November 2, 2020

TO: Erika Lacro, Vice President
University of Hawai‘i Community College System

FROM: Joni Onishi, Vice Chancellor for Academic Affairs
Hawai‘i Community College
Keala Chock, Dean
Honolulu Community College- Communication & Services Division

SUBJECT: Phase 1 Recommendations for Group 6, Information Technology

BACKGROUND:
Cross-campus discussions about academic programs will build upon ongoing campus discussions regarding repositioning UH and the budget. The following objectives have been identified to support Phase 1 Outcomes.

1. To offer facilitation for faculty of related program areas and across campuses to review academic programs, offer potential solutions and prioritize potential solutions in response to VP Erika Lacro’s 10/12 memo.

2. To support development of faculty recommendations for repositioning UHCC academic programs for FY22 and beyond (in time to prepare for planning that may require curricular changes that need to be approved in the fall).

PLANNING PROCESS:
The cross campus working group utilized a variety of resources to solicit and discuss faculty feedback from all seven University of Hawai‘i Community College campuses. Faculty participants were identified by their respective campus administrators and included as part of the discussion. The Phase 1 recommendations represent the overall sentiment of the cross campus working group and will serve as a critical working document to allow for sustained discussions at the campus and system level. There will be no quick fix to the unprecedented financial challenges the University of Hawai‘i System is facing as a result of Covid-19, and some of the recommendations included will take time to implement, however, the group is committed to ensuring all information technology programs remain vibrant and resilient for all students and the future economic needs in the State of Hawai‘i.

The cross campus working group convened to discuss specific guiding questions outlined in the Academic Programmatic Consideration framework. Additional questions/ideas have been identified by members of the group, which will continue to serve as valuable future discussion points. Various recommendations have been identified and prioritized utilizing the gradients of agreement framework and related survey. The results of the survey have been attached to
provide specific feedback from the faculty participants. It should be noted that not all faculty from the ICS /ICT and related programs participated in the Working Group. Faculty participants are highly encouraged to continue working with their respective campus leadership teams to ensure the information and recommendations from this working group are openly communicated and thoroughly discussed.

**TIMELINE:**
Phase 1: October 19 - November 9, 2020: Immediate response to President’s timeline for plan to reposition UH for Hawaii’s needs and to address state’s COVID-impacted budget shortfalls.

Phase 2: November 2020-March 2021: Planning to improve effectiveness of UHCCs’ academic programs in meeting’s Hawaii’s needs and efficiently managing resources.

**RECOMMENDATIONS:**
The following recommendations have been identified through the abovementioned processes and ranked in order of priority (see attached survey results).

**Recommendation: Expand online course delivery to grow programs, become more efficient with personnel and resources to meet current and emerging needs.**

As noted in President Lassner’s Budget Policy Framework, “UH must offer more of the programs employers and students need in more flexible formats (online, hybrid, evening/weekend) across the state so that those who have become unemployed, underemployed or unfulfilled can seize the opportunity to obtain the education and training they need for career advancement and change.” Collectively the seven community colleges will leverage the range of opportunities in technology without having one CC try to offer everything to all. As stated in the Talent Roadmap, “There has been significant growth in IT occupations over the last decade” and “IT jobs cut across multiple sectors,” thus it is especially important that the program offers just-in-time curriculum to prepare for a technology workforce that is ever evolving.

**Recommendation: Establish Cross Campus Course Scheduling Process and Improvements to STAR GPS System to allow students to view articulated courses being offered at multiple campuses.**

Additional efforts are needed to effectively organize UHCC System-wide course scheduling efforts to ensure all campuses are strategically offering courses in a variety of formats to meet the changing demands of employers and students. The group analyzed course enrollment data from the Fall 2020, and there are relatively few low enrolled courses. Additional comprehensive enrollment data is needed in order to comprehensively analyze courses, which may indicate any historical low enrollment trends.

**Recommendation: Collaborate on consortium proposals for external funding opportunities.**

All campuses should collaborate rather than compete for external funding opportunities within emerging sectors such as Cybersecurity, Data Sciences, and AI/ML. This will result in an overall positive benefit for students, and the workforce. This initiative will enhance system-wide
program planning efforts, strengthen the student’s overall experience, as well as create future value for the UHCC IT academic programs to invest into emerging fields.

**Recommendation: Initiate Discussions with 4yr Institutions**

Although the community colleges are doing a good job of offering industry-recognized credentials that are valued by employers in this sector, there are many IT related jobs that require a 4-year degree. The associates degrees could have enhanced value if it is designed to pathway to UH and other 4-year institutions.

**Recommendation: Update program articulation agreements and curricula.**

As the Community College System continues to identify opportunities to reposition high priority areas such as Information Technology (IT) and to ensure each campus continues to provide strong foundations to prepare graduates for the workforce, all curricula and cross campus alignment agreement efforts must be clearly organized and consistently managed. There is currently an ICS-IT Articulation Agreement 2017 that needs to be revisited and updated – i.e., review the various alphas (ICS/ITS/CENT/ETRO/CSNT), course titles, credits, schedule types, potential designations, certificates and degrees for consistency and better alignment.

**Recommendation: Establish Statewide Advisory Adhoc group with industry partners (in addition to campus advisory boards)**

The State of Hawai‘i currently has the highest unemployment rate in the nation. The shift in Hawai‘i’s economy, coupled with the high number of permanently displaced workers will require the Community College’s Information Technology programs to be prepared to fill the jobs that will be created. These programs must maintain a strong and balanced relationship with a wide range of industry stakeholders to ensure campuses and industry stakeholders are engaged and prepared to meet the emerging workforce demands in the State. Short-term, non-credit training opportunities based on job-driven requirements will require fast-tracked training programs. The UHCC IT programs will need to formalize and develop system-wide strategies to engage stakeholders. A statewide group will provide additional input to enhance existing advisory boards and inform campus leadership.

We would like to acknowledge and thank the following faculty members for their participation.

Laura Sue (Windward)  
Debasis Bhattacharya (UH Maui)  
Carrie Butler (Hawai‘i)  
Anne Chung (Hawai‘i, Div. Chair)  
Michael Kato (Windward)  
Georgeanne Purvinis (Kaua‘i)  
Sally Dunan (Honolulu)  
William Becker (Honolulu)  
  
Michael Bauer (Leeward)  
Daniel Kruse (UH Maui)  
Roger Mitchell (Honolulu)  
Dale Nakasone (Kapi‘olani)  
Bradley Ramos (Honolulu)  
Steven Singer (Kapi‘olani)  
Pete Gross (Leeward)  
William Becker (Honolulu)
15 responses

Your Name
Georgeanne Fantin
Roger Mitchell
William Albrightan
Delancis Bhattacharya
William Beden
Carla Naylor
Shane Singer
Pete Gross

Your Campus

Recommendation: Update program articulation agreements and curricula.
12 responses

Recommendation: Expand online course delivery to grow programs, become more efficient with personnel and resources to meet current and emerging needs.
12 responses

Recommendation: Establish Cross Campus Course Scheduling Process and Improvements to STAR GPS System to allow students to view courses similar to courses being offered at multiple campuses.
12 responses

Recommendation: Initiate Discussions with UH and other 4yr Institutions to Strengthen Student Transfer Pathways
15 responses

Recommendation: Collaborate on consortium proposals for external funding opportunities.
15 responses

Recommendation: Establish Statewide Advisory Roundtable with industry partners (in addition to campus advisory boards)
15 responses

Summary

Georgeanne Fantin
Roger Mitchell
William Albrightan
Delancis Bhattacharya
William Beden
Carla Naylor
Shane Singer
Pete Gross

Fully Endorse! I strongly support the recommendation!
Endorsement with minor issues. I generally like it, proceed with my support.
Conditional Agreement. I can support if some steps are taken now or in the future...
Stand Aside / Abstain/ Neutral. I neither support nor reject the recommendation.
Disagreement. I do not agree with the recommendation.
Reject. I cannot support the recommendation.

Group 6: Information Technology Recommendation

Recommendation: Update program articulation agreements and curricula.
11 responses

Recommendation: Expand online course delivery to grow programs, become more efficient with personnel and resources to meet current and emerging needs.
11 responses

Recommendation: Establish Cross Campus Course Scheduling Process and Improvements to STAR GPS System to allow students to view courses similar to courses being offered at multiple campuses.
11 responses

Recommendation: Initiate Discussions with UH and other 4yr Institutions to Strengthen Student Transfer Pathways
14 responses

Recommendation: Collaborate on consortium proposals for external funding opportunities.
14 responses

Recommendation: Establish Statewide Advisory Roundtable with industry partners (in addition to campus advisory boards)
14 responses

Summary

Questions
Responses
Accepting responses
The State of Hawaiʻi Recommendation: Establish Statewide Advisory Roundtable with industry partners for the UHCC IT academic programs to invest into emerging fields: Cybersecurity, Data Sciences, and AI/ML. This will result in an overall positive benefit for students, and the workforce.

Recommendation: Collaborate on course delivery to give programs, become more efficient with personnel and resources to meet current and emerging needs.

Transfer Pathways

Recommendation: Initiate Discussions with UH and other 4yr Institutions to Strengthen Student Pathways.

Additional efforts are needed to effectively organize UHCC System-wide course scheduling efforts to ensure all campuses are consistent and better aligned.

Curriculum to prepare for a technology workforce that is ever evolving.

Although the community colleges are doing a good job of offering industry-recognized credentials that are valued by employers, there are many IT related jobs that require a 4-year degree. The associates degrees could have enhanced value if underemployed or unfulfilled can seize the opportunity to obtain the education and training they need for career advancement.

Recommendation: Expand online course delivery to grow programs, become more efficient with personnel and resources to meet current and emerging needs.

Questions

Responses

Signed at multiple circuses.

Recommendation: Update program articulation agreements and curricula.

In the Community College System of Oʻahu, many programs are linked to 4-year institutions through articulation agreements. The completion of these agreements also is a key driver to the Windward CC undergraduate student success program. The system-wide articulation database is an essential tool that helps reduce program duplication and maximizes the student’s ability to successfully transfer.

The accorded degree should have informed data if it is about to trigger an assessment of student needs.

1. Your Campus
   1. Hawaii CC
   2. Honolulu CC
   3. Kapiolani CC
   4. Windward CC
   5. Kauai CC
   6. Maui CC
   7. Hawaiʻi CC

2. Your Name

Based on the working group’s previous discussions aimed at maximizing enrollment and making our programs competitive, we would like to request a review of the current instructional delivery models across all campuses. While the ongoing pandemic has accelerated the need for new and flexible delivery models, the community colleges’ diversity of student populations and the on-going changes in workforce demand require a broader review of delivery models. The working group suggests the following:

Send

3. Your Email

4. Your Phone Number

5. Your Campus
   1. Hawaii CC
   2. Honolulu CC
   3. Kapiolani CC
   4. Windward CC
   5. Kauai CC
   6. Maui CC
   7. Hawaiʻi CC

6. Your Name

Based on the working group’s previous discussions aimed at maximizing enrollment and making our programs competitive, we would like to recommend the following:

Send

7. Your Email

8. Your Phone Number