

Date: February 16, 2008

To: Additional Reviewers

From: Cynthia L. Foreman, CTE Department Chair
Gail T. Fujimoto, AMT Program Advisory Committee
Andrea Ogata-Vitale, AMT Program Graduate
David Tamanaha, Vice Chancellor of Administrative Affairs

**RE: Automotive Technology Program Review Team Report
For Comprehensive Program Review**

The review team met on Friday February 1st in the AMT Classroom to review and discuss the Comprehensive Program Review. Program Coordinator Thomas Hussey was on hand to answer questions and add information that was not provided in the Comprehensive Program Review.

First and foremost we would like to commend the AMT Program on what a wonderful job they are doing. The AMT program is one of the most successful vocation technical programs at MCC. The program has made great strides in meeting the established Perkins performance indicator goals. Changes in teaching strategy and course sequencing over the past three years have brought about obvious improvements in the overall AMT program.

Demand is Healthy = There continues to be more and more jobs in the AMT field within our county and throughout the state so job opportunities continue to grow. The program attracts more and more MCC students who are declaring AMT as their designated major.

Efficiency Rating is Healthy = Courses offered by the AMT program are fully enrolled with students who do not register early being turned away. Classes remain 90 to 100% full.

Effective Rating is Healthy = Persistence rates for AMT have remained at or about 65% for the past three years. This is commendable in light of the industry demands that cause students to leave the program after one or two semesters to take full time AMT jobs. The number of Certificates & Degrees award in the past three years has risen from a low of 1 in 2003-2004, to 7 in 2004-2005, and then 9 in 2005-2006.

Overall rating of the program is healthy; in fact the program appears to have reached a plateau. The review team discussed the possibility that the program may not be able to show any further improvement unless or until the program either secures NATEF (National Automotive Technicians Education Foundation) certification, or acquires additional space in which to expand. Pursuing and gaining NATEF certification could move the program forward to becoming the kind of state-of-the-art, nationally accredited, industry standard program that can attract and retain additional students and additional resources.

To that end we feel it is time to complete a comprehensive Business Plan for gaining NATEF certification. This plan must assess the existing MCC AMT program in terms of human resources, financial resources, and physical resources. The plan must also examine existing and future demand for the program and career opportunities for MCC AMT students. Another aspect of the plan will be a careful review of the existing curriculum and how the curriculum must be modified. And last but certainly not least, the plan will have to identify the cost associated with acquiring additional equipment, classroom and/or shop space, and faculty

and/or APT positions. Once the Business Plan is complete the college will be able to assess the feasibility of pursuing NATEF certification.

The arguments in favor of pursuing NATEF certification and the positive outcomes are strong and clear.

Recruitment: Having a NATEF certified program will help with recruitment of future students, including students from outside of Maui County and outside of Hawaii. Students are attracted to a nationally accredited program that meets current industry standards. Parents will have more confidence sending their children to a NATEF certified program.

Recognition/Prestige: Having a NATEF certified program brings recognition and prestige to Maui Community College. This has a positive impact on the accreditation status for the overall college.

Resources: NATEF certification is the key to attracting resources in many different ways. This is an important step in establishing ongoing relationships with automobile manufacturers. Local dealerships have ongoing training and professional development needs for their employees to remain current with equipment and technology of new model cars and trucks. This training must take place in an environment with up to date technical equipment. Many NATEF certified programs on the mainland and even on Oahu enjoy lucrative ongoing relationships with automobile manufacturers.

Student Support: NATEF certification can lead to more opportunities for student sponsorships by future employers. Employers who know that the MCC student is going to make a superior employee upon completion of the program may be willing to sponsor the student, pay for their education, provide tools, and guarantee a job after completing the program. There may also be National Automotive scholarships that are now available to MCC because our program is NATEF certified.

Review Team would want to make the following recommendations in support of the AMT program and their stated Action Plan:

1. Provide resources necessary to fully research and complete a detailed Business Plan for gaining NATEF certification. This can be accomplished by hiring a consultant or by granting significant assigned time to the program coordinator. Hiring an outside consultant, or using the time and talents of existing MCC institutional research staff, may be the best way to accomplish this task. Having someone with business background and research skills complete the research and assessment instead of detracting from the current success of the AMT program by pulling the existing faculty out of the classroom.

Estimated Cost to MCC based on assigned time cost filling behind existing instructor with a lecturer teaching 8 credit hours of AMT coursework fall semester = approximately \$10,000.
(Adequate funding for 4 months of consultant fees)

2. We would like to acknowledge and applaud the hard work and long hours of the current program coordinator Thomas Hussey. Since taking over the role of program coordinator in fall 2005 the program has made great progress. This success has come about because the program coordinator has been working year round; therefore we would like to see the AMT Program Coordinator position be modified from a 9-month position to an 11-month position.

THOMAS HUSSEY'S TEACHING LOAD

2005 - 2006

<u>Semester</u>	<u>Credits</u>	<u>Contact Hrs.</u>
Fall 2005	10	17
Spring 2006	10	20
Summer 2006	3	5

2006 - 2007

<u>Semester</u>	<u>Credits</u>	<u>Contact Hrs.</u>
Fall 2006	10	17
Spring 2007	10	20
Summer 2007	3	5

2007 - 2008

<u>Semester</u>	<u>Credits</u>	<u>Contact Hrs.</u>
Fall 2007	10	17
Spring 2008	10	20

Note the number of credit hours and contact hours of teaching over the past three academic years. Current full-time teaching load within the University of Hawaii Community Colleges is 30 credit hours per year with the ability to designate 3 credit hours as non-instructional time. This usually translates to 15 credit hours with 15 contact hours for one semester followed by a semester with 12 credit hours/12 contact hours in the next semester.

If we examine the current teaching load in terms of contact hours rather than credit hours that would be 15 contact hours and 12 contact hours. Thomas consistently exceeded the prescribed number of contact hours over the past 3 years.

These long hours of teaching and additional teaching responsibilities in the summer have certainly lead to growth and success in the AMT program. The review team would like to see these long hours recognized for what they really amount to – an 11 month teaching load.

When teaching and other assigned duties are taken on during the summer months the faculty member receives overload payment. Thomas has had overload pay during the last few summers due to teaching and departmental duties. Moving Thomas to an 11-month position would replace this additional summer overload pay with regular year round salary compensation. There would be very little difference in cost to the college.

Estimated Cost to MCC to move position from 9-month and 11-month = approximately \$10,000. Less last summer's overload paid to Thomas for teaching and other assigned duties was approximately \$8,000. Thus the change from 9-month to 11-month for this particular instructor would not result in a significant increase in cost for the college.

Benefits to program = Qualitative improvement due to increased job satisfaction and sense of being valued and supported by employer. 11-month status provides time for improved maintenance of shop that will provide a better learning environment for students. 11-month status provides more time to revise and renew curriculum to provide up to date educational experience for the students.

3. Provide Professional development funding for the existing MCC faculty to attend professional development activities on Oahu or the mainland. As an institution that offers Career and Technical Education is our duty to provide the community with training in the latest advancements in a profession or industry, therefore it is imperative that our Automotive Technology instructors keep their skills up to date and maintain personal certificates and licenses.

Cost to MCC = \$2,000 to \$5,000 a year or every other year.

Benefit to AMT students = ability to learn up to date methods and skills from highly skilled instructors. Students will become more valuable to local employers because they know the very latest techniques applicable to current model cars.