



Organization of Arts and Sciences

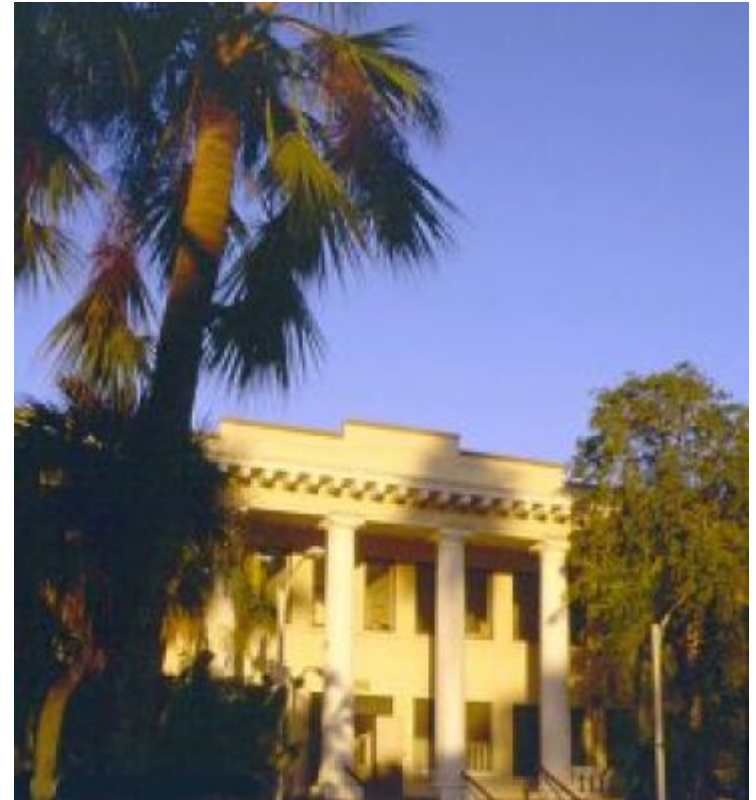
October 25, 2007

Chancellor Virginia S. Hinshaw



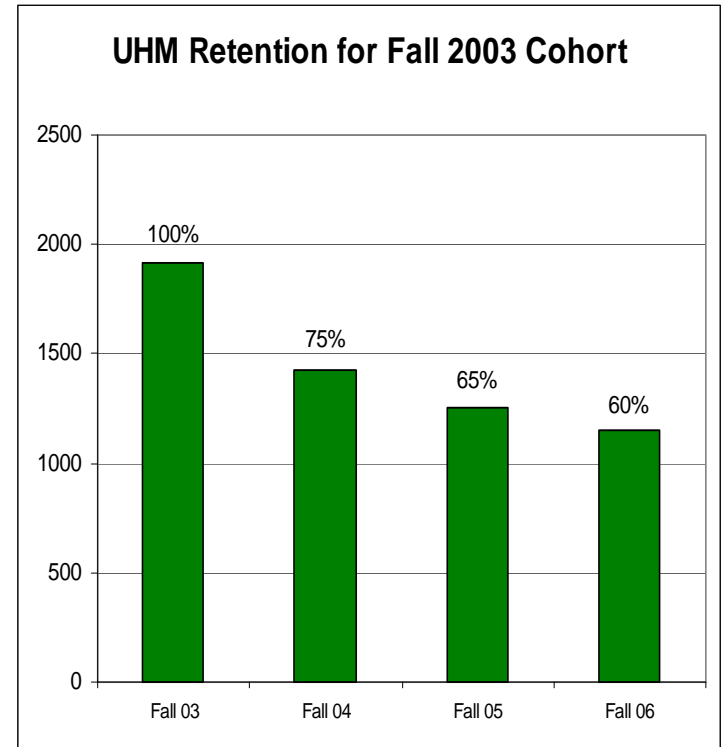
Why Are We Doing This?

- A strong and vital College of Arts and Sciences, the **heart** of a university, is critical to UH Manoa's fulfillment of its mission and its success in the future.



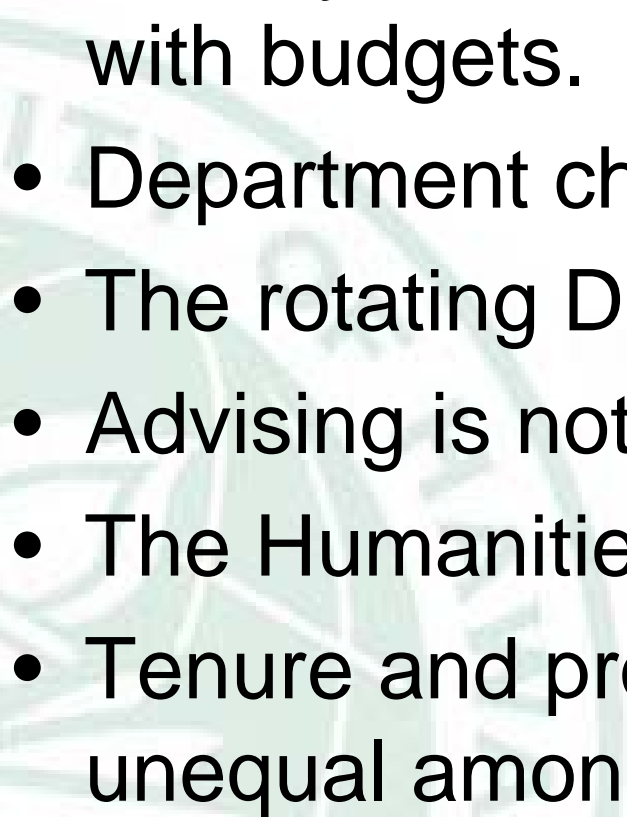
Why Are We Doing This?

- Poor graduation rates and student dissatisfaction
- Cumbersome decision-making
- Lack of collective purpose and voice
- Failure to realize greater support internally or externally with current structure
- Inability to move forward with “pending” reorganization





What Did We Learn?

- Faculty want access to decision-makers with budgets.
 - Department chairs need more authorities.
 - The rotating Dean system doesn't work.
 - Advising is not as effective as it must be.
 - The Humanities are not cohesive.
 - Tenure and promotion standards are unequal among the Colleges.
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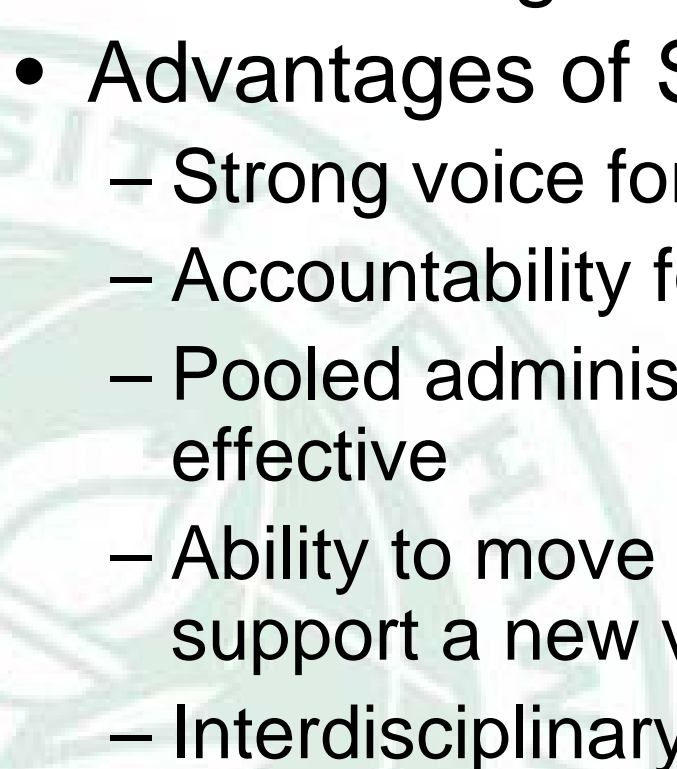


What Did We Learn?

- Our undergraduate experience hasn't been a clear priority.
- Faculty governance doesn't match the Administrative structure.
- “Haves” and “Have Nots” are dramatic.
- Fractured administration limits broader educational goals.
- Identities are important but not always associated with academic excellence.



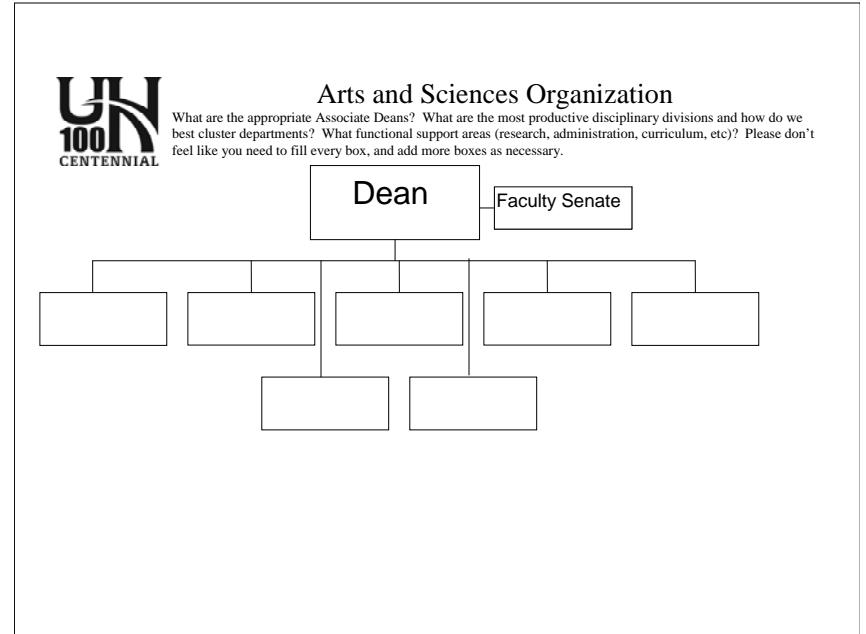
What now?

- Still listening
 - Advantages of Single Dean are emerging:
 - Strong voice for the Arts and Sciences
 - Accountability for the undergraduate experience
 - Pooled administrative staff is more efficient and effective
 - Ability to move resources between units to support a new vision
 - Interdisciplinary work
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Options

- Disciplinary Alignment
 - Languages and Area Studies together?
 - School of Performing and Fine Arts?
 - Life Sciences separate?
 - Humanities reunited?





Options

- Single Dean
 - Where do authorities sit?
 - Dean
 - Associate Deans
 - Chair
- Strengthen Asian Pacific focus



Arts and Sciences Organization

To optimize the academic organization, we will have to consider which authorities and duties are assigned at which administrative level: Dean, Associate Dean, and Department Chair. What do you want these people to be doing for you? What authorities should Chairs have that they don't have now? What's important to be kept at the Associate Dean level? What should the Dean address first? Could you please tell us the duties and responsibilities you would assign at each level:

I want a Dean of Arts and Sciences to:

I want Divisional Associate Deans to:

I want my Department Chair to be able to:



Questions Now

- What are the disciplinary divisions within the College?
- What administrative functions would be most effective?
- What duties should each administrative level have?



***Aloha and
Mahalo!***

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Feedback

- Materials are available at:
www.manoa.hawaii.edu/artsci
- Email is welcome at:
Comments@hawaii.edu