



Date: April 11, 2023
To: Dr. Laurie Borowicz
From: Barbara Leach
Re: SP23 Advisory Committee Minutes

Complementary Health Department

Meeting Date: March 15, 2023
Time: 9:00am - 10:00am

External Participants: 3

Gary Burge – Elements Massage
Howard Morris – WM Day Spa
Colleen Morris – WM Day Spa

Internal Participants: 6

Dr. Jessica Berek – Dean of Instruction
Leslie Ciaccio – Coordinator of Complementary Health Programs
Julie Kimpan- Freeman – Instructor, Massage
Kimberly Morgan – Instructor, Massage
Susan Lanning – Instructor, Massage
Cindy Karasewski – Administrative Specialist 1

I. College Updates

- a. Overall enrollment and updates shared
 - Within Health Sciences
 - Welcomed three full time faculty in fall and 1 in spring. Currently have two openings and looking for additional adjuncts.
 - Working collaboratively with other departments. If this committee would like the opportunity to meet with other departments such as advising or marketing, we can have them attend a future meeting.
- b. Discussion – Digital Skills in the Workforce
 - Do students have the basic entry level skills to meet the industry needs - are there skill gaps?
 - Committee members reported that they see no skill gaps in new employees, especially those who are younger and have “grown

up” with technology. New employees are often helping older employees with any technology needs.

c. Path Grant for 2023

- Focusing on short term programs like CNA and EMT – Basic
- All community colleges received funds based on a formula
- According to state officials, likely to be renewed for Fall 2023 - hopefully for a longer term.
- Looking for ways to incorporate all Health Sciences students including complementary health students.

II. Program Updates

a. Program Enrollment

- Currently TPM 10 students enrolled, 10 are graduating this August compared to 2 last August. New EST class starting in August 2023 - expected to be full.
- The demand for therapists is there but there are not enough recent grads to hire. Employers have been hiring from out of state.
- Private schools have been closing; grateful for Kish and its program.
- Question: Could Kish run cohorts of the program more often, instead of just starting every fall? Perhaps a fall and a spring start?
 - Dr. Berek: Enrollment is an unpredictable variable at this point. Consistent and strong enrollment would be needed for more start dates; hard to predict that stability.

b. Esthetics Program Review and Goals

- Esthetics is completing a five-year review this year. One goal mentioned in the 2018 review was to increase enrollment and it has almost every year. 2019 had 7 students, 2022 9 students, 2023 hoping to have a full class.

III. Partner Updates

a. Employment Outlook/Labor Market Data

- The Labor Market Data from the projection webpage has TPM in the years 2021-2031 growing 20%. Overall feeling was this seems grossly underestimated. Esthetics is expected to grow 17% during the same period.

b. Employer Feedback Survey

- Overall happy with the survey but open to suggestions for future.
- One employer mentioned that communication and professionalism skills could be improved; but that is for all new employees and is not unique to Kish students.

- Another employer emphasized that it would be helpful to have more students in the program.
- c. Discussion – Internships
 - This would be over summer and considered a clinical class including both hands on expectations and spa expectations.
 - Questions from Kish
 - How has supervision of interns worked in your workplace?
 - Howard and Collen shared they do weekly feedbacks from employer and clients to share with intern.
 - How has the intern been graded or assessed?
 - The instructors do the grading.
 - Other suggestions
 - Internship on a rotation basis such as 2 weeks at spa, 2 weeks in class, 2 weeks clinical.
 - Students would gain experience in a variety of environments.
- d. Employer Panel Data
 - Will be held July 19th at 5pm; opportunity to meet the 10 graduates and talk to them about workforce opportunities.