
HOUSE CONCURRENT RESOLUTION

REQUESTING THE AUDITOR TO CONDUCT A STUDY ON THE POTENTIAL
EFFECTS OF ALLOWING GRADUATE STUDENTS OF THE UNIVERSITY OF
HAWAII TO UNIONIZE.

1 WHEREAS, graduate students perform a variety of teaching
2 and research functions that are necessary and vital to the
3 overall strength and accomplishments of a successful university;
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6 WHEREAS, while graduate students are first and foremost
7 students, their enthusiasm for their subject matter and
8 engagement with the academic material encourage continued
9 intellectual inquiry and discovery among faculty members; and

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11 WHEREAS, at research universities, such as the University
12 of Hawaii at Manoa, graduate students are in the trenches,
13 collaborating on research with faculty members that often leads
14 to innovative ideas, which in turn can attract research grants
15 to the University; and

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17 WHEREAS, the teaching and grading assistance that graduate
18 students provide to faculty members allows the University of
19 Hawaii to continue to offer undergraduates a quality educational
20 experience; and

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22 WHEREAS, graduate assistants at the University of Hawaii
23 have not received meaningful compensation increases since 2004,
24 while the already-high cost of living in Hawaii has steadily
25 increased; and

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27 WHEREAS, disparities exist between actual salaries and
28 benefits provided to graduate assistants at the University of
29 Hawaii at Manoa and comparable institutions across the United
30 States; and



1 WHEREAS, budget shortfalls have increased class size and
2 workload, the burden of which has largely fallen on the
3 University's graduate student assistants; and

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5 WHEREAS, recent attempts to adjust employee pay scale steps
6 for graduate assistants do not take into account the differences
7 in extramural funding and variations between different
8 University departments; and

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10 WHEREAS, changes in the economic climate have also resulted
11 in the elimination of offices and administrative positions
12 crucial to graduate assistants' successful employment
13 experience; and

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15 WHEREAS, without a dependable and accessible avenue to
16 obtain assistance with grievances, employment issues that
17 graduate assistants face go unattended and unresolved; and

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19 WHEREAS, graduate assistants are not currently authorized
20 to organize to advocate for their own employment rights; and

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22 WHEREAS, universities throughout the country enjoy positive
23 working relationships with graduate student unions that fairly
24 advocate for their graduate student members; now, therefore,

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26 BE IT RESOLVED by the House of Representatives of the
27 Twenty-seventh Legislature of the State of Hawaii, Regular
28 Session of 2013, the Senate concurring, that the Auditor is
29 requested to conduct a study on the potential effects of
30 allowing graduate students of the University of Hawaii to
31 unionize; and

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33 BE IT FURTHER RESOLVED that the Auditor is requested to
34 include in the study consideration of graduate student working
35 conditions, pay in relation to relevant cost of living and in
36 comparison to graduate students at institutions where graduate
37 students are unionized, differences in workload based upon
38 academic department, and potential costs to the University as an
39 employer; and

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41 BE IT FURTHER RESOLVED that the study include information
42 regarding the effects of any mandated increase in graduate
43 assistant compensation for graduate assistants at the University



1 of Hawaii at Manoa and the possible effects of mandatory five-
2 year funding for doctoral students; and

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4 BE IT FURTHER RESOLVED that the Auditor is requested to
5 establish an Advisory Council, to include graduate student
6 representation, to assist in the development and execution of
7 the study; and

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9 BE IT FURTHER RESOLVED that certified copies of this
10 Concurrent Resolution be transmitted to the Auditor, Chairperson
11 of the University of Hawaii Board of Regents, President of the
12 University of Hawaii, Chancellor of each of the University of
13 Hawaii campuses, and President of the University of Hawaii at
14 Manoa Graduate Student Organization.


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OFFERED BY:





MAR 12 2013

