

# SOEST

- All hands annual review
  - Land acknowledgement
  - School & State trends
  - Leadership
  - New faces
  - Awards
  - Enrollment
  - External grants
  - The ORS problem
  - RDO, DEI, NHPoL, KM
  - New initiatives

- The School of Ocean and Earth Sciences and Technology at the University of Hawai‘i at Mānoa is located on the traditional ‘āina of the Kanaka ‘Ōiwi, who never ceded their sovereignty to the United States.
- We recognize that her majesty Queen Lili‘uokalani yielded the Hawaiian Kingdom under protest to the U.S. to avoid the bloodshed of her people.
- The 1993 Federal apology resolution acknowledges that
  - *“the [Native Hawaiian people](#) never directly relinquished to the [United States](#) their claims to their inherent sovereignty as a people over their national lands.”*
- Generations of Indigenous Hawaiians and their knowledge systems have sustainably cared for Hawai‘i and still continue to do so.
- We are grateful to occupy this space and learn the ways in which we can contribute. As a School, we seek to support the varied strategies that the Indigenous peoples of Hawai‘i are using to protect their land and their communities, and commit to dedicating time and resources to working in solidarity.

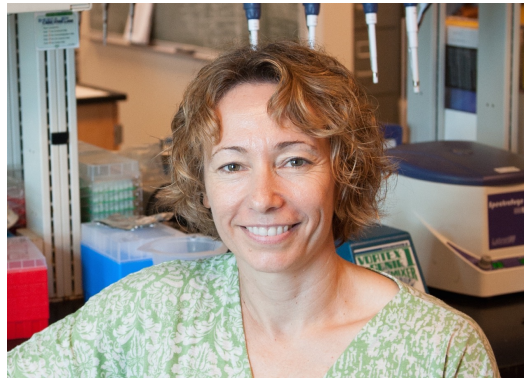
# School and State Trends

- SOEST/UH trends
  - 2024 Legislature restored pre-pandemic funding to the university's base budget.
  - UHM enrollment Fall'24 looks stable, up in recent years
  - UHM ranked top 1% in the world for research and teaching
  - Geology/Geophysics/Marine Science top 20 nationally
- State revenue projected level funding for FY25
- New tax cuts will significantly reduce cost of living
- Feared budget restrictions are not expected....



# Deans Office

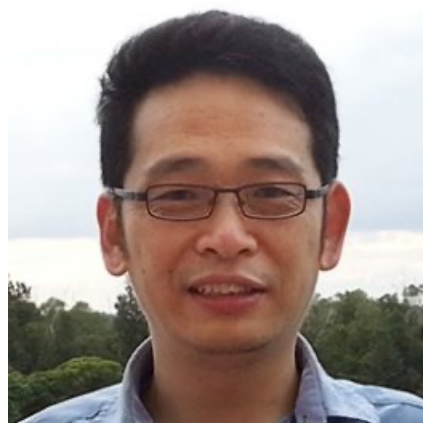
- Judy Lemus,  
Interim Associate  
Dean for  
Academic Affairs
- Juanita Andaya,  
Director of  
Administrative  
Services
- Darren Lerner,  
Interim Associate  
Dean for  
Research
- Anita Lopez,  
Director of  
Research Vessel  
Operations





# Chairs

- Jennifer Small  
Griswold, ATMO
- Garrett Apuzen-  
Ito, EARTH
- Ed Delong, OCN
- Margaret  
McManus, OCN
- Zhenhua Huang,  
ORE
- Rob Toonen,  
MARBIO



# Directors

- Marla Berry, PBRC
- Megan Donahue, HIMB
- Darren Lerner, SG
- Rick Rocheleau, HNEI
- Rob Wright, HIGP
- David Karl, CMORE
- Doug Luther, CIMAR
- Niklas Schneider, IPRC



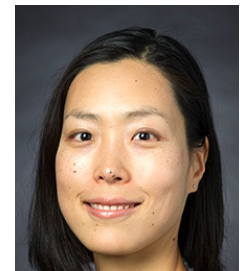
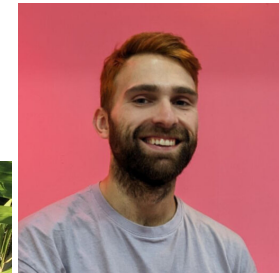
# PLEASE STAND

- Sea Grant
  - Elyse Larsen
  - Emma Tovar
- PBRC
  - Merclyn Labuguen
  - Danyel Yogi
  - Alexa Burger
  - Naghum Alfulaig
  - Lizbeth Hart
  - Jess Thomas
- HIMB
  - Edgar Javier
  - Carol Thordarson
  - Diana Miller-Greene
  - Candace Kaawaloa
  - Chancellor Ramil-Burns
- ORE
  - Jasmine Ogata
- OCN
  - Geli Zhu
  - Jaala Wong
- EARTH
  - Chad Shibuya
- OEST FISCAL HR
  - Asia Batungbacal
  - Sydni Kim
  - Loryn Takata
  - Liliana Nieto
  - Lance Kimura
  - Naomi Chow
  - Daya Tamashiro
  - Sara Teraoka



# New faces - Faculty

- Sea Grant
  - Eileen Nalley - *Fisheries*
- EARTH
  - Haunani Kane – *Coastal geology*
  - Leo Geng - *Hydrology*
  - Aaron Pietruszka – *Igneous geochemistry*
  - Alyssa Kamanu – *Earth science education*
  - Sin-Mei Wu - *Geophysics*
  - Peng Jiang - *Mineralogy*
  - Maksim Kuznetsov - *Igneous geochemistry*
- OCN
  - Andrea Kealoha – *Coral reef oceanography*
  - Fanny Girard – *Benthic ecosystems*
  - Nyssa Silbiger – *Coastal marine ecosystems*
  - Hyodae Seo - *Physical oceanography*
  - Alexandra Sanchez-Rios – *Physical oceanography*
  - Sachiko Yoshida – *Physical oceanography*



# New faces - Faculty

- HIMB

- Kawika Winter- *Biocultural ecology*
- Rob Toonen – *Coral reef ecology*
- Lauren Van Heukelem – *Science education & outreach*
- Erik Franklin – *Marine population dynamics*
- Mary Donovan – *Quantitative marine ecology*



- PBRC

- Anthony Amend – *Microbial communities*
- Alex Culley – *Microbial communities*
- Joerg Graf – *Microbial communities*
- Lucia Seale – *Endocrine physiology*
- Mengting Yuen – *Microbial communities*
- Elaine Mirkin – *Professional development*





# New faces - Faculty

- HIGP
  - Miguel Nunes – *Small satellite missions*
  - Amir Haroon – *Hydro Geophysics*
  - Matt Siegler – *Planetary geophysics*
  - Godwin Severa – *Material technologies*
  - Rita Economos – *Isotope geochemistry*
- Pending Hires
  - ORE – *Ocean engineering*
  - OCN – *Fisheries oceanography* (Justin Suca), *Microbial oceanography*
  - EARTH – *Paleoclimatology*
  - PBRC – *Microbial communities x2*
  - ATMO – *Climate science*
  - HNEI – *Energy systems x 2*
  - HIMB – *Director*
  - SOEST – *Dean*





# SOEST Early Career Research Fellows

- Sara Kahanamoku-Meyer
  - Sea Grant
- Camille Pagniello
  - HIMB
- Christopher Wall
  - EARTH



# Regents' Medal for Excellence in Research

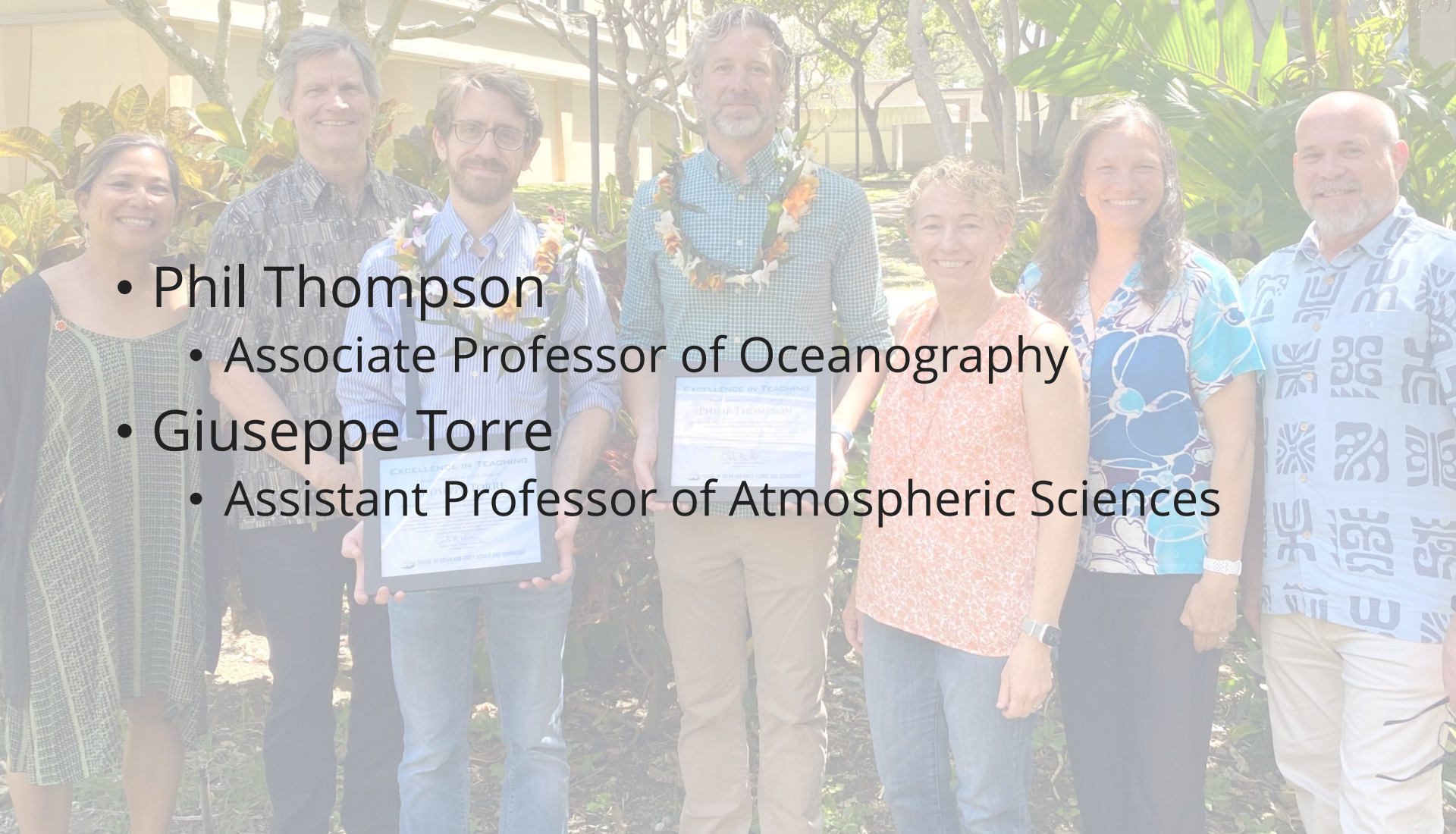
- Malte Stuecker
  - Assistant Professor in Oceanography and IPRC
  - Climate variability and climate change in the past, present and future





# SOEST Excellence in Teaching Award

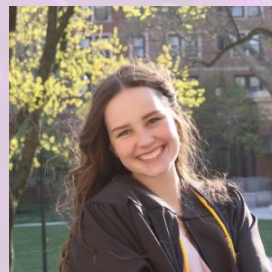
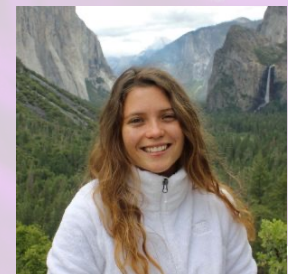
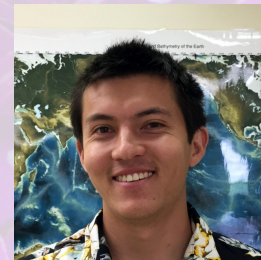
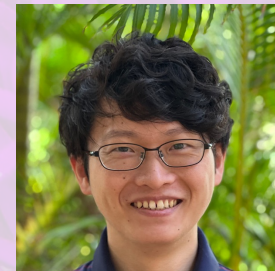
- Phil Thompson
  - Associate Professor of Oceanography
- Giuseppe Torre
  - Assistant Professor of Atmospheric Sciences





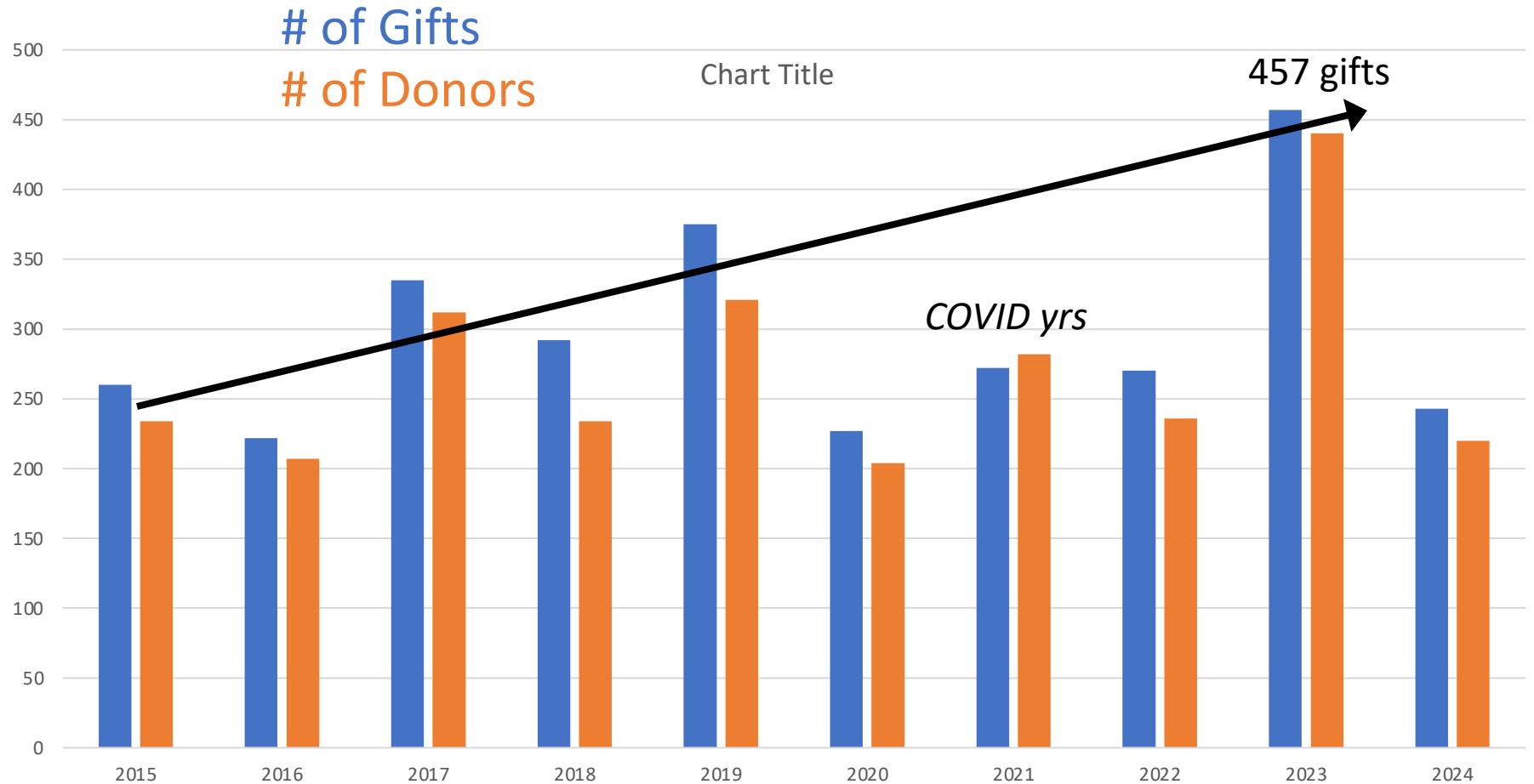
# Uehiro Center for the Advancement of Oceanography

- Nyssa Silbiger – *Coastal marine ecosystems*
- Hyodae Seo - *Physical oceanography*
- Sachiko Yoshida – *Physical oceanography*
- Graduate students



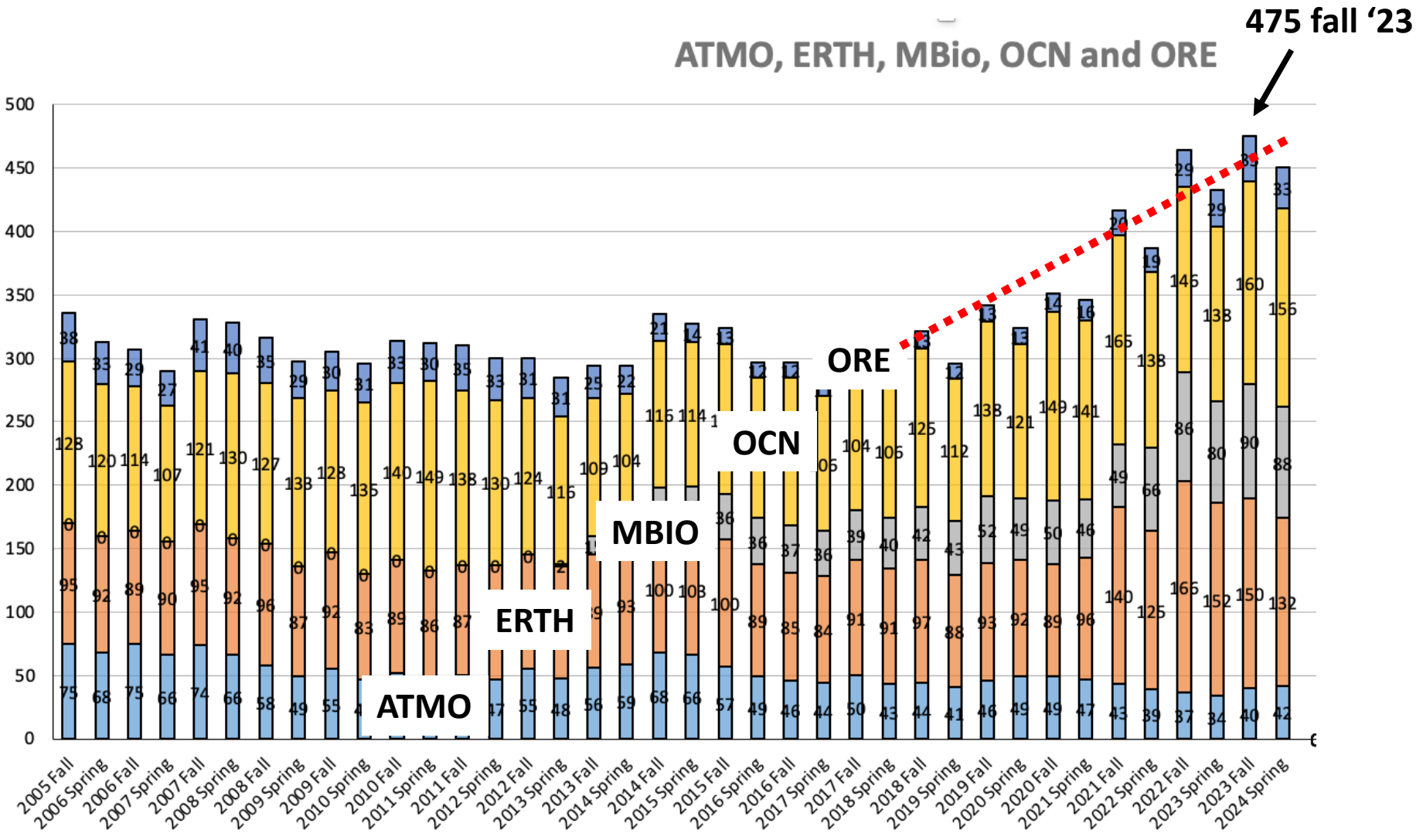
LIFE BELOW WA

# Development – strong growth



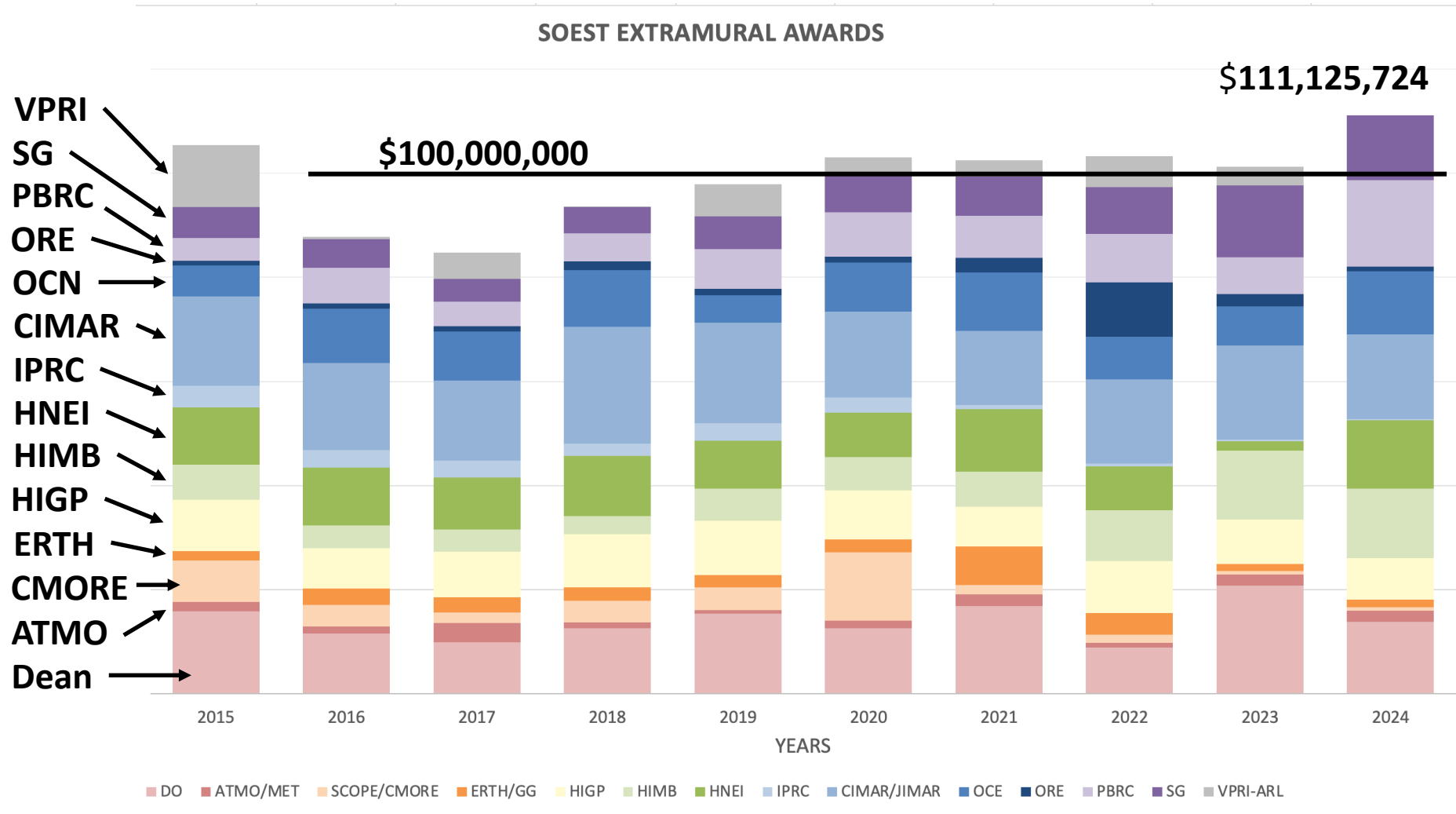
**Charisse Pudiquet – SOEST UHF rep.**

# Enrollment – hitting record highs





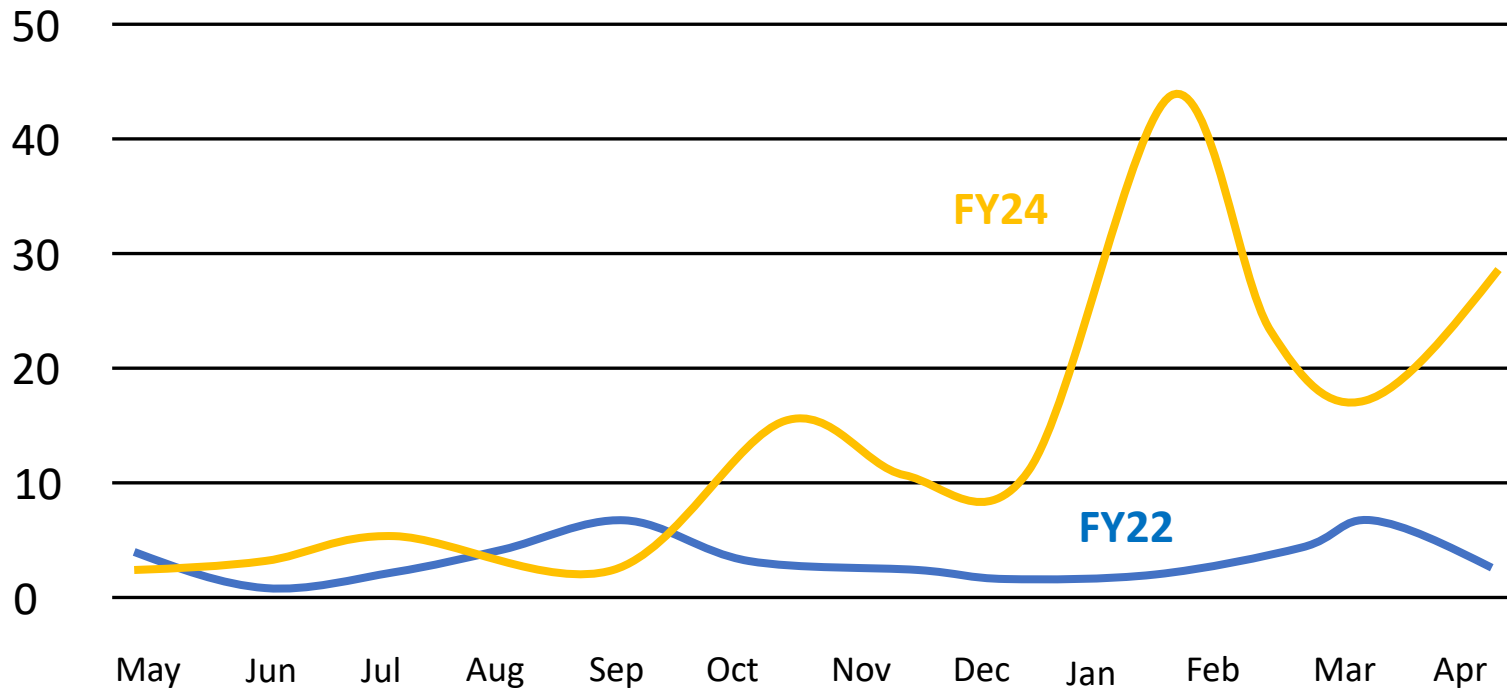
# External grants and contracts



# ORS

- Over COVID and afterwards a “great exodus” occurred at ORS offices across the country.
- Private universities began hiring experienced accounting staff at high salaries, leaving more work for remaining staff at public universities, leading to more of an exodus.
- By FY23-24 ORS staffing has dwindled, currently have 10 team members, in the process of hiring 4-5 new members.
- Currently the workload is too large for each team member. ORS is paying overtime and getting extra help as much as possible. It will get better, but they just need more time to hire/train.
  - New ORS Director Victoria Rivera is proving to be very effective
- SOEST submitted 591 awards FY21 to FY23 – next closest was CTAHR w/ 336
  - 3 avg. routing days to ORS
  - 51% received late by ORS
- Please submit proposals at least 5 business days before the sponsor deadline

***Number of days between date award is assigned at ORS and date review is completed***



# Research Development Office

- Large interdisciplinary grants
- Director + 2 staff
- Rebecca Chung, PhD
  - Biomechanical Engineering
  - Stevens Institute of Technology
  - NIH, Postdoctoral Fellow
  - Associate Director, UH Office of Innovation and Commercialization





# The DEI odyssey

- SOEST hired an APTB Director of DEI in Deans Office
- We developed plans for
  - DEI council
  - Training in Identity & Intersectionality, Bias & Microaggressions, Power & Privilege
  - New strategic plan for SOEST centered on shared values
  - Fieldwork safety standards and guidelines
  - Meeting with multiple cohorts, within and without the school
- Realized position was under scoped
- Requests for Associate Dean in DEI have been denied
- Plan now to hire a consultant to lead
  - Strategic planning around shared values, and to address the four NHPoL strategic focus areas
    - Native Hawaiian Student Success
    - Native Hawaiian staff and faculty development, and support for all staff and faculty to engender a campus environment that embraces aloha 'āina
    - Cultivating a Native Hawaiian Environment
    - Native Hawaiian Community Engagement
  - Rescoping the permanent APT

# WHAT SHOULD I DO IF I EXPERIENCE...

## SEX/GENDER-BASED DISCRIMINATION

## OTHER CIVIL RIGHTS DISCRIMINATION *INVOLVING A STUDENT*

## OTHER CIVIL RIGHTS DISCRIMINATION *INVOLVING ONLY EMPLOYEES*

## HOSTILITY & WORKPLACE VIOLENCE

### REPORT TO:

#### Office of Title IX

Ph: (808) 956-2299

Email: [t9uhm@hawaii.edu](mailto:t9uhm@hawaii.edu)

#### Office of the Vice Provost for Student Success (VPSS)

Ph: (808) 956-3290

Email: [vpss@hawaii.edu](mailto:vpss@hawaii.edu)

#### Equal Employment Opportunity and Affirmative Action Office

Ph: (808) 956-7077

Email: [eeo@hawaii.edu](mailto:eeo@hawaii.edu)

#### SOEST HR

Rae Kim (Lead HR Specialist)

Ph: (808) 956-3185

Email: [raenakam@hawaii.edu](mailto:raenakam@hawaii.edu)

### RESOURCES

#### Confidential Manoa Advocate

Jamie Newalu

Ph: (808) 956-9499

Email: [manoaadv@hawaii.edu](mailto:manoaadv@hawaii.edu)

#### UH Confidential Advocate

Leslie Cabingabang

Ph/text: (808) 384-0432 or

(808) 341-4952

Email: [advocate@hawaii.edu](mailto:advocate@hawaii.edu)

#### Student Parents @ Manoa

**(SP@M):** for pregnant & parenting students

Ph: (808) 956-9313

Email: [gotkids@hawaii.edu](mailto:gotkids@hawaii.edu)

#### UH Manoa LGBTQ+ Center

Ph: (808) 956-9250

Email: [lgbtq@hawaii.edu](mailto:lgbtq@hawaii.edu)

#### Civil Rights Specialist

Jill Nunokawa

Ph: (808) 956-4431

Email: [jln@hawaii.edu](mailto:jln@hawaii.edu)

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Ph: (808) 956-4431

Email: [jln@hawaii.edu](mailto:jln@hawaii.edu)

#### Employee Assistance of the Pacific (Employee Assistance Program)

Ph: (808) 597-8222

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Ph: (808) 597-8222



# Native Hawaiian Place of Learning

- Cohort Kumukahi
  - March 18-22, May 13-17
  - Next cohort is August – deadline to sign up is this Friday.
  - HIMB and Sea Grant big turnout
- MO'OKŪ'AUHAU
  - The many genealogies that shape us
- KAIKUA'ANA AND KAIKAINA
  - Intergenerational interdependent relationships
- KULEANA
  - Our responsibilities and privileges
- HĀNAI & HO'OMALU
  - Nourishing and protecting each other
- MĀLAMA
  - Tending to and caring for one another



# Kilo Moana

- 2024 CY – 224 sea days scheduled (*1/4 completed*)
- Vessel is 23 years old
  - Increase in unplanned maintenance impacting research objectives
- Requires Congressional Funding for Mid-life Refit and/or Vessel Replacement:  
COST
  - Operation through 2026 (25-year service life) \$11.9M
  - Operation through 2031 (30-year service life) \$37.4M
  - Operation through 2040 (39-year service life) \$51.5M
- UH/SOEST Requested \$20M in FY2025 Federal Budget
- 2025 CY – Regulatory Dry-dock – Scalable in Scope to include mid-life refit items if funded by Congress (2-3 to 4-6 months)
- Replacement options
  - Leverage existing vessel production line with delivery in early 2030 – (Congressional Funding)
  - Establish ONR vessel replacement program with estimated delivery in 2038 – (Congressional Funding)
  - Build vessel overseas (Private Funding)
  - Convert existing vessel (Congressional Funding or Private funding)





# Dean search

- Linda Voong meeting with EXCOM tomorrow
- Has list of names and will determine who/if they can start work over the summer
- New PD or use existing?
- Interviews in the Fall?

## ABOUT SOEST

Welcome to the Interim Dean!

Vision, Mission and Code of Conduct

History

International Partnerships

Quick Facts

Leadership

Visitor Information

## EDUCATION

## RESEARCH

## Discover SOEST

Our aim is to transform the way people live and thrive on Earth.

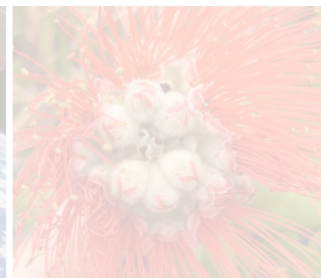
Vision, Mission and Code of Conduct



International Partnerships



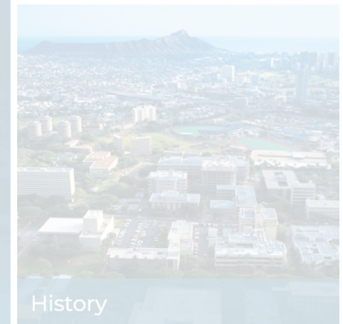
Quick Facts



Leadership



Welcome to the Interim Dean!



History



Visitor Information

The School of Ocean and Earth Science and Technology at the University of Hawai'i at Mānoa is a world-class research and academic institution focused on informing solutions to some of the world's most vexing problems.



# New initiatives

- COBRE – NIH **Centers of Biomedical Research Excellence**
  - PBRC
  - Integrative Center for Environmental Microbiomes and Human Health (\$10.7M)
  - Integrative Center for Precision Nutrition and Human Health (\$10.9M)
- MS/PhD in **Sustainable Fisheries in Tropical Island & Ocean Systems** Graduate Program
  - 2 strategic hires in HIMB (Mary Donovan, Erik Franklin)
  - 2 new SOEST faculty: Eileen Nalley-SG Fisheries Extension, Justin Suca-Fisheries Oceanography
  - SOEST joint with Center for Pacific Islands Studies, Natural Resources and Environmental Management (*more to come*)
  - First student cohort Fall '26
- MA in **Climate Adaptation and Resilience** (*authority to plan*)
  - ATMO joint with College of Social Sciences
- Undergraduate **Certificate in Climate & Society**
  - ATMO
  - 5 pathways (communication, modeling, society, energy, health)
- **BS Applied Climate Science**
  - ATMO, new hire
- **2025 Academic Review**
  - Fall'24 self assessment
  - Feb'25 visiting team
- Early Career **Mentoring**
  - Interdepartmental faculty mentoring program
    - Creating a trusted network of junior and senior colleagues
    - Understanding tenure and evaluation, navigating work-life demands, professional development
  - Associate Deans will be consulting with the department chairs/directors and faculty to better determine the form and function of this program.
- SOEST **strategic planning** around shared values and DEI

Thank you – Questions?

# What should I do if I experience bias or hostility?

- If you experience sexual discrimination or harassment
  - **Responsible Employees/Mandatory Reporters:**
    - Faculty (under State law)
    - University Managerial & Executive employees
    - Office of Equity Assurance (i.e., Title IX, EEO, OIE employees)
    - University of Hawaii Community College System Office of Compliance & Title IX
    - Department of Public Safety
    - Human Resources Offices
  - **Title IX contact information:**
    - t9uhm@hawaii.edu
    - 808-956-2299
    - Hawai'i Hall #112 | 2500 Campus Rd.
- If hostility is not T9
  - Go to HR (Rae Kim: [rae.kim@hawaii.edu](mailto:rae.kim@hawaii.edu), 808-956-3185)
  - Immediate supervisor if not involved