

Prepared by the Office of the Executive Vice President for
Academic Affairs/Provost
This is a NEW Executive Policy.

UNIVERSITY OF HAWAI'I

EXECUTIVE POLICY
EXECUTIVE POLICY - HIGH DEMAND

MAY 2011

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E5.222 - High Demand

I. INTRODUCTION

This Executive Policy embodies former Board of Regents Policy relating to the designation of high demand disciplines. The intent of this Executive Policy is twofold. First, this Executive Policy maintains the policy-based administrative infrastructure created by Board policy relating to the designation of high demand disciplines. Second this policy serves to transition the administration of the administrative infrastructure from Board policy to Executive Policy promulgated by the President.

II. PURPOSE

The purpose of this executive policy is to establish guidelines for the identification of high demand disciplines.

III. RESPONSIBILITIES

It shall be the responsibility of the President to promulgate a policy in consultation with University executives setting forth the guidelines relating to the identification of high demand disciplines.

IV. GUIDELINES

A. High Demand Disciplines Guidelines

The following guidelines shall be used to identify high demand disciplines, which shall be periodically reviewed:

1. A program, discipline, sub-specialty or unique skills should be determined to be necessary to the achievement of the goals that have been set for the relevant area.

2. It should be demonstrated that faculty of the quality desired by the University in the relevant area cannot be recruited and/or retained within the maximum of the appropriate salary schedule. Evidence should be presented to show that greater than normal losses have resulted and are likely to result and that recruitment has been hampered because of non-competitive salaries.
 3. Comparative data should be presented showing salaries being paid by competitors for University personnel of comparable qualification levels. In most cases, competition from other institutions of higher education is the appropriate base of comparison. For some vocational or occupational training programs where recruitment is limited to the local labor market, attention to competition from this market may be necessary.
 4. It should be shown that it is a salary deficiency that is causing the staffing problem and not some other influence within the control of the program or the University.
- B. The following have been identified as high demand disciplines, which will be reviewed once every three years to determine whether they should be continued to be identified as such [Board Secretary's Annotation. On February 18, 2000, the Board delegated the authority to designate high demand disciplines to the President and/or the President's designee. For convenience and based on available information, high demand disciplines are listed below with the date of the designation]:
1. University of Hawai'i, Mānoa
 - a. All disciplines in the College of Business Administration including TIM
 - b. Oceanography
 - c. Geology and Geophysics
 - d. Astronomy
 - e. All disciplines in the College of Engineering
 - f. Marine Biology

- g. Marine-related disciplines and Zoology
 - h. Computer Science
 - i. Meteorology
 - j. Health sciences (neuroscience; molecular biology; cell biology; developmental biology; genetics; epidemiology; oncology (cancer research); evolution, ecology, and behavior; conservation biology; microbiology; anatomy, physiology, and pharmacology; biochemistry; and tropical medicine within Cancer Research Center of Hawai'i, Pacific Biomedical Research Center, and the John A. Burns School of Medicine.
 - k. Economics
 - l. Nursing
2. Community Colleges
- a. Computer Science
 - b. Aeronautics Maintenance Technology
 - c. Advanced Automotive Technology
 - d. Nursing
 - e. New Media Arts
3. University of Hawai'i, Hilo
- a. All disciplines in the Business Administration Program
 - b. Computer Science
 - c. Nursing
 - d. Economics
4. UH West O'ahu
- a. Accounting

- b. General Business
 - c. Marketing
 - d. Math and Science
 - e. Health Care Administration
5. The President or designee(s) is authorized to recruit faculty in the recognized high demand disciplines at salaries not to exceed the equivalent of six steps above the prevailing salary schedule as contained in the current UH-UHPA Agreement.