

MAR 12 2021

SENATE 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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28 WHEREAS, many "R" (research) faculty teach courses and
29 mentor students, even if it is not a primary duty or
30 responsibility outlined in their job description; and



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2 WHEREAS, the extramural funding generated by University of
3 Hawaii faculty and administrators is growing and is now
4 approaching \$500,000,000 per year, which is more than major
5 economic sectors such as agriculture and is a matter of
6 statewide concern; and

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8 WHEREAS, "R" faculty at peer university institutions do not
9 receive tenure and are required to bring in extramural funding
10 to pay forty to eighty percent of their compensation; and

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12 WHEREAS, currently, the following sources serve as the
13 funding support for permanent "R" faculty: general fund, 72.5
14 percent; direct extramural funding, 16.2 percent; University of
15 Hawaii Tuition and Fees Special Fund, eight percent; indirect
16 extramural support through the Research and Training Revolving
17 Fund, 0.3 percent; and other miscellaneous sources, three
18 percent; and

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20 WHEREAS, there is concern that monies from the general fund
21 and University of Hawaii Tuition and Fees Special Fund account
22 for over eighty percent of "R" faculty support; now, therefore,

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24 BE IT RESOLVED by the Senate of the Thirty-first
25 Legislature of the State of Hawaii, Regular Session of 2021,
26 that the University of Hawaii would benefit from an assessment
27 of current University of Hawaii practices and policies regarding
28 the requirements and percentages of extramural funding utilized
29 for compensation of faculty engaged in extramural activities
30 with consideration of national best practices and approaches at
31 its peer institutions; and

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33 BE IT FURTHER RESOLVED that the President of the University
34 along with the Executive Director of University of Hawaii
35 Professional Assembly are urged to convene a working group of
36 faculty members and administrators to conduct the assessment of
37 current University of Hawaii practices and policies; and

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39 BE IT FURTHER RESOLVED that the working group's membership
40 should be a balance of individuals who have experience with peer
41 universities and no connection with the University of Hawaii and
42 individuals who have University of Hawaii experience; and



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BE IT FURTHER RESOLVED that the working group's review and assessment is requested to consider:

- (1) Current and best practices of the University of Hawaii's benchmark and peer institutions in light of its Western Association of Schools and Colleges accreditation;
- (2) How the University of Hawaii can be more aligned with peer universities with respect to the manner in which "R" faculty are compensated;
- (3) How other peer universities handle tenure for their "R" faculty as compared with the University of Hawaii's approach;
- (4) Maintenance of the University of Hawaii doctoral programs' very high research designation and standing; and
- (5) Promotion of integrity in the University of Hawaii research endeavors; and

BE IT FURTHER RESOLVED that the University of Hawaii administration continue to work with the University of Hawaii Professional Assembly to thoughtfully adapt its policies and practices, regarding the requirements and percentages of extramural funding utilized for compensation of faculty engaged in extramural activities, to the findings of the working group as it also commits to meet the unique needs and circumstances of this State; and

BE IT FURTHER RESOLVED that the University of Hawaii shall report on its findings and advisory recommendations to the Legislature no later than twenty days prior to the convening of the Regular Session of 2022; and

BE IT FURTHER RESOLVED that the working group dissolve upon completion of its work; and



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1 BE IT FURTHER RESOLVED that certified copies of this
2 Resolution be transmitted to the President of the University of
3 Hawaii, Executive Director of the University of Hawaii
4 Professional Assembly, and Chairperson of the Board of Regents
5 of the University of Hawaii.
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OFFERED BY: *Anna Mercedes Ke*

