



UNIVERSITY
of HAWAII
MĀNOA

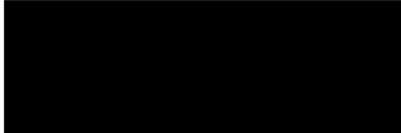
Wendy F. Hensel
President

Ke Kulanui o Hawai'i ma Mānoa

May 22, 2026

(sent via email to: syrmos@hawaii.edu)

PERSONAL AND CONFIDENTIAL



Dear Dr. Syrmos:

I am pleased to provisionally offer you an appointment as Chancellor at the University of Hawai'i at Mānoa (Pos No. TBD). Your appointment and starting salary are subject to approval by the Board of Regents (BOR). My request to the BOR for your appointment, including starting salary, will be considered for action at a BOR meeting to be tentatively held in early June 2026. Upon approval, a formal confirmation of this offer will follow.

Subject to final approval, your initial appointment will be for one year beginning July 1, 2026 or thereafter, and will continue in accordance with BOR policies and subject to satisfactory annual evaluations. Your initial annual salary will be \$450,000 (\$37,500 monthly). Subsequent salary adjustments and reappointments shall continue to be in accordance with University policies and procedures. Your benefits, including enrollment in the Hawai'i Employer-Union Health Benefits Trust Fund, retirement benefits, and vacation and sick leave, as well as the terms of your employment, shall continue to be governed by University policies and procedures and applicable, State laws, rules, and regulations. The University policies and procedures can be found here: <http://www.hawaii.edu/policy>. Your name, proposed appointment and salary will be publicly posted on the BOR website (www.hawaii.edu/bor) as part of the BOR meeting agenda five calendar days before the designated BOR meeting, in accordance with State of Hawai'i (State) law.

We look forward to developing a long standing relationship with you and hope you view your appointment as an opportunity to make a positive and meaningful impact across all campuses and centers for the University of Hawai'i. Please understand, however, that your employment with the University of Hawai'i in this position is at-will, which means that either you or the University are free to end the employment relationship with or without cause, in accordance with Board Policy 9.212, which can be found here: <https://www.hawaii.edu/policy/index.php?action=viewPolicy&policySection=ep&policyChapter=9&policyNumber=212&menuView=closed>.

2444 Dole Street, Bachman Hall 2C
Honolulu, Hawaii 9682
Telephone: (808) 956-8200

An Equal Opportunity Institution

We look forward to developing a long-standing relationship with you and hope you view your appointment as an opportunity to make a positive and meaningful impact across the Mānoa campus, within the community and state, and with our national and international partners.

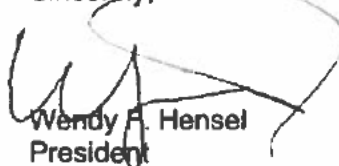
This letter represents the University's complete provisional offer to you and contains all of the material terms relating to your appointment, subject to completion of a satisfactory background check including references and approval of the Board of Regents. If these terms are agreeable to you, please indicate your formal acceptance of this provisional offer and your permission to conduct a background check by doing the following:

1. Sign and date your acknowledgment.
2. Return this letter to me via whensel@hawaii.edu no later than Monday, May 25, 2026.

Upon receipt of your acceptance, the Office of Human Resources unit will contact you regarding any employment forms and/or any additional information which may be needed.

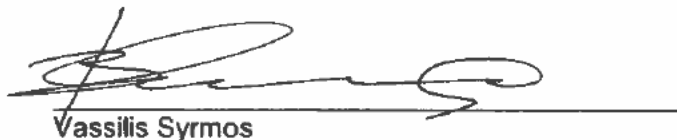
I look forward to working with you as the new University of Hawai'i at Mānoa Chancellor to advance the University and the school in serving the people of Hawai'i.

Sincerely,



Wendy F. Hensel
President

I accept this provisional offer of employment and grant the University permission to conduct a background check in accordance with the terms indicated in this letter. I understand that the appointment is subject to public posting and Board of Regents approval.



Vassilis Syrmos

05/22/26
Date