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# HOUSE RESOLUTION

REQUESTING THAT THE UNIVERSITY OF HAWAII SUBMIT A REPORT WITH  
INFORMATION REGARDING THE SALARIES OF UH-MANOA EXECUTIVES,  
MANAGEMENT, FACULTY AND ADMINISTRATORS.

1           WHEREAS, the objectives of the University of Hawaii (UH)  
2 System 2002-2010 Strategic Plan include:

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- 4           (1)   Excelling in basic and applied research for the  
5               discovery and dissemination of new knowledge;  
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- 7           (2)   Supporting Hawaii's economy by building partnerships  
8               within the UH system and with other public and private  
9               educational, governmental, and business institutions;  
10            and  
11
- 12          (3)   Creating a culture of excellence within the UH system  
13               by recruiting, rewarding, and empowering top-  
14               performing faculty;  
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16 and

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18           WHEREAS, the strategic imperatives of the UH-Manoa 2002-  
19 2010 Strategic Plan include:

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- 21          (1)   Serving as an innovator and a conduit for new  
22               technologies and their applications in society;  
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- 24          (2)   Setting high standards for retention, post-tenure  
25               review, and merit pay;  
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- 27          (3)   Encouraging research that benefits and involves the  
28               local community; and  
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- 30          (4)   Supporting research initiatives where UH-Manoa is  
31               uniquely positioned to excel;  
32

33 and

1 WHEREAS, the UH 2003-2009 faculty contract states that "the  
2 existence of salary differentials among faculty in a given  
3 discipline must be clearly attributable to academic credentials,  
4 rank, experience, years of service, and/or the individual's  
5 academic and service accomplishments. Inequitable differentials  
6 caused by other factors should be eliminated"; and  
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8 WHEREAS, what seems to be a result of UH-Manoa's need to  
9 attract world-class faculty, are the many reported instances at  
10 UH-Manoa of new hires earning salaries equal to or higher than  
11 faculty who have served the institution for decades, and years  
12 of salary stagnation for existing faculty; and  
13

14 WHEREAS, inequity between the salaries of top-performing  
15 faculty and other faculty in the same field but with similar or  
16 lesser academic credentials, rank, experience, years of service,  
17 research productivity, and teaching and service accomplishments,  
18 is contrary to UH's stated objectives, imperatives, and faculty  
19 contract; and  
20

21 WHEREAS, the requests for salary adjustments by some top-  
22 performing faculty have reportedly been denied due to a lack of  
23 funds and not due to a lack of merit of their requests, as there  
24 is clear evidence that their accomplishments are consistent with  
25 the strategic plans of the UH System and UH-Manoa; and  
26

27 WHEREAS, these salary inequities must be addressed to  
28 fairly compensate and reward the faculty who have spent decades  
29 building UH-Manoa into the internationally prominent institution  
30 it is today; and  
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32 WHEREAS, faculty retention is especially critical as over  
33 40 percent of UH-Manoa faculty become eligible for retirement in  
34 the next decade;  
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36 WHEREAS, a report with information regarding UH-Manoa  
37 faculty salaries would help determine and remedy salary  
38 inequities, as well as how the salaries compare with the rest of  
39 the nation, and be a first step toward improving faculty morale  
40 and retention; now, therefore,  
41

42 BE IT RESOLVED by the House of Representatives of the  
43 Twenty-fourth Legislature of the State of Hawaii, Regular  
44 Session of 2007, that the President of the University of Hawaii

1 is requested to submit a report, no later than 20 days prior to  
2 the convening of the Regular Session of of 2008, with  
3 information regarding the salaries of UH-Manoa executives,  
4 management, faculty and administrators in the past five years,  
5 on a department-by-department basis, including:

- 6
- 7 (1) Salaries of current and new executive, management,  
8 faculty and administrative hires as categorized by  
9 years of service at UH, gender, and race and  
10 ethnicity;
- 11
- 12 (2) Overall salary schedule, by rank, of executives,  
13 management, faculty and administrators;
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- 15 (3) Overall salary schedule, by rank, of comparable  
16 executives, management, faculty and administrators in  
17 other doctoral research universities throughout the  
18 nation;

19  
20 and

21  
22 BE IT FURTHER RESOLVED that the President of UH give  
23 immediate reconsideration to requests for salary adjustments and  
24 salary equity that were denied due to a lack of funds and not  
25 due to a lack of merit, from July 1, 2006, up to the passage of  
26 this Resolution, and include in the report the actions taken  
27 that effectuate this request; and

28  
29 BE IT FURTHER RESOLVED that certified copies of this  
30 Resolution be transmitted to the Chairperson of the University  
31 of Hawaii Board of Regents, President of the University of  
32 Hawaii, and the Executive Director of the University of Hawaii  
33 Professional Assembly.