

MEMORANDUM OF UNDERSTANDING  
ON ABSTENTIONS IN  
TENURE AND PROMOTION APPLICATIONS

This Memorandum of Understanding (MOU) among the University of Hawai'i at Mānoa and the University of Hawai'i Professional Assembly (UHPA) is for the duration of the CBA.

Under this MOU the entities agree that the faculty review of tenure and promotion is a vital part of the process. There are two places where a faculty committee reviews the tenure and/or promotion dossiers – the Department Personnel Committee (DPC) and the Tenure and Promotion Review Committee (TPRC). Due to the importance of the faculty perspective, the parties agree that when a vote is taken, unless there are exceptional circumstances, there should not be abstentions; the votes should indicate the number of faculty in favor of the personnel action, and the number of faculty opposed to the action. If a faculty member believes that s/he has a conflict of roles, then s/he should recuse her/himself per Article XII, G, 2, j.



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Michael Bruno  
Interim Vice Chancellor  
for Academic Affairs and Vice Chancellor for Research

8/14/17  
\_\_\_\_\_  
Date



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James D. Kardash  
Associate Executive Director  
University of Hawai'i Professional Assembly

170802  
\_\_\_\_\_  
Date