

Budget Committee Meeting  
Department of Languages and Literatures of Europe and the Americas (LLEA)  
October 5, 2020 @ 1pm

**ATTENDEES:**

Provost Michael Bruno, Dean Peter Arnade, Anastasia Kostetskaya, Laura Lyons, Lori Ward, Louis Bousquet, Lucia Aranda, Martha Gonzalez-Lloret, Maryann Overstreet, Robert Littman, Wendy Pearson

**SUMMARY OF DISCUSSION:**

*Budget Situation*

We are facing a short-term and long-term budget crisis in the State and at the university. 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. The State and unions are currently in discussions related to possible furloughs (two days per month = 9.23% pay cut) for State employees over the course of the next four years. All University E/M employees will receive a pay cut beginning November 1, 2020.

While the University has not yet received its budget allocation from the State, we are confident that we will be in a good budget position for FY21 due to the current freeze on hiring, travel freeze and strong restrictions on equipment and other expenditures. However, we must plan now to position the University to withstand the future budget cuts and move away from furloughs and the painful cuts currently in place.

*Process*

The University cannot continue as a premiere R1 research university with four years of pay cuts and hiring freezes; this is not sustainable. We must start now to identify cost-saving efficiencies and increase revenue, primarily through enrollment growth.

Cost savings measures will not come on the backs solely of the academic side of the University. On the administrative end, Phase 2 of the Mānoa reorg is currently under development and identifies for elimination approximately 12 E/M positions that will result in significant cost savings for the Mānoa campus. Additionally, a blue ribbon committee is currently reviewing the Athletics program to assess the current program and identify a sustainable future. We are also looking for efficiencies in other programs such as facilities, auxiliary services, and other areas of administration.

The Mānoa Budget Committee's suggestions to academic units are not intended to be top-down mandates. The suggestions were based on external reports, information and data on hand, and are intended to be provocative and provoke conversations. The Committee is committed to meeting with highly impacted departments, listening to their thoughts/feedback, and working collaboratively to best position programs, departments and the University for success.

Review, approval and consultation with unions and affected stakeholders will continue through Spring 2021. The aim is to be transparent and collaborative throughout the process as we continue to work to identify cost-saving efficiencies and increase enrollment revenue. Mānoa Staff Senate representatives will participate in these meetings as staff are also affected.

*Details*

The Department of Languages & Literature of Europe & the Americas' (LLEA) degree programs that were incorporated in the Committee's suggestions have been seen as having low enrollments and are included on the small programs list. The Committee would like to work together with the LLEA to find ways in which to protect the department and preserve the capacity to teach languages.

A full degree program has administrative costs associated with the program and in most cases, tenured faculty are in place to support continued sustainability of the degree program. A possible approach for consideration is to combine multiple degree programs under a single degree with tracks or concentrations; this would require core changes to the degree program. Combining programs will reduce administrative overhead and promote opportunities for increased collaboration and synergies across divisions. Having a more holistic department that has a cadre of faculty teaching language will allow multiple divisions to combine resources and will afford more flexibility in terms of future hiring.

The new College of Arts, Languages and Letters (CALL) is a very large college and there are opportunities for units to expand their reach in ways that could benefit all programs involved. The Committee encourages LLEA to consider exploring these opportunities within CALL, along with new combined degree pathways with the Med in Teaching or the Post-Baccalaureate Certificate in Secondary Education to strengthen degree programs and attract more majors.

LLEA faculty indicate that the German program has a high impact despite its small size. The average class size is over 16 students, and in 2017, it was nationally ranked for the number of graduates that year (12 graduates). Enrollment in the program has been steadily increasing since 2004, and enrollment is likely to grow over the next two semesters. In addition to providing instruction, the Division has helped students with internships, and even study and work in German countries. The Committee's suggestion to stop out the degree program in German does not suggest the stop out of teaching German.

The French Division is working on a graduate program to open pathways for the French-speaking Pacific. A challenge for the French-speaking Pacific is that many of the students are native Polynesian and do not speak English. Students who want to come to UH Mānoa could do so through the program. The MA program was suspended in Spring 2020 and the Division is waiting for an internal investigation to begin.

*Outcomes:*

LLEA faculty will meet to consider whether to rebrand their BAs to reflect a single degree with areas of concentrations. They are also open to the possibility of new combined degree pathways with other units within and outside of CALL, including the College of Education. Faculty believe they can work together to build these bridges and strengthen their programs.

The Committee encourages an innovative and creative approach in reimagining the construct of the degree programs and looks forward to hearing back from LLEA on their thoughts and ideas to preserve the capacity to teach languages and protect the department.