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# 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:

- 3  
4 (1) Excelling in basic and applied research for the  
5 discovery and dissemination of new knowledge;  
6  
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  
11  
12 (3) Creating a culture of excellence within the University  
13 of Hawaii system by recruiting, rewarding, and  
14 empowering top-performing faculty; and  
15

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;  
24  
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  
31



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  
22

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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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 twenty days prior to the convening of the Regular Session  
6 of 2008, with information regarding the salaries of the  
7 University of Hawaii at Manoa faculty and administrators in the  
8 past five years, on a 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 the  
12 University of Hawaii, gender, and race and ethnicity;  
13  
14 (2) Overall salary schedule, by rank, of faculty and  
15 administrators; and  
16  
17 (3) Overall salary schedule, by rank, of comparable  
18 faculty and administrators in other doctoral research  
19 universities throughout the nation; and  
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21 BE IT FURTHER RESOLVED that the President of University of  
22 Hawaii give immediate reconsideration to requests for salary  
23 adjustments and salary equity that were denied due to a lack of  
24 funds and not due to a lack of merit, from July 1, 2006, up to  
25 the passage of this Concurrent Resolution, and include in the  
26 report the actions taken that effectuate this request; and  
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28 BE IT FURTHER RESOLVED that certified copies of this  
29 Concurrent Resolution be transmitted to the Chairperson of the  
30 University of Hawaii Board of Regents, President of the  
31 University of Hawaii, and the Executive Director of the  
32 University of Hawaii Professional Assembly.

