

Eastern Wyoming College

Instructional Program Review 2011 - 2012

Program:

Cosmetology

Prepared by:

Donna Charron, Director & Instructor

Pam Capron, Instructor

Nancy Landers, Instructor

Rick Vonburg, Division Chair Business & Technology

Dr. Dee Ludwig, Vice President for Learning

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EASTERN WYOMING COLLEGE Instructional Program Review

Program Name: Cosmetology

Part I: Statistical Data from the past three years:

	2008-2009	2009-2010 *	2010-2011 *	5-Year Average
Annualized FTE Enrollment	42.2	48.6	45.2	40.7
Annualized FTE Faculty	4.5	4.6	4.1	4.5
# Students	42	44	37	40
# Graduated	14	23	15	17

FTE = Full-time equivalent Notes:

Modes of Delivery:

online compressed video face-to-face

Advisory Committee Members and Title or Role: (if applicable)

Betty Abernathy – Executive Director of Wyoming Board of Cosmetology

Brenda Mathre – State Board of Cosmetology

Judy Stellflug – State Board of Cosmetology

Holly Guiliard – Hair & Nail Company

Revisions in Curriculum Since Last Review:

The complete Cosmetology curriculum has been rearranged to accommodate new requirements adopted by the Wyoming State Board of Cosmetology for the 2011/2012 enrollment. The addition of the Entrepreneurship class addresses the suggestion to increase the general education requirement up to 15 credit hours.

Part II Narrative Analysis

Description of Community Need:

Current Community Need/Growth of Industry:

The cosmetology department offers a multitude of services to fit many different needs in the community at a reduction in cost.

The demand for cosmetologist, nail, hair and skin technicians remains in high demand and the department meets the demand by offering enrollment in all four areas yearly. The department also exceeds the needs of clients and students by using and retailing a quality line of products for student training and client home care. The business hours have expanded from 8 a.m. to 8 p.m. one night a week to accommodate a clientele which cannot partake of services during the day.

Description of State and National Trends

United States	Employment		Percent Change	Job Openings
	2006	2016		
Hairdressers, Hairstylists, and Cosmetologists	357,030	383,490	7.4	26,460
Wyoming	Employment		Percent Change	Job Openings
	2006	2016		
Hairdressers, Hairstylists, and Cosmetologists	924	1055	14.2	31

Other information or comments that would assist the Curriculum and Learning Council: Note: the data for the State Employment Trends and the National Employment Trends are not directly comparable. The projection period for state data is from 2004-2014, while the projection for national data is from 2006-2016. Job Opening refers to the average annual Job openings due to growth and net replacement.

Due to the increase of business in the spa area, the interest for specialization has increased and is anticipated to stay the same. It seems that the cosmetology profession tends to be recession-proof as this is one area of the budget concise individual to not compromise. History whether dated or recent clearly supports this fact.

It is expected to grow more than 10% for the next 5 years due to an increase in the population regionally and nationally.

State and National Wages (from 2004 through 2014)

Location	Pay Period	Year or Period				
		10%	25%	Median	75%	90%
United States	Hourly	8.04	8.86	10.85	14.42	19.95
	Yearly	16,723	18,429	22,568	29,994	41,496
Wyoming	Hourly	NA	NA	10.86	NA	NA
	Yearly	NA	NA	22,589	NA	NA

Other information or comments that would assist the Commission: Information on this chart was from Wyoming Employment Projections http://doe.state.wy.us/lmi/proj2005/long_occ2014.htm. Wage data are collected by each state through the Occupational Employment Statistics (OES) survey, conducted by the Bureau of Labor Statistics (BLS) at the U.S. Department of Labor. National wage estimates are developed by BLS. State and national occupation information is classified using the Standard Occupation Classification (SOC) system.

Activities in Support of Student Recruitment and Retention

Students are monitored by the instructor team to be aware of student learning styles, lifestyles and educational growth. Advising is done on a regular and individual basis which is intended to increase student retention. Instructors participate in the recruiting process and provide activities during the EWC Technology Day event. A Cosmetology Club sponsors various activities and is inclusive and inviting for students.

Assessment of Student Learning

Assessment of the cosmetology program shows that 100% of all students examined by the NIC (National-Interstate Council of State Boards of Cosmetology) standards administered by the Wyoming State Board of Cosmetology passed with above national average scores. Reports of

individual student results show what areas where graduates excel and areas that may require more training.

Strengths of the Program and Faculty:

Two of the cosmetology instructors have the degree requirements as recommended by the Higher Learning Commission, and the third instructor is in progress of completing the requirement. They continually strive to increase their education in their respective fields, and maintain credentials governed by Wyoming statutes regulating instruction in the field of cosmetology. In addition to the technical classes, the department continues to train students in typical industry business skills. Many services offered to the community are not accessible locally and customized services are available for community needs. Stable enrollment is partially due to the integrity and successful development of the department's curriculum and a high passing rate when national examinations are administered at the state level. The instructors also maintain an open communication with the Wyoming State Board of Cosmetology. The ability to communicate with area high school counselors and student recruiters, to promptly address student inquires and continued work with community groups also complement and promote enrollment in the program. Participation in events such as Technology day, Visitation day and many other small group activities also contribute to continued enrollment. The restructuring of the three certificate programs is intended for students whose interest is in only one or two areas of Cosmetology but also provides a smooth transition for individuals to move into the full degree program if they choose to at a later date.

Part III Recommendations

Faculty Recommendations:

Action Plans - Year One through Year Three (attached)

- Continued use of CAT's to facilitate better student understanding and learning.
- Continuous use of equipment demands replacement and is recommended to proceed on a 5 year rotation, with immediate replacement of damaged or broken equipment.
- Investigate the opportunity to develop a nail technician session for summer enrollment as well as a waxing technician certificate.
- Development of a professional cohesiveness through regular instructor meetings.
- Continued communication with all support staff for every student opportunity.

Advisory Committee Recommendations

Overall the advisory committee believes that the students are well prepared for entering the work force. It was suggested that nail techs receive more salon management classes. The addition of the Entrepreneur class and a portfolio requirement of nail techs has been made to address the concern. The program had responded well to the State Board of Cosmetology changes, and

curricula and program changes have been made to reflect the State Board requirement changes. Disinfection and sanitation measures are always important, and these measures were reviewed by the committee. The Committee determined that EWC has always met or exceeded the requirements.

Division Chair Recommendations

Enrollment in the Cosmetology program remains strong. The number of program graduates has steadily increased and it appears more and more students are staying to finish their AAS degrees rather than just receiving individual certificates and going out into the work place. Because of State Board requirement changes, Donna and Pam have had to totally revise classes, hour requirements, and course content. They have worked diligently to adopt the State Board hour scheme approach into the college hour requirement framework.

Faculty have made some revisions in how their workspace is utilized in order to address the problem of large student numbers. What were previous office spaces are now utilized as classrooms for the smaller sized classes. This is a temporary fix for the growing pains that the program is facing with larger student numbers in a fixed space. As the program expands into other possible training areas, such as hair cutting and waxing, the problem will become more acute.

An additional full-time faculty member was added this year because of student number demands. It has been a challenging process to incorporate this new talent into the program after a year where the other two faculty members have had to bear the load, but progress is being made.

Specific recommendations include:

- Continue monitoring and watching student numbers in the different programs in order to provide a basis for any revisions that might be necessary in how they are offered.
- Continue to explore how the work load can be distributed among the three faculty members to ensure that students are provided the best training possible.
- Continue weekly meetings of the Cosmetology faculty to ensure communication lines are as open as possible and that instruction is coordinated and consistent for students.
- Continue to explore more efficient use of current facilities and possible additional facilities.
- Develop a written rotation plan for equipment and furniture on a 5-year basis.
- Continue to use State Board exam feedback in order to make any necessary curriculum changes to ensure maximum student preparation.

Vice President's Recommendations

The Cosmetology program at Eastern Wyoming College continues to be responsive to changes emanating from the State Board of Cosmetology requirements as well as national trends. The three instructors are highly qualified and network well with professionals throughout the region and with the State Board. They contribute to overall College efforts by serving on various committees such as the Facilities Planning Committee and the Outcomes Assessment Committee. I concur with the Division Chair recommendations. My recommendations follow:

1. Additional space is need in the Cosmetology area to provide additional classroom, lab, computer lab, and office space. Work closely with the Facilities Planning Committee and other to develop appropriate plans for expansion.
2. Continue to explore ways to support and retain students to further increase graduation and persistence rates.
3. Expand the Advisory Committee membership to include more practitioners and former students.
4. Research additional program options such as barbering and waxing technician.