
SENATE CONCURRENT RESOLUTION

REQUESTING THAT THE UNIVERSITY OF HAWAII SUBMIT A REPORT WITH
INFORMATION REGARDING THE SALARIES OF UNIVERSITY OF HAWAII
AT MANOA FACULTY AND ADMINISTRATORS.

1 WHEREAS, the objectives of the University of Hawaii System
2 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 University of Hawaii system and with other
9 public and private educational, governmental, and
10 business institutions; and
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- 12 (3) Creating a culture of excellence within the University
13 of Hawaii system by recruiting, rewarding, and
14 empowering top-performing faculty; and
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16 WHEREAS, the strategic imperatives of the University of
17 Hawaii at Manoa 2002-2010 Strategic Plan include:

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- 19 (1) Serving as an innovator and a conduit for new
20 technologies and their applications in society;
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- 22 (2) Setting high standards for retention, post-tenure
23 review, and merit pay;
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- 25 (3) Encouraging research that benefits and involves the
26 local community; and
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- 28 (4) Supporting research initiatives where the University
29 of Hawaii at Manoa is uniquely positioned to excel;
30 and
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1 WHEREAS, the University of Hawaii 2003-2009 faculty
2 contract states that "the existence of salary differentials
3 among faculty in a given discipline must be clearly attributable
4 to academic credentials, rank, experience, years of service,
5 and/or the individual's academic and service accomplishments.
6 Inequitable differentials caused by other factors should be
7 eliminated"; and
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9 WHEREAS, what seems to be a result of the University of
10 Hawaii at Manoa's need to attract world-class faculty, are the
11 many reported instances at the University of Hawaii at Manoa of
12 new hires earning salaries equal to or higher than faculty who
13 have served the institution for decades, and years of salary
14 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 the University of Hawaii's stated objectives,
21 imperatives, and faculty contract; and
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23 WHEREAS, the requests for salary adjustments by some
24 top-performing faculty have reportedly been denied due to a lack
25 of funds and not due to a lack of merit of their requests, as
26 there is clear evidence that their accomplishments are
27 consistent with the strategic plans of the University of Hawaii
28 System and the University of Hawaii at Manoa; and
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30 WHEREAS, these salary inequities must be addressed to
31 fairly compensate and reward the faculty who have spent decades
32 building University of Hawaii at Manoa into the internationally
33 prominent institution it is today; and
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35 WHEREAS, faculty retention is especially critical as over
36 forty percent of the University of Hawaii at Manoa faculty
37 become eligible for retirement in the next decade; and
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39 WHEREAS, a report with information regarding the University
40 of Hawaii at Manoa faculty salaries would help determine and
41 remedy salary inequities, as well as how the salaries compare
42 with the rest of the nation, and be a first step toward
43 improving faculty morale and retention; now, therefore,

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

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11 (1) Salaries of current and new faculty and administrative
12 hires as categorized by years of service at the
13 University of Hawaii, gender, and race and ethnicity;
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15 (2) Overall salary schedule, by rank, of faculty and
16 administrators; and
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18 (3) Overall salary schedule, by rank, of comparable
19 faculty and administrators in other doctoral research
20 universities throughout the nation;
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22 (4) Summary information on decisions on requests made for
23 salary adjustments, and actions taken and
24 recommendations made to address complaints of salary
25 inequities; and
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27 BE IT FURTHER RESOLVED that the President of University of
28 Hawaii give immediate reconsideration to requests for salary
29 adjustments and salary equity that were denied due to a lack of
30 funds and not due to a lack of merit, from July 1, 2006, up to
31 the passage of this Concurrent Resolution, and include in the
32 report the actions taken that effectuate this request; and
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34 BE IT FURTHER RESOLVED that certified copies of this
35 Concurrent Resolution be transmitted to the Chairperson of the
36 University of Hawaii Board of Regents, President of the
37 University of Hawaii, and the Executive Director of the
38 University of Hawaii Professional Assembly.