




March 11, 2009

MEMORANDUM

TO: Chancellor Virginia Hinshaw  
Chancellor Rose Tseng  
Chancellor Gene Awakuni  
Vice President John Morton

FROM: David McClain   
President

SUBJECT: Faculty Pay Equity Study and Recommendations

In April 2006, my office and the University of Hawai'i Professional Assembly jointly funded a systemwide Pay Equity Study of faculty salaries in regard to gender and ethnicity. The guiding principle of the study is our commitment to affirmative action and to preventing and correcting sex and ethnic disparities in compensation.

The study examined whether there are disparities in faculty pay associated with a faculty member's sex or ethnicity, after controlling for job-related factors such as campus, college, rank, tenure status, degree, classification, and date of hire. The study did not control for departmental differences in pay, or for individual merit and productivity.

A copy of the executive summary of the study is attached, and a full copy has been forwarded to you under separate cover. I am accepting the recommendations of the study, which call for me to charge each of you to undertake several actions, as summarized in the executive summary. In particular, you are requested to update and assess the cases falling below the relevant statistical benchmark to see whether comparative data and other information support a pay adjustment based on sex or ethnic equity. The estimated number of cases for review and updating is 20 for UH Mānoa; 5 for UH Hilo; 1 for UH West O'ahu; and 54 for the UH Community Colleges. If an equity based pay adjustment is supported, you are requested to process this adjustment by July 1, 2009.

Please report your actions on this and the other recommendations to me at the July 1 Council of Chancellors meeting.

Attachment

cc: Director Hashimoto  
Associate Vice President Lee  
UHPA Executive Director Musto