
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 OF HAWAII TENURE SYSTEM FOR
RESEARCHERS AND OTHER NON-INSTRUCTIONAL FACULTY, AND
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 OF HAWAII.

1 WHEREAS, the University of Hawaii is the only system of
2 public education in the State that is supported by state funds,
3 uses public land set aside for university purposes, and is
4 continually supported by other public resources; and
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6 WHEREAS, the University of Hawaii has historically embraced
7 a three-part mission that includes education (teaching),
8 scholarly work (research), and service; and
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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 of Hawaii classifies its faculty into
13 seven categories, including "I" (Instructional faculty),
14 "R" (Researchers), "S" (Specialists), and "A" (Extension
15 Agents); 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 of Hawaii grants to certain faculty
22 members academic tenure, which is defined by the American
23 Association of University Professors as an indefinite
24 appointment that can be terminated only for cause or under



1 extraordinary circumstances such as financial exigency and
2 program discontinuation and from which the modern concept of
3 tenure in United States higher education originated; and
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5 WHEREAS, according to the American Association of
6 University Professors, the tenure system for higher education in
7 the United States has eroded, where the percentage of faculty
8 members that are off tenure-track has been steadily increasing,
9 and as of 2016:

- 10 (1) Only twenty-seven percent of instructional positions
11 at all United States institutions combined are tenured
12 or on tenure-track; and
13
- 14 (2) Only a third of faculty at research-intensive and
15 other four-year institutions are tenured or are on
16 tenure-track; and
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18
19 WHEREAS, as the sole public system of higher education in
20 the State, the University of Hawaii plays a pivotal role in
21 preparing its students for productive employment in the State's
22 workforce and to become engaged citizens of the community; and
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24 WHEREAS, an educated workforce is a critical determinant of
25 the economic and social health of the State, and therefore, the
26 ability to instruct, educate, and prepare students to enter the
27 workforce are indispensable skills that should be supported by
28 public funds; and
29

30 WHEREAS, the University of Hawaii currently grants academic
31 tenure to not only Instructional faculty members who teach and
32 provide instruction to students, but also to Non-Instructional
33 faculty including Researchers, Specialists, and Extension
34 Agents, who are not employed in a teaching capacity; and
35

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



1 WHEREAS, the growth in extramural funding generated by
2 faculty and administrators at the University of Hawaii is now
3 approaching \$500,000,000 per year, which exceeds monies
4 generated by major economic sectors such as agriculture; and
5

6 WHEREAS, the sources of funding that support tenured
7 Researchers are as follows, with extramural funding accounting
8 for just 16.2 percent:
9

- (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

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11 WHEREAS, concerns have been raised over the fact that
12 monies from the general fund and University of Hawaii Tuition
13 and Fees Special Fund account for over eighty percent of support
14 for tenured Researchers at the University of Hawaii; and
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16

WHEREAS, according to the University of Hawaii:

17

18

(1) Academic tenure serves as a critical component in:

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20

(A) Recruiting and retaining the most qualified and experienced faculty while maintaining high academic standards;

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(B) Advancing and transmitting knowledge without bias and interference from government or special interest groups; and

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28

(C) Protecting a faculty member's right to academic freedom;

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- 1 (2) The University of Hawaii's decision to grant or deny
- 2 academic tenure to a faculty member is usually made
- 3 after a probationary service period of up to
- 4 seven consecutive years during which the candidate is
- 5 rigorously assessed and evaluated by respective peers
- 6 and administrators based on various criteria;
- 7
- 8 (3) All faculty have an expectation of engaging in
- 9 productive and meaningful research and scholarship,
- 10 including Instructional Faculty, many of whom are
- 11 among the most impactful and productive researchers
- 12 and scholars;
- 13
- 14 (4) Many Researchers teach courses and mentor students,
- 15 even if instructional duties are not described in
- 16 their job descriptions as a primary duty; and
- 17
- 18 (5) There is a need for a more structured and rigorous
- 19 approach to acknowledge and recognize the complex and
- 20 diverse work of faculty across the University of
- 21 Hawaii, as many faculty members whose job descriptions
- 22 do not explicitly include instructional duties,
- 23 including Researchers, Specialists, and Extension
- 24 Agents, engage in instruction and mentorship of
- 25 students; and
- 26

27 WHEREAS, article X, section 6, of the Hawaii State
 28 Constitution, which grants the Board of Regents of the
 29 University of Hawaii exclusive jurisdiction over the internal
 30 structure, management, and operation of the University of
 31 Hawaii, specifically provides that the power of the Legislature
 32 to enact laws of statewide concern shall not be limited and that
 33 the Legislature shall have the exclusive jurisdiction to
 34 identify laws of statewide concern; and
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36 WHEREAS, the University of Hawaii's decision to classify a
 37 faculty position as one eligible for academic tenure results in
 38 the long-term commitment of public resources for that position,
 39 and therefore, it is a matter of statewide concern to ensure
 40 that public resources are targeted to support academic tenure
 41 for faculty members whose primary duties and responsibilities



1 are to provide instruction to educate and promote the success of
2 students enrolled at the University of Hawaii; now, therefore,
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4 BE IT RESOLVED by the Senate of the Thirty-first
5 Legislature of the State of Hawaii, Regular Session of 2021, the
6 House of Representatives concurring, that the President of the
7 University of Hawaii and Executive Director of the University of
8 Hawaii Professional Assembly are urged to convene a task force
9 to examine and assess the University of Hawaii's:

10
11 (1) Tenure system for Researchers and other Non-
12 Instructional faculty; and
13

14 (2) Compensation structure for faculty engaged in
15 activities supported by extramural funding, including
16 Researchers, Specialists, and Extension Agents,
17

18 in comparison to peer higher education institutions across the
19 United States, and propose the best practices to be implemented
20 by the University of Hawaii; and
21

22 BE IT FURTHER RESOLVED that the task force is requested to
23 include the following as members:
24

25 (1) Chairperson of the Board of Regents of the University
26 of Hawaii or the Chairperson's designee, who is
27 requested to serve as the chairperson of the task
28 force;
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30 (2) President of the University of Hawaii or the
31 President's designee;
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33 (3) Vice President for Research and Innovation of the
34 University of Hawaii or the Vice President's designee;
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36 (4) Executive Director of the University of Hawaii
37 Professional Assembly or the Executive Director's
38 designee;
39

40 (5) Associate Executive Director of Governance of the
41 University of Hawaii Professional Assembly or the
42 Associate Executive Director's designee;



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

5
6 (7) Director of Collective Bargaining and Employee
7 Relations of the University of Hawaii's Office of
8 Human Resources or the Director's designee; and
9

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

16 BE IT FURTHER RESOLVED that the task force is urged to
17 include in its report, at minimum:
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19 (1) A matrix of the University of Hawaii's Non-
20 Instructional faculty positions, including
21 Researchers, providing:
22

23 (A) Total number of faculty members categorized as
24 Researchers and each of the other Non-
25 Instructional faculty categories;
26

27 (B) A breakdown of faculty members in each of the
28 Non-Instructional faculty categories based on
29 faculty category, tenure status (tenured, tenure-
30 track, or non-tenure track) and full- or part-
31 time status, e.g., Researchers, Tenured, Full-
32 Time - number of faculty; and
33

34 (C) The percentage of tenured and tenure-track
35 faculty members in each of the Non-Instructional
36 categories, including Researchers;
37

38 (2) Assessment of the following items for the University
39 of Hawaii, in comparison to the majority of peer
40 higher education institutions across the United States
41 (unless otherwise stated), including an explanation on
42 the reasonableness, necessity, and feasibility of the



1 University of Hawaii's composition, system, and
2 policies:

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 of Hawaii having a certain
23 research designation or standing; and
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25 (3) Proposed amendments to the University of Hawaii's
26 existing 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
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33 BE IT FURTHER RESOLVED that the task force is requested to
34 dissolve on July 1, 2022; and
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36 BE IT FURTHER RESOLVED that certified copies of this
37 Concurrent Resolution be transmitted to the Chairperson of the
38 Board of Regents of the University of Hawaii, President of the
39 University of Hawaii, and Executive Director of the University
40 of Hawaii Professional Assembly.

