

Eastern Wyoming College

Instructional Program Review 2014 - 2015

Program:

Cosmetology

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EASTERN WYOMING COLLEGE
Instructional Program Review

Program Name: Cosmetology

Part I: Statistical Data from the past three years:

	2011-2012	2012-2013 *	2013-2014 *	5-Year Average
Annualized FTE Enrollment	85.8	59.5	70.0	80.6
Annualized FTE Faculty	3.8	4.3	3.5	4.1
# Students	48	37	32	40
# Graduated	15	11	9	15

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
Jan Alexander – Salon Owner
Julie Ostrander – Salon Owner
Judy Stellphlug – Community Member

Revisions in Curriculum since Last Review:

There have been not curriculum changes since the last Program Review.

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 used to include one evening a week, but because of reduced faculty the evening hours are no longer offered.

Description of State and National Trends

United States	Employment		Percent Change	Job Openings
	2012	2022		
Hairdressers, Hairstylists, and Cosmetologists	611,200	688,700	12.7	220,600
Wyoming	Employment		Percent Change	Job Openings
	2012	2022		
Hairdressers, Hairstylists, and Cosmetologists	845	883	4.5	236

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% nationally and nearly 5% in the state over 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	8.26	8.98	11.08	15.34	22.06
	Yearly	17,170	18,680	23,050	31,910	45,890
Wyoming	Hourly	8.47	10.22	12.81	17.31	22.32
	Yearly	17,620	21,250	26,650	36,000	46,430

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, provides educational trips, 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 the areas where graduates excel and areas that may require more training.

Strengths of the Program and Faculty:

Both of the cosmetology instructors have the degree requirements as recommended by the Higher Learning Commission. 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. We have had the good fortune to add an outstanding faculty member in the program this year. We lost a good person, but the new faculty member is an asset to the program. She has already attended an important UCLA training program in chemicals and FDA regulations that affects the Cosmetology profession. 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; scholarship opportunities such as the Hathaway scholarships; the great "foundation" skills that students receive; the college environment that students get to enjoy; and the safe environment of EWC. 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 and continued work with community groups also complement and promote enrollment in the program. Participation in events such as Technology day, Visitation day, the Community Cut-a-Thon, and many other small group activities also contribute to continued enrollment. The three certificate programs are 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:

Faculty member recommendations include the following:

- Continue to use CAT's to facilitate better student understanding and learning.
- Continuous use of equipment demands replacement and to proceed on a 5 year rotation, with immediate replacement of damaged or broken equipment.
- Keep up to date with new equipment being developed in the industry.
- Keep working with architects so that the new building will reflect the needs of the program.
- Continue exploration of a new barbering program.
- 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. The program had responded well to the State Board of Cosmetology changes, and

curricula and program changes are continually being 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. They recommend that EWC stay in constant communication with industry personnel and the State Board to monitor any changes as they happen.

Division Chair Recommendations

Interest and enrollment in the Cosmetology program remains strong. The number of program graduates has remained level 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.

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 until the program can move into the new CTEC facility.

An additional full-time faculty member was hired this year and she has fit well into the program. Donna and Amanda have been able to divide their duties to provide the maximum learning opportunities for students. The two instructors complement each other well and make a productive teaching team.

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.
- Continue to distribute workload and instructional duties so that the maximum learning opportunities are provided to students.
- Continue the daily meetings of the instructors before classes begin for the day in order to keep communications open and to be able to make any adjustments that need to be made in the learning experience.
- Develop a list of what current equipment can successfully be transferred to the new facility and what new equipment will be needed and incorporate this into the ongoing 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.
- Continue to explore possibilities of additional training, seminars, and special classes that can be used, within budget restraints, to keep the program up-to-date and aligned with current developments in the industry.

Vice President's Recommendations

The Cosmetology program faculty members are cohesive, organized, and forward-thinking. Dedicated to student success, they work well together and are effective classroom and laboratory instructors and academic advisors. The students in Cosmetology form a natural sense of connectedness to the College, the program, and each other. Amanda was hired last summer, passed her state boards, and also was able to participate in a professional development course on skin care. She was a welcomed addition to our faculty ranks. In February, the state legislature made changes in the barbering statutes which will allow EWC to add a barbering certificate to our offerings. The faculty members were highly involved in the architectural planning meetings with SlaterPaull and will continue to help with the design of the cosmetology space in the new CTEC. I concur with the division chair and faculty recommendations and have the following recommendations:

- Develop a plan for Donna and Amanda to obtain the credentials in order to teach barbering. This will require resources of time and dollars.
- Research and prepare a new program proposal for barbering within the next year so that it will be something that can be taught when the new CTEC building is completed. The proposal will need to come through the Curriculum & Learning Council, Board of Trustees, and be presented to the Wyoming Community College Commission.
- Work with others to add at least one additional faculty member who would teach primarily in the barbering program.
- Advocate for a part-time 19-hour per week receptionist position to help with the front desk responsibilities and assist with ordering, etc.
- Work with the College recruiters and others to market the new barbering program and grow enrollment in the cluster of majors.