



2008-2009 Alumni Survey
University of Hawaii – West O’ahu

Assessment & Institutional Research Office

August 6, 2009

2008-2009 UH West O'ahu Alumni Survey

Pursuant to the mission¹ of the University of Hawaii West O'ahu (UHWO) to offer a baccalaureate education to meet the need for “professional, career-related, and applied fields” in the State of Hawaii and the Pacific region, the 2008-2009 UH West O'ahu Alumni Survey (“UHWO Alumni Survey”) offers alumni an opportunity to evaluate the effectiveness of UHWO’s programs and services for working professionals. In addition, the 2008-2009 UHWO Alumni Survey provides updated² information on alumni’s post-graduation activities and reflections of their overall experience at UHWO. The findings of the 2008-2008 UHWO Alumni Survey will present insights to enhance the educational experiences of students at UHWO.

This report is summarized in six sections as follows:

- Section 1 briefly describes the instrument and method employed to administer the survey.
- Section 2 provides evidence to support the representation of the survey respondents to the graduates of UHWO from *calendar years* 2004 through 2007 (“2004-2007 UHWO alumni”).
- Section 3 reports the characteristics and pre- and post-graduation activities of the survey respondents, including their work titles and income earned.
- Section 4 presents the following findings of the survey:
 - A. Assessment of Institutional Learning Outcomes
 - B. Impact of Academic Support and Student Services on Degree Completion
 - C. Impact of Learning Opportunities on Employment Status
 - D. Preparation for Post-Baccalaureate Education
 - E. Preparation for Post-Graduation Employment
 - F. Satisfaction with the Quality of Campus Programs and Services
 - G. Factors that Contributed to Educational Experiences
 - H. Overall Student Achievements
- Section 5 lists suggestions from alumni to improve the educational experience of students at UHWO, and the ongoing efforts of UHWO administration and faculty to address these concerns.
- Section 6 provides brief concluding remarks about the results of the 2008-2009 UHWO Alumni Survey.

¹The mission of UH West O'ahu is to become a four-year, comprehensive university with an emphasis on baccalaureate education founded in the liberal arts, serving professional, career-related, and applied fields, based on State and regional needs. UH West O'ahu is committed to providing access to residents throughout the State of Hawai'i through its partnerships with the University of Hawai'i community colleges and its delivery of distance education programs.

² The last alumni survey was administered in 2006 to students who graduated in *calendar year* 2003 (http://assessment.uhwo.hawaii.edu/InstResearch/irSurveys/Alumni_Survey_Final_Report_2006.pdf).

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I. Instrument and Method

The questions on the 2008-2009 UHWO Alumni Survey instrument are comparable to those on the 2006 Alumni Survey questionnaire³. The 2006 UHWO Alumni Survey was developed collaboratively in Fall 2005 by the UHWO Assessment & Institutional Research office, administration, and faculty. A copy of the 2008-2009 UHWO Alumni Survey may be viewed electronically⁴.

The 2008-2009 UHWO Alumni Survey contains questions that queried the experiences of alumni with respect to academic programs and campus life at UHWO. Respondents were asked questions related to their employment while attending UHWO. Also, the survey included questions about the impact of faculty and peer relationships, student programs, and campus services that helped alumni to complete their degrees.

The 2008-2009 UHWO Alumni Survey was administered to almost 900 graduates. Invitation letters to fill out the 2008-2009 UHWO Alumni Survey were mailed to this group in December 2008 and February 2009. The survey was conducted entirely online over a period of four months, although paper copies were mailed to alumni by request. The survey was reviewed and approved for administration by the UH Committee on Human Studies in November 2008⁵.

³ http://assessment.uhwo.hawaii.edu/InstResearch/irSurveys/Alumni_Survey_Final_Report_2006.pdf (Appendix A).

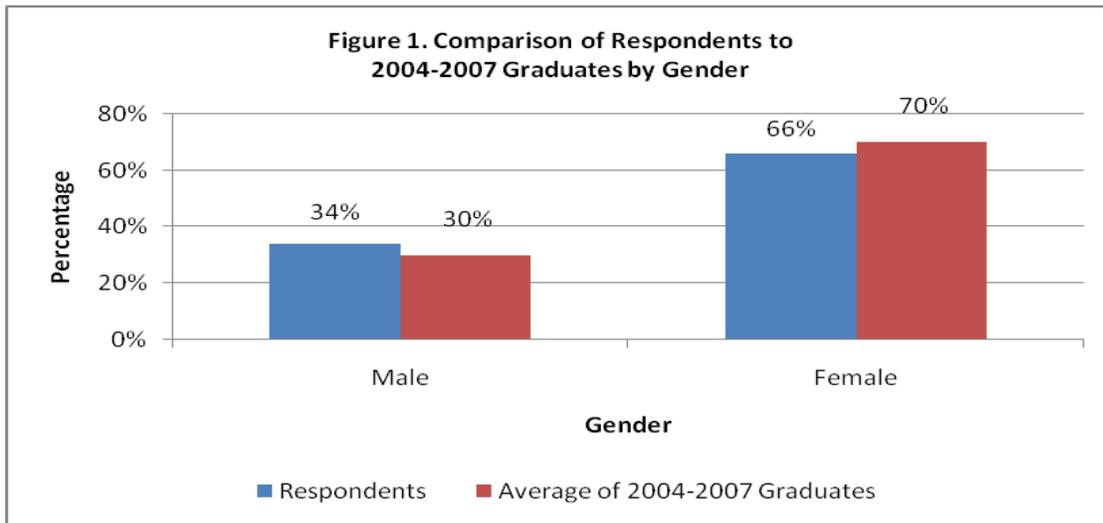
⁴ <http://www.surveymshare.com/survey/take/?sid=88987>.

⁵ CHS #16624.

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II. Representation of Respondents

The 2008-2009 UHWO Alumni Survey was administered to almost 900 alumni who graduated from UHWO in *calendar years* 2004 through 2007 (“2004-2007 UHWO alumni”). Of the 900, 87 or 10% completed the surveys. According to the Western Association of Schools and Colleges (WASC)⁶, the response rates to alumni surveys typically average about five percent. The response rate to the 2008-2009 UHWO Alumni Survey is comparable to that of alumni surveys of other UH four-year campuses per 1,000 survey invitations. The response rates of UH Manoa’s (2003) and UH Hilo’s (2005) alumni surveys were 20 percent (410 out of 2,024) and 15 percent (273 out of 1,386), respectively. Further, although the response rate averaged about 10 percent (87⁷), the representation of the 2008-2009 UHWO Alumni Survey respondents to the 2004-2007 UHWO alumni was adequate with respect to gender and race. With respect to the representation by gender, Figure 1 shows 33 percent of the respondents and 30 percent of the 2004-2007 UHWO alumni were male. Similarly, 66 percent of the respondents and 70 percent of the 2004-2007 UHWO alumni were female. For a comparison of the respondents and the 2004-2007 UHWO alumni by gender, please see Table 1 in Appendix A.



With respect to the representation by race, Figure 2⁸ presents the racial composition of survey respondents and 2004-2007 UHWO alumni to be comparable. With the exception of Mixed Race (25) respondents, the racial make-up of respondents (African American (2), Chinese (1), Filipino (15), Hispanic (2), Japanese (10), Native or Part-Hawaiian (11), and White (20)) is proportional to that of the 2004-2007 UHWO alumni. In comparison, the representation of Mixed Race (two or more races) is about 16 percent higher in the respondent group than in the 2004-2007 UHWO alumni group. Those of Mixed Race origin comprised 29 percent and 13 percent of the

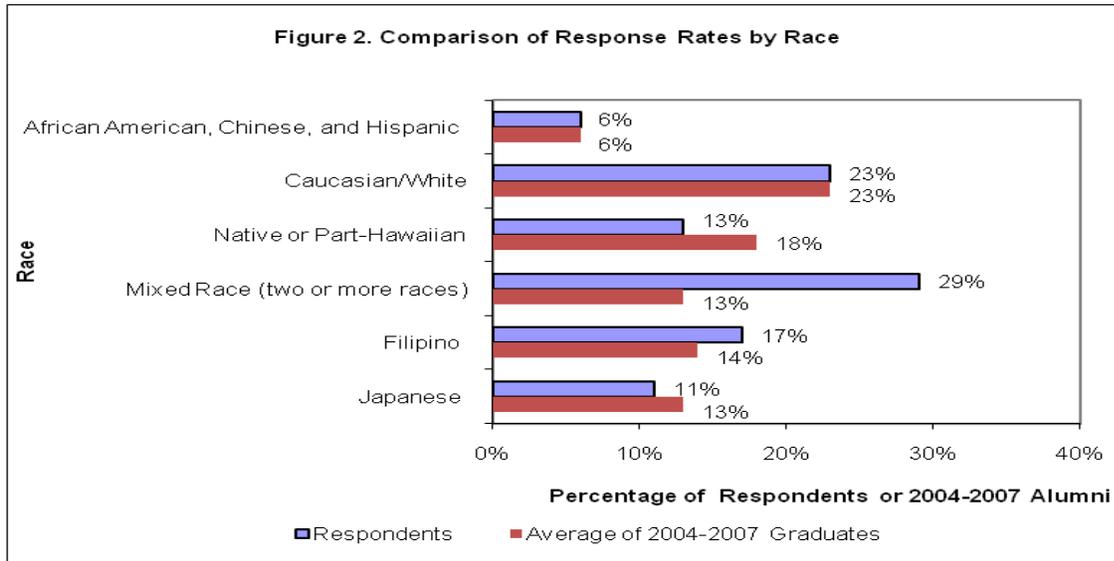
⁶ This information is based on personal conversations between UHWO Director of Institutional Research and WASC Associate Director of Accrediting Commission for Senior Colleges and Universities (January 2009).

⁷ Of the 87 respondents, the number of alumni and their year of graduation were reported as follows: 21 alumni graduated in 2004; 15, in 2005; 20, in 2006; and 24, in 2007. Seven respondents did not identify their year of graduation.

⁸ Of the 87 respondents, one respondent did not identify his/her race. Mixed Asians are included in the Mixed Race category. Percentages in Figure 2 are based on all (87) respondents.

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respondents and the 2004-2007 UHWO alumni, respectively. For a comparison of the respondents and the 2004-2007 UHWO alumni by race, please see Table 2 in Appendix B.



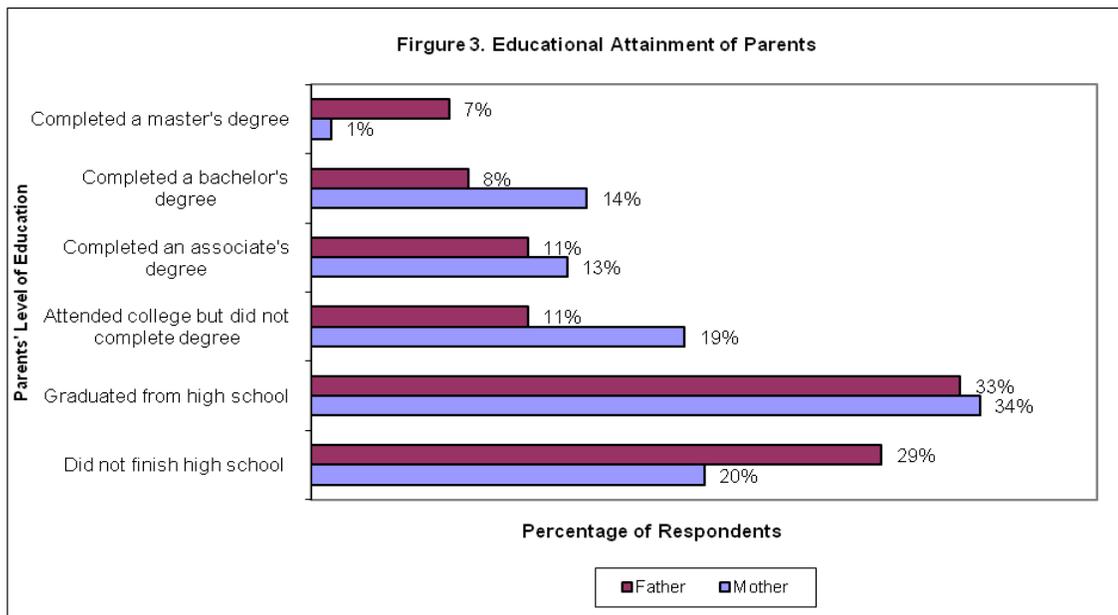
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III. Characteristics and Activities of Respondents

Although the response rate to this survey was about 10%, the profiles of the respondents as non-traditional students are representative of the majority of the students who attend UHWO (see Fall 2008 Enrollment Report⁹). The characteristics and pre- and post-graduation activities of the UHWO survey respondents are described below.

Characteristics of Respondents

- The age range of the respondents was between 22 to 65, with an average age of 40.
- Most of the respondents are first-generation college students (see Figure 3). About 14 percent and eight percent of mothers and fathers, respectively, completed bachelor’s degrees. Another one percent and seven percent of mothers and fathers, respectively, attained master’s degrees.



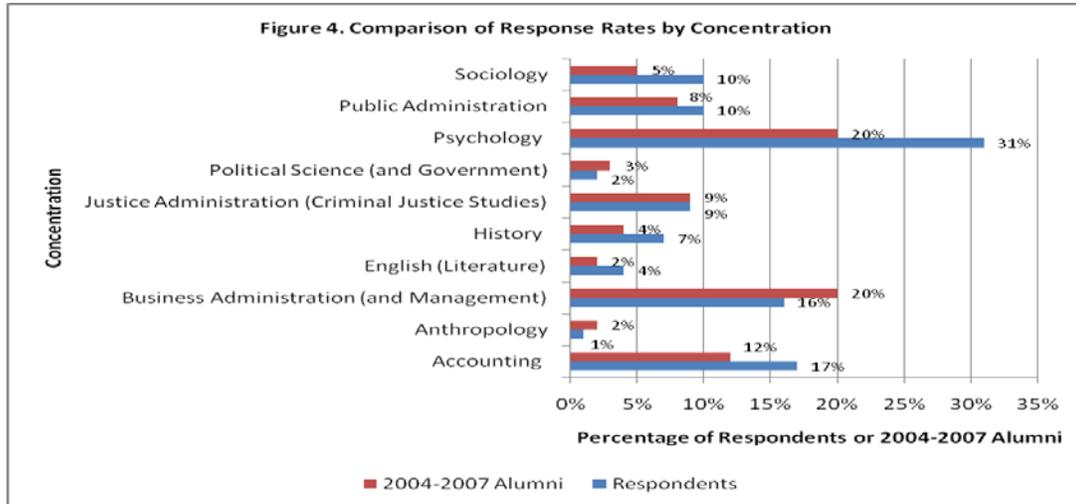
- By program¹⁰, 44 percent (37) of the respondents majored in Social Sciences, 36 percent (30) majored in Business Administration, 11 percent (9) majored in Humanities, and 19 percent (15) majored in Public Administration. Another 12 percent (10) of the respondents received subject certificates.
- 2008-2009 UHWO Alumni Survey respondents who had concentrations in psychology were over-represented in the survey. Figure 4 displays an 11 percent difference between the 2004-2007 UHWO alumni (20%) and the respondents (31%) with respect to concentrations in psychology. Please note that those 2004-2007 alumni whose

⁹ <http://www.hawaii.edu/cgi-bin/iro/maps?seuhf08.pdf>.

¹⁰ Please note that the counts in parentheses refer to the number of program majors or certificates, not the number of respondents. Three respondents (5%) did not answer this question.

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concentrations did not match those of the respondents were not shown in Figure 4; these concentrations (in percentages of the 2004-2007 alumni population) include Economics (1%), Humanities (1%), Hawaiian-Pacific Studies/Pacific Islands Studies (2%), Philosophy (1%), and Social Sciences (10%). To view these comparisons, please see Figure 4.



- The percentages of respondents reported graduating within two, three, and four years at UHWO were 34 percent (29), 68 percent (58), and 82 percent (70), respectively.

Past Activities of Respondents (While Attending UHWO)

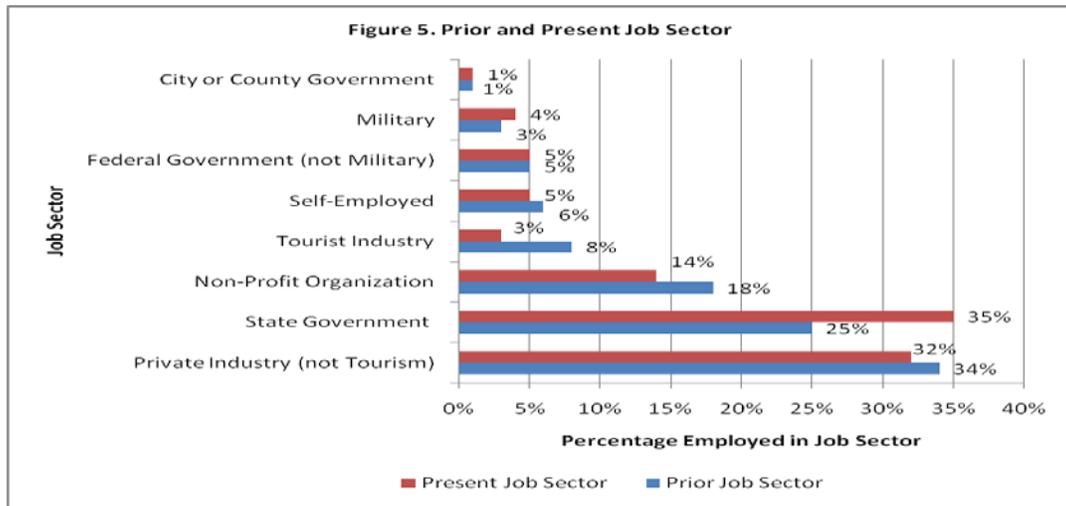
- Over 90 percent (79) of the respondents worked while enrolled as students at UHWO.
- Respondents worked primarily in the private sector (34%), State of Hawaii and City and County government (30%), and non-profit sector (18%).
- Respondents worked between two hours to 70 hours per week, or an average of 33 hours per week. Some worked full-time at one job, while others worked two (or more) part-time jobs.
- Respondents' employment ranged from entry-level to managerial positions. For a list of their job titles, please see Appendix C.
- For those who worked, their annual median (gross) income was about \$29,000.

Current Activities of Respondents

- With respect to current activities (multiple choices possible), 86 percent (75) reported that they are employed, 30 percent (26) are attending school, and/or 12 percent (10) are seeking employment.

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- Almost 50 percent (35) of respondents have five or more years of work experience in their current positions.
- 39 percent (29) of 75 respondents reported they are working in the same positions as they did during their enrollment at UHWO.
- Respondents’ current positions ranged from entry-level to managerial positions. For a list of their job titles, please see Appendix D.
- Based on the responses of 73 respondents, almost 95 percent (69) reported working on O’ahu or the Neighbor Islands.
- UHWO survey respondents indicated changes in their employment sectors pre- and post-graduation (Figure 5). Respondents reported a noticeable increase (10%) in employment with the State government and a drop in employment in the tourist industry (5%) and the non-profit sector (4%) after graduation.



- The annual median (gross) income of respondents ranged between \$40,000 and \$50,000.

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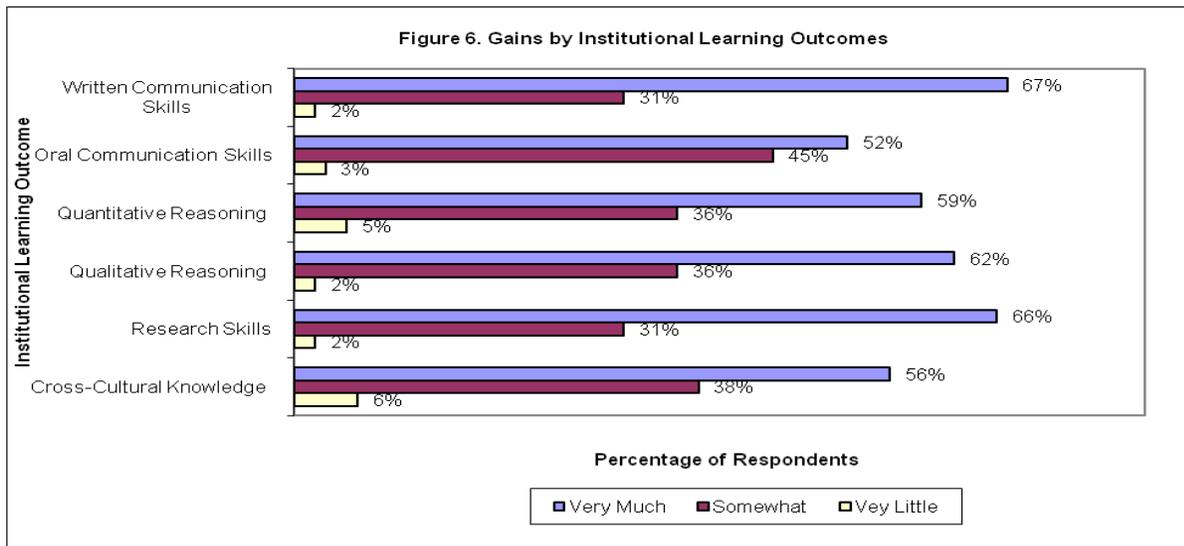
IV. Findings

The findings of the 2008-2009 UHWO Alumni Survey demonstrate the success of (2004-2007) UHWO alumni’s post-graduation endeavors. The advanced educational training and professional achievements attained by the respondents provide evidence in support of the educational effectiveness of UHWO’s academic programs and services. In addition, alumni reported personal gains with the completion of a UHWO degree. The findings are summarized below as follows:

- A. Assessment of Institutional Learning Outcomes
- B. Impact of Academic Support and Student Services on Degree Completion
- C. Impact of Learning Opportunities on Employment Status
- D. Preparation for Post-Baccalaureate Education
- E. Preparation for Post-Graduation Employment
- F. Satisfaction with the Quality of Campus Programs and Services
- G. Factors that Contributed to Educational Experiences
- H. Overall Student Achievements

A. Assessment of Institutional Learning Outcomes

Respondents reported UHWO contributed to the development of knowledge, skills, and abilities that are identified as institutional learning goals (Institutional Learning Outcomes). An overwhelming majority of the respondents indicated that their oral (52%) and written (67%) communication, research (66%), qualitative (62%) and quantitative (59%) reasoning, and cross-cultural knowledge (56%) skills improved “very much” as a result of their academic experience at UHWO (see Figure 6).

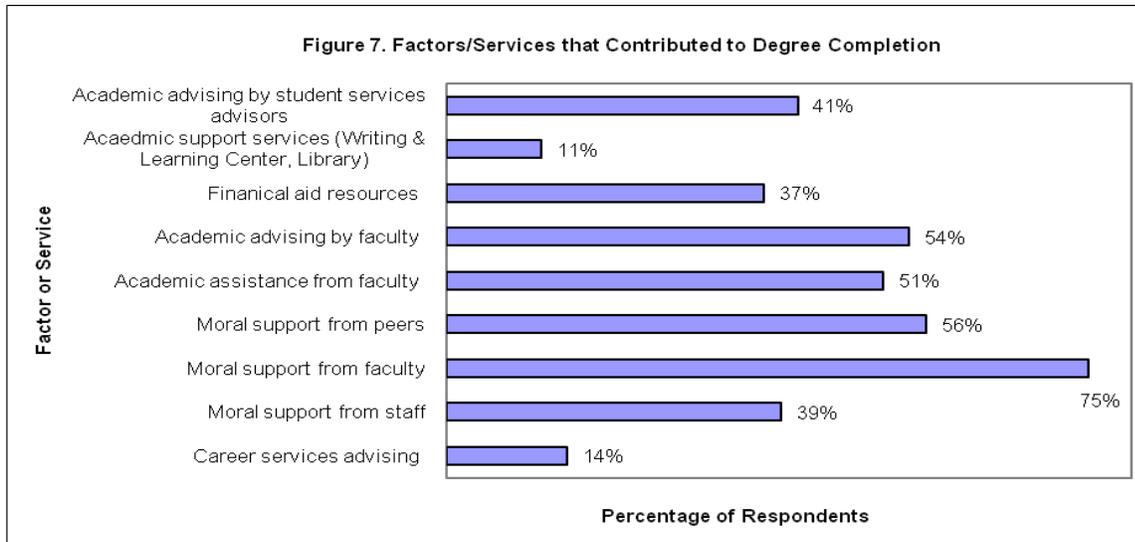


B. Impact of Academic Support and Student Services on Degree Completion

A majority of respondents reported faculty to be the primary force that helped them to graduate (see Figure 7). Based on a list of factors and services (multiple choices possible), respondents

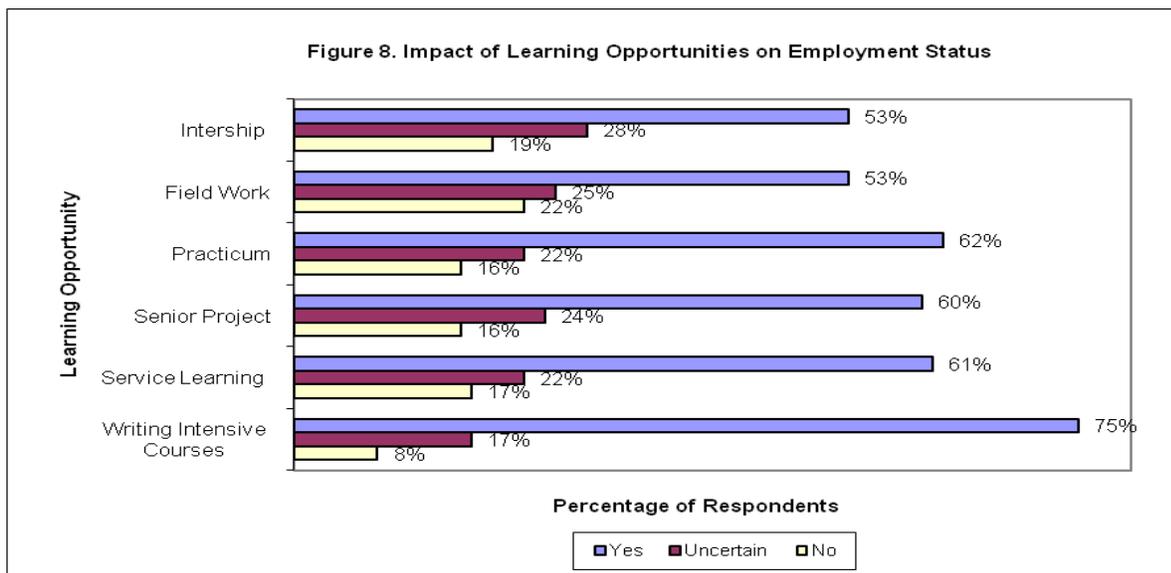
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attributed most of their academic success to faculty and peers at UHWO. Of the 79 respondents who answered this question, a majority of the respondents indicated that moral support from faculty (75%), moral support from peers (56%), academic advising by faculty (54%), and academic assistance from faculty (51%) contributed to their degree completion.



C. Impact of Learning Opportunities on Employment Status

In accordance with the mission of UHWO, practical work experience in the form of field work, internships, practicums, and service learning/senior projects is incorporated in the curriculum. Of those who took advantage of the learning opportunities at UHWO, 53 percent (17) to 75 percent (47) of the respondents attested to the benefits of practical experiences to prepare them for employment in their fields (Figure 8). In particular, about 75 percent (47) of the respondents found the writing skills that they gained through the writing intensive courses at UHWO to be most useful in the workplace.



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Even though most respondents were employed while they were students at UHWO, they still benefited from the applied training. Respondents indicated these learning experiences provided additional networking opportunities, access to upper management positions, direction on career choices, and/or more credence to salary negotiations and job promotions. Some of the alumni reported:

“I secured a position with a public accounting firm for my practicum and worked with them for a year after graduation.”

“I was able to move from primarily offering my labor skills to managing much more of the business and management aspects of the job.”

“I conducted my practicum at Waipahu High. The experience helped me to realize a desire for teaching.”

“I'm still employed with the same company. However, through obtaining my degree I have better leverage in negotiating pay. My degree has also expanded my knowledge base which allows me to have more confidence in my work.”

D. Preparation for Post-Baccalaureate Education

Of the 49 respondents, 80 percent (39) and 14 percent (7) stated that UHWO prepared them “very well” to “moderately well,” respectively, for graduate study. While 59 percent (51) of 87 respondents indicated they are pursuing post-baccalaureate education, 37 respondents (43%) disclosed information on furthering their education. Of the 37, 25 respondents (68%) are pursuing advanced programs, while the other 12 respondents are enrolled in professional development courses. The 25 respondents are pursuing degrees in Applied Trades (Associate), Business Administration, Education (Counseling and Guidance, Elementary, Special Education), Health Information Management, Human Resources, Law, Mental Health Counseling, Science, Social Work, and other professional certificates/licenses. Also, 21 respondents are pursuing their post-baccalaureate degrees in Hawaii or Hawaii-based educational institutions, seven respondents are enrolled in mainland institutions, and three respondents are obtaining their degrees through distance learning schools.

E. Preparation for Post-Graduation Employment

Respondents were queried about the extent to which UHWO helped them to prepare for employment after graduation. Of the 75 respondents who answered this question, almost 79 percent (59) reported to be “very well” (28) to “moderately well” (31) prepared for their positions. Based on responses from 76 respondents, about 74 percent (56) stated that their current primary job is “directly” (26) or “somewhat” (30) related to their major field of study at UHWO.

F. Satisfaction with the Quality of Campus Programs and Services

Respondents reported to be extremely satisfied with the overall quality of campus programs and services at UHWO. They indicated their preference to attend UHWO if they had to enroll in

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college again. Also, an overwhelming majority of the respondents would recommend UHWO to prospective students.

- Almost 97 percent (84) of the respondents stated they would definitely or probably attend UHWO if they had to re-enroll in college.
- Over 90 percent (79) of the respondents reported they would recommend UHWO to others without reservations.
- Of the 87 respondents, 85 of them indicated the quality of the academic programs at UHWO was “better than expected” (66%) or “about what was expected” (32%).
- Similarly, 90 percent (81) of the respondents were equally satisfied with the quality of campus life at UHWO. These respondents reported the quality of campus life was “better than expected” (38%) or “about what was expected” (52%).

G. Factors that Contributed to Educational Experiences

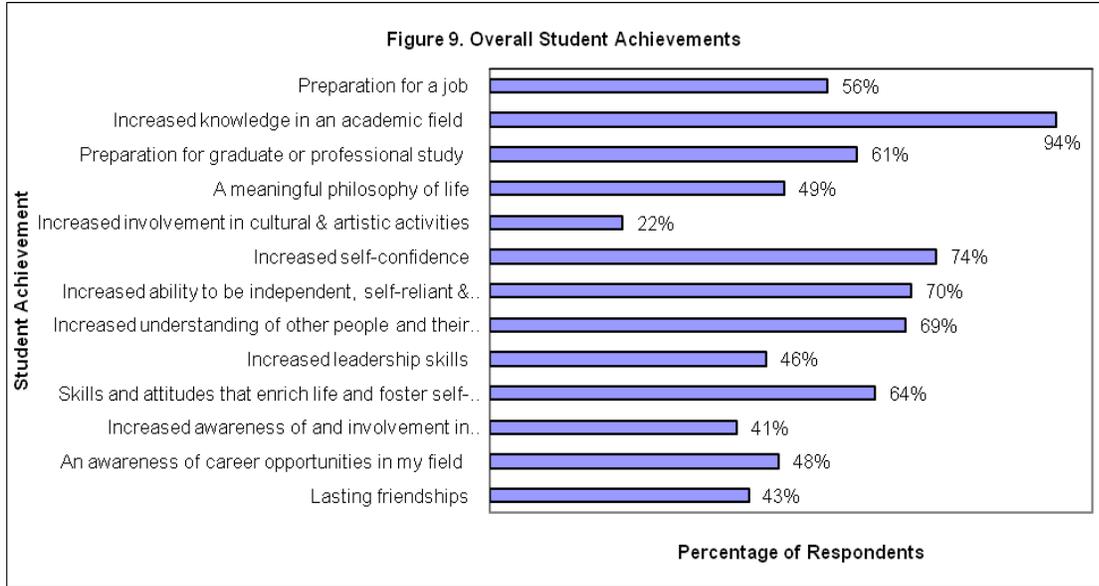
Responses (multiple choices possible) from 70 respondents revealed the following five areas that contributed most to their educational experiences at UHWO:

- Small classes, a cozy atmosphere, campus location, and ample parking (75%)
- Quality of instruction, nurturing relationships between faculty and students, and safe learning environment created by faculty (74%)
- Flexible programming for working adults and non-traditional students, and availability of Distance Education/ITV courses (46%)
- Supportive instructional and administrative staff, and availability of tutoring services, career counseling, peer support, and campus social clubs (26%)
- Affordable tuition, free computer usage and printing, and free parking (19%)

H. Overall Student Achievements

A majority of the respondents (multiple choices possible) reported significant achievements through their undergraduate education at UHWO (see Figure 9). The respondents indicated an increase in knowledge in an academic field (94%), self-confidence (74%), ability to be independent, self-reliant, and adaptable (70%), understanding of other people and their points of view (69%), skills and attitudes that enrich life and foster self-development (64%), preparation for graduate or professional study (61%), and preparation for a job (56%).

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V. Respondents' Suggestions for Campus Improvements

Of the 62 respondents who responded to the question regarding the need for improvements at UHWO, 37 percent (23) indicated their satisfaction with the programs and services at UHWO and that no further improvements were needed. Additional suggestions to enhance the overall experiences of students at UHWO are summarized below.

- a. 23 percent (14) cited concerns about the impact of outdated physical facilities and limited library resources on student learning.
- b. 16 percent (10) reported the need for additional programs and courses at UHWO.
- c. 8 percent (5) expressed the lack of or the need for master's programs at UHWO.
- d. Almost 7 percent (4) indicated the need for on-site teachers and academic support (tutors) for neighbor island students.
- e. Almost 7 percent (4) reported the need to hire teachers who are able to teach and are sufficiently trained to use appropriate teaching methods to meet the learning styles of students at UHWO.
- f. About 5 percent (3) suggested that a stronger social, recreational (sports teams), and community life on campus would improve student engagement at UHWO.
- g. About 3 percent (2) reported poor academic advising (lack of knowledge of available programs at other system campuses and understanding of which courses could be transferred to meet equivalency requirements).

The administration and faculty at UHWO have addressed most of the concerns raised by the respondents. Please see below for their response to these issues.

- In response to a, b, and f, a new campus¹¹ with updated facilities is being planned in the City of Kapolei. The new campus will offer additional space and academic, social, and recreational programs for UHWO students.
- In response to c, plans are in place to add personnel, undergraduate and graduate programs, and facilities at the new UHWO campus (see UH West O'ahu Academic Development Plan,¹² 2008-2015).
- In response to d, UHWO has provided online tutoring services through the campus tutoring center (No'eau Center for Math, Writing and Academic Success).

¹¹For more information on the new UHWO campus, please see: <http://www.uhwo.hawaii.edu/newcampus/>.

¹²http://www.uhwo.hawaii.edu/pdfs/vcaa/workingdocs/ADP_2008_2015.pdf.

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- In response to e, the Center for Teaching and Learning Excellence (CTLE) provided teaching workshops to faculty at the Spring 2009 Professional Development Day. The workshops helped faculty to improve their teaching methods to meet the learning styles of students at UHWO. The CTLE workshops will continue subject to the availability of funds.
- In response to g, determination of course equivalency is made by the receiving campus. Academic advisors at UHWO may not know if a course is equivalent and/or transferrable, unless prior approval of equivalency was made by faculty at the receiving campus.

VI. Concluding Remarks

Overall, respondents reported that UHWO provided the encouragement and nurturing they needed to complete their degrees. The respondents conveyed a profound sense of gratitude to the faculty and staff at UHWO for fostering a safe and risk-free learning environment that enabled them to graduate. These respondents indicated the knowledge and skills that they gained from their undergraduate education at UHWO extended beyond their workplace and into their personal lives. A majority of the respondents expressed their education helped, among other things, to increase their self-confidence, independence, and understanding of other people and their perspectives (see Figure 9). These enhancements are in line with the intent of UHWO's mission and institutional learning goals to instill knowledge, skills, and a sense of efficacy in its graduates. One alumna shared the value that was added to her life as a result of completing her degree at UHWO:

“The senior project helped me to utilize what I have learned and apply it to my personal as well as professional life. It has given me an opportunity to make educated decisions as well as a different view point in my personal and professional life.”

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Appendix A

Comparison of 2008-2009 UHWO Alumni Survey Respondents to 2004-2007¹³ UHWO Alumni by Gender

Gender	2004		2005		2006		2007		Average 2004-07		Survey Respondents	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Male	61	29%	56	24%	68	30%	76	36%	65	30%	30	34%
Female	149	71%	173	76%	155	70%	138	64%	154	70%	57	66%
Total	210	100%	229	100%	223	100%	214	100%	219	100%	87	100%

¹³ The number of West O'ahu graduates for a calendar year is based on all students who graduated in that year. For example, for calendar year 2004, the count of 210 graduates includes those students who graduated from West O'ahu in Spring, Summer, and Fall semesters in 2004.

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Appendix B

Comparison of 2008-2009 UHWO Alumni Survey Respondents to 2004-2007¹⁴ UHWO Alumni by Race

Ethnicity	2004		2005		2006		2007		Average 04-07		Survey Respondents	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
African American or Black	4	2%	5	2%	6	3%	5	2%	5	2%	2	2%
American Indian or Alaskan Native	1	0%	2	1%	1	0%			1	1%		
Asian Indian							2	1%	2	1%		
Chinese	5	2%	1	0%	2	1%	5	2%	3	2%	1	1%
Filipino	31	15%	33	14%	30	13%	29	14%	31	14%	15	17%
Guamanian or Chamorro							1	0%	1	0%		
Japanese	21	10%	28	12%	33	15%	30	14%	28	13%	10	11%
Korean	5	2%	5	2%	4	2%	5	2%	5	2%		
Micronesian (not GC)					1	0%			1	0%		
Mixed Asian	5	2%	6	3%	10	4%	10	5%	8	4%	4	5%
Mixed Pacific Islander			1	0%					1	0%		
Native Hawaiian or Part-Hawaiian	39	19%	41	18%	39	17%	38	18%	39	18%	11	13%
Other Asian	3	1%	1	0%	2	1%	1	0%	2	1%		
Other Pacific Islander							1	0%	1	0%		
Pacific Islander	5	2%	2	1%	2	1%			3	1%		
Thai	1	0%					1	0%	1	0%		
Tongan							1	0%	1	0%		
Samoan			2	1%	1	0%	1	0%	1	1%		
Vietnamese			1	0%	1	0%	2	1%	1	1%		
Hispanic	4	2%	6	3%	6	3%	9	4%	6	3%	2	2%
Mixed Hispanic	3	1%	1	0%			1	0%	2	1%		
Puerto Rican	1	0%	2	1%			2	1%	2	1%		
Caucasian or White	48	23%	52	23%	56	25%	45	21%	50	23%	20	23%
Middle Easterner	1	0%							1	0%		
Portuguese	2	1%	3	1%			1	0%	2	1%		
Mixed Race (2 or more)	30	14%	36	16%	29	13%	21	10%	29	13%	21	24%
No Data	1	0%	1	0%			3	1%	2	1%	1	1%
Total	210	100%	229	100%	223	100%	214	100%	219	100%	87	100%

¹⁴ The number of West O'ahu graduates for a calendar year is based on all students who graduated in that year. For example, for calendar year 2004, the count of 210 graduates includes those students who graduated from West O'ahu in Spring, Summer, and Fall semesters in 2004.

Appendix C

Job Titles of Respondents While Attending West O'ahu

A-Plus Leader
Accountant
Addictions Counselor
Administrative Assistant
Administrative Supervisor
After-School Care Teacher
Air Traffic Assistant
Ancillary
Appraiser
Automotive Technician
Barista
Bartender
Bookkeeper
Budget Clerk Aide
Cafeteria Assistant
Case Manager
Cashier
Casual Hire
Childcare Provider
Clerk Typist II
Clinical Coordinator
Coder
Community Development Co-Project Director
Construction Laborer
Construction Project Coordinator
Consultant (License Trainer)
Corporation Secretary & Treasurer
Dental Assistant
Dental Hygienist
Educational Assistant
Educational Assistant II
Electrical Designer
Engineering Manager
Entertainer
Executive Housekeeper
Farm Manager
Field Engineer
Flight Attendant
Food Production Coordinator
Food Service Worker

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Grant Coordinator Assistant
Human Resources Assistant
Income Maintenance Worker
Internal Auditor
Japanese Teacher
Legal Assistant
Legislative Aide
Licensed Massage Therapist
Loan Officer
Manager
Materials Management Assistant
Office Aide
Office Assistant
Office Assistant IV
Office Manager
Owner
Peer Counselor
Realtor
Recreation Aid
Religion Teacher
Right-of-Way Agent
Sales Associate/Representative
School Administration Services Assistant III
Secretary
Senior Student-Assistant
Shift Leader
Special Events Assistant
Senior Account Executive
Stocker
Student Worker
Substitute Teacher
Supervisor
Supply Technician
Teacher (After-School Care)
Training Technician
Tutor
Youth Counselor

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Appendix D

Current Job Titles of Respondents

Account Clerk
Accountant
Accounting Specialist
Addictions Counselor
Administrative Supervisor
Air Battle Manager
ancillary
Appraiser
Assistant District Attorney
Assistant Manager
Assistant Service Representative
Auditor
Automotive Technician
Bartender
Bookkeeper
Bookkeeper/Owner
Case Manager
Cashier I
Childcare provider
Clinical Counselor
Community Reentry Program Coordinator
Construction Manager
Construction Project Coordinator
Consultant (License Trainer)
Contract Administrator
Council Committee Aide
Crisis Therapist
Customer Pick Up Supervisor
Education Counselor
Educational Assistant
Eligibility Worker
E-mail Marketing Coordinator
Engineering manager
Financial Analyst
Flight Attendant
Food Service Supervisor
Food Service Worker
Human Resources Assistant/Coordinator
IMW
Inpatient Coding Supervisor
Instructor
Jail Diversion Specialist
Materials Management Assistant

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Office Manager
Owner
Paraprofessional Tutor
Program Administrator
Project Controller
Project Manager
Public Health Administrative Officer III
Right-of-Way Agent
Sales Representative
School Administration Services Assistant III
Secretary
Sheet Metal Mechanic
Social Service Assistant
Special Education Teacher
Substitute Teacher
Teacher
Technician
Training Technician
Warehouse Associate
Youth Counselor