable working environment."

"Landscaped outdoor space - trees, lawns, sun, shade are key"

"Screening theater with up to date technology, more innovation rooms with flexible furniture and technology like at Sakamaki"

"Would be nice to have standing/walking desks just to be able to move while continuing to work"

"Space to involve/collaborate with community (meetings, projects, community classes, showcases). Sleep/meditation/resting room should be a part of the workspace. A kitchen space should be essential to workspace if there isn't a cafeteria. Health clinic for employees/students. If there is a cafeteria, provide green space or rooftop gardens to grow herbs, vegetables, fruits, etc. A campus environment should be "green" (environmentally friendly). A campus environment should also be safe."

"More locally source food options when selecting food vendors."

Atypical Comments

"Space for pumping/nursing for students and faculty/staff without private offices"

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY

Is there anything else you would like to share?

In the open-ended survey question asking respondents to share any additional thoughts, several themes emerged as common considerations of faculty members. A list of themes was generated and reduced down by a criteria that prioritized breadth of topics and areas of significant input. Six themes emerged and a summary of comments from each theme can be found below as well as on the next page. Faculty members voiced the need for more student and faculty space, varied space types and layouts that facilitate cross-departmental and cross-college collaboration.

STUDENT/FACULTY SPACE

- Adequate space for graduate students and post doctorates
- Additional private space for graduate student assistants to meet with students
- Space for meeting and collaboration
- Active learning spaces
- Spaces to study, collaborate with students and faculty in library

VARIED, VERSATILE SPACES

- Open-format rooms with varied, versatile space and desk layouts
- Flexibility of spaces - rearrangeable to fit different user needs
- Outdoor classrooms
- Compact shelving in the library to free up space for other purposes
- Environmental conditions that support multi-purpose spaces
- Spaces that encourages social gathering, such as existing courtyards

ACCESS ACROSS DEPARTMENTS

- Spaces for meeting other departments
- Ability to interact easily with colleagues, students, administrative staff
- Limit splits between departments and ensure adjacency in location
- Communal spaces for eating, gathering, meeting to allow faculty to form social connections, and feel like a member of the campus community
- Locate faculty offices at/near home departments to facilitate student access to faculty

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

The following three themes are a continuation of those on the previous page. As can be seen below, faculty members commented on a need for increased sustainability, improved technological resources and remote teaching set-ups, as well as enhanced facility maintenance.

SUSTAINABILITY

- Solar panel installations to allow for energy independence
- Energy-efficient buildings
- Reduce air-conditioning usage, opt for alternative conditioning systems
- Incorporate green spaces, open-air walkways, natural ventilation, natural lighting
- Inadequate ventilation systems to clean air in art buildings (i.e. for paints and solvents)
- Create spaces that are more reflective of Hawaiian climate and culture

TECHNOLOGIES

- Improve video conferencing
- Add technology to support online courses
- Improve student access to technologies while in classes, laboratories
- Research labs with standard, up-to-date technologies (pg. 32)
- Adopt technologies for remote teaching set-up (pg. 24)
- Improve data storage, high-speed internet, online resources (pg. 24)

FACILITY MAINTENANCE

- Improve maintenance of buildings and outdoor spaces to contribute to faculty and student well-being
- Work towards larger facilities-management team
- Consult faculty about maintenance and involve them in changes, upgrades
- Expedite equipment replacements (i.e. air conditioning)
- Provide working electrical equipment and improve structural integrity of buildings
- Landscaping, building cleanliness

2

Appendix

Departments	42
Survey Write-In Responses (Themes)	46
Survey Write-In Responses (All Comments)	54

DEPARTMENTS OF RESPONDENTS (PRIMARY)

What is your primary academic departmental appointment, and, if applicable, secondary departmental appointment(s)?

The following pages contain all departments of the respondents. A small portion of these were presented earlier, on page 10.

DEPARTMENT	QUANTITY
English	13
Dean's Office	12
History	12
Geology & Geophysics	10
Mathematics	10
Oceanography	10
Physics & Astronomy	10
Biology	9
LLEA	9
Nursing	9
Theater & Dance	9
Social Work	9
Art and Art History	8
Chemistry	8
East Asian Languages and Literatures	7
Information & Computer Sciences	7
Institute for Teacher Education	7
Music	7
Second Language Studies	7
Asian Studies	6

DEPARTMENT	QUANTITY
Curriculum Research & Development Group	6
Linguistics	6
Tropical Plant & Soil Sciences	6
Anatomy, Biochemistry & Physiology	5
Architecture	5
Botany	5
Center on Disability Studies	5
Hawaii Sea Grant	5
Library Services	5
Political Science	5
School of Communications	5
Special Education	5
Tropical Medicine, Medical Microbiology & Pharmacology	5
Anthropology	4
Cell & Molecular Biology	4
Curriculum Studies	4
Family & Consumer Sciences	4

DEPARTMENT	QUANTITY
HNEI	4
Human Nutrition, Food & Animal Sciences	4
Institute for Astronomy	4
Kamakakūokalani Center for Hawaiian Studies	4
Learning Design & Technology	4
Plant & Environmental Protection Sciences	4
Psychology	4
TPSS	4
Academy for Creative Media	3
Center for Language & Technology	3
Communicology	3
Electrical Engineering	3
HIGP	3
HNFAS	3
Kawaihuelani Center for Hawaiian Language	3
MBBE	3
Mechanical Engineering	3

DEPARTMENTS OF RESPONDENTS (PRIMARY) (cont'd)

What is your primary academic departmental appointment, and, if applicable, secondary departmental appointment(s)?

DEPARTMENT	QUANTITY
Medical Technology	3
Native Hawaiian Health	3
NREM	3
Office of Public Health Studies	3
PEPS	3
Public Administration	3
Urban and Regional Planning	3
Access Services	2
ACM	2
Assessment Office	2
Atmospheric Science	2
Chair	2
Complementary & Integrative Medicine	2
Economics	2
ICS	2
International Programs	2
Kinesiology and Rehabilitation Sciences	2
KRS	2
Law	2
Management	2

DEPARTMENT	QUANTITY
Medicine	2
Microbiology	2
Office of Undergraduate Education	2
Outreach College	2
PBRC	2
Public Health	2
Social Science Research Institute	2
Sociology	2
Travel Industry Management	2
Advising Center for the Colleges of AH/LLL	1
American Studies	1
Archives and Manuscripts	1
CDS, COE	1
Center for Chinese Studies	1
Center for Japanese Studies, SPAS	1
Center for Teaching Excellence	1
Center on Aging	1
Center on the Family	1

DEPARTMENT	QUANTITY
Civil Engineering	1
CMB	1
College of Education, Institute for Teacher Education, Elementary Education	1
College of Languages, Linguistics, & Literature	1
College Opportunities Program	1
Community Services	1
Counseling and Student Development Center	1
CPIS	1
Credit Programs, Outreach College	1
CSDC	1
Dental Hygiene	1
DNS	1
DURP	1
EDEA	1
Elementary Education	1
Emeritus Researcher	1
FCS	1

DEPARTMENTS OF RESPONDENTS (PRIMARY) (cont'd)

What is your primary academic departmental appointment, and, if applicable, secondary departmental appointment(s)?

DEPARTMENT	QUANTITY
FEI	1
Finance	1
Hawaii Institute of Marine Biology	1
Hawaiinuiakea	1
HCWEC	1
Head of Systems	1
HNFA	1
Honors Program	1
HSHK	1
Indo-Pacific Languages and Literatures	1
IPLL	1
JABSOM, OB/GYN and Women's Health	1
Japan Studies Librarian	1
Junior Specialist Outreach	1
KCHS	1
Languages and Literatures of Europe and the Americas	1
Law School Library	1
Learning Assistance Center	1
LELA	1

DEPARTMENT	QUANTITY
LTEC	1
Marketing	1
Molecular Biosciences and Bioengineering	1
MSW program / School of Social Work	1
Natural Resources and Environmental Management	1
Nursing and Dental Hygiene	1
Ocean and Resources Engineering	1
Office of Medical Education	1
Office of Student Academic Services	1
Office Vice President for Research and Innovation	1
OSAS	1
Pacific Biosciences Research Center	1
Pacific Collection, Library Services	1
Pacific Islands Studies	1
Pediatrics	1
Pharmacology	1

DEPARTMENT	QUANTITY
Department of Linguistics	1
Philosophy	1
Primary department	1
Professional Programs	1
Psychiatry	1
Religion	1
School of Accountancy	1
SciTech	1
Secondary ITE	1
SEED	1
Shidler College of Business	1
Sinclair Department (Library Services)	1
SLS	1
Special Collections (Hawaiian Collection)	1
SSRI/UHERO	1
Surgery	1
Temporary Faculty	1
Undergraduate Education	1
University Archives and Manuscripts	1
University of Hawaii Press	1
Water Resources Research Center	1

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EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY

Is there anything else you would like to share?

The following section includes comments from the open-ended question asking respondents to express any other ideas, concerns or needs they would like to share. In this section of the survey, faculty members expressed a wide array of views and those that emerged as common concerns were grouped into general themes. A list of themes was generated and reduced down by a criteria that prioritized breadth of topics and areas with significant input. All comments can be found starting on page 54.

COMMENTS

MAINTENANCE OF FACILITIES:

“Nothing was asked about maintenance of existing facilities. Faculty in workspaces should be consulted about maintenance, and be involved in any changes including upgrades.”

“All of this sounds great, but what we really need is more attention to facilities that we have. Evidently we need more facilities management employees, because it really should not take three months to get an air conditioner replaced, and toilets and sinks should be in working condition 99% of the time. It is really a disgrace to walk into bathrooms with black garbage bags taped over broken fixtures”

“All buildings on campus need to be well-maintained and in daily working condition. Electrical wiring, plumbing, and basic necessities need to be inspected yearly and must be immediately addressed before other “improvements” are planned.”

“Building maintenance is poor, many spaces are very unattractive. A/C doesn’t work well in any of the buildings I’ve been in. Buildings are not energy efficient.”

“A high standard of maintenance within buildings and outdoors is a huge contributor to a sense of well-being at any institution. The role of custodians and grounds-keepers is important. In renovating and constructing new buildings adequate funding for landscaping and for these essential services has rarely been included, but should be in the future.”

“Replacing old buildings with deteriorating electrical infrastructure and structural integrity such as Physical Science Building as an example.”

NEED FOR VARIED, VERSATILE SPACES:

“Really wish there were more open format spaces to work with varied/versatile desks/seating as an options. (Definitely want it on

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

the campus level but might also be good to have a College/Unit level option). Campus level allows for privacy and separation. I suspect the College/unit level might allow for more visibility of/for colleagues and students.”

“Perhaps we can create an educational experience where we share communal space, with kitchen facilities so we can communally learn by cooking, outdoor classrooms to learn outdoors most of the time and indoor innovative spaces when desired in which we can rearrange furniture to our comfort and liking. Mahalo nui!”

“The best innovation in recent years has been the reclamation of courtyards at UH - in Shidler and Sakamaki and Kuykendall and between the Campus Center and Gym. These spaces work well as social gathering spaces. The addition of markets for fresh food has also been great, and the use of food trucks to provide variety and diversity to the campus. These things are very low cost, and UH should think more about imaginative reorganization than massive infrastructure spending on white boards and high-tech classrooms, at least for the humanities and social sciences. Spaces people like to be in should be the watchword. Not capital intensive and expensive “innovation.” The new classrooms for example, have been a mixed bag: some good and some not so good and many still organized around a very conventional pedagogical model of straight lines and desks but with more expensive bells and whistles...Whatever vision manoa adopts, it should be animated by cutting edge spatial and social design and a commitment to the air, light and spirit that occur naturally in these islands.”

“Most urgent-- Need for more innovative teaching spaces, an up to date screening theater and collaborative facility, Large production studios (both indoors with high ceilings, large high doors to outside, and workspace to build set flats, and an outdoors one with car and parking access for outdoor shooting, parking close to equipment pick up and check out (Media Center) for unloading and loading equipment for students and faculty and classes, media center space for equipment certification and training.”

“The University should move towards construction of flexible spaces and discourage purpose-built spaces since needs are constantly changing. Some campus spaces have inadequate electrical infrastructure, so possible uses are limited to non-technology-intensive ones. In the library, some collections must be located on the ground floor because other floors are not able to support the weight of compact shelving. If Hamilton could have more compact shelving, we could free up a lot of space for other purposes. Temperature and humidity limit what some spaces can be used for. If temperature and humidity could be controlled better, spaces could be more flexible.”

INTERDISCIPLINARY WORK: BUILDING LIMITATIONS

“In general, space for meeting and collaboration between departments/areas is crucially needed.”

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

"Departments should not be split up among buildings that are not adjacent. Faculty need to have their own private office and laboratory space. Some shared lab space makes sense, but everyone needs to have their own private space that they control access to and is designed for their needs. Graduate students and postdocs also need office space. Sometimes it feels like projects focus more on optics and gee-whiz tech than the functionality that faculty need for teaching and research."

"Better community spaces for meetings (social and work) would make the campus a lot nicer. Unless I set up a face-to-face meeting, I almost never cross paths with faculty from other departments (or even my own, beyond the hallway-- we don't have any kind of communal space for e.g., eating lunch or having coffee anywhere in the building). This makes it hard to build social connections and feel like a member of a community on campus."

"My current office is quite a distance from my home department and it is not that convenient for students. I think all three national Flagship programs should be housed together with state of the art space. This would show UH's commitment to sustaining these important programs."

"Maintenance of existing facilities is the highest priority in my view. Laboratory space is adequate, office space is adequate. I feel fortunate that I work in a space where it is easy to interact with colleagues, students and administrative staff. This is missing in most other buildings that I have been in - where a faculty member could easily spend an entire week with no in person interactions."

"...The current facilities setup in my college is completely ridiculous and outmoded, where the ~10 faculty members in my department are spread across at least 5 buildings, with some senior faculty hoarding all of the prime space, and without any real shared facilities. I'd like to see more shared labs/ facilities like at the Cancer Center, or the remodeled Edmonson."

DEMAND FOR MEETING ROOMS

"Restaurant/gathering eating area (high quality) for faculty with meeting rooms."

"In general, space for meeting and collaboration between departments/areas is crucially needed."

"Better community spaces for meetings (social and work) would make the campus a lot nicer. Unless I set up a face-to-face meeting, I almost never cross paths with faculty from other departments (or even my own, beyond the hallway-- we don't have any kind of communal space for e.g., eating lunch or having coffee anywhere in the building). This makes it hard to build social connections and feel like a member of a community on campus."

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

BUILDING/ROOM ENVIRONMENTAL QUALITY

"My office space is woefully inadequate. Insufficient natural light, unusable space in the form of high ceilings, the width of a wide hallway, and so hot it doubles as a sauna. I cannot conduct real valuable research in the space."

"The art building needs upgraded ventilation systems to clean the air. Students work with a variety of materials including paints and solvents. Faculty studios are small and often dark with no ventilation system not conducive to making work. I work at home where I have more windows or in NYC in summers so I don't have to ship work."

"Building maintenance is poor, many spaces are very unattractive. A/C doesn't work well in any of the buildings I've been in. Buildings are not energy efficient."

"It is unfortunate that many buildings/offices on campus do not have air conditioning. My office does not. This really is a matter of fairness as there is a tremendous amount of inequity in terms of office spaces and facilities across campus. My office is also somewhat exposed to the elements (the door to the office leads immediately outside and does not seal well), so I have a regular influx of insects and geckos into my office, and occasionally water enters under the door into the office."

ENVIRONMENTAL STEWARDSHIP

"UH needs to install solar panels on all buildings to increase electrical independence."

"Reducing the amount of A/C used at indoor places."

"Future capital improvements (buildings) and renovations should be more reflective of our environment and climate. While new buildings like SOEST and the IT building are sleek and modern, they are more reminiscent of office buildings. In addition, their styles are so different from each other and the existing Manoa buildings that it contributes to a sort of hodge-podge, unprofessional (architectural) atmosphere. UH Manoa needs a consistent and distinct architecture style emphasizing things like open-air walkways, green spaces, large lanais, and natural ventilation."

TECHNOLOGIES

"For the future, enhanced technology to support online courses."

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

"Video conferencing and video production studios are very important to our teaching work."

"...And all the fancy technology you asked about in your survey (i.e projection, flat screen TV, desktop computers, laptop computers, white boards, smart boards, conference phones, video conferencing, audio/video recording devices), I have never seen in any classroom I have taught in. What I have is a blackboard, chalk, and an AC so cold that my students regularly catch a cold and miss class."

STUDENT SPACE

"In general, space for meeting and collaboration between departments/areas is crucially needed."

"...The most important redesign priorities, to me, are ways of learning spaces for students -- labs and classrooms that get out of the "sit and listen" mode, but making use of them is more than just design of space (though that is important). It's also curriculum and cultural change for faculty and students."

"In my previous university workplace, we had computer lab classrooms where students had access to machines with the analysis software we teach. This would be an ideal teaching space for the classes I teach."

"We need more teaching and rehearsal dance and theater spaces. We also need additional performance venues."

"There doesn't seem to be enough space for graduate students."

"Space for doctoral students is crucial to supporting research and developing scholars."

"Spaces for graduate students are essential. These spaces should be outside the lab to limit exposure to hazardous materials. Graduate teaching assistants must have access to a private space to meet with students. I was shocked that your survey did not mention graduate student space. As a land grant extension/outreach specialist, I need a space in which to prepare and store workshop materials. Needs of extension faculty were not mentioned in your survey."

"The largest problem facing the Department of Theatre and Dance is the need for rehearsal and classroom space. Please consider reinstating plans for the Kennedy Theatre addition, which would provide additional parking on main campus, as well as the needed rehearsal and classroom space for both Theatre and Dance programs."

"Our students deserve high quality classrooms."

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

"In my previous university workplace, we had computer lab classrooms where students had access to machines with the analysis software we teach. This would be an ideal teaching space for the classes I teach."

FACULTY OFFICE

"Office space for my staff is at such a premium that many have chosen to work off campus rather than from substandard offices in portables."

"We need a conference room for our office because we interact with faculty colleagues on regular basis."

"Private quiet offices is the most important thing for faculty."

"Restaurant/gathering eating area (high quality) for faculty with meeting rooms"

"My office space is woefully inadequate. Insufficient natural light, unusable space in the form of high ceilings, the width of a wide hallway, and so hot it doubles as a sauna. I cannot conduct real valuable research in the space."

LIBRARY FACILITY LIMITATIONS

"Though not work space for library staff, there is a need for spaces for students/faculty to study and work collaboratively in the library (socialize, event attendance also)."

"More time would be spent in the library if library services weren't being so badly eroded by budget cuts."

"The University should move towards construction of flexible spaces and discourage purpose-built spaces since needs are constantly changing. Some campus spaces have inadequate electrical infrastructure, so possible uses are limited to non-technology-intensive ones. In the library, some collections must be located on the ground floor because other floors are not able to support the weight of compact shelving. If Hamilton could have more compact shelving, we could free up a lot of space for other purposes. Temperature and humidity limit what some spaces can be used for. If temperature and humidity could be controlled better, spaces could be more flexible."

"Currently, in Sinclair Library, there are seldom used offices which rarely see students yet are relatively big, while other offices/departments which see many students have a much smaller allocation of space. Further, the second floor is the elephant no one

EMERGING THEMES IN FACULTY FEEDBACK - SUMMARY (cont'd)

Is there anything else you would like to share?

wants to deal with. There are still a bunch of books that don't have another place to be--not that anyone is in any rush to do anything with them; a quarter of the floor is an assortment of mismatched chairs and tables with limited access to outlets, and the sole "conference room" is, at best, poorly equipped for any kind of group work."

OTHER

"Handicap access is below standard. Buttons that enable access to the fitness center where classes are held and to bathrooms at the Campus Center do not work. There is no handicap access to the 2nd floor of Miller Hall. An elevator was proposed but denied with the explanation that the building is a historic building and an elevator would violate historic preservation rules."

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EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS

Is there anything else you would like to share?

The following section includes all comments from the open-ended survey question. These comments were reviewed to generate the six primary themes that can be found on pages 38 and 46.

COMMENTS

“Most urgent-- Need for more innovative teaching spaces, an up to date screening theater and collaborative facility, Large production studios (both indoors with high ceilings, large high doors to outside, and workspace to build set flats, and an outdoors one with car and parking access for outdoor shooting, parking close to equipment pick up and check out (Media Center) for unloading and loading equipment for students and faculty and classes, media center space for equipment certification and training... *A multi purpose workshop space to serve as a drawing room for all animation classes. -ACM classes that will use this facility: all animation courses *A large studio-classroom space. This facility will have a working light grid as well as movable wall, window and doorframes for class demonstrations. Movable audience platforms will allow for multiple configurations to accommodate drawing classes in the Animation Track as well as directing and screen writing classes in the Production Track. This class will also be used for student project rehearsals and will have screening capability. -ACM classes that will be held in this facility: 318,350,370,375,450 -ACM classes that will have use of this facility: 310,312,370,375,399.405,410, 455, 499 *A large equipment storage room and check out space with access to loading dock. -ACM classes that will have use of this facility: 310,312,318,370,375,399.405,410,420,455, 499 Equipment storage: (3) 9.4' x 14.5'; Certification and check out space: 15' x 45' *12-14 office spaces for faculty and staff. Staff: 11' x 15' *Faculty conference room. Conference room 10' x 21' *A student production office and/or creative space where students can hold production meetings. The student production office and creative space will also host a media resource library, archive of student projects, and script library. -ACM classes that will use this facility: 310,312,370,372,374,375,399.405,410,420,455, 499.”

“ACM needs a permanent home on campus with a state of the art wet-dry animation lab, a foley/soundstage, and a state of the art surround sound cinema as well as a brand new film studio space to shoot interior scenes and hold cinematography classes. Thanks for your help getting these things.”

“All of these answers are connected. UHM plans to move our office, and when it does, these answers will change. What’s “essential” is what you can’t get where you are.”

“Nothing was asked about maintenance of existing facilities. Faculty in workspaces should be consulted about maintenance, and be involved in any changes including upgrades.”

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"All of this sounds great, but what we really need is more attention to facilities that we have. Evidently we need more facilities management employees, because it really should not take three months to get an air conditioner replaced, and toilets and sinks should be in working condition 99% of the time. It is really a disgrace to walk into bathrooms with black garbage bags taped over broken fixtures."

"My office space is woefully inadequate. Insufficient natural light, unusable space in the form of high ceilings, the width of a wide hallway, and so hot it doubles as a sauna. I cannot conduct real valuable research in the space."

"It is unfortunate that many buildings/offices on campus do not have air conditioning. My office does not. This really is a matter of fairness as there is a tremendous amount of inequity in terms of office spaces and facilities across campus. My office is also somewhat exposed to the elements (the door to the office leads immediately outside and does not seal well), so I have a regular influx of insects and geckos into my office, and occasionally water enters under the door into the office."

"The art building needs upgraded ventilation systems to clean the air. Students work with a variety of materials including paints and solvents. Faculty studios are small and often dark with no ventilation system not conducive to making work. I work at home where I have more windows or in NYC in summers so I don't have to ship work."

"Please build more faculty housing near the Manoa campus. Please reserve Manoa faculty housing for Manoa faculty only, not for West Oahu or KCC or HCC faculty. Or build faculty housing near West Oahu for West Oahu faculty, or near KCC for KCC faculty."

"My office in More Hall is so small it is totally inadequate; I have no room to shelve books. I need a bigger office."

"I hope that the UHM finally starts using existing space more wisely. It's frustrating to have to share an office space when an office across the hall is NOT occupied 98% of the time (rumor is that the person has two offices on campus and uses this office as a storage room) and another office in the same hallway -- quite a large room actually -- has NOT been occupied for at least TWO YEARS (well, they had squatters for 3 months but I'm not counting them). If I could get the keys to these rooms, the owners would not even know that we set up shop in there because we never see them enter the hallway. It's frustrating. It's demoralizing. It seems stupid to not have these simple issues resolved. I really don't know why it's so hard; maybe those in charge should tell us why they cannot allocate space and then maybe I'd understand. Until then . . . you know . . . it's sad when we say, "well that's Manoa" and everyone knows what we're talking about. Sad."

"We need a conference room for our office because we interact with faculty colleagues on regular basis."

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"Parking is very difficult to acquire at the Kakaako campus. The problem is that the parking pass purchased to park in Lot C does not work on UH Manoa campus. It would be better if Lot C was under University of Hawaii ownership rather than under DLNR. Either that or if there is a Rainbow Shuttle that travels between Kakaako Campus and UH Manoa."

"Departments should not be split up among buildings that are not adjacent. Faculty need to have their own private office and laboratory space. Some shared lab space makes sense, but everyone needs to have their own private space that they control access to and is designed for their needs. Graduate students and postdocs also need office space. Sometimes it feels like projects focus more on optics and gee-whiz tech than the functionality that faculty need for teaching and research."

"It would be great if the powers that be would look at the long term value of capital improvements and consider not only the immediate cost, but the long term benefits to working conditions, collaboration potential and ability to grow programs by keeping similar units together. For example, the short-sighted building of an additional Life Sciences building far away from the existing buildings addresses a short term need, but not address long term considerations. Instead of building a campus of the future, UH continues to build a hodge-podge of one-ofs, contributing to a perception that UH is a mickey mouse institution."

"I appreciate the reasoning behind this survey. However, space needs for individual departments are much more detailed and fine-grained than can be adequately assessed by an instrument like this. I would ask that the space planners do more to seriously engage with the users of future new buildings and renovations during the design process."

"I don't know why there is no shuttle from the Zone 20 parking structure to buildings on upper campus, like Biomed, Gilmore, and St. John. This would cut my commute time by 15 min., if timed correctly."

"A campus with permanent landscape. This was first envisioned in 1915."

"A regular program for replacing faculty computers every 2-3 years. As it is it's catch as catch can-no plan at all for something that is absolutely essential. Also-how about upgrading the research and teaching labs. It's nice to dream about a lunge to visit in, but we spend most of our time working. That's the environment that needs to be the best-and the labs are typically the most out of date parts of the buildings. Did you beta test? Some questions are squirrely."

"Keep greening Manoa, please. The more the better."

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"I am a bit surprised there are no questions about the furniture or the quality of the lighting of the spaces we use or would like to have. I have been visiting institutions in the mainland on a regular basis for years and I yet have to see one that has worse spaces than Manoa. We take the cake."

"No, mahalo."

"Area for small outdoor concerts."

"Office space for my staff is at such a premium that many have chosen to work off campus rather than from substandard offices in portables."

"Having some new facilities would be great and even necessary. However, it is more important to repair and/or clean up the current facilities. For instance, there are black materials falling down from the A/C vent on the ceiling in my office. I think the filter has never been replaced for the last 100 years. At least for the last 10 years, it has not been."

"It is not the answer to better engagement. Active learning environments using problem solving and group problem solving in the class room are what do work (at least in STEM). They can be ENHANCED with out-of-class IT. Engagement by the faculty member during class is most important. (I've won 4 University-wide best teacher awards at 3 separate universities.) I also serve on NSF education panels."

"Need a shuttle between Kakaako and Manoa."

"In the section on time utilization, you did not include anything about mentoring student research. Although I only spend a few hours per week in my research laboratory, I spend 10-15 hours per week actively mentoring several undergraduate and graduate student research projects. This takes place in my office, in conference rooms, in the lab, and in informal meeting places (Starbucks, Paradise Palms, etc.)."

"We need to make our buildings reflect the host culture. It needs to be more Hawaiian."

"Better community spaces for meetings (social and work) would make the campus a lot nicer. Unless I set up a face-to-face meeting, I

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

almost never cross paths with faculty from other departments (or even my own, beyond the hallway-- we don't have any kind of communal space for e.g., eating lunch or having coffee anywhere in the building). This makes it hard to build social connections and feel like a member of a community on campus."

"Yes, please reduce the parking fees as it is an indirect way of lowering our salaries."

"Really wish there were more open format spaces to work with varied/versatile desks/seating as an options. (Definitely want it on the campus level but might also be good to have a College/Unit level option). Campus level allows for privacy and separation. I suspect the College/unit level might allow for more visibility of/for colleagues and students."

"In my previous university workplace, we had computer lab classrooms where students had access to machines with the analysis software we teach. This would be an ideal teaching space for the classes I teach."

"Survey too long, I almost gave up half way through."

"The measure of success should not be measured by the quantity of publication. It should have a consideration about the quality."

"Why do we have *so* many surveys at UH?"

"Maintenance. No matter how modern/up to date/latest technology university classrooms, labs and offices are, they will degrade and break unless timely and routine maintenance is provided."

"My current office is quite a distance from my home department and it is not that convenient for students. I think all three national Flagship programs should be housed together with state of the art space. This would show UH's commitment to sustaining these important programs."

"It would be great if facilities would react more quickly to requests. We had a leak in a previous location that never got fixed. We have furniture that we've requested removed that has never happened. It's frustrating to not be able to get these things done in a timely manner."

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"I was not sure what you had in mind when you use the term "collaborate," so my answers to that are not so reliable. My answers are also skewed by the fact that I am currently a department chair, so my workload is administratively heavy, with a light teaching load and no time for research. I answered these questions from that perspective. Finally, since I will be retiring some time in the next ten years, I couldn't really answer the "teaching environment" questions."

"The College of Education faculty and students have long intense days and only 20 - 30 minute break for lunch, snacks, dinner. The campus center is too far away for a quick meal or even coffee. And we need more out door shaded spaces and tables/benches to relax, meet, eat, or be out of the rain while waiting for classroom to be opened."

"A high standard of maintenance within buildings and outdoors is a huge contributor to a sense of well-being at any institution. The role of custodians and grounds-keepers is important. In renovating and constructing new buildings adequate funding for landscaping and for these essential services has rarely been included, but should be in the future."

"Kuykendall Hall has been bypassed repeatedly for the refurbishment it needs to attract new faculty and retain the faculty who work here. It's one of the oldest and least attended to buildings on campus, and I think it reflects badly on the future of the humanities that a place where students learn some of the most important skills they will need to make this world richer as a human environment is so neglected."

"It's a little odd to be asked what I want when the current situation is so desire. I work in a building with major problems. The classrooms are rundown, the paint on the building peeling. Band-aids are occasionally used. In my own office, I have no working printer and am told to buy my own paper, computer ribbons (kind of moot), and etc. I paid out of pocket to have decent shelving. After over a quarter of a century working here, I have to pay out of pocket to go to conferences. So this form I'm filling seems to be getting ahead of itself. But no harm in dreaming."

"Handicap access is below standard. Buttons that enable access to the fitness center where classes are held and to bathrooms at the Campus Center do not work. There is no handicap access to the 2nd floor of Miller Hall. An elevator was proposed but denied with the explanation that the building is a historic building and an elevator would violate historic preservation rules. "

"Certain parking areas are not available if I come back from meeting after 4pm. Students park in this lot close to Warrior recreation center and I-Lab. Lots of violators (those without on campus stickers, or student permits) in that lot prior to 8am, and after 4pm. Violators not ticketed since parking monitors not there early in the morning. Sometimes visitors park in employee slots. Parking lot directional driving

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

instructions not followed with cars racing around in the opposite direction to get this close parking. I have witnessed about 1 near miss each week. The university will be held responsible for head on collisions. Parking stall striping behind art building too small and several colleagues have been blocked in until after 8pm. Campus police said that is nothing to be done."

"The facilities need to be maintained and modernized. Suggest you hire a private company of not state-unionized workers to actually clean the facilities. Faculty support in terms of facilities maintenance has been for the many years I've been here, a very bad joke. Maintenance workers, until very recently, used to sit outside, smoke and drink coffee for documented HOURS a day during their work time and did the minimum to clean the facilities (wipe the white boards, clean the bathrooms, [kind of], sweep the hallways, with an occasional sweep of the classrooms and once a semester moppings, at best). Things seem to be better in the past couple of years, but before, it was nothing short of a joke. The place was totally an incredible dump. So much for pride of place or importance given to higher education. Definitely, still, a third-world looking campus in terms of buildings and indoor space. The landscaping has gotten much, much better in the past years, but the building interiors?"

"Our existing facilities are in such poor shape as it is. I'll bet you could make lots of people happy merely by fixing them up. The doors to POST are always broken and it seems to take years to get one fixed. By the time that happens another will be broken. I know that other departments have much more serious infrastructure problems, but the POST doors are emblematic of the inability of UH to do anything quickly or efficiently. The best thing lately has been an Engineering Professor and his classes who have been installing sidewalks WHERE PEOPLE ACTUALLY WALK! What a great concept - why can't UH adopt this practice?"

"After decades, finally move to digital door keys everywhere."

"UH needs to install solar panels on all buildings to increase electrical independence."

"Restaurant/gathering eating area (high quality) for faculty with meeting rooms."

"Sakamaki Innovation Zone classrooms are the best teaching spaces I have ever used. More of these with adequate technology resources would be the best addition to the campus."

"The best innovation in recent years has been the reclamation of courtyards at UH - in Shidler and Sakamaki and Kuykendall and between

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

the Campus Center and Gym. These spaces work well as social gathering spaces. The addition of markets for fresh food has also been great, and the use of food trucks to provide variety and diversity to the campus. These things are very low cost, and UH should think more about imaginative reorganization than massive infrastructure spending on white boards and high-tech classrooms, at least for the humanities and social sciences. Spaces people like to be in should be the watchword. Not capital intensive and expensive “innovation.” The new classrooms for example, have been a mixed bag: some good and some not so good and many still organized around a very conventional pedagogical model of straight lines and desks but with more expensive bells and whistles. Of course, many of the classrooms are still downright awful, viz. Kuykendall especially, and the airless, lightless classrooms in Holmes. Why these were ever built in a place like Hawaii is a complete mystery to me. They seem designed for Michigan in mid-winter. Whatever vision Manoa adopts, it should be animated by cutting edge spatial and social design and a commitment to the air, light and spirit that occur naturally in these islands.”

“At present, there isn’t even enough money at UH Manoa to purchase books or maintain journal subscriptions for the library. Thus, I am mystified why we are being asked to complete a survey about something that seem very unlikely to happen. If indeed the state legislature allocates much-needed infrastructure funding for UH Manoa, it should be put into bringing laboratory facilities up to code, repairing and replacing essential work and classroom spaces, and into building long-term faculty housing to retain and recruit faculty. The notion of meditation rooms, sleep rooms, etc is absurd.”

“Would like to see UH Manoa remain a human and humanistic environment.”

“Spaces for graduate students are essential. These spaces should be outside the lab to limit exposure to hazardous materials. Graduate teaching assistants must have access to a private space to meet with students. I was shocked that your survey did not mention graduate student space. As a land grant extension/outreach specialist, I need a space in which to prepare and store workshop materials. Needs of extension faculty were not mentioned in your survey.”

“We need to make work friendly environment, which is dynamic. So, plan the way that it can be changed/ accommodated easily when needed over years.”

“If we are a Hawaiian place of learning, all facilities should feel like Hawaii. That does not mean design or technological overkill. They should be integrated with the environment, and of sufficiently high quality and functionality that anyone would be proud to send their children here.”

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"Again I want to emphasize that parking should be free for permanently disabled faculty. 2 Also I would like to add that I was without an office for the first two years of my appointment, precisely the time when research productivity was most important. The author's copy of my first monograph was mailed to me while I was sharing a dungeon with our lecturers--the irony of the situation was caustic. It was also extremely insulting and demoralizing. Differential pay is accepted in academia but differential facilities/perks for equal-status faculty within and across departments is unacceptable. I thought seriously about leaving UH every day that I stepped into that hellhole of a shared office, and cringed at the slight every time I stepped into a fellow junior colleague's office. Little things become very big when it's a question of respect. No amount of saying 'aloha' and 'mahalo' can make up for structural discrimination and disrespect. I should note that I only have an office because a colleague senior to me had breathing problems inside it for reasons that are still unclear and decided she preferred the shared dungeon. If I spend too much time in my office I sometimes notice asthmatic symptoms. We should regularly check window air-conditioners for mould. 3. While we're on the topic of space, the one I hate the most is faculty housing. It is disgusting and my colleagues and I often reminisce about living in much nicer housing when we were grad students. I have a colleague who wept the first day after moving in. The faculty housing should be free for an allotted time to help us save up to confront for the punishing housing market. My previous job was at Seoul National University where faculty housing was both very nice and heavily subsidized (c.\$200 per month). The housing-factor is one of the fundamental reasons faculty become disaffected and leave."

"Most important to fix an architectural scheme for all new buildings so that we eventually get away from the "low bid", "each architect makes his/her own statement" on campus in a hodgy podgy fashion."

"Before we make any changes to space planning we should have some serious discussion (and implementation after reaching a consensus) about mission and budget allocation mechanism reflecting the kind of campus we want to become. The questions I feel after reading the survey questions seem like the cart leading the horse."

"Huge amounts of money are wasted in freezing the classroom at UH Manoa. Thermostats in POST don't work, or only go up to 74 degrees; thermostats in Sakamaki only go up to 74 degrees. The EPA recommends 78 degrees. I wish the money spent freezing people went into tuition reduction and faculty salaries! Some real thought and engineering and ethical considerations need to go into climate control in a state where traditionally none was needed."

"For some reason there has been one or more inoperable outside door to the POST building pretty much since it opened. Can you please fix them so they stay fixed? This includes the "fire escapes", which many of us use since there is no alternative stairs access to the upper floors."

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"Future capital improvements (buildings) and renovations should be more reflective of our environment and climate. While new buildings like SOEST and the IT building are sleek and modern, they are more reminiscent of office buildings. In addition, their styles are so different from each other and the existing Manoa buildings that it contributes to a sort of hodge-podge, unprofessional (architectural) atmosphere. UH Manoa needs a consistent and distinct architecture style emphasizing things like open-air walkways, green spaces, large lanais, and natural ventilation."

"The CoE facilities are abysmal. Our facilities are outdated and include buildings that have been condemned."

"Our facilities are very old and out dated. It is embarrassing to host guests from external organizations. The rest rooms have poor circulation and haven't updated since mid century. Many of the buildings are lacking paint and basic tlc maintenance. Our students deserve high quality classrooms."

"Reduced parking fees."

"All buildings on campus need to be well-maintained and in daily working condition. Electrical wiring, plumbing, and basic necessities need to be inspected yearly and must be immediately addressed before other "improvements" are planned."

"Yes! I have worked in academia for 25 years and at many different universities internationally. Even though Hawai'i is my 'dream' place to live, I have never seen a more derelict and technologically backwards university than the Manoa campus, with paint peeling off the walls, sun screen foils peeling off the glass windows, windows that do not close or open properly, cracks in the cement (example: Kuykendall Hall), mold, and cockroach traps. In the 1970s East Germany was notorious for their run-down, dilapidated buildings. This is what the Manoa campus reminds me of. And all the fancy technology you asked about in your survey (i.e projection, flat screen TV, desktop computers, laptop computers, white boards, smart boards, conference phones, video conferencing, audio/video recording devices), I have never seen in any classroom I have taught in. What I have is a blackboard, chalk, and an AC so cold that my students regularly catch a cold and miss class."

"Better and cleaner bathrooms."

"Functioning air conditioning--either has to be too cold or too hot."

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

“UH Mānoa is so large and because I am handicapped it is difficult for me to get around with a walker.”

“Perhaps we can create an educational experience where we share communal space, with kitchen facilities so we can communally learn by cooking, outdoor classrooms to learn outdoors most of the time and indoor innovative spaces when desired in which we can rearrange furniture to our comfort and liking. Mahalo nui! “

“UHM should comply with all ADA requirements campus wide. Thank you for your efforts to assist in compliance! We need to have handicap accessible door for the Stan Sheriff Center Fitness Center.”

“Thank you for opportunity to provide input. I am very low maintenance. I prefer that most of the funds go to the student spaces.”

“Take into account that more and more students and faculty need not be on-campus due to online classes. Vacant spaces may be pooled even among full-time faculty and staff. Electronic access to facilities, department offices, etc (those who need to be on-campus everyday) must be smoother, dependent on other forms of communication (other than voice mail), and utilize other modes of technology for communications. In other words, the infrastructure for using modern communications technologies and services needs to be at highest efficiency, including access into campus from abroad (internationally). Some services are currently operated at less than 24/7 which reduces the opportunity for access from countries with time zones +10 or more. Likewise, information security must be enhanced. Facilities include more than physical spaces.”

“College of Ed facilities are atrocious. Rats, feral cats, gecko, roaches, crumbling facilities, inadequate cooling, non-disabled friendly infrastructure, outdated technology infrastructure, inadequate lab spaces, inadequate methods teaching spaces, shared faculty office spaces, and more. There is no excuse for our current facilities and the fact we had to use the media just to get access to our own insurance media. It is obvious that the university does not value education or understand our role in a research I institution. We don't just education teachers. Sad.”

“The University should move towards construction of flexible spaces and discourage purpose-built spaces since needs are constantly changing. Some campus spaces have inadequate electrical infrastructure, so possible uses are limited to non-technology-intensive ones. In the library, some collections must be located on the ground floor because other floors are not able to support the weight of compact shelving. If Hamilton could have more compact shelving, we could free up a lot of space for other purposes. Temperature and humidity limit what some spaces can be used for. If temperature and humidity could be controlled better, spaces could be more flexible.”

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"Why are there are no questions about classrooms? It is 2017 and we still cannot get rooms to hold our classes each semester. We have to rearrange our entire schedule when the room "rejection" list comes in each semester. We are assigned rooms all over campus that require back-to-back teachers to be re-scheduled. We also get several classrooms each semester that have no computer in them which requires further schedule changes and/or forces faculty to prepare "low tech" lesson plans for some sections of the same class. We had a net loss of 8 classrooms in Moore to give 6 office spaces to the Confucius Institute which not sit empty most of the day. Why did our Chinese Flagship program have to be located in the Bio-Med building?"

"I think UH should build more old-world "humanistic" classroom spaces (think art, wooden furniture). The current emphasis on building space-age classrooms seems misguided."

"It is not just important to have spaces but to maintain them. I have a quiet individual office. I am lucky and happy with the space but it never gets clean. I have to dust, sweep, and mop my own floors and the windows are so dirty from the outside that it is embarrassing when someone sits in my office to talk to me. Maybe we should put money in janitors' service rather than new buildings or technology."

"I really wish that I could walk into a class room in Keller Hall and plug my laptop into a projection system that was part of the class room. I really wish that I could teach a class so that a student from UH-Hilo, or any other campus, could take the class remotely."

"Someone must realize that I spend a considerable amount of time doing my work at Starbucks Manoa (it is the best place to design, write software and/or other reports/ manuscripts without interruption, but still in the presence of other people so I'm not tempted to distract myself with other things; replicating that atmosphere would be the ideal office space). The current facilities setup in my college is completely ridiculous and outmoded, where the ~10 faculty members in my department are spread across at least 5 buildings, with some senior faculty hoarding all of the prime space, and without any real shared facilities. I'd like to see more shared labs/ facilities like at the Cancer Center, or the remodeled Edmonson."

"Facilities and get work done in a timely manner is the biggest joke on this campus - 8 months (still without decision) for power outlets. Facilities needs attention, leadership and re-organization to get jobs done. Buildings are falling apart - a sad reflection on how we value our UH(M) assets."

"Please do not do another survey, collect a lot of feedback, and then be too afraid to do anything about the results of all of this effort. Be bold, take action that is in the best interest of the University moving forward, and stop wasting people's time with surveys that never result

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

in anything meaningful.”

Working with the Maintenance Dept has been and continues to be a nightmare for the Shidler College of Business. The carpets on the 4th floor of C-tower are original ... from the 1960s! The Faculty deserves to have better work spaces. Hiring new Faculty and bringing them to our offices is embarrassing and hurts recruiting which in turn reduces the quality of our University. To have one unit sit on and delay multiple projects like re-carpeting and re-painting the bottom floor of the College building is simply bad business and must not be allowed to continue. Interestingly, not one question on this survey gave the Faculty the opportunity to use multiple criteria to evaluate the quality of their current work space and other questions made it possible, if answered, to come very close to identifying individuals taking the survey. Hopefully, you will take this comment seriously. We have a huge office quality issue in C-tower, A-tower, and E-tower. I believe the College is willing to raise its own money to improve the offices. But, Maintenance, according to our Dean's office, is standing in the way and blocking our initiatives. Please please let us make these simple improvements.”

“Reducing the amount of A/C used at indoor places.”

“Eliminate cars from campus. This campus is unlike most others with a focus on cars and parking. Upper campus at the guard shack should be closed to deliveries, maintenance, emergency, and handicapped vehicles only.”

“The Marine Sciences Building is old and falling apart. I am ashamed to have my colleagues visit me here. The janitors DO NOT CLEAN and NEED TO CLEAN here. I bring in millions to the university and have dead bugs and hairballs in the hallway, in addition to the run-down state of the building. Before you add new spaces, please clean and fix the spaces you currently have (or tear them down and build a new building). I have been here for 15 years and the one thing that would make me search for a new job is the pit I have to work in.”

“A/C and a central location are very important too when it comes to work space & teaching. Classrooms should not have chalkboards in this day and age - very embarrassing for visiting groups.”

“It would be nice to have an office, as opposed to a non-private corner of the lab.”

“I firmly believe that faculty who only use offices for office hours a few hours a week and generally work from home should share office space. Those who work closely with students and meet face-to-face on a daily basis (more than 25 hours per week) utilize the office ef-

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

fectively.”

“Please note that the arboretum aspect of the campus should be high on any future structure planning and could in fact use more native plants to keep the campus and the people working on it connected with the ‘real’ hawaii.”

“The Manoa Faculty Senate needs a more appropriate venue for its monthly meetings than the Architecture Auditorium. Senate meetings were far more conducive to effective discussion when they were held in one of the large classrooms of the Law School. Visual contact between individual senators engaged in discussion is severely hampered in the Architecture Auditorium.”

“The Physical Sciences building in which we teach our undergraduate physics laboratories is in poor condition, a disservice to students and faculty alike. Please plan to replace it or greatly upgrade it as soon as possible.”

“Replacing old buildings with deteriorating electrical infrastructure and structural integrity such as Physical Science Building as an example.”

“Building maintenance is poor, many spaces are very unattractive. A/C doesn’t work well in any of the buildings I’ve been in. Buildings are not energy efficient.”

“Physical Sciences Teaching lab spaces are 3rd World Air conditioning in Watanabe Hall has been a disaster the last few years (runs full blast, excessively over cooling lab and office space, until fails and is offline, which happens with great frequency).”

“New buildings should come with parking underneath. - I think the emphasis on greening the Manoa Campus has been great and efforts for use our wonderful outdoor spaces should be multiplied. More spots to sit and study, talk with colleagues, have impromptu seminars would be most welcome. - A lot of precious space on the Manoa campus is used by air conditioning systems which could just as well be on rooftops. - And BTW, the expensive A/C systems on campus do not work well, are inefficient and really something needing high level investigation. Our campus engineering is incompetent. - The Physical Sciences building at Manoa is in bad shape and probably structurally impaired (check structure supporting stairs)..”

“Improve experiment station working condition, shower rooms for farm station, safer road for visitors to visit experiment stations, water

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

fountain for field workers and visitor. These are part of the safety for employee and visitor. Fix the leaky roof and broken floor.

The field station facilities are offensive and shameful. In order to do actual work and to hold meetings and events at our own facilities a dramatic upgrade needs to happen. “

“My teaching time varies per semester.”

“How about fixing the bathrooms in Saunders so that one does not feel humiliated and unimportant. The plumbing does not work, the fixtures are broken. You ask nothing about basic sanitation and the respect for human dignity that offers. Working in conditions such as this is embarrassing, and what it says to students about their value and worth will never be compensated by ridiculous signs on campus lamp-posts of smiling students.”

“Maintenance of current workspace, rest rooms etc. is a higher priority than creating new space with all the bells and whistles. It is currently embarrassing to have visiting faculty in Holmes Hall because of the run-down condition of the building and facilities.”

“Re survey itself: Be realistic in your disclosure paragraph. Everybody misrepresents these 20-30 minute surveys as “10 minutes.” Be honest! It’s important for us to complete these thoughtfully.”

“For the future, enhanced technology to support online courses.”

“Maintenance of existing facilities is the highest priority in my view. Laboratory space is adequate, office space is adequate. I feel fortunate that I work in a space where it is easy to interact with colleagues, students and administrative staff. This is missing in most other buildings that I have been in - where a faculty member could easily spend an entire week with no in person interactions.”

“Video conferencing and video production studios are very important to our teaching work.”

“There are few “gathering places” on the Manoa Campus. There are no seating areas inside of Crawford Hall (beyond the classrooms & offices) - Students sit on the stairways between classes. This is very hazardous to anyone using the stairways. Benches or seating areas in the beautiful grassy areas between Hawaii Hall - George Hall - etc would seem natural. There are few peaceful outside areas for students

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

to meet - discuss their work - relax - and enjoy Hawaii. Campus center is often noisy and offers little space for student groups to meet on project work. We have a beautiful campus - yet I rarely see anyone outside enjoying it."

"I hope this is not leading towards a plan for hot desks. I tried that once and was so frazzled and unproductive."

"I would like to see more healthy food options available on campus. And I can't understand why there are refrigerated vending machines for snacks that are using a lot of electricity."

"The Makai and Lower Campus portables are totally inadequate for conducting language classes with their single-wall construction, noisy window air conditioners, wild chickens, and delivery trucks. Our program has lost international business due to the inadequate facilities."

"Thanks for asking about these important matters."

"Awesome initiative!"

"As someone who does survey research I have to say this is one of the silliest surveys I've ever answered. I can't imagine it will yield any valuable or useful insights about space utilization. Some of the questions -- who will you work with today or 10 years -- are truly bizarre. The most important redesign priorities, to me, are ways of learning spaces for students -- labs and classrooms that get out of the "sit and listen" mode, but making use of them is more than just design of space (though that is important). It's also curriculum and cultural change for faculty and students."

"There doesn't seem to be enough space for graduate students."

"Space for doctoral students is crucial to supporting research and developing scholars."

"Would love to see the office in Wist Hall repaired. There is an office upstairs (WH244) that has been uninhabitable for a year now; ceiling/roof repairs still waiting. Also, Wist Annex (WA-103) building air conditioning (faculty office cubicles) was out for a couple of months; has been fixed temporarily, waiting for another part for permanent repair. Buildings that were condemned years ago still stand; fire, health and

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

safety hazard to everyone in vicinity. Insurance money owed to the COE for a building that burned to the ground has been held by the University for years; no new building plan in process. COE lacks sufficient office and classroom space but seems to be last on anyone's list."

"Yes, the Department of Theatre and Dance still needs a new building. Many of my colleagues are "outsourced" to other buildings because of the lack of office space. Since we only have one crummy seminar room at Kennedy Theatre (KT 101), we even use our smelly dressing rooms ("Men's Dress" and Women's Dress") officially as class rooms. Please reconsider pulling the 10-year-old blueprints for a Kennedy Theatre Addition out of the drawer."

"The largest problem facing the Department of Theatre and Dance is the need for rehearsal and classroom space. Please consider reinstating plans for the Kennedy Theatre addition, which would provide additional parking on main campus, as well as the needed rehearsal and classroom space for both Theatre and Dance programs."

"This survey seemed to be more about office space....I would want to stress that our classroom space in Kennedy Theatre is still woefully inadequate--Kennedy was built over 50 years ago as a performing space only, not as a teaching space. We literally teach in bathrooms--people walk thru our classes to use the restroom and we can hear the flush right in the middle of performances. Plans were developed many times over the last 40 years for a Kennedy Addition, the last time being around 2008, with over 2 million dollars spent on them. These teaching facilities have been mentioned many times in our program reviews as being embarrassing for the university and community. I would just like to mention it again, as it really seems that it's not on anyone's radar in the upper administration. Thank you for considering my request to look into this matter again."

"More work being done to upkeep existing buildings in general would be the most important step at this point in my opinion. Having worked at multiple campuses in California, and visited even more, I have to say that UH Manoa is the least well maintained and has most instances of use of found materials and practices I have ever seen. As the flagship of the UH system, this is a somewhat frightening thought. It is disheartening to go for meetings in Hawaii Hall and see the well maintained and manicured spaces and then return to one of the five buildings my department is spread out among, with the exception of the new Dance Building. The other four buildings have so many "found" spaces and equipment in them it is demoralizing on a daily basis. I so appreciate the work that has been done and is being done on parts of Kennedy Theatre as I write this, but there is so much more that needs to be done to make all of Kennedy Theatre, Keller Hall, Sakamaki Hall, and Lunalilo feel like they are part of a vibrant modern University. I know that this is what this is all about and that it is all being looked at, and I do see the efforts being made and appreciate them greatly. I just still feel the weight of all that still needs to be done everyday. Thanks!"

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

"In general, space for meeting and collaboration between departments/areas is crucially needed."

"Questions related to Extension were not included in the body of this survey. Extension Agents are not instructors nor researchers, but we are very important to the college and university. I would greatly appreciate a bit more respect and inclusion in surveys."

"My office is at Kakaako and I teach 2 undergraduate classes at UHM. I volunteer my time to teach these classes. Why is parking at UHM expensive and green stalls unavailable at the times of my classes? Yes, I can park in Zone 20 and walk to Biomed. UHM doesn't seem to value off campus faculty."

"Shuttle between UH Manoa and School of Medicine would be very helpful."

"Shuttle transportation between Campuses. For example between UH Manoa and JABSOM extremely important and necessary. If everyone actually completes this survey in 10 minutes, the campus of the future will look like Mumbai."

"Better upkeep & maintenance throughout campus buildings and campus landscape. Faculty are attracted to attractive campuses, as are students. Implement an attractive entrance to campus. Excessively tall or bulky buildings do not make a campus attractive; avoid more than 6 story buildings. Figure how to make use of natural ventilation as well as AC through smart technologies in new buildings."

"Campus has improved over past 32 years: good visitor parking, good bike racks, well maintained campus trees, shrubs and lawns, campus bus reduced moped traffic and noise, many food options. Building conditions- cleaning, painting, plumbing, and repair are subpar.

Currently, in Sinclair Library, there are seldom used offices which rarely see students yet are relatively big, while other offices/departments which see many students have a much smaller allocation of space. Further, the second floor is the elephant no one wants to deal with.

There are still a bunch of books that don't have another place to be--not that anyone is in any rush to do anything with them; a quarter of the floor is an assortment of mismatched chairs and tables with limited access to outlets, and the sole "conference room" is, at best, poorly equipped for any kind of group work."

"1. Current state of my laboratory (Holmes 182/183) is an embarrassment, I never show my work space to visitors. 2. When will custodial staff actually start doing the work and clean the office and lab space? I have never seen an university where lab and office spaces are NEVER! cleaned. I would fire the whole custodial team to save money, as I can and do take garbage out on my own, hence I see no reason

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

to keep anyone.”

“Neither the UHM or UH System administration are sincerely collaborating with individual faculty, staff and students on the tremendous facility needs at Manoa. The only purpose of this survey is to provide the administration with the ability to cherry pick metrics to justify facility choices they have clearly already made. This administration will waste tens of millions of dollars on facility decisions that look logical on paper (to legislators and members of the BOR), but will fail the practical needs of our campus. If the Administration were sincere in their desire to get detailed input on facility needs, they would actively meet with each individual unit to discuss these issues. They have not. They would facilitate meetings between units with similar facility needs so that the staff and faculty members of these units could collaborate on creative solutions. They have not. The administration’s lack of transparency and willingness to do the hard work to solve the facility needs of the Manoa campus indicates the extreme mediocrity of the current UH leadership. Administrators will never solve the facility needs of the Manoa community unless they actively engage the members of our community (faculty, staff and students) who actually use these facilities on a day to day basis.”

“We need more teaching and rehearsal dance and theater spaces. We also need additional performance venues.”

“Bathrooms in Saunders are in desperate need of renovation. At minimum, hands-free sink, soap, and towel dispensers to help combat spreading illness. Thank you.”

“I don’t think classroom assignments in Moore are effective. Language classes should be restricted to 3 days/week or if they are more, then T/R classes should begin and end using the T/R schedule (rather than the MWF schedule as it is done now). I wish some technical measure can be added to the wireless internet so that student don’t surf during the class meeting but still can use their computers to read the electronic material. Right now, there is no way of checking if they are surfing the internet, reading e-mail during class time.”

“Private quiet offices is the most important thing for faculty.”

“Try fixing up some of the disgraceful bathrooms. They are disgusting and an embarrassment. Try getting decent protection from cyber attacks, phishing and multiple computer problems. They are more important than worrying about cafes. We are a joke compared to other institutions.”

“Kuykendall needs to be *maintained*. That the university and the English department allows it to crumble is a testament to the inefficien-

EMERGING THEMES IN FACULTY FEEDBACK - ALL COMMENTS (cont'd)

Is there anything else you would like to share?

cy and absurdity of the UH bureaucracy. The building is not great but it is ok. The paint needs to be scrapped off and repainted, the bathrooms could be remodeled, and the offices could get make-overs. It is a well-ventilated building with adequate space for the students that circulate through it. The computers work. The elevator now works. But the building just needs to be maintained. It is not a waste of funds but an investment as future maintenance may in fact cost more if the university decides to continue deferring this maintenance.”

