

Budget Committee Meeting  
Dental Hygiene  
October 1, 2020 @ 4pm

ATTENDEES:

Provost Michael Bruno, Dean Mary Boland, Alice Tse, Clementina Ceria-Ulep, Gina Lau, Jaret Leong, Kristine Osada, Kristine Qureshi, Laura Lyons, Lawrence Yamada, Lyndon Fong, Marla Acosta, Martin Oishi, Melinda Lau, Mildred Arucan-Masunaga, Natasha Galarza, Pam Sunahara, Patsy Fujimoto, Penny Lee, Victoria Moore, Wendy Pearson

SUMMARY OF DISCUSSION:

Budget

We are facing a short-term and long-term budget crisis in the state and at the university.

The University has taken steps to ensure we will end FY21 in good shape. We have taken cost-cutting measures including a hiring freeze, travel freeze and restrictions on major spending exceeding \$25k. All University E/M positions will take a pay cut effective November 1, 2020; anticipated savings of this pay cut is approx. \$2 million this fiscal year and approx. \$4 million in the following year. Taken together, these measures position us to have reserves at the end of this fiscal year.

The State Department of Budget and Finance indicates that the Governor intends to borrow \$750 million from the federal reserve in the current fiscal year 2020-2021 (FY21) to address the State's current budget shortfall; this loan must be repaid by the State within 3 years beginning July 1, 2021. Governor also intends to engage in one-time, cost-saving measures such as raiding a few reserve funds (not including the hurricane fund) and deferring payments to other funds; these actions aim to get the state through this fiscal year. These are one-time fixes and we anticipate a significant shortfall in the State's budget beginning the next fiscal year (FY 2021-2022).

The problem is what happens after June 30, 2021. The State and University will have major fiscal challenges. The Legislature may look at alternatives for increasing revenue, but this is very uncertain.

The State and unions are currently in discussions related to possible furloughs for State employees over the course of the next four years. We feel that the University cannot continue as a premiere R1 research university with four years of paycuts and freezes; this is not sustainable.

Process

We will do everything that is necessary to ensure paycuts and freezes are as short lived as possible. To do this, we must start now to change the university to identify cost-saving efficiencies and increase revenue streams.

Details

UH is a major educator of hygienists for the State and we look to have UH graduate 18-20 students every year to replace those who leave.

Faculty, Hawai'i Dental Association Board of Trustees and the dental community are in strong support of maintaining the four-year baccalaureate degree program.

- Four-year trained hygienists are a far superior and the best practitioners we have.
- The Baccalaureate program serves the dual purpose to help our workforce and provide an avenue for students to become educators.
- Resident students are vested in this community and more likely to stay.

- Patients seeking dental services usually have problems in other aspects of their mouth; the baccalaureate program trains hygienists to deal these issues;
- Hygienists are asked to problem-solve and do critical thinking while on the job, the baccalaureate degree prepares hygienists for employment; a certificate will not.
- Cost-prohibitive to send children to the mainland for a similar education.

The major challenge for the school is facility space. The Dental Hygiene facilities are not what they should be and costs to upgrade facilities are an issue. We need to renovate existing or build out a new facility regardless of where the program will be. Facilities at Hemenway and the COVID pandemic are limiting the program's ability to enroll and teach students.

Alternate training spaces include federally qualified clinics and shared training space from the dental community. Access to these spaces is challenging at this time due to potential COVID-19 hot spots, increased sterilization and maintenance efforts, increased turnover times on chairs, cut back on office hours, limits on number of occupants and social distancing requirements.

As most funds have been used to secure PPE, the program has turned to external funds to cover costs for instructional materials, clinic chair modifications and simulation mannequins in dry labs.

Moving the program to KCC is not likely a feasible option at this time given the estimated cost and logistics involved. KCC currently has a one-year program and it is unclear whether they would support this move.

Program considerations and options:

- 4-year program with somewhat different curriculum
- Possible 2-year program at KCC while maintaining high quality program and support of the community during the transition, using a different model.
- 1+2+1 program in collaboration with the UH System.
  - 1 year of GenEd courses at any UH system campus;
  - 2 years at KCC to receive an associate's degree in dental hygiene. The benefit is that students will be able to begin practicing in dental hygiene with the associate's degree and earn money
  - 1 year at UH Mānoa to earn the bachelor's degree for full scope of practice. Students will save money by taking classes at non-Mānoa campuses and come to Mānoa for the bachelor's degree, where we hope to repair or find a new facility for Dental Hygiene.
- Combined degree pathway "4+1" model so dental hygiene students with one additional year would be able to receive a Master of Public Health, which will broaden their opportunities and potential employment sectors.

The State has terrible oral outcomes, particularly in under-served and under-represented populations, including children. Nursing faculty received a federal grant for an expanded function dental hygiene certificate in pediatrics, designed for baccalaureate-prepared dental hygienists who train for an additional year in pediatrics to prepare to work in schools and public health settings.

It has been a long-term desire of the program to have a permanent, state-of-the-art home to offer the best teaching for dental hygiene students. This effort may be best supported through the system level perspective to assess state-wide needs, talents available, options for facilities, and support from the community, stakeholders and Legislature.

Outcomes:

The Mānoa Budget Committee discussed the transition of the program from where it is today to another location, but did not express a desire to eliminate the program altogether. It is still early in the process, but we may begin by performing a feasibility assessment around oral health work and facilities. There have been some funds over the past couple of years in the budget reserved for this assessment and the System recognizes that oral health needs a facility that offers both training and service to the community.

*Additional Items for Discussion*

- Discussions demonstrate the need and importance of oral health in the community. If the primary goal of this plan is to be responsive to the needs of Hawai'i, next steps are to engage with the System, the dental community and the Legislature. Further discussion by the President, Provost and Dean Boland is needed
- Work with stakeholders to recognize their commitment and show of good faith to support the program (e.g., financial match, in-kind services, etc.)