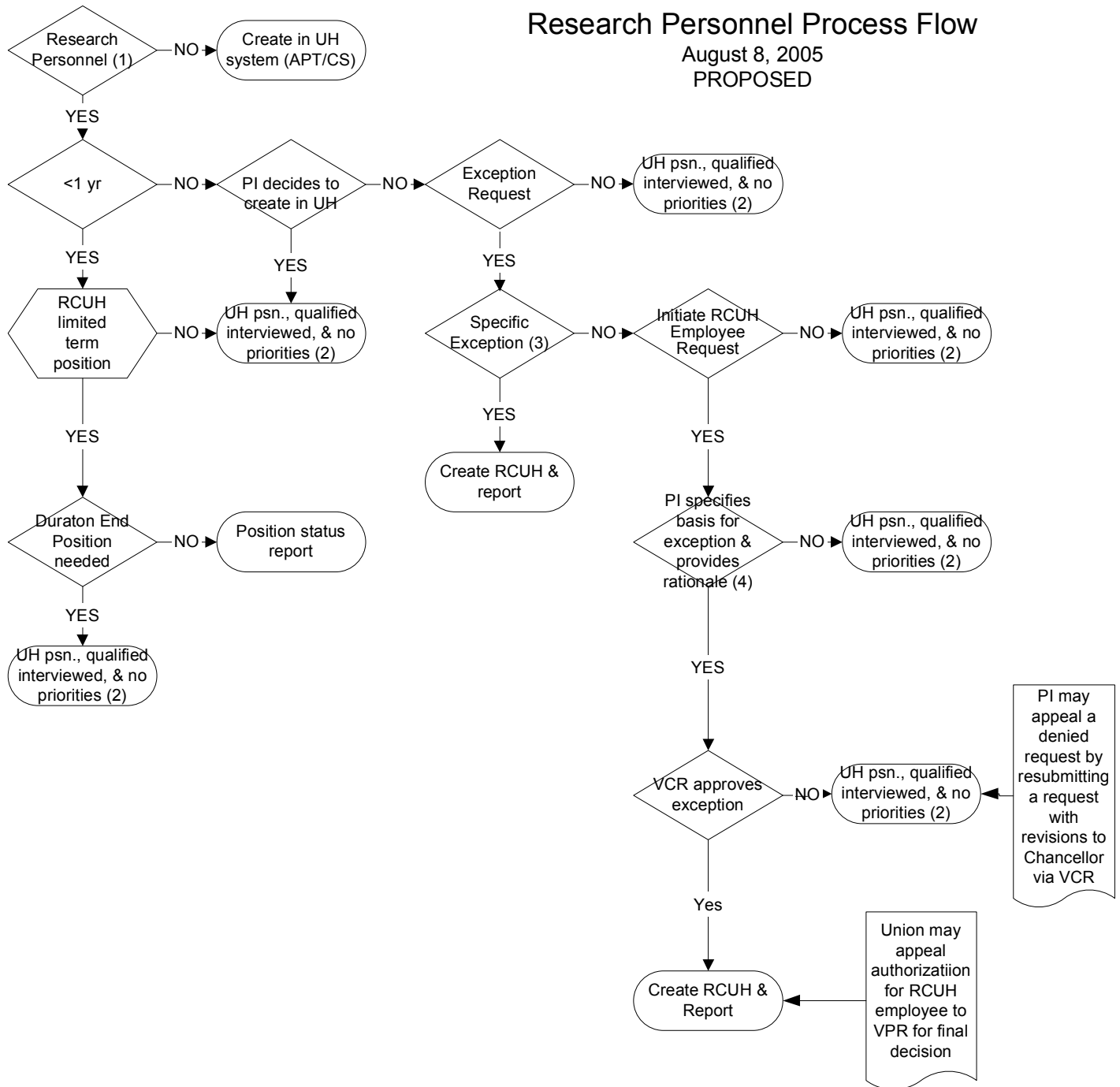


Research Personnel Process Flow

August 8, 2005

PROPOSED



1. Research Personnel = temporary non-administrative extramurally funded professional and technical personnel whose work directly supports the research and training mission of the university
2. Research position created in UH system; qualified BU applicants interviewed; priorities waived; hiring > DNHR may be requested; may be terminated with notice during 3-year probation
3. Specific exceptions: shipboard, out-of-state, personnel who work at the Maui High Performance Computer Center, or part-time intermittent personnel
4. The program needs are unique, complex and require close and prompt attention during implementation, manufacture or installation of a product which may also require extensive travel, communication, or coordination (e.g., specialty expertise, e.g. submersible research technician, or demonstrated ability to produce a high degree of precision, accuracy while satisfying competing priorities in response to time sensitive operations and grant requirements);
 - (a) Urgent or unusual requirements of the program which do not permit the normal advertising requirements prescribed under State law and University policies (e.g., salary in excess of negotiated schedule, or employee of another agency);
 - (b) Operations conducted outside the State or involve private organizations or foreign governments and involve unusual and complex requirements that cannot be accommodated with the University system (e.g., granting agency imposed hiring requirements, foreign or external agency recruitment);
 - (c) Personnel requirements that cannot be readily accrued through the normal University and State procedures because of the unique nature of such services, the urgency of need, unique requirements as required by the job, or other exceptional circumstances (e.g., specialty assessment (medical, psychological or other), indemnification beyond UH allowances, or positions that may be direct charges to a grant). Personnel hired subject to service orders compliant with Board of Regents Policy, Section 19b where it can be substantiated that despite capabilities under its constitutionally granted autonomy, terms of the research or training grant or contract preclude the University from maximum utilization of the funds (e.g., salary funding restrictions, e.g., less than authorized rates.)