

Assessment, Improvement, Measurement (AIM) Report: 03/13/2015**Reporting Years:** 2011-2016**Program:** Cosmetology/Esthetician**Coordinator(s):** Martin Baxter, Melissa Anderson, Karman Wheeler**Program Quality and Student Success****External awards or other recognitions of students, faculty, and/or program.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Students			n/a		
Faculty			n/a		
Program (include accreditation if applicable)			n/a		

Average actual time and credits to degree completion.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
General Education Credit Hours			n/a		
Technical Credit Hours			n/a		
Total Credit Hours			n/a		
Number of Graduates			n/a		
Average Actual Time to Degree			n/a		
Average Actual Credits to Degree			n/a		

Employer and student satisfaction.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Employer Satisfaction Survey Results		100% (5/5)	100% (1/1)	0 responses	
Graduate/student satisfaction		100% (12/12) 2010-11 grads	100% (5/5) grad survey 2012	100% (2/2) 2012-13 grads	
Advisory Board/Employer Recommendations for Improvement					

Job placement data for program graduates.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016

Number of graduates		9 surveyed (2010-11 grads)	5 surveyed (2012 grads)	2 surveyed (2012-13 grads)	
Number of graduates gaining employment		8	5 employed; 4 in field	1 employed; 1 in field.	
Percentage of graduates gaining employment		89%	100%; 80% in field.	50%; 50% in field.	
KY Unemployment Insurance job data		UI = 80%+		n/a	

Pass rates on licensure/certification exams (if applicable).

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Total # graduates attempting		12 (2012 test dates)	7 (2013 test dates)	9	
Total # passing on first attempt		11	5	9	
Total # passing after multiple attempts		1	1		
Pass rate of all attempting		100%	86%	100% (2014 grads)	

Productivity and Funding**Student measures.**

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Enrollment (Academic Year)					
Fall Enrollment		37 + 22 pending (Fall 2011)	34 + 15 pndg (Fall 2012)	42 (Fall 2013)	
Credentials Conferred		2 AD, 9 dip, 10 certs (2011-12)	1 AD; 2 dip; 7 certs (2012-13)	2 AAS; 4 dip; 14 certs (2013-14)	
Credit hour production		498 (Fall 2011)	721 (Fall 2012)		

Student credit hour per instructional faculty FTE.

	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Student credit hour per instructional faculty FTE.	111 (fall)	111 (Fall 2011)	120 (Fall 2012)		

Extramural funding.

Source of Funding	2011-2012
No funding sources	

Source of Funding	2012-2013
2012 Perkins - classroom performance system	\$2,500.00

Source of Funding	2013-2014
2013 Perkins - hydraulic facial beds	\$1,800.00

Source of Funding	2014-2015
No funding sources	

Source of Funding	2015-2016
No funding sources	

Comments (2012-2013)

Roles	Comments
Coordinator	
1. Strengths of the Program	The cosmetology and esthetics program are dynamic and healthy programs that have had a successful completion rate and state board licensure pass rate "100%" Both students and employers list 100% satisfaction in both training and implementation. With the selective admissions process for cosmetology enrollments, the department thrives with students who are well prepared for the rigors of the course. Graduation rates/completion rates have improved. The cosmetology and esthetics faculty keep current with updated skills and training on a regular basis.
2. Items Requiring Continued Attention	Continue to improve retention rates and learning objectives. Continue to seek the addition of a 2nd full time cosmetology faculty position.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	
Assistant Dean	I agree with the coordinator's comments. Excellent success rates speak for the program and the faculty.
Dean	Cosmetology and Esthetics have faculty who support their program areas. I agree with the statements of the health of their programs. They do need to work to increase their number of Advisory members and improve retention.
Vice President	Cosmetology and Esthetics are two cornerstone programs with dedicated faculty. I note with some concern that the ratio of full-time equivalent students to full-time equivalent faculty has decreased to 7.4. I trust that the faculty and Assistant Dean will implement changes to have this ratio return to a healthy level.

Comments (2013-2014)

Roles	Comments
Coordinator	
1. Strengths of the Program	The cosmetology and esthetics program are dynamic and healthy programs that have had a successful completion rate and state board licensure pass rate "100%" Both students and employers list 100% satisfaction in both training and

	implementation. With the selective admissions process for cosmetology enrollments, the department thrives with students who are well prepared for the rigors of the course. Graduation rates/completion rates have improved. The cosmetology and esthetics faculty keep current with updated skills and training on a regular basis. Program has National Award winning coordinator and educator.
2. Items Requiring Continued Attention	Program seeks to hire second full-time instructor, which would alleviate the need for two part-time teachers. The addition of equipment and space in the department would allow more students to enroll in this program.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	As recommended last year by the Dean, we have recruited and added three new members to our advisory committee. These members wish to be an active component of the committee. We have also addressed the teacher/student ratio by following the KCTCS safety guidelines, and the guidelines set forth by the Kentucky State Board of Hairdressers and Cosmetologists. The cosmetology program has added the Instructor curriculum to its program offerings. We have also approved the addition of 2-3 transfer students for the Spring of 2014.
Assistant Dean	I agree with the coordinator's comments. The Cosmetology and Esthetics program is well supported by the community and has strong student demand.
Dean	State Board passage rate of 100%. Knowledgeable hard-working faculty. Both programs need to increase their number of Advisory members.
Vice President	I agree with Assistant Dean and Dean comments. The college's fiscal realities will necessitate a close look at this program to determine how we can effectively and efficiently meet student and industry needs.

Comments (2014-2015)

Roles	Comments
Coordinator	
1. Strengths of the Program	The Cosmetology and Esthetics programs continue to be strong and rigorous training centers for those seeking various credentials in the cosmetology industry. Both full-time educators teach qualitative learning objectives that ensure successful licensure pass rates, and "real time" instruction that demonstrates current learning trends. The part-time instructors in the cosmetology program are required to keep our student/teacher ratio in compliance with the State Board of Cosmetology regulations, while bringing new energy and creativity to our classrooms. The cosmetology and esthetics programs incorporated a successful new community service project, which also addressed advanced learning objectives, and will continue in the next school year.
2. Items Requiring Continued Attention	Support for continued training and education is very important for educators to teach the best program possible. In a field where technology, trends, and practices change quickly, it is paramount that instructors have the most up-to-date training possible. Coordinator continues to support hiring one more full-time faculty to ensure a balanced and dynamic classroom environment.
3. Document and provide evidence indicating how last year's program review resulted in improvements in the program.	Training measures were followed through and SLO's were modified to increase higher test scores and increase standards.
Assistant Dean	I have read and agree with the comments by the coordinator for the Cosmetology/Esthetician programs.
Dean	Cosmetology is a strong program with good students numbers. The coordinator needs to work to increase the number of advisory members that participate in the advisory meetings. Faculty are knowledgeable and involved with their students and in college life.

Vice President

I concur with Assistant Dean and Dean comments. Like with all other technical programs, I encourage the program to consider additional apprenticeship and other industry sponsorship opportunities.
