

## **Hawaii Community College Program/Unit Review AY 2008-09 Executive Summary**

With the completion of its fourth cycle of program/unit review all 45 programs and units have undergone the process of comprehensive review at least once. In addition the college conducts annual reviews for all 45 programs and units. The new development this year has been the implementation of a UH Community Colleges system standard to determine health calls for the instructional programs. As with any method that is being tried for the first time these health call guidelines may require debriefing and adjustments at least at the campus level.

In following this new health call system the college must report that 19 of its 26 instructional programs have been deemed to be at cautionary status and two programs are deemed to be unhealthy. This leaves the Associate of Arts program in a category by itself in which health calls are inapplicable and 4 other programs in the healthy category as compared to AY 2007-08 when the college deemed 18 programs to be healthy and nine to be cautionary with none in the unhealthy category. One program has been dropped from the program reviews (CISCO) since last year because it does not lead to a degree or certificate and some of its courses have been subsumed by the Electronics program. Additionally, the Associate of Arts program is strong and is performing well although formal health calls for this program are inapplicable.

At first glance one might be tempted to a summary judgment that the more objective, impersonal and strictly data driven approach to health calls has done its job. However the college is currently reviewing SOC for the EMSI job projections which play a central role in the calculation of 1/3 of the health indicators across 2/3's of the categories in the program review devised by the UHCC system (**demand and effectiveness are the two program review categories that are impacted**). The college suspects that the scope of its EMSI data needs to be broadened to give a more accurate picture of job opportunities in its community. This will be a top priority that may have a substantial impact to improve health calls for some of the programs that are now deemed to be in either an unhealthy or a cautionary status because job projections for the county have been lower than expected and inconsistent with data gathered from employing agencies on this island.

### **The following programs are deemed cautionary but could be considered on the borderline of healthy status:**

**Architectural Engineering and CAD Technologies:** The number of majors and the fill rates in classes offered are very strong as are the Perkins program health indicators. Persistence rates are satisfactory as well. A re-examination of EMSI SOC codes may well make the difference in this program's health call.

**Hawaiian Lifestyles:** This program has the strongest academic crossover data of any of the college's programs. This means that many non-program majors choose to take these courses for general education or for personal enrichment purposes. Program classes have

a strong fill rate and persistence rates by program majors are satisfactory. The number of majors is satisfactory and the program will be seeking to convert its status from an A.A.S. to an A.S. degree program during the current academic year. This transition will better reflect the academic level of the program courses.

**Nursing Associate Degree Program:** Perkins program health indicators are quite strong and the pass rate for graduates taking the Nursing Board exams is better than 90 %. The program is growing fast and its fill rates are very strong. Admittedly this year the availability of positions has been depleted by labor market conditions, but this is a passing event that is bound to be superseded by waves of retirements in this field in the near future. The college will also consider separating out the students in the pre-Nursing program from the students actually accepted into the program for future program reviews.

**Accounting:** This program is already deemed healthy for demand and for efficiency. Its fill rates have improved although its persistence rates must improve as do the Perkins program health indicators because effectiveness ratings in this report are deemed unhealthy. The program is seeking support for program specific tutors to work with majors in the hopes of improving persistence rates, as well as academic achievement and degree completion rates which have plummeted recently.

**Administration of Justice:** The Perkins program health indicators for this program are strong, fill rates have been improving and it evinces strong academic crossover appeal . Moreover, the articulation agreement with UH Hilo enables HawCC students to move on to a baccalaureate and for UHH students to take some of their electives from HawCC. This is a program which can benefit by a review of its EMSI SOC codes. Labor market conditions according to EMSI show zero positions available in the county, but the County Council has created a scholarship system for students accepted into the Police Academy who are enrolled in this program. Something is amiss and the college is responsible for getting more accurate EMSI data.

**Machine Welding and Industrial Mechanics:** Fill rates have been improving as have persistence rates. The program is developing a track for Refrigeration and Air Conditioning that will substantially improve its numbers in the future. Due to the equipment intensive nature of this program its equipment needs for the aforementioned new track are extensive. This is another program that requires a careful review of the EMSI SOC codes to possibly improve its status in the demand and effectiveness categories.

**Diesel Mechanics Technology:** Although fill rates are very strong and the persistence rates too along with Perkins program health indicators. This program needs much replacement equipment as well as new equipment to bring itself up to industry standards. This is another program that requires a careful review of the EMSI SOC codes to possibly improve its status in the demand and effectiveness categories.

**Human Services:** This program demonstrates very strong academic crossover appeal. The fill rates for classes are strong and the number of certificates earned also is strong.

Perkins program health indicators are generally strong as well. The time has come to consider the community need for this program to expand to the degree level. This program has been especially hard hit by the EMSI underestimation of job opportunities.

**Care Home Operator:** This program is at a disadvantage because it is a one-semester program that needs to report both and fall and spring semester data to provide an accurate presentation of its performance. However, the format of program review allows only fall data. Moreover, the program requires students to convert a non-credit portion of the program to credit to receive the certificate. Students choose not to do so hence the number of certificates earned is at zero. In the future this program will probably convert to non-credit. In fact the numbers for this program are quite healthy, but the impending retirement of the longtime faculty member raises questions about this program's future because recruitment of a new faculty member is questionable.

**Early Childhood Education:** The number of majors has held steady, but class sizes are down and so are persistence rates. Perkins program health indicators are fairly strong, but this program will probably continue to have difficulty attracting non-traditional students. The program has been without its chief professors who either have been on sabbatical or have been providing service to the college in leadership positions. It will be working to achieve NAEYC standards for accreditation so the current cautionary status for this program is a matter of concern for the faculty. The program faculty continue to pursue bold initiatives such as the recent acceptance of four early childhood student interns from Vestfold University in Norway to work in the college's NAEYC accredited on-campus child care center for three weeks during the spring 2009 semester.

**The following programs are appropriately categorized as cautionary at this time:**

**Marketing:** this program has strong academic crossover demand supporting students from other programs. Its fill rates are improving and the Perkins program health indicators are satisfactory. The addition of a full time faculty member should help to stabilize and strengthen this program in the near future.

**Electrical Installation and Maintenance Technology:** The number of majors is strong as are the fill rates and persistence rates. The program has heavy equipment needs as well as rising supplies costs that are difficult for the college to accommodate. The program would benefit from a more cooperative working relationship with other Construction related programs on the campus. It also needs to upgrade its curriculum to take into account sustainable photo voltaic generation of electrical power.

**Business Technology:** This program has strong numbers of majors, however its persistence rates are weak and its Perkins program health indicators require improvement. Class size is bouncing back to healthier fill rates and the program has strong academic crossover appeal.

**Hospitality and Tourism:** The number of majors is weak and the Perkins program health indicators need to be improved. Although fill rates are improving the program needs to do more by making connections with resorts to make available on-site video-conferenced program classes. This will enable students who have taken jobs before finishing their degrees to continue to completion

**Auto Body Repair and Painting Program:** This program has heavy equipment replacement needs as well as needs for new equipment to bring it up to standard. The Perkins program health indicators are borderline and the program has been severely hampered by unavoidable delays in the installation of a new spray painting booth. Installation of the painting booth is out of the college's control, and it has hampered the program in its delivery of fully half of its curriculum. The current progress of the installation should definitely have the paint booth ready for use by fall semester 2009 and perhaps by the end of the current spring semester.

**Agriculture:** This program has weak Perkins program health indicators, persistence rates that are too low and fill rates and graduation rates that are weak as well. The faculty member is planning new curricular modules on natural farming techniques, closer connections with the Farmer's Market and work on articulation of courses with UH Hilo. This program should review EMSI SOC codes to expand the review of possible positions that may be available. The current report suggests one job to come available in the County for this year.

**Electronics Technology.** This program has strong Perkins program health indicators but weak fill rates and a weak number of majors. It is an expensive program that has been reduced to one program faculty member and is seeking collaboration with two other community college electronics programs in order to reduce the need for faculty by cross-campus collaboration.

**Information Technology:** This program has weak fill rates and weak persistence rates as well. Perkins program health indicators are also weak and the number of majors has plummeted. The program is seeking new ways to boost its academic crossover appeal by developing a general education information retrieval and computing literacy course. If this program continues along its current trends it will face the prospect of unhealthy status in the future.

**TEAM Agroforestry:** This program is suffering from EMSI figures that are totally inexplicable to a program which in the last two years has placed in employment 2/3's of its graduates followed by 100% of its graduates in the following year (see Perkins program health indicators). Although class fill rates are low as are class sizes, the program is currently pursuing a thrilling international initiative to bring in ten students from Micronesia and Samoa each spring semester to boost class sizes and to open up networking connections throughout the Pacific region. This provides another example of the problem of utilizing nothing more than fall semester enrollment data for program reviews. This practice should be changed immediately to give clearer pictures especially in this age when data play such a crucial role in college planning and budgeting. **There**

**is no good reason any longer to tolerate this artifact of an earlier era when data delivery was problematic.**

**The following programs have been deemed Unhealthy, but in both instance the EMSI data may need to be reviewed and a broader definition of job categories may produce a cautionary status:**

**Digital Media Arts:** This program has been provided with incorrect staffing data reflecting zero faculty assigned to the program, and the college has corrected this glitch to assure that the one faculty member will be reflected in future data reports from the Human Resources office. The Perkins program health indicators are strong, as are the class fill rates for this program. It reflects strong academic crossover appeal because students often take this certificate as an adjunct to the A.A. degree since it is only a Certificate of Completion, ineligible for financial aid. Because students are often working toward both a DMA and an A.A. they tend to show up as not persisting particularly because space consideration disallow the college to offer sufficient numbers of seats in the more advanced courses in the program. The combination of a recalculation of EMSI estimates along with additional class offerings for the program should produce better results in the future.

**Substance Abuse Counseling:** This program is in dire need of an EMSI review because its records reveal that 82% of its students placed in required practicum courses have been offered jobs by the agencies where they served between 2005-07. Although class size is small according to the report, this needs to be reviewed to assure that the cross listed classes (one class is even tri-listed under different alphas) accurately reflect the enrollments that are taking place. The program courses reflect strong academic crossover appeal because three of them are accepted as electives at UH Hilo in the Administration of Justice baccalaureate program at that campus. Moreover, this program has also been offered via distance education to the Island of Kauai to respond to needs in that County for counselors in this field to seek ADAD (Dept of Health Alcohol, Drug Abuse Division) certification as required. In the future this needs to be taken into account when the EMSI figures are gathered to also include Kauai figures as well.

**Cooperative Vocational Education:** This is not a program because it does not lead to a certificate or a degree, but it is reviewed as an academic support service using as many of the data elements characteristic of a program review as possible. The CVE service is subsumed by the Instructional Services Office unit review. For the past four years the cost per ssh has been the highest on campus, and this figure has skyrocketed in the most recent year. The college has decided to phase this program out and to deliver the CVE function to the instructional programs that have utilized this service in the past. The faculty member providing these services will be reassigned beginning in the fall 2009 semester. During the current semester the faculty member will train program faculty to provide the CVE services to their own majors in the future. Since all programs utilizing this service have made CVE a voluntary rather than a mandatory part of their programs this arrangement to distribute the function to the programs should be feasible.

