

MAR 14 2007

SENATE CONCURRENT RESOLUTION

REQUESTING THAT THE UNIVERSITY OF HAWAII SUBMIT A REPORT WITH
INFORMATION REGARDING THE SALARIES OF UH-MANOA 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
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- 12 (3) Creating a culture of excellence within the UH system
13 by recruiting, rewarding, and empowering top-
14 performing faculty;
15

16 and

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

- 20
- 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;



1 and

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3 WHEREAS, the UH 2003-2009 faculty contract states that "the
4 existence of salary differentials among faculty in a given
5 discipline must be clearly attributable to academic credentials,
6 rank, experience, years of service, and/or the individual's
7 academic and service accomplishments. Inequitable differentials
8 caused by other factors should be eliminated"; and

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10 WHEREAS, what seems to be a result of UH-Manoa's need to
11 attract world-class faculty, are the many reported instances at
12 UH-Manoa of new hires earning salaries equal to or higher than
13 faculty who have served the institution for decades, and years
14 of salary stagnation for existing faculty; and

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

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

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29 WHEREAS, these salary inequities must be addressed to
30 fairly compensate and reward the faculty who have spent decades
31 building UH-Manoa into the internationally prominent institution
32 it is today; and

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34 WHEREAS, faculty retention is especially critical as over
35 40 percent of UH-Manoa faculty become eligible for retirement in
36 the next decade;

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38 WHEREAS, a report with information regarding UH-Manoa
39 faculty salaries would help determine and remedy salary
40 inequities, as well as how the salaries compare with the rest of
41 the nation, and be a first step toward improving faculty morale
42 and retention; now, therefore,



1 BE IT RESOLVED by the Senate of the Twenty-fourth
 2 Legislature of the State of Hawaii, Regular Session of 2007, the
 3 House of Representatives concurring, that the President of the
 4 University of Hawaii is requested to submit a report, no later
 5 than 20 days prior to the convening of the Regular Session of
 6 2008, with information regarding the salaries of UH-Manoa
 7 faculty and administrators in the past five years, on a
 8 department-by-department basis, including:

- 9
- 10 (1) Salaries of current and new faculty and administrative
 - 11 hires as categorized by years of service at UH,
 - 12 gender, and race and ethnicity;
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 - 14 (2) Overall salary schedule, by rank, of faculty and
 - 15 administrators;
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 - 17 (3) Decisions on requests made for salary adjustments;
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 - 19 (4) Actions taken and recommendations made to address
 - 20 complaints of salary inequities; and
 - 21
 - 22 (5) Overall salary schedule, by rank, of comparable
 - 23 faculty and administrators in other doctoral research
 - 24 universities throughout the nation;
 - 25

26 and

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28 BE IT FURTHER RESOLVED that the President of UH give
 29 immediate reconsideration to requests for salary adjustments and
 30 salary equity that were denied due to a lack of funds and not
 31 due to a lack of merit, from July 1, 2006, up to the passage of
 32 this Concurrent Resolution, and include in the report the
 33 actions taken that effectuate this request; and

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35 BE IT FURTHER RESOLVED that certified copies of this
 36 Concurrent Resolution be transmitted to the Chairperson of the
 37 University of Hawaii Board of Regents, President of the
 38 University of Hawaii, and the Executive Director of the
 39 University of Hawaii Professional Assembly.

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42 OFFERED BY:

Wunman Sakana

