



May 9, 2012

MEMORANDUM

TO: Eric K. Martinson  
Chairperson, Board of Regents

FROM: M.R.C. Greenwood  
President

A handwritten signature in black ink that reads "MRC Greenwood".

SUBJECT: **APPOINTMENT OF DR. THOMAS M. APPLE AS CHANCELLOR,  
UNIVERSITY OF HAWAII AT MĀNOA**

SPECIFIC ACTION REQUESTED:

It is requested that the Board of Regents approve the appointment of Dr. Thomas M. Apple as Chancellor, University of Hawai'i at Mānoa at an annual salary of \$439,008 (\$36,584 per month). The appointment is for a period of five years (June 18, 2012 through June 30, 2017), subject each year to successful annual performance evaluations at the level of satisfactory or above. Subsequent reappointments shall be in accordance with Board of Regents policies and University procedures. Further, subject to the successful completion of a review, Dr. Apple shall receive tenure upon initial appointment as a full professor in an appropriate department with an eleven month faculty fallback salary not less than other senior college or school faculty.

RECOMMENDED EFFECTIVE DATE:

Appointment to be effective June 18, 2012 and continuing through June 30, 2017, subject to satisfactory annual performance evaluations each year.

ADDITIONAL COST

Any additional cost shall be funded through the reallocation of existing budgeted funds.

PURPOSE:

The appointment of Dr. Tom Apple as chancellor will provide permanent leadership and direction for the University of Hawai'i at Mānoa.

BACKGROUND:

By Board of Regents' Policies, Chapter 9-14, all appointments, reappointments, changes in appointments, reassignments, and salary adjustments for unclassified executive personnel and positions require the approval of the Board of Regents.

Last September, I charged the University of Hawai'i at Mānoa community to conduct a national search for an outstanding academic leader to serve as its next Chancellor and appointed a distinguished faculty member, Klaus Keil, to chair the Search Advisory Committee. Emeritus Regent and business leader Mark Fukunaga agreed to serve as co-chair. The Search Advisory Committee was comprised of 23 members, including members of the Mānoa faculty, student body, staff, and administration, community leaders, and alumni. The Committee was assisted by the executive search firm Isaacson, Miller, whose team was led by David Bellshaw.

The Search Advisory Committee conducted personal interviews of each candidate, reviewed each candidate's curriculum vitae, and provided an assessment of each candidate's strengths and weaknesses to the President. Additionally, feedback was solicited and received regarding each candidate from members of the campus community who met with candidates and/or attended candidate public presentation forums. In consideration of the feedback received from the Search Advisory Committee and other members of the University community and my assessment based on personal meetings with each candidate, I am pleased to recommend Tom Apple, Provost, University of Delaware as Mānoa's next Chancellor.

Dr. Apple earned his bachelor's degree in biology from Pennsylvania State University in 1976, and he received his doctorate in physical chemistry from the University of Delaware in 1982. He was a postdoctoral research fellow at Iowa State University from 1981-83. His wife, Anne, is a veterinarian.

He joined the chemistry faculty at the University of Nebraska as an assistant professor in 1983 and was named a tenured associate professor there in 1988. He moved to Rensselaer Polytechnic Institute (RPI) in 1991 and rose to the rank of full professor. He chaired the Department of Chemistry from 1997-2001. In 2001 Dr. Apple was named Dean of Graduate Education and the following year was additionally named as Vice Provost. He also served as the NCAA faculty representative at RPI. He was named the Dean of Arts and Sciences at the University of Delaware in 2005 and Provost at UD in 2009.

Dr. Apple's research in magnetic resonance of zeolite and polymeric materials has been funded by various grants from the National Science Foundation, the National Institutes of Health and other private sources. He is the author of many refereed articles in professional journals and has presented numerous lectures at professional meetings across the globe. He has served as a reviewer and panelist for the National

Science Foundation and the Department of Energy and the Middle States Commission on Higher Education.

His honors include the Louis Redding Award for Diversity, the RPI's Trustees Outstanding Teacher Award in 1996 and the University of Nebraska Parents Association Teaching Award in 1990 and 1991. He was recently recognized by the State Department for his work in relations with Chinese universities.

Copies of Dr. Apple's thoughtful letter of application and his CV are attached to this memo and provide additional detail regarding his background, philosophy, and commitment.

Under the University's executive compensation plan, the Chancellor, University of Hawai'i at Mānoa position is assigned to the unclassified executive group, and therefore does not have an established salary range. In the absence of an established range, it is recommended that the CUPA-HR salary survey and the salaries of the other vice presidents serve as guides in determining appropriate compensation for this position. According to the 2010-2011 CUPA-HR (public and private) salary survey, the range of salaries reported for comparable positions are as follows: 20<sup>th</sup> percentile \$337,632; 40<sup>th</sup> percentile \$383,800; median \$425,700; 60<sup>th</sup> percentile \$468,000; 80<sup>th</sup> percentile \$580,000. In consideration of the above CUPA-HR benchmark salaries, it is recommended that Dr. Apple receive annual compensation of \$439,008, which \$36,584 per month.

A reallocation allowance of up to \$30,000 shall be provided for moving and/or replacement expenses. In addition, Dr. Apple shall be entitled to an automobile allowance of \$276 per month or use of a state-owned vehicle, and other employee benefits as provided by State law and University policy. Dr. Apple's spouse shall receive a non-compensated appointment as a special assistant to the Chancellor and shall be entitled to expense reimbursement when representing the University on official business.

The requested term of this appointment of five (5) years from June 18, 2012 through June 30, 2017 represents an exception to Board policies, which permit initial appointments of up to three (3) years for academic leaders. The duration of this appointment reflects my assessment that the UH Mānoa campus needs to be assured of sustained, continuous leadership in order to continue to achieve its academic goals.

As provided by policy, subject to the successful completion of a review and Board approval, Dr. Apple shall be appointed as a full professor in an appropriate department.

A copy of Dr. Apple's curriculum vitae is attached for the Board's information and has been made publicly available at <http://www.manoa.hawaii.edu/executivesearch/chancellor/>.

**ACTION RECOMMENDED:**

It is recommended that the Board of Regents approve the appointment of Dr. Thomas M. Apple as Chancellor, University of Hawai'i at Mānoa at an annual salary of

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439,008 (\$36,584 per month). The appointment is for a period of five years (June 18, 2012 through June 30, 2017), subject each year to successful annual performance evaluations at the level of satisfactory or above. Subsequent reappointments shall be in accordance with Board of Regents policies and University procedures. Further, subject to the successful completion of a review, Dr. Apple shall receive tenure upon initial appointment as a full professor in an appropriate department with an eleven month faculty fallback salary not less than other senior college or school eleven month faculty.

#### Attachments

c: Keith Amemiya, Executive Administrator and Secretary of the BOR