As the pandemic continues to create havoc for the State of Hawaii, our budget situation remains unclear. COVID 19 and our budget uncertainty has led President Lassner to outline UH’s role in navigating the way forward by preparing Hawaii residents for workforce needs and identifiable employment sectors where systemic shortages exist. One priority addresses preparing more Hawaii residents for the jobs Hawaii needs – Education is high on this list. President Lassner and Provost Bruno have made it clear that teacher preparation is a vital economic driver and important for the future of the state.

Amelia and I have tasked chairs and directors to come up with ideas, suggestions and possible solutions to the following:

1. Streamlining pathways to teacher licensure,
2. Reducing barriers to program admission,
3. Reducing duplication of programs and courses, and
4. Utilizing existing faculty to their fullest potential.

We are grateful and appreciative of the input, notes, and feedback received. Your suggestions were used as part of our budget meeting with the Manoa Budget Team. What was made clear in that meeting is their directive to have a stronger focus and investment in teacher preparation. My summary below is titled “Reduction, Reorganization, and Re-envisioning” with corresponding “bullets” under each area. Each bullet is an overall area that needs to be addressed as a priority for the COE.

**Reduction**
- Reduce or combine Master’s program and courses.
- Resize the PhD (downsizing) and EdD (upsizing) programs
- Consider “stop out” of under enrolled programs and some concentrations and redirect resources (e.g., faculty) to other programs (e.g., Early childhood, Hawaiian Immersion)
- Reduce barriers to enrollment and admission into our teacher preparation programs

**Reorganization**
- Consolidate programs and departments within the COE
- Reallocate faculty to teach in teacher preparation programs
- Offer more or move programs to Outreach College for revenue generation

**Re-envisioning**
- Focus on programs via outreach college and those that support teacher licensure (or add-a-teaching field) and prepare candidates for the workforce
- Maintain strict criteria for per course enrollment
- Research enterprise for faculty support and revenue generation
- Expand our technology and instructional design capabilities for in-servicing of pre-service and in-service educators; consider instructional design offerings to other workforce priorities for the state.

Fall semester timeline (subject to change and required collaboration)
- Discussion during Dean’s council, Sept 3, 2020
- Mid-September, UH Administration to announce the work being done by units regarding budget
- Progress and update report by mid-November, 2020
- Draft of the COE plan by end of fall term

Please note that these lists from our Manoa Budget Team meeting are presented as information for your consideration and discussion. Based on what President Lassner has told us, in Deans, Directors and Chairs meetings, we do not have the choice to go about our business as usual. We have been directed to figure out ways for us to Reduce, Reorganize, and Re-envision (Murata’s interpretation) what we do to focus on and invest in teacher preparation. So please think about and discuss the points above, meet with your colleagues within and across your departments to come up with ideas on how we might address President Lassner’s priorities. I look forward to hearing your ideas about how our College can successfully transition into the future.