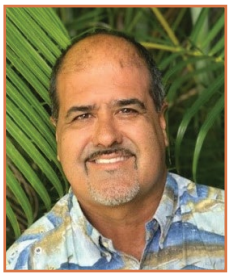
RCUH

Research Corporation
of the University of Hawai'i

'Ahahuina Noi'i O Ke Kulanui O Hawai'i

2025 ANNUAL REPORT

WELCOME



Leonard Gouveia, Jr.
RCUH Executive Director

Fiscal Year 2025 marks ED Gouveia's fifth year at the helm of RCUH.

The Research Corporation of the University of Hawai'i (RCUH) quietly celebrated our 60th anniversary this past year during a period of significant operational reform and technological advancement at the University of Hawai'i (UH). RCUH's commitment to supporting and enhancing research, development, and training across the State of Hawai'i remains strong and is anchored in the 2022–2026 Strategic Plan. We diligently work as a team to clarify RCUH's role within UH and the State of Hawai'i, reform internal operations as necessary and appropriate, and increase engagement and support for all clients.

FY 2025 saw another robust year with total project expenditures maintaining an upward trend, reflecting the continuing success of UH researchers in securing extramural awards despite the uncertain climate with our federal government. In addition, RCUH's financial position has remained strong, largely driven by prudent management. A notable highlight was another successful completion of the external audit for FY 2025, which once again resulted in an unmodified opinion and no material weaknesses or significant deficiencies were identified. Special thanks to all RCUH core staff for their dedication to financial transparency and compliance of our organization. We are truly blessed to have employees who work so well together as a team; their dedication and commitment is exemplar.

A major cornerstone of our efforts this year was the replacement of our outdated legacy AS/400 financial system with a new SAP financial system. This transition is ongoing and has faced some delays, mainly due to the complexities of moving from a legacy system to a modern, SaaS-based, cost-effective platform. We appreciate everyone's continued support and commitment to completing this effort. It should be noted that this will be the last major IT effort as part of RCUH's IT Transformation Plan that started in 2017.

Despite our successes, challenges remain. Most notably, ensuring that our IT investments will remain on track until completion; and, more importantly, addressing the impact of evolving federal regulations and executive orders. Our immediate future efforts will focus on completing matters identified in our existing five-year strategic plan (2022-2026), the AS/400 IT system transition, fine-tuning our human resources system to make it more user-friendly, and maintaining our newly developed website for better accessibility and navigation of updated policies and procedures. It is also time for us to begin preparing our next five-year strategic plan (2027-2031).

Finally, I conclude by extending my heartfelt gratitude and appreciation to the RCUH Board of Directors for their invaluable guidance and commitment, and to our dedicated core staff and project employees whose hard work drives research and innovation in the State of Hawai'i. RCUH continues to be well-positioned to support UH and the State of Hawai'i in the most efficient and reliable manner.

Cover photo and back cover photo courtesy USGS; cover photo by M. Patrick, back cover photo by D. Downs

ABOUT US

The Research Corporation of the University of Hawai‘i (RCUH) was established by the Hawai‘i State Legislature in 1965 as a public instrumentality and is attached to the University of Hawai‘i (UH) for administrative purposes.

To fulfill its mission, RCUH is exempt from certain State procurement and personnel laws. This allows RCUH to provide rapid and efficient services that enable its clients to be more productive and to meet their research, development, and training objectives in a timely manner.

OUR VISION

A Hawai‘i where research, development, and training flourish and energize a prosperous state economy.

OUR MISSION

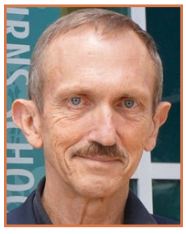
To support and enhance research, development, and training in Hawai‘i with a focus on the University of Hawai‘i.

RCUH BOARD OF DIRECTORS

The affairs of the Research Corporation of the University of Hawai‘i are under the general management and control of its eight-member Board of Directors. There is currently one vacancy for the Non-UH Research Organization Appointee position as of December 2024.

Ken Kawahara
Board Chair

Taryn Salmon
Vice Chair



William Haning III

David Karl

Gabriel Lee

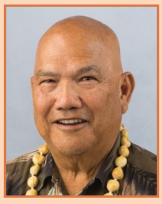
Jaret KC Leong

Chad Walton

ALOHA ‘OE!

Mahalo to our two outgoing directors who departed the Board in 2025. You'll be missed!

Vassilis Syrmos

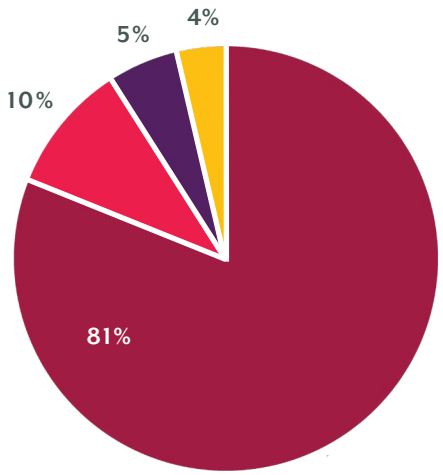


Ernest Wilson

FINANCIAL & HR REPORT

VOLUME OF BUSINESS BY PROJECT TYPE

(Monies processed in the RCUH Financial System to support research projects, not RCUH revenue)



TOTAL VOLUME OF BUSINESS:

$379,244,010

UH EXTRAMURAL PROJECTS ($307,371,289)
Externally sponsored federal and non-federal contracts, grants, and other agreements.

UH SPECIAL FUND RESEARCH RECHARGE CENTERS (SRRC), REVOLVING, and SPECIALIZED SERVICE FACILITY (SSF) PROJECTS ($37,434,963)
Income-generating projects established to support a specialized service activity or a recharge center. SSFs support grants, contracts or other sponsored agreements and intramurally funded activities.

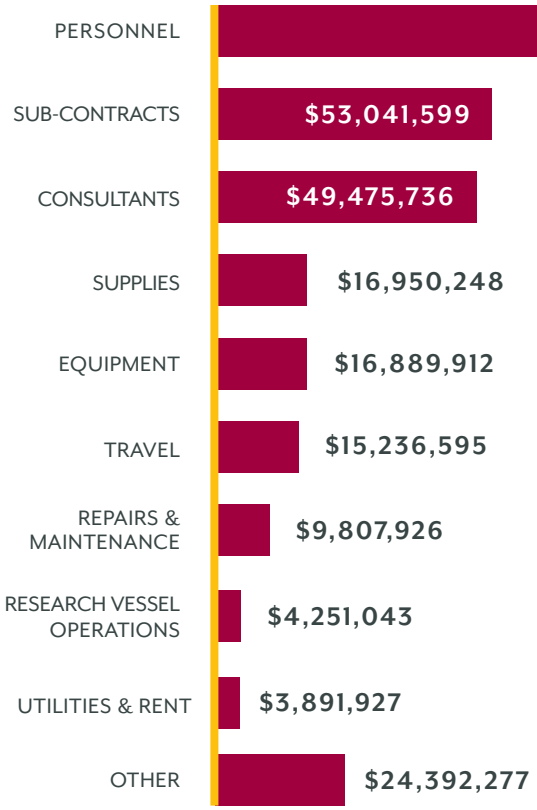
UH INTRAMURAL PROJECTS ($20,411,272)
Internally sponsored programs or activities funded with UH Research and Training Revolving Funds (RTRF) or Tuition and Fee Special Funds (TFSF).

DIRECT PROJECTS ($14,026,486)
Projects assigned to and accepted by RCUH from non-UH organizations, including federal and State agencies, international organizations, and other not-for-profit organizations.

PROJECTS BY COUNTY

COUNTY	NO. OF PROJECTS	NO. OF EMPLOYEES	VOL. OF BUSINESS
HONOLULU	3,597	1,692	$319,873,970
HAWAIʻI	391	625	$32,698,936
MAUI	123	312	$25,724,084
KAUAʻI	17	77	$947,020
STATEWIDE	4,128	2,706	$379,244,010
OTHER (Continental U.S. + International)		177	

FY 2025 FINANCIAL EXPENDITURES



2025 FINANCIAL OVERVIEW

For the fiscal year ending June 30, 2025, RCUH's volume of business (i.e., project expenditures) totaled approximately $379 million, representing a 7% increase over the prior fiscal year.

This growth is attributable to a 19% increase in the University of Hawai'i's extramural research awards, which reached approximately $734 million for the same period.

TRANSACTIONS BY FISCAL YEAR

TRANSACTIONS	FY 2025	FY 2024	FY 2023
TIMESHEETS/eTIMESHEETS	67,081	61,539	59,075
VENDOR PAYMENTS	37,778	40,002	40,171
NON-PO PAYMENTS	22,770	24,284	23,181
PURCHASE ORDERS	10,722	11,588	12,271
TRAVEL REQUESTS/COMPLETIONS	16,552	17,305	14,058
CASH RECEIPTS	3,965	3,771	9,036
W-2'S ISSUED*	3,629	3,717	3,823
TERMINATIONS	1,394	1,341	1,314
NEW HIRES	1,380	1,353	1,546

** Data reported based on calendar year*

2025 YEAR IN REVIEW

Tumultuous is one way to describe 2025. RCUH focused our attention and efforts on cutting costs deeper than ever to address the reduction in funding due to President Trump's Executive Orders and anticipated financial impact from the historic 43-day federal shutdown. Despite these obstacles, UH researchers were able to pull in a record-high $734 million in extramural funding. As a result, RCUH core staff effectively maintained and supported a steady volume of business and dailiy operations, while working towards completing benchmarks in the 2022–2026 Strategic Plan.

GOAL #1: EVALUATE AND IMPLEMENT RECOMMENDATIONS FROM THE RCUH TASK FORCE.

*Explore moving all UH revolving accounts under KFS to the Auxiliary Enterprises Special Fund.

Although this was not a specific benchmark, the transfer of revolving accounts was mentioned as one of the recommendations in the 2022 RCUH Task Force Report. In November 2025, RCUH issued a check for approximately $7.3 million to the University, marking the closure of the final Ship Operations revolving account at RCUH. All RCUH revolving accounts, except for the Maunakea Shared Services (MKSS) revolving accounts, are now established as Special Fund Research Recharge Centers (SRRC) accounts in the Kuali Financial System and under full UH authority. MKSS is expected to transition to the State of Hawai'i Maunakea Stewardship and Oversight Authority (MKSOA) by June 2028.

Determine and evaluate areas for possible integration between UH and RCUH systems.

RCUH HR continues to work with UH Information Technology Services (ITS) on a User Deprovisioning project to ensure each entity is notified when Principal Investigators, Fiscal Administrators, and RCUH employees onboard and offboard. Additionally, RCUH is moving forward with adopting Lamakū, UH's new Learning Management System for RCUH employees.

GOAL #2: CLARIFY RCUH'S IDENTITY WITH UH AND THE STATE.

Engage with stakeholders to establish guidelines, expectations for RCUH's scope of work.

RCUH Human Resources worked closely with key stakeholders, including the UH Office of the Vice President for Research and Innovation (OVPRI) and the UH Office of Human Resources (OHR) to establish clear guidelines and expectations for RCUH's scope of work. By engaging in regular discussion and joint planning efforts, RCUH HR helped streamline and standardize hiring processes, while addressing compliance requirements relating to UH Administrative Procedure 12.203. As part of these efforts, RCUH clarified and strengthened the Attachment B review process to ensure it is applied consistently and in alignment with its original intent in determining whether a position is considered a UH covered-type role. This resulted in a more standardized and transparent review framework. Following this update, RCUH has seen a rise in limited-term approvals and a slight decline in position requests—decreasing from 864 in November 2024 to 738 in November 2025 (does not include non-recruited requests).

GOAL #3: REFORM RCUH'S INTERNAL OPERATIONS.

Evaluate internal procedures and streamline for efficiencies.

RCUH continues to evaluate its internal procedures to streamline for efficiencies. A few accomplishments this year included launching the new HR Portal Access feature. This allows projects to electronically submit requests to update users under existing Distribution Codes. RCUH Disbursing also transitioned manual Purchase Orders from a physical carbon copy form to a user-friendly Excel worksheet.

Utilize and implement feedback from core staff.

In order to receive a more holistic evaluation of RCUH's core staff, RCUH distributed 360-degree performance surveys to internal colleagues and external stakeholders. RCUH collected a total of 480 responses that aided managers in completing performance evaluations and providing feedback to staff.

Commit to one project site visit each year.

RCUH core staff attended two site visits in 2025—one to the Hawai'i Institute of Marine Biology (HIMB) at Moku o Lo'e, or Coconut Island, in the spring and another to the UH College of Tropical Agriculture and Human Resilience's Coconut Rhinoceros Beetle Colony Room in the fall.

Invest in development of RCUH Core Staff.

With the external uncertainties relating to federal funding for academic institutions, RCUH offered a professional development session with Alice Inoue on July 11 titled "Thrive During Shifting Times" for its core staff. Based on feedback from 23 individuals, 97% said they could use what they learned from the training. Additionally, the RCUH HR recruitment team successfully completed the Korn Ferry Job Evaluation program. This training provided hands-on experience in analyzing roles, evaluating job structures, and connecting job evaluation with broader HR functions.

Federal Actions, Local Consequences for Hawai'i's Research Enterprise

Here is a snapshot of major federal actions that had or will have an impact on Hawai'i's research enterprise:

- UH reported 81 terminated grants resulting in a loss of $108 million in federal funding.
- The Department of Defense (DoD), National Science Foundation (NSF), National Institutes of Health (NIH), and the Department of Energy (DoE) announced a 15% cap on indirect cost rates for all institutions of higher education (the typical rate for UH is around 50%). Note: This is currently facing legal challenges.
- The White House Proclamation: Restriction on Entry of Certain Nonimmigrant Workers imposes new requirements and restrictions on the H-1B visa program, requiring companies to pay a newly mandated $100,000 statutory fee for all new H-1B petitions (RCUH had 55 employees on H-1Bs as of December 2025). Note: This is currently facing legal challenges.
- NSF is facing a proposed 57% cut to its FY 2026 budget, while NIH is looking at a 40% decrease in base funding. In FY 2025, the two agencies awarded nearly $110 million to UH.

New Direct Projects in Calendar Year 2025

Maunakea Stewardship and Oversight Authority (est. budget: $5,000,000)
This project works closely with UH to transition the management of Maunakea from UH to the State of Hawai'i MKSOA. The project will work with consultants to develop a Maunakea Management Plan and Administrative Rules to ensure plans are acceptable and in alignment with all stakeholders. Management of Maunakea is scheduled to be transferred by June 2028.

Community-Based Monitoring Hui Expansion (est. budget: $970,000)
This project will expand the Community-Based Monitoring Hui in collaboration with Kua'aina Ulu 'Auamo, Conservation International Hawai'i, and The Nature Conservancy to strengthen environmental partnerships and amplify local and Indigenous observation practices in formal resource management and climate adaptation efforts.

Waiakea PFA Fishery Monitoring and Enhancement (est. budget: $127,000)
This project will educate and engage local and visiting communities in pono fishing practices and conduct research to help facilitate management of the Waiakea Public Fishing Area in Hilo.

Department of Land and Natural Resources – Division of Aquatic Resources Limu Aquaculture and Bio-Banking (est. budget: $135,000)
This project aims to improve and enhance stocks of indigenous limu species as an environmental and culturally important resource by investigations primarily involving husbandry and support of community traditional and cultural practices. This study will focus on technical aspects of macrophytic primary production.

Conduct random inspections to ensure internal policies are being followed.

RCUH HR conducts random inspections to ensure compliance with applicable policies and regulations. During a spring audit, RCUH identified projects that were in violation of Policy 3.210: Hiring Options through RCUH, specifically regarding non-recruited intermittent hires who had not worked within a six-month period, or have worked excessive hours and/or regular schedule. RCUH contacted the Principal Investigators for all impacted projects and took corrective action.

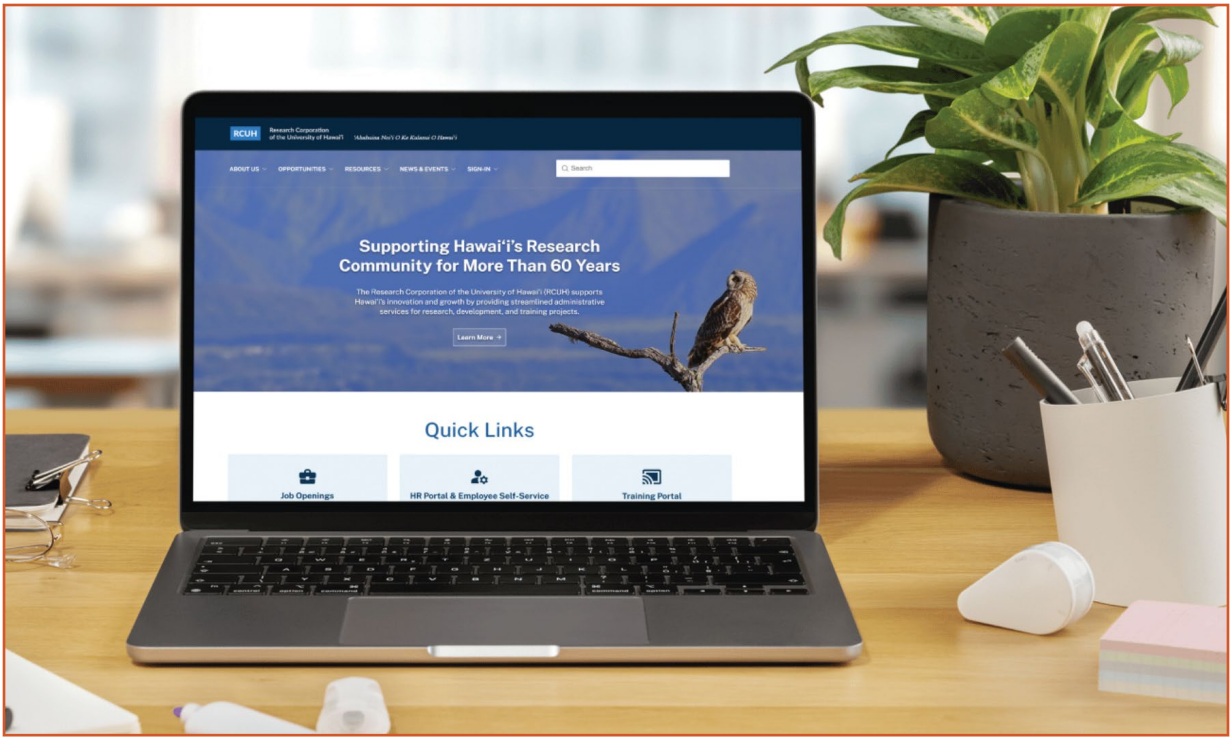
Re-evaluate RCUH's policies and procedures; modify as appropriate.

RCUH completed a series of policy updates to strengthen compliance, improve clarity, and align with regulatory and administrative requirements. The following policies were updated or refined in 2025:

- Policy 1.030 Project Acceptance Criteria
- Policy 1.500 Record Retention and Custodial Policy
- Policy 2.303 Certification Statements Required for Federal Purchases
- Policy 2.601 RCUH Employee Travel
- Policy 3.120 Sexual Harassment
- Policy 3.262 RCUH Work Schedule, Work Week, and Work Hours
- Policy 3.270 Mandatory Training for RCUH Employees

Replace AS/400 system.

As of mid-December 2025, the SAP implementation was 58% complete. To support completion of the project in 2026, DataHouse has added resources to help drive the implementation to completion. In addition, DataHouse is working with RCUH to implement a data warehouse that will integrate legacy AS/400 data, new SAP data, and data from external sources. The data warehouse implementation timeline aligns with the SAP project schedule.



The new RCUH website was released on September 8, 2025. RCUH staff focused on developing a modern and interactive interface that makes it easy for visitors to find the resources they need, while highlighting the projects RCUH serves.

GOAL #4: INCREASE ENGAGEMENT AND OUTREACH TO CLIENTS.

Coordinate professional development opportunities for project staff.

RCUH continued its partnership with the Hawaii Employers Council (HEC) and offered four professional development topics in 2025. HEC hosted two sessions on each of the following topics:

- Communicating with Intention for Meaningful Outcomes (February 2025)
- Appraising Performance: An Ongoing Process (April 2025)
- Supervision 101 (August 2025)
- Leading Generations in the Workplace (November 2025)

RCUH recorded a total of 205 participants for these virtual training sessions that were available to project supervisors employed by RCUH. Although all sessions are online, attendees have appreciated the interactivity and takeaways to apply to real life situations.

Update RCUH Website.

The goal of the refreshed website was to have a modern layout that better portrays RCUH's identity. Throughout focus group discussions with external users, it was frequently mentioned that the previous site did not capture who RCUH is or what it does. RCUH kept this in mind throughout the development and reinforced its identity with videos on its "Who We Are" and "What We Do" pages.

The new website highlights RCUH's identity front and center on the homepage, while placing a spotlight on the projects we serve. RCUH also wanted to ensure that the site is practical with quick links and provides the latest information on the homepage without needing to click by featuring announcements and important dates. Another important feature is the new Policies, Forms, and Documents table, which is searchable by department, type, and topic.

PROJECT SPOTLIGHT

USGS scientists measure the chemical composition of volcanic gas during episode 28 of the Halemaʻumaʻu Kīlauea summit eruption; photo courtesy USGS by M. Cappos.

AN ERUPTIVE YEAR FOR THE CENTER FOR STUDY OF ACTIVE VOLCANOES

Pele made quite the impact in 2025. With nearly 40 volcanic episodes at Kīlauea by early December, the staff at the Center for the Study of Active Volcanoes (CSAV) had their hands full. CSAV is a cooperative program of the University of Hawaiʻi at Hilo, the Hawaiian Volcano Observatory (HVO), and the University of Hawaiʻi at Mānoa. Led by Dr. Don Thomas, CSAV helps to provide state-of-the-art training in volcano hazards monitoring and improving public awareness on volcanic and natural hazards in Hawaiʻi and around the world.

CSAV staff and UH Hilo Geology students are on hand to conduct fieldwork and process samples working with the U.S. Geological Survey (USGS) HVO in the areas of geochemical monitoring, seismic analysis, deformation, and geology. Specific examples of CSAV's fieldwork include assisting with geodetic leveling, tracking fountain heights, and studying the geochemistry of olivine collected from eruptions to track changes in magma storage. "This work not only provides data that HVO doesn't have the staff resources to gather themselves, it also provides students with an opportunity to develop proficiency in new field and laboratory techniques and enables them to participate in and experience the excitement of generating new information that will be used in the analysis of our volcanic processes," Thomas said.

CSAV Educational Specialist Meghann Decker (no relation to founder Robert Decker) added "this has been a really good pathway, to be able to give them the experience and learning on the job."

In addition to the hands-on assistance with the USGS, and in partnership with the Volcano Disaster Assistance Program (VDAP), CSAV conducts a two-month international volcano hazards training program every year. Participants spend six weeks on Hawai'i Island, and two weeks at the Cascade Volcano Observatory in Vancouver, Washington to conduct field work at Mount St. Helens. VDAP provides many of their subject matter experts as program trainers, as well as funding for trainees to attend the course. The program brings over early career geologists, seismologists, and engineers working at volcano observatories in developing countries such as Tonga, Vanuatu, El Salvador, Guatemala, Rwanda, and Indonesia, to learn a wide range of modern techniques of volcano monitoring and hazard response in hopes they can incorporate some of that back at their home institutions. Since the program's origins in 1990, it has trained more than 300 participants from 35 different countries. These cohorts have also created important relationships with continued ongoing support from VDAP and their peers. "We get more applications than spots available every year. One participant from Peru waited five years to be able to come to this course. They are willing to keep trying until they can eventually hopefully get here," Decker said.

CSAV's work is not only important from a knowledge-based perspective, but the program recognizes that the ultimate goal of these monitoring programs is to reduce the loss of life and human displacement in the event of a natural disaster. Staff regularly visit schools and attend community events to help ensure citizens are prepared. Dr. Thomas emphasized that "the best science and technology applied to hazards monitoring will be much less effective in protecting a community who doesn't know, or is unsure of, how to take appropriate protective actions when a volcanic crisis arises."

Born from the Ashes: The 1985 Colombian Eruption and the Founding of CSAV

During the early-mid 1980's, the USGS Volcano Disaster Assistance Program was asked for help in assessing the risks for an eruption at Colombia's Nevado del Ruiz. However, they were unable to send a significant delegation to Colombia due to significant civil strife and conflict between the cocaine cartels and the Colombian government.

In 1985, Nevado del Ruiz produced a small, but devastating, eruption that over-ran a small city; an estimated 23,000 residents of the city were killed almost instantly. According to Dr. Don Thomas, the loss of life in this tragedy was entirely avoidable: with better monitoring, the timing of the eruption could have been more accurately forecast; with better public outreach, the Armero community could have been informed what to do when the eruption started and everyone could have walked to safety in the time between the warning and the first contact of the debris flow.

Almost immediately after the Armero tragedy, Dr. Robert Decker was overwhelmed with requests for the Hawaiian Volcano Observatory (HVO) to provide training to volcano monitoring staff from countries like Colombia which had only minimal capacity to manage volcanic crises. He quickly realized that the Observatory didn't have the capacity to provide that training on an ongoing basis and that a more appropriate organization and site for the training was a partnership between UH and USGS. As a result, CSAV was founded in 1989 and has survived with limited UH funding since 1995. To learn more about CSAV, please visit: https://hilo.hawaii.edu/csav.

HAWAIʻI'S WAR AGAINST COCONUT RHINOCEROS BEETLES RECEIVES LOCAL AND NATIONAL MEDIA COVERAGE

These days the conversations are more frequent about one of Hawaiʻi's most destructive invasive species—the coconut rhinoceros beetle (CRB). The invasive beetle gained traction across the state and grabbed frequent headlines from both local media and national publications like the New York Times, the Pulitzer Center, and SFGATE.

If you live, work, or play in Central, Leeward, or Windward Oʻahu, you've probably noticed the decline of picture-perfect, healthy coconut palm trees. Instead, the palms may feature V-shaped cuts in the fronds, holes in crowns, headless tops, and reduced or lost coconut production. The concerning biosecurity issue is that these beetles are also known to attack other palms, banana, hala, taro, pineapple, and the native hāpuʻu fern.

From their 2013 appearance on Oʻahu, CRBs have infected—with varying degree—most of the major Hawaiian islands, with the exception of Molokaʻi. Their widespread presence on Oʻahu makes eradication no longer a viable option, but there is hope for neighboring islands. The

A CRB employee holds an adult coconut rhinoceros beetle (Oryctes rhinoceros), which average 2 inches in length with a visible horn. Photo courtesy CRB Response - Hawaiʻi.

keys to controlling CRBs statewide are increased awareness and vigilance, and sustained funding for a robust, multi-pronged detection, monitoring, and management program.

At the UH Mānoa College of Tropical Agriculture and Human Resilience, Dr. Michael Melzer and his operations, data, outreach, and research teams are part of a multi-agency state, federal,

TRACKING THE CRB INVASION IN HAWAIʻI

DEC 2013
First detection on Oʻahu at Joint Base Pearl Harbor-Hickam

MAY-OCT 2014
CRB found at Barbers Point, Campbell, Diamond Head, Mililani

JULY 2018
First detection in Windward Oʻahu

MAY 2023
First detection of CRB on Kauaʻi

JUNE 2023
Larvae confirmed in potted plants shipped from Oʻahu to Lānaʻi

OCT 2023
First detection on Hawaiʻi Island

NOV 2023
First detection on Maui

and private response to eradicating the voracious beetle. UH's work has focused on breeding, detection, monitoring, and treatment research. Their engagement over the last 10+ years has taken them from engineering, deploying, and monitoring smart traps (i.e., microcomputer surveillance systems) to breeding CRB colonies for research to using trained dogs that can detect CRB larvae to developing genetic pesticide treatments to conducting virology treatment research.

Researchers believe that CRBs originated in Southeast Asia and that they have been spreading across the Pacific since World War II. Treatment response to the Pacific infection has varied. However, in other parts of the world, the spread has been controlled with the 1960s release of a virus found in the Malay Peninsula. When the CRB spread reached Guam in 2007, it was thought that the same virus would be an effective combatant. Unfortunately, after many trials to get the virus established, CRBs remained resistant to the treatment.

For more than 10 years, Dr. Melzer has strongly advocated for a biosecurity facility in Hawai'i so virology research can be conducted here. Fast forward to September 2025. With all the physical containment and federal and state permitting requirements met, Dr. Melzer was able to secure a virus from Palau. Melzer stated, "First we need to make sure that it's going to infect the CRB in Hawai'i, the genetics of the CRB in Hawai'i. That's what we're testing now. Fingers crossed, things are looking good. We're getting a lot of dead larva with this, but we still can't be sure it's the virus that's killing it." Melzer tempers this initial promising virus finding with a cautious approach to the virus' release. It may take several years to determine whether the virus is specific to the Hawai'i CRBs before a permitted release can be granted to infect adult beetles. The measured steps are welcome in applying solid science to a potentially devasting financial and agricultural problem for Hawai'i. To learn more about CRB Response, please visit https://www.crbhawaii.org/.

How You Can Help Prevent the CRB Spread

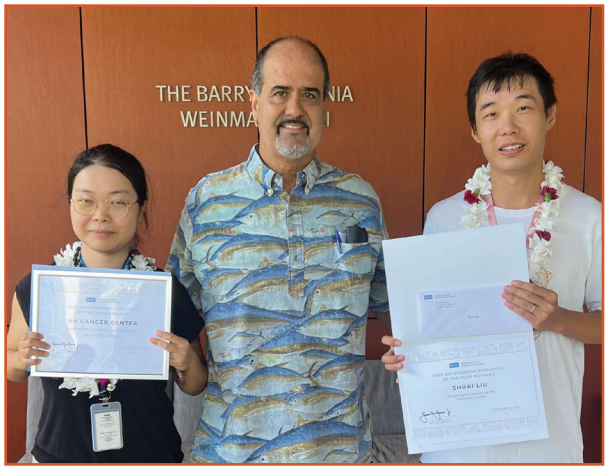
- **Properly dispose of any green waste that could become breeding material (e.g., palm trimmings, rotting logs, mulch, compost).**
- **Regularly monitor and inspect your property for signs of CRBs.**
- **Allow agricultural specialists access to your property for inspections.**
- **Promptly report a non-O'ahu sighting or infection to the state's toll-free Pest Hotline at (808) 643-PEST(7378), 643pest.org, or download the 643Pest app.**
- **Educate yourself and your neighbors about the threat and management practices.**

In September 2019, CRB Response welcomed three detection dogs and their handlers to the team. Photo above and background photo courtesy CRB Response - Hawai'i.

OUTSTANDING EMPLOYEES

RCUH employees are the backbone of this organization. Whether they're working in forests, atop mountains, or under the sea, RCUH employees fuel the mission of supporting and enhancing research, development, and training across Hawai'i.

RCUH's Outstanding Employees of the Year Awards highlight the real impact these individuals have on advancing research that benefits our community, however due to the federal landscape, this year's celebration was scaled down to personal presentations, both in-person and online. These awards—whether for individual excellence or team collaboration—reinforce how integral RCUH staff are to every project's success.



RCUH Executive Director Lenny Gouveia (center) presented the 1st place Team Award to Hua Zhong (left) and Shuai Liu (right) for their contributions to the UH Cancer Center.

PROJECT SUPPORT STAFF CATEGORY

1st Place: Casey TeBeest, UH Water Resources Research Center

As WRRC's sole staff member in American Samoa, Casey fills a critical gap in technical expertise to ensure that the island's hydrological monitoring network continues to meet scientific and practical demands, benefiting government agencies and the broader community. His ability to cultivate meaningful relationships, develop local capacity, and mentor high school and college students are essential to the project's long-term sustainability.

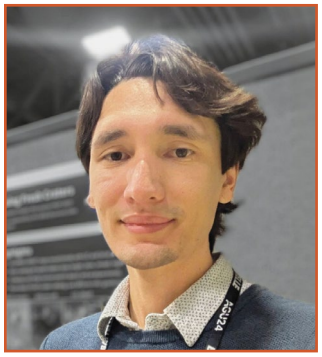
2nd Place: Dylan Boeman, UH School of Ocean and Earth Science and Technology

Always up for a challenge, Dylan took on the task of developing new mooring systems for Hawai'i, Maui, and Kaua'i islands, more than doubling the number of water quality moorings, and building them from scratch. His detailed coordination between vessels and dive teams led to a successful deployment of the systems which provide valuable real-time data every three hours on the water quality and health of the coastal waters and coral reef systems around Hawai'i.

RESEARCHER/PROJECT MANAGER CATEGORY

1st Place: Ceci Rodriguez Cruz, UH School of Ocean and Earth Science and Technology

Ceci is a transformative leader, bringing strategic vision and execution to SMART (Science Monitoring and Reliable Telecommunications) cables, a global, persistent, and sustainable ocean observing system. Her international connections and diplomatic outreach brought together stakeholders and funders for this $250 million (and over $5 billion planned/proposed) project that will enhance scientific understanding and increase resilience to climate and geohazard risks.



2nd Place: Christian Tai Udovicic, UH School of Ocean and Earth Science and Technology

Christian brings exceptional initiative, strong leadership, and resourcefulness to advancing the projects to which he contributes. He was singled out for his pioneering and impactful contributions to Open Science, a movement to transparently share science and scientific tools with the public. He designed, developed, and delivered an Open Science workshop that included practical guidance and actionable strategies.

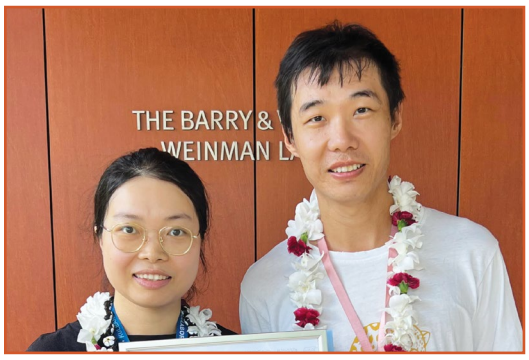
Honorable Mention: Robert Kekaianiani Irwin, UH Hilo

As Project and Evaluation Manager of the $2.5 million, 5-year Laupa‘i A‘e Ka ‘Ike Kuamo‘o project, Robert has led groundbreaking work in Hawaiian language STEM curriculum design. Throughout his career, he has authored over 90 Hawaiian language books and led teacher training at all levels. Robert has also led the upgrade of Ulukau, the state’s Hawaiian language digital library, and cultivated a foundation of linguistic and cultural strength by designing tools, mentoring teams, and weaving trust across every layer of the project.

Honorable Mention: Johannes Achim Stoessl, UH College of Natural Sciences

Johannes plays an integral role in the development, operation, and data analysis of the General AntiParticle Spectrometer (GAPS), which is a new balloon experiment scheduled for the 2025/26 Antarctic ballooning season. One of his most significant contributions to the GAPS project was the development of robust software for the “time-of-flight” subdetector, which enables precise calibration and a reliable readout.

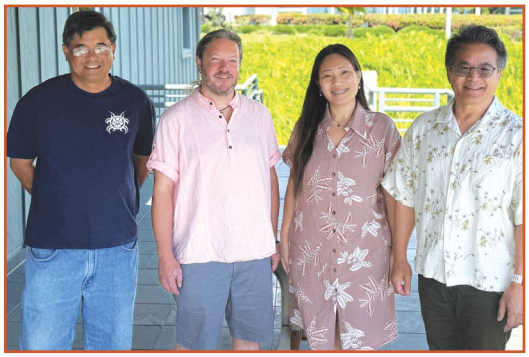
TEAM CATEGORY



1st Place: UH Cancer Center

Hua Zhong and Shuai Liu

This duo's substantial contributions to cancer research have positioned the UH Cancer Center as a national leader in multiethnic precision medicine research. A hallmark accomplishment was their identification of blood metabolites associated with Alzheimer's disease risk, highlighting novel biomarkers for early detection and intervention across diverse populations.



2nd Place: Academia Sinica Institute of Astronomy and Astrophysics

Peter Oshiro, Ryan Chilson, Sally Lau, Derek Kubo

The ASIAA Team is a prime example of local talent engaged in cutting-edge research. Through an integrated mix of engineering, software development, and field operations, the team's most innovative accomplishment was the successful deployment and operation of an 8-element fast radio burst array.

Honorable Mention: Hawai'i Coral Restoration Nursery, UH Social Science Research

Helene Meehl, Andrew Kramer, Sydney Lewandowski, Nicolo Cohen

The Hawai'i Coral Restoration Nursery team created a supportive, respectful, and fun team dynamic that fosters growth and innovation. Together they developed "fast-growth" techniques that can produce corals in about three years that resemble 10 to 20 times their age.

Honorable Mention: Maunakea Shared Services, UH Institute for Astronomy

Yumi Nagayoshi, Marybeth Young, Jan Stoos

This trio represents the "A-Team" or administrative team that provides fiscal and HR support related to the management of Maunakea Lands. Yumi, Marybeth, and Jan have continued to play a critical role as the project transitions to the new Maunakea Stewardship and Oversight Authority.

FINANCIAL STATEMENTS

RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAIʻI
STATE OF HAWAIʻI
Fiscal Years Ended June 30, 2025 and 2024 and 2023

Condensed Statements of Net Position (Unaudited)

The Corporation's assets and deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2025, 2024 and 2023 are summarized below:

	2025	As Restated 2024	As Previously Reported 2023
Current assets	$ 74,367,551	$ 64,029,795	$ 50,412,810
Capital assets	4,438,532	3,842,885	3,431,018
Total assets	78,806,083	67,872,680	53,843,828
Deferred outflows of resources	79,199	34,712	81,799
Total assets and deferred outflows of resources	$ 78,885,282	$ 67,907,392	$ 53,925,627
Current liabilities	$ 53,209,292	$ 44,088,179	$ 37,954,343
Noncurrent liabilities	10,885,324	10,522,193	4,219,642
Total liabilities	64,094,616	54,610,372	42,173,985
Deferred inflows of resources	734,690	929,478	782,871
Total liabilities and deferred inflows of resources	64,829,306	55,539,850	42,956,856
Net position			
Net investment in capital assets	4,234,317	3,726,351	3,144,620
Unrestricted	9,821,659	8,641,191	7,824,151
Total net position	14,055,976	12,367,542	10,968,771
Total liabilities, deferred inflows of resources and net position	$ 78,885,282	$ 67,907,392	$ 53,925,627

To view RCUH's complete audited financial statements for FY 2025, please visit http://bit.ly/4j4n8dU or scan the QR code with your smartphone.

RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAIʻI
STATE OF HAWAIʻI
Fiscal Years Ended June 30, 2025 and 2024 and 2023

Condensed Statements of Revenues, Expenses and Changes in Net Position (Unaudited)

The Corporation's statements of revenues, expenses and changes in net position for the fiscal years ended June 30, 2025, 2024 and 2023 are summarized as follows:

	2025	As Restated 2024	As Previously Reported 2023
Operating revenues			
University of Hawaiʻi	$ 7,803,810	$ 7,482,045	$ 7,338,439
Other sponsor agencies	567,033	574,892	555,513
Total operating revenues	8,370,843	8,056,937	7,893,952
Operating expenses			
Personnel costs	4,608,589	4,206,023	4,048,929
Data processing services	1,355,155	1,532,546	1,477,290
Insurance	672,229	632,582	586,066
Depreciation and amortization	648,449	737,381	840,329
Office and equipment rental	138,363	2,122	113,925
Professional and technical support	125,154	176,827	215,117
Other expenses	446,727	649,211	403,076
Total operating expenses	7,994,666	7,936,692	7,684,732
Operating income	376,177	120,245	209,220
Nonoperating revenues			
Intergovernmental (Federal awards)			
Revenue	--	74,971	102,251
Expense	--	(74,971)	(102,251)
Interest Income	1,246,435	1,628,977	1,186,970
Unrealized gain	65,822	85,097	314
Increase in net position	1,688,434	1,834,319	1,396,504
Net position			
Beginning of year, as previously reported	12,367,542	10,968,771	9,572,267
Restatement due to change in accounting principle	--	(435,548)	--
Beginning of year, as restated	--	10,533,223	--
End of year	$ 14,055,976	$ 12,367,542	$ 10,968,771

RESEARCH CORPORATION OF THE UNIVERSITY OF HAWAIʻI
STATE OF HAWAIʻI
Fiscal Years Ended June 30, 2025 and 2024 and 2023

Condensed Statements of Cash Flows (Unaudited)

The Corporation's statements of cash flows for the fiscal years ended June 30, 2025, 2024 and 2023 are summarized as follows:

	2025	As Restated 2024	As Previously Reported 2023
Operating activities			
Cash received from operations	$ 8,434,786	$ 8,175,419	$ 7,763,869
Cash payments for operations	(7,396,098)	(7,821,305)	(6,946,897)
Project expenditures and reimbursements, net	852,070	(10,193,220)	3,057,987
Net cash provided by (used in) operating activities	1,890,758	(9,839,106)	3,874,959
Capital and related financing activities	(1,156,415)	(1,330,298)	(993,220)
Investing activities	3,960,419	3,263,601	11,858,920
Increase (decrease) in cash	4,694,762	(7,905,803)	14,740,659
Cash, cash equivalents, and restricted cash			
Beginning of year	28,063,995	35,969,798	21,229,139
End of year	$ 32,758,757	$ 28,063,995	$ 35,969,798

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