

PART II

RECRUITMENT AND APPOINTMENT OF EXECUTIVE AND MANAGERIAL PERSONNEL

A. General. Recruitment of and appointments to executive and managerial positions shall be made in accordance with the following policies.

B. Recruitment/Selection of Candidates.

1. Executive and managerial vacancies shall be advertised in locations which are considered appropriate sources of recruitment and shall be in compliance with applicable equal employment opportunity/affirmative action requirements. Lead eExecutive and managerial positions which directly supervise or have responsibility over instruction or research programs shall normally require a terminal degree in the field of involvement. Such positions shall be filled through national recruitment.

Managerial positions that primarily serve as support for lead executives hired through a national search, or heads of units that primarily provide support functions for academic units, may be filled through an internal search process in which existing employees of the particular campus of the University of Hawaii can apply and be considered for the position.

Executive and managerial positions which have supervision of or responsibility over administrative support, academic support, student services or community service programs normally do not require a terminal degree. Such positions may be filled through local recruitment. Waiver of recruitment for positions reporting directly to the President shall require approval of the Board. The President may waive recruitment for other executive and managerial positions when appropriate.