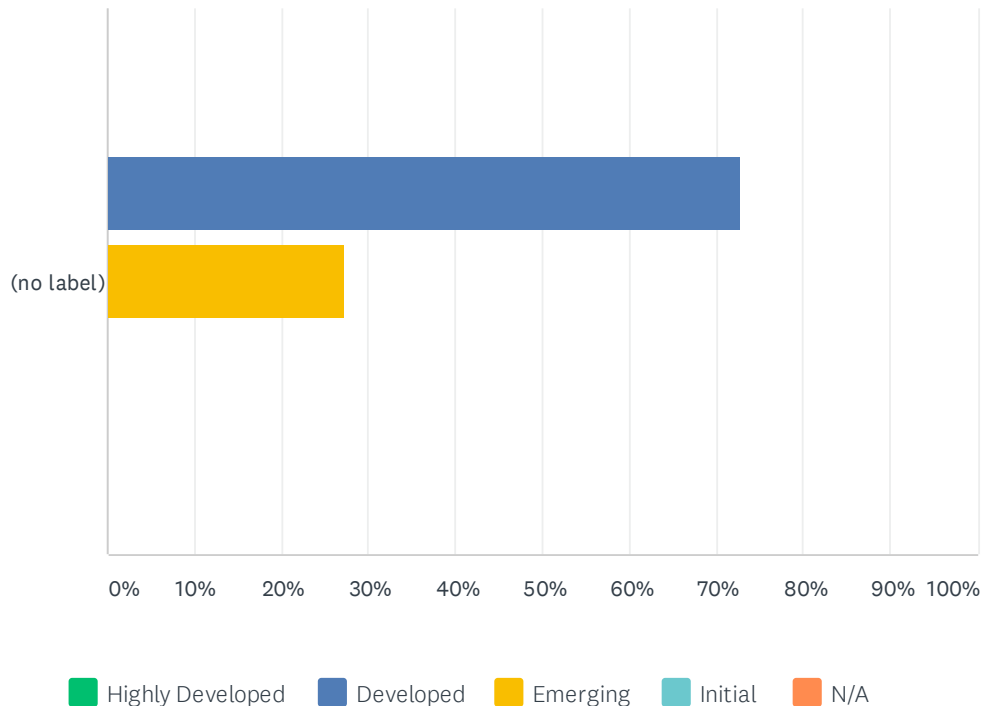


**Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS** Highly Developed: Exhibits ongoing and systematic evidence of goal achievement. Developed: Exhibits evidence of goal achievement. Emerging: Exhibits some evidence that some goals have been achieved. Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 11 Skipped: 0



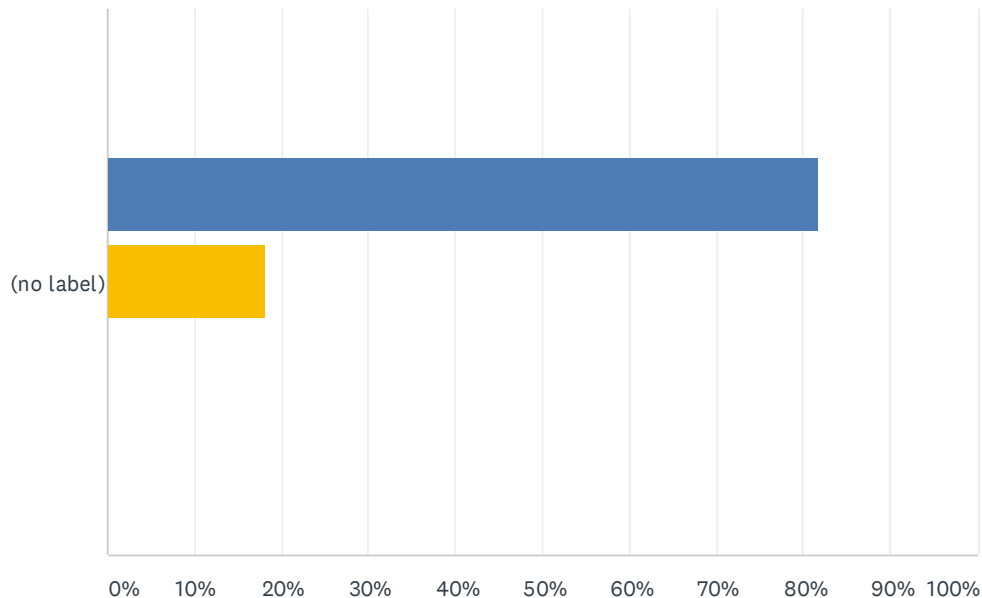
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	72.73%	27.27%	0.00%	0.00%	11	2.73
	0	8	3	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	This program has a clear set of goals, and activities to address them. Data related to some of these is slim.	6/10/2020 9:50 PM
2	Mat has relevant goals identified and lists of actions that need to be taken in his strategic plan. Progress has been noted.	6/5/2020 4:51 PM
3	This seems to be a mixed bag. I believe the program lead has set solid goals and is reaching them as possible based on available time and personnel resources.	6/5/2020 3:02 PM

**Q2 LABOR MARKET PROJECTION** Highly Developed: Thoroughly explains projected market demand and potential effects on program; presents highly developed plan to address projection. Developed: Explains projected market demand and discusses several possible actions to

address projection. Emerging: Minimally explains projected market demand and lists one or two actions to address projection. Initial: Presents labor market demand without analysis/explanation and fails to list possible actions to address projection.

Answered: 11 Skipped: 0



■ Highly Developed 
 ■ Developed 
 ■ Emerging 
 ■ Initial 
 ■ N/A

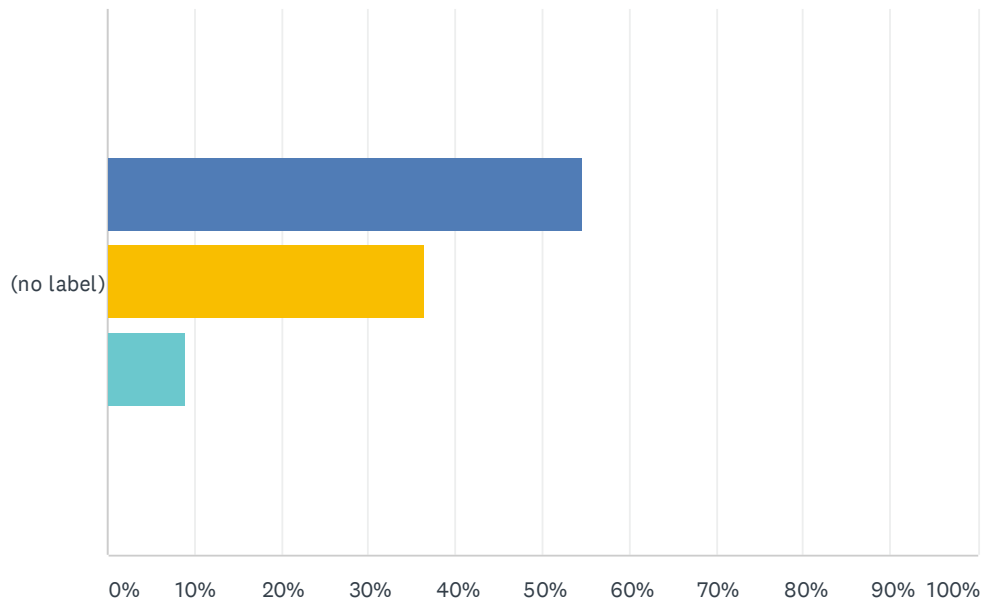
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	81.82%	18.18%	0.00%	0.00%	11	2.82
	0	9	2	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	The faculty program lead tries to adjust student learning outcomes to align with labor market needs. Ex. FCAW wire	6/5/2020 4:51 PM
2	Has good job market data for reference and relationships with business partners. More planning with identified business partners needs to take place to ensure students are filling needs and to help project future needs that will drive the training opportunities offered in the program. I say this knowing the lead is essentially a department of one and will require additional support to make this happen.	6/5/2020 3:02 PM

**Q3 RESOURCES: PROFESSIONAL DEVELOPMENT** Highly Developed: Exhibits ongoing and systematic support of professional development opportunities. Developed: Exhibits support of regular professional development opportunities. Emerging: Evidence of intermittent professional development opportunities. Initial: Minimal evidence of professional development opportunities.

## Instructional Program Review - Welding

Answered: 11 Skipped: 0



■ Highly Developed 
 ■ Developed 
 ■ Emerging 
 ■ Initial 
 ■ N/A

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	54.55%	36.36%	9.09%	0.00%	11	2.45
	0	6	4	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Could use a better plan for Instructors.	6/10/2020 3:42 PM
2	Outside of re-certification there probably isn't much time or back up instructor to have much professional development..	6/5/2020 5:14 PM
3	Regular professional development for the full time faculty. Shortage of qualified part time faculty and corresponding professional development needed. Matt is actively seeking and growing his teaching skills.	6/5/2020 4:51 PM
4	Meeting Professional Development needs within the limited resources. The program lead also views Professional Development as a part of the staff recruitment process and identifies it as a weakness in getting qualified adjuncts in the program, this is an issue that will need to be addressed by KCC in the near future. Resources will need to be allocated.	6/5/2020 3:02 PM

**Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDS**

Highly Developed: Employs a sufficient number of highly qualified faculty to meet instructional needs.

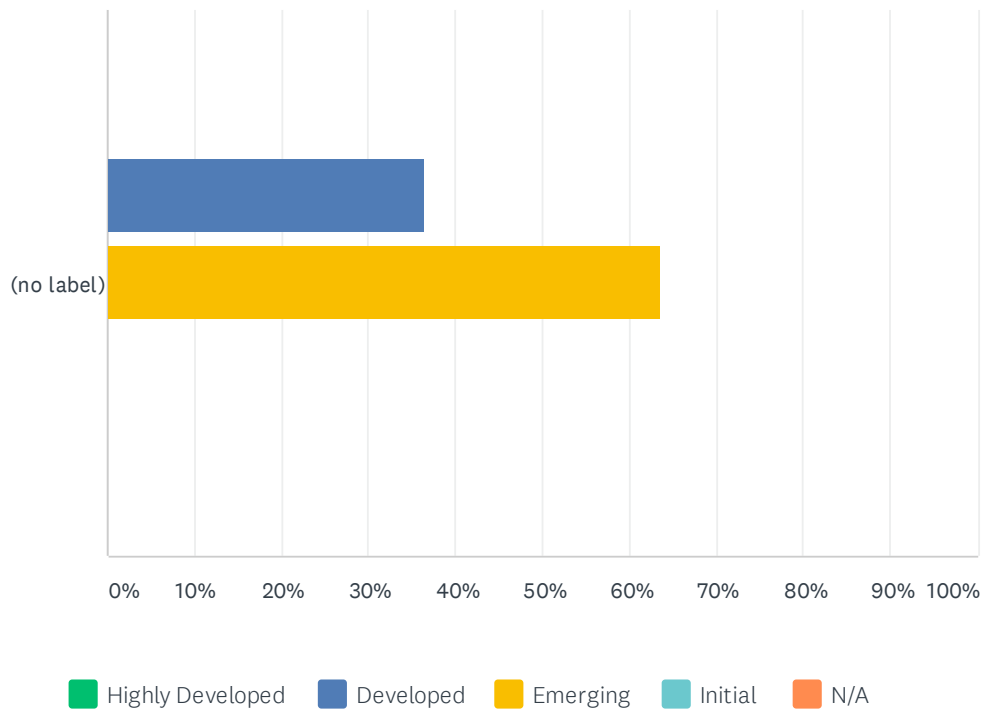
Developed: Employs an adequate number of qualified faculty to meet instructional needs.

Emerging: Has a plan to employ an adequate number of qualified faculty to meet instructional needs.

Initial: Faculty numbers and/or qualifications are insufficient to meet instructional needs.

Answered: 11 Skipped: 0

## Instructional Program Review - Welding



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	36.36%	63.64%	0.00%	0.00%	11	2.36
	0	4	7	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Like other CTE programs, welding is constrained by several factors: shop floor space, equipment, and staffing. These constrain the program's ability to meaningfully connect with potential students in high schools or industry. The result is fluctuating enrollments and apparent CMA negatives. This program needs a plan of working with HR and marketing to develop a pool of potential local talent. The Welding lead cannot do this alone.	6/10/2020 9:50 PM
2	Need adjuncts but Lead is a true Professional.	6/10/2020 3:42 PM
3	The loss of long time adjuncts was recognized and hopefully you can find more!	6/8/2020 11:31 AM
4	Need identified. Plan to fill is thin.	6/5/2020 5:14 PM
5	Critical shortage of qualified adjunct faculty that are available to teach during the day.	6/5/2020 4:51 PM
6	The program is functioning and even growing with the current (reduced) faculty, who are meeting the instructional needs, but this will be strained if additional growth resumes in the short term. Planning needed.	6/5/2020 3:02 PM
7	As a result of some unusual circumstances, the faculty composition is not adequate to support the program. I fully expect that as the situation with COVID 19 improves, the lead will be able to fix this issue.	6/4/2020 3:45 PM
8	Lead expressed need for additional faculty members.	6/2/2020 8:55 AM

**Q5 RESOURCES: FACILITIES AND EQUIPMENT**

Highly Developed: Facilities and resources meet current and future needs.

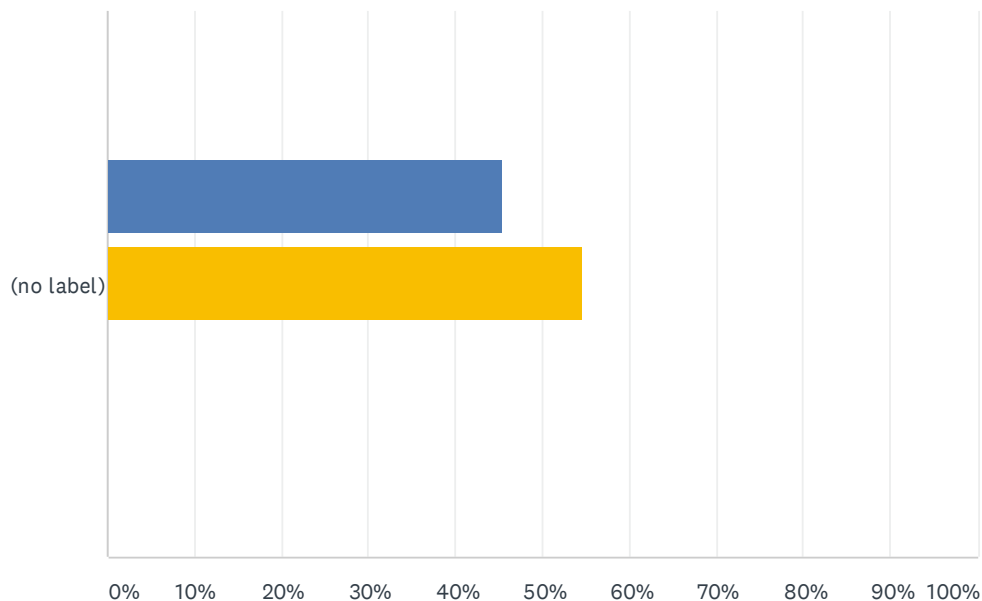
Developed: Facilities and resources meet current needs.

Emerging: Evidence of a plan to have facilities and resources meet current and future needs.

Initial:

## Minimal evidence that facilities and resources meet current and future needs.

Answered: 11 Skipped: 0



■ Highly Developed 
 ■ Developed 
 ■ Emerging 
 ■ Initial 
 ■ N/A

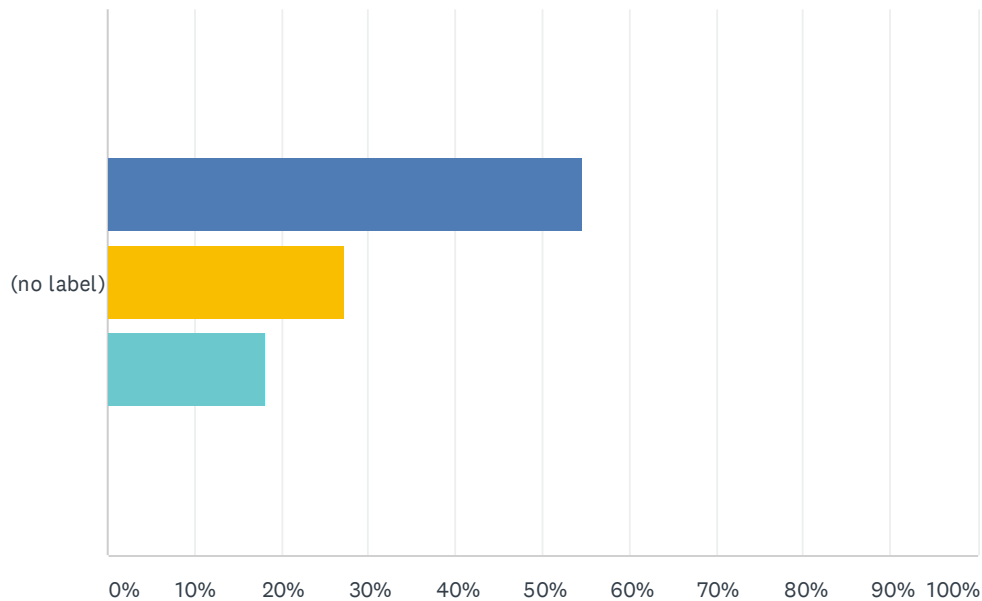
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	45.45%	54.55%	0.00%	0.00%	11	2.45
	0	5	6	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Multiple options should be discussed with the Dean. Floor space and facilities are a complex issue. Potential solutions may involve the following: 1. mobile training labs that are not restricted to one location and may expand to serve outlying communities. Example: this mobile lab <a href="https://www.newsandsentinel.com/news/local-news/2019/10/wvu-p-to-unveil-mobile-welding-lab/">https://www.newsandsentinel.com/news/local-news/2019/10/wvu-p-to-unveil-mobile-welding-lab/</a> 2. Virtual reality training tools are offered by Lincoln, Miller and others to increase student practice time and reduce consumables costs.	6/10/2020 9:50 PM
2	The last few years have had allot of change. New building will help.	6/10/2020 3:42 PM
3	The new apprenticeship building will bring new challenges moving away from OIT.	6/8/2020 11:31 AM
4	Short term is a challenge. If there is a Apprenticeship building then issues will be addressed. Plan to bridge that would be valuable. A comprehensive tale of needed equipment and a plan for purchase over time might be helpful.	6/5/2020 5:14 PM
5	KCC is seeking to acquire state of the art facilities for welding. KCC currently utilizes space at OIT for its welding program.	6/5/2020 4:51 PM
6	Facilities are meeting the current needs and with the hoped for return of the welding program to KCC's campus in the Apprenticeship Center the opportunity exists to improve and expand facilities to meet future needs.	6/5/2020 3:02 PM
7	With the new faculty, this will likely be highly developed.	6/4/2020 3:45 PM

## Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES

**ASSESSMENT** Highly Developed: Exhibits ongoing and systematic SLO assessment to adjust instruction. Developed: Exhibits student learning outcomes assessment and uses results to change instruction. Emerging: Has a plan to engage in ongoing and systematic SLO assessment, including using results to change instruction. Initial: Minimal evidence of SLO assessment.

Answered: 11 Skipped: 0



Highly Developed Developed Emerging Initial N/A

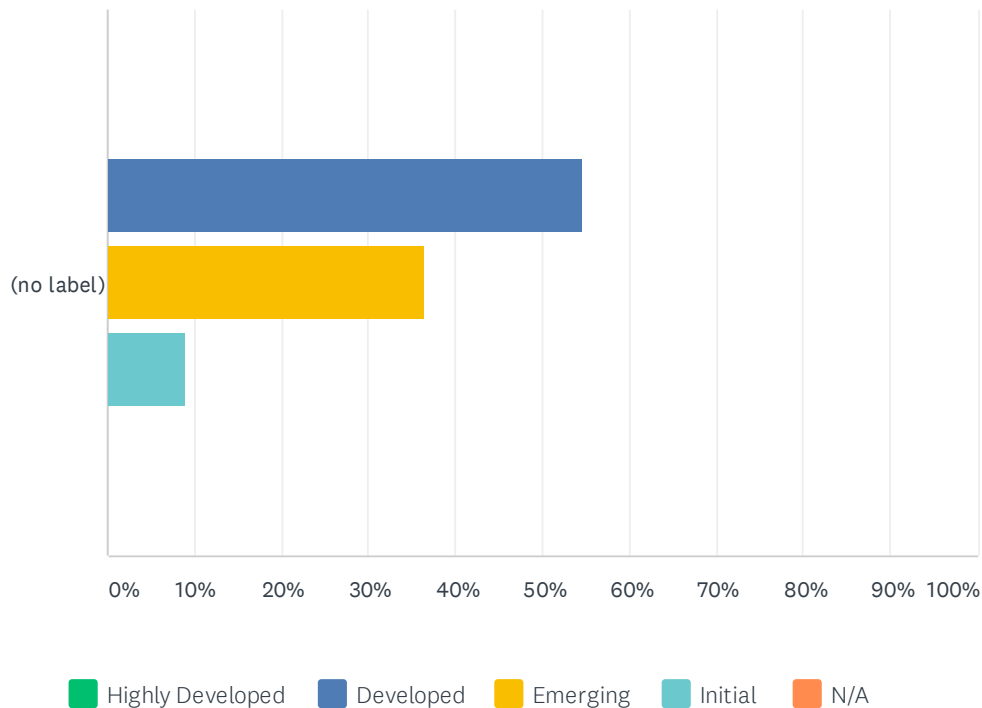
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	54.55%	27.27%	18.18%	0.00%	11	2.36
	0	6	3	2	0		

## Q7 EFFECTIVENESS: STUDENT SUCCESS

Highly Developed: Thoroughly analyzes trends in enrollment, degrees awarded, time-to-completion rates, and formulates comprehensive plans to address them. Developed: Describes trends in enrollment, degrees awarded, time-to-completion rates, and formulates plans to address them. Emerging: Describes trends in enrollment, degrees awarded, time-to-completion rates, and makes an attempt to plan to address them. Initial: Minimal description of trends and/or fails to formulate plan to address them.

Answered: 11 Skipped: 0

# Instructional Program Review - Welding



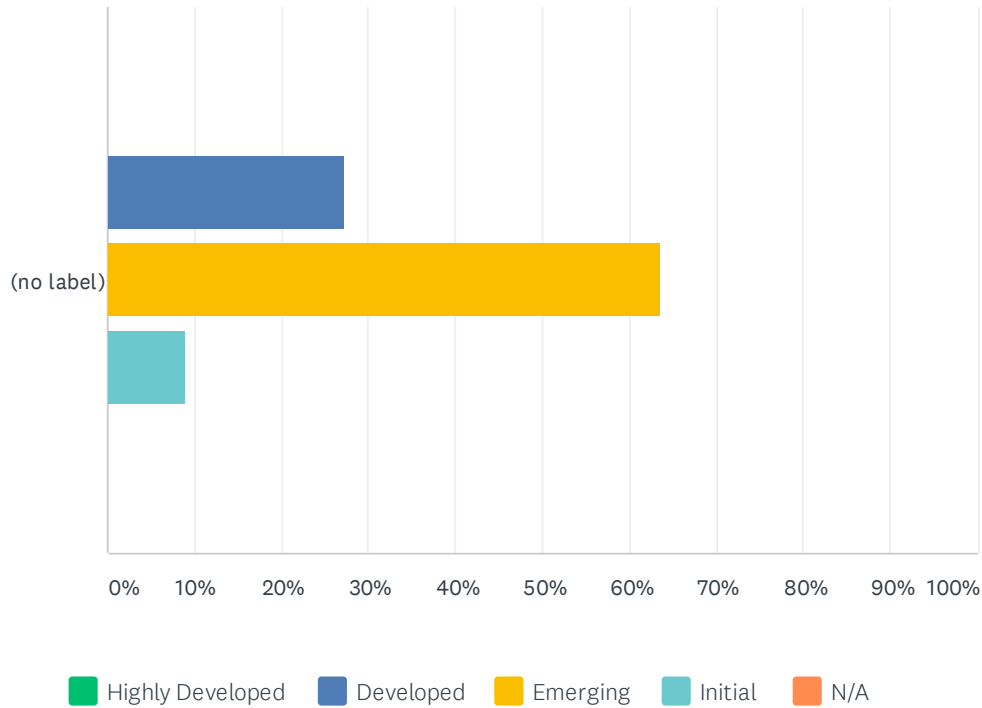
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	54.55%	36.36%	9.09%	0.00%	11	2.45
	0	6	4	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	data is slim in evidence of student success	6/10/2020 9:50 PM
2	All programs need to improve their reporting.	6/10/2020 3:42 PM
3	There is a need for skilled welders. Any tracking of graduates and job success not tracked.	6/5/2020 5:14 PM
4	Curriculum changes have occurred to address concerns with student success rates. ex. WLD 243, WLD 254, WLD 255 These courses are waived if students can demonstrate proficiency. Industry certifications are available for the three different types of welding taught. Multiple examples of assessment types were provided.	6/5/2020 4:51 PM
5	I am marking this as "Initial" because I didn't see any data showing the numbers of students completing a certificate or degree. While enrollment data is shared there is not a pan to move students to successful completion (if such a plan is needed)	6/5/2020 3:02 PM

**Q8 BUDGET** Highly Developed: Financial resources meet current needs and are projected to meet future needs. Developed: Financial resources meet current needs. Emerging: Evidence of a plan to acquire financial resources to meet current needs. Initial: Minimal evidence that financial resources meet current needs.

Answered: 11 Skipped: 0

## Instructional Program Review - Welding



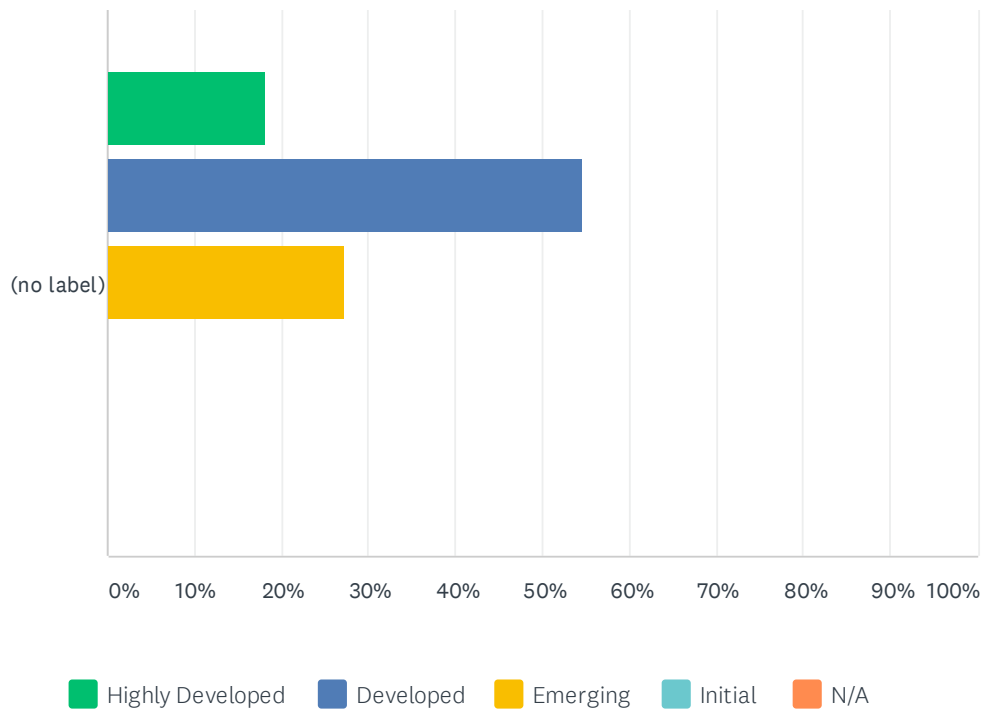
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	27.27%	63.64%	9.09%	0.00%	11	2.18
	0	3	7	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Equipment and consumables continue to be a difficult challenge for this program. Advances in virtual training equipment by Miller and Lincoln offer the potential to cut costs by as much as half, and allow increased cohorts to cycle through the program when combined half and half with virtual and physical training.	6/10/2020 9:50 PM
2	Program evaluation shows operation at a loss. Margin does not include cost of materials and consumables. Ideally how do you get to a break even point?	6/5/2020 5:14 PM
3	The biggest challenge for our welding program is that it is housed and supported at OIT. Some of the equipment is out of date and needs to be replaced. OIT has recently remodeled and this effort has caused disruption and challenges for our KCC welding faculty.	6/5/2020 4:51 PM
4	Program faces budgetary challenges and relies heavily on grants.	6/2/2020 8:55 AM

**Q9 STRENGTHS AND WEAKNESSES** Highly Developed: Strengths and weaknesses are described accurately and thoroughly. Developed: Most strengths and weaknesses are described accurately and thoroughly. Emerging: Some strengths and weaknesses are described accurately and thoroughly. Initial: Minimal evidence that strengths and weaknesses are described accurately and thoroughly.

Answered: 11 Skipped: 0

## Instructional Program Review - Welding



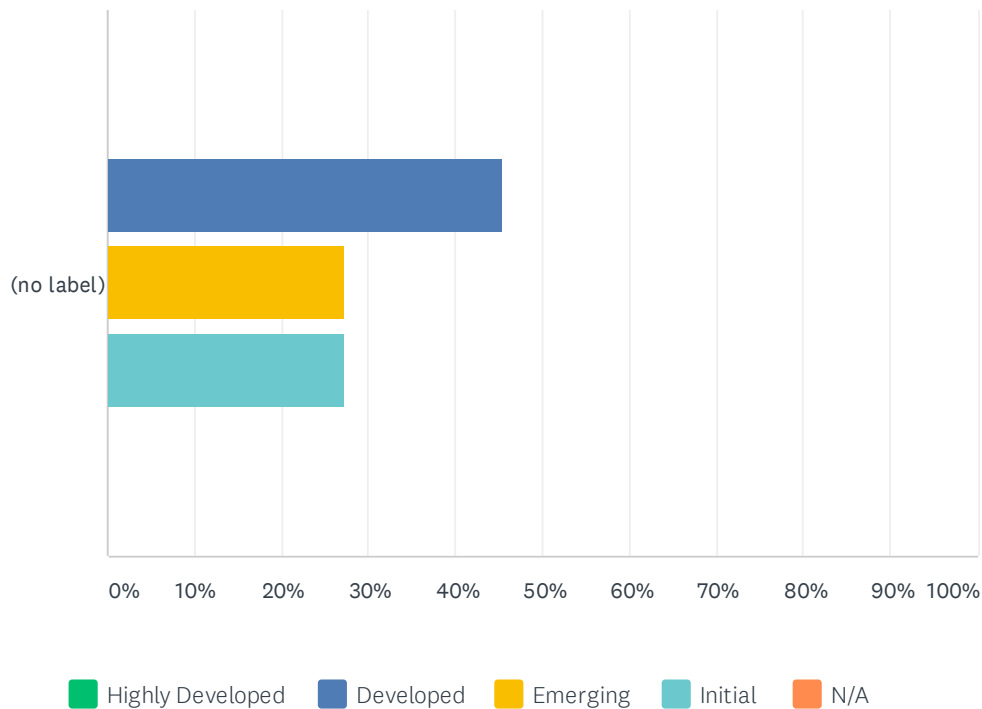
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	18.18%	54.55%	27.27%	0.00%	0.00%		
	2	6	3	0	0	11	2.91

#	COMMENTS/FEEDBACK:	DATE
1	The program lead understands the potential and needs of the program well, and has identified the complexity of potential solutions based on a single shared lab floor.	6/10/2020 9:50 PM
2	Equipment and Instructor are strengths. This program is lab intensive and needs help in the Instruction pool.	6/10/2020 3:42 PM
3	Strengths. Commented and experienced lead. Effort to upgrade older equipment. Student numbers up. Weakness Staff shortages, budget and equipment needs. Potential loss of OIT students if moved. Internship and community support not developed	6/5/2020 5:14 PM
4	Collaboration is a strength and a challenge. Industry partners change over time, OIT provides students but inconsistently supports the welding program equipment and staff.	6/5/2020 4:51 PM
5	Based on the meeting comments, I believe the lead did not address various strengths and accomplishments.	6/2/2020 8:55 AM

**Q10 NEW GOALS AND PLAN**  
 Highly Developed: Multiyear planning process with evidence of use of assessment data in planning.  
 Developed: Multiyear planning process with some assessment data.  
 Emerging: Short-term planning process recently implemented.  
 Initial: Minimal evidence of planning process.

Answered: 11    Skipped: 0

## Instructional Program Review - Welding



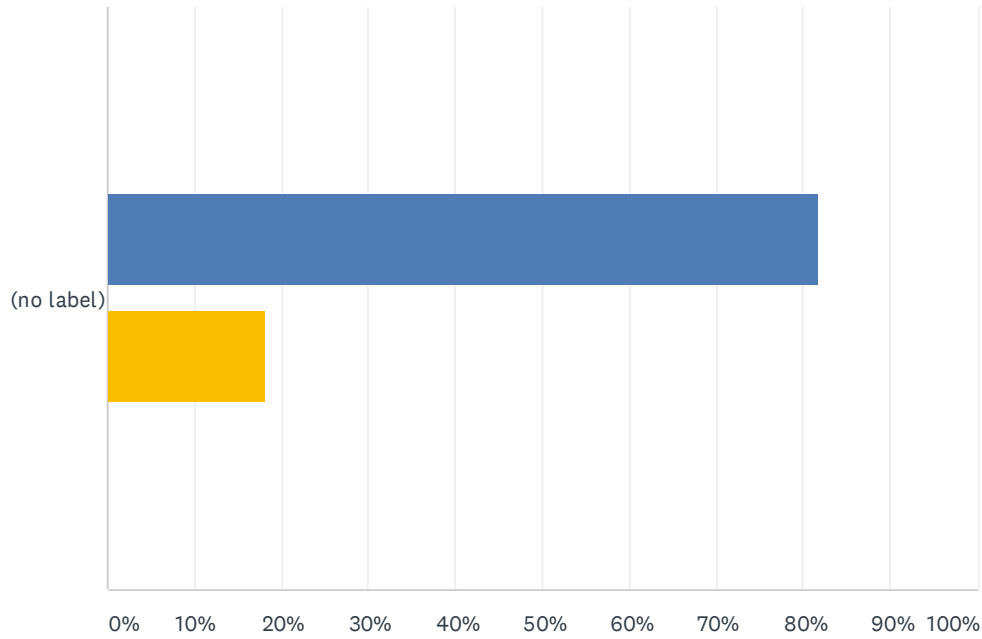
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	45.45%	27.27%	27.27%	0.00%	11	2.18
	0	5	3	3	0		

#	COMMENTS/FEEDBACK:	DATE
1	Ability of one person to engage in future planning and lab space construction while teaching all courses and recruiting is highly impractical.	6/10/2020 9:50 PM
2	Love that they see out reach as need.	6/10/2020 3:42 PM
3	This section is thin. Issues identified but plan not there to solve them.	6/5/2020 5:14 PM
4	Strategic plan has a diverse listing of goals. Concerns brought up regarding social distancing challenges in lab and classrooms settings at OIT. It is difficult to have mid level goals with new facilities on the horizon and current facilities completing a significant renovation effort. Finding qualified part time faculty is a challenge.	6/5/2020 4:51 PM
5	I don't feel as if this was fully addressed in the program review.	6/5/2020 3:02 PM

**Q11 OVERALL PROGRAM EVALUATION** Highly Developed: Evidence of ongoing systematic use of planning in selection of programs and services. Developed: Program exhibits evidence that planning guides program and services selection that supports the college. Emerging: There is evidence that planning intermittently informs some selection of services to support the college. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 11 Skipped: 0

## Instructional Program Review - Welding



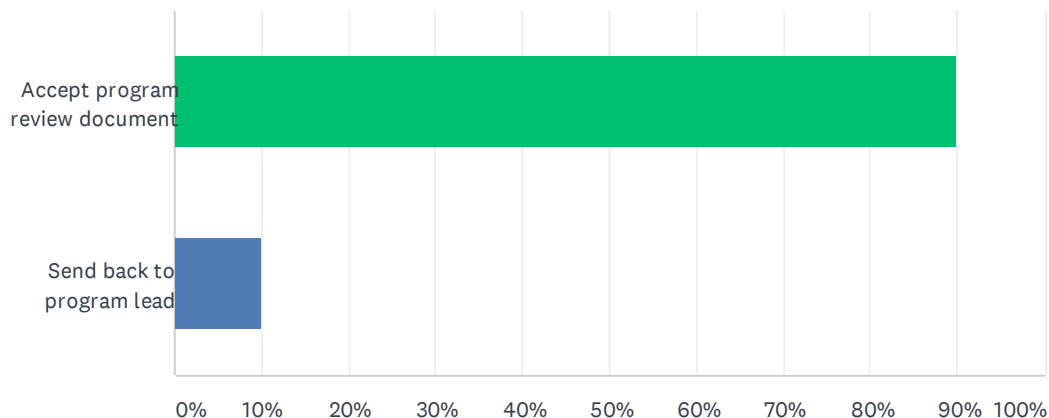
■ Highly Developed 
 ■ Developed 
 ■ Emerging 
 ■ Initial

	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	81.82%	18.18%	0.00%	11	2.82
	0	9	2	0		

#	COMMENTS/FEEDBACK:	DATE
1	Faculty is very aware of their program and challenges. Hopefully we can find some help for him and continue this great program.	6/8/2020 11:31 AM
2	Matt has provided substantive information regarding his program with strengths and challenges readily identified.	6/5/2020 4:51 PM

**Q12 Should this academic program review be accepted by CIIC or sent back to the program lead for further work?**

Answered: 10 Skipped: 1



## Instructional Program Review - Welding

ANSWER CHOICES	RESPONSES	
Accept program review document	90.00%	9
Send back to program lead	10.00%	1
TOTAL		10

### Q13 Please highlight the strengths of the program.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	An appealing program with excellent potential	6/10/2020 9:50 PM
2	Equipment and Instructor are strengths.	6/10/2020 3:42 PM
3	The program fulfills a need in the local community. The welding courses also support other programs at KCC.	6/10/2020 12:03 PM
4	I believe the welding classes, including night classes fills a need for our community.	6/8/2020 11:31 AM
5	Do everything instructor.	6/5/2020 5:14 PM
6	Trend of increased enrollment. Active recruiting in industry and the high schools.	6/5/2020 4:51 PM
7	The lead is very dedicated to the program and works hard to help students complete successfully.	6/5/2020 3:02 PM
8	The program provides necessary skills for both KCC and OIT students, and they lead to good paying jobs.	6/4/2020 3:45 PM
9	KCC is poised to take the lead in this program within the Klamath Basin area.	6/4/2020 1:58 PM
10	The facilities are good and there are plans for the future. There are plans to teach more advanced types of welding which will help the students get jobs.	6/4/2020 1:47 PM
11	Excellent flexibility and willingness to take on new projects. Good enrollment trends.	6/2/2020 8:55 AM

### Q14 Please outline weaknesses of the program.

Answered: 11   Skipped: 0

## Instructional Program Review - Welding

#	RESPONSES	DATE
1	complicated relationships with OIT, limited lab space, limited staffing	6/10/2020 9:50 PM
2	This program is lab intensive and needs help in the Instruction pool.	6/10/2020 3:42 PM
3	Short on Instructors	6/10/2020 12:03 PM
4	Short Faculty- that can weld and work with students.2 campuses- 20 minutes apart from each other. OIT students don't have a lot of experience in welding.	6/8/2020 11:31 AM
5	Uncertainty of facility. Aging equipment. Additional instruction needed and sustainable \$\$ head count.	6/5/2020 5:14 PM
6	Facilities, equipment, and staffing.	6/5/2020 4:51 PM
7	Planning and resources.	6/5/2020 3:02 PM
8	The program is very short on personnel, and the cost to operate is very high.	6/4/2020 3:45 PM
9	Current lack of an on campus (KCC) facility.	6/4/2020 1:58 PM
10	Staffing. There is a need for more help in the classroom.	6/4/2020 1:47 PM
11	Lack of staffing and budgetary issues.	6/2/2020 8:55 AM

### Q15 Please make recommendations for program improvement.

Answered: 11    Skipped: 0

#	RESPONSES	DATE
1	Clearly one guy cannot make this program blossom all on his own. Recommend developing plans for teams and partnerships to help with the lifting. 1. partnerships with Lincoln and/or Miller to conduct recruiting events. 2. HR & marketing to recruit an instructor candidate pool 3. Explore alternative solutions to leverage efficiency in cohort training, lab space, and remote community outreach.	6/10/2020 9:50 PM
2	Work with the Career center to help with outreach to employers. Work with Supervisory and HR to get additional help.	6/10/2020 3:42 PM
3	Contact professional welders in the area and try to recruit additional adjuncts, or guest presenters.	6/10/2020 12:03 PM
4	Find great adjuncts hopefully and students to fill the needs and help our 1 great faculty member. Revive the night classes for our community.	6/8/2020 11:31 AM
5	I would like to see a clear plan for student recruitment. A break even evaluation. Short and long term plan to prioritize equipment upgrades. Purchases made with the assumption that those would be usable in the new center.	6/5/2020 5:14 PM
6	Secure qualified adjunct faculty. May need to grow our own. May want to focus on most common welding certification and rotate the scheduling for less commonly completed welding certificates. This program takes at least 4 terms to complete.	6/5/2020 4:51 PM
7	The program will benefit from additional resources (funding and staff) to establish strong planning processes, the capture of job placement information, and more instructional support.	6/5/2020 3:02 PM
8	As soon as possible, secure some part time help.	6/4/2020 3:45 PM
9	No recommendations at this time.	6/4/2020 1:58 PM
10	More recruiting to bring high school students.	6/4/2020 1:47 PM
11	Consider additional funding for equipment/ staffing.	6/2/2020 8:55 AM

## Q16 Please enter your name.

Answered: 11   Skipped: 0

#	RESPONSES	DATE
1	Tom Nejely	6/10/2020 9:50 PM
2	Chris Stickles	6/10/2020 3:42 PM
3	Paul Breedlove	6/10/2020 12:03 PM
4	Tricia Fiscus	6/8/2020 11:31 AM
5	Mike S Homfeldt	6/5/2020 5:14 PM
6	Jamie Jennings	6/5/2020 4:51 PM
7	Charles Massie	6/5/2020 3:02 PM
8	Jeanne LaHaie	6/4/2020 3:45 PM
9	Ian Kautzman	6/4/2020 1:58 PM
10	Geoff LaHaie	6/4/2020 1:47 PM
11	Rochelle Daniel	6/2/2020 8:55 AM