Process Used to Engage Faculty and Staff
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- Purpose is to demonstrate stronger focus and investment of resources in teacher preparation and other workforce priorities, including our research enterprise
- COE conversations, discussions, and Q&A sessions began in late Spring 2020
- Topics included streamlining the process toward licensure, reducing admission barriers, decreasing duplication of programs and courses, cost savings, and revenue generation
Process Used to Engage Faculty and Staff

(continued from previous slide)

- UHM Budget Team recommendations were provided
- Response to recommendations from COE sent to UHM Budget Team and COE faculty and staff
- Multiple meetings were held within departments and between departments/programs (e.g., Graduate Chairs)
- Met with entire Dean’s council and faculty on three occasions. Met separately with each department, including Civil Service and APTs. Minutes were also taken for documentation.
Process Used to Engage Faculty and Staff
(continued from previous slide)

• Provided chairs and directors with three cost-saving examples
  • Reorganize COE from 10 departments to 5 – reduce number of chairs
  • Combine graduate courses to re-assign faculty; maximize enrollment in undergraduate and graduate courses
  • Associated cost of hiring temporary faculty and APTs

• Final assignment: Positioning the COE for the future

• Engaged with COE Senate on October 9, 2020
Alignment with the COE Strategic Plan
COE Strategic Plan 2020-2025
(Faculty-guided plan)

1. Native Hawaiian Place of Learning and Teaching
2. Collaboration, Partnerships, and Community
3. Innovate and Inspire
4. Research to Improve Educational Outcomes
COE: Post-pandemic
Center for Educational Research, Training, and Development

- Curriculum Research & Development Group (CRDG)
  - Principle 4 – Research to Improve Educational outcomes
- Center on Disability Studies (CDS)
- Discussions continue on the overall structure and organization for a potential Research Center
Department of Learning Design and Technology (LTEC)

- LTEC to continue coordinated efforts with and may house Technology and Distance Programs (TDP)
  - Demand for LTEC expertise increasing in all sectors
  - PD, in-service in distance education and e-learning with HIDOE
- Increase contributions to and integration of technology in teacher preparation program
- Continue efforts with learning in digital environments
Department of Special Education (SPED)

- SPED has MOA with HIDOE to train teachers
- Consistently high need content area: Mild/Moderate, Autism, Behavior Analyst, Severe/Profound
- High number of both permanent and temporary faculty and staff = 40+ (not including GAs and APTs)
Department of Educational Leadership, Policy, and Psychology

• Newly designed department consists of faculty and programs from:
  • Educational Administration
  • Educational Foundations
  • Educational Psychology

• Similar courses, graduate, and research; reduce duplication
School of Health and Human Science

- Convert Department of Kinesiology and Rehabilitation Science (KRS) into a School
- Planned offering of the Doctor of Physical Therapy (DPT)
- CAATE accreditation requirements for Athletic Training program
School of Teaching, Graduate (Curriculum) Studies, and Hawaiian Education

• Newly proposed School to house the following departments:
  • Institute of Teacher Education
  • Curriculum Studies
• Expansion in Hawaiian Education
  • Teacher training
  • Teacher leadership
  • National board certification
  • Assessment