

Prepared by the Office of Human Resources.
This replaces Administrative Procedure No. A9.205
dated February 1991.

November 1996

CLASSIFICATION AND COMPENSATION

A9.205 SALARY SCHEDULES FOR FACULTY PERSONNEL

1. Purpose

To promulgate the salary schedules agreed to by the Board of Regents and the University of Hawai'i Professional Assembly (UHPA) in accordance with Section 304-11, HRS.

2. Objective

To establish and maintain competitive salary schedules to promote the effective recruitment and retention of capable faculty.

3. Applicability/Responsibility

The salary schedules contained in the current collective bargaining agreement are applicable to all faculty personnel. It is the responsibility of the Chief Executive Campus Officer or Official Designee to ensure that faculty salaries are within the approved salary schedules and to make the appropriate recommendations to the University President for approval for those requests which exceed the applicable maxima.

4. General Guidelines

- a. Board of Regents Bylaws and Policies, Section 9-2b sets forth the classification plan for faculty.
- b. The salary schedules presented in the current faculty contract are to be utilized in determining salaries for all new hires and for any individual adjustments of continuing faculty.
- c. The Board of Regents Bylaws and Policies, Section 9-2b.(5), outlines the "high demand" policy approved by the Board on Sept. 30, 1983; Mar. 16, 1984; Nov. 20, 1987; Feb. 17, 1989; Feb 16, 1990; June 19, 1992. The policy provides for faculty, in specifically identified and approved disciplines, to be recruited at salaries

above the prevailing salary schedule. The limits of the high demand salaries, the guidelines for identifying high demand disciplines, and a current list of approved high demand disciplines are provided in Section 9-2b(5) of the Board Policy.