

MAR 14 2007

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## SENATE CONCURRENT RESOLUTION

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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;  
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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;  
23
- 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

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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

28  
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:

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- 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
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- 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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OFFERED BY: W. Manu Sakana

