

**Docket Item: 6.1** - Community College Approval: Klamath Community College, Associate of Applied Science in Cosmetology within 12.0401, Cosmetology/Cosmetologist, General.

**Summary:**

Klamath Community College proposes a new Associate of Applied Science in Cosmetology. Higher Education Coordinating Commission (HECC) staff completed a review of the proposed program. After analysis, HECC staff recommends approval of the degree as proposed.

**Staff Recommendation:**

The HECC recommends the adoption of the following resolution:

RESOLVED, that the Higher Education Coordinating Commission approve the following degree:  
AAS in Cosmetology.



**Klamath Community College seeks the Oregon Higher Education Coordinating Commission’s approval to offer an instructional program leading to an Associate of Applied Science in Cosmetology.**

**Program Summary**

The associate of applied science (AAS) cosmetology degree prepares students for employment in a broad array of areas in the beauty field. This program provides the theory and practical application necessary to take Oregon cosmetologist license exams and meet employment performance requirements.

KCC’s associate of applied science (AAS) cosmetology degree is aligned with industry-recognized certifications. Stackable pathway certificates of barbering, esthetics, and nail technician and the one-year certificate of hair design roll seamlessly into the AAS degree program. Students are evaluated on the performance of each competency of the curriculum to ensure readiness to meet state licensure requirements and enter the profession. Students participate in realistic training through the student-operated salon. The program also provides prior learning credit and extended learning opportunities for persons previously or currently employed in related professions.

Included in this program are academic courses in which students will develop critical thinking and problem-solving skills, communication skills, cultural competence, professional competency and self-efficacy skills and teamwork skills. In addition to cosmetology courses, students are required to take courses in business management, information systems, student success, communication, computation, arts and letters, social science, and science that provide knowledge and abilities that enhance personal development and serve as a foundation for technical skills

Students intending to transfer to a university will have completed substantial coursework necessary for successful transfer to a bachelor’s degree program.

**1. Describe the need for this program by providing clear evidence.**

The Klamath County community has been served and supported by a privately-owned college of cosmetology school since 1965. This private trade school has a strong history of sustainability and student success. In January 2023 the college of cosmetology will no longer be in operation. Klamath Community College will be the sole proprietor of cosmetology education in the Klamath Basin. The goal of the college is to significantly expand access and outreach and programming opportunities. Students will benefit from expanded wrap around support services, additional funding sources and opportunities, and significantly improved access to our rural outlying communities.

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There is a proven history of need for this programming in our community. The college of cosmetology currently services and supports a diverse student population in our community. The enrollment for 2020 was 54 FTE serving 93% females, all full time, 9% American Indian or Alaska Native, 2% Asian, 2% Black or African American, 13% Hispanic/Latino, 65% White and 9% Two or more races.

KCC intends to continue to serve this population. In addition, KCC will expand targeted populations to include: high school accelerated learning students, traditional students that are recent high school graduates, non-traditional students, transfer, industry providers that have not received degrees or certificates and could be given prior learning credit, GED/ABE/ESL /HEP students, community education and workforce students, WIOA, SNAP participants, Veteran's and military families, and English Language Acquisition (ELA) and Limited-English Proficiency (LEP) students.

KCC has had a proven history of success at delivering educational opportunities in a variety of modalities to meet the unique needs of our community. From Face to face, to synchronous, to hyflex, to on-line, students will have expanded opportunities to engage in the cosmetology programming. In addition, KCC has success in engaging a variety of student populations in our programming. From being military friendly, utilizing guided pathways best practices, and creating extensive accelerated learning pathways we hope to better engage and support high school students, traditional students, and nontraditional students and transfer students.

KCC will significantly expand prior learning credit opportunities with our future Ready Oregon Credit for Prior learning Grant. Past, current, and future licensed cosmetology practitioners will be able to receive prior learning credit toward our proposed certificates and associate of applied science degree. In addition, KCC plans to articulate this degree for transfer to partnering universities.

There is a significant need for cosmetology professionals in the workforce. Overall employment of barbers, hairstylists, and cosmetologists is projected to grow 19 percent from 2020 to 2030, much faster than the average for all occupations.

About 85,300 openings for barbers, hairstylists, and cosmetologists are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

KCC will have the only community college cosmetology program in the state. Diversified funding sources will be available for this student population that were not available to trade school students. Besides having access to traditional financial aid, KCC student also have access to Oregon Opportunity grants, Oregon Promise, KCC foundational grants, and the college has recently been approached by a

local benefactor with an established cosmetology scholarship program. Local high school students will be able to take advantage of free dual credit opportunities and significantly reduced High School Now opportunities to also reduce college expenses.

2. ***Does the community college utilize systemic methods for meaningful and ongoing involvement of the appropriate constituencies?***

This program has been developed in collaboration with the owners and staff of college of cosmetology (COC), the KCC curriculum team, industry partners, and community college partners. The COC program has had a established history of high student success rates, retention rates, employability rates and sustainability.

KCC's cosmetology program was developed with consultation from our cosmetology advisory committee. This advisory committee consists of an expansive collaborative workgroup made up of business owners, prior cosmetology graduates, and industry experts.

Lynelle Lynch is the chair of our advisory committee and has been willing to share her expertise and experience with our academic affairs team. Lynelle Lynch is owner of Bellus Academy, recognized as one of North America's top beauty academy; and the founder of the Beauty Changes Lives Foundation, a non-profit that has raised more than \$7 million to equip and empower future beauty and wellness professionals.

KCC has had the good fortunate to connect with representatives from Mt Hood Community College. Mt Hood CC has generously donated supplies and equipment from their program and shared ideas to shape curriculum improvements and efficiencies.

In addition, KCC staff have met with local businesses and organizations to exchange information and ideas on what types of skills are desirable for professional cosmetologists. Our working connections with agencies in the field are providing the real-world experience that will enable our students to fulfill a critical workforce need.

3. ***Is the community college program aligned with appropriate education, workforce development, and economic development programs?***

KCC's cosmetology program will be licensed and our curriculum approved, by the Oregon Higher Education Coordinating Commission. Upon completion of cosmetology training, graduates will be eligible to apply for the Health Licensing Office, Cosmetology Certificate examination. Upon successful completion of the examination, the graduate will be issued a state Certificate to practice professional; Hair Design, Nail Technology, Esthetics, and Barbering within the State of Oregon. (All licenses are granted based on passing the examination within the segmented area of study).

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KCC will be incorporating cosmetology programming with existing workforce pathways available through our current programming. The college will integrate cosmetology programming with our small business development center, community education and workforce training services, SNAP and TANF programming, and Workforce Innovation Opportunity Act (WIOA) programming. The program is intentionally designed to provide seamless pathways to and from industry toward degree and certificate completion that can also lead to seamless transfer.

The AAS cosmetology course offerings will mesh well with our current general education offerings in addition to business courses and existing wrap around support services. KCC's Career Service Center courses will be added to the cosmetology degree requirements to prepare students for employability. In addition, cosmetology students will be introduced to the small business development center (SBDC) staff, programming, and resources

KCC will significantly expand prior learning credit opportunities with our future Ready Oregon Credit for Prior learning Grant. Past, current, and future licensed cosmetology practitioners will be able to receive prior learning credit toward our proposed certificates and associate of applied science degree. The college also plans to articulate this degree for transfer to our established university partners.

The industry alignment and flexibility of programming could assist us to reach communities of color; adults, parents, and other non-traditional students; low-income populations; and other marginalized communities including emerging bilingual Oregonians, members of Indigenous communities, immigrants, and others from diverse racial and ethnic backgrounds

KCC will expand targeted populations to include: high school accelerated learning students, traditional students that are recent high school graduates, non-traditional students, transfer, industry providers that have not received degrees or certificates and could be given prior learning credit, GED/ABE/ESL /HEP students, community education and workforce students, WIOA, SNAP participants, Veteran's and military families, and English Language Acquisition (ELA) and Limited-English Proficiency (LEP) students

Cosmetology students will be taught course through our Career Services Center. The career services center can assist with placing our students while they are enrolled in their program and after completing their program. The career service center also works with our employers through our career technical education (CTE) advisory committees.

4. ***Does the community college program lead to student achievement of academic and technical knowledge, skills, and related proficiencies?***

Multiple curriculum studies were completed as part of this program development. Current cosmetology

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courses and offerings were deconstructed and then reconstructed to align with 11week term offerings that meet academic credit, with lecture, lab, lecture/lab and clinical requirements. Curriculum from Mt Hood community college and several Washington community college cosmetology programs were also reviewed. All the cosmetology proposed pathway certificates have been designed to meet and exceed instructional requirements for licensure. All pathways certificates and one-year certificates are stackable and align seamlessly to the AAS parent program. Program learning outcomes, pathways learning outcomes, course learning outcomes, and course descriptions were refined to meet KCC academic curriculum standards in addition to meeting industry recommended licensure learning outcome requirements. In addition, national applied bachelor's degree coursework standards were reviewed for transferability.

Skills labs and skills assessments are imbedded throughout the curriculum to assess for student proficiencies. Students cannot proceed in the curriculum until they have met these proficiencies. Guided pathways curriculum maps have been developed to provide easy to follow term by term course sequencing for each pathway certificate. Skills are being introduced and assessed at the beginning, intermediate, and advanced levels throughout the coursework. Lectures prepare students for theoretical constructs. Skills lab instruction prepares students for clinical coursework. Clinical coursework prepares student to meet the requirements and standards set forth by the Oregon Board of Cosmetology.

Included in this program are academic courses in which students will develop critical thinking and problem-solving skills, communication skills, cultural competence, professional competency and self-efficacy skills and teamwork skills. In addition to cosmetology courses, students are required to take courses in business management, information systems, student success, communication, computation, arts and letters, social science, and science that provide knowledge and abilities that enhance personal development and serve as a foundation for technical skills

Employability outcomes are imbedded into the coursework and emphasize workplace behaviors such as: attendance, initiative, self-discipline, appearance and hygiene, time management and accountability.

All cosmetology students are required to complete substantial clinical hours in a salon setting. In addition, students are required to complete TEX 280 classes that further supports the development of employability skills.

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KCC's associate of applied science (AAS) cosmetology degree is aligned with industry-recognized certifications. Stackable pathway certificates of barbering, esthetics, and nail technician and the one-year certificate of hair design roll seamlessly into the AAS degree program. Students are evaluated on the performance of each competency of the curriculum to ensure readiness to meet state licensure requirements and enter the profession. Students participate in realistic training through the student-operated salon. The program also provides prior learning credit and extended learning opportunities for persons previously or currently employed in related professions.

Students intending to transfer to a university will have completed substantial coursework necessary for successful transfer to a bachelor's degree program.

5. ***Does the community college identify and have the resources to develop, implement, and sustain the program?***

Klamath Community College has the capacity to develop, implement, and sustain a successful cosmetology program. KCC has the equipment, facilities, technology, curriculum, staff, expertise, funding, and wrap around services to support this program well. The college has more than sufficient and accessible facilities, instructional materials and equipment for the program.

KCC has leased the college of cosmetology building on 357 East Main St which is less than 5 miles from the KCC campus. KCC has also purchased all of the supplies, materials, and equipment from the college of cosmetology. In addition, Mt Hood CC has generously donated thousands of dollars of additional cosmetology supplies and equipment. The building consists of 9,600 square feet with a large clinic for services to the public. There are three classrooms available. The computer area has a study area, reference materials available, and computer workstations with internet access for student use. The facial room, wax room and pedicure area complement the clinic floor. Other rooms include: staff offices, dispensary, a student lunchroom, and restrooms.

KCC has completed an extensive study regarding the program viability of a cosmetology program. A multidisciplinary workgroup examined data for the College of Cosmetology and Mt Hood community college. Based on historic and current enrollment trends, anticipated tuition generation and auxiliary services revenue projections, and course fees, cost of instruction based on the type of instruction, the cosmetology program revenue should exceed the cost of the program in less than three years.

A course fee schedule has been adopted that aligns with historical course fee schedules required by the college of cosmetology. KCC makes annual course fee adjustments for all gen ed and CTE courses. Reserve funds are available if supplies and material course costs exceed the course fees collected. In addition, the cosmetology salon/clinic has estimated additional revenues generate for salon services of over \$50,000 that can supplement this program.

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KCC has many opportunities for complimentary programming with the mix of cosmetology certificates. Our business degrees and certificates, office management opportunities, and health and wellness coursework provide students with enriched opportunities to customize their educational experiences within an associate of general studies degree.

The AAS cosmetology course offerings will mesh well with our current general education offerings in addition to business courses and existing wrap around support services. KCC's Career Service Center courses will be added to the cosmetology degree requirements to prepare students for employability in addition cosmetology will be introduction to the small business development center (SBDC) staff, programming, and resources. The pathways certificates lead to licensure requirements which will meld well with our prior learning credit grant work and programming and community education and workforce short term industry recognized training opportunities.

There is more than a sufficient pool of faculty to support this new program. The current college of cosmetology program has a well-qualified pool of full-time faculty, adjunct faculty, lab assistants, and auxiliary service personal to support his particularly programming needs. In addition, a cosmetology program manager will be hired to supervise the salon and auxiliary services. All cosmetology faculty will be required to have current Oregon license in cosmetology, hair design, esthetics, and nail technology.

KCC also offers a host of support resources that are available for students both on campus and off campus. We support a variety of services for counseling, advisement, tutoring, testing, career planning and employment. In addition, students are encouraged to utilize our new health and wellness center and actively participate in fun, interactive student government activities and clubs.

### **Assurances**

Klamath Community College has met or will meet the four institutional assurances required for program application.

1. *Access.* The college and program will affirmatively provide access, accommodations, flexibility, and additional/supplemental services for special populations and protected classes of students.
2. *Continuous Improvement.* The college has assessment, evaluation, feedback, and continuous improvement processes or systems in place. For the proposed program, there will be opportunities for input from and concerning the instructor(s), students, employers, and other partners/stakeholders. Program need and labor market information will be periodically re-evaluated and changes will be requested as needed.
3. *Adverse impact and detrimental duplication.* The college will follow all current laws, rules, and procedures and has made good faith efforts to avoid or resolve adverse *intersegmental* and *intrasemental* impact and detrimental duplication problems with other relevant programs or institutions.



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4. *Program records maintenance and congruence.* The college acknowledges that the records concerning the program title, curriculum, CIP code, credit hours, etc. maintained by the Office are the official records and it is the college's responsibility to keep their records aligned with those of the Office. The college will not make changes to the program without informing and/or receiving approval from the Office.