



UNIVERSITY  
of HAWAII®  
SYSTEM

Debora J. Halbert, Ph.D.  
Vice President for Academic Strategy

**CORRECTED**

February 10, 2023

**MEMORANDUM**

TO: Faculty Senates

FROM: Debora Halbert  
Vice President for Academic Strategy *Debora Halbert*

SUBJECT: Consultation on Proposed Policy Changes Related to SCR 201

The Board of Regents in early 2022 requested that a working group made up of President Lassner, Vice President for Academic Strategy Halbert, UHPA Executive Director Fern, and UHPA Associate Executive Director Hartman develop an implementation strategy for the recommendations produced by the SCR 201 Task Force.

The group engaged in substantive informal consultation and reported on its progress to the Board of Regents during the November 2022 Board meeting and again in the President's report at the January 2023 Board meeting. Based upon the work of the working group, the policies below have been identified for modification. The proposed policy changes are hereby being submitted for formal consultation with the Faculty Senates.

**Please consult with your constituents and governing bodies and provide any comments using this [online form](#) by April 15, 2023.**

**Justification for Policy Changes**

In early 2022, the Board of Regents (BOR) charged the UH Administration and UH Professional Assembly (UHPA) to implement the recommendations of the SCR 201 Task Force. Based on those recommendations, the Implementation Steering Committee identified the following priorities to be addressed:

1. Develop a formal process for addressing the few instances when productivity of a tenured faculty member has declined, and they are unable to perform faculty duties satisfactorily.
2. Modify faculty classifications to create greater alignment with benchmark institutions through a process involving the administration, the faculty, and UHPA.

- Create an approach to employment security and advancement outside the traditional faculty tenure and promotion process
- 3. Develop guidelines for general faculty “buyout” of teaching assignments with extramural or other sources of funding in a manner that is consistent with the new work assignment template for faculty.

The policy changes summarized below will support the implementation of the recommendations.

### **Informal Consultation**

Over the past year, administration has engaged in informal consultation with individuals and groups across the System. These include providing draft copies of the policy revisions and receiving feedback from:

- Council of Chief Academic Officers
- Council of Senior Student Affairs Officers
- UH Officers
- A working group of S faculty members who provided information and recommendations related to the S faculty classification

### **Key Changes at a Glance**

#### **RP 9.202 Classification Plans and Compensation Schedules**

- The consolidation of classification categories: Addition of “F” for tenure and non-tenure track faculty to replace “I, J, M, and S” classifications.
- Creation of “PR” Professor of Practice for faculty not involved in research.
- R faculty will be limited exclusively to faculty paid by external funding sources.
- Removal of section for “Special Compensation for UH Mānoa and UH Hilo”.

#### **RP 9.206 Faculty and Staff Renewal and Vitality Plans**

- Title updated: Faculty and Staff Professional Development
- Updates language to reflect faculty development rather than vitality.
- Requires campuses to establish a written protocol to address declining faculty performance and providing opportunity to improve performance.

#### **RP 9.213 Evaluation of Board of Regents’ Appointees**

- Requires campuses to establish a written protocol to address declining faculty performance and providing opportunity to improve performance.

#### **RP 9.214 Teaching Assignments for Instructional Faculty**

- Title updated: Work Assignments for Faculty
- Defines “Workload Assignment” and “Workload Equivalency” as agreed to in the joint UH/UHPA agreement on workload.
- Requires an annual Systemwide report to BOR on tenure and non-tenure track faculty workload assignments.
- Prescribes calculation of faculty workload for 11-month and part-time faculty.

#### **EP 5.221 Classification of Faculty**

- Removes sections related to “adjunct faculty”.

#### **EP 9.201 Faculty and Staff Renewal and Vitality Directive**

- Title updated: Faculty and Staff Review and Professional Development
- Updated focus on faculty and staff professional development and performance assessments.
- Removes directives on faculty and staff renewal and vitality and cost section.

**EP 9.203** Evaluation of Faculty and Administrative, Professional and Technical Employees

- Defines “non-tenure track faculty” and
- Includes language for the creation of non-tenure track faculty job security.

**EP 9.214** Teaching Assignments for Instructional Faculty

- Title updated: Teaching and Workload Assignments for Faculty
- Defines “Workload Assignment” and “Workload Equivalents” as agreed to in the joint UH/UHPA agreement on workload.
- Describes faculty workload assignments and workload equivalents for such assignments.

The proposed revisions to these policies with tracked changes and clean copies can be viewed at the link below:

[https://drive.google.com/drive/folders/1QJdSijMyf\\_VJzUdKzUb6m2EMcVjDTkry?usp=sharing](https://drive.google.com/drive/folders/1QJdSijMyf_VJzUdKzUb6m2EMcVjDTkry?usp=sharing)

The current policies can be accessed at the links below:

- Regents Policies: <https://www.hawaii.edu/policy/?action=home&policySection=rp>
- Executive Policies: <https://www.hawaii.edu/policy/index.php?action=home&policySection=ep>

Please submit comments or questions **by April 15, 2023** via the online form at the link below:  
<https://forms.gle/kJpEXfSRKtsKJrhP7>

Thank you.

c: Jan Gouveia, Vice President for Administration  
Jeffrey Long, Office of Human Resources, Director  
Council of Chancellors  
Council of Chief Academic Officers  
Council of Senior Student Affairs Officers