

KAPI‘OLANI COMMUNITY COLLEGE

COMPREHENSIVE INSTRUCTIONAL PROGRAM REVIEW

2013-2016

RADIOLOGIC TECHNOLOGY PROGRAM

Associate in Science Degree

Mission Statement: Kapi‘olani Community College provides students from Hawai‘i’s diverse communities open access to higher education opportunities in pursuit of academic, career, and lifelong learning goals. The College, guided by shared vision and values, and commitment to engagement, learning, and achievement, offers high quality certificate, associate degree, and transfer programs that prepare students for productive futures.

Program Mission Statement

The mission of the Radiologic Technology program at Kapi'olani Community College is to provide graduates with the entry-level skills and knowledge necessary for performing the tasks of a radiologic technologist in imaging centers, hospitals, clinics, and radiologists' offices and group practices. Further, as the only such program in Hawaii, it is the mission of this program to provide qualified radiologic technologists for the healthcare workforce in the state of Hawaii.

Mission Statement of Health Professional Academic Programs:

Develop and deliver student-centered health career programs that employ industry standards through partnerships with the healthcare community by:

- Offering credit and non-credit programs to provide competent and qualified personnel to meet the needs of the healthcare industry in Hawai‘i;
- Providing qualified learning opportunities for maintaining worker competence and career mobility in a rapidly evolving healthcare field, and delivering friendly, courteous, individualized and student-centered instructional and related support services that promote the likelihood of student success.

Part I. Executive Summary of CPR and Response to Previous ARPD Recommendations

Since the last review ending academic year 2012, the energized laboratory has been equipped with four digital imaging plates, bringing the program’s lab setting back in line with the similarly-equipped hospital settings which the students experience during their practicums. The program continues to utilize admission testing as an effective assessment of required knowledge prior to entry. Student, graduate, and employer surveys continue to indicate satisfaction with the level of competency established by the rigorous training methodology of the program. First-time pass rates for the American Registry of Radiologic Technologists (ARRT) have averaged at 99%

for the past ten years, and program graduates continue to score in the top 20% of the nation. Persistence rates remain high, and annual program assessments have demonstrated benchmarks being consistently met or exceeded in the past three years.

Part II. Program Description

This program includes a combination of subject matter and faculty-supervised clinical experiences designed to prepare a person for the safe operation of X-ray equipment in clinical settings under the supervision of a radiologist or other physician. Satisfactory completion of the requirements for the AS degree permits the student to take the qualifying examinations of the ARRT, which is accepted by the Hawai'i Board of Radiologic Technology for State licensure. This program is accredited by the JRCERT.

History

The Radiologic Technology Program began instruction in 1970 on the Pensacola campus, next to McKinley High School, in downtown Honolulu. The Allied Health department (Health and Nursing) moved to the present site in 1975. From the first graduating class in 1972 to the class of 2015, the first-time pass rate on the national certification examination given by the ARRT is 97%. The average class score for the ARRT examination continues to surpass the national average. The program has earned the National Secretary's Award, and NISOD award for outstanding vocational program.

Program Goals

The goals of this program meet or exceed the guidelines of the Joint Review Committee for Education in Radiologic Technology. The program is designed to meet four goals through an intensive course of study and laboratory practice and supervised clinical practice in affiliated clinical hospitals. The goals of the Radiologic Technology program are:

Goal 1: Students will practice as entry-level radiologic technologists.

Goal 2: Students will demonstrate effective teamwork, problem-solving, and critical thinking skills.

Goal 3. Students will reflect the value of professional growth and development.

Goal 4. The program will meet workforce needs for radiographers in the state of Hawai'i.

Clinical practice is an essential component of the curriculum, and in order for students to succeed in this phase of training, they must demonstrate competence and professionalism in the hospital setting.

Program SLOs

Upon successful completion of the Associate in Science degree in Radiologic Technology, the student shall be able to:

- Take diagnostically acceptable radiographs of any or all parts of the body.
- Practice appropriate radiation safety measures.
- Communicate and interact appropriately and effectively with patients, patients' family and friends, peers, staff, and supervisors.
- Work effectively as a team member with students, staff, and radiologists.
- Maintain professional and ethical behavior as a healthcare provider.
- Adapt patient positioning, projections, and technical factors based on patient condition.
- Discuss the value of life-long learning and being an active member of a professional society.

Admission Requirements

Acceptance into the Radiologic Technology program is on a best-qualified, first-accepted basis. Satisfactory completion (grade of "C" or higher) of MATH 135, ENG 100, BIOL 130, BIOL 130L, and HLTH 125 is required prior to application. Standardized admission test score of 75% in all categories is required. Additional information is listed in the "Special Requirements for Programs in Health Career Education" section of the college catalog.

Credentials and Licensures Offered

KapCC offers the A.S. degree in Radiologic Technology. Graduates are eligible for national certification and may obtain state licensure following certification by the American Registry of Radiologic Technologists (ARRT).

Faculty and Staff

Currently, there are two full-time staff members, and one 9-month staff member teaching RAD courses.

Program Director: Kimberly K. Suwa, M.Ed., RT(R), Instructor

Clinical Coordinator: Harry Nakayama, B.S., RT(R)(NM), Prof.

Faculty: Jennifer Bringhurst, B.S., RT(R)(NM), Instructor

Resources

Kauila 104 is used as the RAD classroom for all lecture-based courses. It is equipped with a Smartboard, which is utilized for regular instruction as well as special visiting classes. There is also a computer and audiovisual equipment, including an Elmo projector, available for use.

Kauila 101 A & B, and 102 A & B are laboratories containing fully-functional x-ray equipment and phantoms (simulations of an adult human). Two of the four x-ray units were replaced with new units in the summer of 2009. The remaining two units in this laboratory were replaced in 2012. Four digital imaging plates and accompanying computer systems were purchased in 2015-2016; two with program monies and two with funding from a Perkins grant. A mobile unit, removed in 2012, has not been replaced due to non-availability of funds.

Kauila 105 is a laboratory containing four x-ray units used for simulations only. These units are used for testing and student practice and were installed in 2012. A set of 25 Dell laptops, currently being used for admissions testing, is also housed in this area.

The program uses monies from professional fees to maintain radiation dosimetry services, cover silver recovery costs, and purchase other items, such as positioning sponges, film, processing chemicals, grid caps, leaded-aprons, other accessory equipment as needed, and higher-level criminal background checks and drug testing for one of our clinical facilities. The program also has a UH Foundation account.

The Respiratory Care program is supported by two full-time counselors imbedded in the Health Science and Emergency Medical Service Departments providing student support for all of the programs.

The Health Science Department has two supports with one Secretary II and one part-time Office Clerk. The Secretary II position is located in the main front office of the department and provide fiscal, clerical, and other support services to the department faculty and general public. This position is Civil Service position and part of the Hawai'i Government Employees Association organization, Unit 03. The half-time office clerk position supports the secretary in working with faculty and general public.

Articulation Agreements

The RAD program has no articulation agreements at this time, and is not currently looking to form any.

Advisory Committee

The Radiologic Technology Program's Advisory Committee meets once per year to provide input regarding curriculum, student preparation, and other matters. The committee consists of Program faculty, Health Sciences counselors, Clinical Instructors, administrators, and student representatives..

NAME	DEPARTMENT	FACILITY
Margaret Wasielewski, R.T.(R)	Imaging Services Manager	Castle Medical Center
Robert Woods, R.T.(R)(CT)	Imaging Department	Castle Medical Center
Edwin Muranaka, M.D.		Hawaii Diagnostic Radiology Services
Jodi Nakaoka, R.T.(R)(M)	Chief Technologist	Hawaii Diagnostic Radiology Services
Marshall Miyoshi, R.T.(R)	Chief Operating Officer	Hawaii Diagnostic Radiology Services
Kimberlee Morikawa, R.T.(R)(MR)	Imaging Services	Kaiser Permanente-Moanalua
Larry Ham, R.T.(R), BSBM	D.I. Clinical Manager	Kaiser Permanente-Moanalua
Wilfred Cabatu, R.T.(R)	Imaging Services	Kaiser Permanente-Moanalua
Alicia Loo, R.T.(R)	Imaging Services	Kapiolani Medical Center for Women and Children
Mary Oyadomari, R.T.(R)(M)	Imaging Services Manager	Kapiolani Medical Center for Women and Children
Christopher McIntire, R.T.(R)	Supervisor, Imaging Services	Kuakini Medical Center
Jay Rolando Abuy, R.T.(R)	Imaging Services	Kuakini Medical Center
Stephen Foster, R.T.(R), RCIS, FSICP	Manager, Imaging and Cath Lab	Kuakini Medical Center
Michael Chibana, R.T.(R)	PACS Coordinator	Pali Momi Medical Center
Sean Park, R.T.(R)	Imaging Services	Pali Momi Medical Center

Tracie Uemura, R.T.(R)	Imaging Services	Pali Momi Medical Center
Wendell Woo, R.T.(R)	Imaging Manager	Pali Momi Medical Center
Charlene Aoki, R.T.(R)(M)	Imaging Services	Queen's Medical Center
Kathy Sugai	Imaging Services Manager	Queen's Medical Center
Rae Ann Ogino, R.T.(R)	Imaging Services	Queen's Medical Center
Jay Shaffer, R.T.(R)	Imaging Services	Shriners Hospitals for Children
Keith Miyashiro, R.T.(R)	Imaging Services Manager	Straub Clinic and Hospital
Kris Fernandez, R.T.(R)(M)(CT)	Imaging Services	Straub Clinic and Hospital
Kristen Albarado, R.T.(R)(M)	Imaging Services	Straub Clinic and Hospital

Internships

The current board members are also representatives from the program clinical sites. The program utilizes eight hospitals and one outpatient-imaging center on Oahu for clinical experience. Students complete 2,159 hours of clinical practicum during the two-year period. Of the eight hospitals, two are specialty facilities for children.

Part III. Curriculum Revision and Review

All program courses underwent a five-year review in 2013, with CLRs completed for all RAD courses:

RAD 100, RAD 100L, RAD 105, RAD 110, RAD 110L, RAD 120, RAD 140, RAD 141, RAD 142, RAD 149, RAD 150, RAD 200, RAD 200L, RAD 210, RAD 230, RAD 230L, RAD 240, RAD 241, RAD 242, RAD 248, RAD 249, RAD 255, RAD 260

Course Review Plan: All RAD courses are scheduled for review again in 2018.

Part IV. Survey Results

Student Satisfaction

Student feedback is obtained twice a semester; once during mid-semester evaluations and also at the end of the semester, during final evaluations. Students are interviewed regarding any comments or concerns that they have regarding their education while in the program. The majority of students questioned have expressed an overall satisfaction with their coursework and clinical training. Any concerns that are brought to light are addressed immediately.

Students are also surveyed every semester regarding their satisfaction with their clinical sites. All surveys revealed an overall satisfaction with their clinical instructors, learning opportunities, and practicum sites.

Employment Statistics

Of the 52 Radiologic Technology Program graduates in the period from 2012-2015, 50 were actively looking for employment following graduation. Of those 50 graduates looking for employment, 48 of them were able to find employment within the state during the six-month

period after graduation. The following are the employment rates six months post-graduation for the past three years:

2012-2013	91.67%
2013-2014	100%
2014-2015	100%

Employer Satisfaction

Employer satisfaction surveys are conducted annually. All returned surveys reveal an overall satisfaction with the training their employees received from the Radiologic Technology Program at KapCC. The following are the average ratings of employer satisfaction (on a scale of 1.0 to 4.0, with 4.0 being the highest level of satisfaction) for the past three years:

2012-2013	3.7 average rating
2013-2014	3.5 average rating
2014-2015	3.8 average rating

Graduate Satisfaction

Graduate satisfaction surveys are conducted annually. All returned surveys reveal an overall satisfaction with the training they received from the Radiologic Technology Program at KapCC. The following are the average ratings of graduate satisfaction (on a scale of 1.0 to 4.0, with 4.0 being the highest level of satisfaction) for the past three years:

2012-2013	3.9 average rating
2013-2014	3.9 average rating
2014-2015	3.8 average rating

Part V. Quantitative Indicators for Program Review

Link to 2013 ARPD Data:

<http://www.hawaii.edu/offices/cc/arpd/instructional.php?action=quantitativeindicators&year=2013&college=KAP&program=81>

Link to 2014 ARPD Data:

<http://www.hawaii.edu/offices/cc/arpd/instructional.php?action=quantitativeindicators&year=2014&college=KAP&program=81>

Link to 2015 ARPD Data (also see image below):

<http://www.hawaii.edu/offices/cc/arpd/instructional.php?action=quantitativeindicators&year=2015&college=KAP&program=81>

Kapiolani Community College 2015 Instructional Annual Report of Program Data Radiologic Technologist

Part I: Program Quantitative Indicators

Overall Program Health: **Cautionary**

Majors Included: RAD Program CIP: 51.0907

Demand Indicators		Program Year			Demand Health Call
		12-13	13-14	14-15	
1	New & Replacement Positions (State)	29	20	17	Unhealthy
2	*New & Replacement Positions (County Prorated)	20	13	12	
3	*Number of Majors	41	28	29	
3a	Number of Majors Native Hawaiian	9	6	5	
3b	Fall Full-Time	98%	97%	100%	
3c	Fall Part-Time	2%	3%	0%	
3d	Fall Part-Time who are Full-Time in System	2%	0%	0%	
3e	Spring Full-Time	98%	100%	100%	
3f	Spring Part-Time	2%	0%	0%	
3g	Spring Part-Time who are Full-Time in System	2%	0%	0%	
4	SSH Program Majors in Program Classes	1,465	1,037	1,016	
5	SSH Non-Majors in Program Classes	8	0	0	
6	SSH in All Program Classes	1,473	1,037	1,016	
7	FTE Enrollment in Program Classes	49	35	34	
8	Total Number of Classes Taught	32	31	27	

Efficiency Indicators		Program Year			Efficiency Health Call
		12-13	13-14	14-15	
9	Average Class Size	14.9	10.7	12.2	Healthy
10	*Fill Rate	100%	85.8%	97.3%	
11	FTE BOR Appointed Faculty	2	1	2	
12	*Majors to FTE BOR Appointed Faculty	20.5	28	14.5	
13	Majors to Analytic FTE Faculty	12.4	8.7	9.9	
13a	Analytic FTE Faculty	3.3	3.2	2.9	
14	Overall Program Budget Allocation	\$279,915	\$282,449	\$268,948	
14a	General Funded Budget Allocation	\$172,068	\$239,829	\$268,948	
14b	Special/Federal Budget Allocation	\$0	\$0	\$0	
14c	Tuition and Fees	\$107,847	\$42,620	\$0	
15	Cost per SSH	\$190	\$272	\$265	
16	Number of Low-Enrolled (<10) Classes	13	12	8	

Effectiveness Indicators		Program Year			Effectiveness Health Call
		12-13	13-14	14-15	
17	Successful Completion (Equivalent C or Higher)	97%	100%	98%	Healthy
18	Withdrawals (Grade = W)	16	0	8	
19	*Persistence Fall to Spring	97.5%	93.1%	93.3%	
19a	Persistence Fall to Fall	76.4%	88.2%	80%	
20	*Unduplicated Degrees/Certificates Awarded	23	25	12	
20a	Degrees Awarded	23	25	12	
20b	Certificates of Achievement Awarded	0	0	0	
20c	Advanced Professional Certificates Awarded	0	0	0	
20d	Other Certificates Awarded	0	0	0	
21	External Licensing Exams Passed	100%	100%	100%	
22	Transfers to UH 4-yr	0	0	1	
22a	Transfers with credential from program	0	0	1	
22b	Transfers without credential from program	0	0	0	

Part VI. Analysis of the Program

1. Alignment with Mission

The Radiologic Technology program, like Kapi'olani Community College as a whole, strives to provide the highest quality education and training for Hawaii's people. The program has been successful in doing so, as evidenced by the high ratings for employer and graduate satisfaction for the past three years. The program continues to generate high-quality radiologic technologists, who consistently perform well on the national certification exam by the ARRT. In the past three years, the program has attained a 98% first-time pass rate, and the program graduates are among the top-scoring in the nation.

As this is the only radiography program in Hawaii, graduates fulfill a critical workforce need and contribute overall to the welfare of the state. Current students engage in serving the community each day as they put in hours of uncompensated time at various hospitals and imaging centers across the island.

2. Current Situation (Internal)

The overall "Cautionary" status of the program as seen in the 2015 ARPD data is reflective of the Demand data only. The "Unhealthy" Demand Indicators demonstrates a trend in workforce needs. Graduates are finding part-time positions but are having difficulty in obtaining full-time employment after program completion. The program has dropped its enrollment for the past few years in an attempt to remedy this situation.

The program has maintained a strong performance and "Healthy" status in both the Efficiency and Effectiveness Indicators for the past three years, as evidenced by the data referenced above.

Current Situation (External)

The Radiologic Technology program addresses the Kapi'olani Community College Strategic Plan by first striving to improve student achievement through program completion. Over the past three years, the program has an average 98% completion rate, as evidenced by the ARPD data above. Many of our graduates are Native Hawaiian students.

The program also works to improve the program completion by increasing persistence rates. The average program fall-to-spring persistence rate for the past three years is 95%, far above the projected goal of 75%. The average program fall-to-fall persistence rate for the past three years is 82%, again surpassing the school's projected goal of 65%.

As the only source of radiologic technologists in the state, the program strives to prepare students for productive futures through over 2,000 clinical hours of serving the community. Addressing the creation of 21st century facilities, the recent procurement of digital imaging plates has finally brought the program's laboratory to the same level as the healthcare facilities around the state. Eliminating the use of film and the need to run the film processor, the program is saving hundreds of gallons of water and keeping harmful chemicals from entering the environment. Finally, the program intends to support the drive for a high performance, mission-driven campus

by continuing to seek out alternative sources of funding to expand the resources available to its students.

3. Assessment Results for Program SLOs

The Radiologic Technology program conducts an annual assessment of all program SLOs. The tables below contain the findings and possible changes implemented as a result of the 2014-2015 assessment.

Goal 1: Students will practice as entry-level radiologic technologists.

Overall assessment of PSLO performance is done in Semester VI in order to obtain an accurate assessment of skills at the time of program completion.

Expected Outcomes	Measurement Tool	Benchmark	Outcomes	Action Plan
Students will take diagnostically acceptable radiographs of any or all parts of the body.	Performance Test (Energized Lab section)	40 out of 60 points	47.1 point average score (n=15) Benchmark met. Four students had scores below the 40 point benchmark, ranged from 36 to 38 points. Improvement over last year and close to the benchmark.	Stress-management will continue to be emphasized and addressed with subsequent classes, as low scores may be due to performance anxiety. Lab procedures will also continue to be revised in an effort to improve these performance test scores. Continue to monitor.
	Student Evaluation Form (Section 1, Item 3)	3.0 on scale of 1 to 4	3.9 average score (n=95) Benchmark met.	Continue to monitor. Assessment of student performance is conducted twice in a semester, and areas needing improvement are addressed.
	Employer Satisfaction Survey (Question 2)	3.0 on scale of 1 to 4	3.8 average score (n=10) Benchmark met.	Continue to monitor. Participation in Employer Satisfaction Surveys continues to be poor. Looking at alternate means of conducting surveys or obtaining data.

Students will practice appropriate radiation safety measures.	RAD140 Objective Checklist (Item 10)	100% completion	100% completion rate (n=12) Benchmark met.	Continue to monitor; checklist will be reviewed for correlation with current ARRT requirements and updated as needed.
	RAD 260 Test 4	Average of 82%	90.4% average score (n=15) Benchmark met. Slight decrease in scores from last year.	Continue to monitor; currently examining ways to increase student engagement and retention. Examining options for revision of course delivery.
	RAD 260 Test 5	Average of 82%	94% average score (n=15) Benchmark met. Slight decrease in scores from last year	Continue to monitor; same action as Test 4 above.
	Employer Satisfaction Survey (Question 3)	3.0 on scale of 1 to 4	3.8 average score (n=10) Benchmark met.	Continue to monitor. Same comment as Question 2 above.
Students will communicate and interact appropriately and effectively with patients (including family and friends), peers, staff, and supervisors.	Student Evaluation Form (Section 1, Item 6; Section 2, Items 1, 2, 4, 6, and 8)	3.0 on scale of 1 to 4	100% \geq 3.0 average score 1.6 = 3.9 avg 2.1 = 3.9 avg 2.2 = 3.9 avg 2.4 = 3.9 avg 2.6 = 3.9 avg 2.8 = 3.9 avg (n=95) Benchmark met.	Continue to monitor. Assessment of student performance is conducted twice in a semester, and areas needing improvement are addressed.
	RAD 230 Paper Presentation Grading Rubric	Average of 82% for final presentation score	94.8% average score (n=15) Benchmark met.	Continue to monitor. Currently examining potential supplementary coursework to aid in development of communication skills.

	Employer Satisfaction Survey (Question 5, Item 3)	3.0 on scale of 1 to 4	3.7 average score (n=10) Benchmark met.	Continue to monitor. Same comment as Question 2 and 3 above.
--	---	------------------------	--	--

Goal 2: Students will demonstrate effective teamwork, problem solving, and critical thinking skills in the clinical setting.

Expected Outcomes	Measurement Tool	Benchmark	Outcomes	Action Plan
Students will work effectively as a team member with other students, staff, and radiologists.	Student Evaluation Form (Section 4, Item 4)	3.0 on scale of 1 to 4	3.9 average score (n=95) Benchmark met.	Continue to monitor. Assessment of student performance is conducted twice in a semester, and areas needing improvement are addressed.
	Employer Satisfaction Survey (Question 4, Item 4)	3.0 on scale of 1 to 4	3.8 average score (n=10) Benchmark met	Continue to monitor. Same comment as Question 2, 3 and 5 above.
Students will be able to adapt patient positioning, projections, and technical factors based on patient condition.	Performance Test (Non-Energized Lab section)	28 out of 40 points	30.7 point average score (n=15) Benchmark met, Six students did not meet 28 point benchmark, ranged from 20 to 26 points	Continue to monitor. See comment regarding stress-management. Lab procedures will also continue to be revised in an effort to improve these performance test scores.
	Student Evaluation Form (Section 3)	3.0 on scale of 1 to 4	100% \geq 3.0 average score 3.1 = 3.9 avg 3.2 = 3.9 avg 3.3 = 3.9 avg (n=95) Benchmark met.	Continue to monitor. Assessment of student performance is conducted twice in a semester, and areas needing improvement are addressed.

	Employer Satisfaction Survey (Question 5, Items 1 and 2)	3.0 on scale of 1 to 4	100% \geq 3.0 average score 5.1 = 3.8 avg 5.2 = 3.8 avg (n=10) Benchmark met.	Continue to monitor. Same comment as Question 2, 3, 4 and 5 above.
--	---	------------------------	---	--

Goal 3: Students will reflect the value of professional growth and development.

Expected Outcomes	Measurement Tool	Benchmark	Outcomes	Action Plan
Students will be able to discuss the value of life-long learning and being an active member of a professional society.	Participation in Association of Collegiate Educators in Radiologic Technology (ACERT) conference, student competition	75% class participation	80% participation (n=15) Benchmark met.	Continue to monitor. Examining alternate means of assessing this outcome.
Graduates will participate in professional growth activities and development.	Graduate Satisfaction Survey (Question 7)	75% indicate participation	79% (n=28) Benchmark met.	Continue to monitor. Will examine ways to encourage participation in future classes. Looking at alternate means of conducting surveys to improve graduate participation, as this year saw a significant drop in the number of responses.
Maintain professional and ethical behavior as a healthcare provider.	Student Evaluation Form (Section 4, Items 1-5)	3.0 on a scale of 1 to 4	100% \geq 3.0 average score 4.1 = 3.9 avg 4.2 = 3.9 avg 4.3 = 3.9 avg 4.4 = 3.9 avg 4.5 = 3.9 avg (n=95) Benchmark met.	Continue to monitor. Assessment of student performance is conducted twice in a semester, and areas needing improvement are addressed.

Goal 4: The program will meet workforce needs for radiographers in the state of Hawaii.

Expected Outcomes	Measurement Tool	Benchmark	Outcomes	Action Plan
Students will successfully complete the program.	Completion Rate Statistics	75% of accepted students will complete the program within 2 years.	2011 – 95% 2012 – 81% 2013 – 89% 2014 – 75% 2015 – 94% Benchmark met	. Continue to monitor.
Graduates will pass the ARRT registry examination on the first attempt.	ARRT Registry Examination Results	90% pass rate	2011 – 100% 2012 – 100% 2013 – 96% 2014 – 100% 2015 – 100% Benchmark met.	Continue to monitor. Graduates continue to score high as compared to other schools in the nation.
Graduates seeking out employment following program completion will be employed in Hawai'i.	Graduate Satisfaction Survey (Question 9)	90% of those graduates seeking employment following completion of the program will be employed in Hawai'i within 12 months after graduation.	2011 – 90% 2012 – 79% 2013 – 92% 2014 – 100% 2015 – 100% Benchmark met.	Continue to monitor closely. Class size has been reduced to 16 for “normal pool”, will continue to assess effectiveness of reduction in size on increasing employment rate. Note: benchmark changed to 12 month period to reflect current accreditation standards.
Students will be satisfied with their education.	Graduate Satisfaction Survey (Question 6)	3.0 on scale of 1 to 4	3.8 average score (n=28) Benchmark met. Slight drop in score from last year	Continue to monitor. Looking at alternate means of conducting surveys to improve graduate participation. Saw a significant drop in the number of responses this year.
Employers will be satisfied with KapCC's graduates' performance.	Employer Satisfaction Survey (Question 7)	3.0 on scale of 1 to 4	3.8 average score (n=10) Benchmark met.	Continue to monitor. Same comment as Question 2, 3, 4 and 5 above.

Part VII. Tactical Action Plan

Improving “Unhealthy” Demand Indicator

1. Strategy for Improving Program Outcome/Indicator and related Strategic Outcome
Given the decline in the state of Hawai‘i job placement positions, the program will continue to keep the program enrollment lower until such a time that the demand for radiologic technologists increases again. This will aid students in preparing for a productive future in the healthcare field, as they will be more likely to find employment because the supply is being regulated.
2. Performance measure to assess program strategy and related Strategic Performance Measure
Success of this measure will be indicated by a “Healthy” designation for the Demand Indicator in subsequent ARPD reports.
3. Data to be gathered to determine success of the strategy: (e.g. ARPD, IEMs, CCSSE, program-specific data)
ARPD, Graduate surveys
4. Position(s) Responsible
Program Director
5. Synergies with other programs, units, emphases and initiatives.
n/a
6. Key Community Partners (if any)
Hospitals and private imaging centers in the state of Hawaii who will be hiring the program’s graduates.

Program Assessment Findings

The annual program assessment did not reveal any obvious areas of weakness where benchmarks were not met. The Program Director will continue to work with the other program faculty members to refine areas such as student engagement, practicing stress management skills to improve test scores, and increasing student satisfaction with their education.

Moving forward from this point, the Radiologic Technology program would like to work on improving student achievement and preparing graduates for productive futures by updating and adding to the equipment available for students to train and work with. Replacing the portable x-ray unit which was discarded in 2012 and purchasing a working mammography unit would better prepare future generations of students by giving them the opportunity to experience using such equipment prior to their practicums. Incorporating more technology into the classroom and curriculum to create a 21st century environment would also aid in improving student engagement and ease their transition into the workforce.

Part VIII. Resource and Budget Implications

1. Human, Physical, and Fiscal Resources Required (Funding from department allocation, professional fees, or grants)

- Total of three 11-month faculty members

- Renovation of classroom with updated electrical wiring and increased number of outlets
- Replacement of classroom furniture with rolling chairs and tables with built-in outlets
- New portable x-ray unit for lab
- New mammography unit for lab
- New digital imaging plate (to replace one older model in lab)

2. Technology Resources Required (Funding from department allocation, professional fees, or grants)

- New Smartboard, possibly wall-mounted in classroom
- New high resolution projector in classroom
- Upgraded desktop units for all faculty members
- New laptops for all faculty members

Kapi‘olani Community College Strategic Plan (2015-2021)

Outcome 4 Modern, Sustainable Teaching and Learning Environments

- (A) Adopt aggressive energy conservation and co-generation goals to have UH carbon neutral by 2050.
- The program was awarded a Perkins Grant to address digital technology to deduce water consumption in the processing of files. The digital plates increases laboratory efficiency. There is a need to purchase an additional digital imaging plate.

Action Plan:

- Submit a Perkins Grant proposal to purchase the three items listed under needed resources - laboratory equipment.
- Submit a budget for classroom furniture
- Submit a list of needed computer technology to CELTT for the campus planning process.
- Inform DC of the wiring and outlet needs for general department budget and planning.