
SENATE 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
26 Professors (AAUP) from which the modern concept of tenure in the
27 U.S. higher education originated; and
28



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

5
6 (1) Only twenty-seven percent of instructional positions
7 at all U.S. institutions combined are tenured or on
8 tenure-track; and
9

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

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

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

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

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

37 WHEREAS, at the University, despite the growth in
38 extramural funding generated by faculty and administrators,
39 which is now approaching \$500,000,000 per year, exceeding monies
40 generated by major economic sectors such as agriculture, the
41 sources of funding that support tenured Researchers are



1 currently as follows, with extramural funding accounting for
2 just 16.2 percent:

- 3
- (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

4
5 WHEREAS, concern have been raised over the fact that monies
6 from the general fund and University of Hawaii Tuition and Fees
7 Special Fund account for over eighty percent of support for
8 tenured Researchers at the University; and

9
10 WHEREAS, according to the University:

- 11
- 12 (1) Academic tenure serves as a critical component in:
 - 13 (A) Recruiting and retaining the most qualified and
 - 14 experienced faculty while maintaining high
 - 15 academic standards;
 - 16
 - 17 (B) Advancing and transmitting knowledge without bias
 - 18 and interference from government or special
 - 19 interest groups; and
 - 20
 - 21 (C) Protecting a faculty member's right to academic
 - 22 freedom;
 - 23
 - 24 (2) The University's decision to grant or deny academic
 - 25 tenure to a faculty member is usually made after a
 - 26 probationary service period of up to seven consecutive
 - 27 years during which the candidate is rigorously
 - 28 assessed and evaluated by respective peers and
 - 29 administrators based on various criteria;
 - 30



- 1
2 (3) All faculty have an expectation of engaging in
3 productive and meaningful research and scholarship,
4 including Instructional Faculty, many of whom are
5 among the most impactful and productive researchers
6 and scholars;
7
8 (4) Many Researchers teach courses and mentor students,
9 even if instructional duties are not described in
10 their job descriptions as a primary duty; and
11
12 (5) There is a need for a more structured and rigorous
13 approach to acknowledge and recognize the complex and
14 diverse work of faculty across the University, as many
15 faculty members whose job descriptions do not
16 explicitly include instructional duties, including
17 Researchers, Specialists, and Extension Agents, engage
18 in instruction and mentorship of students; and
19

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

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

39 WHEREAS, it would benefit the State to have the
40 University's existing policies, practices, standard/benchmark
41 criteria, and administration procedures for the following be
42 examined and assessed in comparison to peer higher education



1 institutions across the United States, and determine best
2 practices that could be implemented at the University:

3
4 (1) Tenure system for its Researchers and other Non-
5 Instructional faculty, Specialists, and Extension
6 Agents; and

7
8 (2) Compensation structure for faculty engaged in
9 activities supported by extramural funding, including
10 Researchers, Specialists, and Extension Agents; now
11 therefore;

12
13 BE IT RESOLVED by the Senate of the Thirty-first
14 Legislature of the State of Hawaii, Regular Session of 2021,
15 that the President of the University and Executive Director of
16 the University of Hawaii Professional Assembly (UHPA) are urged
17 to convene a task force to examine and assess the University's:
18 (1) tenure system for Researchers and other Non-Instructional
19 faculty; and (2) compensation structure for faculty engaged in
20 activities supported by extramural funding, including
21 Researchers, Specialists, and Extension Agents; in comparison to
22 peer higher education institutions across the United States, and
23 propose the best practices to be implemented by the University;
24 and

25
26 BE IT FURTHER RESOLVED that the task force is urged to
27 include the following as members:

28
29 (1) Chairperson of the Board of Regents, who is requested
30 to serve as the chairperson of the task force;

31
32 (2) President of the University;

33
34 (3) Vice President for Research and Innovation of the
35 University;

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37 (4) Executive Director of the UHPA or the Executive
38 Director's designee;

39
40 (5) Associate Executive Director of Governance of the UHPA
41 or the Associate Director's designee;



1 (6) Chairperson of the Committee on Personnel Affairs and
2 Board Governance of the Board of Regents or the
3 Chairperson's designee; and
4

5 (7) Director of Collective Bargaining and Employee
6 Relations of the University's Office of Human
7 Resources or the Director's designee; and
8

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

15 BE IT FURTHER RESOLVED that the task force is urged to
16 include in its report, at minimum:
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18 (1) A matrix of the University's Non-Instructional faculty
19 positions, including Researchers, providing:
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21 (A) Total number of faculty members categorized as
22 Researchers and each of the other Non-
23 Instructional faculty categories;
24

25 (B) A breakdown of faculty members in each of the
26 Non-Instructional faculty categories based on
27 faculty category, tenure status (tenured, tenure-
28 track, or non-tenure track) and full- or part-
29 time status, (e.g., Researchers, Tenured, Full-
30 Time - number of faculty); and
31

32 (C) The percentage of tenured and tenure-track
33 faculty members in each of the Non-Instructional
34 categories, including Researchers;
35

36 (2) Assessment of the following items for the University,
37 in comparison to the majority of peer higher education
38 institutions across the United States (unless
39 otherwise stated), including an explanation on the
40 reasonableness, necessity, and feasibility of the
41 University's composition, system, policies, etc.:
42



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

30 BE IT FURTHER RESOLVED that the task force is requested to
31 dissolve on July 1, 2022; and
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33 BE IT FURTHER RESOLVED that certified copies of this
34 Resolution be transmitted to the President of the University of
35 Hawaii, Executive Director of the University of Hawaii
36 Professional Assembly, and Chairperson of the Board of Regents
37 of the University of Hawaii.

