Consultations with Stakeholders

- Department Chairs meeting (with Faculty Senate President): September 21
- Faculty Senate Executive Committee meeting: September 21
- Faculty and Staff meeting: September 21
- Faculty Senate meeting: September 21
- Shidler Advisory Council meetings (small groups): September 23, 24, and 25
- TIM School Faculty meeting: September 28
- TIM School Advisory Board meeting: October 1
- TIM School Faculty meeting: October 5
UH Manoa Budget Meeting Recommendations

- Revisit decision to remove graduate programs from the Graduate Division
- Revisit decision to run graduate programs through RCUH
- Develop a hiring plan to address the recommended 60 FTE, per AACSB
- Work with HR to develop salary thresholds for Business Faculty
- Stop-out admission to the MS in Travel Industry Management or modify into a professional master’s program (with Outreach College)
- Consider whether a BBA in TIM would be more attractive to students in facilitating double majors
- Consider revising the undergraduate TIM program to facilitate 2+2 articulation agreements with the UHCCs
- Recommend that the (Finance) Department explore the possibility of a combined (MS Finance) degree pathway with the BA in Economics
- (Department of Marketing) Consider collaborating with faculty in Fashion Design and Merchandising on courses that would meet the learning outcomes in merchandising
Revisit decision to remove graduate programs from the Graduate Division

– We requested to move programs out in 2012, with exception of Ph.D.
– Global MBA, EMBA, and VEMBA admissions issues
  • Our Global MBA, EMBA, DLEMBA, and VEMBA students have work experience, and they expect a high level of customer service
  • We have a high proportion of international students because of our VEMBA program, and they require additional attention in the admissions process
  • Returning to Graduate Division would most likely adversely affect enrollment
– Other professional schools (Law, JABSOM) are not in Graduate Division, and Shidler should be treated like other professional schools
– Conclusion: Keep current admissions process
Revisit decision to run graduate programs through RCUH

- Typical business school model—significant funds from Exec Ed and private giving, and very limited Federal grants
- To retain and recruit faculty, we need to provide research support to research active faculty members
  - Two sources of funds: UH Foundation gifts and Exec Ed Revenue
  - We have a one-year commitment from a donor for research support for summer 2021. After that, we will need to use Exec Ed revenue as we have done in the past
  - If this revenue source is no longer available, we will not be able to recruit and retain faculty
- Shidler Executive Programs originated in the UH Foundation, not UH. They moved to RCUH in 1995.
Revisit decision to run graduate programs through RCUH--continued

• In a memo dated September 18, 1995, President Mortimer writes:
  – “In parallel, questions were raised whether the charter of RCUH permits this organization from engaging in the servicing of training as opposed to research programs. During the last legislative session, this issue was specifically addressed and the charter of RCUH has been broadened to include programs such as those offered by APCED.”
    • APCED was the name of our Executive Education Center at that time
  – “In order to facilitate the offering of these programs within RCUH, is the intent to create as much flexibility as possible. This is especially true given the nature of the clientele of APCED and the extremely volatile and competitive international market place. Such flexibility was provided when operating within UHF and it is the intent to not reduce this flexibility during the move to RCUH.”
Revisit decision to run graduate programs through RCUH--continued

• Graduate programs affected: EMBA, Distance Learning EMBA, MHRM, Vietnam EMBA

• New MS programs: MS Finance, MS Marketing Management, MS Information Systems
  – These are not typical executive programs
  – Need to teach on an overload basis offering competitive salaries because of the shortage of faculty
  – Need seven additional faculty members to teach these onload, not counting other faculty shortages

• Conclusion: With the exception of the new MS programs, keep other degrees at RCUH. Could move new MS programs when enrollment justifies investments in additional faculty
Develop a hiring plan to address the recommended 60 FTE, per AACSB

- 52 currently, peaked at 55

- We definitely need at least 55, and at least 62 if new MS programs are taught onload

- Biggest issue is TIM School—down to 7 faculty members
  - TIM School does not currently meet the AACSB faculty qualification standard
Work with HR to develop salary thresholds for Business Faculty

- All faculty hires are “above threshold”

- We already benchmark constantly using AACSB salary data, and it would be easy to establish more sensible salary thresholds
Stop-out admission to the MS in Travel Industry Management or modify into a professional master’s program (with Outreach College)

– TIM faculty are working on this issue
  • Need to implement existing 4+1 pathway
  • Considering developing other pathways with BBA students
  • Will reduce the number of credits from 36 to 30
  • Will eliminate the thesis requirement
  • Will use the Shidler graduate recruiter and marketing staff

– And, TIM faculty are working to establish a TIM specialization in our Doctoral program
  • Only good program in US without a doctoral program
  • Faculty research support
Consider whether a BBA in TIM would be more attractive to students in facilitating double majors

- TIM School and other Shidler Faculty are working to establish a TIM BBA double major
  - This has strong support from the TIM School Advisory Board

- Keep the BS TIM
Consider revising the undergraduate TIM program to facilitate 2+2 articulation agreements with the UHCCs

- Not sure that we need to revise undergraduate TIM program to do this
- Freshmen enrollment has been steady over past 5 years
- UHCC transfer enrollment has declined over the past 5 years
- We will work on articulation agreements with UHCCs
Recommend that the (Finance) Department explore the possibility of a combined (MS Finance) degree pathway with the BA in Economics

- Our MS Finance faculty director indicated that he will reach out to the Department of Economics

- We are working on a 4+1 pathway with the Global Environmental Science program in SOEST with the MS Finance
  - We are also working on a risk management track for GES undergraduate students
(Department of Marketing) Consider collaborating with faculty in Fashion Design and Merchandising on courses that would meet the learning outcomes in merchandising

• We met with FDM faculty to explore whether they would want to move to either the Marketing or Management Departments at Shidler
  – After they consider other options, they will possibly meet with these departments to explore further
Thank you