

Brian

**From:** Brian Taylor <taylorb@hawaii.edu>  
**Date:** August 25, 2006 7:34:06 AM HST  
**To:** soest-excom@hawaii.edu  
**Subject:** **SOEST Bonus Policy**

I am pleased to implement a SOEST Bonus Policy that seeks to encourage and recognize the highest levels of scholarly achievement in our School.

Effective 2006 (not retroactive) I will consider annually requests for bonuses from SOEST faculty that recognize uncompensated, new, professional awards in the following categories:

\$10,000 - National Academy Member

\$5,000 - (inter)national awards made only once in several years or similar professional recognition for multi-year efforts

\$2,000 - unique awards such as the President's Early Career Award

\$1,000 - a Fellow in key academic societies such as AGU

The categories are designed to reflect successive levels of achievement, recognition and distinction. Realizing that one award often leads to another, bonuses at the same or lower levels in subsequent years are not anticipated.

This policy has been approved by EXCOM and is subject to (1) the UHPA agreement concerning Special Salary Adjustments and Bonuses, (2) the availability of funds, and (3) change as experience with its implementation dictates.

Bonus requests require EXCOM's approval before my consideration.

Please distribute this policy to your faculty.

Brian

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