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, ERTH
• 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
• ERTH
  • 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*

• ERTH
  • 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
  • ERTH – 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
  - ERTH
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
Development – strong growth

# of Gifts
# of Donors

Charisse Pudiqueet – SOEST UHF rep.
Enrollment – hitting record highs

ATMO, ERTH, MBio, OCN and ORE

475 fall ‘23
External grants and contracts

SOEST EXTRAMURAL AWARDS

Years: 2015 to 2024

Total: $111,125,724

$100,000,000

VPRI
SG
PBRC
ORE
OCN
CIMAR
IPRC
HNEI
HIMB
HIGP
ERTH
CMORE
ATMO
Dean

DO  ATMO/MET  SCOPE/CMORE  ERTH/GG  HIGP  HIMB  HNEI  IPRC  CIMAR/JIMAR  OCE  ORE  PBRC  SG  VPRI-ARL
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 ʻāina
    - Cultivating a Native Hawaiian Environment
    - Native Hawaiian Community Engagement
  - Rescoping the permanent APT
WHAT SHOULD I DO IF I EXPERIENCE...

SEX/GENDER-BASED DISCRIMINATION
Office of Title IX
Ph: (808) 956-2299
Email: t9uhm@hawaii.edu

OTHER CIVIL RIGHTS DISCRIMINATION INVOLVING A STUDENT
Office of the Vice Provost for Student Success (VPSS)
Ph: (808) 956-3290
Email: vpss@hawaii.edu

OTHER CIVIL RIGHTS DISCRIMINATION INVOLVING ONLY EMPLOYEES
Equal Employment Opportunity and Affirmative Action Office
Ph: (808) 956-7077
Email: eeo@hawaii.edu

HOSTILITY & WORKPLACE VIOLENCE
SOEST HR
Rae Kim (Lead HR Specialist)
Ph: (808) 956-3185
Email: raenakam@hawaii.edu

REPORT TO:

RESOURCES
Confidential Manoa Advocate
Jamie Newalu
Ph: (808) 956-9499
Email: manoaadv@hawaii.edu

Civil Rights Specialist
Jill Nunokawa
Ph: (808) 956-4431
Email: jin@hawaii.edu

Civil Rights Specialist
Jill Nunokawa
Ph: (808) 956-4431
Email: jln@hawaii.edu

Employee Assistance of the Pacific (Employee Assistance Program)
Ph: (808) 597-8222

UH Confidential Advocate
Leslie Cabingabang
Ph/text: (808) 384-0432 or (808) 341-4952
Email: advocate@hawaii.edu

Student Parents @ Manoa
(SP@M): for pregnant & parenting students
Ph: (808) 956-9313
Email: gotkids@hawaii.edu

UH Manoa LGBTQ+ Center
Ph: (808) 956-9250
Email: lqbtq@hawaii.edu

Employee Assistance of the Pacific (Employee Assistance Program)
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
• MOʻOKūʻAUHAU
  • The many genealogies that shape us
• KAIKUAʻANA 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?
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, 808-956-3185)
  - Immediate supervisor if not involved