March 12, 2021

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

VIA: Joni Onishi, Vice Chancellor for Academic Affairs
Keala Chock, Dean

FROM: Information Technology Cross Campus Faculty Working Group

SUBJECT: Response to UH Community College Organizational and Resource Plan #3

REFERENCES:
   https://www.bls.gov/ooh/computer-and-information-technology/home.htm
2. Bureau of Labor Standards, Computer Hardware Engineers
   https://www.bls.gov/ooh/architecture-and-engineering/computer-hardware-engineers.htm
5. What’s the Difference? Computer Science vs Information Technology
6. California Department of Education, Information and Communication Technologies
7. Wikipedia, Information and communications technology
   https://en.wikipedia.org/wiki/Information_and_communications_technology

BACKGROUND:
Cross-campus discussions about academic programs will build upon ongoing previous discussions from the Fall 2020 regarding repositioning the UH Community College System and the budget. The following objectives were identified:
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 January 26, 2021 Plan #3.

2. To support development of faculty recommendations for repositioning UHCC academic programs for FY22 and beyond.

**PLANNING PROCESS:**
The cross campus working group convened to discuss specific guiding questions outlined in the Organizational and Resource Planning framework. Additional questions/ideas have been identified by members of the group, which will continue to serve as discussion points. Various recommendations and responses to Memo #3 have been included below.

**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. Recommendations were provided by the IT Cross Campus faculty group.

Phase 2: February 19, 2021: Planning to improve effectiveness of UHCCs’ academic programs in meeting’s Hawaii’s needs and efficiently managing resources. The working group has provided a response to Memo #3 and has also identified additional recommendations.

**RESPONSE TO PROPOSED ACTIONS in UHCC Memo #3:**
1. As Centers of Excellence, HonCC, LeeCC, and MauCC are candidates to be the lead campuses.

Response: Institutions approved by the National Security Agency (NSA) as National Centers of Academic Excellence in Cybersecurity (CAE2Y) must be engaged in significant community involvement, academic activities, and institutional practices in Cybersecurity per the CAE 2020 designation process and requirements. The designation deepens an institution’s ability to strategically align program curricula to professional government standards as well as helping to grow the number of professionals in various information technology disciplines.

Question: The group would like to clarify the rationale for why the UH Community College System Office envisions focusing solely on Cybersecurity as a defining pathway for an Information Technology program? Cybersecurity is a narrow specialization and is not representative of a broad-based general Information Technology program. There is more than cyber security that needs to be taught; therefore, there is no logical rationale to focus on CAE designated institutions as THE criterion for determining Information Technology hubs.
2. There should be fully online option(s) for students.

Response: Kapiʻolani, and Leeward Community College currently provide options for students to complete the degree entirely online. These degrees should be clearly promoted as such. Additional scheduling efforts will be made through the Program Coordinating Councils.

3. Program planning needs to be coordinated with ASNS (which has an Information and Communication Technology concentration).

Response: Specific efforts will be made to include campuses who are currently offering the ASNS degrees with a concentration in Information Computing Technology. The working group would like to understand which campuses are offering the concentration and also review program completion data.

4. Programs need to align alphas and coursework.

Response: The proposed action plan below will address how the IT Working Group will proceed.

Proposed Action Plan:
The following plans have been developed through the above-mentioned processes and will be implemented effective AY 2021-2022.

1. Operationalize Workgroups under the Program Coordinating Councils (PCC)


The IT Work Group agreed to meet over the Summer 2021 to conduct an occupational analysis and academic review of all UHCC Information Technology programs. This effort will guide future academic planning efforts throughout the UHCC System and provide additional recommendations for discussion. The workshop will be facilitated by subject matter experts and will focus on three main areas: 1. The broader University of Hawaiʻi system-wide plan all computer-related training programs, 2. Review of current UHCC computer-related training programs, and 3. Workforce Engagement. A final document report will contain an overview of the process, stakeholder participants, planning framework and findings. Subsequent discussions will focus on specific themes and recommendations. Workgroups and campus stakeholders will be given an opportunity to provide responses to the report.
b. Continuing Education Subgroup

Reimagining Hawai‘i’s Workforce

Hawai‘i continues to have the highest unemployment rate nationwide. As the State and University address these challenges, there are unique opportunities to reimagine Information Technology non-credit training programs to support the University’s long-term economic recovery efforts.

In the Hawai‘i Executive Collaborative, Hawai‘i Community Foundation, Harold K.L. Castle Foundation, and Strada Education Network collaborated with the Jobs for the Future to develop the “Talent Roadmap to Support Economic Recovery in Hawai‘i.” Information Technology was identified as a “recession-resilient career cluster” along with Health Care and Skilled Trades. The UHCC’s IT non-credit training programs will serve as a valuable post-pandemic pathway to provide critical workforce training efforts to rebuild Hawai‘i’s economy.

The Information Technology work group, in collaboration with Continuing Education Offices will have an immediate opportunity to provide short-term training that leads to industry-recognized, baseline credentials i.e. A+, Network+, Sec+, and CCNA. This effort, in conjunction with the UHCC Reimagining Workforce grant, will identify training opportunities for displaced workers to re-transition to high-quality job opportunities throughout Hawai‘i. Noncredit and credit faculty should work closely to develop the appropriate short-term training programs needs.

c. Online Degree/ASNS Integration

Navigating the University’s Future for Information Technology

The seven Community College training programs are part of a broader 10-campus system. Students enter, exit, and re-enter the system at varying levels driven by their capacity to either enter the workforce or continue their education as transfer students. There are four viable transfer pathways to UH Mānoa, UH West O‘ahu, UH Hilo, and UH Maui College. Many of the Community Colleges have had great success developing articulation agreements with UHWO, and more recently with UHMC. Additional discussions with the 4-year campuses are critical to understanding how well students are prepared, and to also receive feedback regarding program planning. In 2019-2020 UHM completed an academic program review for computing-related programs. The current recommendations include ICS staying within Natural Sciences or moving to the College of Engineering.

Regardless of the UHM ICS reorganization, there are opportunities for the UHCC system to explore strengthening student transfer pathways to UHM’s ICS program. Campuses should augment planning efforts to explore how to establish a seamless pathway to UHM’s College of Engineering or Natural Science Division through the ASNS concentration in ICT. Current articulation agreements between UHM’s College of Engineering and the UHCC’s ASNS degrees
have proven to be successful and desirable by many UHCC students. The vertical and horizontal mobility of students throughout the UH System requires thoughtful consideration and additional discussion between stakeholders.

d. **Common Course Alignment/Cross Campus Scheduling Subgroup**
The seven campuses will reconvene the PCC and expand the working group to include ICS faculty members to improve cross campus scheduling efforts. A subgroup under the PCC will be formed to assist with further implementation.