

***4-E. What is the demographic structure of the institute's employees?***

The attached tables show the distribution of JIMAR employees by position classification and employer, gender, race, nation of origin, and age. These figures represent a “snapshot” as there is a steady movement of employees in and out of JIMAR. Most full-time staff reside within the Research Corporation of the University of Hawaii (RCUH). The gender distribution is close to 50%-50% male-female; however, males dominate the scientific/research categories (70%-30%). Females dominate clerical and student assistant ranks.

Caucasians are the dominant race accounting for 70% of all employees. This is out of balance with Hawaii's local demographics, which feature a majority of Asian/Pacific Islanders. Eighty per cent of all employees were born in the United States. The mean age is 37 years; the median is lower. Lengths of tenure vary from a few months to over 30 years (2 cases).

## JIMAR DEMOGRAPHIC DATA

### Breakdown of Staff Type by Employer

	UH	RCUH	Total
Scientific/Research	8	32	40
Research Support	1	48	49
Computer Support	2	12	14
Administrative Support	1	12	13
Graduate Assistants	18	0	18
Student Assistants	22	0	22
Stipend	<u>2</u>	<u>0</u>	<u>2</u>
Total	54	104	158

### Breakdown of Staff Type by Gender

	Male	Female	Total
Scientific/Research	29	11	40
Research Support	26	23	49
Computer Support	9	5	14
Administrative Support	1	12	13
Graduate Assistants	9	9	18
Student Assistants	5	17	22
Stipend	<u>2</u>	<u>0</u>	<u>2</u>
Total	81	77	158

<u>Race</u>	<u>Count</u>
American Indian/Alaskan Native	0
Asian/Pacific Islander	44
Black	0
Hispanic	4
White	<u>110</u>
Total	158

## JIMAR DEMOGRAPHIC DATA (Continued)

<u>US vs. Non-US Born</u>	<u>Count</u>
US Born	127
Non-US Born	<u>31</u>
Total	158

<u>Age</u>	<u>Count</u>
19 and Below	1
20 – 29	54
30 – 39	48
40 – 49	28
50 – 59	19
60 and Above	<u>8</u>
Total	158

Average Age: 37

### Years of Service by Employer

	UH	RCUH	Total
< 1 year	22	40	62
1.0 – 1.9 years	12	21	33
2.0 – 2.9 years	8	7	15
3.0 – 3.9 years	0	9	9
4.0 – 4.9 years	2	3	5
5.0 – 5.9 years	0	1	1
6.0 – 6.9 years	3	5	8
7.0 – 7.9 years	0	5	5
8.0 – 8.9 years	0	2	2
9.0 – 9.9 years	0	4	4
10.0 – 14.9 years	6	4	10
15.0 – 24.9 years	1	0	1
25.0 + years	<u>0</u>	<u>3</u>	<u>3</u>
Total	54	104	158

Average: 3.41 years of service