Committee Chair Report  
University of Hawai‘i  
Board of Regents’ Committee on Personnel Affairs  

On Wednesday, November 4, 2015, the committee considered several items and is recommending board approval of a modification to the interim approval process for executive and managerial salaries, and an extension of this policy until June 30, 2016. This item is on the consent agenda. The committee also reviewed for information an update on Status of UH Mānoa’s Progress on Implementation and Completion of Post Tenure Reviews, and held an executive session to discuss personnel matters, pursuant to HRS §92-5(a)(2)) regarding the following salary ranges and appointments:  
1. Salary Range for Chancellor, UH Mānoa  
2. Salary Range for Chancellor, UH-West O‘ahu  
3. Salary Range for Chancellor, Hawai‘i Community College  
4. Salary Range for Associate Dean for Research, Daniel K. Inouye College of Pharmacy  
5. Appointment of Interim Chancellor, Hawai‘i Community College, and  
6. Appointment of Interim Chancellor, UH-West O‘ahu  
The committee set salary ranges for the four positions and is recommending approval of the two interim appointments which is on the agenda.  

Regarding the approval process for salaries for executive and managerial personnel, effective January 1, 2016, administration proposed a plan to revise the board policies and develop executive polices to implement the board policy, and reevaluate and update the salary schedule. The vice presidents will evaluate the current class definition and structure, and review CUPA and local market equivalents to reflect the right balance of equity, competition, reasonableness in local market and higher education context. In the interim, the recommendation is to modify the current oversight practice so that the president will be allowed to approve salaries between the minimum and the control point range. The committee believed that it should retain setting salary ranges if a proposed hiring range exceeds the control point. Board approval for salaries for direct appointments and those who report to direct reports also would remain unchanged. However, the committee concurred that reappointments would be excluded from board oversight as reappointments are generally without controversy, and automatically granted in the normal case. The Committee reminded administration of the salary survey that 70% did not feel that the current compensation policy was effective in meeting goals, that the committee had already contemplated this salary survey before the legislature issued its proviso pegging salaries to the governor’s salary, and that the board set the threshold for oversight at $150,000. As a result of the committee oversight, there was a decrease in the number hired between the median and maximum and above maximum of the CUPA salary survey.  

Regarding the update of the status of post tenure review for UH Mānoa, it appeared there is not much progress. The Shidler College of Business and the College of Education have implemented annual reporting that is an accreditation requirement. The committee reiterated that the goal is to help units track performance and compliance that is transparent and standardized for all post tenure faculty through annual reporting. The
committee also suggested considering different review times to incentivize those who exceed performance with less frequent reviews, and more frequent reviews for those who perform at the minimum. Such reviews are a method to promote the reputation of faculty, and are a trend among institutions. Board policy requires reviews at least every 5 years which allows for more frequent reviews. Chancellor Bley Vroman indicated that the goal is to implement a uniform, adaptable, transparent system that will align with workload metrics and expectations. He will report about all of this in January 2016.