

MAR 06 2020

SENATE RESOLUTION

URGING THE BOARD OF REGENTS OF THE UNIVERSITY OF HAWAII TO ADOPT
A POLICY OF CAREFULLY REVIEWING THE COMPENSATION AND
BENEFITS PACKAGES OF CANDIDATES FOR EXECUTIVE AND
MANAGERIAL POSITIONS.

1 WHEREAS, numerous elements of the University of Hawaii are
2 in critical need of substantial and immediate funding; and
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4 WHEREAS, campus buildings are aging, and a large repair and
5 maintenance backlog exists; and
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7 WHEREAS, tuition is decreasing as a source of revenue to
8 enable the University of Hawaii to pay for these priorities; and
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10 WHEREAS, fall 2019 enrollment at the University of Hawaii
11 was down by two percent compared to fall 2018, the ninth year in
12 a row of decreasing enrollment; and
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14 WHEREAS, nevertheless, the President of the University of
15 Hawaii substantially raised the salaries of executive and
16 managerial employees; and
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18 WHEREAS, the Board of Regents can only authorize salary
19 changes for three executive positions: the university
20 president, the board of regents' executive director, and
21 internal auditor; and
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23 WHEREAS, under Board of Regents Policy 9.212 Executive and
24 Managerial Personnel Policies, the President of the University
25 of Hawaii has the authority to adjust all other executive and
26 managerial employee salaries; and
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28 WHEREAS, the President of the University of Hawaii used
29 this authority to grant several of his top-level executives
30 double digit pay raises in 2019; and
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32 WHEREAS, the faculty of the University of Hawaii only
33 received a modest two percent raise in July 2019 as a part of
34 their collective bargaining agreement; and



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2 WHEREAS, the funding for the President of the University of
3 Hawaii's executive and managerial pay raises came from
4 legislative general fund appropriations made to fund the 2017-
5 2021 collective bargaining agreement with Unit 7 of the
6 University of Hawaii Professional Assembly rather than tuition;
7 and

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9 WHEREAS, all salary increases add to the University of
10 Hawaii's base budget, which is paid for by general funds; and

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12 WHEREAS, general fund appropriations are taxpayer moneys;
13 and

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15 WHEREAS, the University of Hawaii needs to systematically
16 address shortcomings in its system of compensating executive and
17 managerial employees; and

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19 WHEREAS, the University of Hawaii should consider merit
20 bonuses rather than high salary raises; and

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22 WHEREAS, salaries for departing executive and managerial
23 employees should not carry over and apply to the next person who
24 assumes that position, as is the case with the new University of
25 Hawaii football coach; and

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27 WHEREAS, when considering the performance of top-level
28 executive and managerial employees, their performance must be
29 evaluated relative to the overall success of the University of
30 Hawaii; and

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32 WHEREAS, the Board of Regents are responsible for the
33 governance and performance of Hawaii's only public university;
34 now, therefore,

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36 BE IT RESOLVED by the Senate of the Thirtieth Legislature
37 of the State of Hawaii, Regular Session of 2020, that the Board
38 of Regents of the University of Hawaii is urged to adopt a
39 policy of carefully reviewing the compensation and benefits
40 packages of candidates for executive and managerial positions;
41 and

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1 BE IT FURTHER RESOLVED that the Board of Regents consider
 2 changing the compensation policy for executives and managers
 3 from discretionary high salary increases to a merit-based bonus
 4 system; and

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 6 BE IT FURTHER RESOLVED that certified copies of this
 7 Resolution be transmitted to Chair of the Board of Regents and
 8 President of the University of Hawaii.
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OFFERED BY: Joane Merata Kin

Michelle D. Sedoni

Haunani
Silvino
Alan

Donald

Clarence

Paul

D.K.

Kurt

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

Ernie R. [Signature]