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

FROM: WELD/MWIM Cross Campus Working Group
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Jeff Schultz, Assistant Professor, WELD, HonCC (participated by email)
Jessica Yamamoto, Dean of CTE, HawCC
Laura Nagle, Dean of CTE, MauC

DATE: March 12, 2021

SUBJECT: WELD/MWIM Phase II Cross Campus Discussion
Response to UH Community College Organizational and Resource Plan #3

DESCRIPTION OF CROSS CAMPUS PROCESS

On March 5, 2021, in response to the UHCC Organizational and Resource Plan #3, Dean Nagle (UHMC) and Dean Yamamoto (HawCC) convened and facilitated a faculty cross-campus discussion around the UHCC Welding (WELD) and Machine, Welding, & Industrial Mechanics (MWIM) academic programs.

The following objectives for the meeting 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.

The cross campus working group convened to review data, discuss specific guiding questions outlined in the Organizational and Resource Planning framework, and recommend next steps for the following campuses and programs:
Hawi’i Community College, Machine, Welding, & Industrial Mechanics (MWIM)
  ○ A three topic program that covers sheet metal, maintenance (industrial mechanics) on machining and welding to meet the diverse needs of the local employers

Honolulu Community College, Welding (WELD)
  ○ A singular topic program that covers welding.

Kaua’i Community College does not have a welding program but is revitalizing courses in welding under construction technology certificate (5 classes; 9 credits) to prepare students to meet National Certificate AWS and meet industry demand

KEY DATA INDICATORS AND SUMMARY OF FINDINGS

The group reviewed the following data to frame the discussions.

a. VP Erika Lacro’s January 26, 2021 Plan #3 and all recommendations for academic programs, in particular WELD/MWIM listed on p.14 and 15.

b. Analysis of ARPD data for each program indicated the following:
   i. HonCC is identified as an overall healthy program with 71 majors and completion rates of 88.10%.
   ii. HawCC is identified as an overall healthy program with 30 majors and completion rates of 97.70%.

c. UHCC WELD/MWIM combined lecturer rough estimates per semester:

<table>
<thead>
<tr>
<th></th>
<th>WELD/MWIM Lecturer estimates</th>
<th>Estimated Lecturer TEs</th>
<th>Estimated Lecturer TE GOAL</th>
<th>Student Enrollment</th>
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</thead>
<tbody>
<tr>
<td>AY 18-19</td>
<td>$96387</td>
<td>57</td>
<td>43</td>
<td>613</td>
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<td>AY 19-20</td>
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<td>39</td>
<td>43</td>
<td>653</td>
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<td>F20</td>
<td>$30438</td>
<td>18</td>
<td>43</td>
<td>295</td>
</tr>
</tbody>
</table>

Table of estimated UHCC WELD/MWIM lecturer costs per semester

i. The AY 2019-20 and F20 lecturer costs seem to reflect an appropriate budget based on a rough estimate of program capacity. To better contextualize the lecturer budget, the following chart outlines the capacity of the program based on full-time faculty positions and TEs required to meet the need of current number of majors and the community demand.
Campus | Full-time faculty | Class Max | TEs per year | Max FT student capacity per year | Required lecturer TEs
---|---|---|---|---|---
HawCC | 1 | 16 | 54 | 32 students | 27
HonCC | 2 | 24 | 70 | 48 students | 16

|---|---|---|---|---|---|---|---|---|---|
HawCC | Associate | Mach, Welding | MWIM | 5 | 4 | 4 | 5.7 | 4.3 | 12 |
HawCC | Certificate | Mach, Welding | MWIM | 11 | 8 | 9 | 7.3 | 9.3 | 12 |

Table showing required amount of lecturer TEs for UHCC WELD/MWIM courses

d. Low enrollment data

i. HonCC WELD is not low enrolled.

ii. According to HawCC, the small programs report misrepresents HawCC MWIM as the classes run in cohorts and have a maximum of 16 graduates per year (based on facility capacity) or maximum of 32 majors at a time. The program goal is to have 13 graduates in CA or AAS per year, which would reflect certificate/degree completion rates of 85% per cohort. More examination is recommended to understand data discrepancies.

e. Wage data appears to reflect that the median wage of those HonCC WELD AAS graduates and leavers represented meets and exceeds the living wage threshold as determined by ALICE per unitedforalice.org for Honolulu County.

<table>
<thead>
<tr>
<th>CAMPUS</th>
<th>MAJOR_DESC</th>
<th>DEGREE_LEVEL</th>
<th>STATUS</th>
<th>STUDENTS</th>
<th># OF STUDENTS WHOSE WAGE DATA ARE REPRESENTED IN REPORT</th>
<th>PCT OF STUDENTS WHOSE WAGE DATA ARE REPRESENTED IN REPORT</th>
<th>MEDIAN WAGE OF STUDENTS WHOSE WAGE DATA ARE REPRESENTED IN REPORT</th>
</tr>
</thead>
</table>
HON | Welding Technol Associate | Graduate | 32 | 12 | 38% | $41,103 |
HON | Welding Technol Associate | Leaver | 67 | 19 | 28% | $33,305 |
HON | Welding Technol Certificates-1 Yr | Graduate | 44 | 5 | 11% | $31,379 |
HON | Welding Technol Certificates-1 Yr | Leaver | 8 | * | * | * |
HAW | Mach, Welding & Associate | Graduate | 17 | * | * | * |
HAW | Mach, Welding & Associate | Leaver | 16 | 5 | 31% | $36,079 |
HAW | Mach, Welding & Certificates-1 Yr | Graduate | 10 | * | * | * |
HAW | Mach, Welding & Certificates-1 Yr | Leaver | * | * | * | * |
HAW | Mach, Welding & Certificates-Oth | Graduate | 26 | 6 | 23% | $27,056 |

Snapshot of Wage Data from UH IRO

PROGRAM NEXT STEPS AND RECOMMENDATIONS IN RESPONSE TO MEMO

1) Meet as a PCC and explore course alignment in WELD alphas. Include industry representation to frame discussion for each island.
KauCC will work with HonCC WELD and HawCC MWIM as they align WELD courses with AWS certification under the revised KauC CTEC Facilities Engineering concentration.

HonCC WELD and HawCC MWIM have limited opportunity for alignment outside of WELD alphas. Because of the industry demands and workforce needs of O‘ahu, HonCC has separate Welding and Sheet Metal & Plastics programs, whereas HawCC has combined three tracks in HawCC MWIM. HawCC MWIM program meets unique needs for the Astronomy industry and has developed an Apprenticeship pathway with the Observatories.

2) Explore possible collaboration on program offerings

Recognizing most WELD courses require a majority of hands on learning, faculty from HawCC, HonCC, MauC, and KauC will meet to discuss points of possible online collaboration such as incorporating Tooling U, an online curriculum for AWS guided bend test in vertical /overhead 7018 stick and Dual shield mig welding.