
SENATE CONCURRENT RESOLUTION

URGING THE UNIVERSITY OF HAWAII AND UNIVERSITY OF HAWAII
PROFESSIONAL ASSEMBLY TO CONVENE A TASK FORCE TO EXAMINE
AND ASSESS THE UNIVERSITY'S: (1) TENURE SYSTEM FOR
RESEARCHERS AND OTHER NON-INSTRUCTIONAL FACULTY; AND (2)
COMPENSATION STRUCTURE OF FACULTY ENGAGED IN ACTIVITIES
SUPPORTED BY EXTRAMURAL FUNDING AND GRANTS; IN COMPARISON
TO PEER HIGHER EDUCATION INSTITUTIONS ACROSS THE UNITED
STATES, AND PROPOSE THE BEST PRACTICES TO BE IMPLEMENTED BY
THE UNIVERSITY.

1 WHEREAS, the University of Hawaii (University) is the only
2 system of public education in the State that is supported by
3 state funds, uses public land set aside for university purposes,
4 and is continually supported by other public resources; and
5

6 WHEREAS, the University has historically embraced a three-
7 part mission that includes education (teaching), scholarly work
8 (research), and service; and
9

10 WHEREAS, pursuant to section 304A-1002, Hawaii Revised
11 Statutes, and University of Hawaii Board of Regents Policy
12 No. 9.202, the University classifies its faculty into seven
13 categories, including "I" (Instructional faculty), "R"
14 (Researchers), "S" (Specialists), and "A" (Extension Agents);
15 and
16

17 WHEREAS, peer higher education institutions in the United
18 States have only three classifications – Professors, Assistant
19 Professors, and Associate Professors; and
20

21 WHEREAS, the University grants to certain faculty members
22 academic tenure, which is defined as an indefinite appointment
23 that can be terminated only for cause or under extraordinary
24 circumstances such as financial exigency and program
25 discontinuation, by the American Association of University



1 Professors (AAUP) from which the modern concept of tenure in the
2 U.S. higher education originated; and

3
4 WHEREAS, according to the AAUP, the tenure system in U.S.
5 higher education has eroded, where the percentage of faculty
6 members that are off tenure-track has been steadily increasing,
7 and as of 2016:

8
9 (1) Only twenty-seven percent of instructional positions
10 at all U.S. institutions combined are tenured or on
11 tenure-track; and

12
13 (2) Only a third of faculty at research-intensive and
14 other four-year institutions are tenured or are on
15 tenure-track; and

16
17 WHEREAS, as the sole public system of higher education in
18 the State, the University plays a pivotal role in preparing its
19 students for productive employment in the State's workforce and
20 to become engaged citizens of the community; and

21
22 WHEREAS, an educated workforce is a critical determinant of
23 the economic and social health of the State, and therefore, the
24 ability to instruct, educate, and prepare students to enter the
25 workforce are indispensable skills that should be supported by
26 public funds; and

27
28 WHEREAS, the University currently grants academic tenure to
29 not only Instructional faculty members who teach and provide
30 instruction to students but also to Non-Instructional faculty
31 including Researchers, Specialists, and Extension Agents, who
32 are not employed in a teaching capacity; and

33
34 WHEREAS, Researchers at peer higher education institutions
35 do not receive tenure and are required to bring in extramural
36 funding (i.e., monies received through grants or contracts) to
37 pay approximately forty to eighty percent of their compensation;
38 and

39
40 WHEREAS, at the University, despite the growth in
41 extramural funding generated by faculty and administrators,
42 which is now approaching \$500,000,000 per year, exceeding monies



generated by major economic sectors such as agriculture, the sources of funding that support tenured Researchers are currently as follows, with extramural funding accounting for just 16.2 percent:

- (1) General fund - 72.5 percent;
- (2) Direct extramural funding - 16.2 percent;
- (3) University of Hawaii Tuition and Fees Special Fund - 8.0 percent;
- (4) Indirect extramural support through the Research and Training Revolving Fund - 0.3 percent; and
- (5) Other miscellaneous sources - 3.0 percent; and

WHEREAS, concern have been raised over the fact that monies from the general fund and University of Hawaii Tuition and Fees Special Fund account for over eighty percent of support for tenured Researchers at the University; and

WHEREAS, according to the University:

- (1) Academic tenure serves as a critical component in:
 - (A) Recruiting and retaining the most qualified and experienced faculty while maintaining high academic standards;
 - (B) Advancing and transmitting knowledge without bias and interference from government or special interest groups; and
 - (C) Protecting a faculty member's right to academic freedom;
- (2) The University's decision to grant or deny academic tenure to a faculty member is usually made after a probationary service period of up to seven consecutive years during which the candidate is rigorously



1 assessed and evaluated by respective peers and
2 administrators based on various criteria;
3

- 4 (3) All faculty have an expectation of engaging in
5 productive and meaningful research and scholarship,
6 including Instructional Faculty, many of whom are
7 among the most impactful and productive researchers
8 and scholars;
9

- 10 (4) Many Researchers teach courses and mentor students,
11 even if instructional duties are not described in
12 their job descriptions as a primary duty; and
13

- 14 (5) There is a need for a more structured and rigorous
15 approach to acknowledge and recognize the complex and
16 diverse work of faculty across the University, as many
17 faculty members whose job descriptions do not
18 explicitly include instructional duties, including
19 Researchers, Specialists, and Extension Agents, engage
20 in instruction and mentorship of students; and
21

22 WHEREAS, article X, section 6, of the Hawaii State
23 Constitution, which grants the Board of Regents of the
24 University (Board of Regents) exclusive jurisdiction over the
25 internal structure, management, and operation of the University,
26 specifically provides that the power of the Legislature to enact
27 laws of statewide concern shall not be limited and that the
28 Legislature shall have the exclusive jurisdiction to identify
29 laws of statewide concern; and
30

31 WHEREAS, the University's decision to classify a faculty
32 position as one eligible for academic tenure results in the
33 long-term commitment of public resources for that position, and
34 therefore, the Legislature deems that it is a matter of
35 statewide concern to ensure that public resources are targeted
36 to support academic tenure for faculty members whose primary
37 duties and responsibilities are to provide instruction to
38 educate and promote the success of students enrolled at the
39 University; and
40

41 WHEREAS, it would benefit the State to have the
42 University's existing policies, practices, standard/benchmark



1 criteria, and administration procedures for the following be
2 examined and assessed in comparison to peer higher education
3 institutions across the United States, and determine best
4 practices that could be implemented at the University:

- 5
6 (1) Tenure system for its Researchers and other Non-
7 Instructional faculty, Specialists, and Extension
8 Agents; and
9
10 (2) Compensation structure for faculty engaged in
11 activities supported by extramural funding, including
12 Researchers, Specialists, and Extension Agents; now
13 therefore;
14

15 BE IT RESOLVED by the Senate of the Thirty-first
16 Legislature of the State of Hawaii, Regular Session of 2021, the
17 House of Representatives concurring, that the President of the
18 University and Executive Director of the University of Hawaii
19 Professional Assembly (UHPA) are urged to convene a task force
20 to examine and assess the University's: (1) tenure system for
21 Researchers and other Non-Instructional faculty; and (2)
22 compensation structure for faculty engaged in activities
23 supported by extramural funding, including Researchers,
24 Specialists, and Extension Agents; in comparison to peer higher
25 education institutions across the United States, and propose the
26 best practices to be implemented by the University; and
27

28 BE IT FURTHER RESOLVED that the task force is urged to
29 include the following as members:
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- 31 (1) Chairperson of the Board of Regents, who is requested
32 to serve as the chairperson of the task force;
33
34 (2) President of the University;
35
36 (3) Vice President for Research and Innovation of the
37 University;
38
39 (4) Executive Director of the UHPA or the Executive
40 Director's designee;
41



- 1 (5) Associate Executive Director of Governance of the UHPA
2 or the Associate Director's designee;
3
4 (6) Chairperson of the Committee on Personnel Affairs and
5 Board Governance of the Board of Regents or the
6 Chairperson's designee; and
7
8 (7) Director of Collective Bargaining and Employee
9 Relations of the University's Office of Human
10 Resources or the Director's designee; and
11

12 BE IT FURTHER RESOLVED that the task force is requested to
13 submit a report of its findings and recommendations, including
14 any proposed legislation, to the Legislature no later than
15 twenty days prior to the convening of the Regular Session of
16 2022; and
17

18 BE IT FURTHER RESOLVED that the task force is urged to
19 include in its report, at minimum:
20

- 21 (1) A matrix of the University's Non-Instructional faculty
22 positions, including Researchers, providing:
23
24 (A) Total number of faculty members categorized as
25 Researchers and each of the other Non-
26 Instructional faculty categories;
27
28 (B) A breakdown of faculty members in each of the
29 Non-Instructional faculty categories based on
30 faculty category, tenure status (tenured, tenure-
31 track, or non-tenure track) and full- or part-
32 time status, (e.g., Researchers, Tenured, Full-
33 Time - number of faculty); and
34
35 (C) The percentage of tenured and tenure-track
36 faculty members in each of the Non-Instructional
37 categories, including Researchers;
38
39 (2) Assessment of the following items for the University,
40 in comparison to the majority of peer higher education
41 institutions across the United States (unless
42 otherwise stated), including an explanation on the



1 reasonably, necessity, and feasibility of the
2 University's composition, system, policies, etc.:

- 3
- 4 (A) Composition (percentage) of tenured and tenure-
5 track faculty within each of the Non-
6 Instructional faculty categories, including
7 Researchers;
- 8
- 9 (B) Composition (percentage) of the source of
10 funding, including extramural funding, for
11 compensation received by tenured and tenure-track
12 faculty within each of the Non-Instructional
13 faculty categories, including Researchers;
- 14
- 15 (C) Tenure system for Researchers and other Non-
16 Instructional faculty, including policies,
17 practices, standard/benchmark criteria, duration
18 of assessment, and administrative procedures; and
19
- 20 (D) Research designation and standing, including
21 explanation of specific merits to the State by
22 the University having a certain research
23 designation or standing; and
24
- 25 (3) Proposed amendments to the University's existing
26 tenure system and compensation structure for
27 Researchers and other Non-Instructional faculty,
28 incorporating the best practices implemented at the
29 majority of peer higher education institutions across
30 the United States, while meeting the unique needs and
31 circumstances of this State; and
32

33 BE IT FURTHER RESOLVED that the task force is requested to
34 dissolve on July 1, 2022; and
35

36 BE IT FURTHER RESOLVED that certified copies of this
37 Concurrent Resolution be transmitted to the President of the
38 University of Hawaii, Executive Director of the University of
39 Hawaii Professional Assembly, and Chairperson of the Board of
40 Regents of the University of Hawaii.

