

## **AUTHORIZATION TO PLAN AN ACADEMIC PROGRAM (ATP)**

MA. In Heritage Management, Department of Anthropology, UH Hilo  
(Following ATP Guidelines of August 1, 2011)

1. Proposers have consulted with UH Hilo VCAA Kenith Simmons
2. School/College and Department/Unit: **Dept. of Anthropology, CAS, UH Hilo**
3. Chair/Convener of Planning Committee: **Peter Mills, Professor, Anthropology**, Committee Members to include: Dr. Kathy Kawelu (UH Hilo), Dr. Lynn Morrison (UH Hilo), Sean Naleimaile (State Historic Preservation Division), others to be determined.
4. Degree or Certificate Proposed: **MA in Heritage Management**
5. **Need for Program**

The objectives of the proposed Master of Arts in Heritage Management are to

- 1) Apply anthropological concepts to guide a workforce of professional historic preservationists that are committed to the long-term management of cultural resources in Hawai'i.
- 2) Increase the number of individuals of local ancestry in leadership positions in Heritage Management in county, state, and federal agencies, and in private consulting.
- 3) Provide better assistance to community planners in developing sustainable development plans that are more sensitive to traditional cultural properties, human burials, sacred sites, ancient habitation sites, agricultural systems, and trails.
- 4) Provide training to meet the professional qualifications of principal investigators as defined in Hawai'i Administrative Rules, Title 13, Chapter 281 for conducting archaeological fieldwork and for conducting cultural impact assessments.
- 5) Provide training to meet the federal professional standards for archaeologists as defined in 36 CFR Part 61.

In Hawai'i, there is a **State requirement for graduate degrees** in various Heritage Management positions. For example, Hawai'i Administrative Rules (Title 13, Subtitle 13, Chapter 281) require that principal investigators working for one of the 26 firms licensed to conduct archaeological research possess **"a graduate degree from an accredited institution in archaeology, or anthropology, with a specialization in archaeology, or an equivalent field."** There is also significant need for heritage management professionals in the U.S.-affiliated Pacific, including the territories of Guam and American Samoa, the Commonwealth of the Northern Mariana Islands and the Freely Associated States (FSM, ROP, RMI). With UH Hilo having the highest percentage of students of Native Hawaiian ancestry at any 4-year institution, and the highest percentage of students from other Pacific Islands, a MA program in Heritage Management at UH Hilo would empower these students with opportunities to gain leadership positions related to managing their own heritage. Without having many local opportunities to obtain graduate degrees in Heritage Management, the consequence has been that the principal investigators in private consulting firms, and in state and federal agencies in Hawaii and the Pacific have largely obtained their graduate degrees elsewhere, and very few are from Hawaii's descendant communities. Our students from Hilo regularly work in entry level positions at these firms and for these agencies, but hit glass ceilings that do not allow them to open their own firms or to advance in the firms that they work for.

In 2008, the Hawai'i State Legislature passed House Resolution 130 that requested the University of Hawaii at Hilo to draft a strategic plan for creating a Master's degree in cultural resource management. This resolution is in reaction to the adverse impacts from understaffed and mismanaged historic preservation activities in the state. In 1976, the Hawai'i State Legislature drafted Chapter 6E of Hawai'i Revised Statutes, which states: "The legislature declares that the historic and cultural heritage of the State is among its important assets and that the rapid social and economic developments of contemporary society threaten to destroy the remaining vestiges of this heritage. The legislature further declares that it is in the public interest to engage in a comprehensive program of historic preservation at all levels of government to promote the use and conservation of such property for the education, inspiration, pleasure, and enrichment of its citizens. The legislature further declares that it shall be the public policy of this State to provide leadership in preserving, restoring, and maintaining historic and cultural property, to ensure the administration of such historic and cultural property in a spirit of stewardship and trusteeship for future generations, and to conduct activities, plans, and programs in a manner consistent with the preservation and enhancement of historic and cultural property" [L 1976, c 104, pt of §2] .

Sadly, Hawai'i has had great difficulty in implementing the vision of 6E HRS. One of the largest problems has been limited professional training programs that are suited to the Hawaiian cultural landscape. In 2008, various bills before the State legislature again sounded the alarm which resulted in HR 130, mentioned above. For example, S.B. 2906 stated "The legislature finds that historic preservation in Hawai'i is presently in a condition of unprecedented confusion and disarray, making it nearly impossible for the State to meet its cultural obligations and legislative mandates to manage historical properties for the benefit of the various descendent communities. The discovery, identification, and preservation of archaeological sites, human burial sites, and other historic properties are increasingly threatened." Four years later, in 2012, the State Historic Preservation Division is still struggling to meet the demands of a Federal "Corrective Action Plan" that is necessary to sustain federal funding of nearly 50% of the agency's budget. The largest failure of the office is that many positions requiring graduate degrees remain unfilled. As early as 2002, there were open vacancies in the O'ahu Island archaeologist position that have remained vacant for years.

Economic development in Hawai'i is often intimately connected to issues surrounding Heritage Management. One of the hardest lessons that the development community has faced is that when historic preservation efforts prior to development have been poorly conducted in accordance with State and Federal law, then the delays from litigation can drastically affect the development. In Hawai'i, sources of community division have often included the potential and demonstrated adverse effects to cultural resources from federally-funded military training operations. Recent among these are the 2008 decision to introduce the Stryker Brigade's 19-ton vehicles to Schofield Barracks on O'ahu and to Pōhakuloa Training Area on Hawai'i Island, and the threats to cultural sites in Mākua, O'ahu, where live-fire training operations have been conducted. Other high-profile cases in the recent past include the removal of over 1,000 burials at Honokahua, Maui to build a resort, the impact of the H-3 highway's construction on O'ahu to cultural sites, continued development on the summit of Mauna Kea, the Rail Project, and the issues surrounding the removal of burials from Kawaiahao Church.

The state of Hawai'i needs to develop a strong program to train heritage management professionals at the graduate level who could then assist federal and state agencies in cooperating with the local community in planning culturally sensitive development. By establishing localized training in heritage management, we hope to

create more professionals who are well-versed in the specific issues in heritage management that are most significant to Hawai'i, and who are more trusted in descendant communities because they will be from those same descendant communities. The impact of a locally-based heritage management graduate program at Hilo could also extend beyond regional educational and legislative mandates to showcase how federal agencies can form meaningful partnerships with educational institutions and indigenous cultures in the preservation of the nation's cultural heritage (see Executive Order 13287- "Preserve America").

A recent national study<sup>1</sup> of the Cultural Resource Management profession has predicted that the number of archaeologists with graduate degrees will need to double to meet the expected demand in the next 25 years. Of an estimated total of 19,150 archaeological jobs, 85% will be filled with MA level archaeologists. In Hawai'i, there are currently 26 private firms and nine universities permitted to conduct archaeological research. The five largest firms together employ approximately 150 persons. The remaining 21 firms employ ten or fewer persons each. A reasonable estimate would be 250 employees in private consulting alone, not including those employed by universities. Various agencies of the US government (such as the National Park Service, Department of Defense, Natural Resource Conservation Service, and US Fish and Wildlife), employ about a hundred specialists in cultural resource management in the Pacific region. The State of Hawai'i maintains the Hawai'i State Historic Preservation Division within the Dept. of Land and Natural Resources and currently has about a dozen preservation specialists on board, but they often have employed more (around 30 in the 1990s). Kamehameha Schools, the Office of Hawaiian Affairs, Hawaii State Parks, and various counties also employ individuals who specialize in heritage management.

The current training programs for these professionals in Hawaii do not begin to meet the local demand for trained, qualified professionals. As a consequence, many heritage management specialists are hired from regions outside of Hawai'i and have little background or connection to descendant communities or Hawaiian cultural practice.

*Relation to UH System Strategic Plan.* The program would contribute to the UH system's five 2008-2015 strategic areas: 1) Native Hawaiian Educational Attainment, by supporting the access and success of Native Hawaiians in a field of profound cultural and spiritual importance to them; 2) Hawai'i's Educational Capital, in particular by making graduate education available to students living in under-served areas that contain significant archaeological sites; 3) Economic Contribution, by providing trained professionals in an area of high demand in the State; 4) Globally Competitive Workforce, by offering training in cultural resource management to students from areas where indigenous artifacts and sites are endangered by development and industrialization, and 5) Resources and Stewardship, by leveraging existing University resources and relations among University units.

*Relationship to UH Hilo Strategic Plan.* The proposed program fits well with virtually all of UH Hilo's strategic plan goals, but most strongly relates to Goals 4 and 5.5. Goal 4 is to "cultivate, sustain and reflect a diverse, multicultural university that is rooted in the indigenous history of Hawai'i," and Goal 5.5 is to "enhance our scholarship and

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<sup>1</sup> Altschul, Jeffrey H., and Thomas C. Patterson (2010) Trends and Employment in American Archaeology. In *Voices in American Archaeology*, edited by Wendy Ashmore, Dorothy Lippert, and Barbara J. Mills, pp. 291-316. SAA Press, Washington, D.C.

*partnerships with the community to responsibly preserve, protect and sustain natural and cultural resources.”*

*Existing UH Programs.*

- 1) *Programs in Hilo: Ka Haka `ula o Ke`elikolani College of Hawaiian Language* has M.A. and Ph.D. programs focused on Hawaiian language, culture and history, and undergraduate students commonly have double majors in anthropology and Hawaiian studies. This M.A. would complement and expand the range of professional opportunities available to undergraduate students, and potential cross-listings for graduate classes will be explored. At HCC, the *Hawaiian Lifestyles* AAS degree has also maintained a cultural stewardship track that creates a pipeline between HCC and heritage management courses at UH Hilo. Because of excellent working relationships between the various programs in Hilo, we see the addition of the MA program as a synergistic improvement for students in all of these programs.
- 2) *Applied Archaeology MA, Dept. of Anthropology, UH Mānoa:* Since 2007, UH Mānoa has been offering a MA in “Applied Archaeology” (with 2-to 3 students admitted each year) that trains archaeologists for non-academic professional positions in Asia and the Pacific. In Hawai‘i, the immensity of the workforce need and the relatively small number of graduates from the Manoa program calls for more extensive graduate opportunities that will reach new pools of students. By creating a graduate training program in Hilo, we hope to significantly expand the range of educational opportunities for Heritage Management professionals, and more effectively reach target populations. Furthermore, our curriculum will include cultural impact assessment as well as archaeology, and will be more directly focused on Pacific Islander communities.
- 3) *Graduate Certificates in Historic Preservation and Museum Studies, American Studies, UH Mānoa.* Like the MA in Applied anthropology, both of the graduate certificates offered at UH Mānoa through American Studies overlap somewhat with some of the content we intend to offer in Heritage Management, but these certificates do not meet the workforce need because they do not meet the minimum criterion of an MA that is stipulated in Hawaii Administrative Rules.

Collaboration between UH campuses for distance learning courses, articulation agreements, and cross-listings with American Studies at Mānoa would certainly be desirable. Nevertheless, the capacity to offer a full degree program in Hilo is essential to serving the needs of our target pool of graduate students. Discussion with Mānoa faculty, particularly James Bayman (graduate coordinator of the Applied Archaeology Program), and Geoffrey White (Anthropology Chair) and Dr. Ty Tengan has been ongoing for a number of years. The new department chair (Dr. Christine Yano) has been contacted as well. It is safe to say that there is a general consensus regarding the benefit of having MA programs with heritage-related themes on both campuses. By integrating available curricula in these programs with complementary curricula in Hilo, and by providing distance learning opportunities, we hope to build UH into a national model for integrating indigenous communities into the heritage management process. Nationally, the nearest mainland M.A. programs in heritage management are at Sonoma State University in California, and at the University of Alaska, Anchorage, neither of which attract many students from the Pacific Islands.

### **6a) Planning Phase**

2012: UH Hilo is in the process of negotiating a donation of \$180,000 from Kamehameha Schools to fund one of the new proposed faculty positions for 3 years in support of the MA program. The federal Department of Transportation is also finalizing a Memorandum of Agreement to provide UH Hilo with \$800,000 for five years to fund: 1) Native Hawaiian archaeology and anthropology; 2) scholarships, fellowships, and research of undergraduates and graduates in Native Hawaiian subjects, 3) UH Hilo cultural programs in support of local immersion and charter schools with Hawaiian themes, 4) recording of oral histories, and 5) developing cultural programming.

2013-2014: Interest and delivery preference survey of potential students to the MA program through Facebook, and agencies, undergraduate majors in related fields at UH Hilo, UH Mānoa, BYU-Hawaii, Hawai'i Pacific University, and Chaminade University to determine PT/FT, online/F2F, areas of specific need. Stakeholder task force formation and fundraising. Proposed taskforce members would include representatives both within the UH (UH Hilo's Dept. of Anthropology, North Hawai'i Education and Research Center, Kipuka; and College of Hawaiian Language; Hawai'i Community College Hawaiian Lifestyles Program, UH Mānoa Anthropology) and from other organizations (Kamehameha Schools; Kohala Center; Office of Hawaiian Affairs; National Park Service; Hawai'i State Historic Preservation Division).

Funding agreements for fellowships and program support would continue to be sought from various sources including Kamehameha Schools, OHA, the Kohala Center; and the National Park Service. By the summer of 2013 we would hope to finalize the core curriculum which would be processed through Curriculum Central by October 11, 2013. Campus level review of the proposed program would be completed in the Fall of 2013, and would be taken to the Board of Regents in January of 2014. Hiring of one faculty position would be complete by the Spring of 2014, and the initial cohort of students would arrive in the Fall of 2014.

We estimate that we could accommodate 10 full-time students in the initial cohort, with additional student cohorts being admitted every fall. Our budget is based on a 70% in-state tuition rate. By Year 2, with one additional faculty hire completed over the 2014-2015 academic year, we envision offering a full first-year and second-year curriculum. In the table below, we assume a 10% attrition each year, a typical rate for graduate programs that include a large portion of nontraditional working students. Other sources of income include \$800,000 in mitigation monies from the Department of Transportation targeted to Native Hawaiian heritage management issues (to be administered jointly with the College of Hawaiian Language), and funding for one junior faculty member in the Heritage Management MA for 3 years from Kamehameha Schools (\$180,000). Similar outside funding programs and extended collaborative relationships with Kamehameha Schools and the Office of Hawaiian Affairs will also be sought.

### **6b) Description of resources required and status or sources**

*Faculty.* Currently, the anthropology department consists of five tenure-track faculty and four part-time lecturers. Four of the current tenure-track faculty teach courses that could directly contribute to the proposed curriculum with the addition of graduate sections. The program would be launched with a cohort of 10 students and 2 new position changes (one existing faculty member converted to 11-month employment as program director, and one new hire), with one additional faculty and staff-member added in year 2 as graduate enrollments increase. A quality graduate program will require converting an

existing 9-month position into an 11-month appointment for the program director, and at least two new faculty positions: 1) a museum specialist with experience working with indigenous communities and archaeological collections, and 2) a paleobotanist specializing in Pacific Island plants.

Several UH Hilo undergraduate courses—ANTH 389 Cultural Resource Management, ANTH 484- Lithic Analysis; ANTH 482- Archaeological Field Methods—would be the basis for more intense and challenging graduate courses. Approximately 36 credits of graduate course-work, internships, and thesis credit would be required to complete the M.A.. For the full program, these credits would be chosen from approximately 80 credits of curriculum designed to provide electives to cover several specialties within Heritage Management. The first two years of cohorts, however, would have a more limited range of electives while the program develops to full capacity.

*Library resources.* UH Hilo's Mo'okini Library already houses an excellent collection of Hawaiiana that would serve as the main resource for much of the research within the program, including many archaeological reports prepared by private consultants. Newly submitted reports to the State Historic Preservation Division are prepared in .pdf, and since 2002, UH Hilo has been designated as an official repository for these reports in Hawaii Administrative Rules (title 13, Chapter 284 5(e)3).

Through grant funding, we would also plan to digitize many reports available in State Offices in Hilo for easy access at the Mo'okini Library. This digitized heritage collection would be of use to programs well beyond the MA program and would be an asset to the entire State. For example there are annual grants through NEH for up to \$350,000 specifically for digitizing collections (Humanities Collections and Reference Resources CFDA # 45.149). As far as acquisition of new journals, the biannual journal entitled *Cultural Resource Management* is produced under a cooperative agreement with the National Park Service and subscription is free. A \$2,000 placeholder with 10% annual increase in the 5-Year business plan also includes funding for additional acquisitions to support the program.

*Physical resources.* Supporting laboratory space includes existing space in Kanaka'ole Hall as well as the new Geoarchaeology Laboratory established as a result of recent NSF grants to Peter Mills (Chair, Anthropology), Steve Lundblad (Geology) and Ken Hon (Geology), totaling \$283,000. Necessary infrastructure improvements include the acquisition of additional office space (to accommodate 2 new faculty members a clerical staff member and an APT), and research space for graduate projects. Additional lab and office space at UH Hilo could be renovated to house faculty and support laboratory space as other programs vacate current offices and labs to occupy the new Science and Technology Center. The completion of the new facility for the College of Hawaiian Language should also free-up additional office space in Kanaka'ole Hall.

As of 2011, UH Hilo's North Hawai'i Education and Research Center in Honoka'a maintains a Cultural Heritage Center, directed by Dr. Momi Naughton, a highly qualified specialist/archivist. The Center occupies a 750 sq. ft. room at NHERC, with additional storage space. Collaboration with the proposed program is consistent with the Center's mission to provide educational and research services to the North Hawai'i community, and we hope to have the NHERC's Heritage Director work closely with the task-force.

*Staff.* The program will require two additional full-time support staff: one clerical assistant (Office Assistant IV, SR-10) would be hired at .5 FTE for FY 15 and be raised to 1 FTE for subsequent years. A Lab Manager (APT) would be hired at .5 FTE for FY '15 and '16, and be raised to 100% FTE for FY '17.

## 6c. Five-Year Business Plan

Year	FY '15	FY '16	FY '17	FY '18	FY '19
<b>PROGRAM COSTS</b>					
Faculty w/o fringe	77,000	137,510	141,635	145,884	150,261
Other Personnel w/o fringe	17,474	55,827	76,205	96,914	118,422
Library	2,000	2,200	2,420	2,662	2,928
Equipment/Supplies	10,000	15,000	10,000	10,000	10,000
Travel	7,000	10,000	10,000	10,000	10,000
<b>TOTAL EXPENSES</b>	113,474	220,537	240,260	265,460	291,611
<b>REVENUES</b>					
Projected Enrollment	10	19	19	19	19
No. of Courses	8	15	15	15	15
No. of Credits	24	45	45	45	45
SSH	216	765	765	765	765
Tuition Rate/Credit*	636/1269	680/1359	729/1455	781/1558	820/1636
Total Revenue from Tuition	148,662	302,225	323,806	346,822	364,163
Other Sources of Income**	79,000	79,200	79,420	19,662	19,928
<b>TOTAL REVENUES</b>	227,662	381,425	403,226	366,484	384,091

\*This is a special tuition rate per credit that is equivalent to the graduate nursing program at UH Hilo. The first figure in each column reflects in-state tuition, and the second figure reflects out-of-state tuition. A MOU with this rate established with the UH Hilo Vice Chancellor of Administrative Affairs would be included in the full program proposal.

\*\* These other income sources reflect the \$60,000 per year for the first 3 years for one faculty position, and the Library, equipment/supplies, and travel fees which can be offset by the DOT mitigation monies. The vast majority of the \$800,000 in DOT mitigation monies will go to funding research and scholarships of graduate students working in the Kona region, and are thus not a direct part of the operational budget.

As currently planned and with the funding of two new faculty positions and proposed support staff, we project that revenues will still exceed direct expenses in all years, and will even cover fringe costs of faculty positions. The hiring of one faculty position in FY '15 on a flat budget will be supported by KS monies before tuition dollars come in, and we can operate on a smaller curriculum because we will only have a 1<sup>st</sup> year cohort.

While the primary focus will be to build a local cohort in Hilo, we hope to hybridize the curriculum to allow of distance learning opportunities to develop. The program could then serve students across the state, combining online interactive courses with onsite study on Hawai'i Island and the students' home islands. Theory courses would be delivered to students via online interactive media (Elluminate, Laulima). Such media will also allow students on all islands to share their field work findings. A full-time student could complete degree requirements in two years. Alternative scheduling for part-time students would allow working students to complete the MA over a longer

period. Because students would come to the program with strong motivation and commitment, we anticipate a very high retention and graduation rate. The specific curriculum will be developed in consultation with the stakeholders convened through the planning committee.

**7) Impact on current courses and programs.** To develop a curriculum involving approximately 15 graduate courses will involve the re-direction of some of our current anthropology faculty's course-load away from undergraduate courses. Upper division undergraduate archaeology courses currently repeat on a two-year cycle. With the inception of the graduate program, those courses may become larger and cycle through every 2.5 years. Furthermore, we hope to develop a track in Cultural Impact Assessment which will require graduate course work in sociocultural anthropology. Several factors are intended to mitigate these impacts. First, the addition of the two proposed new faculty members would buffer the impacts on the undergraduate curriculum, as well as provide needed expertise in the graduate curriculum. Secondly, the graduate research conducted by the graduate students will allow us to expand field experiences for undergraduates well beyond what is available now. Through an existing undergraduate internship in archaeology (ANTH 490), it will be possible to switch more of the undergraduate experience from classroom courses to fieldwork. The impact of the Graduate program would ultimately extend beyond the State. The heritage management methods and cultural awareness cultivated in the program could be applied in communities across the Pacific and in other areas, including North America.

**8)** The program will not be dependent on courses from other campuses, however we will work with UH Manoa in the planning phase to allow for articulation of graduate credit between campuses where appropriate.

**9)** The program will be administered through the Department of Anthropology, and all core offerings will be through the anthropology department.

Reviewed by:

Reviewed by:

*Campus Chief Academic Officer:*

☒ Recommend

Comments:

Signature Print Name Date

Chancellor:

☒ Approved ☐ Disapproved

Comments:

FOR

Donald O. Straney, Ph.D.  
Chancellor, University of Hawai'i at Hilo

11-5-2012

11-5-2012

Signature Print Name Date

*Council of Chief Academic Officers (Systemwide Consultation):*

Comments:

Print Name Signature Date

(A copy of the signed document is provided to the Office of the Executive Vice President of Academic Affairs/Provost)



Nov 2, 2012

TO: Vice Chancellor of Academic Affairs  
UH-Hilo

FROM: Christine Yano  
Chair, Department of Anthropology, UHM

RE: UH-Hilo Dept of Anthropology plan to develop MA in Heritage  
Management

I write in strong support of the University of Hawaii - Hilo, Department of Anthropology's proposal to develop and offer a Master's degree in Heritage Management. I understand that Prof. Peter Mills is submitting an Authorization to Plan.

Management of cultural resources is a critical need in the state of Hawai'i. With the understanding that our cultural resources are abundant, but constantly threatened by factors such as the economy, ignorance, and negligence, skilled management is essential. As a land grant institution, the University of Hawai'i holds particular responsibility to the surrounding community. The proposed Heritage Management degree would attend to this kind of responsibility by training leaders in the community to provide stewardship over some of the most valuable resources that we have – that is, elements of our past. It is only through careful management of records, physical evidence, and cultural practices of the past that might be considered "heritage" that an island culture can proceed with integrity into the future.

The proposed Master's degree in Heritage Management would be a good complement to other programs within the University of Hawaii system. For example, it would articulate well with UH-Manoa MA Track in Applied Archaeology. Prof. Mills has been in close contact with Prof. Jim Bayman who designed and now implements the Applied Archaeology track. We look forward to their future collaboration.

In sum, I want to reiterate the enthusiastic support by UH Manoa's Department of Anthropology for this proposed MA degree in Heritage Management.



UNIVERSITY  
of HAWAII\*  
MĀNOA

College of Social Sciences  
Department of Anthropology

2 November 2012

Dr. Peter Mills, Professor and Chair  
Dept. of Anthropology  
Social Sciences Division  
UH Hilo  
200 W. Kawili Street  
Hilo, HI 96720

Dear Peter:

I write to offer my strong and unqualified support for the efforts by you and your colleagues at UH-Hilo to develop a graduate program in Heritage Management. As you know, I delivered verbal testimony during the 2009 Legislative session in support of your efforts to develop a graduate program in cultural resource management at UH-Hilo, and was delighted that a Senate Resolution was indeed passed.

I am pleased to know that the current proposal to develop a graduate program in Heritage Management at UH-Hilo has the promise of additional financial support via the State of Hawaii Department of Transportation, as well as Kamehameha Schools. The support that you have garnered from other stakeholders, such as the State Historic Preservation Division, will further strengthen this new program. The engagement of Hawaiian Studies at UH-Hilo is another vital and innovative dimension of the program that you working to establish.

The graduate program in heritage management at UH-Hilo would, without question, expand and strengthen local capacity in cultural resource management and historic preservation. I am well aware of the fact that many students in Hawai'i are place bound for various reasons including their jobs and family obligations. Establishing a graduate program in Heritage Management at UH-Hilo would enable students in the area to benefit from training and education in heritage management.

Indeed, I can easily imagine that some of our own undergraduate majors at UH-Mānoa will be attracted to your graduate program. I look forward to supporting them and your program.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim M. Bayman'.

James M. Bayman, Professor  
and Applied Archaeology Coordinator



UNIVERSITY  
of HAWAI'I  
WEST O'AHU

October 28, 2012

Dr. Peter Mills  
Department of Anthropology  
Social Sciences Division  
University of Hawai'i - Hilo  
200 West Kawili Street  
Hilo, Hawai'i 96720

Dear Dr. Mills:

As the head of UH-West O'ahu's Anthropology program, I write in strong support of UH-Hilo's Authorization to Plan for a new Master's of Arts in Heritage Management.

As your proposal clearly outlines, the need for regionally-focused graduate training in Heritage Management in Hawai'i is acute. This need can be witnessed in the chronic understaffing of Historic Preservation Offices throughout the State. It can also be seen in recent controversies surrounding the discovery of artifacts and human remains within the rail transit corridor and near Kawaiahao Church on O'ahu.

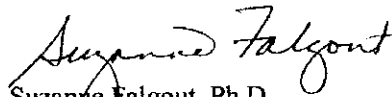
Although there is a State requirement for graduate degrees in Heritage Management or an equivalent field for the conduct of archaeological research, there are indeed very limited opportunities for affordable, localized, and regionally-focused training for local peoples. As is the situation for UHH students, our local UHWO students with Bachelor's degrees do obtain entry level positions within the 26 local contract archaeology firms and in a wide variety of government agencies in need of this expertise. However, our students very quickly hit a "glass ceiling" in their careers. They find space extremely limited in existing local programs, and only a few of them have the resources to obtain a graduate degree on the mainland. Those few who do gain acceptance to mainland schools, furthermore, receive training that is not Hawai'i focused. As a result, much of the work within our State is conducted by those whose training has not focused on our physical or cultural landscape. I consider your proposed program, then, not only a significant addition to workforce development of our students, but also to the historic preservation activities within our State.

Your proposed program, while small, would definitely help to alleviate the real backlog of need for the advanced training of local students in this field of study and for graduate education that is furthermore regionally-focused. I would be very proud to recommend your graduate program to those of our UHWO students who wish to continue their education in this field.

UHWO would also be very interested to directly collaborate with UHH for this program, with the possible delivery of one or more courses via distance education in future. UHWO has the only forensic anthropology program (focusing on the recovery, identification, and legal testimony concerning human skeletal remains) within the State of Hawai'i, in partnership with Leeward Community College. Furthermore, we have just recently signed a tripartite Memorandum of Understanding with the nearby Joint Pacific Accounting Command/Central Identification Lab at Hickam AFB. We have just added a Forensics Lab and related storage areas (with the design help from JPAC/CIL staff), as well as our own HITS studios at our new UHWO campus. And, many of our forensic anthropology courses are taught by the relatively few Diplomates of the American Board of Forensic Anthropology, who number among the staff at JPAC/CIL.

I wish you all best luck with your proposal for a Master's in Heritage Management at UH-Hilo. Please let me know if I can provide further support.

Sincerely,

A handwritten signature in cursive script, reading "Suzanne Falgout".

Suzanne Falgout, Ph.D  
Professor of Anthropology

NEIL ABERCROMBIE  
GOVERNOR OF HAWAII



**HISTORIC PRESERVATION DIVISION  
DEPARTMENT OF LAND AND NATURAL RESOURCES**

601 Kamokila Boulevard, Suite 555  
Kapolei, HI 96806

WILLIAM LAHA, JR.  
CHAIRPERSON  
BOARD OF LAND AND NATURAL RESOURCES  
COMMISSION ON WATER RESOURCE MANAGEMENT

ESTHER KIAMANA  
DEPUTY CHAIR

WILLIAM M. TAM  
DEPUTY DIRECTOR, WATERS

ADULTER, KUMARATON  
BOATING AND OUTRIGGER REGULATION  
BUREAU OF CONVEYANCE  
COMMISSION ON WATER RESOURCE MANAGEMENT  
CONSERVATION AND LAND USE  
CONSERVATION AND LAND USE  
ENGINEERING  
FORESTRY AND WILDLIFE  
HISTORIC PRESERVATION  
KAPAHULU ISLAND RESERVE COMMISSION  
LAND  
STATE PARKS

October 26, 2012

LOG NO: 2012.3092

DOC NO: 1210TD05

Professor Peter Mills, Ph. D.  
Department of Anthropology  
Social Sciences Division  
University of Hawai'i – Hilo  
200 West Kawili Street  
Hilo, Hawai'i 96720

Dear Professor Mills:

Subject: Master of Arts Program in Heritage Management at University of Hawai'i-Hilo

This letter is in response to your recent discussion of the subject program at the annual meeting of the Society for Hawaiian Archaeology, held October 19-22 at Keauhou, Hawai'i. Our office would like to go on record as **strongly supporting** this proposed program; we believe that it would not only be a successful program for the university system, it would provide a number of benefits to the local community and to the State of Hawai'i.

The Island of Hawai'i is a vast repository of undisturbed cultural sites and historic resources. Hilo is an ideal location for this program because students will have multiple opportunities to gain first-hand field experience in the documentation and management of cultural and heritage sites. The residents will gain by having knowledgeable people within their communities, as opposed to outsiders coming in to advise them on their heritage resources. The threats to important cultural sites increase daily as more land is planned for development; we need more people to help us educate the public and ensure that preservation laws are upheld, throughout all areas of the Big Island.

The opportunities for graduates from this program are excellent on Hawaii Island and within the State. A number of planning firms, private land holders and public agencies are finding that it is advantageous to have staff with professional knowledge in heritage management, so that their plans, management policies and proposed projects are in tune with their communities and in compliance with state and federal preservation laws and regulations. There are a number of archaeological consulting firms permitted to do work in Hawai'i that have offices on Hawai'i Island. These firms are generally faced with hiring and relocating qualified archaeologists from the mainland, due to a lack of qualified residents. This is costly and usually requires a training period. Graduates from this program would be highly preferred because they will already be skilled in the archaeology and historic preservation laws of our state; and they are already home, so there is less risk on the part of the employer.

The State Historic Preservation Division maintains an office in Hilo that has benefitted substantially by the presence of a Bachelor's Degree program that prepares students for a professional career in heritage management. Every semester, we host interns who assist in our office operations, conduct independent field and archival research, and provide upkeep of our GIS. These students must leave Hilo in order to obtain an advanced degree; if they could stay and complete their education in Hilo, our community, our profession and our Division would benefit from their continued presence, and we would be better equipped to provide the resources needed to ensure protection and preservation of our treasured cultural resources. Our staff are willing to assist in whatever capacity we can to make this program happen on the UH-Hilo campus.

Aloha,

Theresa K. Donham  
Archaeology Branch Chief and  
Deputy State Historic Preservation Officer