

**Notice of Meeting
UNIVERSITY OF HAWAI'I
BOARD OF REGENTS COMMITTEE ON PERSONNEL AFFAIRS AND BOARD
GOVERNANCE**

Members: Regents Westerman (Chair), Acoba (Vice-Chair), Bal, Tagorda, and Wilson

Date: Thursday, November 5, 2020

Time: 8:30 a.m.

Place: Virtual Meeting

In light of the evolving COVID-19 situation, protecting the health and welfare of the community is of utmost concern. As such, this will be a virtual meeting and written testimony and oral testimony will be accepted in lieu of in-person testimony. Meetings may be monitored remotely via the livestream pilot project. See the Board of Regents website for information on accessing the livestream: www.hawaii.edu/bor. Mahalo for your consideration.

AGENDA

- I. Call Meeting to Order**
- II. Approval of Minutes of the August 6, 2020 Meeting**
- III. Public Comment Period for Agenda Items:**

All written testimony on agenda items received after posting of this agenda and up to 24 hours in advance of the meeting will be distributed to the board. Late testimony on agenda items will be distributed to the board within 24 hours of receipt. 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, U.S. mail, or facsimile at (808) 956-5156. All written testimony submitted are public documents. Therefore, any testimony that is submitted for use in the public meeting process is public information and will be posted on the board's website.

Those wishing to provide oral testimony for the virtual meeting may register [here](#). Given constraints with the online format of our meetings, individuals wishing to orally testify must register no later than 7:00 a.m. on the day of the meeting in order to be accommodated. 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.

IV. Agenda Items

- A. Office of Board of Regents Report on Regents Policies
- B. Executive and Managerial Compensation Update

- C. Recommend Board Approval of Temporary Salary Adjustments (Reductions) for Executive and Managerial Positions that Report to the Board of Regents

V. Adjournment

ATTACHMENTS

Attachment A – Personnel actions posted for information only

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	COMPENSATION	AS OF NOVEMBER 1, 2020
Andaya	Juanita	DIRECTOR ADMIN SVCS	MA	SOEST	SM1	10/1/2007	\$129,912	TEMPORARY SALARY REDUCTION
Anzai	Lauren	DIRECTOR OF ADMIN SVCS	MA	INSTITUTE FOR ASTRONOMY	SM1	8/22/2015	\$125,640	TEMPORARY SALARY REDUCTION
Arnade	Peter	DEAN (UHM)	MA	C OF ARTS, LANGUAGES & LETTERS	SM3	6/28/2012	\$230,988	TEMPORARY SALARY REDUCTION
Auerbach	Steven	INTERIM DIR OF INNOV & COMMERCIALIZATION	SW	OF VP FOR RESEARCH AND INNOVATION	SM2	10/1/2019	\$145,236	TEMPORARY SALARY REDUCTION
Aune	Krystyna	DEAN (UHM)	MA	GRADUATE DIVISION	SM3	3/31/2014	\$181,224	TEMPORARY SALARY REDUCTION
Baldemor	Vincent	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	10/29/2018	\$127,080	TEMPORARY SALARY REDUCTION
Barko	Valerie	DIR OF UNIV OF HI CTR (CC)	KU	KAUAI CC	CC1	8/1/2017	\$98,052	TEMPORARY SALARY REDUCTION
Barnett	Daniel	INTERIM ASSOC DEAN	MA	SCH OF LAW	SM3	1/1/2020	\$180,600	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Bautista	Maria	INTERIM VICE CHANCELLOR (CC)	KA	KAPIOLANI CC	CC3	6/17/2019	\$108,924	TEMPORARY SALARY REDUCTION
Beets	James	INTERIM DEAN	HI	COLL OF NATURAL & HEALTH SCI, UHH	H2	7/1/2018	\$132,744	TEMPORARY SALARY REDUCTION
Bendiner	Ezra	UNIV ASST GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	2/1/2018	\$96,948	TEMPORARY SALARY REDUCTION
Benham	Maenette	CHANCELLOR	WO	UH AT WEST OAHU	WO4	1/1/2017	\$221,724	TEMPORARY SALARY REDUCTION
Bitter	Michael	INTERIM DEAN	HI	C OF A&S UHH	H2	6/2/2017	\$136,908	TEMPORARY SALARY REDUCTION
Boland	Mary	DEAN (UHM)	MA	SCH OF NURS & DENTAL HYG	SM4	8/22/2005	\$289,608	TEMPORARY SALARY REDUCTION
Bowen	Walter	ASSOCIATE DEAN, UHM	MA	C OF TA & HR	SM2	2/19/2019	\$154,308	TEMPORARY SALARY REDUCTION
Brandvold	Kelli	INTERIM VICE CHANCELLOR (CC)	WI	WINDWARD CC	CC3	8/19/2019	\$101,208	TEMPORARY SALARY REDUCTION
Brislin	Thomas	ASSOCIATE DEAN, UHM	MA	C OF ARTS, LANGUAGES & LETTERS	SM2	1/1/2013	\$148,212	TEMPORARY SALARY REDUCTION
Bruno	Michael	PROVOST	MA	OFFICE OF THE PROVOST, UHM	SM5	4/1/2019	\$315,060	TEMPORARY SALARY REDUCTION
Buenconsejo-Lum	Lee	ASSOCIATE DEAN, UHM	MA	JABSOM	SM3	4/1/2020	\$203,784	TEMPORARY SALARY REDUCTION
Cambra	Ronald	ASST VICE CHANCELLOR, UHM	MA	OFFICE OF THE PROVOST, UHM	SM3	9/16/2005	\$155,676	TEMPORARY SALARY REDUCTION
Cerf	Keilin	PROGRAM DIRECTOR (CC)	HA	HAWAII CC	CC1	3/12/2018	\$96,072	TEMPORARY SALARY REDUCTION
Ceria-Ulep	Clementina	ASSOCIATE DEAN, UHM	MA	SCH OF NURS & DENTAL HYG	SM2	7/1/2016	\$161,376	TEMPORARY SALARY REDUCTION
Chapman	William	INTERIM DEAN	MA	SCH OF ARCH	SM4	8/1/2018	\$180,408	TEMPORARY SALARY REDUCTION
Chen	Qimei	ASSOCIATE DEAN, UHM	MA	C OF BUS ADM	SM3	8/1/2014	\$227,784	TEMPORARY SALARY REDUCTION
Ching	Carleton	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM1	11/30/2015	\$133,260	TEMPORARY SALARY REDUCTION
Chismar	William	DEAN (UHM), OUTREACH & INTERIM DEAN (UHM) SOCIAL WORK	MA	OUTREACH COLLEGE/SOCIAL WORK	SM3	8/1/2020	\$226,272	TEMPORARY SALARY REDUCTION
Chock	Kasey	DEAN (CC)	HO	HONOLULU CC	CC2	6/2/2017	\$102,132	TEMPORARY SALARY REDUCTION
Choi	Song	ASST DEAN	MA	C OF ENGINRG	SM2	9/1/2004	\$123,672	TEMPORARY SALARY REDUCTION
Chun	Gregory	EXEC DIR, MAUNAKEA STEWARDSHIP	HI	UH AT HILO	H2	7/19/2019	\$140,724	TEMPORARY SALARY REDUCTION
Clapp	Carl	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	4/5/2006	\$147,060	TEMPORARY SALARY REDUCTION
Comerford	Nicholas	DEAN & DIR RES & COOP EXT(UHM)	MA	C OF TA & HR	SM4	9/1/2017	\$235,416	TEMPORARY SALARY REDUCTION
Contrades	Elisabeth	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	10/6/2016	\$119,604	TEMPORARY SALARY REDUCTION
Cortez	Dorinna	VICE CHANCELLOR (CC)	HA	HAWAII CC	CC3	2/1/2017	\$104,388	TEMPORARY SALARY REDUCTION
Cosseboom	Joel	INTERIM DIR & PUBLISHER OF THE UNIVERSITY PRESS	MA	UH PRESS	SM1	3/25/2016	\$125,172	TEMPORARY SALARY REDUCTION
Daisy	Joseph	CHANCELLOR	KU	KAUAI CC	CC4	2/3/2020	\$151,596	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
De Pillis	Emmeline	INT DEAN (UHH)	HI	ACADEMIC AFF UHH	H2	6/1/2019	\$154,272	TEMPORARY SALARY REDUCTION
Diaz	Maria-Elena	INT DIR OF CONTINUING ED&TRNG	WI	WINDWARD CC	CC1	10/1/2019	\$85,020	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Dukelow	Kaheleonolani	DEAN (CC)	MU	MAUI COLLEGE	CC2	9/3/2019	\$99,012	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	COMPENSATION	AS OF NOVEMBER 1, 2020
Edwards	Margaret	DIRECTOR OF APPLIED RES LAB	SW	OF VP FOR RESEARCH AND INNOVATION	SM2	2/1/2018	\$179,496	TEMPORARY SALARY REDUCTION
Eschenberg	Ardis	CHANCELLOR	WI	WINDWARD CC	CC4	1/2/2019	\$151,596	TEMPORARY SALARY REDUCTION
Evans	Glenn	COUNTY ADMR, CTAHR, KAUAI	MA	C OF TA & HR	SM1	6/1/2020	\$127,080	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Fletcher	Charles	ASSOCIATE DEAN, UHM	MA	SOEST	SM2	10/1/2010	\$191,676	TEMPORARY SALARY REDUCTION
Foster	Nancy	CHIEF FINANCIAL OFFICER	MA	JABSOM	SM3	9/24/2008	\$215,112	TEMPORARY SALARY REDUCTION
French	Alexandra	INTERIM VICE CHANCELLOR, UHM	MA	OFF OF BUSINESS & FINANCE, UHM	SM4	8/1/2019	\$145,236	TEMPORARY SALARY REDUCTION
Furutani	Laurie	INTERIM DIR OF STUDENT AFFAIRS	MA	STUDENT AFFAIRS, UHM	SM1	1/27/2017	\$100,728	TEMPORARY SALARY REDUCTION
Furuto	Brian	VICE CHANCELLOR (CC)	KA	KAPIOLANI CC	CC3	12/5/2014	\$116,028	TEMPORARY SALARY REDUCTION
Gerschenson	Mariana	ASSOCIATE DEAN, UHM	MA	JABSOM	SM3	10/1/2018	\$207,396	TEMPORARY SALARY REDUCTION
Go	Jamie	EXEC ASSISTANT TO THE BOR	SW	BOARD OF REGENTS	SM1	10/16/2019	\$87,144	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Gomes	Farrahmarie	VICE CHANCELLOR, UHH	HI	STUDENT AFF V CHANCELLOR UHH	H3	12/1/2016	\$159,720	TEMPORARY SALARY REDUCTION
Gomez	Lara	ASSOCIATE DEAN, UHH	HI	ACADEMIC AFF UHH	H2	8/1/2019	\$158,856	TEMPORARY SALARY REDUCTION
Goodman	James	DEAN (CC)	LE	LEEWARD CC	CC2	7/1/2015	\$113,664	TEMPORARY SALARY REDUCTION
Goodwin	April	U ACAD AFFRS PGRM OFFCR (UHM)	MA	OFFICE OF THE PROVOST, UHM	SM1	1/1/2014	\$101,184	TEMPORARY SALARY REDUCTION
Goodwin	Jeff	INT ASSOC DEAN & DIR	MA	C OF TA & HR	SM2	9/2/2019	\$138,432	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Gouveia	Jan	VP FOR ADMINISTRATION	SW	OF VP FOR ADMINISTRATION	SM4	8/15/2014	\$245,652	TEMPORARY SALARY REDUCTION
Guillen	Patrick	DIRECTOR OF ATHLETICS	HI	ATHLETICS UHH	H1	8/24/2015	\$126,600	TEMPORARY SALARY REDUCTION
Guthro	Clement	UNIVERSITY LIBRARIAN	MA	LIBRARY SERV	SM3	1/2/2020	\$181,548	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Hadwick	Robin	INT ASST DEAN OF STDNT SVCS	MA	C OF BUS ADM	SM1	6/1/2012	\$97,716	TEMPORARY SALARY REDUCTION
Halbert	Debora	ASSOCIATE VICE PRESIDENT	SW	OF VP FOR ACAD PLAN & POLICY	SM3	1/2/2019	\$163,380	TEMPORARY SALARY REDUCTION
Haleamau-Kam	Raynette	INT DIR OF UNIV OF HI CTR (CC)	HA	HAWAII CC	CC1	8/17/2018	\$94,752	TEMPORARY SALARY REDUCTION
Hanada	Tomone	DIR OF UNIV OF HI CTR (CC)	MU	MAUI COLLEGE	CC1	7/1/1998	\$95,400	TEMPORARY SALARY REDUCTION
Harriss	Frankie	VICE CHANCELLOR (CC)	KU	KAUAI CC	CC3	7/20/2018	\$106,032	TEMPORARY SALARY REDUCTION
Hashiro	Kimberly	INTERIM SYS DIR OF HUMAN RES	SW	OF VP FOR ADMINISTRATION	SM3	3/20/2020	\$118,788	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Hedges	Jerris	DEAN (UHM)	MA	JABSOM	SM5	3/1/2008	\$497,484	TEMPORARY SALARY REDUCTION
Helminck	Aloysius	DEAN (UHM)	MA	C OF NAT SCI	SM4	12/1/2016	\$249,108	TEMPORARY SALARY REDUCTION
Higa-King	Jennifer	DEAN (CC)	HO	HONOLULU CC	CC2	7/1/2019	\$103,152	TEMPORARY SALARY REDUCTION
Higgins	Colette	DEAN (CC)	WI	WINDWARD CC	CC2	8/1/2016	\$104,292	TEMPORARY SALARY REDUCTION
Hirakami	Sarah	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR ADMINISTRATION	SM1	2/23/2018	\$120,444	TEMPORARY SALARY REDUCTION
Hokoana	Lui	CHANCELLOR	MU	MAUI COLLEGE	CC4	12/1/2014	\$155,256	TEMPORARY SALARY REDUCTION
Holcombe	Randall	DIR OF RESEARCH INSTITUTE	MA	CANCER CENTER	SM5	10/1/2016	\$385,452	TEMPORARY SALARY REDUCTION
Holland	Christopher	ASSOCIATE VICE CHANCELLOR, UHH	HI	STUDENT AFF V CHANCELLOR UHH	H2	9/9/2020	\$107,292	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Hoshiko	Carol	ASST DEAN (CC)	KA	KAPIOLANI CC	CC1	7/1/2004	\$95,532	TEMPORARY SALARY REDUCTION
Howard	M. Bernadette	ST DIR FOR CAREER AND TECH ED	SW	OFF ST DIR FOR CAREER & TECH ED	SM1	9/1/2011	\$120,312	TEMPORARY SALARY REDUCTION
Iboshi	Pearl	DIR OF INST RES & ANALYSIS	SW	OF VP FOR ACAD PLAN & POLICY	SM2	2/1/2011	\$155,124	TEMPORARY SALARY REDUCTION
Ideta	Lori	INTERIM VICE CHANCELLOR	MA	STUDENT AFFAIRS, UHM	SM4	2/1/2015	\$178,800	TEMPORARY SALARY REDUCTION
Inafuku	Derek	VICE CHANCELLOR (CC)	HO	HONOLULU CC	CC3	1/23/2015	\$113,100	TEMPORARY SALARY REDUCTION
Irwin	Bonnie	CHANCELLOR	HI	UH AT HILO	H4	7/1/2019	\$252,744	TEMPORARY SALARY REDUCTION
Ishida	Kevin	VICE CHANCELLOR (UHWO)	WO	UH AT WEST OAHU	WO3	2/1/2016	\$124,260	TEMPORARY SALARY REDUCTION
Ishii	Debra Ann	ASST TO SENIOR EXECUTIVE	MA	EXEC OFF OF THE PRES	SM1	3/1/2017	\$143,424	TEMPORARY SALARY REDUCTION

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Jacobs	Gwen	DIR OF INFORMATION TECHNOLOGY	SW	OF VP FOR INFORMATION TECH/CIO	SM2	7/1/2013	\$187,920	TEMPORARY SALARY REDUCTION
Javinar	Jan	INTERIM VC FOR STUDENT AFFAIRS	WO	UH AT WEST OAHU	WO3	2/21/2020	\$141,144	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Jenkins	Amelia	INTERIM ASSOCIATE DEAN	MA	C OF EDUC	SM2	12/26/2017	\$142,104	TEMPORARY SALARY REDUCTION
Kaakua	Joshua	INT ACAD & STDNT AFF PGRM OFCR	CC	OF VP FOR COMMUNITY COLLEGES	CC1	7/1/2018	\$104,328	TEMPORARY SALARY REDUCTION
Kahumoku III	Walter	ASST TO SENIOR EXECUTIVE	WO	UH AT WEST OAHU	WO1	8/31/2018	\$112,188	TEMPORARY SALARY REDUCTION
Kakugawa-Leong	Alyson	INT DIRECTOR OF UNIV RELATIONS	HI	UH AT HILO	H1	2/1/2019	\$98,028	TEMPORARY SALARY REDUCTION
Kaleiwahea	Kenneth	VICE CHANCELLOR (CC)	HA	HAWAII CC	CC3	11/22/2019	\$104,388	TEMPORARY SALARY REDUCTION
Kameoka	Velma	INTERIM VC FOR RESEARCH	MA	OFFICE OF THE PROVOST, UHM	SM4	6/1/2019	\$223,812	TEMPORARY SALARY REDUCTION
Kapono	Donnette	ASST TO SENIOR EXECUTIVE	HI	UH AT HILO	H1	8/1/2019	\$90,780	TEMPORARY SALARY REDUCTION
Kato	Kami	INTERIM DEAN OF STDNT SVCS(CC)	LE	LEEWARD CC	CC3	6/1/2019	\$104,388	TEMPORARY SALARY REDUCTION
Kawakami	Ronette	ASSOC DEAN OF STUDENT SVCS	MA	SCH OF LAW	SM2	8/2/2013	\$154,140	TEMPORARY SALARY REDUCTION
Kazama	Susan	INTERIM VC ACAD AFFAIRS	HO	HONOLULU CC	CC3	6/17/2019	\$119,160	TEMPORARY SALARY REDUCTION
Keopuhiwa	Thomas	VICE CHANCELLOR (CC)	KA	KAPIOLANI CC	CC3	12/2/2019	\$104,388	TEMPORARY SALARY REDUCTION
Kimura	Leslie	PROGRAM DIRECTOR	HI	UH AT HILO	H1	8/1/2010	\$100,284	TEMPORARY SALARY REDUCTION
Kimura	Trisha	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	10/1/2006	\$122,400	TEMPORARY SALARY REDUCTION
Konan	Denise	DEAN (UHM)	MA	C OF SOC SCI	SM4	1/1/2012	\$229,836	TEMPORARY SALARY REDUCTION
Kondo-Brown	Kimi	ASSOCIATE DEAN, UHM	MA	C OF ARTS, LANGUAGES & LETTERS	SM2	10/1/2011	\$138,648	TEMPORARY SALARY REDUCTION
Kono	Teresa	INTERIM U ACAD AFFRS PGRM OFCR	MA	OFFICE OF THE PROVOST, UHM	SM1	9/1/2018	\$98,832	TEMPORARY SALARY REDUCTION
Kotowski III	Joseph	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	12/3/2019	\$116,184	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Krupp	David	INTERIM DEAN CC, AA	WI	WINDWARD CC	CC2	2/1/2019	\$103,416	TEMPORARY SALARY REDUCTION
Kunz	Amy	ASSOCIATE VICE PRESIDENT	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM3	8/1/2019	\$163,380	TEMPORARY SALARY REDUCTION
Lacro	Erika	VP FOR COMMUNITY COLLEGES	CC	OF VP FOR COMMUNITY COLLEGES	SM4	1/17/2020	\$230,484	TEMPORARY SALARY REDUCTION
Lane	Mark	VICE CHANCELLOR (CC)	LE	LEEWARD CC	CC3	2/1/2007	\$121,824	TEMPORARY SALARY REDUCTION
Lassner	David	PRESIDENT	SW	EXEC OFF OF THE PRES	SM5	9/1/2013	\$316,008	TEMPORARY SALARY REDUCTION
Lau	Shannon	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	4/16/2020	\$118,008	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Lebbin	Vickery	INTERIM ASSOC UNIVERSITY LIBRARIAN	MA	LIBRARY SERV	SM2	10/20/2017	\$129,984	TEMPORARY SALARY REDUCTION
Lee	Adrienne	DIRECTOR OF ADMIN SVCS	MA	C OF TA & HR	SM1	12/1/2015	\$123,276	TEMPORARY SALARY REDUCTION
Lee	Christopher	ADMINISTRATIVE PROGRAM OFFICER	SW	OF VP FOR RESEARCH AND INNOVATION	SM2	12/1/2016	\$211,824	TEMPORARY SALARY REDUCTION
Lee	Karen	INTERIM CHANCELLOR	HO	HONOLULU CC	CC4	6/1/2019	\$151,596	TEMPORARY SALARY REDUCTION
Lee	Nelson	DIRECTOR OF PROJECT DELIVERY	SW	OF VP FOR ADMINISTRATION	SM2	10/16/2017	\$137,784	TEMPORARY SALARY REDUCTION
Lemus	Judith	INTERIM DIRECTOR OF RES INST	MA	HIMB	SM3	11/16/2018	\$174,000	TEMPORARY SALARY REDUCTION
Lerner	Darren	DIR OF RESEARCH INSTITUTE	MA	SEA GRANT COLLEGE PROGRAM	SM2	10/17/2014	\$146,376	TEMPORARY SALARY REDUCTION
Lipe	Kaiwipunikauikaw	U ACAD AFFRS PGRM OFFCR (UHM)	MA	EXEC OFF OF THE PRES	SM1	8/1/2017	\$99,240	TEMPORARY SALARY REDUCTION
Lonborg	David	ASSOC DIR RESEARCH INSTITUTE	MA	INSTITUTE FOR ASTRONOMY	SM3	3/1/2019	\$172,476	TEMPORARY SALARY REDUCTION
Los Banos	Aedward	ASSOCIATE VICE PRESIDENT	SW	OF VP FOR ADMINISTRATION	SM3	2/3/2020	\$133,812	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Luke	Amy	ASST TO SENIOR EXECUTIVE	SW	EXEC OFF OF THE PRES	SM1	5/17/2019	\$122,544	TEMPORARY SALARY REDUCTION
Lyons	Laura	INTERIM ASSOC VICE CHANCELLOR	MA	OFFICE OF THE PROVOST, UHM	SM3	1/18/2019	\$177,000	TEMPORARY SALARY REDUCTION
Ma	Carolyn	DEAN, UHH	HI	ACADEMIC AFF UHH	H4	8/21/2015	\$228,468	TEMPORARY SALARY REDUCTION
Ma	Tianwei	INTERIM ASSOC. DEAN	MA	C OF ENGINRG	SM2	1/27/2017	\$154,596	TEMPORARY SALARY REDUCTION
Maeda	Julienne	ASSOCIATE DEAN, UHM	MA	GRADUATE DIVISION	SM2	8/1/2013	\$114,144	TEMPORARY SALARY REDUCTION

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Mallik	Amrita	U ACAD AFFRS PGRM OFFCR	MA	EXEC OFF OF THE PRES	SM1	11/18/2016	\$119,904	TEMPORARY SALARY REDUCTION
Manin	Lois	ASSOC ATHLETIC DIRECTOR	MA	INT ATHLETICS UHM	SM2	4/22/2019	\$118,008	TEMPORARY SALARY REDUCTION
Martin	Clifford	ASSOC DIR RESEARCH INSTITUTE	MA	CANCER CENTER	SM3	7/16/2017	\$194,364	TEMPORARY SALARY REDUCTION
Mathews	Bruce	DEAN, UHH	HI	COL OF AG, FOREST&NAT RES MGMT	H2	7/1/2012	\$148,068	TEMPORARY SALARY REDUCTION
Matlin	David	DIRECTOR OF ATHLETICS	MA	INT ATHLETICS UHM	SM4	4/27/2015	\$282,600	TEMPORARY SALARY REDUCTION
Matsui	Bruce	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	3/9/2006	\$131,808	TEMPORARY SALARY REDUCTION
Mayeshiro	Derek	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	7/8/2016	\$121,476	TEMPORARY SALARY REDUCTION
McCreary	Beverly	ASST VICE CHANCELLOR, UHM	MA	OFFICE OF THE PROVOST, UHM	SM3	7/1/2010	\$149,100	TEMPORARY SALARY REDUCTION
Mclaren	Robert	INTERIM DIR OF RES INST	MA	INSTITUTE FOR ASTRONOMY	SM4	2/1/2018	\$256,848	TEMPORARY SALARY REDUCTION
Meisenzahl	Daniel	DIRECTOR OF COMMUNICATIONS	SW	OF VP FOR ADMINISTRATION	SM2	4/19/2012	\$134,580	TEMPORARY SALARY REDUCTION
Mitchell	Leslie	INTERIM DIR OF STUDENT AFFAIRS	MA	STUDENT AFFAIRS, UHM	SM1	2/24/2017	\$73,992	TEMPORARY SALARY REDUCTION
Miyasaka	Susan	INT COUNTY ADMR, HAWAII COUNTY	MA	C OF TA & HR	SM1	10/1/2020	\$125,424	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Monaco	Lynne Keala	ASST TO SENIOR EXECUTIVE	SW	EXEC OFF OF THE PRES	SM1	6/1/2014	\$122,544	TEMPORARY SALARY REDUCTION
Moniz	Jeffrey	VICE CHANCELLOR (UHWO)	WO	UH AT WEST OAHU	WO3	6/6/2016	\$142,320	TEMPORARY SALARY REDUCTION
Morioka	Brennon	DEAN (UHM)	MA	C OF ENGINRG	SM4	4/1/2019	\$234,948	TEMPORARY SALARY REDUCTION
Moto	Brian	INTERIM ASST TO SR EXECUTIVE	MU	MAUI COLLEGE	CC1	9/1/2014	\$91,608	TEMPORARY SALARY REDUCTION
Murata	Nathan	DEAN (UHM)	MA	C OF EDUC	SM3	1/1/2018	\$166,656	TEMPORARY SALARY REDUCTION
Nagata	Stephanie	DIR OF MAUNA KEA MANAGEMENT	HI	UH AT HILO	H1	3/1/2012	\$132,192	TEMPORARY SALARY REDUCTION
Nagle	Laura	DEAN (CC)	MU	MAUI COLLEGE	CC2	9/3/2019	\$99,012	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Nakagawa	Deborah	ASST TO SENIOR EXECUTIVE	CC	OF VP FOR COMMUNITY COLLEGES	CC1	11/1/2006	\$119,292	TEMPORARY SALARY REDUCTION
Nakama	Debra	VICE CHANCELLOR (CC)	MU	MAUI COLLEGE	CC3	9/1/2015	\$118,896	TEMPORARY SALARY REDUCTION
Napoleon	David	DEAN (CC)	KA	KAPIOLANI CC	CC2	8/1/2016	\$103,788	TEMPORARY SALARY REDUCTION
Nelson	Camille	DEAN (UHM)	MA	SCH OF LAW	SM5	8/1/2020	\$377,340	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Ng	Michael	DIRECTOR OF UNIV BUDGET	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM2	3/20/2015	\$118,428	TEMPORARY SALARY REDUCTION
Ngo	Courtenay	DIR OF INFORMATION TECHNOLOGY	SW	OF VP FOR INFORMATION TECH/CIO	SM2	2/3/2020	\$152,496	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Nishida	Susan	ASST TO SENIOR EXECUTIVE	HO	HONOLULU CC	CC1	10/19/2018	\$104,388	TEMPORARY SALARY REDUCTION
Ohta	Tracey	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	4/1/2020	\$107,112	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Oishi	Kendra	EXEC ADMIN & SEC OF THE BOR	SW	BOARD OF REGENTS	SM2	11/14/2017	\$103,560	TEMPORARY SALARY REDUCTION
Okimoto	Hae	ASSOCIATE VICE PRESIDENT AND DIR OF INFORMATION TECHNOLOGY	SW	OF VP FOR ACAD PLAN & POLICY/OF VP FOR INFORMATION TECH/CIO	SM3/ SM2	11/16/2018 4/1/2013	\$182,364	TEMPORARY SALARY REDUCTION
Okinaga	Carrie	VP LGL AFF & UNIV GEN COUNSEL	SW	OF VP LG AF-U GN CL	SM4	7/1/2015	\$245,652	TEMPORARY SALARY REDUCTION
Oliveira	Judy	INTERIM VC FOR STUDENT AFFAIRS	WI	WINDWARD CC	CC3	2/1/2020	\$110,868	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Onishi	Joni	VICE CHANCELLOR (CC)	HA	HAWAII CC	CC3	7/1/2016	\$125,160	TEMPORARY SALARY REDUCTION
Ono	Kay	INTERIM VICE CHANCELLOR (CC)	LE	LEEWARD CC	CC3	1/21/2020	\$118,008	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Osorio	Jonathan	DEAN (UHM)	MA	HAWAIIINUIAKEA SCH HAWN KNOWL	SM3	1/27/2017	\$175,836	TEMPORARY SALARY REDUCTION
Oyadomari-Chun	Tammi	INT ASSOC VICE PRESIDENT	CC	OF VP FOR COMMUNITY COLLEGES	CC4	8/1/2019	\$140,712	TEMPORARY SALARY REDUCTION
Pagotto	Louise	CHANCELLOR	KA	KAPIOLANI CC	CC4	6/3/2016	\$166,656	TEMPORARY SALARY REDUCTION
Pang	Presley	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	10/1/2015	\$125,148	TEMPORARY SALARY REDUCTION

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	COMPENSATION	AS OF NOVEMBER 1, 2020
Pearson	Wendy	ASST TO SENIOR EXECUTIVE	MA	OFFICE OF THE PROVOST, UHM	SM1	6/16/2006	\$126,624	TEMPORARY SALARY REDUCTION
Pen-aloza	Carlos	CHANCELLOR	LE	LEEWARD CC	CC4	7/2/2019	\$160,668	TEMPORARY SALARY REDUCTION
Penaloza	Fiorella	ACADEMIC PROGRAM OFFICER	SW	OF VP FOR ACAD PLAN & POLICY	SM1	8/1/2019	\$107,112	TEMPORARY SALARY REDUCTION
Perreira	Mary	DIR OF EEO-AA (CC)	CC	OF VP FOR COMMUNITY COLLEGES	CC1	9/1/2009	\$107,340	TEMPORARY SALARY REDUCTION
Quemuel	Christine	INTERIM ASST VICE CHANCELLOR	MA	STUDENT AFFAIRS, UHM	SM3	8/1/2015	\$104,292	TEMPORARY SALARY REDUCTION
Qureshi	Kristine	ASSOC DEAN	MA	SCH OF NURS & DENTAL HYG	SM2	9/1/2016	\$167,520	TEMPORARY SALARY REDUCTION
Radak	Lisa	DEAN (CC)	KA	KAPIOLANI CC	CC2	8/1/2019	\$111,732	TEMPORARY SALARY REDUCTION
Rapoza	Kaleihiiikapoli	INTERIM VICE CHANCELLOR, UHH	HI	ADMIN AFF UHH	H3	9/1/2017	\$157,380	TEMPORARY SALARY REDUCTION
Reeves	Cynthia	COUNTY ADMR, CTAHR, MAUI	MA	C OF TA & HR	SM1	9/22/2014	\$146,376	TEMPORARY SALARY REDUCTION
Reichhardt	Laura	DIR HI STATE CTR FOR NURSING	MA	SCH OF NURS & DENTAL HYG	SM1	11/20/2015	\$112,968	TEMPORARY SALARY REDUCTION
Richards Jr	John	DEAN (CC)	KA	KAPIOLANI CC	CC2	2/2/2015	\$103,704	TEMPORARY SALARY REDUCTION
Riseley	Leanne	INT DEAN (CC) ACAD SRVCS	LE	LEEWARD CC	CC2	1/21/2020	\$108,924	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Rivera	Victoria	DIR OF RESEARCH COMPLIANCE	SW	OF VP FOR RESEARCH AND INNOVATION	SM2	6/8/2018	\$166,656	TEMPORARY SALARY REDUCTION
Rocheleau	Richard	DIR OF RESEARCH INSTITUTE	MA	HNEI	SM3	12/31/1999	\$197,880	TEMPORARY SALARY REDUCTION
Roley	Vernon	DEAN (UHM)	MA	C OF BUS ADM	SM5	1/1/2005	\$370,608	TEMPORARY SALARY REDUCTION
Roney	Kristen	VICE CHANCELLOR, UHH	HI	ACADEMIC AFF UHH	H3	8/17/2020	\$190,440	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Rose	Jennifer	DIR OF INSTITUTIONAL EQUITY	SW	OF VP FOR ADMINISTRATION	SM2	8/21/2015	\$147,984	TEMPORARY SALARY REDUCTION
Rosenfeld	Alan	ASSOC VICE CHANCELLOR	WO	UH AT WEST OAHU	WO2	7/1/2018	\$127,080	TEMPORARY SALARY REDUCTION
Rossiter	Andrew	DIRECTOR OF STATE AQUARIUM	MA	WAIKIKI AQUARIUM	SM2	4/16/2004	\$160,200	TEMPORARY SALARY REDUCTION
Sabine	Christopher	ASSOC DEAN FOR RES	MA	SOEST	SM2	7/17/2020	\$176,712	TEMPORARY SALARY REDUCTION
Sanchez	Joseph	UNIVERSITY LIBRARIAN (UHH)	HI	LIB SERV UHH	H1	6/29/2018	\$129,984	TEMPORARY SALARY REDUCTION
Sanchez	Margaret	VICE CHANCELLOR (CC)	KU	KAUAI CC	CC3	8/24/2017	\$110,868	TEMPORARY SALARY REDUCTION
Sasaki	Charles	VICE CHANCELLOR (CC)	WI	WINDWARD CC	CC3	2/21/2020	\$122,544	TEMPORARY SALARY REDUCTION
Schatz	Stephen	DIR HI P20 PARTNERSHIP FOR ED	SW	OF VP FOR ACAD PLAN & POLICY	SM2	3/1/2017	\$158,316	TEMPORARY SALARY REDUCTION
Sherwood	Alison	INTERIM ASSOC DEAN	MA	C OF NAT SCI	SM3	4/22/2019	\$158,856	TEMPORARY SALARY REDUCTION
Shirai	Calvin	INTERIM VICE CHANCELLOR (CC)	KU	KAUAI CC	CC3	9/3/2019	\$92,112	TEMPORARY SALARY REDUCTION
Shizumura	Glenn	DIRECTOR OF INTERNAL AUDIT	SW	BOARD OF REGENTS	SM2	9/1/2009	\$147,204	TEMPORARY SALARY REDUCTION
Solemsaas	Rachel	CHANCELLOR	HA	HAWAII CC	CC4	7/1/2016	\$161,964	TEMPORARY SALARY REDUCTION
Souki	Jesse	UNIV ASSOC GENERAL COUNSEL	SW	OF VP LG AF-U GN CL	SM1	12/1/2017	\$127,716	TEMPORARY SALARY REDUCTION
Stotter	Jennifer	INTERIM DIRECTOR OF EEO & AA	SW	OFF OF EEO-AA	SM2	8/7/2020	\$122,676	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Sugano	Jari	COUNTY ADMR, CTAHR, OAHU	MA	C OF TA & HR	SM1	5/1/2020	\$127,080	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Sugimoto	Lara	DEAN OF STDNT SVCS (CC)	HO	HONOLULU CC	CC3	5/1/2015	\$107,076	TEMPORARY SALARY REDUCTION
Sunahara	Wayne	DEAN OF ACADEMIC SUPPORT	HO	HONOLULU CC	CC2	8/5/2013	\$102,624	TEMPORARY SALARY REDUCTION
Sutherland	Ross	INT ASSOC DEAN ACAD AFF	MA	C OF SOC SCI	SM2	9/1/2010	\$147,252	TEMPORARY SALARY REDUCTION
Sutton	R.	DEAN (UHM) & ASST VICE CHANCELLOR, UHM	MA	OFFICE OF THE PROVOST, UHM	SM3	8/19/2013	\$175,164	TEMPORARY SALARY REDUCTION
Suzuki	Darren	INTERIM DIR OF RISK MANAGMENT	SW	OF VP FOR ADMINISTRATION	SM2	3/23/2018	\$106,032	TEMPORARY SALARY REDUCTION
Syrmos	Vassilis	VP FOR RESEARCH & INNOVATION	SW	OF VP FOR RESEARCH AND INNOVATION	SM4	9/1/2013	\$235,668	TEMPORARY SALARY REDUCTION
Takasugi	Fumiko	INTERIM DEAN, TECH I	HO	HONOLULU CC	CC2	1/26/2018	\$86,952	TEMPORARY SALARY REDUCTION
Takeuchi	Gary	ASSOCIATE VICE PRESIDENT	SW	OF VP LG AF-U GN CL	SM3	12/1/2015	\$148,908	TEMPORARY SALARY REDUCTION
Tamanaha	David	VICE CHANCELLOR (CC)	MU	MAUI COLLEGE	CC3	7/1/2007	\$120,912	TEMPORARY SALARY REDUCTION
Taylor	Brian	DEAN (UHM)	MA	SOEST	SM4	1/1/2016	\$267,156	TEMPORARY SALARY REDUCTION

LAST NAME	FIRST NAME	TITLE	CAMPUS	OFFICE	GRADE	FILLED DATE	COMPENSATION	AS OF NOVEMBER 1, 2020
Teraoka	Della	INT ACAD & STDNT AFFRS PGRM	CC	OF VP FOR COMMUNITY COLLEGES	CC1	1/2/2020	\$118,008	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Topping	Miles	DIRECTOR OF ENERGY MANAGEMENT	SW	OF VP FOR ADMINISTRATION	SM1	6/13/2016	\$104,616	TEMPORARY SALARY REDUCTION
Umehira	Ronny	DEAN (CC)	LE	LEEWARD CC	CC2	10/1/2009	\$125,052	TEMPORARY SALARY REDUCTION
Unebasami	Michael	ASSOCIATE VICE PRESIDENT	CC	OF VP FOR COMMUNITY COLLEGES	CC4	7/1/2009	\$186,780	TEMPORARY SALARY REDUCTION
Uwono Koike	DeEtte	TITLE IX COORDINATOR	MA	EXEC OFF OF THE PRES	SM1	5/1/2016	\$120,540	TEMPORARY SALARY REDUCTION
Vie	Stephanie	ASSOCIATE DEAN, UHM	MA	OUTREACH COLLEGE	SM2	1/17/2020	\$136,152	INITIAL APPOINTMENT AND TEMPORARY SALARY REDUCTION
Walton	Chad	INTERIM ASST VICE CHANCELLOR, UHM	MA	OFFICE OF THE PROVOST, UHM	SM3	9/1/2019	\$137,940	TEMPORARY SALARY REDUCTION
Whitaker	Joanne	ASST TO SENIOR EXECUTIVE	KA	KAPIOLANI CC	CC1	10/28/2013	\$107,220	TEMPORARY SALARY REDUCTION
Wieczorek	Anna	INT ASSOC DEAN, UHM	MA	C OF TA & HR	SM2	1/1/2017	\$146,460	TEMPORARY SALARY REDUCTION
Wilson	Melanie	DEAN (CC)	HA	HAWAII CC	CC2	5/12/2017	\$96,912	TEMPORARY SALARY REDUCTION
Wiltse	Cathy	DIR HAWAII SMALL BUS DEV CTR	HI	ACADEMIC AFF UHH	H1	11/1/2011	\$122,136	TEMPORARY SALARY REDUCTION
Wright	Robert	DIR OF RESEARCH INSTITUTE	MA	HIGP	SM3	9/18/2020	\$182,484	TEMPORARY SALARY REDUCTION
Yamamoto	Jessica	DEAN (CC)	HA	HAWAII CC	CC2	7/19/2019	\$92,580	TEMPORARY SALARY REDUCTION
Yoshimi	Garret	VP FOR INFO TECH & CIO	SW	OF VP FOR INFORMATION TECH/CIO	SM4	1/5/2015	\$245,652	TEMPORARY SALARY REDUCTION
Young	Kalbert	VP FOR BUDGET & FINANCE/CFO	SW	OF VP FOR BUDGET AND FINANCE/CFO	SM4	1/1/2015	\$245,652	TEMPORARY SALARY REDUCTION
Zahawi	Rakan	DIRECTOR OF LYON ARBORETUM	MA	LYON ARBORETUM	SM2	9/8/2017	\$148,080	TEMPORARY SALARY REDUCTION
Zhang	Yang	U ACAD AFFRS PGRM OFFCR (UHM)	MA	OFFICE OF THE PROVOST, UHM	SM1	7/16/2012	\$116,112	TEMPORARY SALARY REDUCTION

VACANT POSITIONS

TITLE	CAMPUS	OFFICE	GRADE	COMMENT
ACAD & STDNT AFFRS PGRM OFFCR	CC	OF VP FOR COMMUNITY COLLEGES	CC1	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
DIR OF CONTINUING ED & TRNG	HA	HAWAII CC	CC1	INCUMBENT ON INTERIM APPOINTMENT
ASSOCIATE VICE CHANCELLOR, UHH	HI	ACADEMIC AFF UHH	H2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
ASSOCIATE VICE CHANCELLOR, UHH	HI	STUDENT AFF V CHANCELLOR UHH	H2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
ASSOC DIR OF MAUNA KEA MGMT	HI	UH AT HILO	H1	PENDING REDESCRIPTION
VICE CHANCELLOR, UHH	HI	UH AT HILO	H3	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
DIR PAC CTR FOR ADV TECH TRNG	HO	HONOLULU CC	CC1	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
PROGRAM DIRECTOR (CC)	KA	KAPIOLANI CC	CC1	PENDING RECRUITMENT TO FILL
DIR OF CONTINUING ED & TRNG	KU	KAUAI CC	CC1	INCUMBENT ON INTERIM APPOINTMENT
DEAN (CC)	KU	KAUAI CC	CC2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
INST RES & ANLYS PRG OFCR (CC)	LE	LEEWARD CC	CC1	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
ASST ATHLETIC DIR-SR WMN ADMR	MA	INT ATHLETICS UHM	SM2	PENDING REDESCRIPTION
DEAN (UHM)	MA	OFFICE OF THE PROVOST, UHM	SM3	PENDING REDESCRIPTION
ASST VICE CHANCELLOR, UHM	MA	OFFICE OF THE PROVOST, UHM	SM3	PENDING REDESCRIPTION
DIR OF RESEARCH INSTITUTE	MA	PBRC	SM3	PENDING APPROVAL TO FILL
DEAN (UHM)	MA	SOCIAL WORK	SM3	PENDING APPROVAL TO FILL
ASSOC VICE CHANCELLOR, UHM	MA	STUDENT AFFAIRS, UHM	SM3	PENDING REORGANIZATION
ASST VICE CHANCELLOR, UHM	MA	STUDENT AFFAIRS, UHM	SM3	RECRUIT TO FILL IN 2021
DIRECTOR OF INFO TECH (CC)	MU	MAUI COLLEGE	CC1	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
VICE CHANCELLOR (CC)	MU	MAUI COLLEGE	CC3	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
DIRECTOR OF CAMPUS SERVICES	SW	OF VP FOR ADMINISTRATION	SM2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
DIR OF PLAN & PROJ DEV	SW	OF VP FOR ADMINISTRATION	SM2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
ASSOC DIR OF HUMAN RESOURCES	SW	OF VP FOR ADMINISTRATION	SM2	INCUMBENT ON INTERIM APPOINTMENT
DIR STRATEGIC DEV&PARTNERSHIP	SW	OF VP FOR BUDGET & FINANCE/CFO	SM2	IN RECRUITMENT
ACADEMIC PROGRAM OFFICER	SW	OF VP FOR RESEARCH AND INNOVATION	SM1	PENDING REDESCRIPTION
DIR OF RESEARCH SERVICES	SW	OF VP FOR RESEARCH AND INNOVATION	SM2	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS
ASSOCIATE VICE PRESIDENT	SW	OF VP FOR RESEARCH AND INNOVATION	SM3	FILLING ON HOLD DUE TO BUDGET CONSTRAINTS

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

MINUTES

BOARD OF REGENTS COMMITTEE ON PERSONNEL AFFAIRS AND BOARD GOVERNANCE MEETING

AUGUST 6, 2020

Note: On January 30, 2020, the World Health Organization declared the outbreak of COVID-19 a public health emergency of international concern, subsequently declaring it a pandemic on March 11, 2020. On March 16, 2020, Governor David Y. Ige issued a supplementary proclamation that temporarily suspended Chapter 92, Hawaii Revised Statutes, relating to public meetings and records, “to the extent necessary to enable boards to conduct business in person or through remote technology without holding meetings open to the public.”

I. CALL TO ORDER

Committee Chair Robert Westerman called the meeting to order at 8:31 a.m. on Thursday, August 6, 2020. The meeting was conducted virtually with regents participating from various locations.

Committee members in attendance: Chair Robert Westerman; Vice-Chair Simeon Acoba; Regent Eugene Bal; Regent Michelle Tagorda; and Regent Ernest Wilson.

Others in attendance: Board Chair Benjamin Kudo; Regent Wayne Higaki; Regent Randy Moore; Regent Alapaki Nahale-a (ex officio committee members); President David Lassner; Vice President (VP) for Administration Jan Gouveia; VP for Community Colleges Erika Lacro; VP for Legal Affairs/University General Counsel Carrie Okinaga; VP for Academic Planning and Policy Donald Straney; 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-Hilo Chancellor Bonnie Irwin; UH-West O’ahu Chancellor Maenette Benham; Executive Administrator and Secretary of the Board of Regents (Board Secretary) Kendra Oishi; and others as noted.

II. APPROVAL OF MINUTES

Regent Wilson moved to approve the minutes of the May 21, 2020, meeting, seconded by Regent Tagorda, and the motion carried with all members present voting in the affirmative.

III. PUBLIC COMMENT PERIOD

Board Secretary Oishi announced that the Board Office did not receive any written testimony, and no individuals signed up to provide oral testimony.

IV. AGENDA ITEMS

A. Committee Work Plan

Chair Westerman referenced the Committee Work Plan (Work Plan) that was provided to committee members in the materials packet. He stated that the Work Plan was an outline of the work to be performed by the committee during the coming year and inquired if Regents had any comments.

Vice-Chair Acoba requested that VP Gouveia review pertinent issues that were within the jurisdiction of the committee that might be addressed by the Work Plan. VP Gouveia responded that the Work Plan is broad and covers the policies, procedures, and board bylaws that are pertinent to the committee's jurisdiction which provides latitude to the committee with regard to topics and issues that it wishes to review or discuss throughout the year. She stated that the administration was not aware of any specific issue that needed to be brought before the committee at this time.

Vice-Chair Acoba continued noting that it might be helpful for the committee to be briefed on certain topics dealing with the jurisdiction of the committee such as statutes, constitutional provisions, and Regent Policies (RPs) which would enhance the committee's ability to effectively carry out its work for the year. VP Gouveia responded that information applicable to the jurisdiction of the committee such as statutes, Hawai'i Administrative Rules, Executive Policies, and Administrative Procedures, is available and offered to gather this information and develop a short presentation at the next committee meeting. Board Secretary Oishi added that background information on statutes and RPs that were identified by the Board Office as most relevant to the purview of the committee has been circulated to committee members.

Given the current situation with COVID-19, Chair Westerman asked if the administration felt there were any policies or any particular work that required the committee's attention. VP Gouveia replied that there will be topics for discussion that will become significant issues going forward as a result of the impacts of COVID-19, particularly with regard to personnel matters. These matters are encompassed under RPs, Executive Policy, and collective bargaining agreements. She stated that the administration can develop a more focused presentation on these topics and provide them to the committee.

Regent Higaki arrived at 8:40 a.m.

Noting that discussion regarding the need to update and revise RPs related to the Integrated Academic and Facilities Plan, specifically RPs 4.201, Mission and Purpose of the University, 4.202, Strategic Planning, and 4.203, Unit Academic Plans, Regent Tagorda remarked that the committee may wish to revisit this issue and receive updated information on the consultation process regarding these policy changes. VP Gouveia replied that the administration can provide the committee with a follow-up on actions undertaken with regard to the referenced policy changes. Board Secretary Oishi added that, specific to RPs 4.201, 4.202, and 4.203, the administration has already initiated the consultation process with the necessary parties.

Regent Wilson commented that, given the exigent nature of the situation facing the university with regard to COVID-19, the committee needed to be provided information and updates by the administration as quickly as possible. He suggested developing a mechanism that would facilitate the expeditious provision of information to committee members prior to committee meetings being held where actual discussions on these matters would take place. Chair Westerman responded that he would work with VP Gouveia to develop a means to provide as much information to committee members as legally possible in a prompt and efficient manner.

B. Review of the Office of the Board of Regents Emergency Response Plan (ERP)

Board Secretary Oishi remarked that both the Office of the Board of Regents (Board Office) and the Office of Internal Audit (OIA) were requested to prepare emergency response plans that outlined each agency's operational abilities and staffing and equipment needs that would not only address the COVID-19 situation but also serve as a roadmap for each division's response to disaster and emergency situations in such a way as to preserve their primary functions and mission to serve the university and the board. She reviewed the Board Office's ERP noting that it documented the Board Office's process in evaluating and formulating a response to manmade and natural disasters and emergency situations. She noted that the ERP was subject to changes as situations evolve and the Board Office would review and update the ERP on an annual basis.

Regent Moore inquired as to whether there were any physical assets of the Board Office other than personnel that were maintained at personal residences. Board Secretary Oishi replied that other than laptop computers assigned to all permanent, full-time employees of the Board Office for work purposes, there are no physical assets of the Board Office maintained at a personal residence. She further stated that the most important physical asset of the Board Office, other than its personnel, is the Board Office files which are maintained on a server at the university.

Regent Moore continued, asking why electronic files were backed up weekly rather than daily or continuously. Board Secretary Oishi replied that the Board Office worked closely with the Office of Information Technology (IT) with regard to file backup schedules and would have to defer to their expertise on this issue.

Stating that it was his understanding that the Board Office was in the process of digitizing its paper files, Regent Moore asked if paper files of board materials existed in the Board Office and when the digitization of all files would be completed. Board Secretary Oishi replied in the affirmative noting that, while Board Office staff has made significant progress in digitizing its paper files, there are still decades worth of paper files needing to be scanned. The goal of the Board Office is to digitize as much of the paper files as possible prior to vacating Bachman Hall in the spring of 2021 for planned facility renovations.

Regent Acoba asked if Board Office materials were cloud protected. Board Secretary Oishi replied that she would have to confer with IT on this matter as they would be better able to address this question but stated she was confident that all board materials

were electronically protected. VP Yoshimi added that board materials are contained on a secured server in the IT center and these materials are backed up regularly.

Regent Acoba inquired further if any of the procedures outlined in the ERP were initiated or implemented during the recent hurricane situation faced by Honolulu. Board Secretary Oishi responded that none of the procedures outlined in the ERP regarding hurricanes were initiated or implemented during the recent hurricane situation in Honolulu. She remarked that the Board Office works closely with the administration with regards to emergency preparedness and planning and that she is involved in daily conference calls that monitor any potential threats to the university as a hurricane approaches. In this particular instance, no imminent threat was determined to the university given the available hurricane data and therefore no action was taken. However, the precautionary closure of university campuses on Oahu and Kauai was taken in response to the Governor's order.

Regent Acoba questioned whether security measures were in place at various locations where board meetings are held should a situation escalate and it becomes necessary to lockdown a facility or evacuate Regents. Board Secretary Oishi replied that the Board Office works closely with security at the meeting location whenever it is anticipated that a controversial measure or item up for discussion may escalate. Security at the facility where the meeting is being conducted formulates a plan and discusses and reviews the procedures with Board Office personnel several days prior to the commencement of the meeting. Regent Acoba remarked that perhaps it would be prudent to have drills regarding evacuations under certain situations. Board Secretary Oishi replied that she will follow-up on this matter. VP Yoshimi also offered to follow-up on the specific evacuation plans for the IT center.

Chair Westerman remarked that the ERP is a very high-level document and that the next steps would be to develop task-lists of procedures that need to be taken as an emergency begins to escalate and effects of the emergency become imminent. He reiterated that this was something that could be addressed throughout the year.

Remarking that VP Yoshimi stated that board materials are contained on a secured server in the IT building, Chair Westerman asked if there was an offsite location that served as a back-up to the IT location. VP Yoshimi responded in the affirmative noting that a secured off-site commercial data facility serves as a back-up to the IT center.

V. ADJOURNMENT

There being no further business, Regent Wilson moved to adjourn, seconded by Regent Bal, and with all members present voting in the affirmative, the meeting was adjourned at 9:06 a.m.

Respectfully Submitted,

Kendra Oishi
Executive Administrator and Secretary

DRAFT

of the Board of Regents



October 30, 2020

MEMORANDUM

TO: Robert Westerman
Chair, Committee on Personnel Affairs and Board Governance

FROM: Kendra Oishi *KOishi*
Executive Administrator and Secretary of the Board of Regents

SUBJECT: REPORT ON THE REVIEW OF REGENTS POLICIES

This memorandum provides an update to information presented at the February 6, 2020, meeting of the Committee on Personnel Affairs and Board Governance (PA&BG), which outlined a plan for the Office of the Board of Regents (Board Office) to conduct a review and assessment of Board of Regents (Board) Policies (RP), including reporting on policy changes in November of each year.

The Board Office began the process of determining alignment between RPs, Board Bylaws, Hawai'i Administrative Rules, and the Hawai'i Revised Statutes, and experienced some delay because of a shift in priorities with the onset of the COVID-19 pandemic. The Board Office is currently in the process of resuming its review of the full set of RPs and anticipates that this work will be completed by the end of December 2021.

NEW AND AMENDED POLICIES

Since January 2020, the Board approved amendments to five RPs, repealed two RPs, and established three new RPs:

AMENDED RPs (2020):

- RP 7.208, Intercollegiate Athletics
- RP 8.203, Reserve Policy
- RP 8.207, Investments
- RP 9.212, Executive and Managerial Personnel Policies
- RP 11.203, Naming of University Facilities, Properties, and Programs

NEW RPs (2020):

- RP 12.209, Strategic Research Plan

- RP 12.210, Research and Training Revolving Fund
- RP 12.211, Ethical Guidelines in the Conduct of Technology Transfer Activities

PENDING – CHAPTER 4 PLANNING POLICIES

At the May 21, 2020, PA&BG meeting, the committee recommended board approval of amendments to RPs 4.201, 4.202, and 4.203, subject to edits suggested by Regents and subject to further amendments recommended after appropriate consultation. Partial consultation has occurred but has been paused pending ongoing strategic short and long-term planning for the university.

PREVIOUSLY REVIEWED RPs

The following policies were previously reviewed in 2019 by administration and the board with a determination being made that policy changes were not necessary at the time of review:

- RP 1.203, Rules of Practice and Procedure Before the Board
- RP 1.205, Policy on Nondiscrimination and Affirmative Action
- RP 2.204, Policy on Board Self-Evaluation
- RP 2.207, Regent Political Activity
- RP 3.201, Major Organizational Units of the University of Hawaii
- RP 3.202, Reorganizations
- RP 3.203, Organization Chart

The following policies were previously reviewed and amended in 2019:

- RP 1.206, University Seal, Logo, Name, and Trademarks
- RP 2.201, Officers of the University of Hawaii
- RP 2.202, Duties of the President
- RP 2.203, Policy on Evaluation of the President and Other Persons Reporting Directly to the Board
- RP 2.205, Policy on Whistleblowing and Retaliation

POLICY REVIEW PLAN:

There are currently 117 RPs contained within 12 chapters. The Board Office plans to conduct a review of the full set of policies to be completed by December 2021, tentatively estimating a review of one chapter to be conducted per month. Reviews will be conducted in conjunction with the appropriate Board committee and administration liaison and will recommend amendments as determined.

An updated addendum is attached that identifies some preliminary comments and findings as a result of the cursory assessment conducted to date. The Board Office will report back to the PA&BG Committee no later than November 2021 on the status of the policy reviews.

ADDENDUM

Upon cursory review, the Board Office has preliminarily identified the following as possibly needing changes or updates:

- RP 1.201, Policies and Policy-Setting: May need to be updated to delineate a policy review process
- RP 1.202, Relationship of the Board to Administration and University: This policy could be streamlined and clarified
- RP 1.210, Regents' Policy on Faculty Involvement in Academic Decision-Making and Academic Policy Development: This policy was last revised in 2002; Board may want to examine and consider revising this policy
- Chapter 5: A number of policies in this chapter may require more thorough review and possible revisions
- RP 6.202, Tuition: May need to clarify the President's authority on distance education courses
- RP 6.203, Fees: May need to revisit this policy in conjunction with tuition and other costs of attendance
- RP 6.205, State of Hawai'i B Plus Scholarship Program: This policy should be reviewed to see if it is still necessary
- Chapter 7: Several policies may need minor technical revisions with regard to the references
- RP 8.204, University Budget (Operating and Capital Improvements): Board and Administration should review this policy to ensure alignment to Chapter 4 policies
- RP 8.205, University Projects: May need to revisit this policy, which appears to be unclear; a resolution was set forth in the form of a policy
- RP 9.213, Evaluation of Board of Regents' Appointees: This policy needs to be reviewed in-depth for possible changes; the term "Board of Regents' Appointees" has a different application now than when the policy was first established
- RP 10.203, Management and Maintenance of Real Property Assets: Language in section III.B. could use some clarification
- RP 10.206, Child Care Programs: This policy may be duplicative to RP 10.205
- RP 12.205, Patent and Copyright Policy: This policy was established as provisional; need to check if Executive Policies were implemented



UNIVERSITY *of* HAWAII[®]

Executive & Managerial Compensation Update

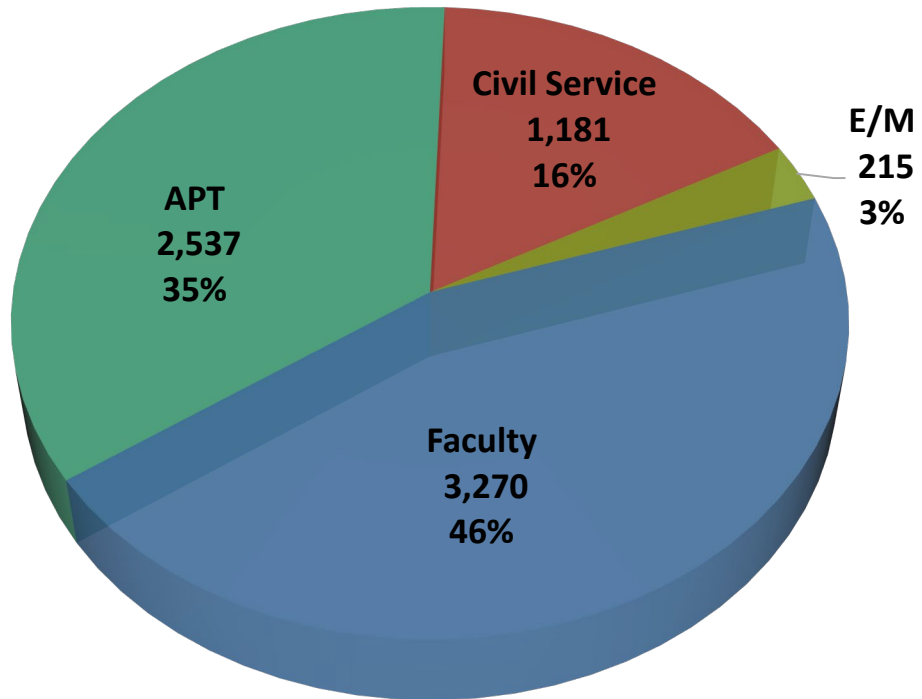
November 5, 2020



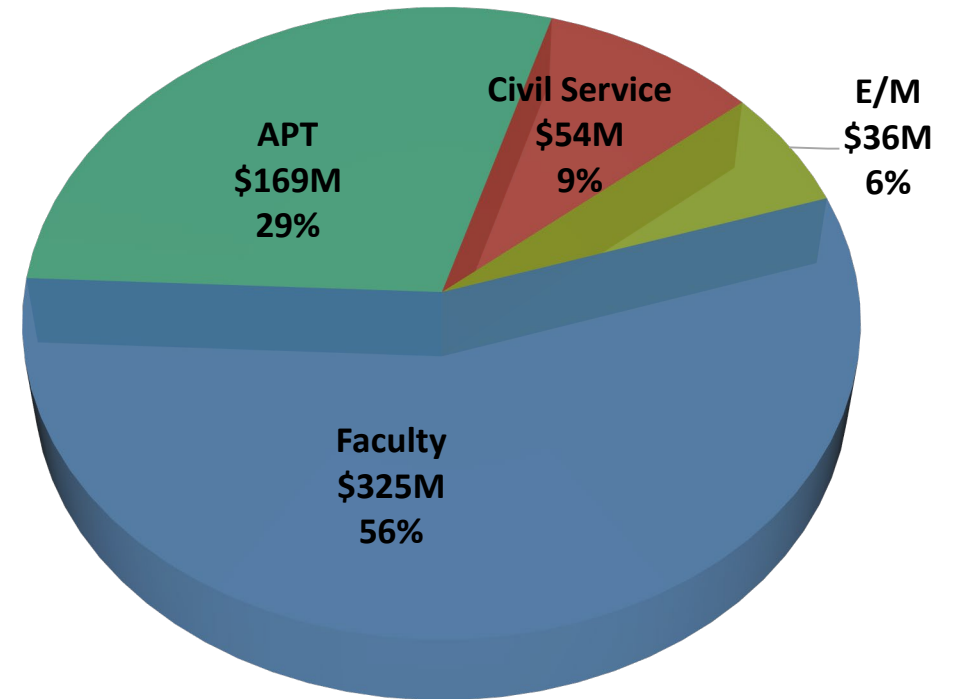
University of Hawai'i Personnel Summary

(As of October 2020)

Salaried Headcount
Total: 7,203



Annual Salaries
Total: \$584 Million



Regents Policy 9.212 (F)(1): Annual Salary Adjustments

- The Board shall establish guidelines and approve salary adjustments for positions reporting directly to the Board.
- The President shall establish guidelines and approve an salary adjustment methodology not to exceed an increase of 5%, an authority which shall not be further delegated.
- The President shall report to the Board on the guidelines used for annual salary adjustments for positions under the President's delegated authority.

Current Salary Schedules

(Effective September 15, 2016)

SYSTEM / MĀNOA SALARY SCHEDULE

Band	Minimum	Midpoint	Maximum
SM - 1	\$75,000	\$112,500	\$150,000
SM - 2	\$110,000	\$152,500	\$195,000
SM - 3	\$130,000	\$177,500	\$225,000
SM - 4	\$195,000	\$247,500	\$300,000
SM - 5	\$270,000	\$322,500	\$375,000

- Minimum \$75,000
- Maximum: \$375,000*

*President's Salary in 2016

- 6,312 employees
 - 497 System
 - 5,815 Manoa
- 18,025 total students
- Research-1 Institution
- \$314.5 million research awards

HILO SALARY SCHEDULE

Band	Minimum	Midpoint	Maximum
H - 1	\$75,000	\$112,500	\$150,000
H - 2	\$110,000	\$155,000	\$200,000
H - 3	\$135,000	\$187,500	\$240,000
H - 4	\$220,000	\$270,000	\$320,000

WEST O'AHU SALARY SCHEDULE

Band	Minimum	Midpoint	Maximum
WO - 1	\$75,000	\$112,500	\$150,000
WO - 2	\$105,000	\$147,500	\$190,000
WO - 3	\$125,000	\$167,500	\$210,000
WO - 4	\$180,000	\$230,000	\$280,000

- Minimum \$75,000
- Hilo Maximum: \$320,000 (85%)
 - 582 employees
 - 3,165 total students
- UHWO Maximum: \$280,000 (75%)
 - 367 employees
 - 3,168 total students

COMMUNITY COLLEGES SALARY SCHEDULE

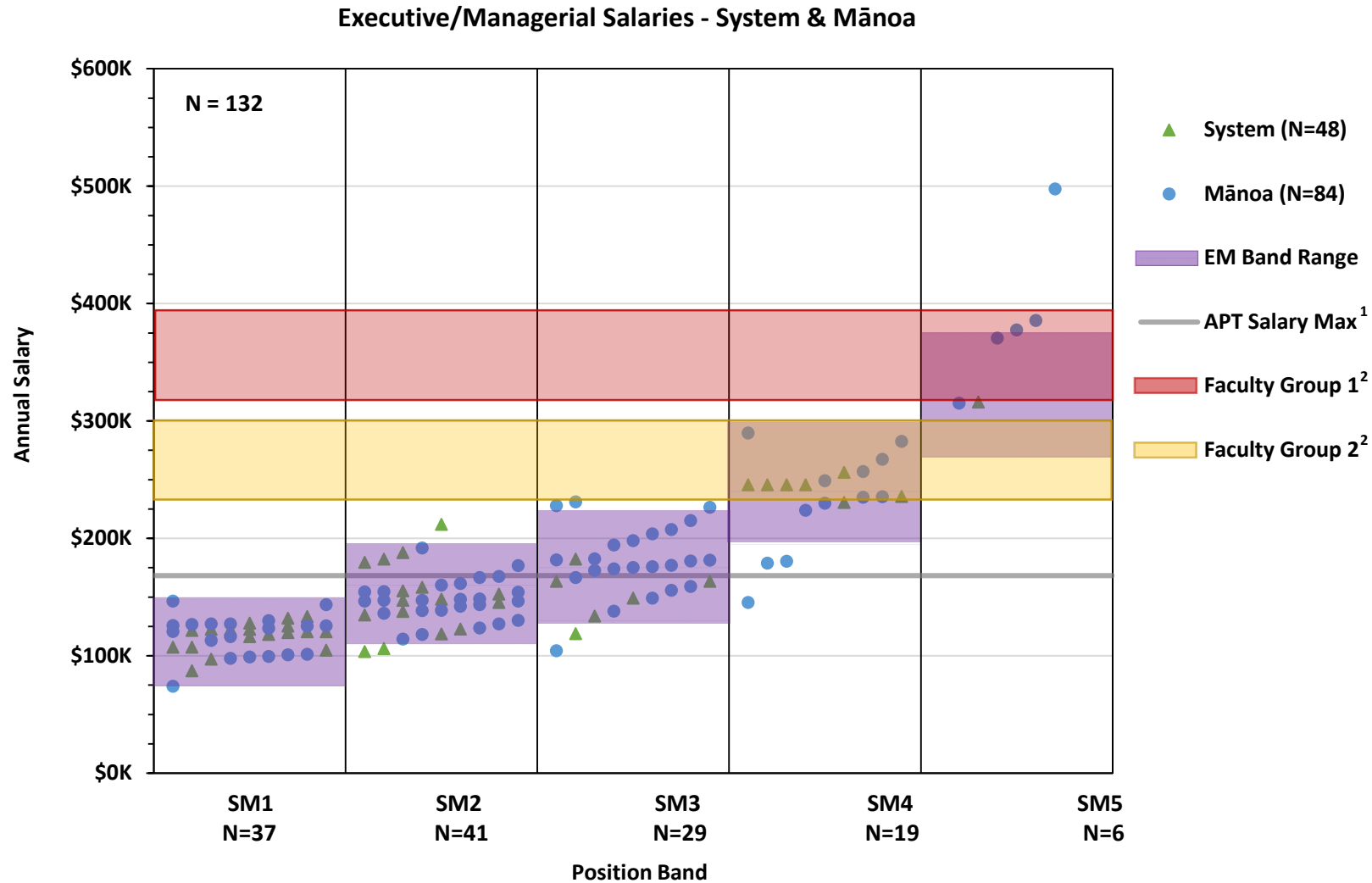
Band	Minimum	Midpoint	Maximum
CC - 1	\$75,000	\$112,500	\$150,000
CC - 2	\$100,000	\$130,000	\$160,000
CC - 3	\$115,000	\$145,000	\$175,000
CC - 4	\$155,000	\$197,500	\$240,000

- Minimum \$75,000
- Maximum: \$240,000 (65%)
 - 7 colleges
 - 2,378 employees
 - 25,236 total enrollment

Temporary Salary Reduction Methodology

- **Until further notice, temporary reductions to base salaries of all EM employees to reduce expenses due to the economic impacts of the COVID-19 pandemic**
 - **9.23% reduction on salary amounts up to \$200,000**
 - **Mirrors furlough levels proposed by the Governor to UHPA, HGEA and UPW**
 - **11% reduction on salary amounts above \$200,000**
 - **20% reduction to President's salary**
 - **No furlough days**
- **Intend to restore salaries when other employee groups are restored**
- **Total estimated annual savings: \$3.4 million/year**

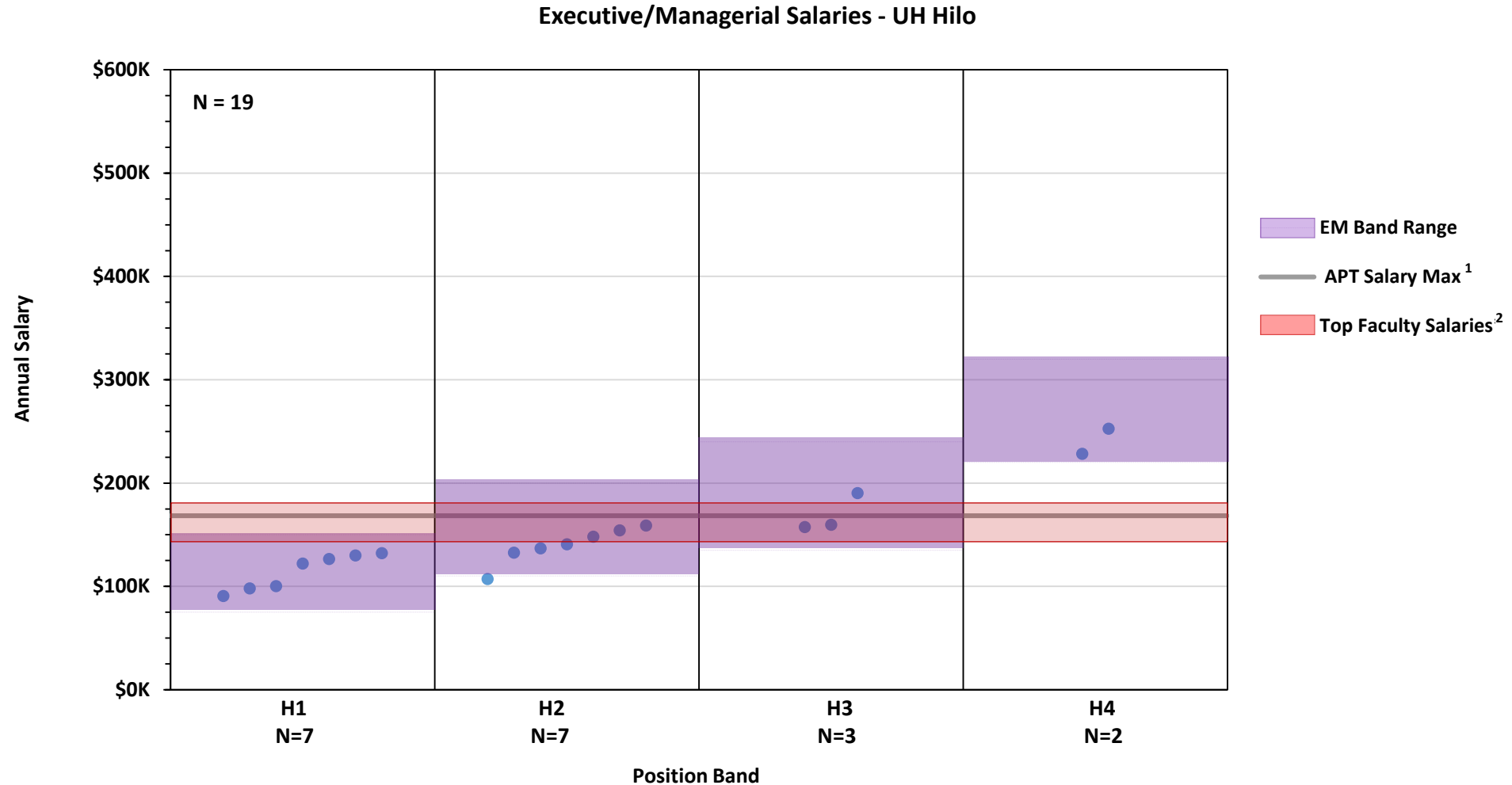
Reduced EM Salaries Effective November 1, 2020 – System & Mānoa



¹As of July 1, 2020

²Reflects September 2019 salary data from <https://www.uhpa.org/salary-research/all-faculty-salaries/>

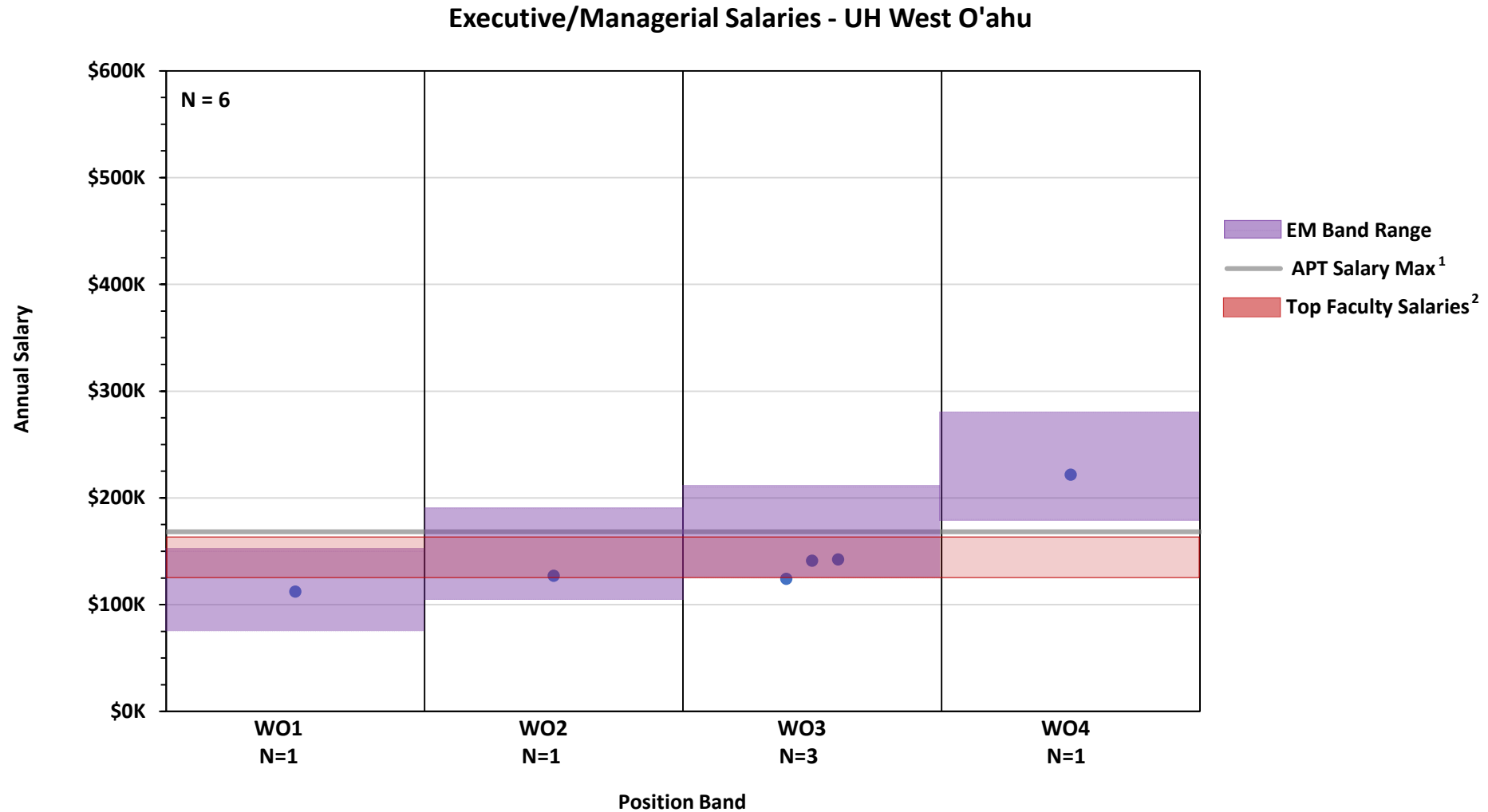
Reduced EM Salaries Effective November 1, 2020 – Hilo



¹As of July 1, 2020

²Reflects September 2019 salary data from <https://www.uhpa.org/salary-research/all-faculty-salaries/>

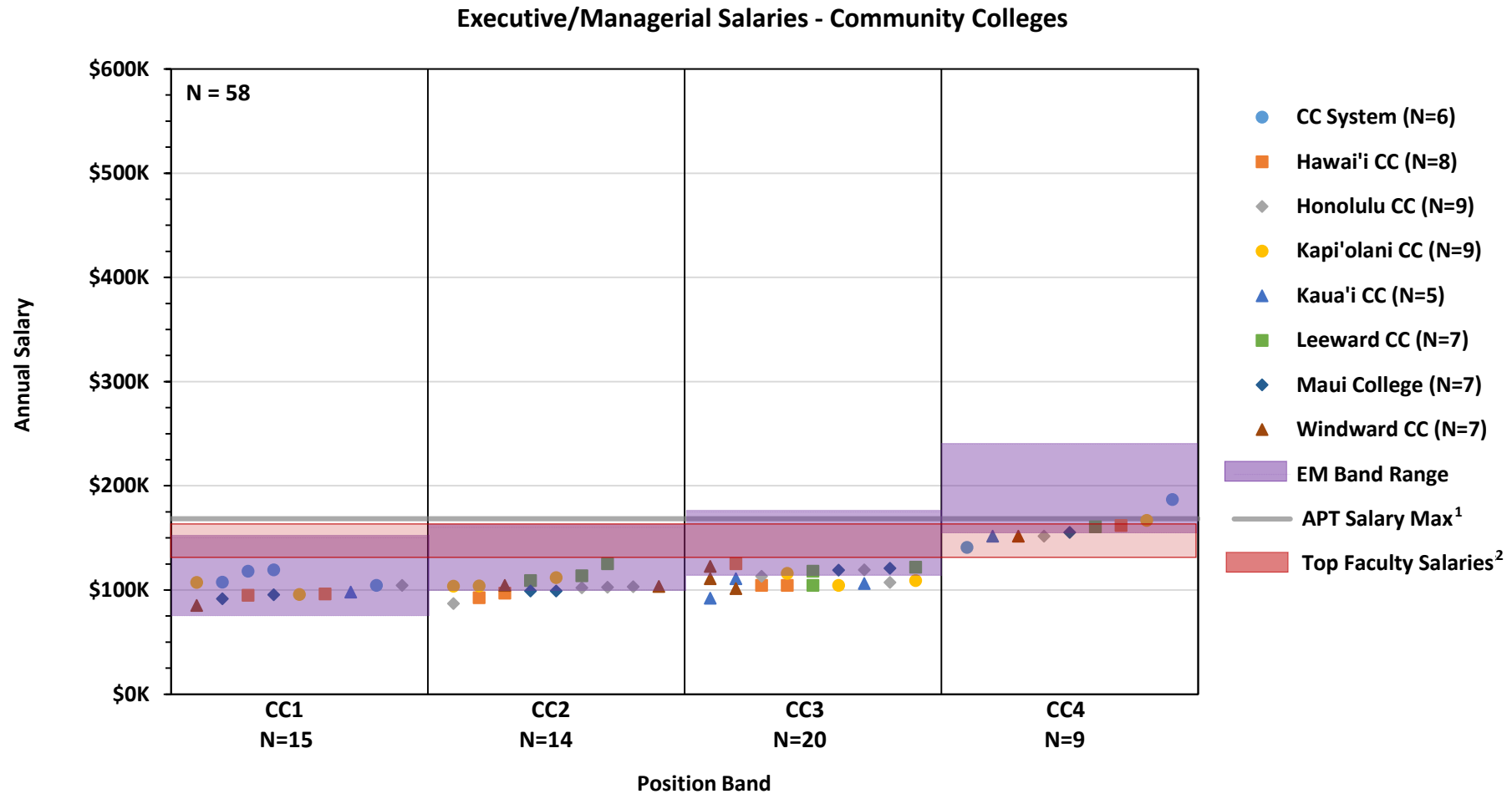
Reduced EM Salaries Effective November 1, 2020 – West O‘ahu



¹As of July 1, 2020

²Reflects September 2019 salary data from <https://www.uhpa.org/salary-research/all-faculty-salaries/>

Reduced EM Salaries Effective November 1, 2020 – Community Colleges



¹As of July 1, 2020

²Reflects September 2019 salary data from <https://www.uhpa.org/salary-research/all-faculty-salaries/>

A large, stylized yellow hibiscus flower with five petals and a central stamen, serving as a background for the text.

Mahalo!






October 30, 2020

MEMORANDUM

TO: Members of the Board of Regents

FROM:  Benjamin Kudo
Chair, Board of Regents

SUBJECT: APPROVAL OF TEMPORARY SALARY ADJUSTMENTS
(REDUCTIONS) FOR EXECUTIVE MANAGERIAL POSITIONS THAT
REPORT TO THE BOARD OF REGENTS

SPECIFIC ACTION REQUESTED:

It is requested that the Board of Regents ("Board") approve temporary salary adjustments (reductions) for the President, Executive Administrator and Secretary of the Board, and the Director of the Office of Internal Audit, effective beginning on November 1, 2020, in a manner consistent with the reductions being imposed on University of Hawai'i ("UH") Executive and Managerial ("EM") personnel.

RECOMMENDED EFFECTIVE DATE:

Effective retroactive to November 1, 2020, upon approval by the Board.

BACKGROUND:

On September 29, 2020, President Lassner announced that due to the dire financial situation faced by UH and the State as a result of economic factors related to the COVID-19 pandemic, temporary salary reductions would be imposed for all UH EM employees, effective November 1, 2020. The first \$200,000 of each EM employee's salary will be reduced by 9.23% and any salary amount above \$200,000 will be reduced by 11%. President Lassner also announced that he would be taking a salary reduction of 20%. EM employees who leave service during the salary reduction period will receive any vacation payout for which they are eligible based on their current unreduced salary rate.

Regents Policy 9.212, relating to EM personnel, provides that, "[t]he Board shall approve any salary adjustments for positions reporting directly to the Board..." These

positions include the President, Executive Administrator and Secretary of the Board, and Director of the Office of Internal Audit. Because the policy refers to “adjustments,” Board approval is requested even though the action is for a salary reduction.

ACTION RECOMMENDED:

For the aforementioned reasons, Board approval is requested to approve temporary salary reductions for the President, Executive Administrator and Secretary of the Board, and the Director of the Office of Internal Audit, effective beginning on November 1, 2020, in a manner consistent with the reductions being imposed on UH EM personnel. The temporary salary reductions shall remain in place for the duration of reductions that are imposed on all other UH EM personnel or until such time that the EMs that report directly to the Board leave service, should they leave during the salary reduction period.