

MAR 12 2021

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# SENATE CONCURRENT RESOLUTION

URGING THE UNIVERSITY OF HAWAII AND THE UNIVERSITY OF HAWAII PROFESSIONAL ASSEMBLY TO CONVENE A WORKING GROUP TO CONDUCT AN ASSESSMENT OF CURRENT UNIVERSITY OF HAWAII PRACTICES AND POLICIES REGARDING THE REQUIREMENTS AND PERCENTAGES OF EXTRAMURAL FUNDING UTILIZED FOR COMPENSATION OF FACULTY ENGAGED IN EXTRAMURAL ACTIVITIES WITH CONSIDERATION OF NATIONAL BEST PRACTICES AND APPROACHES AT ITS PEER INSTITUTIONS.

1           WHEREAS, the University of Hawaii, as a land grant  
2 university, has historically embraced a three-part mission that  
3 includes teaching, research, and service; and  
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5           WHEREAS, pursuant to law, section 304A-1002, Hawaii Revised  
6 Statutes, and University of Hawaii Board of Regents Policy No.  
7 9.202, the University of Hawaii historically classified its  
8 faculty into various employment categories by campuses such as  
9 "instruction", "research", "specialists", or "extension agents";  
10 and  
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12           WHEREAS, there is a need for a more holistic and rigorous  
13 approach to recognizing and acknowledging the complex and  
14 dynamic work of faculty across the institution in regard to  
15 instruction, research, and service; and  
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17           WHEREAS, peer universities have three classifications;  
18 professors, assistant professors, and associate professors  
19 compared to the University of Hawaii, which has seven faculty  
20 classifications; and  
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22           WHEREAS, at the University of Hawaii, all faculty have an  
23 expectation of engaging in productive and meaningful research  
24 and scholarship, including "I" (instructional) faculty, many of  
25 whom are among the most impactful and productive researchers and  
26 scholars; and  
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1           WHEREAS, many "R" (research) faculty teach courses and  
2 mentor students, even if it is not a primary duty or  
3 responsibility outlined in their job description; and  
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5           WHEREAS, the extramural funding generated by University of  
6 Hawaii faculty and administrators is growing and is now  
7 approaching \$500,000,000 per year, which is more than major  
8 economic sectors such as agriculture and is a matter of  
9 statewide concern; and  
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11           WHEREAS, "R" faculty at peer university institutions do not  
12 receive tenure and are required to bring in extramural funding  
13 to pay forty to eighty percent of their compensation; and  
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15           WHEREAS, currently, the following sources serve as the  
16 funding support for permanent "R" faculty: general fund, 72.5  
17 percent; direct extramural funding, 16.2 percent; University of  
18 Hawaii Tuition and Fees Special Fund, eight percent; indirect  
19 extramural support through the Research and Training Revolving  
20 Fund, 0.3 percent; and other miscellaneous sources, three  
21 percent; and  
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23           WHEREAS, there is concern that monies from the general fund  
24 and University of Hawaii Tuition and Fees Special Fund account  
25 for over eighty percent of "R" faculty support; now, therefore,  
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27           BE IT RESOLVED by the Senate of the Thirty-first  
28 Legislature of the State of Hawaii, Regular Session of 2021, the  
29 House of Representatives concurring, that the University of  
30 Hawaii would benefit from an assessment of current University of  
31 Hawaii practices and policies regarding the requirements and  
32 percentages of extramural funding utilized for compensation of  
33 faculty engaged in extramural activities with consideration of  
34 national best practices and approaches at its peer institutions;  
35 and  
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37           BE IT FURTHER RESOLVED that the President of the University  
38 along with the Executive Director of University of Hawaii  
39 Professional Assembly are urged to convene a working group of  
40 faculty members and administrators to conduct the assessment of  
41 current University of Hawaii practices and policies; and  
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1 BE IT FURTHER RESOLVED that the working group's membership  
2 should be a balance of individuals who have experience with peer  
3 universities and no connection with the University of Hawaii and  
4 individuals who have University of Hawaii experience; and  
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6 BE IT FURTHER RESOLVED that the working group's review and  
7 assessment is requested to consider:  
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- 9 (1) Current and best practices of the University of  
10 Hawaii's benchmark and peer institutions in light of  
11 its Western Association of Schools and Colleges  
12 accreditation;  
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- 14 (2) How the University of Hawaii can be more aligned with  
15 peer universities with respect to the manner in which  
16 "R" faculty are compensated;  
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- 18 (3) How other peer universities handle tenure for their  
19 "R" faculty as compared with the University of  
20 Hawaii's approach;  
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- 22 (4) Maintenance of the University of Hawaii doctoral  
23 programs' very high research designation and standing;  
24 and  
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- 26 (5) Promotion of integrity in the University of Hawaii  
27 research endeavors; and  
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29 BE IT FURTHER RESOLVED that the University of Hawaii  
30 administration continue to work with the University of Hawaii  
31 Professional Assembly to thoughtfully adapt its policies and  
32 practices, regarding the requirements and percentages of  
33 extramural funding utilized for compensation of faculty engaged  
34 in extramural activities, to the findings of the working group  
35 as it also commits to meet the unique needs and circumstances of  
36 this State; and  
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38 BE IT FURTHER RESOLVED that the University of Hawaii shall  
39 report on its findings and advisory recommendations to the  
40 Legislature no later than twenty days prior to the convening of  
41 the Regular Session of 2022; and  
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1 BE IT FURTHER RESOLVED that the working group dissolve upon  
2 completion of its work; and

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4 BE IT FURTHER RESOLVED that certified copies of this  
5 Concurrent Resolution be transmitted to the President of the  
6 University of Hawaii, Executive Director of the University of  
7 Hawaii Professional Assembly, and Chairperson of the Board of  
8 Regents of the University of Hawaii.

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OFFERED BY: *Anna Mercedes Ki*

