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Form **990**

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

			-	C Name of organization	and ending 00-30-200	-	D Employer i	dentification number						
	dress ch	nange us	ease e IRS	Hawaıı Pacıfic University			99-01139	930						
┌ Na	me cha		oel or int or	Doing Business As			E Telephone	number						
	tıal retu	ty	pe. See ecific	Number and street (or P O box if mail is no	ot doluvorod to etroet addro	as) Doom /suito	(808) 543							
	mınatıc	In	struc- ons.	1132 Bishop Street	ot delivered to street addre	ss) Room/suite	G Gross rece	ipts \$ 230,221,430						
	nended		,,,,,	City or town, state or country, and ZIP + 4										
_		n pending		Honolulu, HI 96813										
, AP	plication	·	F N = ==			l								
				ne and address of Principal Officer 3 Wright		H(a) Is thu affilia	s a group retu tes?	rn for						
				ort St Mall Ste 203B lu, HI 96813										
——— т Та	ıx-exen			(3) ◀ (insert no)	527	1 ` ´	affiliates inclu							
				(3) 4 (113211110) 4347(4)(1) (1)	327	1 -	o," attach a lı p Exemptıon N	st See instructions)						
) W	eb sit	e: 🕨 www hp	ou edu			H(c) Grou	p Exemption i	vuilibel P						
К Тур	e of or	ganization 🔽	Corporat	ion		L Year of Fo	mation 1965	M State of legal domicile HI						
Da	-+ T	Leumma												
- ra	rt I			e organization's mission or most signi	ficant activities									
e e	-					cultural cont	ext of Hawaıı	O ur innovative						
Governance		Hawaii Pacific University is an international learning community set in the rich cultural context of Hawaii. Our innovative programs prepare our graduates as active members of a global society												
Ĕ	_													
50	2		,	if the organization discontinued its op										
	3		_	nembers of the governing body (Part V				19						
Activities &	5			dent voting members of the governing)) • • •		2,012						
	6			nployees (Part V , line 2a) lunteers (estimate if necessary) .			6	120						
Ą	-			ted business revenue from Part VIII,			7a	11,901						
-	1			ness taxable income from Form 990-7		•	7b							
					Prio	r Year	Current Year							
	8	Contributi	ions and	i grants (Part VIII, line 1h)			9,785,045	10,069,551						
Ę	9	Program s	service	revenue (Part VIII, line 2g)			81,431,454	83,325,989						
Ravenue	10	Investme	nt incor	ne (Part VIII, column (A), lines 3, 4, a	and 7d)		8,446,057	-5,421,065						
立	11	Other rev	enue (P	art VIII, column (A), lines 5, 6d, 8c, 9	9c, 10c, and 11e)		1,976,768	977,988						
	12		enue — a c	dd lines 8 through 11 (must equal Par	t VIII, column (A), lın		101,639,324	88,952,463						
	13	12) Grants an	d sımıla	ır amounts paıd (Part IX, column (A), l	lines 1 – 3)		17,979,186	19,666,822						
	14			r for members (Part IX, column (A), lii	•		0	0						
	15	•		empensation, employee benefits (Part	•	5-								
8		10)					50,385,942	53,649,534						
Expenses	16a			raising fees (Part IX, column (A), line	11e)		0	0						
五	b	,		penses, Part IX, column (D), line 25 <u>953,894</u>)									
	17	•		Part IX, column (A), lines 11a-11d, 1	•		26,140,439	22,804,217						
	18			add lines 13-17 (must equal Part IX,	line 25, column (A))		94,505,567	96,120,573						
<u>₩</u>	19	Revenue I	ess exp	enses Subtract line 18 from line 12			7,133,757	-7,168,110						
8 80 80 80 80 80 80 80 80 80 80 80 80 80		+ · ·	-1. /=	1 V 1 1 C V			ng of Year	End of Year						
9883 988	20			t X, line 16)			108,213,846	91,490,080						
Net Assets or Fend Balances	21			Part X, line 26)			22,008,371	19,276,805						
	22			d balances Subtract line 21 from line	20		86,205,475	72,213,275						
Pa	rt II	_		рск qury, I declare that I have examined this retu	rn including accompanying	echodulos and s	tataments, and t	o the hest of my knowledge						
				correct, and complete Declaration of preparer										
Plea		I				2010-	05-14							
Sigr Her		Signature	e of office	er		Date								
1161	C			A VICE PRESIDENT & CFO										
		Type or	print nam	e and title	т-									
_		Preparer's		D		Check If self-	Preparer's PTI	N (See Gen Inst)						
Paid		signature	<u> </u>			empolyed 🕨 🦵								
•	arer's	Firm's name if self-emplo		ERNST & YOUNG US LLP		EIN Þ								
Use	Only	address, and		5 TIMES SQUARE										
				NEW YORK, NY 10036			Phone no	(212) 773-3000						
May	the IR	S discuss tl	hıs retu	rn with the preparer shown above? (Se	e instructions)			⊤Yes ⊤No						

Part III Statement of Program Service Accomplishments (See the instructions.)

1 See A	Briefly describe the organiza	tion's mission				
2	Did the organization undo the prior Form 990 or 99	0-EZ?		rvices during the year	which were not listed on	┌ Yes ┌ No
3	If "Yes," describe these in Did the organization cease services?	se conducting or m	nake significani	t changes in how it cor	nducts any program	Γ Yes Γ No
	If "Yes," describe these					
4		l) organızatıons an	nd 4947(a)(1) t	rusts are required to r	largest program services be eport the amount of grants ed	
4a	1,500 students and one of th	ne largest single site ur	ndergraduate nursi	ng programs in the United	2,400,957) (Revenue \$ gest nursing program in the State States The College offers Bachel e, Nurse Educator and a Post-Ma	ors of Science in Nursing, Master of
4b	(Code) (Expenses \$	6,443,172	ıncludıng grants of \$	1,765,437) (Revenue \$	7,175,950)
		Campus Program cou			ılity without sacrificing academic o all military service members, th	integrity in educational programs, ieir families, Veterans and US
4 c		ciences, Biology, Bioche			1,707,895) (Revenue \$ es students with rigorous, traditio d Health Sciences program availa	8,024,556) nal and hands-on programs in ible to all students at Hawaii Pacific
	(Code College of Humanities) (Expenses \$	16,682,397	including grants of \$) (Revenue \$	18,579,677)
	(Code college of business administr) (Expenses \$ ation	18,436,341	including grants of \$) (Revenue \$	20,533,096)
	(Code student activities & Athletics) (Expenses \$	7,723,332	including grants of \$) (Revenue \$	8,601,702)
4d	Other program services (Expenses \$	•	edule O) luding grants o	of\$ 13,792,	532) (Revenue \$	47,714,476)
<u> </u>	Total program service e	vnancac ¢	74 817 08	3 Must equal Part TX	Line 25, column (B)	

art IV	Che	cklist	of Re	eauired	Sche	dules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors? 🕏	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	4		Νo
5	Section $501(c)(4)$, $501(c)(5)$, and $501(c)(6)$ organizations. Is the organization subject to the section $6033(e)$ notice and reporting requirement and proxy tax? If "Yes," complete Schedule C, Part III	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? If "Yes," complete Schedule D, Part II	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	8		No
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	9		No
10	Did the organization hold assets in term, permanent,or quasi-endowments? If "Yes," complete Schedule D, Part $\sqrt[N]{2}$	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? If "Yes," complete Schedule D, Parts XI, XII, and XIII .	12		No
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	Yes	
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U S? If "Yes," complete Schedule F, Part I	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Part II	15		No
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If</i> "Yes," complete Schedule F, Part III	16		No
17	Did the organization report more than \$15,000 on Part IX, column (A), line 11e? If "Yes," complete Schedule G, Part I	17		No
18	Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	Yes	
19	Did the organization report more than \$15,000 on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19		Νo
20	Did the organization operate one or more hospitals? If "Yes," complete Schedule H	20		Νο
21	Did the organization report more than \$5,000 on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21		No
22	Did the organization report more than \$5,000 on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? If "Yes," complete Schedule J	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? If "Yes," complete Schedule L, Part I	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? If "Yes," complete Schedule L, Part III	27	Yes	

Part VI

Part IV Checklist of Required Schedules (Continued)

			Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
а	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? If "Yes," complete Schedule L, Part IV	28a		Νο
b	Have a family member who had a direct or indirect business relationship with the organization? If "Yes," complete Schedule L, Part IV	28b	Yes	
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? If "Yes," complete Schedule L, Part IV.	28c	Yes	
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M 🕏	29	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		Νο
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		Νο
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32		Νo
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? <i>If</i> "Yes," complete Schedule R, Part I	33		Νo
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1	34		Νo
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35		Νo
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		Νο
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,	37		Νο

Pa	Tt V Statements Regarding Other IRS Filings and Tax Compliance			
			Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal			
	of U.S. Information Returns. Enter -0- if not applicable			
	1a 10,299			
Ь	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable 1b 0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable	4 -	V	
3 -	gaming (gambling) winnings to prize winners?	1c	Yes	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements filed for the calendar year ending with or within the year covered by this return			
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.	2b	Yes	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?	3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority		100	
	over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		Νo
b	If "Yes," enter the name of the foreign country			
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		Νο
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b		Νο
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?	5c		
6a	Did the organization solicit any contributions that were not tax deductible?	6a		No
	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts			
_	were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
а	Did the organization provide goods or services in exchange for any quid pro quo contribution of \$75 or more?	7a	Yes	
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	Yes	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		Νο
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		Νο
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		Νο
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?	7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?	7h		
8	Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3)			
	supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the	8		
9	year?			
	Did the organization make any taxable distributions under section 4966?	9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b		
10	Section 501(c)(7) organizations. Enter	-		
	Initiation fees and capital contributions included on Part VIII, line 12 10a			
	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities			
11	Section 501(c)(12) organizations Enter Gross uncome from members or shareholders			
	Gross income from members or shareholders			
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)			
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			

Section A. Governing Body and Management

No

Νo

Νo

Νo

Νo

Νo

Yes

Yes

Yes

3

4

5

6

7a

7Ь

Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances,
processes, or changes in Schedule O. See instructions.

	processes, or changes in schedule of see instructions.		
а	Enter the number of voting members of the governing body	1a	24
ь	Enter the number of voting members that are independent	1b	19

Did any officer, director, trustee, or key employee h	av	e a	famıl	y re	latioi	nshij	or	a bı	ısın	ess	rela	atio	nsh	ιрν	vith	any
other officer, director, trustee, or key employee? .																
Did the eventual delegate control even manager					٠									٠		

Did the organization delegate control over management duties customarily performed by or under the direct
supervision of officers, directors or trustees, or key employees to a management company or other person?

1	Did the organization make any significant changes to its organizational documents since the prior Form 990 was
	filed?

Did the organization become aware during the year of a	mat	eria	l dı	vers	ion	of t	he d	orga	nıza	atioi	n's a	sse	ets?		
Does the organization have members or stockholders?															

Does the org	anıza	tıon	have	me	mber	rs,	stoc	kho	lder	s, o	rot	her	per	sons	who	may	elect	tone	or	moi	re I	mer	nber	softhe
governing bo	dy?	•				٠	•			•			•		•		•			•		•		•

D	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	•
	Did the organization contemporaneously document the meetings held or written actions undertaken during t	the
	year by the following	

ria cire	organization .	contemporaneousi	document	the incethigs	neia oi	William actions	andertaken dan	ing the
ear by	the following							
he anv	erning hody2							

b	each committee with authority to act on behalf of the governing body?	•	•		•		•	•	•	-
	Does the organization have local chapters, branches, or affiliates? .					•				

b	If "Yes," does the organization have written policies and procedures governing the activities of su	ıch c	hap	pter	s,
	affiliates, and branches to ensure their operations are consistent with those of the organization?				

Was a copy of the Form 990 pr	ovided to the organization's	s governing body before	ıt was filed? All	organ	ıızatı	ions	3
must describe in Schedule O t	he process, if any, the orga	nization uses to review t	he Form 990 .				

11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached	at
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	•

8a	Yes	
8b	Yes	
9a		Νo
9b		
10	Yes	
11		Νο

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? If "No", go to line 13 \cdot .	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13		Νo
14	Does the organization have a written document retention and destruction policy?	14		Νo
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
а	The organization's CEO, Executive Director, or top management official?	15a		Νo
b	Other officers or key employees of the organization?	15b		Νo
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		Νο
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

- 17 List the States with which a copy of this Form 990 is required to be filed
- Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c) (3)s only) available for public inspection. Indicate how you make these available. Check all that apply own website. another's website. upon request
- Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public. See Additional Data Table
- 20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

Kenneth T Uemura 1132 Bishop Street Ste 307 Honolulu, HI 96813 (808) 356-5256

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed

Check this box if the organization did not compensate any officer, director, trustee or key employee

- * List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid
- * List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
- * List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
- * List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

The check this box in the organization and i	(B) Average hours per week	Posit	(C) chec	:k al				(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F)
(A) Name and Title		Individual Trustee or Chrector	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	Reportable compensation from the organization (W-		Estimated amount of other compensation from the organization and related organizations
							_			

Part VII Continued

	(B) Average hours per week		(i tion that a			all			(E)	(F)
(A) Name and Title		Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)	Reportable compensation from related organizations (W- 2/1099- MISC)	Estimated amount of other compensation from the organization and related organizations
			-							
			-	\vdash			1			
			+				\vdash			
			1							
1b Total							 	3,874,517	'	493,430

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization ▶43

			Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3		Νο
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such			
	ındıvıdual	4	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person	5		Νο

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

\$100,000 of compensation from the organization			
(A) Name and business address	(B) Description of services	(C) Compensation	
Sodexo America LLC 2465 Campus Road 220A HONOLULU, HI 96822	Food service mgt	778,960	
Securitas Security Services USA In 401 Waiakamilo Road HONOLULU, HI 968174955	Security services	551,173	
Oahu Publications Inc 500 Ala Moana Blvd Ste 7-500 HONOLULU, HI 96813	Printing and adv	281,612	
Group 70 International 925 Bethel St FL 5 HONOLULU, HI 96813	Architectural&Plan	271,618	
Gannett Co Inc dba Honolulu Adver 605 Kapıolanı Blvd HONOLULU, HI 96813	Advertising	271,185	
2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization			

Statement of Revenue

					(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
	1a	Federated can	npaigns 1a			1.070.1.00		
##	ь	Membership d	ues					
grants nounts			1b					
υŽ	С	Fundraising ev	vents 1c					
ž.	d	Related organi	ızatıons1d					
Contributions, gifts, grants and other similar amounts	e		nts (contributions) 1e	5,765,932				
<u>5</u> 8	f	All other contribut	tions, gifts, grants, and	4,303,619		ł]
至至	'		not included above					
풀물	g	Noncash contr	1f rıbutıons ıncluded ın					
25		lines 1a-1f \$						
O 14	h	Total (Add line	es 1a-1f)		10,069,551			
				Business Code				
e E	2a	Tuition & Fees		611,710	83,227,998	83,227,998		
e e	ь	FEES/CONTRACT:	S FROM GOVERNMENT	611,710	-	97,991		
<u> </u>		AGENCIES		,				
93	С							
	d							
5	е							
E E	f	All other progr	ram service revenue					
Program Service Revenue		Tabal Addition	- 2- 26					
_	g	► \$ 83,325,98	es 2a-2f 9					
	3		come (including divi	dends, interest				
		other sımılar a	amounts)		2,706,047			2,706,047
	4	Income from inve	estment of tax-exempt b	ond proceeds	0			
	-			ona proceeds ▶				
	5	Royalties .			740			740
			(ı) Real	(II) Personal				
	6a	Gross Rents	2,094,613					
	Ь	Less rental expenses	1,630,138					
	С	Rental income or (loss)	464,475					
	d		ome or (loss)		464,475			464,475
			(ı) Securities	(II) O ther				
	7a	Gross amount	126,269,222	(II) O thei				
	74	from sales of assets other						
		h	than inventory	124 205 224				
	Ь	Less cost or other basis and	134,396,334					
	c	sales expenses Gain or (loss)	-8,127,112					
	d	Net gain or (lo			-8,127,112			-8,127,112
				. ►	, ,			, ,
	8a		from fundraising					
		events (not inc \$8	cluding 19,503					
an		of contribution	ns reported on line					
듄		1c) See Part :	IV , lıne 18 <i>'e G ıf total exceeds</i>					
ě		\$15,000						
<u>.</u>	ь	Less directe	xpensesb	33,816				
Other Revenue	С		· (loss) from fundrais	ing events	55,687			55,687
•	9a	Gross income	from gaming	<u>▶</u>				
	"		part IV, line 19					
		Complete Schedexceeds \$15,00						
		CACCCUS \$15,00	a					
	ь	Less directe	xpensesb					
	с		· (loss) from gaming a		o			
				<u> </u>				
	10a	Gross sales of returns and all	finventory, less lowances .					
			a	4,842,421				
	ь	Less cost of	goods sold b					
	С		(loss) from sales of	· .	-366,258	-366,992	734	
		Mıscellaneou	s Revenue	Business Code				
	11a	Parking Fees		900,099	415,401			415,401
	ь	Student Club		900,099	74,309			74,309
	c	ATHLETIC		900,099	46,581		11,167	35,414
		All other rever	nue		287,053			287,053
	d e		nue es 11a-11d					
		. J. WII AWW IIII		\$ 823,344				
	12		e. Add lines 1h, 2g, 3	, 4, 5, 6d, 7d,	88,952,463	82,958,997	11,901	-4,087,986
		8c, 9c, 10c, and 1	l1e	. ▶				
		. ,		ı				Form 990 (2008)

Part IX Statement of Functional Expenses

A	Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).								
Do i	not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses				
1	Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21	0							
2	Grants and other assistance to individuals in the U.S. See Part IV, line 22	19,666,822	19,666,822						
3	Grants and other assistance to governments, organizations and individuals outside the U.S. See Part IV, lines 15 and 16	0							
4	Benefits paid to or for members	0							
5	Compensation of current officers, directors, trustees, and key employees	5,771,288	2,255,851	3,394,838	120,599				
6	Compensation not included above, to disqualified persons (as defined under section $4958(f)(1)$) and persons described in section $4958(c)(3)(B)$	51,499	51,499						
7	Other salaries and wages	38,555,116	34,768,681		434,584				
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,941,659	2,565,566	347,134	28,959				
9	Other employee benefits	3,020,951	2,595,988	382,677	42,286				
10	Payroll taxes	3,309,021	2,734,409	535,910	38,702				
11	Fees for services (non-employees)								
а	Management	0							
b	Legal	262,397		262,397					
c	Accounting	397,828		397,828					
d	Lobbying	0							
e	Professional fundraising See Part IV, line 17	0							
f	Investment management fees	397,336	1,018	396,318					
g	Other	2,198,331	1,159,536	965,251	73,544				
12	Advertising and promotion	3,264,901	1,478,882	1,736,075	49,944				
13	Office expenses	4,075,643	3,368,491	544,182	162,970				
14	Information technology	999,432		999,432					
15	Royalties	0							
16	Occupancy	5,186,309	578,408	4,607,733	168				
17	Travel	1,898,942	1,693,431	204,731	780				
18	Payments of travel or entertainment expenses for any Federal, state or local public officials	0							
19	Conferences, conventions and meetings	263,614	222,489	40,217	908				
20	Interest	244,148	214,215	29,923	10				
21	Payments to affiliates	0							
22	Depreciation, depletion, and amortization	1,031,055		1,031,055					
23	Insurance	1,001,997	339,962	661,940	95				
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)								
а	Student Recruitment	727,943	680,134	47,809					
b	INSTRUCT MEDIA AUDIO VISUAL	352,548	349,014	3,519	15				
c	ALL OTHER EXPENSES	501,793	92,687	408,776	330				
f	All other expenses								
25	Total functional expenses. Add lines 1 through 24f	96,120,573	74,817,083	20,349,596	953,894				
26	Joint Costs. Check if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation								

Part X	Balance	Sheet

					(A) Beginning of year		(E End of	
	1	Cash—non-interest-bearing			Beginning of year	1	Ella o	гуеаг
	2	Savings and temporary cash investments	•		10,760,463		1	0,596,995
	3	Pledges and grants receivable, net		889,515			769,819	
	4	Accounts receivable, net			4,854,248	_		4,766,406
	5	Receivables from current and former officers, directors, trustees	1,001,210	-+		1,700,100		
		other related parties	•	•		5		
	6	Receivables from other disqualified persons (as defined under se persons described in section 4958(c)(3)(B) Complete Part II of 3				6		
	7	Notes and loans receivable, net	•		3,738,359	7		3,800,974
	8	Inventories for sale or use			862,851	8		902,715
÷	9	Prepaid expenses and deferred charges			482,889	9		282,246
Assets	10a	Land, buildings, and equipment cost basis	10a	30,137,942				
*	b	Less accumulated depreciation Complete Part VI of Schedule D	10b	21,307,211		10c		8,830,731
	11	Investments—publicly traded securities			77,911,980		6	1,220,875
	12	Investments—other securities See Part IV, line 11 Complete Pa			,	12		
	13	Investments—program-related See Part IV, line 11 Complete Part IV						
	14	of Schedule D . Intangible assets		13				
	15	Other assets See Part IV, line 11 Complete Part IX of Schedule			289,220	15		319,319
	16	D Total assets. Add lines 1 through 15 (must equal line 34)			108,213,846			1,490,080
	17	Accounts payable and accrued expenses .			9,583,327	17		6,271,425
	18	Grants payable	4,372,553			5,086,811		
	19	Deferred revenue	4,826,386	19		4,735,127		
	20	Tax-exempt bond liabilities	4,020,300	20		4,700,127		
<u>ن</u>	21	Escrow account liability Complete Part IV of Schedule D		21				
Liabilities	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified		21				
嘎		persons Complete Part II of Schedule L		_		22		
_	23	Secured mortgages and notes payable to unrelated third parties			23			
	24	Unsecured notes and loans payable	•	•		24		
	25	Other liabilities Complete Part X of Schedule D			3,226,105	25		3,183,442
	26	Total liabilities. Add lines 17 through 25			22,008,371	26		9,276,805
	-	Organizations that follow SFAS 117, check here ▶ ✓ and comp	lete li	nes 27	,,			
\$ ⊕3		through 29, and lines 33 and 34.						
Balance	27	Unrestricted net assets			69,134,129	27	6	2,279,574
<u> </u>	28	Temporarily restricted net assets			11,514,714	28		5,798,791
몯	29	Permanently restricted net assets		5,556,632	29		4,134,910	
Fund		Organizations that do not follow SFAS 117, check here ► and lines 30 through 34.	d com	plete				
9	30	Capital stock or trust principal, or current funds	_			30		
¥	31	Paid-in or capital surplus, or land, building or equipment fund				31		
Assets or	32	Retained earnings, endowment, accumulated income, or other fu			32			
Net /	33	Total net assets or fund balances		86,205,475	33	7	2,213,275	
ž	34	Total liabilities and net assets/fund balances			108,213,846			1,490,080
Pa	rt XI	Financial Statements and Reporting						
							Yes	No

Dart VI	Einancial	Statements	and D	oporting
7. 1 4 2 . 1 2	FINANCIAL	Statements	ann R	emmetiliki.

1	Accounting method used to prepare the Form 990			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		Νο
b	Were the organization's financial statements audited by an independent accountant?	2b		Νο
c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c		
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3Ь	Yes	_

Employer identification number

OMB No 1545-0047

SCHEDULE A (Form 990 or 990EZ)

Name of the organization

Department of the Treasury Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1)nonexempt charitable trusts. Attach to Form 990 or Form 990-EZ. See separate instructions.

Open to Public Inspection

awa	іі Расітіс	University						۵۵	-0113930	า	
Pa	rt I	Reason	for Public C	harity Status (to be co	mpleted	bv all or	ganızatıo				
				ation because it is (Please						<u> </u>	_
1	Γ	A church, c	onvention of ch	nurches, or association of ch	urches de	scribed in	Section 1	L70(b)(1)((A)(i).		
2	▽	A school de	A school described in Section 170(b)(1)(A)(ii). (Attach Schedule E)								
3	Γ	A hospital	A hospital or a cooperative hospital service organization described in Section 170(b)(1)(A)(iii). (Attach Schedule H)								
4	Γ	A medical i	research organı	zation operated in conjuncti	on with a l	nospital d	escribed ii	n Section :	170(b)(1)	(A)(iii). E	nter the
		hospital's name, city, and state									
5	Γ	An organization operated for the benefit of a college or university owned or operated by a governmental unit described in							rıbed ın		
		Section 170(b)(1)(A)(iv). (Complete Part II)									
6	Γ	A federal, s	tate, or local go	overnment or governmental	unıt descr	ibed in Se	ction 170	(b)(1)(A)	(v).		
7	Γ	An organiza	ation that norma	ally receives a substantial p	art of its s	support fro	om a gove	rnmental u	ınıt or fron	n the gene	ral public
		described i	n Sect ion 170(b))(1)(A)(vi) (Complete Par	tII)						
8			•	ed in Section 170(b)(1)(A)		•	•				
9	Г	-		ally receives (1) more than						•	· -
				ated to its exempt functions	-		•	, ,	•		
			-	estment income and unrelate			•			x) from bu	sinesses
	_			on after June 30, 1975 See							
10	<u> </u>			and operated exclusively to							
11	ļ			and operated exclusively fo orted organizations describe							
				type of supporting organiza						occion o	os(a)(s). Check
		аГ⊺	ype I b	Type II c	Type III	- Function	nally Integ	rated	d	Гтуре	III - Other
e	Γ	•		rtify that the organization is			•			•	•
				agers and other than one or	more publ	icly suppo	orted orga	nızatıons (described	ın sectior	1 509(a)(1) or
f		section 50 If the organ		d a written determination fro	m the IRS	that it is	a Type I.	Type II o	r Tvpe III	supportir	ng organization.
		check this					,, ,	, ,	,,	• •	Ĭ Ė
g				as the organization accepted	d any gift	or contrib	utıon from	any of the	!		
		following person		r indirectly controls, either a	alone or to	aether wi	th persons	describe	d in (ii)		Yes No
			•	ng body of the the supported		_	p		()	11g	
			· -	erson described in (i) above	_					11g(
				ty of a person described in (oove?				11g(
h				nation about the organizatio			supports				
			_	-	_						
	(i) Na	ame of	(ii) EIN	(iii) Type of organization	(iv) I	s the	(v) Did y	ou notify	(vi) I	s the	(vii) A mount of
		orted		(described on lines 1 - 9		ation in	_	nization		ation in	support?
	Organ	anization above or IRC sections) (See Instructions)				supr) of your	ur col (i) organized in the US?			
				(555 211511 215115115))		nent?		, , , ,			
					Yes	No	Yes	No	Yes	No	
				i .	ı	1	1	1	1	1	1

Total

Part II	Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
	(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Pι	ıblic Support		, ,	,				
Cale	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e)	2008	(f) Total
1	Gifts, grants, contributions, and							
	membership fees received (Do not							
	include any "unusual grants ")							
2	Tax revenues levied for the organization's							
	benefit and either paid to or expended on							
_	its behalf The value of services or facilities					 		
3	furnished by a governmental unit to the							
	organization without charge							
4	Total. Add line 1-3					1		
5	The portion of total contribution by each							
5	person (other than a government unit or							
	publicly supported organization) included							
	on line 1 that exceed 2% of the amount							
	shown on line 11, column							
	· (f)							
6	Public Support subtract line 5 from line							
	4							
	otal Support		1		T			
	endar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) :	2008	(f) Total
7	A mounts from line 4							
8	Gross income from interest, dividends,							
	payments received on securities loans,							
	rents, royalties and income from similar							
_	sources							
9	Net income from unrelated business							
	activities, whether or not the business is regularly carried on							
10	Other income Do not include gain or loss							
10	from the sale of capital assets (Explain in							
	Part IV)							
11	Total Support (Add lines 7 through 10)							
12	Gross receipts from related activities, etc	(See instructio	ns)		•	12		
13	First Five Years. If the Form 990 is for the	organization's f	irst second thu	d fourth or fifth	ntay vearas a F		3)	
	organization, check this box and stop here		mat, second, tim	u, rouren, or mer	rtax year as a s	/O1(C)(C	• •	▶ □
								•
Co	omputation of Public Support Perc	entage						
14	Public Support Percentage for 2008 (line 6	5 column (f) dıvı	ded by line 11 c	olumn (f))		14		
15	Public Support Percentage for 2007 School	dule A , Part IV -	A, line 26f			15		
16a	33 1/3% Test - 2008. If the organization di	d not check the	box on line 13.	and line 14 is 3	3 1/3% or more.		this box	
	and stop here. The organization qualifies a				,			▶ □
b	33 1/3% Test - 2007. If the organization d				15 is 33 1/3% d	r more,	check th	
	box and stop here. The organization qualifi	es as a publicly	supported orga	nızatıon				▶ □
17a	10% Facts and Circumstances Test - 2008.							
	more, and if the organization meets the "fa		•					· —
	organization meets the "facts and circums							► □
Ь	10% Facts and Circumstances Test - 2007.							
	more, and if the organization meets the "fa		•					_
4.0	the organization meets the "facts and circu							n ▶
18	Private Foundation. If the organization did	not check the b	oux on line 13, 1	oa, 100, 1/a or	1/D, check this	oox an	u see	▶ □
	ınstructions							F-1

Pa	Support Schedule for On (Complete only if you ched				(2)		
	ction A. Public Support		_	,			
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received (Do not						
2	include any "unusual grants ") Gross receipts from admissions,						
2	merchandise sold or services performed,						
	or facilities furnished in any activity that						
	is related to the organization's tax-						
	exempt purpose						
3	Gross receipts from activities that are						
	not an unrelated trade or business under						
	section 513						
4	Tax revenues levied for the						
	organization's benefit and either paid to						
	or expended on its behalf						
5	The value of services or facilities						
	furnished by a governmental unit to the						
_	organization without charge						
6	Total Add lines 1-5						
7a	A mounts included on lines 1, 2, and 3						
	received from disqualified persons Amounts included on lines 2 and 3						
D	received from other than disqualified						
	persons that exceed the greater of 1% of						
	the total of lines 9, 10c, 11, and 12 for						
	the year or \$5,000						
c	Total of lines 7a and 7b						
8	Public Support (Substract line 7c from						
_	line 6)						
То	tal Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9	A mounts from line 6						
10a	Gross income from interest, dividends,						
	payments received on securities loans,						
	rents, royalties and income from similar						
	sources						
b	Unrelated business taxable income (less						
	section 511 taxes) from businesses						
	acquired after 30 June, 1975		+				
С	Add lines 10a and 10b						
11	Net income from unrelated business						
	activities not included in line 10b, whether or not the business is regularly						
	carried on						
12	Other income Do not include gain or loss						
	from the sale of capital assets						
	(Explain in Part IV)						
13	Total Support (Add lines 9, 10c, 11 and						
	12)						
14	First Five Years If the Form 990 is for the	organızatıon's fı	rst, second, thir	d, fourth, or fifth	ntax year as a 5	01(c)(3) organı	zation,
	check this box and stop here						▶ □
	manufaction of Dublic Compact Days						
15	mputation of Public Support Perc Public Support Percentage for 2008 (line		dod by line 12 o	olumn (fl)		T 4= T	
			•	.orumin (1))		15	
16	Public Support Percentage for 2007 Sche	dule A , Part IV -	A, line 27g			16	
		D					
Co	mputation of Investment Income Investment Income Percentage for 2008 (ne 13 column /f	<u> </u>	17	
				-	"	17	
ΤQ	Investment Income Percentage from 2007	ocnequie A , Pa	TLIV-A, IINE 2/	H		18	

19a 33 1/3% Tests - 2008. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line

17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization **33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization

Private Foundation If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions

Schedule A (Form 990 or 990-EZ) 2008

▶□

Part IV	Supplemental Information. Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)
	Facts and Circumstances Test

Schedule A (Form 990 or 990-EZ) 2008

OMB No 1545-0047

Open to Public Inspection

Schedule D (Form 990) 2008

SCHEDULE D

(Form 990)

Department of the Treasury Internal Revenue Service

Hawaii Pacific University

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

Name of the organization **Employer identification number**

			99-0113930
Part I	Organizations Maintaining Donor Ac organization answered "Yes" to Form 99		unds or Accounts. Complete if the
		(a) Donor advised funds	(b) Funds and other accounts
Tota	I number at end of year		
Aggr	egate Contributions to (during year)		
Aggr	egate Grants from (during year)		
Aggr	egate value at end of year		
	the organization inform all donors and donor advi s are the organization's property, subject to the o	3	or advised Yes No
used	the organization inform all grantees, donors, and I only for charitable purposes and not for the ben ermissible private benefit?		
art II	Conservation Easements. Complete	ıf the organızatıon answered "Yes" t	o Form 990, Part IV, line 7.
Г Г	ose(s) of conservation easements held by the or Preservation of land for public use (e g , recreati Protection of natural habitat Preservation of open space	on or pleasure) Preservation of ar Preservation of ce	n historically importantly land area ertified historic structure
	plete lines 2a-2d if the organization held a qualine last day of the tax year	fied conservation contribution in the form	Held at the End of the Yea
■ Tot	al number of conservation easements		2a
, , ,	al acreage restricted by conservation easements		2b
	mber of conservation easements on a certified hi	• •	2c
Nur	mber of conservation easements included in (c) a	acquired after 8/17/06	2d
Num	ber of conservation easements modified, transfe	rred, released, extinguished, or terminate	ed by the organization during
the t	axable year 🗠		
Num	ber of states where property subject to conserva	ation easement is located ►	
Does	s the organization have a written policy regarding rcement of the conservation easements it holds?	the periodic monitoring, inspection, viol	ations, and Yes No
Staff	for volunteer hours devoted to monitoring, inspe	cting and enforcing easements during the	year 🕨
A mo	unt of expenses incurred in monitoring, inspecti	ng, and enforcing easements during the y	ear ► \$
	s each conservation easement reported on line 2 (h)(4)(B)(i) and 170(h)(4)(B)(ii)?	(d) above satisfy the requirements of sec	Yes No
bala the o	art XIV, describe how the organization reports concesheet, and include, if applicable, the text of toganization's accounting for conservation easen	he footnote to the organization's financia nents	I statements that describes
rt III	Complete if the organization answered "	Yes" to Form 990, Part IV, line 8.	
art, l	e organization elected, as permitted under SFAS historical treasures, or other similar assets held ide, in Part XIV, the text of the footnote to its fin	for public exhibition, education or research	ch in furtherance of public service,
histo	e organization elected, as permitted under SFAS orical treasures, or other similar assets held for pide the following amounts relating to these items	oublic exhibition, education, or research i	
(i) _R	Revenues included in Form 990, Part VIII, line 1		▶ \$
(ii) _/	Assets included in Form 990, Part X		► \$
	e organization received or held works of art, histo wing amounts required to be reported under SFA:	•	or financial gain, provide the
Reve	enues included in Form 990, Part VIII, line 1		► \$
Asse	ets included in Form 990, Part X		▶ \$

Cat No 52283D

Part:	Organizations Maintaining Co	llections of Art	<u>, His</u>	tori	cal Tr	easu	res, or Oth	er	<u>Similaı</u>	· Asse	ts (co	ntınued)
	Jsing the organization's accession and othe tems (check all that apply)	r records, check any	of th	ne fol	lowing t	hat ar	e a sıgnıfıcant	use	of its co	llection	ו	
аГ	Public exhibition		d	\vdash	Loand	rexc	hange program	s				
ь「	Scholarly research		e	Γ	Other							
сΓ												
4 F	Provide a description of the organization's co	ollections and explain	ın hov	w the	v furthe	rthed	organization's e	exer	not purp	ose in		
	Part XIV	moderons and expra			,		,					
	During the year, did the organization solicit o			,				mıla	ar	_	Yes	_
Part	Trust, Escrow and Custodial A							wer	ed "Yes			□ No 90,
	Part IV, line 9, or reported an an	nount on Form 99	0, Pa	art X	, line 2	21.						
	s the organization an agent, trustee, custod ncluded on Form 990, Part X?	ian or other interme	dıary	for c	ontribut	tions	or other assets	no	t	Γ	Yes	Г No
b I	f"Yes," explain why in Part XIV and comple	te the following tabl	е									
										A mou	ınt	
c	Beginning balance						1 c	-				
d ,	Additions during the year						1d	_				
e	Distributions during the year						1e	_				
f	Ending balance						1f					
2a [Old the organization include an amount on Fo	orm 990, Part X, line	21?							Γ	Yes	☐ No
b I	f "Yes," explain the arrangement in Part XIV	,										
Part	V Endowment Funds. Complete											
		(a)Current Year	(E)Prior	Year	(c)Tv	vo Years Back (c	1) Th	ree Years I	Back (e)Four Y	ears Back
	Beginning of year balance	72,395,177										
	Contributions	341,032										
	Investment earnings or losses	-11,371,521										
	Grants or scholarships	741,578										
	Other expenditures for facilities and programs	741,376										
	Administrative expenses											
g l	End of year balance	60,623,110										
2 F	Provide the estimated percentage of the yea	r end balance held a	ıs									
	Board designated or quasi-endowment	87 91 %										
	Permanent endowment - 686%											
	Term endowment ► 5 23 %											
	Are there endowment funds not in the posses	ssion of the organiza	ation	thata	are held	and a	dministered fo	r th	e			
	organization by										Yes	No
(i) unrelated organizations									3a(i)		Νo
	ii) related organizations							•		3a(ii)		No
	f "Yes" to 3a(II), are the related organizatio	•						•		3b		
	Describe in Part XIV the intended uses of th					30 D						
Part	VI Investments—Land, Buildings	s, and Equipme	nt. S				•	Т				
	Description of investment				Cost or o		(b)Cost or other basis (other)	ſ	(c) Depred	ciation	(d) Bo	ok value
1a La	nd		1				272,00	0				272,000
	ııldıngs						9,682,25	\neg	5,0	17,683		4,664,568
	asehold improvements						4,852,70	+		76,934		1,175,774
	quipment						13,969,65	+		89,289		1,380,369
	ther						1,361,32			23,305		1,338,020
	Add lines 1a-1e <i>(Column (d) should equal Fo</i>	orm 990, Part X. colun	nn (B), line	10(c).)		1,301,32		. ▶			8,830,731
	, , ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,, -2.4	1-7	,	(-/-/					ule D (S		90) 2008

Part VII Investments—Other Securities. See	Form 990, Part X, line 1	2	
(a) Description of security or cateory (including name of security)	(b)Book value		d of valuation year market value
Financial derivatives and other financial products			
Closely-held equity interests			
O ther			
Total. (Column (b) should equal Form 990, Part X, col (B) line 12)			
Part VIII Investments—Program Related. Se	e Form 990, Part X, line	13.	
(a) Description of investment type	(b) Book value	(c) Method	d of valuation year market value
Total. (Column (b) should equal Form 990, Part X, col (B) line 13)	15		
Part IX Other Assets. See Form 990, Part X, II (a) Descri			(b) Book value
ACCRUED DIVIDENDS/INTEREST REC	ption		319,319
Total. (Column (b) should equal Form 990, Part X, col.(B) line			
Part X Other Liabilities. See Form 990, Part X			
(a) Description of Liability Federal Income Taxes	(b) A mount		
	3 086 250		
Federal Student Loan O bligation Capital Lease O bligation	3,086,250 97,192		
Suprem Lease Obligation	97,192		
Total. (Column (b) should equal Form 990, Part X, col (B) line 25)	3,183,442		

	· · · · · · · · · · · · · · · · · · ·		
Pa	rt XI Reconciliation of Change in Net Assets from Form 990 to Financial Statemen	ts	
1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	
Par	t XII Reconciliation of Revenue per Audited Financial Statements With Revenue per	er Reti	urn
1	Total revenue, gains, and other support per audited financial statements	1	
2	A mounts included on line 1 but not on Form 990, Part VIII, line 12		
а	Net unrealized gains on investments		
ь	Donated services and use of facilities		
c	Recoveries of prior year grants		
d	Other (Describe in Part XIV) 2d		
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	A mounts included on Form 990, Part VIII, line 12, but not on line 1		
а	Investment expenses not included on Form 990, Part VIII, line 7b . 4a		
b	Other (Describe in Part XIV)		
c	Add lines 4a and 4b	4c	
5	Total Revenue Add lines 3 and 4c. (This should equal Form 990, Part I, line 12)	5	
	Reconciliation of Expenses per Audited Financial Statements With Expenses		eturn
1	Total expenses and losses per audited financial statements	1	
2	A mounts included on line 1 but not on Form 990, Part IX, line 25		
a	Donated services and use of facilities		
b	Prior year adjustments		
C -	Losses reported on Form 990, Part IX, line 25		
d	Other (Describe in Part XIV)		
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	A mounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b 4a Other (Describe in Part XIV) 4b		
b	Add lines 4a and 4b	4.	
с 5	Total expenses Add lines 3 and 4c. (This should equal Form 990, Part I, line 18)	4c 5	
	rt XIV Supplemental Information	<u> </u>	
	nplete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Pa	rt VIV 1	nos 1h and 2h
- 01	npiete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines Ia and 4, Pa	rt XIV, II	nes ib and 2b,

Ident if ier	Return Reference	Explanation
Use of Endowment Funds	Schedule D, Part V	Hawaii Pacific University endowment funds includes both board-designated endowment funds, or quasi-endowments, true and term endowments. The overall purpose of the endowment funds is to provide Hawaii Pacific University long term support for educational, development and capital needs. The spending rate is adjusted to provide maximum support for current activities and to provide consistent funding over time. Intended uses of the endowment fund include support for scholarships, programs, research and the build out of the Hawaii Loa Campus on the Windward side of Oahu. Hawaii Pacific University has many restricted endowments where they may be specified by the terms of the gift and in accordance with gift and tax law. Donors may provide funds with restrictions based on their interests to fund specific programs, scholarships, buildings, technology, research, faculty or student activities such as cheer and dance. The University honors donor intent in accordance with the provisions of the Uniform Prudent Management of Institutional Funds. Act. The majority of restricted gifts are designated for use as scholarships. However, the university also has funds supporting the Faculty Technology Grants, Faculty Travel. Grants and the Trustees Scholarly Endeavors programs which supports faculty research. Restrictions on these endowed funds typically limit the University to spending a portion of the income of the gift amount rather than the principal. Unrestricted endowment funds also support other scholarship programs and activities.
FIN 48 FOOTNOTE	SCHEDULE D, PART XIV	In June 2006, FASB issued Interpretation No 48 (FIN 48), Accounting for Uncertainty in Income Taxes - an Interpretation of FASB Statement No 109 FIN 48 clarifies the accounting for income taxes by prescribing a minimum recognition threshold that a tax position is required to meet before being recognized in the financial statements FIN 48 also provides guidance on THe recognition, measurement, classification, interest and penalties, disclosure, and transition The guidance contained in FIN 48 is applicable to pass-through entities and tax-exempt organizations. The Company will adopt FIN 48 as of July 1, 2009 and is currently evaluating the effect of FIN 48 on its consolidated financial statements.

Employer identification number

OMB No 1545-0047

2008

Open to Public Inspection

SCHEDULE E

(Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Name of the organization

Attach to Form 990 or Form 990-EZ. To be completed by organizations that answer "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.

Schools

Hawaii Pacific University 99-0113930 YES NO 1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body? 1 Yes 2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships? 2 Νo Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe If "No," please explain 3 Yes SEE SCHEDULE O Does the organization maintain the following? a Records indicating the racial composition of the student body, faculty, and administrative staff? 4a Yes b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis? 4b Yes c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships? 4c Yes d Copies of all material used by the organization or on its behalf to solicit contributions? 4d Yes If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement) Does the organization discriminate by race in any way with respect to a Students' rights or privileges? 5a Νo **b** Admissions policies? 5b Νo c Employment of faculty or administrative staff? 5c Νo d Scholarships or other financial assistance? 5d Νo e Educational policies? Νo f Use of facilities? 5f Νo g Athletic programs? 5q Νo h Other extracurricular activities? 5h Νo If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement) 6a Does the organization receive any financial aid or assistance from a governmental agency? 6a Yes **b** Has the organization's right to such aid ever been revoked or suspended? 6b Νo If you answered "Yes" to either 6a or b, please explain using an attached statement 🥬 7 Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation 🍠 Νo

OMB No 1545-0047

2008

SCHEDULE F (Form 990)

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

Statement of Activities Outside the United States

Open to Public **Inspection**

Name of the organization	Employer identification number
Hawaii Pacific University	
	99-0113930

0113930 General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

- For grantmakers. Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award
- For grant makers. Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States
- Activites per Region (Use Schedule F-1 (Form 990) if additional space is needed)

Activites per Region (O:	se Schedule F-1	(I OIIII 990) II auc	illional space is needed)		
(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in
East Asia and the Pacific	0	10	Program Services	Recruitment	183,954
East Asia and the Pacific	0	10	Program Services	Faculty on-line course	20,385
Europe (Including Iceland and Greenland)	0	6	Program Services	Recruitment	413,345
East Asia and the Pacific	0	10	Program Services	Faculty on-line course	126,318
Middle East and North Africa	0	1	Program Services	Faculty on-line course	19,615
North America	0	1	Program Services	Recruitment	1,595
North America	0	1	Program Services	Faculty on-line course	56,311
South America	0	1	Program Services	Recruitment	21,072
South Asia	0	1	Program Services	Recruitment	9,623
Sub-Saharan A frica	0	1	Program Services	Study Abroad	33,620
	0	42			885,838
For Panarwork Poduction Act No.	*: *b-:	 	Cat No. 1	[50093W	chadula E (Form 990) 2009

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other
	_							
	_							
	_							
	_							-
	_							_
	_							
	_							
	_							
	_							
	_							
	_							
	_							
	_							

	F-1 (Form 990) if a			tea States. Complete	if the organization a	inswered "Yes" to Form	990, Part IV, line 16.
(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) A mount of cash grant	(e) Manner of cash disbursement	(f) A mount of non- cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
		+					
		1					
		+					
			•				

Schedule F (Form 990) 2008

Identifier	ReturnReference	uired in Part I, line 2, and any other additional information. Explanation
explanation of expenditures	schedule f, part I	"Recruitment" includes travel expenses for recruiters, fees for agents, fees for participating in college recruiting fairs and advertising "Faculty on-line course" expenses includes paymen to faculty living abroad who instruct on-line courses "Study abroad" expenses include travel and educational expenses for study abroad trips

Software ID:

Software Version:

EIN: 99-0113930

Name: Hawaii Pacific University

Form 990 Schedule F Part II - Grants and Other Assistance to Organizations or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) A mount of cash grant	(f) Manner of cash disbursement	(g) A mount of non- cash assistance	(h) Description of non-cash assistance	(ı) Method of valuatıon (book, FMV, appraısal, other)
--------------------------	-------------------------------------------------------	------------	-------------------------	------------------------------	------------------------------------	-------------------------------------------	----------------------------------------------	----------------------------------------------------------------

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DLN: 93493134053610

OMB No 1545-0047

2008

Department of the Treasury

(Form 990 or 990-EZ)

SCHEDULE G

Attach to Form 990 or Form 990-EZ. Must be completed by organizations that answer "Yes" to Form 990, Part IV, lines 17, 18, or 19, and by organizations that enter more than \$15,000 on Form 990-EZ. line 6a.

Supplemental Information Regarding

Fundraising or Gaming Activities

Open to Public

						Inspection
ame of the organization					Employer id	entification number
awaii Pacific University					99-011393	30
Part I Fundraising Ac	rtivities Complet	e if the or	nanızat	ion answered "Yes"		
	<u> </u>		_		·	1 v , mic 17 .
Indicate whether the orga	inization raised funds	through ar	ny of the	-		
a Mail solicitations b Email solicitations				e Solicitation of r	ion-government gran jovernment grants	IS
Phone solicitations				g Special fundrais	-	
d In-person solicitations	ie.			g i Special iuliural	sing events	
I in-person soncitation						
a Did the organization have or key employees listed ii			•	` .		
b If "Yes," list the ten higher to be compensated at lea						fundraiser is
		(iii)			(11) 0 = 0.11 = 0.11 = 0.11	
(i) Name of individual		fundrais	er have	(iv) Gross receipts	(v) A mount paid to	(VI) A mount paid to
(i) Name of individual or entity (fundraiser)	(ii) Activity		er have dy or	(iv) Gross receipts from activity	(v) A mount paid to (or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
• •	(ii) Activity	fundrais custo contr contribu	erhave dy or ol of	1	(or retained by)	(vi) A mount paid to
• •	(ii) Activity	fundrais custo contr	erhave dy or ol of	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)
• •	(ii) Activity	fundrais custo contr contribu	er have dy or ol of itions?	1	(or retained by) fundraiser listed in	(vi) A mount paid to (or retained by)

List all states in which the organization is registered or licensed to solicit funds or has been notified it is exempt from registration or 3 licensing

Pai	rt I	Fundraising Events. Comp more than \$15,000 on Form					report	:ed				
			(a) Event #1	(b) Event #2 cheer & dance (event type)	(c) O ther Events	(d) To (A dd col	tal Eve (a) the l (c))					
Ф	1		(event type) 20,076		(total number)		<u>۶</u>	9,503				
Reveilue	•	Gross receipts	20,070	37,114	32,313							
Şev.	2	Less Charitable contributions										
<u></u>	3	Gross revenue (line 1 minus line 2)	20,076	37,114	32,313		89	9,503				
	4	Cash Prizes										
ses.	5	Non-cash Prizes	330					330				
pens	6	Rent/Facility costs	5,294				!	5,294				
Direct Expenses	7	Other direct expenses	4,624	9,090	14,478		28	8,192				
<u>ഉ</u>	۰	Direct expense summary Add line	s 4 through 7 in column	(d)			3:	3,816				
Δ	Solution of the summary Add lines 4 through 7 in column (d)											
Par	_					ı rted mor		5,687 เ				
		\$15,000 on Form 990-EZ, lin		,	, , ,							
Revenue			(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) O ther gaming	(d) Tota col (a) th						
	1	Gross revenue										
ses	2	Cash prizes										
ben	3	Non-cash prizes										
Direct Expenses	4	Rent/facility costs										
占	5	Other direct expenses										
	6	Volunteer labor	┌────────────────────────────────────	┌ Yes	┌ Yes							
	7	Direct expense summary Add lines	2 through 5 in column (d)								
	8	Net gaming income summary Comb	oine lines 1 and 7 in colu	mn (d)								
9 a		ter the state(s) in which the organizat the organization licensed to operate (Yes	No				
b		No," Explain	gaming detivities in each			· 9a						
10a b		re any of the organization's gaming li Yes," Explain	censes revoked, suspen	ded or terminated during	10a							
11	<u> </u>	es the organization operate gaming a	ctivities with nonmamba	rc 7								
11 12		es the organization operate gaming a the organization a grantor, beneficiar				11						
		med to administer charitable gaming?					1					

			
13	Indicate the percentage of gaming activity operated in		
а	The organization's facility		
b	An outside facility		
14	Provide the name and address of the person who prepares the organization's gaming/special events books and records		
	Name •		
	Address •		
15a	Does the organization have a contract with a third party from whom the organization receives gaming revenue?	15a	
Ь	If "Yes," enter the amount of gaming revenue received by the organization > \$ and the amount of gaming revenue retained by the third party > \$		
c	If "Yes," enter name and address		
	Name •		
	Address 🟲		
16	Gaming manager information		
	Name 🟲		
	Gaming manager compensation 🕨 \$		
	Description of services provided 🟲		
	Director/officer Employee Independent contractor		
17	Mandatory distributions		
а	Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?	17a	
b	Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year 📂 💲		

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DLN: 93493134053610

Schedule I (Form 990)

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

OMB No 1545-0047

2008

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

Open to Public Inspection

Name of the organization						Emplo	yer identifi	cation number
Hawaii Pacific University						99-0	113930	
Part I General Inform	mation on Gra	nts and Assistance	е			•		
Does the organization ma the selection criteria useDescribe in Part IV the o	d to award the gra	nts or assistance?						V Yes □ N
Form 990, Part I Part IV and Sch	IV, line 21 for ai edule I-1 if addi	ny recipient that reco tional space is	eived more than \$5,0	00. Check this box	tes. Complete if the of the office of the of	ceived more		
1(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) A mount of cash grant	(e) A mount of non- cash assistance	(f) Method of valuation (book, FMV, appraisal, other)			(h) Purpose of grant or assistance
2 Enter total number of sec		_	•		_	1		
organizations							•	

Part III Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a)Type of grant or assistance	(b) Number of recipients	(c) A mount of cash grant	(d)A mount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f)Description of non-cash assistance
Students financial aid and scholarships	1423	19,552,397			N/A
Various Faculty - Faculty Development Grant	58	87,982			N/A
Various Faculty-Trustee Scholarly Endeavor	26	26,443	59,400	\$900 per credit	3-cr course

Part IV Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information.

See Additional Data Table

Ident if ier	Return Reference	Explanation
Form 990, Schedule I	Description of Organization's Procedures for Monitoring the Use of Grants	Hawaii Pacific Universitys offices of Financial Aid and Scholarships oversee Federal and University grant, scholarship, loan and work-study programs. Federal programs are administered according to the laws, rules and regulations issued by the U.S. Department of Education, the U.S. Department of Health and Human Services, or other granting agency. University scholarships and grants are administered according to the policies and procedures implemented by the Financial Aid office to support the Universitys enrollment plan. The offices award aid based on the Federal Free Application for Federal Student Aid (FAFSA) and supporting documentation to verify a students eligibility for need based programs and scholarships where need is a criteria. In addition, students are reviewed based on academic and talent qualifications for merit based scholarships and grants in areas such as dance, cheer, athletics, music, debate and other areas. Presidents Scholars scholarships are awarded based on merit, grade point average and recommendations. Financial and the Scholarships Offices monitor the continued eligibility of students for awards. Trustees Scholarly Endeavors Program funds faculty scholarship and research grants. As a condition of the grant, faculty produce written or other work to report to the Trustees Faculty Scholarly Endeavors Committee on the results of their funded work. Faculty development grants fund faculty attendance at regional, national or international conferences and require the submission of receipts for all expenses. Technology enhancement grants are funded and require the submission of receipts for the funded equipment.
<u> </u>		

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As Filed Data -

DLN: 93493134053610

OMB No 1545-0047

2008

Schedule J (Form 990)

Department of the Treasury

Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest **Compensated Employees**

► Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

Open to Public Inspection

Name of the organization Hawaii Pacific University

Employer identification number

99-0113930

Pa	rt I Questions Regarding Compensation	n			
				Yes	No
1a		ovided any of the following to or for a person listed in Form I to provide any relevant information regarding these items			
	First class or charter travel	Housing allowance or residence for personal use			
	Travel for companions	Payments for business use of personal residence			
	Tax idemnification and gross-up payments	✓ Health or social club dues or initiation fees			
	Discretionary spending account	Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a wi provision of all the expenses described above? If "N		1b		No
2	Did the organization require substantiation prior to r	,			
	officers, directors, trustees, and the CEO/Executive	e Director, regarding the items checked in line 1a?	2	Yes	
3	Indicate which, if any, of the following the organizatiorganization's CEO/Executive Director Check all the	·			
	Compensation committee	✓ Written employment contract			
	Independent compensation consultant	Compensation survey or study			
	Form 990 of other organizations	Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990,	Part VII, Section A, line 1a			
а	Receive a severance payment or change of control p	payment?	4a		Νo
b	Participate in, or receive payment from, a suppleme	ntal nonqualified retirement plan?	4b		Νo
С	Participate in, or receive payment from, an equity-b	ased compensation arrangement?	4c		Νo
	If "Yes" to any of lines 4a-c, list the persons and pr	ovide the applicable amounts for each item in Part III			
	501(c)(3) and 501(c)(4) organizations only must co	omplete lines 5-8.			
5	For persons listed in form 990, Part VII, Section A, compensation contingent on the revenues of	line 1a, did the organization pay or accrue any			
а	The organization?		5a		Νo
b	Any related organization?		5b		Νo
	If "Yes," to line 5a or 5b, describe in Part III				
6	For persons listed in form 990, Part VII, Section A, compensation contingent on the net earnings of	line 1a, did the organization pay or accrue any			
а	The organization?		6a		Νo
b	Any related organization?		6b		Νo
	If "Yes," to line 6a or 6b, describe in Part III				
7	For persons listed in form 990, Part VII, Section A, payments not described in lines 5 and 6? If "Yes," o		7		No
8	Were any amounts reported in Form 990, Part VII, publications to the initial contract exception described in Part III	paid or accured pursuant to a contract that was n Regs section 53 4958-4(a)(3)? If "Yes," describe	8		N o

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(I)-(III) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown o'	of W-2 and/or 1099-MIS	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
Chatt G Wright	(ı) (ıı)		, 0	32,901	25,300 0	17,071 0	1 483,264 0 0	223,47
John R Fleckles	(ı) (ıı)		258,292	35,707	16,077 0	26,196 0	6 463,616 0 0	
Kenneth T Uemura	(ı) (ıı)		, o	4,544	25,109 0	12,107 0	7 278,725 0 0	127,51
John M Kearns	(ı) (ıı)		, 0	7,920	15,851 0	3,821 0	1 168,079 0 0	63,52
Edward R Stepien	(ı) (ıı)		, o	22,349	22, 44 8 0	1,727 0	7 229,182 0 0	111,92
Scott C Stensrud	(ı) (ıı)	127,051 0	, 0	9,549	14,274 0	1,385 0	5 152,259 0 0	75,04
Leslie H Correa	(ı) (ıı)		0	8,400	15,523 0	9,902	2 162,454 0 0	70,8
Alissa J Arp	(ı) (ıı)		, o	7,200	25,405 0	2,489 0	9 277,318 0 0	139,3
Jeffrey L Philpott	(ı) (ıı)		, o	17,990	20,8 41 0	5,360 0	0 216,443 0 0	98,7
Robert Cheong	(ı) (ıı)		, o	6,966	17,609 0	13,642 0	2 180,803 0 0	88,3
Justin S Itoh	(I) (II)		, o	0	15,400 0	7,032 0	2 157,836 0 0	84,1
Charles SF Steilen	(ı) (ıı)		, o	0	16,585 0	5,595 0	5 207,552 0 0	93,3
W Gerald Glover	(ı) (ıı)	0	, o	0	14,733 0	5,785 0	5 156,798 0 0	,
	(ii)							1
	(i)		<u> </u>	1			<u> </u>	4
	(ii)	<u> </u>	<u> </u> '			L	<u> </u>	<u> </u>

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Ident if ier	Ret urn Ref erence	Explanation
Supplemental Compensation Information	Schedule J, Part I, Lines 1a and 1b	First class travel is paid according to the University's business and travel expense reimbursement policies which requires substantiation. Approval for first class travel is made by the President in accordance with the policy. During the tax year, there was no written policy regarding payment of social club membership dues. However, a policy will be in place prior to the end of fiscal year 2010 covering club memberships and other executive fringe benefits. First-class travel was provided to Jeffrey Philpott, Vice President of Student Affairs based on submitted receipts in the amount of \$10,337.74, of which \$0 was treated as taxable compensation. Social club monthly dues were paid for the following five (5) executives. President Chatt Wright (Pacific Club \$ 3871.00, Outrigger Canoe Club \$2184, Waialae Country Club \$4194).90% of use treated as business use, 10% as taxable income. Vice President & CFO, Kenneth Uemura (Oahu Country Club, \$2350.00), 98% of use treated as business use, 2% as taxable income. Vice President of Administration, E. Richard Stepien, (Plaza Club, \$1749.72), 90% treated as business use. Vice President for Research and Dean of Natural Sciences, Alissa Arp, (Waialae Country Club \$4318.63), 100% treated as business use. Dean of the College of Business Administration, Charles Steilen, (Plaza Club, \$2214.32), 100% treated as business use. Dean of College of Business Administration, Aytun Ozturk, (Plaza Club), 100% treated as business use. A portion of the dues are treated as taxable compensation to the listed persons based on the percentage of time used for business versus personal use. The executives host university events at the locations and are reimbursed for expenses related to university events in addition to the monthly dues.
Method Used to Establish President's Compensation		Chatt G Wright has served as President of the University since 1976. The Presidents compensation previously was set by the Chairman of the Board. For the tax year, the President was paid pursuant to a contract negotiated between the former Chairman of the Board and the President effective July 1, 2001. However, the president declined his contractual pay raise for the tax year reported. In May 2009, the Board of Trustees established a Compensation Committee as a standing committees of the Board. The Compensation Committee is tasked with adopting a compensation philosophy, reviewing the performance of the President and other officers of the university and senior staff and setting compensation in compliance with the safe harbor provisions under the intermediate sanction rules. The Board appointed five Trustees to the Compensation Committee June 10, 2009. This committee is to adopt a compensation philosophy compliant with regulatory concerns of a tax-exempt University. The Committees goal is to ensure that employees of the University receive compensation that is market competitive, supports its academic goals and is relevant to the individuals annual job performance while being sensitive to funding availability and longer-term budget goals. The Compensation Committee is also to review the performance and compensation of the President and other officers of the University on an annual basis and recommend approval to the Board. The Committee will also review and approve the recommendations of the President on compensation of other leadership positions and of such other members of senior staff and faculty. In February 2010, the Compensation Committee adopted a compensation philosophy and hired a compensation consultant to conduct a compensation survey of all executive positions, including the President's. In the near future, the Presidents compensation will be approved by the Compensation Committee based on comparable compensation data from similar institutions.
explanation of bonus and incentive compensation amounts		\$258,292 reported as bonus & incentive compensation on Schedule J, part II for John R Fleckles represents benefits that accrued from 1994 through 2008 under the Executive Benefit Plan \$21,691 of "other compensation" represents accrued vacation cash that were paid during the reporting year and following termination of employment

Charles SF Steilen

W Gerald Glover

(11)

(1)

(11)

136,280

Software ID: **Software Version:**

EIN: 99-0113930

Name: Hawaii Pacific University

Form 990, Schedule	J, Part	II - Officers, Direc	ctors, Trustees, Ke	ey Employees, and	l Highest Compen	sated Employees	5	
(A) Name		(B) Breakdown o	f W-2 and/or 1099-MIS	SC compensation	(C) Deferred	(D) Nontaxable	(E) Total of columns	(F) Compensation
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation	compensation	benefits	(B)(ı)-(D)	reported in prior Form 990 or Form 990-EZ
Chatt G Wright	(I) (II)	I and the second	0	32,901 0	25,300 0	17,071 0	483,264	223,474 0
John R Fleckles	(I) (II)		258,292 0	35,707 0	16,077 0	26,196 0	463,616	0
Kenneth T Uemura	(I) (II)		0	4,544 0	25,109 0	12,107 0	278,725	127,513 0
John M Kearns	(I) (II)		0	7,920 0	15,851 0	3,821 0	168,079	63,520 0
Edward R Stepien	(I) (II)		0	22,349 0	22, 44 8 0	1,727 0	229,182	111,927 0
Scott C Stensrud	(I) (II)		0	9,549 0	14,274 0	1,385	152,259	75,049 0
Leslie H Correa	(I) (II)		0	8,400 0	15,523 0	9,902	162,454	70,839 0
Alissa J Arp	(I) (II)		0	7,200 0	25,405 0	2,489 0	277,318	139,381 0
Jeffrey L Philpott	(I) (II)		0	17,990 0	20,841	5,360 0	216,443	98,709 0
Robert Cheong	(I) (II)		0	6,966 0	17,609 0	13,642	180,803	88,383 0
Justin S Itoh	(I) (II)		0	0	15,400 0	7,032	157,836	84,175 0
Charles SF Steilen	(1)	185,372	0	0	16,585	5,595	207,552	93,367

0

0

0

14,733

5,785

156,798

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DLN: 93493134053610

OMB No 1545-0047

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Schedule L

(Form 990 or 990-EZ)

Department of the Treasury

► Attach to Form 990 or Form 990-EZ. ► To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c,

Transactions with Interested Persons

or Form 990-EZ, Part V lines 38b or 40b. Internal Revenue Service Name of the organization

Employer identification number Hawaii Pacific University 99-0113930 Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only). To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b (c) Corrected? (a) Name of disqualified person

1	(a) Name of disquamed person	(b) Description of transaction	Yes	No
·				

Z	Enter the amount	011	Lax	шр	05 6	u oi	LITTE	2 019	yanı	Zati	1011 1	IIIaI	ıaye	15	וע ווע	ısqu	Idiiii	eu p	Jeis	0115	uui	my	the	ye	ar ur	iuei		
	section 4958 .																									-	\$	
	30001011 4330 1	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		4	
																										-		

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . .

Loans to and/or From Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan from t organiza	he	(c)O riginal principal amount	(d)Balance due	d)Balance due default?					
	То	From			Yes	No	Yes	No	Yes	No

Grants or Assistance Benefitting Interested Persons To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27

To be completed by organize	To be completed by organizations that answered Tes on Form 550, Fart IV, line 27.					
(a) Name of interested person	(b)Relationship between interested person and the organization	(c)A mount of grant or type of assistance				
Child of Officer	Child of officer of org	1,584				

Business Transactions Involving Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the	between interested (c) A mount of (d) Desc		(e) Sharing of organization's revenues?	
	organization			Yes	No
Micheline Soong	See Schedule O	51,499	compensation as professor		Νο
Bank of Hawaii	See Schedule O	201,721	bankıng services (aggregate)		Νo
Hawaiian Electric	See Schedule O	691,130	electricity (aggregate)		Νο
Hawaii Medical Service Association	See Schedule O	1,117,838	employee health insurance (ag		No

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DLN: 93493134053610

OMB No 1545-0047

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SCHEDULE M (Form 990)

Department of the Treasury

To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 29 or 30. Attach to Form 990

Non-Cash Contributions

Internal Revenue Service Name of the organization Hawaii Pacific University

Employer identification number

					99-0113930			
Pa	rt I Types of Property	,						
		(a) Check If applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of de reven	etermi	nıng	
1	Art-Works of art	<u> </u>						
2	Art—Historical treasures .							
3	Art—Fractional interests							
4	Books and publications							
5	Clothing and household							
6	Cars and other vehicles							
7	Boats and planes							
8	Intellectual property							
9	Securities—Publicly traded .	Х	5	80,112	cost/selling price			
10	Securities—Closely held stock .							
11	Securities—Partnership, LLC, or trust interests							
12	Securities—Miscellaneous							
	Q ualified conservation contribution (historic structures)							
14	Qualified conservation contribution (other)							
15	Real estate—Residential .							
16	Real estate—Commercial							
17	Real estate—Other							
18	Collectibles							
19	Food inventory							
20	Drugs and medical supplies .							
21	Taxidermy							
22	Historical artifacts							
	Scientific specimens							
24	Archeological artifacts							
	Other (describe)							
	Other (describe)							
	Other (describe)							
28	Other (describe)							
29	Number of Forms 8283 received which the organization complete Acknowledgement	d Form 828		ar for contributions for	29			
30a	During the year, did the organiza				l		Yes	No
	least three years from the date of			not required to be used for e	exempt purposes			
	for the entire holding period? .					30a		No
	If "Yes", describe the arrangeme					24		NI -
31	Does the organization have a gif	t acceptano	ce policy that requires the r	eview of any non-standard	contributions 7	31		Νο
32a	Does the organization hire or use contributions?	e third parti	ies or related organizations	to solicit, process, or sell i	non-cash	32a		Νo
ь	If "Yes", describe in Part II							
	If the organization did not report	revenuesı	n Column (c) for a type of p	roperty for which Column (a	ı) ıs			
	checked, describe in Part II							

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.					
Identifier	ReturnReference	Explanation			
240111111	Notal III Colored	Explanation			
	1	1			

OMB No 1545-0047

2008

SCHEDULE 0 (Form 990)

Department of the Treasury Internal Revenue Service

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

Supplemental Information to Form 990

Name of the organization Hawaii Pacific University

Employer identification number

99-0113930

	Return	
ldentifier	Reference	Explanation
Description of Program Services		The College of Natural and Computational Sciences was formed in June 2008 from various colleges at Hawa an Pacific University including the College of Natural and Computational Sciences at Hawa in Pacific University provides students with programs. Yaddonal and hands on programs in marine and environmental sciences, biology, bechemistry, and a well developed pre-medical and health sciences program variable to all students at HPU regardless of major. The program offers undergraduate programs in marine and environmental sciences, biology, bechemistry, and a femeral science programs include Bachelors of Science degrees, computer Sciences and mathematics. Undergraduate natural science programs medical Bachelors of Science degrees in Computer Science and Wathermatics. The College of Natural and Computational Sciences offers the omaster's programs, Masters of Science and Wathermatics. The College of Natural and Computational Sciences offers the omaster's programs, Masters of Science and Mathermatics. The College of Natural and Computational Sciences offers the omaster's programs, Masters of Science and Mathermatics. The College of Natural and Computational Sciences offers the Ordinary of Natural and Computational Sciences offers the Ordinary of Natural and Computational Sciences of International Mathermatics. The College of Natural Activities in College of Natural and Computational Sciences of the Natural Activities in College of Natural Activities. The Activities of Natural Activities in College of Natural Activities in College of Natural College of College of Natural Computational Sciences and the Activities of Natural College of Natural Computational Sciences and the Activities of Natural College of Natural Computational Sciences and the Natural College of Natural Computational Sciences and the Natural College of Natural Colleg

DESCRIPTION OF PROGRAM SERVICES	FORM 990, PART III, LINE 4B	Pacific University's Off Campus Programs courses (in classroom and online) are available to all military service members, their families, Veterans and US Government civilian personnel. Haw all Pacific University's Off-Campus Programs was renamed from "Military Campus Programs" to reflect the growing diversity of adults taking advantage of the University's high quality on-line courses. Students currently attend courses from other states, while on duty aboard and from other countries. The courses are tailor-made flexible formats that expand academic and scheduling opportunities to help military students stay on their educational track. Our accommodating curriculum and academic integrity ensure our students receive a world-class education in a setting that adheres to their life and work schedule. Haw all Pacific University is associated with the Navy College Program Distance Learning Partnership and is a member of the Servicemembers Opportunity Colleges consortium. The Off-Campus Programs offer Associates, Bachelors and Masters degrees in natural and social sciences, mathematics, computer sciences, business and liberal arts. In this tax year, Haw all Pacific University received several awards for its Off-Campus Programs. The Council of College and Military Educators (CCME) Board has honored Haw all Pacific University with the 2010. Institution Award recognizing the University's significant contributions to military education. The University was also selected by Military Advanced Education (MAE) magazine in its Guide to Top Military-Friendly Colleges and Universities. Haw all Pacific University is ranked in the top 10% of military friendly schools based on the quality of its academics and the on-campus and online support the program provides to veterans and their families. The University is one of more than 700 schools across the nation partnering with the Department of Veterans Affairs to help veterans pay for their education through the Post-9/11 Gl Bill "Yellow Ribbon Program"
ldentifier	Return Reference	Explanation
		PROGRAM SERVICE ACTIVITY #3 THE COLLEGE OF NURSING & HEALTH SCIENCES THE COLLEGE OF NURSING AND HEALTH SCIENCES WAS RENAMED AT THE END OF TAX YEAR FROM SCHOOL OF NURSING TO ADDRESS THE NEEDS OF STUDENTS WISHING TO STUDY IN OTHER FIELDS OF HEALTH SCIENCES OUTSIDE OF NURSING THE COLLEGE OF NURSING AND HEALTH SCIENCES IS THE LARGEST NURSING PROGRAM IN THE STATE OF

Explanation

Program Service Activity #2 Off Campus (MCP) ------ Recognizing that many of

HAWAII WITH APPROXIMATELY 1,500 STUDENTS AND ONE OF THE LARGEST SINGLE SITE UNDERGRADUATE NURSING PROGRAMS IN THE UNITED STATES THE COLLEGE OFFERS BACHELOR'S OF SCIENCE IN NURSING, MASTER OF SCIENCE IN NURSING (MSN) DEGREE AND CERTIFICATES IN TRANSCULTURAL NURSING, FORENSIC HEALTH SCIENCE, NURSE EDUCATOR AND A POST-MASTER'S FAMILY NURSE PRACTITIONER CERTIFICATES THE GOAL OF THE PROGRAM IS TO BRING NURSES, NURSING EDUCATION AND RESEARCH, ADVANCED

Return

Reference

Identifier

DESCRIPTION

OF OTHER

PROGRAM

SERVICES

Identifier

FORM 990,

\$8,601,702)

Return

Reference

PART III,

LINE 4D

DESCRIPTION OF PROGRAM SERVICE	FORM 990, PART III, LINE 4C	PRACTICE HEALTH CARE AND HEALTH RELATED PROGRAMS TO SERVE THE PUBLIC IN BOTH URBAN AND RURAL AREAS THROUGHOUT THE STATE AND THE NATION THE UNIVERSITY'S MISSION IS TO MAINTAIN THE HIGHEST STANDARDS IN EDUCATION, INCLUDING A CURRICULUM THAT INCLUDES CLASSROOM TRAINING, HANDS-ON CLINICAL SIMULATION, CLINICAL OPPORTUNITIES AND COMMUNITY INTERNSHIPS THE NURSING AND HEALTH SCIENCES PROGRAMS ARE BUILT UPON A STRONG FOUNDATION OF LIBERAL ARTS AND SCIENCES TO PREPARE GRADUATES WHO WILL PRACTICE AS PROFESSIONAL NURSES IN THE MULTICULTURAL ENVIRONMENT OF THE GLOBAL COMMUNITY STUDENTS HAVE CLINICAL OPPORTUNITIES AT MAJOR HOSPITALS AND MEDICAL FACILITIES ON OAHU, AND OPPORTUNITIES TO CONDUCT RESEARCH IN CAMPUS LABORATORIES THE CENTER FOR TRANSCULTURAL NURSING AT THE COLLEGE OF NURSING AND HEALTH SCIENCES FOCUSES ON THE RESEARCH, EDUCATION AND PRACTICE IN NURSING WHICH IS BASED UPON PEOPLE'S CULTURAL VALUES, BELIEFS, AND PRACTICES THE MISSION OF THE TRANSCULTURAL NURSING CENTER IS TO PROMOTE THE DELIVERY OF CULTURALLY COMPETENT NURSING CARE TO DIVERSE POPULATIONS, ENHANCE THE HEALTH CARE OF A CHANGING, MORE CULTURALLY DYNAMIC POPULATION, WITH PARTICULAR FOCUS ON REDUCING HEALTH DISPARITIES THE COLLEGE OF NURSING AND HEALTH SCIENCES BEGAN DEVELOPING A BACHELOR OF SCIENCE IN HEALTH SCIENCES THIS DEGREE, WHICH INCLUDES SEVEN NEW COURSES, WILL PROVIDE A SOLID BACKGROUND FOR STUDENTS INTERESTED IN PURSUING CAREERS IN PUBLIC HEALTH AND OTHER HEALTH-RELATED FIELDS BASED ON THE LIBERAL ARTS FOUNDATION COMMON TO ALL PROGRAMS AT HAWAII PACIFIC UNIVERSITY, THIS DEGREE INCLUDES COURSES IN HEALTH PROMOTION AND WELLNESS MANAGEMENT, HEALTH-RELATED SUBJECTS A REQUIRED CAPSTONE SEMINAR AND CO-REQUISITE INTERNSHIP ALLOWS STUDENTS TO SYNTHESIZE WHAT THEY HAVE LEARNED IN THEIR COURSEWORK TO PROVIDE HANDS-ON EXPERIENCE EXTENDING ITS GLOBAL FOOTPRINT, THE COLLEGE OF NURSING AND HEALTH SCIENCES LAUNCHED ITS FIRST INTERNATIONAL NURSING CLINICAL EXPERIENCE FROM MAY 14 TO JUNE 2, 2009 SIX NURSING STUDENTS TRAVELED TO THE PHILIPPINES FOR AN
		INTENSIVE TWO-WEEK PROGRAM IN BAGUIO CITY AND THE ADJOINING LA TRINIDAD MUNICIPALITY TO WORK ALONGSIDE PUBLIC HEALTH NURSES THE ENVIRONMENT OFFERED AN OPPORTUNITY FOR THE STUDENTS TO EXPLORE AND COMPARE HEALTH SYSTEMS IN THE PHILIPPINES WITH THOSE IN THE UNITED STATES THE PROGRAM SHOWED STUDENTS THE INTERRELATION OF ACCESS TO HEALTH CARE, ECONOMICS, AND RESOURCE MANAGEMENT AS EACH AFFECTS INDIVIDUALS, FAMILIES, AGGREGATES AND THE COMMUNITY
	_	
ldentifier	Return Reference	Explanation
		Other Program Accomplishments

Master of Arts in Teaching English as a Second Language degree program, as well as certificate programs Haw all Pacific University's Teaching English as a Second Language Program offers a gathering place between East and West for students of second language teaching. The program celebrates diversity as a resource, emphasizes the importance of culture and identity in language learning and teaching and builds international connections that are relevant to the changing needs of a global society. With Haw all Pacific University's commitment to international students, the University offers "bridge" programs to students for whom English is a second language, allowing students to transition into an American university experience. The International Studies Department received a Department of State grant to product teaching materials for English as second

language Under the grant, the University hosted twenty six educators from around the world (Expenses

Pacific University's College of Business Administration offers undergraduate and graduate degrees in

Accounting, Finance, Marketing, Travel Industry Management, Human Resources, Economics, Public

\$16,682,397 including grants of \$5,000,136)(Revenue \$18,579,677) College of Business Administration Hawaii

Administration and International Business. The Travel Industry Management Program was ranked 59th in the world when analyzing the number of publications of the leading tourism research journals over the past five years (January 2004-2009), according to a study conducted by the College of Charleston-South Carolina (Expenses \$18,436,341 including grants of \$2,196,292) (Revenue \$20,533,096) Student Activities and Athletics Haw all Pacific University offers students intramural and competitive athletics, and music performance, dance and theater programs among other non-credit activities. The University has six men and six women NCAA Division II sports teams and nationally ranked cheer and dance teams. The HPU Large Co-ed Cheer Team won seven straight national titles (2003-2009) and the HPU Small Co-Ed Cheer Team won four consecutive national titles (2005-2008). The HPU All-Girl Cheer Team won its first national title at the 2009 competition, and the HPU Dance Team has won four consecutive championships, totaling five titles overall (2004, 2006-2009). Haw all Pacific University theater productions also received recognition for quality and achievement. The Haw all Pacific University Theater Program won Haw all Po'okela awards for 2007-2008 season theater productions of the Glass Menagerie and the Rabbit Hole. (Expenses \$7,723,332 including grants of \$6,596,104)(Revenue)

Explanation

College and University Business Officers and the Panel on Nonprofit Sector and to reflect the organization today Changes include changes to its exempt purposes, voting rights of a governing body members, the number, composition, qualifications, authority and duties of officers, policies within the organization documents or bylaws

BUSINESS RELATIONSHIP	1 ,		Trustee Michael J Chun has a business relationship with Peter Ho, Trustee (Bank of Hawaii board of directors) Trustee Charles A Sted has a business relationship with Trustee Raymond Vara Both are officers of Hawaii Pacific Health (CEO and COO respectively)
ldentifier	Retu Refere		Explanation
1	1		

I CHANGES IO I	Part VI, Question 4	regarding compensation of officers, directors, trustees or key employees, conflicts of interest, whisteblower, and the composition and procedures contained with inorganizing documents of the Author Committee. Changes to the Articles of Incorporation. The Board of Trustees are indeed and restated its Charter of Incorporation shall be to the Articles of Incorporation of Articles of Incorporation of the Groporation shall be to develop and operate a university and enay affiliated institution in the State of Hawa and elsewhere as may be advisable, oriented to such fields of higher education as are approved by the Board of Trustees. This shall include a comprehensive curriculum which provides a core in general education and helps to prepare graduates to be productive octions wherever they may choose to live. This may include preparatory programs, instructions, research and study in arts, sciences and professions and other branches of learning as approved by the Board of Trustees. "Changes to Bylavis Changes to Mission/Furposes. Specific Arms of the University were broadened in the Pylavis to reflect in-FUs global of Louis." to provide postsecondary educational opportunities for international understanding and coperation in with a service of the Trustees. The Special Changes to Bylavis or reflect in-FUs global of Louis. "In provide postsecondary educational opportunities for international students to further the global of international understanding and to prepare graduates to take their place in the vorid as global careas," to reflect FUS global diversity and representation of students fromail many continents. Changes to the qualifications, authority and duties of the Trustees Article V of the revised bylavis, improses a lifteen (16) year termit into a survivor in education of students fromail many continents. Changes to the number, composition, qualifications, authority and continents of the Composition
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ldentifier	Return Reference	Explanation
DESCRIBE THE PROCESS USED BY MANAGEMENT &/OR GOVERNING BODY TO REVIEW 990	Part VI, Question 10	The Audit Committee of the Board of Trustees has been involved in monitoring the status of the preparation of the Form 990 throughout the process this year due to the significant changes in the Form The Form 990 is prepared and reviewed internally by accounting and legal staff then data is sent to an external tax accounting firm. The form prepared by outside tax accountants is reviewed by the Audit Committee of the Board in detail with accounting and legal staff available to answer questions. The Audit Committee approves the Form 990 and Form 990-T prior to filing, which approval will be documented in the Committee Minutes. The Form 990 and Form 990-T will be made available to all Trustees prior to filing.

ldentifier	Return Reference	Explanation
DESCRIPTION OF PROCESS TO MONITOR TRANSACTIONS FOR CONFLICTS OF INTEREST	Part VI, Question 12C	Conflict of Interest Policy is set forth in the Bylaw's as follows. Article XII of the Bylaw's adopted on May 15, 2009 required the Board to adopt a conflict of interest policy and disclose potential conflicts annually. The Conflict of Interest Policy was adopted on May 15, 2010. The Bylaw's require that Trustees with actual or potential conflicts disclose such potential conflicts at the time of decision and not vote on matters with which they may have a conflict. The Conflict of Interest Policy is overseen by the Audit Committee of the Board. The University is implementing a system to monitor business transactions for potential conflicts. Conflict of interest information will be collected based on questionnairies to verify potential conflicts when entering into business transactions and other arrangements. Each Division and department is responsible for monitoring arrangements for potential conflicts.

ldentifier	Return Reference	Explanation
WHISTLEBLOWER POLICY	Part VI Question 13	Although Haw all pacific university did not have a written whistleblower during the tax year for this Form 990, the Board of Trustees directed the Audit Committee to oversee implementation of a whistleblower hotline on May 15, 2009. A written whistleblower policy was approved by the President in the spring of 2010 and a whistleblower hotline allowing confidential reporting of complaints was implemented on March 18, 2010.

ldentifier	Return Reference	Explanation
RECORDS RETENTION AND DESTRUCTION POLICY	PART VI, QUESTION 14	THE UNIVERSITY DID NOT HAVE A WRITTEN DOCUMENT RETENTION AND DESTRUCTION POLICY AT THE END OF THE TAX YEAR HOWEVER, AT THE TIME OF FILING, THE UNIVERSITY HAS SINCE ESTABLISHED A WRITTEN DOCUMENT RETENTION AND DESTRUCTION POLICY AND HAS HIRED A RECORDS RETENTION CONSULTANT TO EVALUATE ELECTRONIC AND HARD COPY RETENTION PRACTICES

ldentifier	Return Reference	Explanation							
OFFICES & POSITIONS FOR WHICH PROCESS WAS USED, & YEAR PROCESS WAS BEGUN	PART VI, QUESTION 15A	The process for determining the Presidents compensation was revised with the establishment of a Compensation Committee of the Board of Trustees in May 2009. The Compensation Committee is made up of five members who are not employees and do not have other conflicts with respect to the compensation decision. The Compensation Committee has hired a compensation consultant to develop a compensation philosophy and evaluate total compensation based on comparable institutions. Future compensation decisions will be based on comparable compensation data and approved by the Compensation Committee and such decisions will be contemporaneously documented in the minutes of the Compensation Committee.							

ldentifier	Return Reference	Explanation
OFFICES & POSITIONS FOR WHICH PROCESS WAS USED, & YEAR PROCESS WAS BEGUN	PART VI, QUESTION 15B	The process for determining the compensation of key employees and officers was revised with the establishment of a Compensation Committee of the Board of Trustees in May 2009. The Compensation Committee is made up of five members who are not employees or have other conflicts with respect to the compensation decision. The Compensation Committee has hired a compensation consultant to develop a compensation philosophy and compensation analysis of total compensation based on comparable institutions for key employees, officers and disqualified persons. Future compensation decisions will be based on this comparable compensation data. The President will recommend compensation based on the compensation data subject to approval of the Compensation Committee. Positions subject to review include all Associate Vice Presidents, Vice Presidents and key employees.

ldentifier	Return Reference	Explanation					
AVAIL OF GOV DOCS, CONFLICT OF INTEREST POLICY, & FIN STMTS TO GEN PUBLIC	PART VI, QUESTION 19	Haw all Pacific University makes its governing documents and conflict of interest policy available upon request. The Conflict of Interest policy will also be posted on the general internet and intranet sites. The University's financial statements are not made available to the public.					

ldentifier Return Reference		Explanation
CONSOLIDATED AUDITED FINANCIAL STATEMENTS	FORM 990, PART XI	Haw all Pacific University has combined audited financial statements with Oceanic Institute. The Audit Committee of the Board of Trustees is responsible for the oversight of the audit and review and the selection of the independent auditor.

ldentifier	Return Reference	Explanation
COMPLIANCE WITH REV PROC 75-50, 1975-2 C B 587	SCHEDULE E, QUESTIONS 3 & 7	Haw all Pacific University meets the requirements of Rev Proc 75-50 publicity requirements by meeting the 4 03 (2)(b) exception which states "if a school customarily draws a substantial percentage of its students nationwide or worldwide or from a large geographic section or sections of the United States and follows a racially nondiscriminatory policy as to students, the publicity requirement may be satisfied by complying with section 4 02, supra. Such a school may demonstrate that it follows a racially nondiscriminatory policy within the meaning of the preceding sentence either by showing that it currently enrolls students of racial minority groups in meaningful numbers or, when minority students are not enrolled in meaningful numbers, that its promotional activities and recruiting efforts in each geographic area were reasonably designed to inform students of all racial segments in the general communities within the area of the availability of the school. The question whether a school satisfies the preceding sentence will be determined on the basis of the facts and circumstances of each case. "Haw all Pacific University customarily draws students from Haw all, nationwide and globally and follows a racially nondiscriminatory policy as to students. The University currently enrolls students of racial minority groups in meaningful numbers, the racial makeup of enrolled students according to IPEDS categories is as follows. American Indian or Alaska Native 1%, Asian/Native Haw alian/Pacific Islander 35%, Black or African America 7%, Hispanic/Latino 6%, White 34%, Non-resident Alien 9%. The University complied with all aspects of Rev. Proc. 75-50, sections 4.01 through 4.05, except for a partial noncompliance with section 4.02. In this connection, some of the brochures dealing with programs did not include a notice as to the University's racially nondiscriminatory policy whereas many others did. All departments involved in producing brochures and materials have been reminded to include the following statement in all m

ldentifier	Return Reference	Explanation
BUSINESS TRANSACTIONS INVOLVING INTERESTED PERSONS	SCHEDULE L, PART IV	Micheline Soong Micheline Soong is a family member of a current officer, John Kearns Micheline Soong receives compensation as a professor at Haw all Pacific University Bank of Haw all Current Trustees Peter Ho is CEO Michael Chun is on Board of Directors. The Bank provides banking sevices to Haw all Pacific University. Haw all Medical Service Association A trustee of the University, Michael Chun, is Director Haw all Medical Service Association Provides employee health insurance to Haw all Pacific University. Haw alian Electric Thomas Fargo is on the Board of Directors of Haw alian Electric which provides electricity and other services to Haw all Pacific University.

Software ID: Software Version:

EIN: 99-0113930

Name: Hawaii Pacific University

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Aaa										
		Posit	(C tion (hat a	ched		I		(D) Reportable compensation from the organization (W- 2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F)
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former			Estimated amount of other compensation from the organization and related organizations
Charles A Sted , Trustee, Chairman	5 0	Х		Х				0	0	0
William E Aull , Trustee, Chairman (Deceased)	5 0	Х						0	0	0
Henry F Rice , Trustee, Vice Chairman	5 0	Х		Х				0	0	0
John A Lockwood , Trustee, Secretary	5 0	Х		Х				0	0	0
Steven K Baker , Trustee	5 0	Х						0	0	0
Frank E Butterworth , Trustee	5 0	Х						0	0	0
Mıchael J Chun , Trustee	5 0	Х						0	0	0
Samuel A Cooke , Trustee	5 0	Х						0	0	0
Christina D Doane , Trustee	5 0	Х						0	0	0
Thomas B Fargo , Trustee	5 0	Х						0	0	0
Peter S Ho , Trustee	5 0	Х						0	0	0
Mıchael D Hong , Trustee	5 0	Х						0	0	0
Lawrence M Johnson , Trustee	5 0	Х						0	0	0
Lynne Johnson , Trustee	5 0	Х						0	0	0
Kıp E Jones , Trustee	5 0	Х						0	0	0
Violet Loo , Trustee	5 0	Х						0	0	0
Bill D Mills , Trustee	5 0	Х						0	0	0
Wilmer C Morris , Trustee	5 0	Х						0	0	0
Michael E O'Neill , Trustee	5 0	Х						0	0	0
James S Romig , Trustee	5 0	Х						0	0	0
Lily SF Sun , Trustee	5 0	Х						0	0	0
Raymond P Vara , Trustee	5 0	Х						0	0	0
Eric K Yeaman , Trustee	5 0	Х						0	0	0
Allen L Zecha , Trustee	5 0	Х						0	0	0
Chatt G Wright , Trustee, President	40 0	Х		Х				440,893	0	42,371
John R Fleckles , Senior VP, Academic Affairs	40 0			х				421,343	0	42,273
Kenneth T Uemura , Vice President & CFO	40 0			х				241,509	0	37,216
John M Kearns , Vp, Academic Affairs	40 0			Х				148,407	0	19,672
Edward R Stepien , Vice President, Administration	40 0			х				205,007	0	24,175
Scott C Stensrud , VP, Enrollment Mananagement	40 0			X				136,600	0	15,659

Form 990, Part VII - Section Aaa

Form 990, Part VII - Section Aaa										
		Posit t	(C non () hat a	chec		I			(E) Reportable compensation from related organizations (W- 2/1099- MISC)	(F) Estimated amount of other compensation from the organization and related organizations
(A) Name and Title	(B) Average hours per week	Individual Trustee or Director	Institutional Trustee	Officei	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W- 2/1099MISC)		
Linda Y Kawamura , VP, Human Resources	40 0			х				119,439	0	15,635
Leslie H Correa , VP, Institutional Research	40 0			х				137,029	0	25,425
Alissa J Arp , VP Research/Dean Nat Science	40 0			х				249,424	0	27,894
Jeffrey L Philpott , VP, Student Affairs	40 0			Х				190,242	0	26,201
Robert Cheong , Assoc VP & Controller	40 0			Х				149,552	0	31,251
Kathleen R Clark , Assoc VP & Controller	40 0			х				17,708	0	64
Justin S Itoh , Assoc VP/Chief Inform Officer	40 0			х				135,404	0	22,432
Margaret Ulveling , Assoc VP Inst Advancement	40 0			х				121,896	0	16,306
Robert E Cyboron , Assoc VP, Off Campus Programs	40 0			x				90,610	0	11,096
Nancy Hedlund , Assoc VP Planning & Assessment	40 0			x				123,878	0	22,308
Charles S Sasakı , Assoc VP, Student Affaırs	40 0			x				93,848	0	16,773
Charles SF Steilen , Dean College of Business Admin	40 0				х			185,372	0	22,180
Sara A Robertson , Assistant Professor, Nursing	40 0					Х		139,065	0	9,126
W Gerald Glover , Prof Organizational Change	40 0					Х		136,280	0	20,518
Warren Y Wee , Assoc Dean, Business Admin	40 0					х		131,231	0	14,787
Leroy O Laney , Prof , Finance and Economics	40 0					Х		130,176	0	15,021
Bee Leng Chua , Exec Dır Entrepreneurshıp CTR	40 0					х		129,604	0	15,047

Form 990, Part III, Line 1 - Briefly describe the organization's mission:

Hawaii Pacific University is an international learning community set in the rich cultural context of Hawaii. Students from around the world join us for an American education built on a liberal arts foundation. Our innovative undergraduate and graduate programs anticipate the changing needs of the community and prepare our graduates to live, work and learn as active members of a global society. Our entrepreneurial spirit and international learning environment challenge students to think differently about the world and their place in it. Founded in 1965, Hawaii Pacific University is the largest independent private university in the State of Hawaii. There are over 8,000 undergraduate and graduate students from over 100 countries and all 50 states making the University one of the most culturally diverse universities in the world. Hawaii Pacific University is accredited by the Western Association of Schools and Colleges, the Council on Social Work Education and the National League for Nursi