

**Bookmarks and Page  
Link Available**

**Notice of Meeting  
UNIVERSITY OF HAWAI'I  
BOARD OF REGENTS**

*Board business not completed on this day will be taken up on another day and time announced at the conclusion of the meeting.*

**Date:** Thursday, August 15, 2024  
**Time:** 9:00 a.m.  
**Place:** University of Hawai'i Maui College  
Ka'a'ike Building Room 105BCD  
310 W. Ka'ahumanu Avenue  
Kahului, HI 96732

**See the Board of Regents website to access the live broadcast of the meeting and related updates:** [www.hawaii.edu/bor](http://www.hawaii.edu/bor)

**ORDER OF THE DAY**

- I. Call Meeting to Order**
- II. Approval of the Minutes of the July 18, 2024 Meeting**
- III. Public Comment Period for Agenda Items:**

All communications from the Public to the Board of Regents is welcomed and distributed to all regents. To enable the Board to conduct its business, public comment at meetings may only be provided on agenda items noted below. Individuals who are unable to provide testimony at this time will be allowed an opportunity to testify when specific agenda items are called.

All comments on agenda items received after posting of this agenda and up to the end of the meeting will be distributed to the board as testimony. Written testimony may be submitted via the board's website through the testimony link provided on the Meeting Agendas, Minutes and Materials page. Testimony may also be submitted via email at [bor.testimony@hawaii.edu](mailto:bor.testimony@hawaii.edu), U.S. mail at 2444 Dole Street, Bachman 103, Honolulu, HI 96822, or facsimile at (808) 956-5156.

Those wishing to provide oral testimony virtually may register [here](#). Individuals wishing to orally testify virtually are requested to register no later than 7:30 a.m. on the day of the meeting in order to be accommodated. Registration for in-person oral testimony on agenda items will also be provided at the meeting location 15 minutes prior to the meeting and closed at the posted meeting time. It is highly recommended that written testimony be submitted in addition to registering to provide oral testimony. Oral testimony will be limited to three (3) minutes per testifier.

---

If you need an auxiliary aid/service or other accommodation due to a disability, contact the Board Office at (808) 956-8213 or [bor@hawaii.edu](mailto:bor@hawaii.edu) as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

Although remote oral testimony is being permitted, this is a regular meeting and not a remote meeting by interactive conference technology under Section 92-3.7, Hawai'i Revised Statutes (HRS). Therefore, the meeting will continue notwithstanding loss of audiovisual communication with remote testifiers or loss of the public broadcast of the meeting.

All written testimony submitted are public documents. Therefore, any testimony that is submitted orally or in writing, electronically or in person, for use in the public meeting process is public information and will be posted on the board's website.

**IV. Report of the President**

- A. University of Hawai'i – University of Hawai'i Foundation Contract Update
- B. Update on Enrollment
- C. 2024 Governor's Award for Distinguished State Service University of Hawai'i Team of the Year
- D. University of Hawai'i Maui College Campus Presentation

**V. Agenda Items**

- A. Consent Agenda
  - 1. Approval of Authorizing the University of Hawai'i to Continue to Lead the State Broadband Initiative, and Enter Into a Ground Lease with Google LLC's Single Purpose Entity for Real Properties at Kaua'i Community College and the University of Hawai'i West O'ahu
  - 2. Approval of Amendments to Board of Regents Policy (RP) 6.208 Board Exemptions to Nonresident Tuition
  - 3. Approval of Executive/Managerial Salary Adjustments for All Executive/Managerial Employees Meeting Performance Expectations Except Positions that Report to the Board of Regents

**VI. Executive Session (closed to the public):**

- A. Personnel and Legal Matters: *(To consider the hire, evaluation, dismissal, or discipline of an officer or employee or of charges brought against the officer or employee, pursuant to Section 92-5(a)(2), HRS; and to consult with the board's attorneys on questions and issues pertaining to the board's powers, duties, privileges, immunities, and liabilities, pursuant to Section 92-5(a)(4), HRS.)*

- 1. Discussion of Personnel Action (Attachment A-1)

**VII. Agenda Items (continued)**

- A. Approval of Personnel Action (Attachment A-1)

---

If you need an auxiliary aid/service or other accommodation due to a disability, contact the Board Office at (808) 956-8213 or bor@hawaii.edu as soon as possible. Requests made as early as possible have a greater likelihood of being fulfilled. Upon request, this notice is available in alternate/accessible formats.

B. Approval of Salary Adjustments for Positions that Report to the Board of Regents

**VIII. Announcements**

A. Next Meeting: September 19, 2024, at Leeward Community College

**IX. Adjournment**

**ATTACHMENTS**

*Attachment A-1 – Personnel actions posted for approval*

*Attachment A-2 – Personnel actions posted for information only, pursuant to Section 89C-4, HRS. These actions are not subject to approval by the Board of Regents*

*Attachment A-3 - Pursuant to Section 89C-4, Hawai'i Revised Statutes, and the reporting requirements of Regents Policy 9.212, the following includes all Executive/Managerial positions as of August 15, 2024.*

Attachment A-1: Pursuant to §89C-4, Hawai'i Revised Statutes, the following proposed compensation actions for excluded Executive/Managerial are disclosed for purposes of public comment.

dts 24393

Executive/Managerial

Campus	Last Name	First Name & Middle Initial	Proposed Title	Unit	Nature of Action	Monthly Salary	Effective Date
CC System	Teraoka	Della	Interim Vice President	Office of the Vice President for Community Colleges	Appointment	\$22,041	July 26, 2024 - July 25, 2025

UNIVERSITY OF HAWAII  
BOARD OF REGENTS

'24 AUG -9 P 2:25



Attachment A-2: Pursuant to §89C-4, Hawai'i Revised Statutes, the following proposed compensation actions for excluded Executive/Managerial are disclosed for purposes of public comment.

Executive/Managerial

Campus	Last Name	First Name & Middle Initial	Proposed Title	Unit	Nature of Action	Monthly Salary	Effective Date
UH Mānoa	Berez-Kroeker	Andrea	Associate Dean	College of Arts, Languages, & Letters	Appointment	\$14,146	September 1, 2024
UH Mānoa	Godinet	Meripa	Associate Dean	Thompson School of Social Work & Public Health	Appointment	\$15,010	September 1, 2024
UH Mānoa	Mathews	Bruce	County Administrator	College of Tropical Agriculture & Human Resources	Appointment	\$15,000	September 1, 2024
UH Mānoa	Westfall-Senda	Mandy	Director of Student Affairs	Office of the Vice Provost for Student Success	Appointment	\$11,417	August 19, 2024

UNIVERSITY OF HAWAII  
 BOARD OF REGENTS  
 24 AUG -9 P 2:25

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	ANNUAL COMPENSATION	CHANGES FROM PREVIOUS REPORT
AKANA*	DAVID	INTERIM DIRECTOR OF STUDENT HOUSING	MA	OF VP FOR STUDENT SUCCESS	SM2	4/10/2023	\$ 134,724	Salary Adjustment
AKINA*	SARAH	INTERIM DEAN (CC)	WI	WINDWARD CC	CC2	8/1/2023	\$ 111,420	Salary Adjustment
ANDAYA*	JUANITA	DIRECTOR OF ADMIN SERVICES	MA	SOEST	SM1	10/1/2007	\$ 173,760	Salary Adjustment
ANGELOS	CRAIG	DIRECTOR OF ATHLETICS	MA	INT ATHLETICS UHM	SM4	6/5/2023	\$ 356,172	Salary Adjustment
ARNADE	PETER	DEAN	MA	C OF ARTS, LANGUAGES & LETTERS	SM3	6/28/2012	\$ 290,808	Salary Adjustment
BABAKHANYAN*	ANNA	RESEARCH PROGRAM OFFICER	MA	OF VP FOR RESEARCH & SCHOLARSHIP	SM1	9/19/2022	\$ 138,600	Salary Adjustment
BALDEMOR*	VINCENT	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	10/29/2018	\$ 160,560	Salary Adjustment
BARKHOFF	HARALD	VICE CHANCELLOR (UHWO)	WO	UH WEST OAHU	WO3	8/1/2023	\$ 201,468	Salary Adjustment
BARKO*	VALERIE	DIR OF UNIV OF HI CTR	KU	KAUAI CC	CC1	8/1/2017	\$ 124,512	Salary Adjustment
BEAULE	CHRISTINE	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR ACADEMIC STRATEGY	SM1	7/1/2024	\$ 147,000	Initial Appointment
BENDINER*	EZRA	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	2/1/2018	\$ 135,168	Salary Adjustment
BENHAM	MAENETTE	CHANCELLOR	WO	UH AT WEST OAHU	WO4	1/1/2017	\$ 279,072	Salary Adjustment
BITTER*	MICHAEL	DEAN, UHH	HI	C OF A&S UHH	H2	6/2/2017	\$ 185,328	Salary Adjustment
BOWEN	WALTER	ASSOCIATE DEAN	MA	C OF TA & HR	SM2	2/19/2019	\$ 194,376	Salary Adjustment
BOYER*	KAREN	INTERIM DEAN(CC)	KA	KAPIOLANI CC	CC2	8/1/2023	\$ 167,952	Salary Adjustment
BRANDVOLD*	KELLI	VICE CHANCELLOR	LE	LEEWARD CC	CC3	1/3/2022	\$ 149,472	Salary Adjustment
BROWN*	JENNIFER	VICE CHANCELLOR	WI	WINDWARD CC	CC3	10/1/2022	\$ 133,992	Salary Adjustment
BRUNO	MICHAEL	PROVOST	MA	OFFICE OF THE PROVOST, UHM	SM5	4/1/2019	\$ 397,284	Salary Adjustment
BUENCONSEJO-LUM	LEE	ASSOCIATE DEAN	MA	JABSOM	SM3	7/1/2024	\$ 256,368	Salary Adjustment
BURKE*	LAURE	INTERIM DEAN (CC)	KA	KAPIOLANI CC	CC2	6/1/2024	\$ 150,708	Salary Adjustment
BURNS*	JOSEPH	DIR HAWAII SMALL BUS DEV CTR	HI	UH AT HILO	H1	12/1/2023	\$ 149,736	Salary Adjustment
CERIA-ULEP	CLEMENTINA	DEAN	MA	NAWSON	SM4	11/1/2021	\$ 301,608	Salary Adjustment
CHAN	CATHERINE	INTERIM ASSOCIATE DEAN	MA	C OF TA & HR	SM2	9/25/2023	\$ 202,008	Salary Adjustment
CHAN	GAYE	INTERIM ASSOCIATE DEAN	MA	C OF ARTS, LANGUAGES & LETTERS	SM2	8/1/2021	\$ 171,528	Salary Unchanged
CHAPMAN	WILLIAM	INTERIM DEAN	MA	SCH OF ARCH	SM4	8/1/2018	\$ 226,776	Salary Adjustment
CHING*	SHERI	INTERIM ASSISTANT VICE PRESIDENT	SW	OF VP FOR ADMINISTRATION	SM2	8/1/2023	\$ 158,004	Salary Adjustment
CHOCK*	KASEY	VICE CHANCELLOR	LE	LEEWARD CC	CC3	7/15/2021	\$ 161,004	Salary Adjustment
CHOI*	SONG	ASST DEAN	MA	C OF ENGINRG	SM2	9/1/2004	\$ 156,324	Salary Adjustment
CHUN*	GREGORY	EXEC DIR, MAUNAKEA STEWARDSHIP	HI	UH AT HILO	H2	7/19/2019	\$ 177,516	Salary Adjustment
CHUN	NIKKI	VICE PROVOST	MA	OF VP FOR ENROLLMENT MGMT	SM4	9/1/2021	\$ 239,460	Salary Adjustment
CHUNG*	REBECCA	DIRECTOR OF GRANTS DEVELOPMENT	MA	SOEST	SM1	6/3/2024	\$ 147,684	Salary Adjustment
CHUNG*	SILVAN	INTERIM DEAN (CC)	HO	HONOLULU CC	CC2	8/23/2021	\$ 129,576	Salary Adjustment
COFFMAN	MAKENAKAUHANEOLA	ACADEMIC PROGRAM OFFICER	MA	OFFICE OF THE PROVOST, UHM	SM2	8/1/2024	\$ 215,004	Initial Appointment
COLLINS*	KIMBERLEY	VICE CHANCELLOR	HA	HAWAII CC	CC3	3/24/2023	\$ 147,672	Salary Adjustment
CONTRADES*	ELISABETH	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	10/6/2016	\$ 166,128	Salary Adjustment
CRICFIELD	THERESA	ASSOCIATE VICE PROVOST	MA	OF VP FOR STUDENT SUCCESS	SM3	9/1/2022	\$ 193,812	Salary Adjustment
DAVIDSON	ELIZABETH	INTERIM ASSOCIATE DEAN	MA	C OF BUS ADM	SM3	10/22/2021	\$ 298,224	Salary Adjustment
DEANE	JAMES	DIR, INNOV & COMMERCIALIZATION	SW	OFF OF INNOVATION & COMMERCIAL	SM2	3/18/2024	\$ 209,760	Salary Adjustment
DIAZ*	MARIA-ELENA	DIR OF CONTINUING ED & TRNG	WI	WINDWARD CC	CC1	2/16/2024	\$ 124,884	Salary Adjustment
DOERGER*	DANIEL	DIR PAC CTR FOR ADV TECH TRNG	HO	HONOLULU CC	CC1	3/1/2024	\$ 143,184	Salary Adjustment
DONAHUE	MEGAN	INTERIM DIR OF RESEARCH INSTITUTE	MA	HIMB	SM3	3/24/2023	\$ 220,104	Salary Adjustment
DRAKE JR*	DONALD	INTERIM DIRECTOR OF LYON ARBORETUM	MA	LYON ARBORTM	SM2	6/1/2023	\$ 187,512	Salary Adjustment
DUKELOW*	KAHELEONOLANI	VICE CHANCELLOR	MU	MAUI COLLEGE	CC3	10/21/2022	\$ 150,612	Salary Adjustment
DURBIN	STEVEN	ASSOCIATE DEAN	MA	C OF ENGINRG	SM2	8/1/2023	\$ 213,888	Salary Adjustment
EDWARDS	MARGARET	DIRECTOR OF APPLIED RES LAB	SW	OF VP FOR RESEARCH & INNOVATION	SM2	2/1/2018	\$ 225,648	Salary Adjustment
ELLIOTT-ENGEL*	JEREMY	ASSOCIATE DEAN	MA	C OF TA & HR	SM2	3/1/2023	\$ 182,064	Salary Adjustment
ESCHENBERG	ARDIS	CHANCELLOR	WI	WINDWARD CC	CC4	1/2/2019	\$ 199,860	Salary Adjustment

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	ANNUAL COMPENSATION	CHANGES FROM PREVIOUS REPORT
FAGAN*	PAULINE	DIRECTOR OF ADMIN SERVICES	MA	SCH OF LAW	SM1	11/6/2023	\$ 165,768	Salary Adjustment
FLETCHER III	CHARLES	INTERIM DEAN	MA	SOEST	SM4	1/1/2022	\$ 271,716	Salary Adjustment
FONTENOT	HOLLY	ASSOCIATE DEAN	MA	NAWSON	SM3	8/1/2023	\$ 245,964	Salary Adjustment
FOSTER	NANCY	CHIEF FINANCIAL OFFCR	MA	JABSOM	SM3	9/24/2008	\$ 270,696	Salary Adjustment
FRENCH	ALEXANDRA	CHIEF BUSINESS OFFICER	MA	OF BUSINESS & FINANCE, UHM	SM4	7/16/2021	\$ 239,460	Salary Adjustment
FUJIYAMA	SANDRA	DIRECTOR OF PACE	MA	C OF BUS ADM	SM2	7/5/2024	\$ 187,200	Initial Appointment
FURUTO	MICHAEL	INTERIM ASSOCIATE VICE CHANCELLOR	WO	UH WEST OAHU	WO2	8/1/2024	\$ 144,144	Initial Appointment
GERSCHENSON	MARIANA	ASSOCIATE DEAN	MA	JABSOM	SM3	10/1/2018	\$ 260,940	Salary Adjustment
GO*	JAMIE	EXEC ASSISTANT TO THE BOR	SW	BOARD OF REGENTS	SM1	4/1/2023	\$ 110,964	Salary Adjustment
GOMES	FARRAHMARIE	ASSOCIATE VICE PRESIDENT	SW	STUDENT AFFAIRS	SM3	10/1/2022	\$ 220,932	Salary Adjustment
GOMEZ	LARA	ASSOCIATE DEAN, UHH	HI	ACADEMIC AFF UHH	H2	8/1/2019	\$ 200,016	Salary Adjustment
GOUVEIA	JAN	VP FOR ADMINISTRATION	SW	OF VP FOR ADMINISTRATION	SM4	8/15/2014	\$ 309,384	Salary Adjustment
GREWAL	PARWINDER	DEAN/DIR FOR RESRCH & COOP EXT	MA	C OF TA & HR	SM4	3/1/2024	\$ 313,248	Salary Adjustment
GRIFFIS	KIMBERLY	DEAN (CC)	HA	HAWAII CC	CC2	8/1/2024	\$ 128,004	Initial Appointment
GUILLEN*	PATRICK	DIRECTOR OF ATHLETICS	HI	ATHLETICS UHH	H1	8/24/2015	\$ 159,960	Salary Adjustment
GUILLOZ*	JULIANN	DIRECTOR OF STEWARDSHIP	HI	UH AT HILO	H1	10/22/2021	\$ 146,196	Salary Adjustment
GUTHRO	CLEMENT	UNIVERSITY LIBRARIAN & INTERIM DIRECTOR AND PUBLISHER	MA	LIBRARY SERV & UH PRESS	SM3/SM1	1/2/2020 1/1/2022	\$ 250,740	Salary Adjustment
HADWICK*	ROBIN	ASST DEAN	MA	C OF BUS ADM	SM2	10/20/2023	\$ 168,348	Salary Adjustment
HALBERT	DEBORA	VP FOR ACADEMIC STRATEGY	SW	OFF VP ACADEMIC STRATEGY	SM4	4/1/2022	\$ 271,716	Salary Adjustment
HALEAMAU-KAM*	RAYNETTE	DIR OF UNIV OF HI CTR	HA	HAWAII CC	CC1	8/17/2018	\$ 126,300	Salary Adjustment
HANADA*	TOMONE	DIR OF UNIV OF HI CTR	MU	MAUI COLLEGE	CC1	5/15/1998	\$ 121,212	Salary Adjustment
HARMAN	PELEHONUAMEA	PROGRAM DIRECTOR	HI	UH AT HILO	H1	7/1/2024	\$ 108,000	Initial Appointment
HARRISS*	FRANKIE	VICE CHANCELLOR	KU	KAUAI CC	CC3	7/20/2018	\$ 134,412	Salary Adjustment
HAZZARD*	ANDREA	DIR OF MANOA ACADEMIC ADVISING	MA	OF VP FOR STUDENT SUCCESS	SM1	7/1/2023	\$ 137,304	Salary Adjustment
HELMINCK	ALOYSIUS	DEAN	MA	C OF NAT SCI	SM4	12/1/2016	\$ 300,480	Salary Unchanged
HIGA-KING*	JENNIFER	DEAN (CC)	HO	HONOLULU CC	CC2	7/19/2019	\$ 135,240	Salary Adjustment
HOKOANA	LUI	CHANCELLOR	MU	MAUI COLLEGE	CC4	12/1/2014	\$ 207,228	Salary Adjustment
HOLLAND*	CHRISTOPHER	VICE CHANCELLOR, UHH	HI	STUDENT AFF V CHANCELLOR UHH	H3	12/8/2023	\$ 186,564	Salary Adjustment
HOSHIKO*	CAROL	ASSISTANT DEAN	KA	KAPIOLANI CC	CC1	3/1/2002	\$ 121,380	Salary Adjustment
HUBBARD	AMY	INTERIM ASSISTANT VICE PROVOST	MA	OF VP FOR STUDENT SUCCESS	SM3	7/1/2024	\$ 167,304	Initial Appointment
IGARASHI*	MICHELLE	DEAN (CC)	LE	LEEWARD CC	CC2	8/1/2023	\$ 123,228	Salary Adjustment
INAFUKU*	DEREK	VICE CHANCELLOR	HO	HONOLULU CC	CC3	1/23/2015	\$ 149,412	Salary Adjustment
IRWIN	BONNIE	CHANCELLOR	HI	UH AT HILO	H4	7/1/2019	\$ 318,372	Salary Adjustment
IRWIN*	ERIC	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	6/4/2024	\$ 137,304	Salary Adjustment
ISHIHARA*	CHRISTINE	DEAN (CC)	MU	MAUI COLLEGE	CC2	5/17/2024	\$ 133,980	Salary Adjustment
ISHII*	DEBRA	ASST TO SENIOR EXECUTIVE	MA	EXEC OFF OF THE PRES	SM1	3/1/2017	\$ 180,852	Salary Adjustment
KAAKUA*	JOSHUA	ACAD & STDNT AFFRS PGRM OFFCR	CC	OF VP FOR COMMUNITY COLLEGES	CC1	9/22/2023	\$ 149,292	Salary Adjustment
KALILI*	AMY	INTERIM DIR OF UNIV RELATIONS (UHH)	HI	UH AT HILO	H1	1/16/2024	\$ 152,844	Salary Adjustment
KATO*	KAMI	DEAN (CC)	LE	LEEWARD CC	CC3	7/21/2023	\$ 137,304	Salary Adjustment
KATTENHORN*	SIMON	DEAN, UHH	HI	UH AT HILO	H2	8/14/2023	\$ 183,888	Salary Adjustment
KAWAIAEA	KEIKI	INTERIM VICE CHANCELLOR, UHH	HI	UH AT HILO	H3	8/14/2023	\$ 199,404	Salary Adjustment
KAZAMA	SUSAN	CHANCELLOR	HA	HAWAII CC	CC4	7/19/2024	\$ 191,088	Initial Appointment
KENOLIO*	ELLEN	VICE CHANCELLOR	KA	KAPIOLANI CC	CC3	8/1/2023	\$ 133,860	Salary Adjustment
KEOPUHIWA*	THOMAS	INTERIM VICE CHANCELLOR	KU	KAUAI CC	CC3	1/20/2023	\$ 133,980	Salary Adjustment
KIMURA*	LESLIE	PROGRAM DIRECTOR	HI	UH AT HILO	H1	8/1/2010	\$ 158,004	Salary Adjustment



LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	ANNUAL COMPENSATION	CHANGES FROM PREVIOUS REPORT
KIMURA*	TRISHA	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	7/1/2017	\$ 162,348	Salary Adjustment
KONAN	DENISE	DEAN	MA	C OF SOC SCI	SM4	1/1/2012	\$ 289,356	Salary Adjustment
KONDO-BROWN*	KIMI	ASSOCIATE DEAN	MA	C OF ARTS, LANGUAGES & LETTERS	SM2	10/1/2011	\$ 186,972	Salary Adjustment
KONO*	TERESA	ADMINISTRATIVE PROGRAM OFFICER	MA	OFFICE OF THE PROVOST, UHM	SM2	2/16/2024	\$ 165,252	Salary Adjustment
KUNZ	AMY	ASSOCIATE VICE PRESIDENT	SW	OF VP BUDGET AND FINANCE/CFO	SM3	8/1/2019	\$ 205,644	Salary Adjustment
LACRO	ERIKA	VP FOR COMMUNITY COLLEGES	CC	OF VP FOR COMMUNITY COLLEGES	SM4	1/17/2020	\$ 264,492	Salary Unchanged
LASSNER	DAVID	PRESIDENT	SW	EXEC OFF OF THE PRES	SM5	9/1/2013	\$ 430,200	Salary Unchanged
LAU*	YVONNE	EXEC ADMIN & SEC OF THE BOR	SW	BOARD OF REGENTS	SM2	4/10/2023	\$ 149,472	Salary Adjustment
LEBBIN*	VICKERY	INTERIM ASSOC UNIVERSITY LIBRARIAN	MA	LIBRARY SERV	SM2	10/20/2017	\$ 164,172	Salary Adjustment
LEE	CHRISTOPHER	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR RESEARCH & INNOVATION	SM2	12/1/2016	\$ 266,520	Salary Adjustment
LEE	KAREN	CHANCELLOR	HO	HONOLULU CC	CC4	6/1/2019	\$ 209,844	Salary Adjustment
LEMUS	JUDITH	INTERIM ASSOCIATE DEAN	MA	SOEST	SM3	2/18/2022	\$ 214,668	Salary Adjustment
LERNER	DARREN	DIRECTOR OF RESEARCH INSTITUTE & INTERIM ASSOCIATE DEAN	MA	SEA GRANT & SOEST	SM2/SM3	10/17/2014		
LEVENSON*	ROXANNE	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	2/18/2022	\$ 218,040	Salary Adjustment
LEVINSON*	ROXANNE	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	11/1/2022	\$ 133,164	Salary Adjustment
LIPE*	KAIWIPUNIKAIKAWEKIU	U ACAD AFFRS PGRM OFFCR (UHM)	MA	EXEC OFF OF THE PRES	SM1	8/1/2017	\$ 138,312	Salary Adjustment
LONBORG	DAVID	ASSOC DIR RESEARCH INSTITUTE	MA	INST FOR AST	SM3	3/1/2019	\$ 216,924	Salary Adjustment
LONG*	JEFFERY	SYSTEM DIR OF HUMAN RESOURCES	SW	OF VP FOR ADMINISTRATION	SM3	1/20/2023	\$ 182,064	Salary Adjustment
LOO*	TIANA	INTERIM ACAD & STDNT AFFRS PGRM OFFCR	CC	OF VP FOR COMMUNITY COLLEGES	CC1	10/21/2022	\$ 133,164	Salary Adjustment
LUKE*	AMY	ASST TO SENIOR EXECUTIVE	SW	EXEC OFF OF THE PRES	SM1	5/17/2019	\$ 154,920	Salary Adjustment
LUNEY	JUSTIN	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	7/22/2024	\$ 125,004	Initial Appointment
LYONS	LAURA	INTERIM VICE PROVOST	MA	OF VP FOR ACADEMIC EXCELLENCE	SM4	7/1/2021	\$ 225,264	Salary Adjustment
MAEDA*	JULIENNE	INTERIM DEAN & ASSOCIATE DEAN	MA	GRADUATE DIVISION	SM3/SM2	1/1/2023		
MAEDA*	JULIENNE	INTERIM DEAN & ASSOCIATE DEAN	MA	GRADUATE DIVISION	SM3/SM2	8/1/2013	\$ 165,768	Salary Adjustment
MAHUNA*	DOOGAN	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR ADMINISTRATION	SM2	4/1/2024	\$ 164,736	Salary Adjustment
MANIN*	LOIS	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	7/22/2022	\$ 168,480	Salary Adjustment
MARTIN	CLIFFORD	ASSOC DIR RESEARCH INSTITUTE	MA	CANCER CENTER	SM3	7/16/2017	\$ 244,428	Salary Adjustment
MATSUI*	BRUCE	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	3/9/2006	\$ 174,612	Salary Adjustment
MATSUMOTO	RAE	DEAN, UHH	HI	UH AT HILO	H4	11/16/2023	\$ 277,032	Salary Adjustment
MATZ	CHRISTOPHER	UNIV LIBRARIAN & DIR, LEARNING SVCS	HI	UH AT HILO	H1	8/1/2024	\$ 132,756	Initial Appointment
MAYESHIRO	DEREK	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	7/16/2024	\$ 155,004	Initial Appointment
MCDONALD	DAVID	VICE CHANCELLOR	WO	UH WEST OAHU	WO3	2/1/2023	\$ 193,896	Salary Adjustment
MCKIMMY	PAUL	INTERIM ASSOCIATE VICE PROVOST	MA	OF VP FOR ACADEMIC EXCELLENCE	SM3	9/2/2022	\$ 192,936	Salary Adjustment
MEISENZAHL*	DANIEL	DIRECTOR OF COMMUNICATIONS	SW	OF VP FOR ADMINISTRATION	SM2	4/19/2012	\$ 169,872	Salary Adjustment
MINE*	JODI	VICE CHANCELLOR	HA	HAWAII CC	CC3	9/1/2023	\$ 133,980	Salary Adjustment
MIRANDA*	JESSICA	UNIVERSITY PROGRAM OFFICER	WO	UH WEST OAHU	WO1	1/23/2023	\$ 142,068	Salary Adjustment
MIRKAY III	NICHOLAS	INTERIM ASSOCIATE DEAN	MA	SCH OF LAW	SM3	6/1/2021	\$ 245,712	Salary Adjustment
MONACO*	LYNNE	ASST TO SENIOR EXECUTIVE	SW	EXEC OFF OF THE PRES	SM1	6/1/2014	\$ 154,920	Salary Adjustment
MORAN*	KARA	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	3/27/2022	\$ 147,672	Salary Adjustment
MORIARTY	SARAH	U ACAD AFFRS PGRM OFFCR (UHM)	MA	OFFICE OF THE PROVOST, UHM	SM1	7/19/2024	\$ 130,008	Initial Appointment
MORIOKA	BRENNON	DEAN	MA	C OF ENGINRG	SM4	4/1/2019	\$ 295,824	Salary Adjustment
MOSPENS*	CARRIE	INTERIM DEAN (CC)	HA	HAWAII CC	CC2	3/24/2023	\$ 119,052	Salary Adjustment
MOTO*	BRIAN	ASST TO SENIOR EXECUTIVE	MU	MAUI COLLEGE	CC1	6/1/2023	\$ 122,208	Salary Adjustment
MURATA	NATHAN	DEAN	MA	C OF EDUC	SM3	1/1/2018	\$ 230,388	Salary Adjustment
NAGLE*	LAURA	DEAN (CC)	MU	MAUI COLLEGE	CC2	9/3/2019	\$ 135,240	Salary Adjustment
NAKAGAWA*	DEBORAH	ASST TO SENIOR EXECUTIVE	CC	OF VP FOR COMMUNITY COLLEGES	CC1	11/1/2006	\$ 150,888	Salary Adjustment
NAKAMURA*	TRISHA	INTERIM ASSOC DEAN	MA	SCH OF LAW	SM2	1/1/2022	\$ 144,036	Salary Adjustment

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	ANNUAL COMPENSATION	CHANGES FROM PREVIOUS REPORT
NAKOA*	MICHAELYN	INTERIM ASST TO SENIOR EXECUTIVE	KA	KAPIOLANI CC	CC1	8/1/2023	\$ 129,276	Salary Adjustment
NAPOLEON*	DAVID	VICE CHANCELLOR	KA	KAPIOLANI CC	CC3	5/1/2023	\$ 161,004	Salary Adjustment
NELSON	CAMILLE	DEAN	MA	SCH OF LAW	SM5	8/1/2020	\$ 476,160	Salary Adjustment
NG*	MICHAEL	DIRECTOR OF UNIV BUDGET	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM2	3/20/2015	\$ 149,820	Salary Adjustment
NILES*	GLORIA	DIRECTOR OF ONLINE LEARNING	SW	OF VP FOR INFORMATIO TECH/CIO	SM2	7/18/2022	\$ 168,468	Salary Adjustment
NISHIDA*	SUSAN	INTERIM VICE CHANCELLOR	HO	HONOLULU CC	CC3	8/1/2021	\$ 150,720	Salary Adjustment
NUNOKAWA*	JILL	INTERIM DIRECTOR OF MANOA CARES	MA	OFFICE OF THE PROVOST, UHM	SM2	11/17/2023	\$ 189,372	Salary Adjustment
OGATA*	VERONICA	DEAN (CC)	KA	KAPIOLANI CC	CC2	2/1/2024	\$ 128,964	Salary Adjustment
OGAWA*	NICOLE	ASSOC DIR OF HUMAN RESOURCES	SW	OF VP FOR ADMINISTRATION	SM2	7/21/2023	\$ 142,476	Salary Adjustment
OHORA*	DONNA	INTERIM UNIV LBR & DIR, LEARNING SVCS	HI	UH AT HILO	H1	9/22/2023	\$ 128,664	Salary Adjustment
OHTA*	TRACEY	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	1/3/2023	\$ 152,400	Salary Adjustment
OKINAGA	CARRIE	VP LGL AFF & UNIV GEN COUNSEL	SW	OF VP LG AF-U GN CL	SM4	7/1/2015	\$ 309,384	Salary Adjustment
OLIVEIRA*	JUDY	ACAD & STDNT AFFRS PGRM OFFCR	CC	OF VP FOR COMMUNITY COLLEGES	CC1	10/1/2021	\$ 149,292	Salary Adjustment
OLIVEIRA	KATRINA-ANN	INTERIM VICE PROVOST	MA	OF VP FOR STUDENT SUCCESS	SM4	11/1/2023	\$ 219,060	Salary Adjustment
ORNELLES*	CECILY	INTERIM ASSOCIATE DEAN	MA	C OF EDUC	SM2	6/1/2022	\$ 172,284	Salary Adjustment
ORTEGA	ALEXANDER	DEAN	MA	SCH SOC WORK	SM3	9/1/2023	\$ 325,668	Salary Adjustment
OSORIO	JONATHAN	DEAN	MA	HAWAIIINUIAKEA SCH HAWN KNOWL	SM3	1/27/2017	\$ 221,112	Salary Adjustment
PADILLA*	SHERRIE	INTERIM ASSOCIATE VICE CHANCELLOR, UHH	HI	STUDENT AFF V CHANCELLOR UHH	H2	11/4/2022	\$ 149,472	Salary Adjustment
PEARSON	WENDY	SENIOR ADVISOR TO THE PROVOST	MA	OFFICE OF THE PROVOST, UHM	SM2	5/19/2023	\$ 164,256	Salary Unchanged
PEN-ALOZA	CARLOS	CHANCELLOR	LE	LEEWARD CC	CC4	7/2/2019	\$ 207,228	Salary Adjustment
PLAMANN WAGONER*	KARA	DIR OF INST RES & ANALYSIS	SW	OF VP FOR ADMINISTRATION	SM2	6/19/2023	\$ 144,036	Salary Adjustment
QUEMUEL	CHRISTINE	ASSISTANT VICE PROVOST	MA	OF VP FOR STUDENT SUCCESS	SM3	8/1/2024	\$ 174,000	Initial Appointment
QUINN*	APRIL	ACTING SENIOR ADVISOR TO THE PROVOST	MA	OFFICE OF THE PROVOST, UHM	SM2	12/1/2023	\$ 154,788	Salary Adjustment
QUINTANA*	CHRISTINE	VICE CHANCELLOR	HA	HAWAII CC	CC3	2/1/2022	\$ 140,412	Salary Adjustment
RAPOZA	KALEIHIKAPOLI	VICE CHANCELLOR, UHH	HI	ADMIN AFF UHH	H3	7/21/2023	\$ 213,888	Salary Adjustment
REEVES*	CYNTHIA	COUNTY ADMINISTRATOR	MA	C OF TA & HR	SM2	9/22/2014	\$ 184,512	Salary Adjustment
REICHHARDT*	LAURA	DIR HI STATE CTR FOR NURSING	MA	NAWSON	SM1	11/20/2015	\$ 154,260	Salary Adjustment
RISELEY	LEANNE	DEAN (CC)	LE	LEEWARD CC	CC2	7/19/2024	\$ 141,024	Initial Appointment
RIVERA	VICTORIA	INTERIM ASSISTANT VICE PRESIDENT	SW	OF VP FOR RESEARCH & INNOVATION	SM2	7/19/2024	\$ 204,744	Initial Appointment
ROCHELEAU	RICHARD	DIR OF RESEARCH INSTITUTE	MA	HNEI	SM3	12/31/1999	\$ 248,892	Salary Adjustment
ROLEY	VERNON	DEAN	MA	C OF BUS ADM	SM5	1/1/2005	\$ 467,640	Salary Adjustment
ROSE	JENNIFER	EXEC DIR OF EQUITY ASSURANCE	SW	OFFICE OF EQUITY ASSURANCE	SM3	10/21/2022	\$ 209,244	Salary Adjustment
ROSENFELD	ALAN	ASSOCIATE VICE PRESIDENT	SW	OF VP FOR ACADEMIC STRATEGY	SM3	10/17/2022	\$ 209,232	Salary Adjustment
ROSSITER	ANDREW	DIRECTOR OF STATE AQUARIUM	MA	WAIKIKI AQUARIUM	SM2	4/16/2004	\$ 201,696	Salary Adjustment
SABINE	CHRISTOPHER	INTERIM VICE PROVOST	MA	OF VP FOR RESEARCH & SCHOLARSHIP	SM4	2/1/2022	\$ 241,848	Salary Adjustment
SANCHEZ	MARGARET	CHANCELLOR	KU	KAUAI CC	CC4	7/19/2024	\$ 186,888	Initial Appointment
SCHATZ	STEPHEN	DIR HI P20 PARTNERSHIP FOR ED	SW	OF VP FOR ACADEMIC STRATEGY	SM2	3/1/2017	\$ 219,024	Salary Adjustment
SHERWOOD	ALISON	ASSOCIATE DEAN	MA	C OF NAT SCI	SM3	4/21/2023	\$ 227,796	Salary Adjustment
SHIBATA*	MICHAEL	DIR STRATEGIC DEV&PARTNERSHIP	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM2	3/15/2021	\$ 183,084	Salary Adjustment
SHIRAI*	CALVIN	VICE CHANCELLOR	KU	KAUAI CC	CC3	7/22/2022	\$ 133,980	Salary Adjustment
SHIZUMURA*	GLENN	DIRECTOR OF INTERNAL AUDIT	SW	BOARD OF REGENTS	SM2	9/1/2009	\$ 185,544	Salary Adjustment
SHOMAKER	THOMAS	DEAN	MA	JABSOM	SM5	7/1/2024	\$ 600,000	Initial Appointment
SIMONS	DOUGLAS	DIR OF RESEARCH INSTITUTE	MA	INST FOR AST	SM4	9/1/2021	\$ 340,908	Salary Adjustment
SLAUGHTER*	TIMOTHY	INTERIM DEAN	MA	OUTREACH COLLEGE	SM3	7/1/2023	\$ 183,888	Salary Adjustment
SOUKI*	JESSE	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM2	12/1/2017	\$ 177,204	Salary Adjustment
STITT-BERGH*	MONICA	INTERIM U ACAD AFFRS PGRM OFFCR	MA	OF VP FOR ACADEMIC EXCELLENCE	SM1	12/1/2023	\$ 165,768	Salary Adjustment
STRAWN*	BRIAN	DIR OF PLAN & SPATIAL EXP	SW	OF VP FOR ADMINISTRATION	SM2	9/22/2023	\$ 147,660	Salary Adjustment

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	ANNUAL COMPENSATION	CHANGES FROM PREVIOUS REPORT
SUGANO	JARI	COUNTY ADMINISTRATOR	MA	C OF TA & HR	SM2	5/1/2020	\$ 170,772	Reclassification
SUGIMOTO*	LARA	DEAN (CC)	HO	HONOLULU CC	CC3	5/1/2015	\$ 135,720	Salary Adjustment
SUNAHARA*	WAYNE	INTERIM DEAN (CC)	HO	HONOLULU CC	CC2	8/23/2021	\$ 130,188	Salary Adjustment
SUZUKI*	DARREN	DIR OF RISK MANAGEMENT	SW	OF VP FOR ADMINISTRATION	SM2	10/21/2022	\$ 151,656	Salary Adjustment
SYRMOS	VASSILIS	VP FOR RESEARCH & INNOVATION	SW	OF VP FOR RESEARCH AND INNOVATION	SM4	9/1/2013	\$ 309,384	Salary Adjustment
TAKABAYASHI	MISAKI	CHANCELLOR	KA	KAPIOLANI CC	CC4	3/1/2023	\$ 209,844	Salary Adjustment
TAKAMINE	KURT	DEAN (CC)	KU	KAUAI CC	CC2	8/5/2024	\$ 118,128	Initial Appointment
TAKEUCHI	GARY	ASSOCIATE VICE PRESIDENT	SW	OF VP LG AF-U GN CL	SM3	12/1/2015	\$ 196,908	Salary Adjustment
TAMANAHA*	DAVID	VICE CHANCELLOR	MU	MAUI COLLEGE	CC3	7/1/2007	\$ 152,904	Salary Adjustment
TINGKANG*	MONIQUE	VICE CHANCELLOR	WI	WINDWARD CC	CC3	3/22/2024	\$ 133,980	Salary Adjustment
TOPPING*	MILES	DIRECTOR OF ENERGY MANAGEMENT	SW	OF VP FOR ADMINISTRATION	SM1	6/13/2016	\$ 140,508	Salary Adjustment
UENO	NAOTO	DIR OF RESEARCH INSTITUTE	MA	CANCER CENTER	SM5	12/12/2022	\$ 464,628	Salary Adjustment
UMEHIRA*	RONNY	DEAN (CC)	LE	LEEWARD CC	CC2	10/1/2009	\$ 158,040	Salary Adjustment
UNEBASAMI	MICHAEL	ASSOCIATE VICE PRESIDENT	CC	OF VP FOR COMMUNITY COLLEGES	CC4	7/1/2009	\$ 242,160	Salary Adjustment
URANAKA-YAMASHIRO*	DAVID	INTERIM ASST TO SENIOR EXECUTIVE	HO	HONOLULU CC	CC1	8/21/2023	\$ 123,540	Salary Adjustment
UWONO KOIKE*	DEETTE	VICE CHANCELLOR (UHWO)	WO	UH AT WEST OAHU	WO3	7/1/2023	\$ 176,628	Salary Adjustment
VIE*	STEPHANIE	ASSOCIATE DEAN	MA	OUTREACH COLLEGE	SM2	1/17/2020	\$ 171,828	Salary Adjustment
WALTON	CHAD	ASSISTANT VICE PROVOST	MA	OF VP FOR RESEARCH & SCHOLARSHIP	SM3	2/1/2022	\$ 204,888	Salary Adjustment
WHITE	BRENT	ASSISTANT PROVOST	MA	OFFICE OF THE PROVOST, UHM	SM3	6/15/2023	\$ 312,480	Salary Adjustment
WILLETS-VAQUILAR*	PRESHESH	DEAN (CC)	HO	HONOLULU CC	CC2	4/19/2024	\$ 132,120	Salary Adjustment
WILLIAMS	PHILIP	ACTING DEAN	MA	C OF NAT SCI	SM4	5/17/2024	\$ 220,236	Salary Adjustment
WILSON*	MELANIE	INTERIM VICE CHANCELLOR	WI	WINDWARD CC	CC3	7/6/2023	\$ 136,728	Salary Adjustment
WONG	LORRIE	ASSOCIATE DEAN	MA	NAWSON	SM3	8/1/2023	\$ 213,888	Salary Adjustment
WOO	RUSSELL	ASSOCIATE DEAN	MA	JABSOM	SM3	3/1/2024	\$ 121,157.40	Salary Adjustment
WRIGHT	ROBERT	DIR OF RESEARCH INSTITUTE	MA	HIGP	SM3	9/18/2020	\$ 229,380	Salary Adjustment
YAMAGUCHI	ROY	PROGRAM DIRECTOR	KA	KAPIOLANI CC	CC1	1/2/2024	\$ 207,096	Salary Adjustment
YAMAMOTO*	JESSICA	INTERIM ASST TO SENIOR EXECUTIVE	HI	UH AT HILO	H1	9/1/2023	\$ 112,248	Salary Adjustment
YOSHIMI	GARRET	VP FOR INFO TECH & CIO	SW	OF VP FOR INFORMATION TECH/CIO	SM4	1/5/2015	\$ 309,384	Salary Adjustment
YOUNG	KALBERT	VP FOR BUDGET & FINANCE/CFO	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM4	1/1/2015	\$ 309,384	Salary Adjustment



**VACANT POSITIONS**

TITLE	CAMPUS	OFFICE	GRADE	COMMENT
ACAD & STDNT AFFRS PGRM OFFCR	CC	OFF OF THE VP FOR COMM COLL	CC1	PENDING RECRUITMENT
DIR OF CONTINUING ED & TRNG	HA	HAWAII CC	CC1	PENDING REDESCRIPTION
PROGRAM DIRECTOR	HA	HAWAII CC	CC1	PENDING REDESCRIPTION
ASSOCIATE VICE CHANCELLOR, UHH	HI	ACADEMIC AFF UHH	H2	PENDING RECRUITMENT
DEAN, UHH	HI	ACADEMIC AFF UHH	H2	PENDING REDESCRIPTION
VICE CHANCELLOR	KA	KAPIOLANI CC	CC3	PENDING REDESCRIPTION
DIR OF CONTINUING ED & TRNG	KU	KAUAI CC	CC1	PENDING REDESCRIPTION
INST RESRCH & ANLYSIS PRG OFCR	LE	LEEWARD CC	CC1	PENDING REORGANIZATION
PROGRAM DIRECTOR	LE	LEEWARD CC	CC1	PENDING ESTABLISHMENT
DIRECTOR OF CAMPUS SERVICES	MA	ADMINISTRATION	SM2	PENDING REDESCRIPTION
ASSOCIATE DEAN	MA	C OF SOC SCI	SM2	IN RECRUITMENT
ASSOCIATE DEAN	MA	C OF SOC SCI	SM2	IN RECRUITMENT
DIRECTOR OF ADMIN SERVICES	MA	C OF TA & HR	SM1	PENDING OFFER
COUNTY ADMINISTRATOR	MA	C OF TA & HR	SM1	INCUMBENT STARTING 09/01/2024
COUNTY ADMINISTRATOR	MA	C OF TA & HR	SM1	IN RECRUITMENT
TITLE IX COORDINATOR	MA	EQUITY ASSURANCE OFFICE	SM1	PENDING REDESCRIPTION
ASST ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	PENDING REDESCRIPTION
DIRECTOR OF STUDENT AFFAIRS	MA	OFC OF VP FOR STUDENT SUCCESS	SM1	IN RECRUITMENT
U ACAD AFFRS PGRM OFFCR (UHM)	MA	OFFICE OF THE PROVOST	SM1	PENDING RECRUITMENT
DIR OF HEALTH SCIENCES	MA	OFFICE OF THE PROVOST	SM2	IN RECRUITMENT
DIR & PUBLSHR U PRESS	MA	OFFICE OF THE PROVOST	SM1	INTERIM APPOINTMENT
ASSOCIATE DEAN	MA	RES & DEAN OF GRAD DIV	SM2	OFFER MADE AND ACCEPTED
ASSOC DIR RESEARCH INSTITUTE	MA	RES & DEAN OF GRAD DIV	SM3	IN RECRUITMENT
DIR OF RESEARCH INSTITUTE	MA	RES & DEAN OF GRAD DIV	SM3	PENDING RECRUITMENT
ASSOCIATE DEAN	MA	RES & DEAN OF GRAD DIV	SM3	INTERIM APPOINTMENT
DIRECTOR OF INFO TECH (CC)	MU	MAUI COLLEGE	CC1	PENDING REDESCRIPTION
VICE CHANCELLOR	MU	MAUI COLLEGE	CC3	PENDING OFFER
DIR OF INFORMATION TECHNOLOGY	SW	ADMINISTRATION	SM2	PENDING RECRUITMENT
DIR OF INFORMATION TECHNOLOGY	SW	ADMINISTRATION	SM2	PENDING REDESCRIPTION
ASSOCIATE VICE PRESIDENT	SW	ADMINISTRATION	SM3	IN RECRUITMENT
DIRECTOR OF PROJECT DELIVERY	SW	ADMINISTRATION	SM2	PENDING REDESCRIPTION
ADMINISTRATIVE PROGRAM OFFICER	SW	ADMINISTRATION	SM1	IN RECRUITMENT
DIR OF PROCUREMENT	SW	ADMINISTRATION	SM2	IN RECRUITMENT

**VACANT POSITIONS**

TITLE	CAMPUS	OFFICE	GRADE	COMMENT
DIR OF INSTITUTIONAL EQUITY	SW	EQUITY ASSURANCE OFFICE	SM2	PENDING RECRUITMENT
UNIV ASSOC GENERAL COUNSEL	SW	OF SVP LG AF-U GN CL	SM2	IN RECRUITMENT
DIR OF RESEARCH SERVICES	SW	RES & DEAN OF GRAD DIV	SM2	PENDING REDESCRIPTION
DIR OF RESEARCH COMPLIANCE	SW	RES & DEAN OF GRAD DIV	SM2	INCUMBENT SERVING INTERIM APPOINTMENT
DEAN (CC)	WI	WINDWARD CC	CC2	IN RECRUITMENT

UNIVERSITY OF HAWAII  
BOARD OF REGENTS  
24 AUG -9 P 2:25



**DISCLAIMER – THE FOLLOWING ARE DRAFT MINUTES AND ARE SUBJECT TO FURTHER REVIEW AND CHANGE UPON APPROVAL BY THE BOARD**

**MINUTES**

**BOARD OF REGENTS MEETING**

**JULY 18, 2024**

A video recording of this meeting may be viewed at the Board of Regents website as follows:

[Meeting Video](#)

**I. CALL TO ORDER**

Chair Lee called the meeting to order at 9:02 a.m. on Thursday, July 18, 2024, at the University of Hawai'i (UH) at Mānoa, Bachman Hall, 1<sup>st</sup> Floor Conference Room 106A/B, 2444 Dole Street, Honolulu, Hawai'i, 96822, with regents participating from various locations.

Quorum (11): Chair Gabriel Lee; Vice-Chairs Laurie Tochiki and Laurel Loo; and Regents Neil Abercrombie, Lauren Akitake, Joshua Faumuina, William Haning, Wayne Higaki, Michael Miyahira, Diane Paloma, and Ernest Wilson.

Others in attendance: President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Academic Strategy Debora Halbert; VP for Community Colleges (UHCC) Erika Lacro; VP for Legal Affairs/UH General Counsel Carrie Okinaga; VP for Research and Innovation Vassilis Syrmos; VP for Information Technology/Chief Information Officer Garret Yoshimi; VP for Budget and Finance/Chief Financial Officer Kalbert Young; UH-Mānoa (UHM) Provost Michael Bruno; UH-Hilo (UHH) Chancellor Bonnie Irwin; UH-West O'ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Yvonne Lau; and others as noted.

**II. WELCOME NEW REGENTS MIYAHIRA AND FAUMUINA**

Chair Lee officially welcomed new Regents Miyahira and Faumuina to the board.

**III. APPROVAL OF THE MINUTES OF THE MAY 16, 2024 MEETING**

Chair Lee inquired if there were any corrections to the minutes of the May 16, 2024, meeting which had been distributed. Hearing none, the minutes were approved.

**IV. PUBLIC COMMENT PERIOD**

Board Secretary Lau announced that, while the Board Office did not receive any written testimony, one individual did sign up to provide oral comments.

Jill Nunokawa provided verbal remarks in support of the establishment and naming of the Leonard Hoshijo Endowed Chair in Labor Law at the University of Hawai'i William

S. Richardson School of Law (WSRSL) and the request to award the title of Dean Emeritus to Dr. Noreen Mokuau.

**V. ADOPTION OF RESOLUTIONS HONORING UNIVERSITY OF HAWAI'I REGENTS ALAPAKI NAHALE-A AND ABIGAIL MAWAE**

Chair Lee stated resolutions honoring former University of Hawai'i Regents Alapaki Nahale-a and Abigail Mawae were contained within the meeting materials.

Regent Higaki moved to adopt the resolutions honoring University of Hawai'i Regents Alapaki Nahale-a and Abigail Mawae and the motion was seconded by Regent Wilson.

Regents offered their thanks to Regent Emeritus Nahale-a and Regent Emeritus Mawae for their service and commitment to the university and outstanding work as members of the board. Each was praised for their contributions to board discussions, professionalism, insight, sense of responsibility, kindness, courtesy, and friendship. Regent Emeritus Nahale-a was especially commended for his patience, leadership, guidance, mentorship, and grace under pressure, particularly during his tenure as board chair. It was noted their presence on the board will be missed.

There having been a motion that was moved and seconded, a roll call vote was taken, and the motion carried with all members present voting in the affirmative.

**VI. REPORT OF THE PRESIDENT**

**A. Update on Enrollment**

Overall fall headcount enrollment and student semester hour numbers are up slightly from the same time last year and continue to hold steady. This is especially good news given UHM's change to its registration schedule to improve student services whereby first-time full-time freshman are registering for classes about two weeks closer to the start of the school year. As such, the usual comparisons to prior year data based on days before the beginning of instruction are, at present, significant underestimates. Degree-seeking student headcount is already up almost three percent, despite the change in UHM's registration schedule; undergraduate continuing enrollment is currently up over six percent; Native Hawaiian Pacific Island enrollment is up over four percent; resident enrollment is up nearly three percent; and undergraduate transfer enrollment is slightly up (0.4 percent). President Lassner stated he will be able to provide the board with a better picture of enrollment at the university during next month's board meeting, which is much closer to the start of instruction.

The overall impacts on enrollment resulting from issues associated with the Free Application for Federal Student Aid (FAFSA) discussed at the April 18, 2024, board meeting are still unknown both in Hawai'i and across the country. However, the number of State of Hawai'i Department of Education students from the class of 2024 who have completed their FAFSA has seen a substantial drop with just 49.9 percent of percent of these individuals completing their FAFSA as of July 5, 2024, as compared to 59.3 percent doing so by this time last year, although these figures are still ahead of the national average of 46.6 percent. President Lassner underscored the efforts,

commitment, and diligence of all campuses throughout the university system regarding the packaging of FAFSA-related aid for students despite challenges with the FAFSA application process. He stated that the four-year campuses have already been notifying students about their offers and the community colleges expect to do the same shortly.

### **B. Final Fiscal Year (FY) 2024 Extramural and Philanthropy Numbers**

The university did remarkably well in securing extramural research funding for FY 2024 surpassing the \$600 million threshold for the first time with just over \$615 million being received for the fiscal year. This marks the third year in a row in which the university has set a record with respect to these numbers.

For the fourth year in a row, philanthropic donations have exceeded \$100 million with just under \$115 million being secured for FY 2024. While not a record, the amount received represents the highest total in philanthropic funding in a year without a so-called unicorn gift, or gift over \$50 million, and is indicative of a steady growth in base giving to the university. Although these figures in-and-of themselves are outstanding, President Lassner emphasized that every one of these donations represents an increase in trust in the work of the university, as well as its faculty and students.

### **C. Willard Wilson Award for Distinguished Service**

President Lassner and the board presented Dr. Kathleen Kane, UHM Director for the Office of Faculty Development and Academic Support, with the Board of Regents' Willard Wilson Award for Distinguished Service to the University of Hawai'i (Willard Wilson Award) which is named in honor of long-time university administrator and secretary of the board, Willard Wilson, who set the standard for exemplary service to the university during his 40-year career. President Lassner spoke about Dr. Kane's dedicated service to the university over the course of more than three decades; noted some of the numerous programs and activities she played a role in initiating, oversaw, coordinated, or supported such as new faculty orientation, teaching assistant training, and professional development workshops; highlighted her efforts to spearhead the design and creation of several innovative classroom spaces at UHM including the award winning Sakamaki Innovation Zone, Webster Collaborative Classroom, and the recently completed Dean Hall Culture Lab; expressed his gratitude for her commitment to the university; and remarked that Dr. Kane's work will undoubtedly leave an indelible mark on teaching and learning at UH.

### **D. Other**

The Institute for Astronomy (IfA) has been selected by National Aeronautics and Space Administration (NASA) to continue to operate the agency's Infrared Telescope Facility (IRTF) on Maunakea. Among its many science programs, IRTF is used to identify asteroids and comets that may pose a threat to Earth and therefore serves as a primary asset in NASA's planetary defense system. The NASA contract with the university has a maximum potential value of approximately \$85.5 million and could extend through December 2033. The university was careful to communicate to NASA that the Mauna Kea Stewardship and Oversight Authority (MKSOA) will determine the

future of all Maunakea observatories, including the facility housing the IRTF, following the transition of stewardship responsibilities from the university to this entity no later than 2028.

President Lassner spoke about Hawai'i's critical role in planetary defense which relies on multiple instruments located around the globe to serve as an early warning system for potential interstellar impacts with the Earth. In addition to the abovementioned IRTF, he noted IfA's Panoramic Survey Telescope and Rapid Response System (Pan-STARRS) located on Haleakalā which conducts surveys comparing current and prior space imagery to detect near-Earth objects with the potential for an astronomical collision event, and the asteroid impact early warning system known as the Asteroid Terrestrial-impact Last Alert System, or ATLAS, which was developed by the university with sites on Mauna Loa and Haleakalā, as well as in Chile and South Africa, and is used to detect smaller near-Earth objects a few weeks to days before impacting Earth.

## **VII. AGENDA ITEMS**

### **A. Update on Board of Regents Resolution 23-01: [Resolution To Further Act on Items Relating to Maunakea Management](#)**

- 1. Report by the Center for Maunakea Stewardship**
- 2. Address by MKSOA Officials**
- 3. Discussion Regarding the Work of the Co-Management and the Transition Working Groups**

Dr. Greg Chun, Executive Director of UHH's Center for Maunakea Stewardship (CMS), presented an update on work being done to meet the terms of directives contained within Board of Regents Resolution 23-01 in relation to the university's stewardship and management of Maunakea. He reviewed the status of CMS's compliance with several of Board Resolution 23-01's action items, including the decommissioning of the Caltech Submillimeter Observatory and UHH's Hōkū Kea teaching telescope, and the establishment and locating of a new educational telescope facility at Hale Pōhaku, although this project has been paused pending MKSOA's creation of a management plan for Maunakea. He also pointed out the areas of Maunakea currently managed by the university, the largest being the Maunakea Science Reserve which consists of just over 11,300 acres of land, along with their respective lease expiration dates; highlighted a few of the activities of the CMS Ranger Program, such as the protection of natural resources, the provision of public safety and emergency response services, and visitor education, as well as the Program's recognition as the Research Corporation of the University of Hawai'i's team of the year for 2023; spoke about the university's ongoing stewardship and resource management efforts on Maunakea including the monitoring of cultural and historic sites, the removal of invasive species, and the propagation of native plants via conservation partnerships; touched upon the four main objectives of CMS's community education and outreach efforts, which are primarily based upon the philosophy of Maunakea being the kumu and the mauna serving as the classroom, mentioning several community engagement activities

which have taken place over the past year; and talked about the creation of interpretive and interactive exhibits at the newly renovated Visitor Information Station that are grounded in Hawaiian knowledge and science and will provide individuals visiting the mountain with a better understanding of Maunakea as a storied Hawaiian place, with a dynamic, living, Hawaiian culture.

In addition to the aforementioned matters related to Board Resolution 23-01, Dr. Chun offered details on the establishment of MKSOA via Act 255, Session Laws of Hawai'i 2022 (Act 255), stating this newly created State agency will be assuming complete control of matters related to Maunakea lands upon the expiration of a five-year transition period in 2028. He then proceeded to talk about some of Act 255's declarations and requirements, in particular, provisions with the potential to impact the execution of Board Resolution 23-01's action items, such as the decommissioning of three additional telescopes and the establishment of a new educational telescope, along with those related to MKSOA's post-transition authority and the joint management of Maunakea lands during the transition period; highlight the university's and CMS's efforts to facilitate a smooth transition of jurisdictional authority to MKSOA through the provision of educational and administrative support, among other things; note a few of the issues that would fall under the auspices of MKSOA, like the approval of leases and issuance of permits for Maunakea lands; discuss the current project approval process as provided for in the Master Plan for the University of Hawai'i Maunakea Lands (Master Plan) approved by the board in 2022 and efforts undertaken to incorporate MKSOA into this process; and go over the particulars of a CMS-proposed organizational structure with respect to the university and MKSOA's joint management of Maunakea lands which is currently under consideration.

Regent Higaki left at 10:18 a.m.

For the edification of newer regents, Chair Lee provided information on the relationships between some of the entities presently responsible for managing and stewarding Maunakea, including CMS and the Mauna Kea Management Board, and MKSOA.

Referencing the Master Plan's project approval process, Regent Abercrombie sought clarification as to whether already-approved projects would be routed through MKSOA given the modification of project review procedures due to the passage of Act 255. Dr. Chun replied that projects which have already been approved would not be subject to this recently-added review.

Regent Akitake asked about the status of CMS's proposed organizational structure for the joint management of Maunakea lands and whether all parties involved were agreeable to this plan. Dr. Chun stated a version of this proposal was originally put forth in December 2023 but has since been refined. However, to fully agree to, vet, establish, and implement this plan, MKSOA needed to bring on its management team, which the entity has only recently done. As such, CMS's proposal remains under discussion at present. With respect to agreement on the plan by all parties involved, Dr. Chun remarked that he could not speak for MKSOA but noted CMS is comfortable with the proposal as presented. He also mentioned the University of Hawai'i Office of

General Counsel's desire to have this proposal, or other similar agreement between parties on the joint management of Maunakea lands, be officially approved via the adoption of resolutions by both MKSOA and the board.

Regent Abercrombie shared his thoughts on the legal obligations and authority of the university, MKSOA, and the Department of Land and Natural Resources (DLNR) with respect to Maunakea lands and their associated projects in light of Act 255. He then inquired if his belief that the university and DLNR were the legally responsible authorities for managing and stewarding Maunakea until such time these duties were fully transferred to MKSOA was correct. Dr. Chun responded that, at the June 28, 2024, meeting of the Board of Land and Natural Resources (BLNR), it was made abundantly clear by the BLNR Chair that BLNR holds the university responsible for all obligations under its permits, leases, and approved management plan until the transition.

A brief discussion ensued between Regent Abercrombie and Dr. Chun on the university's involvement in the permitting process for projects on Maunakea and the joint management of Maunakea lands during the five-year transition period from an operational perspective.

Citing the decommissioning of the Caltech Submillimeter Observatory and UHH's Hōkū Kea teaching telescope, Regent Paloma asked if she understood correctly that Act 255 could affect efforts to decommission three additional telescopes on Maunakea as noted in Board Resolution 23-01. Additionally, she sought a brief explanation on the restoration of land once the decommissioning of a telescope was completed. Dr. Chun responded that, similar to the situation involving the construction of a new educational telescope previously mentioned, conversations on efforts to decommission three additional telescopes on Maunakea have been paused pending MKSOA's creation of a management plan for the mountain. He also went over the three levels of restoration identified in the Mauna Kea Comprehensive Management Plan, highlighting the components of each; pointed out the decision as to which level of restoration is executed is determined after careful analysis of a variety of factors; and presented post-restoration images of the Caltech Submillimeter Observatory and UHH's Hōkū Kea sites.

At the invitation of Chair Lee, John Komeiji, Chair of MKSOA, shared his thoughts on the roles and responsibilities of MKSOA as laid out in Act 255 emphasizing the uniqueness of this entity in the sense that it was created to give a voice to individuals who believed they were not being heard on issues regarding Maunakea, particularly with respect to the construction of the Thirty Meter Telescope. He talked about what he felt were the main goals of MKSOA based upon statutory requirements and conversations with legislators and community members; mentioned the entity's diverse membership; noted operational challenges encountered by MKSOA since its inception, such as the inability to hire staff; discussed some of the work being done by MKSOA and its recently appointed management team including, among other things, the formation of a permitted interaction group to determine how MKSOA should proceed with the development of its master plan for Maunakea; and offered insights on MKSOA-initiated community meetings on issues concerning Maunakea which, in his opinion, were positive. He also



expressed his belief that progress is being made on matters related to Maunakea, albeit slowly.

John De Fries, Executive Director of MKSOA, then spoke about some of MKSOA's recent hires and the positive impact these individuals are expected to have on the body's work due to their plethora of experience and discussed the co-management proposal for Maunakea lands put forth earlier by Dr. Chun stating that, in essence, portions of the plan are becoming operationalized given that the Maunakea Joint Management Committee will be holding its first meeting next week and every two weeks thereafter.

Regent Emeritus Ben Kudo, who currently serves as the board's representative on MKSOA, provided the basis for the creation of MKSOA's Co-Management Working Group and Transition Working Group and described the tasks each was charged with accomplishing including addressing uncertainties with respect to jurisdictional, operational, administrative, and policy issues brought about by the joint-management requirement of Act 255 and the methodology for conveyance of the university's Maunakea liabilities and assets to MKSOA. He also highlighted some of the actions already undertaken by each of the working groups to achieve their respective tasks; summarized a few of the activities and processes the working groups expect to engage in over the next several months; and shared his perspectives on Board Resolution 23-01 and its action items, which he feels should be updated to more accurately reflect the current situation.

A conversation took place between Regent Abercrombie and Mr. Komeiji on the fulfillment of the university's roles, responsibilities, and obligations relative to Act 255 and Board Resolution 23-01 and the necessity of clarifying and moving forward on these matters in a timely fashion.

## **B. Strategic Plan Implementation Update**

VP Halbert gave a brief overview of the development of the University of Hawai'i System Strategic Plan 2023-2029 (Strategic Plan), which was adopted by the board in November 2022, noting its structure and foundational principles, and provided a synopsis of general activities to implement the Strategic Plan that have occurred over the past academic year. She then introduced the leads for each of the four imperatives encompassed by the Strategic Plan who would be providing implementation updates on their respective subject areas.

Chancellor Benham, Farrah-Marie Gomes, Associate VP (AVP) for Student Affairs, Alan Rosenfeld, AVP for Academic Programs and Policy, Della Teraoka, UHCC VP for Academic Affairs, and VP Syrmos discussed the goals and objectives of the Strategic Plan's four imperatives of Kuleana to Native Hawaiians and Hawai'i, Developing Successful Students for a Better Future (Student Success Imperative), Meeting Hawai'i's Workforce Needs of Today and Tomorrow, and Diversifying Hawai'i's Economy through Innovation and Research (Innovation Imperative); spoke about the progress being made in attaining these goals and objectives; mentioned a number of strategies, processes, university and external community engagement events, and other activities undertaken to develop and refine each imperative; pointed out some of the

priorities and major initiatives of each imperative as well as accomplishments and milestones achieved; noted the establishment of key indicators and metrics to ensure desired outcomes are being met; and went over various next steps expected to be taken with respect to future implementation of the imperative. Chancellor Benham also provided background information on the creation of Hawai'i Papa O Ke Ao, an organization that was instrumental in developing the Kuleana Imperative.

Regent Higaki returned at 11:27 a.m.

Regent Haning solicited further information about a statement made by VP Syrmos related to the State's renewable energy goals during his discussion on the Innovation Imperative. VP Syrmos stated that the State would be hard-pressed to meet its goal of achieving 100 percent clean energy production by 2045 if it solely relies on wind and solar energy generation methodologies. As such, one of the Innovation Imperative's initiatives is to accelerate research on developing alternative means of renewable energy generation including geothermal and green hydrogen.

Regent Miyahira suggested including biosecurity issues and time-to-degree metrics within the Innovation and Student Success imperatives respectively. He also asked if the university was taking steps to encourage enrollment in specific academic programs, especially in those where there is a large or community workforce need. VP Syrmos stated the university is currently conducting research on a number of biosecurity matters and was recently awarded a significant federal grant related to this topic. VP Halbert noted time-to-degree metrics have already been incorporated into the Student Success Imperative and has been showing signs of improvement over time. Given the administration's critical interest in this issue, she stated work on the Student Success Imperative has involved the analysis of several strategies to address this subject and will continue to do so. Concerning the university's actions to encourage enrollment in particular educational programs, VP Halbert responded that the administration is hoping opportunities such as the just announced zero percent interest loan program for engineering student tuition will help promote enrollment in specific academic disciplines. Should projects such as these experience success, the administration could then adapt them to other degree programs.

### **C. Consent Agenda**

- 1. Board Approval of Amendments to Regents Policy (RP) 5.211 Admissions**
- 2. Board Approval of Contracting of the Migration and Ongoing Operation of the Kualii Financial System to the Kualii Fully Hosted Version (Fully Hosted Software-as-a-Service)**
- 3. Board Approval of a \$500.00 Per Semester Professional Fee for the Doctor of Pharmacy Program at the University of Hawai'i at Hilo**

A brief discussion occurred between Regent Abercrombie, President Lassner, VP Halbert, and Chancellor Irwin regarding the different admission standards for the university's four-year institutions, the rationale for these differences, and the minimal impacts, if any, this has on applicants.



Regent Abercrombie asked if the amendments to RP 5.211 and the aforementioned distinction in admission requirements affected articulation. VP Halbert stated that neither the amendments to RP 5.211 nor campus admission requirements have an impact on articulation.

Regent Wilson moved to approve the consent agenda, seconded by Vice-Chair Loo, and the motion carried with all members present voting in the affirmative.

Given that Agenda Items D and E addressed similar subject matters, Chair Lee suggested the board receive information on both items concurrently and vote on these items simultaneously. He asked if there were any objections to proceeding in this manner. No objections were raised.

**D. Approval of the Establishment and Naming of the John C. Couch Endowed Chair in Hepatology at the University of Hawai'i John A. Burns School of Medicine (JABSOM)**

Provost Bruno provided information on a financial commitment received from John C. Couch to establish and name the John C. Couch Endowed Chair in Hepatology at JABSOM stating the purpose of establishing and funding this endowed chair is to recruit and retain talented faculty and provide the recipient with resources to enhance research, education, and community outreach missions in the field of Hepatology.

**E. Approval of the Establishment and Naming of the Dr. Ken and Mrs. Gemie Arakawa Endowed Chair in Medicine at JABSOM**

Provost Bruno presented information on a financial commitment received from Dr. Ken and Mrs. Gemie Arakawa to establish and name the Dr. Ken and Mrs. Gemie Arakawa Endowed Chair in Medicine at JABSOM. The purpose of establishing and funding this endowed chair is to recruit, support, reward, and retain talented faculty and provide the recipient with resources to enhance the research, education, and community outreach missions of the Department of Medicine at JABSOM.

At the conclusion of his presentation, Provost Bruno introduced Dr. Thomas Samuel Shomaker, the newly appointed Dean of JABSOM.

Regent Haning moved to approve the establishment and naming of both the John C. Couch Endowed Chair in Hepatology and the Dr. Ken and Mrs. Gemie Arakawa Endowed Chair in Medicine at JABSOM, seconded by Regent Miyahira, and the motion carried with all members present voting in the affirmative.

**F. Approval of the Establishment and Naming of the Leonard Hoshijo Endowed Chair in Labor Law at the UHM William S. Richardson School of Law**

President Lassner briefly spoke about Leonard Hoshijo, espousing his lifelong dedication to public service and advocacy, and presented information on a financial gift of \$7,000,000 from the Leonard Hoshijo Memorial Foundation for the establishment of an Endowed Chair in Labor Law at the UHM William S. Richardson School of Law. He noted information contained in the materials packet regarding the purpose for

establishing and naming the endowed chair and stated that this is the largest cash or outright gift funding an endowed chair in university history.

As a student enrolled in the UHM William S. Richardson School of Law, Regent Faumuina acknowledged the work of Leonard Hoshijo and expressed his thanks to the Hoshijo family and the Leonard Hoshijo Memorial Foundation for this generous financial commitment.

Regent Miyahira moved to approve the establishment and naming of the Leonard Hoshijo Endowed Chair in Labor Law at the UHM William S. Richardson School of Law, seconded by Regent Akitake, and the motion carried with all members present voting in the affirmative.

### **G. Approval of a Request to Award the Title of Dean Emeritus to Dr. Noreen Mokuau**

Provost Bruno referenced the numerous achievements and extraordinary accomplishments of Dr. Noreen Mokuau spelled out in the memo for this request, stating that her positive and valuable contributions to the university, as well as decades of dedicated service, merits approval of the awarding of the Emeritus/Emerita title.

Regent Wilson voiced his strong support for this request and moved to grant the title of Dean Emeritus to Dr. Mokuau as recommended. The motion was seconded by Regent Haning and the motion carried with all members present voting in the affirmative.

### **H. Legislative Update**

VP Young reviewed the university's operating and capital improvement project (CIP) budgets approved for the second year of the 2023-2025 Fiscal Biennium. He presented a comparison between the university's initial, board-approved operating and CIP budget requests, to actual appropriations contained with the budget approved by the governor, highlighting reductions made via line-item veto as well as those items funded through non-recurring sources of revenue. He also discussed the operational and fiscal impacts of the governor's decision to line-item veto roughly \$40 million in cash-funded capital projects encompassed within Fiscal Year (FY) 2023-2024 CIP budget appropriations, noting much of this money has already been committed or encumbered; went over the status of select bills of interest taken up by the Legislature this session that had the potential to impact the university or the board; spoke about several single chamber and concurrent resolutions related to the university that have been adopted; noted that Regent Miyahira had been officially confirmed by the State Senate; and, although they had already passed, talked about the deadlines in June and July for the governor to act upon bills passed by the Legislature.

Regent Abercrombie sought clarification on the reduction in funding for projects from the FY 2023-2024 CIP budget with an existing encumbrance. VP Young explained that the State's current financial need along with the methodology of using general funds to pay for these projects were the root causes for the reductions in CIP funding made by the governor. As these monies were already encumbered, the administration has

begun the process of identifying projects jeopardized by the line-item veto reductions and determining ways to supplant these funds using monies in the FY 2024-2025 CIP budget. The university has also been working with the State Department of Budget and Finance to accommodate the utilization of FY 2024-2025 funds to pay for the FY 2023-2024 projects. Regent Abercrombie asked whether this meant some of the university's capital projects for FY 2024-2025 could experience delays or be postponed. VP Young replied in the affirmative.

In light of the abovementioned responses, a conversation ensued between Regent Abercrombie, VP Young, and Chair Lee regarding the process for addressing the noted issues relative to the university's operational and CIP expenditure plans for the current fiscal year and the necessity of ongoing dialogue between the board and administration on this matter.

### **VIII. EXECUTIVE SESSION (closed to the public)**

Regent Wilson moved to convene into executive session, seconded by Vice-Chair Loo, and with all members present voting in the affirmative, the board approved convening in executive session to consider the hire, evaluation, dismissal, or discipline of an officer or employee, where consideration of matters affecting privacy will be involved, pursuant to Section 92-5(a)(2), Hawai'i Revised Statutes (HRS), and to consult with the board's attorneys on question and issues pertaining to the board's powers, duties, privileges, immunities, and liabilities, pursuant to Section 92-5(a)(4), HRS.

The meeting recessed at 12:32 p.m.

Chair Lee called the meeting back to order at 1:38 p.m. and announced that the board met in executive session to discuss the matters as stated on the agenda.

### **IX. AGENDA ITEMS (Continued)**

#### **A. Personnel Actions (Attachment A-1 for approval)**

Regent Wilson moved to approve the reappointment of Dr. Debora Halbert as VP for Academic Strategy and the appointment of Dr. Makenakauhaneola (Makena) Coffman, Professor, as Academic Program Officer (Director of the Institute for Sustainability and Resilience), UHM, as requested by the administration, seconded by Regent Haning, and the motion carried with all members present voting in the affirmative.

#### **B. Approval of Settlement of Civil Actions Entitled: (1) Ekins-Coward v. University of Hawai'i, et al., Civil No. 17-1-0036-01; and (2) Ekins-Coward v. University of Hawai'i and Firms Claims Services, Case No. AB 2018-282, DCD No. 2-16-48915, on Appeal to the Intermediate Court of Appeals, State of Hawai'i (CAAP-23-0000303)**

Chair Lee stated this agenda item concerned the settlement of litigation and was discussed extensively in executive session.

Regent Miyahira moved to approve the settlement of civil actions entitled: (1) Ekins-Coward v. University of Hawai'i, et al., Civil No. 17-1-0036-01; and (2) Ekins-Coward v. University of Hawai'i and Firms Claims Services, Case No. AB 2018-282, DCD No. 2-16-48915, on Appeal to the Intermediate Court of Appeals, State of Hawai'i, (CAAP-23-0000303), seconded by Regent Haning, and the motion carried with all members present voting in the affirmative.

#### **X. ANNOUNCEMENTS**

Chair Lee announced that the next board meeting was scheduled for August 15, 2024, at the University of Hawai'i Maui College.

Regent Abercrombie pointed out the American Volleyball Coaches Association announcement of its Team Academic Awards for the 2023-24 academic year with the Rainbow Warrior men's volleyball team and the Rainbow Wahine beach volleyball team each gaining recognition and congratulated both programs for this accomplishment.

#### **XI. ADJOURNMENT**

There being no further business, Chair Lee adjourned the meeting at 1:40 p.m.

Respectfully Submitted,

Yvonne Lau  
Executive Administrator and Secretary  
of the Board of Regents

# Item IV.

Report of the President  
A-C

**NO MATERIALS  
ORAL REPORT**

# Item IV.D.

University of Hawai'i  
Maui College Campus  
Presentation

# MATERIALS



UNIVERSITY of HAWAII®  
**MAUI COLLEGE**

---

**Board of Regents**  
August 2024

# About UH Maui College

## Maui College is a community college offering;

- 21 Associate degrees
- 2 Baccalaureate degrees
  - Applied Business & Information Technology
  - Sustainable Science Management

Accredited by the WASC Senior College and University Commission (WSCUC)

Offer additional Bachelors, Masters, and PhD degrees from other UH campuses via the University Center

Maui College serves a Tri-isle county  
Outreach sites on Moloka'i, Lāna'i, and Hāna





# Fall 23 Demographics

## Gender

Female	62%
Male	34%

## Age

21 or younger	58%
22 to 30	20%
31 to 40	12%
40+	11%

Part-time Students	77%
Full-time Students	23%

Native Hawaiian	30%
Filipino	21%

# 32%

Pell Recipients

# 46%

First Generation

# 2695

Continuing Education



# Addressing our Enrollment Decline



## Address Enrollment Gaps

- COVID has impacted enrollment
- First-time student numbers and persistence are down
- Refocus our efforts on supporting students both face-to-face and electronically

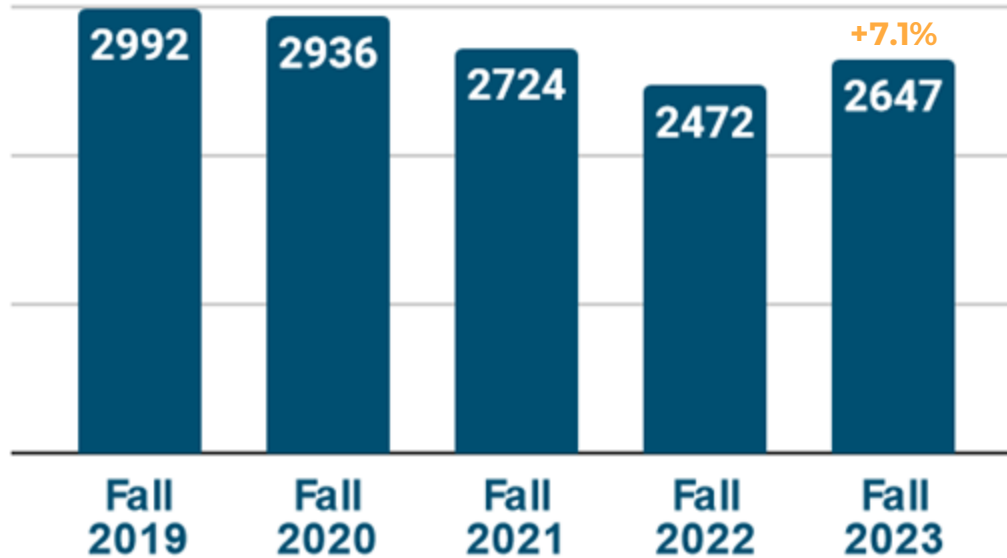
## Synching to Maui Nui Needs

- UHMC Conducted a Campus and Community Needs assessment in 2020
- A Workforce Needs Assessment is in progress
- Merging of non-credit and credit programs to create pathways to work or a degree
- Complete strategic planning this year

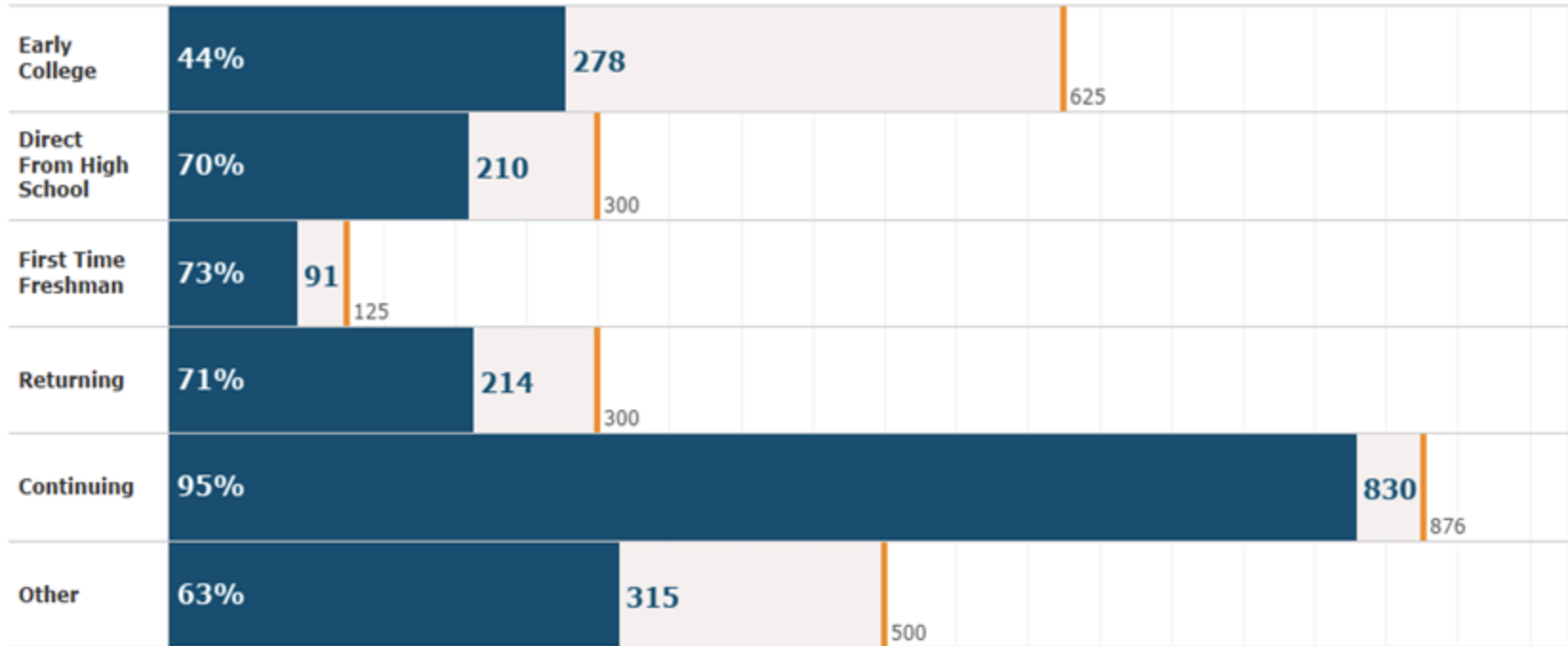
## Rightsizing the Organization in Line with Our Enrollment

- Significant cuts were made to our budget to align to our declining enrollment
- UHMC has reduced its physical footprint
  - Shutdown the Lāhaina Ed Center
  - Transferring Moloka'i farm to CTAHR

# UHMC Enrollment



# Enrollment Targets - 3% increase set by campus



# Kula and Lāhaina Wildfire Disaster

August 8, 2023



# UHMC in Service to Maui Nui in a Pandemic

## *We were there!*

- UHMC in Partnership with DOH administered over 30 thousand COVID shots on our campus.
  - UHMC Culinary students prepared meals to feed vax clinic volunteers.
- UHMC has administered thousands of COVID tests to our students and the Maui Community
- DOH and National Guard utilized UHMC facilities to perform contact tracing





# Maui Food Hub



- Day after fire started producing meals for those impacted
- August 28 - School begins - Students return
  - Culinary goes to a modified curriculum for the first 8 weeks
  - Those interested are offered a paid internship
    - Students work alongside chefs providing 3 meals a day 7 days a week.
    - Returned to regular curriculum on October 9
- At its peak served more than 12,000 meals a day
  - Prepared more than 200,000 meals out of Pā'ina
- Fed Lahainaluna Football Team & DOE

# Community Hub

- FEMA DRC was on campus for 8 weeks
- HiEMA utilizes office space to administer their programming
- Maui United Way is utilizing office space to administer wildfire relief
- Provide meeting space for DOH and other non profits in support of impacted by the wildfires





# Faculty & Staff Support

- 10 members of our staff were directly impacted by the wildfires.
- 3 lost their homes in the fire
- 2 sustained heavy home damage from the Lāhaina fires
- UHMC/UHF/UHPA provided direct financial support to our staff impacted by the wildfires



# Support for Lahainaluna High School Seniors

- Free Tuition to LHS Seniors and for Early College
- Continued support of current UH students
- Assessed the Mental Health needs of our Lahainaluna students
- Assisting with deployment of NH health practitioners
- UH College Fair
- Hired counselors to assist with onboarding to UH
- Got to see Iam Tongi pre-show



# Lāhaina Student Data at UHMC

## Fall 23

263 Students

## Spring 24

242 Students

Degree Seeking	59%
Early College	37%
Unclassified	4%

## Fall Demographics

Filipino	33%
Caucasian	21%
Mixed	19%
Native Hawaiian	17%
Other	10%





# Lahainaluna High School

## Class of 2024

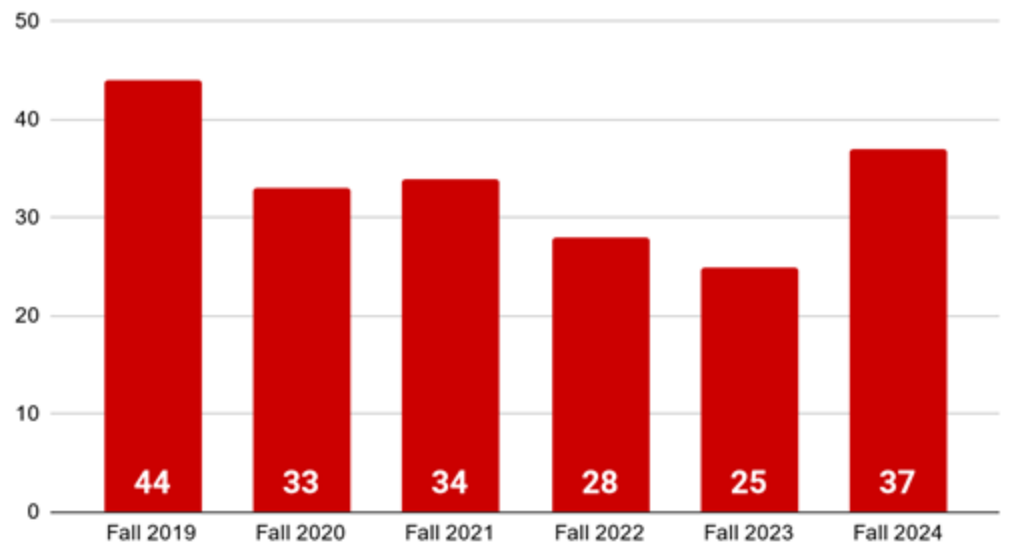
# 37

Class of 2024 currently registered at UHMC

# 76%

Class of 2024 registered as full time

### Lahainaluna to UHMC Enrollment



# Lāhaina Aid Timeline



## Fall 23

- \$940,000 direct financial assistance to Lāhaina students. 330 UHMC and 140 Other UH
- \$144,000 scholarships to culinary students whose program was affected
- \$21,500 to apprenticeship, non credit students
- \$50,000 to Native Hawaiian and STEM students affected by the fires
- \$66,000 given to Faculty
- Laptop/Wifi rentals with donations from West O'ahu, Kapi'olani
- Hosting distance programs personnel to meet with Lāhaina students
- Food boxes, food vouchers
- Direct outreach of staff traveling to Lāhaina



## Spring 24

- \$139,000 additional disbursements to new and continuing Lāhaina students
- 56 New laptops given to Lāhaina students to keep
- \$30,000 additional given to Faculty

## Summer 24

- \$34,000 given to assist with summer tuition costs
- \$19,000 for food assistance initiatives for students



# In service to Maui Nui Post Wildfires



# New Workforce Development for Lāhaina & Kula

Pre-apprenticeship Carpentry Training and Internship (HRCC)

Pre-apprenticeship Plumbing Training and Internship (UA Local 675)

Pre-apprenticeship Painters, Glaziers, Floor Layers, Tapers, Specialty Workers (District 50)

Intro to Building Construction

Intro to Building Maintenance with plumbing, electrical, and appliances (Hale Mahaolu, Hotels, County)

Intro to Building Automated Management Systems Service Technician (Johnsons Controls)

Intro to Advanced Manufacturing

Ongoing Certifications: OSHA 10--CPR/First aid for construction, Forklift

Basic Computing (County)

Office administration training (County, State, and DOE)

Certified Nurse Aide Recertification (Long term care)

Culinary Foundational Skills Saturday Series (Food service)

Fashion Technology Incubator Series (Entrepreneurs)



# PU'UHONUA KAULUWEHI

- Establish biocultural refuges supporting the cultivation of native plants to accelerate landscape-scale agroecological resilience, food security and community well-being strategies.
- Grow plants for replanting in Lāhaina and Kula to address erosion.



## Project Partners:



UNIVERSITY of HAWAII<sup>™</sup>  
MAUI COLLEGE

# UHMC Water Quality Lab

## Lāhaina Recovery: Nearshore Ocean Study

- Dr. Andrea Kealoha NSF Grant: Coral Reef Stress Responses to an Urban Fire
- UHMC Water Quality Laboratory is the 'home base' for equipment and instrumentation on Maui
- Gregory Masessa (UHMC WQ Lab Technician) assists with all field work
  - Water Sampling
  - Deployment/ Retrieval/ Maintenance of Autoanalyzers
  - Filtering & Processing Samples



# Hulihia Center for Sustainable Systems

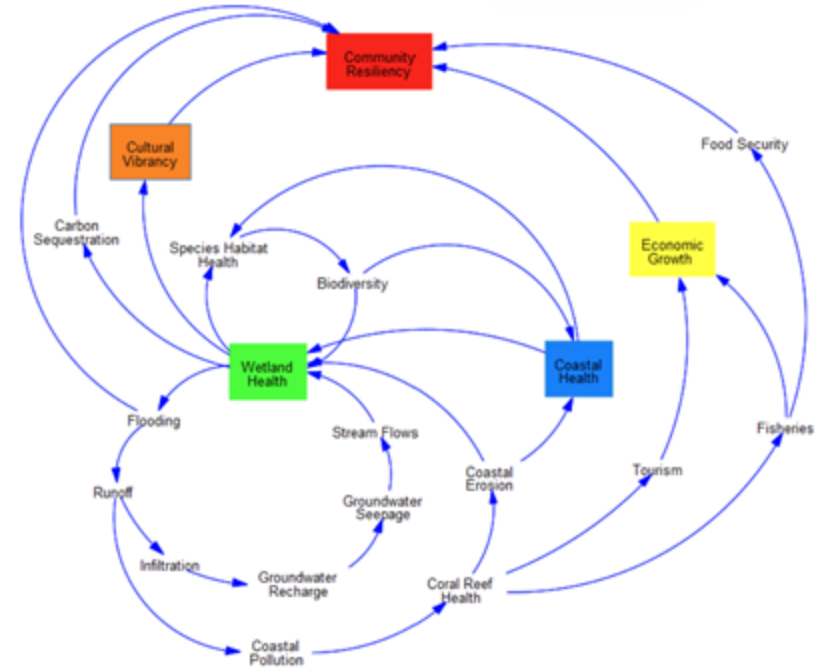
## Revitalizing Lāhaina Project

Harnessing Indigenous Wisdom, Community Insights,  
& Advanced Systems for a Resilient Future

- Stakeholder Map
- Mokuhinia Restoration System

Three of our Fellows are exploring these systems relating to Lāhaina

- Community Fire Resiliency System
- Food Security System
- Transportation System



*System draft of Mokuhinia Restoration*

# Challenges and Opportunities



- UHMC Employee Exodus - Reimagine Service Delivery
- Enrollment - Define our market
- Facilities - Partnerships
- Lāhaina long term - Build on our strengths

# Mahalo

---

Lui K Hokoana, Chancellor

[Lhokoana@hawaii.edu](mailto:Lhokoana@hawaii.edu)

X- 808-984-3636





UNIVERSITY of HAWAII®  
**MAUI COLLEGE**





UNIVERSITY  
of HAWAII  
SYSTEM

‘Ōnaehana Kulanui o Hawai‘i

UNIVERSITY OF HAWAII  
BOARD OF REGENTS

24 JUL 26 A9:18

Garret T. Yoshimi  
Vice President for Information Technology  
and Chief Information Officer

dts 24356B

July 25, 2024

**MEMORANDUM**

TO: Gabriel Lee  
Chair, Board of Regents

Lauren Akitake  
Chair, Committee on Institutional Success  
Board of Regents

VIA: David Lassner  
President

Kalbert K. Young  
Vice President for Budget & Finance and Chief Financial Officer

FROM: Garret T. Yoshimi  
Vice President for Information Technology and Chief Information Officer

Garret Yoshimi  
2024.07.25  
15:47:10 -10'00'

SUBJECT: AUTHORIZING THE UNIVERSITY OF HAWAII TO CONTINUE TO LEAD THE STATE BROADBAND INITIATIVE, AND ENTER INTO GROUND LEASES WITH GOOGLE LLC'S SINGLE PURPOSE ENTITY FOR REAL PROPERTIES AT KAUA'I COMMUNITY COLLEGE AND THE UNIVERSITY OF HAWAII WEST O'AHU

SPECIFIC ACTION REQUESTED:

We request that the Institutional Success Committee recommend to the Board of Regents ("BOR") approval of authorization for the Administration to continue its leadership role with the State of Hawai'i's critically important broadband initiative to augment our aging fiber connections ("Broadband"), and for entry into two ground leases ("Ground Leases") with Google LLC's single purpose entity ("SPE") controlled by Google ("Google" or "Lessee").

This project has previously been briefed to the BOR, including the scope and regarding the University's leadership role on the project. The project is of broader significance than just for the University's benefit, and the University's role has therefore been championed

2520 Correa Road, IT Center, 6th Floor  
Honolulu, Hawai'i 96822  
Telephone: (808) 956-3501  
Fax: (808) 956-7322

An Equal Opportunity/Affirmative Action Institution

Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 2

by broader stakeholders, including at the behest of Hawai'i's Congressional delegation, the State Legislature, the last two governors, and the current Lieutenant Governor. This matter has been briefed to the BOR on several occasions: October 19, 2023 BOR meeting, April 18, 2024 BOR meeting, and most recently, the June 6, 2024 Institutional Success Committee meeting. The complex Broadband initiative involves federal funding, State appropriations, and now, private investment, and has been constantly evolving. All of the procurement for the publicly-funded portions of the Broadband projects have thus far been done through the Research Corporation of the University of Hawai'i ("**RCUH**"), with its board also being briefed along the way. Because the University has been able to avail itself of RCUH's services relating to extramural and State-appropriated funding (no UH funds are being used for the Broadband projects), no BOR approval has been sought. However, given the magnitude of this Statewide initiative and the University's role, notwithstanding that BOR approval is not required by any specific policy, the Administration invites the BOR as a policy matter to express its support of the University's role with respect to Broadband. When specific authorizations are required by BOR policies, including any construction contracts expected to exceed \$5 million of University dollars, the University Administration will obtain BOR approval of those specific procurements pursuant to RP 8.201 Section III.E.

With respect to approval of the Ground Leases, this request is made pursuant to Section III.B of BOR Policy RP 10.201, Interests in Real Properties. The properties are: (1) a portion of Tax Map Key ("**TMK**") No. (4) 3-4-007: 003, consisting of approximately 4.0 acres located at 3-1901 Kaumuali'i Highway, Lihu'e, Hawai'i 96766; and (2) a portion of TMK No. (1) 9-1-016: 179, consisting of approximately 4.0 acres located at 91-1001 Farrington Highway, Kapolei, Hawai'i 96707 ("**Properties**"), shown in Exhibit A, Properties, attached hereto. Exhibit A shows the areas currently being investigated by Google under right-of-entry agreements allowing them to conduct due diligence, studies, and reports on the Properties related to the suitability of the area for its Pacific Connect Initiative project ("**Project**"). The approximately 4.0 acre areas at each site will be located within the larger use areas and defined specifically in the Ground Leases. A summary of terms for the Ground Leases is attached hereto as Exhibit B, Summary of Major Terms.

For purposes of this transaction, an "**SPE**" is a single purpose entity, such as a limited liability company, created to enter into the Ground Leases with the University. Google would be the SPE's sole member or have a controlling membership interest.

RECOMMENDED EFFECTIVE DATE:

Upon approval and successful due diligence, the Ground Leases will be available to be executed. With respect to the broader State Broadband initiative, the University will continue to utilize RCUH for procurement services, and will brief the BOR if and when that changes.

Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 3

### ADDITIONAL COSTS:

The Ground Leases are not anticipated to result in additional operational or capital costs for the University. The arrangement provides for annual lease rent to be paid to the University, and will include other ancillary benefits to the University, including support for educational programs, and direct and convenient access to trans-Pacific capacity on Lessee's systems that will land at Properties. Upon execution of the Ground Leases, the Lessee will be responsible for all improvements, utilities, and maintenance of the Properties.

### BACKGROUND:

Hawai'i's unique mid-Pacific island geography makes our state highly dependent on the limited number of in-service trans-Pacific fiber optic submarine cable systems. These systems carry virtually all of the communications traffic to and from Hawai'i, connecting us to the rest of the world. In recent months, the existing Japan to US Cable Network ("**JUSCN**") system retired its Hawai'i to Japan segment and is due to retire the Hawai'i to Contiguous United States ("**CONUS**") segment in 2025. University access to the Southern Cross Cable Network system ("**SCCN**"), provided in partnership with Australia's Academic and Research Network ("**AARNet**") and SCCN, is also due to end in 2025. Google has announced three new systems connecting Hawai'i to Japan, Guam, CONUS, Fiji, and Australia. Access to these new systems will provide statewide benefits for the commercial telecommunications industry in Hawai'i and a range of enterprise and government customers.

Over the past fifteen years, only two systems have landed in Hawai'i (SEA-US in 2017 and Hawaiki in 2018), no other systems have committed to considering landings in our islands in the decades preceding and since that time. Significant public studies have been conducted over the past decades to document the critical needs and importance to Hawai'i relating to a healthy broadband infrastructure. These studies include the work of the Hawai'i Broadband Task Force, established under Act 2 of the First Special Session of the 2007 Hawai'i State Legislature (<https://go.hawaii.edu/Fgj>). The Broadband Task Force issued its final report in December 2008 (<https://go.hawaii.edu/ogF>). One of the report's key findings continues to resonate today: "... *that Hawai'i aggressively promote the landing of new trans-Pacific submarine fiber in Hawai'i, including a shared access cable station that reduces barriers to fiber landing in Hawai'i.*"

The U.S. Congress expressed the need for broadband infrastructure by appropriating funds under the American Rescue Plan Act, which established the Coronavirus Capital Projects Fund ("**CPF**") under the U.S. Treasury. These formula funds are allocated to all states for their use to address critical broadband infrastructure needs, "... laid bare by the

Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 4

pandemic ... helping to ensure that all communities have access to the high-quality modern infrastructure, including broadband, needed to access critical services.” The State of Hawai‘i chose to dedicate a large portion of its CPF allocation to incentivize the construction of a new inter-island submarine fiber optic system. This included identifying sites with the potential to entice the future landing of new trans-Pacific systems.

As part of the Broadband initiative, the University has been called upon to invest a portion of its CPF allocation into a private effort to develop, operate and maintain the CPF-funded Inter-Island Cable System (“**HIFL**”). The University’s interests are overseen by the University of Hawai‘i System Office of the Vice President for Information Technology and Chief Information Officer, with support from RCUH. HIFL is a new submarine cable system that will improve inter-island connectivity and digital services. HIFL will be a carrier-neutral, open-access system with landing sites on O‘ahu, Hawai‘i, Maui, Kaua‘i, Lāna‘i and Moloka‘i. Ocean Networks, Inc. (“**ONI**”), a Georgia corporation authorized to do business in the State of Hawai‘i, has initiated the effort to supply, construct, operate, and maintain the HIFL inter-island cable system.

Google has announced an initiative to land subsea cables in Hawai‘i under its Project. Google’s Project includes establishing the infrastructure to land its systems, seaward bores, beach manholes, fronthaul, and open-access cable landing stations. Landing subsea cables requires a variety of resources to bring to fruition. As part of the HIFL project, the University and ONI investigated the feasibility of jointly landing Google’s systems on both O‘ahu and Kaua‘i. Google confirmed that both UH West O‘ahu and Kaua‘i Community College campus locations were suitable as cable landing site locations. The Administration is supportive of this request, not just because of the State’s need for this critical infrastructure, but also because UH has been playing such a central role in ensuring that the State’s Broadband initiative comes to fruition.

In addition to the direct benefit of income from the land lease, the timing of the confluence of opportunities affords both the University, as well as the State as a whole, the unique and substantial long-term benefits of: (1) reducing the State’s effort and risk by having Google as a private partner independently building trans-Pacific landing and critical infrastructure on our Kaua‘i Community College and UH West O‘ahu campuses; (2) improved access for both University interests (education and research) as well as statewide commercial and carrier benefits, with open-access connections available at both campus locations; and (3) Google’s interest in long-term leases at our facilities to enable multiple trans-Pacific landings, in addition to the initial three systems announced to date, and maintaining the systems to support periodic refresh of the submarine fiber optic cable systems to extend the useful life of the assets over multiple decades - that translates to future connectivity for the State beyond the initial 25-year service life of the systems. Timing is essential for the University and the State to maximize our collective benefits from the Google interests in our campus locations. Uncertain delays in any

Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 5

commitments to continue to work to finalize the Ground Lease may result in the Google project teams looking elsewhere for support of their trans-Pacific projects already underway.

By allowing Google to land its facilities on the Properties, the University will be able to access capacity on Google's infrastructure that will help create substantial critical infrastructure on Kaua'i and O'ahu, that may benefit the implementation of the State's broadband investment to build HIFL. The University will also gain direct and cost advantageous access to the Google trans-Pacific systems, which will directly support the University's institutional and research needs for high capacity connections to the global Internet. The University will have access to these new systems via direct connections at the two campus locations, without traditionally required high-cost terrestrial "back-haul" connections, resulting in significantly reduced cost of access for the University's trans-Pacific connectivity needs.

#### PURPOSE:

The Ground Leases will support the landing of multiple trans-Pacific systems by the Lessee. These agreements will include constructing, operating, and maintaining Google's cable landing station facilities at the UH West O'ahu and Kaua'i Community College campus locations. See Exhibit A, Property. The locations on these campus properties were identified with campus planners to utilize areas not currently planned for use, avoid impacts to existing uses, and provide a suitable area for the intended use.

Under the terms of the Ground Leases, the Google as the Lessee will pay the University lease rent consistent with the commercial valuation of the Properties. The Lessee will be solely responsible for its facility construction, operation, and maintenance. The Ground Leases also commit the Lessee to support the educational missions of the University and support the IT sector workforce centered around the two campuses. While the operations of the facilities are highly secured, given the nature of the critical infrastructure it supports, the Lessee is also committed to supporting visitation of areas of the facilities to support the University's educational and public mission.

Completion of the facilities and commissioning of operations of new Google trans-Pacific systems are also anticipated to benefit our HIFL project effort by allowing the HIFL project to acquire rather than independently build the necessary infrastructure from seaward bores to the Cable Landing Station ("**CLS**") facilities at their Kaua'i and O'ahu landings. HIFL and the University will also benefit from access to the secure, operational CLS facilities that will be financed, constructed, managed, operated and maintained by the Lessee.

Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 6

Direct access to the facilities will also afford convenient access to the Google trans-Pacific systems for purposes of securing affordable connectivity in support of the University's educational and research mission. Such direct access avoids the necessity to acquire or build high-cost terrestrial back-haul connections between the trans-Pacific systems and the University's network facilities.

APPLICABLE REGENTS POLICY:

Under BOR Policy RP 10.201, the BOR's approval is required for this real property transaction, given the length of the term of the Ground Leases and the rent amount. The six decision-making considerations, enumerated under BOR Policy RP 10.201, Section III.A, are addressed in turn as follows:

- a. *Promote and support the mission and goals of the university in education, research, service and economic development.*

The Ground Leases are intended to generate revenues to support the University's mission, supplemented by Lessee's committed support to IT sector education, training and workforce development efforts, and visitor access to otherwise highly secured critical infrastructure operational facility areas. In addition, access to the infrastructure supporting the landing of HIFL, together with convenient access to the Google trans-Pacific systems, supports broad statewide service and economic development objectives. Of note, access to the Google trans-Pacific systems at our campus locations will eliminate the need for high cost terrestrial back-haul that is traditionally required for the University to connect to a typical commercial submarine cable system. The cost of back-haul connectivity in Hawai'i has historically been in the range of one-third (or more) of the total cost of purchasing trans-Pacific connectivity. Establishing the Google trans-Pacific system landings at University campuses will eliminate that significant portion of any costs the University would incur for future trans-Pacific connectivity on the Google systems.

- b. *Advance principles and practices of sound environmental stewardship and sustainability.*

The Lessee will utilize modern design principles and practices to minimize any impacts to the environment during the construction, operation, and maintenance of the facilities. The facilities' operations will also utilize modern operational and technology principles to ensure efficient operations of the facilities and systems. All construction activities will make maximum effort to avoid any environmental impacts, including protecting sensitive areas both on and near-shore.



Chair Gabriel Lee  
Committee Chair Lauren Akitake  
July 25, 2024  
Page 7

*c. Ensure that alternative actions are considered, investigated, and analyzed.*

The locations identified for the Ground Leases were selected based on current long-range plans for each campus, with additional discussions with the respective campus to ensure that the identified locations were not planned for use, and that the planned use for telecommunications facilities would not impact the surrounding campus uses.

*d. Be fairly priced in the context of applicable fair market values and other relevant factors.*

The locations identified in the Ground Leases were selected based on the absence of anticipated uses in the context of each campus' long-range plan. Pricing was based on multiple commercial estimates by two separate commercial entities independent of the University and the Lessee. Based on their recommendations, the midpoint value of the range of valuations was utilized (with the lease amount based on 8% annual return to the University). The proposed lease rent is \$940,896 per year upon completion of construction, with escalations every five years for the term of the lease. During site preparation and construction, the lease rent will be \$235,224 per year. While the lease rent is in the fair market range, there are additional non-compensation benefits to the University based on access to the Lessee's infrastructure and trans-Pacific systems.

The initial term is 15 years with automatic 5-year renewals (based on meeting certain preconditions, such as the Lessee is not in breach of the Lease), up to 65 years in total. The extended length of the lease is based on the planned use. A single submarine system operates under a 25-year design lifetime, with a reasonable expectation that system life can be extended by at least 5 years or more. A 65-year term benefits the University by incentivizing the Lessee to make future, continuous investments in upgrading and replacing its system within the same footprint. Such investments would extend the useful life of the terrestrial assets over an extended period of time and are consistent with the anticipated rise in demand for trans-Pacific services for the foreseeable future.

Chair Gabriel Lee  
 Committee Chair Lauren Akitake  
 July 25, 2024  
 Page 8

- e. *Generate revenue from real property not critical to long range plans for the university to support the university's core mission.*

The Ground Leases will provide \$940,896 in annual lease rent (plus \$235,224 in annual lease rent during the site preparation and construction period), with escalators every 5 years, throughout the term of the leases. Lands identified for the Ground Leases were not otherwise identified as material in the long-range plan for each campus.

- f. *Be consistent with and support long range plans that have been approved by the BOR.*

The locations identified in the Ground Leases were selected based on the absence of anticipated uses in the context of each campus' long-range plan, with additional discussions with the respective campus to ensure that the identified locations were not planned for use, and that the planned use for telecommunications facilities would not impact the surrounding campus uses. The arrangement is supportive of the Imperatives as set forth in the University's Strategic Plan 2023-2029, including "Develop successful students for a better future" and "Meet Hawai'i's workforce needs of today and tomorrow." The arrangement also supports the 21st Century Facilities and High Performing System, which are two of the five policies as set forth in the University's Strategic Direction, 2015-2021.

ACTION RECOMMENDED:

We respectfully request that the Institutional Success Committee recommend to the Board of Regents approval of authorization for the Administration to continue its leadership role with the State of Hawai'i's Broadband initiative, and to enter into the Ground Leases as provided in the Summary of Major Terms. Once approved, the President and the Vice President for Budget and Finance/Chief Financial Officer will: (1) finalize and execute the Ground Leases; and (2) take such actions and execute such other ancillary documents as they deem necessary to implement this transaction.

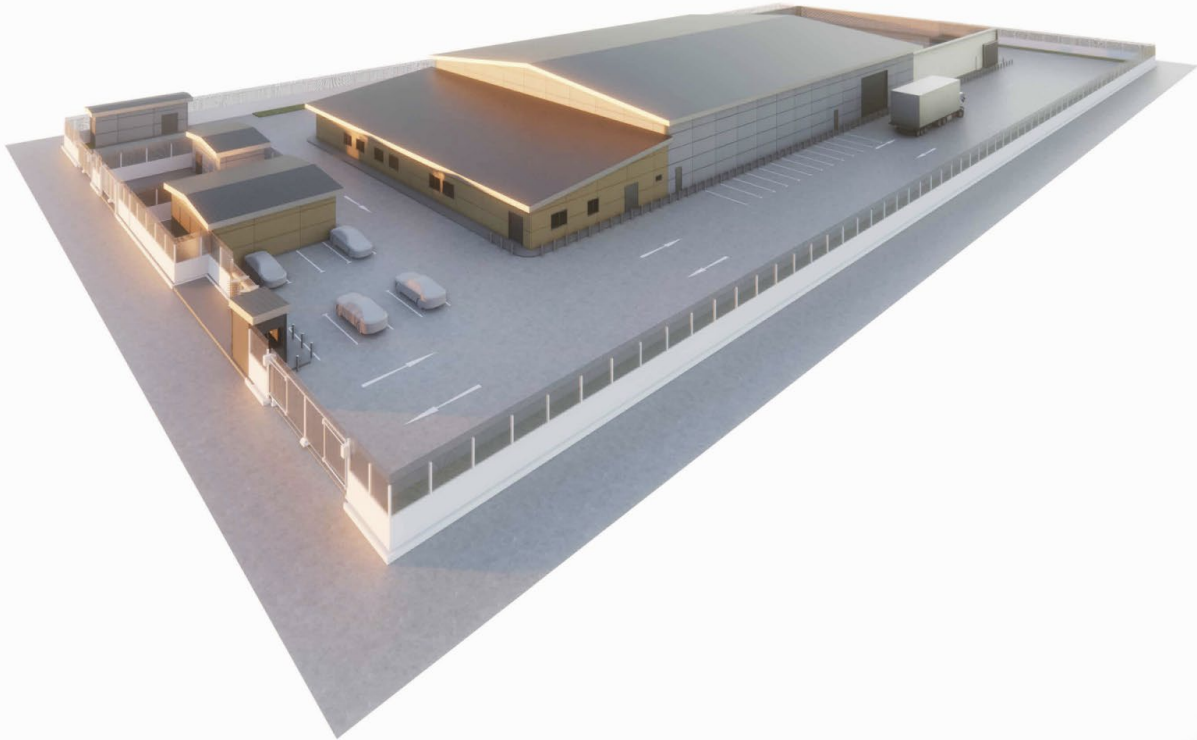
- c: Executive Administrator and Secretary of the Board Yvonne Lau

Attachments: Exhibit A – Property  
 Exhibit B – Summary of Major Terms

## Exhibit A Property

Standard conceptual design for Cable Landing Station facilities to be constructed at  
Kaua'i Community College and University of Hawai'i West O'ahu campuses

Owner (Lessor): University of Hawai'i  
Lessee/Developer (Developer): Google LLC or Its Single Purpose Entity



**Image #1: Conceptual Design**

### Location #1: University of Hawai'i West O'ahu Campus

Honouliuli, Ewa, O'ahu, Hawai'i at the corner of Farrington Highway and Kapolei Golf Course Road



Image #2: Expected Area at UH West O'ahu Campus



**Location #2: Kaua'i Community College Campus**  
3-1901 Kaumuali'i Hwy, Līhu'e, Hawai'i 96766



**Image #3: Expected Area at Kaua'i Community College Campus**

## Exhibit B Summary of Major Terms

The following is a summary of major terms of the negotiated ground lease (“**Agreement**”) between the University of Hawai‘i (“**University**”) and Google LLC (“**Google**”), acting in the capacity of, Humuhumu Services LLC (“**Lessee**”), a single purpose entity held by its sole member, Mark Fumia, Director of Legal at Google. The University is the Lessor. The terms below are summarized and paraphrased for purposes of this Summary of Major Terms. The final agreements shall not be inconsistent with the below.

### Property Specific General Lease Terms

1. Rents
  - a. Kaua‘i Community College
    - i. \$1.80 per square foot per annum
      1. Initial annual base lease rent: \$313,632
      2. Annual base lease rent during site preparation and construction: \$78,408
  - b. University of Hawai‘i at West O‘ahu
    - i. \$3.60 per square foot per annum
      1. Initial annual base lease rent: \$627,264
      2. Annual lease rent during site preparation and construction: \$156,816
    - ii. Pueo Protocol. Pueo protocol to ensure that Lessee and Lessee Agents involved in activities under the Agreement occurring on the Property are trained in the Pueo Protocol to avoid impacts, if any, to the Hawaiian Short-eared Owl (*Asio flammeus sandwichensis*) or Pueo. Information regarding the Pueo Protocol is available online at <https://westoahu.hawaii.edu/about/hoos-that/>.

### Terms Applicable to Both Ground Lease Properties

1. Lease Area
  - a. Two (2) approximately four (4) acre portions of Property that will be identified at Kaua‘i Community College and University of Hawai‘i at West O‘ahu. The Lease Areas under consideration are shown in Exhibit A. Note that Exhibit A shows a larger Use Area for purposes of two existing right-of-entry agreements that allows the Lessee to conduct testing, studies, and due diligence at the Properties to determine the exact area it will use for its Project.
2. Use of Lease Area
  - a. Consistent with Site Plans to be approved by the University, the Lease Area will be occupied and used by Lessee and its officers, employees, agents, representatives, contractors, consultants, vendors, customers, and invitees (collectively, “**Lessee Agents**”) solely to develop a Cable Landing Station facility associated with telecommunications infrastructure, and other



ancillary uses permitted by Applicable Laws at the Lease Area (“**Project**”). For purposes of the Agreement, “**develop**” or “**developing**” means all actions taken by Lessee or Lessee Agents to design, build, operate, maintain, repair, finance, and own the Project.

- b. University may not grant any easements or other encumbrances affecting the Lease Area following Lessee’s commencement of construction of its Leasehold Improvements without the prior written consent of Lessee, which consent may be withheld in its sole and absolute discretion, provided, however, if UH is required by a governmental entity or an utility provider to grant an easement over a portion of the Lease Area in connection with UH’s development of the land surrounding the Lease Area, Lessee and UH shall cooperate to locate such easement in an area outside of the building footprint of the Leasehold Improvements that would be least impactful to Lessee’s use and occupancy of the Lease Area.
3. University’s Fee Interest
    - a. The University shall own the fee simple interest in the Lease Area throughout the term of this Agreement, and at no time will University allow, nor shall Lessee allow, the transfer, sale, hypothecation, mortgage, lien, assignment, or any act or omission that would alienate the underlying fee of the Lease Area held by the University.
  4. Term
    - a. The initial term (“**Initial Term**”) of this Agreement shall be for fifteen (15) years (the “**Expiration Date**”).
    - b. If Lessee is not in breach of the Agreement, the Agreement shall automatically extend for up to ten (10) additional five (5) year periods (total maximum term of 65 years after the Effective Date) unless terminated by Lessee by providing written notice to University prior to then current Expiration Date.
  5. Rents
    - a. Increase two percent (2%) every five (5) years.
  6. Taxes
    - a. Lessee is responsible for taxes assessed against Lessee or University by reason of the conduct of Lessee’s business in the Lease Area or with respect to any personal property owned by or placed by Lessee in or about the Lease Area.
  7. Lessee Acceptance of Lease Area “As Is”
    - a. Lessee has examined the Lease Area and knows of the condition of the Lease Area, and agrees that University is making the Lease Area available to Lessee on an “As Is With All Faults” basis, in its existing content and state of condition.
  8. Educational Program
    - a. Following the mutual execution and delivery of the Lease, Lessee will cooperate with the University of Hawai’i to participate in an educational program reasonably acceptable to Lessee in coordination with the University pursuant to a separate agreement between the University and Lessee that benefits from Lessee’s location on Lease Area and adjacent to a University campus.

9. Governmental Approvals
  - a. Lessee shall be responsible for obtaining, at Lessee's sole cost and expense and at no cost to University, all governmental approvals necessary to design, construct, occupy and use the Lease Area, including all proper subdivision, land use, construction, and other approvals
10. No Assignment Prior Substantial Completion
  - a. Lessee agrees that neither the Lease Area, nor any part thereof, nor any interest therein shall be sublet, mortgaged, assigned, or otherwise transferred, nor will Lessee part with the possession of the whole or any part thereof, prior to the substantial completion of the Leasehold Improvements without the prior written consent of University, which consent shall be at the sole and absolute discretion of University; provided that, Lessee shall have the right without prior written consent of University to assign or sublease all or any portion of the Lease Area to any parent, subsidiary, or affiliate entity which controls, is controlled by, or is under common control with, Lessee, including, but not limited to, Google LLC or Alphabet Inc. ("**Affiliate**"), upon prior written notice to University that includes documentation showing that Affiliate is bound by this Lease.
11. Sublease and Assignment After Substantial Completion
  - a. Following the substantial completion of the Leasehold Improvements, Lessee shall have the right to sublease all or a portion of its interest in this Lease without University's prior consent but upon prior written notice to University. Additionally, following the substantial completion of the Leasehold Improvements, Lessee shall have the right to assign all or a portion of its interest in this Lease to any unrelated party upon University's prior written consent. For purposes of this Agreement, "substantial completion" means Lessee has obtained a certificate of occupancy from the City.
12. University Shall Own the Fee Simple Interest Throughout Lease Term
  - a. University shall own the fee simple interest in the Lease Area and the Property throughout the term of this Agreement and at no time will University allow, nor shall Lessee allow, the transfer, sale, hypothecation, mortgage, lien, assignment, or any act or omission that would alienate the underlying fee of the Lease Area held by the University.
13. General Terms and Conditions. Lessee acknowledges and agrees that Lessee shall be bound by and shall perform and comply with all of the terms and conditions contained in the University's standard General Terms and Conditions, including the following:
  - a. Indemnify and defend University.
    - i. Lessee shall indemnify, defend with counsel reasonably acceptable to University, and hold harmless University and the University Agents, and ensure that the Lessee Agents shall indemnify, defend with counsel reasonably acceptable to University, and hold harmless University and the University Agents, from and against any claims, demands, suits, actions, causes of action, judgments, injunctions, orders, rulings, directives, penalties, assessments, liens, liabilities, losses, damages, costs, and expenses related to damage or injury to

persons or property (excluding consequential damages, diminution of value, speculative damages, and damages for injury or damage to, or interference with, University's business, including, but not limited to, loss of profits, loss of rents or other revenues, loss of business opportunity, loss of goodwill, or loss of use).

14. Insurance
  - a. University required standard insurance provisions.
15. Utilities
  - a. Lessee shall be responsible, at Lessee's sole cost and expense, for all of its own utilities and utility connections, including, without limitation, water, electricity, power, and other services such as wastewater, sewage, and garbage.
16. Title
  - a. Title to any and all of the Leasehold Improvements shall remain in Lessee during the Term. At the expiration or termination of the Agreement, title to all Leasehold Improvements shall vest in University. Lessee shall have no obligation to remove Leasehold Improvements at the expiration or termination of the Agreement; provided that, the Leasehold Improvements shall be in good condition and repair, with reasonable use and wear and tear excepted, and such Leasehold Improvements will be free of liens, debt, litigation claims, regulatory violations, or encumbrances.
17. Lessee's assumption of risk
  - a. All of the Lessee's FF&E of any kind or description whatsoever on the Lease Area shall be at Lessee's sole risk, and University shall not be liable for any damage done to or loss of any of Lessee's FF&E or damage or loss suffered by the business or occupation of Lessee arising from any act or neglect of Lessee or any other person, unless such damage or loss is caused by University or University Agents.
18. Lessee's maintenance and repair of the Lease Area
  - a. Lessee shall, at its sole cost and expense during the Term, maintain, repair, and keep the Lease Area and all structures and improvements thereon, including without limitation, any Leasehold Improvements, Lessee's FF&E, Utility Services, and/or Utility Equipment, in a good and safe condition, reasonable use and wear and tear excepted.
19. Hazardous Materials
  - a. Lessee shall not, and shall ensure and require that the Lessee Agents shall not, cause or permit: (i) the escape, disposal, or release of any Hazardous Materials (as defined herein) except as permitted by law; (ii) the storage or use of such Hazardous Materials in any manner not sanctioned by law or the highest standards prevailing in the industry for the storage and use of such Hazardous Materials; or (iii) such Hazardous Materials to be brought on or within the Property, except to use in the ordinary course of business, and then only after written notice is given to University of the identity of such Hazardous Materials and upon University's consent, which consent may be withheld at University's sole and absolute discretion.

20. Lessee responsible for Hazardous Materials impacts
  - a. Prior to the Effective Date of the Agreement, at no cost to University, Lessee shall have completed a site visit and inspection of the Lease Area and completed an inventory of existing site conditions and any Hazardous Materials conditions or environmental issues within the Lease Area that Lessee and the Lessee Agents will be entering.
  - b. Any decision by University to engage in remediation expenditures shall be at the sole discretion of University and Lessee shall have no right to force University to remediate Hazardous Materials, even if such Hazardous Materials conditions or environmental issues existed before Lessee or the Lessee Agents entered the Property (the “**Pre-Existing Hazardous Materials**”). However, Lessee shall have no liability or responsibility for any Pre-Existing Hazardous Materials; provided that, this sentence shall not limit Lessee’s liability or responsibility pursuant to Applicable Laws for (a) Lessee’s use of the Property, (b) completion of any work by Lessee or any of the University Agents, or (c) Hazardous Materials disturbed by Lessee or any of the Lessee Agents.
  - c. Lessee shall indemnify, defend with counsel reasonably acceptable to University, and hold harmless University and the University Agents from any liability caused by the release or presence of Hazardous Materials or any occurrence involving any Hazardous Materials that may be alleged to be connected to, or related in any way with Lessee’s use of the Property after the University delivers possession of the Property to Lessee; provided that, Lessee shall not be liable for any release of Hazardous Materials by University after the Effective Date and without fault or gross negligence of Lessee or any of the Lessee Agents, or for any Pre-existing Hazardous Materials.
21. Rights upon termination of Agreement
  - a. Upon termination of the Agreement by University all rights, powers, and privileges of Lessee granted hereunder shall cease. Unless otherwise stated herein, Lessee shall immediately vacate the Property, and Lessee shall have no claim of any kind whatsoever against University, by reason of such termination, or by reason of any act by University incidental or related thereto. In the event of the exercise by University of such option to terminate, Lessee shall have no right to or claim upon any portion of the Property or any Leasehold Improvements, Utility Services, and Utility Equipment on, in, or at the Property or the value thereof (except for Lessee’s FF&E that it has not elected to remove). University Lessee may remove or store any of Lessee’s FF&E located thereon or therein, at the sole cost and expense of Lessee, without University being liable to Lessee for damage or loss thereby sustained by Lessee.
22. Consent to mortgage Leasehold Improvements
  - a. Lessee may from time to time, with University’s prior written approval (which approval shall be at the sole and absolute discretion of University), assign the Leasehold Improvements developed under this Agreement by way of mortgage; subject to all terms, conditions, and covenants of the Agreement, to an established lending institution approved by University as mortgagee;

provided that, Lessee shall: (i) provide University with a copy of such mortgage for review prior to execution; and (ii) concurrently with the execution of such mortgage, deposit an executed copy of such mortgage with University.

23. University Limitations

- a. University cannot indemnify or be responsible for others.
- b. Any University obligations to pay are subject to funding.

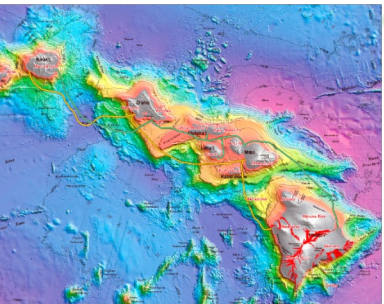
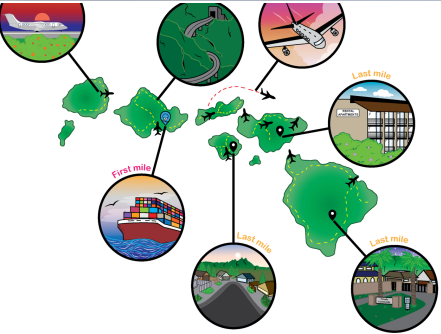


KO'OLIA

Maui Nā Leo Nālanī Manu Nē

# State Broadband Initiative and Telecommunications Utility Facility Ground Leases

## BOR Committee on Institutional Success August 1, 2024

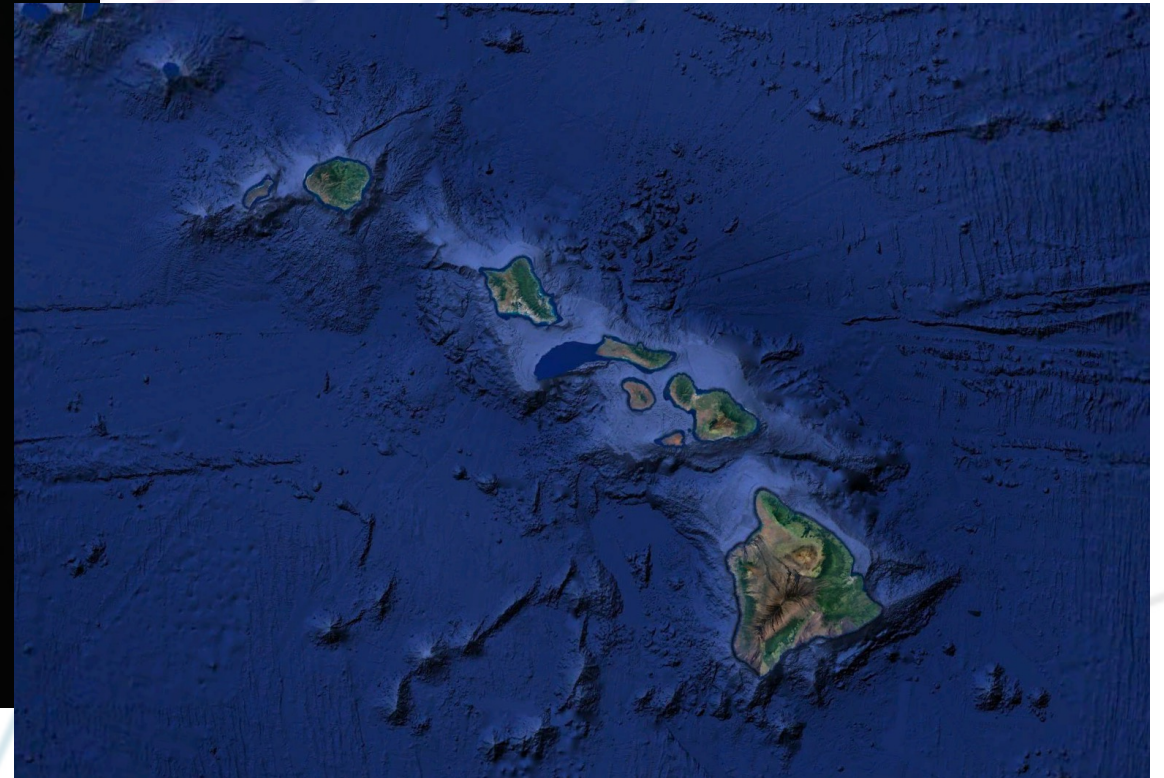
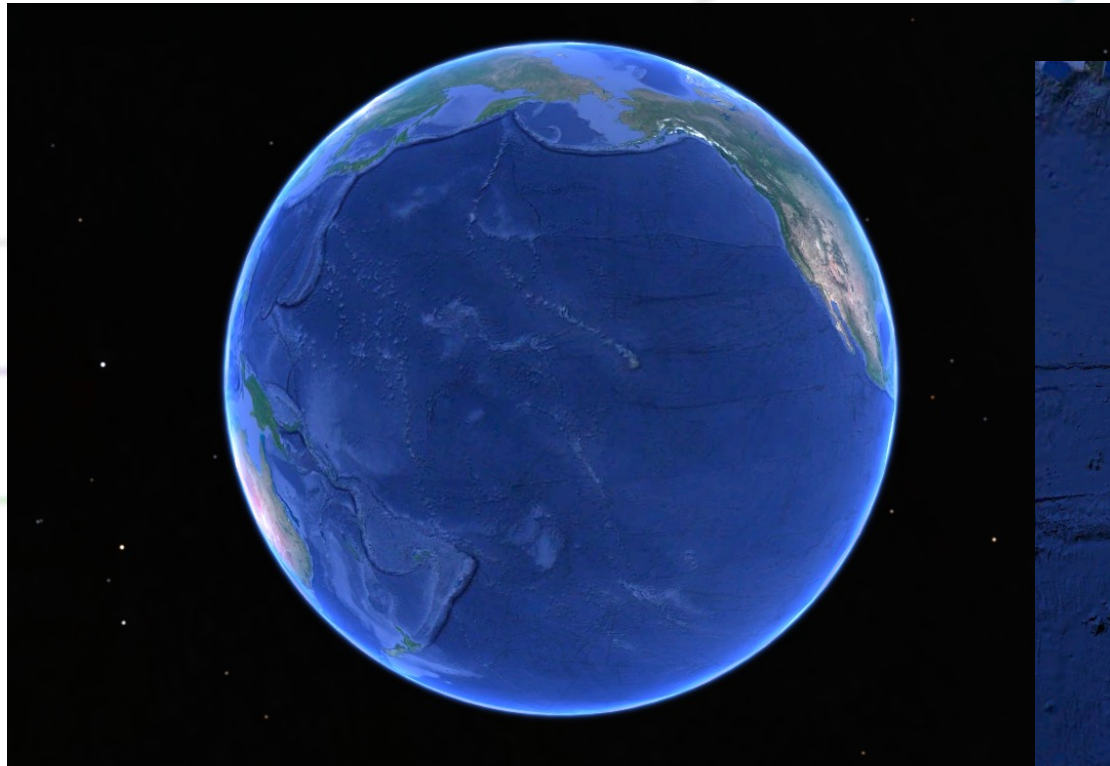


**Broadband 101**  
Access, Equity and Literacy, Last Mile, Middle Mile, Governance and Sustainability

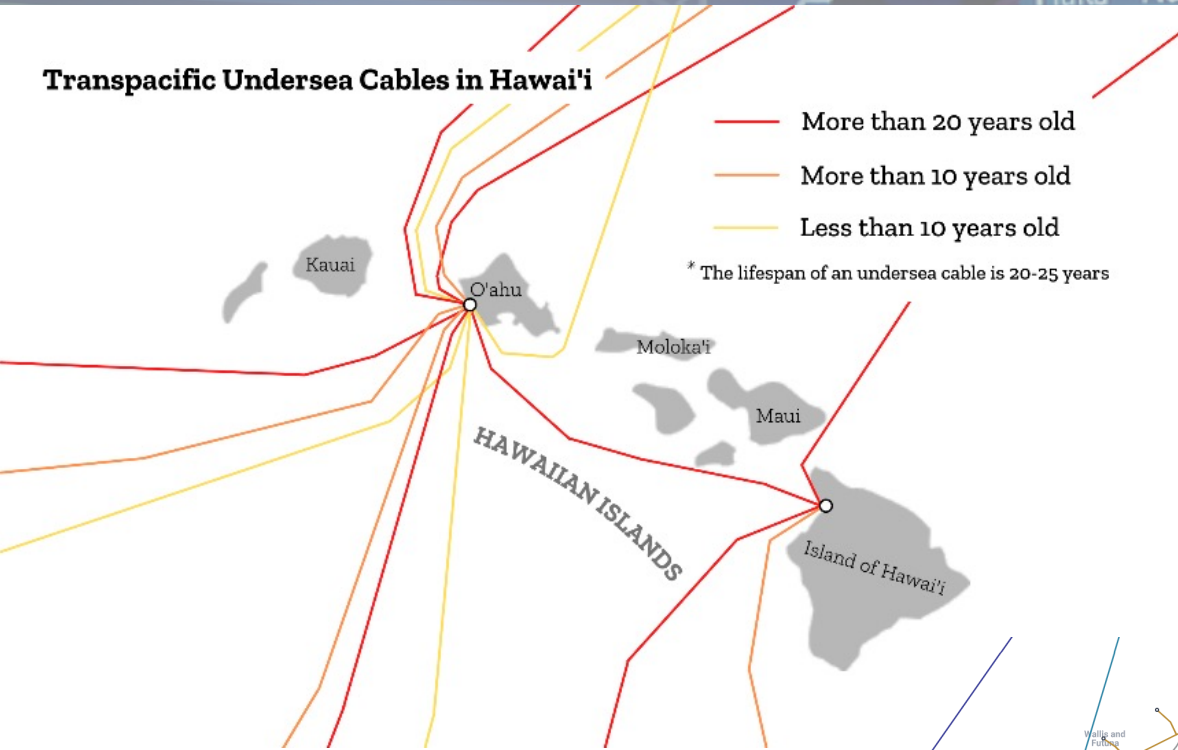
<p><b>Work</b></p> <p>Facilitates job search, application, training and hiring. Work from anywhere, telework, increased productivity</p>	<p><b>Education</b></p> <p>Increases access and outreach to students. Information resources, distance education, skill sharing, academic collaboration</p>	<p><b>Economy</b></p> <p>Fosters growth, competition and services productivity. e-commerce, online business, globalization</p>
<p><b>Healthcare</b></p> <p>Supports healthcare management and clinical information exchange. Patient-centered care, telehealth</p>	<p><b>Government</b></p> <p>Improves access to services, enhances transparency, and trust. Supports emergency services and connection with citizens. Address national security, public safety</p>	



# Broadband Context for Hawai'i

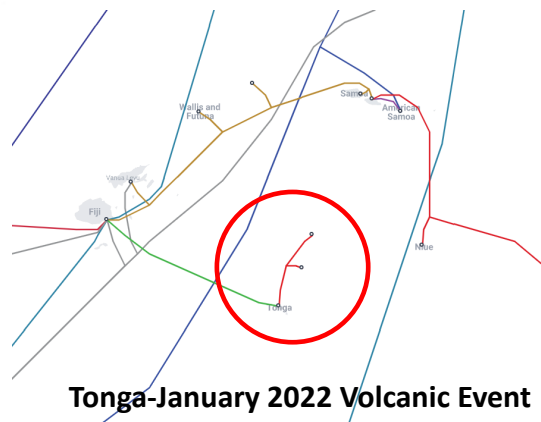
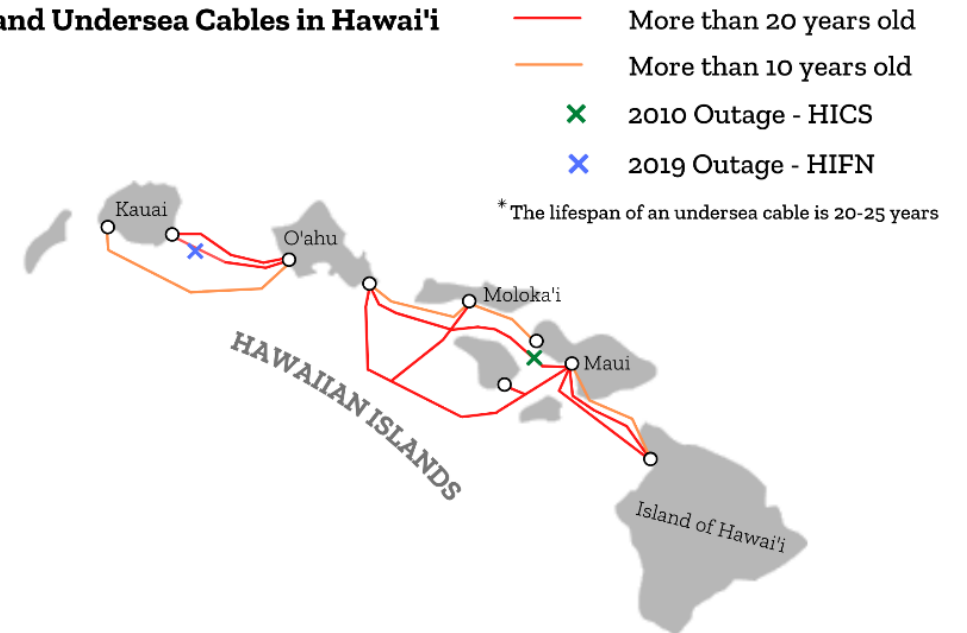


Transpacific Undersea Cables in Hawai'i



# Hawai'i's Delicate (i.e. Aging and Brittle) Fiber Connections

Inter-Island Undersea Cables in Hawai'i





# Primary Federal Sources

Name	Funding Source	Funding Amount
Capital Projects Fund (CPF)	U.S. Treasury	\$115.4m (UH/RCUH)
Broadband Equity Access Deployment (BEAD) Program	NTIA	\$149.5m (UH/RCUH) (+46.3m in State matching funds)
Digital Equity (DE) Planning	NTIA	\$570k (DBEDT)
Digital Equity Capacity + Competitive Grants	NTIA	\$6m in tranche 1 (DBEDT) (2 add'l NOFOs)
Tribal Broadband Connectivity (TBC) Program	NTIA	Up to \$90m (DHHL)
Middle Mile Competitive Grant	NTIA	\$37m (Hawaiian Telcom)



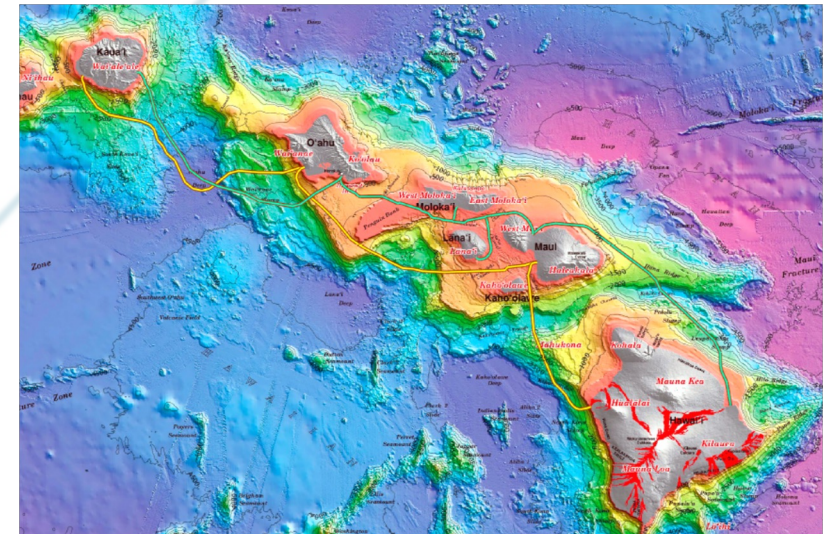
# UH Responsibility: CPF & BEAD – Decoding the Programs

- CPF: Build or Invest in Critical Internet Infrastructure Assets
  - Invest in New Inter-Island Submarine Fiber Optic Cable System
  - Upgrade Hawaii Public Housing Authority Residential Internet Capacity
- BEAD: Achieve 100% Access to High-Speed Internet for All Residential Locations; Connect Community Anchor Institutions; Broad Internet Literacy and Workforce Development Supports
  - Extend Carrier Coverage for 100% Residential Access
  - Support Robust Access (Gigabit+) Service for Community Anchor Institutions
  - Community Digital Navigator Program
  - Broadband Workforce Development Program



# What's Happening Now - CPF

- Hawaiian Island Fiber Link: Inter-island submarine fiber optic cable project – investment with private partner (Ocean Networks) to build/own/operate/maintain
- Permitting Phase Underway (subsea + terrestrial)
- Beach landings with underground seaward access
- “Cable Landing Station” i.e. open-access connection points located mostly at UH campuses



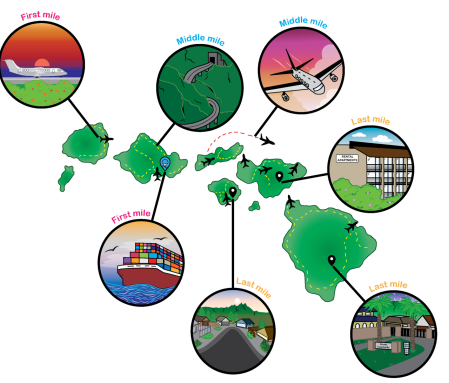
# What's Happening Now - BEAD

- State's "Initial Proposal" Fully Approved (Yay!)
  - Grant Award Paperwork in Process to Obligate Total Amount
- "State Challenge Process" to launch on August 19<sup>th</sup>
- Selection of ISPs to achieve 100% access to start ~January 2025
- Extension of ISP networks to happen by 2027/2028
- Other elements funded under BEAD to start later in 2024

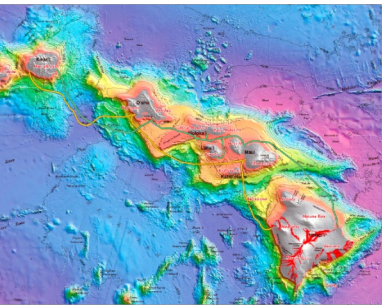


KO'OLIA

raka Nā Leo Nālani Manu Ne









# Opportunity Created: New Trans-Pacific Connections

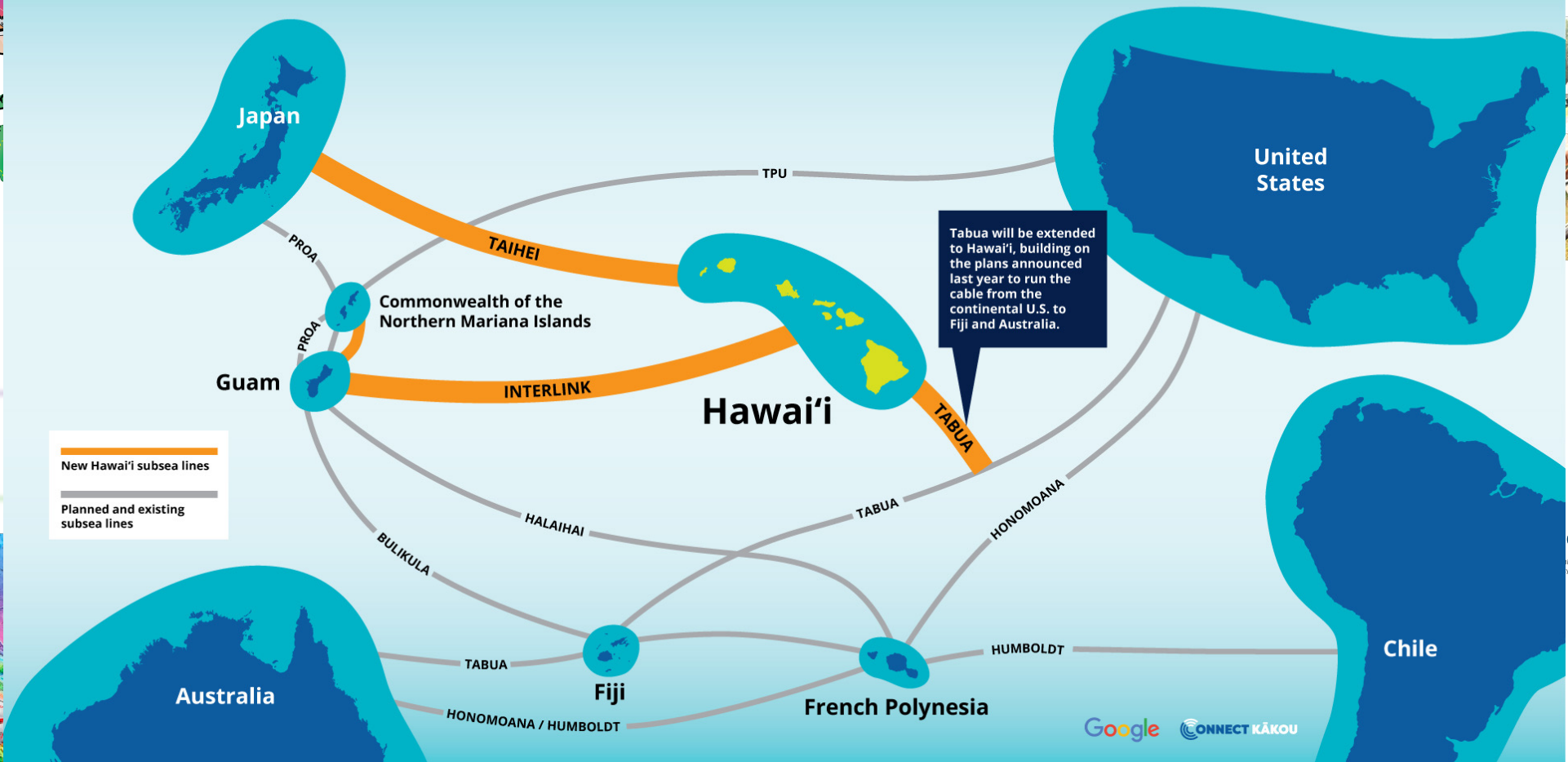


## Broadband 101

Access, Equity and Literacy, Last Mile, Middle Mile, Governance and Sustainability

<p><b>Work</b></p> <p>Facilitates job search, application, training and hiring. Work from anywhere, telework, increased productivity</p> 	<p><b>Education</b></p> <p>Increases access and outreach to evidence information resources. Remote education, skill sharing, academic collaboration</p> 	<p><b>Economy</b></p> <p>Fosters growth, competition and enhances productivity, e-commerce, online business, globalization</p> 
<p><b>Healthcare</b></p> <p>Streamlines healthcare management and clinical information exchange. Patient-centered care, telehealth</p> 	<p><b>Government</b></p> <p>Improves access to services, streamlines transactions, eases platform sharing and news dissemination. Supports emergency services and connections with citizens. Activism, national security, public safety</p> 	

# Google Pacific Connect Initiative

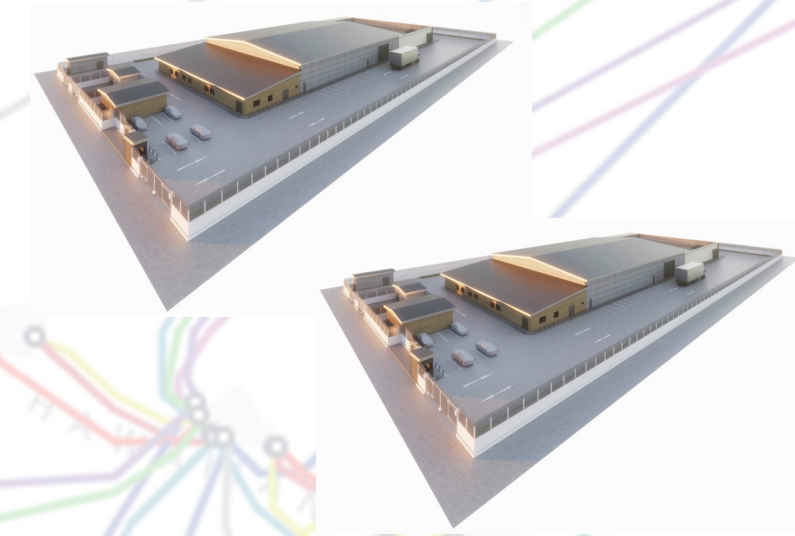
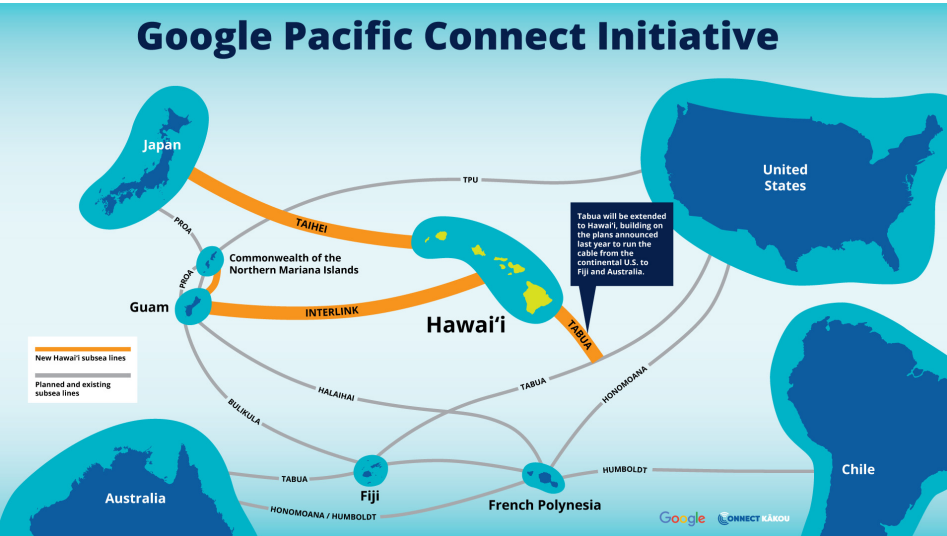


01  
Economy  
Fosters growth, competition and enhances productivity, e-commerce, online business, globalization

**Apakau Ka Lā**  
Spreading of the sun's rays

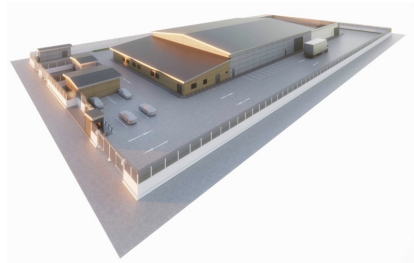
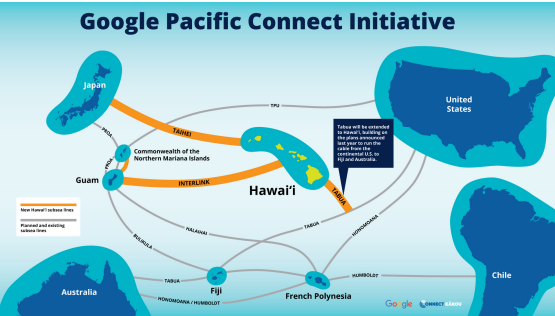
9





- Telecommunications Utility Facilities Capable of Supporting Multiple Trans-Pacific Systems
- Two Prospective Ground Lease Locations: Kaua'i & O'ahu
- Locations Selected in consultation with ITS engineers and campus planners
- ROEs Executed - Site Due Diligence Underway
- Request for Approval to Enter Into Ground Leases





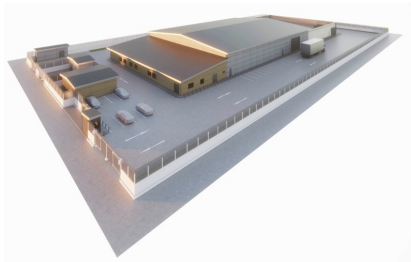
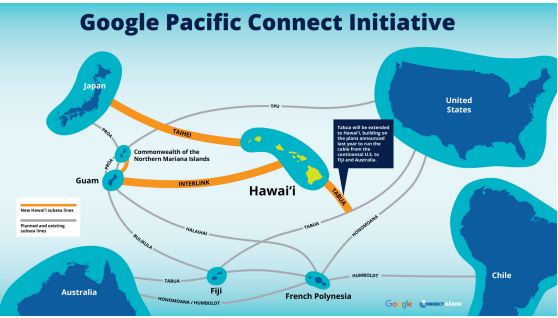
### \*PROPOSED LEASE TERMS

Location: Kaua'i Community College

- Four (4) acre site
- Lessee to design, construct, operate and maintain telecommunications utility facility
- Initial term of 15 years, with 10 automatic 5 year renewals
- Pricing \$1.80 per sq. ft. per annum
- \$313,632 annual base lease rent (25% during construction)
- Escalation at 2% every 5 years







### \*PROPOSED LEASE TERMS

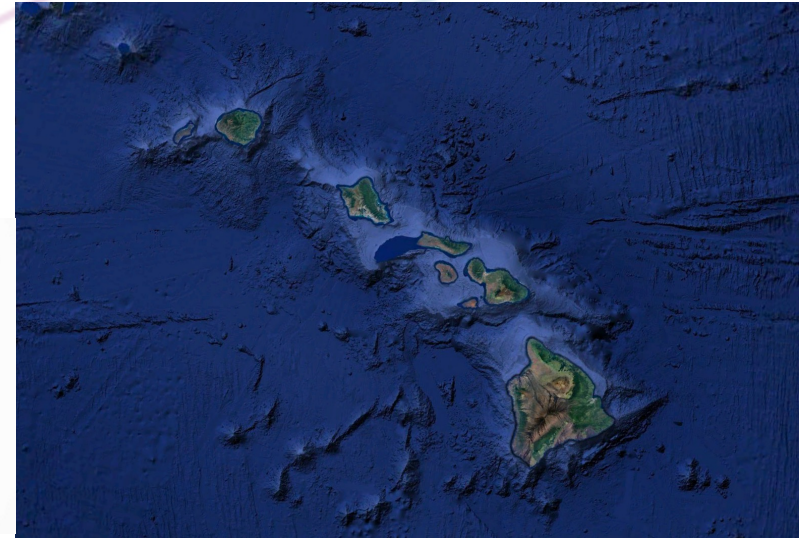
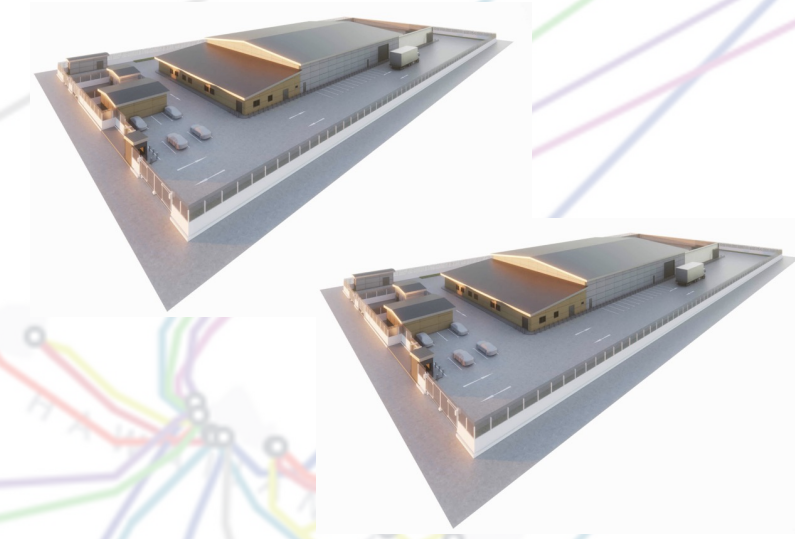
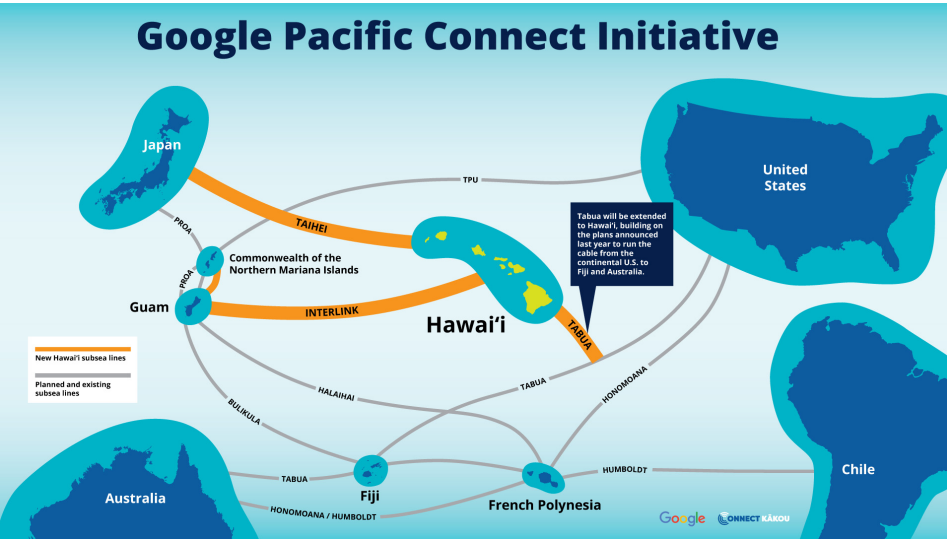
Location: UH West O'ahu

- Four (4) acre site
- Lessee to design, construct, operate and maintain telecommunications utility facility
- Initial term of 15 years, with 10 automatic 5 year renewals
- Pricing \$3.60 per sq. ft. per annum
- \$627,264 annual base lease rent (25% during construction)
- Escalation at 2% every 5 years



KO'OLIA

Maui Nā Leo Nālanī Manu Ne



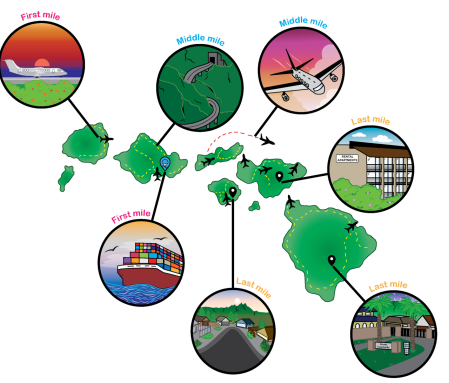
### ADDITIONAL Substantive Benefits to UH

- Support for Educational Programs
- Direct, Convenient and Cost Effective Access to connectivity on the Google Pacific Connect Network and multiple generations of Pacific Systems



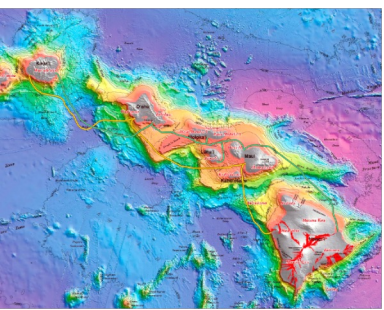
KO'OLIA

daka Nā Leo Nālani Manu Ne









Thank you!

Questions?



**Broadband 101**

Access, Equity and Literacy, Last Mile, Middle Mile, Governance and Sustainability

<p><b>Work</b></p> <p>Facilitates job search, application, training and hiring. Work from anywhere, telework, increased productivity</p> 	<p><b>Education</b></p> <p>Increases access and outreach to address information resources. Remote education, skill sharing, academic collaboration</p> 	<p><b>Economy</b></p> <p>Fosters growth, competition and enhances productivity, e-commerce, online business, globalization</p> 
<p><b>Healthcare</b></p> <p>Streamlines healthcare management and clinical information exchange. Patient-centered care, telehealth</p> 	<p><b>Government</b></p> <p>Improves access to services, streamlines transactions, eases platform sharing and news dissemination. Supports emergency services and connections with citizens. Activists, national security, public safety</p> 	 <p><b>Apakau Ka Lā</b> Spreading of the sun's rays</p>



UNIVERSITY  
of HAWAII<sup>®</sup>  
SYSTEM

‘Ōnaehana Kulanui o Hawai‘i

UNIVERSITY OF HAWAII  
BOARD OF REGENTS

24 JUL 25 AM 8:42

Debora J. Halbert, PhD  
Vice President for Academic Strategy

dts 24356

August 1, 2024

**MEMORANDUM**

TO: Gabriel Lee  
Chair, Board of Regents

Lauren Akitake  
Chair, Committee on Institutional Success

VIA: David Lassner  
President

FROM: Debora J. Halbert  
Vice President for Academic Strategy

SUBJECT: RECOMMENDATION TO APPROVE AMENDMENTS TO BOARD OF  
REGENTS POLICY (RP) 6.208 BOARD EXEMPTIONS TO NON-  
RESIDENT TUITION

**SPECIFIC ACTION REQUESTED:**

It is requested that the Board of Regents approve the revision of RP 6.208 Board Exemptions to Non-Resident Tuition to comply with new federal requirements .

**RECOMMENDED EFFECTIVE DATE:**

Upon Board of Regents approval.

**ADDITIONAL COST:**

There are no additional costs associated with this request.

**PURPOSE:**

Revisions to RP 6.208 on Board exemptions to non-resident tuition are recommended to comply with recent federal legislation related to eligibility for educational benefits for citizens of the Compacts of Free Association (COFA).

Bachman Hall 204, 2444 Dole Street  
Honolulu, Hawai‘i 96822  
Telephone: (808) 956-6897  
Fax: (808) 956-65286

An Equal Opportunity/Affirmative Action Institution

Board Chair Gabriel Lee  
Committee Chair Lauren Akitake  
August 1, 2024  
Page 2

**BACKGROUND:**

Executive Policy EP 2.201, Section III.C., provides that amended policies may be drafted, vetted and adopted at any time as may be needed. The proposed policy revisions attached have been prepared with notification to the University of Hawai'i (UH) Officers, Council of Senior Student Affairs Officers, Council of Chief Academic Officers, UH Professional Assembly and has also been reviewed by the Office of the General Counsel.

RP 6.208 defines when students who are not residents of Hawai'i may be granted waivers of the out-of-state tuition, known as a non-resident tuition differential (NRTD). The NRTDs allow these students to pay 150% of the resident tuition rate at the University of Hawai'i rather than the full out-of-state tuition. RP 6.208 provides a list of students who may receive an NRTD.

In May of 2024 UH was alerted that Section 209(b)(1)(E) of Title II of Division G of the Consolidated Appropriations Act of 2024, Public Law No. 118-42, was enacted requiring eligibility for citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau to be exempted from the non-resident tuition rates at public institutions of higher education. RP 6.208 is, therefore, being updated to reflect this new federal requirement. In order to comply with federal law prior to the Fall 2024 term when the tuition differential must go into effect, we have expedited review of the policy.

**ACTION RECOMMENDED:**

It is recommended that the Board of Regents approve the revision of RP 6.208 Board Exemptions to Non-Resident Tuition to comply with the new federal requirements.

Attachments:  
RP 6.208 original  
RP 6.208 redline  
RP 6.208 clean

c: Yvonne Lau, Executive Administrator and Secretary of the Board of Regents



---

Regents Policy Chapter 6, Tuition, Financial Assistance, and Fees  
Regents Policy RP 6.208, Board Exemptions to Non-Resident Tuition  
Effective Date: February 17, 2022

Prior Dates Amended: June 16, 2006; Nov. 16, 2006; Oct. 31, 2014 (recodified); May 21, 2015; June 1, 2017; September 26, 2019

Review Date: August 2025

**I. Purpose:**

To set forth policy regarding exemptions to non-resident tuition.

**II. Definitions:**

No policy specific or unique definitions apply.

**III. Policy:**

- A. The students affected by the following guidelines are classified as non-residents for admission and tuition purposes. In accordance with board policy, non-resident students are admitted on a space available basis with the understanding that priority for admission is given to qualified residents. Only the board may determine categories of non-resident students that will receive exemptions from the non-resident tuition differential.
- B. The following categories of non-resident students are eligible to receive an exemption from the non-resident tuition differential:
1. East-West Center student grantees pursuing baccalaureate or advanced degrees.
  2. United States military personnel stationed in Hawai'i on active duty, and their authorized dependents during the period that the personnel are stationed in Hawai'i.
  3. Members of the Hawai'i National Guard and the Hawai'i Reserves.
  4. Native Hawaiians whose domicile is outside of Hawai'i.
  5. Employees of the university, their spouses, and their dependents. The faculty or staff member must be employed on a half-time basis or more; those

- 
- excluded from collective bargaining must have an appointment exceeding three (3) months.
6. Veterans eligible to use Post 9/11 GI Bill or Montgomery GI Bill Active Duty Program educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  7. Individuals eligible to use transferred Post 9/11 GI Bill educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  8. Individuals eligible to use educational benefits under the Marine Gunnery Sergeant John David Fry Scholarship, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  9. Individuals eligible to use educational assistance under the Survivors' or Dependents' Educational Assistance (Chapter 35) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  10. Veterans with service-connected disabilities who are eligible for benefits provided for in Title 38, U.S. Code, Chapter 31, otherwise known as the Veteran Readiness and Employment or VR&E (formerly called Vocational Rehabilitation and Employment) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  11. Graduate (GA), teaching (TA), and research assistants (RA), as a function of their appointment to an assistantship.
  12. Ph.D. students registering for only one credit hour of a dissertation course.
- C. With the written approval of the chancellor/provost, campuses may, for those non-resident students whose special talents and/or unique skills will make a significant contribution to campus life, exempt the non-resident portion of tuition. If instituted, the total number of exemptions granted in any given year should be established in accordance with the campus's strategic enrollment management goals, not to exceed two percent of campus enrollment in any given year and shall be reviewed/promulgated on a biennial basis.
- D. Citizens from an eligible Pacific Island district, commonwealth, territory, or insular jurisdiction, state or nation (collectively, "Pacific Island jurisdictions") which provides no public higher education institution granting baccalaureate degrees,







Regents Policy Chapter 6, Tuition, Financial Assistance, and Fees  
Regents Policy RP 6.208, Board Exemptions to Non-Resident Tuition

Effective Date: ~~February 17, XXXX 2024~~

Prior Dates Amended: June 16, 2006; Nov. 16, 2006; Oct. 31, 2014 (recodified); May 21, 2015; June 1, 2017; September 26, 2019, ~~February 17, 2022~~

Review Date: ~~August 2025XXXX 2027~~

### **I. Purpose:**

To set forth policy regarding exemptions to non-resident tuition.

### **II. Definitions:**

No policy specific or unique definitions apply.

### **III. Policy:**

- A. The students affected by the following guidelines are classified as non-residents for admission and tuition purposes. In accordance with board policy, non-resident students are admitted on a space available basis with the understanding that priority for admission is given to qualified residents. Only the board may determine categories of non-resident students that will receive exemptions from the non-resident tuition differential.
- B. The following categories of non-resident students are eligible to receive an exemption from the non-resident tuition differential:
1. East-West Center student grantees pursuing baccalaureate or advanced degrees.
  2. United States military personnel stationed in Hawai'i on active duty, and their authorized dependents during the period that the personnel are stationed in Hawai'i.
  3. Members of the Hawai'i National Guard and the Hawai'i Reserves.
  4. Native Hawaiians whose domicile is outside of Hawai'i.
  5. Employees of the university, their spouses, and their dependents. The faculty or staff member must be employed on a half-time basis or more; those

- 
- excluded from collective bargaining must have an appointment exceeding three (3) months.
6. Veterans eligible to use Post 9/11 GI Bill or Montgomery GI Bill Active Duty Program educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  7. Individuals eligible to use transferred Post 9/11 GI Bill educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  8. Individuals eligible to use educational benefits under the Marine Gunnery Sergeant John David Fry Scholarship, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  9. Individuals eligible to use educational assistance under the Survivors' or Dependents' Educational Assistance (Chapter 35) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  10. Veterans with service-connected disabilities who are eligible for benefits provided for in Title 38, U.S. Code, Chapter 31, otherwise known as the Veteran Readiness and Employment or VR&E (formerly called Vocational Rehabilitation and Employment) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  11. Graduate (GA), teaching (TA), and research assistants (RA), as a function of their appointment to an assistantship.
  12. Ph.D. students registering for only one credit hour of a dissertation course.
  - ~~12-13.~~ **As required by federal law (Section 209(b)(1)(E) of Title II of Division G of the Consolidated Appropriations Act of 2024, Public Law No. 118-42), students who are citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.**
- C. With the written approval of the chancellor/provost, campuses may, for those non-resident students whose special talents and/or unique skills will make a significant contribution to campus life, exempt the non-resident portion of tuition. If instituted, the total number of exemptions granted in any given year should be established in accordance with the campus's strategic enrollment management



Executive Administrator and  
Secretary of the Board of Regents



---

Regents Policy Chapter 6, Tuition, Financial Assistance, and Fees  
Regents Policy RP 6.208, Board Exemptions to Non-Resident Tuition  
Effective Date: XXXX 2024

Prior Dates Amended: June 16, 2006; Nov. 16, 2006; Oct. 31, 2014 (recodified); May 21, 2015; June 1, 2017; September 26, 2019, February 17, 2022  
Review Date: XXXX 2027

**I. Purpose:**

To set forth policy regarding exemptions to non-resident tuition.

**II. Definitions:**

No policy specific or unique definitions apply.

**III. Policy:**

- A. The students affected by the following guidelines are classified as non-residents for admission and tuition purposes. In accordance with board policy, non-resident students are admitted on a space available basis with the understanding that priority for admission is given to qualified residents. Only the board may determine categories of non-resident students that will receive exemptions from the non-resident tuition differential.
- B. The following categories of non-resident students are eligible to receive an exemption from the non-resident tuition differential:
1. East-West Center student grantees pursuing baccalaureate or advanced degrees.
  2. United States military personnel stationed in Hawai'i on active duty, and their authorized dependents during the period that the personnel are stationed in Hawai'i.
  3. Members of the Hawai'i National Guard and the Hawai'i Reserves.
  4. Native Hawaiians whose domicile is outside of Hawai'i.
  5. Employees of the university, their spouses, and their dependents. The faculty or staff member must be employed on a half-time basis or more; those

- 
- excluded from collective bargaining must have an appointment exceeding three (3) months.
6. Veterans eligible to use Post 9/11 GI Bill or Montgomery GI Bill Active Duty Program educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  7. Individuals eligible to use transferred Post 9/11 GI Bill educational benefits per the Isakson and Roe Veterans Health Care and Benefits Improvement Act of 2020 (P.L.116-315), who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  8. Individuals eligible to use educational benefits under the Marine Gunnery Sergeant John David Fry Scholarship, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  9. Individuals eligible to use educational assistance under the Survivors' or Dependents' Educational Assistance (Chapter 35) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  10. Veterans with service-connected disabilities who are eligible for benefits provided for in Title 38, U.S. Code, Chapter 31, otherwise known as the Veteran Readiness and Employment or VR&E (formerly called Vocational Rehabilitation and Employment) program, who live in Hawai'i and those who subsequently move but maintain continuous enrollment.
  11. Graduate (GA), teaching (TA), and research assistants (RA), as a function of their appointment to an assistantship.
  12. Ph.D. students registering for only one credit hour of a dissertation course.
  13. As required by federal law (Section 209(b)(1)(E) of Title II of Division G of the Consolidated Appropriations Act of 2024, Public Law No. 118-42), students who are citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.
- C. With the written approval of the chancellor/provost, campuses may, for those non-resident students whose special talents and/or unique skills will make a significant contribution to campus life, exempt the non-resident portion of tuition. If instituted, the total number of exemptions granted in any given year should be established in accordance with the campus's strategic enrollment management





Executive Administrator and  
Secretary of the Board of Regents



# UNIVERSITY of HAWAI'I

Ke Kulanui o Hawai'i

UNIVERSITY OF HAWAII  
BOARD OF REGENTS

24 AUG -9 P2:32

94  
David Lassner  
President

dts 24393

August 1, 2024

**AMENDED**

## MEMORANDUM

**TO:** Gabriel Lee  
Chair, Board of Regents

**FROM:** David Lassner  
President

**SUBJECT:** Approve Executive/Managerial Salary Adjustments for All  
Executive/Managerial Employees Meeting Performance Expectations  
Except Positions that Report to the Board of Regents

### SPECIFIC ACTION REQUESTED:

In accordance with Regents Policy 9.212, it is requested that the Board approve the methodology for an annual salary increase for Executive/Managerial (EM) employees by 3.5%, and a flat rate annual salary increase of \$2,750, where it results in an increase greater than 5%. Such employees are listed with an "\*" on the A-3 Attachment to the August 15, 2024 Board agenda.

### RECOMMENDED EFFECTIVE DATE:

July 1, 2024

### ADDITIONAL COST:

Approximately \$2 million annually for all EM employees.

### PURPOSE:

The purpose of this request is to maintain a competitive compensation package for EM employees at the University applying "across-the-board" increases (for EM employees who meet performance expectations) based on similar compensation adjustments provided to bargaining unit employees in the Civil Service, APT, and Faculty classifications.

2444 Dole Street, Bachman Hall  
Honolulu, Hawai'i 96822  
Telephone: (808) 956-8207  
Fax: (808) 956-5286

An Equal Opportunity/Affirmative Action Institution

**BACKGROUND:**

In accordance with Board of Regents Policy RP 9.212 Executive and Managerial Classification and Compensation, “The President shall establish guidelines and approve an annual salary adjustment methodology not to exceed an increase of 5%, an authority which shall not be further delegated. Any annual salary adjustments that exceed a 5% increase shall require prior approval of the Board.”

As of September 1, 2023, there are over 6,500 full-time salaried employees at the University of Hawai'i. Of this population, 97% are part of 8 bargaining units (BU 01, 02, 03, 04, 07, 08, 09 and 10). The remaining 3% of salaried personnel are Executive Managerial (EM) employees who are at-will and exempt from union membership. All unionized employees have negotiated contracts that include scheduled increases effective July 1, 2024. For example, faculty members received a 5% increase to their base salary this year.

As part of the collective bargaining process, funding for these increases is appropriated by the legislature. As part of the appropriation for UHPA, a comparable amount of funding was provided equivalent to 5% of salaries for EM positions at UH, which is reflected as an overall increase in cost of EM salaries of 5%.

Over the last 12 fiscal years, the faculty have participated in collectively bargained salary increases that results in a compounded total of 52%; APTs have participated in collectively bargained salary increases that results in a compounded total of 51%; and, by including this proposed methodology, EMs will have participated in salary increases that results in a compounded total of 27%.

The University is seeking to implement EM salary adjustments for EM employees who were in their positions as of June 30, 2024, and received a performance rating of “meets expectations” or higher. A 3.5% adjustment with a \$2,750 increase to base salary effective July 1, 2024 will impact approximately 189 EM employees. Out of these employees, the range of the applied salary adjustment per the EM population, is 4.1% to 6.2%, based on their current compensation. With this range in mind, approximately 112 employees would receive an adjustment greater than 5%, while 77 EM employees, who are compensated at a higher rate, would receive an adjustment that is less than, or equal to, 5%. This results in an overall cost increase of 5% for all EM salaries, at \$2 million per year.

The President has the authority to approve adjustments for EM employees who experience an increase of 5% or less, and the proposed methodology results in a range of salary increases for Executive Managerial employees between 4% and 6.2%. For

Gabriel Lee  
August 1, 2024  
Page 3 of 3

those employees with an increase of greater than 5%, Regents Policy 9.212 requires that the Board approve the proposed methodology to increase annual salaries for Executive/Managerial employees by 3.5% and a flat rate annual salary increase of \$2,750.

For an EM to be eligible to participate in this salary adjustment, they must have received an evaluation rating of "meets expectations" or higher. The evaluation process consists of a comprehensive 360 evaluation survey and a written evaluation by the EM Supervisor. For those EM employees not in their current position as of October 31, 2023, OHR will obtain certification from their supervisors that they have been meeting performance expectations through June 30, 2024. Those who meet performance expectations will also be eligible for the proposed adjustment.

Additionally, the EM employee must be in their same position on the pay date that the increase will be processed for.

The salary ranges are still comparable or below the ranges for similar positions as collected by the College and University Professional Association (CUPA).

**SPECIFIC ACTION RECOMMENDED:**

In accordance with Regents Policy 9.212, it is recommended that the Board approve the methodology for annual salary increase for Executive/Managerial (EM) employees by 3.5%, and a flat rate annual salary increase of \$2,750, where it results in an increase greater than 5%. Such employees are listed with an "\*" on the A-3 Attachment to the August 15, 2024 Board agenda.



# Item VI.

## Executive Session

**ITEM TO BE  
DISCUSSED IN  
EXECUTIVE  
SESSION**



# UNIVERSITY of HAWAII

Ke Kulanui o Hawai'i

UNIVERSITY OF HAWAII  
BOARD OF REGENTS

David Lassner  
President

DTS 24393

'24 AUG -8 P4:08

August 7, 2024

## MEMORANDUM

TO: Gabriel Lee  
Chair, Board of Regents

FROM: David Lassner  
President

SUBJECT: APPOINTMENT OF DELLA TERAOKA, ASSOCIATE VICE PRESIDENT,  
AS INTERIM VICE PRESIDENT FOR COMMUNITY COLLEGES, IN THE  
OFFICE OF THE VICE PRESIDENT FOR COMMUNITY COLLEGES

### SPECIFIC ACTION REQUESTED:

It is requested that the Board of Regents approve the appointment of Della Teraoka, Associate Vice President, as Interim Vice President for Community Colleges, Office of the Vice President for Community Colleges, effective July 26, 2024, through July 25, 2025, unless sooner relieved, at \$264,492 (\$22,041 monthly), subject to any Executive/Managerial salary adjustments, as appropriate.

### RECOMMENDED EFFECTIVE DATE:

July 26, 2024, through July 25, 2025, unless sooner relieved.

### ADDITIONAL COST:

There is no additional cost with this request as the salary is the same as the prior Vice President.

### PURPOSE:

The purpose of this request is to temporarily fill the position of Vice President for Community Colleges (VPCC). Appointing Della Teraoka as Interim VPCC is necessary to provide overall academic and administrative leadership for the seven UH community colleges in the UH System.

### BACKGROUND:

Pursuant to Executive Policy, EP 9.212, Executive Managerial Classification and Compensation, Section VI., "Recruitment," "All EM positions shall be filled through an open search process; provided, however, that an EM position may be filled without a search process (1) when reassigning an existing EM employee to a position, (2) when

2444 Dole Street, Bachman Hall  
Honolulu, Hawai'i 96822  
Telephone: (808) 956-8207  
Fax: (808) 956-5286

An Equal Opportunity/Affirmative Action Institution

Board Chair Gabriel Lee  
August 7, 2024  
Page 2 of 2

filling a position on an acting or interim basis up to one (1) year.” Additionally, in Section VII., “Appointment and Initial Salary,” “For EM positions that report directly to the President, the President shall be the Appointing Authority and the Board shall be the Approving Authority.” The Vice President for Community Colleges reports directly to the President, and any appointment for this position requires Board approval.

This position serves as the chief executive officer of the community colleges and provides executive leadership and strategic direction for educational excellence, sound administrative practice, and integrity throughout the seven-campus UH Community College (UHCC) system. In addition, the VPCC is an officer and member of the senior executive team of the UH System.

Ms. Teraoka earned her Master’s in Business Administration from the University of Washington, a Bachelor’s degree in Business Administration from Texas Tech University, and an Elementary and Secondary Education Certification from Pacific Oaks College. She has been with the UH Community Colleges since 2009 with academic leadership experience on a campus (Leeward) and In the Offices of the VP for Community Colleges.

She has served as Chief Academic Officer for the UH Community Colleges since 2022 (Interim and non-interim Associate Vice President), and additionally served as Acting Vice President for Community Colleges while the prior Vice President was on leave.

The recommended annual salary of \$264,492 is just above the midpoint (\$259,875) and below the maximum (\$315,000) of the assigned band SM-4 of the Executive/Managerial salary schedule and well below the CUPA median for the position (\$333,700). It is the same as the salary of the prior Vice President.

**ACTION RECOMMENDED:**

It is recommended that the Board of Regents approve the appointment of Della Teraoka, Associate Vice President, as Interim Vice President for Community Colleges, Office of the Vice President for Community Colleges, effective July 26, 2024, through July 25, 2025, unless sooner relieved, at \$264,492 (\$22,041 monthly), subject to any Executive/Managerial salary adjustments, as appropriate

Attachment

## Della A. Teraoka

### Curriculum Vitae

LinkedIn: [www.linkedin.com/in/della-teraoka](http://www.linkedin.com/in/della-teraoka)

Unit: University of Hawai'i  
 Division: Community College System Office

Office: Dole Street Office 25  
 Phone: 808-956-4587  
 Email: [dellaand@hawaii.edu](mailto:dellaand@hawaii.edu)

### COLLEGE EXPERIENCE

**Associate Vice President for Academic Affairs**, May 2023 to present

**Acting Vice President for Community Colleges**, May 2023 – December 2023

**Interim Associate Vice President for Academic Affairs**, September 2022 – May 2023

University of Hawai'i Community College System, Honolulu, HI

- Provides leadership on systemwide initiatives to increase enrollment and improve retention at the seven community colleges, including designing clear pathways from the HIDOE programs of study, improving articulation and transfer to the UH four-years, supporting returning adults programming, and developing innovative programs to support student success.
- Facilitates systemwide coordination and leadership for academic planning, policy, and implementation to ensure quality academic programs and appropriate student support services, improve student success across the seven community colleges, and meet statewide workforce education and training needs.
- Proposes and executes strategies to advance goals in the UH and UHCC strategic plans.
- Represents the UHCC with the Hawai'i State Legislature and advocates for funding to support initiatives and activities of the UH Community Colleges, ensuring that our institutions receive the necessary resources to thrive.
- Convenes and leads the Council of Community College Chancellors, Council of Community College Faculty Senate Chairs, Community College Council of Native Hawaiian Chairs, and Student Government Leaders to address systemwide issues and support the resolution of concerns relevant to each group, fostering a collaborative and supportive environment.
- Identifies and supports systemwide initiatives and professional development activities to ensure quality instruction, promote student success, and support student learning at the seven community colleges.

**Interim Director of Academic Programs**, January 2020 – September 2022

University of Hawai'i Community College System, Honolulu, HI

- Provided leadership for the UH community colleges for academic affairs, including policy development and management, new program proposals, system-level online program coordination, curriculum review and coordination, and systemwide academic initiatives.
- Worked with the seven UH community colleges to develop and implement academic programs, including new program proposals, review and evaluation of existing programs, and recommendation of program modifications to improve coordinated delivery of programs systemwide in support of state needs.
- Managed the Accelerated AA Online degree program using 5-week online courses from all seven community colleges.

- Provided leadership for system initiatives, including spearheading academic master planning, managing Perkins V grant funds, driving the Returning Adults initiative, and coordinating course sharing between the community colleges.
- Facilitated and mentored the vice-chancellors of academic affairs from the seven community colleges.
- Supported the seven community colleges' accreditation liaison officers (ALOs) and assisted with the 2022 Midterm Reports for the Accrediting Commission for Community and Junior Colleges (ACCJC).

**Vice Chancellor for Academic Affairs, August 2016 – January 2020**  
Leeward Community College, Pearl City, HI

- Responsible for the overall leadership of academic affairs and support activities for the administration of two academic divisions (Arts and Sciences, and CTE) and Student Services, Academic Services, Office of Continuing Education and Workforce Development, and the Office of Planning, Policy and Assessment.
- Provided leadership to the overall academic development of the College and ensured compliance with all applicable University regulations regarding curriculum and programs.
- Worked with the UHCC System to develop and implement the Accelerated AA Online degree program using 5-week online courses from all seven community colleges.
- Led several system and campus initiatives, including strategic enrollment management, integrated student support, guided pathways, and retention efforts through campus teams and implementation of specific tactics.
- Guided the campus through a successful 2018 accreditation self-evaluation process as the Accreditation Liaison Officer (ALO) and currently mentors new ALO.

**Professor in Accounting, Associate Professor, January 2015 – July 2016**  
Leeward Community College, Pearl City, HI

- Accreditation Liaison Officer
- Accounting Program Coordinator, one year
- Strategic Plan Update Committee Chair, one year
- Leadership Excellence Program Mentor, one year
- Guided Pathways System Coordinator, one semester
- Taught Business Information Systems courses in the summer and fall semester

**Director of Planning, Policy, and Assessment, March 2012 – December 2014**  
Leeward Community College, Pearl City, HI

- Responsible for supervising and managing the Office of Planning, Policy, and Assessment, which oversees institutional research, grants management, college planning activities, assessment, accreditation, and policy development.
- Supervised five positions in the office.
- Facilitated the redesign of the campus planning process.
- Played a critical role in the 2012 campus accreditation process and became the Accreditation Liaison Officer.



**Interim Dean of Academic Services, August 2009 – February 2012**

Leeward Community College, Pearl City, HI

- Supervising and managed six Academic Support units including, the Educational Media Center, Innovation Center for Teaching & Learning, IT Group, Learning Resource Center, Library, and Theatre.
- Supervised 42 faculty and staff reports and managed over a \$1 million budget.
- Facilitated the planning process for a campus Learning Commons.
- Facilitated updating of the UHCC System Program Review template for Academic Support.

**Business Division Chair, Associate Professor in Accounting, Aug. 2008 – July 2009**

Leeward Community College, Pearl City, HI

- Responsible for coordination of the Business Division, including facilitating division meetings, planning and budgeting division expenditures, and creating schedules for Accounting, Business Technology, and Management courses.

**Assistant Professor, Instructor, Aug. 1999 – July 2008**

Leeward Community College, Pearl City, HI

- Accounting Program Coordinator, three and a half years
- Reassigned as Instructional Designer in the Educational Media Center for one semester
- Taught Accounting and Business Computer Systems courses for 10 years

**Lecturer, 1992**

University of Washington, Seattle, WA

- Taught Intermediate Accounting II for one semester
- Responsible for planning, teaching, and assessment of sophomore and junior-level college students

**Teaching Assistant, Sept. 1989 – June 1991**

University of Washington, Seattle, WA

- Taught lab classes for elementary accounting and cost accounting classes
- Responsible for planning, teaching, and assessment for 30 students each quarter for 6 quarters in the accounting lab.
- Assisted six professors with summer graduate-level accounting intensive courses that included the subjects of Auditing, Financial Accounting, Tax Accounting, and Cost Accounting.

**COMMITTEE/COLLEGE/COMMUNITY SERVICE**

Alliance Executive Committee member, Western Interstate Commission for Higher Education (WICHE), 2023-present

HIDOE/UH Leadership Committee, 2022-present

UHCC Systemwide Online Education Committee, 2022-present

CTE Coordinating Advisory Council, 2021-present

CCAO/VCAA Member, 2016-present

UHCC Student Success Council, 2015-2020

Della Teraoka, Curriculum Vitae

Page 4

- UHCC Integrated Student Support Task Force, 2017-2020
- UHCC Professional Development Committee, 2015-2017
- UHCC Exploratory Majors Committee, 2016-2017

Accreditation Liaison Officer, 2013-2018

Member, Campus Council, 2008-2014, 2016-2019

Chair, Division Personnel Committee, 2015-2016

Western Business Education Association, Telecommunications Director, 2015-2016

Co-Chair, WBEA/HBEA 2016 Conference, 2013-2016

Member, Accounting Advisory Board, 2000-2012, 2015-2016

Board Member, Women Leaders in Higher Education, 2010-2015

Chair, Standard II, Self-Evaluation Committee, 2010-2012

Coordinator, Tk20 Implementation Team, 2010-2012

Co-Chair, Student Success Committee, 2010-2011

Sponsor, IT Standing Committee, 2009-2011

Community College Leadership Champion Gen V, 2008-2009

Subgroup Chair and Member, Curriculum Committee, 2005-2009

Wo Learning Champion Gen V, 2007-2008

Member, Distance Education Committee, 2007-2008

Member, Faculty Senate, 2006-2008

Co-Chair, Academic Institutional Support Committee, 2006-2008

Co-Coordinator, Teaching Squares Program, 2004-2008

Staff, Hawai'i National Great Teachers Seminar, 2005, 2006, and 2008

Member, Division Personnel Committee, 2005-2008

Facilitator, Baby Talk parent collaboration group, 2000-2007

President, Hawai'i Business Education Association, 2005-2006

President-Elect, Hawai'i Business Education Association, 2004-2005

Advisor, Phi Beta Lambda (PBL) student organization, 2002-2004

Treasurer, Hawaii Business Education Association, 2000-2004

Treasurer, LCC Family Fun and Craft Fair, 2000-2004

Member, Innovation Center for Teaching and Learning, 1999-2004

## **TEACHING EXPERIENCE**

Principles of Accounting I

Principles of Accounting II

Payroll Accounting and Hawai'i General Excise Taxes – campus and online delivery

Individual Income Tax Preparation

Introduction to Financial Accounting – campus and online delivery

Using Excel in Accounting – campus and online delivery

Business Information Systems – campus and online delivery

Advanced Business Information Systems

## PROFESSIONAL EXPERIENCE

### **Accounting Systems Specialist, Jan. 1999 – July 1999**

Mutual Travel, Seattle, WA

- Hired as a project manager to implement a new accounting software system
- After successful conversion, continued to work as Accounting Systems Manager to analyze all accounting systems and procedures, looking for ways to improve processes and identify efficiencies
- Trained staff and provided documentation and procedures for a new system
- Worked in conjunction with the Controller on developing new accounting policies and procedures

### **Interim Finance Director, Feb. 1996 – Aug. 1996**

Medina Children's Service, Seattle, WA

- Hired to reorganize the accounting department and manage grants in a non-profit environment
- Successfully integrated and implemented existing accounting system
- Prepared and reported on financial statements to the Board of Directors
- Responsible for the purchase and installation of new workstations and maintenance of the Novell network system
- Responsible for hiring and training new accounting manager

### **Director of Operations and Administration, July 1991 – Jan. 1996**

PRISM/Software Production Inc., Bellevue, WA

- Successfully managed and grew a private corporation of 65 employees and \$4 million in sales to 115 employees and \$8 million in sales over a period of four years as the Finance Manager
- Assisted in the purchase and merger of SPI as it became part of the publicly-held holding company
- Acted as the Project Manager for move of the organization to a new location
- Promoted to Director of Operations and Administration with responsibility for accounting, human resources, information systems and purchasing in 1994
- As Finance Manager, responsible for financial reporting, financial analysis and cash flow management through cash-poor periods
- Took on responsibility for the Information Systems Department during the period of growth
- Successfully implemented a software manufacturing system in four months at the end of my tenure
- Designed, created, and managed the Human Resources Department

### **Business Manager, June 1987 – Sept. 1989**

DagenBela Corporation, San Antonio, TX

- Responsible for the daily operations of the corporate offices and the financial operations of the art gallery, warehouse and distributing offices, and the graphic arts division
- Responsible for all financial reporting and analysis of operations

Della Teraoka, Curriculum Vitae  
Page 6

- Promoted to the position of Business Manager after entering the organization as a Sales Clerk

## **EDUCATION**

**Elementary and Secondary Education Certification**, Pacific Oaks College  
Graduated 1997

**Master of Business Administration**, University of Washington  
Concentrations: Accounting and Organizational Development  
Graduated 1991

**Bachelor of Business Administration**, Texas Tech University  
Majors: Accounting and Management Information Systems  
Graduated magna cum laude, 1985

## **OTHER SKILLS**

- Proficient in Google apps, MS Office Suite, Camtasia, Snagit, Adobe Acrobat, iMovie
- Knowledgeable of various accounting systems, including GlobalWare, TS2000 Accounting System, Fourth Shift Manufacturing System, MAS90 Accounting System, and SBT Accounting System
- Comfortable working in both PC and Mac environments
- Passed CPA examination in November 1985



UNIVERSITY  
of HAWAII®  
SYSTEM

August 9, 2024

DTS-2397

**MEMORANDUM**

TO: Board of Regents

FROM: Gabriel Lee  
Chair, Board of Regents

A blue ink signature of Gabriel Lee, the Chair of the Board of Regents.

SUBJECT: RECOMMEND BOARD APPROVAL OF SALARY ADJUSTMENTS FOR POSITIONS THAT REPORT TO THE BOARD OF REGENTS

**SPECIFIC ACTION REQUESTED:**

Pursuant to Regent Policy ("RP") 9.212, Executive and Managerial Personnel Policies, Section III.F.1.b., it is requested that the Board of Regents approve a 3.5% salary adjustment, with an adjustment to base salary of \$2,750, for Mr. Glenn Shizumura, Director of Internal Audit, Board of Regents, and Ms. Yvonne Lau, Executive Administrator and Secretary of the Board of Regents.

Dr. David Lassner, President, University of Hawai'i has declined to accept any salary adjustments and both the Board and Committee on Governance Chairs recommend that the board honor his request.

**RECOMMENDED EFFECTIVE DATES:**

July 1, 2024

**ADDITIONAL COST:**

The total additional annual cost for these increases is \$16,644, which will be funded by an appropriation specific to this purpose.

**PURPOSE:**

The purpose of this request is to adjust the salaries of Executive/Managerial (EM) employees that report directly to the Board of Regents, in line with EM peers at the University of Hawai'i who were to deemed to have met performance expectations for the period of April 1, 2023 through March 31, 2024.



Memorandum to Board of Regents

August 9, 2024

Page 2 of 2

**BACKGROUND:**

Pursuant to RP 9.212. Executive and Managerial Personnel Policies, Section III.F.1 Annual Salary Adjustments, subsection b., “The Board shall approve any salary adjustments for positions reporting directly to the Board, i.e. the President, the Executive Administrator and Secretary of the Board of Regents, and the Director of the Office of Internal Audit.”

On August 1, 2024, the Committee on Governance reviewed and recommended to the Board at this August 15, 2024 meeting, the approval of the Executive/ Managerial Employee’s Salary Adjustments for All Executive/Managerial Employees Meeting Performance Expectations. This action results in an annual increase of 3.5% with an adjustment to base salary of \$2,750, to all eligible employees at the University who met performance expectations. It is recommended that the Board extend this treatment to those positions that report directly to the Board.

Upon approval, Mr. Shizumura’s salary will be updated from \$176,616 annually to \$185,544. Ms. Lau’s salary will be updated from \$141,756 annually to \$149,472.

**SPECIFIC ACTION RECOMMENDED:**

Pursuant to Regent Policy (“RP”) 9.212 Executive and Managerial Personnel Policies, Section III.F.1.b., it is requested that the Board of Regents approve a 3.5% salary adjustment, with an adjustment to base salary of \$2,750, for Mr. Glenn Shizumura, Director of Internal Audit, Board of Regents, and Ms. Yvonne Lau, Executive Administrator and Secretary of the Board of Regents.