

College of Social Sciences

Context: We are providing a large number of recommended actions that we believe will enable the College to increase undergraduate enrollment, especially from UH community colleges, while at the same time affording the opportunity to update curricula, expand collaboration opportunities, reorganize programs, and right-size graduate programs. We believe that all of these recommendations, taken together, will maximize efficiencies in the College.

Summary of Recommendations

- Reorganize the Human Development & Family Studies program and faculty from Family & Consumer Sciences (CTAHR) to Sociology (Social Sciences).
- Reorganize the Department of Communicology (CALL) into the School of Communications (Social Sciences)
- Reorganize the Master of Library & Information Science program and faculty from Information and Computer Sciences (Natural Sciences) to the School of Communications (Social Sciences).
- House the PhD in Communication & Information Science in the School of Communications. Continue collaboration with Information & Technology Management (Shidler) and Computer Science.
- Rename the School of Communications the School of Communication & Information Science.
- Stop-out admission to the BA in Journalism; and BA/MA in Communicology (merge with Communications).
- Eliminate the Matsunaga Institute for Peace and Conflict Resolution. Administer the undergraduate Peace Studies programs through Interdisciplinary Studies. Move the Graduate Certificate in Conflict Resolution to the Law School.
- Eliminate the Public Policy Center. Reorganize the Hawai'i Energy Policy Forum under the Institute for Sustainability & Resilience.
- Consider partnering with Interdisciplinary Studies in the BA in Ethnic Studies and BA in Women's Studies in order to increase enrollment.
- Consider administering the Master of Public Administration, Master of Urban & Regional Planning, and the Graduate Certificate in Nonprofit Management through Outreach College.
- Consider changing the name of the program and Department of Women's Studies to Gender, Sexuality, and Women's Studies.

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Department of Anthropology

Summary Recommendations

- Develop 2+2 articulation agreement with the UH community colleges to increase transfers.
- Offer more Asia-Pacific focused courses at the lower division level to increase SSH and attract majors. Collaborate with area centers in SPAS (CALL).
- Consider cross-listing medical anthropology courses with the School of Life Sciences.
- Eliminate direct admission to the MA in Anthropology, use as an exit for doctoral students. Reduce the size of the graduate program by 5-10 students.
- Consider developing a professional Master's in Applied Anthropology (currently the Plan-B in the MA program), offered through Outreach College, effective AY 2024 or later.
- Work with UROP to expand opportunities for undergraduate research, in collaboration with UHERO, SSRI, etc.

Details

- The Department offers the BA, MA, and PhD in Anthropology.
- Enrollment in the undergraduate program decreased from a high of 145 (2012) to the current enrollment of 70. Tenure-track faculty FTE has decreased slightly from 14.42 to 12.54. FTE does not appear to be aligned with current enrollment and SSH.
- The program review team (2016) recommended a review of the undergraduate curriculum for efficiency and to ensure exposure to courses outside of the discipline. Per review team:

The department indicates that it desires to give students the opportunity to fulfill all major and core requirements within the department. We recommend against this: while anthropology is a broad field, it may not be in the best interests of students to concentrate so fully in a single discipline. Also, given faculty reductions, this may represent a poor choice in allocating teaching resources. – 2016 Social Sciences External Review Team Report, page 37

- Recommend that the faculty develop 2+2 articulation agreements with the UHCCs, especially given the number of anthropology courses taught at the lower division at the UHCCs.
- The MA includes two terminal tracks, which should become separate programs to reduce confusion and to ensure that the student transcript accurately reflects the nature of the program. Per the website: "We offer four graduate programs of study: MA in Anthropology; MA in Applied Archaeology in the Pacific and Asia (terminal degree); MA in Applied Cultural Anthropology in Hawai'i, the Pacific, and Asia

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(terminal degree).” Recommend the department develop a professional Master’s in Applied Anthropology, in collaboration with Outreach College.

- Eliminate direct admission to the MA program, use as exit for doctoral students.
- At the time of the program review, the Dept. had decreased the size of the graduate program to better support students. No additional reductions have been made since that time (2016). The review team recommended a further reduction of 5-10.

It may be reasonable to restrict the size of the program further, if only by 5-10 students in light of funding constraints faced by graduate students. A smaller program with better funding could increase success in recruiting and graduate training. In meetings with graduate students, they reported that they did not feel well prepared to teach, so some investments in training may be warranted. – Page 39

- The program review team recommended a review of faculty workload policies, particularly course loads for faculty who are not research active to better meet the needs of students, per the review team:

Review does point to variation among faculty in research productivity. Because the nominal teaching commitment is 4X4, the department should assign higher teaching commitments to tenured faculty who show low research productivity. This will aid considerably in meeting curricular needs. – Page 36

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School of Communications; Department of Communicology; Library & Information Science Program → School of Communications & Information Science

Summary Recommendations

- Reorganize the Department of Communicology into the School of Communications.
- Reorganize the Master of Library & Information Science program and faculty from Information and Computer Sciences (Natural Sciences) to the School of Communications (Social Sciences).
- House the PhD in Communication & Information Science in the School of Communications. Continue collaboration with Information & Technology Management (Shidler) and Computer Science.
- Stop-out the BA in Journalism. Establish concentration within Communications or develop a minor.
- Merge the Communicology and Communications degree programs. Stop-out the BA and MA in Communicology.
- Develop 2+2 articulation agreement with the UHCCs to increase transfers.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The School of Communications offers the BA, MA in Communication, and the BA in Journalism. The School collaborates with the Department of Information & Computer Sciences (Natural Sciences), and the Department of Information & Technology Management (Shidler) on the PhD in Communication & Information Science.
- The Department of Communicology offers the BA and MA.
- The Master of Library & Information Science program and faculty are housed in the Department of Information and Computer Sciences (Natural Sciences).
- Recommend a reorganization to move the Communicology and Library and Information Science programs and faculty to the School of Communications. (Another option for Library & Information Science is the College of Education.)
- The Communication program has been short of faculty to support this growing major, where enrollment increased from 155 in 2012 to 208 in 2019. Per the review team:

The resource constraints facing the undergraduate program in Communication are also extraordinarily high given that there are only a half dozen tenure track faculty members serving more than 200 majors. The Communication major also appears to be one of the fastest growing majors in the College. The School of Communications is one of three units in the College that has averaged more than 50% of its student semester hours taught by lecturers over the past three years and had the highest ratio of lecturer taught classes in the College in spring 2016.

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The School will struggle to continue to deliver its curriculum effectively to its growing pool of majors without additional faculty resources. – Page 58

The addition of the Communicology faculty, the elimination of the Journalism program, and the merging of the Communicology and Communication programs should increase their capacity.

- The program review team for Communicology also suggested that a combined Communicology and Communications program would be attractive.

New research of this kind is inherently interdisciplinary, and it is already defining the research agenda of the top communication schools. It may be the case that closer ties between the Department of Communicology and the Department (or School) of Communications in the College of Social Sciences would contribute even more to the vision and mission of UHM. – 2016 Arts & Humanities External Review Report, Page 20

- Enrollment in the Journalism program has decreased from 54 to 38. The program is not professionally accredited. There are 4 Journalism faculty within Communications. Per the program review team:

With three faculty lines, the Journalism program lacks sufficient faculty strength to earn accreditation and the faculty are deeply concerned that they can offer little more than the required courses each academic year. – 2016 Social Sciences External Review Team Report, page 57.

This is an opportune time to stop-out the program, as it can be offered as a concentration within the Communications program, or as a minor.

- There are unrealized opportunities for Communications to partner more closely with Creative Media (CALL).
- The Library & Information Science program needs a home with the move of Computer Science to Engineering. With the addition of this degree program, along with the interdisciplinary PhD in Communication & Information Science, recommend naming the unit the School of Communications and Information Science.

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Department of Economics

Summary Recommendations

- Develop 2+2 articulation agreement with the UHCCs to increase transfers.
- Consider a professional master's program, in collaboration with Outreach College (effective AY 2024 or later).
- Recommend that the faculty work with UROP to expand opportunities for undergraduate research, in collaboration with UHERO.

Details

- The Department offers the BA, MA, and PhD in Economics.
- While undergraduate enrollment is strong at 173 majors, it has decreased slightly from a high of 202 (2012). Graduate enrollment has remained stable over the same period, with a slight increase in master's students and slight decrease in doctoral students. Tenure-track faculty FTE is 16.75, down from 18.17 in 2016.
- The Department recently established a track in quantitative economics in the undergraduate program and launched our first a combined degree pathway (BA/MA). The program review team (2014) was impressed with the curricular innovations, and opportunities for undergraduates to engage in research. Recommend that the faculty work with UROP to expand opportunities for undergraduate research, in collaboration with UHERO.
- A professional master's degree could meet the needs of working professionals while providing an additional revenue source for the Department, if offered through Outreach College. The program review team recommended the following:

Discussions indicated that a stand-alone master's program that would serve professional students is currently not possible. An example might include Illinois' Master of Science with a Specialization in Policy Economics (MSPE Program). This can be a significant source of revenue and would be very valuable for a cosmopolitan area such as Honolulu. The existing international collaborations could also be very positive. – Page 42

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Department of Ethnic Studies

Summary Recommendations

- Pursue collaborations with American Studies through cross-listing courses.
- Consider partnering with Interdisciplinary Studies in the BA in Ethnic Studies in order to increase enrollment.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department offers the BA and an undergraduate certificate in Ethnic Studies. Enrollment has decreased slightly in the last 10 years. At the time of the 2016 program review, there were 35 majors, with faculty FTE at 7.5. In 2019, there were 27 majors, with tenure-track faculty FTE at 9. The review team noted that the department's allocation of faculty does not appear to match enrollment, comparing the FTE allocation in 2016 to FTE at the time of the previous program review (2009), when undergraduate enrollment was 40:

By some measures, the faculty of the Department of Ethnic Studies has fared better than other departments in the College during the budget pressures that have emerged since the last review. The size of the faculty is roughly the same as at the time of the last review at 7.5 FTE. – Page 51

- The unit is interdisciplinary, and faculty from across campus can and do teach cross-listed courses to support the Ethnic Studies major, general education, and elective courses. There are also joint appointments. These practices could make up for any decrease in faculty FTE.
- Recommend the Department increase collaborations with American Studies, as there is some course overlap. Only a handful of courses are currently cross-listed across Ethnic Studies and American Studies. Both departments would benefit from collaborating with the UHCCs to increase the number of lower division courses that could transfer to UHM.
- Recommend the Department work closely (partner) with Interdisciplinary Studies (IS) to recruit undergraduate students in order to increase enrollment. Note that in such a partnership, IS would not control the curriculum and the program would remain in Ethnic Studies (as the BA in Ethnic Studies). Our rationale is that this department is inherently interdisciplinary, and so a closer relationship with IS is additive in many ways – it is an effective means by which we can promote more visibility and attract more majors. High school students often do not think about majoring in these areas because they are not represented in their high school curriculum. IS is one place those students often turn to if they have interests that cross disciplinary boundaries. IS also offers opportunities to enlist the participation of more faculty across campus, and to partner with other degree programs on courses and co-curricular activities as well.

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- The program review team recommended the development of a master's program. Given the hiring constraints, the development of a graduate program is likely to be at the expense of the undergraduate program.

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Department of Geography & the Environment

Summary Recommendations

- Reconsider the size of the doctoral program; consider downsizing.
- Increase collaboration with the Department of Earth Sciences (SOEST).
- Consider 2+2 articulation agreement with the UHCCs to grow enrollment.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department offers the BA, MA, and PhD in Geography, and an undergraduate certificate in Geospatial Information Sciences (GIS). The program recently developed a BA/MA pathway.
- Enrollment in the undergraduate program has decreased from 55 in 2012 to 41 in 2019, while enrollment in the doctoral program has increased from 18 to 31 over the same period. It is unclear whether this shift was deliberate, however the department should examine workload to determine whether the enrollment increase in the doctoral program has limited capacity in the undergraduate program.
- Recommend that the department collaborate with the Department of Earth Sciences (formerly the Dept. of Geology and Geophysics) on research, and potentially joint courses. Per the Social Sciences external review team (2016):

Connections between the Department and Geology do not seem to be very prominent, while connections to biology and marine biology seem to be stronger. Closer ties to geology may be to the advantage of both departments, including in terms of research collaborations and in attracting majors and double majors. – Page 47.

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Department of Political Science

Summary Recommendations

- Decrease the size of the doctoral program (currently 60) to better support students (assistantships, mentorship) in the program.
- Consider eliminating direct admission to the MA program.
- Develop 2+2 articulation agreement with the UHCCs.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department offers the BA, MA, and PhD in Political Science.
- Undergraduate enrollment has remained stable hovering between 240-235 majors since 2014. The doctoral program is large, currently at 60 students. Tenure-track faculty FTE has remained stable at 20 or so since 2014.
- In 2009, previous program review team recommended that the Department decrease the size of the doctoral program, which the faculty appeared to respond to by decreasing the size from 70 to 60. The program is still large, however, and students suffer from a lack of financial support. Per the 2016 review team:

The principal complaint graduate students express is the difficulty in surviving on the stipends they receive as part of their assistantships and the difficulty they have in planning their academic careers when the department cannot make commitments for a sufficient number of years for students to be well launched into their dissertation research. – Page 54

Recommend that the department continue to decrease the size of the doctoral program to better support students. A slight reduction in faculty FTE could assist in making this transition.

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Department of Psychology

Summary Recommendations

- Recommend additional faculty to support the growth of the undergraduate program.
- Administer the hybrid BA in Psychology through Outreach College (extension).
- Develop 2+2 articulation agreement with the UHCCs for undergraduate programs.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department offers the BA, BS, MA, and PhD in Psychology. The Clinical Track of the PhD program is professionally accredited. The BA is also offered in a hybrid online format (discussed below).
- Undergraduate enrollment is large, with 264 students enrolled in the BA program, 51 enrolled in the BS program, and 374 “pre-Psychology” students hoping to enter the major.
- There are 21 enrolled in the MA and 25 in the PhD program.
- When the BS was proposed, the expectation was that this would serve as an honors track for “highly motivated” students in the BA program, and that overall enrollment would remain unchanged. Instead, the BS program appears to have attracted new students, increasing undergraduate enrollment by an additional 50 in an already large major.
- Tenure-track FTE dropped from 22.92 in 2014 to 16.67 in 2016. FTE is currently 19.33. Given the increase in enrollment in an already high-demand major, FTE should be increased.
- The Department offers a hybrid BA in Psychology. The program is hybrid only because of a requirement that students take at least one course (any course on any UH campus) face-to-face. Because of this requirement, the degree is not run through the extension term. Strongly recommend that the program run through Outreach College in extension, as the f2f course requirement, if needed at all, can be met through extension as well. Administering the program through Outreach will increase needed revenue, and will likely be a very attractive option for degree-completion students on the neighbor islands.

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Department of Public Administration

Summary Recommendations

- Consider administering the Master of Public Administration and Graduate Certificate in Nonprofit Management through Outreach College.

Details

- The Department offers the Master of Public Administration, and a Graduate Certificate in Public Administration with a concentration in Non-Profit Management. Enrollment in the master's program has decreased from 56 in 2012 to 39 in 2019. Enrollment in the graduate certificate is 5 (down from 13 in 2013). Faculty FTE is 6.83.
- The MPA program recently gained professional accreditation through the Network of Schools of Public Policy, Affairs, and Administration.
- Suggest the Department consider offering the MPA through Outreach College, as the program attracts working professionals (a target market for Outreach College). Offering these programs through extension could increase enrollment of working professionals while increasing revenue for the Department.
- Enrollment in the Graduate Certificate is low. The department website advertises the Nonprofit track as a separate certificate, which is not accurate (it is a track within the GCert in Public Administration). The program seems to target working professionals. Recommend the faculty consider offering the program through Outreach College, and possibly changing the name of the program to Nonprofit Management. If enrollment continues to decline, however, recommend stopping out the program.

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Department of Sociology → Department of Sociology & Human Development

Summary Recommendations

- Reorganize the Human Development program and faculty from Family & Consumer Sciences (CTAHR) to Sociology (Social Sciences).
- Offer an online BA in Sociology as a degree-completion program through Outreach College.
- Eliminate direct admission into the MA program.
- Develop 2+2 articulation agreement with the UHCCs for undergraduate programs.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department of Sociology offers the BA, MA, and PhD in Sociology.
- The Human Development and Family Studies BS program is offered through the Department of Family and Consumer Sciences (CTAHR). Recommend that the program (and faculty) move to Sociology.
- There are 195 students enrolled in the BA in Sociology (down from 276 in 2012), 3 in the MA (down from 13), and 29 enrolled in the PhD (down from 42).
- There are 158 enrolled in the BS in Human Development & Family Studies (down from 197 in 2012).
- The HDFS faculty appear to be a good fit for Sociology. Once combined, there will be opportunities for collaboration on research and joint courses around youth/delinquency, Asia/Southeast Asia sociology, aging, and family studies.
- Combined without reallocations, there would be an estimated 21 tenure-track FTE.
- The HDFS major is large. Through collaborations with Sociology, there may be opportunities to update curricula and modify the program.
- Per the 2015 CTAHR program review (page 22), lecturers teach a large proportion of the HDFS program, including the upper division (a point that the students complained about). If the lecturers are decreased and faculty teach a greater portion of the major, there will be lecturer savings.
- The BA in Sociology is approved (by WASC and the campus) for online delivery, as all of the major requirements are available online. Recommend completing the work to offer this program as an option for degree completion through Outreach College.

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Department of Urban & Regional Planning

Summary Recommendations

- Review scheduling of courses for the MURP to align with schedules of working professionals.
- Consider the benefits of offering the MURP through Outreach College (extension).

Details

- The Department offers the professionally accredited Master of Urban & Regional Planning, the PhD in Urban & Regional Planning, and Graduate Certificates in Planning Studies and Disaster Management and Humanitarian Assistance.
- There are 43 enrolled in the MURP and 16 in the PhD program. The previous program review (2016) recommended a downsizing of the graduate program, and the department appears to have responded.
- Tenure-track faculty FTE is. 8.08
- The review team recommended that courses for the professional MURP be offered at times supportive of working professionals. The Department may want to consider whether the professional master's would thrive if offered in collaboration with Outreach College through extension.

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Department of Women's Studies

Summary Recommendations.

- Consider partnering with Interdisciplinary Studies in the BA in Women's Studies in order to reach additional students.
- Consider changing the name of the program and department to Gender, Sexuality, and Women's Studies.
- Develop 2+2 articulation agreement with the UHCCs for undergraduate programs.
- Work with UROP to expand opportunities for undergraduate research.

Details

- The Department offers the BA in Women's Studies and the Advanced Certificate in Women's Studies. The department recently implemented an online degree-completion (BA) through Outreach College. A proposal for an MA in Women's Studies (to be offered online through Outreach College), and an Undergraduate Certificate in Gender and Sexuality Studies are under development.
- Undergraduate enrollment has been steady at 30 majors. Enrollment in the graduate certificate has decreased slightly from 18 (2012) to 12 (2019). Faculty FTE has decreased, from 6 in 2014 to 4 in 2019.
- The unit is interdisciplinary, and faculty from across campus can and do teach cross-listed courses to support the Women's Studies major and elective courses. There are also joint appointments. These practices have probably helped to make up for decreases in faculty FTE.
- Recommend the Department work closely (partner) with Interdisciplinary Studies (IS) to recruit undergraduate students in order to increase enrollment. Note that in such a partnership, IS would not control the curriculum and the program would remain in Women's Studies (as the BA in Women's Studies). Our rationale is that this department is inherently interdisciplinary, and so a closer relationship with IS is additive in many ways – it is an effective means by which we can promote more visibility and attract more majors. High school students often do not think about majoring in these areas because they are not represented in their high school curriculum. IS is one place those students often turn to if they have interests that cross disciplinary boundaries. IS also offers opportunities to enlist the participation of more faculty across campus, and to partner with other degree programs on courses and co-curricular activities as well.
- Given the department's expansion into gender and sexuality studies, recommend that the faculty consider changing the name of the unit and possibly the programs to Gender, Sexuality and Women's Studies to align with changes in the discipline and, potentially, to attract more students.

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Matsunaga Institute for Peace & Conflict Resolution

Summary Recommendations

- Eliminate the Institute.
- Administer the undergraduate programs through Interdisciplinary Studies.
- Move the Graduate Certificate in Conflict Resolution to the Law School.

Details

- The Matsunaga Institute for Peace and Conflict Resolution administers the Peace Studies major equivalent through Interdisciplinary Studies, the Undergraduate Certificate in Peace Studies, and the Graduate Certificate in Conflict Resolution (21 enrolled).
- The Institute also administers the Peace Corps Prep Program and Peace Scholars program. It is unclear how many students participate in these programs.
- Recommend moving the undergraduate programs to Interdisciplinary Studies.
- Recommend moving the Graduate Certificate in Conflict Resolution to the Law School.

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Public Policy Center

Summary Recommendations

- Eliminate the Public Policy Center.
- Terminate the Graduate Certificate in Public Policy (currently stopped out)
- Reorganize the Hawai'i Energy Policy Forum under the Institute for Sustainability & Resilience.

Details

- The Public Policy Center houses the Hawai'i Energy Policy Forum, the Matsunaga Institute for Peace (discussed separately), and the Graduate Certificate in Public Policy, which has been stopped out since 2014. There are no students enrolled in the program.
- Recommend consideration of moving the Hawai'i Energy Policy Forum to the Institute for Sustainability and Resilience.

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